

MILPER Message Number: 19-261

Proponent: AHRC-EPF-R

Title

Selective Retention Bonus (SRB) Program

...Issued: [23 August 2019]...

<https://www.hrc.army.mil/Milper/19-261>

- A. MILPER Message 19-188, AHRC-EPF-R, 25 June 2019, subject: Selective Retention Bonus (SRB) Program.
 - B. MILPER Message 18-359, AHRC-EPO-P, 7 November 2018, subject: Active Component Enlisted Stabilization Procedures.
 - C. Department of Defense Instruction (DoDI) 1304.31 (Enlisted Bonus Program (EBP)), 12 March 2013.
 - D. AR 601-280 (Army Retention Program), 1 April 2016.
 - E. DA Pam 611-21 (Military Occupational Classification and Structure), 19 July 2018.
1. This MILPER message is **effective on 9 September 2019**. This message will expire no later than 8 September 2020. Changes to the SRB program will be announced in a subsequent MILPER message. Reference A is rescinded on the effective date of this message.
 2. This MILPER message announces changes to the Regular Army SRB program. This message will be brought to the immediate attention of all commanders, retention offices, recruiters, and Defense Military Pay Offices (DMPO).
 3. To avoid future claims of erroneous or unfulfilled commitments, commanders will ensure DMPO 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 5. Bonuses that are identified for a specific location must adhere to the rules in paragraph 6. Soldiers must currently possess a Primary Military Occupational Specialty (PMOS), rank, and Total Active Federal Service (TAFS) (if listed in the following table) with associated Skill Qualification Identifier (SQI) or Additional Skill Identifier (ASI), if any, or be currently scheduled for training in the listed PMOS, SQI or ASI depicting a tiered level in the following table. If receiving a training bonus for changing their PMOS, the tier must be listed as a tier 3 or higher. If already PMOS qualified and receiving a training bonus for SQI or ASI, there is no tier requirement. Additionally, if already PMOS qualified and receiving a training bonus, there is no requirement to be on assignment instructions (AI) to the listed location at the time of reenlistment; the only requirement is that they be scheduled for the critical skill shortage training listed for that location. Bonuses will not be paid until Soldiers have successfully graduated the PMOS and/or SQI or ASI that is associated with their bonus, and if applicable, been assigned to the specific location as identified in the table below.

MOS	TAFS	SQI	ASI	LOCATION	SL1	SGT	SSG	SFC
N/A (EA, TD)				780TH MI/CYBER PROT BDE	10	10	10	10
11B					3	3	3	3
11B			J3		0	6	6	6
11B		G			0	4	4	0
11B		P		75TH RANGER REGT	5	0	0	0
11B		U			0	7	6	6
11B		V		75TH RANGER REGT	7	7	6	6
11C					0	0	5	3
11C		P		75TH RANGER REGT	5	0	0	0
11C		U			0	7	6	6
11C		V		75TH RANGER REGT	7	7	6	6
12B		P		75TH RANGER REGT	0	0	5	5
12D					4	4	5	1
12H		P		75TH RANGER REGT	0	0	8	0
12P					7	7	0	0
12R		P		75TH RANGER REGT	0	5	0	0
12R		P		SP OPNS CMD	0	8	0	0
12W		P		75TH RANGER REGT	0	8	0	0
12W		P		SP OPNS CMD	0	8	0	0
12Y					3	3	3	0
12Y		P		75TH RANGER REGT	8	6	0	0
13B					3	3	0	0
13B		P		AIRBORNE POSITION	5	5	0	0
13F					0	7	4	0
13F		P		75TH RANGER REGT	6	0	0	0
13F		V		75TH RANGER REGT	8	0	0	0
13J					7	2	3	0
13M					3	3	5	0
13R					3	3	3	0
14E			7A		4	0	0	0
14G					4	3	0	0
14H			6N		5	0	0	0
14P					4	7	6	4
14P		P		AIRBORNE POSITION	5	0	0	0
14T			T4		0	0	5	5
15B				160TH SOAR	4	0	0	0

