

MILPER Message Number: 17-089

Proponent: AHRC-EPF-R

Title
SELECTIVE RETENTION BONUS (SRB)

...Issued: [13 Mar 17]...
<https://www.hrc.army.mil/Milper/17-089>

A. MILPER Message Number 17-029, AHRC-EPF-R, 20 January 2017, subject: Selective Retention Bonus (SRB) Program.

B. Department of Defense Instruction (DODI) 1304.31, 12 March 2013, subject: Enlisted Bonus Program (EBP).

C. AR 601-280 (Army Retention Program), 1 April 2016.

D. AR 11-6 (Army Foreign Language Program), 18 February 2016.

E. Secretary of the Army Memorandum, 6 January 2017, subject: Delegation of Authority.

1. **Bonus Increases** contained in this MILPER message from reference (A) are **effective 15 March 2017** while **decreases** from reference (A) are **effective on 24 March 2017** and may change after 24 April 2017 without further notice. This message will expire no later than 31 December 2017. Changes to the SRB program will be announced in a subsequent MILPER message. Reference A is rescinded on 24 March 2017.
2. This MILPER message announces changes to the Active Component SRB program. This message will be brought to the immediate attention of all commanders, retention offices, recruiters, and Finance and Accounting Offices (FAO).
3. To avoid future claims of erroneous or unfulfilled commitments, commanders will ensure FAO and retention personnel are advised of the contents of this message.
4. Soldiers reenlisting under this paragraph may be entitled to a lump sum, flat-rate, SRB payment as depicted in paragraph 6. Soldiers must currently possess a Primary Military Occupational Specialty (PMOS) and rank with associated Skill Qualification Identifier (SQI), Additional Skill Identifier (ASI), or language code, if any, or be currently scheduled for training in the listed skill depicting a tiered level in the following inventory table. If receiving a training bonus for changing their PMOS, the tier must be listed as a tier 3 or higher and cannot be associated with an SQI, ASI or language code unless granted an exception listed in paragraph 8h. If already PMOS qualified but scheduled to attend training for a listed SQI, ASI or language code, there is no tier requirement. Bonuses will not be paid until Soldiers have successfully graduated the PMOS and/or SQI, ASI or language code training associated with their bonus.

MOS	SQI	ASI	LANG	SL1	SGT	SSG	SFC
11B				3	3	0	0
11B		J3		0	0	6	0
11B	G			4	4	4	4
11B	U			0	6	6	0
11C				3	1	2	1
12B				0	2	1	0
12C				0	2	4	0
12D				0	0	3	0
12M				0	1	6	0
12N				2	0	1	0
12P				5	5	2	0
12T				4	4	1	0
12Y				0	1	5	0
13B				2	1	1	0
13F				4	5	4	2
13M				0	3	6	0
13R				3	1	4	1
14E				6	2	6	2
14G				6	2	2	2
14H				5	5	4	3
14P				3	3	3	3
14T				3	2	5	2
15E				6	1	3	3
15E		U5		8	8	8	8
15F				4	1	1	0
15G				3	0	0	0
15H				5	0	0	0
15N				4	2	2	0
15Q				3	1	4	1
15R				4	1	1	1
15T				4	0	0	0
15U				3	1	3	1
15W				6	4	4	2
15W		U5		8	8	8	8
15Y				5	3	2	2
17C				6	6	6	6
18 CMF				5	5	5	5
18 CMF			1/1 DLPT OR 1 OPI (CTLANG ONLY)	6	6	6	6
18 CMF			1+/1+ DLPT OR 1+ OPI (CTLANG ONLY)	7	7	7	7
18 CMF			2/2 DLPT OR 2 OPI (CTLANG ONLY)	8	8	8	8
18 CMF			2+/2+ DLPT OR 2+ OPI (CTLANG ONLY)	9	9	9	9
18 CMF			3/3 DLPT OR 3 OPI (CTLANG ONLY)	10	10	10	10
19D				5	3	2	2

