

**Milper Message Number
10-306**

**Proponent
AHRC-EPF-R**

**Title
SELECTIVE REENLISTMENT BONUS (SRB) - TIERED PROGRAM**

...Issued: [01 Dec 10]...

A. MILPER MSG 10-249, AHRC-EPF, 23 SEPTEMBER 2010, SELECTIVE REENLISTMENT BONUS (SRB) - ENHANCED PROGRAM IS RESCINDED ON THE EFFECTIVE DATE OF THIS MESSAGE.

B. AR 601-280, CHAPTER 5.

1. THIS MILPER MESSAGE IS EFFECTIVE ON 3 DECEMBER 2010 AND MAY CHANGE AFTER 31 MARCH 2011 WITHOUT FURTHER NOTICE. THIS MESSAGE WILL EXPIRE NLT 31 DECEMBER 2011.

2. THIS MSG WILL BE BROUGHT TO THE IMMEDIATE ATTENTION OF ALL COMMANDERS, REENLISTMENT OFFICES, RECRUITERS, AND FINANCE AND ACCOUNTING OFFICES (FAO). THIS MESSAGE ANNOUNCES CHANGES TO THE REGULAR ARMY ACTIVE COMPONENT SRB PROGRAM.

3. ADDITIONAL GUIDANCE FOR DFAS: TO AVOID FUTURE CLAIMS OR ERRONEOUS UNFULFILLED COMMITMENTS, REQUEST CDR ENSURES FAOS PERSONNEL ARE KNOWLEDGEABLE OF THE CONTENTS OF THIS MESSAGE.

4. SOLDIERS POSSESSING A MILITARY OCCUPATIONAL SPECIALTY (MOS) AS PRIMARY WITH ASSOCIATED SKILL QUALIFICATION IDENTIFIER (SQI), ADDITIONAL SKILL IDENTIFIER(ASI), OR LANGUAGE CODE (IF ANY) AND RANK WITH A TIERED LEVEL LISTED IN THE FOLLOWING INVENTORY TABLE MAY BE ENTITLED TO A LUMP SUM, FLAT-RATE, SRB PAYMENT AS DEPICTED IN PARAGRAPH 6.

PMOS/TITLE	SQI	ASI	LANG	SL1	SGT	SSG	SFC
09L INTERPRETER/TRANSLATOR				0	4	10	10
11B INFANTRYMAN				2	3	4	4
11B INFANTRYMAN		J3		0	0	7	0

11B INFANTRYMAN	G, V			0	5	5	5
11C INDIRECT FIRE INFANTRYMAN				2	3	4	4
12B COMBAT ENGINEER				2	3	4	4
12D DIVER				4	3	5	0
12P PRIME POWER PROD SPC				5	5	7	3
12Y GEOSPATIAL ENGINEER				5	3	4	0
13B CANNON CREWMEMBER				0	0	2	0
13B CANNON CREWMEMBER	P			5	0	0	0
13F FIRE SUPPORT SPECIALIST				0	3	3	4
14E PATRIOT FC ENHANCED OP				0	4	5	3
14J AIR DEFENSE INTEL TACTOPS				4	0	0	0
14T PATRIOT LAUNCH STATION OP				3	2	3	3
15E UNMAN AIRCRAFT SYS REP				10	0	0	10
15J OH-58D SYS REPAIRER				0	4	0	0
15N AVIONIC MECHANIC				5	3	0	0
15R AH-64 ATTACK HELI REP				0	0	2	3
15T UH-60 HELICOPTER REPAIRER				0	0	2	0
15W UNMAN AERIAL VEHICLE OP				8	6	4	0
18 CMF			AD,CM,CX,DG,HU,KP, PL,PU,PF,PG,RU, TA TH, TU,UR	0	9	9	9

