

GENERAL INFORMATION

1. **Agreements/Addendums.** IAW U.S.C. Title 10, U.S.C. Title 37, DoDI 1205.21, DoDI 1304.31 and DoDI 1304.34, an applicant/Soldier must enter into an agreement outlining the terms and conditions for receiving an incentive. The agreement will explain the subject of repayment for failing to complete the period of obligated service or other conditions of service for which the incentive is paid. Agreements will be executed on or prior to any obligated service period and are only valid when containing all required signatures, dates, bonus control numbers, and are printed from authorized systems. All agreements/addendums must be uploaded into Interactive Personnel Electronic Records Management System (iPERMS) by the office generating the document(s).

2. **Funds and Taxes.** The ability to enter into a contractual agreement for an incentive and receive payment is based upon the availability of funds; therefore, all incentive programs are subject to suspension or termination without notice. All incentives are subject to state and federal tax codes (except the MGIB-SR Kicker which is a non-taxable incentive paid by the VA).

3. **Continued Receipt of Incentives.** Continued receipt of incentives is IAW DoDI 1304.31, DoDI 1304.34, DoDI 1205.21, AR 601-210, and this SRIP. Any immediate updates or continued receipt rules not previously stated are listed below. USARC G-1 Incentives Team is the authority for any discrepancies or disputes.

a. Officers changing Area of Concentration (AOC) due to normal career progression can retain their incentive provided they remain within the same Career Management Field (CMF) for the entire length of the service obligation. Transfer orders must be uploaded into iPERMS.

b. Soldiers changing their Military Occupational Specialty (MOS) due to normal career progression (per DA PAM 611-21) remain eligible to retain the incentive(s) for which contracted provided they remain within the same CMF for the entire length of the service obligation. Substantiated involuntary moves are authorized exceptions; however, transfer orders must be uploaded into iPERMS. Soldiers who voluntarily transfer for promotion purposes to another MOS are not considered eligible for continued receipt of the incentive(s). This change supplements the requirements set forth within AR 601-210, paragraph 10-5 on continued receipt of incentives due to normal career progression.

c. For SLRP incentives, enlisted Soldiers who enter a commissioning program and/or accept an appointment or commission as an officer or warrant officer in a Selected Reserve (any AOC/MOS) may continue to receive SLRP payments as stipulated in their original contract so long as they remain otherwise qualified. A new SLRP addendum must be completed with new AOC/MOS.

d. All Soldiers involuntarily transferred will be eligible for continued receipt of incentives regardless of the position or unit they are transferred to.

e. Enlisted Soldiers transferring to IMA positions will continue to receive their (MOS/UIC) incentive at the time of transfer and upon return to the unit. This includes Soldiers who contracted for a RB that is not yet effective. Soldiers who contract for Option C-2, C-4, or C-5 RBs must be fully Duty MOS Qualified (DMOSQ) for the RB before transferring to an IMA position or their incentive eligibility will be terminated. This does not apply to the Officer Bonuses.

f. IAW reference r, Soldiers who receive an incentive, and are later accepted into the AGR program, may retain their bonus provided they are assigned to an AGR position with the same MOS or AOC. This exception applies to Enlisted and Officer bonuses and SLRP. This exception does not apply to Ready Force (RF) or Puerto Rico/Virgin Islands (PRVI) incentives. This exception to policy expires 26 September 2020, unless otherwise noted.

g. Soldiers who elect to voluntarily transfer units/positions must transfer to the same contracted MOS/AOC. Soldiers who contract for PRVI incentives must transfer to another incentivized PRVI unit in order to remain eligible for continued receipt of incentives. Exceptions to this policy will be reviewed on a case-by-case basis and can be requested via ePAT action T-27-A-2.

4. Suspension of Incentives.

a. Suspension requirements for incentives are IAW DoDI 1304.31, DoDI 1304.34, DoDI 1205.21, and AR 601-210. USARC G-1 Incentives Team is the authority for any discrepancies or disputes.

b. Transfers to the Individual Ready Reserve (IRR) for personal reasons are authorized periods of nonavailability. Suspension is authorized up to 1 year. Personal reasons include any voluntary IRR transfer with an honorable separation code. IRR transfers for the purpose of accepting an Active Duty Operational Support (ADOS) tour do not apply under this paragraph.

5. Reinstatement of Incentives. Reinstatement requirements for incentives are IAW DoDI 1304.31, DoDI 1304.34, DoDI 1205.21, and AR 601-210. USARC G-1 Incentives Team is the authority for any discrepancies or disputes.

6. Termination of Incentives. Termination requirements for incentives are IAW DoDI 1304.31, DoDI 1304.34, DoDI 1205.21, and AR 601-210. Paragraphs 7 and 8 below are NOT a comprehensive list; refer to the above references for additional information. USARC G-1 Incentives Team is the authority for any discrepancies or disputes.

7. Termination with Recoupment.

a. An Officer failing to serve in the contracted AOC for the entire length of the incentive agreement (except for normal career progression and for the convenience of the government). The effective date of termination is the date annotated on the Officer's branch order.

b. An enlisted Soldier voluntarily changing their MOS during the contractual obligation, unless assigned as a 09R (SMP Cadet), 09S (OCS Candidate) or 09W (Warrant Officer Candidate). The date of termination is the effective date annotated on the Soldier's transfer order.

c. If assigned to a "999x" position, the effective date of termination is the date the Soldier was coded/reassigned as excess. Soldiers enlisting in 09S are exempted because they are enrolled in OCS. Once commissioned, they may not be coded excess for the duration of the contractual period of the contract. Deployed Soldiers must provide a copy of their orders to USAR Pay Center to prevent recoupment. AGR Soldiers assigned to 9995 will not have their bonus terminated. Reassignments due to UMR overlays will not terminate the incentives. Units will have 30 days to move the Soldier back into their assigned positions.

d. Fails two consecutive record APFT or HT/WT within the contractual term. The effective date of termination is the date of the second record APFT or HT/WT failure.

e. A Soldier affected by an involuntary move, unit transition, or mobilization will have 24 months plus periods of deployment from the date of transfer to get Duty AOC Qualified (DAOCQ)/DMOSQ in the new AOC/MOS and is eligible for future scheduled payments. A Soldier who fails to become DAOCQ/DMOSQ within 24 months, plus periods of deployment, will have their incentive terminated effective the date of the transfer into the new AOC/MOS.

8. Termination without Recoupment.

a. In regards to the OAB/WOAB, the Officer must successfully complete Basic Officer Leader Course (BOLC)/Warrant Officer Basic Course (WOBC) in their contracted AOC/MOS within 36 months of the date of commission or appointment. Failure to complete training will result in termination of the incentive.

b. In regards to the OAFB/WOAFB, Officers must be DAOCQ within 36 months of assignment in their contracted AOC/MOS to receive the OAFB/WOAFB. Failure to complete training will result in termination of the incentive.

c. Individuals who do not pass the Occupational Physical Assessment Test (OPAT) for the MOS/AOC in which they enlisted will have their incentives terminated effective the contract start date. If they fail the OPAT, they may renegotiate their contract for a different MOS/AOC incentive.

9. **Disposition of Incentives for a Deceased Member.** Upon the death of a Soldier, all incentive entitlements due to the Soldier's beneficiary are processed by Defense Finance and Accounting Services (DFAS) per USAR Pamphlet 37-1, Defense Joint Military Pay System – Reserve Component (DJMS-RC) Procedures Manual.

10. **Mobilization and Deployment Guidance.** Refer to USAR Incentives Guidance for Deployed or Mobilized Soldiers dated 8 January 2019.

11. **Exception to Policy (ETP).** ETPs may be requested through the Electronic Personnel Action Tracker (ePAT) using action type T-27-A-2 (bonus) or T-24-A-3 (SLRP). ETPs may be initiated by the unit directly in ePAT.

DEFINITIONS AND INSTRUCTIONS

1. Special Provisions.

a. **Army Medical Department (AMEDD) Officer Exclusion.** This SRIP is not the authority for AMEDD Officer Incentives.

b. **Additional Skill Identifier/Special Qualification Identifier (ASI/SQI).** A one or two digit alphanumeric or numeric-alpha code used to identify additional or special skills possessed by personnel or required by a position. Enclosure 5 lists the ASI/SQI exceptions, which Soldiers do not have to possess to be in that position. Soldiers in this situation will be authorized to receive their incentives without obtaining the training for the ASI(s)/SQI(s) listed.

c. **Bonus Control Number (BCN).** The BCN is the control measure for funds execution for bonuses. Bonuses processed by Military Entrance Processing Station (MEPS) and the USARC G-1 Incentives Team do not require BCNs. BCNs will be issued by all other accessioning agencies. When required, incentives that do not have a BCN are not valid and will not be honored.

d. **Combat Zone Tax Exclusion (CZTE).**

(1) When authorized by the SRIP, Soldiers deployed to a CZTE area listed in Internal Revenue Service (IRS) Publication 3 at the time of contract execution are eligible for CZTE for their SRIP entitlements.

