



## United States Army Reserve Policy

### USAR FY23 SRIP Policy #23-01

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**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 03 March 2023. Unless extended or rescinded it will expire 30 September 2023.

**3. APPLICABILITY.** This policy applies to individuals entering 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 (position, including mobilized Soldiers returning to an initial appointment as a DSMT/MILTECH 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 FY23. 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 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:

- 13 Encls
1. NPSEB Incentive Scale
  2. PSRB Incentive Scale
  3. EAB Incentive Scale
  4. SRB Incentive Scale
  5. Enlistment/Reenlistment ASI/SQI Exception List
  6. Conversion Bonus/Will-Train In-Out Call List
  7. Officer/Warrant Officer Accession
  8. Officer/Warrant Officer Affiliation and Transfer Bonus
  9. Officer/Warrant Officer Retention Bonus Scale
  10. Mandatory Service Obligation and on Contractual Service Obligation Examples
  11. Acronym List
  12. Personnel Action Guide (PAG) – Bonus Processing Checklist
  13. Commander's Memo (Sample)

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**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, 22 August 2022, subject: Extended 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

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2019, subject: Exception to Policy to Conduct Immediate Reenlistments.

(x) Memorandum, Headquarters, U.S. Army Reserve Command, AFRC-PRM, 28 March 2022, 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, 15 March 2022, subject: Implementation Guidance for Stabilization for Active Component (AC), Individual Mobilization Augmentee (IMA) and Individual Ready Reserve (IRR) to Reserve Component Transitions – Mobilization Deferments

**SUMMARY OF CHANGES**

**1. Non-Prior Service Enlistment Bonus (NPSEB).**

- a. Updated verbiage to align with IPPS-A terminology.
- b. Updated the critical MOS list and incentive rate chart.

**2. Selected Retention Bonus (SRB).**

- a. Clarified proration guidance for Soldiers not on a current incentive contract.
- b. Combined Enclosure 6 and 10.

**3. Officer/Warrant Officer Accession Bonus (OAB/WOAB).** Added a 90-day timeframe to complete SLRP addendum.

**4. IMA incentives.** Removed section, terms added to SRB C-6 option.

**5. Officer/Warrant Affiliation Bonus (OAFB/WOAFB).** Removed IMA restriction

**6. Officer/Warrant Officer Retention Bonus (ORB/WORB).** Removed IMA restriction.

**GENERAL INFORMATION**

**1. AGREEMENTS/ADDENDUMS.** In accordance with (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 received 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 CMF for the entire length of the service obligation. Substantiated involuntary moves are authorized exceptions; upload transfer orders into iPERMS. Soldiers who voluntarily transfer 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 to. 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.

e. 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.

f. 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 Electronic Personnel Actions Tracking System (ePAT) action T-36-A-3.

g. 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. The date of termination for 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), 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. If the Soldier is flagged for Height and Weight (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).

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

payments. A Soldier who fails to become DAOCQ/DMOSQ within 24 months, plus periods of deployment, will have their incentive terminated effective the date of the transfer into the new AOC/MOS.

**8. Termination without Recoupment**

a. 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. 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 Mobilized Soldiers or Soldiers on Active Duty Operational Support (ADOS) Orders.

**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 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 Electronic Funds Transfer (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. Reserve Incentive Management Subsystem (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@army.mil](mailto:usarmy.usarc.usarc-hq.mbx.incentives@army.mil) .

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

(1) When authorized by the SRIP, Soldiers deployed to a CZTE area listed in DoDFMR 7000.14-R, Volume 7A, Chapter 44, 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. PMOS and DMOS must match to be eligible for the incentive and considered DMOSQ.

**g. Dual Status Military Technician (DSMT or MILTECH).** DSMTs, heretofore MILTECHs, are not eligible for SRIP incentives unless they meet CZTE qualifications.

**h. Eligibility Period.** Commanders should inform incentive recipients 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 or DODID. 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. Integrated Personnel and Pay System – Army (IPPS-A).** Integrated Personnel and Pay System-Army is an online Human Resources system that provides integrated personnel, pay, and talent management capabilities in a single system to all Army Components.

**m. Interactive Personnel Management System (iPERMS).** The human resources application for viewing Army Military Human Resource Record (AMHRR). 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 for the Soldier to receive incentive payments.

**n. 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 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.

**o. Priority Units.** Individual units identified in Recruit Quota System (REQUEST) system by priority level 1 – 5, or 10 designate by 6-digit Unit Identification Codes (UICs)

are incentivized for \$5,000. All derivative UICs under the listed AA UICs are also incentivized.

**p. 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 ensures incentive programs comply with governing regulations and policies.

**q. 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.

**r. Sure Pay.** Soldiers must have valid bank account information loaded in the Reserve pay system for the incentives to be processed. Soldiers without updated Electronic Funds Transfer (EFT) information will have their incentive payments rejected and suspended until the EFT is updated. Soldiers are responsible for updating their bank account information in [www.MyPay.com](http://www.MyPay.com).

**s. TEMPLET.** Temporary Billets in IPPS-A mirrors accepted business practices for double slotting to account for Soldiers not assigned to a billet. When using RETAIN to identify valid overstrength positions the terminology used is mobilization vacancy.

## 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, Section 331, DoDI 1304.31, AR 601-210, and applicable policies. Bonuses are subject to the availability of incentive funds, which may change without notice. The PUB is available as a concurrent incentive in combination with NPS enlistment bonus and Quick Ship Bonus (QSP). Combined incentive may not exceed \$20K. **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.

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(3) Enlistment must be in a bonus eligible (MOS or unit) primary, mobilization or overstrength position determined by USARC G-1 manning priorities recorded in REQUEST.

(4) Qualify as a secondary school graduate General Education Diploma (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)



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(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, mobilization, or overstrength position 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. The Soldier may contract for the QSO, tiers 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
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) 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 11 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 10 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.

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

**a. General.** The PSRB is authorized IAW U.S.C. Title 37, Chapter 5, Subchapter II, Section 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. The PUB is authorized to be combined with a critical MOS incentive rate value for duty MOS qualified personnel. Combined incentive may not exceed \$20K. 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 or 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 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. SM must not have been considered an UNSAT within the last 120 days of all previous served periods of service. 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.



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(7) Bonus is authorized for Soldiers affiliating for SQI regardless of MOS if 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 if 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 in one of the priority units reported in REQUEST. Bonus options may 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 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 11 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 10 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, Section 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. The PUB is authorized to be combined with a critical MOS incentive rate value for duty MOS qualified personnel. Combined incentive may not exceed \$20K. 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) 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 or 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 to be eligible to receive payment of the bonus.

