



## NATIONAL GUARD BUREAU

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20 January 2010

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army National Guard (ARNG) Selected Reserve Incentive Program (SRIP) Guidance for Fiscal Year (FY) 2010, 1 October 2009 – 30 September 2010 (Policy Number 10-01)

### 1. References.

- a. AR 135-7, Army National Guard and Army Reserve Incentive Programs, 15 April 1996.
- b. NGR 600-7, Selected Reserve Incentive Programs, 26 March 1999.
- c. Department of Defense Instruction (DODI) 1205.21, Reserve Component Incentive Programs Procedures, 20 September 1999.
- d. Memorandum, NGB, ARNG-G1, 23 February 2006, subject: Army National Guard (ARNG) Fiscal Year (FY) 2006 Military Occupational Specialty (MOS) Conversion Bonus Implementation Policy.
- e. Army National Guard Enlistment Program, ARNG FY-07 Enlistment Criteria, 1 October 2006.
- f. Memorandum, NGB-ARH, 17 November 2006, subject: Army National Guard (ARNG) Overstrength Policy.
- g. Memorandum, Headquarters Department of the Army, DAPE-MPA, 17 April 2009, subject: Bonus Recoupment Policy.
- h. AR 601-210, Active and Reserve Components Enlistment Program, 7 June 2007.
- i. Public Law 110-417, Duncan Hunter National Defense Authorization Act (NDAA) for FY 2009, 14 October 2008.

**2. Applicability.** This policy applies to Army National Guard (ARNG) Soldiers in M-Day status only. Active Guard and Reserve (AGR) Soldiers and Military Technicians (Mil Techs) are not covered under this policy. This policy does not govern Montgomery GI Bill-Selected Reserve (MGIB-SR) Chapter 1606, Montgomery GI Bill Kicker eligibility or Enlisted Loan Repayment Program (ELRP) eligibility.

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**3. General.** “This policy prescribes procedures and standard formats for administering ARNG incentives. This policy governs ARNG incentives for which are contracted during the period of 1 May 2010 through 30 September 2010 unless otherwise noted, superseded, or suspended. For information on administering incentives agreements entered into during previous periods, reference the applicable SRIP in force during that time period. Individuals entering into an ARNG incentives agreement which reference this policy as governing the terms or conditions of the agreement, will be provided a copy of this policy and given the opportunity to review this policy before signing the agreement. Funds will not be obligated outside of this effective period of this policy without funding approval. Commanders at all level are required to ensure that this policy is managed effectively in order to preclude any occurrence of fraud, waste, abuse, of mismanagement of government funds and resources.”

**4. Purpose.** The purpose of the ARNG Incentive Program is to assist ARNG leadership and personnel managers in meeting the readiness requirements of the ARNG. It is imperative that each State utilizes the resources available within this program in order to target personnel strength and readiness issues. Critical shortages identified through Unit Status Reports (USR) must be used in order to focus the incentive program on the States' prioritized shortages. Incentives shall be implemented in specific situations where other less costly methods have proven inadequate or ineffective and shall be used only as necessary to support unit and skill staffing requirements.

**5. Eligibility Information.**

a. Bonus addendums will contain an approved iMARC generated Bonus Control Number (BCN) from the Incentive Manager (IM). The bonus control number and signatures on the bonus addendums will be completed prior to or on the date of enlistment, reenlistment/extensions for the incentive to be valid. No exceptions will be authorized. (Not applicable to Officer Accession addendum)

b. Incentives are not authorized for any manual loaded vacancy. Vacancy must exist within the Automated Unit Vacancy System (AUVS). No Exceptions

c. Retroactive eligibility for any incentive offered under this policy is not authorized.

d. Incentives will not be offered to any applicant when the state has obtained its end strength mission regardless of vacancies.

e. A Soldier cannot enlist or re-enlist/extend for an incentive for the purpose of qualifying for employment in the Mil Tech or AGR program.

f. Applicants enlisting or Soldiers enlisting, re-enlisting/extending or affiliating in a non-deploying Table of Distribution and Allowances (TDA) unit are not eligible for these incentives.

g. Applicants enlisting under the Officer Candidate School (OCS) enlistment option or

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who are contracted in the Simultaneous Membership Program (SMP)/Reserve Officer

Training Corps (ROTC) are not authorized any incentives other than the Officer Accession Bonus as long as they meet all qualifications for that incentive on their commissioning date.

