



NATIONAL GUARD BUREAU
3500 FETCHET AVENUE
JOINT BASE ANDREWS AFB MD 20762-5157

FY2025 ANG Incentive Program Operational Guidance

01 October 2024

MEMORANDUM FOR RRSEL

FROM: NGB/A1Y

SUBJECT: Fiscal Year 2025 (FY25) ANG Incentive Program Operational Guidance

1. This memorandum announces the Operational Guidance for the Air National Guard Incentive Program for FY 2025. The guidance contained in this memo is **effective 1 October 2024 and will expire on 30 September 2025** unless otherwise noted or superseded by future written guidance.
2. Unit members should direct questions concerning the FY25 ANG Incentive Program to the Recruiting and Retention Senior Enlisted Leader (RRSEL) or the wing Recruiting and Retention Managers (Flight Chief (FC), Retention Office Manager (ROM), and/or GSU Advanced Recruiter (GSUAR)).
3. Recruiting and Retention team members may direct questions to NGB A1YR POC: SMSgt Talitacumi Acevedo, talitacumi.acevedo@us.af.mil, Comm: 240-612-9014, DSN: 612-9014.

DANIEL G. CURTIN, Colonel, USAF
Chief, ANG Recruiting and Retention Division

Attachments:

1. Summary of Incentive Program Highlights
2. National & State Local Enlisted Incentive AFSC Listings
3. National Officer Incentive AFSC Listings and Health Professional Incentive AFSC Listings
4. Enlisted Incentive Programs
5. Montgomery GI Bill for Selected Reserve (MGIB – SR) Kicker
6. Officer Incentive Programs
7. Health Professional Incentives Program Requirements
8. Administrative Requirements
9. Incentive and Extended Active Duty/Full Employment
10. Incentive Program Payment Schedules

Distribution List:

DOS
MPMO
DP
ROM

SUMMARY OF INCENTIVE PROGRAM HIGHLIGHTS

The following updates are valid until 30 September 2025, unless otherwise noted:

1. Bonuses should be created no earlier than 72 hours prior to DOE or DOA to avoid record discrepancies
2. The 1D7XX AFSCs identified on the National & State Local Enlisted bonus list will be specific to the requirements per A2/6 and A1Y intent. **Review Administrative Requirements, Attachment 8.**
3. The National Enlisted AFSC list reflects Air Force Enlisted Classification Directory (AFECD) effective 31 October 2024. State Local Enlisted list reflects AFECD eff 30 April 2024.
 - Any AFSCs converting due to AFECD update will be provided additional guidance
 - i. **Refer to Attachment 8**, Administrative Requirements for AFSC Conversions
4. Effective 1 October 2024, State Local Enlisted AFSC List approved, see Attachment 2
 - In accordance with DoDI 1304.31 AFSCs have been selected with consideration of readiness, operational impact, current local competitive market conditions, and the length and cost of training replacement manpower

NATIONAL ENLISTED INCENTIVE AFSC LIST

The National Enlisted Incentive AFSCs list below includes all prefixes.

HIGHLY CRITICAL AFSCs

1A1X2D	Mobility Force Aviator C-130J Loadmaster	1N2X1	Signals Intelligence
1A1X2E	Mobility Force Aviator WC-130J Loadmaster	1N3X1	Cryptologic Language Analyst
1A1X2I	Mobility Force Aviator KC-10 Boom Operator	1T0X1	Survival, Evasion, Resistance, Escape (SERE) Specialist
1A1X2M	Mobility Force Aviator, CEM Mobility Force Aviator	1Z1X1	Pararescue
1A1X3D	Special Mission Aviator, HC-130J Loadmaster	1Z2X1	Combat Control
1B4X1	Cyber Warfare Operations	1Z3X1	Tactical Air Control Party (TACP)
1D751W & 1D733C	Cable and Antenna Operations *NPS or Retraining Only	1Z4X1	Special Reconnaissance
1D751W & 1D731E	Technical Support Specialist *NPS or Retraining Only	2A3X5	Advanced Fighter Aircraft Integrated Avionics
1D751W & 1D731R	RF Operations *NPS or Retraining Only	2A3X7	Tactical Fighter Maintenance (5th Generation)
1D751W & 1D751W & 1AO	Cyber Systems Operations Expeditionary Communications *FQ Only	2G0X1	Logistics Plans
1D751W & 1D751W & 1AR	Cyber Systems Operations Expeditionary Communications *FQ Only	2W0X1	Munitions Systems
1D751W & 1D751W & 1AT	Cyber Systems Operations Expeditionary Communications *FQ Only	2W1X1	Aircraft Armament Systems

*1D7XXX AFSC incentives are driven by a combination of DAFSCs and CAFSCs which includes Special Experience Indicators (SEIs) at the 5/7 CAFSCs skill level. **Refer to Administrative Requirements, Attachment 8.**

***AFSCs reflect 31October2024 Air Force Enlisted Classification Directory (AFECD) updates**

CRITICAL AFSC

1A1X2L	Mobility Force Aviator C-130H Flight Engineer	2A6X2	Aerospace Ground Equipment
1A1X4	Multi-Domain Aviator Mission Systems Specialist	2A6X3	Aircrew Egress Systems
1C1X1	Air Traffic Control	2A6X4	Aircraft Fuel Systems
1C5X1	Battle Management Ops	2A6X5	Aircraft Hydraulic Systems
1C6X1	Space Systems Operations	2A7X3	Aircraft Structural Maintenance
1C8X3	Radar, Airfield & Weather Systems (RAWS)	2A9X4	Heavy Aircraft Integrated Avionics
1D751W & 1D731A	Network Operations Specialist *NPS or Retraining Only	2F0X1	Fuels
1D751W & 1D751W & 1AP	Cyber Systems Operations Expeditionary Communications *FQ Only	2R2X1	Maintenance Management
1N4X1	Cyber Intelligence	2T3X1	Mission Generation Vehicular Equipment Maintenance
1N4X2	Cryptologic Analyst & Reporter	3E0X2	Electrical Power Production
1N8X1	Targeting Analyst	3E2X1	Pavements and Construction Equipment
1W0X1	Weather	3E3X1	Structural
2A5X1	Airlift/Special Mission Aircraft Maintenance	3E4X1	Water and Fuel Systems Maintenance
2A6X1	Aerospace Propulsion	3E8X1	Explosive Ordnance Disposal

*1D7XXX AFSC incentives are driven by a combination of DAFSCs and CAFSCs which includes Special Experience Indicators (SEIs) at the 5/7 CAFSCs skill level. **Refer to Administrative Requirements, Attachment 8.**

***AFSCs reflect 31October2024 Air Force Enlisted Classification Directory (AFECD) updates**

STATE LOCAL ENLISTED INCENTIVE AFSC LIST

The State Local Enlisted Incentive AFSCs list below includes all prefixes.

AL	187 FW	A2	3E7X1	Fire Protection
AL	187 FW	A2	3P0X1	Security Forces
AL	187 FW	A2	4N0X1	Aerospace Medical Service
AL	117ARW	A3	1N1X1	Geospatial Intelligence (GEOINT)
AL	117ARW	A3	3P0X1	Security Forces
AL	117ARW	A3	4N0X1	Aerospace Medical Service
AK	176 WG	A4	2A6X6	Aircraft Electrical and Environmental Systems
AK	176 WG	A4	3F1X1	Services
AK	176 WG	A4	3P0X1	Security Forces
AZ	161 ARW	A5	2S0X1	Materiel Management
AZ	161 ARW	A5	3F0X1	Personnel
AZ	161 ARW	A5	3F1X1	Services
AZ	162 WG	A6	1P0X1	Aircrew Flight Equipment
AZ	162 WG	A6	2A7X1	Aircraft Metals Technology
AZ	162 WG	A6	3F1X1	Services
AR	189 AW	A7	1P0X1	Aircrew Flight Equipment
AR	189 AW	A7	3E5X1	Engineering
AR	189 AW	A7	3P0X1	Security Forces
AR	188 WG	A8	1N1X1	Geospatial Intelligence (GEOINT)
AR	188 WG	A8	3E7X1	Fire Protection
AR	188 WG	A8	3E9X1	Emergency Management
AK	168 WG	A9	2A5X4	Refuel/Bomber Aircraft Maintenance
AK	168 WG	A9	3E1X1	Heating, Ventilation, Air Conditioning, and Refrigeration
AK	168 WG	A9	3F1X1	Services
CA	195 WG	B1	1N0X1	All Source Intelligence Analyst
CA	195 WG	B1	1N1X1	Geospatial Intelligence (GEOINT)
CA	195 WG	B1	4N0X1	Aerospace Medical Service
CA	144 FW	B2	2R0X1	Maintenance Management Analysis
CA	144 FW	B2	2T0X1	Traffic Management Operations
CA	144 FW	B2	3F2X1	Education and Training
CA	129 RW	B3	1P0X1	Aircrew Flight Equipment
CA	129 RW	B3	2A5X2	Helicopter/Tiltrotor Aircraft Maintenance
CA	129 RW	B3	3P0X1	Security Forces
CA	163 ATKW	B4	1N0X1	All Source Intelligence Analyst
CA	163 ATKW	B4	2S0X1	Materiel Management
CA	163 ATKW	B4	3P0X1	Security Forces
CA	146 AW	B5	2A6X6	Aircraft Electrical and Environmental Systems
CA	146 AW	B5	2A7X1	Aircraft Metals Technology
CA	146 AW	B5	4A2X1	Biomedical Equipment
CO	140 WG	B6	2A3X4	Fighter Aircraft Integrated Avionics
CO	140 WG	B6	2A6X6	Aircraft Electrical and Environmental Systems
CO	140 WG	B6	3P0X1	Security Forces
CT	103 AW	B7	1N0X1	All Source Intelligence Analyst
CT	103 AW	B7	3E7X1	Fire Protection
CT	103 AW	B7	3F0X1	Personnel
DE	166 AW	B8	1P0X1	Aircrew Flight Equipment
DE	166 AW	B8	3E7X1	Fire Protection
DE	166 AW	B8	3P0X1	Security Forces

***AFSCs do not include 31October2024 AFECD updates**

STATE LOCAL ENLISTED INCENTIVE AFSC LIST (continued)

The State Local Enlisted Incentive AFSCs list below includes all prefixes.

