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**MILPER Message Number: 22-155**

**Proponent: AHRC-EPF-R**

**Title**

**Selective Retention Bonus (SRB)**

...Issued: [03 May 2022]...

<https://www.hrc.army.mil/Milper/22-155>

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- A. MILPER Message 22-093, AHRC-EPF-R, 24 March, 2022, subject: Selective Retention Bonus (SRB) Program.
- B. Department of Defense Instruction (DODI) 1304.31, subject: Enlisted Bonus Program (EBP), 5 November 2020.
- C. AR 601-280 (Army Retention Program), 16 June 2021.
- D. DA Pam 611-21 (Military Occupational Classification and Structure), 19 July 2018.
- E. DA Pam 601-280 (Army Retention Program Procedures), 16 October 2019.
- F. AR 11-6 (Army Foreign Language Program), 25 February 2022.

- 1. **This MILPER message is effective on 18 May 2022.** This message will expire no later than 17 May 2023. Reference A is rescinded on the effective date of this message.
- 2. This MILPER message announces changes to the Regular Army Selective Retention Bonus (SRB) program. Any changes to the SRB program will be announced in a subsequent MILPER message.
- 3. This message will be brought to the immediate attention of all commanders, retention offices, recruiters, and Army Military Pay Offices (AMPO). To avoid future claims of erroneous or unfulfilled commitments, commanders will ensure AMPO 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          | SQI | ASI | LANG | LOCATION                | SL1 | SGT | SSG | SFC |
|--------------|-----|-----|------|-------------------------|-----|-----|-----|-----|
| N/A (EA, TD) |     |     |      | 780TH MI/CYBER PROT BDE | 10  | 10  | 10  | 10  |
| 11 CMF       | U   |     |      |                         | 0   | 6   | 6   | 6   |
| 11 CMF       | V   |     |      | 75TH RANGER REGT        | 6   | 6   | 6   | 6   |
| 11B          |     |     |      |                         | 4   | 0   | 0   | 0   |
| 11B          |     | J3  |      |                         | 0   | 6   | 6   | 6   |
| 12B          |     |     |      |                         | 1   | 0   | 0   | 0   |
| 12D          |     |     |      |                         | 7   | 5   | 2   | 0   |
| 12H          | P   |     |      | 75TH RANGER REGT        | 0   | 0   | 8   | 0   |
| 12H          | 3   |     |      | SFAB                    | 0   | 0   | 5   | 0   |
| 12K          | P   |     |      | AIRBORNE POSITION       | 3   | 0   | 0   | 0   |
| 12N          |     |     |      |                         | 4   | 0   | 0   | 0   |
| 12P          |     |     |      |                         | 6   | 6   | 0   | 0   |
| 12R          | P   |     |      | AIRBORNE POSITION       | 7   | 4   | 0   | 0   |
| 12W          | P   |     |      | 75TH RANGER REGT        | 0   | 9   | 0   | 0   |
| 12Y          | P   |     |      | 75TH RANGER REGT        | 7   | 7   | 8   | 0   |
| 13B          |     |     |      |                         | 5   | 3   | 3   | 3   |

