

MILPER Message Number: 18-156

Proponent: AHRC-EPF-R

Title
Selective Retention Bonus (SRB)

...Issued: [16 May 2018]...
<https://www.hrc.army.mil/Milper/18-156>

- A. MILPER Message 18-096, AHRC-EPF-R, subject: SRB Program, 16 March 2018.
- B. MILPER Message 17-338, AHRC-EPO-P, subject: Update to Use of Assignment Eligibility and Availability (AEA) Code G, "Special Category Stabilization", 30 October 2017
- 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. AR 11-6 (Army Foreign Language Program), 18 February 2016.

1. **This MILPER message is effective on 31 May 2018** and may change after 30 June 2018 without further notice. This message will expire no later than 30 May 2019. 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 Reference A is rescinded on the effective date of this message.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 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 5. **An additional amount up to \$6,000 is authorized for Soldiers who are between 10 and 15 months from contractual Expiration Term of Service (ETS) and reenlist for a term length of at least 60 months** (see paragraph 7k below). 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) 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 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, ASI, or language code only, 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, ASI, or language code training that is associated with their bonus, and if applicable, been assigned to the specific location as identified in the table below.

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

MOS	SQ	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
15D				160TH SOAR	4	0	0	0
15D	P			AIRBORNE POSITION	6	0	0	0
15E					5	3	9	5
15E				160TH SOAR	7	4	0	0
15G				160TH SOAR	5	4	0	0
15H	P			AIRBORNE POSITION	6	6	0	0
15N				160TH SOAR	5	6	0	0
15N	P			AIRBORNE POSITION	6	0	0	0
15P				160TH SOAR	4	4	5	3
15Q					0	0	8	3
15R					0	3	6	0
15T					0	0	4	1
15T				160TH SOAR	0	0	5	0
15T				FFC - 160TH SOAR USE ONLY	7	7	7	7
15U					0	0	5	0
15U				FFC - 160TH SOAR USE ONLY	7	7	7	7
15W					8	6	9	7
15W				160TH SOAR	0	7	0	0
15Y					2	3	4	0
17C					9	9	9	9
17C		E6		780TH MI/CYBER PROT BDE	10	10	10	10
17E					5	5	5	0
18 CMF					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					4	4	7	3
19K					4	7	6	3
25B					3	3	0	3
25B				160TH SOAR	4	0	0	0
25B	P			75TH RANGER REGT	0	6	6	6
25B	P			AIRBORNE POSITION	4	0	0	0
25C	3			SFAB	7	7	7	0
25C	P			75TH RANGER REGT	8	6	0	0

MOS	SQ	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
25C	P			AIRBORNE POSITION	4	3	0	0
25D					9	9	9	9
25E					0	7	7	5
25L	3			SFAB	8	8	8	0
25M	P			SP OPNS CMD	0	0	5	0
25N					3	1	3	0
25N	P			SP OPNS CMD	0	0	4	0
25P					0	3	1	1
25P	P			75TH RANGER REGT	6	0	0	0
25P	P			SP OPNS CMD	0	8	0	0
25Q					4	0	3	0
25R					4	0	0	0
25R	P			SP OPNS CMD	0	0	6	0
25S					3	3	2	0
25S	3			SFAB	8	8	8	0
25U					1	1	0	0
25U	3			SFAB	7	7	7	0
25U	P			75TH RANGER REGT	8	8	8	8
25V					2	0	0	0
25V	P			SP OPNS CMD	3	0	0	0
25Z	P			SP OPNS CMD	0	0	0	4
27D					0	0	6	3
27D	P			75TH RANGER REGT	5	5	0	0
27D	P			SP OPNS CMD	0	5	0	0
29E					5	5	5	0
31D					6	6	6	4
31K					4	1	3	2
35F					0	3	6	5
35F	3			SFAB	8	8	7	0
35F	P			75TH RANGER REGT	0	0	7	7
35G					0	0	4	4
35G				160TH SOAR	0	0	8	8
35G	P			AIRBORNE POSITION	2	1	0	0
35L					8	8	5	5
35L	P			75TH RANGER REGT	0	0	8	8
35M					5	5	5	5
35M			2/2 DLPT (CTLANG ONLY)		6	6	6	6
35M			2+/2+ DLPT (CTLANG ONLY)		7	7	7	7
35M			3/3 DLPT (CTLANG ONLY)		8	8	8	8
35M	3			SFAB	8	8	7	0
35M	P			75TH RANGER REGT	8	8	7	7
35N					0	0	3	5

