



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
2 NAVY ANNEX
WASHINGTON, DC 20380-1775

MCO 7220R.38C
RAP
16 Oct 00

MARINE CORPS ORDER 7220R.38C

From: Commandant of the Marine Corps
To: Distribution List

Subj: SELECTED RESERVE INCENTIVE PROGRAM (SRIP)

Ref: (a) 37 U.S.C.
(b) DoD Directive 1205.21
(c) DODFMR
(d) MCO P1100.72A
(e) MCO P1080.40A
(f) MCO P1040R.35B

Encl: (1) Sample Written Agreements
(2) SRIP Recoupment Worksheet and Sample [NAVMC 11116](#)
Miscellaneous Military Pay Order/Special Payment
Authorization
(3) LOCATER SHEET

Reports Required: I. Recoupment Report (RR) Reserve Bonus
Payment (Report Symbol - DD-7220-20),
par. 7b(5)
II. Expenditure Report (ER) Reserve Bonus
Payment (Report Symbol - DD-7220-21),
par. 7b(5)

1. Purpose. To provide policy and issue instructions for the
administration of the SRIP as contained in references (a) and
(b).

2. Cancellation. MCO 7220R.38B.

3. Summary of Revision. This revision has been reformatted and
contains a substantial number of changes and must be completely
reviewed.

4. Approval. The entitlement provisions of this Order were
approved by the Department of Defense Military Pay and Allowance
Committee under procedures prescribed by the Secretary of Defense
pursuant to 37 U.S.C. 1001.

5. General Concept. The SRIP program provides monetary
incentive payments to Marines who enlist, reenlist, extend or
affiliate with the Selected Marine Corps Reserve (SMCR), as

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distribution is unlimited.

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contained in reference (c). Marine Corps Bulletin (MCBul) 7220 series, published separately and revised as required to meet the needs of the SMCR, identifies bonus eligible SMCR units, grades, and Military Occupational Specialties (MOS's). Marines who receive bonuses for an authorized skill will serve their entire SMCR contractual obligation in the skill and unit for which the bonus was authorized, unless excused for the convenience of the government.

6. Definitions. For the purpose of this Order, the following definitions will apply:

a. Active Duty (AD). Full-time duty in the military service of the United States. A general term applied to all active military service within either the Regular or Reserve component.

b. Active Duty Training (ADT). A tour of AD for Reserve training under orders which provide for automatic reversion to inactive duty when the specified period of AD is completed. ADT includes Annual Training, special tours of ADT, school tours, and the initial tour performed by enlistees without prior military service.

c. Active Reserve (AR). Reservists on full-time active duty, who are paid from the Reserve Personnel Appropriation for the purpose of organizing, administering, recruiting, instructing, or training the Reserve component under the provisions of Federal law. Reservists on active duty with the AR program are members of the SMCR.

d. Annual Training (AT). Annual ADT for Selected Marine Corps Reservists of not less than 14 days (excluding travel time) for units, and 12 days (excluding travel time) for Individual Mobilization Augmentees (IMAs) each year.

e. Bonus Control Number (BCN). A BCN is issued to a SRIP applicant for a particular fiscal year. BCN's are used for maintaining bonus utilization data and to assist in identifying out-year disbursement.

f. Equivalent Instruction or Duty (EIOD). Instruction or duty of not less than 4 hours duration, either paid (designated an EIO) or non-paid (designated an EIN), performed as a "make-up" or substitute IDT period.

g. Inactive Duty Training (IDT). Duty or training performed by reservists not on AD, AT, or ADT. IDT includes regular

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training periods, EIOD, Additional Training Periods (ATPs), Additional Flight Training Periods (AFTPs), Readiness Management Periods (RMPs), associate duty, appropriate duty, and MTU participation.

h. Prior Service (PS). Marines who have served on active duty (Army, Navy, Air Force, Marine Corps, or Coast Guard) for a sufficient length of time to have completed the active duty obligation, or have enlisted in the Reserve component and have completed the SMCR Inactive Duty Training obligation.

i. Qualified Occupational Field (OccFld)/Military Occupational Specialty. An OccFld or MOS listed in a 7220 series MCBul published at least annually. Marines serving in these occupations are eligible to receive a bonus provided other specified criteria are met.

j. Qualified Unit. Any unit as determined by the CMC (RAP) and listed in MCBul 7220 as eligible for SRIP. Anyone meeting eligibility requirements enlisting or reenlisting in these units may be eligible for a bonus.

k. Qualified Federal Service. A year of federal service is qualifying if a reservist is credited with a minimum of 50 Reserve retirement points.

l. Satisfactory Participation. The attendance and participation in the required number of scheduled IDT periods each anniversary year, and serving on ADT or AT for not less than 14 days (excluding travel) each anniversary year.

m. Secondary School Graduate. For purposes of this Order, a secondary school graduate is defined as follows:

(1) An applicant who possesses a diploma from an accredited high school certifying graduation, regardless of the number of years of attendance.

(2) An applicant who has lost the original high school diploma and has obtained a certificate of graduation, a school transcript signed and dated by a principal, vice-principle, or custodian of records certifying the applicant is a high school graduate.

(3) Juniors or seniors who have completed all requirements for a high school diploma and have obtained a certificate of graduation, an official school transcript, a

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statement of completion, or a letter dated and signed by the principal, vice-principle, or custodian of records that states the applicant is a high school graduate or the applicant is expected to graduate.

