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SUBJECT: ALARACT 039/2008
TEXT:
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THIS MESSAGE HAS BEEN SENT BY THE PENTAGON TELECOMMUNICATION
CENTER ON BEHALF OF DA WASHINGTON DC//DAPE-MPE//

SUBJECT: SELECTIVE REENLISTMENT BONUS (SRB) FOR ARMY RESERVE
(USAR)/ACTIVE GUARD RESERVE (AGR) SOLDIERS

REFERENCES:

- A. SECTION 308, TITLE 37 UNITED STATES CODE (37 USC, SEC 308).
- B. AR 135-7, INCENTIVE PROGRAMS, 15 APR 96.
- C. AR 140-111, THE U.S. ARMY RESERVES REENLISTMENT PROGRAM, 9 MAY 2007.
- D. ALARACT MESSAGE 233/2006, SUBJ: SELECTIVE REENLISTMENT BONUS (SRB) FOR ARMY RESERVE (USAR) ACTIVE GUARD RESERVE (AGR) SOLDIERS.

1. THIS POLICY MESSAGE IS EFFECTIVE 1 JANUARY 2008 THRU 31 DECEMBER 2008 AND SUPERSEDES PREVIOUS GUIDANCE. THIS MESSAGE APPLIES ONLY TO ELIGIBLE USAR AGR SOLDIERS.
2. THE AGR SRB IS A RETENTION INCENTIVE PAID TO AN AGR SOLDIER WHO REENLISTS FOR A MINIMUM OF THREE (3) YEARS BEYOND HIS OR HER CURRENT AGR ETS UNDER THE INCENTIVE PROGRAM DEFINED IN ACCORDANCE WITH (IAW) 37 USC 308. THE OBJECTIVE OF THE AGR SRB PROGRAM IS TO INCREASE THE NUMBER OF REENLISTMENTS TO MAN THE CAREER FORCE OR FILL WAR FIGHTING NEEDS.
3. ADDITIONAL GUIDANCE FOR DFAS: TO AVOID FUTURE CLAIMS OF ERRONEOUS OR UNFULFILLED COMMITMENTS, REQUEST COMMANDER DFAS ENSURE THAT DFAS PAY ACTION TEAMS ARE KNOWLEDGEABLE OF THE CONTENTS OF THIS MESSAGE.
4. THIS MESSAGE AUTHORIZES USAR AGR SOLDIERS IN DESIGNATED RANKS AND MOS'S WHO ARE QUALIFIED TO REENLIST UNDER PROVISIONS (UP) AR 140-111, CHAPTER 2 TO RECEIVE A BONUS AUTHORIZED UNDER THE SELECTIVE REENLISTMENT BONUS IAW 37 USC

308. THE SRB (AGR) PROGRAM IS A RETENTION INCENTIVE PAID TO SOLDIERS IN CERTAIN SELECTED MOS'S AND RANKS WHO REENLIST FOR A MINIMUM OF THREE YEARS. THE OBJECTIVE OF THE SRB PROGRAM IS TO INCREASE THE NUMBER OF REENLISTMENTS IN CRITICAL MOS'S THAT DO NOT HAVE ADEQUATE RETENTION LEVELS TO MAN THE CAREER FORCE. A QUALIFIED SOLDIER MAY BE PAID AN SRB ONLY ONCE WITHIN EACH ZONE OF ELIGIBILITY. THE BONUS WILL BE PAID IN ADDITION TO ANY OTHER PAY AND ALLOWANCES TO WHICH THE SOLDIER IS ENTITLED. USAR SOLDIERS REENLISTING IN THE AGR PROGRAM FOR INDEFINITE STATUS WILL BE PAID A SELECTIVE REENLISTMENT BONUS COMPUTED BASED ON THE GUIDELINES DEFINED IN PARAGRAPH 7B BELOW.

5. THE SRB IS AUTHORIZED FOR USE BY THE USAR FOR AGR SOLDIERS IN THE MOS'S DETERMINED BY ARMY RESERVE G-1 ON THE CURRENT SELECTED RESERVE INCENTIVE PROGRAM (SRIP) LIST AND RANKS LISTED IN THIS MESSAGE EFFECTIVE THE DATE OF THE CURRENT USAR SELECTED RESERVE INCENTIVE PROGRAM (SRIP) LIST THROUGH 31 DECEMBER 2008 OR UNTIL CHANGED BY FUTURE MESSAGES.

6. INDIVIDUAL QUALIFICATIONS FOR THE SRB ARE AS FOLLOWS:

A. THREE ELIGIBILITY ZONES HAVE BEEN AUTHORIZED FOR USE UNDER THE SRB PROGRAM. THEY ARE AS FOLLOWS:

(1) ZONE A IS APPLICABLE TO REENLISTMENTS BETWEEN 17 MONTHS AND 6 YEARS OF ACTIVE SERVICE.

