



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

1 October 2023

MEMORANDUM FOR RRSEL

FROM: NGB/A1Y

SUBJECT: Fiscal Year 2024 (FY24) ANG Incentive Program Operational Guidance

1. This memorandum announces the Operational Guidance for the Air National Guard (ANG) Incentive Program for FY 2024. **The guidance contained in this memo is effective 1 October 2023 and will expire on 30 September 2024** unless otherwise noted or superseded by future written guidance.
2. Unit members should direct questions concerning the FY 2024 ANG Incentive Program to the Recruiting and Retention Senior Enlisted Leaders (RRSEL) or the wing Recruiting and Retention Managers (Flight Chief, ROM, and GSUAR).
3. Recruiting and Retention team members may direct questions to NGB A1Y POC: MSgt Talitacumi Acevedo, talitacumi.acevedo@us.af.mil, Comm: 240-612-9014, DSN: 612-9014.

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

Attachments:

1. Summary of Incentive Program Highlights
2. National 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 2024, unless otherwise noted:

1. **Officer & HP Incentives:**
 - **Bonuses dated for previous FYs are not authorized.**
2. Members must be primary in the duty position, not in excess, to receive an incentive. Members in excess are not authorized an incentive.
3. Incentive Eligibility Verification Worksheet (IEVW) must be accomplished on all members to verify previous or current benefits. Example Chapter 1606, Chapter 30, Chapter 33, and Kicker.
4. Bonuses should be created no earlier than 72 hours to avoid record discrepancies.

NATIONAL ENLISTED INCENTIVE AFSC LIST

The National Enlisted Incentive AFSC's list below includes all prefixes.

1A1X3	Special Mission Aviator	2A3X8	Remote Piloted Aircraft Maintenance
1A8X2	Airborne (ISR) Operator	2A5X1	Airlift/Special Mission Aircraft Maintenance
1B4X1	Cyber Warfare Operations	2A6X1	Aerospace Propulsion
1C5X1	Battle Management Ops	2A6X2	Aerospace Ground Equipment
1C6X1	Space Systems Operations	2A6X3	Aircrew Egress Systems
1C8X3	Radar, Airfield & Weather Systems (RAWS)	2A6X4	Aircraft Fuel Systems
1N2X1	Signals Intelligence	2A6X5	Aircraft Hydraulic Systems
1N3X1	Cryptologic Language Analyst	2A7X5	Low Observable Aircraft Structural Maintenance
1N4X1	Cyber Intelligence	2A9X4	Heavy Aircraft Integrated Avionics
1N4X2	Cryptologic Analyst & Reporter	2F0X1	Fuels
1N8X1	Targeting Analyst	2R0X1	Maintenance Management Analysis
1S0X1	Safety	2R1X1	Maintenance Management Production
1T0X1	Survival, Evasion, Resistance, Escape (SERE) Specialist	2T2X1	Air Transportation
1W0X1	Weather	2T3X1	Mission Generation Vehicular Equipment Maintenance
1Z1X1	Pararescue	2W0X1	Munitions Systems
1Z2X1	Combat Control	2W1X1	Aircraft Armament Systems
1Z3X1	Tactical Air Control Party (TACP)	3E0X2	Electrical Systems
1Z4X1	Special Reconnaissance	3E2X1	Pavements and Construction Equipment
2A0X1	Avionics Test Station, Components and Electronic Warfare Systems	3E3X1	Structural
2A3X3	Tactical Aircraft Maintenance	3E4X1	Water and Fuel Systems Maintenance
2A3X5	Advanced Fighter Aircraft Integrated Avionics	3E8X1	Explosive Ordnance Disposal
2A3X7	Tactical Fighter Maintenance (5 th Generation)	4C0X1	Mental Health

NATIONAL OFFICER INCENTIVE AFSC LIST

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

11B	Bomber Pilot	12H	Rescue Combat Systems Officer
11F	Fighter Pilot	13B	Air Battle Manager
11M	Mobility Pilot	13S	Space Operations
11S	Special Operations Pilot	15W	Weather and Environmental Sciences
11U	Remotely Piloted Aircraft (RPA) Pilot	19Z	Special Warfare
12B	Bomber Combat Systems Officer	64P	Contracting
12F	Fighter Combat Systems Officer		

Critical Medical Corps Specialties

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

44EXA	Emergency Services Physician	45S	Surgeon
44F	Family Physician	46F	Flight Nurse
44M	Internist	46NXE	Clinical Nurse
44Y	Critical Care Medicine	46S	Operating Room Nurse
45A	Anesthesiologist	46YXM	Certified Registered Nurse Anesthetist
45B	Orthopedic Surgeon	48A	Aerospace Medicine Physician Specialist
45G	Gynecologic Surgery & Obstetrics		

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.

