



United States Army Reserve Policy

USAR FY22 SRIP Policy #22-00

AFRC-PRB

1. PURPOSE. The intent of the yearly Selected Reserve Incentive Program (SRIP) policy of the United States Army Reserve (USAR) is to support leadership in meeting end strength, readiness, and force balancing objectives. It provides recruiting and retention incentives to assist in filling critical shortages. Incentives are implemented to support unit and occupational skill staffing requirements. All incentives are subject to the availability of funds, which may change without notice.
2. EFFECTIVE. This SRIP is effective 11 January 2022, unless extended or rescinded it will expire 30 September 2022.
3. APPLICABILITY. This policy applies to individuals entering into or currently serving in the Selected Reserve (SELRES).
4. INELIGIBLE. Officers, Warrant Officers, and Enlisted Soldiers affiliating, enlisting, accessioning, reenlisting, or extending for the purpose of qualifying for an Active Guard/ Reserve (AGR) or Dual Status Military Technician (DSMT) position, including mobilized Soldiers returning to an initial appointment as a DSMT position after Release From Active Duty (REFRAD). An exception to policy exists for Soldiers entering the AGR program with an enlistment or retention bonus.
5. POLICY. This policy prescribes standards for administering the USAR SRIP for FY22. Unless otherwise annotated, this policy (in conjunction with U.S.C. Title 10 and 37, DoDI 1304.31, DoDI 1304.34, AR 601-210, AR 621-202, AR 140-111, AR 601-280, and all other applicable USAR policies) supersedes instructions published in all previous SRIP policies, guidance, instruction, and Montgomery GI Bill-Selected Reserve (MGIB-SR) Kicker policies.
6. PROCEDURES. Detailed procedures and requirements for administration of the SRIP policy can be found within this guidance.
7. RELEASABILITY. This policy is approved for public release and is available on the internet through the USAR G-1 website at:
<https://xtranet/usarc/g1/MANDiv/BIB/Pages/Selected-Reserve-Incentive-Program.aspx>.

8. BONUS AUTHORITY. The current FY SRIP is the official governing document to determine the correct and appropriate incentive amount to authorize when executing written agreements and bonus addendums. In the event the written agreement or bonus addendum do not match, refer to the SRIP to determine the incentive amount authorized. The written agreement and bonus addendum do not override the SRIP.

FOR THE COMMANDER:

AKERLUND.THOMAS.CHRISTOPHER.1087652315
Digitally signed by
AKERLUND.THOMAS.CHRISTOPHER.1087652315
Date: 2021.12.10 15:43:40 -05'00'

THOMAS C. AKERLUND
COL, AG
Deputy Chief of Staff, G-1

12 Enclosures

1. NPSEB Incentive Scale
2. PSRB Incentive Scale
3. EAB Incentive Scale
4. SRB Incentive Scale
5. Enlistment/Reenlistment ASI/SQI Exception List
6. CB List
7. Officer/Warrant Officer Accession
8. Officer/Warrant Officer Affiliation and Transfer Bonus
9. Officer/Warrant Officer Retention Bonus Scale
10. Reenlistment Training Option
11. Mandatory Service Obligation and on Contractual Service Obligation Examples
12. Acronym List

TABLE OF CONTENTS

[REFERENCES](#) 4

[SUMMARY OF CHANGES](#) 5

[GENERAL INFORMATION](#) 8

[DEFINITIONS AND INSTRUCTIONS](#) 12

[Special Provisions](#) 12

[Non-Prior Service Enlistment Bonus \(NPSEB\)](#) 14

[NPS Quick Ship Option \(QSO\)](#) 15

[Prior Service Reenlistment Bonus \(PSRB\)](#) 17

[Enlisted Affiliation Bonus \(EAB\)](#) 19

[Selected Retention Bonus \(SRB\)](#) 23

[Conversion Bonus \(CB\)](#) 27

[Officer/Warrant Accession Bonus \(OAB/WOAB\)](#) 28

[Officer/Warrant Affiliation Bonus \(OAFB/WOAFB\)](#) 30

[MGIB-SR Kicker](#) 33

[Student Loan Repayment Program \(SLRP\)](#) 34

[Chaplain Loan Repayment Program \(CHLRP\)](#) 37

[Officer/ Warrant Officer Retention Bonus \(ORB/WORB\)](#) 38

[Active Guard/Reserve \(AGR\) Incentives](#) 40

[Individual Mobilization Augmentee \(IMA\) Incentives](#) 41

[Officer Transfer Bonus \(OTB\)](#) 41

[NON-MONETARY INCENTIVES](#) 42

[Mobilization \(MOB\) Deferment](#) 42

[Military Service Obligation \(MSO\) Reduction](#) 43

ENCLOSURES

Enclosure 1: NPSEB Incentive Scale 44

Enclosure 2: PSRB Incentive Scale 46

Enclosure 3: EAB Incentive Scale 48

Enclosure 4: SRB Incentive Scale 50

Enclosure 5: ASI/SQI Exception List 56

Enclosure 6: CB In-Out Call List 57

Enclosure 7: OAB/WOAB Incentive Scale 58

Enclosure 8: OAFB/WOAFB and OTB/WOTB Incentive Scale 59

Enclosure 9: ORB/WORB Incentive Scale 60

Enclosure 10: Reenlistment Training Option 61

Enclosure 11: Military Service Obligation & Contractual Service Obligation 62

Enclosure 12: Acronym List 63

REFERENCES

- a) United States Code (U.S.C.) Title 10, Subtitle E, Part IV, Chapter 1606, Sections 16131-16136, Educational Assistance for Members of the Selected Reserve.
- b) U.S.C. Title 10, Subtitle E, Part IV, Chapter 1609, Sections 16301 and 16303, Education Loan repayment program; members of Selected Reserve.
- c) U.S.C. Title 37, Chapter 5, Subchapter II, Sections 331-332, and 335, Consolidation of Special Pay, Incentive Pay, and Bonus Authorities.
- d) Department of Defense Financial Management Regulation (DoDFMR) 7000.14-R, Volume 7A, Military Pay Policy and Procedures-Active Duty and Reserve Pay, February 2012.
- e) DoDI 1304.31, 5 November 2020, subject: Enlisted Bonus Program (EBP).
- f) DoDI 1304.34, 11 July 2016, subject: General Bonus Authority for Officers.
- g) DoDI 1322.17, 15 January 2015, subject: Montgomery GI Bill-Selected Reserve (MGIB-SR).
- h) Army Regulation (AR) 135-91, Army National Guard and Army Reserve Service Obligations, Methods of Fulfillment, Participation Requirements and Enforcement Procedures, 14 March 2016.
- i) AR 135-100, Appointment of Commissioned and Warrant Officers of the Army, 1 September 1994.
- j) AR 135-200, Active Duty for Missions, Projects, and Training for Reserve Component Soldiers, 20 October 2020.
- k) AR 140-111, U.S. Army Reserve Reenlistment Program, 2 March 2018.
- l) AR 600-8-2, Suspension of Favorable Personnel Actions (Flags), 05 April 2021.
- m) AR 601-210, Active and Reserve Components Enlistment Program, 31 August 2016.
- n) AR 601-280, Army Retention Program, 16 June 2021.
- o) AR 614-200, Enlisted Assignments and Utilization Management, 25 January 2019.
- p) AR 621-202, Army Educational Incentives and Entitlements, 26 September 2017.
- q) AR 635-200, Active Duty Enlisted Administrative Separations, 28 June 2021.
- r) Memorandum, Office of the Deputy Chief of Staff G-1, DAPE-MPA, 31 May 2019, subject: Exception to Policy – Retention of Incentives for Army Reserve (USAR) and Army National Guard (ARNG) Soldiers Accepting Active Guard Reserve (AGR) Positions.
- s) Memorandum, Office of the Chief of Army Reserve, DAAR-HR, 10 October 2018, subject: Implementation Guidance for Expanded U.S. Army Reserve Reenlistment Options for U.S. Army Reserve Soldiers.
- t) Memorandum, Headquarters, U.S. Army Reserve Command, AFRC-PRM, 19 December 2019, subject: U.S. Army Reserve (USAR) Military Service Obligation (MSO) Reductions (REDUX) Policy (Change 1).
- u) Memorandum, Headquarters, U.S. Army Reserve Command, AFRC-PRM, 5 November 2019, subject: U.S. Army Reserve (USAR) Implementation Guidance for the Officer Retention Bonus.
- v) Memorandum, Headquarters, U.S. Army Reserve Command, AFRC-PRM, 3 October 2019, subject: Implementation Guidance for the U.S. Army Reserve (USAR) Military Occupational Specialty Conversion Bonus (MOSCB), Change 2.
- w) Memorandum, Office of the Deputy Chief of Staff, G-1, DAPE-MPE, 20 December 2019, subject: Exception to Policy to Conduct Immediate Reenlistments.
- x) Memorandum, Headquarters, U.S. Army Reserve Command, AFRC-PRM, 8 January 2019, subject: U.S. Army Reserve (USAR) Incentive Guidance for Mobilized Soldiers or Soldiers on Active Duty Operational Support (ADOS) Orders (Change 1).
- y) DA PAM 601-280, Army Retention Program, 16 October 2019.
- z) EXORD, Headquarters Department of the Army EXORD 144-21, 22 March 2021, subject Army Physical Fitness Training (APFT) and testing for FY21-22 CUI.
- aa) Army Directive 2021-12 (Fulfilling Statutory Military Service Obligations), 27 April 2021.
- bb) Memorandum, Headquarters, U.S. Army Reserve Command, AFRC-PRM, 31 August 2021, subject: Implementation Guidance for Stabilization for Active Component (AC), Individual Mobilization Augmentee (IMA) and Individual Ready Reserve (IRR) to Reserve Component Transitions – Mobilization Deferrals

SUMMARY OF CHANGES

1. References. Added update Mobilization Deferment policy.

2. General Information.

a. General edits and corrections for active voice and grammar and punctuation. Similar edits completed throughout SRIP updated policy.

b. Updated reference citations.

c. Add verbiage to improve the description of the incentive payment process in line with USAR PAM 37-1.

d. Added IPPS-A verbiage in consideration of transition in FY22.

e. Provided Military Service Obligation Examples enclosure for information for incentive eligibility clarification (Enclosure 11).

3. Definitions and Instructions. Added IPPS-A and TEMPLET definitions. Updated RIMS definition and added Priority Unit Bonus definition.

4. Non-Prior Service Enlistment Bonus (NPSEB).

a. Decreased Tier 1 incentive rate from \$10,000 to \$7,000.

b. Reinstated Priority Unit Bonus option to allow incentive for vacancy fill of selected priority UICs.

