

1 Oct 25
Version 1

Air Force Reserve Officer and Enlisted Incentive Bonus Guide Fiscal Year 2026

The purpose of this Personnel Services Delivery Guide (PSDG) is to outline Fiscal Year (FY) 2026 program incentive bonuses for the Air Force Reserve Officer and Enlisted.



**DEPARTMENT OF THE AIR FORCE
AIR FORCE RESERVE COMMAND**

MEMORANDUM FOR AFRC COMMANDERS

FROM: HQ AFRC/AIK

555 Robins Parkway
Robins AFB GA 31098-1635

SUBJECT: Air Force Reserve (AFR) Fiscal Year (FY) 2026 Officer/Enlisted Incentive Program

1. The AFR bonus incentive program continues to attract and retain qualified unit and individual reservists as identified by duty air force specialty code on the FY26 critical skills list. With the growing demand for Reserve Citizen Airmen to accomplish Total Force missions, the AFR FY26 incentive list serves as the source document to ensure our high-demand skills receive relevant and equitable compensation for their contributions to our nation's defense.
2. In accordance with DAFI 36-3012, para 2.5.3.1, the 367th Recruiting Group and supporting force support units are authorized to use a 15-day overlap period to continue use of FY25 bonus incentive eligibility beginning 1 October through 15 October 2025. The intent of this overlap period is to provide maximum flexibility in the accession process and additional latitude in finalizing the processing of potential officer/enlistees already in the pipeline. It only applies to recruits who meet non-prior service, prior service and affiliation bonus eligibility requirements. AFRC/AIK is the waiver authority for the AFR incentive program and its requirements.
3. FY26 bonus incentive critical skills list will remain valid through 30 September 2026. However, this program is subject to a mid-year review and is subject to change based on AFR mission requirements, program execution and budget forecasts.
4. If you have any questions, please email HQ AFRC AIK at afrc.alk@us.af.mil.

SELL.LQNNIE.D Digitally signed by
ALE.1178075272 Date: 2025.09.23 08:41:34-04'00'
SELL.LONNIE.DALE.1178075272

LONNIE D. SELL, Colonel, USAF
Chief, Military Personnel Division

OFFICER & ENLISTED BONUS PROGRAM FY26

Section A: Introduction

Revision History

Version	Date	Revision Description
1	1 October 2025	Implementation of program procedural guidance for FY26

• INTRODUCTION:

In accordance with SAF/MR delegation of authority, the Chief, Air Force Reserve approved the Air Force Reserve (AFR) FY26 Critical Skills List (CSL) for Officer and Enlisted Bonuses.

Airmen will coordinate with their Wing Talent Management Consultant (WTMC) and/or Group Talent Management Consultant and/or Unit Talent Management Consultant to include support from their servicing Force Support Squadron (FSS) for general questions, eligibility, verification, and submission of bonus packages.

• OFFICE OF PRIMARY RESPONSIBILITY (OPR):

- Headquarters Air Force, Directorate of Personnel (HAF AF/REP)
- Air Force Reserve Command, Recruiting and Retention Branch (AFRC/A1K)
- Air Force Personnel Center, Special Pay, and Incentive Branch (ARPC/DPA)

• TARGET AUDIENCE:

- Air Force Reserve Airmen that meet FY26 eligibility and on approved CSL.

• REFERENCES/RELATED PROCESSES:

- **AFMAN 36-2100**, *Military Utilization and Classification*
- **AFR RSC PSDG V1 - 5 Aug 2025**, **Reserve Service Commitment Program**
- **DAFMAN 36-2136**, *Reserve Personnel Participation*
- **DAFI 36-2606**, *Reenlistment and Extension of Enlistment in the United States Air Force*
- **DAFI 36-3012**, Ch 2 & 5 *Military Entitlements*
- **DoDI 1215.07**, *Service Credit for Non-Regular Retirement*
- **DoDI 1304.34**, *General Bonus Authority for Officers*
- **DoDI 1304.31**, *Enlisted Bonus Program*
- **DoDI 1304.29 CE-01**, **Administration of Enlistment Bonuses**
- **DoD 7000.14-R, FMR, Vol 7A, Chapter 56**, *Ready Reserve Accession, Affiliation, Enlistment, and Retention Bonus*
- **Title 37 U.S.C. Chapter 5, Subchapters I, II, & III**, <https://uscode.house.gov>

Section B: Roles and Responsibilities

• **ROLES AND RESPONSIBILITIES:**

This section outlines specific roles and responsibilities for processing AFR bonuses.

HAF AF/REP:

- Serves as Program Element Monitor and provides policy guidance for all AFR special pay and incentive programs
- Provide AFRC/A1K annual retention and accession targets to meet congressionally programmed AFR end strength

AFRC/A1Y:

- Manage and establish guidelines for the administration of the AFR incentive programs
- Prepare and distribute the CSL bonus-eligible list reflecting authorized AFSCs
- Establish bonus programs offered, criteria and payment amounts
- Monitor the AFR Incentive Program assessing effectiveness, participation, and budgetary requirements
- Coordinate with AFRC/FM on funding requirements and execution data
- Provide resources, training, policy interpretation, and guidance on AFR bonus programs
- Final approval for Airmen in receipt of a bonus who decides to reenlistment more than 30 days before their ETS, unless they are reenlisting to transfer education benefits
- Waiver authority for the AFR bonus program and its requirements
- Final approval authority on officer and enlisted bonus applications (except Health Profession Bonuses & Experienced Aviator Retention Incentive (EARI))

ARPC/DPA:

- Functional OPR for executing the AFR Bonus Program
- Collaborate with program stakeholders and provide procedural guidance to the field
- Receives completed bonus applications from WTMCs
- Final approval authority for Bonus Continuation Waiver requests
- Updates enlisted bonus codes in the Military Personnel Data System (MilPDS)
- Sends bonus approval to WTMC for payment processing
- Processes bonus payments for IMAs