DC	113 WG	B9	2A6X6	Aircraft Electrical and Environmental Systems
DC	113 WG	B9	2A7X2	Nondestructive Inspection
DC	113 WG	B9	N/A	N/A
FL	125 FW	C2	1N0X1	All Source Intelligence Analyst
FL	125 FW	C2	3F1X1	Services
FL	125 FW	C2	5J0X1	Paralegal
GA	116 ACW	C3	2T1X1	Ground Transportation
GA	116 ACW	C3	3P0X1	Security Forces
GA	116 ACW	C3	4H0X1	Respiratory Care Practitioner
GA	165 AW	C4	3E0X1	Electrical Systems
GA	165 AW	C4	3E9X1	Emergency Management
GA	165 AW	C4	4E0X1	Public Health
HI	154 WG	C5	2A5X4	Refuel/Bomber Aircraft Maintenance
HI	154 WG	C5	2A6X6	Aircraft Electrical and Environmental Systems
HI	154 WG	C5	3F2X1	Education and Training
ID	124 WG	C6	3F0X1	Personnel
ID	124 WG	C6	3F1X1	Services
ID	124 WG	C6	3P0X1	Security Forces
IL	126 ARW	C7	2T3X7	Fleet Management and Analysis
IL	126 ARW	C7	3P0X1	Security Forces
IL	126 ARW	C7	4N0X1	Aerospace Medical Service
IL	183 WG	C8	1A1X2H	Mobility Force Aviator, KC-135 Boom Operator
IL	183 WG	C8	3P0X1	Security Forces
IL	183 WG	C8	6F0X1	Financial Management and Comptroller
IL	182 AW	C9	1C3X1	All-Domain Command and Control Operations
IL	182 AW	C9	2A7X2	Nondestructive Inspection
IL	182 AW	C9	3E9X1	Emergency Management
IN	181 IW	D2	1N0X1	All Source Intelligence Analyst
IN	181 IW	D2	3F1X1	Services
IN	181 IW	D2	3P0X1	Security Forces
IN	122 FW	D3	2A7X1	Aircraft Metals Technology
IN	122 FW	D3	3E9X1	Emergency Management
IN	122 FW	D3	3P0X1	Security Forces
IA	132 WG	D4	1N0X1	All Source Intelligence Analyst
IA	132 WG	D4	1N1X1	Geospatial Intelligence (GEOINT)
IA	132 WG	D4	3E7X1	Fire Protection
IA	185 ARW	D5	2G0X1	Logistics Plans
IA	185 ARW	D5	2S0X1	Materiel Management
IA	185 ARW	D5	3N0X6	Public Affairs
KS	184 WG	D6	1N0X1	All Source Intelligence Analyst
KS	184 WG	D6	1N1X1	Geospatial Intelligence (GEOINT)
KS	184 WG	D6	3F0X1	Personnel
KS	190 ARW	D7	1C7X1	Airfield Management
KS	190 ARW	D7	2A6X6	Aircraft Electrical and Environmental Systems
KS	190 ARW	D7	3E1X1	Heating, Ventilation, Air Conditioning, and Refrigeration
KY	123 AW	D8	2T2X1	Air Transportation
KY	123 AW	D8	3F0X1	Personnel
KY	123 AW	D8	3P0X1	Security Forces

***AFSCs do not include 31October2024 AFECD updates**

STATE LOCAL ENLISTED INCENTIVE AFSC LIST (continued)

The State Local Enlisted Incentive AFSCs list below includes all prefixes.

LA	159 FW	D9	2A6X6	Aircraft Electrical and Environmental Systems
LA	159 FW	D9	2A7X1	Aircraft Metals Technology
LA	159 FW	D9	2T1X1	Ground Transportation
ME	101 ARW	E2	3E9X1	Emergency Management
ME	101 ARW	E2	3F1X1	Services
ME	101 ARW	E2	4A0X1	Health Services Management
MD	175 WG	E3	2A3X4	Fighter Aircraft Integrated Avionics
MD	175 WG	E3	3E7X1	Fire Protection
MD	175 WG	E3	3P0X1	Security Forces
MA	102 IW	E5	1N0X1	All Source Intelligence Analyst
MA	102 IW	E5	1N1X1	Geospatial Intelligence (GEOINT)
MA	102 IW	E5	3E5X1	Engineering
MA	104 FW	E7	2S0X1	Materiel Management
MA	104 FW	E7	3E9X1	Emergency Management
MA	104 FW	E7	3P0X1	Security Forces
MI	110 ATKW	E8	3E7X1	Fire Protection
MI	110 ATKW	E8	3F1X1	Services
MI	110 ATKW	E8	3P0X1	Security Forces
MI	127 WG	E9	2A5X4	Refuel/Bomber Aircraft Maintenance
MI	127 WG	E9	2A6X6	Aircraft Electrical and Environmental Systems
VI	285 CES	E9	3E1X1	Heating, Ventilation, Air Conditioning, and Refrigeration
MI	127 WG	E9	3E7X1	Fire Protection
MN	133 AW	F3	3E0X1	Electrical Systems
MN	133 AW	F3	3P0X1	Security Forces
MN	133 AW	F3	4N0X1	Aerospace Medical Service
MN	148 FW	F4	1C3X1	All-Domain Command and Control Operations
MN	148 FW	F4	3P0X1	Security Forces
MN	148 FW	F4	5R0X1	Religious Affairs
MS	172 AW	F6	3E1X1	Heating, Ventilation, Air Conditioning, and Refrigeration
MS	172 AW	F6	3E7X1	Fire Protection
MS	172 AW	F6	6F0X1	Financial Management and Comptroller
MS	186 ARW	F7	1A1X2H	Mobility Force Aviator, KC-135 Boom Operator
MS	186 ARW	F7	1C7X1	Airfield Management
MS	186 ARW	F7	2T2X1	Air Transportation
MO	131 BW	F8	2A5X4	Refuel/Bomber Aircraft Maintenance
MO	131 BW	F8	3F1X1	Services
MO	131 BW	F8	4N0X1	Aerospace Medical Service
GU	254 ABG	G1	3E1X1	Heating, Ventilation, Air Conditioning, and Refrigeration
GU	254 ABG	G1	3E5X1	Engineering
MO	139 AW	G2	2A6X6	Aircraft Electrical and Environmental Systems
MO	139 AW	G2	2S0X1	Materiel Management
MO	139 AW	G2	3E7X1	Fire Protection
MT	120 AW	G3	2A7X1	Aircraft Metals Technology
MT	120 AW	G3	2T1X1	Ground Transportation
MT	120 AW	G3	3P0X1	Security Forces
NE	155 ARW	G4	2A6X6	Aircraft Electrical and Environmental Systems
NE	155 ARW	G4	3E9X1	Emergency Management
NE	155 ARW	G4	3P0X1	Security Forces

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STATE LOCAL ENLISTED INCENTIVE AFSC LIST (continued)

The State Local Enlisted Incentive AFSCs list below includes all prefixes.

NV	152 AW	G5	2A7X1	Aircraft Metals Technology
NV	152 AW	G5	2T1X1	Ground Transportation
NV	152 AW	G5	3F0X1	Personnel
NH	157 ARW	G6	2A5X4	Refuel/Bomber Aircraft Maintenance
NH	157 ARW	G6	3E1X1	Heating, Ventilation, Air Conditioning, and Refrigeration
NH	157 ARW	G6	3P0X1	Security Forces
NJ	108 WG	G7	2A5X4	Refuel/Bomber Aircraft Maintenance
NJ	108 WG	G7	3F1X1	Services
NJ	108 WG	G7	N/A	N/A
NJ	177 FW	G8	4N0X1	Aerospace Medical Service
NJ	177 FW	G8	N/A	N/A
NJ	177 FW	G8	N/A	N/A
NM	150 SOW	H2	3F0X1	Personnel
NM	150 SOW	H2	3P0X1	Security Forces
NM	150 SOW	H2	6F0X1	Financial Management and Comptroller
NY	105 AW	H3	2A6X6	Aircraft Electrical and Environmental Systems
NY	105 AW	H3	3E7X1	Fire Protection
NY	105 AW	H3	N/A	N/A
NY	106 RQW	H4	2A6X6	Aircraft Electrical and Environmental Systems
NY	106 RQW	H4	N/A	N/A
NY	106 RQW	H4	N/A	N/A
NY	107 ATKW	H6	2T0X1	Traffic Management Operations
NY	107 ATKW	H6	3E9X1	Emergency Management
NY	107 ATKW	H6	3P0X1	Security Forces
NY	174 AW	H7	2A7X2	Nondestructive Inspection
NY	174 AW	H7	2S0X1	Materiel Management
NY	174 AW	H7	5J0X1	Paralegal
NY	109 AW	H8	2A6X6	Aircraft Electrical and Environmental Systems
NY	109 AW	H8	3P0X1	Security Forces
NY	109 AW	H8	5J0X1	Paralegal
NC	145 AW	H9	1A1X2C	Mobility Force Aviator, C-17 Loadmaster
NC	145 AW	H9	3E7X1	Fire Protection
NC	145 AW	H9	4N0X1	Aerospace Medical Service
ND	119 WG	J2	1C3X1	All-Domain Command and Control Operations
ND	119 WG	J2	3E7X1	Fire Protection
ND	119 WG	J2	3P0X1	Security Forces
OH	121 ARW	J3	3F1X1	Services
OH	121 ARW	J3	3P0X1	Security Forces
OH	121 ARW	J3	5J0X1	Paralegal
OH	178 WG	J4	1N0X1	All Source Intelligence Analyst
OH	178 WG	J4	1U0X1	Sensor Operator
OH	178 WG	J4	4N0X1	Aerospace Medical Service
OH	179 WG	J6	3E7X1	Fire Protection
OH	179 WG	J6	3F1X1	Services
OH	179 WG	J6	3P0X1	Security Forces
OH	180 FW	J7	3E7X1	Fire Protection
OH	180 FW	J7	4N0X1	Aerospace Medical Service
OH	180 FW	J7	5R0X1	Religious Affairs

***AFSCs do not include 31October2024 AFECD updates**

STATE LOCAL ENLISTED INCENTIVE AFSC LIST (continued)

The State Local Enlisted Incentive AFSCs list below includes all prefixes.