5. Prior Service Reenlistment Bonus (PSRB). No changes.

6. Enlisted Affiliation Bonus (EAB).

a. Soldiers enlisting into an ARMF unit with a priority code10 in the REQUEST System which can be viewed through Automated Vacancy Entry (AVE) System within RCMS are ineligible for MOB Deferment.

b. Added clarifying written agreement processing requirements for Soldiers transferring from the IRR.

c. Authorized IRR-TPU eligibility for SLRP.

7. Selected Retention Bonus (SRB).

- a. TPU on ADOS-RC tour must return to a DMOSQ position NLT 90 days upon their REFRAD to qualify for SRB.
- b. Soldier unexcused absence restriction extended from 90 days to within the 180 days preceding the reenlistment.
- c. Added incentive entitlement is subject to the approval of USARC G-1.
- d. Modified minimum obligated service from 24-72 month SRB to 36-72 months in accordance with 3-year minimum incentive contract authorization in DODI 1304.31.
- e. Modified minimum obligated service from 36-72 month C-2, C-4, C-5 SRB to 48-72 months.

8. Conversion Bonus (CB). Increased incentive from \$6,000 to \$10,000.

9. Officer/Warrant Officer Accession Bonus (OAB/WAOB). No changes.

10. Officer/Warrant Officer Affiliation Bonus (OAFB/WOAFB). No changes.

11. Montgomery GI Bill – Selected Reserve Kicker (MGIB-SR Kicker). No changes.

12. Student Loan Repayment Program (SLRP).

- a. Increased minimum payment from \$500 to \$1,000.
- b. Clarified suspension and reinstatement requirements during authorized period of non-availability not to exceed three years.
- c. Clarified steps MILTECH must take to reinstate their SLRP incentive.

13. Chaplain Loan Repayment Program (CHLRP). No changes

14. Officer/Warrant Officer Retention Bonus (ORB/WORB).

- a. Discontinued 6-year incentive option.
- b. Modified eligibility criteria years of service based on Pay Entry Basic Date (PEBD) to criteria based on commission date and total military service.

15. Active Guard/Reserve (AGR) Incentives. NA

16. Individual Mobilization Augmentee (IMA) Incentives. NA

- 17. Officer/Warrant Officer Transfer Bonus (OTB/WOTB).** No changes.
- 18. Non-Monetary Incentives.** Updated Mobilization Deferment in line with updated policy; AC to TPU transfer authorized 36-month deferment.
- 19. ASI/SQI Exception List.** No changes.
- 20. Suspensions and Non-Available Incentives.** No changes.

GENERAL INFORMATION

1. Agreements/Addendums. IAW U.S.C. Title 10, U.S.C. Title 37, 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 service representative issuing the written agreement will explain the repayment requirements for failing to complete the period of obligated service or other conditions of service for which the incentive is paid. Execute agreements on or before any obligated service period. Valid agreements will contain all required signatures, dates, bonus control numbers, constructed and printed from authorized systems. The office generating the document(s) is responsible for upload of all agreements/addendums into Interactive Personnel Electronic Records Management System (iPERMS).

2. Funds and Taxes. 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 Veterans Administration (VA)).

3. Continued Receipt of Incentives. Continued receipt of incentives is IAW DoDI 1304.31, DoDI 1304.34, AR 601-210, and this SRIP. Listed below are any immediate updates or continued receipt rules not previously stated. USARC G-1 Incentives Team is the authority to resolve or adjudicate any policy 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 Career Management Field (CMF) for the entire length of the service obligation. Substantiated involuntary moves are authorized exceptions; upload transfer orders 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 the 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 a 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.

e. Enlisted Soldiers transferring to IMA positions will continue to receive their (MOS/Unit Identification Code (UIC) associated) incentive at the time of transfer and upon return to the unit. This includes Soldiers whose SRB obligation has not started yet. Soldiers who contract for Option C-2, C-4, or C-5 SRBs or CBs must be fully Duty Military Occupational Skill Qualified (DMOSQ) for the bonus prior to transferring to an IMA position or units will submit a request to finance to terminate incentives. Soldiers must continue to serve in their contracted skill or MOS unless otherwise granted an Exception to Policy (ETP). This does not apply to the officer bonuses.

f. IAW Extended ETP Retention of Incentives for USAR and ARNG Soldiers Accepting AGR Positions memorandum, Soldiers who receive an incentive, and are later accepted into the AGR program, will retain their incentives provided they are assigned to an AGR position with the same MOS or AOC. This exception applies to Enlisted and Officer bonuses and SLRP.

g. Soldiers who elect to voluntarily transfer units/positions must transfer to the same contracted MOS/AOC. Exceptions to this policy will be reviewed on a case-by-case basis and can be requested via ePAT action T-36-A-3.

h. Officers who accept command positions outside of their CMF will be eligible for continued receipt of incentives. They must return to their contracted AOC (01A positions are acceptable) once their command tenure has ended. Failure to return to their contracted AOC will result in termination and recoupment effective the date of assignment to the command position.

4. Suspension of Incentives.

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

b. Transfers to the Individual Ready Reserve (IRR) for personal reasons are considered authorized periods of non-availability with up to one year of incentive suspension. Personal reasons include any voluntary IRR transfer with an honorable separation code. An IRR transfer for accepting an Active Duty Operational Support (ADOS) tour does not apply under this paragraph.

5. Reinstatement of Incentives.

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

b. Soldiers on an Indefinite (INDEF) contract may enter the IRR for an authorized period of non-availability. Upon return to Troop Program Unit (TPU), they must complete a DA Form 4187 with their gaining unit agreeing to serve the additional required time. The unit will send the signed DA Form 4187 to the USAR Pay Center and upload a copy of the DA Form 4187 to the Soldier's iPERMS. USAR Pay Center will update the bonus obligation end-date and reinstate the bonus.

6. Termination of Incentives. Termination requirements for incentives are IAW DoDI 1304.31, DoDI 1304.34 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 (Simultaneous Member Program (SMP) Cadet), 09S (Officer Candidate School (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 temporary billet position that is not a duplicate of a primary position, previously referred to as mobilization vacancy, the effective date of termination is the date the Soldier was coded/reassigned to the excess position/temporary billet. 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 submit a request to their unit to notify the pay center of their mobilization. Units will provide the pay center deployed Soldiers' orders to prevent recoupment. 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. IAW HQDA EXORD 144-21, Army Physical Fitness Training (APFT) and Testing for FY21-22 (CUI), DTG: 221452Z MAR 21, Incentives will not be suspended, terminated, or recouped for ACFT failure while USAR is in a transition period.

e. If the Soldier is flagged for HTWT failure, the incentive is suspended. Units will terminate the incentive if the Soldier remains flagged for HTWT failure for more than 12 consecutive months, with recoupment effective the date of the HTWT flag unless the Soldier is making satisfactory progress in the Army Body Composition Program (ABCP). If the Soldier fails HTWT, passes HTWT, and fails HTWT again within a 12 month period, the incentive is terminated with recoupment effective the date of the current

HTWT failure. If the last HTWT is older than 6 months, the incentive is suspended (ETPs available for deployed Soldiers).

f. 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 results 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). Units will request ETPs through the Electronic Personnel Action Tracker (ePAT) using action type T-36-A-3 (bonus) or T-24-A-3 (SLRP).

12. Direct Deposit/Sure Pay. Soldiers must set up direct deposit in order for incentive payments to be processed. DFAS will place the Soldier's account in a "held pay" status for up to 90 days awaiting posting of direct deposit information. After 90 days, DFAS will transfer funds to the US Treasury for missing EFT information.

DEFINITIONS AND INSTRUCTIONS

1. Special Provisions.

a. Army Medical Department (AMEDD) Officer Exclusion. This SRIP is not the authority for AMEDD Officer Incentives. AMEDD officer SRIP can be found at <https://www.hrc.army.mil/content/USAR%20AMEDD%20Officer%20Incentives>.

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) do not require BCNs. RIMS or RMS will issue BCNs. When required, incentives without a BCN are consider invalid. For issues with BCNs, email usarmy.usarc.usarc-hq.mbx.incentives@mail.mil.

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 or MILTECH). Current DSMTs, heretofore MILTECHs, are not eligible for SRIP incentives unless they meet CZTE qualifications.

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 recoupment 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. 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. Once contracted for a specified amount, Soldiers are not authorized to change the incentive agreement for a higher bonus amount.

k. 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 whose SRB obligation has not started yet. Soldiers who contract for Option C-2, C-4, C-5 SRBs or CBs must be fully DMOSQ for the bonus before transferring to an IMA position or their incentive eligibility will be terminated. Soldiers must continue to serve in their contracted skill or MOS unless otherwise granted an ETP. This does not apply to the Officer Bonuses.

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. Priority Units. Individual units identified in REQUEST system by priority level 1 – 5, or 10 designate by 6-digit Unit Identification Codes (UICs) are incentivized for \$3,000. All derivative UICs under the listed AA UICs are also incentivized.

o. Reserve Incentives Management SubSystem (RIMS). A module of the Reserve Component Manpower System (RCMS) for centralized management for storage, analysis, and manipulation of data related to USAR incentives and ensure incentive programs comply with governing regulations and policies.

p. Selected Reserve (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 Active Duty) each year. IRR and Inactive National Guard (ING) Soldiers are not considered members of the SELRES.

q. 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 Electronic Funds Transfer (EFT) will have their incentive payments rejected and suspended until the EFT is updated. Soldiers are responsible for updating their bank account information in MyPay.

r. IPPS-A. Integrated Personnel and Pay System-Army is an online Human Resources system that will provide integrated personnel, pay, and talent management capabilities in a single system to all Army Components.

s. TEMPLET. Temporary Billets in IPPS-A mirrors accepted business practices for double slotting to account for Soldiers not assigned to a billet.

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/TEMPLET as determined by USARC G-1 manning priorities recorded in Recruit Quota System (REQUEST).

- (4) Qualify as a secondary school graduate (GED or higher).
- (5) Classified in Mental Category I, II, or III (Armed Forces Qualification Test (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 MILTECH or an AGR position where membership in the SELRES is a condition of employment (temporary assignment as a MILTECH of six 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 \$13,000; initial payment of \$6,500, 2d year of \$3,250, 4th year of \$3,250)
- (TOTAL \$10,000; initial payment of \$5,000, 2d year of \$2,500, 4th year of \$2,500)
- (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 trainees ONLY 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 seven Reception Station (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. 4. Alternate trainees are not eligible for the NPS QSO.

(3) NPS and NPS ACASP Enlistment Student Loan Repayment Program (SLRP). Payable up to \$50,000. Payment is 15% of the original loan balance plus interest or \$1,000, 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.