| MOS | SQI | ASI | LANG | LOCATION                  | SL1 | SGT | SSG | SFC |
|-----|-----|-----|------|---------------------------|-----|-----|-----|-----|
| 13F |     |     |      |                           | 0   | 6   | 4   | 4   |
| 13F | V   |     |      | 75TH RANGER REGT          | 0   | 0   | 7   | 7   |
| 13F | 3   |     |      | SFAB                      | 8   | 8   | 8   | 0   |
| 13J |     |     |      |                           | 1   | 3   | 3   | 3   |
| 13R |     |     |      |                           | 1   | 1   | 1   | 1   |
| 14E |     |     |      |                           | 1   | 1   | 1   | 4   |
| 14G |     |     |      |                           | 0   | 2   | 2   | 3   |
| 14H |     |     |      |                           | 0   | 1   | 1   | 1   |
| 14P |     |     |      |                           | 3   | 6   | 6   | 7   |
| 14T |     |     |      |                           | 1   | 1   | 1   | 1   |
| 14T | T4  |     |      |                           | 0   | 0   | 5   | 5   |
| 15C |     | U7  |      |                           | 0   | 7   | 7   | 0   |
| 15C |     |     |      | 160TH SOAR                | 6   | 4   | 0   | 0   |
| 15E |     |     |      |                           | 0   | 0   | 2   | 2   |
| 15F |     |     |      | 160TH SOAR                | 0   | 0   | 4   | 0   |
| 15G |     |     |      | 160TH SOAR                | 6   | 6   | 0   | 0   |
| 15H |     |     |      | 160TH SOAR                | 2   | 2   | 0   | 0   |
| 15K |     |     |      | 160TH SOAR                | 0   | 0   | 0   | 5   |
| 15M |     |     |      |                           | 3   | 0   | 0   | 0   |
| 15M |     |     |      | 160TH SOAR                | 7   | 5   | 3   | 0   |
| 15N |     |     |      | 160TH SOAR                | 4   | 4   | 0   | 0   |
| 15R |     |     |      | 160TH SOAR                | 6   | 6   | 6   | 6   |
| 15T |     |     |      | 160TH SOAR                | 0   | 0   | 4   | 4   |
| 15T |     |     |      | FFC - 160TH SOAR USE ONLY | 8   | 8   | 8   | 8   |
| 15U |     |     |      | 160TH SOAR                | 4   | 4   | 5   | 6   |
| 15U |     |     |      | FFC - 160TH SOAR USE ONLY | 8   | 8   | 8   | 8   |
| 15W |     | U7  |      |                           | 7   | 7   | 7   | 0   |
| 17C |     |     |      |                           | 5   | 5   | 5   | 5   |
| 17C | P   |     |      | 75TH RANGER REGT          | 9   | 9   | 9   | 9   |
| 17C |     | E6  |      | 780TH MI/CYBER PROT BDE   | 10  | 10  | 10  | 10  |

| MOS                  | SQI | ASI | LANG | LOCATION          | SL1 | SGT | SSG | SFC |
|----------------------|-----|-----|------|-------------------|-----|-----|-----|-----|
| 17E                  |     |     |      |                   | 4   | 4   | 0   | 0   |
| 17E                  |     |     |      | 160TH SOAR        | 0   | 0   | 4   | 0   |
| 17E                  | P   |     |      | 75TH RANGER REGT  | 0   | 0   | 9   | 9   |
| 17E                  | P   |     |      | AIRBORNE POSITION | 10  | 0   | 0   | 0   |
| 18 CMF               |     |     |      |                   | 8   | 8   | 9   | 9   |
| 18 CMF<br>(6-12 AFS) |     |     |      |                   | 9   | 9   | 10  | 10  |
| 19D                  |     |     |      |                   | 4   | 0   | 0   | 0   |
| 19K                  |     |     |      |                   | 4   | 4   | 0   | 0   |
| 25B                  |     |     |      | 160TH SOAR        | 5   | 0   | 0   | 0   |
| 25B                  | P   |     |      | 75TH RANGER REGT  | 9   | 9   | 7   | 0   |
| 25B                  | P   |     |      | AIRBORNE POSITION | 7   | 2   | 0   | 0   |
| 25B                  | 3   |     |      | SFAB              | 5   | 5   | 0   | 0   |
| 25D                  |     |     |      |                   | 0   | 5   | 5   | 0   |
| 25E                  |     |     |      |                   | 0   | 5   | 5   | 0   |
| 25S                  | P   |     |      | 75TH RANGER REGT  | 7   | 7   | 0   | 0   |
| 25S                  | P   |     |      | SP OPNS CMD       | 5   | 5   | 5   | 5   |
| 25U                  | P   |     |      | 75TH RANGER REGT  | 9   | 8   | 7   | 7   |
| 25U                  | P   |     |      | AIRBORNE POSITION | 8   | 2   | 0   | 0   |
| 25U                  | 3   |     |      | SFAB              | 3   | 3   | 3   | 0   |
| 27D                  |     |     |      | 160TH SOAR        | 0   | 6   | 0   | 0   |
| 27D                  | P   |     |      | AIRBORNE POSITION | 0   | 2   | 0   | 0   |
| 27D                  | P   |     |      | SP OPNS CMD       | 6   | 6   | 6   | 6   |
| 31D                  |     |     |      |                   | 3   | 3   | 0   | 0   |
| 35F                  | P   |     |      | AIRBORNE POSITION | 4   | 0   | 0   | 0   |
| 35F                  | 3   |     |      | SFAB              | 8   | 8   | 5   | 0   |
| 35F                  | P   |     |      | SP OPNS CMD       | 7   | 0   | 0   | 6   |

