

## **MILPER Number: 25-132**

**Proponent**  
**AHRC-FSF-ER**

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

**...Issued:[17 Apr 2025]...**

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A. MILPER Message 25-009, AHRC-FSF-ER, 10 January 2025, 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), 14 April 2023.

D. DA Pam 611-21 (Military Occupational Classification and Structure), 20 November 2024.

E. DA Pam 601-280 (Army Retention Program Procedures), 17 October 2024.

F. AR 11-6 (Army Foreign Language Program), 9 May 2024.

1. This MILPER message is effective on 29 April 2025 and will expire no later than 28 April 2026. Reference A is rescinded on the effective date of this message.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. This message is subject to change without notice as announced in a subsequent MILPER message in consultation with Headquarters, Department of the Army, Deputy Chief of Staff G-1. 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.

3. In response to personnel shortages and the expansion of Army Structure, the Army will prioritize critical military occupational specialties (MOSs) within growth career management fields and will use incentives to shape behavior for these specialties in accordance with those stated priorities.

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), additional skill identifier (ASI), or Personnel Development Skill Identifier (PDSI) if any, or be currently scheduled for training in the listed PMOS, SQI, or ASI depicting a tiered level in the following table. 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 are 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	SQIASI	LANG	LOCATION	SL	1SGT	SSG	SFC
N/A (PDSI: K1J, K1K, K1L, K3A, K3B, K3C, K2D, K2E, K2F)			780TH MI/CYBER PROT BDE	8	8	8	8
12D				5	6	3	0
12H	P		75TH RANGER REGT	0	0	8	0
12K	P		AIRBORNE POSITION	2	0	0	0
12M				5	3	5	0
12N				4	0	0	0
12P				8	9	0	0
12R	P		75TH RANGER REGT	0	8	0	0

MOS	SQ	IASI	LANG	LOCATION	SL1	SGT	SSG	SFC
12R	P			AIRBORNE POSITION	6	6	0	0
12T					7	9	9	5
12W					5	0	0	0
12W	P			75TH RANGER REGT	0	9	0	0
12Y					6	6	0	0
12Y	P			75TH RANGER REGT	8	7	7	0
13B					3	5	0	0
13F	V				4	3	0	0
13F				75TH RANGER REGT	5	5	6	0
13J					5	0	0	0
13M					4	4	0	0
13R					4	0	0	0
14E	T4				3	0	0	0
14E					0	0	5	4
14G					4	4	0	0
14P					3	3	0	0
14T					3	0	0	0
14T	T4				0	0	6	4
15B				160TH SOAR	5	0	0	0
15C	U7				2	0	0	0
15C					0	5	4	0
15D	K1			160TH SOAR	4	0	0	0
15G					3	0	0	0
15G	K1			160TH SOAR	7	0	0	0
15H					5	0	0	0
15H	K1			160TH SOAR	8	2	2	0
15M					3	0	0	0
15M	K1			160TH SOAR	6	6	6	6
15N					5	0	0	0
15N	K1			160TH SOAR	0	5	0	0
15P				160TH SOAR	4	0	0	1
15Q					7	0	0	6

MOS	SQ	IASI	LANG	LOCATION	SL1	SGT	SSG	SFC
15R				FFC - 160TH SOAR USE ONLY	6	6	6	6
15R		K1		160TH SOAR	0	0	2	4
15T				FFC - 160TH SOAR USE ONLY	8	8	8	8
15T		K1		160TH SOAR	0	4	4	0
15U				FFC - 160TH SOAR USE ONLY	8	8	8	8
15U		K1		160TH SOAR	6	0	0	0
15W		U7			0	4	5	0
15Y					8	0	0	0
17C					3	6	3	6
17C		E6		780TH MI/CYBER PROT BDE	8	8	8	8
17C		P		75TH RANGER REGT	0	7	7	9
17E					0	2	0	4
17E		P		75TH RANGER REGT	0	8	8	6
18 CMF					9	9	9	9
18 CMF (6-12)					0	0	10	10
19C					5	6	3	4
19K					0	3	0	0
25B		P		75TH RANGER REGT	9	6	0	0
25B		P		AIRBORNE POSITION	5	4	0	0
25D					0	10	10	0
25E		P		75TH RANGER REGT	0	0	7	7
25H					3	0	0	0
25H		P		75TH RANGER REGT	0	5	5	7
25S					7	0	0	0
25S		P		75TH RANGER REGT	8	8	0	0