(2) ZONE B IS APPLICABLE TO REENLISTMENTS BETWEEN 6 AND 10 YEARS OF ACTIVE SERVICE.

(3) ZONE C IS APPLICABLE TO REENLISTMENTS BETWEEN 10 AND 14 YEARS OF ACTIVE SERVICE.

B. TO BE ELIGIBLE FOR AN SRB, A SOLDIER MUST MEET ALL CRITERIA LISTED BELOW, PLUS THE CONDITIONS FOR EITHER ZONE A (C BELOW), ZONE B (D BELOW), OR ZONE C (E BELOW), AND NOT BE RESTRICTED BY CONDITIONS OF PARAGRAPH I BELOW. THE SOLDIER MUST:

(1) HAVE COMPLETED AT LEAST 17 MONTHS OF CONTINUOUS AGR SERVICE ON THE DATE OF REENLISTMENT. A SOLDIER'S SEPARATION FROM THE AGR PROGRAM MAY NOT EXCEED THREE MONTHS IN COMPUTING CONTINUOUS AGR SERVICE. A SEPARATION FROM THE AGR PROGRAM OF LESS THAN THREE MONTHS IS CONSIDERED CONTINUOUS AGR SERVICE; HOWEVER, THE ACTUAL REFRAD PERIOD IS NOT INCLUDED IN THE COMPUTATION OF CONTINUOUS AGR SERVICE. THE COMPLETION OF THE 17 MONTHS OF CONTINUOUS AGR SERVICE MUST OCCUR IMMEDIATELY BEFORE THE DATE OF REENLISTMENT.

(2) HAVE NO MORE THAN 14 YEARS OF ACTIVE SERVICE UPON EXECUTION OF THE NEW SERVICE AGREEMENT. NOTE: AN SRB WILL NOT BE PAID FOR ANY ACTIVE SERVICE BEYOND 16 YEARS.

(3) REENLIST WITHIN 12 MONTHS OF THE CURRENT ETS FOR ADDITIONAL SERVICE OF AT LEAST THREE YEARS IN THE USAR AGR PROGRAM AND HOLD A PRIMARY MILITARY OCCUPATIONAL SPECIALTY (PMOS)

AWARDED UNDER DEPARTMENT OF THE ARMY (DA) PAMPHLET (PAM) 611-21 AND LISTED AS A CRITICAL SKILL BY ARMY RESERVE G-1 AT THE TIME THE REENLISTMENT IS EXECUTED.

(4) BE SERVING ON AGR DUTY IN THE RANKS OF SPECIALIST THROUGH SERGEANT FIRST CLASS AT THE TIME OF REENLISTMENT.

(5) ATTAIN ELIGIBILITY AND REENLIST BEFORE THE EFFECTIVE DATE OF TERMINATION OF AN MOS FROM THE SRB PROGRAM. WHEN A BONUS LEVEL IS BEING REDUCED, A SOLDIER MUST MEET ELIGIBILITY REQUIREMENTS AND REENLIST PRIOR TO THAT REDUCTION OF BONUS LEVEL TO RECEIVE THE HIGHER LEVEL OF BONUS PAY.

C. ZONE A ELIGIBILITY--TO BE ELIGIBLE FOR A ZONE A SRB, BESIDES MEETING THE QUALIFICATIONS OF B ABOVE, A SOLDIER MUST--

(1) HAVE COMPLETED AT LEAST 17 MONTHS OF CONTINUOUS AGR SERVICE BUT NO MORE THAN SIX YEARS OF ACTIVE SERVICE (INCLUDING ADT) ON THE DATE OF REENLISTMENT.

(2) REENLIST IN THE AGR PROGRAM FOR AT LEAST THREE YEARS BEYOND CURRENT AGR ETS DATE.

(3) HAVE A TOTAL OF AT LEAST SIX YEARS OF ACTIVE SERVICE WHEN THE TERM OF REENLISTMENT IS ADDED TO EXISTING ACTIVE SERVICE.

(4) HAVE NOT PREVIOUSLY RECEIVED A ZONE A SRB.

D. ZONE B ELIGIBILITY--TO BE ELIGIBLE FOR A ZONE B SRB, BESIDES MEETING THE QUALIFICATIONS OF B ABOVE, A SOLDIER MUST--

(1) HAVE COMPLETED AT LEAST SIX BUT NO MORE THAN 10 YEARS OF ACTIVE SERVICE (INCLUDING ADT) ON THE DATE OF REENLISTMENT.

(2) REENLIST IN THE AGR PROGRAM FOR AT LEAST THREE YEARS BEYOND CURRENT AGR ETS DATE.