MOS	TAFS	SQI	ASI	LOCATION	SL1	SGT	SSG	SFC
15C					6	8	7	6
15C				160TH SOAR	7	0	0	7
15D				160TH SOAR	4	0	0	0
15E					0	0	6	0
15E				160TH SOAR	7	6	0	0
15F				160TH SOAR	4	4	4	0
15G				160TH SOAR	5	4	0	0
15H				160TH SOAR	5	5	0	0
15M					0	0	6	0
15M				160TH SOAR	7	6	0	0
15N				160TH SOAR	5	6	0	0
15P				160TH SOAR	0	0	5	5
15Q					0	0	3	0
15R				160TH SOAR	6	6	6	6
15T				160TH SOAR	0	4	6	0
15T				FFC - 160TH SOAR USE ONLY	7	7	7	7
15U				160TH SOAR	4	4	5	0
15U				FFC - 160TH SOAR USE ONLY	7	7	7	7
15W					6	8	7	6
15W				160TH SOAR	7	0	0	7
15W		U7			8	0	8	0
15Y				160TH SOAR	5	0	0	0
17C					9	9	9	9
17C			E6	780TH MI/CYBER PROT BDE	10	10	10	10
17E					5	5	0	0
17E		P		75TH RANGER REGT	0	0	8	8
17E		P		AIRBORNE POSITION	8	8	0	0
18 CMF	6-12				0	0	10	10
18 CMF					8	8	9	9
19D					3	3	4	0
19K					6	6	5	0
25B				160TH SOAR	6	0	0	0
25B		P		75TH RANGER REGT	5	5	9	8
25B		P		AIRBORNE POSITION	6	4	0	0
25B		P		SP OPNS CMD	0	0	6	0
25C					3	3	0	0

MOS	TAFS	SQI	ASI	LOCATION	SL1	SGT	SSG	SFC
25C		P		75TH RANGER REGT	9	6	0	0
25C		P		AIRBORNE POSITION	8	5	0	0
25D					0	9	9	9
25E					0	5	5	0
25M		P		AIRBORNE POSITION	5	0	0	0
25N					1	0	0	0
25N		P		AIRBORNE POSITION	5	0	0	0
25P		P		SP OPNS CMD	0	5	0	0
25R					4	0	0	0
25R		P		AIRBORNE POSITION	5	0	0	0
25S					4	2	0	0
25S		P		SP OPNS CMD	0	0	0	6
25U					0	0	3	0
25U				160TH SOAR	6	0	0	0
25U		3		SFAB	0	8	0	0
25U		P		75TH RANGER REGT	8	8	8	8
25U		P		SP OPNS CMD	6	0	0	0
25W		P		75TH RANGER REGT	0	0	0	8
25W		P		SP OPNS CMD	0	0	0	4
25Z		P		SP OPNS CMD	0	0	0	5
27D		P		75TH RANGER REGT	0	5	5	5
27D		P		SP OPNS CMD	0	6	0	0
31B		3		SFAB	0	0	8	0
31E					3	3	0	0
35F					3	4	4	0
35F				160TH SOAR	0	0	5	5
35F		3		SFAB	0	8	0	0
35F		P		75TH RANGER REGT	6	6	6	6
35F		P		SP OPNS CMD	7	0	0	4
35G					0	0	4	0
35G		P		75TH RANGER REGT	5	7	7	0
35L					8	8	4	4
35L		P		75TH RANGER REGT	0	0	7	7
35M					7	7	5	5
35M		P		75TH RANGER REGT	8	8	8	8
35N					0	2	2	0

MOS	TAFS	SQI	ASI	LOCATION	SL1	SGT	SSG	SFC
35P					10	10	6	6
35P		P		75TH RANGER REGT	0	0	9	9
35Q			E6		10	10	5	5
35T					8	6	5	5
36B		P		75TH RANGER REGT	7	7	0	0
36B		P		SP OPNS CMD	0	7	0	0
37F					7	7	7	5
38B					0	4	4	0
38B			W4		9	9	9	9
38B		P		75TH RANGER REGT	0	0	8	8
42A				160TH SOAR	4	0	0	0
42A		P		75TH RANGER REGT	6	5	5	6
42A		P		AIRBORNE POSITION	5	0	0	0
42R					4	0	0	0
46S					5	5	0	0
51C					0	6	6	0
56M		P		75TH RANGER REGT	7	7	0	0
68F					4	4	0	0
68J		P		75TH RANGER REGT	0	0	4	0
68S		P		SP OPNS CMD	0	0	7	0
68T		P		SP OPNS CMD	0	8	0	0
68W			F2		6	6	0	0
68W			W1	160TH SOAR	0	8	8	8
68W			W1	75TH RANGER REGT	0	8	8	8
68W		3		SFAB	0	7	0	0
74D					0	4	4	0
74D		P		75TH RANGER REGT	0	9	9	9
79R					0	7	7	0
88M		P		75TH RANGER REGT	7	0	0	0
88M		P		SP OPNS CMD	6	0	0	5
88N				160TH SOAR	0	0	6	6
88N		P		AIRBORNE POSITION	6	6	0	0
89A		P		AIRBORNE POSITION	6	6	0	0
89B				160TH SOAR	8	0	0	0
89D					10	8	8	0
91A					0	6	4	5

