



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

1 November 2023

MEMORANDUM FOR RRSEL

FROM: NGB/A1Y

SUBJECT: Fiscal Year 2024 (FY24) ANG Incentive Program Operational Guidance Change 1

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contained in this memo is effective 1 November 2023 and will expire on 30 September 2024** unless otherwise noted or superseded by future written guidance.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: SMSgt 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 and State Local Enlisted Incentive AFSC Listings
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:

1. Effective 1 October 2024, AFSC 3E0X2 job description update to Electrical Power Production per the AFECD.
2. Effective 17 October 2024, AFSC 4C0X1 Mental Health was removed from the National AFSC List per NGB/SG.
3. Effective 1 November 2023, State Local Enlisted AFSC List approved Attachment 2-1.
 - 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.
4. Unless otherwise noted above, continue to follow FY 24 Incentive Program Operational Guidance.

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 Power Production
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)		

STATE LOCAL ENLISTED INCENTIVE AFSC LIST

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

AK	168 WG	A9	3P0X1	Security Forces
AK	168 WG	A9	2A5X4	Refuel Bomber Aircraft Maintenance
AK	168 WG	A9	3F1X1	Services
AK	176 WG	A4	2A6X6	Aircraft Electrical and Environmental Systems
AK	176 WG	A4	3P0X1	Security Forces
AK	176 WG	A4	2A7X3	Aircraft Structural Maintenance
AL	187 FW	A2	3E7X1	Fire Protection
AL	187 FW	A2	3P0X1	Security Forces
AL	187 FW	A2	NONE	NONE
AL	117ARW	A3	2A5X4	Refuel/Bomber Aircraft Maintenance
AL	117ARW	A3	4N0X1	Aerospace Medical Service
AL	117ARW	A3	2S0X1	Materiel Management
AR	188 WG	A8	3E9X1	Emergency Management
AR	188 WG	A8	3E7X1	Fire Protection
AR	188 WG	A8	1N1X1	Geospatial Intelligence
AR	189 AW	A7	3P0X1	Security Forces
AR	189 AW	A7	2G0X1	Logistic Plans
AR	189 AW	A7	3E1X1	Heating, Ventilation, Air conditioning, and Refrigeration
AZ	161 ARW	A5	3F1X1	Services
AZ	161 ARW	A5	2T0X1	Traffic Management Operations
AZ	161 ARW	A5	3E6X1	Operations Management
AZ	162 WG	A6	2A3X4	Fighter Aircraft Integrated Avionics
AZ	162 WG	A6	3F1X1	Services
AZ	162 WG	A6	3F2X1	Education and Training
CA	129 RW	B3	2A7X3	Aircraft Structural Maintenance
CA	129 RW	B3	1N0X1	All Source Intelligence Analyst
CA	129 RW	B3	4N0X1	Aerospace Medical Service
CA	144 FW	B2	3P0X1	Security Forces
CA	144 FW	B2	2T3X1	Mission Generation Vehicular Equipment Maintenance
CA	144 FW	B2	3E6X1	Operations Management
CA	146 AW	B5	1C1X1	Air Traffic Control
CA	146 AW	B5	2A7X3	Aircraft Structural Maintenance
CA	146 AW	B5	1N0X1	All Source Intelligence Analyst
CA	163 ATKW	B4	2A7X1	Aircraft Metals Technology
CA	163 ATKW	B4	3E5X1	Engineering
CA	163 ATKW	B4	3F4X1	Equal Opportunity
CA	195 WG	B1	1N0X1	All Source Intelligence Analyst
CA	195 WG	B1	1N1X1	Geospatial Intelligence
CA	195 WG	B1	4N0X1	Aerospace Medical Service
CO	140 WG	B6	3P0X1	Security Forces
CO	140 WG	B6	2A3X4	Fighter Aircraft Integrated Avionics
CO	140 WG	B6	2A6X6	Aircraft Electrical and Environmental Systems
CT	103 AW	B7	3N0X6	Public Affairs
CT	103 AW	B7	3E1X1	Heating, Ventilation, Air Conditioning, and Refrigeration
CT	103 AW	B7	1A1X2*	Mobility Force Aviator
DC	113 WG	B9	2A3X4	Fighter Aircraft Integrated Avionics
DC	113 WG	B9	2A6X6	Aircraft Electrical and Environmental Systems
DC	113 WG	B9	2A7X3	Aircraft Structural Maintenance