Enlistment Bonus (Non-Prior Service):

Intent: To attract 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 enter this incentive.

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 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 FY24 Recruiting and Retention Initiatives
- Agree to become qualified 3-skill level in the 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:

- Enlistment Bonus 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 IEVW** to review benefits form must be filled out completely
- Attachment 10 outlines the payment schedule for the cash 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 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 **who have not completed Initial Active Duty for Training (IADT)** who wish to change their AFSC must choose an AFSC from the **NATIONAL or 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 in which funds have been allocated
- Members serving in an incentive contract **for Non-Prior Service who have acquired a 3-skill level** may only be eligible to retrain into an AFSC on the **current NATIONAL or LOCAL ENLISTED INCENTIVE AFSC LIST** with **PRIOR** approval from NGB/A1YR
- ANG to ANG transfers will be administered IAW Fiscal Year 2024 Recruiting and Retention 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 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 LOCAL ENLISTED INCENTIVE AFSC LIST at the gaining unit. Member must have retainability associated with new AFSC Technical Training**

Prior Service Bonus:

Intent: To attract individuals with 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 a prior service bonus and execute a written agreement to enter this incentive.

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 LOCAL ENLISTED INCENTIVE AFSC LIST** approved for the unit to which the applicant will be assigned
- Have not previously received an enlistment bonus or a Selective Retention Bonus (SRB) in the Selected Reserve
- Be assigned to an incentive eligible AFSC that does not exceed the authorized assignment percentage maximum as prescribed in the FY24 Recruiting and Retention Initiatives
- Agree to become qualified 3-skill level in the AFSC. MILPDS screen of Projected/Completed training source document. **(Refer to Administrative Requirements, Attachment 8)**
- **Not be a Palace Chase participant**
- **Member must not be in excess**
- Not be entering directly from Active Duty
 - Be entering from one of the following:
 - IRR or civilian status with previous military service
 - Any Reserve component except ANG - **Former ANG member's must have at least a one-year separation from last ANG assignment**
- 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
- Execute the appropriate written agreement with an effective date that matches the date of enlistment

Program Specifics:

- Prior Service Bonus are to be created in AFRISS-TF with an effective date of DOE. **“Contract AFSC/Processing Start Date”** effective date for retrainee will use 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.
- PS requiring AFSC waivers will be built as fully qualified and suspended until waiver approved and uploaded in AFRISS
- Utilize **Accession IEVW** to review benefits form must be filled out completely
- Attachment 10 of this Operational Guidance outlines the payment schedule for the cash 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 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 obtained a 3-skill level may only be eligible to retrain or change into an AFSC that is on the **current NATIONAL or LOCAL ENLISTED INCENTIVE AFSC LIST** with **PRIOR** approval from NGB/A1YR
- Members serving in an incentive contract who **have not been granted a 3-skill level must choose** an AFSC from the **NATIONAL or 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 in which funds have been allocated
- ANG to ANG transfers will be administered IAW Fiscal Year 2024 Recruiting and Retention 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 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 LOCAL ENLISTED INCENTIVE AFSC LIST at the gaining unit. Member must have retainability associated with new AFSC Technical Training**

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 Affiliation Bonus and execute a written agreement to enter this incentive.