OK	137 SOW	J9	3E9X1	Emergency Management
OK	137 SOW	J9	3F2X1	Education and Training
OK	137 SOW	J9	3P0X1	Security Forces
OR	173 FW	K1	3F5X1	Administration
OR	173 FW	K1	3P0X1	Security Forces
OR	173 FW	K1	4N0X1	Aerospace Medical Service
OK	138 FW	K2	2A7X1	Aircraft Metals Technology
OK	138 FW	K2	2T1X1	Ground Transportation
OK	138 FW	K2	3E7X1	Fire Protection
OR	142 FW	K3	1N0X1	All Source Intelligence Analyst
OR	142 FW	K3	1P0X1	Aircrew Flight Equipment
OR	142 FW	K3	3F1X1	Services
PA	193 SOW	K4	2T1X1	Ground Transportation
PA	193 SOW	K4	3E9X1	Emergency Management
PA	193 SOW	K4	3F0X1	Personnel
PA	111 ATKW	K6	3E0X1	Electrical Systems
PA	111 ATKW	K6	5J0X1	Paralegal
PA	111 ATKW	K6	N/A	N/A
PA	171 ARW	K7	2A5X4	Refuel/Bomber Aircraft Maintenance
PA	171 ARW	K7	3E5X1	Engineering
PA	171 ARW	K7	3P0X1	Security Forces
PR	156 AW	K8	3E7X1	Fire Protection
PR	156 AW	K8	N/A	N/A
PR	156 AW	K8	N/A	N/A
RI	143 AW	K9	2S0X1	Materiel Management
RI	143 AW	K9	3E7X1	Fire Protection
RI	143 AW	K9	3N0X6	Public Affairs
SC	169 FW	L2	2A3X4	Fighter Aircraft Integrated Avionics
SC	169 FW	L2	3P0X1	Security Forces
SC	169 FW	L2	4N0X1	Aerospace Medical Service
SD	114 FW	L3	3E7X1	Fire Protection
SD	114 FW	L3	3F1X1	Services
SD	114 FW	L3	N/A	N/A
TN	118 WG	L4	3F1X1	Services
TN	118 WG	L4	3P0X1	Security Forces
TN	118 WG	L4	N/A	N/A
TN	164 AW	L5	3E9X1	Emergency Management
TN	164 AW	L5	3F1X1	Services
TN	164 AW	L5	3P0X1	Security Forces
TN	134 ARW	L6	3E7X1	Fire Protection
TN	134 ARW	L6	3E9X1	Emergency Management
TN	134 ARW	L6	N/A	N/A
TX	149 FW	L7	2A3X4	Fighter Aircraft Integrated Avionics
TX	149 FW	L7	3N0X6	Public Affairs
TX	149 FW	L7	3P0X1	Security Forces
TX	136 AW	L8	2T2X1	Air Transportation
TX	136 AW	L8	3F0X1	Personnel
TX	136 AW	L8	3P0X1	Security Forces

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STATE LOCAL ENLISTED INCENTIVE AFSC LIST (continued)

The State Local Enlisted Incentive AFSCs list below includes all prefixes.

TX	147 ATKW	L9	1N0X1	All Source Intelligence Analyst
TX	147 ATKW	L9	1U0X1	Sensor Operator
TX	147 ATKW	L9	3P0X1	Security Forces
UT	151 ARW	M2	2A7X1	Aircraft Metals Technology
UT	151 ARW	M2	2T1X1	Ground Transportation
UT	151 ARW	M2	4B0X1	Bioenvironmental Engineering (BE)
VT	158 FW	M3	3E9X1	Emergency Management
VT	158 FW	M3	3F0X1	Personnel
VT	158 FW	M3	3P0X1	Security Forces
VA	192 FW	M4	1P0X1	Aircrew Flight Equipment
VA	192 FW	M4	2A7X2	Nondestructive Inspection
VA	192 FW	M4	3E0X1	Electrical Systems
WA	141 ARW	M5	2S0X1	Materiel Management
WA	141 ARW	M5	3F0X1	Personnel
WA	141 ARW	M5	3F1X1	Services
WA	194 WG	M6	3F0X1	Personnel
WA	194 WG	M6	4N0X1	Aerospace Medical Service
WA	194 WG	M6	6F0X1	Financial Management and Comptroller
WV	130 AW	M7	1C0X2	Aviation Resource Management
WV	130 AW	M7	3E1X1	Heating, Ventilation, Air Conditioning, and Refrigeration
WV	130 AW	M7	3F1X1	Services
WV	167 AW	M8	1A1X2C	Mobility Force Aviator, C-17 Loadmaster
WV	167 AW	M8	2S0X1	Materiel Management
WV	167 AW	M8	3F5X1	Administration
WI	115 FW	M9	3E1X1	Heating, Ventilation, Air Conditioning, and Refrigeration
WI	115 FW	M9	3F0X1	Personnel
WI	115 FW	M9	3P0X1	Security Forces
WI	128 ARW	N2	3F1X1	Services
WI	128 ARW	N2	3F5X1	Administration
WI	128 ARW	N2	6F0X1	Financial Management and Comptroller
WY	153 AW	N3	1P0X1	Aircrew Flight Equipment
WY	153 AW	N3	2T2X1	Air Transportation
WY	153 AW	N3	3F1X1	Services

***AFSCs do not include 31October2024 AFECD updates**

NATIONAL OFFICER INCENTIVE AFSC LIST

The National Officer Incentive AFSC list below applies to Officer Accession, Affiliation and Retention Bonuses and includes all prefixes.

HIGHLY CRITICAL AFSCs

11B	Bomber Pilot	12H	Rescue Combat Systems
11F	Fighter Pilot	12S	Special Ops CSO
11S	Special Operations Pilot	13B	Air Battle Manager
11U	Remote Piloted Aircraft (RPA) Pilot	15W	Weather
12B	Bomber Combat Systems	19Z	Special Warfare
12F	Fighter Combat Systems		

CRITICAL AFSCs

11M	Mobility Pilot	17S	Cyberspace Effects Operations
13S	Space Operations	18A	Attack Remote Piloted Aircraft Pilot
14N	Intelligence	32E	Civil Engineer
17D	Warfighter Communications Operations	64P	Contracting

Critical Health Professional Specialties

The Office of the Assistant Secretary of Defense for Health Affairs (OASD/HA) published the Health Professions (HP) Officer Special and Incentive Pay Plan memorandum, that identifies the specialties within the HP community for the Air National Guard authorized to receive incentive pay to include specific shreds.

44E	Emergency Medicine Physician	45S	Surgeon
44F	Family Physician	46F	Flight Nurse
44M	Internal Medicine Physician	46S	Operating Room Nurse
44Y	Critical Care Medicine Physician	46YXM	Advanced Practice Registered Nurse, Certified Registered Nurse Anesthetist
45A	Anesthesiologist	48A	Aerospace Medicine Physician Specialist
45B	Orthopaedic Surgeon	48R	Residency Trained Flight Surgeon
45G	Gynecologic Surgeon and Obstetrician		

Health Professions Officers who are **fully qualified or agree to become fully qualified per AFOCD** in the AFSCs listed above may be eligible for a cash bonus. HP incentives are not valid until a complete HP incentive package is received and approved by NGB/A1YR.

ENLISTED INCENTIVE PROGRAM

The Air National Guard's Enlisted Incentive Program is intended to attract and retain drill status members in identified critical specialties. Members who meet the eligibility criteria for an enlisted incentive will receive the applicable cash bonus and the MGIB-SR Kicker provided all eligibility requirements for both incentives are met.

Non-Prior Service (NPS) Enlistment Bonus:

Intent: To incentivize individuals with no prior military service into critical specialties.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer non-prior service incentive and execute a written agreement.

To qualify for this incentive, applicants must:

- Not have previously served in any military component or having served in a military component, did not complete Basic Military Training (BMT)
- Enlist for a period of six years in an incentive eligible AFSC that is identified on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST or the current STATE LOCAL ENLISTED INCENTIVE AFSC LIST** approved for the unit to which the applicant will be assigned
- **Member must not be in excess**
- Be assigned to an incentive eligible AFSC that does not exceed the authorized assignment percentage maximum as prescribed in the FY25 Strength Management Initiatives
- Agree to become a qualified 3-skill level in the incentive eligible AFSC. MILPDS screen of Projected/Completed training source document. **(Refer to Administrative Requirements, Attachment 8)**
- Enlist as a drill status member and not be enlisting to qualify for a full-time position where federal law requires membership in the ANG as a condition of employment (AGR or Technician)
- Possess a high school diploma or equivalent
- Execute the appropriate written agreement with an effective date that matches the date of enlistment

Program Specifics:

- Non-Prior Service Enlistment Bonuses are to be created in AFRISS-TF with an effective date of DOE. “**Contract AFSC/Processing Start Date**” effective date is the end of current FY unless directed by NGB/A1YR
- Completion of 3-level qualification is required prior to payment. (Upon completion of Technical Training, update “**Contract AFSC/Processing Start Date**” in AFRISS-TF must match 3-skill level award date in MILPDS)
- Utilize **Accession IPEVW** to review benefits - form must be filled out completely
- Attachment 10 outlines the payment schedule for the NPS Bonus

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. (Refer to Administrative Requirements, Attachment 8):

- Members affected by an NGB-directed reduction in force, mission change, unit conversion, etc. may:
 - Retrain or reassign to an AFSC on the current **NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST to retain incentive eligibility**
 - Be relieved from recoupment if reassigned to an AFSC that is not currently incentivized with an approved ETP
- Members affected by **AFSC direct conversions** may retain bonus eligibility for the remaining term of contract
- Members serving in an incentive contract **for Non-Prior Service who have acquired a 3-skill level** must choose to retrain into an AFSC on the **current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST** to remain in the incentive program with **PRIOR** approval from NGB/A1YR
- Members serving in an incentive contract **for Non-Prior Service who have not completed Initial Active Duty for Training (IADT)** who wish to change their AFSC must choose an AFSC from the **NATIONAL or STATE LOCAL INCENTIVE AFSC LIST** effective at the start date of the current enlistment. Exceptions to policy will not be considered
 - Member who requests cross training will remain in the original written agreement for which funds have been allocated
- ANG to ANG transfers will be administered IAW FY25 Strength Management Initiatives
 - All members currently serving in an **incentive written agreement** (State Local or National) who transfer to another ANG unit will retain their current incentive program, provided the member remains in the same AFSC
 - Transferring members will only be authorized to retrain when the member’s AFSC is not available at the gaining unit and with approval from NGB/A1YR. The new AFSC must be on the **current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST at the gaining unit. Member must have retainability associated with new AFSC Technical Training requirement**

Prior Service (PS) Bonus:

Intent: To incentivize individuals with prior military service to enlist into critical specialties after a break in active duty or reserve duty.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer a prior service bonus and execute a written agreement.