MOS	TAFS	SQI	ASI	LOCATION	SL1	SGT	SSG	SFC
91A			H8		7	7	0	0
91B		3		SFAB	0	8	0	0
91B		P		75TH RANGER REGT	7	7	0	0
91B		P		AIRBORNE POSITION	5	0	0	0
91C				160TH SOAR	8	0	0	0
91C		P		75TH RANGER REGT	7	0	0	0
91C		P		AIRBORNE POSITION	5	0	0	0
91D				160TH SOAR	5	5	0	0
91E		P		75TH RANGER REGT	6	0	0	0
91E		P		AIRBORNE POSITION	5	0	0	0
91F		P		AIRBORNE POSITION	5	0	0	0
91H			H8		7	7	0	0
91J				160TH SOAR	5	6	0	0
91M			H8		7	7	0	0
91P					0	0	4	0
91P			H8		7	7	0	0
91S					3	6	5	0
91S		P		75TH RANGER REGT	8	8	0	0
91X		P		75TH RANGER REGT	0	0	0	8
92A				160TH SOAR	5	4	0	0
92A		P		75TH RANGER REGT	9	9	9	9
92A		P		AIRBORNE POSITION	5	0	0	0
92A		P		SP OPNS CMD	0	0	0	5
92F				160TH SOAR	6	0	0	0
92F		P		75TH RANGER REGT	8	8	7	7
92F		P		AIRBORNE POSITION	5	0	0	0
92G		P		75TH RANGER REGT	8	8	8	8
92G		P		AIRBORNE POSITION	5	0	0	0
92L		P		AIRBORNE POSITION	5	0	0	0
92R		P			3	2	2	2
92R		P		75TH RANGER REGT	6	6	6	7
92W		P		AIRBORNE POSITION	7	5	0	0
92Y				160TH SOAR	4	4	4	4
92Y		3		SFAB	0	8	0	0
92Y		P		75TH RANGER REGT	10	8	8	8
92Y		P		AIRBORNE POSITION	7	0	0	0

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MOS	TAFS	SQI	ASI	LOCATION	SL1	SGT	SSG	SFC
94E		P		75TH RANGER REGT	7	7	7	0
94E		P		AIRBORNE POSITION	5	0	0	0
94F		P		AIRBORNE POSITION	5	5	0	0
94H					7	5	7	0
94M					2	2	0	0
94P					0	6	6	0
94R				160TH SOAR	6	0	0	0
94S					8	8	0	0
94T					6	7	6	0
94W		P		75TH RANGER REGT	0	0	0	4