18 CMF			FR, JN, QB	0	8	8	8
18B SF WEAPONS SERGEANT				0	7	7	7
18C SF ENGINEER SERGEANT				0	7	7	7
18D SF MEDICAL SERGEANT				0	7	7	7
18E SF COMMUNICATIONS SGT				0	7	7	7
18F SF OPS AND INTEL SGT				0	0	0	7
19D CAVALRY SCOUT				4	3	4	4
19D CAVALRY SCOUT	G, V			7	5	6	0
19D CAVALRY SCOUT	P			6	0	0	0
19K M1 ARMOR CREWMAN				0	0	3	3
19K M1 ARMOR CREWMAN		K8, R8		0	0	5	0
25B INFORMATION TECH SPEC				0	0	2	0
25C RADIO OP-MAINTAINER	P			5	0	0	0
25E ELECTROMAG SPECT MAN				0	0	10	7
25L CABLE SYS INSTALL-MAINT		J2		7	7	7	7
25M MULTIMEDIA ILLUSTRATOR	P			5	5	0	0
25R VISUAL INFO EQUIP OP-MAINT				5	2	0	0
25S SAT COMM SYS OP-MAINT				5	2	0	0
25U SIGNAL SUPPORT SYS SPC				0	0	2	2
29E ELECTRONIC WARFARE SPC				6	6	3	10

31D CID SPECIAL AGENT				0	0	5	3
35F INTELLIGENCE ANALYST				7	3	4	2
35L COUNTER INTEL AGENT				0	5	7	5
35M HUMAN INTEL COLLECT TECH				5	5	5	4
35N SIGNALS INTEL ANALYST				5	3	2	0
35P CRYPTOLOGIC LINGUIST				6	5	4	0
35P CRYPTOLOGIC LINGUIST			AD, AZ, CM, DG, KP, PF, PU, PV, PW	10	9	7	6
35S SIGNALS COLLECT/ANALYST				2	0	0	0
37F PSYCH OPERATIONS SPC				6	7	7	5
37F PSYCHOLOGICAL OPS SPEC			AD, CM, CX, DG, HU, KP, PL, PU, PF, PG, RU, TA, TH, TU, UR	0	9	9	7
37F PSYCHOLOGICAL OPS SPEC			FR, JN, QB	0	8	8	6
38B CIVIL AFFAIRS SPECIALIST				0	6	6	6
38B CIVIL AFFAIRS SPECIALIST			AD, CM, CX, DG, HU, KP, PL, PU, PF, PG, RU, TA, TH, TU, UR	0	0	9	9
38B CIVIL AFFAIRS SPECIALIST			FR, JN, QB	0	0	8	8
42R ARMY BANDPERSON		9B, 9C, 9D, 9J, 9N, 9T,9U		0	6	0	0
46Q PUBLIC AFFAIRS SPECIALIST				0	5	4	0
46R PUBLIC AFF BROADCAST SPC				0	6	5	0
46R PUBLIC AFF BROADCAST	P			0	0	7	0

SPC							
51C ACQUISITION, LOG & TECHN				0	0	4	7
68A BIOMED EQUIP SPECIALIST				2	5	0	0
68E DENTAL SPECIALIST		N5		5	0	0	0
68K MEDICAL LAB SPECIALIST				5	2	0	0
68M NUTRITION CARE SPECIALIST				4	0	0	0
68Q PHARMACY SPECIALIST				2	0	0	0
68V RESPIRATORY SPECIALIST				0	0	2	0
68W HEALTH CARE SPECIALIST		M6		6	0	0	0
68S PREVENTIVE MEDICINE SPC		N4		5	0	0	0
68X BEHAVIORAL HEALTH SPC				5	0	0	0
88M MOTOR TRANSPORT OP	P			5	0	0	0
89D EX ORDNANCE DISPOSAL SPC				7	6	10	10
91D POWER GENERATION EQUIP	P			5	0	0	0
91F SMALL ARMS/ARTILLERY REP				9	3	0	0
91S STRYKER SYS MAINTAINER				6	0	0	0
92A AUTOMATED LOGISTICAL SPC	P			5	0	0	0
92G FOOD SERVICE SPECIALIST	P			5	0	0	0

92R PARACHUTE RIGGER				0	0	2	0
92Y UNIT SUPPLY SPECIALIST	P			5	5	0	0
94S PATRIOT SYSTEM REPAIRER				0	7	5	0

5. SOLDIERS POSSESSING A MOS AS PRIMARY WITH ASSOCIATED SQI, ASI, OR LANGUAGE CODE (IF ANY) AND RANK WITH A TIERED LEVEL LISTED IN THE FOLLOWING LOCATION TABLE WHO REENLIST UNDER THE RULES EXPLAINED IN PARAGRAPH 7 MAY BE ENTITLED TO A LUMP SUM FLAT-RATE SRB PAYMENT AS DEPICTED IN PARAGRAPH 6.

