

Air Force Reserve  
FY21  
Officer & Enlisted  
Bonus Incentive Guide



**U.S. AIR FORCE**

1 October 2020



**DEPARTMENT OF THE AIR FORCE  
AIR FORCE RESERVE COMMAND**

1 October 2020

MEMORANDUM FOR AFRC COMMANDERS

FROM: HQ AFRC/A1K  
170 Page Road, Bldg 211  
Robins AFB GA 31098-1635

SUBJECT: FY21 Officer and Enlisted Incentive Program

1. The Air Force Reserve bonus incentive program continues to attract and retain qualified unit reservists and individual mobilization augmentees as identified on the AFRC FY21 incentive list. Considering the growing reliance on Reserve components to accomplish Regular Air Force missions, the AFRC FY21 incentive list will be utilized as the source document in order to ensure our Airmen receive relevant and equitable compensation for their skills.
2. The 367th Recruiting Group and supporting force support units are authorized to use a 15-day overlap period at the end of the respective bonus period. This overlap period begins on 3 Oct 20 and will expire on 17 Oct 20. This overlap only applies to members (officer and enlisted) who meet non-prior service, prior service and affiliation bonus eligibility requirements. This guidance does NOT apply to members who are eligible for reenlistment, retraining or who are reclassified. The intent of this overlap period is to provide maximum flexibility in the accession process and additional latitude in finalizing the processing of potential officer/enlistees already in the pipeline.
3. To assist in our recruiting and retention efforts, this incentive listing will remain valid for 12 months.
4. If you have any questions, please email HQ AFRC/A1KK at: [afrc.a1kk@us.af.mil](mailto:afrc.a1kk@us.af.mil).

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BEENA N. MAHARAJ, Colonel, USAF  
Chief, Personnel Division

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Attachment:  
Air Force Reserve FY21 Officer & Enlisted DAFSC Bonus Incentive Guidance

FY21 OFFICER AND ENLISTED AFSC  
INCENTIVE LISTING  
(Effective 1 Oct 20 to 30 Sep 21)

Definition: Incentive AFSCs are selected based on the mission needs of the Air Force Reserve and are granted by Duty Air Force Specialty Code (DAFSC).

**OFFICER DAFSC BONUS INCENTIVE LIST**

\* Denotes DAFSC bonus eligibility by-location (specific unit/location identified below).

11F	Fighter Pilot	21A*	Aircraft Maintenance
11G*	Generalist Pilot	32EXG*	General Engineer
11H	Rescue Pilot	41A*	Health Services Administrator
11MXA*	C-5 Pilot	43D*	Dietician
11MXB	C-130 E/H Pilot	44Y*	Critical Care Medicine
1MXC*	C-130J Pilot	46F*	Flight Nurse
11MXF	KC-135 Pilot	46N*	Clinical Nurse
12G*	Combat Systems Officer	46NXE*	Critical Care Nurse
12H*	Rescue Combat Systems Officer	46P*	Mental Health Nurse
13M*	Airfield Operations	X15W*	Weather Officer
13S	Space Operations	X46F*	Flight Nurse
14N	Intelligence		
17D	Warfighter Communication Officer		
17S	Cyberspace Effects Operations		
19Z	Special Warfare Officer		

**By-Location Bonus Incentives:**

**11G\*** - 710 COS/Joint Base Langley-Eustis, VA; 452 ARB/March ARB, CA; 940 ARW/Beale AFB, CA; 624 RSG/Hickam AFB, HI

**11H\*** - 39 RQS, Patrick AFB FL

**11MXA\*** - 68 AS/Kelly Field Annex, TX; 433 OSS, JBSA Lackland, TX; 356 AS, Kelly Field Annex, TX

**11MXC\*** - 403 WG/Keesler AFB, MS

**12G\*** - 452 AMW/March ARB, CA; 940 ARW/Beale AFB, CA

**12H\*** - 39 RQS/Patrick AFB, FL

**13M\*** - 710 COS/Joint Base Langley-Eustis, VA; 452 AMW/March ARB, CA; 710 COS, Det 1/Shaw AFB, SC; 624 RSG/Hickam AFB, HI

