



U.S. AIR FORCE

United States Air Force Reserve

Integrity - Service - Excellence



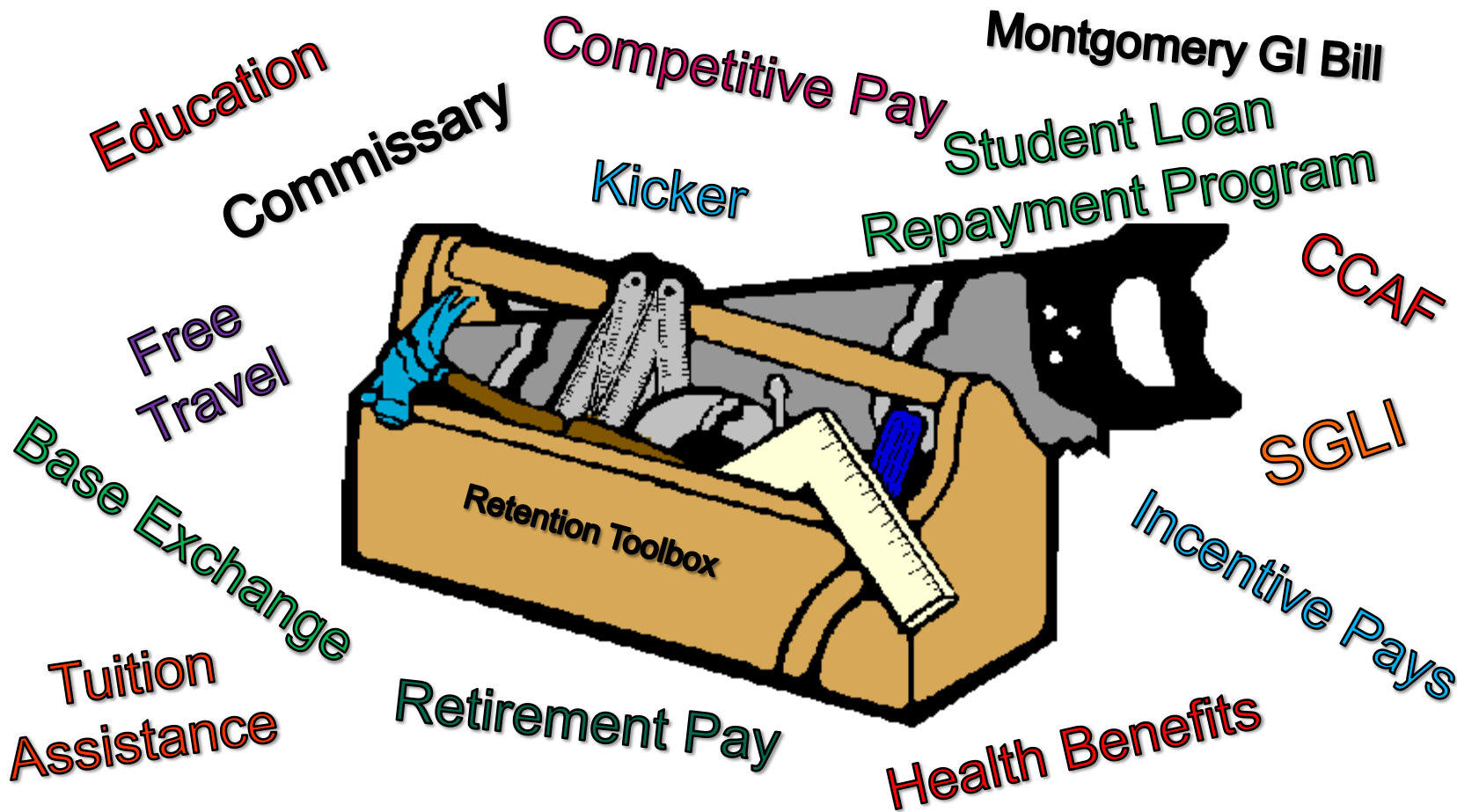
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Air Force Reserve Incentive Program

Fly, Fight and Win...



