

MILPER MESSAGE NUMBER: 08-324
AHRC-EPF
CRITICAL SKILLS RETENTION BONUS (CSRB) PROGRAM
 Issued: [12/19/2008]

A. MILPER MSG 08-039, ISSUED 8 FEBRUARY 2008, CRITICAL SKILLS RETENTION BONUS (CSRB) PROGRAM, IS RESCINDED ON THE EFFECTIVE ISSUE DATE OF THIS MESSAGE.

B. AR 601-280, THE ARMY RETETNTION PROGRAM

C. AR 635-200, ACTIVE DUTY ENLISTED ADMINISTRATIVE SEPARATIONS

1. THIS MILPER MESSAGE IS EFFECTIVE 22 DECEMBER 2008 AND MAY CHANGE AFTER 31 JANUARY 2009 WITHOUT FURTHER NOTICE. THIS MESSAGE WILL EXPIRE NLT 31 DECEMBER 2009.

2. THIS MESSAGE, WHICH DESIGNATES CRITICAL SKILLS AND ESTABLISHES ELIGIBILITY AND APPLICATION PROCEDURES FOR THE CRITICAL SKILLS RETENTION BONUS (CSRB) PROGRAM, WILL BE BROUGHT TO THE IMMEDIATE ATTENTION OF ALL COMMANDERS, REENLISTMENT OFFICES, RECRUITERS, AND FINANCE AND ACCOUNTING OFFICES TO ENSURE THAT ALL AGENCIES ARE KNOWLEDGEABLE OF THE CONTENTS OF THIS MESSAGE TO AVOID FUTURE CLAIMS OF ERRONEOUS OR UNFULFILLED COMMITMENTS.

3. REGULAR ARMY ENLISTED SOLDIERS WHO ARE QUALIFIED IN A MILITARY OCCUPATIONAL SKILL (MOS), SERVING IN THE APPROPRIATE GRADE, AND POSSESSING THE APPLICABLE TOTAL YEARS OF ACTIVE FEDERAL SERVICE (TAFS) LISTED IN THE TABLE BELOW MAY QUALIFY FOR THE CRITICAL SKILLS RETENTION BONUS.

MOS/TITLE	GRADE	TAFS	24 MONTHS	36 MONTHS	48 MONTHS	60 MONTHS	72 MONTHS
MOS w/SQI "T"	E-7 thru E-9	19-23	\$18,000	\$30,000	\$50,000	\$75,000	\$150,000
18B SF WEAPONS SGT	E-7	19-23	\$18,000	\$30,000	\$50,000	\$75,000	\$150,000
18C SF ENGINEER SGT	E-7	19-23	\$18,000	\$30,000	\$50,000	\$75,000	\$150,000
18D SF MEDICAL SGT	E-7	19-23	\$18,000	\$30,000	\$50,000	\$75,000	\$150,000
18E SF COMMO SGT	E-7	19-23	\$18,000	\$30,000	\$50,000	\$75,000	\$150,000
18F SF ASST OP/INTEL SGT	E-7	19-23	\$18,000	\$30,000	\$50,000	\$75,000	\$150,000
18Z SF SENIOR SGT	E-8 and E-9	19-23	\$18,000	\$30,000	\$50,000	\$75,000	\$150,000
21P PRIME POWER PROD SP	E-7	19-21	None	None	\$30,000	\$40,000	\$50,000
25S SATCOM SYSTEMS OPERATOR-MAINTAINER	E-7	19-23	\$10,000	\$20,000	\$30,000	\$40,000	\$50,000
35F INTELLIGENCE ANALYST	E-7	19-21	None	None	\$30,000	\$40,000	\$50,000
35M HUMINT COLLECTORS	E-6	06-13	None	None	None	None	\$50,000
	E-7	14-21	None	None	\$50,000	\$75,000	\$100,000
35P CRYPTOLOGIC LINGUIST (AD)	E-6	10-12	None	None	\$50,000	\$75,000	\$100,000
	E-7	19-21	None	None	\$50,000	\$75,000	\$100,000
37F PSYOP SP	E-8	19-23	\$10,000	\$20,000	\$30,000	\$40,000	\$50,000
38B CIVIL AFFAIRS SPECIALIST	E-7	17-21	None	None	\$30,000	\$40,000	\$50,000
	E-8	19-23	\$10,000	\$20,000	\$30,000	\$40,000	\$50,000
79R RECRUITER	E-7	19-23	\$20,000	\$30,000	\$40,000	\$50,000	\$60,000
88M MOTOR TRANSPORT OP	E-7	19-23	\$10,000	\$20,000	\$30,000	\$40,000	\$50,000

