



**U. S. Army Human Resources Command
200 Stovall Street
Alexandria, VA 22332**

For media information contact:

Lt. Col. Kevin V. Arata
Public Affairs Officer
(703) 325-9904
hrcpao@conus.army.mil

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Army Announces Newest Captain Incentives

Washington D.C. – In an effort to encourage more mid-grade officers to remain in the Army, the Department of the Army is again offering a menu of incentives for certain active component captains, from April 7 through Nov. 30, 2008, with options for a cash bonus, attendance at graduate school, or the Defense Language Institute.

“The Army recognizes the tremendous experience and professionalism of the captains serving in our Army today. This program is an effort to retain these great officers as the Army transforms and grows. We need to retain these quality officers and this program is being executed to do just that,” said Col. Brian Baldy, Director, Officer Personnel Management Directorate, Human Resources Command.

The menu of incentives being offered this year is essentially the same as last year’s program, with minor changes. First, active component category officers and select Medical Service Corps and Army Nurse Corps officers in basic year group 2005 will now be eligible to participate. Qualifying officers in year groups 1999 through 2004 who did not participate in the first program will still remain eligible. Second, the branch of choice, post of choice and Ranger school options will not be offered.

Options available this year are as follows:

1) The cash option, payable in the same \$25,000, \$30,000, or \$35,000 tiers based on the officer’s accessed branch;

- 2) The Expanded Graduate School Program option, which is fully funded graduate school; or
- 3) The Defense Language School option, based upon a pre-Defense Language Aptitude Battery score.

An eligible officer will only be able to select one option in exchange for a three year non-concurrent active duty service obligation if accepting the cash option, or a 3:1 active duty service obligation in the case of accepting the expanded graduate school program or attendance at the Defense Language Institute. Human Resources Command estimates that approximately 8,400 officers will be eligible to participate in this year's program.

Officers must be in the rank of captain in order to participate. Promotable first lieutenants must wait and submit upon promotion to captain. Certain officers in year groups 1999 through 2001 who will become promotable to major during this time frame must submit their request prior to their effective date of promotion.

Sixty-seven percent – 12,000 of 17,700 eligible captains – participated in the menu of incentives program offered in November of 2007. Several hundred officers from that same population who did not participate also expressed an interest in the incentives after the window closed. Of those officers who did participate in the last menu of incentives program, 94% of those 12,000 chose the Critical Skills Retention Bonus (CSR). Three percent chose the opportunity to change branches, and the remaining 3% elected to take the graduate school, post of choice or military schooling options.

If the MILPER message does not answer all of an officer's questions, additional questions can be addressed to one's branch manager at HRC. Alternate means are to email HRC directly at OPMDRetention@conus.army.mil or visit HRC's website at https://www.hrc.army.mil/site/protect/Active/opfamdd/LDD_Home.htm