(2) These Soldiers are required to meet all other eligibility criteria. If the member is receiving hostile fire pay, hazardous duty pay, or imminent danger pay, the Soldier will be assigned a deployed location BCN to certify that such service is in support of military operations in a combat zone or qualified hazardous duty area.

e. Critical skill. Critical skills include MOS, AOC, ASI, and SQI. They are selected and published in this list under the enclosures. Only those critical skills identified in the enclosures of this SRIP are authorized incentives.

f. Duty Military Occupational Specialty Qualified (DMOSQ)/Duty Area of Concentration Qualified (DAOCQ). Incentives will not be paid until Soldiers are DMOSQ/DAOCQ. If reclassifying to another bonus MOS/AOC, Enlisted Soldiers must be DMOSQ within 24 months of the date of assignment to receive the bonus. Officers/Warrant Officers must be DAOCQ/DMOSQ within 36 months of the date of assignment/appointment to receive the bonus.

g. Dual Status Military Technician (DSMT). Current DSMT are not eligible for SRIP incentives unless specified in the SRIP.

h. Eligibility Period. Incentive recipients must be informed that failure to remain eligible for the incentive throughout the entire contract period IAW AR 601-210, AR 601-280, the SRIP, and applicable policies may result in suspension, termination, and/or recoument of the incentive.

i. Federal and State Taxes. Incentive payments are subject to federal and state taxes, which will be withheld at time of payment.

j. Individual Mobilization Augmentee (IMA) Position. Enlisted Soldiers transferring to IMA positions will continue to receive their (MOS/UIC) incentive at the time of transfer and upon return to the unit. This includes Soldiers who contracted for a RB that is not yet effective. Soldiers who contract for Option C-2, C-4, or C-5 RBs must be fully DMOSQ for the RB before transferring to an IMA position or their incentive eligibility will be terminated. This does not apply to the Officer Bonuses.

k. Incentive Agreements. Incentive Agreements must have legible dates and either digital or handwritten signatures. Accession/Retention agencies must ensure that agreements contain the recipient's printed name and full SSN.

l. iPERMS. IAW AR 600-8-104 and DA PAM 600-8-104, it is the responsibility of the office of origin (the office that generates a completed document) to upload the documents to iPERMS and ensure Soldiers are provided a copy of the completed documents. Documents must be uploaded in iPERMS in order for the Soldier to receive incentive payments.

m. Non-Availability Period. IAW AR 601-210, incentive recipients must be informed that following an authorized period of non-availability they may be allowed to have their SRIP incentive(s) reinstated. Accession/Retention agencies must inform the Soldiers that they have 90 days from the date of reassignment back to a Troop Program Unit (TPU) position to extend their contract for the amount of time spent in the IRR. Upon reassignment, the Soldier must either return to their original contracted position or

specialty or to a different bonus eligible unit/specialty annotated on the published SRIP at the time of their contract extension.

n. Ready Force (RF) Units. Individual RF units will no longer be incentivized. Soldiers will instead be offered incentives based on their MOS.

o. Reserve Incentives Management SubSystem (RIMS). RIMS is currently under development. Once completed RIMS will be used to create and manage all USAR incentives.

p. Puerto Rico/Virgin Islands Units. Because of the recent hurricanes, Puerto Rico and Virgin Islands units require additional incentives to retain and recruit Soldiers. Enclosure 10 lists all incentivized UPCs.

q. SELRES. The part of the Ready Reserve of each Reserve Component (RC) (USAR/ARNG) that consists of units and individuals who participate actively in paid training periods and serve on paid AD each year. IRR and ING are the only Soldiers not considered members of the SELRES.

r. Sure Pay. Soldiers must have valid bank account information loaded in the Reserve pay system in order for the incentives to be processed. Soldiers without updated EFTs will have their incentive payments rejected and suspended until the EFT is updated. Soldiers are responsible for updating their bank account information in MyPay.

2. Non-Prior Service Enlistment Bonus (NPSEB) – (ENCL 1).

a. General. The NPSEB is authorized IAW U.S.C. Title 37, Chapter 5, Subchapter II, Sections 331, DoDI 1304.31, AR 601-210, and applicable policies. Bonuses are subject to the availability of incentive funds, which may change without notice. **Applicants may contract for both the cash bonus and education incentives.**

b. Eligibility.

(1) Must satisfy one of the following:

(a) Has not previously served in the Armed Forces; **or**

(b) Was released before completing initial entry training requirements for award of an MOS in the Armed Force of which the person was a member and the service was characterized as either honorable or uncharacterized.

(2) Enlist in the USAR for eight (8) years. The Soldier must enlist for a period of 6 years in the SELRES for NPS incentives as announced in the USAR SRIP.

(3) Enlistment must be in a bonus eligible (MOS or unit) primary or mobilization vacancy as determined by USARC G-1 manning priorities recorded in Recruit Quota System (REQUEST).

(4) Qualify as a secondary school graduate (high school).

(5) Classified in Mental Category I, II, or III (AFQT with a score of 31 or higher).

(6) Soldier must achieve a successful OPAT within their MOS assignment.

(7) Enlistment through the Army Civilian Acquired Skills Program (ACASP) in an MOS authorized by HQDA for the bonus under the USAR SRIP.

(8) Is not enlisting to qualify for a DSMT or AGR position where membership in the SELRES is a condition of employment (temporary assignment as a DSMT of 6 months or less is excluded).

(9) Is not enlisting for voluntary assignment to full-time Active Duty (AD) or Active Duty for Training (ADT) beyond 90 days in support of the Reserve program.

(10) Complete the appropriate incentives documents as part of the enlistment agreement.

(11) Complete Individual Active Duty Training (IADT) and be awarded an MOS.

c. Terms of service. Minimum six (6) year enlistment in bonus unit (UIC) and/or MOS. Failure to remain in bonus UIC/MOS throughout the entire contract period may result in termination and recoupment of the unearned bonus portion.

d. Options and Payment. Soldier must be awarded required MOS/ASI/SQI and be awarded required security clearance before bonus payment will be initiated.

(1) NPS and NPS ACASP Enlistment Bonus. Soldiers contracting for the NPS Enlistment Bonus are eligible for payment in installments. NPS receiving installments will receive 50% of the bonus amount upon completion of Initial Military Training (IMT) and award of MOS. NPS ACASP Soldiers receive 50% of the bonus amount upon completion of basic training and award of MOS. Remainder will be paid incrementally at 25% on the 2d and 4th year anniversary date of the initial contract.

Example installment payout:

(TOTAL \$20,000; initial payment of \$10,000, 2d year of \$5,000, 4th year of \$5,000)
(TOTAL \$14,000; initial payment of \$7,000, 2d year of \$3,500, 4th year of \$3,500)
(TOTAL \$12,000; initial payment of \$6,000, 2d year of \$3,000, 4th year of \$3,000)
(TOTAL \$7,000; initial payment of \$3,500, 2d year of \$1,750, 4th year of \$1,750)
(TOTAL \$5,000; initial payment of \$2,500, 2d year of \$1,250, 4th year of \$1,250)

(2) NPS with Quick Ship Option (QSO). The QSO is available to eligible NPS applicants who are standard or alternate trainees that enlist into a primary or mobilization vacancy and whose training ship date and/or training end date meets the below criteria. Qualified applicants may be offered this option based either on the applicant's ship date or the MOS training end date. MOS eligibility will be determined at the point of enlistment. Applicants qualifying for the NPSEB with the QSO will receive payment of the entire bonus in installments at the completion of their IMT and award of MOS. Soldiers contracting for a 6x2 term of service may be eligible for the Quick Ship Option (QSO) plus one of tier level 1 or 2 bonus options; however, the total NPS bonus amount cannot exceed \$20,000 which is the maximum amount authorized by federal law. The Soldier may contract for the QSO, tier 1 or 2 bonus, SLRP, and MGIB-Kicker. The USAR may cease offering this option at any time based on budgetary constraints.