MOS	SQ	ASI	LANG	SL1	SGT	SSG	SFC
19K				3	4	3	3
25D				0	6	6	8
25E				0	4	4	2
25N				5	0	1	0
25P				6	0	0	2
25S				6	0	0	0
29E				3	3	1	0
31B				3	3	0	0
31D				5	5	5	1
31E				4	3	2	2
31K				4	1	1	1
35F				0	0	2	0
35G				5	2	4	1
35L				7	7	3	3
35M			2/2 DLPT (CTLANG ONLY)	3	3	3	3
35M			2+/2+ DLPT (CTLANG ONLY)	4	4	4	4
35M			3/3 DLPT (CTLANG ONLY)	5	5	5	5
35N				3	3	2	3
35P			AZ* (2/2 DLPT CTLANG ONLY)	4	4	0	0
35P			AZ* (3/3 DLPT CTLANG ONLY)	5	5	0	0
35P			JN, FR, PF, QB, TA (2/2 DLPT CTLANG ONLY)	4	4	4	4
35P			JN, FR, PF, QB, TA (3/3 DLPT CTLANG ONLY)	5	5	5	5
35P			RU (2/2 DLPT CTLANG ONLY)	7	7	7	7
35P			RU (3/3 DLPT CTLANG ONLY)	9	9	9	9
35Q		E6		5	5	8	8
35T				8	5	2	1
37F				5	5	5	5
37F			1/1 DLPT OR 1 OPI (CTLANG ONLY)	6	6	6	6
37F			1+/1+ DLPT OR 1+ OPI (CTLANG ONLY)	7	7	7	7
37F			2/2 DLPT OR 2 OPI (CTLANG ONLY)	8	8	8	8
37F			2+/2+ DLPT OR 2+ OPI (CTLANG ONLY)	9	9	9	9
37F			3/3 DLPT OR 3 OPI (CTLANG ONLY)	10	10	10	10
38B			2/2 DLPT OR 2 OPI (CTLANG ONLY)	5	5	5	5
38B			2+/2+ DLPT OR 2+ OPI (CTLANG ONLY)	6	6	6	6
38B			3/3 DLPT OR 3 OPI (CTLANG ONLY)	7	7	7	7
42A				2	2	2	2
46Q				5	6	2	0
46R				5	6	2	0
68A				5	0	0	0
68B				0	3	2	0
68C				5	5	1	0
68D				2	1	1	0
68F				5	3	0	0
68K				4	0	0	0

MOS	SQI	ASI	LANG	SL1	SGT	SSG	SFC
68L				2	6	0	0
68N				6	0	0	0
68R				3	1	0	0
68S				2	1	2	0
68T				3	2	1	0
68U				0	3	0	0
68V				0	4	3	1
68W				3	3	0	0
68W		F2		7	7	7	7
68X				3	0	1	0
68Y				5	5	1	0
88M				3	3	0	0
91A				0	4	2	0
91B				3	3	0	0
91E				3	0	0	0
91H	H8			4	4	0	0
91M				5	5	3	3
91P				0	5	5	0
92F				3	1	0	0
92G				3	3	0	0
92R				5	5	0	0
92Y				3	3	0	0
94M				4	0	0	0
94T				4	0	0	0

* Language identifier "AZ" includes all Arabic dialects (AD, AE, AJ, AK, AL, AM, AN, AP, AQ, AU, AV, BS, BW, DG, DH, IC, QE, AND QW).

5. Soldiers scheduled for training that results in the changing of their PMOS are not authorized a bonus under this paragraph unless granted an exception listed in paragraph 8d or 8f. Soldiers possessing a PMOS and rank with associated SQI, ASI, or language code, if any, with a tiered level listed in the following location table who reenlist under the rules explained in paragraph 7 or 8, may be entitled to a lump sum, flat-rate, SRB payment as depicted in paragraph 6 regardless of the tier level. If receiving a bonus under this paragraph that involves training, the Soldier need not be on assignment to the incentivized location at the time of reenlistment, the only requirement is that they be scheduled for the listed training. Bonuses will not be paid until Soldiers have successfully graduated the SQI, ASI, or language code training associated with their bonus and are subsequently assigned to the required location/command.