**21A\*** - 940 ARW/Beale AFB, CA

**32EXG3\*** - 922 CEF/March ARB, CA; 822 CEF/NAS JRB Fort Worth, TX; 622 CEF/Dobbins ARB, GA

**41A\*** - 932 AES/Scott AFB, IL; 45 AES/MacDill AFB, FL; 920 RW/Patrick AFB, FL

**43D\*** - 307 MDS/Barksdale AFB, LA

**44Y\*** - 624 ASTS/Hickam AFB, HI  
**46F\*** - 932 AES/Scott AFB, IL  
**46N\*** - 911 ASTS/Pittsburg ARS, PA  
**46NXE\*** - 624 ASTS/Hickam AFB, HI  
**46P\*** - 624 ASTS/Hickam AFB, HI  
**X15W\*** - 932 AW/Scott AFB, IL; 403 WG/Keesler AFB, MS  
**X46F\*** - 433 AES/Lackland AFB, TX; 45 AES/MacDill AFB, FL

## ENLISTED DAFSC BONUS INCENTIVE LIST

\* Denotes DAFSC bonus eligibility by-location (specific unit/location identified below).

1A0X1	In-Flight Refueling Specialist	1N4X1	Intel Analyst	2A8X1*	MAF Integrated Comm/Nav/Msn Systems	3E4X3*	Pest Management
1A1X1	Flight Engineer	1P0X1*	Aircrew Flight Equip	2A8X2*	MAF Integrated Instrmnt/Flt Cntrl Sys	3E8X1	Explosive Ordnance Disposal
1A2X1	Acft Loadmaster	1S0X1*	Safety	2A9X3	Bomber/Spcl Elec Wrfr/Rdr Srvllnc Integrated Avionics	3E591*	Engineering
1A6X1	Flight Attendant	1T0X1	Survival, Evasion, Resistance & Escape	2G0X1*	Logistics Plans	3E5X1*	Engineering
1A8X2	Airborne ISR Operator	1Z1X1	Pararescue	2R0X1	Maintenance Mgmt Analysis	3E6X1*	Operations Mgmt
1A9X1	Special Msns Aviator	2A300*	Fighter / Remotely Piloted Acft Maintenance	2R1X1	Maintenance Mgmt Production	3E7X1*	Fire Protection
1B4X1	Cyber Warfare Ops	2A3X4	Fighter Acft Integrated Avionics	2T2X1*	Air Transportation	3F2XX	Education & Training
1C0X2*	Aviation Resource Mgr	2A5X4*	Refuel / Bomber Acft Maintenance	2T3X1*	Msn Gen Vehicular Equip Maintenance	3F471*	Equal Opportunity
1C1X1*	Air Traffic Control	2A6X2*	Aerospace Ground Equip	2W0X1*	Munition Systems	3P0X1B*	Security Forces (Combat Arms)
1C3X1*	C2 Ops	2A6X3*	Aircrew Egress Sys	2W1X1*	Aircraft Armament Systems	4B0X1*	Bio-Environmental Engineering
1C5X1*	C2 Battle Mngmnt Ops	2A6X4*	Acft Fuel Sys	3D0X1*	Knowledge Management	4H0X1	Cardio-Pulmonary Laboratory
1C6X1	Space Sys Ops	2A6X5*	Aircraft Hydraulic Sys	3D0X3	Cyber Surety	4T0X1*	Medical Laboratory
1N000	Signals Intel CEM	2A6X6*	Acft Electrical / Environmental Systems	3DXXX*	Cyberspace Support	4V0X1*	Ophthalmic
1N0X1	All Source Intel	2A7X1*	Acft Metals Technology	3E2X1*	Pavements & Construction Equip	5J0X1	Paralegal
1N2X1* (A/C shreds)	Signals Intel Analyst	2A7X2*	Nondestructive Inspection	3E3X1*	Structural	5R0X1	Religious Affairs
1N3X1	Cryptologic Language Analyst	2A7X5	Low Observable Acft Structural Mx	3E4X1*	Water & Fuel Sys Maintenance		