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 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 FY24 Recruiting and Retention Initiatives
- Agree to become 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
- 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)
- Not previously received an Affiliation Bonus in any Selected Reserve 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 Bonus are to be created in AFRISS-TF with an effective date of DOE. **“Contract AFSC/Processing Start Date”** effective date for retrainee will use 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.
- **Affiliation requiring AFSC waivers will be built as fully qualified and suspended (S) until waiver approved and uploaded in AFRISS**
- Utilize **Accession IEVW** to review benefits form must be filled out completely
- Attachment 10 of this Operational Guidance outlines the payment schedule for the cash 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 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 obtained a 3-skill level may only be eligible to retrain or change into an AFSC that is on the **current NATIONAL or LOCAL ENLISTED INCENTIVE AFSC LIST** with **PRIOR** approval from NGB/A1YR
- Members serving in an incentive contract who **have not been granted a 3-skill level in the incentivized AFSC must choose an AFSC from the NATIONAL or 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 in which funds have been allocated
- ANG to ANG transfers will be administered IAW Fiscal Year 2024 Recruiting and Retention 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 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 LOCAL ENLISTED INCENTIVE AFSC LIST at the gaining unit. Member must have retainability associated with new AFSC Technical Training**

Selective Retention Bonus:

Intent: To retain current ANG members in identified critical specialties.

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 enter this incentive.

To qualify for this incentive, applicants must:

- Reenlist for a period of six years
- Have less than 16 years total military service from their Pay Date as of the date of their reenlistment
- Reenlist within 90 days of their ETS if not currently serving in an incentive obligation period
- **Member must not be in excess**
- 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 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 FY24 Recruiting and Retention Initiatives
- Be serving in pay grade E-3 or higher
- Not be reenlisting for the purpose of accepting a commission.
- Agree to become 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.
- 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 with an effective date that matches the date of reenlistment

Program Specifics:

- Selective Retention Bonus are to be created in AFRISS-TF with an effective date of DOE. **“Contract AFSC/Processing Start Date”** effective date for retrainee will use 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 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 reenlistment DOE
- Utilize **Retention IEVW** to review benefits form must be filled out completely
- Attachment 10 of this Operational Guidance outlines the payment schedule for the cash 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 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 a Selective Retention incentive contract may only be eligible to retrain or change into an AFSC:
 - That is on the **current NATIONAL or LOCAL ENLISTED INCENTIVE AFSC LIST** 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 who requests cross training will remain in the original written agreement in which funds have been allocated
- ANG to ANG transfers will be administered IAW Fiscal Year 2024 Recruiting and Retention 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 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/A1Y. The new AFSC must be on the **current NATIONAL or LOCAL ENLISTED INCENTIVE AFSC LIST. Member must have retainability associated with new AFSC Technical Training**

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 for participation in the program.

To qualify for this incentive, applicants must:

- **ENLIST, REENLIST, or EXTEND** for six years in an Incentive Eligible AFSC that is identified by the **Current NATIONAL or LOCAL ENLISTED INCENTIVE AFSC LIST. (Officers/HPs are not eligible for Kicker)**
- Be qualified (3-skill level) in the AFSC **before signing a contract for MGIB-SR Kicker benefits.** MILPDS screen of Projected/Completed training 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 FY24 Recruiting and Retention Initiatives
- Possess a high school diploma or equivalent
- 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 benefit 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 retrain/change AFSCs with approval from NGB/A1YR
- Members affected by **AFSC direct 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 based on DODI 1322.71
- ANG to ANG transfers will be administered IAW Fiscal Year 2024 Recruiting and Retention Initiatives. (Refer **Administrative Requirements, Attachment 8**):
 - 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 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 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 accepting 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 enter this incentive.

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 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 or special pay while serving as an enlisted Service member. Member must have satisfied the obligation to the original contract to be eligible for an 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 Aviation Bonus (AvB) contract and a DSG bonus contract at the same time
Communicate with your unit AvB coordinators to prevent erroneous payments or need for recoupment of bonus funds
- Execute the appropriate written agreement with an effective date that matches the date of appointment

Program Specifics:

- Officer Accession bonus 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
 - A complete incentive documents must be uploaded to AFRISS-TF supporting documents and approved by NGB Retention Operations (Refer **Administrative Requirements, Attachment 8**)
- Request for NGB approval authorizing payment is done after member is fully qualified per the AFOCD. Incentive is not considered valid until approval is granted
- Utilize **Accession IEVW** to review benefits form must be filled out completely
- Attachment 10-1 of this the payment schedule for the Officer Accession Cash 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 **AFSC direct conversion** may:
 - Retain bonus eligibility for the remaining term of contract
- Members serving in an incentive contract may only be eligible to retrain in to an AFSC on the **current NATIONAL or LOCAL OFFICER INCENTIVE AFSC LIST** with approval from NGB/A1YR
- ANG to ANG transfers will be administered IAW Fiscal Year 2024 Recruiting and Retention 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 LOCAL OFFICER INCENTIVE AFSC LIST**

Officer Affiliation Bonus:

Intent: To attract individuals with prior active-duty service accepting 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 Affiliation Bonus and execute a written agreement to enter this incentive.

