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**MILPER Message Number  
20-250**

**Proponent  
AHRC-EPF-R**

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

**...Issued: [06-Aug-2020]...**

<https://www.hrc.army.mil/Milper/20-250>

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- A. MILPER Message 20-156, AHRC-EPF-R, 3 June 2020, subject: Selective Retention Bonus (SRB) Program.
- B. MILPER Message 18-359, AHRC-EPO-P, 7 November 2020, 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), 16 October 2019.
- E. DA Pam 611-21 (Military Occupational Classification and Structure), 19 July 2018.
- F. DA Pam 601-280 (Army Retention Program Procedures), 16 October 2019.
1. **This MILPER message is effective on 6 August 2020** and will expire no later than 6 August 2021. 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 Reference A is rescinded on the effective date of this message.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, specifically to remove eligibility for a future training bonus in a critical skill. 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, depicting a tiered level in the following table.

MOS	TAFSS	QI	ASI	LOCATION	SL1	SGT	SSG	SFC
N/A (EA, TD)				780TH MI/CYBER PROT BDE	10	10	10	10
11 CMF		P		75TH RANGER REGT	6	0	0	0
11 CMF		U			0	7	7	7
11 CMF		V		75TH RANGER REGT	7	7	7	7
11B					4	4	4	4
11B				DML 10M	5	5	5	5
11B				DML 10M (OPTION 2 ONLY)	6	6	6	6
11B				DML 11D	5	5	5	5
11B				DML 11D (OPTION 2 ONLY)	6	6	6	6
11B			J3		0	6	6	6
11B		3		SFAB	0	6	6	0
11C					4	3	6	2
11C		3		SFAB	0	6	0	0
12B		3		SFAB	7	7	7	0
12D					5	5	6	0
12H		3		SFAB	0	5	5	0
12H		P		75TH RANGER REGT	0	0	8	0
12K		P		AIRBORNE POSITION	8	0	0	0
12P					6	6	3	0
12R		P		AIRBORNE POSITION	8	9	0	0
12W		P		75TH RANGER REGT	0	9	0	0
12Y					1	0	0	0
12Y		3		SFAB	0	5	5	0
12Y		P		75TH RANGER REGT	8	6	6	0
13B					1	0	0	0
13B		P		AIRBORNE POSITION	5	3	0	0
13F					0	7	4	0
13F		3		SFAB	8	8	8	0
13F		P		AIRBORNE POSITION	3	0	6	0
13J					4	2	0	0
13J		3		SFAB	0	5	5	0
13J		P		AIRBORNE POSITION	5	0	0	0
13M					0	4	5	0
13R					3	1	0	0
14E					0	0	0	4
14G					0	4	0	0
14P					4	6	5	6
14P		P		AIRBORNE POSITION	5	0	0	0
14T			T4		0	0	5	5
15B				160TH SOAR	4	0	0	0
15C					6	4	4	7
15C			U7		0	7	7	0
15C				160TH SOAR	7	0	0	0
15D				160TH SOAR	4	0	0	0
15E				160TH SOAR	6	6	6	0

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MOS	TAFSS	QI	ASI	LOCATION	SL1	SGT	SSG	SFC
15E			U5		5	5	0	0
15F				160TH SOAR	6	6	7	0
15G				160TH SOAR	5	4	0	0
15H				160TH SOAR	3	5	0	0
15K				160TH SOAR	0	0	0	6
15M					5	5	0	0
15M				160TH SOAR	6	6	6	0
15N				160TH SOAR	6	6	0	0
15P				160TH SOAR	0	0	6	6
15Q					3	3	3	0
15Q		3		SFAB	0	6	6	0
15R				160TH SOAR	6	6	6	6
15T				160TH SOAR	0	5	5	6
15T				FFC - 160TH SOAR USE ONLY	7	7	7	7
15U					3	3	3	0
15U				160TH SOAR	5	5	6	6
15U				FFC - 160TH SOAR USE ONLY	7	7	7	7
15W					6	4	4	7
15W			U7		0	7	7	0
15W				160TH SOAR	7	0	0	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					8	7	0	0
17E				160TH SOAR	0	0	5	0
17E		P		75TH RANGER REGT	0	0	8	8
17E		P		AIRBORNE POSITION	9	8	0	0
17E		P		SP OPNS CMD	0	0	6	0
18 CMF					8	8	9	9
18 CMF	6-12				0	0	10	10
19D					2	2	4	0
19D		3		SFAB	8	8	8	0
19D		P		AIRBORNE POSITION	4	0	0	0
19K					2	4	4	0
25B					4	2	0	0
25B				160TH SOAR	6	0	0	0
25B		3		SFAB	7	7	7	0
25B		P		75TH RANGER REGT	9	9	8	8
25B		P		AIRBORNE POSITION	6	5	0	0
25C					3	2	0	0
25C		3		SFAB	8	7	8	0
25C		P		75TH RANGER REGT	10	8	0	0
25C		P		AIRBORNE POSITION	9	3	0	0
25D					0	7	7	7
25E					0	7	7	0
25L		3		SFAB	8	8	8	0