(5) NPS Bonus with Priority Unit (UIC4) Option. When authorized by the SRIP, the locality option may be offered to eligible NPS applicants who enlist into a primary vacancy in hard to fill locations or priority units. This portion of the NPS Bonus will be in addition to the bonus currently being offered for an applicant's MOS. The Priority Unit Bonus can be combined with education options. The total bonus amount cannot exceed \$20,000 which is the maximum amount authorized by federal law.

3. Prior Service Reenlistment Bonus (PSRB) – (ENCL 2).

a. General. The PSRB 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 Prior Service applicant as prescribed by AR 601-210. The PSRB 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. For the NDMOSQ PSRB, enlistment must be in a primary vacancy.

(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 PSRB.

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 Selected Retention Bonus or a Critical Skills Retention Bonus under U.S.C Title 37, section 355.

(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 contract execution 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. A Narrative Reason for Separation must not be for adverse duty performance including IRR and ING time. An approved accession waiver from USAREC does not apply to the eligibility criteria for the PSRB.

(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 regardless of MOS as long as the Soldier possesses a valid MOS and is qualified with the X identifier within 24 months from the effective date of agreement or assignment to unit, whichever is later. Soldiers assigned to SQI 8 positions must meet eligibility requirements listed in AR 614-200 paragraph 6-9.

(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. The Soldier must be awarded ASI/SQI within 24 months of assignment.

(9) Soldiers must complete the appropriate incentive documents as part of the enlistment agreement 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/TEMPLET in one of the priority units reported in REQUEST. Bonus options may not be combined.

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

c. Terms of Service. A three (3) or six (6) year enlistment in bonus is based on unit and/or MOS requirement as described in the SRIP. 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 PSRB 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 PSRB to finance for payment once the Soldier is DMOSQ. See Reserve Pay Supplemental Guidance, Chapter 7 for bonus processing process. The PSRB payment schedule is as follows:

(1) 6-year PSRB (DMOSQ). Payable in installments up to \$90,000 for DMOSQ Soldiers. Soldiers receive 50% of the bonus amount upon assignment, and the remainder will be paid incrementally at 25% on the 2d and 4th year anniversary date of the contract.

(TOTAL \$20,000; initial payment of \$10,000, 2d year of \$5,000, 4th year of \$5,000)

(2) 6-year PSRB (NDMOSQ). Payable in installments up to \$90,000 after award of MOS. **SOLDIERS MUST BECOME MOSQ WITHIN 24 MONTHS** to receive payment of this bonus. Soldiers receive 50% of the bonus amount upon award of MOS, and the remainder will be paid incrementally at 25% on the 2d and 4th year anniversary date of the contract.

(TOTAL \$15,000; initial payment of \$7,500, 2d year of \$3,750, 4th year of \$3,750)

(TOTAL \$10,000; initial payment of \$5,000, 2d year of \$2,500, 4th year of \$2,500)

(3) 3-year PSRB (DMOSQ). Payable in lump sum up to \$45,000.

(4) 4- or 3-year PSRB (DMOSQ or NDMOSQ 8 or X). Payable in lump sum up to \$60,000.

(5) 6-year PSRB (NDMOSQ SQI F). Payable in installments up to \$20,000. Soldiers receive 50% of the bonus amount upon assignment and/or award of MOS and SQI, whichever is later, and the remainder will be paid incrementally at 25% on the 2d and 4th year anniversary date of the contract. Soldier must maintain their SQI F identifier for the entire term of the PSRB. The unit Commander is responsible for recertifying the Soldier's Hazardous Duty Incentive Pay (HDIP) entitlement annually with the USAR Pay Center in order for the Soldier to remain eligible for the SRB. Failure to recertify will cause suspension of the incentive. The PSRB will be terminated and any unearned portion will be recouped effective the date the unit Commander determined flying status was lost.

(TOTAL \$15,000; initial payment of \$7,500, 2d and 4th year of \$3,750)

(6) PS Student Loan Repayment Program. Payable up to \$50,000. Payment is 15% of the original loan balance plus interest or \$1,000, 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.

(7) 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. ARCG will receive BCNs from the Retention Management Software (RMS) after funding has been verified in RIMS. Reserve Component Career Counselors (RCCC) will receive BCNs directly from RIMS. SLRP incentives can be combined with the EAB. Military Entrance Processing Station (MEPS) is not authorized to offer the EAB. **Soldiers electing the EAB are eligible for MOB Deferment and the Military Service Obligation (MSO) Reduction. Soldiers enlisting into a unit with a priority code 10 in the REQUEST System which is viewed through the Automated Vacancy Entry (AVE) System are ineligible for MOB Deferment.**

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 and HQDA G-1 when last REFRAD/discharged from the Active Component, Soldier must have been eligible to remain on AD by reenlistment or voluntary extension in the component Soldier was assigned according to their Immediate Reenlistment Prohibition (IMREPR) and Reentry Eligibility (RE) code.

(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 (or uncharacterized for Initial Entry Training (IET) 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. These Soldiers must also meet 4b(1) above. 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 that previously served in the AC and 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-3s to E-7s are eligible for the EAB. Only E-3s to E-6s are eligible for the Will-Train option.

(9) Bonuses are restricted to the critical skills or UICs 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 regardless of MOS as long as the Soldier possesses a valid MOS and is qualified with the X identifier within 24 months from the date of TPU assignment in order to be eligible to receive payment of the bonus. Soldiers assigned to SQI 8 positions must meet eligibility requirements listed in AR 614-200 paragraph 6-9.

(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. **All parties signing the written agreement, the enlistee, the Service Representative, and Witnessing Official must sign the written agreement on the same day and either before or on the date of assignment. Written agreements signed after the date of assignment are invalid.** 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 identified by the SRIP. 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-transfers are authorized SLRP as long as they meet the eligibility requirement IAW AR 621-202, para 6-2.

(22) If electing the MSO Reduction, Soldiers may only contract for a 3-year DMOSQ EAB. The MSO may not be reduced to less than the 3-year EAB commitment. ARCG may not offer the MSO Reduction to IRR Soldiers.

(23) Option 26 Soldiers (2x2x4), who have not completed four years in the AC, may sign for a 3- or 6-year DMOSQ EAB. They may only select the 6-year NDMOSQ option if their current MOS is not available within a reasonable commuting distance.

(24) Soldiers who were previously paid a bonus in the selected reserve and then entered the AC or AGR program must have completed the full period of that bonus in order to be eligible for the EAB regardless of whether or not the previous bonus was terminated and/or recouped when they left the selected reserve.

(25) Soldier must not be flagged at the end of their affiliation contract. SM are ineligible for the bonus if flagged coming out of the IRR or upon ETS from affiliated service.

c. Terms of Service. Three (3), four (4) 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 unit training assembly for bonus payment to be initiated by the unit. Soldiers must become DMOSQ before payment is made.

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

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

(3) 6-year NDMOSQ EAB is payable in lump sum up to \$20,000.

(4) SQI F EAB. Payable in installments up to \$20,000. Soldiers receive 50% of the bonus amount upon assignment, and the remainder will be paid incrementally at 25% on the 2d and 4th year anniversary date of the contract. Soldier must maintain their SQI F identifier for the entire term of the EAB. The unit Commander is responsible recertifying the Soldier's Hazardous Duty Incentive Pay (HDIP) entitlement annually with the USAR Pay Center in order for the Soldier to remain eligible for the SRB. Failure to recertify will cause suspension of the incentive. The EAB will be terminated and any unearned portion will be recouped effective the date the unit Commander determined flying status was lost.

6-year.

(TOTAL \$20,000; initial payment of \$10,000, 2d and 4th year of \$5,000)

3-year.

(TOTAL \$20,000; initial payment of \$10,000, 2d year of \$10,000)

(5) 4- or 3-year DMOSQ or NDMOSQ (8 or X) EAB is payable in lump sum up to \$20,000.

(6) Student Loan Repayment Program. Payable up to \$50,000. Payment is 15% of the original loan balance plus interest or \$1,000, 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. Selected Retention Bonus (SRB) – (ENCL 4).

a. General. The SRB 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.

b. Reenlistment Options. In accordance with reference t, USAR Soldiers are eligible for the below Reenlistment Options. Although a Soldier may be eligible for the Reenlistment Option, they must also meet the SRB 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 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 will use enclosures 4a and 4b to determine incentive eligibility. Soldiers may be offered the standard DMOSQ bonus for the MOS or UIC (as the SRIP allows) they are currently assigned. Soldier must reenlist for 3, 4, 5, or 6 years or for an indefinite period.

(2) Option C-2 will use enclosure 10 for the MOS In/Out Call list and enclosure 4c 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 (to include

security clearance eligibility) per DA Pam 611-21 to be eligible for a SRB. Soldier must fill a valid Will Train vacancy (primary or mobilization TEMPLET) identified in REQUEST. Soldier must be DMOSQ within 24 months of reassignment. Soldier must reenlist for 4, 5, or 6 years.

(3) Option C-3. 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. Soldier must reenlist for 3, 4, 5, or 6 years or for an indefinite period. Current incentive level is \$3,000.

(4) Option C-4 will use enclosure 4c 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 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. Soldier must reenlist for 4, 5, or 6 years or for an indefinite period.

(5) Option C-5 will use enclosure 4c to determine incentive eligibility. Non-SQI qualified Soldiers must be E-6 and below with less than 12 years of service and meet MOS prerequisites per DA Pam 611-21 and assignment eligibility per AR 614-200 paragraph 6-9. If required by the Command, 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. Soldier must reenlist for 4, 5, or 6 years or for an indefinite period.

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

c. Eligibility.

(1) Soldier discharged or released based on determination of misconduct; substandard duty performance; or moral or professional dereliction is not eligible for an SRB.

(2) Soldiers must have less than 20 years of total military service on their execution date of reenlistment (less than 12 years if signing for Option C-2, C-4, or C-5).

(3) Soldiers must be assigned to a valid position.

(4) Soldiers must be DMOSQ in a critical skill or priority unit as prescribed by the current SRIP unless reenlisting for C-2, C-4, or C-5. Soldiers reenlisting for options C-2, C-4, or C-5 may be eligible for a NDMOSQ SRB. Soldier must be DMOSQ within 24 months of assignment.

(5) Soldiers assigned to a position that requires an ASI/SQI must hold that ASI/SQI in order to be eligible for the SRB. Enclosure 5 lists exceptions.

(6) 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. Enclosure 5 lists exceptions.

(7) TPU Soldiers who are serving under an ADOS-RC tour, and are eligible to reenlist while still on the ADOS-RC tour, can receive an SRB; however, they must return to a DMOSQ position NLT 90 days upon their REFRAD.

(8) Soldiers in the grades of E1-E2 and E8-E9 are not authorized an SRB.

(9) Soldiers reenlisting into the IRR are not eligible for the SRB. IMAs and AGRs are not eligible for an SRB.