(3) HAVE A TOTAL OF AT LEAST 10 YEARS OF ACTIVE SERVICE WHEN THE TERM OF REENLISTMENT IS ADDED TO EXISTING ACTIVE SERVICE.

(4) HAVE NOT PREVIOUSLY RECEIVED A ZONE B SRB.

E. ZONE C ELIGIBILITY--TO BE ELIGIBLE FOR A ZONE C SRB, BESIDES MEETING THE QUALIFICATIONS OF B ABOVE, A SOLDIER MUST--

(1) HAVE COMPLETED AT LEAST 10 BUT NOT MORE THAN 14 YEARS OF ACTIVE SERVICE (INCLUDING ADT) ON THE DATE OF REENLISTMENT.

(2) REENLIST IN THE AGR PROGRAM FOR AT LEAST THREE YEARS BEYOND CURRENT AGR ETS DATE.

(3) HAVE A TOTAL OF AT LEAST 14 YEARS OF ACTIVE SERVICE WHEN THE TERM OF REENLISTMENT IS ADDED TO EXISTING SERVICE.

(4) HAVE NOT PREVIOUSLY RECEIVED A ZONE C SRB.

NOTE. A SRB WILL NOT BE PAID FOR ANY ACTIVE SERVICE BEYOND 16 YEARS.

F. THE FOLLOWING SPECIAL CONDITIONS SHOULD BE NOTED:

(1) A SOLDIER WITH EXACTLY SIX YEARS OF ACTIVE SERVICE ON THE DATE OF REENLISTMENT OR BEGINNING OF AN EXTENSION OF ENLISTMENT WILL BE ENTITLED TO A ZONE A BONUS. HOWEVER, THE SOLDIER MUST BE OTHERWISE ELIGIBLE AND HAVE NOT PREVIOUSLY RECEIVED A ZONE A SRB. IF THE SOLDIER HAS RECEIVED A ZONE A SRB,

OR NO ZONE A SRB IS DESIGNATED, THE SOLDIER WILL BE ENTITLED TO A ZONE B BONUS IF ALL OTHER ELIGIBILITY REQUIREMENTS ARE MET.

(2) A SOLDIER WITH EXACTLY 10 YEARS OF ACTIVE SERVICE ON THE DATE OF REENLISTMENT WILL BE ENTITLED TO A ZONE B BONUS. HOWEVER, THE SOLDIER MUST BE OTHERWISE ELIGIBLE AND HAVE NOT PREVIOUSLY RECEIVED A ZONE B SRB. IF THE SOLDIER HAS RECEIVED A ZONE B SRB, OR NO ZONE B SRB IS DESIGNATED, THE SOLDIER WILL BE ENTITLED TO A ZONE C BONUS IF ALL OTHER ELIGIBILITY REQUIREMENTS ARE MET.

G. IF REENLISTING IN AN MOS THAT IS INCLUDED IN THE SRB PROGRAM BY LANGUAGE QUALIFICATION, SQI, OR ASI, THE SOLDIER MUST--

(1) HAVE THE PMOS, LANGUAGE CODE, SQI, OR ASI AWARDED BEFORE REENLISTMENT.

(2) REENLIST FOR CONTINUED ACTIVE GUARD RESERVE DUTY IN, OR ASSIGNMENT TO AN AUTHORIZED PMOS, SQI, ASI, OR LANGUAGE QUALIFICATION POSITION.

(3) SERVE IN AN AUTHORIZED PMOS, SQI, ASI, OR LANGUAGE QUALIFICATION POSITION FOR THE ENTIRE REENLISTMENT TERM PER DA FORM 4789 (STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS) AND THE REENLISTMENT CONTRACT.

H. AN AIRBORNE QUALIFIED SOLDIER WHO IS REENLISTING IN A MOS THAT IS ONLY INCLUDED IN THE SRB PROGRAM WITH SQI "P" (PARACHUTIST), IS ENTITLED TO THE SRB WHEN SERVING IN AIRBORNE POSITIONS CODED "P" (PARACHUTIST) OR "V" (RANGER PARACHUTIST). THIS ENTITLEMENT INCLUDES AIRBORNE SOLDIERS WHO POSSESS A HIGHER SQI BASED ON THE ORDER OF PRECEDENCE ESTABLISHED BY AR 140-158. AN AIRBORNE QUALIFIED SOLDIER WITH SQI "P" IS NOT ENTITLED TO THE SRB FOR MOS'S THAT ARE ONLY INCLUDED IN THE SRB PROGRAM WITH A HIGHER SQI IDENTIFIER (I.E., SQI "V").