PMOS	SQI	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
ALL				AFGHANISTAN, IRAQ, OR KUWAIT	1	1	1	1
11C	V			75TH RANGER REGT	5	7	7	7
11B	V			75TH RANGER REGT	5	7	7	7
13F	V			75TH RANGER REGT	4	5	5	0
15F				SP OPNS CMD	6	6	6	0
15G				SP OPNS CMD	6	6	6	0
15J				SP OPNS CMD	6	6	6	0
15N				SP OPNS CMD	6	6	6	0
15P				SP OPNS CMD	6	6	6	0
15S				SP OPNS CMD	6	6	6	0
15T				SP OPNS CMD	6	6	6	0
15U				SP OPNS CMD	6	6	6	0
12B	P			AIRBORNE POSITION	5	0	0	0
12Y	P			SP OPNS CMD	7	0	0	0
25C	P			75TH RANGER REGT	7	7	0	0

25F	P			SP OPNS CMD	6	0	0	0
25N	P			AIRBORNE POSITION	6	4	0	0
25P	P			75TH RANGER REGT	0	5	0	0
25R	P			SP OPNS CMD	8	6	6	0
25V	P			SP OPNS CMD	6	0	0	0
27D		C5		COURT REPORTER	0	5	5	5
31E				GUANTANAMO BAY, CUBA	8	3	3	0
35M				SP OPNS CMD	0	7	7	6
35P				SP OPNS CMD	0	10	10	10
38B		W4		95TH CA	0	0	8	7
42A	S, P			SP OPNS CMD	4	4	3	0
42A	V			75TH RANGER REGT	4	4	3	0
68W	F			ALL GENERAL SUP AVN	5	6	3	0
68W	P	W1		SP OPNS CMD	6	7	7	7
74D	P			AIRBORNE POSITION	5	5	0	0
74D	S, P			SP OPNS CMD	6	6	5	5
74D	V			AIRBORNE RANGER POSITION	7	7	5	5
91J	P			SP OPNS CMD	4	4	0	0

6. THE FOLLOWING TABLE LIST THE SRB AMOUNTS ASSOCIATED WITH PARAGRAPHS 4 AND 5 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	\$1,300	\$1,900	\$2,600	\$3,300	\$3,900

	SPC	\$1,400	\$2,100	\$2,900	\$3,600	\$4,300
	SGT	\$1,500	\$2,300	\$3,200	\$3,900	\$4,700
	SSG/SFC	\$1,700	\$2,600	\$3,500	\$4,400	\$5,300
TIER 2	PFC	\$1,600	\$2,400	\$3,300	\$4,100	\$4,900
	SPC	\$1,700	\$2,700	\$3,600	\$4,500	\$5,400
	SGT	\$1,900	\$2,900	\$4,000	\$4,900	\$5,900
	SSG/SFC	\$2,200	\$3,300	\$4,400	\$5,500	\$6,700
TIER 3	PFC	\$2,000	\$3,100	\$4,100	\$5,100	\$6,200
	SPC	\$2,200	\$3,300	\$4,500	\$5,600	\$6,700
	SGT	\$2,400	\$3,700	\$5,000	\$6,200	\$7,400
	SSG/SFC	\$2,700	\$4,100	\$5,600	\$6,900	\$8,300
TIER 4	PFC	\$2,500	\$3,900	\$5,200	\$6,400	\$7,800
	SPC	\$2,800	\$4,200	\$5,600	\$7,000	\$8,400
	SGT	\$3,000	\$4,600	\$6,200	\$7,700	\$9,300
	SSG/SFC	\$3,400	\$5,200	\$7,000	\$8,700	\$10,400
TIER 5	PFC	\$3,200	\$4,800	\$6,500	\$8,000	\$9,700
	SPC	\$3,500	\$5,300	\$7,100	\$8,800	\$10,600
	SGT	\$3,800	\$5,800	\$7,800	\$9,700	\$11,600
	SSG/SFC	\$4,300	\$6,500	\$8,700	\$10,800	\$13,100
TIER 6	PFC	\$4,000	\$6,000	\$8,100	\$10,100	\$12,100
	SPC	\$4,300	\$6,600	\$8,800	\$11,000	\$13,200
	SGT	\$4,800	\$7,300	\$9,700	\$12,100	\$14,600
	SSG/SFC	\$5,400	\$8,100	\$10,900	\$13,500	\$16,300
TIER 7	PFC	\$5,000	\$7,600	\$10,200	\$12,600	\$15,200