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 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 Aviation Bonus (AvB) contract and a DSG bonus contract at the same time. Communicate with your unit AvB coordinators to prevent erroneous payments or need for recoupment of bonus funds
- Execute the appropriate written agreement with an effective date that matches the date of appointment

Program Specifics:

- Officer Affiliation bonus 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 more than one Officer Affiliation Bonus during their entire career, but not for the same military skill (AFSC), grade (Rank), or unit (Wing)
 - A complete incentive documents must be uploaded to AFRISS-TF supporting documents and approved by NGB Retention Operations. (Refer **Administrative Requirements, Attachment 8**)
- Request for NGB approval authorizing payment is done after member is fully qualified. Incentive is not considered valid until approval is granted
- Utilize **Accession IEVW** to review benefits form must be filled out completely
- Attachment 10-1 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 **AFSC direct conversion** may:
 - Retain bonus eligibility for the remaining term of contract
- Members serving in an incentive contract may only be eligible to retrain into an AFSC on **the current NATIONAL OFFICER INCENTIVE AFSC LIST** with approval from NGB/A1YR
 - ***Note Line Officer AFSC cross training into a Rated Officer AFSC are not authorized to retain incentive.**
- ANG to ANG transfers will be administered IAW Fiscal Year 2024 Recruiting and Retention 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 LOCAL OFFICER INCENTIVE AFSC LIST**
 - ***Note Line Officer AFSC cross training into a Rated Officer AFSC are not authorized to retain incentive**

Officer Retention Bonus:

Intent: To retain officers serving in the ANG in 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 Retention Bonus and execute a written agreement to enter this incentive.

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 office.** See Career Data Brief (CDB) for the Total Force Commission Service Date (TFCSD) date
- **Have less than 16 years of active commissioned service or qualifying service, in accordance with DoDI 1215.07 for a Reserve Component officer.** 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 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 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 Aviation Bonus (AvB) contract and a DSG bonus contract at the same time. Communicate with your unit AvB coordinators to prevent erroneous payments or need for recoupment of bonus funds
- Execute the appropriate written agreement

Program Specifics:

- Officer Retention Bonus effective date are to be created in AFRISS-TF when member is eligible **after 30 days** from DOA
- Officer members must be primary in the duty position
 - A complete incentive documents must be uploaded to AFRISS-TF supporting documents and approved by NGB Retention Operations. (Refer **Administrative Requirements, Attachment 8**)
- Request for NGB approval authorizing payment is done after member is fully qualified. Incentive is not considered valid until approval is granted
- Utilize **Retention IEVW** to review benefits form must be filled out completely
- Attachment 10-1 of this Operational Guidance outlines the payment schedule for the Officer Retention Cash 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 **AFSC direct conversion** may:
 - Retain bonus eligibility for the remaining term of contract
- Members serving in an incentive contract may only be eligible to retrain into an AFSC on the **current NATIONAL or LOCAL OFFICER INCENTIVE AFSC LIST** with approval from NGB/A1YR
 - ***Note Line Officer AFSC cross training into a Rated Officer AFSC are not authorized to retain incentive.**
- ANG to ANG transfers will be administered IAW Fiscal Year 2024 Recruiting and Retention 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 LOCAL OFFICER INCENTIVE AFSC LIST**
 - ***Note Line Officer AFSC cross training into a Rated Officer AFSC are not authorized to retain incentive**

HEALTH PROFESSIONAL INCENTIVE PROGRAMS

Health Professional (HP) Cash Accession Bonus:

Intent: To attract qualified health professionals not currently serving in the armed forces 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 Cash Accession Bonus and execute a written agreement to enter this incentive.