DE	166 AW	B8	3E7X1	Fire Protection
DE	166 AW	B8	3F1X1	Services
DE	166 AW	B8	2S0X1	Material Management
FL	125 FW	C2	NONE	NONE
FL	125 FW	C2	NONE	NONE
FL	125 FW	C2	NONE	NONE
GA	116 ACW	C3	1N1X1	Geospatial Intelligence
GA	116 ACW	C3	1N0X1	All Source Intelligence Analyst
GA	116 ACW	C3	4N0X1	Aerospace Medical Service
GA	165 AW	C4	3E0X1	Electrical Systems
GA	165 AW	C4	3F2X1	Education and Training
GA	165 AW	C4	3E9X1	Emergency Management
GU	254 ABG	G1	3E1X1	Heating, Ventilation, Air Conditioning & Refrigeration
GU	254 ABG	G1	3P0X1	Security Forces
HI	154 WG	C5	1C1X1	Air Traffic Control
HI	154 WG	C5	1C3X1	Command & Control Operations
HI	154 WG	C5	2G0X1	Logistics Plans
IA	132 WG	D4	1N0X1	All Source Intelligence Analyst
IA	132 WG	D4	1N1X1A	Geospatial Intelligence
IA	132 WG	D4	3F0X1	Personnel
IA	185 ARW	D5	1A1X2H	Mobility Force Aviator
IA	185 ARW	D5	3F5X1	Administration
IA	185 ARW	D5	3E0X1	Electrical Systems
ID	124 WG	C6	3E0X1	Electrical Systems
ID	124 WG	C6	3F1X1	Services
ID	124 WG	C6	2A3X4	Fighter Aircraft Integrated Avionics
IL	126 ARW	C7	3P0X1	Security Forces
IL	126 ARW	C7	3F1X1	Services
IL	126 ARW	C7	4N0X1	Aerospace Medical Service
IL	182 AW	C9	2A6X6	Aircraft Electrical and Environmental Systems
IL	182 AW	C9	2T1X1	Vehicle Operations
IL	182 AW	C9	3E9X1	Emergency Management
IL	183 WG	C8	1A1X1	Flight Engineer
IL	183 WG	C8	1A0X1	In-Flight Refueling Specialist
IL	183 WG	C8	2A7X3	Aircraft Structural Maintenance
IN	122 FW	D3	2S0X1	Material Management
IN	122 FW	D3	2A3X4	Fighter Aircraft Integrated Avionics
IN	122 FW	D3	3P0X1	Security Forces
IN	181 IW	D2	1N1X1	Geospatial Intelligence
IN	181 IW	D2	2T0X1	Traffic Management Operations
IN	181 IW	D2	3P0X1	Security Forces
KS	184 WG	D6	1N1X1	Geospatial Intelligence
KS	184 WG	D6	3N0X6	Public Affairs
KS	184 WG	D6	2G0X1	Logistics Plans
KS	190 ARW	D7	3E1X1	Heating, Ventilation, Air Conditioning, and Refrigeration
KS	190 ARW	D7	1C7X1	Airfield Management
KS	190 ARW	D7	6F0X1	Financial Management and Comptroller
KY	123 AW	D8	1A2X1C	Aircraft Loadmaster
KY	123 AW	D8	3P0X1	Security Forces
KY	123 AW	D8	2T0X1	Traffic Management

