

MILPER MESSAGE NUMBER: 08-189
AHRC-EPF-R
BONUS EXTENSION AND RETRAINING (BEAR) PROGRAM

Issued: [07/21/2008]

A. MILPER MSG 08-069, AHRC-EPF-R, 13 MAR 2008, BONUS EXTENSION AND RETRAINING (BEAR) PROGRAM IS RESCINDED EFFECTIVE THE DATE OF THIS MESSAGE.

B. AR 601-280, CHAP 6

1. THIS MILPER MESSAGE WILL EXPIRE NLT 30 NOVEMBER 2008.

2. THIS MILPER MESSAGE ANNOUNCES MOS' ELIGIBLE FOR THE REGULAR ARMY ACTIVE COMPONENT BEAR PROGRAM. **THE EFFECTIVE DATE OF THIS MESSAGE IS 21 JULY 2008.**

3. THIS MSG WILL BE BROUGHT TO THE IMMEDIATE ATTENTION OF ALL COMMANDERS, REENLISTMENT OFFICES, AND FINANCE AND ACCOUNTING OFFICES.

4. ADDITIONAL GUIDANCE FOR DFAS AND COMMANDERS: TO AVOID FUTURE CLAIMS OF ERRONEOUS OR UNFULFILLED COMMITMENTS, REQUEST COMMANDERS ENSURE FAOS AND RETENTION PERSONNEL ARE ADVISED OF THE CONTENTS IN THIS MESSAGE.

5. **SOLDIERS WITH A CONTRACTUAL ETS PRIOR TO 1 OCTOBER 2008**, EXTENDING UNDER THE PROVISIONS OF THE BEAR PROGRAM FOR A CRITICAL SKILL LISTED IN PARAGRAPH 7, MAY BE ENTITLED TO A LUMP SUM, FLAT-RATE SRB PAYMENT AS LISTED IN TABLE 1 BELOW UPON SUCCESSFUL COMPLETION OF TRAINING AND SUBSEQUENT REENLISTMENT.

A ZONE					
AOS is	12 to 23 Months	24 to 35 Months	36 to 47 Months	48 to 59 Months	60 or more Months
PFC	\$3,000	\$6,000	\$9,000	\$11,500	\$14,500
SPC	\$4,000	\$7,500	\$9,500	\$13,000	\$15,500
SGT	\$5,000	\$8,000	\$10,000	\$15,000	\$17,000
SSG	\$6,000	\$10,000	\$15,000	\$17,000	\$19,000
B ZONE					
AOS is	12 to 23 Months	24 to 35 Months	36 to 47 Months	48 to 59 Months	60 or more Months
SPC	\$5,500	\$9,000	\$12,000	\$14,500	\$16,500
SGT	\$8,000	\$10,000	\$13,500	\$16,500	\$20,000
SSG	\$9,500	\$11,000	\$15,500	\$18,500	\$22,000
C ZONE					
AOS is	12 to 23 Months	24 to 35 Months	36 to 47 Months	48 to 59 Months	60 or more Months
SPC	\$4,000	\$7,500	\$9,500	\$13,000	\$15,500
SGT	\$5,000	\$8,000	\$10,000	\$15,000	\$17,000
SSG	\$6,000	\$10,000	\$15,000	\$17,000	\$19,000

Note: Additional Obligated Service (AOS) TABLE 1

6. SOLDIERS EXTENDING UNDER THE PROVISIONS OF THE BEAR PROGRAM FOR A **CRITICAL SKILL** LISTED IN PARAGRAPH 7, MAY BE ENTITLED TO A LUMP SUM, FLAT-RATE SRB PAYMENT AS LISTED IN TABLE 2 BELOW UPON SUCCESSFUL COMPLETION OF TRAINING AND SUBSEQUENT REENLISTMENT.

A ZONE					
AOS is	12 to 23 Months	24 to 35 Months	36 to 47 Months	48 to 59 Months	60 or more Months
PFC	\$3,000	\$4,500	\$6,000	\$7,500	\$9,000
SPC	\$4,000	\$5,000	\$6,500	\$8,500	\$10,500
SGT	\$5,000	\$6,000	\$8,000	\$10,500	\$12,500
SSG	\$6,000	\$8,000	\$10,500	\$12,500	\$14,400
B ZONE					
AOS is	12 to 23 Months	24 to 35 Months	36 to 47 Months	48 to 59 Months	60 or more Months
SPC	\$5,000	\$7,000	\$9,000	\$10,000	\$13,000
SGT	\$7,000	\$8,000	\$11,000	\$14,000	\$16,000
SSG	\$8,000	\$11,000	\$14,000	\$16,000	\$18,000
C ZONE					
AOS is	12 to 23 Months	24 to 35 Months	36 to 47 Months	48 to 59 Months	60 or more Months
SPC	\$3,500	\$5,000	\$6,500	\$8,500	\$10,500
SGT	\$4,500	\$6,000	\$8,000	\$10,500	\$12,500
SSG	\$5,000	\$7,500	\$10,500	\$12,000	\$14,400
Note: Additional Obligated Service (AOS) TABLE 2					

