



**Milper Message Number
11-302**

**Proponent
AHRC-EPF-R**

**Title
BONUS EXTENSION AND RETRAINING (BEAR) PROGRAM**

...Issued: [30 Sep 11]...

A. MILPER MSG 11-175, AHRC-EPF-R, 6 JUNE 2011, BONUS EXTENSION AND RETRAINING (BEAR) PROGRAM IS RESCINDED ON THE EFFECTIVE DATE OF THIS MESSAGE.

B. AR 601-280, CHAPTER 5 AND 6, 31 JANUARY 2006.

1. THIS MILPER MESSAGE IS EFFECTIVE ON 17 OCTOBER 2011 AND WILL EXPIRE NLT 31 JANUARY 2012. CHANGES TO THE BEAR PROGRAM WILL BE ANNOUNCED IN A SUBSEQUENT MILPER MESSAGE.

2. THIS MILPER MESSAGE ANNOUNCES MOS ELIGIBLE FOR THE REGULAR ARMY ACTIVE COMPONENT BEAR PROGRAM. THIS MESSAGE WILL BE BROUGHT TO THE IMMEDIATE ATTENTION OF ALL COMMANDERS, REENLISTMENT OFFICES, AND FINANCE AND ACCOUNTING OFFICES (FAO).

3. TO AVOID FUTURE CLAIMS OF ERRONEOUS OR UNFULFILLED COMMITMENTS, COMMANDERS WILL ENSURE FAO AND RETENTION PERSONNEL ARE ADVISED OF THE CONTENTS IN THIS MESSAGE.

4. THE FOLLOWING MOS ARE IN THE BEAR PROGRAM ON THE EFFECTIVE DATE OF THIS MESSAGE.

PMOS/TITLE	RANK RESTRICTIONS	SL1	SGT	SSG	SFC
12D DIVER	SPC NON(P) ONLY	8	0	0	0
12P PRIME POWER PROD SPC	SPC THRU SGT NON(P)	5	5	0	0
15W UNMAN AERIAL VEH OP	PFC THRU SGT NON(P)	7	6	0	0
18B SF WEAPONS SERGEANT	SPC THRU SFC	0	7	7	7
18C SF ENGINEER SERGEANT	SPC THRU SFC	0	7	7	7
18D SF MEDICAL SERGEANT	SPC THRU SFC	0	7	7	7
18E SF COMMO SERGEANT	SPC THRU SFC	0	7	7	7
18F SF OPS AND INTEL SERGEANT	SFC ONLY	0	0	0	7
25E ELECTROMAGNETIC SPECT MGR	SSG ONLY	0	0	6	0
35F INTELLIGENCE ANALYST	PFC THRU SPC	4	0	0	0
35N SIGNALS INTEL ANALYST	SPC THRU SGT NON(P)	7	5	0	0
35P CRYPTO LINGUIST	PFC THRU SSG	5	6	6	0
35P CRYPTO LINGUIST WITH AZ*, PF, PG, PU, PV, PW, HE, KP	PFC THRU SSG	10	10	10	0
		4	4	0	0

35S SIGNALS COLLECTOR/ANALYST	PFC THRU SGT				
35T MI SYSTEMS MAINT/INTEGRATOR	PFC THRU SSG	6	5	5	0
37F PSYOP SPECIALIST	SPC THRU SSG	6	6	6	0
38B CIVIL AFFAIRS SPC	SGT THRU SSG	0	7	7	0
89D EOD SPC	PFC THRU SGT NON(P) (LESS THAN 2Y TIG)	6	7	0	0

* LANGUAGE IDENTIFIER "AZ" INCLUDES ALL ARABIC DIALECTS (AD, AE, AJ, AK, AL, AM, AN, AP, AQ, AU, AV, BS, BW, DG, DH, IC, QE, AND QW)

5. SOLDIERS EXTENDING UNDER THE PROVISIONS OF THE BEAR PROGRAM FOR AN MOS LISTED IN PARAGRAPH 4 MAY BE ENTITLED TO A LUMP SUM, FLAT-RATE, SRB PAYMENT AS DEPICTED IN THE TABLE BELOW UPON SUCCESSFUL COMPLETION OF TRAINING AND SUBSEQUENT REENLISTMENT.