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5. The following table lists the SRB amounts associated with paragraph 4 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	\$1,000	\$2,100	\$2,700	\$4,000
	SPC	\$1,000	\$1,000	\$2,300	\$2,900	\$4,400
	SGT	\$1,100	\$1,100	\$2,500	\$3,200	\$4,800
	SSG/SFC	\$1,100	\$1,200	\$2,800	\$3,600	\$5,400
TIER 2	PFC	\$1,000	\$1,500	\$3,000	\$3,900	\$5,800
	SPC	\$1,000	\$1,700	\$3,300	\$4,200	\$6,300
	SGT	\$1,100	\$1,800	\$3,600	\$4,600	\$6,900
	SSG/SFC	\$1,100	\$2,100	\$4,000	\$5,200	\$7,800
TIER 3	PFC	\$1,200	\$2,600	\$4,300	\$5,500	\$8,300
	SPC	\$1,300	\$2,800	\$4,700	\$6,000	\$9,000
	SGT	\$1,400	\$3,100	\$5,100	\$6,600	\$9,900
	SSG/SFC	\$1,600	\$3,500	\$5,800	\$7,500	\$11,200
TIER 4	PFC	\$1,700	\$3,700	\$6,100	\$7,900	\$11,900
	SPC	\$1,900	\$4,000	\$6,700	\$8,600	\$12,900
	SGT	\$2,100	\$4,400	\$7,400	\$9,500	\$14,200
	SSG/SFC	\$2,300	\$5,000	\$8,300	\$10,700	\$16,000
TIER 5	PFC	\$2,500	\$5,300	\$8,800	\$11,300	\$17,000
	SPC	\$2,700	\$5,800	\$9,600	\$12,400	\$18,500
	SGT	\$3,000	\$6,400	\$10,500	\$13,600	\$20,300
	SSG/SFC	\$3,400	\$7,100	\$11,800	\$15,300	\$22,800
TIER 6	PFC	\$3,100	\$6,600	\$10,300	\$16,200	\$24,200
	SPC	\$3,400	\$7,200	\$11,300	\$17,700	\$26,400
	SGT	\$3,700	\$8,000	\$12,400	\$19,500	\$29,100
	SSG/SFC	\$4,200	\$8,900	\$13,900	\$21,800	\$32,600
TIER 7	PFC	\$3,900	\$8,300	\$12,200	\$23,200	\$34,700
	SPC	\$4,300	\$9,000	\$13,300	\$25,300	\$37,700
	SGT	\$4,700	\$10,000	\$14,600	\$27,800	\$41,600
	SSG/SFC	\$5,300	\$11,200	\$16,400	\$31,200	\$46,600
TIER 8	PFC	\$4,300	\$9,200	\$14,300	\$29,000	\$43,300
	SPC	\$4,700	\$10,000	\$15,600	\$31,600	\$47,200
	SGT	\$5,200	\$11,100	\$17,200	\$34,800	\$52,000
	SSG/SFC	\$5,900	\$12,400	\$19,300	\$39,000	\$58,300
TIER 9	PFC	\$4,800	\$10,300	\$16,900	\$36,300	\$54,200
	SPC	\$5,300	\$11,200	\$18,400	\$39,500	\$59,000
	SGT	\$5,800	\$12,300	\$20,300	\$43,500	\$65,000
	SSG/SFC	\$6,500	\$13,800	\$22,700	\$48,800	\$72,900
TIER 10	PFC	\$5,400	\$11,400	\$19,900	\$40,300	\$60,200
	SPC	\$5,900	\$12,400	\$21,600	\$43,900	\$65,600
	SGT	\$6,500	\$13,700	\$23,800	\$48,400	\$72,200
	SSG/SFC	\$7,200	\$15,300	\$26,700	\$54,200	\$81,000

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

- a. Soldiers receiving a location specific SRB who require training prior to being assigned to the listed location will always receive a training SRB type to be released upon successful completion of the required training who are on assignment to the listed location. For example, a Soldier receiving a SRB to go to a "SP OPNS CMD" position, who still requires airborne school, (SQI "P") will be paid a future training SRB regardless of the fact that it is a location specific SRB, even if the Soldier has not been placed on AI at the time of reenlistment. The only requirement is that they be scheduled for training at the time of reenlistment.
- b. Possess a PMOS and rank with associated SQI or ASI, and are on AI to, or reenlisting (to include option E-2) for a location listed in paragraph 4.
- c. "**SP OPNS 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". As an exception, Soldiers currently assigned in the "75TH RANGER REGT" or "160TH SOAR" who are on AI to a "SP OPNS CMD" unit are authorized the "SP OPNS CMD" location specific SRB. Only the following Distribution Management Sublevels (DMSLs) are associated with the "SP OPNS CMD" location SRB: 4PO, 8PO, CAB, S03, S05, S07, S10, S11, SFC, SO1, SOG, SPH, SPT, SWC, SX1, and SPO. Location specific SRBs are not interchangeable and are restricted to the exact location listed in paragraph 4.
- d. "**SFAB**" location specific SRB is only authorized for Soldiers who are currently assigned in, on AI to, or reenlisting (to include option E-2) for a Security Force Assistance Brigade (SFAB). Soldiers are required to successfully complete the Combat Advisor Training Course (CATC) at the Military Advisor Training Academy (MATA) and be awarded SQI 3. Soldiers who have not yet completed this unit specific training are authorized to reenlist for a future training location specific SRB, provided they have a valid Army Training Requirements and Resources System (ATRRS) reservation for the CATC at the time of reenlistment, but it will not be paid until the successful completion of CATC and the award of SQI 3 is authorized.
- e. Soldiers reenlisting for a location specific SRB will be used in an authorized position based on PMOS, SQI or ASI for the authorized stabilization period. Soldiers who fail to complete the stabilization period are subject to recoupment of the SRB.
- f. 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 Date Eligible to Return from Overseas (DEROS) (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.