MOS	SQI	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
11B				1/25TH SBCT	4	4	0	0
11B	V			75TH RANGER REGT	6	6	6	0
12B	P			AIRBORNE POSITION	1	0	0	0
12B	P			SP OPS CMD	0	6	0	0
12H	P			SP OPS CMD	0	0	0	6
12K	P			SP OPS CMD	6	0	0	0
12N	P			AIRBORNE POSITION	3	0	0	0
12R	P			AIRBORNE POSITION	0	2	0	0
12R	P			SP OPS CMD	6	0	0	0
12T	P			AIRBORNE POSITION	5	0	0	0
12W	P			75TH RANGER REGT	0	5	0	0
12W	P			AIRBORNE POSITION	0	3	0	0
12W	P			SP OPS CMD	0	4	0	0
13B	P			AIRBORNE POSITION	3	2	0	0
13D	P			AIRBORNE POSITION	3	0	0	0
13F	V			75TH RANGER REGT	6	6	6	0
13P	P			AIRBORNE POSITION	3	0	0	0
15B	P			AIRBORNE POSITION	6	0	0	0
15D				160TH SOAR	6	0	0	0
15E	P			75TH RANGER REGT	0	5	4	4
15E	P			SP OPS CMD	0	0	0	4
15F				160TH SOAR	0	3	4	0
15F	P			AIRBORNE POSITION	5	3	0	0
15G				160TH SOAR	4	0	0	0
15G	P			AIRBORNE POSITION	6	3	0	0
15H				160TH SOAR	0	4	0	0
15H	P			AIRBORNE POSITION	0	4	0	0
15K				160TH SOAR	0	0	0	4
15N				160TH SOAR	0	5	0	0
15N	P			AIRBORNE POSITION	6	0	0	0
15P				160TH SOAR	4	0	5	0
15P	P			AIRBORNE POSITION	5	0	1	0
15Q	P			AIRBORNE POSITION	6	0	0	0

MOS	SQ	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
15T				160TH SOAR	0	6	4	3
15T				FFC - 160TH SOAR USE ONLY	7	7	7	7
15T	P			AIRBORNE POSITION	5	0	0	0
15U				160TH SOAR	4	3	5	0
15U				FFC - 160TH SOAR USE ONLY	7	7	7	7
15U	P			AIRBORNE POSITION	6	0	0	0
15W	P			75TH RANGER REGT	0	0	5	0
15Y				160TH SOAR	7	0	0	8
15Y	P			AIRBORNE POSITION	6	0	0	0
17C		E6		780TH MI/CYBER PROT BDE	8	8	8	8
17C (EA)				780TH MI/CYBER PROT BDE	7	7	7	7
25B				160TH SOAR	5	0	0	7
25B	P			75TH RANGER REGT	0	0	6	5
25B	P			AIRBORNE POSITION	0	1	0	1
25B	P			SP OPS CMD	3	0	0	7
25C	P			75TH RANGER REGT	6	6	4	4
25C	P			AIRBORNE POSITION	0	3	2	0
25C	P			SP OPS CMD	0	5	0	0
25E	P			AIRBORNE POSITION	0	0	5	0
25E	P			SP OPS CMD	0	0	9	0
25L	P			SP OPS CMD	4	0	0	0
25M	P			AIRBORNE POSITION	4	0	5	0
25M	P			SP OPS CMD	0	0	6	0
25N	P			AIRBORNE POSITION	1	0	0	0
25N	P			SP OPS CMD	0	0	6	0
25P	P			AIRBORNE POSITION	0	4	0	0
25P	P			SP OPS CMD	0	7	0	0
25Q	P			AIRBORNE POSITION	3	0	0	0
25R	P			AIRBORNE POSITION	2	0	5	0
25R	P			SP OPS CMD	0	0	6	0
25S	P			AIRBORNE POSITION	0	0	0	3
25S	P			SP OPS CMD	0	0	0	8
25U				160TH SOAR	0	5	0	7
25U	P			75TH RANGER REGT	0	7	7	0
25U	P			AIRBORNE POSITION	3	0	0	0
25U	P			SP OPS CMD	4	0	0	4
25V	P			AIRBORNE POSITION	5	0	0	0
25W	P			75TH RANGER REGT	0	0	0	4
25W	P			SP OPS CMD	0	0	0	4
25Z	P			SP OPS CMD	0	0	0	5
27D				160TH SOAR	0	6	0	7
27D	P			75TH RANGER REGT	0	0	6	0
27D	P			SP OPS CMD	0	7	0	7
29E				160TH SOAR	0	7	0	0

