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**Improve the Recruitment and Reenlistment Bonus Structure of the Uniformed Services  
(6: Pay & Allowances)  
Resolution No. 23-05**

**WHEREAS**, both the Reserve and Active Components of the uniformed services are facing the most challenging recruitment and reenlistment environment since the creation of the All-Volunteer Force in 1973; and

**WHEREAS**, the difficulties in meeting authorized end-strengths have increased significantly in recent time, as evidenced by the U.S. Army Reserve not meeting its end-of-year end strength from Fiscal Years 2016 to 2022, and (according to the Federal News Network article *Air Force to fall short of recruiting goal for first time since 1999*) the U.S. Air Force Reserve and Air National Guard missing its FY 2023 recruiting target by about 30 percent; and

**WHEREAS**, the competition for talent between the uniformed services and private sector is set to intensify further, with projected increases in American jobs by 12 million from 2020 to 2030 according to the U.S. Bureau of Labor Statistics *Employment Projections and Occupational Outlook Handbook*; and

**WHEREAS**, to monetarily incentivize service and increased participation in the military, all the Armed Forces offer service-specific recruitment and retention bonuses; and

**WHEREAS**, according to the RAND Report *Setting Military Compensation to Support Recruitment, Retention, and Performance*, research from “a large number of studies using varied methods and data” shows that “as military pay increases relative to civilian pay, enlistment of high-quality youth increases”; and

**WHEREAS**, certain Occupational Specialties are experiencing manpower shortages presently and prospectively, including but not limited to pilots<sup>1</sup> and nurses<sup>2</sup>; and

**WHEREAS**, an adequate recruitment and reenlistment bonus structure will enable the uniformed services to more effectively recruit and retain high-quality personnel to meet operational requirements; and

**WHEREAS**, continued inability to meet recruiting and retention requirements will harm the military’s readiness and ability to ensure our national security;

**NOW, THEREFORE, BE IT RESOLVED**, that the Reserve Officers Association, d.b.a. Reserve Organization of America, urges Congress to support improvements to the recruitment and reenlistment bonus structure of the Reserve Components to ensure the uniformed services are best positioned to recruit and retain high-quality personnel and ensure our national security.

Adopted by the National Convention, 1 Oct. 2023

Passed by the Resolutions and Legislation Committee, 08 Sept. 2023

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<sup>1</sup> In July 2020, the Military Times reported, “. . . the entire Air Force finished fiscal 2019 short about 2,100 pilots — 950 in the active-duty Air Force, 650 in the Air National Guard, and 500 in the Air Force Reserve.”

<sup>2</sup> Martin B, Kaminski-Ozturk N, O'Hara C, Smiley R. Examining the Impact of the COVID-19 Pandemic on Burnout and Stress Among U.S. Nurses. *J Nurs Regul.* 2023 Apr;14(1):4-12. doi: 10.1016/S2155-8256(23)00063-7. Epub 2023 Apr 5. PMID: 37035777; PMCID: PMC10074070.