(10) Bonuses are authorized for Soldiers affiliating for SQI X regardless of MOS if the Soldier possesses a valid MOS and is qualified with the X identifier within 24 months

from the date of TPU assignment. 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 if 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 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 DoDFMR 7000.14-R, Volume 7A, Chapter 44.

(19) When authorized by the SRIP, the unit option may be offered to eligible Soldiers who transfer into a primary or mobilization vacancy in one of the priority units reported in REQUEST. Bonus options may be combined.

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

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(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 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 to 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 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 11 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, Section 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. The PUB is authorized to be combined with a critical MOS incentive rate value for duty MOS qualified personnel. Combined incentive may not exceed \$20K. Note: Proration should only be calculated for those with current incentive contracts. Soldiers reenlisting without an existing incentive contract are authorized the full incentive amount on their newly established contract.

**b. Reenlistment Options.** In accordance with reference s, USAR Soldiers are eligible for the below Reenlistment Options. Although a Soldier may be eligible for the Reenlistment Option, they must also meet the SRB eligibility criteria to receive an incentive. Soldiers reenlisting under options C-1 - C-6 are granted a 90-day grace period prior to their ETS to reenlist for the full incentive amount.

<b>U.S. Army Reserve Reenlistment Options</b>
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 ( <b>Currently not offered</b> )

(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 6 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 an SRB. Soldier must fill a valid Will Train vacancy (primary or mobilization) 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 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. Note: The Priority Unit Bonus (PUB) can be offered in conjunction with the incentive being offered for Soldier's MOS.

(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.

(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.

(6) Option C-6 will use enclosure 4b to determine incentive eligibility. (IMA Incentives are not currently being offered)

### **c. Eligibility.**

(1) Soldiers discharged or released based on determination of misconduct; substandard duty performance; or moral or professional dereliction are 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. PMOS and DMOS must match to be eligible for the incentive and considered DMOSQ.

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

(6) Soldiers in a 00D or 00G duty position are considered DMOSQ if they possess an incentivized MOS. If the position requires an ASI/SQI, the SM must hold the required ASI/SQI 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-E3 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 DoDFMR 7000.14-R, Volume 7A, Chapter 44. Note: Contract must be executed while in theater to retain eligibility. 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). 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 37-72 months receive a bonus payable in lump sum up to \$15,000. Soldiers receive bonus upon assignment or award of MOS/SQI, whichever is later.

(3) SQI F and F2 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 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 \$15,000; initial payment of \$7,500, 2d, 4th year of \$3,750)

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

5-year DMOSQ or NDMOSQ.

(TOTAL \$12,500; initial payment of \$6,250, 2d, 4th year of \$3,125)

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

4-year DMOSQ or NDMOSQ.

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

(TOTAL \$6,500; initial payment of \$3,250, 2d year of \$3,250)

(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 the additional obligated months and may only be offered to Soldiers who sign a 6-year or indefinite reenlistment. See section 11 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. Critical Skills Retention Bonus (CSRB) - (ENCL 4b). (Currently not offered)**

**a. General.** The Critical Skills Retention Bonus is authorized IAW Title 37 U.S.C. Section 308, DoDI 1304.31, 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 CSRB 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 CSRB 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 enlisted Soldier with a primary MOS identified on the SRIP.

(2) 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. Soldier must be serving on an indefinite contract.

(3) Soldier must have completed a minimum of 20 years and no more than 25 years of qualifying service in accordance with DoDI 1304.31 and DoDI 1215.07.

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

(5) Soldier's current grade is E-6 and above with appropriate Professional Military Education (PME) for current rank complete.

(6) Soldier must be currently serving satisfactorily in the USAR to include, but not limited to, ACFT, HT/WT, UNSAT, FLAGs, security clearance, etc.

**c. Submission.**

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

(b) All requests must include a Commander's memorandum (enclosure 13) and signed Written Agreement for the Critical Skill Retention Bonus. The Commander's memorandum 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.

(c) 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 TPU status 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 IRR will result in recoupment unless continued eligibility rules apply.

**e. Options and Payments.** Payment in lump sum of up to **\$5,000** after verification of eligibility.

## **7. 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 to gain eligibility for the CB.

(3) If selecting the SQL option, the new SQL 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 SQL.

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

(8) Soldiers eligible for the CB program will have 90 days from date of completion of training to apply.

**c. Terms of Service.** A three (3) year obligation is required in the new MOS; however, an extension/reenlistment is not required if 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.

## **8. 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, Section 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). **Eligibility is based on time of application and BCN must be issued within the same FY of application submittal.**

(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. **Eligibility is based on time of application and BCN must be issued within the same FY of application submittal.**

(d) Warrant Officer (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). **Eligibility is based on time of application and BCN must be issued within the same FY of application submittal.**

(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, if they are awarded one of the logistics accessions 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 if 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 reported in REQUEST as prescribed by the SRIP. Soldiers may select other bonus options.

(8) Soldiers contracting as a 09W or 09S are eligible for the OAB if 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. The SLRP addendum must be completed within 90 days of accessing.

(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 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 after assignment and award of duty qualifying AOC/MOS. Incentives terminate for Soldiers transferring into the IMA program. Incentive terminates for Soldiers transferring into the IMA program during their term of service. **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 11 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.



**9. 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, Section 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 or authorize mobilization vacancy as determined by USARC G-1 manning priorities recorded in REQUEST. **Note: Aviation Warrants are ineligible for the WOAB if accessing into an AOC/MOS immaterial position. Aviation warrants must be accessed into an aviation slot to be eligible for the incentive.**

(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 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.

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(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 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 DoDFMR 7000.14-R, Volume 7A, Chapter 44.

(12) Officers possessing a Logistics AOC (88A, 90A, 91A, 92A) are eligible for the OAFB, if they are assigned to a primary or authorized 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, if they are assigned to a primary or authorized 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 mobilization vacancy in one of the priority units reported in REQUEST. 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) Soldier must have fulfilled all previous service obligations satisfactorily.

(19) 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 United States Army Reserve. See enclosure 10 for contractual service obligation examples.



**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.

(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.

**10. 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 or 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.

## **11. 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) Incentives are suspended during an authorized period of non-availability not to exceed three years. Soldiers who complete a 6 x 2 contract and elect to go in the IRR after completing their 6-year term should not exceed two years in the IRR.

(b) Incentives are terminated when a Soldier's non-availability exceeds three years IAW AR 601-210. Upon reassignment to TPU, Soldier will submit a request to USARC Education Services at [usarmy.usarc.usarc-hq.list.education-slrp@army.mil](mailto:usarmy.usarc.usarc-hq.list.education-slrp@army.mil), to reinstate incentive. Soldier must submit request 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, in circumstances not requiring termination or otherwise authorized by the CAR 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 the elected Reserve (any area of concentration) may continue to receive SLRP payments as stipulated in their original contract if 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 DoDFMR 7000.14-R, Volume 7A, Chapter 44, 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.