MOS	SQIASI	LANG	LOCATION	SL1	SGT	SSG	SFC
25U	P		75TH RANGER REGT	8	8	0	0
25U	P		AIRBORNE POSITION	3	0	0	0
27D	K1		160TH SOAR	0	4	0	0
27D	P		75TH RANGER REGT	0	0	6	6
27D	P		AIRBORNE POSITION	0	3	0	0
27D	P		SP OPNS CMD	6	6	0	0
35F	P		75TH RANGER REGT	8	8	8	8
35F	P		AIRBORNE POSITION	3	2	0	0
35G				7	0	0	0
35G	P		75TH RANGER REGT	8	7	7	0
35L				6	4	0	0
35L	G9			10	10	9	8
35L	J5			0	0	9	8
35M		CM, RU, KP, AZ, PF		10	10	9	9
35M	P		AIRBORNE POSITION	0	0	5	6
35N	C2			7	7	9	7
35N	K1		160TH SOAR	5	0	0	0
35P		CM, RU, KP, AZ, PF		10	10	8	8
35S				7	5	0	0
35S	P		75TH RANGER REGT	0	8	0	0
35T				6	3	0	0
36B	P		75TH RANGER REGT	9	9	9	9
37F				8	9	0	0
38R	P		75TH RANGER REGT	0	0	6	0

MOS	SQ	IASI	LANG	LOCATION	SL1	SGT	SSG	SFC
38W					7	8	7	0
38Z		W4			0	0	0	5
42A		K1		160TH SOAR	4	0	0	0
42A	P			75TH RANGER REGT	8	8	5	5
42A	P			AIRBORNE POSITION	4	0	0	0
42R					5	0	0	0
46Z	P			75TH RANGER REGT	0	0	0	10
56M	P			75TH RANGER REGT	7	7	0	0
56M	P			SP OPNS CMD	6	6	0	0
68A					3	0	0	0
68C					6	7	3	0
68E	P			SP OPNS CMD	6	0	0	0
68F					5	2	0	0
68H					4	0	0	0
68J	P			AIRBORNE POSITION	5	5	6	0
68K					7	7	0	0
68L					6	3	0	0
68P					4	3	1	0
68Q					3	0	0	0
68R					3	0	0	0
68S					8	0	0	0
68T	P			75TH RANGER REGT	0	0	7	0
68V					5	5	0	0
68W					3	0	0	0
68W		W1			0	0	4	0
68W		W1		75TH RANGER REGT	0	6	6	6
68Y					3	4	0	0
74D	P			75TH RANGER REGT	8	8	0	0

MOS	SQ	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
74D	P			AIRBORNE POSITION	4	0	0	0
88K					0	0	0	5
88L					0	4	0	0
88M					4	0	0	0
88M	P			75TH RANGER REGT	8	6	0	0
88N	P			75TH RANGER REGT	0	8	8	0
88N	P			AIRBORNE POSITION	0	4	0	0
89A	P			AIRBORNE POSITION	8	7	0	0
89B					3	0	0	0
89B	P			75TH RANGER REGT	9	9	0	0
89D					9	9	0	0
91A					0	3	0	3
91A		H8/H9			6	6	0	0
91B					2	0	0	0
91B		K1		160TH SOAR	5	0	0	0
91B	P			75TH RANGER REGT	6	6	6	0
91C					3	0	0	0
91C		K1		160TH SOAR	5	0	0	0
91C	P			75TH RANGER REGT	7	0	0	0
91D		K1		160TH SOAR	5	0	0	0
91D	P			75TH RANGER REGT	6	0	0	0
91E	P			75TH RANGER REGT	7	0	0	0
91F	P			75TH RANGER REGT	8	0	0	0
91H		H8/H9			8	8	0	0
91L	P			AIRBORNE POSITION	5	6	0	0

