

**MILPER Message Number: 19-074**

**Proponent: AHRC-EPF-R**

**Title**  
**Selective Retention Bonus (SRB)**

...Issued: [01 Mar 2019]...  
<https://www.hrc.army.mil/Milper/19-074>

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- A. MILPER Message 18-310, AHRC-EPF-R, subject: Selective Retention Bonus (SRB) Program, 25 September 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, subject: 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 18 March 2019** and **may change after 18 April 2019** without further notice. This message will expire no later than 17 March 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 Reference A is rescinded on the effective date of this message.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) 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 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	SQ	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
N/A (EA, TD)				780TH MI/CYBER PROT BDE	10	10	10	10
11B					1	3	4	3
11B		J3			0	0	6	6
11B	G				0	5	5	0
11B	P			75TH RANGER REGT	6	0	0	0
11B	U				0	8	8	8
11B	V			75TH RANGER REGT	8	8	8	8
11C					4	3	5	5
11C	P			75TH RANGER REGT	6	0	0	0
11C	U				0	8	8	8
11C	V			75TH RANGER REGT	8	8	8	8
12B					0	2	0	0
12B	P			75TH RANGER REGT	0	0	5	5
12B	P			SP OPNS CMD	0	6	0	0
12C					0	4	1	0
12D					4	4	4	0
12H	P			75TH RANGER REGT	0	0	8	0
12H	P			SP OPNS CMD	0	0	0	4
12K	P			SP OPNS CMD	8	0	0	0
12P					8	8	0	0
12R	P			75TH RANGER REGT	0	5	0	0
12R	P			AIRBORNE POSITION	6	2	0	0
12W	P			75TH RANGER REGT	0	8	0	0
12W	P			SP OPNS CMD	0	6	0	0
12Y					0	0	5	0
12Y	P			75TH RANGER REGT	8	6	0	0
13B					3	3	0	0
13B	P			AIRBORNE POSITION	5	4	0	0
13F					3	8	6	1
13F	P			75TH RANGER REGT	6	0	0	0
13F	V			75TH RANGER REGT	8	0	0	0
13J					6	4	5	1
13M					5	5	6	0
13R					4	4	4	0
14E					3	3	2	2
14E		7A			4	0	0	0
14G					2	0	0	0
14H					1	4	0	0
14H		6N			5	0	0	0
14P					0	5	0	0
14P	P			AIRBORNE POSITION	5	0	0	0
14T					3	5	0	0

MOS	SQ	IAS	LANG	LOCATION	SL1	SGT	SSG	SFC
14T		T4			0	0	8	8
15B				160TH SOAR	4	0	0	0
15D				160TH SOAR	4	0	0	0
15E					2	4	6	0
15E				160TH SOAR	7	6	0	0
15E	P			AIRBORNE POSITION	5	0	0	0
15E	P			SP OPNS CMD	0	0	8	0
15F				160TH SOAR	4	4	4	0
15G				160TH SOAR	5	4	0	0
15H				160TH SOAR	5	5	0	0
15N					1	1	0	0
15N				160TH SOAR	5	6	0	0
15P				160TH SOAR	0	0	6	6
15Q					5	0	1	1
15R				160TH SOAR	6	6	6	6
15T					3	3	4	0
15T				160TH SOAR	0	4	6	0
15T				FFC - 160TH SOAR USE ONLY	7	7	7	7
15U					0	0	4	0
15U				160TH SOAR	4	4	5	0
15U				FFC - 160TH SOAR USE ONLY	7	7	7	7
15W					5	6	7	6
15W				160TH SOAR	7	7	0	7
15W		U7			0	8	8	8
15Y				160TH SOAR	5	0	0	0
17C					9	9	9	9
17C		E6		780TH MI/CYBER PROT BDE	10	10	10	10
17E					4	4	0	0
17E	P			75TH RANGER REGT	0	0	8	7
18 CMF					7	7	8	8
18 CMF			1+/1+ DLPT OR 1+ OPI (CTLANG ONLY)		8	8	9	9
19D					4	4	6	3
19K					0	6	5	0
25B					3	0	0	0
25B				160TH SOAR	7	0	0	0
25B	P			75TH RANGER REGT	0	5	9	8
25B	P			AIRBORNE POSITION	7	3	0	0
25C	P			75TH RANGER REGT	9	5	0	0
25C	P			AIRBORNE POSITION	8	4	0	0
25D					0	9	9	9
25E					0	5	5	0