**c. 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.

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(1) 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:

(a) Enters on AD in an Active Component of a U.S. Armed Force.

(b) Enters on AD in an AGR status.

(c) 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.

(2) If a Soldier receives AGR orders, SLRP eligibility will be terminated if:

(a) This is the Soldier's initial entry on AD; and

(b) 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:

(1) 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)."

(2) If Soldier declines SLRP and accepts MGIB-AD, Soldier completes item three 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)."

**d. 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.

**e. 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.

(1) Student Loan Repayment Program (SLRP) Amounts. Minimum SLRP is \$10,000.00, maximum authorized SLRP is \$50,000.00. Payment may not exceed \$8,334 including interest per entitlement year.

(a) Maximum payment schedule does not negate the original six (6) year service requirement. Any unserved periods will result in collection action.

(b) Soldier is obligated to maintain DMOSQ for the duration of the original service obligation. Any transfer or reclassification following completion of a Soldier's original 6-year obligation is authorized. Payments may continue, not to exceed existing payment limits.

(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.

## **12. Chaplain Loan Repayment Program (CHLRP).**

**a. General.** The CHLRP is authorized IAW U.S.C. Title 10, Subtitle E, Part IV, Chapter 1609, Section 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. To minimize Soldiers' tax liabilities, DFAS will withhold federal and state taxes (when applicable) from loan payments prior to making payments to lenders.

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

**a. General.** The Retention Bonus is authorized IAW Title 37 U.S.C. Chapter 5, Subchapter II, Section 332, 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 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 listed 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) All 35 series must be awarded 35A or 35B and any applicable ASIs for their position. Only the AOCs listed in enclosure 9 are eligible to receive an incentive.

(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 MSO. The MSO of Soldiers commissioned through the ROTC program starts from the time assigned to the Army Reserve. See enclosure 10 for contractual service obligations examples. Commission date as recorded on Soldier's Oath of Office (DA 71) determines eligibility.

(5) Commissioned officers and warrant officers must have completed a minimum of four years of commissioned service; less than 16 years of commissioned service; and



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less than 22 years of qualifying service in accordance with DOD1304.34 and DODI 1215.07.

(6) Soldier is not a MILTECH 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.

(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 currently serving satisfactorily in the USAR to include, but not limited to, ACFT, HTWT, UNSAT, FLAGS, security clearance, etc.

### **c. Submission.**

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

(b) All requests must include a Commander's memorandum (enclosure 13) and signed Written Agreement for Officer Retention Bonus. The Commander's memorandum 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.

(c) 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 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.

**14. Active Guard Reserve (AGR) Incentives. (Currently not offered)**

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

(1) Approved ETP- Retention of Incentives for Army Reserve (USAR) and Army National Guard (ARNG) Soldiers Accepting Active Guard Reserve (AGR) Positions) TPU Soldiers (Enlisted and Officer) accessioning into the AGR program will retain all previous incentives (cash bonus and SLRP). The incentives will not be terminated nor recouped. All contract obligations and MOS requirements will remain in effect throughout the contracted term of service. By retaining the existing bonus, the Soldier is not eligible for the Conversion Bonus (CB). Accessioning to the AGR program does not terminate the terms or obligations of the contract. In order to retain SLRP, AGR Soldiers must decline the MGIB-AD on DD Form 2366. **Soldier must be assigned to an AGR position with the same MOS or AOC for which the bonus was originally authorized.** This exception applies to MOS/AOC incentives only, not unit bonuses.

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

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

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

**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 or authorized 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.

## **USAR FY23 SRIP Policy #23-01**

(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 Army Reserve Mission Force (ARMF) or Critical Response Force (CRF) 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; however, their MSO may not be reduced below the EAB 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 *t*.

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

(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-month reduction is authorized; however, the statutory six-year service obligation must be served. Upon MSO Reduction, Soldiers must be able to serve a minimum of 12 months in a TPU.

**ADDITIONAL INFORMATION AND RESOURCES**

1. **Lodging In-Kind (LIK).** Lodging provided for members who live more than 50 miles from their Reserve Unit. Contact local unit for more information and availability.
2. **Inactive Duty Training – Travel Reimbursement Program (IDT-TRP).** Provides travel reimbursement for members who live more than 150 miles from their Reserve Unit. Contact local unit for more information and availability.
3. **Continuation Pay.** This is a mid-career incentive for Soldiers within the Blended Retirement System that can pay you from one half months pay to 6 months' pay in return for no less than 4 years additional service.  
<https://www.usar.army.mil/Retirement/BRS/>
4. **Selected Reserve Montgomery GI Bill (MGIB).** Pay for your college education, up to \$407.00 per month for 36 months for full-time students. Depending on how long you enlist, you can get over \$13,000 to help pay for college. There is no delimit date, but the Soldier can only use while in SELRES status (i.e., TPU, IMA).
5. **Army Reserve Montgomery GI Bill 'Kicker'.** Add up to \$350.00 per month to you MGIB for up to 36 months for college. See FY23 SRIP page 31 for eligibility details.
6. **Post 9/11 GI Bill.** Pays for Tuition and Fees directly to school; Monthly Housing Allowance (MHA) stipend and an annual Book & Supplies stipend to the student. Must have minimum of 90 qualifying days of credible Active-Duty days of service to qualify at the entry level 50 percent payable rate, up to three years credible Active-Duty days of service to qualify at the 100 percent payable rate.
7. **Post 9/11 GI Bill Transfer of Education Benefits (TEB) Program.** Allows Soldiers to transfer the unused portion of their Post 9/11 GI Bill to their eligible dependent(s) in exchange for a one-time, four-year Additional Duty Service Obligation (ADSO) to the Army.
8. **Yellow Ribbon Program.** Can help you pay for higher out-of-state, private school, foreign school, or graduate school tuition and fees that the Post 9/11 GI Bill doesn't cover.
9. **Tuition Assistance Program.** Enroll in college courses while you're in the Army Reserve and we'll help you pay for them. Reserve tuition assistance covers 100% of course costs for approved courses (up to \$250 per credit hour, 16 semester hours per year).
10. **Army Credentialing Assistance Program.** Pays for courses and exams that lead

to industry-recognized civilian credentials in an occupation of your choice.

[https://www.cool.osd.mil/army/costs\\_and\\_funding/army\\_credential\\_assistance.htm](https://www.cool.osd.mil/army/costs_and_funding/army_credential_assistance.htm)

**11. Guaranteed Reserve Forces Duty (GFRD) Scholarship Minuteman Campaign.**

The Minuteman campaign is part of the Army ROTC Guaranteed Reserve Forces Duty (GRFD) scholarship program, which covers up to 4 years of tuition and fees. As a component dedicated program, the Minuteman guarantees Cadets service in the Reserve component of their choice.

