

**VOLUME 7A, CHAPTER 61: “BONUS PROGRAM FOR THE INDIVIDUAL READY RESERVE (IRR) AND INACTIVE NATIONAL GUARD (ING)”**

**SUMMARY OF MAJOR CHANGES**

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

Substantive revisions are denoted by an asterisk (\*) 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 2016](#) is archived.

<b>PARAGRAPH</b>	<b>EXPLANATION OF CHANGE/REVISION</b>	<b>PURPOSE</b>
6102	Updated the “Duration of Authority” to December 31, 2017.	Revision
Bibliography	Updated references.	Revision

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## CHAPTER 61

**BONUS PROGRAM FOR THE INDIVIDUAL READY RESERVE (IRR)  
AND INACTIVE NATIONAL GUARD (ING)**

## 6101 GENERAL

## 610101. Purpose

The Secretary concerned may pay a bonus to an eligible member who enlists, reenlists, or voluntarily extends an enlistment in a Reserve Component (RC) of an Armed Force for assignment to an element (other than the Selected Reserve (SELRES)) of the IRR or an element of the ING.

## 610102. Authoritative Guidance

The bibliography at the end of this chapter lists the authoritative references.

**\*6102 DURATION OF AUTHORITY**

A bonus may not be paid to any person for a reenlistment, enlistment, or voluntary extension of an enlistment after [December 31, 2017](#).

## 6103 ELIGIBILITY

## 610301. Criteria

A person is eligible for a bonus if the person:

- A. Is or has been a member of the Armed Forces;
- B. Is qualified in a skill or specialty designated by Secretary of the Military Department concerned as a critically short wartime skill or critically short wartime specialty;
- C. Has not failed to complete satisfactorily any original term of enlistment in the Armed Forces;
- D. Enlists, reenlists, or extends an enlistment for 3 or 6 years beyond any other period of military service the person is obligated to serve; and
- E. Has not completed more than 14 years of total military service.

## 610302. Transfers to Another Military Service

An individual who completes his/her obligation to one Military Service may be accepted by another Military Service for enlistment, provided the individual possesses a skill approved by the gaining Military Service for the payment of the bonus.

## 610303. Army

Army members who transfer from the ING to the IRR may continue to receive the bonus, provided such members continue to serve satisfactorily.

## 610304. Called or Ordered to Active Duty

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.

## 610305. Critically Short Wartime Skill

The Secretary concerned may designate a skill or specialty as a critically short wartime skill or critically short wartime specialty if:

A. The skill or specialty is critical to meet wartime requirements of the Armed Force; and

B. There is a critical shortage of personnel in that Armed Force who are qualified in that skill or specialty.

## 610306. Waiver

The Secretary concerned may waive the eligibility requirement in subparagraph 610301.B in the case of a reenlistment or voluntary extension of enlistment, by a member of the Armed Forces, while serving on active duty in Afghanistan in support of Operation Freedom's Sentinel, or Iraq and Kuwait in support of Operation Inherent Resolve.

## 6104 AMOUNTS PAYABLE

## 610401. Amount

An amount not to exceed \$3,000 may be paid to a person who voluntarily enlists or reenlists for a period of 6 years, or \$1,500 to a person who voluntarily enlists or reenlists for a period of 3 years.

A. A \$500 bonus will be paid at the time of the enlistment, reenlistment, or extension for a period of 6 years, with the remainder paid in equal annual increments.

B. A bonus paid for a 3-year enlistment, reenlistment, or extension contract will be in equal annual increments.

610402. Additional Amount

An additional amount of up to \$1,500 may be paid for a subsequent reenlistment or extension, provided the individual has met the eligibility criteria of section 6103.

6105 OBLIGATION

A member must be contractually obligated to serve satisfactorily, as prescribed by the regulations of the Military Service concerned, in the IRR or ING for the full term of enlistment, reenlistment, or extension. As a condition of receipt of the bonus, recipients must agree to participate in an annual muster of the RC or on active duty for training, as may be required by the Secretary concerned.

610501. Extensions

The use of extensions, in lieu of reenlistments, is authorized and encouraged to:

- A. Reduce the administrative burden of the reenlistment process; and
- B. Eliminate the need for the oath of enlistment or reenlistment.