To qualify for this incentive, applicants must:

- Have less than 16 years total military service from their Pay Date as of the date of their enlistment
- Enlist in the ANG for a period of six years in an incentive-eligible AFSC that is identified on the current **NATIONAL ENLISTED INCENTIVE AFSC LIST** or the **current STATE LOCAL ENLISTED INCENTIVE AFSC LIST** approved for the unit to which the applicant will be assigned
- Be assigned to an incentive-eligible AFSC that does not exceed the authorized assignment percentage maximum as prescribed in the FY25 Strength Management Initiatives
- **Have completed all previous Military Service Obligation (MSO) (Source document DD214s/NGB22s)**
- Agree to become a qualified 3-skill level in the AFSC. MILPDS screen of Projected/Completed training source document. **(Refer to Administrative Requirements, Attachment 8)**
- **Member must not be in excess**
- **Not be a Palace Chase or Palace Front participant**
- **Not be entering directly from any branch/component of the Armed Forces, to include IRR and transfer from an ANG unit**
- Not previously received, nor currently entitled to, a Selective Retention Bonus (SRB) or a Critical Skills Retention Bonus (CSRB)
- **Not been in receipt of an affiliation, enlistment, reenlistment, retention, or transfer bonus for which the service obligation is not completed**
- Provide DD-214s and/or NGB-22s for all previous periods of military service; all periods of service must be honorable
- Be a drill status member and not be enlisting to qualify for a full-time position where federal law requires membership in the ANG as a condition of employment (AGR or Technician)
- Possess a high school diploma or equivalent
- Not have received, or be entitled to receive, readjustment pay, severance pay, or separation pay from any component
- Execute the appropriate written agreement with an effective date that matches the date of enlistment

Program Specifics:

- PS Bonuses are to be created in AFRISS-TF with an effective date of DOE. The “**Contract AFSC/Processing Start Date**” effective date for retraining applicants will be the end of current FY unless directed by NGB/A1YR
- Completion of 3-level qualification is required prior to payment. (Upon completion of Technical Training, update “**Contract AFSC/Processing Start Date**” in AFRISS-TF to match 3 skill level award date in MILPDS)
 - If member is fully qualified on date of enlistment, “**Contract AFSC/Processing Start Date**” will match DOE.
- Prior Service members requiring AFSC waivers will be built as fully qualified and suspended (S) until waiver approved and uploaded in AFRISS-TF
- Utilize **Accession IPEVW** to review benefits - form must be filled out completely
- Attachment 10 of this Operational Guidance outlines the payment schedule for the PS Bonus

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. (Refer to Administrative Requirements, Attachment 8):

- Members affected by an NGB-directed reduction in force, mission change, unit conversion, etc. may:
 - Retrain or reassign to an AFSC on the **current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST** to retain incentive eligibility
 - Be relieved from recoupment if reassigned to an AFSC that is not currently incentivized with an approved ETP
 - Members affected by **AFSC direct conversion** may retain bonus eligibility for the remaining term of contract.
- Members serving in an incentive contract for **Prior Service who have acquired a 3-skill level** must choose to retrain into an AFSC on the **current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST** to remain in the incentive program with **PRIOR** approval from NGB/A1YR
- Members serving in an incentive contract for **Prior Service who have not been granted a 3-skill level** must choose an AFSC from the **NATIONAL or STATE LOCAL INCENTIVE AFSC LIST** effective at the start date of the current enlistment
 - Member who requests cross training will remain in the original written agreement for which funds have been allocated
- ANG to ANG transfers will be administered IAW FY25 Strength Management Initiatives
 - All members currently serving in an **incentive written agreement** (State Local or National) who transfer to another ANG unit will retain their current incentive program provided the member remains in the same AFSC
 - Transferring members will only be authorized to retrain when the member’s AFSC is not available at the gaining unit and with approval from NGB/A1YR. The new AFSC must be on the **current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST** at the gaining unit. **Member must have retainability associated with new AFSC Technical Training requirement.**

Affiliation Bonus:

Intent: To attract individuals with prior active-duty military service who are entering the ANG directly from active duty or the IRR after serving on active duty under honorable conditions.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer an Affiliation Bonus and execute a written agreement.

To qualify for this incentive, applicants must:

- Have less than 16 years total military service from their Pay Date as of the date of their enlistment
- Affiliate with the ANG for a period six years in an incentive-eligible AFSC that is identified on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST** or the **current STATE LOCAL ENLISTED INCENTIVE AFSC LIST** approved for the unit to which the applicant will be assigned
- Be assigned to an incentive-eligible AFSC that does not exceed the authorized assignment percentage maximum as prescribed in the FY25 Strength Management Initiatives
- Agree to become a qualified 3-skill level in the AFSC. MILPDS screen of Projected/Completed training source document. **(Refer to Administrative Requirements, Attachment 8)**
- Be entering the ANG directly from any active-duty component or from IRR after previously serving on active duty. (Last period of service cannot be ANG)
- **Not be a Palace Chase participant**
- **Member must not be in excess**
- Provide DD-214s and/or NGB-22s for all previous periods of military service; all periods of service must be honorable
- Be a drill status member and not be enlisting to qualify for a permanent full-time position where federal law requires membership in the ANG as a condition of employment (AGR or Technician)
- Not previously received an Affiliation Bonus in any Selected Reserve component
- Not have received, or be entitled to receive, readjustment pay, severance pay, or separation pay from any component
- Possess a high school diploma or equivalent
- Execute the appropriate written agreement with an effective date that matches the date of enlistment

Program Specifics:

- Affiliation Bonuses are to be created in AFRISS-TF with an effective date of DOE. The “**Contract AFSC/Processing Start Date**” effective date for retraining applicants will be the end of current FY unless directed by NGB/A1YR
- Completion of 3-level qualification is required prior to payment. (Upon completion of Technical Training, update “**Contract AFSC/Processing Start Date**” in AFRISS-TF must match 3-skill level award date in MILPDS)
 - If member is fully qualified on date of enlistment, “**Contract AFSC/Processing Start Date**” will match DOE.
- Affiliating members requiring AFSC waivers will be built as fully qualified and suspended (S) until waiver approved and uploaded in AFRISS-TF
- Utilize **Accession IPEVW** to review benefits - form must be filled out completely
- Attachment 10 of this Operational Guidance outlines the payment schedule for the Affiliation Bonus

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. (Refer to Administrative Requirements, Attachment 8):

- Members affected by an NGB-directed reduction in force, mission change, unit conversion, etc. may:
 - Retrain or reassign to an AFSC on the **current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST to retain incentive eligibility**
 - Be relieved from recoupment if reassigned to an AFSC that is not currently incentivized with an approved ETP
 - Members affected by **AFSC direct conversion** may retain bonus eligibility for the remaining term of contract
- Members serving in an incentive contract **for Affiliation who have acquired a 3-skill level** must choose to retrain into an AFSC on the **current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST** to remain in the incentive program with **PRIOR** approval from NGB/A1YR
- Members serving in an incentive contract **for Affiliation who have not been granted a 3-skill level** must choose an AFSC from the **NATIONAL or STATE LOCAL INCENTIVE AFSC LIST** effective at the start date of the current enlistment
 - Member who requests cross training will remain in the original written agreement for which funds have been allocated
- ANG to ANG transfers will be administered IAW FY25 Strength Management Initiatives
 - All members currently serving in an **incentive written agreement** (State Local or National) who transfer to another ANG unit will retain their current incentive program provided the member remains in the same AFSC
 - Transferring members will only be authorized to retrain when the member’s AFSC is not available at the gaining unit and with approval from NGB/A1YR. The new AFSC must be on the **current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST at the gaining unit. Member must have retainability associated with new AFSC Technical Training requirement.**

Selective Retention Bonus:

Intent: To incentivize current ANG members to reenlist in an identified critical specialty within the state of which member is currently affiliated.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer a Selective Retention Bonus and execute a written agreement.

To qualify for this incentive, applicants must:

- Have less than 16 years total military service from their Pay Date as of the date of their reenlistment
- Reenlist in the ANG for a period of six years in an incentive-eligible AFSC that is identified on **the current NATIONAL ENLISTED INCENTIVE AFSC LIST** or the **current STATE LOCAL ENLISTED INCENTIVE AFSC LIST** approved for the unit to which the applicant will be assigned
- **Reenlist within 90 days of their ETS if not currently serving in an incentive obligation period**
- **Member must not be in excess**
- Be serving in pay grade E-3 or higher
- Not be reenlisting for the purpose of accepting a commission
- Agree to become a qualified 3-skill level in the AFSC. MILPDS screen of Projected/Completed training source document. **(Refer to Administrative Requirements, Attachment 8)**
- Provide DD-214s and/or NGB-22s for all previous periods of military service; all periods of service must be honorable
- Not have received, or be entitled to receive, readjustment pay, severance pay, or separation pay from any component.
- Be a drill status member and not be reenlisting to qualify for a permanent full-time position where federal law requires membership in the ANG as a condition of employment (AGR or Technician)
- Execute the appropriate written agreement with an effective date that matches the date of reenlistment

Program Specifics:

- Selective Retention Bonuses are to be created in AFRISS-TF with an effective date of DOE. The “**Contract AFSC/Processing Start Date**” effective date for retraining members will be the end of current FY unless directed by NGB/A1YR
- **Individuals may not receive cumulative Selective Retention Bonuses more than \$180,000 during their entire career**
- Completion of 3-skill level qualification is required prior to payment. (Upon completion of Technical Training, update “**Contract AFSC/Processing Start Date**” in AFRISS-TF to match 3 skill level award date in MILPDS)
 - If member is fully qualified on date of enlistment, “**Contract AFSC/Processing Start Date**” will match reenlistment DOE
- Utilize **Retention IPEVW** to review benefits - form must be filled out completely
- Attachment 10 of this Operational Guidance outlines the payment schedule for the Selective Retention Bonus

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. (Refer to Administrative Requirements, Attachment 8):

- Members affected by an NGB-directed reduction in force, mission change, unit conversion, etc. may:
 - Retrain or reassign to an AFSC on the current **NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST** to retain incentive eligibility
 - Be relieved from recoupment if reassigned to an AFSC that is not currently incentivized with an approved ETP
 - Members affected by **AFSC direct conversion** may retain bonus eligibility for the remaining term of contract
 - Members serving in an incentive contract for **Selective Retention who have acquired a 3-skill level** must choose to retrain into an AFSC on the **current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST** to remain in the incentive program with **PRIOR** approval from NGB/A1YR
- OR**
- Into another **incentive-eligible AFSC** that the member is **fully qualified** in and agrees to complete the remainder of the obligation in that Duty AFSC (DAFSC) in a valid Unit Manning Document (UMD) vacancy (Member will remain in the original written agreement for which funds have been allocated)
 - Members serving in an incentive contract for **Selective Retention who have not been granted a 3-skill level** must choose an AFSC from the **NATIONAL or STATE LOCAL INCENTIVE AFSC LIST** effective at the start date of the current enlistment
 - Member who requests cross training will remain in the original written agreement for which funds have been allocated
 - ANG to ANG transfers will be administered IAW FY25 Strength Management Initiatives
 - All members currently serving in an **incentive written agreement** (State Local or National) who transfer to another ANG Unit will retain their current incentive program provided the member remains in the same AFSC
 - Transferring members will only be authorized to change their AFSC when the member’s AFSC is not available at the gaining unit and with approval from NGB/A1YR. The new AFSC must be on the **current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST**. **Member must have retainability associated with new AFSC Technical Training requirement.**

Montgomery GI Bill - Selected Reserve (MGIB-SR) \$350 Kicker:

Intent: To attract and retain individuals in identified enlisted critical specialties.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer the MGIB-SR Kicker incentive and execute a written agreement.

To qualify for this incentive, applicants must:

- **ENLIST, REENLIST, or EXTEND** for six years in an incentive-eligible AFSC that is identified on **the current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST. (Officers/HPs are not eligible to establish the Kicker)**
- Be qualified (3-skill level) in the AFSC **before signing a contract for MGIB-SR Kicker incentive.** MILPDS screen of Projected/Completed training serves as source document. **(Refer to Administrative Requirements, Attachment 8)**
- Be currently eligible to draw MGIB-SR benefits and have remaining months of MGIB-SR entitlement
- Technicians may establish eligibility for the MGIB-SR Kicker, provided they have MGIB-SR entitlement remaining
- Be a drill status member and not be enlisting to qualify for an AGR position
- Be assigned to an incentive-eligible AFSC that does not exceed the authorized assignment percentage maximum as prescribed in the FY25 Strength Management Initiatives, (applicable to members new to the ANG)
- Possess a high school diploma or equivalent prior applying for incentive
- Be classified as Armed Forces Qualification Test Score Category I, II, or III

Program Specifics:

Members may utilize the MGIB-SR Kicker benefit in conjunction with MGIB-AD (Chapter 30) provided all other eligibility requirements are met.