[GRFD Scholarship Minuteman Campaign \(army.mil\)](https://www.army.mil/grfd-scholarship-minuteman-campaign)

**12. Private Public Partnership.** Connect Soldiers, Families and Veterans with employment, training, and credentialing opportunities.

<https://www.usar.army.mil/P3/>

**13. Army Career Intermission Program (CIP).** Allows officers and enlisted members to be temporarily released from the AGR program with a corresponding appointment/enlistment in the IRR for a period of up to three years. Under this program, Soldiers will retain certain AGR benefits and shall return to the AGR program at the end of the inactive duty period.

<https://www.hrc.army.mil/content/Career%20Intermission%20Program%20-%20CIP>



# USAR FY23 SRIP Change 1

## Non-Prior Service Enlistment Bonus

Tier 1: 1-IIIA Applicants			
MOS	MOS	MOS	MOS
CASH: \$20,000			CASH: \$13,000
SLRP: \$50,000			SLRP: \$50,000
Kicker: \$350			Kicker: \$200
12C	38B	91L	12M
12K	42R	92F	12R
12N	46S	92M	15Q
12Q	46T	92R	15U
12T	68A	92S	35F
12Y	68B	92W	35P
15T	68H	94E	68K
25H	68L	94F	88N
25S	68R		88U
31E	68S		89A
35L	68Y		91J
35M	74D		91S
35S	88H		92G
35T	88M		
37F	89B		
Cash:		SLRP:	Kicker:
All Other MOSs	\$10,000	\$30,000	\$100
Priority Unit Bonus**	\$5,000		
Quick Ship Option*	\$7,000		

NOTE: Kicker, SLRP, and the cash bonus can be combined when eligible.

The MOSs, Priority Unit Bonus, and Quick Ship Option may be combined.

\*The Quick Ship Option is available to all MOSs.

\*\*PUB available to all MOSs, UIC must be coded in REQUEST.

# USAR FY23 SRIP Change 1

## Non-Prior Service Enlistment Bonus

TIER 2: IIIB Applicants			
MOS		MOS	
CASH: \$10,000			
SLRP: \$20,000			
Kicker: \$0			
12C	31E	68B	89B
12K	35F	68H	91J
12M	35L	68K	91L
12N	35M	68L	91S
12Q	35P	68R	92F
12R	35S	68S	92G
12T	35T	68Y	92M
12Y	37F	74D	92R
15Q	38B	88H	92S
15T	42R	88M	92W
15U	46S	88N	94E
25H	46T	88U	94F
25S	68A	89A	
Cash:		SLRP:	Kicker:
All Other MOSs	\$5,000	\$10,000	NA
Quick Ship Option*		\$7,000	
Priority Unit Bonus**		\$5,000	

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

The MOSs, Priority Unit Bonus, and Quick Ship Option may be combined.

\*The Quick Ship Option is available to all MOSs.

\*\*PUB available to all MOSs, UIC must be coded in REQUEST.

# USAR FY23 SRIP Change 1

## Prior Service Reenlistment Bonus

		Bonus			Kicker*	SLRP*
AOS		6-yr DMOSQ	3-yr DMOSQ	6-yr NDMOSQ	6-yr DMOSQ Only	6-yr DMOSQ Only
MOS						
17C	38B	\$20,000	\$20,000	\$20,000	\$350	\$50,000
92G						
12B	88M	\$15,000	\$15,000	\$15,000	\$350	
12C	88N					
12H	89A					
12K	89B					
12N	91B					
12T	91C					
15T	91D					
25D	91H					
25S	91J					
25U	91L					
31B	92A					
31E	92F					
35L	92L					
35M	92M					
37F	92S					
46T	92W					
46V	92Y					
68W	94E					
74D	94F					
88K	94W					
88L						
12G	68Q	\$15,000	\$15,000	N	\$350	
12P	68R					
17E	68S					
25E	68V					
31D	68Y					
35N	89D					
35P	92R					
35T	94A					
42R	94H					
68A	94M					
68C	94Y					
68H						

\*SLRP and Kicker can be combined with cash bonus. Soldier must be bonus eligible and DMOSQ IOT receive SLRP.

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

# USAR FY23 SRIP Change 1

## Prior Service Reenlistment Bonus

		Bonus			Kicker*	SLRP*
AOS		6-yr DMOSQ	3-yr DMOSQ	6-yr NDMOSQ	6-yr DMOSQ Only	6-yr DMOSQ Only
MOS						
12R	42A	\$15,000	\$15,000	\$15,000	\$200	\$30,000
12W	79V					
14G	88H					
25B	88U					
25H	91E					
35F	91F					
35G	91X					
36B		\$15,000	\$15,000	N	\$200	\$30,000
12Q	46S					
15B	51C					
15D	68B					
15F	68K					
15G	68L					
15N	91S					
15Q	94D	\$15,000	\$7,500	\$15,000	\$200	\$20,000
15U						
15Z	56M					
35Z	68E					
46Z	94Z					
11B	35S					
11C	46Y					
12M	68D	\$15,000	\$7,500	N	\$200	\$20,000
12Y	68F					
13B	68G					
13F	68J					
13J	68M					
19D	68P					
19K	68T					
25X	68X	N	N	N	N	N
27D	94R					
09L	15J					
14H	15P					
14S	15R					
15H						
SPECIAL CATEGORIES						
00D	00G	Eligibility requirements located in section 3.				
ASI/SQI						
F	F2	\$15,000	\$15,000	\$15,000	\$350	\$50,000
8	X	**4-yr, \$15,000	\$12,000	**4-yr, \$12,000	N	N
PRIORITY UNIT BONUS (PUB)						
PUB available to all MOSSs, can be combined with MOS bonus; UIC must be coded in REQUEST						
UIC		\$5,000	\$5,000	N	***	***

\*SLRP and Kicker can be combined with cash bonus. Soldier must be bonus eligible and DMOSQ IOT receive SLRP.

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

\*\*\*Education benefit rates determined by MOS

# USAR FY23 SRIP Change 1

## Enlisted Affiliation Bonus

		Bonus			SLRP* ****
AOS		6-yr DMOSQ	3-yr DMOSQ	6-yr NDMOSQ	6-yr DMOSQ Only
MOS					
17C	38B	\$20,000	\$20,000	\$20,000	\$50,000
92G					
12B	88M				
12C	88N				
12H	89A				
12K	89B				
12N	91B				
12T	91C				
15T	91D				
25D	91H				
25S	91J				
25U	91L				
31B	92A				
31E	92F				
35L	92L				
35M	92M				
37F	92S				
46T	92W				
46V	92Y				
68W	94E				
74D	94F				
88K	94W				
88L					
12G	68Q	\$15,000	\$15,000	N	
12P	68R				
17E	68S				
25E	68V				
31D	68Y				
35N	89D				
35P	92R				
35T	94A				
42R	94H				
68A	94M				
68C	94Y				
68H					

\*SLRP and kicker can be combined with cash bonus. Soldier must be bonus eligible and DMOSQ IOT receive SLRP.