| MOS | SQI | ASI | LANG                  | LOCATION          | SL1 | SGT | SSG | SFC |
|-----|-----|-----|-----------------------|-------------------|-----|-----|-----|-----|
| 35G |     |     |                       |                   | 3   | 0   | 0   | 0   |
| 35G | P   |     |                       | 75TH RANGER REGT  | 8   | 7   | 8   | 8   |
| 35G | P   |     |                       | AIRBORNE POSITION | 6   | 4   | 0   | 0   |
| 35L |     |     |                       |                   | 6   | 6   | 6   | 6   |
| 35L |     | G9  |                       |                   | 7   | 7   | 7   | 7   |
| 35M |     |     | CM, RU,<br>KP, AZ, PF |                   | 8   | 8   | 8   | 8   |
| 35M |     |     | CTLANG<br>2/2 DLPT    |                   | 7   | 4   | 3   | 3   |
| 35M | P   |     |                       | 75TH RANGER REGT  | 0   | 10  | 10  | 10  |
| 35N |     |     |                       |                   | 0   | 4   | 4   | 4   |
| 35N | P   |     |                       | 75TH RANGER REGT  | 0   | 7   | 7   | 0   |
| 35N | P   |     |                       | SP OPNS CMD       | 7   | 7   | 7   | 0   |
| 35P |     |     | CM, RU,<br>KP, AZ, PF |                   | 10  | 10  | 8   | 8   |
| 35P |     |     | CTLANG<br>2/2 DLPT    |                   | 7   | 6   | 5   | 4   |
| 35P | P   |     |                       | 75TH RANGER REGT  | 0   | 0   | 10  | 10  |
| 35S |     |     |                       |                   | 4   | 3   | 3   | 3   |
| 35S | P   |     |                       | 75TH RANGER REGT  | 0   | 7   | 0   | 0   |
| 35S | P   |     |                       | AIRBORNE POSITION | 8   | 0   | 0   | 0   |
| 35T |     |     |                       |                   | 6   | 4   | 4   | 4   |
| 36B |     |     |                       |                   | 3   | 0   | 0   | 0   |
| 36B | P   |     |                       | 75TH RANGER REGT  | 7   | 7   | 0   | 0   |
| 36B | P   |     |                       | SP OPNS CMD       | 0   | 6   | 6   | 0   |
| 37F |     |     |                       |                   | 9   | 9   | 7   | 7   |
| 38B |     |     |                       |                   | 5   | 5   | 5   | 0   |
| 38B |     | W4  |                       |                   | 9   | 9   | 9   | 0   |

