

VOLUME 7A, CHAPTER 56: “SELECTED RESERVE ACCESSION, AFFILIATION, ENLISTMENT, AND REENLISTMENT BONUSES”

SUMMARY OF MAJOR CHANGES

All changes are denoted by [blue font](#).

Substantive revisions are denoted by an * symbol preceding the section, paragraph, table, or figure that includes the revision.

Unless otherwise noted, chapters referenced are contained in this volume.

Hyperlinks are denoted by [***bold, italic, blue and underlined font***](#).

The previous version dated June 2011 is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
560205	Duration of Authority extended for Critically Short Wartime Health Specialist in the Selected Reserve to December 31, 2012.	Update
560307	Duration of Authority extended for Accession or Affiliation Bonus to December 31, 2012.	Update
560407	Duration of Authority extended for the Selected Reserve Reenlistment Bonus to December 31, 2012.	Update
560508	Duration of Authority extended for Prior Service Enlistment Bonus to December 31, 2012.	Update
560706	Duration of Authority extended for Military Occupational Specialty Conversion Bonus to December 31, 2012.	Update
Bibliography	Statutes updated.	Update

Table of Contents

VOLUME 7A, CHAPTER 56: “SELECTED RESERVE ACCESSION, AFFILIATION, ENLISTMENT, AND REENLISTMENT BONUSES”		1
5601	OFFICER ACCESSION AND AFFILIATION BONUS	4
560101.	Officer Accession Bonus.....	4
560102.	Officer Affiliation Bonus	4
560103.	Period of Obligated Service	5
560104.	Bonus Amount.....	5
560105.	Payment.....	5
560106.	Relation to Other Accession Bonus	5
*5602	CRITICALLY SHORT WARTIME HEALTH SPECIALIST IN THE SELECTED RESERVE	6
560201.	Authorization.....	6
560202.	Eligible Officers	6
560203.	Payment.....	6
560204.	Repayment.....	6
*560205.	Duration of Authority.....	6
5603	ACCESSION OR AFFILIATION IN THE SELECTED RESERVE	6
560301.	Accession Bonus Authorization	6
560302.	Affiliation Bonus.....	7
560303.	Limitation on Amount of Bonus	7
560304.	Payment.....	7
560305.	Continued Entitlement to Bonus Payments.....	7
560306.	Repayment.....	7
*560307.	Duration of Authority.....	8
5604	REENLISTMENT BONUS FOR MEMBERS OF THE SELECTED RESERVE	8
560401.	Eligibility.....	8
560402.	Amount.....	8
560403.	Payment	8
560404.	Waiver of Condition of Eligibility	8
560405.	Payment to Mobilized Members	9
560406.	Repayment.....	9
*560407.	Duration of Authority.....	9
5605	PRIOR SERVICE ENLISTMENT BONUS.....	9
560501.	Authority	9

Table of Contents (Continued)

560502. Eligibility Requirements 9

560503. Bonus Amounts 10

560504. Payments 10

560506. Limitation on Number of Bonuses 10

560507. Repayment..... 10

*560508. Duration of Authority..... 11

5606 NONAVAILABILITY..... 11

560601. Ready Reserve..... 11

560602. Selected Reserve 11

5607 MILITARY OCCUPATIONAL SPECIALTY CONVERSION BONUS 11

560701. Authority 11

560702. Eligibility..... 12

560703. Amount..... 12

560704. Payment..... 12

560705. Repayment..... 12

*560706. Duration of Authority..... 12

5608 ARMY REFERRAL BONUS..... 12

BIBLIOGRAPHY 13

CHAPTER 56

**SELECTED RESERVE ACCESSION, AFFILIATION,
ENLISTMENT AND REENLISTMENT BONUSES**

5601 OFFICER ACCESSION AND AFFILIATION BONUS

560101. Officer Accession Bonus

A. Conditions of Entitlement An accession bonus may be paid to an officer who enters into an agreement with the Secretary concerned:

1. To accept an appointment as an officer in the Armed Forces.
2. To serve in the Selected Reserve of the Ready Reserve in a designated skill for the period specified in the agreement.

B. Skills Designation. The Secretary concerned will designate for an Armed Force under his jurisdiction the officer skills to which the authority under this subparagraph is to be applied. A skill may be designated for an Armed Force if it is critical to increase the number of members accessed into that Armed Force who are qualified in that skill or are to be trained in that skill, or to mitigate a current or projected significant shortage of personnel in that Armed Force who are qualified in that skill.

560102. Officer Affiliation Bonus

A. Conditions of Entitlement. The Secretary concerned may pay an affiliation bonus to an eligible officer who enters into an agreement with the Secretary to serve for a specified period in the Selected Reserve of the Ready Reserve. The officer must enter into an agreement:

1. To serve in a critical officer skill designated by the Secretary concerned.
2. To meet a manpower shortage in:
 - a. A unit of that Selected Reserve.
 - b. A particular pay grade in that Military Department.