Incentive Program



Bonus Program is just one tool



Key Program Advantages

- Tailoring to wings provides commanders with increased posture for meeting mission requirements
- Air Force Reserve is the only component to pay bonuses based on participation
 - The elimination of recoupment increases quality of life and decreases associated workload and stress



Current Enlisted Program Pay Amounts

- **Approved bonus amounts as of 1 Oct 05**
 - **\$15,000 for a non-prior service (NPS) member who enlists for 6 years (increase of \$7k), a Reserve service member who reenlists with not more than 20 years of service (increase of \$10k), a prior service (PS) member who enlists for 6 years with not more than 16 years of service (increase of \$7k), or a prior active duty member who affiliates (enlists) for 6 years with not more than 20 years of service (increase from \$50 per month)**



Current Enlisted Program Pay Amounts

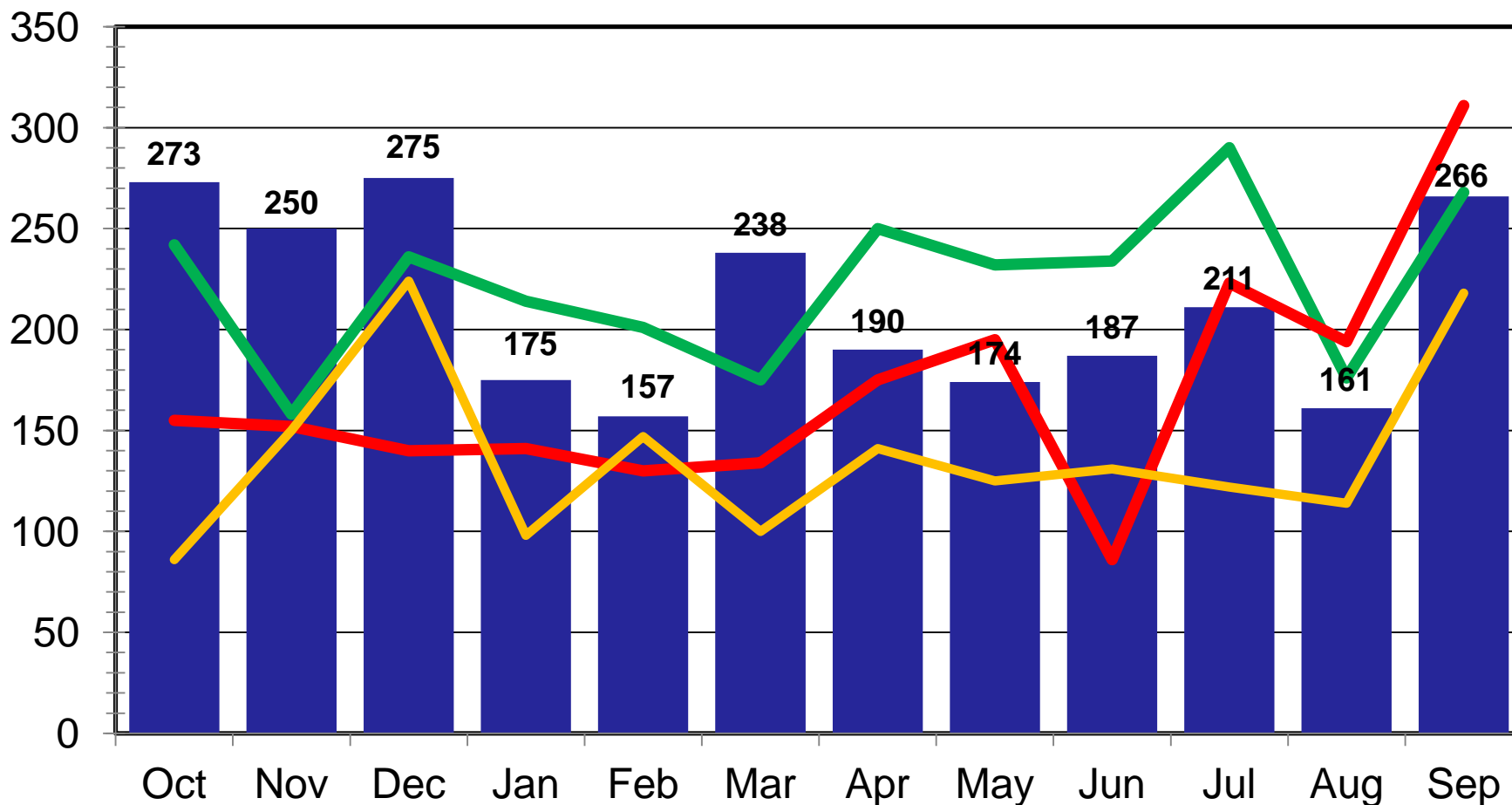
- **\$7,500 for a Reserve service member who reenlists for 3 years with not more than 20 years of service (**increase of \$5k**), a PS member who enlists for 3 years with not more than 16 years of service (**increase of \$3.5k**), or a prior active duty member who affiliates (enlists) for 6 years with not more than 20 years of service (**increase from \$50 per month**)**
 - **\$6,000 for a 3-year reenlistment when the member has received a bonus for a previous 3-year enlistment (**increase of \$4k**)**
 - **\$20,000 for a non-prior service (NPS) member or a prior active duty member who affiliates (enlists) with not more than 20 years of service who enlists for 6 years in a skill identified as a top-20 command-wide critical shortage (**new, effective 9 May 08**) (No \$10k, 3-year incentive)**
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Bonus Applications Processed (By Month)

