

**VOLUME 7A, CHAPTER 56: “READY RESERVE (RR) ACCESSION, AFFILIATION, ENLISTMENT, AND RETENTION BONUSES”**

**SUMMARY OF MAJOR CHANGES**

Changes are identified in this table and also denoted by [blue font](#).

Substantive revisions are denoted by an asterisk (\*) symbol preceding the section, paragraph, table, or figure that includes the revision.

Unless otherwise noted, chapters referenced are contained in this volume.

Hyperlinks are denoted by [\*\*\*bold, italic, blue, and underlined font\*\*\*](#).

The previous version dated [April 2022](#) is archived.

<b>PARAGRAPH</b>	<b>EXPLANATION OF CHANGE/REVISION</b>	<b>PURPOSE</b>
All	Updated formatting and hyperlinks to comply with current administrative instructions.	Revision
3.2 4.2	Updated bonus amount limitations to comply with current statutes.	Revision
References	Updated statutes and supporting references.	Revision

## Table of Contents

VOLUME 7A, CHAPTER 56: “READY RESERVE (RR) ACCESSION, AFFILIATION, ENLISTMENT, AND RETENTION BONUSES” .....	1
1.0 GENERAL .....	4
1.1 Purpose .....	4
1.2 Authoritative Guidance .....	4
2.0 OFFICER ACCESSION AND AFFILIATION BONUS .....	4
2.1 Officer Accession Bonus.....	4
2.2 Officer Affiliation Bonus .....	4
2.3 Period of Obligated Service .....	5
2.4 Bonus Amounts .....	5
2.5 Payment.....	5
2.6 Relation to Other Accession Bonus .....	6
2.7 Repayment.....	6
2.8 Duration of Authority.....	6
3.0 ENLISTMENT BONUS .....	6
3.1 Eligibility.....	6
*3.2 Amount .....	7
3.3 Repayment.....	8
3.4 Duration of Authority.....	8
4.0 ENLISTED AFFILIATION BONUS.....	8
4.1 Eligibility.....	8
*4.2 Amount .....	9
4.3 Repayment.....	9
4.4 Duration of Authority.....	9
5.0 PRIOR SERVICE ENLISTMENT BONUS .....	9
5.1 Eligibility.....	9
5.2 Limitations .....	11
5.3 Amount.....	11
5.4 Method of Payment .....	11
5.5 Repayment.....	12
5.6 Duration of Authority.....	12
6.0 NONAVAILABILITY .....	12
6.1 RR.....	12
6.2 SELRES .....	12

## Table of Contents (Continued)

7.0	SRB.....	13
7.1	Eligibility.....	13
7.2	Limitations .....	14
7.3	Amount.....	15
7.4	Method of Payment .....	15
7.5	Repayment.....	16
7.6	Duration of Authority.....	16
8.0	MILITARY OCCUPATIONAL SPECIALTY (MOS) CONVERSION BONUS .....	16
8.1	Eligibility.....	16
8.2	Amount.....	16
8.3	Payment.....	16
8.4	Repayment.....	16
8.5	Duration of Authority.....	17
9.0	TRANSFER BETWEEN COMPONENTS OF A MILITARY SERVICE BONUS.....	17
9.1	Eligibility.....	17
9.2	Amount and Method of Payment .....	18
9.3	Repayment.....	18
9.4	Duration of Authority.....	18
10.0	TRANSFER BETWEEN MILITARY SERVICES BONUS.....	18
10.1	Eligibility .....	18
10.2	Amount and Method of Payment.....	19
10.3	Repayment .....	19
10.4	Duration of Authority .....	19
	*REFERENCES .....	20

## CHAPTER 56

**READY RESERVE (RR) ACCESSION, AFFILIATION, ENLISTMENT, AND  
RETENTION BONUSES**

## 1.0 GENERAL

## 1.1 Purpose

The purpose of this chapter is to provide policy guidance pertaining to the accession, affiliation, enlistment, and retention bonuses for members of the RR.

## 1.2 Authoritative Guidance

The pay policies and requirements established by DoD in this chapter are derived primarily from, and prepared in accordance with Title 37, United States Code (U.S.C.), sections 331 and 332, ([37 U.S.C. § 331](#) and [37 U.S.C. § 332](#)). Due to the subject matter in this chapter, the list of authoritative sources is extensive. The specific statutes, regulations, and other applicable guidance that govern each individual section are listed in a reference section at the end of the chapter.