- Members may only use the MGIB-SR Kicker benefit in conjunction with Post 9/11 MGIB (Chapter 33) if the Post 9/11 MGIB election and eligibility is established (by Dept. of VA) after MGIB-SR Kicker eligibility is established (by the Reserve Component)
- Members who received MGIB-SR Kicker eligibility from another Reserve Component will **not** be entitled to a new MGIB-SR Kicker with the ANG

***NOTE: Members with Kicker eligibility from another component may be eligible to continue the previous MGIB-SR Kicker incentive provided they have completed the six-year MGIB-SR Kicker obligation with that Reserve Component. Eligibility for continuation is determined by the Reserve Component with which the original MGIB-SR Kicker eligibility was established.**

- Members serving in an incentive obligation for **MGIB-SR Kicker** are only eligible to maintain incentive when retraining/change AFSCs with approval from NGB/A1YR
- Members affected by a **direct AFSC conversion** may:
 - Retain Kicker eligibility for the remaining term of contract
- Members affected by an **NGB-directed reduction in force, mission change, unit conversion etc.** may:
 - Retain Kicker eligibility for the remaining term of contract
- ANG to ANG transfers will be administered IAW FY25 Strength Management Initiatives. **(Refer Administrative Requirements, Attachment 8):**
 - All members currently serving in an incentive written agreement (State Local or National) who transfer to another ANG Unit will retain their current incentive program provided the member remains in the same AFSC
 - Transferring members will only be authorized to retrain when the member's AFSC is not available at the gaining unit. The new AFSC must be on the **current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST**

OFFICER INCENTIVE PROGRAMS

The Air National Guard's Officer Incentive Programs are intended to attract and retain drill status members in identified critical specialties.

Officer Accession Bonus:

Intent: To attract individuals who accept an appointment into the ANG to fill identified critical specialties.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer an Officer Accession Bonus and execute a written agreement.

To qualify for this incentive, applicants must:

- Have less than 15 years total military service from their Pay Date as of the effective date of the incentive written agreement.
- Accept an appointment in the ANG in an incentive-eligible AFSC that is identified on **the current NATIONAL or STATE LOCAL OFFICER INCENTIVE AFSC LIST. (Payment is not authorized until fully qualified in AFSC)**
- Agree to become qualified in the AFSC per the AFOCD. AF2096 is the source document. (AF2096 P/2AFSC & DAFSC must match unless noted in the AFOCD)
- **Be an initial recipient of a commission or appointment in any Regular or Reserve Component**
- **Not be a Palace Chase participant**
- **Member must not be in excess**
- An officer reappointed in a Military Service after resignation or termination of a commission or appointment from an earlier period of military service **is not eligible for an Accession bonus**
- Have completed all previous service obligations incurred as a result of receiving a bonus/special pay while serving as an enlisted member. Member must have satisfied the obligation to the original contract to be eligible for this accession bonus
- Not have received pre-commissioning compensation from Reserve Officer Training Corp (ROTC) participation
- Not have received financial assistance from any DoD sponsored Stipend or Loan Repayment program
- Not have received a previous Officer Accession Bonus in any military component.
- Provide DD-214s and/or NGB-22s for all previous periods of military service; all periods of service must be honorable
- Member must not be serving in a permanent full-time position where federal law requires membership in the ANG as a condition of employment (AGR or Technician)
- ANG officers are not authorized to be in an Experienced Aviator Retention Incentive (EARI) contract and a DSG bonus contract at the same time. Communicate with Unit EARI Coordinator to prevent erroneous payments or recoupment of funds
- Execute the appropriate written agreement with an effective date that matches the Date of Appointment (DOA)

Program Specifics:

- Officer Accession bonuses are to be created in AFRISS-TF with an effective date of DOA
- Officer members must be primary in the duty position
- An officer may receive only one Officer Accession Bonus during their entire career
- **Individuals may not receive cumulative Bonuses more than \$150,000 during their entire career**
- Follow the Officer Checklist provided with the contract for review
 - Request for payment requires an NGB review of eligibility (based on AFOCD) and funds availability
- Utilize **Accession IPEVW** to review benefits; form must be filled out completely
- Attachment 10 of this Operational Guidance outlines the payment schedule for the Officer Accession Bonus

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. (Refer to Administrative Requirements, Attachment 8)

- Officers affected by an NGB-directed reduction in force, mission change, unit conversion etc. may be relieved from recoupment with an approved ETP
- Members affected by **direct AFSC conversion** may:
 - Retain bonus eligibility for the remaining term of contract
- Members serving in an incentive contract for Officer Accession must choose to retrain into an AFSC on the **current NATIONAL or STATE LOCAL OFFICER INCENTIVE AFSC LIST** to remain in the incentive program with **PRIOR** approval from NGB/A1YR
- ANG to ANG transfers will be administered IAW FY25 Strength Management Initiatives
 - All members currently serving in an **incentive written agreement** (State Local or National) who transfer to another ANG Unit will retain their current incentive program provided the member remains in the same AFSC
 - Transferring members retraining into a new AFSC will only be authorized to continue incentives if the member's AFSC is on the current **NATIONAL or STATE LOCAL OFFICER INCENTIVE AFSC LIST**

Officer Affiliation Bonus:

Intent: To attract individuals with prior active-duty military service who are entering the ANG directly from an active component or the IRR after serving under honorable conditions.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer an Officer Affiliation Bonus and execute a written agreement.

To qualify for this incentive, applicants must:

- Have less than 15 years total military service from their Pay Date as of the effective date of the incentive written agreement.
- Accept an appointment in the ANG in an incentive-eligible AFSC that is identified on **the current NATIONAL or STATE LOCAL OFFICER INCENTIVE AFSC LIST**
- Be entering the ANG directly from Active Duty, IRR, or Stand-By Reserve
- **Not be a Palace Chase participant**
- **Member must not be in excess**
- Be qualified, or agree to become qualified, in the AFSC per the AFOCD. AF2096 is the source document. (AF2096 P/2AFSC & DAFSC must match unless noted in the AFOCD)
- Have completed any service obligation incurred for pre-commissioning compensation from Reserve Officer Training Corp (ROTC) participation
- Have completed any service obligation incurred for financial assistance received from any DoD-sponsored Stipend or Loan Repayment program
- Have completed all training requirements based on prior service commitments (Refer **Administrative Requirements, Attachment 8**)
- Not have received a previous Officer Affiliation Bonus for service in the same military skill (AFSC), grade (Rank), or unit (Wing)
- Provide DD-214s and/or NGB-22s for all previous periods of military service; all periods of service must be honorable
- Member must not be serving in a permanent full-time position where federal law requires membership in the ANG as a condition of employment (AGR or Technician)
- ANG officers are not authorized to be in an Experienced Aviator Retention Incentive (EARI) contract and a DSG bonus contract at the same time. Communicate with Unit EARI Coordinator to prevent erroneous payments or recoupment of funds
- Execute the appropriate written agreement with an effective date that matches the Date of Appointment (DOA)

Program Specifics:

- Officer Affiliation bonuses are to be created in AFRISS-TF with an effective date of DOA
- Officer members must be primary in the duty position
- **Individuals may not receive cumulative Bonuses more than \$150,000 during their entire career**
- An officer may receive more than one Officer Affiliation Bonus during their entire career, but not for the same military skill (AFSC), grade (rank), or unit (Wing)
- Follow the Officer Checklist provided with the contract for review
 - Request for payment requires an NGB review of eligibility (based on AFOCD) and funds availability
- Utilize **Accession IPEVW** to review benefits; form must be filled out completely
- Attachment 10 of this Operational Guidance outlines the payment schedule for the Officer Affiliation Bonus

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. (Refer to Administrative Requirements, Attachment 8)

- Officers affected by an NGB-directed reduction in force, mission change, unit conversion etc., may be relieved from recoupment with an approved ETP
- Members affected by **direct AFSC conversion** may:
 - Retain bonus eligibility for the remaining term of contract
- Members serving in an incentive contract for Officer Affiliation must choose to retrain into an AFSC on the **current NATIONAL or STATE LOCAL OFFICER INCENTIVE AFSC LIST** to remain in the incentive program with **PRIOR** approval from NGB/A1YR
 - ***Note: Line Officers cross-training into Rated Officer AFSCs are not authorized to retain incentive.**
- ANG to ANG transfers will be administered IAW FY25 Strength Management Initiatives:
 - All members currently serving in an **incentive written agreement** (State Local or National) who transfer to another ANG Unit will retain their current incentive program provided the member remains in the same AFSC
 - Transferring members retraining into a new AFSC will only be authorized to continue incentives if the member's AFSC is on **the current NATIONAL or STATE LOCAL OFFICER INCENTIVE AFSC LIST**
 - ***Note: Line Officers cross-training into Rated Officer AFSCs are not authorized to retain incentive**

Officer Retention Bonus:

Intent: To incentivize current ANG members to remain in an identified critical specialty within the state members currently serves.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer an Officer Retention Bonus and execute a written agreement.