610502. Service

Participants must obligate themselves to continue to serve in the same Military Occupation Specialty (MOS) unless excused for the convenience of the Government.

610503. Transfers

A bonus recipient who later transfers to the SELRES is not required to refund the IRR or ING bonus. Bonus recipients who transfer to the SELRES are not eligible for a SELRES reenlistment bonus during the period for which an IRR or ING bonus was paid.

6106 TERMINATION OF BONUS ENTITLEMENT

Entitlement to the IRR and ING bonus will be terminated under the following conditions in [paragraphs 610601 through 610605](#).

610601. Participation

The member fails to participate satisfactorily in the IRR or ING in accordance with the regulations of the Military Service concerned.

## 610602. Civilian Position

The member accepts a civilian position where membership in the RC is a condition of employment (persons on temporary assignment excluded).

## 610603. Separation

The member is separated from the IRR or ING as an enlisted member for any reason (including enlistment or voluntary recall into the active forces).

## 610604. Officer Commissioning Program

The member becomes a simultaneous member of an authorized officer program drawing a stipend.

## 610605. Non-Qualified MOS

The member moves to a non-bonus-qualified MOS unless at the express direction of the Military Service concerned (through no fault of the member).

## 6107 RECOUPMENT OF PAYMENTS

## 610701. Obligation

Any refund made by a member will not affect the period of obligation of such member to serve as a Ready Reservist or ING. Recoupment of unearned portions of the IRR and ING bonus is required when the member:

A. Fails to satisfactorily complete the designated term of enlistment, reenlistment, or extension of enlistment for which the bonus was paid unless the failure was due to reasons beyond the control of the member (for example, death, injury, illness, or other impairment not the result of member's misconduct);

B. Accepts a civilian position where membership in the RC is a condition of employment, if less than one-half of the contract term for which a bonus is payable has been served (persons on temporary assignment excluded);

C. Separates from the IRR or ING as an enlisted member (including enlistment or voluntary recall into the active component) other than by death or to accept an appointment as an officer in the IRR or ING;

D. Accepts an immediate appointment as an officer in the IRR or ING, if less than 1 year of the term has been served; or

E. Moves to a non-bonus-eligible MOS, unless at the express direction of the Military Service concerned (through no fault of the member).

## 610702. Computation

Recoupment will be the amount of bonus received multiplied by the quotient produced by dividing the number of whole months remaining unserved by the number of months in the term of the bonus. The product is the amount recouped.

Example: An individual reenlists in the IRR for 3 years and receives the maximum bonus of \$1,500. Five months later, the individual is disqualified from entitlement to the bonus:

Amount of bonus received	\$1,500
Multiplied by: Number of whole months remaining divided by term of bonus: $31/36 = .8611$	$\underline{\times .8611}$
Amount to be recouped	\$1,291.65

## 610703. Repayment

A person, who does not complete the period of enlistment or extension of enlistment for which the bonus was paid, will be subject to the repayment provisions of Chapter 2.

## \*BIBLIOGRAPHY

**CHAPTER 61 – BONUS PROGRAM FOR THE INDIVIDUAL READY RESERVE (IRR)  
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## 6102 – DURATION OF AUTHORITY

\* Title 37, United States Code (U.S.C.), section 308h(e)  
[Public Law 114-328, section 611\(5\), December 23, 2016](#)

## 6103 – ELIGIBILITY

610301.A, B, & C	37 U.S.C § 308h(a)(2)
610301.D & E	Department of Defense Instruction (DoDI) 1205.21, September 20, 1999
610306	37 U.S.C. § 308h(a)(4) Secretary of Defense (SecDef) Memo, February 17, 2010 SecDef Memo, July 21, 2010 SecDef Memo, October 16, 2015

## 6104 – AMOUNTS PAYABLE

37 U.S.C. § 308h(b)

## 6105 – OBLIGATION

DoDI 1205.21, September 20, 1999

## 6106 – TERMINATION OF BONUS ENTITLEMENT

DoDI 1205.21, September 20, 1999

## 6107 – RECOUPMENT OF PAYMENTS

DoDI 1205.21, September 20, 1999  
37 U.S.C. § 308h(c)  
Under Secretary of Defense Personnel and Readiness  
(USD (P&R)) Memo, May 21, 2008  
USD (P&R) Memo, February 6, 2009