Wing TMC:

- Distribute CSL to group/unit TMCs
- Ensures bonus applicants receive consultation on bonus eligibility and requirements
- Ensures bonus applicants receive consultation on their Reserve Service Commitment (RSC)
- Ensures members complete the Bonus Agreement and files locally in Electronic Records Management (ERM)
- Ensures member completes DAF Form 64, RSC Acknowledgement/Declination which outlines the member's RSC and sends to AFPC to file in member's electronic ARMs
- Processes the member's bonus application and notifies member of final bonus status

- Sends the member's bonus application to ARPC/DPATI for approval
- For approved bonuses, updates officer and enlisted RSC codes in MilPDS
- Provides local FM approved bonus documentation/Certificate of Eligibility for bonus payment processing through the Case Management System (CMS)
- Monitors the Airman's participation and annually validates bonus eligibility
- Terminates the member's bonus, if applicable
- Initiates recoupment actions in coordination with FM, if applicable
- Submits Bonus Incentive Continuation requests via myFSS to ARPC/DPATI for approval
- Ensures Airmen in receipt of a bonus who decide to reenlist more than 30 days before their ETS, submit a waiver request via e-mail to AFRC/A1K prior to reenlistment, unless they are reenlisting to transfer education benefits
- Coordinate with Unit Commanders to monitor valid vacancies that reached 100% manned within the identified CSL, notify WTMC and Recruiting Flight Chief

HQ RIO TMC: (IMA incentives ARE NOT AUTHORIZED for FY26)

- Provides consultation to the member on bonus eligibility and requirements
- Counsel officer/enlisted bonus applicant on Reserve Service Commitment (RSC)
- Ensures member completes the Bonus Agreement and file locally in Electronic Records Management (ERM)
- Ensures member completes AF IMT 4010 APPLICATION FOR IMA ENLISTED BONUS AND INCENTIVE (Not applicable for officer incentives)
- Ensures member completes DAF Form 64, RSC Acknowledgement/Declination which outlines the member's RSC and sends to AFPC to file in member's electronic ARMs record
- Completes the FY Incentive Checklist to verify the incentive's package completeness
- Compiles the member's bonus application documents and sends the member's bonus application to ARPC/DPATI for approval
- Notifies member of final bonus status
- For approved bonuses, updates officer and enlisted RSC codes in MilPDS
- Requests ARPC terminate the member's bonus, if applicable

Group/Unit TMCs:

- Distribute Critical Skills List (CSL) to unit members
- Inform potentially eligible Airmen of possible bonus eligibility when they enter their Selective Reenlistment Program (SRP) window
- Supports WTMC's

Recruiters:

- Inform potentially eligible Airmen of the application process
- Reviews CSL and informs members initial bonus payment and processing timelines
- Counsel officer and enlisted applicants on bonus incurring RSC
- Ensures potentially eligible members sign the AF 4021 (sign block 9a/9b), Bonus Agreement and DAF 64 and uploads in AFRISS
- Ensures member is being placed on a valid vacancy identified on the CSL

Unit Commander:

- Further disseminate bonus eligible AFSC list within their servicing jurisdiction, to include geographically separated units

Servicing Finance Management (FM):

- Processes bonus payments to member
- Interfaces with Defense Finance Accounting Services (DFAS) for bonus payments not processed at the wing (ex. Affiliation Bonus)

Officer or Enlisted Member:

- Receives bonus information from Recruiter and/or servicing WTMC
- Signs bonus agreement acknowledging bonus and participation requirements
- Completes DAF Form 64, RSC Acknowledgement/Declination, outlining the RSC
- If an assignment or change in duty occurs, notifies servicing WTMC **immediately**, as to not incur a debt

Section C: General Information

• GENERAL INFORMATION:

The purpose of the AFR incentive program is to effectively attract, recruit, and retain quality Airmen. The AFR offers several types of incentive bonus types that are managed by the A1 community.

The AFR may offer all, some, or none of the bonus programs identified in DoDI 1304.31, *Enlisted Bonus Program*, DoDI 1304.34, *General Bonus Authority for Officers*, and DAFI 36-3012, *Military Entitlements*. Monetary bonuses are contingent upon AFR mission requirements and funding constraints. Bonus types offered:

Officer Bonus Types:

1. Accession (Non-Prior (NPS) and Prior Service (PS))
2. Affiliation (Regular Air Force (RegAF)/Inactive Ready Reserve (IRR) to AFR)

Enlisted Bonus Types:

3. Accession (NPS and PS)
4. Affiliation (RegAF/IRR to AFR)
5. Retention (Reenlistment)

To qualify for a bonus, a member is contractually obligated to serve satisfactorily in the AFR for the full term of agreement for which a bonus is paid. Satisfactory participation for a Traditional Reservist (TR) is defined as no more than four (4) unexcused absences based on a 12-month period within their retention/retirement year (R/R).

Upon the acceptance of a bonus, the member signs a bonus agreement to certify confirmation and understanding of the conditions under which payments are made. This agreement states the terms of the contract and incurred RSC. The bonus anniversary date is the date the Airman entered into the bonus program. Anniversary payments will be rewarded after all requirements have been met IAW all pertinent supporting directives and payments are processed. on the day and month that the Airman entered the bonus program. Airmen who accept a bonus are further obligated to continue serving in the same bonus Air Force Specialty Code (AFSC) unless ARPC approves a continuation waiver for the convenience of the government IAW DAFI 36-3012, para 5.3.1. and 5.9. The member must meet all eligibility requirements in accordance with (IAW) Air Force policy and law. Member must not be in receipt of an accession, affiliation, enlistment, reenlistment, or retraining bonus for the same period of service.

NOTE: Members will usually receive payment as part of the regular payroll cycle closest to the member's anniversary.

