

**Milper Message Number  
14-168**

**Proponent  
AHRC-EPF-R**

**Title  
SELECTIVE RETENTION BONUS (SRB) PROGRAM**

**...Issued: [23 Jun 14]...**

A. MILPER MESSAGE 14-136, AHRC-EPF-R, SUBJECT: SELECTIVE RETENTION BONUS (SRB) PROGRAM, DATED 15 MAY 14, IS RESCINDED ON THE EFFECTIVE DATE OF THIS MESSAGE.

B. DEPARTMENT OF DEFENSE INSTRUCTION (DODI) 1304. 31, SUBJECT: ENLISTED BONUS PROGRAM (EBP), DATED 12 MAR 13.

C. AR 601-280 (ARMY RETENTION PROGRAM), DATED 31 JAN 06 (\*RAR 15 SEP 11).

D. AR 11-6 (ARMY FOREIGN LANGUAGE PROGRAM), DATED 31 AUG 09 (\*RAR 23 AUG 13).

1. THIS MILPER MESSAGE IS **EFFECTIVE ON 2 JUL 14** AND MAY CHANGE AFTER 1 AUG 14 WITHOUT FURTHER NOTICE. THIS MESSAGE WILL EXPIRE NLT 31 DEC 14. CHANGES TO THE SRB PROGRAM WILL BE ANNOUNCED IN A SUBSEQUENT MILPER MESSAGE.

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

3. TO AVOID FUTURE CLAIMS OF ERRONEOUS OR UNFULFILLED COMMITMENTS, COMMANDERS WILL ENSURE FAO AND RETENTION PERSONNEL ARE ADVISED OF THE CONTENTS IN THIS MESSAGE.

4. SOLDIERS POSSESSING A PRIMARY MILITARY OCCUPATIONAL SPECIALTY (PMOS) AND RANK WITH ASSOCIATED SKILL QUALIFICATION IDENTIFIER (SQI), ADDITIONAL SKILL IDENTIFIER (ASI), OR LANGUAGE CODE, IF ANY, 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.

MOS	SQI	ASI	LANG	SL1	SGT	SSG	SFC
11B		J3		0	0	3	0
12B				2	0	0	0
12D				4	3	5	0
12P				4	4	0	0
13M				5	0	0	4
13P				5	0	0	0

13R				5	3	3	0
14H				3	3	0	0
15E				0	3	0	0
15R				4	0	0	0
15W				4	0	0	0
18 CMF			AZ*, CM, CX, HU, KP, PF, PG, PL, PU, PV, RU, TA, TH, TU, UR (3/3 DLPT OR 3 OPI)	0	10	10	10
18 CMF			AZ*, CM, CX, HU, KP, PF, PG, PL, PU, PV, RU, TA, TH, TU, UR (2/2 DLPT OR 2 OPI)	0	9	9	9
18 CMF			FR, JN, QB (3/3 DLPT OR 3 OPI)	0	8	8	8
18 CMF			FR, JN, QB (2/2 DLPT OR 2 OPI)	0	7	7	7
18 CMF				6	6	6	7
25D				0	5	5	4
25E				0	5	5	4
25Q				0	0	4	0
25S				4	0	0	0
25V				3	0	0	0
29E				0	5	4	4
31B	V5			4	4	0	0
31D				5	5	4	0
35G				3	0	0	0
35L				4	4	0	0
35N				2	0	0	0
35P			AZ* (2/2 DLPT)	6	6	6	6

35P			PF, PU, PV (2/2 DLPT)	5	5	5	5
35Q				5	5	5	5
35S				2	0	0	0
35T				5	3	0	0
37F			AZ*, CM, CX, HU, KP, PF, PG, PL, PU, PV, RU, TA, TH, TU, UR (3/3 DLPT OR 3 OPI)	0	10	10	10
37F			AZ*, CM, CX, HU, KP, PF, PG, PL, PU, PV, RU, TA, TH, TU, UR (2/2 DLPT OR 2 OPI)	0	9	9	9
37F			FR, JN, QB (3/3 DLPT OR 3 OPI)	0	8	8	8
37F			FR, JN, QB (2/2 DLPT OR 2 OPI)	0	7	7	7
37F				6	6	6	6
38B			AZ*, CM, CX, HU, KP, PF, PG, PL, PU, PV, RU, TA, TH, TU, UR (3/3 DLPT OR 3 OPI)	0	10	10	10
38B			AZ*, CM, CX, HU, KP, PF, PG, PL, PU, PV, RU, TA, TH, TU, UR (2/2 DLPT OR 2 OPI)	0	9	9	9
38B			FR, JN, QB (3/3 DLPT OR 3 OPI)	0	8	8	8
38B			FR, JN, QB (2/2 DLPT OR 2 OPI)	0	7	7	7
38B				6	6	6	6
51C				0	4	4	0
68A				3	0	0	0
68B				4	0	0	0
68C				4	3	0	0
68F				4	0	0	0
68L				3	0	0	0
68N				3	0	0	0