(10) Only DMOSQ MILTECH Soldiers deployed to a CZTE area are eligible for SRIP incentives 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).

(11) Soldiers must not be reenlisting for the purpose of submitting a Warrant Officer Candidate School (WOCS) or Officer Candidate School (OCS) packet. Soldiers cannot be offered the SRB once they sign for an OAB/WOAB. Simultaneous Membership Program (SMP) Soldiers are not authorized the SRB.

(12) Soldiers must not have received an unexcused absence within the 180 days preceding the reenlistment.

(13) Accessions agencies will discourage Soldiers from waiting until their ETS date to reenlist. USARC G-1 will not expedite antedated reenlistments because of Soldiers waiting until the end of their contract to reenlist. Incentive entitlement is subject to the approval of USARC G-1.

d. Terms of Service. 3-, 4-, 5-, 6-year, or indefinite reenlistment in bonus eligible unit and/or skill (MOS/SQI/ASI). The SRB's obligated term of service starts the day following the Soldier's contractual ETS date. Failure to remain in bonus unit or skill and serve satisfactorily throughout the reenlistment 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 or priority units prescribed by the current SRIP. Soldiers contracting for the SRB are eligible for

payment in lump sum. SRB payments are initiated the Friday following the reenlistment date. Soldiers should allow 60-90 days for the payment to process.

(1) 36-72 month Selected Retention Bonus. Soldiers who reenlist for 3-, 4-, 5-, 6-year, or indefinite with an additional obligated service of 36-72 months receive a bonus payable in lump sum up to \$40,000.

(2) 48-72 month C-2, C-4, C-5 Selected Retention Bonus. Soldiers who reenlist for 4, 5, or 6 years with an additional obligated service of 48-72 months receive a bonus payable in lump sum up to \$12,000. Soldiers receive bonus upon assignment or award of MOS/SQI, whichever is later.

(3) SQI F Selected Retention Bonus. Bonus is payable in installments up to \$20,000. Soldiers receive 50% of the bonus amount upon assignment or award of SQI, whichever is later, and the remainder will be paid incrementally as shown below. Soldier must maintain their SQI F for the entire term of the SRB. The unit Commander is responsible for recertifying the Soldier's Hazardous Duty Incentive Pay (HDIP) entitlement annually with the USAR Pay Center in order for the Soldier to remain eligible. Failure to recertify will cause suspension of the incentive. The SRB will be terminated and any unearned portion will be recouped effective the date the unit Commander determined flying status was lost.

6-year DMOSQ or NDMOSQ.

(TOTAL \$12,000; initial payment of \$6,000, 2d, 4th year of \$3,000)

(TOTAL \$9,000; initial payment of \$4,500, 2d, 4th year of \$2,250)

(TOTAL \$6,000; initial payment of \$3,000, 2d, 4th year of \$1,500)

5-year DMOSQ or NDMOSQ.

(TOTAL \$10,000; initial payment of \$5,000, 2d, 4th year of \$2,500)

(TOTAL \$7,500; initial payment of \$3,750, 2d, 4th year of \$1,875)

(TOTAL \$5,000; initial payment of \$2,500, 2d, 4th year of \$1,250)

4-year DMOSQ or NDMOSQ.

(TOTAL \$8,000; initial payment of \$4,000, 2d year of \$4,000)

(TOTAL \$6,000; initial payment of \$3,000, 2d year of \$3,000)

(TOTAL \$4,000; initial payment of \$2,000, 2d year of \$2,000)

(4) Student Loan Repayment Program (SLRP). SLRP is payable up to \$50,000. Payment is 15% of the original loan balance plus interest or \$1,000, 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. The SLRP amount will NOT be prorated based off of the additional obligated months and may only be offered to Soldiers who sign a 6-year or indefinite reenlistment. See section 10 for additional SLRP requirements.

f. Termination and Recoupment Guidance. While the SRB is processed for payment effective the date of contract execution, the term of service does not begin until the bonus obligation start date (one day following the contractual ETS date).

(1) If the Soldier fails to participate satisfactorily IAW AR 135-91, paragraph 3-1 between the contract execution date and the bonus obligation start date, 100% of the SRB will be terminated and recouped.

(2) If the Soldier fails to participate satisfactorily after the bonus obligation start date, the guidance in AR 601-210 paragraph 10-9b applies.

6. Conversion Bonus (CB) – (ENCL 6).

a. General. The CB is authorized IAW U.S.C. Title 37, Chapter 5, Subchapter II, Section 331, DoDI 1304.31, AR 601-210, and applicable policies. Submit CB applications through the RCMS Self Service portal for approval. USARC G-1 Incentives Branch is the approval authority. The CB 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 CB.

(3) If selecting the SQI option, the new SQI must be on the In Call list. The primary MOS does not need to be on the Out Call list. The Soldier may not have previously held that SQI.

(4) Eligible applicants are current TPUs. Soldiers transferring from the AC or the IRR may apply for the CB once assigned to the TPU.

(5) 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.

(6) Soldiers are NOT authorized to receive the CB if they are already serving under a bonus contract for the same period of service.

(7) The CB request must be submitted before the Soldier is enrolled in the ATRRS course for MOS/SQI reclassification. For SQIs that do not require an ATRRS

course for reclassification, they must submit the CB request before the new SQI is awarded.

(8) If the Soldier is eligible for both an SRB and CB, the Soldier must select the SRB.

(9) Soldiers may apply for the CB before or after the date of transfer to their new unit/position. If they are applying for the CB after assignment, they have 90 days to submit their request.

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 a bonus MOS throughout the entire bonus period may result in termination and recoupment of unearned bonus portion IAW AR 601-210.

d. Options and payments. Payment of up to \$10,000 after award of new DMOS/ SQI and assignment to a valid position. The CB payment will be initiated by RIMS once the Soldier is assigned to a valid position and awarded required MOS/SQI

(1) MOS CB. Payable in lump sum up to \$10,000.

(2) SQI F, X or 8 ASI F2. Payable in lump sum up to \$10,000.

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 RIMS/RMS BCN (MEPS contracts to not require a BCN).

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 overlapping portion of the enlistment bonus and accession bonus starting from the date of appointment.

(2) Bonus restricted by critical AOC/MOS or priority unit prescribed by the current SRIP. Written agreement must be completed within RIMS/RMS and:

(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). **BCNs are to be issued at the time of application via RIMS/RMS not after board selection.**

(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). The End of Camp Soldiers will be handled on a case-by-case basis. Non-Scholarship Cadets may request the OAB through USARC G-1 IMT Officer Team who will complete the Written Agreement (WA) in RIMS. Cadets who received financial assistance in the form of an ROTC scholarship are not eligible for the OAB/WOAB.

(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). Written Agreement (WA) must have AOC listed not 09S.

(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/MILTECH/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 priority units as prescribed by the SRIP. 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. If the Soldier signed a SLRP addendum but never used the incentive, they may sign for an Accession Bonus; however, their SLRP eligibility will be terminated.

(12) Soldiers must meet all eligibility criteria for the bonus in order to receive a new SLRP. As an exception, Soldiers who are renewing their prior SLRP addendum may still do so.

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 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 plus interest or \$1,000, 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. ARCG will receive

BCNs from RMS after funding has been verified in RIMS. RCCC will receive BCNs directly from RIMS.

b. Eligibility.

(1) Bonus is restricted to grades O2 through O4 or WO1 through CW5 in critical AOCs/MOSs or priority units prescribed by the 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 or Functional Area on the FY SRIP list as bonus eligible.

(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) Soldier 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 priority units prescribed by the SRIP. 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.

(18) If electing the MSO Reduction, Soldiers may still receive a 3-year DAOCQ/DMOSQ OAFB/WOAFB. The MSO may not be reduced to less than the 3-year OAFB/WOAFB commitment. The MOS reduction option is only available for the initial mandatory statutory obligation and will not reduce contractual obligations incurred after initial entry into the Armed Forces. See enclosure 11 for contractual obligation examples.

(19) Soldier is ineligible for the OAFB if flagged when affiliated contract ended or coming out of the IRR.

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 recoupment of unearned bonus portion IAW AR 601-210.

d. Options and Payments.

(1) Soldiers receive payment in lump sum up to \$10,000 paid upon assignment or upon award of duty qualifying AOC/MOS, whichever is later. Soldiers receive the bonus amount 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. If combined, the OAFB/WOAFB may only be paid in lump sum. 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.

(5) Once a Soldier is appointed as a commissioned officer, they lose their entitlement to the MGIB-SR Kicker.

(6) The MGIB-SR Kicker is not available for reenlistments.

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 recoupment 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 Veterans Administration (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 the DA Form 3540 or contract completion as applicable.

(a) Incentive will be suspended during authorized period of non-availability not to exceed three years including Soldiers who complete a 6 x 2 contract and elect to go to the IRR after completion of their 6-year term. Incentive are terminated when a Soldier's non-availability exceeds three years IAW AR 601-210. Upon reassignment to TPU, SM will submit a request to USARC Education Services at usarmy.usarc.usarc-hq.list.education-slrp@army.mil, to reinstate incentive. Request must be submitted within 90 days of completing their period of non-availability.

(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:

(a) OCS and Direct Commission, eligibility begins at the time of application (DA Form 61).

(b) ROTC Non-Scholarship Cadet, eligibility begins after the published Component Board Results, but no later than the date of appointment (DA Form 71 Oath of Office – Military Personnel). IMT will handle the End of Camp Soldiers on a case-by-case basis. Non-Scholarship Cadets may request the SLRP through USAR G-1 IMT Officer Team who will complete the DA 5261-4 in RIMS. Cadets who received financial assistance in the form of a ROTC scholarship are not eligible for the SLRP.

b. Eligibility.

(1) Incentive is restricted to critical AOC/MOS or priority unit prescribed by the current 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 as 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 as confirmed in the system of record.

(6) DMOSQ MILTECH 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:

(a) Service is 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. MILTECH Soldiers are authorized an SRB and SLRP for the same period and will retain incentives upon return from theater. Please refer to CZTE information in the Special Provisions section. If eligible for SLRP, IAW the latest SRIP, MILTECH's will have to submit an ETP to reinstate SLRP incentive. NOTE: This act does not create a new entitlement and will not exceed the original incentive award amount.

(7) Termination of SLRP will occur if Soldier accepts an AGR or permanent MILTECH 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, reduction-in-force (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 plus interest or \$1,000, 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. Minimum SLRP is \$10,000.00, maximum authorized SLRP is \$50,000.00.