	SPC	\$5,400	\$8,200	\$11,100	\$13,700	\$16,500
	SGT	\$6,000	\$9,100	\$12,200	\$15,100	\$18,200
	SSG/SFC	\$6,700	\$10,200	\$13,700	\$16,900	\$20,400
TIER 8	PFC	\$6,200	\$9,500	\$12,700	\$15,800	\$19,000
	SPC	\$6,800	\$10,300	\$13,800	\$17,200	\$20,700
	SGT	\$7,500	\$11,400	\$15,200	\$18,900	\$22,800
	SSG/SFC	\$8,400	\$12,800	\$17,100	\$21,200	\$25,600
TIER 9	PFC	\$7,800	\$11,900	\$15,900	\$19,700	\$23,800
	SPC	\$8,500	\$12,900	\$17,300	\$21,500	\$25,900
	SGT	\$9,400	\$14,200	\$19,100	\$23,600	\$28,500
	SSG/SFC	\$10,500	\$16,000	\$21,400	\$26,500	\$32,000
TIER 10	PFC	\$9,800	\$14,800	\$19,900	\$24,700	\$29,700
	SPC	\$10,600	\$16,200	\$21,700	\$26,800	\$32,400
	SGT	\$11,700	\$17,800	\$23,900	\$29,600	\$35,600
	SSG/SFC	\$13,200	\$20,000	\$26,800	\$33,200	\$40,000

7. LOCATION SPECIFIC SRB PROGRAM: SOLDIERS MEETING THE REQUIREMENTS BELOW MAY BE ENTITLED TO A LUMP SUM FLAT-RATE SRB PAYMENT:

A. POSSESSING ANY MOS AND REENLIST WHILE DEPLOYED TO ONE OF THE FOLLOWING AREAS; AFGHANISTAN, IRAQ, OR KUWAIT. IN ADDITION, POSSESSING A LISTED MOS IN THE LOCATION TABLE WHO REENLIST WHILE DEPLOYED TO ONE OF THE FOLLOWING AREAS; BAHRAIN, QATAR, UNITED ARAB EMIRATES, OR DJIBOUTI. SOLDIERS MUST BE WITHIN THE REENLISTMENT WINDOW AS ESTABLISHED BY HQDA, G1, TO BE ELIGIBLE FOR A DEPLOYED LOCATION BONUS.

B. POSSESS AN MOS WITH ASSOCIATED SQI, ASI, OR LANGUAGE CODE, AND RANK, AND REENLIST FOR A LOCATION LISTED IN PARAGRAPH 5 NOT INCLUDING AFGHANISTAN, IRAQ, OR KUWAIT.

C. CURRENTLY ASSIGNED IN, ON ASSIGNMENT INSTRUCTIONS TO, OR REENLISTING (TO INCLUDE OPTION E-2) FOR A LOCATION LISTED IN PARAGRAPH 5.