## 2.0 OFFICER ACCESSION AND AFFILIATION BONUS

## 2.1 Officer Accession Bonus

2.1.1. Conditions of Entitlement. Pursuant to 37 U.S.C. § 332(a)(1), and implemented by [DoD Instruction \(DoDI\) 1304.34](#), July 11, 2016, the Secretary concerned may pay an accession bonus to an eligible officer who enters into an agreement with the Secretary:

2.1.1.1. To accept an appointment as an officer in the Armed Forces; and

2.1.1.2. To serve in the Selected Reserve (SELRES) of the RR in a designated skill for the period specified in the agreement.

2.1.2. Skills Designation. The Secretary will designate the officer skills to which the bonus authority is to be applied. A skill may be designated if it is critical to increase the number of members accessed who are qualified in that skill or are to be trained in that skill, or to mitigate a current or projected significant shortage of personnel who are qualified in that skill.

## 2.2 Officer Affiliation Bonus

2.2.1. Conditions of Entitlement. In accordance with 37 U.S.C. § 332(a)(2) and DoDI 1304.34, the Secretary concerned may pay an affiliation bonus to an eligible officer in the Military Department who enters into an agreement with the Secretary to serve, for the specified period in the agreement, in the SELRES of the RR. The officer must enter into an agreement:

2.2.1.1. To serve in a critical officer skill designated by the Secretary; or

2.2.1.2. To meet a manpower shortage in:

2.2.1.2.1. A unit of that SELRES; or

2.2.1.2.2. A particular pay grade in that Armed Force.

2.2.2. Eligibility Criteria. An officer is eligible for an affiliation bonus if the officer either:

2.2.2.1. Is serving on active duty for a period of more than 30 days; or

2.2.2.2. Is a member of a Reserve Component (RC) not on active duty (if the member formerly served on active duty but was released from active duty under honorable conditions); and

2.2.2.3. Is not entitled to retired or retainer pay.

2.2.3. Critical Skills Designation. The Secretary concerned will designate the critical officer skills to which the bonus authority is to be applied. A skill may be designated as a critical officer skill if it is critical to have a sufficient number of officers who are qualified in that skill.

### 2.3 Period of Obligated Service

An agreement entered into with the Secretary concerned will require the person entering into that agreement to serve in the SELRES for a specified period. The period specified in the agreement will be any period not less than 3 years that the Secretary determines appropriate to meet the needs of the RC in which the service is to be performed.

### 2.4 Bonus Amounts

2.4.1. The maximum accession bonus may not exceed \$60,000 for a minimum 4-year period of obligated service, nor may it exceed an annual amount of \$15,000.

2.4.2. The maximum affiliation bonus may not exceed \$10,000 for a minimum 3-year service obligation.

### 2.5 Payment

2.5.1. Upon acceptance of a written agreement by the Secretary, the total amount of the bonus payable under the agreement becomes fixed. The agreement will specify whether the bonus is to be paid in one lump sum or installments.

2.5.2. A person entitled to a bonus who is called or ordered to active duty will be paid, during that period of active duty, any amount of the bonus that becomes payable to the member during that period of active duty.

## 2.6 Relation to Other Accession Bonus

A person may not receive an affiliation bonus, accession bonus, and financial assistance through a loan repayment program for the same period of service.

## 2.7 Repayment

A person or officer who receives a bonus in accordance with 37 U.S.C. § 332, and fails to complete the period of obligated service or other conditions of service specified in the written agreement for which the bonus is paid, must repay any unearned portion of the bonus consistent with [37 U.S.C. § 373](#) and Chapter 2.

## 2.8 Duration of Authority

Unless reauthorized by Congress, an officer accession or affiliation bonus may not be paid after the date listed on the [Duration of Authority](#) table, located on DFAS.MIL, unless an officer accession or affiliation agreement was entered into prior to the date on the table.

## 3.0 ENLISTMENT BONUS

The Secretaries concerned may pay a bonus to a person who enlists in or affiliates with the SELRES and agrees to serve for a specified period of obligated service in a designated skill, unit, or pay grade, or to meet some other condition or conditions imposed by the Secretary concerned.