FY08 Applications = **1,656** FY10 Applications (to date) = **2,676**
FY09 Applications = **2,036** Projected EOY = **2,557**





Program Challenges

- **Justification for bonus program funding increasingly difficult**
 - **Non-quantifiable measurement for effectiveness**
 - **Bonus lists update!!**
- **Our challenge....ensuring incentives go the right personnel at right time at the right place**
 - **Training costs (Recruiting) versus replacement costs (Retention)**



Bonus Type Characteristics/Highlights

- **Non-prior Service Incentive (Para 1.1)**
 - **1.1.2. Has not previously served in any component of the Armed Forces of the United States or have previously served, but did not successfully complete Initial Active Duty for Training.**
 - **DJMS issue with a NPS individual who has previous military experience receiving the variable associated with NPS**

Bonus Type Characteristics/Highlights

- **Prior Service (Para 1.2)**
 - **1.2.1. Is enlisting in the Air Force Reserve for a term of 3 or 6 years.**
 - **Enlistments of 4 or 5 years also qualify**
 - **1.2.7. Has completed any active service commitment and possesses less than 14 years total service...**
 - **Effective 1 Oct 05, changed to 16 years**
 - **Includes all personnel coming from other components and services**
 - **Includes all previous active duty personnel with a break in service and no MSO**
 - **Includes all retrainees entering the AFR**

Bonus Type Characteristics/Highlights

- **Affiliation (Para 1.4)**
 - **1.4.3. Is being assigned duty in a bonus AFSC in effect on the member's effective date of change of strength accountability (EDCSA) assignment and possesses at least a three-level control AFSC (CAFSC) or second AFSC in that duty.**
 - **Includes all personnel who are qualified (min 3-level, as above), whose last duty was active duty, and enter the AFR within the MSO period or directly from active duty with no break in service (up to 20 years)**



Bonus Type Characteristics/Highlights

- **Reenlistment (Para 1.3)**
 - **1.3.2. Must be within 6 months of previous expiration of term of service (ETS). *CAUTION: When reenlisting a member who is potentially eligible to receive a reenlistment bonus, ensure the reenlistment takes place “within” the 6 month timeframe and not one day “after” the ETS.***
 - **1.3.7. Has no more than 14 years (exactly) total service based on pay date at the time of reenlistment.**
 - **Effective 1 Oct 05, must have less than 20 years; however, only payable to 24 years**
 - **Must be qualified at the point and time of the reenlistment**