NPS Quick-Ship Option
<ol style="list-style-type: none"> 1. Applicants who contract with a basic training report date within 7 RECSTA weeks of accession (enlistment date) are eligible for the NPS QSO up to \$7,000. 2. Applicants who contract for the QSO will be paid in installments at the completion of their IMT and award of MOS. 3. Any change in the IADT date that delays shipping will result in termination of eligibility for the QSO except, when changed for needs/convenience of the government or when weather prohibits safe travel to the training site.

(3) NPS and NPS ACASP Enlistment Student Loan Repayment Program (SLRP). Payable up to \$50,000. Payment is 15% of the original loan balance + interest or \$500, whichever is greater, not to exceed maximum annual amount payable. Amount cannot exceed the remaining principal amount as determined by the total of previous payments. The payments are subject to federal and state taxes. See section 10 for additional SLRP requirements.

(4) NPS and NPS ACASP Montgomery GI Bill Kicker Incentive. Authorized up to \$350 per month for up to 36 months for full-time students. Soldiers will receive payment from the VA and must meet eligibility for the MGIB basic benefit to qualify for the kicker. See section 9 for additional requirements.

3. Prior Service Enlistment Bonus (PSEB) – (ENCL 2).

a. General. The PSEB is authorized IAW U.S.C. Title 37, Chapter 5, Subchapter II, Sections 331, DoDI 1304.31, AR 601-210, and applicable policies. Soldiers must meet the eligibility criteria for enlistment in the USAR as a PS applicant as prescribed by AR

601-210. The PSEB is for USAREC prior service applicants only. Bonuses are subject to the availability of incentive funds, which may change without notice. **Soldiers may contract for both the cash bonus and education incentives.**

b. Eligibility.

(1) Enlistment must be in a bonus eligible (MOS or unit) primary/mobilization vacancy as determined by USARC G-1 manning priorities recorded in REQUEST.

(2) Is not being released from the active component or SELRES (ARNG/USAR) service for the purpose of enlistment in the USAR. Soldiers whose last assignment was in the SELRES must be out of the SELRES for at least 12 months in order to be eligible for the PSEB. Exception: ARNG Soldiers who completed their ARNG service obligation prior to enlisting into the USAR may be eligible for the bonus. A bonus is not authorized for ARNG bonus recipients who transfer to the USAR for approved reasons identified in AR 601-210; however, they may be authorized to continue receiving bonus payments under their ARNG contract.

(3) Must not have received or currently be entitled to a Selective Retention Bonus or a Critical Skills Retention Bonus under U.S.C Title 37, section 355. Must not have previously received an enlistment bonus.

(4) Enlist in the USAR for at least three (3) years. Soldiers may enlist for a period of 3 to 6 years in the SELRES for varying incentives as announced in the USAR SRIP.

(5) Upon assignment to the USAR, Soldiers must have no more than 16 years of total military service with an honorable discharge at the conclusion of all prior periods of service. This includes IRR and ING time.

(6) Soldiers must be DMOSQ within 24 months of the date of contract execution to be eligible to receive payment of the bonus.

(7) Bonus is authorized for Soldiers affiliating for SQI X or 8 regardless of MOS as long as the Soldier possesses a valid MOS and is qualified with the X or 8 identifier within 24 months from the effective date of agreement or assignment to unit, whichever is later.

(8) Soldiers enlisting in a 00D or 00G duty positions without a required ASI/SQI are considered DMOSQ and bonus eligible as long as they possess a valid Army MOS currently listed on the SRIP as bonus eligible. Soldiers enlisting in a 00D or 00G duty position with a required ASI/SQI that is listed on the SRIP (see enclosure 2) are bonus eligible once they have been awarded the ASI/SQI. Must be awarded ASI/SQI within 24 months of assignment.

(9) Complete the appropriate incentive documents as part of the enlistment agreement. Soldiers must complete their bonus agreements before or on their date of

assignment. Bonus agreements signed after their assignment date are not eligible for any bonus payments.

(10) When authorized by the SRIP, the unit bonus option may be offered to eligible Soldiers who enlist into a primary or mobilization vacancy in one of the units listed on enclosure 10. Multiple bonus options may not be combined.

c. Terms of service. Three (3) or six (6) year enlistment in bonus unit and/or MOS. Failure to remain in bonus unit/MOS throughout the entire contract period may result in termination and recoupment of the unearned bonus portion. The term of service for a PSEB begins on the effective date of the contract.

d. Options and Payment. DMOSQ Soldiers must attend a unit training assembly for bonus payment to be initiated. Units will submit NDMOSQ PSEB to finance for payment once the Soldier is DMOSQ. The PSEB payment schedule is as follows:

(1) 6-year PSEB (DMOSQ). Payable in lump sum up to \$20,000 for DMOSQ Soldiers.

(2) 6-year PSEB (NDMOSQ). Payable in lump sum up to \$20,000 after award of MOS. SOLDIERS MUST BECOME MOSQ WITHIN 24 MONTHS to receive payment of this bonus.

(3) 3-year PSEB DMOSQ. Payable in lump sum up to \$20,000.

(4) PS Student Loan Repayment Program. Payable up to \$50,000. Payment is 15% of the original loan balance + interest or \$500, whichever is greater, not to exceed maximum annual amount payable. Amount cannot exceed the remaining principal amount as determined by the total of previous payments. The payments are subject to federal and state taxes. See section 10 for additional SLRP requirements.

(5) PS Montgomery GI Bill Kicker Incentive. Authorized up to \$350 per month for up to 36 months for full-time students. Soldiers will receive payment from the VA and must meet eligibility for the MGIB basic benefit to qualify for the kicker. See section 9 for additional requirements.

4. Enlisted Affiliation Bonus (EAB) – (ENCL 3)

a. General. The EAB is authorized IAW U.S.C. Title 37, Chapter 5, Subchapter II, Sections 331, DoDI 1304.31, AR 601-210, AR 635-200, and applicable policies. Bonuses are subject to the availability of incentive funds, which may change without notice. Soldiers, who may otherwise be eligible for a bonus, will not receive the advertised bonus unless their incentive is assigned a valid BCN. ARCD will receive BCNs from the Retention Management Software (RMS) after funding has been verified in RIMS. RCCC will receive BCNs directly from RIMS. SLRP incentives can be

combined with the EAB. MEPS is not authorized to offer the EAB. RCCC is not authorized to offer the EAB to AGR Soldiers. **Soldiers electing the EAB are eligible for MOB Deferment, but are not eligible for the MSO Reduction.**

b. Eligibility.

(1) Must have previously served a term in the Active Component (AC) of an armed force of the United States or a USAR AGR tour (Title 10 only).

(2) AC Soldiers may transfer directly from the AC (AC-TPU) or from the IRR (AC-IRR-TPU). AGR Soldiers may transfer from the IRR (AGR-IRR-TPU).

(3) IAW 601-210 when last REFRAD/discharged, Soldier must have been eligible to remain on AD by reenlistment or voluntary extension in the component Soldier was assigned. Soldiers failing to complete SSD/DLC requirements are not eligible for the EAB. Soldiers whose REFRAD was before 1 January 2016, are not required to have SSD completed in order to receive the EAB.

(4) Enlistment must be in a bonus eligible TPU primary/mobilization vacancy as determined by USARC G-1 manning priorities recorded in REQUEST.

(5) Must have less than 20 years total military service (including service in the IRR) and have received an honorable discharge for all previous periods of service.

(6) ARNG-IRR-TPU must have completed their ARNG service obligation prior to transferring to the IRR to be eligible for the bonus; otherwise, they must serve at least 12 months in the IRR before transfer to the TPU. ARNG bonus recipients who transfer to the USAR for approved reasons identified in AR 601-210 may be authorized to continue receiving bonus payments from the ARNG. A new bonus is not authorized.

(7) Soldiers whose last assignment was in a TPU or IMA position must have been out of the SELRES for at least 12 months.

(8) Only E-4s to E-7s are eligible for the EAB. Only E-4s to E-6s are eligible for the Will Train option.

(9) Bonuses are restricted to the critical skills or UPCs annotated on the SRIP. Soldiers electing the NDMOSQ option are only eligible for a six (6)-year bonus and must be DMOSQ within 24 months of the date of TPU assignment in order to be eligible to receive payment of the bonus.