MOS	SQ	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
29E	P			75TH RANGER REGT	0	0	3	0
29E	P			SP OPS CMD	0	4	3	0
35F				160TH SOAR	0	5	0	6
35F	P			75TH RANGER REGT	0	5	5	8
35F	P			AIRBORNE POSITION	1	3	0	3
35F	P			SP OPS CMD	0	0	0	4
35G				160TH SOAR	0	0	0	7
35G	P			AIRBORNE POSITION	0	4	0	3
35G	P			SP OPS CMD	0	5	0	4
35L				160TH SOAR	0	0	0	0
35L	P			75TH RANGER REGT	0	0	0	4
35L	P			SP OPS CMD	0	0	6	4
35M	P			75TH RANGER REGT	4	6	4	4
35N				160TH SOAR	8	0	0	7
35N	P			75TH RANGER REGT	0	5	3	0
35P	P			75TH RANGER REGT	0	0	5	6
35P	P			SP OPS CMD	0	0	0	6
35S	P			AIRBORNE POSITION	0	0	3	0
35S	P			SP OPS CMD	4	0	0	0
36B				160TH SOAR	0	8	5	0
36B	P			75TH RANGER REGT	0	6	3	0
36B	P			AIRBORNE POSITION	0	4	0	0
36B	P			SP OPS CMD	0	5	7	0
38B		W4		CIVIL AFFAIRS BDE	8	8	8	8
38B	P			75TH RANGER REGT	0	0	3	6
42A				160TH SOAR	3	0	0	5
42A	P			75TH RANGER REGT	4	0	6	7
42A	P			SP OPS CMD	0	0	6	0
46Q	P			SP OPS CMD	0	9	3	0
46Z	P			AIRBORNE POSITION	0	0	0	3
46Z	P			SP OPS CMD	0	0	0	8
56M				160TH SOAR	0	8	0	0
56M	P			75TH RANGER REGT	4	0	0	0
56M	P			AIRBORNE POSITION	0	2	0	0
56M	P			SP OPS CMD	4	0	0	0
68A	P			AIRBORNE POSITION	0	3	0	0
68A	P			SP OPS CMD	0	4	0	0
68F	P			SP OPS CMD	0	6	0	0
68G	P			AIRBORNE POSITION	4	5	0	0
68G	P			SP OPS CMD	0	0	6	0
68J	P			75TH RANGER REGT	0	0	4	0
68J	P			SP OPS CMD	0	0	6	0
68P	P			AIRBORNE POSITION	1	0	0	0
68Q	P			AIRBORNE POSITION	0	5	0	0