Voluntary Retraining

- **Voluntary retraining is initiated by eligible Airmen of any grade and/or recruiters for the purpose of retraining into a specialty to meet mission needs and attain effective manning levels**
- **During coordination of retraining applications, consider bonus impact**
 - **Ensure the member is not retraining out of a shortage or critical (bonus) AFSC**
 - **Wing CC may waive to meet local manning levels and mission needs**



Voluntary Retraining

- **Individuals retraining from a bonus AFSC require a continuation waiver from HQ AFRC/A1KP in order to continue receiving bonus payments in the new AFSC**
 - **Retraining into balanced or overage AFSCs is not normally approved for continuation of bonus payments**
 - **Continuation is authorized for retraining from a bonus skill to a current bonus skill provided the application is approved by the Wing CC and approved by HQ AFRC/A1KP**



- **Also, ensure retainability requirements are met**
 - **Applicants must have at least 36 months remaining to voluntarily retrain**
 - **If retainability is required, the difference should be obtained through an extension**
 - **Apply for waiver if more than 23 months is needed**
 - **Reenlistments outside the 6-month window are not authorized**
 - **If bonus, 30-day window applies**



Retraining Bonus

- The retraining bonus is designed for existing Reserve personnel who are serving in non-bonus skills to retrain into shortage, bonus skills
 - The requirement to have 36 months retainability from the retraining effective date applies
 - To remain bonus eligible and to qualify for the bonus, a member may reenlist following completion of tech school...provided the member is within 36 months of the normal ETS
 - Although the bonus will be effective on the reenlistment date, the date used to determine bonus eligibility is the effective date of retraining
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- **As exception, the retraining bonus can apply to personnel who retrain from bonus to bonus; however, the retraining effective date must be within 30 days of the original ETS**
 - **Member would extend for 36 months to obtain retainability and reenlist following completion of tech school and obtaining the 3-skill level**



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Critical Skills Officer Incentive

Fly, Fight and Win...



- **Effective 1 Sep 08, AF/RE approved an officer incentive for the Air Force Reserve Command**
 - **Implemented in accordance with Title 37, U.S.C., Section 308j, Chapter 5**
 - **Designed for recruitment and retention in specific Air Force Specialty Codes designated for bonus entitlement as critical skills**
 - **This incentive is not “grandfathered”**
 - **Not to be confused with any health professionals incentives managed through ARPC or ACP which is managed through HQ AFRC/A1A (formerly AF/REAMO), this incentive is managed by HQ AFRC/A1KP**



- **Two types...accession and affiliation**
 - **Accession—generally, non-prior service personnel**
 - **Exception—Prior service personnel who are commissioned into a designated critical skill (i.e., AFR Deserving Airman Commissioning Program)**
 - **Affiliation—Personnel who transfer directly from active duty without a break in service and have less than 20 years of military service from paydate**
 - **Example #1...An officer who serves on active duty and goes to the IRR and later enters the AFR**
 - **The IRR does not constitute a break in service**
 - **Example #2...An officer who separates from active duty on 31 Dec and enters the AFR on 1 Jan**
 - **PALACE FRONT...no break in service**