FY26 Bonus Reference Chart – RECRUITING INCENTIVE

Bonus Types	Enlisted	Officer	Lump Sum	Anniversary Payments	RSC	Reserve Service Commitment	FM Bonus Variable Codes	MilPDS
								Program Reason Codes
<u>Accession</u> Non-Prior (\$20K Incentive)		✓		10K First 5K 2nd & 3rd	47	3 years	AC	N/A
<u>Affiliation</u> Prior Service (\$20K Incentive)		✓	10K Upfront	5K 2nd & 3rd	47	3 years	AB	N/A
<u>Accession</u> Non-Prior By-Base (\$20K Incentive)	✓			10K First 2k 2nd - 6th		6 years	1	A see note 7
<u>Accession</u> Prior Service By-Base (\$15K Incentive)	✓			7.5K First 3.75K 2nd & 3rd	47	3 years	4	S see note 8
<u>Affiliation</u> Prior Service By-Base (\$20K Incentive)	✓		20K Upfront		47	3 years	8	X

FY26 Bonus Reference Chart – RETENTION INCENTIVE

Bonus Types	Enlisted	Officer	Lump Sum	Anniversary Payments	RSC	Reserve Service Commitment	FM Bonus Variable Codes	MilPDS
								Program Reason Codes
<u>Reenlistment</u> Retention CSL (\$30K Incentive)	✓			3 equal payments of \$10K	69	3 years	5	C or E see note 9
<u>Reenlistment</u> Retention Super-CSL (\$45K Incentive)	✓			3 equal payments of \$15K	69	3 years	5	C or E see note 9

RECRUITING INCENTIVE:

ALL RECRUITING INCENTIVES ARE REQUIRED TO BE ON RECRUITING CSL LIST BY-LOCATION AND VALID VACANCY

- Accession (NPS \$20K and PS \$15K)
- Affiliation (RegAF/IRR to AFR \$20K)

RETENTION INCENTIVE:

- Reenlistment (CSL \$30K and S-CSL \$45K)
- Reenlistment eligible Airmen in one of the twenty-two enlisted critical skills DAFSCs, in the grade of E4 through E7, with more than 5 but less than 11 years of military service (based on pay date) will be eligible for three equal anniversary payments of \$10K for a 3-year contract.
- Reenlistment eligible Airmen in one of the four super-critical skill DAFSCs, in the grade of E4 through E7, with more than 5 but less than 11 years of military service (based on pay date) will be three equal anniversary payments of \$15K for a 3-year contract.

NOTES:

1. Air Reserve Technicians (ART), Active Guard Reservists (AGR), and Individual Mobilization Augmentees (IMA) are not eligible for any bonus outlined in this FY26 guide.
2. The member will incur a reserve service commitment (RSC) upon acceptance of a bonus that requires minimum satisfactory participation. NPS members do not require a DD Form 64; however, their RSC is 82.
3. The FY26 incentive program offers NPS bonus for a 6-year enlistment. To be eligible, NPS applicants must enlist into a CSL DAFSC for a minimum of 6 years.
4. Finance Bonus Variable Codes and MilPDS Program Reason codes are updated by ARPC/DPATI **ONLY**.
5. MilPDS Program Reason codes for Affiliation bonuses:

X = Affiliation from RegAF/IRR to AFR for a min. of 3 years

***Important to identify approved RCAIB** with clear text in the ARPC bonus tracking report until automatic report configuration is complete.

6. MilPDS Program Reason codes for a Non-Prior Prior Service Accession bonus:

A = Enlisted with a Bonus

7. MilPDS Program Reason codes for Prior Service Accession bonuses:

S = Enlisted with Bonus for 3 Years (Prior Service Only)

8. MilPDS Program Reason for Reenlistment bonuses:

C = reenlisted for 3 Years/ No Previous Enlistment Bonus

E = reenlisted for 3 Years/ Previous Enlistment Bonus

If required to convert MILPDS code to DJMS codes:

- Contact Finance/RPO with any questions.

Section D: AFR Officer Bonus Program and FY26 Eligibility

• **AFR OFFICER BONUS PROGRAM**

The AFR officer bonus program was initially approved for execution on 1 September 2008 in accordance with and instructions provided in Section 332 of Title 37 United States Code (U.S.C). There are two types of officer bonuses: accession and affiliation. In accordance with (IAW) Title 37 U.S.C. and DoDI 1304.34 both bonuses require officers to sign an agreement to serve in the Selected Reserve (SELRES). Every officer bonus requires a written agreement, which outlines their RSC. An AFR officer may be eligible for one of the following bonuses:

- 1) Accession (accepts a commission or appointment as an officer, NPS, and PS)
- 2) Affiliation (RegAF/IRR to SELRES with no break in service)

Accession Bonus: A bonus offered to a person who is newly appointed to the AFR in a DAFSC which is listed in the corresponding FY26 CSL on the effective date of their appointment. Eligibility requires completion of initial skills training for award of the DAFSC and to become fully qualified upon completion of training. Officers must serve in the bonus eligible DAFSC for a minimum of three years. Prior service AFR personnel who are commissioned into a bonus DAFSC via the Non-Extended Active-Duty Airman Commissioning Program or other commissioning program are eligible for an accession bonus; however, these Airmen must have less than 20 years total federal service (based on pay date) at the time of appointment. **Accession bonuses may be up to \$20K. Paid incrementally over the term of the contract**

- a. **Affiliation Bonus:** A bonus offered to officers who affiliate directly from RegAF or IRR to the SELRES without a break-in-service. Eligibility requires officers to be appointed to the AFR and be fully qualified in the incentive eligible DAFSC listed in the corresponding (FY CSL) on the effective date of their affiliation (DoDI 1304.34). Officers must have less than 15 years of qualifying military service toward a regular or non- regular retirement, IAW DoDI 1215.07, *Service Credit for Non-Regular Retirement*. Palace Chase participants and personnel transferring from another Air Reserve Component (i.e., ANG) are not eligible. **The maximum affiliation bonus may not exceed \$20K, paid 50% lump sum up front, followed by two incremental payments.** Officers must serve in the bonus eligible DAFSC IAW 37 USC 332: *General bonus authority for officers and DAFI 36-3012, para 5.6.*

NOTE: An officer who receives a bonus in accordance with Section 332 of Title 37 U.S.C., and fails to complete the period of obligated service or other conditions of service specified in the written agreement for which the bonus is paid, must repay any unearned portion of the bonus consistent with Section 373 of Title 37 U.S.C., and Chapter 2, Volume 7a, of DoD 7000.14-R.

