



**U.S. AIR FORCE**

# ***United States Air Force Reserve***

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*Integrity - Service - Excellence*



**U.S. AIR FORCE**

## **Critical Skills Officer Incentive**

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*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*

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**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*

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- **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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## *Other Officer Bonuses*

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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?***