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MOS/TITLE	GRADE	TAFS	24 MONTHS	36 MONTHS	48 MONTHS	60 MONTHS	72 MONTHS
89D EXPLOSIVE ORDNANCE DISPOSAL (EOD) SP	E-6	06-14	\$25,000	\$40,000	\$55,000	\$70,000	\$100,000
	E-7	17-21	None	None	\$55,000	\$70,000	\$100,000
	E-8	19-23	\$10,000	\$16,000	\$24,000	\$32,000	\$42,000
	E-9	19-23	\$8,000	\$16,000	\$20,000	\$30,000	\$42,000

4. **ELIGIBILITY:** SOLDIERS WHO MEET THE PREREQUISITES OF PARAGRAPH 3 AND THE REQUIREMENTS OF THE FOLLOWING SUBPARAGRAPHS MAY BE ELIGIBLE TO RECEIVE A LUMP SUM BONUS PAYMENT ASSOCIATED WITH THE ABOVE TABLE.

A. SOLDIERS MUST MEET THE QUALIFICATIONS FOR REENLISTMENT IAW AR 601-280 WITHOUT REGARD TO THEIR RETENTION CONTROL POINT (RCP).

B. SOLDIERS MUST NOT HAVE MORE THAN 23 YEARS OF ACTIVE SERVICE AS OF THE APPROVAL DATE OF THEIR CSRБ REQUEST. A CSRБ WILL NOT BE PAID FOR ANY ACTIVE FEDERAL SERVICE BEYOND 25 YEARS. ANY ADDITIONAL OBLIGATED SERVICE IN EXCESS OF 25 YEARS OF TOTAL ACTIVE SERVICE MAY NOT BE INCLUDED IN THE BONUS COMPUTATION.

C. SOLDIERS, OTHER THAN THOSE SERVING PURSUANT TO AN INDEFINITE REENLISTMENT, MUST BE WITHIN 24 MONTHS OF THEIR ETS, REENLIST FOR A MINIMUM OF THREE YEARS, AND MEET THE ADDITIONAL OBLIGATED SERVICE (AOS) BASED ON THE TABLE ABOVE. SOLDIERS MAY COMBINE A REENLISTMENT AND EXTENSION OF ENLISTMENT TO SATISFY THIS REQUIREMENT. SOLDIERS MUST ENSURE THEIR NEW ETS EXCEEDS THEIR CURRENT ACTIVE DUTY PERIOD BY AT LEAST TWO YEARS.

D. SOLDIERS SERVING PURSUANT TO AN INDEFINITE REENLISTMENT WILL EXECUTE A WRITTEN AGREEMENT TO REMAIN ON ACTIVE DUTY FOR THE YEARS OF OBLIGATED SERVICE AS OUTLINED IN THE TABLE ABOVE. THE MINIMUM LENGTH OF A WRITTEN AGREEMENT IS TWO YEARS. IN ADDITION, SOLDIERS WHO RECEIVED A BONUS ON THEIR CURRENT OR PREVIOUS REENLISTMENT OR WRITTEN AGREEMENT MUST BE WITH 24 MONTHS OF THE REQUIRED ADDITIONAL OBLIGATED SERVICE (AOS) ENDING DATE (SEE EXAMPLES).

EXAMPLE 1: SOLDIER WITH A BASIC ACTIVE SERVICE DATE (BASD) OF 5 NOVEMBER 1998, REENLISTED ON 15 JANUARY 2006 FOR SIX YEARS AND RECEIVED A BONUS. SOLDIER'S AOS ENDING DATE IS 14 JANUARY 2012. EARLIEST SOLDIER COULD SUBMIT FOR A CSRБ IS 14 JANUARY 2010.

EXAMPLE 2: SOLDIER WITH A BASD OF 28 JULY 1995, REENLISTED ON 3 OCTOBER 2007 FOR SIX YEARS AND RECEIVED A BONUS. SOLDIER'S AOS ENDING DATE IS 27 JULY 2011 (ARMY ONLY COMPUTES SRБ TO 16TH YEAR OF SERVICE). EARLIEST SOLDIER COULD SUBMIT FOR A CSRБ IS 27 JULY 2009.

EXAMPLE 3: SOLDIER WITH A BASD OF 7 MAY 1989, EXECUTED A WRITTEN AGREEMENT ON 10 JUNE 2008 FOR THREE YEARS AND RECEIVED A CSRБ. SOLDIER'S AOS ENDING DATE IS 9 JUNE 2011. EARLIEST SOLDIER COULD SUBMIT FOR A CSRБ IS 9 JUNE 2009.