TIER LEVEL	RANK	12 TO 23 MONTHS	24 TO 35 MONTHS	36 TO 47 MONTHS	48 TO 59 MONTHS	60 OR MORE MONTHS
TIER 1	PFC	\$1,300	\$1,900	\$2,600	\$3,300	\$3,900
	SPC	\$1,400	\$2,100	\$2,900	\$3,600	\$4,300
	SGT	\$1,500	\$2,300	\$3,200	\$3,900	\$4,700
	SSG/SFC	\$1,700	\$2,600	\$3,500	\$4,400	\$5,300
TIER 2	PFC	\$1,600	\$2,400	\$3,300	\$4,100	\$4,900
	SPC	\$1,700	\$2,700	\$3,600	\$4,500	\$5,400
	SGT	\$1,900	\$2,900	\$4,000	\$4,900	\$5,900
	SSG/SFC	\$2,200	\$3,300	\$4,400	\$5,500	\$6,700
TIER 3	PFC	\$2,000	\$3,100	\$4,100	\$5,100	\$6,200
	SPC	\$2,200	\$3,300	\$4,500	\$5,600	\$6,700
	SGT	\$2,400	\$3,700	\$5,000	\$6,200	\$7,400
	SSG/SFC	\$2,700	\$4,100	\$5,600	\$6,900	\$8,300
TIER 4	PFC	\$2,500	\$3,900	\$5,200	\$6,400	\$7,800
	SPC	\$2,800	\$4,200	\$5,600	\$7,000	\$8,400
	SGT	\$3,000	\$4,600	\$6,200	\$7,700	\$9,300
	SSG/SFC	\$3,400	\$5,200	\$7,000	\$8,700	\$10,400
TIER 5	PFC	\$3,200	\$4,800	\$6,500	\$8,000	\$9,700
	SPC	\$3,500	\$5,300	\$7,100	\$8,800	\$10,600
	SGT	\$3,800	\$5,800	\$7,800	\$9,700	\$11,600
	SSG/SFC	\$4,300	\$6,500	\$8,700	\$10,800	\$13,100
TIER 6	PFC	\$4,000	\$6,000	\$8,100	\$10,100	\$12,100
	SPC	\$4,300	\$6,600	\$8,800	\$11,000	\$13,200
	SGT	\$4,800	\$7,300	\$9,700	\$12,100	\$14,600
	SSG/SFC	\$5,400	\$8,100	\$10,900	\$13,500	\$16,300

TIER 7	PFC	\$5,000	\$7,600	\$10,200	\$12,600	\$15,200
	SPC	\$5,400	\$8,200	\$11,100	\$13,700	\$16,500
	SGT	\$6,000	\$9,100	\$12,200	\$15,100	\$18,200
	SSG/SFC	\$6,700	\$10,200	\$13,700	\$16,900	\$20,400
TIER 8	PFC	\$6,200	\$9,500	\$12,700	\$15,800	\$19,000
	SPC	\$6,800	\$10,300	\$13,800	\$17,200	\$20,700
	SGT	\$7,500	\$11,400	\$15,200	\$18,900	\$22,800
	SSG/SFC	\$8,400	\$12,800	\$17,100	\$21,200	\$25,600
TIER 9	PFC	\$7,800	\$11,900	\$15,900	\$19,700	\$23,800
	SPC	\$8,500	\$12,900	\$17,300	\$21,500	\$25,900
	SGT	\$9,400	\$14,200	\$19,100	\$23,600	\$28,500
	SSG/SFC	\$10,500	\$16,000	\$21,400	\$26,500	\$32,000
TIER 10	PFC	\$9,800	\$14,800	\$19,900	\$24,700	\$29,700
	SPC	\$10,600	\$16,200	\$21,700	\$26,800	\$32,400
	SGT	\$11,700	\$17,800	\$23,900	\$29,600	\$35,600
	SSG/SFC	\$13,200	\$20,000	\$26,800	\$33,200	\$40,000
TIER 11	PFC	\$22,000	\$33,400	\$44,800	\$55,500	\$66,900
	SPC	\$24,000	\$36,400	\$48,800	\$60,500	\$72,900
	SGT	\$26,400	\$40,100	\$53,700	\$66,600	\$80,200
	SSG/SFC	\$29,700	\$45,000	\$60,300	\$74,700	\$90,000