LA	159 FW	D9	1C1X1	Air Traffic Control
LA	159 FW	D9	2T1X1	Ground Transportation
LA	159 FW	D9	3N0X6	Public Affairs
MA	102 IW	E5	2G0X1	Logistics Plans
MA	102 IW	E5	1N1X1	Geospatial Intelligence
MA	102 IW	E5	1N0X1	All Source Intelligence Analyst
MA	104 FW	E7	2A7X3	Aircraft Structural Maintenance
MA	104 FW	E7	2A3X4	Fighter Aircraft Integrated Avionics
MA	104 FW	E7	3F1X1	Services
MD	175 WG	E3	2A3X4	Fighter Aircraft Integrated Avionics
MD	175 WG	E3	2A7X1	Aircraft Metals Technology
MD	175 WG	E3	2A7X3	Aircraft Structural Maintenance
ME	101 ARW	E2	2A5X4A	Refuel/Bomber Aircraft Maintenance
ME	101 ARW	E2	3E9X1	Emergency Management
ME	101 ARW	E2	3F1X1	Services
MI	110 ATKW	E8	3P0X1	Security Forces
MI	110 ATKW	E8	3F1X1	Services
MI	110 ATKW	E8	3E7X1	Fire Protection
MI	127 WG	E9	2A5X4A	Refuel/Bomber Aircraft Maintenance
MI	127 WG	E9	2A6X6	Aircraft Electrical and Environmental Systems
MI	127 WG	E9	2A7X3	Aircraft Structural Maintenance
MN	133 AW	F3	1C1X1	Air Traffic Control
MN	133 AW	F3	2A7X2	Nondestructive Inspection
MN	133 AW	F3	3F1X1	Services
MN	148 FW	F4	3F1X1	Services
MN	148 FW	F4	3E7X1	Fire Protection
MN	148 FW	F4	3P0X1	Security Forces
MO	131 BW	F8	3F1X1	Services
MO	131 BW	F8	4N0X1	Aerospace Medical Service
MO	131 BW	F8	2A5X4	Refuel/Bomber Aircraft Maintenance
MO	139 AW	G2	1P0X1	Aircrew Flight Equipment
MO	139 AW	G2	3E7X1	Fire Protection
MO	139 AW	G2	1C1X1	Air Traffic Control
MS	172 AW	F6	3E7X1	Fire Protection
MS	172 AW	F6	3E1X1	Heating, Ventilation, Air Conditioning, and Refrigeration
MS	172 AW	F6	3E9X1	Emergency Management
MS	186 ARW	F7	3P0X1	Security Forces
MS	186 ARW	F7	1C1X1	Air Traffic Control
MS	186 ARW	F7	2T1X1	Vehicle Management
MT	120 AW	G3	2A6X6	Aircraft Electrical and Environmental Systems
MT	120 AW	G3	3F1X1	Services
MT	120 AW	G3	3P0X1	Security Forces
NC	145 AW	H9	3E7X1	Fire Protection
NC	145 AW	H9	4N0X1	Aerospace Medical Service
NC	145 AW	H9	3E1X1	Heating, Ventilation, Air Conditioning, and Refrigeration
ND	119 WG	J2	3E7X1	Fire Protection
ND	119 WG	J2	3P0X1	Security Forces
ND	119 WG	J2	1N0X1	All Source Intelligence Analyst
NE	155 ARW	G4	2A6X6	Aircraft Electrical and Environmental Systems
NE	155 ARW	G4	3E9X1	Emergency Management
NE	155 ARW	G4	4B0X1	Bioenvironmental Engineering