D. SOLDIERS REENLISTING FOR A LOCATION SPECIFIC SRB WILL BE USED IN AN AUTHORIZED POSITION BASED ON MOS/ASI/SQI/LANGUAGE CODE, AS APPROPRIATE, FOR THE AUTHORIZED STABILIZATION PERIOD. SOLDIERS WHO FAIL TO COMPLETE THE STABILIZED PERIOD ARE SUBJECT TO RECOUPMENT OF THE SRB.

E. SOLDIERS REENLISTING FOR A LOCATION SPECIFIC SRB WILL BE STABILIZED FOR A MINIMUM OF TWO YEARS UNLESS THE LOCATION IS FOR A SHORT TOUR AREA. SOLDIERS REENLISTING FOR A SHORT TOUR AREA WILL BE STABILIZED FOR A MINIMUM OF 12 MONTHS UNLESS OTHERWISE DIRECTED BY HRC. STABILIZATION WILL COMMENCE ON DATE OF REENLISTMENT (CONUS) OR DEROS DATE (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.

F. CAREER COUNSELORS WILL ADVISE SOLDIERS WHO ARE REENLISTING TO COMPLY WITH AI AND RECEIVING A LOCATION SPECIFIC SRB, THAT IF THEY ARE DIVERTED OR DELETED FROM THE DESIGNATED LOCATION, THEY SHOULD CONTACT THEIR SERVICING CAREER COUNSELOR IMMEDIATELY. CAREER COUNSELORS WILL CONTACT HRC, REENLISTMENT AND RECLASSIFICATION BRANCH FOR FURTHER GUIDANCE.

G. THE RETAIN REENLISTMENT CONFIRMATION PROCESS WILL SEND THE AEA CODE "U" AND TERMINATION DATE FOR THOSE SOLDIERS REENLISTING FOR CURRENT STATION STABILIZATION. INSTALLATIONS WILL USE AEA CODE OF "V" TO STABILIZE SOLDIERS WHO REENLIST FOR OTHER THAN CURRENT STATION STABILIZATION.

8. SPECIAL CONSIDERATIONS AND TECHNICAL INFORMATION:

A. THE PROVISIONS OF PARAGRAPHS 4 AND 5 ARE SEPARATE ENTITLEMENTS; THEREFORE, A SOLDIER IS ONLY ALLOWED ONE BONUS ENTITLEMENT AND CANNOT COMBINE DIFFERENT BONUS AUTHORIZATIONS.

B. SOLDIERS MUST BE QUALIFIED IN OR SCHEDULED TO ATTEND TRAINING FOR THE SQI, ASI, OR LANGUAGE CODE ASSOCIATED WITH AN MOS LISTED IN PARAGRAPH 4 OR 5. HOWEVER, SOLDIERS WHO ARE SCHEDULED TO ATTEND TRAINING WILL NOT RECEIVE BONUS PAYMENT UNTIL THEY HAVE COMPLETED THE ASSOCIATED TRAINING, IF APPLICABLE, AND ARE SUBSEQUENTLY ASSIGNED TO THE DESIGNATED LOCATION.

C. IN ORDER TO BE ELIGIBLE TO RECEIVE A LANGUAGE DEPENDENT SRB, AS IDENTIFIED IN PARAGRAPH 4 OR 5, THE SOLDIER MUST MEET THE MINIMUM PROFICIENCY STANDARD (LEVEL 2—LISTENING AND LEVEL 2— SPEAKING OR READING) WITHIN THE PAST 12 MONTHS OF THE DATE OF REENLISTMENT. LANGUAGE CATEGORIES ARE DEFINED IN AR 611-6.

D. BONUSES FOR A LANGUAGE DEPENDENT SRB, WHO HAVE A LISTENING AND SPEAKING OR READING PROFICIENCY SCORE OF 3/3 OR HIGHER IN THEIR PRIMARY LANGUAGE ARE AUTHORIZED AN ADDITIONAL \$7,500 TO THE AMOUNT LISTED IN PARAGRAPH 6.

