SEC. 603. INCREASE IN AMOUNT OF OFFICER AFFILIATION BONUS FOR OFFICERS IN THE SELECTED RESERVE.

Section 308j(d) of title 37, United States Code, is amended by striking "$10,000" and inserting "$20,000".

Section-by-Section Analysis

Under current law, a reserve component officer in the Selected Reserve may be paid an Officer Affiliation Bonus (OAB) of up to $10,000 for affiliating for a period of at least three years in a skill, unit, or pay grade which there is a critical need for personnel in the Selected Reserve. This proposal would increase the maximum OAB to $20,000.

The current $10,000 limitation makes recruiting and retaining the required number of infantry officers in the Selected Marine Corps Reserve (SMCR) unattainable. Company grade officer shortfalls in deploying units have been alleviated through the use of Reserve officer volunteers and augmentation by active component units. This practice is not sustainable and places an extraordinary burden on the Active Component and other Reserve units. Increasing the maximum bonus amount to $20,000 is necessary in order to satisfy SMCR deploying unit operational requirements, reduce the strain on the Active Component, and ensuring SMCR units are ready to reinforce and augment the Active Component and fill Total Force requirements. The increase would also align the OAB with that for enlisted members who already may be paid up to $20,000.

Budget Implications: This authority is discretionary and would not mandate new funding. For the Marine Corps, implementation would be funded through a reallocation of other Selected Reserve monetary incentives. If this new authority is fully implemented, we would increase the current bonus program by $10,000 for up to 15 members (maximum $150K/yr).

RESOURCE REQUIREMENTS ($ MILLIONS)								
	FY 2013	**FY 2014**	**FY 2015**	**FY 2016**	**FY 2017**	**Appropriation From**	**Budget Activity**	**Dash-1 Line Item**
RPMC	.150	.150	.150	.150	.150	RPMC	01	N/A
Total	.150	.150	.150	.150	.150	RPMC	01	N/A
$(M)	**FY 2013**	**FY 2014**	**FY 2015**	**FY 2016**	**FY 2017**	**Appropriation From**	**Budget Activity**	**Dash-1 Line Item**
Marine Corps	(.150)	(.150)	(.150)	(.150)	(.150)	RPMC	01	N/A
Total	(.150)	(.150)	(.150)	(.150)	(.150)	RPMC	01	N/A

NUMBER OF PERSONNEL AFFECTED								
	FY	**FY**	**FY**	**FY**	**FY**	**Appropriation**	**Budget**	**Dash-1**

	2013	2014	2015	2016	2017	To	Activity	Line Item
Air Force	N/A	N/A	N/A	N/A	N/A			
Navy	N/A	N/A	N/A	N/A	N/A			
Marine Corps	15	15	15	15	15			
Army	N/A	N/A	N/A	N/A	N/A			
Total	15	15	15	15	15			

Changes to Existing Law: This proposal would modify subsection (d) of section 308j of title 37, United States Code, as follows:

§ 308j. Special pay: affiliation bonus for officers in the Selected Reserve

(a) AFFILIATION BONUS.—(1) The Secretary concerned may pay an affiliation bonus under this section to an eligible officer in any of the armed forces who enters into an agreement with the Secretary to serve, for the period specified in the agreement, in the Selected Reserve of the Ready Reserve of an armed force under the Secretary's jurisdiction—

(A) in a critical officer skill designated under paragraph (3); or

(B) to meet a manpower shortage in—

(i) a unit of that Selected Reserve; or

(ii) a particular pay grade in that armed force.

(2) An officer is eligible for an affiliation bonus under this section if the officer—

(A) either—

(i) is serving on active duty for a period of more than 30 days; or

(ii) is a member of a reserve component not on active duty and, if the member formerly served on active duty, was released from active duty under honorable conditions; and

(B) is not entitled to receive retired or retainer pay.

(3)(A) The Secretary concerned shall designate for an armed force under the Secretary's jurisdiction the critical officer skills to which the bonus authority under this subsection is to be applied.

(B) A skill may be designated as a critical officer skill for an armed force under subparagraph (A) if, to meet requirements of that armed force, it is critical for that armed force to have a sufficient number of officers who are qualified in that skill.

(4) An affiliation bonus payable pursuant to an agreement under this section to an eligible officer accrues on the date on which the person is assigned to a unit or position in the Selected Reserve pursuant to such agreement.

(b) ACCESSION BONUS.—(1) The Secretary concerned may pay an accession bonus under this section to an eligible person who enters into an agreement with the Secretary—

(A) to accept an appointment as an officer in the armed forces; and

(B) to serve in the Selected Reserve of the Ready Reserve in a skill designated under paragraph (2) for a period specified in the agreement.

(2)(A) The Secretary concerned shall designate for an armed force under the Secretary's jurisdiction the officer skills to which the authority under this subsection is to be applied.

(B) A skill may be designated for an armed force under subparagraph (A) if, to mitigate a current or projected significant shortage of personnel in that armed force who are qualified in that skill, it is critical to increase the number of persons accessed into that armed force who are qualified in that skill or are to be trained in that skill.

(3) An accession bonus payable to a person pursuant to an agreement under this section accrues on the date on which that agreement is accepted by the Secretary concerned.

(c) PERIOD OF OBLIGATED SERVICE.—An agreement entered into with the Secretary concerned under this section shall require the person entering into that agreement to serve in the Selected Reserve for a specified period. The period specified in the agreement shall be any period not less than three years that the Secretary concerned determines appropriate to meet the needs of the reserve component in which the service is to be performed.

(d) AMOUNT.—The amount of a bonus under this section may be any amount not in excess of ~~$10,000~~ $20,000 that the Secretary concerned determines appropriate.

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