\$10K - 15% of the original loan balance + interest, not to exceed **\$1,667** per entitlement year

\$20K - 15% of the original loan balance + interest, not to exceed **\$3,334** per entitlement year

\$30K - 15% of the original loan balance + interest, not to exceed **\$5,000** per entitlement year

\$40K - 15% of the original loan balance + interest, not to exceed **\$6,667** per entitlement year

\$50K - 15% of the original loan balance + interest, not to exceed **\$8,334** 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. CHLRP is terminated if the Soldier accepts an AGR or permanent MILTECH position (including temporary position of six months or more) where membership in the SELRES is a condition of employment and CHLRP is subject to recoupment of any unearned portion.

b. Eligibility.

(1) Officer Accession in a valid 56A AOC 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 priority unit at the time the Soldier executes contract or transfer.

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

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

c. Terms of Service. Soldiers incur a 3-year term of service obligation based on the effective date of assignment to an AOC qualified position or the date awarded an incentive AOC, whichever is later. Failure to remain in a bonus qualified 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. 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 for approval.

Requests for the 79R/79V CB 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 CB.

(c) The CB 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 CB 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 to reenlistment Option C-6, IAW AR 140-111.**

15. Officer/Warrant Officer Transfer Bonus (OTB/WOTB) – (ENCL 8).

a. General. The OTB/WOTB 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 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. 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) Soldier must transfer from AC to TPU.
- (2) Soldier must meet all eligibility requirements for the OAFB. In addition, Soldier must already be DAOCQ/DMOSQ in order to be eligible for the OTB/WOTB.
- (3) Bonus is restricted to grades O2 through O4 or WO1 through CW5 in critical AOCs/MOSs or priority units prescribed by the current SRIP. Soldier must be in a bonus eligible primary/mobilization vacancy as determined by USARC G-1 manning priorities recorded in REQUEST.
- (4) Soldier must have fulfilled all service obligations satisfactorily within current component.

(5) Soldier must 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) Soldier 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.

(10) Soldiers who receive retired, retainer, or separation pay 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. Failure to remain in bonus AOC/MOS or priority unit throughout the entire bonus period may result in termination and recoupment 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 \$20,000.00.

(1) Soldiers are paid a lump sum OAFB upon assignment to a qualified position. Soldiers are paid a lump sum OTB three (3) years after the effective date of payment of the OAFB.

(2) Eligibility to the OTB will be terminated if the OAFB is terminated.

NON-MONETARY INCENTIVES

1. Mobilization (MOB) Deferment

a. General. The MOB Deferment is authorized IAW AR 135-91, AR 601-280, AR 601-210, and applicable policies. Soldiers electing Mobilization Deferment are eligible for monetary incentives provided they meet SRIP eligibility requirements. The stabilization period begins immediately upon assignment to the TPU. If the Soldier transfers to the IRR their mobilization deferment is terminated.

b. Eligibility.

(1) AC Soldiers who transfer directly into a Troop Program Unit (TPU) are

authorized a 36-month stabilization from the date of assignment.

(2) 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.

(3) 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.

(4) TPU Soldiers who are reenlisting for another term in the USAR are not eligible for mobilization deferment.

(5) Soldiers enlisting into an ARMF unit with a priority code 10 in the REQUEST System which can be viewed through Automated Vacancy Entry (AVE) System within RCMS are ineligible for MOB Deferment.

2. Military Service Obligation (MSO) Reduction

a. General. The MSO Reduction is authorized IAW U.S.C. Title 10, Section 651, DoDI 1304.25, AR 601-280, and applicable policies. Soldiers electing MSO Reduction may be eligible for a 3-year EAB/OAFB; however, their MSO may not be reduced below the EAB/OAFB commitment.

b. 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 any MOS are eligible for MSO Reduction.

(3) Soldiers must be duty AOC/MOS qualified unless granted an exception in reference u.

(4) Calculation utilized for determination of MSO Reduction must be IAW reference u.

(5) IRR to TPU transfers are not eligible for the MSO Reduction. ARCG is not allowed to offer the MSO Reduction.

c. 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.

Effective: 11 Jan 22

USAR FY22 SRIP NON-PRIOR SERVICE ENLISTMENT BONUS

Expires: 30 SEP 22

TIER 1: I-III A Applicants contracting for a primary or mobilization vacancy. Up to \$50,000.			
MOS	MOS	MOS	MOS
CASH: \$20,000		CASH: \$13,000	
12C	68A	12B	88L
12Q	68B	12N	88M
12T	68S	12Y	88U
15T	68U	15D	91H
17C	68Y	25C	91L
17E	88H	25Q	91S
25M	88N	25S	92M
25P	89B	35G	94A
25R	89D	35N	94D
25V	92F	37F	94M
31E	92L	42R	
35L	92R	68C	
35M	92S	68H	
35P	92W	68Q	
35T	94E	68R	
46S		88K	
SLRP: \$50,000		SLRP: \$50,000	
Kicker: \$200		Kicker: \$200	
Cash:		SLRP:	
Kicker:		Kicker:	
All Other MOSs	\$7,000	\$30,000	\$100
Quick Ship Option*	\$7,000		

CONT. NON-PRIOR SERVICE ENLISTMENT BONUS

TIER 2: IIIB Applicants contracting for a primary or mobilization vacancy BONUS OPTIONS (Cash Bonus and Kicker). Up to \$50,000.

MOS	MOS
CASH: \$5,000	
12C	46S
12Q	68A
12T	68B
15T	68S
17C	68U
17E	68Y
25M	88H
25P	88N
25R	89D
25V	92F
31E	92L
35L	92R
35M	92S
35P	92W
35T	94E
37F	94H
Tier 2 is not eligible for the SLRP.	
SLRP:	N/A
Kicker:	N/A
Quick Ship Option*	\$7,000

NOTE: Kicker can be combined with a cash bonus when eligible.

Tier 2 and the Quick Ship Option may be combined, but cannot exceed \$50,000.

*The Quick Ship Option is available to all MOSs.

PRIOR SERVICE REENLISTMENT BONUS

MOS		Bonus			Kicker*	SLRP*			
		6-yr DMOSQ	3-yr DMOSQ	6-yr NDMOSQ	6-yr DMOSQ Only	6-yr DMOSQ Only			
		Up to \$90,000	Up to \$45,000	Up to \$90,000	Up to \$350	Up to \$50,000			
17C	38B	\$20,000	\$20,000	\$20,000	\$350	\$50,000			
12B	88M								
12C	88N								
12H	89A								
12K	89B								
12N	91B								
12T	91C								
15T	91D								
25C	91H								
25Q	91J								
25S	91L								
25U	92A	\$12,000	\$12,000	\$12,000	\$350				
31B	92F								
31E	92G								
35L	92L								
35M	92M								
37F	92S								
68W	92W								
74D	92Y								
88K	94E								
88L	94F								
25W	94W							\$12,000**	
12G	68H								
12P	68Q								
17E	68R								
25D	68S								
25E	68V								
25P	68Y								
31D	89D					\$12,000	\$12,000	N	\$350
35N	92R								
35P	94A								
35T	94H								
42R	94M								
68A	94Y								
68C									

CONT. PRIOR SERVICE ENLISTMENT BONUS

MOS		Bonus			Kicker*	SLRP*					
		6-yr DMOSQ	3-yr DMOSQ	6-yr NDMOSQ	6-yr DMOSQ Only	6-yr DMOSQ Only					
		Up to \$90,000	Up to \$45,000	Up to \$90,000	Up to \$350	Up to \$50,000					
12R	35G	\$12,000	\$12,000	\$12,000	\$200	\$30,000					
12W	36B										
14G	42A										
25B	88H										
25L	91E										
25N	91F										
35F											
79V	91X			\$12,000**							
88U											
12Q	25T			\$12,000			\$12,000	N	\$200	\$30,000	
15B	25V										
15D	46S										
15F	51C										
15G	68B										
15N	68K										
15Q	68L										
15U	68U										
25M	91S										
25R	94D										
56M	68E	\$12,000	\$6,000	\$6,000	\$200	\$20,000					
15K	46Z										
15Z	94Z			\$6,000**							
35Z											
11B	35S	\$12,000	\$6,000	N	\$200	\$20,000					
11C	35V										
12M	68D										
12Y	68F										
13B	68G										
13F	68J										
13J	68M										
19D	68P										
19K	68T										
25Z	68X										
27D	94R										
09L	15P						N	N	N	N	N
14H	15R										
14S	35Q										
15H	35X										
15J	35Z										
SPECIAL CATEGORIES											
00D	00G	Eligibility requirements located in section 3.									
ASI/SQI											
F	F2	\$12,000	\$12,000	\$12,000	\$350	\$50,000					
8	X	***4-yr, \$12,000	\$10,000	***4-yr, \$10,000	N	N					
<p>*SLRP and kicker can be combined with cash bonus. Soldier must be bonus eligible and DMOSQ in order to receive SLRP.</p> <p>**Recruiters must receive an approved Will-Train vacancy from the USARC REQUEST Team before offering this incentive.</p> <p>*** For SQI 8 and X, they can sign a 4, 5, or 6-year DD 4; however, their bonus obligation will only be a maximum of 4 years.</p>											

ENLISTMENT AFFILIATION BONUS

MOS		Bonus			SLRP* ****
		6-yr DMOSQ	3-yr DMOSQ	6-yr NDMOSQ	6-yr DMOSQ Only
		Up to \$50,000	Up to \$50,000	Up to \$50,000	Up to \$50,000
17C	38B	\$20,000	\$20,000	\$20,000	\$50,000
12B	88M				
12C	88N				
12H	89A				
12K	89B				
12N	91B				
12T	91C				
15T	91D				
25C	91H				
25Q	91J				
25S	91L			\$12,000	
25U	92A	\$12,000	\$12,000	\$12,000	
31B	92F				
31E	92G				
35L	92L				
35M	92M				
37F	92S				
68W	92W				
74D	92Y				
88K	94E				
88L	94F				
25W	94W			\$12,000**	
12G	68H				
12P	68Q				
17E	68R				
25D	68S				
25E	68V				
25P	68Y				
31D	89D	\$12,000	\$12,000	N	
35N	92R				
35P	94A				
35T	94H				
42R	94M				
68A	94Y				
68C					

CONT. ENLISTMENT AFFILIATION BONUS

MOS		Bonus			SLRP* ****
		6-yr DMOSQ	3-yr DMOSQ	6-yr NDMOSQ	6-yr DMOSQ Only
		Up to \$50,000	Up to \$50,000	Up to \$50,000	Up to \$50,000
12R	35G	\$12,000	\$12,000	\$12,000	\$30,000
12W	36B				
14G	42A				
25B	88H				
25L	91E				
25N	91F				
35F					
79V	91X			\$12,000**	
88U					
12Q	25T	\$12,000	\$12,000	N	
15B	25V				
15D	46S				
15F	51C				
15G	68B				
15N	68K				
15Q	68L				
15U	68U				
25M	91S				
25R	94D				
56M	68E	\$12,000	\$6,000	\$5,000	\$20,000
15K	46Z			\$5,000**	
15Z	94Z				
11B	35S	\$12,000	\$6,000	N	
11C	35V				
12M	68D				
12Y	68F				
13B	68G				
13F	68J				
13J	68M				
19D	68P				
19K	68T				
25Z	68X				
27D	94R				
09L	15P	N	N	N	N
14H	15R				
14S	35Q				
15H	35X				
15J	35Z				
SPECIAL CATEGORIES					
00D	00G	Eligibility requirements located in section 4.			
ASI/SQI					
8	X	***4-yr, \$12,000	\$10,000	***4-yr, \$10,000	N
F	F2	\$12,000	\$12,000	\$12,000	\$50,000*

*SLRP can be combined with cash bonus. Soldier must be bonus eligible and DMOSQ in order to receive SLRP.

