



DEPARTMENT OF THE NAVY  
HEADQUARTERS UNITED STATES MARINE CORPS  
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WASHINGTON, DC 20350-3000

MCO 7220.24N  
MPP-20  
MAR 24 2011

MARINE CORPS ORDER 7220.24N

From: Commandant of the Marine Corps  
To: Distribution List

Subj: SELECTIVE REENLISTMENT BONUS (SRB) PROGRAM

Ref: (a) 37 U.S.C. 308  
(b) DOD Directive 1304.21, "Policy on Enlistment Bonuses, Accession Bonuses for New Officers in Critical Skills, Selective Reenlistment Bonuses, and Critical Skills Retention Bonuses for Active Members," January 31, 2005  
(c) DOD Instruction 1304.29, "Administration of Enlistment Bonuses, Accession Bonuses for New Officers in Critical Skills, Selective Reenlistment Bonuses, and Critical Skills Retention Bonuses for Active Members," December 15, 2004  
(d) DOD Financial Management Regulation, Volume 7A, Chapter 9, November 2010  
(e) OPNAVINST 1160.8A  
(f) MCO P1900.16F  
(g) MCBul 7220 (published annually)  
(h) SECNAV M-5210.1

1. Situation. To provide policy and procedural guidelines for the administration of the Marine Corps SRB Program as authorized by references (a) through (h).

2. Cancellation. MCO 7220.24M.

3. Mission. This Order provides the Marine Corps policy for the SRB Program. Reference (g) will be published annually to provide current guidance concerning the administration of the SRB program.

4. Execution. SRBs are a monetary incentive paid to enlisted members at the time of reenlistment to assist in attaining and sustaining the requisite number of career enlisted personnel in designated Military Occupational Specialties (MOSs).

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a. Commander's Intent and Concept of Operations

(1) Commander's Intent. This Order sets the policy for the administration of the SRB Program.

(2) Concept of Operations

(a) SRB Eligibility

1. Be an active component Marine serving on active duty, or have been separated from the active component for less than 90 days.

2. Be eligible and recommended for reenlistment.

3. Be serving in the grade of Lance Corporal or above.

4. Be assigned a primary MOS designated in the annually published reference (g) and serve within that MOS for the duration of the reenlistment unless authorized by HQMC.

5. Reenlist for a period of at least 36 months additional obligated service.

(b) Reenlistment Zone Eligibility

1. Only one SRB may be paid per reenlistment zone.

2. Zone A: 17 months to exactly 6 years active service, to include active service in any other military department.

3. Zone B: 6 years and 1 day to exactly 10 years total active service, to include active service in any other military department.

4. Zone C: 10 years and 1 day to exactly 14 years of total active service, to include active service in any other military department.

5. Zone D: 14 years and 1 day to exactly 18 years of total active service, to include active service in any other military department.

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6. Zone E: 18 years and 1 day to exactly 20 years of total active service, to include active service in any other military department.

(c) SRB Amounts and Payments

1. Reference (a) establishes SRB payment caps, annual limits will be published via reference (g).

2. SRBs will be paid in lump sum payment.

3. Eligible MOSs, Zones, and specific SRB amounts will be published annually via reference (g).

4. Computation of SRB payments will be in accordance with reference (d) and the current reference (g).

(d) Broken Service SRB (BSSRB) Eligibility

1. Any reenlistment occurring after 90 days of a Marine's separation from the active component will be treated as a Broken Service reenlistment for SRB determination.

2. A Marine must have less than a 4 year break in active component service to be eligible for a BSSRB (if available).

3. BSSRB policies and procedures will be established annually via reference (g).

(e) Special Considerations

1. SRB is intended for Marines reenlisting to serve in their primary MOS for the duration of the reenlistment unless they are authorized by CMC M&RA (MMEA-8) to serve in an out-of-skill assignment. Out-of-Skill assignments are necessary to meet the Marine Corps' diverse missions and will be required from certain Marines receiving an SRB. Examples of authorized out-of-skill assignments include, but are not limited to, drill instructor and recruiting duty. CMC M&RA (MMEA-8) will maintain a current listing of authorized out-of-skill assignments.

2. Marines who reenlist to gain sufficient obligated service to participate in a program leading to a commissioned or warrant officer status are not entitled to an SRB.