(4) An applicant who did not complete high school but was accepted by an accredited college or post secondary technical school for full-time attendance and has successfully completed at least one semester (15 semester hours or 22.5 quarter hours). An official transcript of credits dated and signed by the registrar or custodian of records must be provided.

(5) An applicant who graduated from an accredited secondary or post-secondary technical/vocational school.

n. Selected Marine Corps Reserve (SMCR). Members of a SMCR Unit, IMAS, or Reservists currently undergoing Initial Active Duty Training (IADT) or Incremental Initial Active Duty Training (IIADT). Marines in the following Training Category Pay Groups: A, B, P, and F.

o. Service Grade substitutions. Personnel who do not have a matching grade for a particular billet are still eligible for a bonus for that billet provided the grade is one rank above or below the required grade.

p. Total Force Retention System (TFRS). TFRS is an automated system used to request reenlistment/extension authority from the CMC. All reenlistment requests will be submitted through the chain of command to the CMC (RAM-5) using the TFRS.

q. Unsatisfactory Participant. A member of the Ready Reserve who fails to fulfill an obligation or agreement as prescribed in Federal law; or a member who fails to attend IDT, AT, or ADT; or failure to meet the standards of performance as determined by the commanding officer and applicable Marine Corps regulations.

7. Action

a. Commanding General; Commanding Officer, Marine Corps Districts; Commanding Officer/Inspector-Instructor/Site Commander Reserve Units:

(1) Permit only those Marines who meet the eligibility criteria of this Order to receive an incentive.

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(2) Ensure incentives are used only in MOS's, OccFlds, and units published in a MCBul 7220 series. Primary and billet MOS must match, or a school seat must be obtained from the Entry Level Training Assignment Branch (ELTA), CMC (RAP). Any change to a Marine's status or if the Marine cannot fulfill the obligation for which he/she enlisted/reenlisted/affiliated could result in forfeiture of the bonus.

(3) Require the member to sign a written agreement, provided in enclosure (1). Ensure that all prerequisites are met prior to requesting a BCN for a NPS enlistee or submitting a reenlistment request for a SRIP bonus via TFRS for Prior Service Marines. All reenlistments, extensions, and waivers must be approved by CMC (RAM-5) via TFRS.

(4) Ensure all unit career planners have thorough knowledge of both eligibility requirements and SRIP benefits. Emphasize the benefits of the program to those qualified for continuation.

(5) Ensure proper entries are made in the "remarks" block (8b), of the [DD Form 4](#) per reference (d). Enter the type of bonus for which the individual is enlisting/reenlisting e.g., SRIP Enlistment/Reenlistment Bonus, the appropriate type of Program Enlisted For (PEF) code; e.g., Z2, Z7, Z9, ZA, and the BCN. This information MUST BE TYPED on the [DD Form 4](#).

(6) Ensure a Statement of Understanding Upon Enlistment in the Marine Corps Reserve Special Enlistment Program (NAVMC Form 10480) is properly filled out and attached to the [DD Form 4](#).

(7) Report SRIP unit diary entries per paragraph 5135 of reference (e).

(8) Report applicable PEF codes at the time join/reenlistment entries are reported on the unit diary, per paragraph 5118 of reference (e). The PEF code must be reported into the Marine Corps Total Force System prior to entering the SRIP TTC, otherwise the SRIP entry will fail.

(9) Comply with procedures for termination of incentives and recoupment of payments as outlined in paragraphs 14 and 15.

b. Request the Director, Defense Finance and Accounting Services (DFAS), Kansas City Center:

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(1) Ensure the incentive payment is substantiated, reported, paid or recouped, as prescribed in paragraphs 8 through 15 of this Order, and reference (c), chapter 57.

(2) Retain 28 percent of all incentive payments for Federal Income Tax Withholding.

(3) Provide to the CMC (RAP-32) the cycle report output of initial bonuses paid to SRIP personnel.

(4) Establish administrative working procedures with the CMC (RAP-32) for the expeditious corrections of payments and recoupment actions.

(5) Submit a copy of the Expenditure and Recoupment reports to the CMC (RAP-32), not later than 10 days after the end of the month. All reports should be prepared monthly as of the last day of the reported month. Report symbol DD-7220-20 is assigned to the Recoupment report; Report Symbol DD-7220-21 is assigned to the Expenditure Report. Negative reports are required.

c. CMC (RAP-32)

(1) Establish written controls to resolve administrative errors which may occur or may have occurred in the application of the SRIP.

(2) Monitor and assign BCN's by fiscal year up to the budgeted program level for each bonus type.

(3) Issue BCN's to Military Enlistment Processing Station Liaisons for NPS enlistees as needed.

(4) Issue BCN's to SMCR units for prior service personnel for affiliation bonuses.

(5) Screen all MPO's for accuracy (where applicable) prior to submission. Ensure all provisions established herein are met before approval of payment.

(6) Accomplish quality control screening of all "PEF" codes for accuracy of personnel data. Forward this information to DFAS, Kansas City Center for appropriate corrective action if needed.

(7) Track all initial and anniversary payments using the SRIP Monthly Expenditure/Recoupment Reports.

d. Career Planners. At the time of the reenlistment interview of reservists who are, or may become, eligible for a reenlistment bonus, inform them of their eligibility status, incentive amount, and method of payment. Additional career planning guidance, responsibilities, and administration are contained in reference (f).