**Accessioning Agents must receive an approved Will-Train vacancy from the USARCREQUEST Team before offering.

*** For SQI 8 and X, they can sign a 4, 5, or 6-year DD 4; however, their bonus obligation will only be a maximum of 4 years.

SELECTED RETENTION BONUS

MOS		First Term DMOSQ							SLRP 6 yrs Up to \$50,000
		3 yrs	37-47 mos	4 yrs	49-59 mos	5 yrs	61-71 mos	6 yrs	
		Up to \$45,000	Up to \$45,000	Up to \$60,000	Up to \$60,000	Up to \$75,000	Up to \$75,000	Up to \$90,000	
12C	68A	\$6,000	\$6,200	\$8,000	\$8,200	\$10,000	\$10,200	\$12,000	\$30,000
17C	68L								
25V	68V								
35M	92F								
35P	92R								
35T	92W								
37F	94E								
51C	94H								
25R	68U	\$4,500	\$4,650	\$6,000	\$6,150	\$7,500	\$7,650	\$9,000	\$20,000
38B	68Y								
68B	88H								
68C	88M								
68K	94M								
12B	35S	\$3,000	\$3,100	\$4,000	\$4,100	\$5,000	\$5,100	\$6,000	\$10,000
12M	42R								
12N	46S								
12Q	68D								
12P	68H								
12T	68P								
12Y	68Q								
15D	68R								
15N	68S								
15Q	68T								
15T	68W								
15U	74D								
17E	88N								
25D	88U								
25L	89B								
25M	89D								
25Q	91C								
25S	91H								
25U	91L								
27D	91S								
31D	92G								
31E	92M								
35F	92S								
35G	94A								
35L	94D								
35N	94F								

CONT. SELECTED RETENTION BONUS

MOS		First Term DMOSQ							
		3 yrs	37-47 mos	4 yrs	49-59 mos	5 yrs	61-71 mos	6 yrs	SLRP 6 yrs
		Up to \$45,000	Up to \$45,000	Up to \$60,000	Up to \$60,000	Up to \$75,000	Up to \$75,000	Up to \$90,000	Up to \$50,000
11B	25N								
11C	25P								
12G	31B								
12K	36B								
12R	42A								
12W	56M								
13B	68E								
13F	68F								
13J	68G								
14G	68J								
14H	68M								
14S	68X	N	N	N	N	N	N	N	N
15B	88L								
15F	89A								
15G	91B								
15H	91D								
15J	91E								
15P	91F								
15R	91J								
19D	92A								
19K	92L								
25B	92Y								
25C	94R								
ASI/SQI (only)									
8	X	\$4,500	\$4,650	\$6,000	\$6,150	N	N	N	N
F	F2	\$6,000	\$6,200	\$8,000	\$8,200	\$10,000	\$10,200	\$12,000	\$30,000
AGR Reenlistment Bonus (Not Currently Authorized)									
79R	79V	N	N	N	N	N	N	N	N
<p>NOTE: SLRP and cash bonus can be combined.</p> <p>*Soldier must be bonus eligible and DMOSQ in order to receive SLRP.</p>									

SELECTED RETENTION BONUS

MOS		Careerist DMOSQ							SLRP 6 yrs
		3 yrs	37-47 mos	4 yrs	49-59 mos	5 yrs	61-71 mos	6 yrs	
		Up to \$45,000	Up to \$45,000	Up to \$60,000	Up to \$60,000	Up to \$75,000	Up to \$75,000	Up to \$90,000	
Incentives are authorized for Primary and Mobilized Vacancies ONLY									
12C	51C	\$6,000	\$6,200	\$8,000	\$8,200	\$10,000	\$10,200	\$12,000	\$30,000
12H	68A								
12Z	68L								
15K	68V								
17C	79V								
25E	92F								
25V	92R								
25W	92W								
35M	94E								
35P	94H								
35T	94W								
37F									
11Z	68U	\$4,500	\$4,650	\$4,650	\$6,150	\$6,150	\$7,650	\$9,000	\$20,000
25R	68Y								
38B	88H								
68B	88M								
68C	91X								
68K	94M								
12B	42R	\$3,000	\$3,100	\$4,000	\$4,100	\$5,000	\$5,100	\$6,000	\$10,000
12M	46S								
12N	46Z								
12P	68D								
12Q	68H								
12T	68P								
12Y	68Q								
15D	68R								
15N	68S								
15Q	68T								
15T	68W								
15U	74D								
15Z	88K								
17E	88N								
25D	89B								
25L	89D								
25M	88U								
25Q	88Z								
25S	91C								
25U	91H								
27D	91L								
31D	91S								

CONT. SELECTED RETENTION BONUS

MOS		Careerist DMOSQ							
		3 yrs	37-47 mos	4 yrs	49-59 mos	5 yrs	61-71 mos	6 yrs	SLRP 6 yrs
		Up to \$45,000	Up to \$45,000	Up to \$60,000	Up to \$60,000	Up to \$75,000	Up to \$75,000	Up to \$90,000	Up to \$50,000
Incentives are authorized for Primary and Mobilized Vacancies ONLY									
31E	92G	\$3,000	\$3,100	\$4,000	\$4,100	\$5,000	\$5,100	\$6,000	\$10,000
35F	92M								
35G	92S								
35L	94A								
35V	94D								
35N	94F								
35S	94Z								
35Z									
11B	25X	N	N	N	N	N	N	N	N
11C	25Z								
12G	31B								
12K	31Z								
12R	35X								
12W	35Y								
12X	36B								
13B	42A								
13F	56M								
13J	68E								
14G	68F								
14H	68G								
14S	68J								
14Z	68M								
15B	68X								
15F	88L								
15G	89A								
15H	91B								
15J	91D								
15P	91E								
15R	91F								
19D	91J								
19K	91Z								
19Z	92A								
25B	92L								
25C	92Y								
25N	92Z								
25P	94R								
ASI/SQI (only)									
8	X	\$4,500	\$4,650	\$6,000	\$6,150	N	N	N	N
F	F2	\$6,000	\$6,200	\$8,000	\$8,200	\$10,000	\$10,200	\$12,000	\$30,000
AGR Reenlistment Bonus (Not Currently Authorized)									
79R	79V	N	N	N	N	N	N	N	N
<p>NOTE: SLRP and cash bonus can be combined.</p> <p>*Soldier must be bonus eligible and DMOSQ in order to receive SLRP.</p>									

SELECTED RETENTION BONUS

MOS		Will-Train (C-2) Option			
		3 yrs	4 yrs	5 yrs	6 yrs
		Up to \$45,000	Up to \$60,000	Up to \$75,000	Up to \$90,000
Incentives are authorized for Primary and Mobilized Vacancies ONLY					
12C	92F	\$6,000	\$8,000	\$10,000	\$12,000
35M	92W				
37F	94E				
17C	68A	\$6,000*	\$8,000*	\$10,000*	\$12,000*
25V	68L				
35P	68V				
35T	92R				
51C	94H				
38B	88M	\$4,500	\$6,000	\$7,500	\$9,000
68C	94M				
88H					
25R	68U	\$4,500*	\$6,000*	\$7,500*	\$9,000*
68B	68Y				
68K					
12B	68D	\$2,000	\$4,000	\$5,000	\$6,000
12N	68P				
12T	68W				
12Y	74D				
15N	88N				
15T	89B				
15U	91C				
25L	91H				
25Q	91L				
25S	92G				
25U	92M				
31E	92S				
35F	94A				
35G	94D				
35L	94F				
35S					
12M	42R	\$2,000*	\$4,000*	\$5,000	\$6,000*
12P	46S				
12Q	68C				
12Y	68H				
15D	68P				
15K	68Q				
15Q	68R				
17E	68S				
25D	68T				
25M	88U				

CONT. SELECTED RETENTION BONUS

MOS		Will-Train (C-2) Option			
		3 yrs	4 yrs	5 yrs	6 yrs
		Up to \$45,000	Up to \$60,000	Up to \$75,000	Up to \$90,000
Incentives are authorized for Primary and Mobilized Vacancies ONLY					
27D	89D	\$2,000*	\$4,000*	\$5,000	\$6,000*
31D	91S				
35N					
11B	25N	N	N	N	N
11C	25P				
12G	31B				
12K	36B				
12R	42A				
12W	56M				
13B	68E				
13F	68F				
13J	68G				
14G	68J				
14H	68M				
14S	68X				
15B	88L				
15F	89A				
15G	91B				
15H	91D				
15J	91E				
15P	91F				
15R	91J				
19D	92A				
19K	92L				
25B	92Y				
25C	94R				
ASI/SQI (only)					
X		N	C-4 Opt: \$6,000		N
8		N	C-5 Opt: \$6,000		N
F	F2	\$6,000	\$8,000	\$10,000	\$12,000
AGR Reenlistment Bonus (Not Currently Authorized)					
79R	79V	N	N		N

*The gaining Commander must confirm availability of a training seat before the Soldier completes a C-2 Reenlistment.