I. THE FOLLOWING RESTRICTIONS EXIST. REGARDLESS OF WHETHER A SOLDIER IS ELIGIBLE UNDER PARAGRAPHS C, D, OR E ABOVE, A SOLDIER IS INELIGIBLE FOR AN SRB IF THE SOLDIER:

(1) IS ENTITLED TO READJUSTMENT, SEPARATION, OR SEVERANCE PAY.

(2) REENLISTS TO GAIN ENOUGH OBLIGATED SERVICE TO TAKE PART IN A PROGRAM LEADING TO COMMISSIONED OR WARRANT OFFICER STATUS.

(3) ENLISTS IN THE AGR PROGRAM FOLLOWING A DISCHARGE FROM THE ACTIVE COMPONENT (INCLUDING EXTENDED ACTIVE DUTY (EAD)) OR DURING/AT COMPLETION OF ADT, TTAD, OR ACTIVE DUTY FOR SPECIAL WORK (ADSW) TOURS.

(4) HAS BEEN OFFICIALLY INFORMED THAT THE SOLDIER'S APPLICATION HAS BEEN APPROVED FOR ATTENDANCE AT AN MOS-PRODUCING SERVICE SCHOOL OR COURSE AND THAT SUCCESSFUL COMPLETION WILL RESULT IN REDESIGNATION OF THEIR PMOS. THIS DOES NOT APPLY IF THE NEW PMOS IS IN THE NORMAL LINE OF PROGRESSION OF THE PMOS HELD AS OF THE DATE OF REENLISTMENT.

(5) SELECTS AN OPTION FOR RETRAINING, AND THE SUCCESSFUL COMPLETION OF RETRAINING WILL RESULT IN A CHANGE IN THE

SOLDIER'S 3-CHARACTER PMOS. THIS RESTRICTION DOES NOT APPLY IF THE NEW PMOS IS IN THE NORMAL LINE OF PROGRESSION OF THE PMOS HELD AS OF THE DATE OF REENLISTMENT.

7. AMOUNT AND METHOD OF PAYMENT.

A. THE TOTAL AMOUNT OF ANY SRB FOR ZONE A/B/C BONUS WILL BE UP TO \$10,000 FOR A REENLISTMENT OF THREE (3) YEARS (ADDITIONALLY OBLIGATED AGR SERVICE).

B. THE TOTAL AMOUNT OF ANY SRB FOR ZONE A/B/C BONUS WILL BE UP TO \$20,000 FOR A REENLISTMENT OF SIX (6) YEARS (ADDITIONALLY OBLIGATED AGR SERVICE). AN INDEFINITE REENLISTMENT WILL BE CALCULATED IN THE SAME MANNER AS A REENLISTMENT EXECUTED FOR SIX (6) YEARS.

C. ADDITIONAL OBLIGATED SERVICE IN EXCESS OF 16 YEARS OF TOTAL ACTIVE SERVICE MAY NOT BE INCLUDED IN THE BONUS COMPUTATION. IN CASES WHERE ZONE C REENLISTMENTS WOULD CREATE A NEW AGR ETS DATE BEYOND EXACTLY

16 YEARS OF ACTIVE SERVICE, THE AGR SOLDIER WILL RECEIVE A PRO-RATED SRB AMOUNT CALCULATED AS FOLLOWS (RECOMMEND USE OF THE AGR SRB BONUS WORKSHEET TO MINIMIZE COMPUTATION ERRORS):

(1) ADD 16 YEARS, 0 MONTHS AND 0 DAYS TO THE AGR SOLDIER'S BASIC ACTIVE SERVICE DATE (BASD) TO DETERMINE ENDING DATE FOR SRB AMOUNT COMPUTATION.

(2) SUBTRACT THE CURRENT ETS DATE FROM THE DATE DERIVED IN PARAGRAPH 7C(1) TO DETERMINE ADDITIONAL OBLIGATED SERVICE (AOS). (NOTE: USING CURRENT ETS DATE HERE ELIMINATES NEED FOR ADDITIONAL STEP OF ADDING ONE DAY TO RESULT REQUIRED WHEN SUBTRACTING BEGINNING DATE OF A PERIOD OF SERVICE FROM AN ENDING DATE).

(3) ROUND THE AOS DERIVED IN PARAGRAPH 7C(2) DOWN TO WHOLE MONTHS.

(4) DIVIDE TOTAL BONUS AMOUNT FROM PARAGRAPH 7A OR 7B, BASED ON THE SOLDIER'S ZONE, BY THE NUMBER OF MONTHS OF THE SOLDIER'S NEW REENLISTMENT CONTRACT ($\$20,000 \text{ DIVIDED BY } 72 \text{ MONTHS} = \277.78) TO DETERMINE AVERAGE MONTHLY BONUS AMOUNT. MULTIPLY THE AVERAGE MONTHLY BONUS AMOUNT TIMES THE NUMBER OF WHOLE MONTHS IN PARAGRAPH 7C(3) TO DETERMINE THE SRB TOTAL.

