

The Chief of Air Force Reserve (CAFR) has approved the FY25 officer and enlisted incentive bonus program, effective 1 Oct 2024 through 30 Sept 2025.

1. Changes have been implemented with the FY25 officer and enlisted incentive program. Changes include a new FY25 critical skills list, variable contract year offering, and increased amounts offered for recruiting and retention bonus. This program applies to traditional reservists (TRs), individual reservists (IRs), and potential AFR applicants.
2. Current conditions require the AFR to prioritize the generation and sustainment of a ready force. The approved FY25 officer and enlisted critical skills list (CSL) and incentive bonus program introduces a historically different approach to eligibility focused on the CAFR TASKORD and Human Capital Management (HCM) EXORD targets.
3. In FY25, fifteen (15) officer duty Air Force Specialty Codes (DAFSCs) and fifty-two (52) enlisted DAFSCs are identified as critical skills for MAJCOM-wide incentive bonus eligibility. Seven (7) enlisted by-location DAFSCs are identified eligible.

MAJCOM-WIDE BONUS ELIGIBILITY	
AFSC	AFSC TITLE
OFFICER (15)	
11FX	Fighter Pilot
11HX	Rescue Pilot
11KX	Trainer Pilot
11MX	Mobility Pilot
11SX	Special Operations Pilot
12HX	Rescue Combat Systems Officer
12MX	Mobility Combat Systems Officer
15AX	Operations Research Analyst
16FX*	Foreign Area Officer* (\$10K affiliation bonus only)
17DX	Warfighter Communications Operations
19ZX	Special Warfare
21AX	Aircraft Maintenance
32EX	Civil Engineering
52RX	Chaplain
71SX	Special Investigations

ENLISTED (52)	
1A1X2	Mobility Force Aviator (previously 1A1X1)
1A1X3	Special Mission Aviator (previously 1A1X1, 1A9X1)
1A1X8	Executive Mission Aviator (previously 1A3X1, 1A6X1)
1A8X1	Airborne Cryptologic Language Analyst
1A8X2	Airborne ISR Operator
1B4X1	Cyber Warfare Operations

1C3X1	Command & Control Operations
1N3X1	Cryptologic Language Analyst
1N7X1	Human Intelligence Specialist
J1T0X1	Survival, Evasion, Resistance, Escape Specialist (SERE)
1Z1X1	Pararescue
2A3X4	Fighter Aircraft Integrated Avionics
2A3X5	Advanced Fighter Aircraft Integrated Avionics
2A3X7	Tactical Aircraft Maintenance (5 th Generation)
2A5X1	Airlift/Special Mission Aircraft Maintenance
2A5X2	Helicopter/Tiltrotor Aircraft Maintenance
2A5X4	Refuel/Bomber Aircraft Maintenance
2A6X1	Aerospace Propulsion
2A6X2	Aerospace Ground Equipment
2A6X3	Aircrew Egress Systems
2A6X4	Aircraft Fuel Systems
2A6X5	Aircraft Hydraulic Systems
2A6X6	Aircraft Electrical and Environmental Systems
2A7X2	Nondestructive Inspection
2A7X3	Aircraft Structural Maintenance
2A9X4	Heavy Aircraft Integrated Avionics
2F0X1	Fuels
2G0X1	Logistics Plans
2R2X1	Maintenance Management Analysis (previously 2R0X1)
2S0X1	Material Management
2T1X1	Ground Transportation
2T3X1	Mission Generation Vehicular Equipment Maintenance
2W0X1	Munitions Systems
3E0X1	Electrical Systems
3E0X2	Electrical Power Production
3E2X1	Pavements and Construction Equipment
3E3X1	Structural
3E4X1	Water and Fuel System Maintenance
3E7X1	Fire Protection
3E8X1	Explosive Ordinance Disposal

3F2X1	Education and Training
3N0X6	Public Affairs
3P0X1	Security Forces
4A2X1	Biomedical Equipment
4B0X1	Bioenvironmental Engineering
4E0X1	Public Health

X4N0X1	Aerospace Medical Service
5J0X1	Paralegal
5R0X1	Religious Affairs
6F0X1	Financial Management & Comptroller
7S0X1	Special Investigations
9S100	Scientific Applications Specialist