5. **APPLICATION PROCEDURES:**

A. SOLDIERS MEETING THE CRITERIA IN PARAGRAPH 4 MAY CONTACT THEIR SERVICING CAREER COUNSELOR AND COMPLETE A CSRБ REQUEST, WHICH WILL BE FORWARDED TO THE SOLDIERS FIRST COMMANDER IN THE RANK OF LTC OR ABOVE FOR ENDORSEMENT. ANY COMMANDER IN THE RANK OF LTC OR HIGHER MAY DISAPPROVE AN APPLICATION THAT DOES NOT MERIT APPROVAL WITHOUT FURTHER PROCESSING. DISAPPROVED REQUESTS WILL NOT BE FORWARDED TO HRC.

B. APPLICATIONS RECOMMENDED FOR APPROVAL WILL BE FORWARDED TO: HRC, ATTN: AHRC-EPF, 2461 EISENHOWER AVENUE, ALEXANDRIA, VA 22331, OR FAX TO DSN: 221-9543 OR COMMERCIAL: 703-325-9543. ONCE RECEIVED, APPLICATIONS WILL BE PROCESSED THROUGH HRC FOR APPROVAL DETERMINATION. THE SOLDIER'S RECORD MUST EXHIBIT CONTINUED EXCEPTIONAL PERFORMANCE, AS DETERMINED BY THE CHAIN OF COMMAND AND MOS BRANCH IN ORDER TO RECEIVE ENTITLEMENT OF THE CSRB.

C. ONCE APPROVED BY HRC, SOLDIERS SERVING PURSUANT TO AN INDEFINITE REENLISTMENT WILL HAVE THEIR ETS DATE CHANGED AS APPROPRIATE. THOSE SOLDIERS NOT SERVING PURSUANT TO AN INDEFINITE REENLISTMENT MUST MEET THE REQUIREMENTS OF PARAGRAPH 4C PRIOR TO CSRB ENTITLEMENT.

6. SPECIAL CONSIDERATIONS AND TECHNICAL INFORMATION:

A. CAREER COUNSELORS AND SOLDIERS CAN OBTAIN THE CSRB REQUEST MEMORANDUM FROM https://www.hrc.army.mil/site/protect/active/epret/graphics/csrb_expanded_memo_online.doc. SOLDIERS MUST SUBMIT THEIR APPLICATION NO EARLIER THAN 90 AND NOT LATER THAN 60 DAYS PRIOR TO THEIR TARGETED TAFS TO ENSURE APPROPRIATE TIME FOR PROCESSING.

B. THE APPROVAL FROM HRC (AHRC-EPF) AND REENLISTMENT CONTRACT (IF APPLICABLE) ARE THE DOCUMENTS OBLIGATING THE SOLDIER TO THE TERMS OF THE AGREEMENT AND WILL BE USED BY DFAS AS THE AUTHORITY TO DISPERSE PAYMENT OF THE BONUS.

C. SOLDIERS CURRENTLY SERVING ON A CSRB COMMITMENT WHO ARE ELIGIBLE TO COMPLETE ADDITIONAL YEARS OF AGREEMENT PRIOR TO THEIR 25TH YEAR OF SERVICE, MAY SUBMIT A NEW CSRB REQUEST AS ADDRESSED IN PARAGRAPH 5.

D. COMMAND SERGEANTS MAJOR WHO POSSESS A SECONDARY MOS OF 18Z OR 89D MAY BE ELIGIBLE FOR A CSRB IAW THIS MESSAGE.

E. APPROVAL OF THE CSRB TERM IS AUTHORITY TO RETAIN SOLDIERS BEYOND THEIR RCP IF APPLICABLE.

F. SOLDIERS MAY NOT RECEIVE MORE THAN \$200,000 IN TOTAL BONUS PAYMENTS UNDER THE CSRB AND SELECTIVE REENLISTMENT BONUS (SRB) PROGRAMS DURING A CAREER. SOLDIERS MAY NOT RECEIVE A CSRB AND SRB FOR THE SAME PERIOD OF TIME.

G. A SOLDIERS ELIGIBILITY TO REENLIST OR REMAIN ON ACTIVE DUTY DOES NOT IN ITSELF ENTITLE THEM TO A CSRB. SOLDIERS MUST MEET THE CRITERIA SET FORTH IN THIS MESSAGE AND OBTAIN APPROVAL FROM HRC TO RECEIVE A CSRB.

7. SOLDIERS WITH QUESTIONS PERTAINING TO BONUSES AND ELIGIBILITY REQUIREMENTS ADDRESSED IN THIS MESSAGE SHOULD CONTACT THEIR SERVICING CAREER COUNSELORS. CAREER COUNSELORS WITH QUESTIONS REGARDING THIS MESSAGE WILL CONTACT THEIR APPROPRIATE MACOM RETENTION OFFICE FOR CLARIFICATION. HRC POC IS MS. MITCHELL, DSN 221-6920.

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