To qualify for this incentive, applicants must:

- **Have completed a minimum of four (4) years of active commissioned service or qualifying service for a Reserve Component officer.** See Career Data Brief (CDB) for the Total Force Commission Service Date (TFCSD) date
- **Have less than 16 years of active commissioned service** based on the effective date of the incentive written agreement. (See CDB for the TFCSD date)
- Agree to continue serving in the ANG in an incentive-eligible AFSC that is identified on the **current NATIONAL or STATE LOCAL OFFICER INCENTIVE AFSC LIST**
- **Not be a Palace Chase participant**
- **Member must not be in excess**
- Be qualified, or agree to become fully qualified, in the AFSC per the AFOCD. AF2096 is the source document. (AF2096 P/2AFSC & DAFSC must match unless noted in the AFOCD)
- Not be fulfilling a service obligation except for the following: 1) initial appointment obligation, 2) due to promotion, 3) due to PME, or 4) due to transfer of Post 9/11 GI Bill education benefits
- Not have received a previous Officer Retention Bonus
- Have completed all previous service obligations incurred as a result of receiving a bonus/special pay while serving as an ANG member. Must have satisfied the obligation to the original contract to be eligible for retention bonus
- Have completed all training requirements based on prior service commitments (Refer **Administrative Requirements, Attachment 8**)
 - Pilots must have completed 10yrs of rated service following their Undergraduate Flying Training (UFT) graduation date. (Refer **Administrative Requirements, Attachment 8**)
 - Combat Systems Officer (CSO), Air Battle Managers (ABM), and Remotely Pilot Aircraft (RPA) must have completed 6 years of rated service following UFT. (Refer **Administrative Requirements, Attachment 8**)
- Provide DD-214s and/or NGB-22s for all previous periods of military service; all periods of service must be honorable
- Member must not be serving in a permanent full-time position where federal law requires membership in the ANG as a condition of employment (AGR or Technician)
- ANG officers are not authorized to be in an Experienced Aviator Retention Incentive (EARI) contract and a DSG bonus contract at the same time. Communicate with Unit EARI Coordinator to prevent erroneous payments or recoupment of funds
- Execute the appropriate written agreement with an effective date matching the date of enlistments/appointments period created in AFRISS-TF

Program Specifics:

- Officer Retention Bonus effective date is the date incentive is built in AFRISS-TF and will have an effective date no earlier than **365 days** from DOA (**Source Document NGB337**) (**ETPs considered for applicants moving between ANG units**)
- Officer members must be primary in the duty position an officer may only receive one Officer Retention Bonus during their entire career
- Follow the Officer Checklist provided with the contract for review
 - Request for payment requires an NGB review of eligibility (based on AFOCD) and funds availability
- **Individuals may not receive cumulative Bonuses more than \$150,000 during their entire career**
- Utilize **Retention IPEVW** to review benefits; form must be filled out completely
- Attachment 10 of this Operational Guidance outlines the payment schedule for the Officer Retention Bonus

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. (Refer to Administrative Requirements, Attachment 8):

- Officers affected by an NGB-directed reduction in force, mission change, unit conversion etc. maybe relieved from recoupment with an approved ETP
- Members affected by **direct AFSC conversion** may:
 - Retain bonus eligibility for the remaining term of contract
- Members serving in an incentive contract for Officer Selective Retention must choose to retrain into an AFSC on the **current NATIONAL or STATE LOCAL OFFICER INCENTIVE AFSC LIST** to remain in the incentive program with **PRIOR** approval from NGB/A1YR
 - ***Note: Line Officers cross-training into Rated Officer AFSCs are not authorized to retain incentive.**
- ANG to ANG transfers will be administered IAW FY25 Strength Management Initiatives:
 - All members currently serving in an **incentive written agreement** (Local or National) who transfer to another ANG Unit will retain their current incentive program provided the member remains in the same AFSC
 - Transferring members retraining into a new AFSC will only be authorized to continue incentives if the member's AFSC is on the current **NATIONAL or STATE LOCAL OFFICER INCENTIVE AFSC LIST**
 - ***Note: Line Officers cross-training into Rated Officer AFSCs are not authorized to retain incentive.**

HEALTH PROFESSIONAL INCENTIVE PROGRAMS

The Air National Guard's Health Professional (HP) Officer Incentive Programs are intended to access and retain drill status members in identified critical health profession specialties.

Health Professional (HP) Accession Bonus:

Intent: To access qualified health professionals with no prior military service into critical specialties.

Minimum Eligibility Requirements: The requirements identified below provide a list of the minimum qualifications needed to offer a Health Professionals Accession Bonus and execute a written agreement.

To qualify for this incentive, applicants must:

- Be a graduate of an accredited institution of medicine, dentistry, nursing, optometry, physician assistant, or pharmacy
- Possess and maintain a valid state license/certification to practice in the ANG Health Professions specialty to which appointed
- Be qualified for appointment as a commissioned officer in the ANG and accept appointment as a Health Professions Officer in a Health Professions specialty identified as incentive eligible. **Must be fully qualified upon accession with the exception of AFSCs 46FX, 48AX, 48GX, and 48RX**
 - Flight Nurses serving in AFSC 46FX must complete Aeromedical Evacuation Formal Training Unit. Include copies of training certificates in the incentive package
 - Flight Surgeons serving in AFSC 48AX, 48GX, or 48RX must complete the Aerospace Medicine Primary Course (AMP). Include copies of Training Certificates in the incentive package
- **Member must not be in excess**
- Not be a current service member
- Have been discharged from any uniformed service at least 24 months before executing a written agreement for this Accession Bonus and no longer hold an appointment if a former Health Professions officer
 - For all previous periods of military service, member must provide DD214s and/or NGB22s confirming an honorable discharge
- Have completed all service obligations for receipt of financial assistance from DoD to pursue a course of study in a health profession. Examples: ROTC, AF HP Scholarship Program (AFHPSP), Financial Assistance Program (FAP)
- Not reach mandatory retirement or removal date due to age 62 or years of service during the period of obligated service. **Per DAFI 36-3203**
- **Remain assigned to the duty position for which receiving the bonus for the remainder of the obligation period**
- Member must not be serving in a permanent full-time position where federal law requires membership in the ANG as a condition of employment (AGR or Technician)
- HP ANG officers are not authorized to be in an Incentive Pay (IP)/Board Certified Pay (BCP) contract and a DSG bonus contract at the same time. Communicate with Unit Credential Manager to prevent erroneous payments or recoupment of funds
- Execute the appropriate written agreement to remain in the ANG as an HP Officer for three years

Program Specifics:

- HP bonuses are created in AFRISS-TF with an effective date of DOA
- HP bonuses are created in the current FY. Any contracts dated for previous FYs are not authorized
- HP members must be primary in the duty position
- Follow the HP Checklist provided with the contract
- A complete incentive package must be uploaded to AFRISS supporting documents and approved by NGB Retention Operations. Incentive is not considered valid until approval is granted
- Attachment 10 of this Operational Guidance outlines the payment schedule for the HP Accession Bonus

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. (Refer to Administrative Requirements, Attachment 8):

- HP Officers affected by an NGB-directed reduction in force, mission change, unit conversion etc. may be relieved from recoupment with an approved ETP
- ANG to ANG transfers will be administered IAW FY25 Strength Management Initiatives:
 - All members currently serving in an **incentive written agreement** who transfer to another ANG unit retain their current incentive program provided the member remains in the same AFSC

Health Professional (HP) Retention Bonus:

Intent: To retain qualified health professionals currently serving in critical specialties in the ANG.

Minimum Eligibility Requirements: The requirements identified below provide a list of the minimum qualifications needed to offer a Health Professionals Retention Bonus and execute a written agreement.

To qualify for this incentive, applicants must:

- Be a graduate of an accredited institution of medicine, dentistry, nursing, optometry, or pharmacy
- Possess and maintain a valid state license or certification to practice in the Health Professions specialty appointed in
- Currently serving in a Health Professions Specialty identified as incentive-eligible in the ANG
- Have completed qualification for the specialty for which the Retention Bonus is being offered prior to the beginning of the fiscal year the incentive written agreement is executed
 - Flight Nurses serving in AFSC 46FX must complete Aeromedical Evacuation Formal Training Unit. Include copies of training certificates in the incentive package
 - Flight Surgeons serving in AFSC 48AX, 48GX, or 48RX must complete the Aerospace Medicine Primary Course (AMP). Include copies of training certificates in the incentive package
- **Member must not be in excess**
- Have less than 20 years' Time in Service (TIS), based on Pay Date, as of the effective date of the written agreement
- Not reach mandatory retirement or removal date due to age 62 or years of service during the period of obligated service. **Per DAFI 36-3203**
- Be below the grade of O-7
- Have completed the following:
 - All service commitments incurred for pre-commissioning education and training
 - OR
 - The service obligation for an Accession Bonus, if applicable
- Provide DD-214s and/or NGB-22s for all previous periods of military service; all periods of service must be honorable
- **Remain assigned to the duty position for which receiving the bonus for the remainder of the obligation period**
- Member must not be serving in a permanent full-time position where federal law requires membership in the ANG as a condition of employment (AGR or Technician)
- Execute the appropriate written agreement to remain in the ANG as an HP officer for three years

Program Specifics:

- HP bonus effective date is the date incentive is built in AFRISS-TF when member is eligible **after 30 days from DOA**
- HP bonuses are created in the current FY. Any contracts dated for previous FYs are not authorized
- HP members must be primary in the duty position
 - **Exception: MDG/CC may receive and/or retain bonus based on their incentive-eligible PAFSC while serving in the MDG/CC (40C0) DAFSC if all other eligibility requirements are met in accordance with the current FY Operational Guidance**
- Follow the HP Checklist provided with the contract. Additional documents are to be uploaded separately. Example: DD214s or NGB22s
- A complete incentive package must be uploaded to AFRISS-TF supporting documents and approved by NGB Retention Operations. Incentive is not considered valid until approval is granted
- Attachment 10 of this Operational Guidance outlines the payment schedule for the HP Retention Bonus

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. (Refer to Administrative Requirements, Attachment 8):

- HP Officers affected by an NGB-directed reduction in force, mission change, unit conversion etc. may be relieved from recoupment with an approved ETP
- ANG to ANG transfers will be administered IAW FY25 Strength Management Initiatives:
 - All members currently serving in an **incentive written agreement** who transfer to another ANG unit retain their current incentive program provided the member remains in the same AFSC

Health Professional (HP) Loan Repayment Program:

Intent: To attract and retain qualified health professionals to fill identified specialties in the ANG.

Minimum Eligibility Requirements: The requirements identified below provide a list of the minimum qualifications needed to offer a Health Professionals Loan Repayment Program (HPLRP) Incentive.

To qualify for this incentive, applicants must:

- **NO NEW HP LOAN REPAYMENT INCENTIVES ARE AUTHORIZED**

Health Professional (HP) Residency Stipend Program:

Intent: To create a pool of qualified Health Professionals in specialties identified as incentive-eligible for future assignments within the ANG.

Minimum Eligibility Requirements: The requirements identified below provide a list of the minimum qualifications needed to offer a Health Professional Residency Stipend Program Incentive.

To qualify for this incentive, applicants must:

- **NO NEW HP RESIDENCY STIPENDS ARE AUTHORIZED**

ADMINISTRATIVE REQUIREMENTS (All Programs)

Program Execution: ROMs will execute the incentive program in accordance with the FY25 Strength Management Initiatives, ANGI 36-2602, Personnel Services Delivery Guide (PSDG), and this Operational Guidance, within funding constraints as set forth by NGB/A1Y. Incentive Written Agreements initiated by any person other than the ROM or RRSEL will not be honored. Exception: The RRSEL may designate, in writing, Flight Chief or GSUAR or Advanced Production Recruiter to execute the Wing/Unit incentive program during a transition period of Retention personnel.

Required System Usage: The ROM is responsible for utilizing AFRISS-TF, MilPDS/AFIPPS, Case Management System (CMS), and DMDC BEAST. The ROM should notify the AFRISS-TF helpdesk of any concerns or questions regarding the AFRISS-TF system. The ROM should notify NGB org box at NGB.A1.A1YR.Retention.Operations.Org@us.af.mil for DMDC BEAST access or system questions.

Incentive Written Agreement and Bonus Builds: All bonuses must be created in AFRISS-TF to assign a Bonus Control Number (BCN). The ROM will build all enlisted bonus records in MilPDS/AFIPPS as soon as the member is gained (accession incentive) or reenlistment data is updated by MilPDS/AFIPPS in AFRISS-TF (retention incentive). CMS must be utilized for all incentive payment processing (to include recoupment actions, where applicable) through the Wing Financial Management Office.