8. Eligibility

a. General Eligibility Criteria. To be eligible for an incentive under the SRIP, a Marine must agree:

(1) To serve in the SMCR for the duration of the enlistment, reenlistment, extension, or affiliation for which the bonus was awarded.

(2) To serve satisfactorily.

(3) To serve in the qualified MOS, OccFld, and/or unit as designated by MCBuls in the 7220 series.

b. Bonus Usage. Marines who are receiving an affiliation or enlistment bonus may be eligible for a reenlistment bonus.

(1) Prior Service Marines who have previously received a 3-year SRIP reenlistment bonus may be eligible for a subsequent 3-year SRIP reenlistment bonus provided they meet the eligibility requirements.

(2) RELAD Marines having previously received an Active Duty Enlistment/Reenlistment Bonus may be eligible for a SRIP reenlistment bonus provided they meet the eligibility requirements.

(3) Prior Service Marines who have already received a 6-YEAR SRIP REENLISTMENT bonus will not be eligible for any subsequent bonus.

c. Information. Specific requirements for each of the incentive programs are discussed below. It should be noted that requirements are subject to change based on future needs of the Marine Corps.

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9. NPS Enlistment Incentive Bonus. To be eligible for a NPS enlistment incentive the Marine must meet the following requirements:

- a. Agree to serve satisfactorily in the SMCR for a minimum of 6 years.
- b. Have no prior service.
- c. Be currently a category I, II, or III on the Armed Forces Qualification Test (AFQT).
- d. Enlist for assignment to, or designated to be trained in a MOS, OccFld, and/or unit as designated by MCBuls in the 7220 series.
- e. Agree to serve the entire SMCR contracted period in that MOS, OccFld, and unit as designated by MCBuls in the 7220 series.
- f. Be a secondary school graduate. See paragraph 6m.
- g. Is not selecting one of the following Reserve Optional Enlistment Programs (ROEP): 3x5, 4x4, or 5x3.
- h. Is not enlisting to qualify for a civilian position where membership in the Reserve is a condition of employment (persons on temporary assignment excluded).

NOTE: A BCN will be assigned when an individual enlists. However, an individual does not become entitled to the initial payment, or any subsequent payments, until such time as they have completed IADT; e.g., basic training.

10. Reenlistment or Voluntary Extension Incentive. To be eligible for this incentive a Marine must meet the following requirements:

- a. Must reenlist or extend in a MOS, OccFld, and/or unit designated by MCBuls in the 7220 series.
- b. Have not previously received a 6-year reenlistment or extension bonus for service in SMCR.
- c. Hold grade commensurate with the billet vacancy, service grade substitution applies.
- d. Is not reenlisting or extending to qualify for a

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civilian position (excluding temporary assignments) where membership in the Reserve is a condition of employment.

e. Reservists who have completed less than 6 years of total service at their expiration of term of service (ETS), who reenlist or extend for a period of 3, 4, 5, or 6 years will receive a bonus for the amount published in MCBul 7220 series for the corresponding reenlistment or extension (this group will contain Reservists having completed a 5 to 6 year obligation in the SMCR - (5x3 or 6x2) with no remaining SMCR obligation, and prior service persons).

f. A member with at least 6 years, but not more than 14 years (exactly) of total service at current ETS, who reenlists or extends for a period of 3, 4, or 5 years will receive a bonus in the amount entitled for a 3-year reenlistment currently published in the MCBul 7220 series.

g. A member with at least 6 years, but not more than 14 years (exactly) of total service at current ETS and who has previously received a 3-year reenlistment bonus, who reenlists or extends for a period of 3, 4, or 5 years may be eligible for a second 3 year reenlistment bonus if the Marine meets currently published eligibility criteria.

h. A member with at least 6 years, but not more than 14 years (exactly) of total service at current ETS, and who has not previously received a reenlistment bonus, who reenlists for a period of 6 years will receive a bonus in the amount entitled for a 6 year reenlistment published in the MCBul 7220 series.

i. Additional instructions for the administration of prior service reenlistments/extensions are provided below and in reference (f).

(1) Marines reenlisting or extending under the provisions of this order who require time in grade waivers; e.g., lance corporal, over 6 years or corporal over 8 years, may be authorized waivers per reference (f), paragraph 5102. However, before a reenlistment can be effected or a BCN issued the career planner must first obtain reenlistment authority from the CMC (RAM-5) via TFRS.

(2) Extensions beyond 48 months will not be authorized.

(3) Total number of years of service is defined as the

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difference between the End of Current Contract (ECC) and the Pay Entry Base Date (PEBD) inclusive.

NOTE: A BCN will be issued from CMC (RAM-5) to the Unit Career Planner via the TFRS provided the Marine meets all the requirements set forth in the MCBul 7220 series. The Marine must reenlist within 60 days of approval or by 31 August, whichever comes first, or the Marine will forfeit bonus eligibility.

11. Affiliation Incentive. To be eligible for an affiliation incentive a Marine must meet the following requirements:

a. Is serving on active duty; is eligible for reenlistment or for an extension of active duty status; has 180 days or less remaining of the active duty obligation and, upon release from active duty, has a reserve service obligation under section 651 of Title 10, or section 6(d) (1) of the Military Selective Service Act.

b. Has served on active duty for any period of time; has satisfactorily completed any term of enlistment or period of obligated active duty service; was released from such active duty under honorable conditions and is serving a period of Reserve service obligation under section 651 of Title 10 or section 6(d) (1) of the Military Service Act, and meets the following eligibility criteria:

(1) Is affiliating with a unit and holds a qualified MOS designated by the CMC (RAP-32) and published in the MCBul 7220 series.