- **FY26 CRITICAL SKILLS DAFSC FOR OFFICERS**

The following eighteen officer MAJCOM-wide critical skills DAFSCs are eligible for an accession or affiliation bonus, except DAFSC 16F.

The DAFSC 65F (asterisk) are eligible for an affiliation bonus only.

FY26 MAJCOM-WIDE BONUS ELIGIBILITY OFFICER - RECRUITING AND RETENTION (\$20K)	
DAFSC	Duty Title
11F	Fighter Pilot
11H	Rescue Pilot
11M	Mobility Pilot
11S	Special Operation Pilot
12M	Mobility Combat Systems Officer
12S	Special Operations Combat Systems Officer
14N	Intelligence Officer
17D	Warfighter Communications Operations
17S	Cyberspace Effects Operations
19Z	Special Warfare
35P	Public Affairs
41A	Health Services Administrator
44Y	Critical Care Medicine Physician
45E	Ophthalmologist
48G	General Medical Officer (GMO), Flight Surgeon
48R	Residency Trained Flight Surgeon
51J	Judge Advocate
*65F	Financial Management

Section E: AFR Enlisted Bonus Program and FY26 Eligibility

• **AFR ENLISTED BONUS PROGRAM**

The AFR Enlisted Bonus Program will encourage enlistment, affiliation, reenlistment, and retention in designated military specialty or skill, career fields, units, grade, or under such other condition or conditions of service for specified periods of obligated service to meet DoD personnel requirements.

Every enlisted bonus requires a written agreement, which outlines their RSC, IAW Section 331 of Title 37 U.S.C. and DoDI 1304.31. Enlistment and reenlistment bonuses directly correlate with length of contract and will range from \$15K to \$45K based on the term of enlistment and type of bonus. For the AFR, enlisted bonuses under this program are limited to Traditional Reservist.

In accordance with 37 U.S.C. § 308 and 331, the enlisted bonus program was authorized to support recruiting and retention efforts in critical skills, career fields, units, or grades. An AFR enlisted member may be eligible for one of the following critical skills bonuses:

- 1) Accession (NPS and PS)
 - 2) Affiliation (without a break in service)
 - 3) Retention (Reenlistment)
- a. **Non-Prior Service Enlistment Bonus:** A bonus granted to an individual who has not previously served in any component of the Armed Forces of the United States or has previously served but did not successfully complete initial active-duty training (IADT). Member must enlist into a critical skills DAFSC in effect on Date of Enlistment (DOE) for a term of six years, complete initial active duty for training (IADT), earn a 3-level control in their DAFSC and meet other criteria IAW AFI 36-3012. **Non-Prior Service enlistment bonuses may be up to \$20K and will be paid incrementally over the term of the contract, so long as the Airman meets participation requirements.**
- An initial payment may not be prorated for participation prior to IADT, rather will be based on UTA participation and satisfactory service (50 points) upon completion of IADT and prorated as appropriate after IADT.
- b. **Prior Service Enlistment Bonus:** A bonus granted to former members of the armed forces who are hired into a critical skills DAFSC. Member **must enlist** for a minimum of three (3) years IAW DoDI 1304.31, Section 4.3., b., (7). Must not have more than 16 years of total military service (from pay date), have received an honorable discharge at the conclusion of all previous periods of service and meets other criteria IAW AFI 36-3012. PS applicants may have a break in service. **An applicant may be eligible to receive \$15K for a minimum of a three (3) year enlistment into a critical skills DAFSC. The bonus will be Paid incrementally over the term of the contract.**

- c. **Enlisted Affiliation Bonus (CSL):** A bonus granted to fully qualified members who affiliate directly from RegAF or the IRR and **enlist** into the AFR (no previous SELRES service) without a break in service. Is assigned to a DAFSC on the member's EDCSA for which they hold at least a three (3) skill-level Control Air Force Specialty Code (CAFSC) or secondary AFSC on the date of enlistment. Members have less than 20 years of total military service based on pay date, IAW DoDI 1304.31, Section 4.2, c(2). Palace Chase participants and personnel hired from another Reserve Component (i.e., ANG) are not eligible. **Members enlisting into a critical skills DAFSC may be eligible for a \$20K bonus, with a minimum of three (3) year contract. The bonus will be paid lump sum up front.**

NOTE: Effective 22 Sep 2023, the AFRC/CD approved a permanent T-2 waiver of DAFI 36-3012, para 5.4.5.6., removing the requirement that members who are Affiliating have, "less than six years of total military service" so that execution procedures and guidance will be aligned to ensure compliance with relevant laws and policies. The waiver is not retroactive.

- d. **Retention Bonus (Reenlistment):** A bonus granted to an Airman reenlisting for at least three years. Airmen must reenlist within six months of current expiration term of service (ETS) when they are not currently receiving a bonus. Current bonus recipients must reenlist within 30 days of their ETS to maintain future bonus eligibility. **The bonus will be paid in equal amounts (\$10K/15K) over a 3 yr period.** To be eligible for a reenlistment bonus, an Airman must meet the following parameters:
- Airmen must be reenlistment eligible
 - Must be in the grade of E-4 through E-7
 - Must have no less than 5 and no more than 11 years of service, based on pay date (not 1 day more than 11 years)
 - Members re-enlisting into a critical skills DAFSC may be eligible for a \$30K bonus with a 3-year contract
 - Members re-enlisting into a super-critical skills DAFSC may be eligible for a \$45K bonus with a 3-year contract

***Years of Service based on Pay Date, Range Explanation:**

The time and date calculator provided is a useful tool to help calculate accurate dates, <https://www.timeanddate.com/date/dateadd.html>.