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 or certification to practice in the Health Professions specialty appointed in
- 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 the only exception AFSC are 48AX/48GX/48RX/46FX**
 - Flight Surgeons serving in AFSC 48AX, 48RX or 48GX must complete the Aerospace Medicine Primary Course (AMP). Include copies of Training Certificates in the Incentive Package
 - Flight Nurses serving in AFSC 46FX must complete Aeromedical Evacuation Formal Training Unit. 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 an Accession Bonus and no longer hold an appointment if a former Health Professions Officer
- 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)
- For all previous periods of military service member must provide DD-214s and/or NGB-22s confirming an honorable discharge
- Not reach mandatory retirement or removal date due to age 62 or years of service during the period of obligated service. **Per AFI 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 your unit Credential Manager to prevent erroneous payments or need for recoupment of bonus funds
- Execute the appropriate written agreement to remain in the ANG as a Health Professions Officer for three years

Program Specifics:

- HP bonuses are to be 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. 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 10-2 of this Operational Guidance outlines the payment amounts

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

- Health Professional 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 Fiscal Year 2024 Recruiting and Retention 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) Cash Retention Bonus:

Intent: To retain qualified health professionals currently serving in 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 Cash Retention Bonus and execute a written agreement to enter this incentive.

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 Surgeons serving in AFSC 48AX, 48RX or 48GX must complete the Aerospace Medicine Primary Course (AMP). Include copies of Training Certificates in the Incentive Package
 - Flight Nurses serving in AFSC 46FX must complete Aeromedical Evacuation Formal Training Unit. Include copies of Training Certificates in the Incentive Package
- **Member must not be in excess**
- Have less than 20 years' Time in Service 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 AFI 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
- 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)
- 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 your unit Credential Manager to prevent erroneous payments or need for recoupment of bonus funds
- Execute the appropriate written agreement to remain in the ANG as a Health Professions Officer for three years

Program Specifics:

- HP Bonus effective date are to be created 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 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 10-2 of this Operational Guidance outlines the payment amounts

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

- Health Professional 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 Fiscal Year 2024 Recruiting and Retention 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.

- **NO NEW HP STIPENDS ARE AUTHORIZED**

ADMINISTRATIVE REQUIREMENTS (All Programs)

Program Execution: ROMs will execute the incentive program in accordance with the Fiscal Year 2024 Recruiting and Retention Initiatives, ANGI 36-2602, Personnel Services Delivery Guide (PSDG) and this memorandum, 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 senior Production Recruiter to execute the Wing/Unit Incentive Program during a transition period for Retention Personnel.

Required System Usage: The ROM is responsible for utilizing the AFRISS-TF, MilPDS, CMS system and 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 BEAST access or questions.

Incentive Written Agreement and Bonus Builds: All bonuses must be created in AFRISS-TF to designate BCN. The ROM will build all enlisted bonus records in MilPDS as soon as the member is gained, or the reenlistment data is updated in AFRISS-TF. Case Management System (CMS) must be utilized for all incentive payment processing through the wing Financial Management Office. CMS must also be utilized for all incentive recoupment processing through the wing Financial Management Office.

Administrative Requirements for Verification AFSC 3-skill level (ENLISTED MEMBERS ONLY):

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

- Log in to MilPDS
- 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
- Then select “MPF OTA Training Folders” expand
- Select “Projection/Completed Training”
 - Once screen populates you will enter the members SSN in the appropriate box
 - You will need to review the members DAFSC & P/2AFSC to match the incentive contract
 - Go to “Formal Training Display Field” section and find the CGD “Class Graduation Date” for the 3-skill level awarded date for the **incentive AFSC**
 - Select “File” print to PDF add to members AFRISS-TF supporting documents
 - Update in AFRISS-TF “**Contract AFSC/Processing Start Date**” with one day added
 - i.e: MilPDS will show CGD “14Jul23” in AFRISS-TF you will place “15Jul23”

Administrative Requirements for Special Duty:

Members currently serving in an incentive written agreement who are selected for the below list will not be terminated from their current incentive program.