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MOS	TAFSS	QI	ASI	LOCATION	SL1	SGT	SSG	SFC
25M					0	0	4	0
25M		P		AIRBORNE POSITION	7	0	0	0
25M		P		SP OPNS CMD	0	0	7	0
25N					4	0	0	0
25N		3		SFAB	0	4	4	0
25N		P		AIRBORNE POSITION	7	0	0	0
25Q		P		AIRBORNE POSITION	6	0	0	0
25R					4	0	0	0
25R		P		AIRBORNE POSITION	9	5	5	0
25S					3	3	2	0
25S		3		SFAB	8	7	7	0
25S		P		75TH RANGER REGT	0	7	7	0
25S		P		SP OPNS CMD	0	0	0	6
25U					0	0	0	2
25U				160TH SOAR	6	0	0	0
25U		3		SFAB	8	7	7	0
25U		P		75TH RANGER REGT	9	9	8	8
25U		P		AIRBORNE POSITION	6	0	0	0
25W		P		75TH RANGER REGT	0	0	0	9
25W		P		SP OPNS CMD	0	0	0	3
25Z		P		SP OPNS CMD	0	0	0	4
27D					0	0	3	0
27D		P		75TH RANGER REGT	0	0	0	5
27D		P		AIRBORNE POSITION	3	3	0	0
27D		P		SP OPNS CMD	0	0	0	5
31B		3		SFAB	0	8	8	0
31D					2	2	2	0
31E					3	2	0	0
31K					3	0	0	0
35F					3	3	5	0
35F				160TH SOAR	0	0	0	6
35F		3		SFAB	8	8	8	0
35F		P		AIRBORNE POSITION	7	0	0	0
35F		P		SP OPNS CMD	0	0	0	5
35G					0	0	6	3
35G		P		75TH RANGER REGT	0	0	0	5
35G		P		AIRBORNE POSITION	6	6	0	0
35L					8	8	3	3
35L		P		SP OPNS CMD	0	0	4	4
35M					7	6	4	4
35M		3		SFAB	0	0	8	0
35M		P		75TH RANGER REGT	0	10	10	10
35N					4	4	4	4
35N		3		SFAB	8	8	8	0
35N		P		SP OPNS CMD	5	5	5	0
35P					10	10	5	5

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MOS	TAFSS	QI	ASI	LOCATION	SL1	SGT	SSG	SFC
35P		3		SFAB	0	0	8	0
35P		P		75TH RANGER REGT	0	0	10	10
35P		P		SP OPNS CMD	0	0	6	7
35S		P		75TH RANGER REGT	0	7	0	0
35T					7	5	3	3
35T		P		AIRBORNE POSITION	0	6	0	0
36B					0	0	2	0
36B		P		75TH RANGER REGT	7	7	0	0
36B		P		SP OPNS CMD	4	6	0	0
37F					7	8	8	6
38B					7	7	7	5
38B			W4		9	9	9	9
38B		P		75TH RANGER REGT	0	0	8	8
42A				160TH SOAR	6	0	0	0
42A		P		75TH RANGER REGT	7	6	6	6
42A		P		AIRBORNE POSITION	6	0	0	0
46Z		P		SP OPNS CMD	0	0	0	6
51C					0	6	6	0
56M				160TH SOAR	0	6	0	0
56M		P		75TH RANGER REGT	8	8	0	0
56M		P		SP OPNS CMD	0	3	0	0
68A		P		SP OPNS CMD	0	4	0	0
68E		P		SP OPNS CMD	8	0	0	0
68F					3	5	2	2
68J		P		AIRBORNE POSITION	7	7	7	0
68L					5	5	0	0
68T		P		75TH RANGER REGT	0	0	5	0
68W					3	3	0	0
68W			F2		4	0	0	0
68W			W1	160TH SOAR	0	8	8	8
68W			W1	75TH RANGER REGT	0	8	8	8
68W		3		SFAB	7	7	0	0
68X					0	3	0	0
74D					2	5	2	0
74D		3		SFAB	8	8	8	0
74D		P		75TH RANGER REGT	10	10	10	10
74D		P		AIRBORNE POSITION	5	6	0	0
79R					0	7	7	0
88K					5	3	3	4
88L					3	6	5	5
88L		P		AIRBORNE POSITION	7	0	0	0
88M					2	2	0	0
88M		P		75TH RANGER REGT	7	7	7	7
88N				160TH SOAR	0	0	7	7
88N		P		AIRBORNE POSITION	6	6	0	0
89A		P		AIRBORNE POSITION	5	5	0	0