MOS	SQ	IAS	LANG	LOCATION	SL1	SGT	SSG	SFC
25M	P			AIRBORNE POSITION	4	0	0	0
25M	P			SP OPNS CMD	0	4	5	0
25N					5	4	1	0
25N	P			SP OPNS CMD	0	0	3	0
25P	P			75TH RANGER REGT	6	0	0	0
25P	P			SP OPNS CMD	0	8	0	0
25R					4	0	0	0
25R	P			SP OPNS CMD	0	5	6	0
25S					4	3	0	0
25S	P			SP OPNS CMD	0	0	0	5
25U					0	0	4	0
25U	3			SFAB	0	8	0	0
25U	P			75TH RANGER REGT	8	8	8	8
25U	P			SP OPNS CMD	5	0	0	0
25V	P			SP OPNS CMD	3	0	0	0
25W	P			75TH RANGER REGT	0	0	0	8
25W	P			SP OPNS CMD	0	0	0	4
27D					0	0	3	0
27D	P			75TH RANGER REGT	5	6	5	0
27D	P			SP OPNS CMD	0	6	0	0
31B	3			SFAB	0	0	8	0
31K					3	0	0	0
35F					2	3	3	0
35F				160TH SOAR	0	0	0	3
35F	3			SFAB	0	8	0	0
35F	P			75TH RANGER REGT	6	6	6	6
35F	P			SP OPNS CMD	4	0	0	4
35G					0	0	4	0
35G	P			75TH RANGER REGT	4	7	7	0
35G	P			AIRBORNE POSITION	4	0	0	0
35G	P			SP OPNS CMD	0	0	5	0
35L					7	7	2	2
35L				160TH SOAR	0	0	4	4
35L	P			75TH RANGER REGT	0	0	7	7
35L	P			SP OPNS CMD	0	0	4	3
35M					4	4	4	4
35M			2/2 DLPT CTLANG (AD, AE, AP, AV, DG, CM, JN, KP, PF, PG, PV, RU, QB, TA, UK)		6	6	0	0
35M	P		2/2 DLPT (CTLANG ONLY)	75TH RANGER REGT	8	8	8	8
35N	P			SP OPNS CMD	0	0	0	3
35P			2/2 DLPT (CTLANG ONLY)		8	5	0	5
35P			2/2 DLPT CTLANG (CM, KP)		0	0	6	0
35P			2/2 DLPT CTLANG (AE, PF, PG)		0	0	7	7

MOS	SQ	AS	LANG	LOCATION	SL1	SGT	SSG	SFC
35P			2/2 DLPT CTLANG (AP, DG, JN, PV, RU)		0	8	8	8
35P	P		2/2 DLPT (CTLANG ONLY)	75TH RANGER REGT	0	0	7	9
35P	P		2/2 DLPT (CTLANG ONLY)	SP OPNS CMD	0	0	0	8
35Q					0	0	5	5
35Q		E6			10	10	5	5
35Q	P			75TH RANGER REGT	0	8	8	0
35S	P			SP OPNS CMD	4	4	5	0
35T					10	6	6	5
36B	P			75TH RANGER REGT	7	7	0	0
36B	P			SP OPNS CMD	0	4	0	0
37F					7	7	4	4
37F			1+/1+ DLPT OR 1+ OPI (CTLANG ONLY)		8	8	6	6
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			SP OPNS CMD	0	0	0	4
46S					5	5	0	0
46Z	P			SP OPNS CMD	0	0	0	5
51C					0	5	5	0
56M	P			SP OPNS CMD	8	5	7	7
68C					6	6	4	1
68E	P			SP OPNS CMD	6	0	0	0
68F					4	5	0	0
68F	P			SP OPNS CMD	0	6	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	5	0
68K					3	3	0	0
68M					0	0	4	0
68N					8	8	4	5
68Q					2	1	0	0
68S	P			SP OPNS CMD	0	0	8	0
68T	P			SP OPNS CMD	0	8	0	0
68W					0	0	3	0
68W		F2			8	0	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
68X					3	0	0	0
74D					0	3	3	0
74D	P			75TH RANGER REGT	0	9	9	9
79R					0	7	7	0