ASI/SQI Exceptions

ASI	TITLE
2C	JAVELIN GUNNERY
2R	STUDIO BROADCASTER
2S	BATTLE STAFF OPERATIONS
5U	TACTICAL AIR OPERATIONS
6Q	ADDITIONAL DUTY SAFETY NCO
7D	ASSIGNMENT ORIENTED TRAINING
7E	ASSIGNMENT ORIENTED TRAINING
B2	LIGHT LEADERS COURSE
B4	SNIPER
B6	COMBAT ENGINEER HEAVY TRUCK
C1	GENERAL SUPPORT BAND QUALIFIED
C5	COURT REPORTER
C7	UNIT LEVEL LOGISTICS SYSTEM-AVIATION (ENHANCED) (ULLS-A (E))VAL)
D3	BRADLEY FIGHTING VEHICLE OPERATIONS AND MAINTENANCE
E8	EXPLOSIVE ORDNANCE CLEARANCE AGENT (EOCA)
F7	PATHFINDER
G7	C-23 LOAD MASTER/FLIGHT ENGINEER
H3	PHYSICAL SECURITY OPERATIONS
J2	COMMUNICATIONS CABLE AND ANTENNA SYSTEMS MAINTAINER
L3	TECHNICAL ESCORTING
L5	NUCLEAR/CHEMICAL (NC) RECONNAISSANCE
	CHEMICAL/BIOLOGICAL/RADIOLOGICAL AND NUCLEAR (CBRN)
L6	RECONNAISSANCE FOR BRIGADE COMBAT TEAMS
M1	DEPLOYABLE CAT / CT / IT MAINTAINER AND REPAIRER
M3	DIALYSIS SPECIALTY
N1	NONRATED CREWMEMBER FLIGHT INSTRUCTOR/STANDARDIZATION INSTRUCTION
P1	THEATER SUSTAINMENT PLANNERS COURSE
Q2	AVIATION LIFE SUPPORT EQUIPMENT (ALSE)
Q9	TRAFFIC MANAGEMENT AND COLLISION INVESTIGATOR
R8	MOBILE GUN SYSTEM MASTER GUNNER
S2	MECHANICAL EQUIPMENT MAINTENANCE (POWER STATION)
S3	ELECTRICAL EQUIPMENT MAINTENANCE (POWER STATION)
S4	SAPPER LEAD
S7	FOREIGN COUNTERINTELLIGENCE
V5	MILITARY POLICE INVESTIGATION
SQI	TITLE
7	ATTACHE
A	MANUAL MORSE OPERATOR
G	RANGER
L	LINGUIST
R	CHEMICAL, BIOLOGICAL, RADIOLOGICAL AND NUCLEAR RESPOND

Conversion Bonus In-Out Call List

MOS	IN	OUT	MOS	IN	OUT	MOS	IN	OUT	MOS	IN	OUT	MOS	IN	OUT	MOS	IN	OUT
	Up to \$10,000			Up to \$10,000			Up to \$10,000			Up to \$10,000			Up to \$10,000			Up to \$10,000	
11B	N	Y	14S	N	Y	25Q	\$10,000	N	51C	\$10,000	N	88H	\$10,000	N	92S	\$10,000	N
11C	N	Y	15B	N	Y	25R	\$10,000	N	56M	N	N	88K	N	Y	92W	\$10,000	N
11Z	N	Y	15D	\$10,000	N	25S	\$10,000	N	68A	\$10,000	N	88L	N	Y	92Y	N	Y
12A	N	Y	15F	N	N	25U	N	Y	68B	\$10,000	N	88M	\$10,000	N	94A	N	Y
12B	\$10,000	N	15G	N	Y	25V	\$10,000	N	68C	N	N	88N	\$10,000	N	94D	N	Y
12C	\$10,000	N	15H	N	Y	25W	N	N	68D	N	Y	88U	\$10,000	N	94E	\$10,000	N
12G	N	N	15J	N	Y	25Z	N	Y	68E	N	Y	89A	\$10,000	N	94F	\$10,000	N
12H	\$10,000	N	15K	N	Y	27D	\$10,000	N	68F	N	Y	89B	\$10,000	N	94H	\$10,000	N
12K	\$10,000	N	15N	N	N	31B	N	Y	68G	N	Y	89D	\$10,000	N	94M	N	Y
12M	N	N	15P	N	Y	31D	\$10,000	N	68H	N	Y	91B	N	Y	94R	N	Y
12N	\$10,000	N	15Q	N	N	31E	\$10,000	N	68J	N	Y	91C	N	Y	94W	N	N
12P	\$10,000	N	15R	N	Y	35F	\$10,000	N	68K	N	N	91D	N	Y	94Y	N	Y
12Q	\$10,000	N	15T	\$10,000	N	35G	\$10,000	N	68L	\$10,000	N	91E	N	Y	8	\$10,000	N
12R	\$10,000	N	15U	N	Y	35L	\$10,000	N	68M	N	N	91F	N	Y	X	\$10,000	N
12T	\$10,000	N	17C	\$10,000	N	35M	\$10,000	N	68P	N	Y	91H	N	N	F	\$10,000	N
12V	N	Y	17E	\$10,000	N	35N	N	N	68Q	N	Y	91J	N	Y	F2	\$10,000	N
12W	N	N	19D	N	Y	35P	\$10,000	N	68R	\$10,000	N	91L	\$10,000	N			
12X	\$10,000	N	19K	N	Y	35S	N	Y	68S	\$10,000	N	91S	\$10,000	N			
12Y	\$10,000	N	25B	N	Y	35T	\$10,000	N	68T	N	N	91X	N	N			
12Z	N	Y	25C	\$10,000	N	36B	N	Y	68U	\$10,000	N	91Z	N	Y			
13B	N	Y	25D	\$10,000	N	37F	\$10,000	N	68V	\$10,000	N	92A	N	Y			
13F	N	Y	25E	\$10,000	N	38B	\$10,000	N	68W	N	Y	92F	\$10,000	N			
13J	N	Y	25L	\$10,000	N	42A	N	Y	68X	N	Y	92G	\$10,000	N			
13Z	N	Y	25M	\$10,000	N	42R	N	Y	68Y	\$10,000	N	92L	\$10,000	N			
14G	N	Y	25N	N	Y	46S	\$10,000	N	74D	\$10,000	N	92M	\$10,000	N			
14H	N	Y	25P	\$10,000	N	46Z	N	N	79V	\$10,000	N	92R	\$10,000	N			

*If the Soldier holds an MOS that the U.S. Army Reserve has no required positions for, that MOS will be considered an "OUT" MOS.

The gaining Commander must confirm availability of a training seat before the Soldier's incentive request will be approved.

Must account for the Soldier's secondary and alternate MOSs.

Y = Eligible

N = Not Eligible

Officer/Warrant Officer Accession Bonus

Officer Accession Bonus 6 Years - Up to \$20,000		Warrant Officer Accession Bonus 6 Years - Up to \$20,000			
11A	N	120A	\$20,000	353T	N
12A	\$15,000	125D	\$20,000	420A	\$20,000
15A	N	131A	\$20,000	420C	N
17A	N	140A	\$20,000	640A	\$20,000
19A	N	150A	\$20,000	670A	\$20,000
25A	N	151A	N	740A	\$20,000
27A	\$15,000	153D	N	880A	\$20,000
31A	N	153M	N	881A	N
35A*	N	154F	N	882A	\$20,000
35D	N	155E	N	890A	\$20,000
35F	\$20,000	155F	\$20,000	913A	\$10,000
36A	N	170A	\$10,000	914A	N
42B	N	170B	\$10,000	915A	\$20,000
56A	N	255A	\$20,000	919A	\$20,000
74A	\$15,000	255N	\$20,000	920A	\$20,000
88A	\$20,000	255S	\$20,000	920B	\$20,000
91A	\$10,000	270A	\$10,000	921A	\$20,000
92A	\$10,000	311A	\$20,000	922A	\$20,000
		350F	\$10,000	923A	\$20,000
		350G	\$20,000	948B	\$20,000
		351L	\$20,000	948D	N
		351M	\$20,000		
		352N	\$20,000		

Student Loan Repayment Program (SLRP)
 Available as an option for Officers/Warrant Officers that are eligible for an Accession Bonus.

 Standard amount - \$30,000

 Note: Applicant may choose to receive either the SLRP or cash bonus, but not both.

Chaplain Loan Repayment Program (CHLRP)
 Available to 56As only

 Amount - \$20,000 per commitment
 Maximum - \$40,000 (two 3-year commitments at \$20,000 each)

Note: 09Ss contracting for an AOC on the SRIP are eligible for the OAB effective on the date of contract. 09Ss in receipt of an OAB are not authorized SLRP. 09Rs contracting for an AOC on the SRIP will complete the bonus agreement after the published Component Board Results but prior to the date of appointment. 09Rs in receipt of an OAB are not authorized SLRP.

Officer/Warrant Officer Affiliation Bonus and Transfer Bonus

Officer 3-year \$10,000 or 6-year \$20,000						Warrant Officer 3-year \$10,000 or 6-year \$20,000					
01A	*	35A***	E	52B	N	011A	*	270A	E	919A	E
11A	N	35B***	E	56A	N	120A	E	311A	E	920A	E
12A	E	35E	N	57A	E	125D	E	350F	E	920B	E
13A	N	35F	N	59A	E	131A	N	350G	E	921A	E
14A	N	35G	N	74A	E	140A	E	351L	E	922A	E
15A	N	36A	N	88A	N	150A	E	351M	E	923A	E
15B	N	37A	E	89E	N	151A	N	352N	E	948B	E
15C	N	38A	E	90A	E	153A	E	353T	E	948D	E
15D	E	38G	E	91A	N	153D	N	420A	E	948E	E
17A	N	40A	E	92A	N	153M	N	420C	N		
17B	E	42B	N			154E	E	640A	E		
19A	N	42H	N			154F	N	670A	E		
25A	N	46A	E			155A	N	740A	E		
25G	E	49A	E			155E	N	880A	E		
26A	E	50A	E			155F	E	881A	N		
26B	E	51A	E			170A	E	882A	E		
27A	E	51C	E			170B	E	890A	E		
30A	E	51R	E			255A	E	913A	E		
31A	N	51S	E			255N	E	914A	E		
34A	N	51Z	E			255S	E	915A	E		
						255Z	N	915E	E		

*Officers in 01A positions must possess a primary bonus AOC or agree to reclass in a new AOC on the SRIP list.

**Warrants in 011A positions must possess a primary bonus MOS or agree to reclass in a new MOS on the SRIP list.

Note: Officers/Warrant Officers affiliating are not eligible for SLRP.

In order to receive the 6-yr, \$20,000 bonus, the Officer must sign the OAFB/OTB Written Agreement. If they elect the 3-year, \$10,000 bonus, they will sign just the standard OAFB Written Agreement.

*** All 35 series Soldiers will sign for either 35A or 35B incentives; however, they may be slotted in any 35 vacancy.

E = Eligible

N = Not Eligible

Officer Retention Bonus

OFFICER: 3-yr (\$5,000) ORB					
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			

WARRANT OFFICER: 3-yr (\$5,000) WORB					
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. Packets sent directly through ePAT or email will not be accepted.

E = Eligible

N = Not Eligible

Reenlistment Training Option In-Out Call List

*This list is not to be used for the Conversion Bonus.