| MOS | SQI | ASI | LANG | LOCATION          | SL1 | SGT | SSG | SFC |
|-----|-----|-----|------|-------------------|-----|-----|-----|-----|
| 38B | P   |     |      | 75TH RANGER REGT  | 0   | 0   | 8   | 8   |
| 38R |     |     |      |                   | 5   | 5   | 5   | 0   |
| 38W |     |     |      |                   | 9   | 9   | 9   | 0   |
| 42A | P   |     |      | 75TH RANGER REGT  | 8   | 4   | 4   | 4   |
| 42A | P   |     |      | AIRBORNE POSITION | 6   | 0   | 0   | 0   |
| 42A | 3   |     |      | SFAB              | 0   | 0   | 0   | 6   |
| 42R |     |     |      |                   | 4   | 0   | 0   | 0   |
| 51C |     |     |      |                   | 0   | 4   | 4   | 0   |
| 56M |     |     |      |                   | 2   | 0   | 0   | 0   |
| 56M | P   |     |      | 75TH RANGER REGT  | 8   | 8   | 0   | 0   |
| 56M | P   |     |      | SP OPNS CMD       | 0   | 0   | 0   | 3   |
| 68A |     |     |      |                   | 2   | 3   | 0   | 0   |
| 68B |     |     |      |                   | 7   | 0   | 0   | 0   |
| 68E | P   |     |      | SP OPNS CMD       | 8   | 0   | 0   | 0   |
| 68F |     |     |      |                   | 6   | 4   | 0   | 0   |
| 68G |     |     |      |                   | 4   | 0   | 0   | 0   |
| 68J | P   |     |      | AIRBORNE POSITION | 4   | 4   | 4   | 0   |
| 68K |     |     |      |                   | 8   | 5   | 0   | 0   |
| 68L |     |     |      |                   | 6   | 0   | 0   | 0   |
| 68P |     |     |      |                   | 4   | 4   | 0   | 0   |
| 68Q |     |     |      |                   | 3   | 0   | 0   | 0   |
| 68S |     |     |      |                   | 4   | 0   | 0   | 0   |
| 68T | P   |     |      | 75TH RANGER REGT  | 0   | 0   | 5   | 0   |
| 68V |     |     |      |                   | 7   | 7   | 0   | 0   |
| 68W |     |     |      |                   | 5   | 3   | 0   | 0   |
| 68W | W1  |     |      | 160TH SOAR        | 0   | 8   | 8   | 8   |
| 68W | W1  |     |      | 75TH RANGER REGT  | 0   | 8   | 8   | 8   |
| 68W | 3   |     |      | SFAB              | 0   | 8   | 0   | 0   |
| 68Y |     |     |      |                   | 5   | 0   | 0   | 0   |

| MOS | SQI | ASI       | LANG | LOCATION          | SL1 | SGT | SSG | SFC |
|-----|-----|-----------|------|-------------------|-----|-----|-----|-----|
| 74D | P   |           |      | 75TH RANGER REGT  | 10  | 10  | 0   | 0   |
| 74D | P   |           |      | AIRBORNE POSITION | 6   | 6   | 0   | 0   |
| 74D | 3   |           |      | SFAB              | 0   | 6   | 5   | 0   |
| 74D | P   |           |      | SP OPNS CMD       | 0   | 8   | 7   | 0   |
| 88K |     |           |      |                   | 3   | 3   | 3   | 3   |
| 88L |     |           |      |                   | 3   | 3   | 3   | 3   |
| 88L | P   |           |      | AIRBORNE POSITION | 9   | 0   | 0   | 0   |
| 88M |     |           |      |                   | 3   | 0   | 0   | 0   |
| 88M | P   |           |      | 75TH RANGER REGT  | 7   | 7   | 0   | 0   |
| 88N |     |           |      | 160TH SOAR        | 0   | 0   | 0   | 7   |
| 88N | P   |           |      | AIRBORNE POSITION | 3   | 6   | 0   | 0   |
| 89A | P   |           |      | AIRBORNE POSITION | 6   | 7   | 0   | 0   |
| 89B | P   |           |      | 75TH RANGER REGT  | 10  | 10  | 0   | 0   |
| 89B | P   |           |      | AIRBORNE POSITION | 5   | 0   | 0   | 0   |
| 89B | 3   |           |      | SFAB              | 0   | 4   | 4   | 0   |
| 89D |     |           |      |                   | 9   | 9   | 5   | 0   |
| 91A |     |           |      |                   | 4   | 0   | 0   | 0   |
| 91A |     | H8/<br>H9 |      |                   | 8   | 8   | 0   | 0   |
| 91B |     |           |      |                   | 4   | 0   | 0   | 0   |
| 91B | P   |           |      | 75TH RANGER REGT  | 7   | 0   | 0   | 0   |
| 91C |     |           |      |                   | 2   | 0   | 0   | 0   |
| 91C |     |           |      | 160TH SOAR        | 5   | 0   | 0   | 0   |
| 91C | P   |           |      | 75TH RANGER REGT  | 8   | 0   | 0   | 0   |
| 91D |     |           |      |                   | 2   | 0   | 0   | 0   |
| 91D | P   |           |      | 75TH RANGER REGT  | 8   | 0   | 0   | 0   |