NH	157 ARW	G6	1C1X1	Air Traffic Control
NH	157 ARW	G6	1P0X1	Aircrew Flight Equipment
NH	157 ARW	G6	2T1X1	Ground Transportation
NJ	108 WG	G7	2A5X4	Refuel Bomber Aircraft Maintenance
NJ	108 WG	G7	2T0X1	Traffic Management
NJ	108 WG	G7	3N0X6	Public Affairs
NJ	177 FW	G8	4B0X1	Bioenvironmental Engineering
NJ	177 FW	G8	1C7X1	Airfield Management
NJ	177 FW	G8	2A0X1K	Avionics Test Station and Components
NM	150 SOW	H2	3P0X1	Security Forces
NM	150 SOW	H2	1P0X1	Aircrew Flight Equipment
NM	150 SOW	H2	6F0X1	Financial Management and Comptroller
NY	105 AW	H3	2A7X3	Aircraft Structural Maintenance
NY	105 AW	H3	NONE	NONE
NY	105 AW	H3	NONE	NONE
NY	106 RQW	H4	2A7X3	Aircraft Structural Maintenance
NY	106 RQW	H4	NONE	NONE
NY	106 RQW	H4	NONE	NONE
NY	107 ATKW	H6	3F5X1	Administration
NY	107 ATKW	H6	4B0X1	Bioenvironmental Engineering
NY	107 ATKW	H6	3E9X1	Emergency Management
NY	109 AW	H8	2A6X6	Aircraft Electrical and Environmental Systems
NY	109 AW	H8	2A7X1	Aircraft Metals Technology
NY	109 AW	H8	2A7X3	Aircraft Structural Maintenance
NY	174 AW	H7	4N0X1	Aerospace Medical Service
NY	174 AW	H7	2T1X1	Ground Transportation
NY	174 AW	H7	2A7X2	Nondestructive Inspection
NV	152 AW	G5	2S0X1	Material Management
NV	152 AW	G5	3P0X1	Security Forces
NV	152 AW	G5	3E9X1	Emergency Management
OH	121 ARW	J3	1C7X1	Airfield Management
OH	121 ARW	J3	2T3X7	Fleet Management Analysis
OH	121 ARW	J3	6C0X1	Contracting
OH	178 WG	J4	1N0X1	All Source Intelligence Analyst
OH	178 WG	J4	3E9X1	Emergency Management
OH	178 WG	J4	4Y0X1	Dental Assistant
OH	179 WG	J6	1N2X1A	Electronic Non-Communications Analyst
OH	179 WG	J6	1N2X1C	Communications Analyst
OH	179 WG	J6	3E7X1	Fire Protection
OH	180 FW	J7	2A7X3	Aircraft Structural Maintenance
OH	180 FW	J7	3P0X1	Security Forces
OH	180 FW	J7	5R0X1	Chaplain Assistant
OK	137 SOW	J9	3N0X6	Public Affairs
OK	137 SOW	J9	3F0X1	Personnel
OK	137 SOW	J9	3E7X1	Fire Protection
OK	138 FW	K2	2A6X6	Aircraft Electrical and Environmental Systems
OK	138 FW	K2	2S0X1	Material Management
OK	138 FW	K2	2T1X1	Vehicle Operations
OR	142 FW	K3	3F1X1	Services
OR	142 FW	K3	2A6X6	Aircraft Electrical and Environmental Systems
OR	142 FW	K3	2T0X1	Traffic Management Operations