MOS	SQ	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
68S	P			75TH RANGER REGT	0	3	0	0
68S	P			AIRBORNE POSITION	0	0	5	0
68S	P			SP OPS CMD	0	0	7	0
68T	P			AIRBORNE POSITION	0	4	0	0
68T	P			SP OPS CMD	0	7	0	0
68W		W1		160TH SOAR	7	7	7	7
68W	P	W1		SP OPS CMD	0	7	0	0
68W	U	W1		75TH RANGER REGT	0	7	7	7
68X	P			75TH RANGER REGT	0	0	5	0
68X	P			AIRBORNE POSITION	4	0	0	0
68X	P			SP OPS CMD	0	4	4	0
74D				160TH SOAR	0	0	0	7
74D	P			75TH RANGER REGT	3	6	0	6
74D	P			SP OPS CMD	0	5	0	3
88L	P			AIRBORNE POSITION	4	0	0	0
88M	P			75TH RANGER REGT	5	0	0	6
88N				160TH SOAR	0	0	0	4
88N	P			75TH RANGER REGT	0	0	5	0
88N	P			SP OPS CMD	4	8	0	0
89A	P			AIRBORNE POSITION	2	0	0	0
89A	P			SP OPS CMD	0	8	0	0
89B				160TH SOAR	5	0	0	0
89B	P			AIRBORNE POSITION	3	4	2	0
89B	P			SP OPS CMD	0	0	6	0
89D	P			SP OPS CMD	0	0	8	0
91B				160TH SOAR	5	0	0	0
91B	P			75TH RANGER REGT	4	0	5	0
91C				160TH SOAR	6	0	0	0
91C	P			SP OPS CMD	5	0	0	0
91D				160TH SOAR	4	0	0	0
91D	P			75TH RANGER REGT	4	3	0	0
91E				160TH SOAR	0	8	0	0
91E	P			75TH RANGER REGT	6	0	0	0
91F	P			AIRBORNE POSITION	3	2	0	0
91G	P			AIRBORNE POSITION	0	3	0	0
91J				160TH SOAR	7	0	0	0
91J	P			AIRBORNE POSITION	3	0	0	0
91L	P			AIRBORNE POSITION	4	0	0	0
91L	P			SP OPS CMD	0	7	0	0
91S	P			75TH RANGER REGT	4	4	0	0
91X				160TH SOAR	0	0	0	8
91X	P			75TH RANGER REGT	0	0	0	4
92A				160TH SOAR	6	0	0	5
92A	P			75TH RANGER REGT	0	0	3	8

MOS	SQ	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
92A	P			AIRBORNE POSITION	0	2	0	0
92A	P			SP OPS CMD	0	0	0	6
92F				160TH SOAR	8	0	0	0
92F	P			75TH RANGER REGT	4	0	5	0
92F	P			SP OPS CMD	5	0	0	0
92G	P			75TH RANGER REGT	7	6	6	6
92G	P			SP OPS CMD	5	0	0	0
92L	P			AIRBORNE POSITION	5	3	0	0
92L	P			SP OPS CMD	6	0	0	0
92M	P			AIRBORNE POSITION	0	0	3	0
92R				160TH SOAR	0	0	0	4
92R	P			75TH RANGER REGT	0	6	0	7
92W	P			75TH RANGER REGT	0	6	0	0
92W	P			SP OPS CMD	3	6	0	4
92Y				160TH SOAR	7	0	4	5
92Y	P			75TH RANGER REGT	6	0	7	5
92Y	P			AIRBORNE POSITION	0	0	0	1
92Y	P			SP OPS CMD	4	0	0	3
94A	P			AIRBORNE POSITION	5	4	0	0
94E				160TH SOAR	3	0	7	0
94E	P			75TH RANGER REGT	0	7	3	0
94E	P			SP OPS CMD	3	0	0	0
94F	P			75TH RANGER REGT	6	0	0	0
94F	P			AIRBORNE POSITION	4	4	0	0
94F	P			SP OPS CMD	0	7	0	0
94R				160TH SOAR	5	0	0	0
94R	P			AIRBORNE POSITION	4	0	0	0
94W				160TH SOAR	0	0	0	6
94W	P			SP OPS CMD	0	0	0	3

