

FY-20 RESERVE INCENTIVES (10 Nov 2019)

Subject	MARADMIN	Amount	Manpower Goal	RC Category	Paygrades	MOSS	Drilling Obligation	BIC Rules	Eligibility	DQ Factors
Reserve Officer Retention Bonus (RORB)	487/19	\$20,000	Staff officers to vacancies and target historically understaffed SMCR units.	SMCR	Company grade and CWOs	See MARADMIN	3 years	Grade match or fill a BIC one grade higher (one grade lower waiver)	Joined to an SMCR unit in a designated MOS/Unit per MARADMIN	Selection to O4; has not failed selection to next grade in RC
FAC/Air Officer Retention Bonus	487/19	\$20,000	Increase staffing of 7502 BICs	SMCR	O2-O4 O4 <4 yrs TIG	7502	3 years	Grade match or fill a BIC one grade higher	Joined to an SMCR unit in a valid FAC or Air Officer BIC	Expired evaluations
WO Accession Bonus	113/19	\$20,000	Improve staffing of WO BICs	SMCR	WO1	Any	4 years	Filling BIC assigned by selection board	Selected on the FY20 Enlisted to WO Selection Board	Not complete WOBC and follow-on MOS school.
Officer Affiliation Bonus (OAI)	516/19	\$10,000	Improve staffing in designated MOSS	SMCR	O1	0203, 0302, 0802, 1802	3 years	Company grade BIC	ROCP Lt at TBS; flex contract	Not complete MOS school; reclassified to another MOS
Aviation Bonus (AVB)	FY20 Pending	\$45,000	Attract transitioning AC aviators to join SMCR	SMCR	O3-O4 O4<36 mo TIG	7523, 7532, 7556, 7557, 7563, 7565	3 years	DIFOP BIC with selected SMCR flying squadrons	abel to perform operational flying duty, entitled to ACIP	More than 16 years commissioned service; not failed selection to next grade in RC
Transition/Conversion (T/C) Retraining	FY20 Pending	N/A	Balance aviator inventories with future MC requirements	SMCR	O4 < 4 yrs TIG	See MARADMIN	See MARADMIN	Fill a BIC in tactical squadron	Joining/ed to 4th MAW	Unable to complete training w/o breaks; received retraining funds w/in last 3 yrs
IDT Travel Reimbursement	568/19	\$500/month	Incentivize travel to address critical staffing shortfalls	SMCR	E4/E5 for some MOSS) All E6-E9, W1-W5, O1-O5,	See MARADMIN	N/A	PMOS, AMOS, or acceptable mismatched per BIC Assignment Policy; grade match or fill a BIC one grade higher	Assigned to SMCR unit 150+ miles from HOR	See MARADMIN for list of exemptions
SMCR <u>Enlistment</u> Bonus (EB)	561/19	\$3,000	Improve staffing	SMCR	All enlisted	MOS with <80% manning	6 years	N/A	Enlist to a RAP validated QSN; 6x2 contract	IIADT Marines are ineligible
MGIB-SR Kicker	561/19	Up to \$350/month for no more than 36 mo.	Improve staffing	SMCR	All enlisted	Any	6 years	N/A	Enlist to a RAP validated QSN; 6x2 contract	IIADT eligible AFTER completion of first increment of training
Enlisted Affiliation Bonus (EAB) (E4 & E5)	575/19	\$15,000 or \$20,000	Retain Cpls & Sgts with critical skills	SMCR	E4-E5	See MARADMIN	3 years	Grade match or fill a BIC one grade higher; see MARADMIN for exception MOSS; exact PMOS or NMOS match	Under satisfactory year requirements (see MARADMIN)	Received a bonus in past 3 years; reduced to current grade; in-zone or above-zone for promotion; passed for promotion in the AC or RC
SMCR Retention Bonus (SRB-R) E6 - E8	582/19	\$10,000 or \$15,000	Retain SSgt - MSgts with critical skills	SMCR	E6-E8	See MARADMIN	3 Years	Grade match or fill a BIC one grade higher; see MARADMIN for exception MOSS; exact PMOS or NMOS match	Must be within 24-months of RECC expiring.	Received a bonus in past 3 years; reduced to current grade; in-zone or above-zone for promotion; passed for promotion in the AC or RC
AR Enlisted Accession Bonus	574/19	\$10,000 or \$20,000	Improve AR enlisted staffing	AR	E4-E5	(\$20k) 3451, 6276 (\$10k) 0231, 6154, 6176, 6256, 6317, 6336	3 years	Grade match or fill a BIC one grade higher	36 months contractual time remaining; satisfactory participant; accepted by RA to access into AR program	>3 year break in service; reduced to current rank
100 Point Composite Score Incentive (Cpl promotion point)	368/19	100 Composite score points	Improve Reserve affiliation	SMCR	E4	Any	12 months	Assigned to a valid BIC	12 months of ECFC remaining for Cpls; 24 months for LCpls; satisfactory participant	On BCP/MAP; ave pro/con marks below 4.2/4.2; reduced to current grade