ENLISTED BY-LOCATION (7)	
AFSC	LOCATION
3E4X3	22ND AIR FORCE / 0302 _AIRLIFT_ WG / PETERSON
3E4X3	4TH AIR FORCE / 0911 _AIRLIFT_ WG / PITTSBURGH INTL
3E4X3	10TH AIR FORCE / 0919 _SPECIAL OPERATIONS_ WG / DUKE FIELD
3E5X1	4TH AIR FORCE / 0433 _AIRLIFT_ WG / JBSA LACKLAND
3E5X1	4TH AIR FORCE / 0914 _AIR REFUELING_ WG / NIAGARA FALLS INT
2W1X1	10TH AIR FORCE / 0477 _FIGHTER_ GP / JB ELMENDORF-RICH
2W1X1	10TH AIR FORCE / 0419 _FIGHTER_ WG / HILL
2A7X1	22ND AIR FORCE / 0934 _AIRLIFT_ WG / MINNEAPOLIS ST PA
2A7X1	4TH AIR FORCE / 0914 _AIR REFUELING_ WG / NIAGARA FALLS INT
2A7X1	4TH AIR FORCE / 0507 _AIR REFUELING_ WG / TINKER
3E9X1	4TH AIR FORCE / 0349 _AIR MOBILITY_ WG / TRAVIS
3E9X1	4TH AIR FORCE / 0445 _AIRLIFT_ WG / WRIGHT PATTERSON
3E9X1	4TH AIR FORCE / 0434 _AIR REFUELING_ WG / GRISSOM
3E9X1	22ND AIR FORCE / 0910 _AIRLIFT_ WG / YOUNGSTOWN WARREN
3E9X1	10TH AIR FORCE / 0442 _FIGHTER_ WG / WHITEMAN
3E9X1	4TH AIR FORCE / 0911 _AIRLIFT_ WG / PITTSBURGH INTL
3E9X1	4TH AIR FORCE / 0439 _AIRLIFT_ WG / WESTOVER
3E9X1	4TH AIR FORCE / 0452 _AIR MOBILITY_ WG / MARCH
1N8X1	10TH AIR FORCE / 0655 _INTL/SURVEIL/RECON_ WG / WRIGHT-PATT
3F1X1	22 ND AIR FORCE /0932 _AIRLIFT_ WG / SCOTT

4. In FY25, the AFR is offering the following bonus types:

Officer Bonus Types:

1. Accession (Non-Prior (NPS) and Prior Service (PS))
2. Affiliation (Regular Air Force (RegAF)/Inactive Ready Reserve (IRR) to AFR)

Enlisted Bonus Types:

3. Accession (NPS and PS)
4. Affiliation (RegAF/IRR to AFR)
5. Retention (Reenlistment)

- a. Reenlistment eligible Airmen in one of the 52 enlisted critical skills (DAFSCs), in the grade of E5 through E7, with more than 5 but less than 11 years of military service (based on pay date) may be eligible for a lump sum, paid up front bonus of \$15,000 for a 3-year contract.
- b. Reenlistment eligible Airmen in a non-critical skill (DAFSC), in the grade of E5 through E7, with more than 5 but less than 11 years of military service (based on pay date) may be eligible for a lump sum, paid up front bonus of \$10,000 for a 3-year contract.

5. Furthermore, an enlisted affiliation bonus is offered to prior service RegAF or IRR Airmen that affiliate into the SelRes, with at least a 3-skill level qualification in one of the 52 enlisted critical skills (DAFSC), with no break in service, may be eligible for a lump-sum, paid up front bonus of \$20,000 for a 4-year contract.

6. Additional execution guidance will be provided directly to ARPC, HQ RIO, servicing Wing Talent Management Consultants (WTMCs), Military Personnel Flights (MPFs), and Force Support Squadrons (FSSs). Airmen are encouraged to connect with their servicing WTMC for general questions, eligibility, verification, and submission process of a bonus incentive.

WTMCs, MPFs, FSSs and HQ RIO may address questions and concerns to HQ AFRC/A1YR at hqafrc.a1y.workflow@us.af.mil

Note: More information will be available in myFSS by using the 'Search' bar and typing "AFR Enlisted Incentive Program" or "AFR Officer Incentive Program."