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INFORMATION PAPER

AFRC-PRM
7 Feb 22

SUBJECT: U.S. Army Reserve (USAR) Fiscal Year 2022 (FY22) Selected Reserve Incentives Program (SRIP) Updates

1. Provide summary of SRIP policy updates following publication of the FY22 SRIP, effective 11 Jan 22.

2. Facts:

a. Non-Prior Service (NPS) enlistment bonus targeting new recruits lowered from \$10K back to 2020 level (\$7,000) for Tier 1 candidates with non-critical Military Occupation Specialties (MOSs) candidates. The FY22 SRIP maintains the expanded MOS eligibility for maximum incentives, including the \$7K Quick-Ship Bonus (QSB), from the previous SRIP. No significant change to recruiting mission outcome measured to date.

b. Enlisted Affiliation Bonus (EAB) targeting Active Component to Reserve Component (AC2RC) transfers lowered from the maximum incentive authorized (\$20K) to \$12K for most MOSs in coordination with the Army National Guard (ARNG) in order to maintain take-rate parity relative to the ARNG while lowering outlays to maintain fiscal constraints. Critical Cyber Operations and Civil Affairs Specialist MOSs still receive \$20K 3-year maximum incentive contract eligibility. EAB incentive contracts already surpassed FY21 total contracts after the first quarter of FY22.

c. Prior Service Reenlistment Bonus (PSRB) targeting Inactive Ready Reserve (IRR) and PS Soldiers lowered to \$12K maximum incentive rate in line with EAB changes and in concert with ARNG. No significant effect on PSRB contracts due to SRIP changes to date.

d. Selected Retention Bonus (SRB) continues to provide bonuses ranging from \$3K (for 3-year) minimum incentive to \$12K (for 6-year) bonus rate for critical MOSs. A few mid-tier critical MOS incentive rates lowered to afford a new \$3K Priority Unit Bonus (PUB) to specifically target retention in Army Reserve Mission Force (ARMF) and Contingency Response Force (CRF) unit readiness. SRB contract rate appears to be 25% higher than FY21.

e. Conversion Bonus (CB) targeting SSG and below seeking to change MOS from one that is overstrength to a critical MOS increased from \$6K to \$10K, maximum authorized by DODI 1304.231. Soldiers rarely used the CB, preferring the SRB with Will-Train (C-2) authorization instead.

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f. Officer/Warrant Officer Accession Bonus (OAB/WOAB) offered to those accepting an Army Reserve Commission or appointment as a Warrant Officer for a period of not less than six years. Incentive rate ranges from \$10K to \$20K. No change to the list of eligible occupations based on strength requirements. No significant change in contract rates from FY21.

g. Officer/Warrant Officer Affiliation Bonus (OAFB/WOAFB) offered to eligible officers transitioning from AC2RC or IRR who agree to serve a minimum 3-year term for a bonus ranging from \$10K (3-yr) to \$20K (6-yr). No significant change to eligible occupations or incentive rates; continued to incentivize functional areas (FAs). Affiliation contracts for officers appears to be double FY21 rates in line with EAB activity.

h. Officer/Warrant Officer Retention Bonus (ORB/WORB) offers a critical skills retention bonus to qualifying officers who agree to serve an additional three years. Previously time in service eligibility for the ORB/WORB was determined by Pay Entry Basic Date. In compliance with DODI 1304.34 eligibility is determined by Commission Date. This change is expected to greatly expand incentive eligibility for those commissioned through direct commission or officer candidate school and warrant officers. Specifically, we expect to increase warrant officer eligibility four-fold. We decreased the Officer/Warrant Officer Retention Bonus (ORB/WORB) rate to \$5K to maintain budget limits.

i. Education Incentive (EI) Programs include Student Loan Repayment Program (SLRP), Chaplain Loan Repayment Program (CLRP), and GI Bill Kicker incentives. No significant changes were enacted for FY22. Reserve Incentive Management Sub-system (RIMS) added self-service resources and capabilities for EI programs.

j. Non-monetary Incentives include mobilization (MOB) deferment and Military Service Obligation (MSO) reduction. MOB deferment avails up to 36 months of stabilization for eligible Troop Program Unit (TPU) transfers. MSO reductions authorizes qualified AC transfer to lower their MSO up to 24 months for TPU service. The SRIP no longer prohibits non-monetary incentives for transfers to ARMF or CRF Units.

3. For additional details of FY22 SRIP incentives or changes please go to USAR SharePoint website: <https://xtranet/usarc/g1/MANDiv/BIB/Pages/Selected-Reserve-Incentive-Program.aspx>. FY22 SRIP published via S1 Net and is on MilConnect at: <https://www.milsuite.mil/book/docs/DOC-1104675>.

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