### 3.1 Eligibility

An enlistment bonus is authorized for individuals who enlist in an RC for a specific period and, if applicable, for service in a skill that is experiencing critical personnel shortages as designated by the Secretary concerned. The individual must:

3.1.1. Possess a high school diploma, a completion or attendance certificate in lieu of a high school diploma, or a General Educational Development (GED) program certificate; and

3.1.2. Be an initial enlistee, a prior Service enlistee, or a reservist not on active duty who enlists in the RC of an Armed Force, as defined in subparagraphs 3.1.2.1 and 3.1.2.2.

3.1.2.1. Initial/Non-prior Service Enlistee. An Initial or Non-prior Service Enlistee is a person who has either never served or has served, but was released from such service before completing the basic training requirements of the Service of which the person was a member and the service was characterized as either honorable or uncharacterized.

3.1.2.2. Prior Service Enlistee. A Prior Service Enlistee is a person who has prior experience but has not previously received an enlistment or retention bonus, or who currently is not entitled to a Selective Retention Bonus (SRB) under section 7.0.

3.1.3. Enlist for at least 2 years in an RC of an Armed Force and serve for a specified period of obligated service in at least one of the following categories:

3.1.3.1. A designated skill;

3.1.3.2. Career field;

3.1.3.3. Unit; or

3.1.3.4. Grade;

3.1.4. Execute a written agreement with the Secretary concerned that specifies the:

3.1.4.1. Amount of the bonus;

3.1.4.2. Method of bonus payment;

3.1.4.3. Period of obligated service; and

3.1.4.4. Designated skill or specialty, career field, unit, or grade, or such other condition or conditions of service imposed by the Secretary concerned;

3.1.5. Not be in receipt of an enlistment bonus, a retention bonus, an affiliation bonus, or a transfer bonus for the same period of service;

3.1.6. Not have previously received or be eligible to receive an SRB under section 7.0 or a Critical Skills Retention Bonus (CSR);

3.1.7. Successfully complete training and become technically qualified in a designated skill if completion of such training and technical qualification forms the basis under which the bonus is paid; and

3.1.8. Meet any additional service specific eligibility criteria and quality standards established by the Secretary concerned.

NOTE: Reservists currently obligated to Military Service under the delayed entry program are not eligible for an enlistment bonus from another Military Service.

\*3.2 Amount

The bonus amount to be paid will:

3.2.1. Be fixed upon acceptance of the agreement by the Secretary concerned;

3.2.2. Be paid in a lump sum or in periodic installments; and

3.2.3. 37 U.S.C. § 331 limits the amount not to exceed \$75,000 for a minimum 2-year period of obligated service for an enlistment described in paragraph 3.1. The current DoD limit is found in the [DoD Instruction \(DoDI\) 1304.31](#).

### 3.3 Repayment

A member who enters into an agreement and receives all or part of the bonus under the agreement, but who does not commence to serve in the SELRES or does not satisfactorily participate in the SELRES for the total period of service specified in the agreement, will be subject to the repayment provisions of 37 U.S.C. § 373 and Chapter 2.

### 3.4 Duration of Authority

Unless reauthorized by Congress, an enlistment bonus may not be paid after the date listed on the Duration of Authority table, located on DFAS.MIL, unless an enlistment bonus agreement was entered into prior to the date on the table.

## 4.0 ENLISTED AFFILIATION BONUS

### 4.1 Eligibility

The Secretary concerned may pay an affiliation bonus to an enlisted member who:

4.1.1. Is currently serving on active duty or has served on active duty and is discharged or released under honorable conditions;

4.1.2. Has less than 20 years of total uniformed service;

4.1.3. Provides the original DoD (DD) Form 214, Certificate of Release or Discharge from Active Duty (copy 1 or copy 4), or a reproduction with a certified true-copy stamp and the appropriate Federal Government authenticating seal imprinted thereon for each period of prior military service;

4.1.4. Executes an agreement to serve as an enlisted member in the SELRES of the RR of an Armed Force for a period of not less than 2 years as specified in subparagraph 3.1.2, in a:

4.1.4.1. Skill;

4.1.4.2. Unit; or

4.1.4.3. Pay grade designated after being discharged or released from active duty under honorable conditions;

4.1.5. Executes a written agreement with the Secretary concerned that specifies the:

4.1.5.1. Amount of the bonus;



4.1.5.2. Method of bonus payment;

4.1.5.3. Period of obligated service; and

4.1.5.4. Designated skill or specialty, career field, unit, or grade, or such other condition or conditions of service imposed by the Secretary concerned;

4.1.6. Is not in receipt of an enlistment, retention, or transfer bonus for the same period of time as an affiliation bonus; and

4.1.7. Has not previously received an affiliation bonus in the SELRES.

#### \*4.2 Amount

The bonus amount:

4.2.1. Is fixed upon acceptance of the agreement by the Secretary concerned;

4.2.2. May be paid in a lump sum or in periodic installments; and

4.2.3. Is limited by 37 U.S.C. § 331 to a maximum amount of \$75,000 for a minimum 2-year period of obligated service for an affiliation described in paragraph 4.1. The current DoD limit is found in the DoDI 1304.31.

#### 4.3 Repayment

A member who enters into an agreement and receives all or part of the bonus under the agreement, but who does not commence to serve in the SELRES or does not satisfactorily participate in the SELRES for the total period of service specified in the agreement, will be subject to the repayment provisions of 37 U.S.C. § 373 and Chapter 2.

#### 4.4 Duration of Authority

Unless reauthorized by Congress, an enlistment affiliation bonus may not be paid after the date listed on the Duration of Authority table, located on DFAS.MIL, unless an enlistment affiliation bonus agreement was entered into prior to the date on the table.

### 5.0 PRIOR SERVICE ENLISTMENT BONUS

#### 5.1 Eligibility

The Secretary concerned may pay an individual with prior military service who reenlists in an RC of an Armed Force after a break in reserve duty. The individual must:

5.1.1. Enlist in an RC of an Armed Force;

5.1.2. Reenlist for a period of at least 2 years or extend the initial period of obligated service;

5.1.3. Execute a written agreement with the Secretary concerned to serve as an enlisted member in an RC that specifies the:

5.1.3.1. Amount of the bonus;

5.1.3.2. Method of bonus payment;

5.1.3.3. Period of obligated service; and

5.1.3.4. Designated skill or specialty, career field, unit, or grade, or such other condition or conditions of service imposed by the Secretary concerned;

5.1.4. Agree to serve for a specified period in at least one of the following reenlistment or extension categories:

5.1.4.1. A designated skill;

5.1.4.2. Career field;

5.1.4.3. Unit; or

5.1.4.4. Grade;

5.1.5. Successfully complete training or retraining and become technically qualified in a designated military skill, when additional training is required;

5.1.6. Provide the original DD 214 (copy 1 or copy 4), or a reproduction of the DD 214 with a certified true copy stamp and the appropriate Federal Government authenticating seal imprinted thereon for any period of prior uniformed service, or other official documentation verifying member's satisfactory participation for all periods of prior service in the Regular Component;

5.1.7. Qualify under any additional eligibility criteria prescribed by the Secretary concerned;

5.1.8. Possess a high school diploma, a completion or attendance certificate in lieu of a high school diploma, or a GED program certificate; and

5.1.9. Be an initial enlistee, a prior Service enlistee, or a reservist not on active duty who enlists in a SELRES of an Armed Force in subparagraph 5.1.2.

## 5.2 Limitations

A member may not be paid a Prior Service Enlistment Bonus if he/she:

- 5.2.1. Has previously received an enlistment bonus;
- 5.2.2. Has previously received or is currently entitled to an SRB per DoDI 1304.31 or a CSRB under [37 U.S.C. § 355](#);
- 5.2.3. Has more than 16 years of total uniformed service and received a less than honorable discharge at the conclusion of any of the prior periods of service;
- 5.2.4. Was released or is being released from active duty for the purpose of enlistment in an RC;
- 5.2.5. Is not projected to occupy a position for which the member previously served successfully and has completed training or retraining in the critical specialty for the position;
- 5.2.6. Does not execute an agreement to serve in the SELRES of the RR for a period of not less than 3 years as specified in subparagraph 5.1.4; or
- 5.2.7. Fails to provide the original DD 214 as specified in subparagraph 5.1.6.