(10) Bonus is authorized for Soldiers affiliating for SQI X or 8 regardless of MOS as long as the Soldier possesses a valid MOS and is qualified with the X or 8 identifier within 24 months from the date of TPU assignment in order to be eligible to receive payment of the bonus.

(11) Soldiers affiliating into a 00D or 00G duty position with no ASI/SQI required are considered DMOSQ and bonus eligible as long as they possess a valid MOS currently listed on the SRIP as bonus eligible. Soldiers enlisting in a 00D or 00G duty position with a required ASI/SQI that is listed on the SRIP are bonus eligible once they have been awarded the ASI/SQI. Soldiers not qualified in the ASI/SQI at the time of contracting will only be eligible for the NDMOSQ option.

(12) Soldiers transferring from the IRR must complete their bonus agreements before or on their date of assignment, but not after. Soldiers transferring from the AC may complete their bonus agreements up to 180 days before or on their ETS date, but not after.

(13) Must not have previously received an affiliation bonus in the SELRES.

(14) If required to reenlist to meet mandatory service obligation, Soldier must meet reenlistment eligibility criteria and reenlist within 180 days of assignment to TPU in order to be eligible for the bonus.

(15) USAR TPU Soldiers assigned to the IRR for the sole purpose of ADOS tours or previous bonus recipients who transferred to the IRR for authorized periods of non-availability IAW AR 601-210, Chapter 10, paragraph 10-6 are not eligible for this bonus. Soldiers transferring from the IRR must not have been put in the IRR for unsatisfactory participation.

(16) Once contracted for a specified amount, Soldiers are not authorized to change the written agreement for a higher bonus amount.

(17) AC-to-RC EAB contracts must include the Vacancy Control Number (VCN), the UIC, and the BCN on the bonus addendum.

(18) EAB contracts executed in a designated combat zone may be eligible for the CZTE. Refer to IRS Publication 3.

(19) When authorized by the SRIP, the unit option may be offered to eligible Soldiers who transfer into a primary or mobilized vacancy in one of the units listed on enclosure 10. Multiple bonus options may not be combined.

(20) Soldiers affiliating to become a 09S/09W are not eligible for the EAB; however, they may be eligible for the OAB.

(21) IRR-to-TPU and AGR-to-TPU transfers are not authorized SLRP. Soldiers may be eligible for SLRP incentives at the time of their reenlistment.

c. Terms of service. Three (3) or six (6) year commitment in bonus unit and/or MOS. Failure to remain in bonus unit/MOS throughout the entire contract period may result in termination and recoupment of the unearned bonus portion. The term of

service for an IRR-to-TPU transfer begins on the effective date of assignment. For AC/AGR-to-TPU transfers, the term of service begins one day after REFRAD.

d. Options and payment. Soldiers must report for unit training assembly for bonus payment to be initiated by the unit pay administrator. Soldiers must become DMOSQ before payment is made.

(1) 6-year DMOSQ EAB is payable up to \$20,000 in lump sum.

(2) 3-year DMOSQ EAB is payable up to \$20,000 in lump sum.

(3) 6-year NDMOSQ EAB is payable up to \$20,000 in lump sum. The NDMOSQ option will be paid upon completion of the contracted DMOS training.

(4) Student Loan Repayment Program. Payable up to \$50,000. Payment is 15% of the original loan balance + interest or \$500, whichever is greater, not to exceed maximum annual amount payable. Amount cannot exceed the remaining principal amount as determined by the total of previous payments. The payments are subject to federal and state taxes. See section 10 for additional SLRP requirements.

5. Reenlistment Bonus (RB) – (ENCL 4).

a. General. The RB is authorized IAW U.S.C. Title 37, Chapter 5, Subchapter II, Sections 331, DoDI 1304.31, AR 140-111, and applicable policies. Bonuses are subject to the availability of incentives funds, which may change without notice. Soldiers who may otherwise be eligible for a bonus will not receive the advertised bonus unless their incentive is assigned a valid BCN from RMS after funding has been verified in RIMS. Soldiers may contract for both the cash bonus and education incentives. Reenlistment bonus eligibility is determined by the execution date of the bonus addendum; however, the bonus will not be paid until the effective date of their reenlistment.

b. Reenlistment Options. In accordance with reference s, USAR Soldiers are eligible for the below Reenlistment Options. Although a Soldier may be eligible for the Reenlistment Option, they must also meet the RB eligibility criteria in order to receive an incentive.

U.S. Army Reserve Reenlistment Options
C-1. Army Reserve Regular Reenlistment Option (Current Unit of Assignment)
C-2. Army Reserve Training Option
C-3. Army Reserve Priority Unit of Choice (Ready Force) Option
C-4. Army Reserve Drill Sergeant Option
C-5. Army Reserve Instructor Option
C-6. IMA Current Unit of Assignment

(1) Option C-1 may be offered the standard DMOSQ bonus for the MOS or UIC they are currently assigned to.

(2) Option C-2 will use enclosure 11 for the MOS In/Out Call list and enclosure 4 to determine incentive eligibility. Soldier's current PMOS must be listed on the Out Call list and their desired new MOS must be listed on the In Call list. Soldiers must be E-6 and below with less than 12 years of service and meet MOS prerequisites per DA Pam 611-21 to be eligible for a RB. Soldier must fill a valid Will Train vacancy identified in REQUEST. Soldier must be DMOSQ within 24 months of reassignment.

(3) Option C-3 (**bonus not currently offered**). Soldier must be DMOSQ upon unit reassignment in order to receive an incentive or they must follow guidance for option C-2 above or options C-4 and C-5 below. Soldier must fill a valid vacancy identified in REQUEST.

(4) Option C-4 will use enclosure 4 to determine incentive eligibility. NDMOSQ Soldiers must be E-6 and below with less than 12 years of service and meet MOS prerequisites per DA Pam 611-21 and the DS checklist. The 108th Training Command requires an interview and letter of acceptance before offering the Soldier an incentive. Soldier must be given a valid Will Train vacancy in REQUEST. Soldier must be DMOSQ within 24 months of reassignment.

(5) Option C-5 will use enclosure 4 to determine incentive eligibility. NDMOSQ Soldiers must be E-6 and below with less than 12 years of service and meet MOS prerequisites per DA Pam 611-21. An interview and letter of acceptance from the gaining unit is required before offering the Soldier an incentive. Soldier must be given a valid Will Train vacancy in REQUEST. Soldier must be DMOSQ within 24 months of reassignment.

(6) Option C-6 will use section 14 to determine incentive eligibility. (**IMA Incentives are not currently being offered**)

c. Eligibility.

(1) Soldiers must have less than 15 years of total military service on their execution date of reenlistment.

(2) Soldiers must be DMOSQ in a critical skill or UPC listed on the current SRIP and assigned to a valid position.

(3) Soldiers assigned to a position that requires an ASI/SQI must hold that ASI/SQI in order to be eligible for the RB. The exceptions are listed in enclosure 5.

(4) Soldiers in a 00D or 00G duty position are considered DMOSQ as long as they possess an incentivized MOS. If the position requires an ASI/SQI, the SM must

hold the required ASI/SQI in order to be considered DMOSQ. The exceptions are listed in enclosure 5.

(5) Soldiers reenlisting for option C-4 or C-5 may be eligible for a 6-year NDMOSQ RB. Soldier must be awarded the SQI X or 8 within 24 months of assignment.

(6) TPU Soldiers who are transferred to the IRR for the sole purpose of accepting an ADOS-RC tour, and are eligible to reenlist while still on the ADOS-RC tour, can receive a RB; however, the RB will be paid upon their return to a TPU status.

(7) Soldiers in the grades of E1-E3 and E8-E9 are not authorized a RB.

(8) Soldiers reenlisting into the IRR are not eligible for the RB. IMAs and AGRs **may be** eligible for a RB. See sections 13 and 14 for more information.

(9) DMOSQ DSMT Soldiers are only eligible for SRIP incentives when they are deployed to a CZTE area in accordance with IRS Publication 3. They are eligible for CZTE for their SRIP entitlements. These Soldiers are required to meet all other reenlistment eligibility criteria. Soldiers will be assigned a deployed location BCN to certify that such services are: (1) in support of military operations in a combat zone or qualified hazardous duty area, and/or (2) the member is receiving hazardous duty pay, hostile fire pay, or imminent danger pay (see section 1d).

d. Terms of Service. Three (3) or six (6) year reenlistment in bonus unit and/or skill (MOS/SQI/ASI). Failure to remain in bonus unit or skill throughout the entire bonus period may result in termination and recoupment of unearned bonus portion IAW AR 601-210. The unit or skill listed on their reenlistment contract is considered the bonus unit or skill for deployed Soldiers.

e. Options and Payments. Bonus amounts are based on the critical skills listed on the current SRIP. Soldiers contracting for the RB are eligible for payment in lump sum. All RBs are paid on the effective date of contract, i.e., one day after current ETS. Soldier must be DMOSQ before bonus is paid.

