

**MILPER Message Number: 10-110**  
**Proponent: AHRC-EPF**  
**CRITICAL SKILLS RETENTION BONUS (CSRB) PROGRAM**  
 ...Issued: [15 Apr 10]...

A. MILPER MSG 10-025, ISSUED 20 JANUARY 2010, CRITICAL SKILLS RETENTION BONUS (CSRB) PROGRAM, IS RESCINDED ON THE EFFECTIVE DATE OF THIS MESSAGE.

B. AR 601-280

C. AR 635-200

D. AR 611-6

1. THIS MILPER MESSAGE IS EFFECTIVE ON THE ISSUED DATE AND MAY CHANGE AFTER 1 MAY 2010 WITHOUT FURTHER NOTICE. THIS MESSAGE WILL EXPIRE NLT 31 DECEMBER 2010.

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. QUALIFIED SOLDIERS MAY BE PAID IF WITHIN 180 DAYS OF THE TAFS BEGIN DATE.

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	17-20	None	None	\$50,000	\$75,000	\$100,000
25S SATCOM SYSTEM OP-MAINT	E-7	17-20	None	None	\$30,000	\$40,000	\$50,000
35P CRYPTOLOGIC LINGUIST ( <i>CM, JN, RU</i> )	E-6	8-10	None	\$30,000	\$50,000	\$65,000	\$80,000
35P CRYPTOLOGIC LINGUIST ( <i>AD, AQ, AZ, DG, PF, PU, PV, PW</i> )	E-6	8-10	None	\$50,000	\$65,000	\$80,000	\$100,000
35P CRYPTOLOGIC LINGUIST ( <i>CM, JN, RU</i> )	E-7	17-20	None	None	\$50,000	\$75,000	\$100,000

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MOS/TITLE	GRADE	TAFS	24 MONTHS	36 MONTHS	48 MONTHS	60 MONTHS	72 MONTHS
35P CRYPTOLOGIC LINGUIST (AD, AQ, AZ, DG, PF, PU, PV, PW)	E-7	17-20	None	None	\$75,000	\$90,000	\$130,000
37F PSYOP SP	E-8	18-21	None	\$20,000	\$40,000	\$50,000	\$75,000
38B CIVIL AFFAIRS SPECIALIST	E-8	18-21	None	\$20,000	\$40,000	\$50,000	\$75,000
89D EXPLOSIVE ORDNANCE DISPOSAL	E-6	08-14	None	None	\$30,000	\$55,000	\$80,000
	E-7	16-20	None	40,000	\$60,000	\$80,000	\$120,000
	E-8	18-20	None	\$30,000	\$45,000	\$65,000	\$80,000
	E-8	20-23	\$30,000	\$45,000	\$65,000	\$80,000	None

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. CSRB REQUESTS THAT RESULT IN AN EXCESS OF 25 YEARS OF ACTIVE FEDERAL SERVICE WILL NOT BE CONSIDERED AND WILL BE RETURNED WITHOUT ACTION.

C. SOLDIERS, OTHER THAN THOSE SERVING PURSUANT TO AN INDEFINITE REENLISTMENT, MUST BE WITHIN 24 MONTHS OF THEIR ETS (TO INCLUDE SOLDIERS DEPLOYED IN SUPPORT OF OPERATION IRAQI AND ENDURING FREEDOM), 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, IF OTHERWISE QUALIFIED. 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, UNLESS OTHERWISE SPECIFIED IN THE TABLE ABOVE. IN ADDITION, SOLDIERS WHO RECEIVED A BONUS ON THEIR CURRENT OR PREVIOUS REENLISTMENT OR WRITTEN AGREEMENT MUST BE WITHIN 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 1999, REENLISTED ON 15 JANUARY 2007 FOR SIX YEARS AND RECEIVED A BONUS. SOLDIER'S AOS ENDING DATE IS 14 JANUARY 2013. EARLIEST SOLDIER COULD SUBMIT FOR A CSRB IS 14 JANUARY 2011.

**EXAMPLE 2:** SOLDIER WITH A BASD OF 28 JULY 1996, REENLISTED ON 3 OCTOBER 2008 FOR SIX YEARS AND RECEIVED A BONUS. SOLDIER'S AOS ENDING DATE IS 27 JULY 2012 (ARMY ONLY COMPUTES SRB TO 16TH YEAR OF SERVICE). EARLIEST SOLDIER COULD SUBMIT FOR A CSRB IS 27 JULY 2010.

