

MILPER Number: 24-423

**Proponent
AHRC-FSF-ER**

**Title
Written Bonus Agreement (WBA) Under the Selective Retention Bonus (SRB) Program
for the Regular Army**

...Issued:[10 Oct 2024]...

- A. AR 601-280 (Army Retention Program), 14 April 2023.
 - B. DA Pam 601-280 (Army Retention Program Procedures), 1 October 2023.
 - C. AR 635-200 (Active Duty Enlisted Administrative Separations), 28 June 2021.
 - D. MILPER 24-245, AHRC-FSF-ER, (Written Bonus Agreement (WBA)) Under the Selective Retention Bonus (SRB) Program for the Regular Army), 26 June 2024.
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- 1. This MILPER message is effective on 28 October 2024 and may change after 28 November 2024 without further notice. Expiration date of this message is 27 October 2025.
 - 2. The WBA, within the SRB program, was established by reference (A) to provide the Army with an agile and flexible process to incentivize Soldiers currently on indefinite term reenlistment contracts to continue serving in the Regular Army (RA).
 - 3. This message authorizes an SRB to Soldiers through the execution of a WBA. The following eligibility requirements must be met in order to request payment of an SRB under a WBA:
 - a. Must be in the pay grade of E-7 or above, and currently serving on a noncommissioned officer (NCO) career status reenlistment contract.

b. Must be eligible for continued service in accordance with reference (A) and recommended by their immediate commander.

c. Must elect a WBA prior to obtaining the number of Total Active Federal Service (TAFS) years listed in paragraph 4.

(1) Requests submitted for Soldiers not currently serving on a bonus obligation period: requests can be submitted at any time between the TAFS (greater than the lower number and less than the higher number) listed in paragraph 4 but not earlier than 18 years TAFS. The bonus obligation start date will be the date of application or 20 years TAFS, whichever is later, but not earlier than 20 years TAFS. For example, an 18 career management field (CMF) Soldier in the grade of E-9 must have more than or equal to 18 years of TAFS and less than or equal to 19 years TAFS to be eligible. If they have 17 years, 11 months, and 29 days, they are ineligible. Additionally, if they have 19 years, 0 months and 1 day of TAFS, they are also ineligible.

(2) Requests submitted for Soldiers still serving on a bonus obligation period: requests can be submitted no earlier than when the Soldier is within 12 months of the current bonus obligation end date, but not earlier than 18 years TAFS. The new bonus obligation start date will be the later of the date of application or the day after the current bonus obligation end date.

d. SRB payments under the WBA cannot exceed 28 years TAFS. WBA requests that exceed 28 years TAFS will be disapproved. Subsequent requests for Soldiers previously disapproved by U.S. Army Human Resources Command (HRC) must be resubmitted as new requests.

e. Must agree to remain on active duty for a period of at least three years.

f. Must be fully qualified and serving in a CMF or military occupational specialty (MOS) listed in paragraph 4 below.

4. RA enlisted Soldiers who meet the eligibility criteria in paragraph 3 above and the table below are eligible to request the WBA.

CMF/MOS		LANG	GRADE	TAFS	36 MONTHS	48 MONTHS
17C	E7	19		\$60,000		\$0
17C	E8	18-22		\$0		\$100,000
CMF 18	E8	18-22		\$60,000		\$100,000
CMF 18	E9	18-19		\$0		\$100,000

5. Soldiers serving pursuant to an NCO career status reenlistment contract will execute a written agreement to remain on active duty for the months of additional obligated service (AOS) as outlined in the table above. Soldiers who received a bonus on their current reenlistment must be within 12 months of the current bonus obligated service ending date.

6. Application procedures:

- a. Qualified Soldiers must contact their servicing Career Counselor to complete a WBA request. The WBA request will be forwarded from their immediate commander through the Soldier's first commander in the rank of Colonel or above for endorsement. Commanders who recommend disapproval of the WBA are required to forward the request to HRC with rationale for their recommendation. HRC (AHRC-FSF-ER) has final approval/disapproval authority. The WBA is an entitlement paid in a lump sum to Soldiers meeting the criteria of this message.
- b. WBA requests will only be sent forward to HRC via the case management system (CMS). CMS cases must be referred to HRC within 30 days of the Commander's endorsement and not later than 60 days after the date of the Soldier's request.
- c. Requests for WBA will be disapproved if the requesting Soldier does not possess an MOS listed in paragraph 4 above as their primary MOS, regardless of the date on the Soldier's request, except as noted in paragraph 7g below.

7. Special considerations and technical information:

- a. An example of the WBA (DA Form 3340 and DA Form 4789) can be downloaded from [here](#). Soldiers must submit their application no earlier than the start of their targeted TAFS. TAFS is calculated from the date the Soldier signs the DA Form 3340.
- b. The approval from HRC, DA Form 3340 and DA Form 4789 contract are the documents obligating the Soldier to the terms of the agreement and will be used by Defense Finance and Accounting Service (DFAS) as the authority to disperse payment of the bonus. The date the Soldier signs the DA Form 3340 is the effective date of the entitlement.
- c. Approval of the WBA term is authority to retain Soldiers beyond their retention control point, if applicable.

d. Soldiers may not receive more than \$360,000 in total bonus payments under the SRB program during their career unless a specific exception by the office of the Under Secretary of Defense is provided. Soldiers will not be paid more than one enlisted bonus for the same period of service.

e. Soldiers who have previously received a WBA are not eligible to receive a WBA in accordance with this message.

f. Soldiers who voluntarily or involuntarily separate prior to completing the term of service for which the WBA was paid are subject to recoupment of the unearned portion of the SRB.

g. Soldiers selected for the rank of CSM under the centralized list process will not have their WBA recouped as this selection is in the normal line of progression for their MOS.

8. 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. Point of contact for this message is AHRC-FSF-ER, usarmy.knox.hrc.mbx.fadd-ait@army.mil.