13B	P			AIRBORNE POSITION	3	3	0	0
13F	V			75TH RANGER REGT	4	6	6	0
13F	P			AIRBORNE POSITION	0	3	0	0
13R	P			AIRBORNE POSITION	0	0	3	0
15B				160TH SOAR	5	0	0	0
15D				160TH SOAR	5	0	0	0
15F				160TH SOAR	5	5	0	0
15G				160TH SOAR	5	5	0	0
15H				160TH SOAR	5	5	0	0
15N				160TH SOAR	5	5	0	0
15S				160TH SOAR	5	5	5	5
15T				160TH SOAR	5	5	5	5
15T				FFC - 160TH SOAR USE ONLY	6	6	6	6
15U				160TH SOAR	5	5	5	5
15U				FFC - 160TH SOAR USE ONLY	6	6	6	6
15W	P			75TH RANGER REGT	0	4	0	0
15W	P			AIRBORNE POSITION	0	3	0	0
25B	P			AIRBORNE POSITION	3	3	0	0
25C	P			75TH RANGER REGT	5	4	0	0
25C	P			AIRBORNE POSITION	3	3	0	0
25D	P			AIRBORNE POSITION	0	0	5	5
25P	P			75TH RANGER REGT	0	4	0	0
25U	P			75TH RANGER REGT	0	4	3	3
25U	P			AIRBORNE POSITION	0	3	0	0





92R	P			75TH RANGER REGT	4	4	4	4
92W	P			AIRBORNE POSITION	3	3	0	0
92Y				160TH SOAR	4	0	4	0
92Y	P			75TH RANGER REGT	4	4	4	4
92Y	P			SP OPS CMD	4	0	4	0
92Y	P			AIRBORNE POSITION	3	3	0	3
94E	P			75TH RANGER REGT	0	4	0	0

\* LANGUAGE IDENTIFIER "AZ" INCLUDES ALL ARABIC DIALECTS (AD, AE, AJ, AK, AL, AM, AN, AP, AQ, AU, AV, BS, BW, DG, DH, IC, QE, AND QW)

6. THE FOLLOWING TABLE LISTS 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	\$500	\$600	\$700	\$800	\$900
	SPC	\$500	\$600	\$700	\$800	\$900
	SGT	\$700	\$800	\$900	\$1,000	\$1,100
	SSG/SFC	\$900	\$1,000	\$1,100	\$1,200	\$1,300
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	\$5,500	\$8,300	\$11,200	\$13,900	\$16,700
	SPC	\$6,000	\$9,100	\$12,200	\$15,100	\$18,200
	SGT	\$6,600	\$10,000	\$13,400	\$16,700	\$20,100
	SSG/SFC	\$7,400	\$11,200	\$15,100	\$18,700	\$22,500
TIER 7	PFC	\$7,900	\$11,900	\$16,000	\$19,900	\$23,900
	SPC	\$8,600	\$13,000	\$17,500	\$21,600	\$26,100
	SGT	\$9,400	\$14,300	\$19,200	\$23,800	\$28,700
	SSG/SFC	\$10,600	\$16,100	\$21,600	\$26,700	\$32,200
TIER 8	PFC	\$9,800	\$14,900	\$20,000	\$24,800	\$29,900
	SPC	\$10,700	\$16,300	\$21,800	\$27,100	\$32,600
	SGT	\$11,800	\$17,900	\$24,000	\$29,800	\$35,900
	SSG/SFC	\$13,300	\$20,100	\$27,000	\$33,400	\$40,300

TIER 9	PFC	\$12,300	\$18,700	\$25,100	\$31,100	\$37,400
	SPC	\$13,400	\$20,400	\$27,300	\$33,800	\$40,800
	SGT	\$14,800	\$22,400	\$30,100	\$37,300	\$44,900
	SSG/SFC	\$16,600	\$25,200	\$33,700	\$41,800	\$50,400
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