## 5.3 Amount

The bonus amount to be paid will:

- 5.3.1. Be fixed upon acceptance of the agreement by the Secretary concerned; and
- 5.3.2. Not exceed \$15,000 for each year of obligated service in a reserve component.

## 5.4 Method of Payment

5.4.1. The Secretary concerned must establish the method of payment for the bonus (lump sum or periodic installments). Payment should be disbursed based on training milestones, amounts, and length of enlistment. The Secretary concerned must not pay a person or member any portion of the bonus prior to completion of basic recruit training.

5.4.2. Members with prior uniformed service who do not require formal training to be technically qualified in the skill for which the bonus is being paid will receive their first installment no earlier than 30 days after arrival at the first permanent duty station following entry on active duty.

## 5.5 Repayment

A member who receives all or part of the bonus under the agreement, who does not complete the term of enlistment or who is not technically qualified in the skill for which the bonus was paid, will be subject to the repayment provisions of 37 U.S.C. § 373 and Chapter 2.

## 5.6 Duration of Authority

Unless reauthorized by Congress, a prior service enlistment bonus may not be paid after the date listed on the Duration of Authority table, located on DFAS.MIL, unless a prior service enlistment bonus agreement was entered into prior to the date on the table.

## 6.0 NONAVAILABILITY

### 6.1 RR

Members of the RR who incur a period of authorized absence (such as temporary overseas residence, missionary obligation, or overseas employment obligation) will have their incentive suspended, and will not be entitled to incentive payments. The period of authorized absence may be up to 1 year for valid personal reasons as determined by the Secretary concerned. In cases with unusual and extenuating circumstances, the Secretary of the Military Department concerned may grant a one-time suspension up to 3 years on a case-by-case basis. If subsequently assigned to the Reserve status and skill that they had previously contracted for, members may be reinstated in the incentive program if they extend their term of service, or service obligation, to be able to serve the full original incentive contract period. Entitlement to subsequent payments will resume on the adjusted anniversary date of satisfactory and creditable Reserve Service, as appropriate. The date will be adjusted for periods of authorized absence. Failure to meet reinstatement criteria will result in termination of the incentive and recoupment, as appropriate.

### 6.2 SELRES

Members of the SELRES may incur a period of authorized absence of up to 1 year for valid personal reasons as determined by the Secretary concerned. In cases with unusual and extenuating circumstances, the Secretary of the Military Department concerned may grant a one-time suspension up to 3 years on a case-by-case basis. These members will be:

6.2.1. Transferred to the Individual RR or the Inactive National Guard, as appropriate, during the period of authorized absence, and will be suspended from their incentive. During the period of authorized absence, the member will not be entitled to subsequent incentive payments or any incentives available to members of the RR, not in the SELRES; and

6.2.2. If, within 1 year, members are subsequently reassigned to a SELRES skill or unit type that they had previously contracted for, then the members may be reinstated in the incentives program if they extend their term of service, or contract for service, to be able to serve the full original incentive contract period. Entitlement to subsequent payments will resume on the adjusted anniversary date of satisfactory creditable SELRES service. The date will be adjusted for that

period of authorized absence. Failure to meet reinstatement criteria will result in termination of the incentive and recoupment, as appropriate.

## 7.0 SRB

An SRB authorized under 37 U.S.C. § 331(a)(3) and implemented in DoDI 1304.31, provides a monetary incentive that may be offered to retain adequate numbers of qualified enlisted personnel in certain reenlistment categories. The bonus may be used to obtain the reenlistment or voluntary extension of an enlistment in exchange for a member's agreement to serve for a specified period.

## 7.1 Eligibility

The Secretary concerned may pay an SRB to a person, including a member of the Armed Forces who reenlists in a Military Service for a specific period and, if applicable, for service in a military skill that is experiencing critical personnel shortages as designated by the Secretary concerned. The individual must:

7.1.1. Serve in pay grade E-3 or higher;

7.1.2. Reenlist for a period of at least 3 years or voluntarily extend an enlistment for a period of at least 1 year in an active status in the SELRES in a Military Service;

7.1.3. Execute a written agreement with the Secretary concerned that specifies the:

7.1.3.1. Amount of the bonus;

7.1.3.2. Method of bonus payment (lump sum amount or periodic installments);

7.1.3.3. Period of obligated service; and

7.1.3.4. Designated skill or specialty, career field, unit, or grade, or such other condition or conditions of service imposed by the Secretary concerned;