EXAMPLE: Reenlistment Bonus Program Eligibility for critical skills DAFSC.
Airman's ETS is 1 Feb 2026.

Earliest Pay date (5 years of service) for eligibility window would be 31 Jan 2021.

Latest Pay date (11 years of service) for eligibility window would be 1 Feb 2015.

CSL Example Explained: SSgt Smith is eligible for reenlistment in FY26, her DAFSC is 2A3X5 and she has more than 5 but less than 11 years of military service based on her pay date (1 January 2017), she may be eligible for a reenlistment bonus of \$45K to be paid in equal amounts (\$10K) over a 3 yr period.

NOTES:

1. Effective 22 Sep 2023, the AFRC/CD approved a permanent T-2 waiver of DAFI 36-3012, para 5.4.4.1., removing the requirement that members who are reenlisting, “must have a minimum of 6 years of service” so that execution procedures and guidance will be aligned with the retention goal. The waiver is not retroactive.
2. An Airman who receives a bonus in accordance with Section 331 of Title 37, U.S.C., and fails to complete the period of obligated service or other conditions of service for which the bonus is paid, as specified in the agreement and required in Paragraph 3.1.a., must repay the Military Department concerned pursuant to Section 373 of Title 37, U.S.C., and Chapter 2 of Volume 7A of DoD 7000.14-R.

- **FY26 CRITICAL SKILLS DAFSC FOR RECRUITING BY LOCATION**

The following 63 by-location critical skills DAFSCs are eligible for Recruiting bonus in FY26. All TR Airmen accessing and affiliating into the critical skills DAFSC at location listed below are eligible for a **non-prior service, prior service, and/or affiliation bonus (\$20K/\$15K/\$20K)**.

ALL REQUIRED TO BE ON RECRUITING CSL LIST BY-LOCATION AND VALID VACANCY

- **Accession (NPS/\$20K and PS/\$15K)**
- **Affiliation (RegAF/IRR to AFR/\$20K)**

(RECRUITING) ENLISTED BY LOCATION (63) (\$20K)					
960 CYB WG	1B4X1	910 ALF WG	2A5X1	349 MBY WG	2A5X1
960 CYB WG	1D7X1	910 ALF WG	1A1X2	349 MBY WG	2A5X4
944 FTR WG	2A3X3	908 FTA WG	1A1X3	349 MBY WG	4N0X1
944 FTR WG	2W1X1	908 FTA WG	2A5X2	349 MBY WG	2A7X3
944 FTR WG	2A3X7	655 ISA WG	9S100	349 MBY WG	1A1X2
944 FTR WG	2W0X1	514 MBY WG	4N0X1	349 MBY WG	2A6X2
944 FTR WG	2A3X4	512 ALF WG	3F1X1	349 MBY WG	2A6X5
940 ARF WG	2A5X4	512 ALF WG	1A1X2	349 MBY WG	2T2X1
934 ALF WG	2A5X1	452 MBY WG	3P0X1	349 MBY WG	2A6X4
934 ALF WG	3P0X1	452 MBY WG	2A5X1	307 BMB WG	2W0X1
932 ALF WG	4N0X1	452 MBY WG	2T2X1	307 BMB WG	2A5X4
919 SOP WG	2W1X1	446 ALF WG	2T2X1	307 BMB WG	2A9X4
919 SOP WG	8L700	445 ALF WG	4N0X1	302 ALF WG	2A5X1
919 SOP WG	2A5X1	442 FTR WG	2W0X1	301 FTR WG	2A3X7
919 SOP WG	2A6X1	442 FTR WG	2W1X1	301 FTR WG	2W0X1
919 SOP WG	1A1X3	439 ALF WG	2A5X1	301 FTR WG	2W1X1
914 ARF WG	2T2X1	439 ALF WG	1A1X2	301 FTR WG	2A3X5
914 ARF WG	3P0X1	439 ALF WG	3P0X1	419 FTR WG	2A3X7
914 ARF WG	4N0X1	434 ARF WG	2A5X4	419 FTR WG	2W1X1
911 ALF WG	2A5X1	433 ALF WG	2A5X1	403 WGH WG	2A5X1
911 ALF WG	4N0X1	916 ARF WG	2A5X4	403 WGH WG	2A9X4

- **FY26 CRITICAL SKILLS DAFSC FOR RETENTION**

All TR Airmen re-enlisting into one of the below critical skills DAFSC and meets eligibility requirements are eligible for a Reenlistment bonus in FY26 **(\$30K/\$45K)**.

Reenlistment eligible Airmen in one of the twenty-two enlisted MAJCOM-wide critical skills DAFSCs listed below, in the grade of E4 through E7, with more than 5 but less than 11 years of military service (based on pay date) will be **three equal anniversary payments of \$10K for a 3-year contract**.

Reenlistment eligible Airmen in one of the **four super-critical skill DAFSCs highlighted** below, in the grade of E4 through E7, with more than 5 but less than 11 years of military service (based on pay date) will be **three equal anniversary payments of \$15K for a 3-year contract**.