7. THE FOLLOWING MOS' ARE DESIGNATED AS A CRITICAL SKILL:

MOS/TITLE	RANK RESTRICTIONS	SRB ZONE ELIGIBILITY
13D FA TCT DATA SYS SP	PFC THRU SPC NON(P)	A and B
13R FA FIREFIND RADAR OP	PFC THRU SPC NON(P)	A and B
14E PATRIOT FC OP/MAINT	PFC THRU SSG	A, B and C
15J OH-58D/ARH AR/EL/AV REPR	PFC THRU SPC NON(P)	A and B
21D DIVER	PFC THRU SPC NON(P)	A and B
21P PRIME POWER PRODUCTION	SPC(P) THRU SGT(P)	A, B and C
21U/21Y TOPOGRAPHIC ANALYST	PFC THRU SPC(P)	A, B and C
25N NODAL NETWORK OP/MAINT	PFC THRU SPC NON(P)	A and B
25P MICROWAVE SYS OP/MAINT	PFC THRU SPC(P)	A, B and C
25Q MULTI TRANS SYS OP/MAINT	PFC THRU SPC NON(P)	A and B
25R VISUAL INFO EQUIP OP/MAINT	PFC THRU SPC NON(P)	A and B
25U SIGNAL SUPPORT SP	PFC THRU SPC(P)	A, B and C
35L COUNTERINTELL AGENT	SSG ONLY	A, B and C
46R BROADCAST JOURNAL	PFC THRU SGT	A and B
63B LT WH VEH MECH	PFC THRU SSG	A, B and C

MOS/TITLE	RANK RESTRICTIONS	SRB ZONE ELIGIBILITY
68W HEALTH CARE SP	PFC THRU SPC NON(P)	A and B
88M MOTOR TRANS OP	PFC THRU SGT NON(P)	A, B and C
92F PETROLEUM SP	PFC THRU SGT(P)	A, B and C
92G FOOD SERVICE SPECIALIST	PFC THRU SPC NON(P)	A and B
92R PARACHUTE RIGGER	PFC THRU SPC NON(P)	A and B

8. SOLDIERS EXTENDING UNDER THE PROVISIONS OF THE BEAR PROGRAM FOR A **SPECIAL CRITICAL SKILL** LISTED IN PARAGRAPH 9, MAY BE ENTITLED TO A LUMP SUM, FLAT-RATE SRB PAYMENT AS LISTED IN TABLE 3 BELOW UPON SUCCESSFUL COMPLETION OF TRAINING AND SUBSEQUENT REENLISTMENT.

A ZONE						
AOS is	12 to 23 Months	24 to 35 Months	36 to 47 Months	48 to 59 Months	60 or more Months	
PFC	\$5,000	\$8,000	\$10,000	\$12,500	\$16,000	
SPC	\$8,000	\$10,000	\$12,500	\$16,000	\$18,000	
SGT	\$9,500	\$11,000	\$13,500	\$18,000	\$20,000	
SSG/SFC	\$11,000	\$13,500	\$17,500	\$20,000	\$24,000	
B ZONE						
AOS is	12 to 23 Months	24 to 35 Months	36 to 47 Months	48 to 59 Months	60 or more Months	
SPC	\$8,500	\$10,000	\$13,000	\$17,500	\$19,000	
SGT	\$10,000	\$12,000	\$14,000	\$18,500	\$21,000	
SSG/SFC	\$12,000	\$14,000	\$18,500	\$21,000	\$25,000	
C ZONE						
AOS is	12 to 23 Months	24 to 35 Months	36 to 47 Months	48 to 59 Months	60 or more Months	
SPC	\$10,000	\$12,000	\$14,000	\$18,500	\$21,000	
SGT	\$12,000	\$14,000	\$18,500	\$21,000	\$25,000	
SSG/SFC	\$15,000	\$17,500	\$23,000	\$27,000	\$29,000	
Note: Additional Obligated Service (AOS) TABLE 3						

9. THE FOLLOWING MOS' ARE DESIGNATED AS A SPECIAL CRITICAL SKILL:

MOS/TITLE	RANK RESTRICTIONS	SRB ZONE ELIGIBILITY
18B SF WEAPONS SERGEANT	SPC THRU SFC	A, B and C
18C SF ENGINEER SERGEANT	SPC THRU SFC	A, B and C
18D SF MED SERGEANT	SPC THRU SFC	A, B and C
18E SF COMMO SERGEANT	SPC THRU SFC	A, B and C
18F SF ASST OP/INTEL SGT	SFC ONLY	A, B and C
25S SATCOM SYS OP-MNT	PFC THRU SPC NON(P)	A and B
35F INTELLIGENCE ANALYST	SGT AND SSG	A, B and C
35G IMAGERY ANALYST	PFC THRU SSG	A, B and C
35H COMMON GROUND STATION OP	PFC THRU SPC NON(P)	A and B