h. Selective Reserve (SELRES) members who become simultaneous members of an authorized officer commissioning program or who accept an immediate appointment as an officer in any Military Department who is NOT receiving an officer affiliation/accessioning bonus from the gaining Military Department will have their enlistment/reenlistment/affiliation bonus terminated without recoupment as long as they serve one or more days in the losing SELRES status (i.e., one or more days on or after the effective date of the contract). The previous 12 month SELRES membership rule is eliminated for these Soldiers.

i. Glossary Non-Prior Service and CAT IV applicants are not authorized any incentive.

j. Applicants enlisting under TSC IIIB receiving an accession override in REQUEST are not authorized any incentives. (No Exceptions) If an override is not required, the applicant may be eligible for an incentive if otherwise qualified.

k. Individuals must enlist, re-enlist/extend into a valid vacant position within the units 100% fill rate. No over strength or excess authorized.

l. Soldiers enlisting into the ARNG under the provisions of a Conditional Release (DA Form 368) from the Individual Ready Reserve (IRR) may be authorized incentives governed by this policy.

m. Soldiers enlisting into the ARNG under the provisions of a Conditional Release (DA Form 368) from any other component of the Selected Reserve are not authorized any incentives governed by this policy.

n. USAR Soldiers enlisting into the ARNG under the provisions of a Conditional Release (DA Form 368) who have existing SRIP incentives from that component are authorized to continue to receive those SRIP incentives provided they continue to meet the qualifications for those incentives in accordance with their existing contract.

o. SELRES members who enlist into the Active Component (AC) (Regular Army, Navy, USMC, USAF or USCG), regardless of the length of the AC contract and do not receive a bonus from the gaining component, will have their Reserve Component bonus terminated. There will be no recoupment of the already paid portion of the RC bonus to include lump sums.

p. All Aviation Classification Repair Activity Depot (AVCRAD), Regional Training Institute (RTI), Medical TDA, and Special Forces (SF) units are considered MTOE units for purposes of bonus qualification.

q. Military Occupational Specialty (MOS) immaterial positions are only authorized

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incentives provided the Soldier is assigned to an RTI and is fully qualified in his/her Primary MOS and meets all other incentive requirements unless otherwise noted in this policy.

r. Soldiers coded in SIDPERS as excess to authorized strength of the unit (POSN-NBR-EXCESS-IND) (4AN) code "9993" are not authorized any incentive.

s. SELRES members who accept an Active Guard and Reserve position or Military Technician (Mil Tech) position where membership in a reserve component is a condition of employment will have their enlistment/reenlistment/affiliation bonus terminated without recoupment as long as they serve one or more days in the losing SELRES status (i.e. one or more days on or after the effective date of the contract). The previous 6 month SELRES membership is eliminated for the Soldiers.

t. Applicants processed through Recruiter Temporary Reservation System (RTRS) before state obtaining end strength mission and have had an approved incentive control number from iMARC may be authorized to receive an incentive if end strength is achieved prior to enlisting. Applicant must enlist within date of request plus seven days of the RTRS reservation. No Exceptions. If the applicant does not qualify for the RTRS reservation for any reason and has to be renegotiated to another critical skill or critical unit, the incentive is no longer authorized.

u. Applicants not processed through RTRS and have an approved incentive control number from iMARC prior to meeting end strength mission are not authorized to receive incentives if end strength mission is achieved at time of enlistment. No Exceptions.

v. Soldiers leaving the AGR or MIL Tech program and return to a traditional status and receive an incentive will not be able to return to either the AGR or Mil Tech program until a minimum 50% of the contract served.

## **6. Management of Critical Unit and Critical MOS**

a. Critical Unit is defined as a MTOE or TDA unit that has officially received the Notification of Sourcing(NOS) order. Any MOS with a valid vacant position (not coded excess or overstrength) up to 100% fill may qualify for an incentive. Will be identified in iMARC upon bonus control number request with vacancy management score of 900.

b. Critical Skills are MOS's that are less than 85% filled at state level. iMARC will manage this process through use of other applications monitoring reservations, vacancies and state end strength. Will be identified in iMARC upon bonus control number request with vacancy management score of 840.

c. States obtaining new force structure has the responsibility to have it loaded and recognized at the state level to produce its vacancies in AUVS.

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## 7. Non-Prior Service (NPS) Enlistment Bonus.

### a. Specific Criteria.

(1) Soldiers must ship on or before their original ship date.

(a) If the Soldier fails to ship within the time constraints described above, the incentive will be decremented by 50% of the overall amount.

(b) If the Soldier fails to ship within the 365 days of their enlistment date, the incentive will be terminated without payment.

(2) The combined legal maximum for NPS enlistment bonuses is \$20,000.