MOS	SQ	IASI	LANG	LOCATION	SL1	SGT	SSG	SFC
91M					7	7	0	0
91P					4	1	0	0
91P			H8/H9		0	7	0	0
91S					1	0	0	0
91S	P			75TH RANGER REGT	8	8	0	0
91X			K1	160TH SOAR	0	0	0	6
91X	P			75TH RANGER REGT	0	0	0	8
92A			K1	160TH SOAR	6	0	0	0
92A	P			75TH RANGER REGT	10	8	6	6
92F					3	0	0	0
92F			K1	160TH SOAR	5	0	0	0
92F	P			75TH RANGER REGT	8	8	8	0
92G					5	0	0	0
92G	P			75TH RANGER REGT	10	8	8	8
92L	P			AIRBORNE POSITION	7	0	0	0
92R	P			75TH RANGER REGT	8	8	7	7
92W	P			AIRBORNE POSITION	4	5	0	0
92Y			K1	160TH SOAR	6	0	0	0
92Y	P			75TH RANGER REGT	10	8	6	6
92Y	P			AIRBORNE POSITION	5	5	2	2
94A					7	0	0	0
94A	P			AIRBORNE POSITION	0	5	0	0
94D					5	0	0	0
94E					2	0	0	0
94E	P			75TH RANGER REGT	10	10	9	0

MOS	SQIASI	LANG	LOCATION	SL1	SGT	SSG	SFC
94F	P		AIRBORNE POSITION	7	0	0	0
94H				9	3	0	0
94R				3	3	1	0
94S				7	8	0	0
94W	P		75TH RANGER REGT	0	0	0	5
94Y				6	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:

	<b>Tier 12 TO 35 MONTHS</b>	<b>36 TO 47 MONTHS</b>	<b>48 TO 59 MONTHS</b>	<b>60 OR MORE MONTHS</b>
1	\$600	\$1,300	\$2,600	\$4,800
2	\$900	\$1,900	\$3,700	\$6,900
3	\$1,200	\$2,700	\$5,300	\$9,900
4	\$1,700	\$3,800	\$7,600	\$14,200
5	\$2,500	\$5,500	\$10,900	\$20,300
6	\$3,500	\$7,800	\$15,600	\$29,100
7	\$5,000	\$11,100	\$22,200	\$41,500
8	\$7,000	\$15,600	\$31,100	\$58,300
9	\$8,700	\$19,500	\$38,900	\$72,900
10	\$9,600	\$21,600	\$43,200	\$81,000

6. Location specific SRB program. Soldiers meeting the requirements below may be entitled to a lump sum, flat-rate, SRB payment:

a. Soldiers receiving a location specific SRB who require training prior to being assigned to the listed location will always receive a training SRB type that will 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 are scheduled for training at the time of reenlistment.