(2) Has the grade and MOS for which there is a vacancy in the unit in which the Marine is to become a member.

(3) Is not affiliating to qualify for a civilian position where membership in the Guard/Reserve is a condition of employment (persons on temporary assignment excluded).

(4) Enters into a written agreement with the Marine Corps to serve as an enlisted member of the SMCR for the entire Reserve service obligation such person has remaining at the time of affiliation.

12. Payments. The amount and frequency of monetary payments for each category of incentive can be found in the MCBul 7220 series.

13. Termination of Incentive Entitlement

a. Enlistment, Reenlistment, or Affiliation Bonuses.

Entitlement to further bonus payments will be terminated if a Marine:

(1) Fails to participate satisfactorily in the SMCR.

(2) Is separated from the SMCR as an enlisted person for any reason (including enlistment or voluntary recall into the Active component or Active Reserve program).

(3) Becomes a member of an authorized officer program that pays a stipend.

(4) Moves out of the qualifying MOS, OccFld, and/or unit (see definitions in paragraph 6i and 6j), unless directed by the CMC (RA).

b. Relief from Termination. Termination will not be required of Marines who transfer to another qualifying MOS, OccFld, and/or unit as advertised in MCBul 7220 series at the time of enlistment, reenlistment, or affiliation. Each unit will endeavor to transfer an incentive recipient who moves to a distant location to a similar unit or one that can make use of the skill. Additionally, persons whose MOS is changed at the convenience of the government or whose unit is deactivated, relocated, reorganized, or converted, i.e., weapons system conversion, may maintain entitlement to incentive payments provided they meet all other eligibility criteria.

c. Nonavailability. Members of the SMCR who incur a period of authorized nonavailability, e.g., temporary overseas residence, missionary obligation, overseas employment obligation, etc., (as determined by the Commander, Marine Forces Reserve), will not be terminated from the incentive program. These Marines will be assigned temporarily to the Stand-by Reserve and be required to extend their enlistment, reenlist or extend in the Ready Reserve for the period sufficient to fulfill the bonus contract period in the SMCR. During the period of nonavailability the member will not be entitled to incentive payments. Payments will resume on the adjusted anniversary date of satisfactory SMCR service (the anniversary date will be adjusted for that period of nonavailability). Liaison with the CMC (RAP-32) is required when recomputing dates.

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d. Retroactive Provision. Volunteering for assignment to full-time active duty for training in excess of 30 days in support of the Reserve program is no longer a criteria for termination of bonuses for personnel who reenlist under the SRIP. However, SRIP personnel will not be assigned active duty for more than 139 days other than during a time of war or national emergency.

14. Recoupment of Payments. Recoupment of incentive payments is required under the conditions listed below. Any reimbursement made by a member shall not affect their Ready Reserve obligation. When formulating a recoupment computation use the SRIP recoupment worksheet contained in enclosure (2).

a. Enlistment, Reenlistment, or Affiliation Bonus.
Payments will be recouped when a recipient:

(1) Fails to participate satisfactorily within an advertised SMCR unit and MOS during the entire period of obligation contained in the SMCR written agreement. Recoupment will not be required if the failure to participate satisfactorily was due to reasons beyond the control of the member, i.e., death, injury, illness, or other impairment not the result of misconduct.

(2) Separates from the SMCR as an enlisted person for any reason unless waived by CMC (RAP-32), including enlistment or appointment as an officer in the Ready Reserve. SRIP Marines who subsequently become simultaneous members of a Reserve Officers commissioning program, e.g., Platoon Leader's Class, and are commissioned, will not be subject to recoupment provided they have fulfilled at least one satisfactory year as a drilling reservist. Those who are not commissioned and return to the parent unit or another qualified unit, are still entitled to the incentive. Under the provisions of reference (b) recoupment is not authorized if a member is involuntarily separated from the SMCR for homosexual conduct unless a specific written finding is made by an administrative board (or, in the case where the board is waived, by the separation authority) that, during the current term of the service, the member engaged in homosexual conduct that constitutes a basis for recoupment.

(3) Moves out of an MOS, OccFld, and/or unit for which reenlisted or affiliated (see definitions in paragraph 6i and 6j), unless at the direction of the CMC (RAP-32).

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b. The amount to be reimbursed shall be calculated using the SRIP recoupment worksheet (enclosure (2)).

c. If the calculation indicated in subparagraph (2) above, indicates the member has earned more than has been paid (total of initial and any subsequent payments) that amount will be paid in the final installment.

15. Administrative Instructions

a. Written Agreements

(1) Written agreements will be the source document for input into the unit diary.

(2) Written agreements will be prepared locally in the format described in enclosure (1). When locally reproducing the written agreement the text will not be altered.

(3) If the applicant is an initial enlistee, include the following statement in the individual's IADT orders:

"You have enlisted in the SMCR for duty at RUC _____ in MOS _____. You are authorized a Reserve Enlistment Incentive. The Program Enlisted for Code is Z7. The Bonus Control Number is: _____. (provided by CMC (RAP-32)).

(4) Distribution will be:

(a) Original to the CMC (MMSB).

(b) Copy to individual's Service Record Book (SRB).

(c) Copy to the individual.

(d) Copy to the unit diary clerk for input into MCTFS.