MOS	SQ	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
35N	3			SFAB	8	8	8	0
35P			CTLANG 2/2		8	7	7	7
35P			CTLANG 2+/2+		9	8	8	8
35P			CTLANG 3/3		10	9	9	9
35P	3			SFAB	0	8	8	0
35P	P			75TH RANGER REGT	0	8	8	8
35P	P			SP OPNS CMD	0	0	8	8
35Q					4	4	4	7
35Q		E6			10	10	10	10
35S					0	1	4	2
35S	P			SP OPNS CMD	4	0	0	0
35T					10	8	6	4
36B	P			75TH RANGER REGT	8	8	5	0
36B	P			SP OPNS CMD	0	6	0	0
37F					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		W4			9	9	9	9
38B	P			75TH RANGER REGT	0	0	8	8
42A					0	0	3	3
42A	P			75TH RANGER REGT	8	7	0	7
46Q					6	6	0	0
46R					6	6	0	0
46S					6	6	0	0
46Z	P			SP OPNS CMD	0	0	0	7
51C					0	5	5	0
56M	P			75TH RANGER REGT	8	8	0	0
68A	P			AIRBORNE POSITION	3	3	0	0
68C					9	6	1	0
68F					4	4	0	0
68G	P			SP OPNS CMD	0	0	6	0
68J	P			75TH RANGER REGT	0	0	4	0
68J	P			SP OPNS CMD	0	0	7	0
68N					8	8	4	3
68Q					4	0	0	0
68S	P			SP OPNS CMD	0	0	7	0

MOS	SQ	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
68T	P			SP OPNS CMD	0	8	0	0
68W					4	3	3	3
68W		F2			8	0	0	0
68W		W1		75TH RANGER REGT	0	7	7	7
68W	3			SFAB	5	5	0	0
68X					3	2	3	0
68X				160TH SOAR	0	0	4	0
74D					0	4	4	3
74D	P			75TH RANGER REGT	8	8	0	0
79R					0	7	7	0
88K					2	4	1	4
88M					0	3	1	0
88M				FORT BLISS	0	4	0	0
88M				FORT BLISS (OPTION E-2 ONLY)	0	5	0	0
88M	P			75TH RANGER REGT	7	6	5	7
88N					0	5	0	0
88N	P			75TH RANGER REGT	0	6	6	0
88N	P			AIRBORNE POSITION	4	0	0	0
89A					0	4	0	0
89A	P			SP OPNS CMD	0	6	0	0
89B					0	3	3	3
89B				160TH SOAR	7	0	0	0
89B	P			AIRBORNE POSITION	4	0	0	0
89B	P			SP OPNS CMD	0	0	5	0
89D					0	6	6	4
91A					0	7	7	6
91B					0	4	0	0
91B	3			SFAB	7	7	0	0
91B	P			75TH RANGER REGT	7	7	0	0
91C					5	2	0	0
91C				160TH SOAR	8	0	0	0
91C	P			75TH RANGER REGT	7	0	0	0
91D				160TH SOAR	4	0	0	0
91D	P			AIRBORNE POSITION	2	2	0	0
91E	P			75TH RANGER REGT	6	0	0	0
91F	P			75TH RANGER REGT	6	0	0	0
91F	P			AIRBORNE POSITION	4	0	0	0
91H					0	6	0	0
91H		H8			7	7	0	0
91J				160TH SOAR	5	6	0	0
91J	P			AIRBORNE POSITION	4	2	0	0
91L					0	4	0	0
91L	P			AIRBORNE POSITION	4	0	0	0
91M					0	7	5	5