7.1.4. Agree to serve for a specified period in at least one of the following reenlistment or extension categories:

7.1.4.1. A designated military skill;

7.1.4.2. Career field;

7.1.4.3. Unit; or

7.1.4.4. Grade;

7.1.5. Meet skill qualification prior to payment of an SRB for a member transferring into a designated skill; and

7.1.6. Qualify under any additional eligibility criteria prescribed by the Secretary concerned.

## 7.2 Limitations

7.2.1. A re-entry or reenlistment must occur no later than 3 months after the date of discharge or release from active duty.

7.2.2. Veterans with more than a 3-month but less than a 4-year break in active status may qualify for reentry after a break in service or prior service reentry, subject to the regulations prescribed by the Secretary concerned.

7.2.3. The original DD 214 (copy 1 or copy 4), a reproduction of the DD 214 with a certified true-copy stamp and appropriate Federal Government authenticating seal imprinted thereon, or other official documentation verifying the member's satisfactory participation for all periods of prior service in the active component and SELRES are acceptable documentation of prior active duty service for a break in active duty service greater than 24 hours.

7.2.4. Individuals with prior enlisted service and subsequent service as officers who were discharged or released from active duty and who, within 3 months after discharge or release from active duty as an officer, reenlist in the same RC of a uniformed service in which they previously served as an enlisted member may be eligible for an SRB. The individual must meet all other requirements established in paragraph 7.1.

7.2.5. Members who reenlist or voluntarily extend an enlistment to gain sufficient obligated service to participate in a program leading to commissioned or warrant officer status are not eligible for an SRB.

7.2.6. A member is not eligible for an SRB if the member was discharged or released from active duty, or service in an active status based upon a determination of misconduct, substandard duty performance, or moral or professional dereliction.

7.2.7. Generally, a member may not use any preexisting period of obligated service to satisfy an obligated service requirement under an SRB agreement, unless such service is determined by the Secretary concerned to be consistent with the requirements of [37 U.S.C. § 371](#).

7.2.7.1. A preexisting period of obligated service is necessary for the member to qualify for continuous submarine duty incentive pay and is service for which no bonus was previously authorized or payable.

7.2.7.2. A preexisting period of obligated service includes no more than a 2-year period of an unserved voluntary extension of enlistment for which no bonus was previously

authorized or payable, and the member agrees to an additional 2-year period of obligated service in connection with an SRB.

7.2.8. An SRB may be paid to an enlisted member with up to 28 years of active duty or service in an active status. The Deputy Assistant Secretary of Defense for Military Personnel Policy may waive this restriction based upon a request and justification submitted by the Secretary of the Military Department concerned.

### 7.3 Amount

An SRB may not exceed \$15,000 for each year of obligated service in an RC. The maximum amount for an SRB is \$90,000.

7.3.1. The Secretary concerned must determine the amount of an SRB based on a business case model that targets retention of adequate levels of enlisted personnel in a reenlistment or extension category.

7.3.2. RC members may receive more than one SRB at a time, but the total combined SRB payments over a career must not exceed \$180,000.

7.3.3. SRB amounts may be prorated for extension requests greater than 1 year and reenlistments greater than 3 years. The additional service time will be calculated on a monthly basis at a rate equal to 1/12th the annual amount. Total bonus amounts are limited to \$90,000 per SRB and \$180,000 over a career.

### 7.4 Method of Payment

An SRB may be paid either in installments or in a lump sum. If an SRB is paid in periodic installments:

7.4.1. The installment amount will be at the discretion of the Secretary concerned and may be paid at the time of reenlistment, or at the beginning of the member's service commitment for the voluntary extension of enlistment. All payments must be made before the member completes a total of 28 years of service.

7.4.2. The initial payment to a Service member who reenlists after a break in active duty service greater than 24 hours is to be made no earlier than 30 days after arrival at the first permanent duty station following reenlistment.

7.4.3. Where there is lost time, the subsequent installment payments will be delayed by the number of days of lost time.

7.4.4. Discharge for the purpose of immediate reenlistment does not affect a member's entitlement to subsequent SRB installment payments.