Note: Units are no longer required to submit a [NAVMC 11116](#) Military Pay Order (MPO) to authorize enlistment, reenlistment, and affiliation bonuses. All of the above bonuses must be reported on the unit diary for initial and subsequent payments.

b. Military Pay Order (MPO)

(1) Submit only when unit diary input fails and DFAS (Reserve Pay) indicates manual input of bonus is required.

(2) Sample MPO's are provided in enclosure (2).

(3) Distribution will be:

(a) Unsigned Original to CMC (RAP-32). CMC (RAP) will sign and forward the original to the Director, Defense Finance and Accounting Service, Kansas City Center (FPR), 1500 East Bannister Road, Kansas City, Missouri 64187-1480.

(b) Copy to unit's correspondence file.


D. M. MCCARTHY
By direction

DISTRIBUTION: PCN 10209912300

Copy to: 7000110 (55) 8145005 (2)
7000099,144/8145001 (1)

Sample Written Agreements

FOR THE REENLISTMENT/EXTENSION BONUS

SECTION I

ACKNOWLEDGMENT. In connection with my reenlistment/extension in the United Marine Corps Reserve under the Selected Reserve Incentive Program, I hereby acknowledge that

1. I meet the eligibility criteria as follows:

a. I am not reenlisting/extending to fill a civilian position where membership in the Guard or Reserve is a condition of employment (temporary assignment excluded).

b. I hold rank which is within authorized substitution limits.

c. I have a Military Occupational Specialty (MOS) which is approved for bonus entitlement.

d. I have not previously received a 6 year reenlistment bonus for service in the Selected Reserve.

e. I will have exactly _____ years _____ months _____ days of service at current expiration of term of service (I must have no more than 14 years (exactly) of service and at least 3 years of service in the Selective Reserve.

2. I incur the obligations of this reenlistment or extension as follows:

a. I reenlist to voluntarily extend my current enlistment for a period of _____ years.

b. I will serve satisfactorily, as prescribed by the appropriate regulations of the United States Marine Corps, the complete reenlistment or extension period in a specific Selected Reserve unit of the United States Marine Corps Reserve according to my written agreement, RUC _____ (enter RUC) and MOS _____ (enter MOS), for which reenlisted or extended unless excused for the convenience of the government.

3. I will be paid a reenlistment or extension bonus as follows:

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a. An initial payment of \$ _____, if my reenlistment or extension qualifies me for 3-year term bonus, second 3-year term bonus; or \$ _____ if my reenlistment qualifies me for a 6-year term bonus.

b. A subsequent payment of \$ _____ will be paid the first and second anniversary if I am qualified for a 3-year term bonus, or second 3-year term bonus, during which I have participated satisfactorily with a Selected Reserve unit of the United States Marines Corps.

c. A subsequent payment of \$ _____ will be paid the first through fifth anniversary if I am qualified for a 6-year term bonus, during which time I have participated satisfactorily with the Selected Reserve unit of the United States Marine Corps.

d. A final payment of \$ _____ upon my third anniversary if I am qualified for a 3-year or second 3-year term bonus; or a final payment of \$ _____ if my reenlistment qualifies me for a 6-year term bonus.

e. Enlistment bonus recipients, who are otherwise eligible for a reenlistment/extension bonus, and who reenlist/extend with more than 3 months remaining on their original bonus contract are subject to the following one time monetary adjustment:

(1) If I am currently receiving an enlistment bonus, and am reenlisting/extending for a bonus more than 3 months prior to the end of my current bonus contract, I am subject to a one time monetary bonus adjustment. The adjustment is computed as follows:

(a) The total number of months obligated to serve on the initial contract (69, for a 72 month contract; 33, for a 36 month contract) minus the total number of months already served on the initial contract _____, will be multiplied by the bonus amount divided by the number of months initially enlisted/reenlisted/extended for.

(b) That amount _____ will be subtracted from my final installment. I will receive on my last installment a total of _____.

4. In the event that my entitlement to the bonus is terminated for any reason prior to fulfillment of my contract or obligation,

ENCLOSURE (1)

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I will not be eligible to receive any additional bonus payments. If such termination is for unsatisfactory participation including failure to maintain medical and dental readiness; separation from the Selected Reserve as an enlisted person for any reason (including enlistment or voluntary recall into the active forces) other than to accept an immediate appointment as an officer in the Ready Reserve, (if accepting an immediate appointment as an officer in the Ready reserve recoupment is required if less than one satisfactory year of the term has been served); if I accept a civilian position where membership in the Reserve is a condition of employment and less than one half of the contract term for which a bonus is payable has been served (temporary assignment excluded); if I move out of my bonus-qualified MOS and unit, unless expressly directed by the United States Marine Corps; I will refund a prorated amount to the government. The refund will be computed as follows:

a. The number of months served satisfactorily during the reenlistment/extension period for which the bonus was paid multiplied by the bonus amount divided by the number of months reenlisted/extended for (recoupment calculation examples are contained in Encl (2)).

b. That amount will be subtracted from the total amount of bonus paid to me to date (to include initial and any subsequent payments).

c. If the calculation indicates overpayment to me, I will refund that amount to the government of the United States.

5. Any refund made by me shall not affect my obligation to serve in the Ready Reserve.

6. If the calculation indicates that I have earned more than I have been paid at the prorated share, I will receive a final payment in that amount.

7. If I incur a period of authorized non-availability, I will extend my period of reenlistment or extension in the Ready Reserve in order to be able to serve the full contract period in the selected Reserve. I will not be eligible for subsequent payments during the period of non-availability. Entitlement to subsequent payments will resume on the anniversary date of satisfactory creditable Selected Reserve service, as appropriate.