D. SRB BENEFITS WILL BE PAID AS FOLLOWS: A 50 PERCENT PAYMENT OF SRB WILL BE PAID UPON EXECUTION DATE OF NEW CONTRACT PERIOD AND THE REMAINING 50 PERCENT PAID IN EQUAL ANNUAL INSTALLMENTS EACH ANNIVERSARY OF THE REENLISTMENT.

NOTE: CALCULATION INSTRUCTIONS ABOVE ARE INTENDED FOR APPROXIMATION PURPOSES ONLY. DFAS WILL MAKE FINAL DETERMINATION ON EXACT BONUS AMOUNT.

8. ADDITIONAL OBLIGATED SERVICE.

A. ADDITIONAL OBLIGATED SERVICE IS ANY ACTIVE SERVICE COMMITMENT BEYOND AN EXISTING CONTRACTUAL SERVICE AGREEMENT.

B. ONLY THE NUMBER OF ADDITIONALLY OBLIGATED YEARS OR FRACTIONS OF YEARS REMAINING UNTIL THE SOLDIER WOULD REACH 16 YEARS OF ACTIVE SERVICE MAY BE USED TO COMPUTE THE SRB BENEFIT.

C. TERMINATION FOR ANY REASON FROM THE SRB PROGRAM UNDER A REENLISTMENT DOES NOT RELIEVE THE AGR SOLDIER FROM AN OBLIGATION TO CONTINUE TO SERVE UNTIL PROPERLY RELEASED FROM ACTIVE DUTY OR DISCHARGED.

9. GENERAL - THIS SECTION PRESCRIBES INSTRUCTIONS FOR PREPARATION, RECORD MAINTENANCE, AND FINANCIAL ADMINISTRATION FOR SRB RECIPIENTS. IT ALSO ADDRESSES POLICY AND PROCEDURES RELATED TO ADMINISTRATION OF ACCELERATED PAYMENTS, USE OF BONUS RECIPIENTS, AND BONUS RECOUPMENT. MOS'S DESIGNATED FOR AWARD OF SRB WILL BE ANNOUNCED BY ARMY RESERVE G-1 IN THE SELECTED RESERVE INCENTIVE PROGRAM (SRIP) LIST.

A. COMMANDER, HRC-STL, WHO MAY FURTHER DELEGATE TO DIRECTOR, ARADMD, WILL PRESCRIBE POLICY AND PROCEDURE FOR THE ISSUE OF REENLISTMENT CONTROL NUMBERS AND OR BONUS CONTROL NUMBERS IAW ESTABLISHED POLICY. PERSONNEL QUALIFICATION RECORDS WILL BE PREPARED AND MAINTAINED PER AR 600-8-104. ENTRIES ON BONUS ENTITLEMENT WILL NOT BE ALTERED OR DELETED UNTIL THE BONUS TERM HAS EXPIRED.

B. THE SRB REMARK WILL BE ENTERED IN THE REMARKS SECTION OF THE DD FORM 4 (SEE PARAGRAPH 16 OF THIS MESSAGE).

C. THE SRB REMARK (I.E., ?SRB ZONE A, 6YRS \$20,000?) WILL BE USED IN ALL REQUESTS FOR ASSIGNMENT INSTRUCTIONS, PERSONNEL ACTIONS, AND CORRESPONDENCE FOR SOLDIERS SERVING SRB OBLIGATED SERVICE.

D. ORDERS DIRECTING ASSIGNMENT OR REASSIGNMENT OF BONUS RECIPIENTS WILL SHOW THE PROPER SRB REMARK FOR THE "ENL/REENLB INDIC LEAD LINE".

10. WRITTEN AGREEMENT.

A. UPON REENLISTMENT WITH AN SRB, THE SOLDIER MUST SIGN A WRITTEN AGREEMENT. IT WILL STATE THAT THE SOLDIER HAS BEEN COUNSELED AND UNDERSTANDS THE CONDITIONS UNDER WHICH CONTINUED ENTITLEMENT TO UNPAID INSTALLMENTS (ANNIVERSARY PAYMENTS) MAY BE STOPPED AND A PRO RATA PORTION OF THE ADVANCE BONUS PAYMENT RECOUPED. THIS AGREEMENT WILL ALSO CLEARLY SPECIFY THE TERMS OF THE ACTIVE SERVICE COMMITMENT ENTITLING THE SOLDIER TO A BONUS.