(1) Indefinite Reenlistment Bonus. Available to eligible Soldiers in the rank of SSG or greater with at least 12 years of service, who reenlist for an indefinite term of service. Indefinite reenlistments are governed by the same eligibility requirements as a 6-year Reenlistment Bonus. Payable up to \$40,000.

(2) 6-year Reenlistment Bonus. Available to Soldiers who reenlist for six or more years receive a bonus payable up to \$40,000.

(3) 3-year Reenlistment Bonus. Available to Soldiers who reenlist for three, four, or five years of service. Three (3)-year reenlistment bonuses are payable up to \$30,000.

(4) Student Loan Repayment Program (SLRP). Payable up to \$50,000. Payment is 15% of the original loan balance + interest or \$500, whichever is greater, not to exceed maximum annual amount payable. Amount cannot exceed the remaining principal amount as determined by the total of previous payments. The payments are subject to federal and state taxes. See section 10 for additional SLRP requirements.

6. MOS Conversion Bonus (MOSCB) – (ENCL 6). (Currently not offered)

a. General. The MOSCB is authorized IAW U.S.C. Title 37, Chapter 5, Subchapter II, Section 331, DoDI 1304.31, AR 601-210, and applicable policies. MOSCB applications must be submitted through the RCMS Self Service portal for approval. USARC G-1 is the approval authority for TPUs, and HRC AGR Reclassification Branch is the approval authority for AGRs. See section 13 for AGR specific MOSCB information. The MOSCB may not be offered in combination with any other cash bonus. Bonuses are subject to the availability of incentive funds, which may change without notice.

b. Eligibility.

- (1) Must be a SSG or below, with no more than 12 years of total military service.
- (2) Primary MOS must be on the Out Call list and new MOS must be on the In Call list on the date application was submitted (see enclosure 6). Soldiers may not flip their secondary and primary MOSs in order to gain eligibility for the MOSCB.
- (3) Eligible applicants are current TPUs or AGRs. Soldiers transferring from the AC or the IRR may apply for the MOSCB once assigned to the TPU.
- (4) Must have sufficient time left on contract to serve in the new MOS for 36 months upon completion of training and publishing of official orders awarding the new PMOS.
- (5) Soldiers are NOT authorized to receive the MOSCB if they are already serving under a bonus contract for the same period of service.
- (6) MOSCB request must be submitted before the Soldier reclassifies into new MOS.

c. Terms of Service. A three (3) year obligation is required in the new MOS; however, an extension/reenlistment is not required as long as the Soldier has sufficient time remaining to serve the required three (3) years upon completion of MOS training. Failure to remain in bonus MOS throughout the entire bonus period may result in termination and recoument of unearned bonus portion IAW AR 601-210.

d. Options and payments. Lump sum payment of up to \$4,000 after award of new DMOS and assignment to a valid position. The MOSCB payment will be initiated by the unit pay administrator once Soldier is assigned to a valid position and awarded required MOS.

7. Officer/Warrant Accession Bonus (OAB/WOAB) – (ENCL 7).

a. General. The OAB/WOAB is authorized IAW U.S.C. Title 37, Chapter 5, Subchapter II, Sections 332, DoDI 1304.34, AR 601-210, and applicable policies. Bonuses are subject to the availability of incentives funds, which may change without notice. Soldiers, who may otherwise be eligible for a bonus, will not receive the advertised bonus unless their incentive is assigned a valid BCN (when required). Accessioning agencies must verify fund availability with USARC G-1 before awarding a BCN. All officers assigned to PRVI units can receive incentives if they meet the eligibility requirements.

b. Eligibility.

(1) OAB/WOAB is authorized if the Soldier is currently serving under an enlistment, reenlistment, or affiliation bonus; however, the previous bonus will be terminated and subject to recoupment of any unearned portion.

(2) Bonus restricted by critical AOC/MOS or high priority unit listed on current SRIP. Written agreement must be completed:

(a) Direct Commission – At the time of application (DA Form 61 Application for Appointment) and prior to the date of appointment (DA Form 71 Oath of Office – Military Personnel).

(b) Reserve Officer Training Corps (ROTC) cadets (non-scholarship) – After the published Component Board Results but no later than the date of appointment (DA Form 71 Oath of Office – Military Personnel). Must have copy of approved vacancy hold report. The End of Camp Soldiers will be handled on a case-by-case basis. Cadets who received financial assistance in the form of a ROTC scholarship are not eligible for the OAB/WOAB. Non-Scholarship Cadets may request the OAB through their school. The ROTC HRO will sign as the Service Representative on the WA. BCNs will be requested from the USARC G-1 Officer IMT Team.

(c) OCS applicants (09S) – At the time of application (DA Form 61 Application for Appointment) and prior to the date of appointment (DA Form 71 Oath of Office – Military Personnel).

(d) Warrant Officer applicants (09W) - At the time of application (DA Form 61 Application for Appointment) and prior to the date of appointment (DA Form 71 Oath of Office - Military Personnel).

(3) Soldiers accessing into an AGR/IRR/DSMT/IMA position are not eligible; Soldiers must be accessed into a TPU position.

(4) Soldiers previously appointed as an officer or warrant officer in any military service are not eligible for this bonus.

(5) Officers accessing into a Logistics AOC position (88A, 90A, 91A, 92A), are eligible for the OAB, as long as they are awarded one of the Logistics accession AOCs listed on the SRIP. They do not need to be awarded the AOC originally listed on their WA.

(6) Warrant Officers accessing into an Aviation position (153A, 153D, 153M, 154C, 154F, 155A, 155E) are eligible for the WOAB as long as they are awarded one of the Aviation Flight MOSs listed on the SRIP. It does not need to be the MOS they were originally contracted for.

(7) When authorized by the SRIP, the unit option may be offered to eligible Soldiers who access into a primary or mobilization vacancy in one of the units listed on enclosure 10. Soldiers may select other bonus options.

(8) Soldiers contracting as a 09W or 09S are eligible for the OAB as long as their target AOC/MOS is on the SRIP list as bonus eligible.

(9) Must be awarded required MOS/AOC and report for at least one unit training assembly for bonus payment to be initiated by the unit pay administrator.

(10) Soldiers may select either the SLRP or OAB. They cannot be combined.

(11) Soldiers are prohibited from receiving the Accession Bonus if they have ever used the SLRP regardless of whether or not the service obligation associated with the SLRP has been met.

c. Terms of service. Six (6) year obligatory term of service, beginning on the appointment date. Failure to remain in bonus AOC/MOS or unit throughout the entire bonus period may result in termination and recoupment of unearned bonus portion IAW AR 601-210.

d. Options and payments.

(1) Soldiers receive a lump sum payment of up to \$20,000 in incentives after assignment and award of duty qualifying AOC/MOS. *Incentives terminate for Soldiers transferring into the IMA program.* **Once the OAB is paid all previous cash bonuses given for the same period of service will be terminated and will be subject to recoupment of the unearned portion.**

(2) Student Loan Repayment Program (SLRP).

(a) Payable up to \$50,000. Payment is 15% of the original loan balance + interest or \$500, whichever is greater, not to exceed maximum annual amount payable. Amount cannot exceed the remaining principal amount as determined by the total of previous payments. The payments are subject to federal and state taxes. See section 10 for additional SLRP requirements.

(b) Enlisted Soldiers who enter a commissioning program and/or accept an appointment or commission as an officer or warrant officer in SELRES may continue to receive SLRP payments as stipulated in their original contract so long as they remain otherwise qualified. A new SLRP addendum must be created. The Soldier will only receive the remaining amount from the original SLRP contract.

8. Officer/Warrant Affiliation Bonus (OAFB/WOAFB) - (ENCL 8).

a. General. The OAFB/WOAFB is authorized IAW U.S.C. Title 37, Chapter 5, Subchapter II, Sections 332, DoDI 1304.34, AR 601-210, AR 135-100, and applicable policies. Bonuses are subject to the availability of incentives funds, which may change without notice. Soldiers, who may otherwise be eligible for a bonus, will not receive the advertised bonus unless their incentive is assigned a valid BCN. ARCD will receive BCNs from RMS after funding has been verified in RIMS. RCCC will receive BCNs directly from RIMS. All officers assigned to PRVI units can receive incentives if they meet the eligibility requirements.

b. Eligibility.