**EXAMPLE 3:** SOLDIER WITH A BASD OF 7 MAY 1990, EXECUTED A WRITTEN AGREEMENT ON 10 JUNE 2009 FOR THREE YEARS AND RECEIVED A CSRB. SOLDIER'S AOS ENDING DATE IS 9 JUNE 2012. EARLIEST SOLDIER COULD SUBMIT FOR A CSRB IS 9 JUNE 2010.

E. IN ORDER TO BE ELIGIBLE TO RECEIVE A LANGUAGE DEPENDENT CSRFB, AS IDENTIFIED IN THE TABLE ABOVE, THE SOLDIER MUST MEET THE MINIMUM PROFICIENCY STANDARD (LEVEL 2— LISTENING AND LEVEL 2— SPEAKING OR READING) WITHIN THE PAST 12 MONTHS OF THE APPROVAL MEMORANDUM FROM HRC. IF THE TEST IS BEYOND 12 MONTHS BY THE TIME OF FINAL REVIEW FOR APPROVAL, THE CSRFB WILL NOT BE APPROVED UNTIL THE SOLDIER HAS BEEN RECERTIFIED FOR A MINIMUM OF A 2/2 SCORE. LANGUAGE CATEGORIES ARE DEFINED IN AR 611–6.

F. APPLICATIONS FOR A LANGUAGE DEPENDENT CSRFB, WHO HAVE A READING/LISTENING PROFICIENCY SCORE OF 3/3 OR HIGHER ARE AUTHORIZED AN ADDITIONAL \$15,000 TO THE AMOUNT LISTED IN THE TABLE ABOVE.

**5. APPLICATION PROCEDURES:**

A. SOLDIERS MEETING THE CRITERIA IN PARAGRAPH 4 MAY CONTACT THEIR SERVICING CAREER COUNSELOR AND COMPLETE A CSRFB REQUEST, WHICH WILL BE FORWARDED TO THE SOLDIERS FIRST COMMANDER IN THE RANK OF LTC OR ABOVE FOR ENDORSEMENT. ANY COMMANDER IN THE SOLDIER'S CHAIN OF COMMAND, LTC OR HIGHER, MAY DISAPPROVE AN APPLICATION THAT DOES NOT MERIT APPROVAL WITHOUT FURTHER PROCESSING. THE SOLDIER'S RECORD MUST EXHIBIT CONTINUED EXCEPTIONAL PERFORMANCE, AS DETERMINED BY THE CHAIN OF COMMAND AND HRC. DISAPPROVED REQUESTS WILL NOT BE FORWARDED TO HRC.

B. FOR OTHER THAN 37F, 38B AND CMF 18 APPLICATIONS RECOMMENDED FOR APPROVAL WILL BE FORWARDED TO HRC, ATTN: AHRC-EPF, VIA THE CASE MANAGEMENT SYSTEM (CMS). ONCE RECEIVED, APPLICATIONS WILL BE PROCESSED THROUGH HRC FOR FINAL APPROVAL DETERMINATION.

C. 37F, 38B AND CMF 18 APPLICATIONS WILL BE FORWARDED THROUGH THE SOLDIER'S FIRST COMMANDER IN THE RANK OF COLONEL FOR ENDORSEMENT TO USASOC G1 RETENTION MANAGEMENT OFFICE FOR SOLDIER RECORD REVIEW AND RECOMMENDATION BY THE PROPONENCY OFFICE PRIOR TO SUBMISSION TO HRC FOR FINAL APPROVAL DETERMINATION. REQUESTS THROUGH ARSOF COMMAND WILL ONLY BE SENT FORWARD TO RRB, HRC VIA CMS WITH A PROPONENCY RECOMMENDATION OF APPROVAL IN THE CMS CASE.

D. REQUESTS FOR CSRFB WILL BE DISAPPROVED IF THE REQUESTING SOLDIER DOES NOT POSSESS A MOS LISTED IN THE TABLE ABOVE AS THEIR PRIMARY MOS, REGARDLESS OF THE DATE ON THE SOLDIER'S REQUEST.

E. 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 CSRFB ENTITLEMENT.

6. **SPECIAL CONSIDERATIONS AND TECHNICAL INFORMATION:**

- A. CSRB REQUEST MEMORANDUMS CAN BE DOWNLOADED FROM AKO KNOWLEDGE CENTER: <https://www.us.army.mil/suite/folder/15659801>. SOLDIERS MUST SUBMIT THEIR APPLICATION NO EARLIER THAN 180 DAYS PRIOR TO THE START OF THEIR TARGETED TAFS AND NOT LATER THAN 60 DAYS PRIOR TO THE END OF 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 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 MR WHITEHOUSE, DSN 221-6951.