OR	142 FW	K3	3F1X1	Services
OR	142 FW	K3	2A6X6	Aircraft Electrical and Environmental Systems
OR	142 FW	K3	2T0X1	Traffic Management Operations
OR	173 FW	K1	4N0X1	Aerospace Medical Service
OR	173 FW	K1	4E0X1	Public Health
OR	173 FW	K1	4Y0X1	Dental Assistant
PA	111 ATKW	K6	3E0X1	Electrical Systems
PA	111 ATKW	K6	NONE	NONE
PA	111 ATKW	K6	NONE	NONE
PA	171 ARW	K7	2A5X4	Refuel/Bomber Aircraft Maintenance (KC 135)
PA	171 ARW	K7	1P0X1	Aircrew Flight Equipment
PA	171 ARW	K7	3F1X1	Services
PA	193 SOW	K4	2A7X3	Aircraft Structural Maintenance
PA	193 SOW	K4	3F1X1	Services
PA	193 SOW	K4	2S0X1	Material Management
PR	156 AW	K8	3E7X1	Fire Protection
PR	156 AW	K8	1A3X1	Airborne Mission Systems Specialist
PR	156 AW	K8	3E0X1	Electrical Systems
RI	143 AW	K9	1A1X1	Mobility Force Aviator
RI	143 AW	K9	1P0X1	Aircrew Flight Equipment
RI	143 AW	K9	3F1X1	Services
SC	169 FW	L2	2A6X6	Aircraft Electrical and Environmental Systems
SC	169 FW	L2	3F1X1	Services
SC	169 FW	L2	NONE	NONE
SD	114 FW	L3	3E7X1	Fire Protection
SD	114 FW	L3	4A0X1	Health Services Management
SD	114 FW	L3	4E0X1	Public Health
TN	118 WG	L4	1N0X1	All Source Intelligence Analyst
TN	118 WG	L4	3P0X1	Security Forces
TN	118 WG	L4	3F1X1	Services
TN	164 AW	L5	3P0X1	Security Forces
TN	164 AW	L5	3F1X1	Services
TN	164 AW	L5	NONE	NONE
TN	134 ARW	L6	3F1X1	Services
TN	134 ARW	L6	NONE	NONE
TN	134 ARW	L6	NONE	NONE
TN	134 ARW	L6	NONE	NONE
TX	149 FW	L7	NONE	NONE
TX	149 FW	L7	NONE	NONE
TX	149 FW	L7	NONE	NONE
TX	136 AW	L8	3P0X1	Security Forces
TX	136 AW	L8	3F0X1	Personnel
TX	136 AW	L8	3F1X1	Services
TX	147 ATKW	L9	NONE	NONE
TX	147 ATKW	L9	NONE	NONE
TX	147 ATKW	L9	NONE	NONE
UT	151 ARW	M2	2A5X4	Refuel/Bomber Aircraft Maintenance
UT	151 ARW	M2	3E1X1	Heating, Ventilation, Air Conditioning, and Refrigeration
UT	151 ARW	M2	3P0X1	Security Forces
VA	192 FW	M4	3P0X1	Security Forces
VA	192 FW	M4	2A7X2	Nondestructive Inspection
VA	192 FW	M4	3E0X1	Electrical Systems

VI	285 CES	E9	3E9X1	Emergency Management
VT	158 FW	M3	2T3X7	Fleet Management Analysis
VT	158 FW	M3	3F0X1	Personnel
VT	158 FW	M3	4A0X1	Health Services Management
WA	141 ARW	M5	3F1X1	Services
WA	141 ARW	M5	3F0X1	Personnel
WA	141 ARW	M5	2G0X1	Logistic Plans
WA	194 WG	M6	1N0X1	All Source Intelligence Analyst
WA	194 WG	M6	3P0X1	Security Forces
WA	194 WG	M6	3F1X1	Services
WI	115 FW	M9	2A7X1	Aircraft Metals Technology
WI	115 FW	M9	2T0X1	Traffic Management Operations
WI	115 FW	M9	3E1X1	Heating, Ventilation, Air Conditioning, and Refrigeration
WI	128 ARW	N2	2A5X4	Refuel/Bomber Aircraft Maintenance
WI	128 ARW	N2	3F1X1	Services
WI	128 ARW	N2	3E7X1	Fire Protection
WV	130 AW	M7	2S0X1	Material Management
WV	130 AW	M7	2A7X3	Aircraft Structural Maintenance
WV	130 AW	M7	3F1X1	Services
WV	167 AW	M8	1C7X1	Airfield Management
WV	167 AW	M8	1A1X2*	Mobility Flight Aviator
WV	167 AW	M8	2A7X3	Aircraft Structural Maintenance
WY	153 AW	N3	2A6X6	Aircraft Electrical and Environmental Systems
WY	153 AW	N3	1P0X1	Aircrew Flight Equipment
WY	153 AW	N3	2A7X3	Aircraft Structural Maintenance

ENLISTED INCENTIVE PAYMENT SCHEDULE FOR FY24 INCENTIVES
STATE LOCAL

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	\$10,000	N/A	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	N/A
PS Enlistment	6–Fully Qualified	\$10,000	N/A	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	N/A
	6–Retraining	\$10,000	N/A	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	N/A
Selective Retention See Note 2	6–Fully Qualified	10,000	N/A	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	N/A
	6–Retraining	\$10,000	N/A	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	N/A
Affiliation See Note 2	6–Fully Qualified	\$10,000	N/A	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	N/A
	6–Retraining	\$10,000	N/A	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	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 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)**