(1) Bonus restricted to grades O2 through O4 or WO1 through CW5 in critical AOCs/MOSs or high priority units listed on current SRIP. Soldier must be in a bonus eligible primary/mobilization vacancy as determined by USARC G-1 manning priorities recorded in REQUEST.

(2) Eligibility criteria for transfers.

(a) AC-to-TPU and AC-to-IRR-to-TPU transfers may be eligible for the bonus; **OR**

(b) Be serving in the Ready Reserve or Standby Reserve of another Military Service (Navy, Air Force, or Marine Corps); or be serving or have served in a Regular Component for a period of more than 30 days and have been released under honorable conditions; **OR**

(c) For prior SELRES ARNG or USAR Officers, must have transferred to the IRR and remained there for 12 months in order to be eligible for the bonus.

(3) Have fewer than 15 years of active service or qualifying service towards retirement at the time the written agreement is signed.

(4) Current IMA, AGR, or TPU Soldiers are not authorized the bonus.

(5) USAR TPU Officers/Warrant Officers assigned to the IRR for the sole purpose of ADOS tours are not eligible for this bonus.

(6) Officers/Warrant Officers affiliating into 01A, 01C, 01D, 011A, 02A, or 02B position must have a primary AOC on the FY SRIP list as bonus eligible or must agree to reclassify into new AOC/MOS listed on FY SRIP.

(7) If reclassifying, Soldiers have 36 months to become DAOCQ/DMOSQ.

(8) Officers/Warrant Officers transferring from the AC may complete their bonus agreements up to 180 days prior to or on their separation date, but not after. Officers/Warrant Officers transferring from the IRR may complete their bonus agreements before or on the date of their assignment, but not after.

(9) Officers/Warrant Officers are prohibited from receiving the Affiliation Bonus if they have ever used the SLRP regardless of whether or not the service obligation has been met.

(10) Officers/Warrant Officers must not have previously received an OAFB/WOAFB.

(11) AC-to-RC OAFB/WOAFB contracts/agreements executed in a designated combat zone may be eligible for the CZTE. Refer to IRS Publication 3.

(12) Officers possessing a Logistics AOC (88A, 90A, 91A, 92A) are eligible for the OAFB, as long as they are assigned to a primary or mobilization vacancy in one of the Logistics AOCs listed on the SRIP as bonus eligible.

(13) Warrant Officers possessing an Aviation Flight MOS (153A, 153D, 153M, 154C, 154F, 155A, 155E) are eligible for the WOAFB, as long as they are assigned to a primary or mobilization vacancy in one of the Aviation Flight MOSs listed on the SRIP as bonus eligible.

(14) Officers/Warrant Officers that contract for a specified amount are not authorized to change the written agreement for a higher bonus amount.

(15) Must report for at least one unit training assembly and be MOS/AOC qualified for bonus payment to be initiated by the unit pay administrator.

(16) When authorized by the SRIP, the unit option may be offered to eligible Soldiers who affiliate into a primary or mobilized vacancy in one of the units listed in enclosure 10. Soldiers may select other bonus options.

(17) Soldiers who were previous two (2) time non-select in any branch or component, or who are currently flagged are not eligible for the OAFB.

c. Terms of service. Soldiers incur a three (3) year obligation term of service based on the effective date of assignment to a unit/AOC/MOS qualified position or the date awarded bonus AOC/MOS, whichever is later. Failure to remain in bonus AOC/MOS or unit throughout the entire bonus period may result in termination and recoument of unearned bonus portion IAW AR 601-210.

d. Options and Payments.

(1) Soldiers receive a lump sum payment of up to \$10,000 paid upon assignment or upon award of duty qualifying AOC/MOS, whichever is later. *Incentives terminate for Soldiers transferring into the IMA program.*

(2) The OAFB/WOAFB may be combined with the OTB/WOTB for up to \$20,000 for a 6-year term of service. See section 15 for more information about the OTB/WOTB.

9. The Montgomery G.I. Bill Selected Reserve Kicker (MGIB-SR Kicker).

a. General. The MGIB SR Kicker is authorized IAW U.S.C. Title 10, Subtitle E, Part IV, Chapter 1606, Sections 16131-16136, DoDI 1322.17, AR 601-210, AR 621-202, and applicable policies.

b. Eligibility.

(1) Must be assigned to bonus eligible primary/mobilization vacancy as determined by USARC G-1 manning priorities recorded in REQUEST.

(2) Soldiers currently entitled to educational assistance under the MGIB-SR, will retain such entitlements upon contracting into the Simultaneous Membership Program (SMP).

(3) SMP Cadets who have completed only basic training and ROTC Cadets are not eligible for USAR MGIB-SR and therefore are ineligible for the MGIB-SR Kicker.

(4) A Soldier reassigned from the Control Group ROTC to a TPU to participate in ROTC/SMP is not eligible for Selected Reserve Montgomery GI Bill entitlement; therefore, the Cadet is ineligible for the MGIB-SR Kicker.

c. Terms of service. Minimum six (6) year enlistment in a bonus unit and/or MOS. Failure to remain in bonus MOS/UIC throughout the entire bonus period may result in termination and recoument of unearned bonus portion IAW AR 601-210.

d. Options and payments. Authorized up to \$350 per month for up to 36 months for full-time students. Soldiers will receive payment from the VA and must meet eligibility for the MGIB basic benefit to qualify for the kicker.

10. Student Loan Repayment Program (SLRP).

a. General. The SLRP is authorized IAW U.S.C. Title 10, Subtitle E, Part IV, Chapter 1609, Sections 16301, AR 140-111, AR 621-202, AR 601-210, and applicable policies. In accordance with AR 621-202, and AR 601-210, the SLRP entitlement amount authorized on a Soldier's initial SLRP contract is the maximum amount he/she is entitled to for the lifetime of their participation in the SLRP program. Signing a new SLRP addendum does not entitle a Soldier to receive additional monies under the SLRP program. Bonuses are subject to the availability of incentive funds, which may change without notice.

(1) Enlisted Soldiers can receive both the cash incentives and SLRP for the same period of service. Eligibility date for the SLRP will be the date of DA Form 3540 or contract as applicable.

(2) For Officers, the eligibility date for the SLRP will be the date of completion of the DA 5261-4 SLRP Addendum, which will be at the time of completion of the DA 61 for OCS and Direct Commission. ROTC Cadets may sign the DA 5261-4 no more than 90 days before the date of commission but no later than the date of commission.

b. Eligibility.

(1) Incentive restricted by critical AOC/MOS or high priority unit on current FY SRIP at the time the Soldier executes contract or transfer.

(2) ROTC/SMP/OCS/Direct Commission Soldiers eligible for SLRP may receive SLRP in lieu of the OAB, but they are not authorized to receive both.

(3) Soldiers transferring to the IMA are authorized to retain the SLRP incentive not to exceed the amount authorized on their original contract.

(4) Soldiers coming from ARNG to the USAR for reason of unit transition as described in AR 601-210 are authorized to keep SLRP up to the maximum amount authorized by the USAR, not necessarily the full amount of the original contract, minus any previously received SLRP payments. Additionally, the Soldier must have served at least one (1) year of the original contract and must maintain the MOS for which

originally contracted. A new SLRP addendum must be completed upon transfer to the USAR.

(5) Enlisted Soldiers who enter a commissioning program and/or accept an appointment or commission as an officer or warrant officer in a Selected Reserve (any area of concentration) may continue to receive SLRP payments as stipulated in their original contract so long as they remain otherwise qualified. A new SLRP addendum (DA 5261) must be created. The Soldier will only receive the remaining amount from the original SLRP contract.

(6) DMOSQ DSMT Soldiers are only eligible for SRIP incentives when they are mobilized/deployed to a CZTE Area in accordance with IRS Publication 3 and they are eligible for CZTE for their SRIP entitlements. These Soldiers are required to meet all other reenlistment eligibility criteria. Soldiers will be assigned a deployed location BCN to certify that such service is:

(a) in support of military operations in a combat zone or qualified hazardous duty area, **and/or**

(b) the member is receiving hostile fire pay or imminent danger pay. DSMT Soldiers are authorized a RB and SLRP for the same period and will retain incentives upon return from theater. Please refer to CZTE information in the Special Provisions section.