B. Eligibility Criteria. An officer is eligible for an affiliation bonus under this section if the officer either:

1. Serves on active duty for a period of more than 30 days, or

2. Is a member of a Reserve Component not on active duty, and if the member formerly served on active duty, then was released from active duty under honorable conditions; and

3. Is not entitled to retired or retainer pay.

C. Critical Skills Designation. The Secretary concerned, will designate for an Armed Force under their jurisdiction the critical officer skills to which the bonus authority under this subsection is to be applied. A skill may be designated as a critical officer skill for an Armed Force if it is critical for that Armed Force to have a sufficient number of officers who are qualified in that skill.

560103. Period of Obligated Service

An agreement entered into with the Secretary concerned under this paragraph will require the person entering into that agreement to serve in the Selected Reserve for a specified period. The period specified in the agreement will be any period not less than 3 years that the Secretary concerned determines appropriate to meet the needs of the Reserve Component in which the service is to be performed.

560104. Bonus Amount

Effective October 28, 2004 through January 5, 2006, the amount of a bonus under section 5601 may be any amount not in excess of \$6,000 that the Secretary concerned determines appropriate. Effective January 6, 2006, the amount of a bonus under 5601 may be any amount not in excess of \$10,000 that the Secretary concerned determines appropriate.

560105. Payment

A. Upon acceptance of a written agreement by the Secretary concerned, the total amount of the bonus payable under the agreement becomes fixed. The agreement will specify whether the bonus is to be paid in one lump sum or installments.

B. A person entitled to a bonus who is called or ordered to active duty will be paid, during that period of active duty, any amount of the bonus that becomes payable to the member during that period of active duty.

560106. Relation to Other Accession Bonus

A person may not receive an affiliation bonus or accession bonus and financial assistance under [Title 37, United States Code \(U.S.C.\), section 302g](#), or [10 U.S.C., chapters 1608, 1609, or 1611](#) for the same period of service.

***5602 CRITICALLY SHORT WARTIME HEALTH SPECIALIST IN THE SELECTED RESERVE**

560201. Authorization

An officer of a Reserve Component who executes a written agreement to serve in the Selected Reserve of an Armed Force for a period of at least 1 year but not more than 3 years, beginning on the date the officer accepts the award of special pay, may be paid special pay at an annual rate not to exceed \$25,000.

560202. Eligible Officers

An officer referred to in paragraph 560201 is an officer in a health care profession who is qualified in a specialty designated by Department of Defense (DoD) regulations as a critically short wartime specialty.

560203. Payment

Special pay under this section will be paid annually at the beginning of each 12-month period for which the officer has agreed to serve.

560204. Repayment

An officer who does not complete the period of service in the Selected Reserve as specified in paragraph 560201 will be subject to the repayment provisions of Chapter 2.

***560205. Duration of Authority**

A bonus may be paid under this section through [December 31, 2012](#), subject to congressional reauthorization.

5603 ACCESSION OR AFFILIATION IN THE SELECTED RESERVE

560301. Accession Bonus Authorization

The Secretary concerned may pay an accession bonus to a person who:

A. Has not previously served in the Armed Forces or has served in the Armed Forces, but released from such service before completing the basic training requirement of the Armed Force of which the person was a member, and the service was characterized as either honorable or uncharacterized.

B. Executes a written agreement to serve as an enlisted member in the Selected Reserve of the Ready Reserve of an Armed Force for a period of not less than 3 years upon acceptance of the agreement by the Secretary concerned.

560302. Affiliation Bonus

A. Authorization. The Secretary concerned may pay an affiliation bonus to an enlisted member of an Armed Force who:

1. Has completed fewer than 20 years of military service.
2. Executes a written agreement to serve in the Selected Reserve of the Ready Reserve of an Armed Force for a period of not less than 3 years, in a skill, unit, or pay grade designated, as prescribed in subparagraph 560302.B, after being discharged or released from active duty under honorable conditions.

B. Designation of Skills, Units, and Pay Grades. The Secretary concerned will designate the skills, units, and pay grades for which an affiliation bonus may be paid. Any skill, unit, or pay grade so designated will be a skill, unit, or pay grade for which there is a critical need for personnel in the Selected Reserve of the Ready Reserve of an Armed Force, as determined by the Secretary concerned. The Secretary concerned will establish other requirements to ensure that members accepted for affiliation meet required performance and discipline standards.

560303. Limitation on Amount of Bonus

The amount of a bonus may not exceed \$20,000.

560304. Payment

Upon acceptance of a written agreement by the Secretary concerned, the total amount of the bonus payable under the agreement becomes fixed. The agreement will specify whether the bonus will be paid by the Secretary concerned, in a lump sum or installments.