B. THE AGREEMENT FOR AN SRB RECIPIENT WILL BE A DA FORM 4789, WHICH IS AVAILABLE THROUGH PUBLICATION CHANNELS. DISTRIBUTION OF THIS FORM WILL BE AS FOLLOWS:

(1) ORIGINAL: SEND TO COMMANDER, HRC-STL, (ARADMD), 1 RESERVE WAY, ST. LOUIS, MO 62132-5200. IT WILL BE FILED PERMANENTLY IN THE SOLDIER'S OMPF AS PART OF THE DD FORM 4.

(2) DUPLICATE: FILE IN THE SOLDIER'S MPF AS PART OF THE DD FORM 4 AND FORWARD ONE COPY OF THE AGREEMENT ALONG WITH A COPY OF THE DD FORM 4 TO THE PROFESSIONAL DEVELOPMENT BRANCH AT US ARMY HUMAN RESOURCES COMMAND-ST. LOUIS, MO, ATTN: ARMY RESERVE ACTIVE DUTY MANAGEMENT DIRECTORATE (ARADMD).

(3) ONE COPY WILL BE GIVEN TO THE BONUS RECIPIENT TO RETAIN AND ONE COPY FOR SRB RECIPIENTS WILL BE RETAINED BY THE LOCAL RETENTION OFFICE.

11. BONUS PAYMENTS WILL BE PROCESSED PER DODFMR.

12. THE PURPOSE OF THE SRB PROGRAM IS TO INDUCE SOLDIERS TO REENLIST IN THE AGR PROGRAM IN CRITICAL MOS'S AND SERVE IN THOSE MOS'S FOR THE ENTIRE TERM OF THE REENLISTMENT.

A. THE UTILIZATION OF BONUS RECIPIENTS WILL BE CLOSELY MONITORED AT ALL LEVELS OF COMMAND. SOLDIERS WHO ARE RECIPIENTS WILL BE USED IN THE PMOS ON WHICH THE BONUS IS BASED. THIS INCLUDES NORMAL SKILL CAREER PROGRESSION FOR THE BONUS MOS AS PUBLISHED IN DA PAM 611-21.

B. THE RECLASSIFICATION PROCEDURES OF AR 140-158 APPLY TO ALL BONUS RECIPIENTS AND WILL BE DEEMED REASON FOR TERMINATION OF SRB BENEFITS IF RECLASSIFICATION IS VOLUNTARY PRIOR TO THE COMPLETION OF OBLIGATED SERVICE.

C. BONUS RECIPIENTS WHO CANNOT BE PROPERLY UTILIZED WILL BE REPORTED AS SURPLUS TO COMMANDER, HRC-STL, WHO MAY FURTHER DELEGATE TO DIRECTOR, ARADMD FOR IMMEDIATE REASSIGNMENT OR TO THE USAR G-1 FOR TERMINATION OF SRB BENEFITS.

13. A SOLDIER WHO VOLUNTARILY OR INVOLUNTARILY FAILS TO COMPLETE OBLIGATED SERVICE FOR WHICH AN SRB WAS PAID WILL REFUND A PERCENTAGE OF THE BONUS EQUAL TO THE PERCENT OF OBLIGATED SERVICE NOT PERFORMED. THE SERVICING FINANCE AND ACCOUNTING OFFICE (FAO)/UPC WILL PERFORM RECOUPMENT OF THE PORTION OF THE BONUS BEFORE THE SOLDIER IS DISCHARGED.

A. RECOUPMENT OF AN UNEARNED BONUS IS NOT REQUIRED IF THE SOLDIER IS SEPARATED TO PERMIT ACCEPTANCE OF A COMMISSION OR WARRANT APPOINTMENT OR TO ENTER A PROGRAM LEADING TO A COMMISSION OR WARRANT APPOINTMENT PROVIDED THE SOLDIER SERVES A MINIMUM OF 12 MONTHS OF THE BONUS CONTRACTED PERIOD. ENTITLEMENT TO ADDITIONAL UNPAID BONUS IS SUSPENDED AND WILL TERMINATE UPON COMMISSIONING OR APPOINTMENT. HOWEVER, THE ENTITLEMENT TO ADDITIONAL UNPAID BONUS WILL BE REINSTATED AND PAID ON A PRO RATA BASIS IF THE SOLDIER IS NOT COMMISSIONED OR APPOINTED AND RETURNS TO ENLISTED STATUS IN THE SAME BONUS MOS.

B. RECOUPMENT OF THE UNEARNED PORTION OF AN SRB IS REQUIRED WHEN THE BONUS RECIPIENT VOLUNTARILY SEPARATES BECAUSE OF PREGNANCY.

C. RECOUPMENT OF THE UNEARNED PORTION OF AN SRB ON SOLDIERS BEING SEPARATED FOR HOMOSEXUAL MISCONDUCT OR OTHER VOLUNTARY OR INVOLUNTARY REASONS WILL BE REFERRED TO ARADMD, HRC, ST. LOUIS FOR RESOLUTION.