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

# USAR FY23 SRIP Change 1

## Enlisted Affiliation Bonus

		Bonus			SLRP*	
	AOS	6-yr DMOSQ	3-yr DMOSQ	6-yr NDMOSQ	6-yr DMOSQ Only	
MOS						
12R	42A	\$15,000	\$15,000	\$15,000	\$30,000	
12W	79V					
14G	88H					
25B	88U					
25H	91E					
35F	91F					
35G	91X					
36B						
12Q	46S	\$15,000	\$15,000	N		
15B	51C					
15D	68B					
15F	68K					
15G	68L					
15N	91S					
15Q	94D					
15U						
15Z	56M	\$15,000	\$7,500	\$15,000	\$20,000	
35Z	68E					
46Z	94Z					
11B	35S	\$15,000	\$7,500	N		
11C	46Y					
12M	68D					
12Y	68F					
13B	68G					
13F	68J					
13J	68M					
19D	68P					
19K	68T					
25X	68X					
27D	94R					
09L	15J	N	N	N	N	
14H	15P					
14S	15R					
15H						
SPECIAL CATEGORIES						
00D	00G	Eligibility requirements located in section 4.				
ASI/SQI						
8	X	**4-yr, \$15,000	\$12,000	**4-yr, \$12,000	N	
F	F2	\$15,000	\$15,000	\$15,000	\$50,000*	
PRIORITY UNIT BONUS						
PUB available to all MOSs, can be combined with MOS bonus; UIC must be coded in REQUEST						
UIC		\$5,000	\$5,000	N	***	

\*SLRP and kicker can be combined with cash bonus. Soldier must be bonus eligible and DMOSQ IOT receive SLRP.

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

\*\*\*SLRP rate determined by MOS



# USAR FY23 SRIP Change 1

## Selected Retention Bonus

		First Term DMOSQ							
AOS		3 yrs	37-47 mos	4 yrs	49-59 mos	5 yrs	61-71 mos	6 yrs	SLRP 6 yrs
MOS									
12C	68C	\$7,500	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000	\$30,000
12H	68K								
12Y	68L								
17C	68V								
17E	68Y								
25H	88H								
35L	88M								
35M	88U								
35P	91S								
35T	92F								
37F	92G								
38B	92L								
46S	92R								
46T	92S								
46V	92W								
51C	94E								
68A	94H								
68B	94M								
ALL OTHER MOSs		\$5,000	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000	\$10,000

ASI/SQI (only)									
8**	X**	\$7,500	\$7,750	\$10,000	\$10,250	N	N	N	N
**only required to complete 4 years fully qualified to retain incentive for the duration of the contract									
F	F2	\$7,500	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000	\$30,000*
AGR Reenlistment Bonus (Not Currently Authorized)									
79R	79V	N	N	N	N	N	N	N	N
Priority Unit Bonus									
PUB available to all MOSs, can be combined with MOS bonus; UIC must be coded in REQUEST									
UIC		\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	**

SLRP and Cash Bonus can be combined.

\*Soldier must be bonus eligible and DMOSQ in order to receive SLRP.

\*\*SLRP determined by MOS

		Careerist DMOSQ							
	AOS	3 yrs	37-47 mos	4 yrs	49-59 mos	5 yrs	61-71 mos	6 yrs	SLRP 6 yrs
MOS									
11Z	68B	\$7,500	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000	\$30,000
12C	68C								
12H	68K								
12T	68L								
12Z	68V								
17C	68Y								
25D	79V								
25E	88H								
25H	88M								
27D	89B								
35M	91X								
35P	92F								
35T	92G								
37F	92R								
38B	92W								
46T	94E								
46V	94H								
46Z	94M								
51C	94W								
68A									
ALL OTHER MOSs		\$5,000	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000	\$10,000

ASI/SQI (only)									
8**	X**	\$7,500	\$7,750	\$10,000	\$10,250	N	N	N	N
**only required to complete 4 years fully qualified to retain incentive for the duration of the contract									
F	F2	\$7,500	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000	\$30,000*
AGR Reenlistment Bonus (Not Currently Authorized)									
79R	79V	N	N	N	N	N	N	N	N
Priority Unit Bonus									
PUB available to all MOSs, can be combined with MOS bonus; UIC must be coded in REQUEST									
UIC		\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	**

SLRP and Cash Bonus can be combined.

\*Soldier must be bonus eligible and DMOSQ in order to receive SLRP.

\*\*SLRP rate determined by MOS

# USAR FY23 SRIP Change 1

## Selected Retention Bonus

	<b>Will-Train (C-2) Option</b>					
<b>AOS</b>	<b>37-47 mos</b>	<b>4 yrs</b>	<b>49-59 mos</b>	<b>5 yrs</b>	<b>61-71 mos</b>	<b>6 yrs</b>
<b>MOS</b>						
11B	N	N	N	N	N	N
11C		N	N	N	N	N
11Z	N	N	N	N	N	N
12B	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
12C	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
12G	N	N	N	N	N	N
12H	N	N	N	N	N	N
12K	N	N	N	N	N	N
12M	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
12N	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
12P	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
12Q	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
12R	N	N	N	N	N	N
12T	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
12W	N	N	N	N	N	N
12Y	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
12Z	N	N	N	N	N	N
13B	N	N	N	N	N	N
13F	N	N	N	N	N	N
13J	N	N	N	N	N	N
13Z	N	N	N	N	N	N
14G	N	N	N	N	N	N
14H	N	N	N	N	N	N
14S	N	N	N	N	N	N
14Z	N	N	N	N	N	N
15B	N	N	N	N	N	N
15D	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
15F	N	N	N	N	N	N
15G	N	N	N	N	N	N
15H	N	N	N	N	N	N
15K	N	N	N	N	N	N
15N	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
15P	N	N	N	N	N	N
15Q	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
15R	N	N	N	N	N	N
15T	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
15U	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
17C	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
17E	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000

\*Soldier must be bonus eligible and DMOSQ in order to receive SLRP.

