

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. Officer/ Warrant Officer Retention Bonus (ORB/WORB) – (ENCL 9).**

**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 are calculated based on the date USARC G-1 receives the completed Retention Bonus request error free.**

### **b. Eligibility.**

(1) Soldier must be a current TPU officer or warrant officer with a primary AOC/MOS or Functional Area identified on the SRIP.

(2) Soldier must be assigned to a valid position (maximum double-slotted) on the Unit Manning Report (UMR).

(a) Officers/Warrant Officers assigned to a 01A, 01C, 01D, 011A, 02A, or 02B position must have a primary AOC or Functional Area on the FY SRIP list as bonus eligible.

(b) Mobilized or deployed Officers may be assigned to 9990 or 9992 positions, but must be assigned to a valid position within 90 days of the order end date. This exception also applies to Soldiers assigned to the rear detachments.

(c) As an exception, Soldiers that are qualified as 35E may also be assigned to 35D positions. Starting in FY22, all 35 series must be awarded 35A or 35B and any applicable ASIs for their position.

(3) Soldier is 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.

(4) Soldier must 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. See enclosure 11 for contractual service obligations examples.

(5) Commission date as recorded on Soldier's Oath of Office (SF71) determines eligibility. Commissioned officers and warrant officers must have completed a minimum of 4 years of commissioned service and less than 16 years of commissioned service.

(6) Soldier is not a MILTECH, IMA, or AGR Soldier. MILTECH's are only eligible if they are considered CZTE.

(7) Soldier's current grade is O3 (with Captain Career's Course), O4 (with Ph1 ILE) complete, CW3 (with WOAC), or CW4 complete.

(8) Soldier must have sufficient time remaining until their Mandatory Removal Date (MRD).

(9) Two time non-selects at their current grade are not eligible for the bonus.

(10) Soldier must be coded as "Q" for fully qualified or "P" for qualified except for grade on the Unit Manning Report (UMR). Soldiers must hold all required SQIs and ASIs for their assigned position unless they are listed in enclosure 5.

(11) Soldier must be currently serving satisfactorily in the USAR to include, but not limited to, APFT, HTWT, UNSAT, FLAGS, security clearance, etc.

### **c. Submission.**

(1) The request must be submitted through <https://selfservice.rcms.usar.army.mil>. This website is accessible from a civilian network using a CAC enabled device. Only Soldiers deployed in a combat zone may apply via email.

(2) All requests must include a Commander's memorandum (enclosure 12). It must have the Commander's signature. Delegates will not be accepted. Signatures from Deputy Commanding Generals are acceptable. Deputy Commanding Officers and Executive Officers are not acceptable. In the absence of a Company/Detachment Commander, Soldiers must go up to the next higher Commander. Soldiers may not sign their own memorandums as the Commander. USARC G-1 uses the Unit Manning Report (UMR) to determine the Commander of the unit. If the UMR does not have a slotted Commander, an assumption of command memo will be accepted as proof of command.

(3) Deployed Soldiers should wait to submit until they receive their initial Hazard Duty Payment in order to be considered for CZTE. Otherwise, an inquiry must be submitted to USARC Incentives Branch to have their application corrected.

**d. Term of Service.** Three year commitment beginning on the date that the written agreement is approved. Failure to remain in a 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 year commitment in a TPU position will result in recoupment of the unearned portion. Transfer to the IMA or IRR will result in recoupment unless continued eligibility rules apply.

**e. Options and Payments.** Payment in lump sum of **up to \$20,000** after verification of eligibility.

### **13. Active Guard Reserve (AGR) Incentives. (currently not offered)**

**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) Approved ETP- Retention of Incentives for Army Reserve (USAR) and Army National Guard (ARNG) Soldiers Accepting Active Guard Reserve (AGR) Positions) 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 throughout the contracted term of service. By retaining the existing bonus, the Soldier is not eligible for the Conversion Bonus (CB). 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) **(Currently not offered)** Conversion Bonus (CB). 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 CB.

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

(b) AGR 79R/79V CB packets must be submitted to HRC AGR Reclassification Branch at [usarmy.knox.hrc.mbx.rpmd-emd-agr-reclassification@mail.mil](mailto:usarmy.knox.hrc.mbx.rpmd-emd-agr-reclassification@mail.mil) for approval.

**Officer Retention Bonus**

<b>OFFICER: 3-yr (\$5,000) ORB</b>					
AOC	CPT	MAJ	AOC	CPT	MAJ
	with CCC*	with Ph1 ILE*		with CCC*	with Ph1 ILE*
12A	E	N	40A	E	E
15D	E	N	46A	E	E
17A	N	E	49A	E	E
17B	E	N	50A	N	E
26A	E	E	51A	N	E
26B***	E	E	51C	E	E
27A	E	N	51R	E	E
30A	E	E	51S	N	E
34A	E	E	57A	E	E
37A	E	N	74A	E	N
38A	E	N	90A**	E	N
38G	E	E			

<b>WARRANT OFFICER: 3-yr (\$5,000) WORB</b>					
MOS	CW3	CW4	MOS	CW3	CW4
	with WOAC*			with WOAC*	
120A	E	N	420A	E	N
125D	N	E	640A	E	N
140A	E	E	670A	E	E
153A	E	E	740A	E	N
154E	N	E	880A	N	E
155A	E	N	882A	E	E
170A	E	E	890A	E	E
170B	E	N	913A	E	E
255N	E	E	914A	E	N
255S	E	N	915E	N	E
270A	E	N	919A	E	N
311A	N	E	920A	E	N
350F	E	E	920B	N	N
350G	E	E	921A	E	E
351L	N	E	922A	E	E
351M	N	E	923A	E	N
352N	E	N	948B	E	N
353T	E	E	948D	E	E

**\*Soldier must hold required PME to be eligible for the ORB**

\*\* 91A and 92A must be awarded 90A as their Primary AOC in order to be eligible for the ORB.

May also be in a 153A position to be eligible for the ORB.

\*\*\*25A and 26B may also sit in a 25G position. 25Gs must convert to 25A or 26B before incentives will be approved.

Soldiers will request the ORB through [selfservice.rcms.usar.army.mil](https://selfservice.rcms.usar.army.mil). Packets sent directly through ePAT or email will not be accepted.

**E = Eligible**

**N = Not Eligible**