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

- A. POSSESS ANY PMOS AND REENLIST WHILE DEPLOYED TO AFGHANISTAN, IRAQ, OR KUWAIT. TO BE ELIGIBLE FOR THE DEPLOYED LOCATION BONUS, SOLDIERS MUST POSSESS AN ETS DATE WITHIN THE REENLISTMENT WINDOW AS ESTABLISHED BY HQDA, G1. SOLDIERS PROCESSED FOR EXCEPTIONS TO REENLIST OUTSIDE OF THE REENLISTMENT WINDOW ARE NOT ELIGIBLE FOR THE DEPLOYED SRB.
- B. POSSESS A PMOS AND RANK WITH ASSOCIATED SQI, ASI, OR LANGUAGE CODE, IF ANY, AND ARE ON ASSIGNMENT INSTRUCTIONS (AI) TO, OR REENLISTING (TO INCLUDE OPTION E-2) FOR A LOCATION LISTED IN PARAGRAPH 5 (NOT INCLUDING AFGHANISTAN, IRAQ, OR KUWAIT).
- C. SP OPNS CMD LOCATION SPECIFIC SRB IS NOT AUTHORIZED FOR SOLDIERS WHO ARE CURRENTLY ASSIGNED IN, ON ASSIGNMENT INSTRUCTIONS (AI) TO, OR REENLISTING (TO INCLUDE OPTION E-2) FOR THE 75TH RANGER REGT AND 160TH SOAR. LOCATION SPECIFIC SRB'S ARE NOT INTERCHANGEABLE AND ARE RESTRICTED TO THE EXACT LOCATION LISTED IN PARAGRAPH 5.
- D. SOLDIERS REENLISTING FOR A LOCATION SPECIFIC SRB WILL BE USED IN AN AUTHORIZED POSITION BASED ON PMOS, ASI, SQI, AND LANGUAGE CODE AS APPROPRIATE, FOR THE AUTHORIZED STABILIZATION PERIOD. SOLDIERS WHO FAIL TO COMPLETE THE STABILIZATION 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. THE RETAIN REENLISTMENT CONFIRMATION PROCESS WILL SEND THE AEA CODE "U" AND TERMINATION DATE FOR THOSE SOLDIERS REENLISTING FOR CURRENT STATION STABILIZATION. FOR ALL OTHER REENLISTMENT OPTIONS, INSTALLATIONS WILL USE AEA CODE "V" TO STABILIZE SOLDIERS FOR THE REQUIRED STABILIZATION PERIOD STATED IN PARAGRAPH E ABOVE.
- G. 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 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.

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. EXCEPT FOR THE DEPLOYED LOCATION BONUS FOR IRAQ, AFGHANISTAN, AND KUWAIT, SOLDIERS WHO REENLIST OUTSIDE OF THE REENLISTMENT WINDOW AS ESTABLISHED BY HQDA, G1, MAY BE PAID A BONUS IF OTHERWISE QUALIFIED UNDER PARAGRAPH 4 OR 5. THIS INCLUDES SOLDIERS REENLISTING TO MEET THE SERVICE REMAINING REQUIREMENT FOR TRAINING IN A NEW MOS (TIER 4 OR HIGHER), SQI, ASI OR LANGUAGE OR ASSIGNMENTS THAT REQUIRE COMPLETION OF UNIT SPECIFIC TRAINING (160TH SOAR-GREEN PLATOON, 75TH RANGER REGT-RASP/RASP2) OR THE ASSOCIATED SQI, ASI, OR LANGUAGE CODE LISTED IN PARAGRAPH 5 PRIOR TO ASSIGNMENT.

C. SOLDIERS MUST BE QUALIFIED IN OR SCHEDULED TO ATTEND TRAINING FOR THE SQI, ASI, OR LANGUAGE CODE ASSOCIATED WITH A PMOS LISTED IN PARAGRAPH 4 OR 5. 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 DESIGNATED LOCATION.

D. SOLDIERS WHO REENLIST FOR TRAINING OR ARE SCHEDULED TO ATTEND TRAINING IN A NEW PMOS LISTED IN PARAGRAPH 4 WITH A TIER 4 OR HIGHER, ARE AUTHORIZED TO RECEIVE THE SRB WITH THE ASSOCIATED PMOS FOR WHICH THEY ARE REENLISTING. HOWEVER, SOLDIERS WHO REENLIST TO ATTEND MOS TRAINING WILL NOT RECEIVE THEIR BONUS PAYMENT UNTIL THEY HAVE SUCCESSFULLY GRADUATED THE MOS TRAINING AND ARE ASSIGNED IN THE NEW PMOS. 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.