E. SOLDIERS MUST HAVE COMPLETED AT LEAST 17 MONTHS OF CONTINUOUS ACTIVE DUTY (OTHER THAN ACTIVE DUTY FOR TRAINING AS A RESERVIST) BEFORE REACHING ELIGIBILITY TO RECEIVE AN SRB. COMPLETION OF THE 17 MONTHS OF CONTINUOUS ACTIVE DUTY NEED NOT OCCUR IMMEDIATELY BEFORE THE DATE OF REENLISTMENT. ZONE A INCLUDES SOLDIERS WHO HAVE BETWEEN 17 MONTHS AND 6 YEARS OF SERVICE AT TIME OF REENLISTMENT. ZONE B INCLUDES SOLDIERS WHO HAVE BETWEEN 6 AND 10 YEARS OF SERVICE AT TIME OF REENLISTMENT. ZONE C INCLUDES SOLDIERS WHO HAVE BETWEEN 10 AND 14 YEARS OF SERVICE AT TIME OF REENLISTMENT. MOS' LISTED WITH A NUMERIC TIERED LEVEL ARE ZONE IMMATERIAL. MOS' LISTED WITH AN ALPHA-NUMERIC LEVEL ARE ZONE SPECIFIC.

EXAMPLE 1: MOS 11B E-5 IS LISTED AS A TIER 4. ALL ZONES ARE ELIGIBLE TO RECEIVE THE BONUS; PROVIDED THEY ARE OTHERWISE QUALIFIED.

EXAMPLE 2: MOS 11B E-6 IS LISTED AS A TIER 4C. ONLY 11B SOLDIERS WHO FALL INTO THE C ZONE ARE ELIGIBLE TO RECEIVE THE BONUS; PROVIDED THEY ARE OTHERWISE QUALIFIED.

F. SRB ENTRY ON DD FORM 4/1: ITEM 8B(5) "LUMP SUM FLAT-RATE BONUS IAW MILPER MESSAGE 10-XXX, PARA X".

G. SOLDIERS MUST MEET ALL QUALIFICATIONS FOR SRB ENTITLEMENT IAW AR 601-280 AND THIS MESSAGE.

H. EXCEPT FOR THE DEPLOYED LOCATION BONUS FOR IRAQ, AFGHANISTAN AND KUWAIT, SOLDIERS WHO REENLIST TO MEET THE SERVICE REMAINING REQUIREMENT FOR A HQDA DIRECTED DETAILED ASSIGNMENT (SUCH AS RECRUITING, DRILL SERGEANT, OR INSTRUCTOR DUTY) ARE NOT AUTHORIZED THE LOCATION AMOUNTS LISTED IN PARAGRAPH 5; HOWEVER, THEY MAY BE AUTHORIZED PAYMENT OF AN SRB FOR THEIR PMOS, SQI, ASI, OR LANGUAGE CODE, PROVIDED OTHERWISE QUALIFIED UNDER PARAGRAPH 4.

I. INFORMATION ON TAXABLE INCOME CAN BE FOUND IN TABLE 44-1, CHAPTER 44, VOLUME 7A OF THE DODFMR.

J. SOLDIERS POSSESSING THE SQI OF V MAY RECEIVE THE BONUS FOR SQI P OR G IF OTHERWISE QUALIFIED IAW PARA 4 OR 5 ABOVE.

K. CAREER COUNSELORS ARE NO LONGER REQUIRED TO DISTRIBUTE A HARD COPY OF THE REENLISTMENT CONTRACT TO FINANCE. THIS INCLUDES REENLISTMENTS RESULTING FROM THE BEAR PROGRAM.

9. SOLDIERS WITH QUESTIONS PERTAINING TO BONUSES AND ELIGIBILITY REQUIREMENTS ADDRESSED IN THIS MESSAGE SHOULD CONTACT THEIR SERVICING CAREER COUNSELORS. SERVICING CAREER COUNSELORS WITH QUESTIONS REGARDING THIS MESSAGE SHOULD CONTACT THEIR APPROPRIATE ACOM RETENTION OFFICE FOR CLARIFICATION. HUMAN RESOURCES COMMAND, FORT KNOX, KY, POC IS MR. WHITEHOUSE, DSN 983-5494.