- b. 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.
- c. A "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, SAC, 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. The "MOS N/A (PDSI): K1J, K1K, K1L, K3A, K3B, K3C, K2D, K2E, K2F)" TIER 8 bonus listed is CYBER specific only. Exploitation Analysts (EA) (PDSI: K1J, K1K, K1L), Cyber Capability Developers (CCD) (PDSI: K3A, K3B, K3C), and Cyber Space Operators (ION) (PDSI: K2D, K2E, K2F) may receive a bonus as announced in the current SRB message if they are assigned to a valid EA, CCD, or ION position. This rule only applies to Soldiers currently assigned to 780th Military Intelligence Brigade (DMSL-ACB), Cyber Protection Brigade (DMSL-CPB), 11th Cyber Warfare Battalion (DMSL MFH), or Joint Force Headquarters Cyber (DMSL CYH). Soldiers reenlisting for reclassification into any MOS to include 17C are not eligible for the EA, CCD or ION bonus. Soldiers (MOS immaterial) reenlisting for a movement-type option permanent change of station (PCS) into or out of DMSL's ACB, CPH, MFH, or CYH are not eligible for the EA, CCD, or ION bonus.
- 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 if in the continental United States (CONUS) or Date Eligible to Return from Overseas (DEROS) if outside the continental United States (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 6f 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 Proficiency Test (DLPT), MOS 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 Integrated Personnel and Pay System-Army (IPPS-A) for their control language (CTLANG) (control language is the primary language and is listed in their 9 character PMOS) within the past 12 months (24 months for Soldiers meeting the minimum proficiency standards (level 3- Listening and level 3 speaking or reading for MOS 35P and 35M) as 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 \$700 for 12-35 months of AOS, \$1,600 for 36-47 months of AOS, \$3,200 for 48-59 months of AOS, and \$6,000 for 60 or more months of AOS, if they are assigned to the following locations and reenlist for Option Table 3-2, Current Station Stabilization Reenlistment Option: Alaska, Fort Bliss, Fort Drum, Fort Irwin, Fort Johnson and Fort Riley. To be eligible for this plus up amount, Soldiers are required to stabilize for an

additional 24 months. Additionally, Soldiers stationed in Alaska who are approved to serve an in place consecutive overseas tour (IPCOT) are authorized this plus up amount.

b. 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.

c. A Soldier is only allowed one bonus entitlement and cannot combine different bonus authorizations listed in paragraph 5. If a Soldier is eligible for two different tiers, the Soldier will be paid the higher of the two tiers.

d. 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 and who are within 24 months of ETS, may be paid a bonus if otherwise qualified. This includes Soldiers reenlisting under option 1 to meet the service remaining requirement (SRR) for training in a new PMOS (with a valid reclassification control number and approved decision report), SQI, ASI, or assignments that require completion of unit specific training (160th SOAR-Green Platoon, 75th Ranger Regiment-RASP1/RASP2). The only requirement is that they are scheduled for training at the time of reenlistment for those who are receiving a future training SRB.

e. 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).

f. Soldiers who are scheduled to attend training in a new PMOS listed in paragraph 4 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).

g. 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.

h. Soldiers who reenlist to meet the SRR 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.

i. Soldiers must have completed no more than 25 years of TAFS on 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 28th year of TAFS. If the retention control point (RCP) is prior to the 28th year of TAFS, calculate additional obligated service to the current RCP.

j. Soldiers must have between the years of TAFS listed in paragraph 4. If none is listed, there is not a TAFS requirement. For example, if the TAFS is listed as "6-12", The Soldier must have 6 or more years of AFS and 12 or less years of AFS. Soldiers with 5 years, 11 months, and 29 days or less are ineligible. Soldiers with 12 years 0 months and 1 day or more are also ineligible.

k. Soldiers possessing SQI "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.

l. Soldiers must be within 24 months of their expiration of term of service (ETS) to be eligible to be paid a bonus.

m. Soldiers must meet all qualifications for SRB entitlement in accordance with reference E and this message.

n. Information on taxable income can be found in table 44-1, chapter 44, volume 7A of the Department of Defense Financial Management Regulation (DODFMR).

o. 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.

p. 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.

10. Point of contact for this message is the Analysis and Incentives Team, Retention and Reclassification Branch, AHRC-FSF-ER, HRC, Fort Knox, KY at [usarmy.knox.hrc.mbx.fadd-ait@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-ait@army.mil).

11. RRB, HRC should direct policy-related questions to HQDA, DCS G-1, DMPM, Army Retention Branch at [usarmy.pentagon.hqda-dcs-g-1.mbx.army-retention@army.mil](mailto:usarmy.pentagon.hqda-dcs-g-1.mbx.army-retention@army.mil).