**By-Location Bonus Incentives:**

**1C0X1\*** - 507 ARW/Tinker AFB, OK; 477 FG/JB Elmendorf Richardson, AK; 466 FS/Hill AFB, UT; 302 OG/Peterson AFB, CO

**1C1X1\*** - 710 COS/JB Langley-Eustis, VA; 452 AMW/March ARB, CA; 710 COS, Det 1/Shaw AFB, SC

**1C3X1\*** - 433 AW/JBSA-Lackland, TX; 442 FW/Whiteman AFB, MO; 944 FW/Luke AFB, AZ; 911 AW/Pittsburgh, PA; 932 AW/Scott AFB, IL; 445 AW/Wright-Patterson AFB, OH; 439 AW/Westover ARB, MA; 419 FW/Hill AFB, UT; 940 ARW/Beale AFB, CA; 507 ARW/Tinker AFB, OK; 301 FW/NAS JRB, Ft. Worth, TX;

**1C5X1\*** - 710 COS/JB Langley-Eustis, VA; 452 AMW/March ARB, CA; 710 COS, Det 1/Shaw AFB, SC; 624 RQS/Joint Base Pearl-Hickam, HI

**1N2X1A/C\*** - 380 SPCS/Peterson AFB, CO

**1P0X1\*** - 924 OSF/Davis-Monthan AFB, AZ; 927 OSS/MacDill AFB, FL; 439 AW, Westover ARB, MA; 477 FG/JB Elmendorf, AK

**1S0X1\*** - 507 ARW/Tinker AFB, OK

**2A300\*** - 477 AMXS/JB Elmendorf, AK

**2A5X4\*** - 931 MXG, McConnell AFB

**2A6X2\*** - 477 MXS/JB Elmendorf, AK; 307 MXG/Barksdale AFB, LA

**2A6X3\*** - 477 MXS/JB Elmendorf, AK

**2A6X4\*** - 910 MXG/Youngstown ARS, OH; 477 MXS/JB Elmendorf, AK

**2A6X5\*** - 911 MXS/Pittsburg ARS, PA; 452 MXS/March ARB, CA; 943 RQG/Davis-Monthan AFB, AZ; 307 MXG/Barksdale AFB, LA; 911 MXG/Pittsburg ARS, PA

**2A6X6\*** - 931 MXG/McConnell AFB, KS

**2A7X1\*** - 920 MXG/Patrick AFB, FL

**2A7X2\*** - 307 MXG/Barksdale AFB, LA

**2A8X1\*** - 931 MXG/McConnell AFB

**2A8X2\*** - 507 AMXS/Tinker AFB, OK

**2G0X1\*** - 482 LRS/Homestead ARB, FL; 419 LRS/Hill AFB, UT; 507 LRS/Tinker AFB, OK; 433 LRS/JBSA-Lackland, TX

**2T2X1\*** - 30 APS/Niagara ARS, NY; 96 APS, 913 AG/Little Rock AFB, AR; 72 APS, 507 ARW/Tinker AFB, OK; 42 APS/58 APS, 439 AW/Westover ARB, MA; Transportation Proficiency Center/Dobbins ARB, GA; 80 APS, 94 AW/Dobbins ARB, GA; 67 APS, 419 FW/Hill AFB, UT; 48 APS, 624 RSG/Hickam AFB, HI; 44 APS, 624 RSG/Anderson AFB, GU; 46 APS/Dover AFB, DE; 50 APS, 56 APS, 452 AMW/March AFB, CA; 36 APS, 86 APS 446 AW/JB Lewis-McChord, WA; 45, 55, 82 APS, 349 AMOS, 349 AMW/Travis AFB, CA