ENCLOSURE (1)

SECTION II

UNDERSTANDING. I have read and understand each of the statements above and the statements contained in DD Form 4 (if applicable) signed by me, and understand that they are intended to constitute all promises or agreements whatsoever concerning my reenlistment or extension. Any other promises, representation, or commitment made to me in connection with my reenlistment or extension is written below in my own handwriting or is hereby waived (if none, write "None")

AUTHENTICATION

TYPE NAME AND GRADE OF
REENLISTEE OR EXTENDEE

SIGNATURE OF REENLISTEE/
REENLISTEE OR EXTENDEE

DATE

TYPE BONUS CONTROL NUMBER

SIGNATURE OF
REENLISTMENT OFFICER/
NCO

DATE

TYPE NAME AND GRADE OF
WITNESSING OFFICER

SIGNATURE OF WITNESSING
OFFICER

DATE

ENCLOSURE (1)

Sample Written Agreement

FOR THE AFFILIATION BONUS

SECTION I

ACKNOWLEDGMENT. In connection with my affiliation in the United States Marine Corps Reserve under the Selected Reserve Incentive Program, I hereby acknowledge that

1. I meet the eligibility criteria as follows:

a. I am not affiliating to fill a civilian position where membership in the Guard or Reserve is a condition of employment (temporary assignment excluded).

b. I hold rank which is within authorized substitution limits.

c. I have 180 days or less remaining on my active duty obligation or I have served on active duty and was released under honorable conditions.

d. I have a military occupational specialty (MOS) which is approved for bonus entitlement.

e. I have not previously received an affiliation bonus for service in the Selected Reserve.

f. I will have exactly _____ years _____ months _____ days of my military service obligation remaining and do hereby agree to serve satisfactorily in the Selected Reserve.

2. I incur the obligations of this affiliation as follows:

a. I hereby agree to obligate myself for a period of _____ months.

b. I will serve satisfactorily, as prescribed by the appropriate regulations of the United States Marine Corps, the complete affiliation period in a specific Selected Reserve unit of the United States Marine Corps Reserve according to my written agreement, RUC _____ (enter RUC) and MOS _____ (enter MOS), for which affiliated unless excused for the convenience of the Government.

ENCLOSURE (1)

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3. I will be paid an affiliation bonus as follows:

a. If I have 18 months or less remaining on my obligation, I will receive \$50 times the number of months (only whole months will be counted) remaining on my obligation. The entire amount to be paid upon signing of the Selected Reserve agreement and release from active duty.

b. If I have more than 18 months remaining on my obligation, I will receive \$50 times the number of months (only whole months will be counted) remaining on my obligation. Payment to be received as follows:

(1) Initial payment to be one-half of the total bonus upon execution of the Selected Reserve agreement and release from active duty.

(2) The remaining one half will be paid on the first anniversary date following the initial affiliation payment.

4. In the event that my entitlement to the bonus is terminated for any reason prior to fulfillment of my contract or obligation, I will not be eligible to receive any additional bonus payments. If such termination is for unsatisfactory participation including failure to maintain medical and dental readiness; separation from the Selected Reserve as an enlisted person for any reason (including enlistment or voluntary recall into the active forces) other than to accept an immediate appointment as an officer in the Ready Reserve, (if accepting an immediate appointment as an officer in the Ready Reserve recoupment is required if less than one satisfactory year of the term has been served); if I accept a civilian position where membership in the Reserves is a condition of employment and less than one half of the contract term for which a bonus is payable has been served (temporary assignment excluded); if I move out of my bonus-qualified MOS and unit, unless expressly directed by the United States Marine Corps; I will refund a prorated amount to the Government. The refund will be computed as follows:

a. The number of months served satisfactorily during the affiliation period for which the bonus was paid multiplied by the bonus amount divided by the number of months of the affiliation

_____.

b. That amount will be subtracted from the total amount or

ENCLOSURE (1)

bonus paid to me to date (to include initial and any subsequent payment).

c. If the calculation indicates overpayment to me, I will refund that amount to the Government of the United States.

5. Any refund made by me shall not affect my obligation to serve in the Ready Reserve.

6. If the calculation indicates that I have earned more than I have been paid at the prorated share, I will receive a final payment in that amount.

7. If I incur a period of authorized non-availability (as determined by the Commander, Marine Forces Reserve), I will extend my period of service obligation in the Ready Reserve in order to be able to serve the full contract period in the Selected Reserve. I will not be eligible for subsequent payments during the period of non-availability. Entitlement to subsequent payments will resume on the anniversary date of satisfactory creditable Selected Reserve service, as appropriate.