E. SOLDIERS WHO REENLIST TO MEET THE SERVICE REMAINING REQUIREMENT FOR A HQDA DIRECTED DETAILED ASSIGNMENT (SUCH AS RECRUITING, DRILL SERGEANT, OR INSTRUCTOR DUTY) ARE ONLY AUTHORIZED THE DEPLOYED LOCATION BONUS FOR IRAQ, AFGHANISTAN, AND KUWAIT UNDER PARAGRAPH 5 OR AN SRB FOR THEIR PMOS, SQI, ASI, OR LANGUAGE CODE PROVIDED OTHERWISE QUALIFIED UNDER PARAGRAPH 4.

F. FOR A LANGUAGE DEPENDENT SRB, THE FOLLOWING RULES APPLY BASED UPON THE TYPE OF PROFICIENCY TEST ADMINISTERED:

(1) DEFENSE LANGUAGE APTITUDE TEST (DLPT):

(A) IN ORDER TO BE ELIGIBLE TO RECEIVE A LANGUAGE DEPENDENT SRB IDENTIFIED IN PARAGRAPH 4 OR 5, THE SOLDIER MUST MEET THE MINIMUM PROFICIENCY STANDARDS (LEVEL 2—LISTENING AND LEVEL 2— SPEAKING OR READING) AS REFLECTED IN EDAS FOR THEIR PRIMARY OR SECONDARY LANGUAGES WITHIN THE PAST 12 MONTHS OF THE DATE OF REENLISTMENT. LANGUAGE PROFICIENCY STANDARDS ARE LISTED IN AR 11-6.

(B) SOLDIERS WHO HAVE A LISTENING AND SPEAKING OR READING PROFICIENCY SCORE ON THE DLPT OF 3/3 OR HIGHER IN THEIR PRIMARY LANGUAGE ARE AUTHORIZED AN ADDITIONAL PLUS AMOUNT OF \$7,500 TO THE AMOUNT LISTED IN PARAGRAPH 6 UP TO A MAXIMUM SRB AMOUNT OF \$90,000.

(2) ORAL PROFICIENCY INTERVIEW (OPI):

(A) IN ORDER TO BE ELIGIBLE TO RECEIVE A LANGUAGE DEPENDENT SRB IDENTIFIED IN PARAGRAPH 4 OR 5, THE SOLDIER MUST MEET THE MINIMUM PROFICIENCY STANDARDS (LEVEL 2—SPEAKING) AS REFLECTED IN EDAS FOR THEIR PRIMARY OR SECONDARY LANGUAGES WITHIN THE PAST 12 MONTHS OF THE DATE OF REENLISTMENT. LANGUAGE PROFICIENCY STANDARDS ARE LISTED IN AR 11-6.

(B) SOLDIERS ADMINISTERED THE OPI ARE NOT AUTHORIZED AN ADDITIONAL \$7,500.

G. SOLDIERS MUST HAVE COMPLETED AT LEAST 17 MONTHS OF CONTINUOUS ACTIVE DUTY (OTHER THAN ACTIVE DUTY FOR TRAINING AS A RESERVIST) AND NO MORE THAN 14 YEARS OF ACTIVE FEDERAL SERVICE (AFS) 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. BONUSES MAY ONLY BE PAID UP TO THE 20TH YEAR OF AFS; MAXIMUM OBLIGATED SERVICE IS 60 MONTHS.

H. SOLDIERS POSSESSING THE SQI OF "V" MAY RECEIVE THE BONUS FOR SQI "P" OR "G", IF OTHERWISE QUALIFIED, IAW PARAGRAPH 4 OR 5 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 IAW AR 601-280 AND THIS MESSAGE.

J. SRB ENTRY ON DD FORM 4/1, ITEM 8B(5): "LUMP SUM PAYMENT AUTHORIZED IAW MILPER MESSAGE 14-XXX PARA X".

K. SRB ENTRY ON DD FORM 4/1, ITEM 8B(2) FOR THE DEPLOYED SRB WILL INDICATE MOS IMMATERIAL. EXAMPLE: "SRB TIER 1, MOS N/A".

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

M. 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. CAREER COUNSELORS ARE REQUIRED TO DISTRIBUTE THE DA FORM 3340-R 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. POC FOR THIS HEADQUARTERS IS [THE RETENTION AND RECLASSIFICATION BRANCH, AHRC-EPF-R, HRC, FT KNOX](#).

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