| MOS | SQI | ASI       | LANG | LOCATION          | SL1 | SGT | SSG | SFC |
|-----|-----|-----------|------|-------------------|-----|-----|-----|-----|
| 91E | P   |           |      | 75TH RANGER REGT  | 6   | 0   | 0   | 0   |
| 91F |     |           |      |                   | 3   | 0   | 0   | 0   |
| 91H |     |           |      |                   | 4   | 0   | 0   | 0   |
| 91H |     | H8/<br>H9 |      |                   | 7   | 7   | 0   | 0   |
| 91J |     |           |      |                   | 5   | 0   | 0   | 0   |
| 91J |     |           |      | 160TH SOAR        | 7   | 0   | 0   | 0   |
| 91L |     |           |      |                   | 2   | 0   | 0   | 0   |
| 91L | P   |           |      | AIRBORNE POSITION | 5   | 3   | 0   | 0   |
| 91M |     |           |      |                   | 7   | 2   | 1   | 1   |
| 91M |     | H8/<br>H9 |      |                   | 0   | 7   | 0   | 0   |
| 91P |     |           |      |                   | 2   | 0   | 0   | 0   |
| 91P |     | H8/<br>H9 |      |                   | 7   | 7   | 0   | 0   |
| 91S | P   |           |      | 75TH RANGER REGT  | 7   | 7   | 0   | 0   |
| 92A |     |           |      |                   | 5   | 0   | 0   | 0   |
| 92A |     |           |      | 160TH SOAR        | 0   | 5   | 0   | 0   |
| 92A | P   |           |      | 75TH RANGER REGT  | 9   | 9   | 9   | 9   |
| 92F |     |           |      |                   | 4   | 0   | 0   | 0   |
| 92F | P   |           |      | 75TH RANGER REGT  | 8   | 0   | 0   | 0   |
| 92G |     |           |      |                   | 4   | 0   | 0   | 0   |
| 92G | P   |           |      | 75TH RANGER REGT  | 9   | 7   | 7   | 0   |
| 92G | P   |           |      | AIRBORNE POSITION | 7   | 0   | 0   | 0   |
| 92L | P   |           |      | AIRBORNE POSITION | 7   | 0   | 0   | 0   |
| 92M |     |           |      |                   | 4   | 4   | 0   | 0   |
| 92R | P   |           |      |                   | 4   | 4   | 4   | 4   |
| 92R | P   |           |      | 75TH RANGER REGT  | 7   | 7   | 6   | 6   |

| MOS | SQI | ASI | LANG | LOCATION          | SL1 | SGT | SSG | SFC |
|-----|-----|-----|------|-------------------|-----|-----|-----|-----|
| 92W |     |     |      |                   | 3   | 0   | 0   | 0   |
| 92W | P   |     |      | AIRBORNE POSITION | 6   | 3   | 0   | 0   |
| 92Y |     |     |      |                   | 4   | 0   | 0   | 0   |
| 92Y |     |     |      | 160TH SOAR        | 6   | 0   | 0   | 0   |
| 92Y | P   |     |      | 75TH RANGER REGT  | 9   | 9   | 9   | 9   |
| 92Y | P   |     |      | AIRBORNE POSITION | 7   | 2   | 0   | 0   |
| 92Y | 3   |     |      | SFAB              | 0   | 4   | 0   | 0   |
| 94A | P   |     |      | AIRBORNE POSITION | 7   | 1   | 0   | 0   |
| 94E |     |     |      |                   | 1   | 0   | 0   | 0   |
| 94E | P   |     |      | 75TH RANGER REGT  | 8   | 8   | 8   | 0   |
| 94F | P   |     |      | AIRBORNE POSITION | 7   | 4   | 0   | 0   |
| 94H |     |     |      |                   | 0   | 4   | 0   | 0   |
| 94M |     |     |      |                   | 8   | 4   | 0   | 0   |
| 94P |     |     |      |                   | 3   | 3   | 2   | 0   |
| 94R | P   |     |      | AIRBORNE POSITION | 8   | 7   | 0   | 0   |
| 94S |     |     |      |                   | 5   | 4   | 0   | 0   |
| 94W | P   |     |      | 75TH RANGER REGT  | 0   | 0   | 0   | 5   |
| 94Y | P   |     |      | 75TH RANGER REGT  | 7   | 0   | 0   | 0   |

\* Language identifier "AZ" includes all Arabic dialects (AD, AE, AP, AV, DG).