560305. Continued Entitlement to Bonus Payments

A member entitled to a bonus under this section who is called or ordered to active duty will be paid, during that period of active duty, any amount of the bonus that becomes payable to the member during that period of active duty.

560306. Repayment

A member who enters into an agreement and receives all or part of the bonus under the agreement, but who does not commence to serve in the Selected Reserve or does not satisfactorily participate in the Selected Reserve for the total period of service specified in the agreement, will be subject to the repayment provisions of Chapter 2.

*560307. Duration of Authority

A bonus may be paid under this section through [December 31, 2012](#), subject to congressional reauthorization.

5604 REENLISTMENT BONUS FOR MEMBERS OF THE SELECTED RESERVE

560401. Eligibility

The Secretary concerned may pay a bonus to an enlisted member of a Reserve Component after the following conditions are met:

A. Has completed not more than 20 years of total military service.

B. Reenlists or voluntarily extends his or her enlistment for a period of at least 3 years in a designated military skill, or in a designated unit, as determined by the Secretary concerned, in the Selected Reserve of the Ready Reserve of an Armed Force.

560402. Amount

The maximum amount of all bonuses paid under section 5604 may not exceed \$15,000.

560403. Payment

Bonus payments authorized under this section may be paid in either a lump sum or installments. If the bonus is paid in installments, then the initial payment will not be less than 50 percent of the total bonus amount. The Secretary concerned will prescribe the amount of each subsequent installment payment and the schedule for making the installment payments.

NOTE: Any portion of a term of reenlistment or extension of enlistment of a member that, when added to the total years of service of the member at the time of discharge or release, exceeds 24 years may not be used in computing the total bonus.

560404. Waiver of Condition of Eligibility

In the case of a reenlistment or voluntary extension of enlistment by a member of the Armed Forces that is entered into as described in paragraph 560401, while serving on active duty in Afghanistan, Iraq, or Kuwait in support of Operation Enduring Freedom or Operation New Dawn, the Secretary concerned may waive so much of subparagraph 560401.B as requires that the skill or unit in which the member reenlists or extends an enlistment be a designated skill or designated unit determined by the Secretary concerned.

560405. Payment to Mobilized Members

A member entitled to a bonus under this section who is called or ordered to active duty will be paid, during that period of active duty, any amount of the bonus that becomes payable to the member during that period of active duty.

560406. Repayment

A member who does not complete the term of enlistment within the element of the Selected Reserve for which the bonus was paid to the member under this section will be subject to the repayment provisions of Chapter 2.

*560407. Duration of Authority

A bonus may be paid under this section through [December 31, 2012](#), subject to congressional reauthorization.

5605 PRIOR SERVICE ENLISTMENT BONUS

560501. Authority

A person who is a former enlisted member of an Armed Force who enlists in the Selected Reserve of the Ready Reserve of an Armed Force for a period of 3 or 6 years in a critical military skill designated for such a bonus by the Secretary concerned, and who meets the requirements of paragraph 560502, may be paid a bonus as prescribed in paragraph 560503.

560502. Eligibility Requirements

A bonus may only be paid under this section to a person who meets each of the following requirements:

A. The person has no more than 16 years of total military service and received an honorable discharge at the conclusion of all prior periods of service.

B. The person was not released, or is not being released, from active service for the purpose of enlistment in a Reserve Component.

C. The person is projected to occupy, or is occupying, a position as a member of the Selected Reserve in a specialty in which the person:

1. Successfully served while a member on active duty and attained a level of qualification while on active duty commensurate with the grade and years of service of the member; or

2. Has completed training or retraining in the specialty skill that is designated as critically short and attained a level of qualification in the specialty skill that is commensurate with the grade and years of service of the member.

560503. Bonus Amounts

The amount of a bonus under this section may not exceed:

- A. \$15,000, in the case of a person who enlists for a period of 6 years.
- B. \$7,500, in the case of a person who, having never received a bonus under this section, enlists for a period of 3 years.
- C. \$6,000, in the case of a person who, having received a bonus under this section for a previous 3-year enlistment, reenlists or extends the enlistment for an additional period of 3 years.

560504. Payments

Any bonus payable will be disbursed in one initial payment of an amount not to exceed one-half of the total amount of the bonus and subsequent periodic partial payments of the balance of the bonus. The Secretary concerned will prescribe the amount of each partial payment and the schedule for making the partial payments. A person entitled to a bonus who is called or ordered to active duty will be paid, during that period of active duty, any amount of the bonus that becomes payable to the member during that period of active duty.

560505. Condition of Eligibility

To be eligible for a second bonus payable in the amount listed in subparagraph 560503.C, a person must:

- A. Enter into a reenlistment or extension of an enlistment for a period of 3 years not later than the date on which the enlistment for which the first bonus paid expires.
- B. Still satisfy the eligibility requirements under subparagraph 560502.A.