6. The following table lists the SRB amounts associated with paragraphs 4 and 5 of this message:

TIER LEVEL	RANK	12 TO 23 MONTHS	24 TO 35 MONTHS	36 TO 47 MONTHS	48 TO 59 MONTHS	60 OR MORE MONTHS
TIER 1	PFC	\$1,000	\$1,600	\$2,100	\$2,600	\$3,200
	SPC	\$1,100	\$1,700	\$2,300	\$2,900	\$3,500
	SGT	\$1,200	\$1,900	\$2,500	\$3,200	\$3,800
	SSG/SFC	\$1,400	\$2,100	\$2,900	\$3,500	\$4,300
TIER 2	PFC	\$1,500	\$2,300	\$3,000	\$3,800	\$4,600
	SPC	\$1,600	\$2,500	\$3,300	\$4,100	\$5,000
	SGT	\$1,800	\$2,700	\$3,700	\$4,500	\$5,500
	SSG/SFC	\$2,000	\$3,000	\$4,100	\$5,100	\$6,100
TIER 3	PFC	\$2,100	\$3,200	\$4,400	\$5,400	\$6,500
	SPC	\$2,300	\$3,500	\$4,800	\$5,900	\$7,100
	SGT	\$2,600	\$3,900	\$5,200	\$6,500	\$7,800
	SSG/SFC	\$2,900	\$4,400	\$5,900	\$7,300	\$8,800
TIER 4	PFC	\$3,100	\$4,700	\$6,300	\$7,800	\$9,400
	SPC	\$3,300	\$5,100	\$6,800	\$8,500	\$10,200
	SGT	\$3,700	\$5,600	\$7,500	\$9,300	\$11,200
	SSG/SFC	\$4,100	\$6,300	\$8,400	\$10,400	\$12,600
TIER 5	PFC	\$4,400	\$6,700	\$9,000	\$11,100	\$13,400
	SPC	\$4,800	\$7,300	\$9,800	\$12,100	\$14,600
	SGT	\$5,300	\$8,000	\$10,700	\$13,300	\$16,100
	SSG/SFC	\$5,900	\$9,000	\$12,100	\$14,900	\$18,000
TIER 6	PFC	\$6,300	\$9,500	\$12,800	\$15,900	\$19,100
	SPC	\$6,800	\$10,400	\$14,000	\$17,300	\$20,900
	SGT	\$7,500	\$11,500	\$15,400	\$19,100	\$23,000
	SSG/SFC	\$8,500	\$12,900	\$17,200	\$21,400	\$25,800
TIER 7	PFC	\$9,000	\$13,700	\$18,300	\$22,700	\$27,400
	SPC	\$9,800	\$14,900	\$20,000	\$24,700	\$29,800
	SGT	\$10,800	\$16,400	\$22,000	\$27,200	\$32,800
	SSG/SFC	\$12,100	\$18,400	\$24,600	\$30,500	\$36,800
TIER 8	PFC	\$11,300	\$17,100	\$22,900	\$28,400	\$34,200
	SPC	\$12,300	\$18,600	\$25,000	\$30,900	\$37,300
	SGT	\$13,500	\$20,500	\$27,500	\$34,100	\$41,100
	SSG/SFC	\$15,200	\$23,000	\$30,800	\$38,200	\$46,000
TIER 9	PFC	\$14,100	\$21,400	\$28,700	\$35,500	\$42,800
	SPC	\$15,300	\$23,300	\$31,200	\$38,700	\$46,600
	SGT	\$16,900	\$25,600	\$34,400	\$42,600	\$51,300
	SSG/SFC	\$19,000	\$28,800	\$38,500	\$47,800	\$57,600
TIER 10	PFC	\$17,600	\$26,700	\$35,800	\$44,400	\$53,500
	SPC	\$19,200	\$29,100	\$39,000	\$48,400	\$58,300
	SGT	\$21,100	\$32,100	\$43,000	\$53,300	\$64,200
	SSG/SFC	\$23,700	\$36,000	\$48,200	\$59,700	\$72,000
TIER 17	PFC	\$10,000	\$10,000	\$15,000	\$20,000	\$25,000
	SPC	\$10,000	\$10,000	\$15,000	\$20,000	\$25,000
	SGT	\$10,000	\$10,000	\$15,000	\$20,000	\$25,000
	SSG/SFC	\$10,000	\$10,000	\$15,000	\$20,000	\$25,000

7. **Location specific SRB program:** Soldiers meeting the requirements below may be entitled to a lump sum, flat-rate, SRB payment:

- a. Possess a PMOS and rank with associated SQI, ASI, or language code, if any, and are on Assignment Instructions (AI) to, or reenlisting (to include option E-2) for a location listed in paragraph 5.
- b. 'SP OPS CMD' location specific SRB is not authorized for Soldiers who are currently assigned in, on AI to, or reenlisting (to include option E-2) for the '75TH RANGER REGT' or '160TH SOAR'. Only the following DMSLs are associated with the "SP OPS CMD" location SRB: 4PO, 8PO, CAB, S03, S05, S07, S10, S11, SFC, SO1, SOG, SPH, SPT, SWC, SX1, SPO. Location specific SRB's are not interchangeable and are restricted to the exact location listed in paragraph 5.
- c. Soldiers reenlisting for a location specific SRB will be used in an authorized position based on PMOS, ASI, SQI, and language code as appropriate, for the authorized stabilization period. Soldiers who fail to complete the stabilization period are subject to recoupment of the SRB.
- d. Soldiers reenlisting for a location specific SRB will be stabilized for a minimum of 24 months (12 months if reenlisting for a short tour area) unless otherwise directed by U.S. Army Human Resources Command (HRC). Stabilization will commence on date of reenlistment (CONUS) or DEROS date (OCONUS) for Soldiers currently serving in a valid position at a designated location. Stabilization will commence upon arrival at the new duty station for all other Soldiers.
- e. The RETAIN reenlistment confirmation process will send the Assignment Eligibility and Availability (AEA) code "U" and termination date for those Soldiers reenlisting for current station stabilization. Career Counselors will enter the number of stabilization months listed in paragraph d above regardless of the entry authorized on the DA Form 3286. For all other reenlistment options, installations will use AEA code "G" to stabilize Soldiers for the required stabilization period stated in paragraph D above.
- f. Career Counselors will advise Soldiers who are reenlisting to comply with AI and receiving a location specific SRB, that if they are diverted or deleted from the designated location, they may be subject to recoupment and should contact their servicing Career Counselor immediately. Career Counselors will contact HRC, Retention and Reclassification Branch, for further guidance.

8. **Special considerations and technical information:**

- a. The provisions of paragraphs 4 and 5 are separate entitlements. Therefore, a Soldier is only allowed one bonus entitlement and cannot combine different bonus authorizations.
- b. Soldiers who reenlist outside of the reenlistment window as established by HQDA, G-1 with a valid reason for discharge, may be paid a bonus if otherwise qualified under paragraph 4 or 5. This includes Soldiers reenlisting under option E-1 to meet the service remaining requirement for training in a new PMOS (tier 3 or higher with a valid reclassification control number and approved decision report), SQI, ASI or language code or assignments that require completion of unit specific training (160th SOAR-Green Platoon, 75th Ranger Regiment-RASP1/RASP2) or the associated SQI, ASI, or language code listed in paragraph 5 prior to assignment.

- c. Soldiers must be qualified in, or scheduled to attend training for the SQI, ASI, or language code associated with a PMOS listed in paragraph 4 or 5. However, Soldiers who are scheduled to attend training will not receive their bonus payment until they have completed the associated training and are subsequently assigned to the incentivized location (if applicable).
- d. Soldiers who are scheduled to attend training in a new PMOS listed in paragraph 4 with a tier 3 or higher are authorized to receive the SRB with the associated PMOS for which they are reenlisting. As an exception, a Soldier who is scheduled to attend training in a new PMOS in a “TDY and return” status to a location listed in paragraph 5 are authorized the location bonus listed in paragraph 5 regardless of whether or not it is listed in paragraph 4. Soldiers who reenlist to attend PMOS training will not receive their bonus payment until they have successfully graduated the PMOS training.
- e. Soldiers will not be paid an SRB for their current PMOS if training will result in a change in the Soldier’s 3-character PMOS, to include those that are approved for an officer commissioning program prior to the date of reenlistment regardless of the reason for discharge.
- f. Soldiers changing their PMOS to 38B are authorized the “CIVIL AFFAIRS BDE” location SRB as long as they are scheduled for ASI W1 training and have a valid reclassification control number and approved decision report at the time of reenlistment.
- g. Soldiers who reenlist to meet the service remaining requirement for an HQDA directed detailed assignment (such as recruiting, drill sergeant or instructor duty) are only authorized an SRB for their PMOS, SQI, ASI, or language code provided they are otherwise qualified under paragraph 4.
- h. For a language dependent SRB, the following rules apply based upon the type of proficiency test administered:
- (1) Defense Language Aptitude Test (DLPT), Career Management Field (CMF) 18, 35M/35P/37F/38B.
- (a) In order to be eligible to receive a language dependent SRB identified in paragraph 4 or 5, Soldiers must meet the minimum proficiency standards (level 1—listening and level 1 —speaking or reading for all MOSs except 35P, which requires level 2—listening and level 2 —speaking or reading) as reflected in the Enlisted Distribution and Assignment System (EDAS) for their primary language (CTLANG) within the past 12 months of the date of reenlistment. Language proficiency standards are listed in reference D.
- (b) Soldiers changing their PMOS are not authorized a language dependent SRB unless their new PMOS is 35P. If changing their PMOS to 35P, Soldiers are only authorized the tier listed under 2/2 DLPT for the language they are scheduled to attend if applicable.
- (2) CMF 18/37F/38B only - Oral Proficiency Interview (OPI):
- (a) In order to be eligible to receive a language dependent SRB identified in paragraph 4 or 5, the Soldier must meet the minimum proficiency standards (level 1—speaking) as reflected in EDAS for their primary language (CTLANG) within the past 12 months of the date of reenlistment. Language

