

117TH CONGRESS  
2D SESSION

# H. R. 8804

To direct the Secretary of the Air Force to establish a demonstration program to assess and improve the retention of certain officers serving on active duty in the Air Force.

---

## IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 13, 2022

Mr. BACON introduced the following bill; which was referred to the Committee on Armed Services

---

## A BILL

To direct the Secretary of the Air Force to establish a demonstration program to assess and improve the retention of certain officers serving on active duty in the Air Force.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Air Force Rated Offi-  
5 cer Retention Program Act”.

1 **SEC. 2. AIR FORCE RATED OFFICER RETENTION DEM-**  
2 **ONSTRATION PROGRAM.**

3 (a) PROGRAM REQUIREMENT.—The Secretary shall  
4 establish and carry out within the Department of the Air  
5 Force a demonstration program to assess and improve re-  
6 tention on active duty in the Air Force of rated officers  
7 described in subsection (b).

8 (b) RATED OFFICERS DESCRIBED.—Rated officers  
9 described in this subsection are rated officers serving on  
10 active duty in the Air Force, excluding rated officers with  
11 a reserve appointment in the Air National Guard or Air  
12 Force Reserve—

13 (1) whose continued service on active duty  
14 would be in the best interest of the Department of  
15 the Air Force, as determined by the Secretary; and

16 (2) who have not more than three years and not  
17 less than one year remaining on an active duty serv-  
18 ice obligation under section 653 of title 10, United  
19 States Code.

20 (c) WRITTEN AGREEMENT.—

21 (1) IN GENERAL.—Under the demonstration  
22 program required under subsection (a), the Sec-  
23 retary shall offer retention incentives under sub-  
24 section (d) to a rated officer described in subsection

25 (b) who executes a written agreement to remain on  
26 active duty in a regular component of the Air Force

1 for not less than four years after the completion of  
2 the active duty service obligation of the officer under  
3 section 653 of title 10, United States Code.

4 (2) EXCEPTION.—If the Secretary of the Air  
5 Force determines that an assignment previously  
6 guaranteed under subsection (d)(1) to a rated officer  
7 described in subsection (b) cannot be fulfilled, the  
8 agreement of the officer under paragraph (1) to re-  
9 main on active duty shall expire not later than one  
10 year after that determination.

11 (d) RETENTION INCENTIVES.—

12 (1) GUARANTEE OF FUTURE ASSIGNMENT LO-  
13 CATION.—Under the demonstration program re-  
14 quired under subsection (a), the Secretary may offer  
15 to a rated officer described in subsection (b) a guar-  
16 antee of future assignment locations based on the  
17 preference of the officer.

18 (2) AVIATION BONUS.—Under the demonstra-  
19 tion program required under subsection (a), notwith-  
20 standing section 334(c) of title 37, United States  
21 Code, the Secretary may pay to a rated officer de-  
22 scribed in subsection (b) an aviation bonus not to  
23 exceed an average annual amount of \$50,000 (sub-  
24 ject to paragraph (3)(B)).

1           (3) COMBINATION OF INCENTIVES.—The Sec-  
2       retary may offer to a rated officer described in sub-  
3       section (b) a combination of incentives under para-  
4       graphs (1) and (2).

5           (4) VARIATIONS; LIMITATIONS.—The Secretary  
6       may vary or limit the total number of available con-  
7       tracts and the combination of incentives within such  
8       contracts to target certain Air Force specialty codes,  
9       ensure required assignments locations are filled, and  
10      readiness is not negatively affected. The Secretary  
11      shall determine the criteria for such variations or  
12      limitations and include such criteria in the annual  
13      briefing under subsection (e).

14      (e) ANNUAL BRIEFING.—Not later than December  
15      31, 2023, and annually thereafter until the termination  
16      of the demonstration program required under subsection  
17      (a), the Secretary shall provide to the Committees on  
18      Armed Services of the Senate and the House of Represent-  
19      atives a briefing describing the use of such demonstration  
20      program and its effects on the retention on active duty  
21      in the Air Force of rated officers described in subsection  
22      (b).

23      (f) DEFINITIONS.—In this section:

1           (1) RATED OFFICER.—The term “rated officer”  
2       means an officer specified in section 9253 of title  
3       10, United States Code.

4           (2) SECRETARY.—The term “Secretary” means  
5       the Secretary of the Air Force.

6       (g) TERMINATION.—This section shall terminate on  
7       December 31, 2028.

○