FY26 MAJCOM-WIDE BONUS ELIGIBILITY ENLISTED-RETENTION BONUS (\$30K/\$45K)	
DAFSC	Duty Title
1A8X1	Airborne Cryptologic Language Analyst
1A8X2	Airborne ISR Operator
1B4X1	Cyber Warfare Operations
1D7X1	Cyber Defense Operations
1P0X1	Aircrew Flight Equipment
1S0X1	Safety
2A3X3	Tactical Aircraft Maintenance
2A3X4	Fighter Aircraft Integrated Avionics
3E8X1	Explosive Ordinance Disposal
3N0X6	Public Affairs
2W0X1	Munitions Systems
3E0X2	Electrical Power Production
3E4X1	Water & Fuels Systems Maintenance
4A1X1	Medical Material
4B0X1	Bioenvironmental Engineering
4E0X1	Public Health
4N0X1	Aerospace Medical Service
5J0X1	Paralegal
6F0X1	Financial Management & Comptroller
7S0X1	Special Investigations
8L100	Enlisted Air Advisor-Basic
9S100	Scientific Applications Specialist

Section F: Reserve Service Commitment

Reserve Service Commitment (RSC)

Officer and enlisted members approved for a bonus will incur a reserve service commitment. RSCs assure the Air Force and taxpayers receive an appropriate return on their investment. Established RSCs communicate to the member the periods of obligated service they must agree to complete for incentive bonuses.

An RSC does not establish a date of separation. Officer and Enlisted members are required to complete the DAF Form 64, *RSC Acknowledgement/Declination*, which formally documents the member's acknowledgement and acceptance of the RSC. Failure to complete the DAF Form 64 does not relieve the member of the RSC.

WTMC Responsibility

The servicing WTMC will ensure TRs are counseled on the RSC and will secure a written agreement that details the member's RSC acknowledgement or declination and file the bonus incentive agreement in their local ERM system. WTMCs should reference AFR RSC PSDG V1 - 5 Aug 2025, Reserve Service Commitment Program.

Ensures the member has sufficient retainability for the RSC. If a member declines the RSC, they are ineligible for the bonus. Once ARPC/DPATI approves a bonus, the WTMC will update MilPDS with the appropriate RSC code from the chart on page 7 of this guide.

HQ RIO (IMA incentives ARE NOT AUTHORIZED for FY26)

The HQ RIO/TMC will ensure IRs are counseled on the RSC and will secure a written agreement that details the member's RSC acknowledgement or declination and file the bonus incentive agreement in their local ERM system. Send the DAF Form 64 to AFPC for upload in the member's electronic ARMs record.

Ensures the member has sufficient retainability for the RSC. If a member declines the RSC, they are ineligible for the bonus. Once ARPC/DPATI approves a bonus, the detachment will update MilPDS with the appropriate RSC code from the chart on page 7 of this guide.

AFRC/A1K and ARPC/CC

AFRC/CD is the approval authority for RSC waivers. TRs must request an RSC waiver in writing through command channels and forward to HQ AFRC/A1K via ETMS2 for AFRC/CD final decision. AFRC/A1K will provide the WTMC the final determinat

Section G: Bonus Incentive Continuation Request

• BONUS INCENTIVE CONTINUATION REQUEST

Bonus incentive continuation occurs when a bonus which would otherwise be terminated is continued throughout the remainder of the current enlistment. Continuations are service department **event centered** (i.e., unit relocation, deactivation, reorganization, or retraining due to an event not caused by the member).

Continuation is not authorized without coordination and approval between AFRC/A1K and ARPC/DPATI. The WTMC should submit continuation requests electronically through myFSS to ARPC/DPATI.

Bonus Incentive Continuation Request:

The request must contain:

- the member's bonus agreement
- status of latest bonus payment
- justification for request
- authorized/assigned data (all skill levels including gains/losses)

ARPC/DPATI will notify the WTMC or RIO TMC via myFSS of the final decision. If the request is disapproved or if the member does not meet the criteria for a bonus continuation, the Airman's servicing WTMC pays the member a final payment, and terminates the bonus, if necessary.

Relocation and Bonus:

Airman impacted by an AFR event for the convenience of the government and whose duty participation is adversely affected (unit deactivation, reorganization, relocated, military specialty changed, etc.), may be authorized up to six (6) months to obtain a position or new permanent duty station, in their same DAFSC within the SELRES. The additional time of non-duty participation will be added to their current enlistment.

- The member has 6 months to obtain a position in the SELRES in the same DAFSC. Exception to same DAFSC is if the government changed the member's DAFSC
- If the member obtains a position within the 6 months, the time spent not actively participating in the bonus AFSC is added to the member's service requirement (extension and RSC)

Consideration: Continuation approvals should be considered if a member's DAFSC is changed for the convenience of the government, so long as the member meets all other bonus eligibility criteria and remains within the SELRES.

NOTE: If the member does not obtain a position, the bonus will be terminated.

Section H: Bonus Termination

• BONUS TERMINATION

If entitlement to a bonus is terminated for any reason before the fulfillment of the service as specified in the written agreement, the member will not be eligible to receive any further bonus payments except for service performed before the termination date. WTMC's will confirm the reason for the bonus termination. The following outlines examples that warrant a bonus termination.

Terminate Bonus Examples:

1. Airmen currently receiving a bonus and is hired into an ART or AGR position.
 - a. Terminate, but do not recoup so long as the Airman successfully completed six months of the bonus contract obligation.
2. Airman does not fulfill the agreed upon terms of the contract (satisfactory participation).
3. Enlisted Airman earns a bonus and then accepts a commission in the Armed Forces.
4. The last day of 27 years of completed active duty or service in an active status; an enlisted Airman may not be paid a bonus for 28 years of service or more through the SRB program.

Bonus Termination Process:

Coordinate with servicing WTMC to ensure the member has been paid a final bonus payment, if applicable, prior to terminating the bonus.

NOTE: Do NOT terminate the bonus for members who reenlist during the contract period for the purpose of GI Bill retainability.