D. CASES INVOLVING SRB PAYMENTS IN WHICH THE RETENTION NCO OR ARADMD ERRED, AND THE SOLDIER WAS NOT PAID A BONUS TO WHICH ENTITLED, OR WRONG AMOUNT WILL BE FORWARDED TO ARADMD, HRC ST. LOUIS, WITH RECOMMENDATIONS FOR RESOLUTION.

14. COMMANDER, HRC-STL, WHO MAY FURTHER DELEGATE TO DIRECTOR, ARADMD, IS THE FINAL APPROVAL AUTHORITY OF BONUS ENTITLEMENT TERMINATION AND RECOUPMENT FOR TECHNICAL DISQUALIFICATION. THE EFFECTIVE DATE OF LOSS OF TECHNICAL PROFICIENCY WILL BE THE EFFECTIVE DATE OF RECOUPMENT. IF COMMANDER, HRC-STL, WHO MAY FURTHER DELEGATE TO DIRECTOR, ARADMD DIRECTS RECOUPMENT, THE MPO WILL ADVISE THE SERVICING FAO/UPC BY MEMORANDUM WITH THE COMMANDER, HRC-STL, WHO MAY FURTHER DELEGATE TO DIRECTOR, ARADMD WITH DECISION ATTACHED. THE MEMORANDUM WILL CONTAIN THE SOLDIER'S NAME, SSN, EFFECTIVE DATE THAT BONUS ENTITLEMENT ENDED, AND A STATEMENT THAT THE SOLDIER HAS BEEN ADVISED OF THE RECOUPMENT DECISION. RECLASSIFICATION AND/OR QUALIFICATION TERMINATION ACTION WILL BE ATTACHED TO THE MEMORANDUM. RECLASSIFICATION ORDERS AR 600-8-105 WILL INCLUDE THE FOLLOWING STATEMENT: "RECOUPMENT OF THE UNEARNED PORTION OF THE BONUS IS REQUIRED BECAUSE OF (STATE REASON). BONUS ENTITLEMENT ENDED (STATE DATE)." A SOLDIER WHO IS NOT TECHNICALLY QUALIFIED IN THE SKILL FOR WHICH A BONUS WAS PAID WILL REFUND A PERCENTAGE EQUAL TO THE UNQUALIFIED PORTION OF THE AGREEMENT. THIS DOES NOT APPLY TO A SOLDIER WHO IS NOT QUALIFIED BECAUSE OF INJURY, ILLNESS, OR OTHER IMPAIRMENT NOT CAUSED BY HIS OR HER OWN MISCONDUCT. RECOUPMENT WILL NOT BE ACCOMPLISHED UNTIL A FINAL DETERMINATION OF THE SOLDIER'S APPEAL OR REBUTTAL HAS BEEN RECEIVED AND A DETERMINATION IS MADE TO WITHDRAW THE MINIMUM SECURITY CLEARANCE, LOSE QUALIFICATION UNDER PERSONNEL RELIABILITY PROGRAM (PRP), OR LOSE ANY OTHER QUALIFICATION REQUIRED FOR EFFECTIVE PERFORMANCE IN THE MOS. THE EFFECTIVE DATE OF RECOUPMENT WILL STILL BE BASED ON THE DATE THE SOLDIER ORIGINALLY LOST TECHNICAL PROFICIENCY.

A. A SOLDIER IS NOT TECHNICALLY QUALIFIED IN THE BONUS SPECIALTY WHEN--

(1) HE OR SHE IS NO LONGER CLASSIFIED IN THAT SPECIALTY.

(2) THE SPECIALTY DESIGNATOR IS REMOVED FROM THE SOLDIER'S RECORDS.

(3) CURRENT AND FUTURE ASSIGNMENT IN THAT MOS IS PRECLUDED FOR ANY OF THE FOLLOWING REASONS:

(A) THE SOLDIER REFUSES TO PERFORM CERTAIN DUTIES REQUIRED IN THE MOS.

(B) THE SOLDIER CANNOT PERFORM IN THE MOS DUE TO DISCIPLINARY ACTION TAKEN UNDER THE UCMJ OR CIVIL COURT CONVICTION.

(C) THE SOLDIER CANNOT FULLY PERFORM IN THE MOS DUE TO INJURY, ILLNESS, OR OTHER IMPAIRMENT RESULTING FROM THE SOLDIER'S OWN MISCONDUCT. LINE-OF-DUTY INVESTIGATIONS WILL BE USED AS THE BASIS FOR THIS DETERMINATION.