MOS/TITLE	RANK RESTRICTIONS	SRB ZONE ELIGIBILITY
35M HUMAN INTELLIGENCE COLLECTOR	SSG ONLY	A, B and C
35N SIGNAL INTELL ANALYST	PFC THRU SPC NON(P)	A and B
35P CRYPTO LINGUIST with AD	PFC THRU SSG	A, B and C
35P CRYPTO LINGUIST with FR (MUST HOLD SQI P,S, OR V)	PFC THRU SSG	A, B and C
35P CRYPTO LINGUIST with JN (MUST HOLD SQI P,S, OR V)	PFC THRU SSG	A, B and C
35P CRYPTO LINGUIST with PF	PFC THRU SSG	A, B and C
35S SIGNAL COLLECT/ANALYST	PFC THRU SPC NON(P)	A and B
37F PSYOP SPECIALIST	PFC THRU SSG	A, B and C
38B CIVIL AFFAIRS SPECIALIST	SGT THRU SSG	A, B and C
89D EOD SPC	PFC THRU SPC(P)	A, B and C

10. SPECIAL CONSIDERATIONS AND TECHNICAL INFORMATION:

A. SOLDIERS MUST HAVE COMPLETED AT LEAST 17 MONTHS OF CONTINUOUS ACTIVE DUTY (OTHER THAN ACTIVE DUTY FOR TRAINING AS A RESERVIST) BEFORE REACHING ELIGIBILITY TO RECEIVE AN SRB. COMPLETION OF THE 17 MONTHS OF CONTINUOUS ACTIVE DUTY NEED NOT OCCUR IMMEDIATELY BEFORE THE DATE OF REENLISTMENT. ZONE A INCLUDES SOLDIERS WHO HAVE BETWEEN 17 MONTHS AND 6 YEARS OF SERVICE AT TIME OF REENLISTMENT. ZONE B INCLUDES SOLDIERS WHO HAVE BETWEEN 6 AND 10 YEARS OF SERVICE AT TIME OF REENLISTMENT. ZONE C INCLUDES SOLDIERS WHO HAVE BETWEEN 10 AND 14 YEARS OF SERVICE AT TIME OF REENLISTMENT. SOLDIERS WILL NOT BE PAID MORE THAN ONE BONUS PER ZONE.

B. SOLDIERS IN THE RANK OF PFC THRU SSG MUST SHOW N/N OR N/Y AT THEIR CURRENT RANK AND MOS AS SHOWN IN THE CURRENT IN/OUT CALL MILPER MESSAGE. AS AN EXCEPTION, SOLDIERS IN THE RANK OF SFC MAY REQUEST ENTRY INTO CMF 18. *SOLDIERS MAY REQUEST ENTRY INTO THE BEAR PROGRAM IN CMF 18, MOS 21D, 21P, 35L, 37F, 38B, AND 89D, REGARDLESS OF THE IN/OUT CALLS FOR CURRENT PMOS.*

C. SOLDIERS SERVING IN THE BEAR PROGRAM MAY HAVE UP TO 24 MONTHS OF PREVIOUSLY OBLIGATED, EXTENDED SERVICE FORGIVEN PROVIDED THEY REENLIST FOR THE REGULAR ARMY REENLISTMENT OPTION WITHIN 90 DAYS AFTER GRADUATION.

D. SOLDIERS WILL NOT FORFEIT ANY PORTION OF AN SRB WHEN THEY ARE RECLASSIFIED WITHIN THE SAME CMF, INTO CMF 18, OR OTHERWISE DIRECTED BY DA HRC.

E. UPON SUCCESSFUL COMPLETION OF TRAINING, SOLDIERS PARTICIPATING IN THE BEAR PROGRAM AND ENTITLED TO AN SRB WILL BE PAID EITHER THE BONUS AMOUNT IN EFFECT AT TIME OF EXTENSION IN THE BEAR PROGRAM OR THE BONUS AMOUNT LISTED IN THE SRB PROGRAM ON DATE OF REENLISTMENT, WHICHEVER IS HIGHER.

F. A MINIMUM REENLISTMENT TERM OF THREE YEARS IS STILL A REQUIREMENT FOR SRB ENTITLEMENT. A TWO-YEAR REENLISTMENT TERM DOES NOT ENTITLE A SOLDIER TO AN SRB.

G. ADDITIONAL CRITERIA FOR ENTRY INTO THE BEAR PROGRAM CAN BE FOUND IN CHAPTER 6, AR 601-280.

11. SOLDIERS WITH QUESTIONS PERTAINING TO BONUSES AND ELIGIBILITY REQUIREMENTS ADDRESSED IN THIS MESSAGE SHOULD CONTACT THEIR APPROPRIATE UNIT CAREER COUNSELOR. UNIT CAREER COUNSELORS WITH QUESTIONS REGARDING THIS MESSAGE SHOULD CONTACT THEIR APPROPRIATE ACOM RETENTION OFFICE FOR CLARIFICATION.