The following chart provides bonus termination examples and corresponding recoupment actions:

Example No.	Bonus will terminate if a member	Recoupment Action
1.	Voluntarily reclassifies into a non-incentive eligible AFSC and has not completed the full term of incentive contract (this includes Special DAFSC).	Terminate and Recoup any unearned portion.
2.	Voluntarily reclassifies to an incentive eligible AFSC and has not completed the full term of incentive contract (see note 1).	Terminate and Recoup any unearned portion.
3.	The member's employment in another military specialty or assignment rotation is directed (see note 2).	Terminate but do not recoup.
4.	Separates from the Air Force Reserve for any reason to include enlisting into the ANG, another military department, or voluntary recall into the active force (see notes 3 and 5).	Terminate and Recoup any unearned portion.
5.	Reassigned to the IRR either voluntarily or involuntarily and has not completed the full term of incentive contract.	Terminate and Recoup any unearned portion.
6.	Fails to participate satisfactorily in the Air Force Reserve according to established directives (see note 4).	Terminate and Recoup any unearned portion.
7.	Fails to maintain mandatory qualifications for the bonus AFSC (see notes 4 and 5).	Terminate and Recoup any unearned portion.
8.	Accepts a civilian position where membership in the Air Force Reserve is a condition of employment (i.e., ART) (see note 6).	Terminate but do not recoup.
9.	Accepts an AGR position (see note 6).	Terminate but do not recoup.
10.	Accepts an immediate appointment as an Air Force Reserve commissioned officer for which no bonus or special pay is paid.	Terminate but do not recoup.
11.	Accepts an immediate appointment as an Air Force Reserve commissioned officer for which a bonus or special pay is paid.	Terminate and Recoup any unearned portion.
12.	Reaches 28 Years of Service (see note 7).	Terminate and Recoup any unearned portion.

NOTES:

1. Unless ARPC approves a continuation waiver prior to member reclassing into the new AFSC.
2. HAF/REP further defines ‘directed’ as a change in status, also constituting an ‘assignment action’ and therefore, should not drive recoupment.
3. Unless the Involuntary separation is a result of unit inactivation, unit relocation, reorganization, or DoD directed reduction in the Selected Reserve.
4. Unless due to death, injury, illness or other impairment for reasons beyond the member’s control.
5. Other than by death, injury, illness or other impairment not the result of the member’s own misconduct.
6. So long as the member completed 6 months of their previous bonus agreement. If the individual did not complete (satisfactory participation) 6 months of their previous bonus agreement, recoupment is authorized.
7. IAW DoD 7000.14-R, FMR, Vol 7A, Chapter 56, para 7.2.8. An SRB may be paid to an enlisted member with up to 28 years of active duty or service in an active status. The Deputy Assistant Secretary of Defense for Military Personnel Policy may waive this restriction based upon a request and justification submitted by the Secretary of the Military Department concerned.

Section I: Bonus Recoupment

• BONUS RECOUPMENT

An Airman who receives a bonus in accordance with Section 331 of Title 37, U.S.C., and fails to complete the period of obligated service or other conditions of service for which the bonus is paid, as specified in the agreement and required in Paragraph 3.1.a., must repay the Military Department concerned pursuant to Section 373 of Title 37, U.S.C., and Chapter 2 of Volume 7A of DoD 7000.14-R.

Recoup Bonus Examples:

IAW DAFI 36-3012:

- Voluntarily reclassifies to a non-bonus eligible AFSC and has not completed the full term of bonus contract
- Reassigned to the IRR either voluntarily or involuntarily and has not completed the full term of bonus contract
- Does not meet the terms of satisfactory participation

Conditions Under Which Recoupment of a Bonus Will Not Be Sought:

IAW DoD 7000.14-R, FMR Vol 7A, Chapter 2:

- 3.3.3. Subject to the enlistment authorities, and the relevant regulations of the Secretary of the Military Department concerned, a member who was paid a bonus or special pay for a period of enlistment in a Military Department who is discharged for immediate reenlistment or appointment in a Military Department for which no bonus or special pay is paid, may be considered to have completed the full term of service specified in the former enlistment contract, provided the term of the latter reenlistment or appointment includes the remaining period of service from the former enlistment. The member's enlistment bonus or special pay entitlements will be addressed prior to discharge from a Military Department.
- 3.3.4. Repayment will not be sought, and the Secretary of the Military Department concerned will not pay any remaining unpaid portion of a pay or benefit under the following circumstances, unless otherwise authorized by the Secretary of the Military Department concerned under subparagraph 3.4.2.
 - 3.3.4.1. The member's employment in another military specialty or assignment rotation is directed
 - HAF/REP further defines 'directed' as a change in status, also constituting an 'assignment action' and therefore, should not drive recoupment

- Completed at least 6 months of their original bonus contract before taking an ART or AGR position. Terminate but do not recoup unless:
 - Reserve Component members who enter into a new bonus agreement within 6 months before accepting a federal civilian position, where membership in the Selected Reserve is a condition of employment, are subject to repayment of the new bonus amount and rescission of the previous bonus agreement (DoDI 1304.31, Section 3, General Procedures, para 3.1.c(6)(b))

Bonus Recoupment Process:

- WTMC validates recoupment is the most appropriate action
- WTMC calculates the recoupment amount
 - Pull PCARS/Pay Calendar/UTAPs Calendar and recount the IDTs over the UTA periods
 - For PCARS count the 1.7.1/2.7.0 for UTA periods or RPA 1-31 January
 - For Pay Calendars count the 22s or 50s covering UTAs
 - For UTAPs Calendar count the solid black squares that cover UTA periods
 - See recoupment calculation formula below
- WTMC generates a memorandum for the local servicing FM office to recoup any overpaid periods that do not fall in the member's anniversary year
 - Provide the rank/name, SSN, approval date, dollar amount to be recouped, authorization number along with thorough details as to why the recoupment action needs to take place
- Local servicing FM is provided recoupment memorandum by WTMC
 - FM processes the recoupment request from WTMC

Bonus Recoupment Calculation Formula:

- WTMC will validate recoupment reasons
- The total amount of the bonus to be paid divided by the total number of months of the bonus contract to determine the amount the member would have received if the bonus had been paid in monthly increments
- The monthly increment amount is then multiplied by the number of months the member satisfactorily served in the bonus program (earned bonus months)

- The earned bonus is subtracted from the total amount the member has received
- The remainder is determined to be the unearned portion of the bonus and is the recoupment amount

Example: A member completes 30 months of a six-year \$15,000 reenlistment agreement. The calculation would start as follows:

- six years = 72 months
- $\$15,000 \text{ (bonus)} / 72 \text{ (months of contract)} = \208.33 (Bonus Airman receives monthly)
- $\$208.33 \text{ (monthly bonus rcv'd)} \times 30 \text{ (completed months)} = \$6,249.90$ (paid to mbr)

This figure is the amount the member actually earned while in the bonus program. Next, add the dollar amounts the member has already been paid (i.e., $\$7,500 + \$1,500 = \$9,000$). Then, subtract the amount earned from the amount member has already been paid ($\$9,000 - \$6,249.90 = \$2,750.10$). This final total is the amount to be recouped from the member.

Section J: Airmen-Oriented AFR Incentive Organizational Chart

- AIRMEN-ORIENTED AFR INCENTIVE ORGANIZATIONAL CHART**

The AFR incentive program is designed to attract and retain quality Airmen in critical skill duty authorizations, locations, and grades, while enhancing operational readiness.

The following diagram depicts AFR Incentive program processing and communication levels involved in effectively managing the AFR incentive program for officer and enlisted members.



Section K: Q&A

• QUESTIONS AND ANSWERS

Q1. DoDI 1304.31, *Enlisted Bonus Program*, refers to a transfer bonus, what is it and why isn't it offered?

- a. The transfer bonus is a monetary bonus offered to Airman who transfer between the Regular Component of a Military Service and the Ready Reserve of the same Military Service (Intra-service), or another Military service (Inter-service).

Currently the AFR is not offering a Transfer bonus, however the affiliation bonus is designed to attract fully qualified, RegAF or the IRR into SELRES or those hired into critical skills DAFSCs may receive a bonus regardless of the military department the member comes from. A member may have one or the other bonus, but not for the same period of service.

Q2. DoDI 1304.31, *Enlisted Bonus Program*, refers to a conversion bonus, what is it and why isn't it offered?

- a. A conversion bonus is the retraining bonus. The AFR is not specifically offering a retraining bonus in FY26.

Q3. Can I appeal a bonus recoupment action?

- a. Yes. Recoupment may be waived for conditions that meet the requirements of DoD FMR 7000.14, Vol 7a, Table 2.1, such as when a member fails to complete their full term of enlistment, reenlistment, accession, affiliation, or retraining contract for reasons beyond the member's control (i.e., death, injury, illness).

Members who desire to waive recoupment should submit waiver requests to SAF/MR for a determination through the respective chains of command, AFRC/A1. (T-0) DAFI 36-3012, para 4.3.2.3.3.

Q4. I have just accepted an ART position, what happens to my bonus?

- a. Terminate the bonus but do not recoup, so long as the member completed 6 months of their previous bonus agreement. If the individual did not complete (satisfactory participation) 6 months of their previous bonus agreement, recoupment is authorized.

Q5. What is an R/R year?

- a. It is an Airman's Retention/Retirement (R/R) year, typically the day a member joins the reserves, ending the day prior to their annual anniversary. In order to have a qualifying year, an Airman must earn a minimum of 50 points within their R/R. Each UTA has 4 periods. The completion of each period is worth 1 point; the max points a TR may earn during a UTA weekend is 4 points. Each active-duty day completed, is worth 1 point.

Example: You enlist into the AFR on 26 Nov. This Airman's R/R = 26 Nov through 25 Nov. To receive a qualifying year, the TR must earn 50 participation points during their R/R.

Q6. What is an incentive anniversary date?

- a. The incentive anniversary date is the date the Airman entered into the bonus program through an enlistment, reenlistment, or appointment (bonus start date). Anniversary payments will be paid by day and month the Airman entered the bonus program (when the bonus starts). Example: Date entered the bonus program is 15 October 2023, the re-occurring anniversary date is 15 Oct.

Q7. I am currently receiving a bonus and have accepted an appointment as a commissioned officer, what happens to my bonus?

- a. Members who's appointed DAFSC does not qualify for an Officer Accession Bonus will have their enlisted bonus terminated but not recouped.

Members who's appointed DAFSC qualifies for an Officer Accession Bonus will have their enlisted bonus terminated and the unearned portion recouped. This allows for the newly commission officer to be eligible for the officer bonus. The goal is to not pay a member twice for the same period of service.

IAW Subchapter I, Chapter 5 of Title 37, U.S.C., a member must not be in receipt of an accession, retention, reserve affiliation, or transfer bonus, in accordance with for the same activity, skill, or period of service. Officers may appeal to SAF/MR for a waiver recoupment exemption.

Q8. Is a retraining bonus offered in FY26?

- a. No

Q9. What happens if I have received a bonus or am receiving anniversary bonus payments and I run into a hardship, or my unit is realigned and I'm unable to find a position?

- a. An Airman may incur a period of authorized no availability, for a period of no more than 1 year, for valid reasons as determined by the Secretary concerned. If approved, their incentive will be suspended and will not be entitled to incentive payments. The Airman will be reassigned to the IRR. If later the Airman is reinstated into the SELRES, the member must extend their term of service so that they can serve the full original contract period which produced the RSC.

The Airman's servicing WTMC will electronically submit a request for a period of nonavailability to ARPC along with the member's incentive agreement. The member's request must be endorsed by their unit/cc. ARPC/DPATI is the final decision authority.

Additional guidance on non-availability may be found in DAFI 36-3012, para 5.10., No availability.