- 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 DAFSC AF2096 source document in AFRISS-TF
- 9 level AFSC that is a mismatch to the lower-level incentive eligible AFSC - Submit CCW request to include DAFSC AF2096, Enlisted Classification Structure Chart AFECD attachment 3 in AFRISS-TF

**NOTE: 1. Members currently serving in a First Sergeant, IG team (enlisted only), or 9 level non-incentivized AFSC position will not be authorized a new reenlistment incentive.*

Administrative Requirements for Conversion:

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

- Conversion documentation required to retain eligibility when the AFSC no longer exists. Source documents Change Summary and Conversion Instructions AFECD attachment 1 or NGB/CFM Memorandum. Additional requirements will be sent from NGB/A1YR

Members affected by **AFSC indirect conversion** 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 approval. Source document provided by NGB/CFM

ADMINISTRATIVE REQUIREMENTS cont.

Administrative Requirements for ETP:

NGB reviews ETPs for units affected by an NGB-directed reduction in force, mission change, or unit conversion. Directed by NGB/A1M.

NGB/A1YR Retention Operations will only review Exception to Policy (ETP) requests for situations not expressly addressed in the Incentive Operational Guidance or Incentive Contract.

Administrative Requirements for NGB Officers Incentives Record:

When reviewing Officer record ensure members have completed all training requirements based on prior service commitments.

- Validate NGB 22/ DD214 and/or Active Duty Service Commitment (ADSC) data in MilPDS
 - For help with ADSC check with BETM/MPF section
- Upload Officer Incentive Documents/Package in Member's AFRISS-TF Supporting Documents Folder for **REVIEW/APPROVAL**
 - Completed incentive written agreement
 - Oath of Office
 - AF2096 that reflects assigned DAFSC & Position # (See Note 1)
 - Career Data Brief (CDB) for Total Active Commission Service Date (TFCSD)
 - Rated Officers Only Individual Data Summary (IDS) from HARM Office, Aeronautical Rating Effective Date page 2
 - Utilized Incentive Eligibility Verification Worksheet
 - DD214 (any copy beside member 1)/NGB22
- Send request for review via email with the following information in the subject line: **(Bonus Type, Last Name, Customer ID)** i.e. (Officer Retention Bonus-Smith-1234567) to NGB.A1.A1YR.Retention.Operations.Org@us.af.mil

**NOTE: A State Appointment Order is acceptable for Accession and Affiliation Incentive for tentative approval only.*

Administrative Requirements for NGB Tentative/Approvals for Re-training Requests: (Upload in AFRISS-TF):

Re-training Requests

- Career Change Worksheet
- Number of valid vacancies for gaining AFSC for the Wing must be annotated on CCW
- Approximate number of available formal school seats for gaining AFSC from BETM annotated on CCW
- A commander's justification letter maybe required in some cases

ANG to ANG transfer Request:

- CCWS with above information for Career Change
- DD form 4 (with remaining time years, months, days for current incentive period)
- Incentive Eligibility Verification Worksheet (Accession bucket)
- Enlisted/State appointment order or AF2096 *if applicable for intrastate transfers