# USAR FY23 SRIP Change 1

## Selected Retention Bonus

	Will-Train (C-2) Option					
AOS	37-47 mos	4 yrs	49-59 mos	5 yrs	61-71 mos	6 yrs
MOS						
19D	N	N	N	N	N	N
19K	N	N	N	N	N	N
19Z	N	N	N	N	N	N
25B	N	N	N	N	N	N
25D	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
25E	N	N	N	N	N	N
25H	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
25S	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
25U	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
25X	N	N	N	N	N	N
27D	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
31B	N	N	N	N	N	N
31D	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
31E	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
35F	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
35G	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
35L	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
35M	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
35N	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
35P	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
35S	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
35T	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
35Z	N	N	N	N	N	N
36B	N	N	N	N	N	N
37F	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
38B	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
42A	N	N	N	N	N	N
42R	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
46S	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
46T	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
46V	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
46Y	N	N	N	N	N	N
46Z	N	N	N	N	N	N
51C	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
56M	N	N	N	N	N	N
68A	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
68B	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
68C	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
68D	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000

\*Soldier must be bonus eligible and DMOSQ in order to receive SLRP.

# USAR FY23 SRIP Change 1

## Selected Retention Bonus

	Will-Train (C-2) Option					
AOS	37-47 mos	4 yrs	49-59 mos	5 yrs	61-71 mos	6 yrs
MOS						
68E	N	N	N	N	N	N
68F	N	N	N	N	N	N
68G	N	N	N	N	N	N
68H	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
68J	N	N	N	N	N	N
68K	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
68L	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
68M	N	N	N	N	N	N
68P	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
68Q	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
68R	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
68S	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
68T	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
68V	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
68W	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
68X	N	N	N	N	N	N
68Y	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
68Z	N	N	N	N	N	N
74D	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
79V	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
88H	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
88K	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
88L	N	N	N	N	N	N
88M	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
88N	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
88U	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
88Z	N	N	N	N	N	N
89A	N	N	N	N	N	N
89B	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
89D	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
91B	N	N	N	N	N	N
91C	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
91D	N	N	N	N	N	N
91E	N	N	N	N	N	N
91F	N	N	N	N	N	N
91H	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
91J	N	N	N	N	N	N
91L	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000

\*Soldier must be bonus eligible and DMOSQ in order to receive SLRP.

# USAR FY23 SRIP Change 1

## Selected Retention Bonus

	Will-Train (C-2) Option					
AOS	37-47 mos	4 yrs	49-59 mos	5 yrs	61-71 mos	6 yrs
MOS						
91S	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
91X	N	N	N	N	N	N
91Z	N	N	N	N	N	N
92A	N	N	N	N	N	N
92F	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
92G	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
92L	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
92M	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
92R	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
92S	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
92W	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
92Y	N	N	N	N	N	N
92Z	N	N	N	N	N	N
94A	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
94D	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
94E	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
94F	\$5,150	\$6,500	\$6,650	\$8,000	\$8,500	\$10,000
94H	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
94M	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
94R	N	N	N	N	N	N
94W	N	N	N	N	N	N
94Z	N	N	N	N	N	N
ASI/SQI (only)						
X		C-4 Opt: \$10,000				N
8		C-5 Opt: \$10,000				N
F	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
F2	\$7,750	\$10,000	\$10,250	\$12,500	\$12,750	\$15,000
AGR Reenlistment Bonus (Not Currently Authorized)						
79R		N				N
79V		N				N

\*Soldier must be bonus eligible and DMOSQ in order to receive SLRP.



# USAR FY23 SRIP Change 1

## 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
9B	TRUMPET
9C	EUPHONIUM
9D	FRENCH HORN
9E	TROMBONE
9F	TUBA
9G	FLUTE
9H	OBOE
9J	CLARINET
9K	BASSOON
9L	SAXAPHONE
9M	PERCUSSION
9N	KEYBOARD
9T	GUITAR
9U	ELECTRIC BASS
9V	VOCALIST
9X	MUSIC SUPPORT TECHNICIAN
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
L6	CHEMICAL/BIOLOGICAL/RADIOLOGICAL AND NUCLEAR (CBRN) 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

**USAR FY23 SRIP Change 1**  
**ASI/SQI Exceptions**

<b>SQI</b>	<b>TITLE</b>
7	ATTACHE
A	MANUAL MORSE OPERATOR
G	RANGER
L	LINGUIST
R	CHEMICAL, BIOLOGICAL, RADIOLOGICAL, AND NUCLEAR RESPOND

## Conversion Bonus/Will-Train In-Out Call List

MOS	IN	OUT	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			Up to \$10,000	
11B	N	Y	13P	N	Y	15S	N	Y	25R	N	Y	38B	Y	N	68S	Y	N	91F	N	Y
11C	N	Y	13R	N	Y	15T	Y	N	25S	Y	N	42A	N	Y	68T	N	Y	91H	N	Y
11X	N	Y	13T	N	Y	15U	Y	N	25T	N	Y	42R	Y	N	68V	Y	N	91J	N	N
11Z	N	Y	13Z	N	Y	15W	N	Y	25U	N	Y	42S	N	Y	68W	N	Y	91L	Y	N
12A	N	Y	14E	N	Y	15Y	N	Y	25V	N	Y	46S	Y	N	68X	Y	N	91M	N	Y
12B	N	N	14G	Y	N	15Z	Y	N	25X	N	Y	46T	N	Y	68Y	Y	N	91P	N	Y
12C	Y	N	14H	N	Y	17C	Y	N	25Z	N	Y	46V	N	Y	68Z	Y	N	91S	Y	N
12D	N	Y	14P	N	Y	17E	Y	N	27D	Y	N	46Y	N	Y	74D	Y	N	91X	N	N
12G	Y	N	14S	N	Y	17Z	N	Y	31B	N	Y	46Z	Y	N	79R	N	Y	91Z	N	Y
12H	Y	N	14T	N	Y	18B	N	Y	31D	Y	N	51C	Y	N	79S	N	Y	92A	N	Y
12K	Y	N	14Z	N	N	18D	N	Y	31E	Y	N	56M	N	N	79V	Y	N	92F	Y	N
12M	Y	N	15B	N	Y	18E	N	N	31K	N	Y	68A	Y	N	88H	Y	N	92G	Y	N
12N	Y	N	15C	N	Y	18F	N	N	31Z	N	Y	68B	Y	N	88K	N	Y	92L	N	N
12P	N	Y	15D	N	Y	18X	N	Y	35F	Y	N	68C	Y	N	88L	N	Y	92M	Y	N
12Q	Y	N	15E	N	Y	18Z	N	Y	35G	N	N	68D	N	N	88M	Y	N	92R	Y	N
12R	Y	N	15F	N	Y	19D	N	Y	35L	Y	N	68E	N	Y	88N	Y	N	92S	Y	N
12T	Y	N	15G	N	Y	19K	N	Y	35M	Y	N	68F	N	Y	88U	Y	N	92W	Y	N
12W	Y	N	15H	N	Y	19Z	N	Y	35N	N	Y	68G	N	Y	88Z	N	Y	92Y	N	Y
12X	Y	N	15J	N	Y	25B	N	Y	35P	Y	N	68H	Y	N	89A	Y	N	92Z	N	N
12Y	Y	N	15K	Y	N	25D	Y	N	35S	Y	N	68J	N	Y	89B	Y	N	94A	Y	N
12Z	N	N	15L	Y	N	25E	Y	N	35T	Y	N	68K	Y	N	89D	N	Y	94D	N	Y
13B	N	Y	15M	N	Y	25H	Y	N	35W	N	Y	68L	Y	N	91A	N	Y	94E	Y	N
13D	N	Y	15N	N	Y	25L	Y	N	35Y	N	Y	68M	N	N	91B	N	Y	94F	Y	N
13F	N	Y	15P	N	Y	25M	N	Y	35Z	Y	N	68P	N	Y	91C	N	N	94H	Y	N
13J	N	Y	15Q	N	Y	25N	N	Y	36B	N	Y	68Q	N	Y	91D	N	Y	94M	N	Y
13M	N	Y	15R	N	Y	25P	N	Y	37F	Y	N	68R	Y	N	91E	N	Y	94P	N	Y
																		8	Y	N
																		X	Y	N
																		F	Y	N
																		F2	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.

