



**Milper Message Number
11-012**

**Proponent
AHRC-EPF**

**Title
MOS CONVERSION BONUS PROGRAM**

...Issued: [10 Jan 11]...

A. MILPER MESSAGE 10-240, AHRC-EPF-R, ISSUED 15 SEPTEMBER 2010, SUBJECT: MOS CONVERSION BONUS PROGRAM, IS RESCINDED ON THE EFFECTIVE DATE OF THIS MESSAGE.

1. THIS MILPER MESSAGE IS EFFECTIVE 1 JANUARY 2011 AND WILL EXPIRE NLT 31 DECEMBER 2011.

2. THIS MSG WILL BE BROUGHT TO THE IMMEDIATE ATTENTION OF ALL COMMANDERS, REENLISTMENT OFFICES, RECRUITERS, AND FINANCE AND ACCOUNTING OFFICES. THIS MESSAGE ANNOUNCES CHANGES TO THE REGULAR ARMY, ACTIVE COMPONENT MOS CONVERSION BONUS PROGRAM.

3. THE OBJECTIVE OF THIS PROGRAM IS TO ATTRACT HIGHLY QUALIFIED SOLDIERS IN THE RANK OF SSG AND BELOW, WHO ARE SERVING IN OVERSTRENGTH/BALANCED MOS TO MIGRATE INTO A SHORTAGE MOS. SOLDIERS WHO ARE APPROVED FOR THIS PROGRAM ARE ELIGIBLE TO RECEIVE A LUMP SUM BONUS UPON COMPLETION OF TRAINING AND AWARDED OF THE NEW MOS AS LISTED IN PARAGRAPH 5. SOLDIERS WHO ARE AWARDED THE NEW MOS WITH ASI OF "4A" ARE NOT ELIGIBLE TO RECEIVE THIS BONUS UNTIL THE ASI OF "4A" IS REMOVED.

4. SOLDIERS WHO VOLUNTEER FOR THIS PROGRAM MUST MEET THE FOLLOWING:

A. PURSUANT TO U.S. CODE TITLE 37, SECTION 326, SOLDIERS MUST:

(1) BE A STAFF SERGEANT (NONPROMOTABLE) WITH LESS THAN 10 YEARS OF TOTAL SERVICE AT TIME OF APPROVED RECLASSIFICATION.

(2) BE A SERGEANT OR BELOW REGARDLESS OF YEARS OF SERVICE.

B. MEET ALL QUALIFICATIONS FOR REQUESTED MOS.

C. AGREE TO SERVE IN THE NEW MOS FOR 36 CONTINUOUS MONTHS UPON AWARD OF THE NEW MOS.

D. ELIGIBILITY FOR THE MOS CONVERSION BONUS IS BASED UPON THE DATE RECLASSIFICATION IS APPROVED AND THE RANK HELD ON THAT DATE. IF THE SOLDIER IS SUBSEQUENTLY PROMOTED OR

THE BONUS IS LATER CHANGED, THE SOLDIER WILL RETAIN ELIGIBILITY FOR THE BONUS ENTITLEMENT IN EFFECT AT THE TIME THE REQUEST FOR RECLASSIFICATION WAS APPROVED. AS AN EXCEPTION, AN MOS LISTED IN PARAGRAPH 5 WHICH IS ALSO INCLUDED IN THE SPECIAL MOS ALIGNMENT PROMOTION PROGRAM (SMAPP), AS OF THE DATE OF RECLASS APPROVAL, ARE ELIGIBLE FOR THE MOS CONVERSION BONUS BASED ON THE GRADE TO WHICH THEY ARE PROMOTED TO UPON COURSE COMPLETION. VERIFICATION OF THE RECLASS APPROVAL DATE FOR THE CONVERSION BONUS MOS CAN BE FOUND IN RETAIN.

E. SOLDIERS MUST CONTACT THEIR LOCAL CAREER COUNSELOR TO COMPLETE THE REQUEST FOR MOS CONVERSION BONUS AGREEMENT DOCUMENT. THIS DOCUMENT IS USED FOR PURPOSES OF ESTABLISHING ELIGIBILITY FOR THE MOS CONVERSION BONUS PROGRAM. THE LOCAL CAREER COUNSELOR WILL FORWARD MOS ORDERS AND THE CONVERSION BONUS AGREEMENT/REQUEST DOCUMENT TO HRC, ATTN: AHRC-EPF-R, VIA THE CASE MANAGEMENT SYSTEM (CMS). ONCE RECEIVED, APPLICATIONS WILL BE PROCESSED THROUGH HRC FOR FINAL APPROVAL DETERMINATION.

F. SOLDIERS APPROVED FOR THE MOS CONVERSION PROGRAM WILL HAVE 90 DAYS FROM COMPLETION OF TRAINING, OR RECLASS APPROVAL DATE IF NO TRAINING IS REQUIRED, TO APPLY FOR THE MOS CONVERSION BONUS.

5. THE FOLLOWING MOS AND RANK ARE AUTHORIZED THE CONVERSION BONUS AMOUNT BELOW:

<u>MOS/TITLE</u>	<u>SGT</u>	<u>SSG</u>
25E ELECTROMAGNETIC SPECTRUM MANAGER	\$4000	\$4000
29E ELECTRONIC WARFARE SPECIALIST	\$4000	\$0
35L COUNTER INTELLIGENCE AGENT	\$4000	\$0
51C AL&T CONTRACTING NCO	\$0	\$2000
79R RECRUITER	\$2000	\$2000

6. ONCE APPROVED FOR THIS PROGRAM, ANY SOLDIER WHO RECEIVES A BONUS AND WHO, VOLUNTARILY, INVOLUNTARILY, OR BECAUSE OF MISCONDUCT, FAILS TO SERVE IN SUCH PMOS FOR A MINIMUM OF THREE YEARS FROM THE DATE OF COMPLETION OF TRAINING SHALL REFUND TO THE UNITED STATES GOVERNMENT AN AMOUNT THAT BEARS THE SAME RATIO TO THE BONUS AMOUNT PAID TO THE SOLDIER AS THE UNSERVED PART OF SUCH PERIOD BEARS TO THE TOTAL PERIOD AGREED TO BE SERVED.

7. THE SOLDIER WILL NOT BE REQUIRED TO PROVIDE THE LOCAL FINANCE OFFICE A COPY OF THE HRC (AHRC-EPF-R) APPROVAL MEMORANDUM. HRC WILL PROCESS THE APPROVAL THROUGH DFAS-IN VIA THE CMS SYSTEM FOR PAYMENT.

8. SOLDIERS WITH QUESTIONS PERTAINING TO THE CONVERSION BONUS AND ELIGIBILITY REQUIREMENTS ADDRESSED IN THIS MESSAGE SHOULD CONTACT THEIR SERVICING CAREER COUNSELORS. CAREER COUNSELORS WITH QUESTIONS REGARDING THIS MESSAGE WILL CONTACT THEIR APPROPRIATE ACOM RETENTION OFFICE FOR CLARIFICATION. HRC POC IS MR WHITEHOUSE, DSN 983-5494.

