



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
111 South George Mason Drive
ARLINGTON VA 22202

NGB-EDU-08-056

12 September 2008

MEMORANDUM FOR the ARNG Education and Incentives Personnel of all States, Puerto Rico, The Virgin Islands, Guam and the District of Columbia.

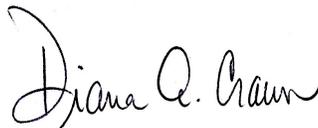
SUBJECT: Army National Guard (ARNG) Enlisted Incentive Program (EIP) – Data Call (1 October 2008 – 30 September 2009)

1. The purpose of this memorandum is to request that each state and territory (hereafter referred to as state) review their personnel readiness indicators and determine, by priority, which critical skill MOSs need to be identified as a “State Critical MOS” for the FY 2009 EIP, formally known as the Selected Reserve Incentive Program (SRIP).
2. Each state was assigned a group based on the number of MOSs available in their inventory. Additionally, each group was allotted the amount of MOSs which can be identified as State Critical MOSs. The group breakdown is as follows:
 - a. Group 1- AK, DC, DE, GU, ME, MT, NH, NM, NV, RI, VI, VT, WY. This group is allowed to identify up to 19 MOSs as State Critical.
 - b. Group 2- AZ, CT, HI, ID, KS, ND, NE, SD, UT, WV. This group is allowed to identify up to 27 MOSs as State Critical.
 - c. Group 3- AR, CO, IA, IL, KY, LA, MA, MI, MN, NJ, NY, OK, OR, PR, VA, WA, WI. This group is allowed to identify up to 31 MOSs as State Critical.
 - d. Group 4- AL, CA, FL, GA, IN, MD, MO, MS, NC, OH, PA, SC, TN, TX. This group is allowed to identify up to 36 MOSs as State Critical.
3. The bonus and incentive program must be managed according to budget constraints. Therefore, NGB asks that each State prioritize their list. In the event NGB is forced to limit States to less than the prescribed number, the priority list will be used to determine which are the most critical.
4. When determining critical MOS, use the following criteria:
 - a. Overall assigned strength of the MOS.
 - b. Critical MOS's within the state that have a direct impact on mission accomplishment. As an example, tank crews or other systems that require a crew to operate.

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- c. MOS's that are listed on the USR as critically short.
 - d. Historically hard to fill positions due to long school length or high attrition rates.
 - e. Low density MOS's that are critical to mission accomplishment.
5. The primary purpose of the EIP is to ensure unit readiness. Bonuses that are not directly related to increasing the health of an MOS or unit critical to the State, thus increasing the overall readiness of the MOS or unit, should not be implemented. Complete justification based on readiness will be required for those MOSs that are above 95% strength at the state level.
6. Requests will be reviewed by NGB from a personnel and readiness perspective. Those MOS's that are above 95% and that are not adequately justified will not be approved.
7. Please submit your states prioritized listing of critical MOS's, with justification, to NGB-EDU, ATTN: MSG Larry Esposito, email: larry.esposito@us.army.mil by COB 29 September 2008. This suspense date is firm and will ensure a timely and effective implementation of this program.
8. Point of contact is 1LT McIlrath at COMM: (703) 601-7738, or email at richard.mcilrath@us.army.mil.



DIANA A. CRAUN
LTC, FI
Chief, Education, Incentives
and Employment Division

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