(D) THE SOLDIER CANNOT FULLY PERFORM IN THE MOS DUE TO WITHDRAWAL OF MINIMUM SECURITY CLEARANCE, LOSS OF QUALIFICATION UNDER THE PRP, OR LOSS OF ANY OTHER QUALIFICATION REQUIRED FOR PERFORMANCE IN THE MOS. WITHDRAWAL OR LOSS MUST BE VOLUNTARY OR CAUSED BY MISCONDUCT, AND RESULT IN THE REMOVAL OF THE MOS.

B. A SOLDIER MAY NOT FORFEIT ANY PORTION OF THE BONUS WHEN THE SOLDIER IS NO LONGER CLASSIFIED IN THE BONUS SPECIALTY FOR ANY OF THE FOLLOWING REASONS:

(1) WHEN UTILIZATION OR RECLASSIFICATION IS DIRECTED BY CHIEF, ARMY RESERVE IN ANOTHER MOS TO MEET CONUS, OCONUS, OR OTHER MISSION REQUIREMENTS.

(2) WHEN SECURITY CLEARANCE IS LOST THROUGH NO FAULT OF THE SOLDIER.

(3) WHEN INJURY, ILLNESS, OR OTHER IMPAIRMENT OCCURS AND IS NOT CAUSED BY MISCONDUCT.

(4) WHEN PREGNANCY OCCURS AND DISCHARGE IS NOT INVOLVED.

(5) WHEN A SOLDIER FAILS TO ATTAIN A HIGHER LEVEL OF TECHNICAL QUALIFICATION IN THE MOS IN WHICH THE BONUS WAS PAID WHEN IT IS SET AFTER THE BONUS ENTITLEMENT.

(6) A SOLDIER WILL NOT FORFEIT ANY PORTION OF AN SRB WHEN COMPLETION OF TRAINING RESULTS IN PMOS RECLASSIFICATION INTO CMF 18 OR WITHIN THE SAME CMF, UNLESS OTHERWISE DIRECTED BY ARADMD, HRC, ST. LOUIS BECAUSE OF TECHNICAL DISQUALIFICATION OR MOS DISQUALIFICATION DUE TO SOLDIER'S OWN MISCONDUCT.

15. A SOLDIER WHO VOLUNTARILY RECLASSIFIES AND FAILS TO COMPLETE THE OBLIGATED SERVICE FOR WHICH THE SRB WAS PAID WILL REFUND AN AMOUNT EQUAL TO THE UNQUALIFIED PORTION OF THE AGREEMENT.

A. SOLDIERS WHO ARE BONUS RECIPIENTS MAY VOLUNTARILY RECLASSIFY PROVIDED--

(1) THEY VOLUNTEER IN WRITING AND AGREE TO THE RECOUPMENT OF THE UNEARNED PORTION OF THE BONUS.

(2) THE MOS REQUESTED IS A MORE CRITICAL SKILL THAN THE PMOS CURRENTLY HELD AS DETERMINED BY COMMANDER, HRC-STL, WHO MAY FURTHER DELEGATE TO DIRECTOR, ARADMD.

B. THE EFFECTIVE DATE OF RECOUPMENT WILL BE BASED ON THE DATE OF RECLASSIFICATION.

C. APPROVAL AUTHORITY OF ALL RECLASSIFICATION INVOLVING BONUS RECIPIENTS IS ARADMD, HRC, ST. LOUIS.

16. SRB ENTRY ON DD FORM 4/1 IS: ITEM 8B, REMARKS: REENLISTMENT IAW AR 140-111, CH 2, FOR SRB AMOUNT _____ IN MOS _____ FOR ____ YEARS. BONUS WILL BE PAID IAW CURRENT AND FUTURE AGR SRB MESSAGES.

17. CAREER COUNSELOR MUST PROVIDE COPY OF REENLISTMENT CONTRACT TO DFAS REPRESENTATIVE FOR PURPOSE OF PROCESSING BONUS.

18. CONSISTENT WITH SECTION 308 OF TITLE 37, UNITED STATES CODE, AGR SRB AGREEMENTS WILL NOT BE ENTERED INTO AFTER 31 DECEMBER 2008 UNLESS EXTENDED BY LAW.

19. QUESTIONS REGARDING BONUSES AND ELIGIBILITY REQUIREMENTS ADDRESSED IN THIS MESSAGE SHOULD BE DIRECTED TO SFC JASON BOSQUES, ARADMD, HRC-STL AT 314-592-0000 X5110 OR EMAIL ARADMD.Reenlistment@conus.army.mil. FOR STAFF INQUIRIES, THE HQDA, ODCS, G-1, POINT OF CONTACT FOR THIS MESSAGE IS: SGM ANTONIO RIVERA AT 703-614-5319, DSN 224-5319 OR E-MAIL ANTONIO.RIVERA@HQDA.ARMY.MIL.

20. EXPIRATION DATE CANNOT BE DETERMINED.