(3) The State Military Personnel Officer (MILPO) may approve exceptions in cases where the inability to ship in the prescribed time constraints is due to no fault of the Soldier. The approved MILPO memorandum will be uploaded into Soldiers incentive record in iMARC and in GCRc for auditing purposes.

(4) Applicants must qualify as a Test Score Category (TSC) I-IIIB enlistment, Armed Forces Qualification Test (AFQT) of 31 or higher.

(5) High school enlistees must be awarded a high school diploma to meet the minimum eligibility for a NPS bonus. Payments will not be processed until the diploma is conferred. The contract will be retained in iMARC as historical for any Soldiers who fail to meet this requirement. If established in the Defense Joint Military System (DJMS), it will be terminated in that system.

(6) Soldiers under split training option (STO) must ship on or before both the STO1 and STO2 dates. **Note: Split Training Option not authorized Quick Ship Incentive.**

(7) Soldiers who do not complete Advanced Individual Training and become MOS Qualified (MOSQ) within two years will not receive an incentive.

### b. NPS Critical Unit Bonus:

(1) Eligibility criteria. In addition to the specific criteria listed in 7(a), the applicant must:

(a) Enlist for a term no less than 6 x 2 enlistment option.

(b) Enlist into a valid vacancy in a MTOE or TDA unit having received the official Notification of Sourcing (NOS). No Exceptions.

(c) TSC I-IIIA is \$12,500.

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(d) TSC IIIB is \$2,500 and must ship within 90 days.

(e) CASP enlistees are authorized this bonus.

(f) Must be MOSQ prior to unit mobilization.

(2) Payment. This bonus is paid in two installments.

(a) Installment 1: 50% installment will be processed for payment upon successful completion of IADT and verification of MOS qualification in SIDPERS.

(b) Installment 2: 50% installment will be processed on the third-year anniversary of the Soldier's enlistment date.

c. NPS Critical Skill:

(1) Eligibility criteria. In addition to the specific criteria listed in 7(a), the applicant must:

(a) Enlist for a term no less than 6 x 2 enlistment option.

(b) Enlist into a valid vacancy in MTOE unit.

(c) Enlist into MOS identified as Critical Skill.

(d) TSC I-III A is \$7,500.

(e) TSC IIIB is \$2,500 must ship within 90 days.

(f) CASP enlistees are authorized this bonus as long as the MOS under the CASP option is considered a critical skill.

(2) Payment. This bonus is paid in two installments.

(a) Installment 1: 50% installment will be processed for payment upon successful completion of IADT and verification of MOS qualification in SIDPERS.

(b) Installment 2: 50% installment will be processed on the third-year anniversary of the Soldier's enlistment.

d. Quick Ship Bonus: The Quick Ship Bonus is not a "stand alone" bonus. In order to receive the incentive an applicant must first qualify and enlist for a NPS bonus/option. Applicants may qualify for the Quick Ship Bonus as long as the maximum amount a NPS Soldier receives does not exceed the \$20,000 allowable by federal law.

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(1) The ARNG offers a \$2,500 NPS Quick Ship Bonus to applicants in TSC I-III A who agree to "Quick Ship" to training within 90 days of enlistment, or agree to adjust their ship date as necessary in order to assist with the management of available training seats. TSC IIIB is not authorized this additional incentive.

## 8. Prior Service (PS) Enlistment Bonus

### a. General Criteria.

(1) Cannot have more than 16 years of total prior military service upon enlistment in the ARNG. This service is computed from the Soldier's adjusted Pay Entry Base Date (PEBD), which is effective upon enlistment.

(2) Must have received an honorable discharge upon completion of all prior periods of service. A general under honorable conditions or uncharacterized discharge does not qualify a Soldier to receive the PS enlistment bonus.

(3) Reserve Component Career Counselors (RCCC) and Active Component (AC) Career Counselors are authorized to offer the PS enlistment bonus provided the Soldier is otherwise eligible and the vacancy exists in RETAIN. Additionally, the RCCC should contact the state's IST/ISR representative when vacancies do not exist in RETAIN. The RCCC will not offer any incentives to manual builds where the vacancy does not exist in RETAIN. All incentives offered under the SRIP policy must have an approved automated iMARC generated bonus control number to be valid. (Refer to the iMARC bonus requesting instructions separate this policy and provided to HRC)

(4) Any PS Soldier who previously received any Selected Reserve NPS enlistment bonus, Reenlistment/Extension Bonus, or Affiliation Bonus may receive the PS enlistment bonus.

(5) PS Soldiers who previously received a PS bonus are not authorized another PS enlistment bonus.