(7) Termination of SLRP will occur if Soldier accepts an AGR or permanent DSMT position (including temporary position six months or more), where membership in the SELRES is a condition of employment; however, the following rules apply.

(a) A Soldier participating in the SLRP will be eligible to have repayment apportioned with proper fractional credit for each portion of the year served when the Soldier:

[1] Enters on AD in an Active Component of a U.S. Armed Force.

[2] Enters on AD in an AGR status.

[3] Is transferred or reassigned to the IRR as a direct result of a reduction of over strength, RIF, unit deactivation, or unit relocation.

(b) If a Soldier receives AGR orders, SLRP eligibility will be terminated if—

[1] This is the Soldier's initial entry on AD; **and**

[2] They are enrolled in the AD entitlement portion of the MGIB (38 USC Chapter 30) per chapter 2. Soldier must make an election to retain SLRP and decline MGIB-AD or decline further SLRP payments and accept MGIB-AD. This is accomplished using

DD Form 2366, under item 4, Service Unique Education Assistance Options, a statement will be entered if Soldier elects as follows:

[a] If Soldier elects continuation of SLRP and declines MGIB-AD, Soldier completes item 5 of DD Form 2366 and statement entered in item 4 is "I elect to retain my SLRP from (enter date from Soldier's DA Form 5261-4)."

[b] If Soldier declines SLRP and accepts MGIB-AD, Soldier completes item three (3) of DD Form 2366 and statement entered in item 4 is "I understand that I will no longer receive SLRP from (enter date from Soldier's DA Form 5261-4)."

c. Terms of service. Six (6) year commitment in an incentivized unit and/or MOS/AOC. Failure to remain in the incentivized MOS/AOC/unit throughout the entire contract period may result in termination and recoupment of unearned SLRP portion IAW AR 601-210 and AR 621-202. IMA Soldiers must meet annual service obligation. Failure to do so may result in termination and recoupment of unearned SLRP portion.

d. Options and Payments. Payable up to \$50,000. Payments are 15% of the original loan balance + interest or \$500, whichever is greater, not to exceed maximum annual amount payable. Amount cannot exceed the remaining principal amount as determined by the total of previous payments.

(1) Student Loan Repayment Program (SLRP) Amounts.

\$10K - 15% of the original loan balance + interest, not to exceed **\$1,500** per entitlement year

\$20K - 15% of the original loan balance + interest, not to exceed **\$3,000** per entitlement year

\$30K - 15% of the original loan balance + interest, not to exceed **\$4,500** per entitlement year

\$40K - 15% of the original loan balance + interest, not to exceed **\$6,000** per entitlement year

\$50K - 15% of the original loan balance + interest, not to exceed **\$7,500** per entitlement year.

(2) Tax Information. SLRP incentives are taxable income. In an effort to minimize Soldiers' tax liabilities, DFAS will withhold federal and state taxes (when applicable) from loan payments prior to making payments to lenders.

11. Chaplain Loan Repayment Program (CHLRP).

a. General. The CHLRP is authorized IAW U.S.C. Title 10, Subtitle E, Part IV, Chapter 1609, Sections 16303, AR 621-202, AR 601-210, USAR CHLRP guidance, and other applicable policies. Termination of CHLRP will occur if the Soldier accepts an AGR or permanent DSMT position (including temporary position of six months or more) where membership in the SELRES is a condition of employment and will be subject to recoupment of any unearned portion.

b. Eligibility.

(1) Officer Accession in a valid 56A restricted to **grades O1 through O4** vacancy determined by USARC G-1 manning priorities recorded in REQUEST or as identified as a critical AOC or high priority unit at the time the Soldier executes contract or transfer.

(2) Must be AOC qualified and contract for at least a three (3) year period.

(3) Cannot be offered in conjunction with a cash bonus.

c. Terms of service. Soldiers incur a 3-year obligatory term of service based on the effective date of assignment to an AOC qualified position or the date awarded incentive AOC, whichever is later. Failure to remain in bonus AOC/UIC throughout the entire bonus period may result in termination and recoupment of unearned CHLRP portion IAW AR 601-210. IMA Soldiers must meet annual service obligation. Failure to do so may result in termination and recoupment of unearned CHLRP portion.

d. Options and payments.

(1) Payable up to \$20,000 for a 3-year commitment. Payments of qualifying loans that may be repaid annually for each year of satisfactory service performed as a chaplain in the Selected Reserve will be paid annually. Amount cannot exceed the remaining principal amount, as determined by the total of previous payments. A chaplain requesting payment above the original approved CHLRP agreement amount of \$20,000 must, upon completion of the current 3-year agreement, request a new \$20,000 CHLRP. The maximum lifetime CHLRP benefit will not exceed \$40,000 (requires two 3-year commitments).

(2) Tax Information. CHLRP incentives are taxable income. In an effort to minimize Soldiers' tax liabilities, DFAS will withhold federal and state taxes (when applicable) from loan payments prior to making payments to lenders.

12. Retention Bonus. (currently not offered)

a. General. The Retention Bonus is authorized IAW Title 37 U.S.C., DoDI 1304.31, DoDI 1304.34, AR 601-210 and applicable policies. USARC G-1 will identify and

announce the eligible population on the RCMS Self Service Portal. The eligible population can change based on the needs of the USAR without notice. Soldiers will request the Retention Bonus through the RCMS Self Service Portal. USARC G-1 will process these applications for approval. Approval of the Retention Bonus is dependent on the availability of funds. Submission of a Retention Bonus request does not guarantee approval or payment. **All eligibility criteria is calculated based on the date USARC G-1 receives the Retention Bonus request.**

b. Officer Retention Bonus (ORB) / Warrant Officer Retention Bonus (WORB) Eligibility. (currently not offered)

(1) Be a current TPU officer or warrant officer with an AOC/MOS identified on the SRIP and be assigned to a valid position on the Unit Manning Report (UMR).

(2) Currently not accepted or serving under another contract/agreement for a bonus. Public law prohibits concurrent receipt of bonuses under U.S.C. Title 37, Chapter 5, section 355.

(3) Have completed their Statutory Military Service Obligation (MSO). The MSO of Soldiers commissioned through the ROTC program starts from the time assigned to the Army Reserve.

(4) Have less than 16 years of service. The PEBD will be used for calculations.

(5) Is not a DSMT or AGR.

(6) Current grade is O3-O4 or CW3-CW4.

(7) Currently serving satisfactorily in the USAR.

c. Enlisted Retention Bonus (ERB) Eligibility. (Not authorized by HQDA at this time)

(1) Current grade is SSG (E6) or SFC (E7).

(2) Currently DMOSQ and serving in a valid UMR position.

(3) Not have more than 20 years of service; bonus is payable through 24 years of service.

(4) Currently not accepted or serving under another contract/agreement for a bonus; public law prohibits concurrent receipt of bonuses under U.S. C Title 37, Chapter 5, Section 355.

(5) Is not a DSMT.

(6) Serving under an indefinite contract.

d. Term of service. 3 or 6-year commitment beginning on the date that the written agreement is approved. Failure to remain in bonus AOC/MOS throughout the entire bonus period may result in termination and recoupment of unearned bonus portion IAW AR 601-210. Failure to complete the 3 or 6-year commitment in a TPU/IMA position will result in recoupment of the unearned portion.

e. Options and payments. Lump sum payment of **up to** \$20,000 after verification of eligibility.

13. Active Guard Reserve (AGR) Incentives.

a. General. AGR incentives are authorized IAW Section 331 Title 37 United States Code, DoDI 1304.31, AR 601-210, AR 135-100, AR 140-111, and applicable policies. Bonuses are subject to the availability of incentives funds, which may change without notice. AGR personnel are eligible for the following incentives:

(1) **(Available/Offered)** TPU Soldiers (Enlisted and Officer) accessioning into the AGR program will retain all previous incentives (cash bonus and SLRP). The incentives will not be terminated nor recouped. All contract obligations and MOS requirements will remain in effect through the contracted term of service. By retaining the existing bonus, the Soldier is not eligible for the MOSCB. Accessioning to the AGR program does not terminate the terms or obligations of the contract. In order to retain SLRP, AGR Soldiers must decline the MGIB-AD on DD Form 2366. **Soldier must be assigned to an AGR position with the same MOS or AOC for which the bonus was originally authorized.** This exception applies to MOS/AOC incentives only, not unit bonuses.