ADMINISTRATIVE REQUIREMENTS cont. – LOCAL AFSC Incentive Program

1. NGB/A1Y will designate the National Incentive AFSC List.
2. FY 24 Change 1 Local Incentive AFSC Lists are authorized as follows 1 Nov 23
 - a. Each wing may designate 3 Enlisted AFSCs (Pending NGB Approval).
 - b. Officers & Health Professional AFSC are not authorized for local AFSC programs.
 - c. Permanent Technicians and AGRs are not eligible for Local Incentives.
 - d. AFSCs must be manned 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.
 - e. Any AFSCs at or over 100% and has documented projected losses will result in a less than 100% manned are approved must include a NGB 36-11 in the member's AFRISS record coded properly IAW AFI 36-2110, Table 16.2, Excess Codes.
 - f. AFSCs should be selected with consideration of readiness, operational impact, current local competitive market conditions, and the length and cost of training replacement manpower.
 - g. Approved Local AFSC Letters will be maintained by the ROM with FY Operational Guidance.
 - h. 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 FY 24 ANG Incentive Program Operational Guidance.
4. Wing Recruiting and Retention Management (ROM) will enter the selected AFSCs in the Master AFSC Table in AFRISS-TF.
 - a. Click on: Retention Folder in ROM MGMT DESK/MASTER AFSC. Click: "add" and complete the blocks as required.
 - i. Do not check the "critical" box.
 - ii. If entering an AFSC for a both Wing & GSU, select the correct GSU from the dropdown.
 - iii. For enlisted AFSCs, check the "Enlisted Cash", and the "Kicker" boxes.
 - iv. Use 1 Nov 23 as the "Start Date" and 30 Sep 24 as the "End Date".
 - b. In the "AFSC" box if there is a prefix or suffix use the "*". Enter the "skill level" (4th digit) as a "#". AFSC identified with shred must have specific shred attached to the AFSC per the AFECD/AFOCD.
 - c. For the AFSC description, please refer to the current AFOCD, or AFECD, do not enter as **ALL CAPS**.
 - d. Select "Save"
 - e. If assistance is required, contact the AFRISS-TF Helpdesk
 - f. Once completed action update the spread sheet located in TEAMS folder. Must be marked off by NGB staff to press forward with authorizing bonuses.
5. Each state will submit one state letter with all Wings and GSUs included in the format provided with the Operational Guidance.
 - a. **State letters will be uploaded by designated ROM in TEAMS**
 - b. **Label your letter: State 2 letter Abbreviation/FY/Month & Year Submitted/Local AFSC Letter**
 - c. **Example: PA FY 24 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 START date. Source documents orders or NGB 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
- 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 FY24 INCENTIVES
NATIONAL CRITICAL

BONUS TYPE	YEARS	TOTAL	NO PAYMENT FY24	INITIAL	ANNIVERSARY YEAR PAYMENTS					
				1 ST FY25	2 ND FY26	3 RD FY27	4 TH FY28	5 TH FY29	6 TH FY30	
NPS Enlistment See Note 1	6	\$15,000	N/A	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	N/A
PS Enlistment	6–Fully Qualified	\$20,000	N/A	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	N/A	N/A
	6–Retraining	\$15,000	N/A	\$3,750	\$3,750	\$3,750	\$3,750	\$3,750	N/A	N/A
Selective Retention See Note 2	6–Fully Qualified	\$20,000	N/A	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	N/A	N/A
	6–Retraining	\$15,000	N/A	\$3,750	\$3,750	\$3,750	\$3,750	\$3,750	N/A	N/A
Affiliation See Note 2	6–Fully Qualified	\$20,000	N/A	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	N/A	N/A
	6–Retraining	\$15,000	N/A	\$3,750	\$3,750	\$3,750	\$3,750	\$3,750	N/A	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 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 source document. **(Refer to Administrative Requirements, Attachment 8)**

NATIONAL OFFICER INCENTIVE PAYMENT SCHEDULE FOR FY24 INCENTIVES

BONUS TYPE See Note 1	YEARS	TOTAL BONUS	NO PAYMENT FY24	ANNIVERSARY YEAR PAYMENTS		
				1 ST FY25	2 ND FY26	3 RD FY27
Officer Accession Bonus	4	\$10,000	N/A	\$10,000	N/A	N/A
Officer Affiliation Bonus	4	\$10,000	N/A	\$10,000	N/A	N/A
Officer Retention Bonus	4	\$10,000	N/A	\$10,000	N/A	N/A

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 FY24 INCENTIVES

BONUS TYPE See Note 1	AFSC	YEARS	ANNUAL PAYMENTS	TOTAL PAYMENTS
		FY25/26/ 27		
Emergency Services Physician	44EXA	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	44Y	3	\$60,000	\$180,000
Anesthesiologist	45A	3	\$40,000	\$120,000
Orthopedic Surgeon	45B	3	\$75,000	\$225,000
Gynecologic Surgery & Obstetrics	45G	3	\$25,000	\$75,000
General Surgeon	45S	3	\$75,000	\$225,000
Flight Nurse	46F	3	\$20,000	\$60,000
Clinical Nurse	46NXE	3	\$25,000	\$75,000
Operating Room Nurse	46S	3	\$20,000	\$60,000
Certified Registered Nurse Anesthetist	46YXM	3	\$30,000	\$90,000
Aerospace Medicine Physician Specialist	48A	3	\$40,000	\$120,000

Note 1: HP Accession and Retention Cash Bonus – Members will receive 3 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.