g. 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 f above regardless of the entry authorized on the DA Form 3286. For all other reenlistment options, installations will submit AEA code "G" to stabilize Soldiers for the required stabilization period stated in paragraph f above. AEA "G" submissions need to be in accordance with MILPER message 18-359. Failure to follow the instructions provided in MILPER message 18-359 may result in Soldiers being placed on AI to leave the incentivized location and may subject the Soldier to recoupment of the unearned portion of their SRB.

h. Career Counselors will advise Soldiers who are reenlisting to comply with AI or for a training bonus 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.

7. Special considerations and technical information:

a. 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 Headquarters, Department of the Army (HQDA), G-1 with a valid reason for discharge, may be paid a bonus if otherwise qualified. 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 or ASI or assignments that require completion of unit specific training (160th SOAR-Green Platoon, 75th Ranger Regiment-RASP1/RASP2, CATC-SFAB). The only requirement is that they be scheduled for training at the time of reenlistment for those who are receiving a future training SRB.

c. Soldiers must be qualified in, or scheduled to attend training for the SQI or ASI associated with a PMOS listed in paragraph 4. 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, SQI or ASI for which they are reenlisting. Soldiers who reenlist to attend PMOS, SQI or ASI training will not receive their bonus payment until they have successfully graduated the required training and are assigned to the incentivized location (if applicable).

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 ASI W4 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, or are reenlisting for option E-3. Career Counselors will ensure the DD form 4/1 reflects the ASI W4 SRB.
- g. Soldiers who reenlist to meet the service remaining requirement for a HQDA directed detailed AI (such as recruiting, drill sergeant or instructor duty) are only authorized an SRB for their PMOS, SQI, or ASI, provided they are otherwise qualified under paragraph 4. These Soldiers are not authorized a location specific SRB.
- h. Language requirements have been removed for all MOS's as it pertains to SRB eligibility, which includes future training bonuses; however, this does not remove PMOS language eligibility requirements that are published in accordance with the MOS Smartbook (reference E).
- i. Soldiers must have completed no more than 20 years of TAFS at the date of reenlistment to be paid an SRB. The maximum additional obligated service for bonus computation purposes is 60 months and may only be calculated up to the 24th year of TAFS. If the Retention Control Point (RCP) is prior to the 24th year of TAFS, calculate additional obligated service to the current RCP.
- j. Soldiers must have between the years of TAFS listed in paragraph 4. If none are listed, there is not a TAFS requirement.
- k. Soldiers possessing the SQI of "V" may receive the bonus for SQI "P" or "G", if otherwise qualified, in accordance with paragraph 4 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.
- l. Soldiers must meet all qualifications for SRB entitlement in accordance with AR 601-280 and this message.
- m. SRB example entries on DD Form 4/1, item 8b(2): "SRB TIER 5, MOS 11C3" or "SRB TIER 7, MOS 11B2 W/ 'U'" or "SRB TIER 6, MOS 68W1 W/ 'F2'".
- n. SRB entry on DD Form 4/1, item 8b(5): "LUMP SUM PAYMENT AUTHORIZED IN ACCORDANCE WITH MILPER MESSAGE 19-XXX PARA X".
- o. Information on taxable income can be found in table 44-1, chapter 44, volume 7A of the Department of Defense Financial Management Regulation (DODFMR).
- p. The maximum SRB 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.
- q. Career Counselors are not required to distribute a hard copy of the reenlistment contract to finance. Career Counselors are required to distribute the DA Form 3340 to finance if the Soldier elects to cash in accrued leave in conjunction with the reenlistment.

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8. 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. Point of contact for this headquarters is the AIT Team, Retention and Reclassification Branch, AHRC-EPF-R, HRC, Fort Knox, KY at usarmy.knox.hrc.mbx.epmd-ait@mail.mil