MOS	SQ	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
91P					0	8	8	8
91S					4	4	4	0
91S	P			75TH RANGER REGT	8	6	0	0
91X				160TH SOAR	0	0	0	6
91X	P			75TH RANGER REGT	0	0	0	8
92A	P			75TH RANGER REGT	7	5	8	8
92A	P			AIRBORNE POSITION	4	0	0	0
92F				160TH SOAR	7	0	0	0
92F	P			75TH RANGER REGT	6	6	7	7
92F	P			AIRBORNE POSITION	4	0	0	0
92G	P			75TH RANGER REGT	8	8	8	8
92G	P			AIRBORNE POSITION	4	0	0	0
92L	P			AIRBORNE POSITION	5	0	0	0
92R	P				5	5	5	0
92R	P			75TH RANGER REGT	6	6	6	8
92W	P			75TH RANGER REGT	4	4	0	0
92W	P			SP OPNS CMD	4	5	0	0
92Y				160TH SOAR	5	4	4	4
92Y	3			SFAB	8	8	7	0
92Y	P			75TH RANGER REGT	8	8	8	8
92Y	P			AIRBORNE POSITION	4	3	0	0
94A					0	3	3	0
94E	P			75TH RANGER REGT	0	8	8	0
94E	P			AIRBORNE POSITION	3	5	0	0
94F					0	0	3	0
94F	P			75TH RANGER REGT	7	0	0	0
94F	P			AIRBORNE POSITION	4	5	0	0
94H					0	7	8	0
94M					0	0	3	0
94P					0	5	5	0
94S					7	7	1	1
94T					0	4	5	0
94W				160TH SOAR	0	0	0	4
94W	P			75TH RANGER REGT	0	0	0	5
94Y					0	4	7	0

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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	\$1,600	\$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

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 and assignment to the listed location. For example, a Soldier receiving an 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, ASI, or language code, if any, 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, but it will not be paid until the successful completion of CATC and the award of SQI 3 is authorized.
 - e. **"OPTION E-2 ONLY"** location specific SRB is limited to only those Soldiers who are assigned to the incentivized location, who are in the reenlistment opportunity window, and reenlist for the current station stabilization reenlistment option.
 - f. Soldiers reenlisting for a location specific SRB will be used in an authorized position based on PMOS, SQI, ASI, 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.
 - g. 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.
 - h. 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 e 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 e above. AEA "G" submissions need to be in accordance with MILPER message 17-338. Failure to follow the instructions provided in MILPER message 17-338 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.

i. 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 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, 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.

c. Soldiers must be qualified in, or scheduled to attend training for the SQI, ASI, or language code (if applicable under paragraph h below) 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, ASI, or language code for which they are reenlisting. Soldiers who reenlist to attend PMOS, SQI, ASI, or language code training will not receive their bonus payment until they have successfully graduated the PMOS 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, or conditionally 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 "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, 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, ASI, or language code, provided they are otherwise qualified under paragraph 4. These Soldiers are not authorized a location specific SRB.

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, Soldiers must meet the minimum proficiency standards (level 1—listening and level 1 —speaking or reading for all MOSs except 35P and 35M, which requires level 2—listening and level 2 —speaking or reading) as reflected in the Enlisted Distribution and Assignment System (EDAS) for their control language (CTLANG) (control language is the primary language and is listed in their 9 character PMOS) within the past 12 months of the date of reenlistment. Language proficiency standards are listed in reference E.

(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. Currently qualified PMOS 35P Soldiers who have been scheduled for a different language are authorized the tier listed under 2/2 DLPT for the language they are scheduled to attend, if applicable.

(c) If there is not a specific language listed in paragraph 4, the Soldier must be currently qualified in their CTLANG in order to be eligible for an SRB. Future training SRBs are not authorized unless a specific language is listed in paragraph 4. The only exception to this are those Soldiers who are PMOS 35M or 35P who are scheduled to attend language training. This exception only authorizes the bonus listed under the 2/2 DPLT for PMOS 35M and 35P and will not be paid their bonus until they successfully graduate language training.

(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, 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 E.

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

(3) In accordance with reference E, 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) at the date of reenlistment 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 additional obligated service for bonus computation purposes is 60 months and may only be calculated up to the 24th year of AFS. If the Retention Control Point (RCP) is prior to the 24th year of AFS, calculate additional obligated service to the current RCP.

j. 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.

k. Soldiers authorized a reenlistment bonus in accordance with the table in paragraph 4 and are between 10 and 15 months from their contractual ETS are further authorized a kicker amount based on the term of the reenlistment contract. Soldiers reenlisting under the Career Status Program must also meet the term length requirement for the corresponding kicker amount. Kicker amounts are as follows:

\$3,000 - 60 month term

\$6,000 - 72 month term

This kicker will be paid once all conditions for award of the SRB have been met to include graduation of training, if applicable.

- 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 6, MOS 11C3" or "SRB TIER 7, MOS 11B2 W/ "U" or "SRB TIER 8, MOS 68W1 W/ "F2".
- n. SRB entry on DD Form 4/1, item 8b(5): "LUMP SUM PAYMENT AUTHORIZED IN ACCORDANCE WITH MILPER MESSAGE 18-XXX PARA X".
- o. Information on taxable income can be found in table 44-1, chapter 44, volume 7A of the 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.

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.