- **PALACE CHASE vs PALACE FRONT**

- **The PALACE CHASE program is an early release program which allows active Air Force officers and enlisted members to request to transfer from active military service to an Air Reserve Component (ARC)**
 - **PALACE CHASE applicants are not eligible for AFR incentive programs**
 - **The PALACE FRONT program is a transfer program which allows active Air Force officers and enlisted members to transfer from the United States Air Force (USAF) to the ANGUS or the USAFR the day after separation from the Air Force non-PALACE CHASE**
 - **Normally upon completing ADSC or on reaching their DOS**
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- **Critical Skills for FY 11**
 - **11BX / Pilot, Bomber ***
 - **11FX / Pilot, Fighter ***
 - **11HX / Pilot, Helicopter ***
 - **11SX / Pilot, Special Operations ***
 - **11UX / Pilot, Remotely Operated Aircraft ***
 - **12XX / Combat Systems Officer ***
 - **13BX / Air Battle Manager**
 - **13DX / Control and Recovery**
 - **14NX / Intelligence**
 - **52RX / Chaplain** * Affiliation incentive only

 - **A new skills list will be revalidated for FY 12 (eff 1 Oct)**
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- **As accession and affiliation bonuses, statements of understanding should be accomplished by the respective recruiter and forwarded to WCAA/RMG**
 - **WCAA/RMG/IMA PMs may accomplish on inquiries**
- **WCAA/RMG ensures statement is complete, validates eligibility, and forwards statement to HQ AFRC/A1KP for approval**
- **HQ AFRC/A1KP will assign bonus authorization number and return statement to the WCAA/RMG for bonus folder**



- **Bonus folders contain copies of hiring documentation, statement of understanding, and all payment information**
 - **Bonus folders are maintained through contract completion or final payment, whichever is later**



- **Potential bonus entitlement of \$10k over a 3-year contract period**
 - **Actual monies are paid with 50% on the first enlistment anniversary with the remaining amount divided equally over the remaining anniversaries of the enlistment period**
 - **These annual payments are prorated according to the number of Inactive Duty Training (IDT) periods performed with the unit—therefore, the first potential maximum anniversary payment is \$5k**
 - **This amount is based on full participation with the unit—48 IDTs per year**
 - **IMA Program uses satisfactory year requirements for payment**
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- **Currently there is no MilPDS support—therefore, do not expect any notifications or products**
 - **Manual suspense required**
- **Payments are factored manually and submitted to FM**
 - **To pay these individuals, please coordinate the following information on the next slide with your FM when processing your requested payments.**



Payment Guidance for Your FM

There will be no Officer Bonus Data Inquiry in the DJMS-RC System. To process Officer Accession/Affiliation Bonus, please use the following work-around. A TIN D02-2 with Component of Pay (COP) DZ (Officer Accession/Affiliation Bonus Type P) with TIN D18/19 message. DZ is loaded on the TSP table. To submit the transaction in DMO an example of Accounting Processing Code (ACP) for Initial Payment is WCC/TCC= J20840. The Anniversary Payment APC is WCC/TCC= J20841. Suggest the Reserve Pay Offices (RPOs) keep a subjective management file on all payments posted manually. Do not establish a CMS case to request an Officer Accession/Affiliation Bonus Payment be made for a member until after you have contacted HQ AFRC/FMFS (Systems) to determine if a CMS Case is truly needed.



Other Officer Bonuses

- **Special Pay Incentive Bonus Program**
 - **The Special Pay Incentive Bonus Program is a program designed to attract medical professionals to serve in critical wartime health-care specialties in the Selected Reserve. Participants agree to serve in the Selected Reserve for three years, in exchange for an annual cash payment**
 - **This program is currently available to civilian accessions to the Air Force Reserve and prior-service Airmen who have not been affiliated with any Reserve Component for at least two years**
 - **Program is managed by HQ ARPC/DPAAH (Medical Incentives Branch)**
 - **Basic eligibility, guidance, and POC information on the ARPC public site**
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- **Aviator Continuation Pay**
 - **The Aviator Continuation Pay (ACP) program for the AFR is an incentive for eligible Active Guard Reserve (AGR) rated personnel to remain in the AGR program**
 - **Program is managed by HQ AFRC/A1A**
 - **Eligibility criteria updated annually**
 - **Agreements and additional guidance are located on the AFRC/A1A (previously REAMO) CoP**



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Questions?



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