Availability of a training seat subject to change.

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

For instructions on requesting this incentive, visit [selfservice.rcms.usar.army.mil](https://selfservice.rcms.usar.army.mil).

Y = Eligible

N = Not Eligible

# USAR FY23 SRIP Change 1

## 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	420A	\$20,000
12A	\$15,000	125D	\$20,000	420C	N
15A	N	131A	\$20,000	640A	\$20,000
17A	N	140A	\$20,000	670A	\$20,000
25A	N	150A	\$20,000	740A	\$20,000
27A	\$10,000	151A	N	880A	\$20,000
31A	N	153D	\$20,000	881A	\$20,000
35A*	N	153M	\$10,000	882A	\$20,000
36A	N	154F	N	890A	\$20,000
38G	\$20,000	155E	N	913A	\$10,000
42B	N	170A	\$10,000	914A	N
56A	N	170B	\$10,000	915A	\$20,000
74A	\$15,000	255A	\$20,000	919A	\$20,000
88A	\$20,000	255N	\$20,000	920A	\$20,000
91A	\$10,000	255S	\$20,000	920B	\$20,000
92A	\$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		
		353T	N		

### 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					
01A	*	35A***	E	57A	E
11A	N	35B***	E	59A	E
12A	E	36A	N	74A	E
13A	N	37A	E	88A	N
14A	N	38A	E	89E	N
15A	N	38G	E	90A	E
15B	N	40A	E	91A	N
15C	N	42B	N	92A	N
15D	E	42H	N		
17A	N	46A	E		
17B	E	49A	E		
19A	N	50A	E		
25A	N	51A	E		
25G	N	51C	E		
26A	E	51R	E		
26B	E	51S	E		
27A	E	51Z	E		
30A	E	52B	N		
31A	N	56A	N		

Warrant Officer					
3-year \$10,000 or 6-year \$20,000					
011A	*	270A	E	915A	E
120A	E	311A	E	915E	N
125D	E	350F	E	919A	E
131A	N	350G	E	920A	E
140A	E	351L	E	920B	E
150A	E	351M	E	921A	E
151A	N	352N	E	922A	E
153D	E	353T	E	923A	E
153M	E	420A	E	948B	E
154E	N	420C	N	948D	E
154F	E	640A	E	948E	E
155E	E	670A	E		
155F	E	740A	E		
170A	E	880A	E		
170B	E	881A	E		
255A	E	882A	E		
255N	E	890A	E		
255S	E	913A	E		
255Z	E	914A	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.

# USAR FY23 SRIP Change 1

## Officer Retention Bonus

OFFICER: 3-yr (\$10,000) ORB					
AOC	CPT	MAJ	AOC	CPT	MAJ
	with CCC*	with Ph1 ILE*		with CCC*	with Ph1 ILE*
12A	E	N	38A	E	N
13A	N	N	38G	E	E
14A	N	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	N
27A	E	N	51R	E	E
30A	E	E	51S	N	E
35B	N	E	57A	E	E
37A	E	N	74A	E	N
			90A**	E	N

WARRANT OFFICER: 3-yr (\$10,000) WORB					
MOS	CW3	CW4	MOS	CW3	CW4
	with WOAC*			with WOAC*	
120A	E	N	420A	E	N
125D	E	E	640A	E	N
140A	E	E	670A	E	E
150A	E	E	740A	E	N
153D	E	E	880A	N	E
154F	N	E	882A	E	E
155F	E	N	890A	E	E
170A	E	E	913A	E	E
170B	E	N	914A	E	N
255N	E	E	915E	N	E
255S	E	N	919A	E	N
270A	E	N	920A	E	N
311A	E	N	920B	N	N
350F	E	E	921A	E	E
350G	E	E	922A	E	E
351L	N	E	923A	E	N
351M	N	E	948B	E	N
352N	E	N	948D	E	E
353T	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.



# USAR FY23 SRIP Change 1

## 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 obligation

**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 it does not reduce the subsequent contractual MSO's incurred after initial entry into the Armed Forces.**

- 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 FY23 SRIP Change 1

## 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
AHMRR	Army Military Human Resource Record
AMEDD	Army Medical Department
AOC	Area of Concentration
AOS	Additional Obligation of Service
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
CRF	Critical Response Force
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
DIEMS	Date of initial entry to military service
DJMS-RC	Defense Joint Military Pay System – Reserve Component
DMOSQ	Duty Military Occupational Specialty Qualified
DoDFMR	Department of Defense Financial Management Regulation
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
ETP	Exception to policy
ETS	Expiration Term of Service
FLAG	Suspension of Favorable Actions

# USAR FY23 SRIP Change 1

## Acronym List

FORSCOM	United States Army Forces Command
FY	Fiscal Year
GED	General Educational Diploma
HDIP	Hazard Duty Incentive Pay
HQDA	Headquarters Department of the Army
HRC	Human Resources Command
HT/WT	Height and Weight
IADT	Initial Active Duty for Training
IAW	In Accordance With
IET	Initial Entry Training
ILE	Intermediate Level Education
IMA	Individual Mobilization Augmentee
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 Technician, Dual Status
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
PAG	Personnel Action Guide
PAM	Pamphlet
PaYS	U.S. Army Partnership for Youth Success
PEBD	Pay Entry Basic Date
PS	Prior Service
PSEB	Prior Service Enlistment Bonus
PUB	Priority Unit Bonus
QSO	Quick Ship Option