proficiency standards are listed in reference D.

(b) Soldiers changing their PMOS are not authorized a language dependent SRB.

(3) In accordance with reference D, commanders/supervisors may recertify annual requirements in lieu of the DLPT or OPI for Soldiers who are deployed for a contingency operation of 180 days or more where testing facilities are not available. This does not remove the requirement to have EDAS updated prior to the reenlistment.

i. Soldiers must have completed at least 17 months of continuous active duty (other than active duty for training as a reservist) and no more than 20 years of Active Federal Service (AFS) to be paid an SRB. Completion of the 17 months of continuous active duty need not occur immediately before the date of reenlistment. The maximum additionally obligated service is 60 months and may only be paid up to the 24th year of AFS.

j. Soldiers possessing the SQI of "V" may receive the bonus for SQI "P" or "G", if otherwise qualified, in accordance with paragraph 4 or 5 above. Soldiers possessing the SQI of "S" may receive the bonus for SQI "P", if otherwise qualified. Soldiers possessing the SQI of "U" may receive the bonus for SQI "V", if otherwise qualified.

k. Soldiers with a **fiscal year 2017 Expiration Term of Service (ETS) date extending** under the provisions of reference E for the bonus extension incentive are **authorized a lump sum bonus payment of \$5,000** for extensions with a term of between 12 and 22 months and \$7,500 for extensions with a term of 23 months. Additionally, the entire term of the extension will be counted as previously obligated service for any future bonus calculation, if applicable.

l. Soldiers with a fiscal year **2017 ETS date** who are **authorized an SRB listed in paragraph 4 or 5** are **authorized a kicker amount of \$13,000**. This kicker will be paid once all conditions for award of the SRB have been met to include graduation of training, if applicable.

m. Soldiers with a fiscal year **2017 ETS date** are authorized to reenlist for a **Tier 17 SRB**. The SRB kicker referenced in para 8l above is not authorized in conjunction with a Tier 17 SRB.

n. Soldiers who are eligible for an SRB listed in paragraphs 8l and 8m are eligible to receive the higher amount of the two, but are not eligible for both.

o. Soldiers must meet all qualifications for SRB entitlement in accordance with AR 601-280 and this message.

p. SRB entry on DD Form 4/1, item 8b(5): "LUMP SUM PAYMENT AUTHORIZED IAW MILPER MESSAGE 17-XXX PARA X".

q. Information on taxable income can be found in table 44-1, chapter 44, volume 7A of the DODFMR.

r. The maximum SRB, to include any additional plus amount, will not exceed \$90,000. Soldiers may receive more than one SRB throughout their career, but the total combined SRB payments over a career shall not exceed \$200,000.

s. Career Counselors are no longer required to distribute a hard copy of the reenlistment contract to finance. Career Counselors are required to distribute the DA Form 3340-R to finance if the Soldier elects to cash in accrued leave in conjunction with the reenlistment.

9. Soldiers with questions pertaining to bonuses and eligibility requirements addressed in this message should contact their servicing Career Counselor. Servicing Career Counselors with questions regarding this message should contact their appropriate command retention office for clarification. POC for this headquarters is the Retention and Reclassification Branch, AHRC-EPF-R, HRC, Fort Knox.