## 7.5 Repayment

A member who does not complete the term of enlistment within the element of the SELRES for which the bonus was paid to the member under this section will be subject to the repayment provisions of 37 U.S.C. § 373 and Chapter 2.

## 7.6 Duration of Authority

Unless reauthorized by Congress, an SRB may not be paid after the date listed on the Duration of Authority table, located on DFAS.MIL, unless an SRB agreement was entered into prior to the date on the table.

## 8.0 MILITARY OCCUPATIONAL SPECIALTY (MOS) CONVERSION BONUS

### 8.1 Eligibility

Consistent with 37 U.S.C. § 331 the, Secretaries concerned may pay a conversion bonus to a member who agrees to convert to a designated military skill in which there is a shortage of trained and qualified personnel and to serve for a period of not less than 3 years on active duty, or in an active status in the SELRES in that military skill or specialty. In addition to other enlisted bonus program eligibility requirements specified in DoDI 1304.31, a member must:

8.1.1. Be serving in a pay grade E-6 or below with no more than 12 years of service as computed in accordance with [37 U.S.C. § 205](#); and

8.1.2. Have completed all service obligations incurred for receipt of an enlistment or retention bonus, in accordance with 37 U.S.C. §§ 331 or 355 for a CSRB at the time of conversion.

### 8.2 Amount

The bonus payment will not exceed \$10,000 for a reenlistment or conversion that involves an agreement to convert to a designated military skill.

### 8.3 Payment

The bonus may be payable in a lump sum, upon approval and completion of the conversion training.

### 8.4 Repayment

A member who does not convert and complete the period of service in the MOS specified in the agreement will be subject to the repayment provisions of 37 U.S.C. § 373 and Chapter 2.



## 8.5 Duration of Authority

Unless reauthorized by Congress, an MOS conversion bonus may not be paid after the date listed on the Duration of Authority table, located on DFAS.MIL, unless an MOS conversion bonus agreement was entered into prior to the date on the table.

## 9.0 TRANSFER BETWEEN COMPONENTS OF A MILITARY SERVICE BONUS

### 9.1 Eligibility

The Secretary concerned may pay a bonus in accordance with 37 U.S.C. § 331(a)(4) to an enlisted member who agrees to transfer from the Regular Component to the RR or vice versa of the same service. The member must:

9.1.1. Execute a written agreement with the Secretary concerned that specifies the:

9.1.1.1. Amount of the bonus;

9.1.1.2. Method of bonus payment (lump sum amount or periodic installments);

9.1.1.3. Period of obligated service; and

9.1.1.4. Designated military skill or specialty, career field, unit, or grade, or such other condition or conditions of service imposed by the Secretary concerned;

9.1.2. Agree to serve for a specified period in at least one of the following reenlistment or extension categories:

9.1.2.1. A designated skill;

9.1.2.2. Career field;

9.1.2.3. Unit; or

9.1.2.4. Grade;

9.1.3. Not be in receipt of an enlistment bonus, retention bonus, an affiliation bonus, or a transfer bonus for the same period of service;

9.1.4. Satisfactorily complete all terms of enlistment within their current component; and

9.1.5. Qualify for reenlistment in the Regular Component or RC of the Armed Force to which the member is transferring.

## 9.2 Amount and Method of Payment

The Secretary concerned must establish the method of payment for the bonus (lump sum or periodic installments). The bonus amount may not exceed \$10,000 and is payable upon approval of the Secretary concerned.

## 9.3 Repayment

A member who does not complete the terms of the transfer bonus or who is not technically qualified in the skill for which the bonus was paid will be subject to the repayment provisions of 37 U.S.C. § 373 and Chapter 2.

## 9.4 Duration of Authority

Unless reauthorized by Congress, a transfer between components of a military service bonus may not be paid after the date listed on the Duration of Authority table, located on DFAS.MIL, unless a transfer between components of a military service bonus agreement was entered into prior to the date on the table.