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MOS	TAFSS	QI	ASI	LOCATION	SL1	SGT	SSG	SFC
89B					3	0	0	0
89B				160TH SOAR	9	0	0	0
89B		3		SFAB	0	6	6	0
89B		P		75TH RANGER REGT	10	10	0	0
89B		P		AIRBORNE POSITION	6	0	0	0
89D					8	8	8	0
91A					0	4	4	5
91A			H8/H9		8	8	0	0
91B					2	0	0	0
91B		3		SFAB	6	6	6	0
91B		P		75TH RANGER REGT	7	0	0	0
91C					2	0	0	0
91C				160TH SOAR	9	0	0	0
91C		P		75TH RANGER REGT	8	0	0	0
91C		P		AIRBORNE POSITION	5	0	0	0
91D				160TH SOAR	6	4	0	0
91D		P		75TH RANGER REGT	6	6	0	0
91E		P		75TH RANGER REGT	6	0	0	0
91F		P		75TH RANGER REGT	5	0	0	0
91H					3	3	0	0
91H			H8/H9		7	7	0	0
91J				160TH SOAR	6	7	0	0
91L		P		AIRBORNE POSITION	4	3	0	0
91M			H8/H9		7	7	0	0
91P			H8/H9		7	7	0	0
91S					3	7	6	5
91S		P		75TH RANGER REGT	9	9	9	0
91X		P		75TH RANGER REGT	0	0	0	8
92A				160TH SOAR	5	4	0	0
92A		3		SFAB	7	7	7	0
92A		P		75TH RANGER REGT	9	9	9	9
92A		P		AIRBORNE POSITION	6	0	0	0
92F					2	0	0	0
92F				160TH SOAR	8	0	0	0
92F		P		75TH RANGER REGT	8	8	8	8
92G		P		75TH RANGER REGT	9	8	8	8
92G		P		AIRBORNE POSITION	8	0	0	0
92L		P		AIRBORNE POSITION	9	0	0	0
92M					0	0	4	0
92R		P			4	4	0	0
92R		P		75TH RANGER REGT	7	7	7	7
92W		P		AIRBORNE POSITION	7	3	0	0
92Y				160TH SOAR	4	4	4	4
92Y		3		SFAB	7	7	7	0
92Y		P		75TH RANGER REGT	9	9	9	9
92Y		P		AIRBORNE POSITION	7	6	0	0

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MOS	TAFSS	QI	ASI	LOCATION	SL1	SGT	SSG	SFC
94A		P		AIRBORNE POSITION	4	4	0	0
94E					1	2	6	0
94E		P		75TH RANGER REGT	8	8	8	0
94F		P		75TH RANGER REGT	6	0	0	0
94F		P		AIRBORNE POSITION	5	5	0	0
94H					8	5	6	0
94M					6	5	2	0
94M		P		AIRBORNE POSITION	7	0	0	0
94P					6	3	0	0
94R				160TH SOAR	7	0	0	0
94R		P		AIRBORNE POSITION	9	6	0	0
94S					8	8	5	2
94T					6	7	5	0
94W		P		75TH RANGER REGT	0	0	0	5
94W		P		AIRBORNE POSITION	0	0	0	3
94Y					0	5	5	0
94Y		P		75TH RANGER REGT	6	0	0	0
94Y		P		AIRBORNE POSITION	2	0	0	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	\$1,000	\$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. Possess a PMOS and rank with associated SQI or ASI, and are on AI to, or reenlisting (to include option 2) for a location listed in paragraph 4.
- b. "SP OPNS CMD" location specific SRB is not authorized for Soldiers who are currently assigned in, on AI to, or reenlisting (to include option 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.
- c. "SFAB" location specific SRB is only authorized for Soldiers who are currently assigned in a Security Force Assistance Brigade (SFAB) and who already possess SQI 3 at the time of reenlistment.
- d. "OPTION 2 ONLY" location specific SRB is limited to only those Soldiers who are assigned in the incentivized location, who are in the reenlistment opportunity window, and reenlist for the current station stabilization reenlistment option.
- 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 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 for 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.

- c. Soldiers must be qualified in the SQI or ASI associated with a PMOS listed in paragraph 4. Bonuses are not authorized on a future training basis.
  - d. 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.
  - e. 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.
  - f. 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.
  - g. Soldiers must have between the years of TAFS listed in paragraph 4. If none are listed, there is not a TAFS requirement.
  - h. 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.
  - i. Soldiers must meet all qualifications for SRB entitlement in accordance with reference D and this message.
  - j. Information on taxable income can be found in table 44-1, chapter 44, volume 7A of the Department of Defense Financial Management Regulation (DODFMR).
  - k. 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.
  - l. 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).