Verification of AFSC 3-skill level (ENLISTED MEMBERS CURRENT FY ONLY):

Each bonus record is required to have a source document verifying completion of 3-skill level. ROMs can review in MilPDS/AFIPPS and verify with unit BETM/UTM.

- Log in to MilPDS/AFIPPS
- Oracle under navigator select your “MPF” folder
- Look for “Base Education and Training” expand folder
- Select “Formal Training” expand folder
- Look for “OTA Training Applications” expand folder
- Select “MPF OTA Training Folders” expand
- Select “Projection/Completed Training”
 - Once screen populates, enter member’s SSN in the appropriate box
 - Review members DAFSC & P/2AFSC to match the incentive contract
 - Go to “Formal Training Display Field” section and locate Course Grad Date (CGD) for the 3-skill level award date for the **incentive AFSC**
 - Select “File”, “Print to PDF”, and add to members AFRISS-TF supporting documents
 - Update in AFRISS-TF “**Contract AFSC/Processing Start Date**” with one day added
 - i.e: MilPDS/AFIPPS will show CGD “14Jul23” - in AFRISS-TF you will place “15Jul23”

Special Duty Assignment AFSC Mismatches:

Members currently serving in an incentive written agreement who are selected for positions listed below will not be terminated from their current incentive program. **Will require NGB/A1YR AFRISS-TF approval.**

- First Sergeant (8F000), Inspector General (IG) team position (8I000) enlisted only – Submit CCW request to include DAFSC AF2096 in AFRISS-TF
- MDG/CC (40C0) position – upload duty-move (assignment to new DAFSC) AF2096 in member’s AFRISS supporting documents
- 9-level AFSC that is a mismatch to the lower skill level incentivized AFSC - Submit CCW request to include DAFSC AF2096, and Enlisted Classification Structure Chart (AFECD attachment 3) in AFRISS-TF

***NOTE: Members currently serving in a First Sergeant, IG team (enlisted only), or 9 level non-incentivized DAFSC will not be authorized a new reenlistment incentive.**

AFSC Conversions:

Members affected by **direct AFSC conversions** may retain bonus eligibility for the remaining term of contract.

- Conversion documentation is required to retain eligibility when the AFSC no longer exists. Source documents are Change Summary and Conversion Instructions (AFECD attachment 1) or NGB/CFM Memorandum. Additional requirements may be requested from NGB/A1YR if needed for review

Members are affected by **indirect AFSC conversions** when their AFSC has the possibility of converting to more than one AFSC or, if not, all Airmen will convert out of the original AFSC

- Conversion documentation is required. Member may only retain bonus eligibility for the remaining term of the original written agreement upon Career Functional Manager (CFM) approval. If ROM requires source document from NGB/CFM please email the NGB org box at NGB.A1.A1YR.Retention.Operations.Org@us.af.mil for additional assistance. Source document will be uploaded in AFRISS-TF.

ADMINISTRATIVE REQUIREMENTS, continued**Exception to Policy (ETP) Requests:**

NGB/A1YR reviews ETPs for units affected by an NGB/A1M-directed reduction in force, mission change, or unit conversion. To obtain A1M's memorandum, send email directly to NGB.A1.A1YR.Retention.Operations.Org@us.af.mil to request a copy.

Only ETP requests for situations not expressly addressed in the Incentive Operational Guidance or Incentive Contract will be reviewed. Reference FY25 Exception to Policy (ETP) checklist and policy memo for further guidance.

Officers Incentive File for NGB Review Requests: Officer incentive records require completed checklist attached to written agreement. Ensure members have completed all training requirements based on prior service commitments.

- **Tentative Review Only:**
 - A State Appointment Order is acceptable for Accession and Affiliation Bonuses

Retraining Requests for A1YR Tentative and/or Final Approval (upload following items in AFRISS-TF):**Tentative Requests:**

- Career Change Worksheet (CCW) – entire form must be completed, to include:
 - Number of valid vacancies for gaining AFSC at the Wing
 - Approximate number of available formal school seats for gaining AFSC from BETM
- A commander's justification letter may be required in some cases

Final Approval Requests (if tentative approval was not obtained, include the above items in addition to):

- AF2096 for duty-move to new DAFSC
 - **Notify** A1YR by email at NGB.A1.A1YR.Retention.Operations.Org@us.af.mil once members DAFSC & 2AFSC/CAFSC have been updated and reflects in AFRISS-TF

Retraining Requests in conjunction with ANG State-to-State Transfer:

- Losing ROM will generate CCW and ensure steps 1-3 are completed on the form.
- Gaining ROM will complete CCW steps 4-5 before sending to losing ROM
- ROM statement is completed by losing ROM
- Losing ROM will upload CCW to AFRISS-TF and notify NGB by email (cc: gaining ROM) at NGB.A1.A1YR.Retention.Operations.Org@us.af.mil for tentative approval
- **Source documents needed in conjunction with ANG State-to-State transfer request final approval:**
 - DD 4 (with a Term of Enlistment (TOE) of remaining years, months, days for current incentive period)
 - Accession IPEVW
 - Enlisted/State Appointment Order or *AF2096 (for intrastate transfers)

1D7XXX Mission Capability Shreds:

When offering incentives for 1D7XXX AFSCs, ROM will need to check for the following AFSC combinations.

- For NPS, PS, Aff, SRB (requiring training) members going into a 1D7XXX AFSC:
 - DAFSC must reflect the new Q/M/W/P Mission Capability shred identified on **the current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST**
 - AND**
 - CAFSC must reflect legacy A/B/C/D/E/F/R/K/Z shred identified on **the current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST**
 - No SEI

Example: 1D751W/1D771W (DAFSC) + 1D711E/1D731E (CAFSC) Client Systems Operations (Requires training NPS/PS/Aff/SRB) = Bonus eligible; must have all combinations identified

- For PS, Aff, SRB (fully qualified) members going into a 1D7X1X AFSC:
 - DAFSC **AND** CAFSC shred must match **AND** reflect the new Q/M/W/P Mission Capability shred identified on **the current NATIONAL or STATE LOCAL ENLISTED INCENTIVE AFSC LIST**
 - SEI must be entered into AFRISS (source document designating SEI is AF Form 2096)
 - SEI effective date must reflect above **on or prior the DOE (if PS/Aff/SRB)**

Example: 1D751W/1D771W (DAFSC) + 1D751W/1D771W (CAFSC) + 1AO SEI = (Fully qualified PS/Aff/SRB) = Bonus eligible; must have all combinations identified

- Refer to AFECDD Atch3 _Enlisted Classification Structure Chart for Cyber Defense Operations (1D) for list of 1D7XX suffixes
- Refer to "1D7XXX Shred to 1D7X1X Mission Capability Shred" conversion memo dated 9 May 2023 for SEI designations

ADMINISTRATIVE REQUIREMENTS, cont. (LOCAL AFSC Incentive Program)

1. NGB/A1Y will designate the National Incentive AFSC List.
2. FY25 Local Incentive AFSC Lists are authorized as follows 1 Oct 24
 - a. Each wing may designate three (3) Enlisted AFSCs which includes GSU (pending NGB approval).
 - i. Exceptions: Guam is authorized two (2) enlisted AFSCs & Virgin Islands is authorized one (1) enlisted AFSC.
 - b. Officer & Health Professional AFSCs are not authorized for local AFSC programs.
 - c. Permanent/Indef Technicians and AGRs are not eligible for Local AFSC incentives.
 - d. AFSC strength must be below 90% (calculated by utilizing **total # of assigned personnel in the AFSC per wing (or GSU, divided by total # authorized positions in the AFSC per wing (or GSU))**. Documented projected losses may be considered in the calculation.
 - i. For AFSCs at/over 100% strength: If there are documented projected losses used in the equation that results in less than 100% strength, NGB 36-11s must be uploaded in the member's AFRISS record and must be coded properly IAW AFI 36-2110, Table 16.2, Excess Codes in MilPDS.
 - e. AFSCs should be selected with consideration of readiness, operational impact, current local competitive market conditions, and the length and cost of training replacement manpower.
 - f. Approved Local AFSC letters will be maintained by the ROM with FY Operational Guidance.
 - g. **Do not designate AFSCs for the local list that are included on the National List.**
3. Local Incentive Programs will adhere to the procedures and requirements contained within the remainder of the FY25 ANG Incentive Program Operational Guidance.
4. Wing Recruiting and Retention Management (FC/ROM) will enter the selected AFSCs in the Master AFSC Table in AFRISS-TF.
 - a. Right-click Retention Folder in ROM MGMT DESK, select MASTER AFSC.
 - i. Click: "add" and complete the blocks as required.
 - ii. Do not check the "critical" box.
 - iii. If entering an AFSC for a both Wing & GSU, select the correct GSU from the dropdown and build again for the Wing.
 - iv. For enlisted AFSCs, check the "Enlisted Cash", and the "Kicker" boxes.
 - v. Use 1 Oct 24 as the "Start Date" and 30 Sep 2025 as the "End Date".
 - b. In the "AFSC" field, enter the skill level (4th digit of AFSC) as a number sign (#). AFSC identified with shred must have specific shred attached to the AFSC per the AFECD.
 - i. **If identifying a 1D7XXX on their local list, contact A1YR staff directly.**
 - c. For the AFSC title/description, please refer to the current AFECD, do not enter as **ALL CAPS**.
 - d. Select "Save"
 - e. If assistance is required, contact the AFRISS-TF Helpdesk
 - f. Once completed, update the spread sheet located in TEAMS folder. Spread sheet must be reviewed/updated by NGB staff to press forward with building/offering bonuses.
5. Each state will submit one state letter with all Wings and GSUs included in the format provided by A1YR in the checklist/template memo.
 - a. **State letters will be uploaded by designated ROM in TEAMS**
 - b. **Label your letter: State two-letter abbreviation / FY / Month & Year Submitted / Local AFSC Letter**
 - c. **Example: PA FY25 Sep 2024 Local AFSC Letter**
6. NGB/A1Y will review each state letter and forward to the Director, Air National Guard (DANG) for approval.
7. NGB/A1Y will provide approval for the AFSCs selected in AFRISS-TF upon DANG approval.
8. Local AFSC letters may be reviewed for adjustment at mid-year intervals.
9. **Approved Local AFSC letters will be maintained by the ROM with FY Operational Guidance for a period of 7 years after the expiration date of the FY Operational Guidance.**

INCENTIVES AND EXTENDED ACTIVE DUTY / FULL-TIME EMPLOYMENT

MEMBERS ELIGIBLE TO KEEP INCENTIVE(S):

- Identified as a Temporary AGR - Tech ID 3U
 - ADCU “U” – Identifies the AGR as Temporary.
- Identified as a Temporary Technician - Tech ID 4
- Title 10 USC orders for Partial Mobilization [10 USC 12302] or MPA [10 USC 12301(d)]
- Active Duty for Operational Support (ADOS)

MEMBERS INELIGIBLE TO KEEP INCENTIVE:

No exceptions, date of termination is the full time START date. Source documents are orders or Standard Form 50/Appointment letter

- Full Time AGR – Tech ID 3
 - Recoupment will not be required regardless of the length of time. Any payment with a **DUE DATE** after the AGR/Stat Tour start date is **NOT AUTHORIZED**. Payments are only **AUTHORIZED** if the payment due date was **BEFORE** the AGR tour start date.
- Full Time Technician – Tech ID 1
 - Technicians may be eligible for the MGIB-SR Kicker if they meet the minimum eligibility requirements.
 - Recoupment is required if member accepts Full Time Technician position within 6 months of the written contract. Recoupment is **NOT** required if member accepts Full Time Technician position **OUTSIDE 6 months of the written contract**. Any payment with a **DUE DATE** after the Technician start date is not authorized.
- Indefinite (Indef) Positions – Tech ID 1
- Statutory (Stat) Tour (Title 10)
 - Recoupment will not be required regardless of the length of time. Any payment with a **DUE DATE** after the Stat Tour start date is **NOT AUTHORIZED**. Payments are only **AUTHORIZED** if the payment due date was **BEFORE** the Stat Tour start date.