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           |

| TIER LEVEL | RANK    | 12 TO 23 MONTHS | 24 TO 35 MONTHS | 36 TO 47 MONTHS | 48 TO 59 MONTHS | 60 OR MORE MONTHS |
|------------|---------|-----------------|-----------------|-----------------|-----------------|-------------------|
|            | 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 LEVEL | RANK    | 12 TO 23 MONTHS | 24 TO 35 MONTHS | 36 TO 47 MONTHS | 48 TO 59 MONTHS | 60 OR MORE MONTHS |
|------------|---------|-----------------|-----------------|-----------------|-----------------|-------------------|
| 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:

- 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.
- 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.
- “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.

- d. "SFAB" location specific SRB is only authorized for Soldiers who are currently assigned in, on AI to, or reenlisting (to include option 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 6f 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 must be in accordance with [www.hrc.army.mil/content/15154](http://www.hrc.army.mil/content/15154). Failure to follow these instructions 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. For a language dependent SRB, the following rules apply:

Defense Language Aptitude Test (DLPT), 35M/35P:

- a. In order to be eligible to receive a language dependent SRB identified in paragraph 4,

Soldiers must meet the minimum proficiency standards (level 2—listening and level 2—speaking or reading for MOS 35P and 35M 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 or upon graduation of language training and or MOS training. Language proficiency standards are listed in reference F.

b. Soldiers who are currently qualified in their CTLANG, or scheduled for a language in PMOS 35M or 35P are authorized a language dependent SRB for the language they are qualified in, or scheduled to attend. Soldiers receiving a future training SRB for a language will not receive their SRB until they successfully graduate, and have a 2/2 DLPT for their CTLANG.

8. Special considerations and technical information:

a. Soldiers who are authorized a bonus listed in paragraph 4 as a Tier 1 or higher, are authorized a plus up amount of \$10,000 if they are assigned to the following locations and reenlist for option Table 3-2, Current Station Stabilization Reenlistment option: Alaska and Ft. Irwin. To be eligible for this plus up amount, Soldiers are required to stabilize for an additional 24 months.

b. Soldiers serving on an initial term of active Federal military service, or Soldiers who have previously served less than 180 cumulative days on active duty as a member of the Armed Forces who are authorized an SRB listed in paragraph 4 as a Tier 1 or higher, are authorized a plus up amount of \$5,000 which will be paid in addition to the amount listed in paragraph 5. This plus up amount will be paid once all conditions for the award of the SRB have been met to include graduation of training if applicable.

c. The additional plus up amount will follow the same rules for recoupment if Soldier is subsequently subject to recoupment in accordance with references C and E.

d. Soldiers who are eligible for two separate plus up amounts are only eligible to receive one and will receive the higher of the two plus up amounts.

e. A Soldier is only allowed one bonus entitlement and cannot combine different bonus authorizations listed in paragraph 5.

f. 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 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.

- g. 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).
- h. 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).
- i. 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.
- j. Soldiers changing their PMOS to 38B are not authorized the ASI W4 SRB listed in paragraph 4, they are only authorized the SRB listed without an SQI or ASI requirement. Only Soldiers who are currently qualified as MOS 38B with ASI W4 are authorized the ASI W4 SRB.
- k. 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.
- l. 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.
- m. Soldiers must have between the years of TAFS listed in paragraph 4. If none are listed, there is not a TAFS requirement.
- n. 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.
- o. Soldiers must meet all qualifications for SRB entitlement in accordance with reference E and this message.

- p. Information on taxable income can be found in table 44-1, chapter 44, volume 7A of the Department of Defense Financial Management Regulation (DODFMR).
- q. The maximum SRB will not exceed \$180,000. Soldiers may receive more than one SRB throughout their career, but the total combined SRB payments over a career shall not exceed \$360,000.
- r. 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.

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