560506. Limitation on Number of Bonuses

A person may not be paid more than one 6-year bonus or two 3-year bonuses under this section.

560507. Repayment

A person who receives a bonus payment and who, during the period for which the bonus was paid, does not serve satisfactorily within the element of the Selected Reserve with respect to which the bonus was paid will be subject to the repayment provisions of Chapter 2.

*560508. Duration of Authority

A bonus may be paid under this section through [December 31, 2012](#), subject to congressional reauthorization.

5606 NONAVAILABILITY

560601. Ready Reserve

Members of the Ready Reserve who incur a period of authorized nonavailability (such as temporary overseas residence, missionary obligation, overseas employment obligation) have their incentive suspended. During the period of nonavailability, those persons will not be entitled to incentive payments. If subsequently assigned to the Reserve status and skill that they had previously contracted for, then the members may be reinstated in the incentive program if they extend their term of service, or contract for service, to be able to serve the full original incentive contract period. Entitlement to subsequent payments shall resume on the adjusted anniversary date of satisfactory and creditable Reserve Service, as appropriate. The date shall be adjusted for that period of nonavailability. Failure to meet reinstatement criteria in a capacity for which previously contracted shall result in termination of the incentive and recoupment, as appropriate.

560602. Selected Reserve

Members of the Selected Reserve may incur a period of authorized nonavailability of up to 1 year for valid personal reasons as determined by the Secretary concerned. These members will be transferred to the Individual Ready Reserve (IRR) or the Inactive National Guard (ING), as appropriate, during the period of nonavailability, and will be suspended from their incentive. During the period of nonavailability, the member will not be entitled to subsequent incentive payments or any incentives available to members of the Ready Reserve not in the Selected Reserve. If, within 1 year, members are subsequently reassigned to a Selected Reserve skill or unit type that they had previously contracted for, then the members may be reinstated in the incentives program if they extend their term of service, or contract for service, to be able to serve the full original incentive contract period. Entitlement to subsequent payments shall resume on the adjusted anniversary date of satisfactory creditable Selected Reserve service. The date shall be adjusted for that period of nonavailability. Failure to meet reinstatement criteria in a capacity for which previously contracted shall result in termination of the incentive and recoupment, as appropriate.

5607 MILITARY OCCUPATIONAL SPECIALTY CONVERSION BONUS

560701. Authority

The Secretary concerned may pay a bonus to an eligible Active Component service member of the Armed Forces who executes a written agreement to convert to, and serve for a period of not less than three years in, a military occupational specialty (MOS) for which there is a shortage of trained and qualified personnel.

560702. Eligibility

A member is eligible to enter into an agreement if, at the time the agreement is executed, the member is serving in:

A. Pay grade E-6, with not more than 10 years of service computed under [37 U.S.C. 205](#); or

B. Pay grade E-5 or below, regardless of years of service.

560703. Amount

The bonus payment will not exceed \$2,000.

560704. Payment

The bonus will be disbursed in one lump sum when the member's conversion to the MOS is approved by the chief personnel officer of the member's Armed Force.

560705. Repayment

A member who does not convert and complete the period of service in the MOS specified in the agreement will be subject to the repayment provisions of Chapter 2.

*560706. Duration of Authority

A bonus may be paid under this section through December 31, 2012, subject to congressional reauthorization.

5608 ARMY REFERRAL BONUS

See Chapter 9, section 0904 for guidance.

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AND REENLISTMENT BONUSES**

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37 U.S.C. 308j
DoDI 1205.21, September 20, 1999

5602 – CRITICALLY SHORT WARTIME HEALTH SPECIALIST IN THE SELECTED
RESERVE

* 37 U.S.C. 302g
[Public Law 112-81, section 612\(b\) \(4\), January 7, 2011](#)

5603 – ACCESSION OR AFFILIATION IN THE SELECTED RESERVE

* 37 U.S.C. 308c
[Public Law 112-81, section 611\(2\), January 7, 2011](#)

5604 – REENLISTMENT BONUS FOR MEMBERS OF THE SELECTED RESERVE

* 37 U.S.C. 308b
[Public Law 112-81, section 611\(1\), January 7, 2011](#)

5605 – PRIOR SERVICE ENLISTMENT BONUS

* 37 U.S.C. 308i
[Public Law 112-81, section 611\(6\), January 7, 2011](#)

5606 – NONAVAILABILITY

DoDI 1205.21, September 20, 1999

5607 – MILITARY OCCUPATIONAL SPECIALTY CONVERSION BONUS

* 37 U.S.C. 326
[Public Law 112-81, section 615 \(6\), January 7, 2011](#)

5608 – ARMY REFERRAL BONUS

10 U.S.C. 3252