# USAR FY23 SRIP Change 1

## Acronym List

RC	Reserve Component
RCCC	Reserve Component Career Counselor
RCT	Reserve Component Transition
RE	Reentry Eligibility
RECSTA	Reception Station
REFRAD	Release from Active Duty
REQUEST	Recruit Quota System
RIMS	Reserve Incentives Management Subsystem
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

# USAR FY23 SRIP Change 1

## Bonus Process Workflow

### **Workflow for bonus accounts that are established automatically**

**\*\*The following Bonus Types are established automatically Non-Prior-Service Enlisted Bonus (NPSEB) and Prior Service Reenlistment Bonus (PSRB) for MOSQ Soldiers enlisting from civilian life (not IRR transfers)**

1. If the bonus is not paid within 30 days of the due date.

(a) Check the processed bonus listing at

<https://xtranet/usarc/g8/pay/Bonus%20Report/Forms/AllItems.aspx> to ensure the bonus was not input recently. If the bonus is not on the listing, follow the guidance below.

(b) Submit an email inquiry to the RD CPM in your region. The RD will determine why the automatic payment did not occur and advise the unit on the steps necessary to process the payment. A listing of CPMs is at

<https://xtranet/usarc/g8/pay/Contacts/Forms/AllItems.aspx>.

Provide the following information in the email:

(a) Subject – Specify type of enlistment bonus.

(b) Soldier's name.

(c) Soldier's SSN.

(d) Date of enlistment.

(e) Date qualified for bonus.

(f) Statement that 30 days has elapsed since entitlement for the bonus payment occurred.

### **Workflow for bonus accounts that are NOT established automatically**

Units will complete the applicable bonus payment processing checklist and submit to the UPC Bonus Team to establish the bonus account.

The following Bonus Types are NOT established automatically

(1) Enlisted Affiliation Bonus (EAB)

(2) Prior Service Reenlistment Bonus (PSRB) Will Train

(3) Prior Service Reenlistment Bonus (PSRB) transfers from the AC

(4) Prior Service Reenlistment Bonus (PSRB) transfers from the IRR prior to 16 March 2008

(5) Officer Accession Bonus (OAB/WOAB)- The payment is due on the date the Officer/Warrant Officer is assigned to a TPU. However the payment cannot be made until the Officer/Warrant Officer has completed BOLC/WOBC.

(6) Officer Affiliation Bonus (OAFB/WOAFB)- The payment is due on the date the Officer/Warrant Officer is assigned to a TPU. If the Officer/Warrant Officer is changing AOC/MOSs to qualify for the bonus, payment cannot occur until award of the new AOC/MOS.

# USAR FY23 SRIP Change 1

## Bonus Process Workflow

### Workflow for Selected Retention Bonus (SRB)

RBs – Contact the unit's Army Reserve Career Counselor (ARCC) to verify that the reenlistment was processed through the Retention Management System (RMS). If the ARCC cannot determine the reason for non-payment, they will forward the inquiry to the Area Leader. If the Area Leader cannot verify the reason for non-payment, they will forward the inquiry to the Army Reserve Career Division. The ARCD will either correct the problem so that the RB can be paid automatically or notify the unit why the RB is not eligible.

Note: Units can check the process bonus listings at  
<https://xtranet/usarc/g8/pay/Bonus%20Report/Forms/AllItems.aspx>

### Workflow for Conversion Bonus (CB)

The CB payment will be initiated by the Soldier in RCMS Self-Service at [https://federation.eams.army.mil/sso/authenticate/session\\_timeout/?u=https://selfservice.rcms.usar.army.mil](https://federation.eams.army.mil/sso/authenticate/session_timeout/?u=https://selfservice.rcms.usar.army.mil) once the Soldier is assigned to a valid position and awarded required MOS/SQI.

### Workflow for Officer Retention Bonus (ORB)

USARC G-1 will identify and announce the eligible population on the RCMS Self Service Portal and latest Selected Reserve Incentive Program (SRIP). 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 at [https://federation.eams.army.mil/sso/authenticate/session\\_timeout/?u=https://selfservice.rcms.usar.army.mil](https://federation.eams.army.mil/sso/authenticate/session_timeout/?u=https://selfservice.rcms.usar.army.mil).

### References

Latest SRIP can be found at: <https://xtranet/usarc/g1/MANDiv/BIB/Pages/BONUS-AND-INCENTIVES-HOMEPAGE.aspx>

Latest Checklists can be found at:

<https://xtranet/usarc/g8/pay/References/Forms/Refs.aspx?RootFolder=%2Fusarc%2Fg8%2Fpay%2FReferences%2FBonus%20Checklists&FolderCTID=0x012000DAC3F3CA2D2FB74195E2042AB2AFCAE0&View=%7BF7F3DE53%2D9951%2D41A6%2D80AA%2D0D62D64D4F00%7D>

Reserve Supplemental Pay Guidance, Chapter 7 Selected Reserve Incentive Program (SRIP) can be found at:

<https://xtranet/usarc/g8/pay/References/Forms/Refs.aspx?RootFolder=%2Fusarc%2Fg8%2Fpay%2FReferences%2FReserve%20Pay%20Supplemental%20Guidance&FolderCTID=0x012000DAC3F3CA2D2FB74195E2042AB2AFCAE0&View=%7BF7F3DE53%2D9951%2D41A6%2D80AA%2D0D62D64D4F00%7D>

Bonus Report can be found at:

<https://xtranet/usarc/g8/pay/Bonus%20Report/Forms/AllItems.aspx>



## DEPARTMENT OF THE ARMY

MEMORANDUM FOR U.S. Army Reserve G-1, Incentives Branch, 4710 Knox St, Fort Bragg, NC 28310

SUBJECT: Commander's Concurrence for the Officer Retention Bonus

1. As the current Commander, I acknowledge that \_\_\_\_\_ is requesting a bonus to remain in their current AOC/MOS of \_\_\_\_\_. I concur with this request and agree to keep the Soldier in a valid position for the full term of the bonus.
2. I have informed \_\_\_\_\_ that they cannot voluntarily transfer or mobilize outside of their incentivized AOC/MOS for the full term of the bonus obligation. In addition, I have informed them that they cannot resign their commission during their bonus obligation.
3. \_\_\_\_\_ has reviewed the initial eligibility criteria and fully understands the bonus agreement. Furthermore, we both understand that completion of the bonus request and this memorandum is not a guarantee that the bonus will be approved. All bonuses are subject to the availability of funding.
4. The point of contact for this memorandum is the undersigned at \_\_\_\_\_ (phone) or \_\_\_\_\_(email).