## 10.0 TRANSFER BETWEEN MILITARY SERVICES BONUS

### 10.1 Eligibility

The Secretary concerned may pay a bonus in accordance with 37 U.S.C. § 331(a)(5) to an enlisted member who agrees to transfer and serve in another uniformed service for a specified period in a designated skill, career field, unit, or grade, or to meet some other condition or conditions imposed by the Secretary concerned. The member must:

10.1.1. Execute a written agreement with the Secretary concerned that specifies the:

10.1.1.1. Amount of the bonus;

10.1.1.2. Method of bonus payment;

10.1.1.3. Period of obligated service; and

10.1.1.4. Designated skill, career field, unit, or grade, or such other condition or conditions of service imposed by the Secretary concerned;

10.1.2. Agree to serve for a specified period in at least one of the following reenlistment or extension categories:

10.1.2.1. A designated skill;

10.1.2.2. Career field;

10.1.2.3. Unit; or

10.1.2.4. Grade;

10.1.3. Not have failed to satisfactorily complete any term of enlistment in a Military Service;

10.1.4. Qualify for reenlistment in the Regular Component of the Armed Force to which the member is transferring;

10.1.5. Prior to the transfer, have fulfilled the requirements established by the Secretary with jurisdiction over the Armed Force to which the member is transferring; and

10.1.6. Not be in receipt of an enlistment bonus, a retention bonus, an affiliation bonus, or a transfer bonus for the same period of service.

## 10.2 Amount and Method of Payment

The Secretary of the gaining Service may pay the transfer bonus in one \$10,000 lump sum amount upon approval of the transfer by the Secretary concerned. Alternatively, the bonus may be paid in annual installments, the total of which may not exceed \$10,000.

## 10.3 Repayment

A member who does not complete the terms of the transfer bonus or who is not technically qualified in the skill for which the bonus was paid will be subject to the repayment provisions of 37 U.S.C. § 373 and Chapter 2.

## 10.4 Duration of Authority

Unless reauthorized by Congress, a transfer between military services bonus may not be paid after the date listed on the Duration of Authority table, located on DFAS.MIL, unless a transfer between military services agreement was entered into prior to the date on the table.

## \*REFERENCES

**CHAPTER 56 – READY RESERVE (RR) ACCESSION, AFFILIATION, ENLISTMENT, AND RETENTION BONUSES****2.0 – OFFICER ACCESSION AND AFFILIATION BONUS**

	DoDI 1304.34, July 11, 2016
2.1	37 U.S.C. § 332(a)(1)
2.2	37 U.S.C. § 332(a)(2)
2.4	DoDI 1304.34, July 11, 2016, paragraph 3.1.c
2.6	DoDI 1304.34, July 11, 2016, paragraph 1.2.c
2.7	DoDI 1304.34, July 11, 2016, paragraph 3.1.f

**3.0 – ENLISTMENT BONUS**

	37 U.S.C. § 331(a)(2)
3.0	DoDI 1304.31, November 5, 2020, paragraph 4.1
3.2	DoDI 1304.31, November 5, 2020, paragraph 4.1.e

**4.0 – ENLISTED AFFILIATION BONUS**

	37 U.S.C. § 331(a)(2)
	DoDI 1304.31, November 5, 2020, paragraph 4.2

**5.0 – PRIOR SERVICE ENLISTMENT BONUS**

	37 U.S.C. § 331
5.2	DoDI 1304.31, November 5, 2020, paragraph 4.3.b
5.2.6	DoDI 1304.31, November 5, 2020, paragraph 4.3.b.7
5.3	DoDI 1304.31, November 5, 2020, paragraph 4.3.c

**6.0 – NONAVAILABILITY**

	DoDI 1304.31, November 5, 2020, paragraph 3.1.i
--	---

**7.0 – SRB**

	37 U.S.C. § 331(a)(3)
7.2.8	DoDI 1304.31, November 5, 2020, paragraph 4.4.d.(3)(b)
7.3	DoDI 1304.31, November 5, 2020, paragraph 4.4.d(5)

**8.0 – MILITARY OCCUPATIONAL SPECIALTY (MOS) CONVERSION BONUS**

	37 U.S.C. § 331
8.2	DoDI 1304.31, November 5, 2020, paragraph 4.4.e(2)

9.0 – TRANSFER BETWEEN COMPONENTS OF A MILITARY SERVICE BONUS

37 U.S.C. § 331(a)(4)

DoDI 1304.31, November 5, 2020, paragraph 4.5.a

10.0 – TRANSFER BETWEEN MILITARY SERVICES BONUS

37 U.S.C. § 331(a)(5)

DoDI 1304.31, November 5, 2020, paragraph 4.5.b