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**Military Technician Eligibility for Incentives  
(6: Pay & Allowances/9: Recruiting & Retaining)  
Resolution No. 23-07**

**WHEREAS**, Section 308b, *Special pay: reenlistment bonus for members of the Selected Reserve*, of Title 37, United States Code, allows Secretaries to pay a reenlistment bonus for a military skill, designated by the Secretary concerned, in the Selected Reserve; and

**WHEREAS**, Department of Defense (DoD) Instruction 1205.21, *Reserve Component Incentive Programs Procedures*, limits incentives to reserve component service which is not extended to military technicians; and

**WHEREAS**, as a matter of DoD policy, if an existing member becomes a military technician and received an incentive for the current service, the only exception for recoupment is if the member has already served at least 6 months of the incentive agreement as a non-technician; and

**WHEREAS**, the reserve components rely on military technicians to ensure mission readiness and the inability to compete with civilian sector pay and incentivize their service makes technician retention and recruitment more difficult due to the inequities compared to their drilling Reservist counterparts; and

**WHEREAS**, military technician manning levels are a challenge within the Army and Air Reserve Components' heavy wheeled vehicle and aircraft maintenance technicians current manning being below 50 percent at many locations; and

**WHEREAS**, unit commanders consistently cite incentive ineligibility as a reason they are unable to hire or retain maintenance professionals to be military technicians; and

**WHEREAS**, presumably some service members will choose non-technician employment over military technician employment to qualify for higher civilian sector pay, and other incentives limited by DoD policy; and

**WHEREAS**, civilian sector aircraft and heavy wheeled vehicle mechanics are in high demand with competitive wages no longer existing within the government pay schedule;

**NOW, THEREFORE, BE IT RESOLVED** that the Reserve Officers Association, d.b.a. Reserve Organization of America, urges the Department of Defense to change policy so it isn't more restrictive than incentive law or, at a minimum, grant an exception to policy as required by the services for military technicians to be eligible for incentives, and develop incentives that are comparable to the civilian maintenance technician sector.

Renewed by the National Convention 1 Oct. 2023

Renewed by the National Convention 19 September 2020

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