MOS	SQ	IAS	LANG	LOCATION	SL1	SGT	SSG	SFC
88L	P			SP OPNS CMD	6	0	0	0
88M	P			75TH RANGER REGT	7	0	0	0
88M	P			SP OPNS CMD	5	0	0	4
88N				160TH SOAR	0	0	0	6
88N	P			75TH RANGER REGT	0	0	6	0
88N	P			AIRBORNE POSITION	6	8	0	0
89A	P			AIRBORNE POSITION	8	9	0	0
89B				160TH SOAR	8	0	0	0
89B	P			AIRBORNE POSITION	5	0	0	0
89D					7	7	7	0
91A					0	4	3	5
91A		H8			7	7	0	0
91B	3			SFAB	0	8	0	0
91B	P			75TH RANGER REGT	7	7	7	0
91B	P			SP OPNS CMD	3	0	0	0
91C				160TH SOAR	8	0	0	0
91C	P			75TH RANGER REGT	7	0	0	0
91D				160TH SOAR	6	6	0	0
91E	P			75TH RANGER REGT	6	0	0	0
91E	P			SP OPNS CMD	3	0	0	0
91H		H8			7	7	0	0
91J				160TH SOAR	5	6	0	0
91J	P			AIRBORNE POSITION	4	3	0	0
91L	P			AIRBORNE POSITION	3	0	0	0
91M					0	5	4	5
91M		H8			7	7	0	0
91P					0	3	3	4
91P		H8			7	7	0	0
91S					2	4	6	0
91S	P			75TH RANGER REGT	8	8	0	0
91X	P			75TH RANGER REGT	0	0	0	8
91X	P			SP OPNS CMD	0	0	0	4
92A				160TH SOAR	5	4	0	0
92A	P			75TH RANGER REGT	9	9	9	9
92A	P			SP OPNS CMD	5	3	3	4
92F				160TH SOAR	7	0	0	0
92F	P			75TH RANGER REGT	8	8	7	7
92F	P			SP OPNS CMD	3	0	0	4
92G	P			75TH RANGER REGT	8	8	8	8
92G	P			AIRBORNE POSITION	6	2	0	0
92G	P			SP OPNS CMD	0	0	0	4
92L	P			AIRBORNE POSITION	9	0	0	0
92R	P				3	3	0	0
92R	P			75TH RANGER REGT	6	6	6	7

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

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 who are on 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 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, 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 g 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 g 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.

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 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 (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 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, 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:

(1) 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) within the past 12 months of the date of reenlistment. CTLANG is the primary language and is listed in their 9 character PMOS. Language proficiency standards are listed in reference E. The Oral Proficiency Interview (OPI) score can be used in lieu of the above listed Defense Language Aptitude Test (DLPT) for CMF 18 and PMOS 37F.

(2) Soldiers who are currently scheduled for training to change their PMOS, and have a valid reclassification control number and approved decision report at the time of reenlistment, are not eligible for a language dependent SRB. The only exception to this is for those who are changing their PMOS to 35P or 35M.

(3) For those who are changing their PMOS to 35P, the following rules apply:

(a) Soldiers are eligible for the tier listed in paragraph 4 if they are scheduled to attend training in a language listed under the “LANG” column. These bonuses will be processed as future training bonuses, and will not be paid until the Soldier successfully completes the language training listed.

(b) Soldiers are eligible for the tier listed in paragraph 4 if they are currently qualified in a language listed under the “LANG” column and have a language training waiver from the language proponent. These bonuses will be processed as future training bonuses, and will not be paid until the Soldier successfully completes the PMOS 35P training.

(c) Soldiers are not eligible for the tier listed in paragraph 4 if a specific language is not listed (i.e. “2/2 DLPT (CTLANG ONLY)”).

(4) For those who are changing their PMOS to 35M, the following rules apply:

(a) Soldiers are not eligible for the tier listed in paragraph 4 if it does not have a language requirement.

(b) Soldiers are eligible for the tier listed in paragraph 4 if they are scheduled to attend training in a language listed under the “LANG” column. These bonuses will be processed as future training bonuses, and will not be paid until the Soldier successfully completes the language training listed.

(c) Soldiers are eligible for the tier listed in paragraph 4 if they are currently qualified in a language listed under the “LANG” column and have a language training waiver from the language proponent. These bonuses will be processed as future training bonuses and will not be paid until the Soldier successfully completes the PMOS 35M training.

(5) Soldiers who are already PMOS qualified and scheduled to attend training in a language listed under the “LANG” column are authorized the tier listed in paragraph 4. These bonuses will be processed as future training bonuses, and will not be paid until the Soldier successfully completes the language training listed.

(6) Soldiers who are already PMOS qualified and not scheduled to attend training in a language listed under the "LANG" column are authorized the tier listed in paragraph 4 if there is not a language entry (PMOS 35M) or if the entry only requires they be at least 2/2 DLPT qualified in their CTLANG (PMOS 35P). Please note that if there is an additional SQI, ASI and/or location requirement, Soldier must also meet the additional SQI, ASI, and or location requirement as indicated by this MILPER message if listed in paragraph 4.

(7) 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 no more than 20 years of Active Federal Service (AFS) 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 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 must meet all qualifications for SRB entitlement in accordance with AR 601-280 and this message.

l. SRB example entries on DD Form 4/1, item 8b(2): "SRB TIER 5, MOS 11C3" or "SRB TIER 8, MOS 11B2 W/ "U" or "SRB TIER 8, MOS 68W1 W/ "F2".

m. SRB entry on DD Form 4/1, item 8b(5): "LUMP SUM PAYMENT AUTHORIZED IN ACCORDANCE WITH MILPER MESSAGE 19-XXX PARA X".

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

o. 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.

p. 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](mailto:usarmy.knox.hrc.mbx.epmd-ait@mail.mil).