SECTION II

UNDERSTANDING. I have read and understand each of the statements above and the statements contained in DD Form 4 (if applicable) signed by me, and understand that they are intended to constitute all promises or commitments made to me in conjunction with my affiliation as written below in my own handwriting or is hereby waived (if none, write "None")

AUTHENTICATION

_____ TYPE NAME AND GRADE OF REENLISTEE OR EXTENDEE	_____ SIGNATURE OF REENLISTEE/ EXTENDEE	_____ DATE
_____ TYPE BONUS CONTROL NUMBER	_____ SIGNATURE OF REENLISTMENT/ OFFICER/NCO	_____ DATE
_____ TYPE NAME AND GRADE OF WITNESSING OFFICER	_____ SIGNATURE OF WITNESSING OFFICER	_____ DATE

ENCLOSURE (1)

Sample Written Agreement

FOR THE NPS ENLISTMENT BONUS

SECTION I

ACKNOWLEDGMENT. In connection with my enlistment in the United States Marine Corps Reserve under the Selected Reserve Incentive Program, I hereby acknowledge that

1. I meet the eligibility criteria as follows:

a. I have never previously served in any component of the Armed Forces of the United States.

b. I am a graduate of a secondary school or I am currently attending a secondary school and expect to graduate, or I am enlisting under the split (alternate) training program. I fully understand that I will not become entitled to the initial payment, or any subsequent payment of the enlistment bonus until such time as I have completed initial active duty for training (IADT, Boot Camp), and have been awarded a secondary school diploma.

c. I have been classified as Test Score Category (AFQT Category) I, II, or III.

d. I am not enlisting to qualify for a civilian position here membership in the Guard or Reserve is a condition of employment (temporary assignment excluded).

e. I am not enlisting for voluntary assignment to full-time training duty or active duty for training in excess of 90 days in support of the Reserve Program.

f. I am enlisting into the Selected Reserve to be trained in MOS _____ (enter MOS) and serve in a specific RUC _____ (enter RUC), which is approved for bonus entitlement, and agree to serve my entire initial enlistment term in that specialty unless removed from it for the convenience of the Government, to include normal career progression.

g. I am not selecting the enlistment incentive program (i.e., 3x5, 4x4, 5x3).

ENCLOSURE (1)

h. I am selecting the enlistment incentive option as follows: NPS Enlistment Bonus _____ (initial).

2. I incur the obligations of this enlistment as follows:

a. I enlisted for a period of 6 years in the Selected Marine Corps Reserve.

b. I will serve satisfactorily, as prescribed by the regulations of the United States Marine Corps, the complete 6-year term in the Selected Reserve of the United States Marine Corps Reserve according to my DD Form 4 and my written agreement, and in the RUC _____ (enter RUC) and MOS _____ (enter MOS), for which I have enlisted, unless excused for the convenience of the Government.

3. I will receive the following enlistment incentive: Enlistment Bonus _____ (initial) with an initial payment of \$ _____ upon satisfactory completion of initial active duty for training, and five subsequent payment(s) of \$ _____ at the satisfactory completion of _____ (each year on the anniversary of the initial payment); and final payment of \$ _____ upon the satisfactory completion of my enlistment.

4. In the event that my entitlement to an enlistment incentive is terminated for any reason prior to fulfillment of my contract or obligation, I will not be eligible to receive any additional bonus payments. If such termination is for unsatisfactory participation including failure to maintain medical and dental readiness; separation from the Selected Reserve as an enlisted person for any reason (including enlistment or voluntary recall into the active forces) other than to accept an immediate appointment as an officer in the Ready Reserve, i.e., enlistee simultaneously becomes a member of an officer producing program, Platoon Leaders Class (PLC's); recoupment will not be required if enlistee is commissioned. Recoupment is required if the member is not commissioned and fails to return to the parent unit; if I accept a civilian position where membership in the Reserve is a condition of employment and less than one-half of the contract term for which a bonus is payable has been served (temporary assignment excluded); if I move out of my bonus-qualified RUC _____ (enter RUC) and MOS _____ (enter MOS), unless expressly directed by the United States Marine Corps; I will refund a prorated amount to the Government. The refund will be computed as follows:

ENCLOSURE (1)

a. The number of months I served satisfactorily during the enlistment period for which the bonus was paid multiplied by the bonus amount divided by the number of months enlisted for (recoupment calculation examples are contained in Encl (2)).

b. That amount will be subtracted from the total amount of bonus monies paid to me to date (to include initial and any subsequent payments).

c. If the calculation indicates overpayment to me, I will refund that amount to the Government of the United States.

5. Any refund made by me shall not affect my obligation to serve in the Ready Reserve.

6. If the calculation indicates that I have earned more than I have been paid at the prorated share, I will receive a final payment in that amount.

7. If I incur a period of authorized non-availability (as determined by the Commander, Marine Forces Reserve), I will extend my period of enlistment beyond my mandatory drill stop date in the Ready Reserve in order to be able to serve the full contract period in the Selected Reserve. I will not be eligible for subsequent payments during the period of non-availability. Entitlement to subsequent payments will resume on the anniversary date of satisfactory creditable Selected Reserve service, as appropriate.

SECTION II

UNDERSTANDING. I have read and understand each of the statements above and the statements contained in DD Form 4 (if applicable) signed by me, and understand that they are intended to constitute all promises or agreements whatsoever concerning my enlistment. Any other promises, representation, or commitment made to me in connection with my enlistment is written below in my own handwriting or is hereby waived (if none, write "None")

AUTHENTICATION

TYPE NAME OF ENLISTEE

SIGNATURE OF ENLISTEE

DATE

ENCLOSURE (1)

TYPE BONUS CONTROL NUMBER

SIGNATURE OF ENLISTMENT
OFFICER/NCO

DATE

TYPE NAME AND GRADE OF
WITNESSING OFFICER

SIGNATURE OF WITNESSING
OFFICER

DATE

ENCLOSURE (1)

SRIP Recoupment Worksheet

ENLISTMENT BONUS:

6 Year

Total Payments Received to Date: \$1400.00 = (init, 1st anni)
Satisfactory Months Served: 19 mos = (970323-981022)
Recoupment Rate: \$69.44 = (\$5000.00/72 mos)
Recoupment Computation:
 19 mos x rate \$69.44 = \$1319.36 (Earned)
 paid \$1400.00 - \$1319.36 = \$80.64 (Unearned)

REENLISTMENT BONUS:

6 year

Total Payments Received to Date: \$1500.00 = (init, 1st anni)
Satisfactory Months Served: 16 mos = (970116-980515)
Recoupment Rate: \$69.44 = (\$5000.00/72 mos)
Recoupment Computation:
 16 mos x rate \$69.44 = \$1111.04 (Earned)
 paid \$1500.00 - \$1111.04 = \$388.96 (Unearned)

3 year

Total Payments Received to Date: \$1200.00 = (init, 1st anni)
Satisfactory Months Served: 13 mos = (960425-970524)
Recoupment Rate: \$69.44 = (\$2500.00/36 mos)
Recoupment Computation:
 13 mos x rate \$69.44 = \$902.72 (Earned)
 paid \$1200.00 - \$902.72 = \$297.28 (Unearned)

2d 3 year

Total Payments Received to Date: \$1000.00 = (init, 1st anni)
Satisfactory Months Served: 15 mos = (970503-980802)
Recoupment Rate: \$55.55 = (\$2000.00/36 mos)
Recoupment Computation:
 15 mos x rate \$55.55 = \$833.25 (Earned)
 paid \$1000.00 - \$833.25 = \$166.75 (Unearned)

ENCLOSURE (2)

SRIP Recoupment Worksheet

AFFILIATION BONUS:

Payment Schedule:

1 through 18 mos = Total Award

15 mos (remaining on MSO) x rate \$50.00 = \$750.00 Total Award
Entitlement

5 mos of sat participation x \$50.00 = \$250.00 (Earned)
paid \$750.00 - \$250.00 = \$500.00 (Unearned)

Payment Schedule:

19 mos through 24 mos (remaining on MSO) = half the Award (init)

24 mos x \$50.00 = \$1200.00 Total Award Entitlement

Initial payment of \$600.00/2d payment of 600.00

12 mos x \$50.00 = \$600.00 (Earned)
paid \$600.00 - \$600.00 = \$0.00 (No Recoupment Required)

ENCLOSURE (2)

MISCELLANEOUS MILITARY PAY ORDERS/SPECIAL PAYMENT AUTHORIZATION
 NAVMCO 11116 (REV 5/82) (S) (Previous editions are obsolete and will not be used)
 SN 01094F0653800

NAME OF INDIVIDUAL (LAST, FIRST, M)		DATE	FLC
FOR PAY, HURT N		19990519	83295
TO COMMANDING OFFICER		SEN	EDC
		012 34 5678	2003 1031

YOU ARE AUTHORIZED TO _____ DEBIT CREDIT ADJUST THE INDIVIDUAL'S
 MILITARY PAY ACCOUNT FOR TRANSACTIONS INDICATED
 YOU ARE DIRECTED TO MAKE THE FOLLOWING SPECIAL PAYMENT BASED ON THE
 TRANSACTIONS INDICATED

TYPE PAY ADJUSTMENT PURPOSE SEAFARERSHIP BENEFIT 60 DAYS OR MORE
 SPECIAL PAYMENT MEMBERS JUMPING REENLISTMENT IN CENTRAL SITE
 ACCESSION MESSAGE ATTACHED

TYPE NUMBER OF COMMANDING OFFICER	SIGNATURE OF COMMANDING OFFICER	DATE
-----------------------------------	---------------------------------	------

ADVANCE PAY _____ MONTHS ADVANCE PAY INCENTIVE FOR ORDERS REPAYMENT _____ MONTHS
 ADVANCE PAY _____ MONTHS ADVANCE AND ALLOWANCES FOR ASSIGNMENT TO A REMOTE LOCATION
 DELOADED FOR 30 DAYS PLUS 100% OF PIA PER 102
 ADVANCE PAY _____ MONTHS ADVANCE HOUSING ALLOWANCE TO BE PAID IN MONTHLY PAYMENTS
 HOUSING ALLOWANCES EFFECTIVE DATE _____
 UNUSUAL PAY _____ DATED _____ REPORTED _____
 EFFECTIVE DATE _____

OTHER

REQUEST ALL MONIES DUE SNM FOR (INDICATE ONE): 6 YEAR ENLISTMENT SRIP / 3 OR 6 YEAR REENLISTMENT
 SRIP / 2ND 3 YEAR REENLISTMENT SRIP/AFFILIATION BONUS.
 BONUS CONTROL NUMBER: _____ INITIAL PAYMENT AMOUNT \$ _____
 DATE OF ENL/REENL/AFFILIATION: _____ ANNUY PAYMENT OF \$ _____
 END OF CURRENT CONTRACT: _____ FINAL PAYMENT OF \$ _____
 TOTAL BONUS AMOUNT \$ _____

OFFICER'S NAME AND GRADE TITLE	SIGNATURE OF COMMANDING OFFICER	DATE
FOR CMC USE	FORWARD TO CMC (RAP) FOR SIGNATURE	

ENCLOSURE (2)

MCO 7220R.38C
16 Oct 2000

LOCATOR SHEET

Subj: SELECTED RESERVE INCENTIVE PROGRAM (SRIP)

Location: _____
(Indicate location(s) of copy(ies) of this Order.)

ENCLOSURE (3)