

Milper Message Number
13-378

Proponent
AHRC-EPF

Title
MOS CONVERSION BONUS PROGRAM

...Issued: [31 Dec 13]...

- A. MILPER MESSAGE 13-197, AHRC-EPF-R, SUBJECT: MOS CONVERSION BONUS (MOS-CB) PROGRAM, 29 JULY 2013.
- B. DEPARTMENT OF DEFENSE INSTRUCTION (DODI) 1304.31, SUBJECT: ENLISTED BONUS PROGRAM (EBP), 12 MARCH 2013.
1. THIS MILPER MESSAGE IS EFFECTIVE ON 1 JANUARY 2014 AND WILL EXPIRE NLT 31 DECEMBER 2014.
 2. THIS MESSAGE ANNOUNCES CHANGES TO THE REGULAR ARMY, ACTIVE COMPONENT MILITARY OCCUPATIONAL SPECIALTY CONVERSION BONUS (MOS-CB) PROGRAM AND WILL BE BROUGHT TO THE IMMEDIATE ATTENTION OF ALL COMMANDERS, REENLISTMENT OFFICES AND RECRUITERS.
 3. THE OBJECTIVE OF THIS PROGRAM IS TO ATTRACT HIGHLY QUALIFIED SOLDIERS IN THE RANK OF STAFF SERGEANT (SSG) AND BELOW, WHO ARE SERVING IN OVERSTRENGTH AND BALANCED MOS, TO MIGRATE INTO A SHORTAGE MOS. SOLDIERS WHO ARE APPROVED FOR THIS PROGRAM ARE ELIGIBLE TO RECEIVE A LUMP SUM BONUS UPON COMPLETION OF TRAINING AND AWARDED OF THE NEW MOS AS LISTED IN PARAGRAPH 8. SOLDIERS WHO ARE AWARDED THE NEW MOS WITH ADDITIONAL SKILL IDENTIFIER (ASI) OF "4A" ARE NOT ELIGIBLE TO RECEIVE THIS BONUS UNTIL THE ASI OF "4A" IS REMOVED.
 4. SOLDIERS WHO VOLUNTEER FOR THIS PROGRAM MUST MEET THE FOLLOWING REQUIREMENTS:
 - A. BE A SSG (NONPROMOTABLE) OR BELOW WITH NO MORE THAN 12 YEARS OF TOTAL SERVICE AT TIME OF APPROVED RECLASSIFICATION.
 - B. HAVE COMPLETED ALL BONUS OBLIGATED SERVICE (BOS) INCURRED FOR RECEIPT OF AN ENLISTMENT BONUS, SELECTIVE REENLISTMENT BONUS OR CRITICAL SKILLS RETENTION BONUS UPON AWARD OF THE NEW MOS OR INCUR A DEBT EQUAL TO THE UNEARNED PORTION.
 - C. MEET ALL QUALIFICATIONS FOR REQUESTED MOS.
 - D. AGREE TO SERVE IN THE NEW MOS FOR A MINIMUM OF 36 CONTINUOUS MONTHS UPON AWARD OF THE NEW MOS.
 5. ELIGIBILITY FOR THE MOS-CB IS BASED ON THE DATE RECLASSIFICATION IS APPROVED AND THE RANK HELD ON THAT DATE. IF THE SOLDIER IS SUBSEQUENTLY PROMOTED OR THE BONUS IS LATER CHANGED, THE SOLDIER WILL RETAIN ELIGIBILITY FOR THE BONUS ENTITLEMENT IN EFFECT AT THE TIME THE REQUEST FOR RECLASSIFICATION WAS APPROVED. AS AN EXCEPTION, SOLDIERS RECLASSIFYING TO AN MOS LISTED IN PARAGRAPH 8, WHICH IS ALSO INCLUDED IN THE SPECIAL MOS ALIGNMENT PROMOTION PROGRAM (SMAPP), AS OF THE DATE OF RECLASS APPROVAL, ARE ELIGIBLE FOR THE MOS-CB BASED ON THE GRADE TO WHICH THEY ARE PROMOTED TO UPON COURSE COMPLETION. VERIFICATION OF THE RECLASS APPROVAL DATE FOR THE CONVERSION MOS CAN BE FOUND IN THE RETAIN SYSTEM.
 6. SOLDIERS ELIGIBLE FOR THE MOS-CB PROGRAM WILL HAVE 90 DAYS FROM COMPLETION OF TRAINING OR RECLASS APPROVAL DATE (IF NO TRAINING IS REQUIRED) TO APPLY.
 7. SOLDIERS MUST CONTACT THEIR LOCAL CAREER COUNSELOR TO COMPLETE THE REQUEST FOR MOS-CB AGREEMENT DOCUMENT. THIS DOCUMENT IS USED TO ESTABLISH ELIGIBILITY FOR THE MOS-CB PROGRAM. THE MOS-

CB AGREEMENT CAN BE FOUND AT [HTTPS://WWW.US.ARMY.MIL/SUITE/FILES/41213740](https://www.us.army.mil/suite/files/41213740). THE LOCAL CAREER COUNSELOR WILL FORWARD MOS ORDERS AND THE MOS-CB AGREEMENT/REQUEST DOCUMENT TO HRC, ATTN: AHRC-EPF-R, VIA THE CASE MANAGEMENT SYSTEM (CMS). ONCE RECEIVED, APPLICATIONS WILL BE PROCESSED THROUGH HRC FOR FINAL DETERMINATION. APPROVED APPLICATIONS WILL BE PROCESSED BY HRC THROUGH DFAS-IN VIA THE CMS SYSTEM FOR PAYMENT.

8. THE FOLLOWING MOS AND RANK ARE INCLUDED IN THE MOS-CB AND ARE AUTHORIZED THE AMOUNT LISTED BELOW:

MOS/TITLE	SGT	SSG
29E ELECTRONIC WARFARE SPECIALIST	\$4000	\$0
35L COUNTERINTELLIGENCE AGENT	\$4000	\$0
79R RECRUITER	\$4000	\$4000

9. ONCE APPROVED FOR THIS PROGRAM, ANY SOLDIER WHO FAILS TO SERVE IN THE MOS THAT THE BONUS WAS RECEIVED FOR A MINIMUM OF 36 CONTINUOUS MONTHS FROM THE DATE OF COMPLETION OF TRAINING, WILL BE SUBJECT TO RECOUPMENT OF THE UNSERVED PORTION OF THE BONUS.

10. SOLDIERS ELIGIBLE FOR AN SRB IN THEIR CONVERTED MOS MUST CHOOSE BETWEEN THE SRB AND THE MOS-CB. SOLDIERS ARE NOT AUTHORIZED TO RECEIVE AN SRB AND AN MOS-CB CONCURRENTLY (FOR THE SAME PERIOD OF SERVICE).

11. SOLDIERS WITH QUESTIONS PERTAINING TO THE MOS-CB AND ELIGIBILITY REQUIREMENTS ADDRESSED IN THIS MESSAGE SHOULD CONTACT THEIR SERVICING CAREER COUNSELORS. CAREER COUNSELORS WITH QUESTIONS REGARDING THIS MESSAGE WILL CONTACT THEIR APPROPRIATE ACOM/ASCC/DRU RETENTION OFFICE FOR CLARIFICATION. HRC POC IS MR FAST, DSN 983-5492, COM (502) 613-5492.