6. SPECIAL CONSIDERATIONS AND TECHNICAL INFORMATION:

- A. SOLDIERS MUST HAVE COMPLETED AT LEAST 17 MONTHS OF CONTINUOUS ACTIVE DUTY (OTHER THAN ACTIVE DUTY FOR TRAINING AS A RESERVIST) BEFORE REACHING ELIGIBILITY TO RECEIVE AN SRB. COMPLETION OF THE 17 MONTHS OF CONTINUOUS ACTIVE DUTY NEED NOT OCCUR IMMEDIATELY BEFORE THE DATE OF REENLISTMENT. ZONE A INCLUDES SOLDIERS WHO HAVE BETWEEN 17 MONTHS AND 6 YEARS OF SERVICE AT TIME OF REENLISTMENT. ZONE B INCLUDES SOLDIERS WHO HAVE BETWEEN 6 AND 10 YEARS OF SERVICE AT TIME OF REENLISTMENT. ZONE C INCLUDES SOLDIERS WHO HAVE BETWEEN 10 AND 14 YEARS OF SERVICE AT TIME OF REENLISTMENT. MOS LISTED WITH A NUMERIC TIERED LEVEL ARE ZONE IMMATERIAL; HOWEVER, SOLDIERS ARE ONLY ENTITLED TO RECEIVE ONE BONUS PER ZONE.
- B. SOLDIERS IN THE RANK OF PFC THRU SSG MUST SHOW N/N OR N/Y AT THEIR CURRENT RANK AND PMOS AS SHOWN IN THE CURRENT IN/OUT CALL MILPER MESSAGE. AS AN EXCEPTION, SOLDIERS IN THE RANK OF SFC MAY REQUEST ENTRY INTO CMF 18. SOLDIERS MAY REQUEST ENTRY INTO THE BEAR PROGRAM IN CMF 18, MOS 12D, 12P, 35P, 37F, 38B, AND 89D, REGARDLESS OF THE IN/OUT CALLS FOR CURRENT PMOS.
- C. SOLDIERS SERVING IN THE BEAR PROGRAM MAY HAVE UP TO 24 MONTHS OF PREVIOUSLY OBLIGATED, EXTENDED SERVICE FORGIVEN PROVIDED THEY REENLIST FOR THE REGULAR ARMY REENLISTMENT OPTION WITHIN 90 DAYS AFTER GRADUATION.
- D. SOLDIERS WILL NOT FORFEIT ANY PORTION OF AN SRB WHEN THEY ARE RECLASSIFIED WITHIN THE SAME CMF, INTO CMF 18, OR OTHERWISE DIRECTED BY HRC.
- E. UPON SUCCESSFUL COMPLETION OF TRAINING, SOLDIERS PARTICIPATING IN THE BEAR PROGRAM AND ENTITLED TO AN SRB WILL BE PAID EITHER THE BONUS AMOUNT IN EFFECT AT TIME OF EXTENSION IN THE BEAR PROGRAM OR THE BONUS AMOUNT LISTED IN THE SRB ENHANCED PROGRAM ON DATE OF REENLISTMENT, WHICHEVER IS HIGHER.
- F. A MINIMUM REENLISTMENT TERM OF THREE YEARS IS STILL A REQUIREMENT FOR SRB ENTITLEMENT. A

TWO-YEAR REENLISTMENT TERM DOES NOT ENTITLE A SOLDIER TO AN SRB.

G. ADDITIONAL CRITERIA FOR ENTRY INTO THE BEAR PROGRAM CAN BE FOUND IN CHAPTER 6, AR 601-280.

7. SOLDIERS WITH QUESTIONS PERTAINING TO BONUSES AND ELIGIBILITY REQUIREMENTS ADDRESSED IN THIS MESSAGE SHOULD CONTACT THEIR SERVICING CAREER COUNSELOR. SERVICING CAREER COUNSELORS WITH QUESTIONS REGARDING THIS MESSAGE SHOULD CONTACT THEIR APPROPRIATE COMMAND RETENTION OFFICE FOR CLARIFICATION. POC FOR THIS HEADQUARTERS IS THE RETENTION AND RECLASSIFICATION BRANCH, AHRC-EPF-R, EMAIL ADDRESS: HRC.EPMD.AIT@CONUS.ARMY.MIL.