MOS	IN	OUT	MOS	IN	OUT	MOS	IN	OUT	MOS	IN	OUT	MOS	IN	OUT	MOS	IN	OUT
11B	N	Y	14S	N	Y	25Q	N	N	51C	Y*	N	88H	Y	N	92S	Y	N
11C	N	Y	15B	N	Y	25R	Y*	N	56M	N	N	88K	N	Y	92W	Y	N
11Z	N	Y	15D	Y*	N	25S	Y	N	68A	Y*	N	88L	N	Y	92Y	N	Y
12A	N	Y	15F	N	N	25U	N	Y	68B	Y*	N	88M	Y	N	94A	N	Y
12B	N	N	15G	N	Y	25V	Y*	N	68C	N	N	88N	Y	N	94D	N	Y
12C	Y	N	15H	N	Y	25W	Y*	N	68D	N	Y	88U	Y*	N	94E	Y	N
12G	N	N	15J	N	Y	25Z	N	Y	68E	N	Y	89A	N	N	94F	N	N
12H	Y	N	15K	N	Y	27D	Y*	N	68F	N	Y	89B	Y	N	94H	Y*	N
12K	N	N	15N	N	N	31B	N	Y	68G	N	Y	89D	Y*	N	94M	N	Y
12M	N	N	15P	N	Y	31D	Y*	N	68H	N	Y	91B	N	Y	94R	N	Y
12N	Y	N	15Q	N	N	31E	Y	N	68J	N	Y	91C	N	Y	94W	Y*	N
12P	Y*	N	15R	N	Y	35F	Y	N	68K	N	N	91D	N	Y	94Y	N	Y
12Q	Y*	N	15T	Y	N	35G	Y	N	68L	Y*	N	91E	N	Y	X	Y	N
12R	N	N	15U	N	Y	35L	Y	N	68M	N	N	91F	N	Y	8	Y	N
12T	Y	N	17C	Y*	N	35M	Y	N	68P	N	Y	91H	N	N	F	Y	N
12V	N	Y	17E	Y*	N	35N	N	N	68Q	N	Y	91J	N	Y	F2	Y	N
12W	N	N	19D	N	Y	35P	Y*	N	68R	Y*	N	91L	Y	N			
12X	Y*	N	19K	N	Y	35S	N	Y	68S	Y*	N	91S	Y*	N			
12Y	Y*	N	25B	N	Y	35T	Y*	N	68T	N	N	91X	N	N			
12Z	N	Y	25C	Y	N	36B	N	Y	68U	Y*	N	91Z	N	Y			
13B	N	Y	25D	Y*	N	37F	Y	N	68V	Y*	N	92A	N	Y			
13F	N	Y	25E	Y*	N	38B	Y	N	68W	N	Y	92F	Y	N			
13J	N	Y	25L	Y	N	42A	N	Y	68X	N	Y	92G	Y	N			
13Z	N	Y	25M	Y*	N	42R	N	Y	68Y	Y*	N	92L	Y	N			
14G	N	Y	25N	N	Y	46S	Y*	N	74D	Y	N	92M	Y	N			
14H	N	Y	25P	Y*	N	46Z	Y*	N	79V	Y*	N	92R	Y*	N			

If the Soldier holds an MOS that the U.S. Army Reserve has no required positions for, that MOS will be considered an "OUT" MOS.

The Soldier's secondary and alternate MOSs must also be accounted for.

See enclosure 4 for C-2 Option incentive amounts.

*The gaining Commander must confirm availability of a training seat before the Soldier completes a C-2 Reenlistment.

Y = Eligible

N = Not Eligible

USAR FY22 SRIP

Military Service Obligation Examples

Initial Statutory Military Service Obligation:	The statutory MSO is incurred on initial entry (DIEMS) into the Armed Forces whether by induction, enlistment or appointment
Contractual Military Service Obligation:	A contractual obligation is acquired when an individual voluntarily enters into an agreement to serve in a military status for a specific period of time. A contractual obligation may run concurrently with the statutory obligation incurred on initial entry; it may extend past the length of the initial statutory obligation; it may be added to the initial statutory obligation; or it may exist where no statutory
Active Duty Service Obligation:	Normally runs concurrently with the initial or contractual MSO and stipulates the minimum time an officer must serve on Active Duty before submitting a voluntary REFRAD request. It does not satisfy the remaining statutory/contractual service obligation incurred.
The MSO reduction is only applicable to the initial statutory MSO is does not reduce the	
ROTC (Non-Scholarship/Scholarship) Cadets incur an eight-year MSO from date of appointment.	
	For example, SPC Smith enlisted into the USAR on 29 Sept 2021 (DIEMS), establishing an initial statutory MSO of 28 Sept 2029. SPC Smith commissions through a ROTC program and has an appointment date of 5 June 2022. 2LT Smith has now established a contractual MSO of 4 June 2030.
AC Officer Candidate School incur an eight-year MSO from date of enlistment if enlistment is for OCS (verified DA Form 1966). (non-prior service)	
AC OCS officers who commission during their initial MSO only incur a three-year ADSO.	
	For example, SPC Smith enlists into the AC on 29 Sept 2021, establishing an initial statutory MSO of 28 Sept 2029. SPC Smith commissions through OCS with an appointment date of 1 Oct 2025. 2LT Smith has now established an ADSO of 30 Sept 2028, and maintains the initial statutory MSO of 28 Sept 2029.
RC Officer Candidate School incur an eight-year MSO from date of enlistment if enlistment is for OCS (verified DA Form 1966). (non-prior service)	
RC Officer Candidate School incur a six-year contractual obligation that will run concurrently with the eight year initial MSO if under two years of enlistment contract was served. The six-year obligation will extend past the initial MSO if over two years of the enlistment contract was served. (prior service)	
	For example, SPC Smith enlists into the USAR on 10 Jan 2020. SPC Smith commissions through direct appointment and has an appointment date of 25 Jan 2022. 2LT Smith's contractual MSO is 24 Jan 2028, which is 15 days past the initial statutory MSO of 9 Jan 2028.
Direct Appointment incur an eight-year MSO from date of appointment. (non-prior service)	
Direct Appointment incur a six-year contractual obligation that will run concurrently with the eight year initial MSO if under two years of enlistment contract was served. The six-year obligation will extend past the initial MSO if over two years of the enlistment contract was served. (prior-service)	
Additional information can be found in AR 135-91 Table 2-1	

USAR FY22 SRIP

Acronym List

ABCP	Army Body Composition Program
AC	Active Component
ACASP	Army Civilian Acquired Skills Program
ACFT	Army Combat Fitness Test
AD	Active Duty
ADOS	Active Duty Operational Support
AFQT	Armed Forces Qualification Test
AGR	Active Guard Reserve
AMEDD	Army Medical Department
AOC	Area of Concentration
APFT	Army Physical Fitness Test
AR	Army Regulation
ARCG	Army Reserve Careers Group
ARMF	Army Reserve Mission Force
ARNG	Army National Guard
ASI	Additional Skill Identifier
ATRRS	Army Training Requirements and Resource System
BCN	Bonus Control Number
BOLC	Basic Officer Leader Course
CB	Conversion Bonus
CCC	Captain Career Course
CG	Commanding General
CHLRP	Chaplain Loan Repayment Program
CMF	Career Management Field
CZTE	Combat Zone Tax Exclusion
DA	Department of the Army
DAOCQ	Duty Area of Concentration Qualified
DD	Department of Defense
DFAS	Defense Finance and Accounting Services
DJMS-RC	Defense Joint Military Pay System – Reserve Component
DMOSQ	Duty Military Occupational Specialty Qualified
DoDI	Department of Defense Instruction
DPG	Defense Planning Guidance
DSMT	Dual Status Military Technician
EAB	Enlisted Affiliation Bonus
EFT	Electronic Funds Transfer
ePAT	electronic Personnel Action Tracker
ETS	Expiration Term of Service
FLAG	Suspension of Favorable Actions
FORSCOM	United States Army Forces Command
FY	Fiscal Year
GED	General Educational Development
HQDA	Headquarters Department of the Army
HRC	Human Resources Command
HT/WT	Height and Weight

USAR FY22 SRIP

CONT. Acronym List

IADT	Initial Active Duty for Training
IAW	In Accordance With
IET	Initial Entry Training
ILE	Intermediate Level Education
IMA	Individual Mobilization Augmentee
IMPRPR	Immediate Reenlistment Prohibition
IMT	Initial Military Training
ING	Inactive National Guard
iPERMS	Interactive Personnel Electronic Records Management System
IPPS-A	Integrated Personnel and Pay System- Army
IRR	Individual Ready Reserve
IRS	Internal Revenue Service
LWOP	Leave Without Pay
MEPS	Military Entrance Processing Station
MGIB-SR	Montgomery GI Bill - Selected Reserve
MILTECH	Military Technicians
MOB	Mobilization
MOS	Military Occupational Specialty
MRD	Mandatory Removal Date
MSO	Military Service Obligation
NDMOSQ	Non-Duty MOS Qualified
NPS	Non-Prior Service
NPSEB	Non-Prior Service Enlistment Bonus
OAB	Officer Accession Bonus
OAFB	Officer Affiliation Bonus
OCS	Officer Candidate School
OPAT	Occupational Physical Assessment Test
OPLAN	Operational Plan
ORB	Officer Retention Bonus
OTB	Officer Transfer Bonus
P3	Private Public Partnership
PAM	Pamphlet
PaYS	U.S. Army Partnership for Youth Success
PEBD	Pay Entry Basic Date
PS	Prior Service
PSEB	Prior Service Enlistment Bonus
QSO	Quick Ship Option
RC	Reserve Component
RCCC	Reserve Component Career Counselor
RCT	Reserve Component Transition
RE	Reentry Eligibility
RECSTA	Receiving Station
REFRAD	Release from Active Duty
REQUEST	Recruit Quota System
RIMS	Reserve Incentives Management SubSystem

USAR FY22 SRIP

CONT. Acronym List

RMS	Retention Management Software
ROTC	Reserve Officer Training Corps
SELRES	Selected Reserve
SLRP	Student Loan Repayment Program
SMP	Simultaneous Membership Program
SQI	Special Qualification Identifier
SRB	Selective Retention Bonus
SRIP	Selected Reserve Incentives Program
SSD	Structured Self Development
STEP	Select, Train, Educate, Promote
TPU	Troop Program Unit
U.S.C.	United States Code
UIC	Unit Identification Code
UNSAT	Unsatisfactory Participation (9+ unexcused absences)
UMR	Unit Manning Report
UPC	Unit Processing Code
USAR	United States Army Reserve
USARC	United States Army Reserve Command
USAREC	U.S. Army Recruiting Command
VA	Department of Veteran Affairs
VCN	Vacancy Control Number
WEBS	Web-Enabled Education Benefits System
WOAB	Warrant Officer Accession Bonus
WOAC	Warrant Officer Advanced Course
WOAFB	Warrant Officer Affiliation Bonus
WOBC	Warrant Officer Basic Course
WORB	Warrant Officer Retention Bonus
WOTB	Warrant Officer Transfer Bonus