**2T3X1\*** - 507 LRS/Tinker AFB, OK

**2W0X1\*** - 442 MXS/Whiteman AFB, MO; 911 MXS/Pittsburg ARS, PA; 910 AW/Youngstown ARB, OH

**2W1X1\*** - 477 FG/JB Elmendorf Richardson, AK; 944 MXG/Luke AFB, AZ

**3D0X1\*** - 477 FG/JB Elmendorf Richardson AK

**3DXXX\*** - AFELM USNORTHCOM JV JTAC/JB Elmendorf Richardson AK; 611 ACOMS/JB Elmendorf Richardson AK

**3E2X1\*** - 446 CES/JB McCord WA; 507 CES/TinkerAFB, OK; 624 CES/JB Pearl Harbor-Hickam, HI; 556 RHS/Hurlburt Fld, FL; 560 RHS/JB Charleston, SC

**3E3X1\*** - 556 RHS/Hurlburt Fld, FL; 931 CES/McConnell AFB, KS; 934 CES/Min-St Paul, MN; 567 RHS/Seymour-Johnson AFB, NC; 560 RHS/JB Charleston, SC; 910 CES/Youngstown ARS, OH; 482 CES/Homestead ARB, FL

**3E4X1\*** - 940 CES/Beale AFB, CA; 624 CES/JB Pearl Harbor-Hickam, HI; 507 CES/TinkerAFB, OK; 914 CES/Niagara Falls ARS, NY

**3E4X3** - 940 CES/Beale AFB, CA; 931 CES/McConnell AFB, KS; 932 CES/Scott AFB, IL; 910 CES/Youngstown ARS, OH; 302 CES/Peterson AFB, CO; 914 CES/Niagara Falls ARS, NY

**3E591\*** - 922 CEF/March ARB, CA; 822 CEF/NAS JRB Fort Worth, TX; 622 CEF/Dobbins ARB, GA  
**3E5X1\*** - 931 CES, McConnell AFB, KS; 302 CES/Peterson AFB, CO  
**3E6X1\*** - 439 CES/Westover ARB, MA; 931 CES/McConnell AFB, KS  
**3E7X1\*** - 624 CES/JB Pearl Harbor-Hickam, HI  
**3F1X1\*** - 934 FSS/Minn St Paul ARS, MN  
**3F471\*** - 442 FW/Whiteman AFB, MO; 307 ARW/Barksdale AFB, LA; 940 ARW/Beale AFB, CA  
**3POX1B\*** - 442 SFS/Whiteman AFB, MO; 419 SFS/Hill AFB, UT  
**4B0X1\*** - 307 MDS/Barksdale AFB, LA  
**4T0XX\*** - 911 ASTS/Pittsburg ARS, PA  
**4V0X1\*** - 914 ASTS/Niagara ARS, NY

## OFFICER INCENTIVE PROGRAM

The Air Force Reserve officer incentive program was initially approved for execution on 1 September 2008 in accordance with the allowance provided in Title 37, U.S.C, Section 308j, Chapter 5. This incentive is designed for recruitment and retention in specific officer Air Force Specialty Codes (AFSCs) designated for bonus entitlement. There are two types of officer incentive program types-accession and affiliation. Both types of officer incentive programs will be paid a potential bonus entitlement of \$10K encompassing a 3-year period.

**Accession bonus:** Individuals agreeing to accept an appointment as an officer in the armed forces to serve in the Air Force Reserve in a designated officer AFSC on the incentive list. Generally, accession bonuses are paid to non-prior service personnel. However, prior service personnel who are commissioned into a designated bonus skill via the Air Force Reserve Deserving Airman Commissioning Program or other commission program are eligible for accession bonus program participation.

**Affiliation bonus:** Qualified personnel who are transferring directly from the RegAF without a break in service (i.e., PALACE FRONT applicants) and have completed fewer than 20 years of military service from their pay date. This bonus also applies to officers who affiliate from the IRR while serving the remainder of a military service obligation (MSO). PALACE CHASE applicants are not eligible.

Written agreements are required for the officer accession and affiliation bonuses. Please contact the servicing force support unit for additional information.





**U.S. AIR FORCE**