



## **Retention of Enlistment Incentives for Title 32 AGR and Technicians**

The Enlisted Association of the National Guard of the United States (EANGUS), representing over 440,000 Guardsmen across the 50 states, three territories, and the District of Columbia urges Congress to pass legislation to modify existing retention policies for the National Guard and all other reserve components.

### **I. Introduction**

This addresses the legislative need to modify existing policies regarding the forfeiture of enlistment and retention incentives when National Guard members transition to Title 32 Active Guard Reserve (AGR) or Technician positions. The current policy inadvertently discourages highly skilled and motivated individuals from advancing their careers within the National Guard framework.

### **II. Background**

- **Current Policy:** Under current regulations, members of the National Guard who have been awarded bonuses or other incentives may lose these benefits upon transitioning to certain positions like T32 AGR or Technician. This is often due to contract language that does not account for lateral or internal career progression within the Guard.
- **Impact:** This policy has created a disincentive for career progression, potentially leading to a loss of talent, reduced experience levels in key roles, and a decrease in overall readiness and capability of the Guard units.

### **III. Business Case**

- **Retention of Talent:** Allowing the retention of incentives would ensure that the National Guard retains a cadre of experienced, incentivized individuals who are more likely to continue contributing to the organization's mission.
- **Career Path Flexibility:** By removing financial penalties for career changes within the Guard, members would be more likely to pursue roles where they can offer the most value, enhancing both individual and organizational performance.
- **Recruitment and Morale:** Attracting and retaining top talent is crucial for maintaining a high-quality force. Knowing that bonuses and incentives are not lost upon taking up critical roles within the Guard could boost morale and job satisfaction.
- **Operational Readiness:** Continuity in leadership and technical roles directly impacts readiness. Losing personnel to external opportunities due to incentive forfeiture can disrupt unit cohesion and operational effectiveness.

### **IV. Proposed Legislation**



## ENLISTED ASSOCIATION OF THE NATIONAL GUARD OF THE UNITED STATES

1 Massachusetts Avenue N.W., Suite 880 | Washington D.C., 20001 | 800-234-EANG (3264) | Fax 703-519-3849  
www.eangus.org | www.eangusconference.org | eangus@eangus.org

- **Objective:** To amend existing incentive contracts to allow Guard members to retain their enlistment or retention bonuses when transitioning to T32 AGR or Technician positions.
- **Amendments to Incentive Contracts:**
  - **Explicit Language:** Contracts should be revised to clearly state that incentives are retained when moving to specified positions within the Guard.
  - **Retroactivity:** Consideration should be given to making this change retroactive for current members who have not yet transitioned but would under new terms.
- **Implementation:**
  - **Legislative Action:** Congress should enact legislation that directs the Department of Defense to update all relevant policies and contracts.
  - **Administrative Action:** The National Guard Bureau would need to implement these changes across all states, ensuring uniform application.

### V. Expected Outcomes

- **Increased Applicant Pool:** More qualified individuals would apply for T32 AGR and Technician roles without fear of financial loss.
- **Enhanced Skill Retention:** The Guard would benefit from keeping experienced members in various capacities, enhancing overall skill levels.
- **Improved Morale and Loyalty:** Members would feel valued and supported in their career progression, potentially leading to higher retention rates.
- **Cost Efficiency:** While there might be an initial increase in incentive costs, the long-term benefits of retaining skilled personnel could outweigh these expenses through reduced recruitment and training costs for new hires.

### VI. Legislative Support and References

- **Precedents:**
  - Legislation like the Military Spouse Hiring Act shows Congress's willingness to support military personnel in career transitions without penalties.
- **Advocacy:** The Enlisted Association of the National Guard of the United States supports this initiative, highlighting the need for policy reform to maintain a strong, skilled National Guard.

### VII. Conclusion

The proposed legislative change to allow the retention of enlistment and retention incentives when accepting T32 AGR or Technician jobs is a necessary step to ensure the National Guard can retain its most capable members. This white paper recommends that Congress act swiftly to revise the current policies, thereby enhancing the Guard's operational effectiveness, morale, and readiness.

For more information regarding this issue or any other issues concerning the National Guard, contact the EANGUS legislative team at [legislative@eangus.org](mailto:legislative@eangus.org).