(f) Recoupment Policies

1. The unearned portion of an SRB may be recouped in the case of early discharge, loss of qualifications, and/or failure to serve in the skill for which the SRB was paid.

2. When recoupment is required it will be done based on the unearned portion of the SRB payment. Example: If a Marine serves 2.5 years of a 4 year reenlistment and is discharged adversely per reference (f), he/she shall owe the government 1.5 years worth of SRB.

3. All SRB recoupments will be based on the Marine's unearned portion of the original SRB payment calculated as the difference between the contract length and "earned" SRB service. Earned service is defined as: the period from the End of Current Contract (ECC) at time of reenlistment to the discharge/loss of MOS/other recoupment qualifier date.

4. If a Marine loses his/her MOS or technical qualifications due to misconduct or voluntary action, the unearned portion of the SRB shall be recouped. This includes Marines who are reclassified out of their SRB MOS due to failure to complete a required professional course or loss of a specified security clearance.

5. SRB shall not be recouped if a Marine loses his/her MOS or technical qualifications due to injury, illness, or other impairment not the result of misconduct.

6. SRB shall not be recouped if a Marine is reassigned out of a billet requiring his/her SRB MOS due to humanitarian reasons.

7. If a Marine is voluntarily separated due to pregnancy the unearned portion of SRB shall be recouped. If a Marine is temporarily reassigned to a billet out of her SRB MOS due to pregnancy, recoupment is not required.

8. If a Marine is discharged prior to his/her EAS, recoupment determination will be based on the separation code assigned per the provisions of reference (f).

9. Marines who reenlist in their primary MOS, then subsequently apply to and are accepted into a program that will change their primary MOS or lead to a commission, are not subject to any recoupment of SRB.

10. Marines who apply for a program which will change their primary MOS or lead to a commission, then subsequently reenlist within their primary MOS will not normally be considered eligible for an SRB and are subject to recoupment of the unearned portion of any SRB payment received.

b. Subordinate Element Missions

(1) Deputy Commandant, Manpower and Reserve Affairs (M&RA) shall:

(a) Publish reference (g) annually which will outline current payable SRB amounts and administrative procedures for the current year. (MPP-20)

(b) Ensure all policies and procedures outlined in this Order are upheld and easily accessible. (MPP-20)

(c) Ensure Marines receiving SRB are assigned to a billet requiring their primary MOS, unless he/she is serving in an authorized out-of-skill requirement. (MMEA-8)

(d) Maintain current list of authorized out-of skill assignments for SRB Marines. (MMEA-8)

(e) Ensure SRB payments are authorized and approved per the procedures established within this Order and annual reference (g). (MMEA-6)

(2) Commanding Officers shall:

(a) Ensure Marines receiving SRB for service within their primary MOS are performing duties within their primary MOS.

(b) Initiate recoupment process via local Finance/Disbursing office when recoupment is warranted by the provisions set forth in this Order or annual reference (g). Request determination from CMC M&RA (MPP-20) when recoupment determination cannot be made.

(3) Disbursing Officers. Disbursing officers making an SRB payment will ensure that correct payments/recoupments are processed per the provisions of this Order and annual reference (g).

(4) Career Planners. Career Planners are responsible for the completion and distribution of the SRB Statement of

Understanding. Distribution of the SRB Statement of Understanding is as follows:

(a) The original is maintained in the individual case file.

(b) A copy is sent to CMC M&RA (MMSB-20) for inclusion in the Marine's Official Military Personnel File.

(c) A copy is placed in the Marine's Service Record Book directly behind the current DD Form 4.

(d) A copy is presented to the Marine at the time of reenlistment.

5. Administration and Logistics

a. The SRB Program Statement of Understanding is available on TFRS website <https://tfrs-mcmeds.manpower.usmc.mil/portaldb.nsf/TFRS%20Description?OpenPage> or by contacting CMC M&RA (MMEA-6).

b. Developers, owners, and users of all Marine Corps information systems have the responsibility to establish and implement adequate operation and information technology controls including records management requirements to ensure the proper maintenance and use of records, regardless of format or medium, to promote accessibility and authorized retention per the approved records schedule and reference (h).

6. Command and Signal

a. Command. This Order is not applicable to the Marine Corps Reserve.

b. Signal. This Order is effective the date signed.



R. E. MILSTEAD JR  
Deputy Commandant for  
Manpower and Reserve Affairs

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