ENLISTED INCENTIVE PAYMENT SCHEDULE FOR FY25 INCENTIVES
NATIONAL HIGHLY CRITICAL

BONUS TYPE	YEARS	TOTAL BONUS	NO PAYMENT FY25	INITIAL	ANNIVERSARY YEAR PAYMENTS					
				1 ST FY26	2 ND FY27	3 RD FY28	4 TH FY29	5 TH FY30	6 TH FY31	
NPS Enlistment See Note 1	6	\$50,000	N/A	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	N/A	
PS Enlistment	6–Fully Qualified See Note 2	\$75,000	N/A	\$15,000	\$15,000	\$15,000	\$15,000	\$15,000	N/A	
	6–Retraining See Note 1	\$65,000	N/A	\$13,000	\$13,000	\$13,000	\$13,000	\$13,000	N/A	
Selective Retention	6–Fully Qualified See Note 2	\$90,000	N/A	\$18,000	\$18,000	\$18,000	\$18,000	\$18,000	N/A	
	6–Retraining See Note 1	\$70,000	N/A	\$14,000	\$14,000	\$14,000	\$14,000	\$14,000	N/A	
Affiliation	6–Fully Qualified See Note 2	\$75,000	N/A	\$15,000	\$15,000	\$15,000	\$15,000	\$15,000	N/A	
	6–Retraining See Note 1	\$65,000	N/A	\$13,000	\$13,000	\$13,000	\$13,000	\$13,000	N/A	

Note 1: Completion of 3-skill level qualification is required prior to payment. Member must complete a satisfactory year of participation from the effective date of the signed contract before payment is authorized. MILPDS screen of Projected/Completed training is source document. **(Refer to Administrative Requirements, Attachment 8)**

Note 2: Completion of 3-skill level or higher qualification is required prior to payment. Member must complete a satisfactory year of participation from the effective date of the signed contract before payment is authorized. MILPDS screen of Projected/Completed Training is source document only for members who received CFM waiver of a 3-skill level or higher. Members 5/7 skill level Air Force Form 2096 (AF2096) is source document. **(Refer to Administrative Requirements, Attachment 8)**

ENLISTED INCENTIVE PAYMENT SCHEDULE FOR FY25 INCENTIVES
NATIONAL CRITICAL

BONUS TYPE	YEARS	TOTAL BONUS	NO PAYMENT FY25	INITIAL	ANNIVERSARY YEAR PAYMENTS					
				1 ST FY26	2 ND FY27	3 RD FY28	4 TH FY29	5 TH FY30	6 TH FY31	
NPS Enlistment See Note 1	6	\$50,000	N/A	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000	N/A	
PS Enlistment	6–Fully Qualified See Note 2	\$60,000	N/A	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	N/A	
	6–Retraining See Note 1	\$45,000	N/A	\$9,000	\$9,000	\$9,000	\$9,000	\$9,000	N/A	
Selective Retention	6–Fully Qualified See Note 2	\$60,000	N/A	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	N/A	
	6–Retraining See Note 1	\$45,000	N/A	\$9,000	\$9,000	\$9,000	\$9,000	\$9,000	N/A	
Affiliation	6–Fully Qualified See Note 2	\$60,000	N/A	\$12,000	\$12,000	\$12,000	\$12,000	\$12,000	N/A	
	6–Retraining See Note 1	\$45,000	N/A	\$9,000	\$9,000	\$9,000	\$9,000	\$9,000	N/A	

Note 1: Completion of 3-skill level qualification is required prior to payment. Member must complete a satisfactory year of participation from the effective date of the signed contract before payment is authorized. MILPDS screen of Projected/Completed training is source document. **(Refer to Administrative Requirements, Attachment 8)**

Note 2: Completion of 3-skill level or higher qualification is required prior to payment. Member must complete a satisfactory year of participation from the effective date of the signed contract before payment is authorized. MILPDS screen of Projected/Completed Training is source document only for members who received CFM waiver of a 3-skill level or higher. Members 5/7 skill level Air Force Form 2096 (AF2096) is source document. **(Refer to Administrative Requirements, Attachment 8)**

ENLISTED INCENTIVE PAYMENT SCHEDULE FOR FY25 INCENTIVES
STATE LOCAL ENLISTED

BONUS TYPE	YEARS	TOTAL BONUS	NO PAYMENT FY25	INITIAL	ANNIVERSARY YEAR PAYMENTS					
				1 ST FY26	2 ND FY27	3 RD FY28	4 TH FY29	5 TH FY30	6 TH FY31	
NPS Enlistment See Note 1	6	\$25,000	N/A	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	N/A	
PS Enlistment See Note 1	6–Fully Qualified See Note 2	\$25,000	N/A	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	N/A	
	6–Retraining See Note 1	\$30,000	N/A	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	N/A	
Selective Retention	6–Fully Qualified See Note 2	\$25,000	N/A	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	N/A	
	6–Retraining See Note 1	\$30,000	N/A	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	N/A	
Affiliation	6–Fully Qualified See Note 2	\$25,000	N/A	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	N/A	
	6–Retraining See Note 1	\$30,000	N/A	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000	N/A	

Note 1: Completion of 3-skill level qualification is required prior to payment. Member must complete a satisfactory year of participation from the effective date of the signed contract before payment is authorized. MILPDS screen of Projected/Completed training is source document. **(Refer to Administrative Requirements, Attachment 8)**

Note 2: Completion of 3-skill level or higher qualification is required prior to payment. Member must complete a satisfactory year of participation from the effective date of the signed contract before payment is authorized. MILPDS screen of Projected/Completed Training is source document only for members who received CFM waiver of a 3-skill level or higher. Members 5/7 skill level Air Force Form 2096 (AF2096) is source document. **(Refer to Administrative Requirements, Attachment 8)**

NATIONAL OFFICER INCENTIVE PAYMENT SCHEDULE FOR FY25 INCENTIVES
NATIONAL HIGHLY CRITICAL

BONUS TYPE See Note 1	YEARS	TOTAL BONUS	NO PAYMENT FY25	INITIAL	ANNIVERSARY YEAR PAYMENTS	
				1 ST FY26	2 ND FY27	3 RD FY28
Officer Accession Bonus	4	\$60,000	N/A	\$20,000	\$20,000	\$20,000
Officer Affiliation Bonus	4–Fully Qualified	\$10,000	N/A	\$10,000	N/A	N/A
	4–Retraining	\$10,000	N/A	\$10,000	N/A	N/A
Officer Retention Bonus	4–Fully Qualified	\$48,000	N/A	\$16,000	\$16,000	\$16,000
	4–Retraining	\$48,000	N/A	\$16,000	\$16,000	\$16,000

Note 1: Payment is not authorized until fully qualified in assigned incentivized AFSC according to the AFOCD. Air Force Form 2096, (AF2096) Classification/On-The-Job Training Action, is the source document. Initial Payment may be processed upon NGB approval of the Officer Incentive record in AFRISS-TF and pay chart above.

NATIONAL CRITICAL

BONUS TYPE See Note 1	YEARS	TOTAL BONUS	NO PAYMENT FY25	INITIAL	ANNIVERSARY YEAR PAYMENTS	
				1 ST FY26	2 ND FY27	3 RD FY28
Officer Accession Bonus	4	\$45,000	N/A	\$15,000	\$15,000	\$15,000
Officer Affiliation Bonus	4–Fully Qualified	\$10,000	N/A	\$10,000	N/A	N/A
	4–Retraining	\$10,000	N/A	\$10,000	N/A	N/A
Officer Retention Bonus	4–Fully Qualified	\$30,000	N/A	\$10,000	\$10,000	\$10,000
	4–Retraining	\$30,000	N/A	\$10,000	\$10,000	\$10,000

Note 1: Payment is not authorized until fully qualified in assigned incentivized AFSC according to the AFOCD. Air Force Form 2096, (AF2096) Classification/On-The-Job Training Action, is the source document. Initial Payment may be processed upon NGB approval of the Officer Incentive record in AFRISS-TF and pay chart above.

HEALTH PROFESSIONAL OFFICER INCENTIVE PAYMENT SCHEDULE FOR FY25 INCENTIVES

BONUS TYPE See Note 1	AFSC	YEARS	ANNUAL PAYMENTS	TOTAL PAYMENTS
		FY26/27/28		
Emergency Medicine Physician	44E	3	\$50,000	\$150,000
Family Physician	44F	3	\$25,000	\$75,000
Internal Medicine Physician	44M	3	\$25,000	\$75,000
Critical Care Medicine Physician	44Y	3	\$60,000	\$180,000
Anesthesiologist	45A	3	\$50,000	\$150,000
Orthopaedic Surgeon	45B	3	\$75,000	\$225,000
Gynecologic Surgeon and Obstetrician	45G	3	\$25,000	\$75,000
Surgeon	45S	3	\$75,000	\$225,000
Flight Nurse	46F	3	\$20,000	\$60,000
Operating Room Nurse	46S	3	\$25,000	\$75,000
Advanced Practice Registered Nurse, Certified Registered Nurse Anesthetist	46YXM	3	\$30,000	\$90,000
Aerospace Medicine Physician Specialist	48A	3	\$40,000	\$120,000
Residency Trained Flight Surgeon	48R	3	\$40,000	\$120,000

Note 1: HP Accession and Retention Cash Bonus – Members will receive three equal payments. Member must complete a satisfactory year of participation from the effective date of the signed contract before the initial payment will be authorized. Members will be paid at the end of each satisfactory year. Payment is not authorized until fully qualified in assigned incentivized AFSC according to the AFOCD and NGB approval. Air Force Form 2096, (AF2096) Classification/On-The-Job Training Action, is the source document.