(2) **(Not authorized by HQDA at this time)** Reenlistment Bonus (RB) is a retention incentive paid to AGR Soldiers restricted to grades **E-5 to E-7 in 79R and 79V MOSs** who reenlist for a minimum of three (3) years beyond his or her current AGR ETS under the incentive program. Soldiers, who may otherwise be eligible for a bonus, will not receive the advertised bonus unless their incentive is assigned a valid BCN.

(a) Eligibility. See Reenlistment eligibility (Section 5b). AGR's are limited to reenlistment **Option C-1, IAW AR 140-111.**

(b) Terms of service. Three (3) or six (6) year obligation in bonus MOS.

[1] A Soldier who voluntarily reclassifies and fails to complete the obligated service for which the AGR RB was paid will **refund** an amount equal to the unearned portion of the agreement.

[2] A Soldier who is not technically proficient/qualified (prior to, at the time of, or after accessioning) in the MOS for which a bonus was paid will **refund** an amount equal

to the unearned portion of the agreement. The effective date of recoupment will be based on the date the Soldier originally lost technical proficiency.

[3] A Soldier who voluntarily or involuntarily fails to complete the obligated service for which the AGR RB was paid will **refund** an amount equal to the unearned portion of the agreement.

(c) Options and payments. Lump sum payment of up to \$20,000 payable on date of MOS award or position assignment, whichever is later.

(3) **(Currently not offered)** MOS Conversion Bonus (MOSCB). Current TPU Soldiers applying for AGR 79R/79V or current AGR Soldiers that reclassify into the 79R/79V AGR Program. AGR Soldiers currently serving as detailed Recruiters, who possess SQI "4", must request reclassification to MOS 79R. **Application submissions dated after award of 79R/79V MOS's will not be paid by Defense Finance Accounting and Service (DFAS).** Do not use enclosure 6 for AGR MOSCB.

(a) See MOSCB (Section 6) and updated USAR MOS Conversion Policy Change 2 for eligibility and additional information.

(b) AGR 79R/79V MOSCB packets must be submitted to HRC AGR Reclassification Branch at usarmy.knox.hrc.mbx.epmd-agr-retention@mail.mil for approval. Requests for the 79R/79V MOSCB must be submitted prior to the Soldier accepting the 79R/79V position. Soldiers who already have a 79R/79V reservation in ATRRS are not eligible for the MOSCB.

(c) The MOSCB will be paid upon award of the MOS. The 3-year term of service will start on the effective date of the MOS reclassification order. All AGR 79R or 79V bonuses are paid by DFAS. Do not submit MOSCB 79R or 79V packets to the USAR Pay Center. The 79R/79V Conversion Bonus will not be paid without an approved written agreement with a BCN.

14. Individual Mobilization Augmentee (IMA) Incentives. *(Not authorized by HQDA at this time)*

General. IMA personnel are eligible for reenlistment incentives (only). Refer to Reenlistments (section 5 and enclosure 4). Bonuses are subject to the availability of incentives funds, which may change without notice. All IMA personnel must meet all requirements and maintain annual USAR service requirements to retain incentive. **IMA's are limited reenlistment Option C-6, IAW AR 140-111.**

15. Officer/Warrant Officer Transfer Bonus (OTB/WOTB). *(Currently not offered)*

a. General. The OTB is authorized IAW U.S.C. Title 37, Chapter 5, Subchapter II, Sections 332, DoDI 1304.34, AR 610-210, and applicable policies. Bonuses are subject to the availability of incentive funds, which may change without notice. Soldiers, who may otherwise be eligible for a bonus, will not receive the advertised bonus unless their incentive is assigned a valid BCN. All officers assigned to PRVI units can receive incentives if they meet eligibility requirements. Soldiers may only contract for a Transfer Bonus in conjunction with an OAFB. The Transfer Bonus may not be offered as a standalone bonus.

b. Eligibility.

- (1) Must transfer from AC to TPU.
- (2) Must meet all eligibility requirements for the OAFB.
- (3) Bonus restricted to grades O2 through O4 or WO1 through CW5 in critical AOCs/MOSs or high priority units listed on current SRIP. Soldier must be in a bonus eligible primary/mobilization vacancy as determined by USARC G-1 manning priorities recorded in REQUEST.
- (4) Fulfilled all service obligations satisfactorily within current component.
- (5) Have fewer than 15 years of active service or qualifying service towards retirement at the time the written agreement is signed.
- (6) If the Soldier has ever used SLRP, they are not eligible for the Transfer Bonus.
- (7) Officers/Warrant Officers that contract for a specified amount are not authorized to change the written agreement for a higher bonus amount.
- (8) Must report for at least one unit training assembly for bonus payment to be initiated by the gaining unit.
- (9) Soldiers who were previous two (2) time non-select in any branch or component, or who are currently flagged are not eligible for the Transfer Bonus.

c. Terms of Service. Soldiers incur a 6-year obligation effective the date of assignment to a unit/AOC/MOS qualified position or the date awarded the bonus AOC/MOS, whichever is later. Failure to remain in bonus AOC/MOS or unit throughout the entire bonus period may result in termination and recoument of unearned bonus portion IAW AR 601-210.

d. Options and Payments. Maximum amount authorized for the Transfer Bonus in conjunction with the OAFB is \$20,000. Soldiers will receive a lump sum payment on assignment or award of duty qualifying AOC/MOS, whichever is later.

NON-MONETARY INCENTIVES

1. **Mobilization (MOB) Deferment**

a. AC Soldiers who transfer directly into a Troop Program Unit (TPU) are authorized a 24-month stabilization.

b. Soldiers (IMA or IRR) who have deployed within 12 months prior to transferring into a TPU will be authorized a 24-month mobilization stabilization from the date of assignment.

c. Soldiers (IMA or IRR) who deployed between 13 and 24 months prior to transferring into a TPU will be authorized an 18-month mobilization stabilization from the date of assignment.

d. TPU Soldiers who are reenlisting for another term in the USAR are not eligible. Soldiers enlisting, reenlisting, or transferring into a Ready Force unit are not eligible.

Note: Soldiers electing mob deferment **are eligible** for monetary incentives provided they meet SRIP eligibility requirements. The 24-month stabilization period begins immediately upon assignment to the TPU.

2. **Military Service Obligation (MSO) Reduction**

a. **ELIGIBILITY.**

(1) Soldiers transitioning from the AC are eligible to reduce their MSO in exchange for a commitment to transition directly into a TPU of the SELRES.

(2) Soldiers in the IRR, whose last period of service was in the Active Component and still have a portion of their 8-year MSO remaining may have their remaining MSO reduced by any monthly total (in whole months) not to exceed one-half, if the Soldier agrees to serve in a TPU.

(3) Soldiers in any MOS are eligible for MSO Reduction.

(4) Calculation utilized for determination of MSO reduction must be IAW USAR policy guidance.

b. **OPTIONS.** A maximum 24 months reduction is authorized; however, the statutory six (6) year service obligation must be served. Upon MSO reduction, Soldiers must be able to serve a minimum of 12 months in a TPU.

Note: Soldiers electing MSO Reduction are not eligible for any monetary incentives.

3. **Private Public Partnership**

a. Private Public Partnership (P3) provides free of charge services to Soldiers, Veterans & Family members in the capacity of interviewing techniques, resume writing and assistance with seeking civilian career opportunities. P3 also provides resources and tools, which increase the physical, mental, emotional, spiritual, and financial Readiness of the Army Reserve force through our vast network of partners. Our partners: Fortune 500 companies, academia and non-profit organizations, create opportunities to train and hire; develop the American workforce; and invest in the national security of the United States of America by partnering with P3.

b. **ELIGIBILITY.** Army Reserve Soldiers, Veterans, and Family members.

c. For more information about P3 or your local P3 contact and/or visit:
www.usar.army.mil/P3 or email usarmy.usarc.ocar.mbx.p3@mail.mil

Facebook: www.facebook.com/PrivatePublicPartnership

LinkedIn: www.linkedin.com/groups/USAR-Private-Public-Partnership-1617837

Twitter: www.twitter.com/USAR_PPPO

Pinterest: www.pinterest.com/USAR_P3O

4. **U.S. Army Partnership for Youth Success (PaYS) Program**

PaYS Partners guarantee Soldiers an interview and possible employment after the Army. This unique program is part of the Army's effort to partner with America's business community and reconnect America with its Army. More information at:
www.armypays.com