(6) Soldiers currently on any PS bonus may qualify for the Reenlistment/Extension Bonus at the conclusion of their contract term (upon entering the 12-month Re-enlistment/Extension window).

(7) Any PS Soldier whose last discharge was from the ARNG and who are within 12 months of that discharge date are not eligible for any PS incentive.

(8) Soldiers who are considered DMOSQ upon enlistment but are required to attend the Warrior Transition Course (WTC) are eligible for the PS enlistment bonus. These Soldiers may be paid their initial payments. They must graduate from WTC within 12 months or their bonus will be terminated with recoupment in accordance with paragraph 13. p. of this policy.

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(9) All PS enlistments conducted as either local or out of stations must be input into "REQUEST" and validated in iMARC within 72 hours of enlistment date for any incentive to be valid. No Exceptions.

b. PS Critical Unit (CU) Bonus (\$15,000): The ARNG offers a CU Bonus to PS enlistees who meet the following eligibility requirements:

(1) Enlist into a Critical Unit DMOSQ (Enclosure 3).

(2) Enlist into a valid vacancy in a MTOE or TDA unit having received the official Notification of Sourcing (NOS). No Exceptions.

(3) Enlist for a term of service no less than 6 years.

(4) Payment. This bonus is paid in two installments.

(a) Installment 1: 50% installment will be processed for payment upon reporting to unit of assignment, verification of MOS qualification and in SIDPERS.

(b) Installment 2: 50% installment will be processed on the third-year anniversary of the Soldier's enlistment date.

c. PS DMOSQ Critical Skill Bonus (\$5,000): The ARNG offers a PS CS Bonus to PS enlistees who meet the following eligibility requirements:

(1) Enlist into a Critical Skill DMOSQ (Enclosure 1).

(2) Enlist into a valid vacancy in MTOE unit.

(3) Enlist for a term of service no less than 6 years.

(4) Payment. This bonus is paid in two installments.

(a) Installment 1: 50% installment will be processed for payment upon reporting to unit of assignment, verification of MOS qualification and in SIDPERS.

(b) Installment 2: 50% installment will be processed on the third-year anniversary of the Soldier's enlistment date.

c. PS Non Duty MOSQ Critical Skill Bonus (\$2,500): The ARNG offers a PS MTOE Bonus to PS enlistees who meet the following eligibility requirements:

(1) Enlist into a Critical Skill for retraining (Enclosure 1).

(2) Enlist into a valid vacancy in MTOE unit.

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(3) Enlist for a term of service no less than 6 years.

(4) Must enter into MOS training within 12 months from enlistment date or bonus will be invalid.

(5) Payment. This bonus is paid in two installments.

(a) Installment 1: 50% installment will be processed for payment upon successful completion of training, verification of MOS qualification and in SIDPERS.

(b) Installment 2: 50% installment will be processed on the third-year anniversary of the Soldier's enlistment date.

## 9. Reenlistment/Extension Bonus (REB).

a. General Criteria. Current ARNG Soldiers must be in pay grade of **E-7 and below** and meet the following eligibility requirements:

(1) Soldiers must **not have completed more than ten years** of time in service (TIS) computed from their PEBD at their current Expiration of Term of Service.

(2) Soldiers must hold the military grade and skill qualification commensurate with the vacancy re-enlisting/extending for.

(3) Soldiers not DMOSQ for the sole reason of unit transition (reorganization, inactivation or relocation) and who are otherwise fully eligible for the incentive may be re-enlisted/extended for the Reenlistment/Extension Bonus (REB).

(a) The initial incentive payment will not be processed until the Soldier becomes DMOSQ. The Soldier will have 24 months to become DMOSQ from date of contract, plus any time spent in a mobilized status.

(b) If the Soldier fails to become DMOSQ within the time constraints described above, the incentive will be terminated without payment. The state MILPO may approve exceptions in cases where the inability to become DMOSQ is due to no fault of the Soldier. The approved MILPO memorandum must be uploaded into the Soldiers incentive record in iMARC for auditing purposes.

(c) Soldiers must be processed in iMARC under contract type "RB NON-MOSQ due to transition/deployment".

(4) Soldiers not DMOSQ due to being currently deployed/mobilized in CONUS in any capacity and who are otherwise fully eligible for the incentive may be re-enlisted/extended for the Reenlistment/Extension Bonus (REB) and may have their initial bonus payments processed. They must return to a position for which they are fully DMOSQ upon Release From Active Duty (REFRAD). (Applicable to 7c.)

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(5) Soldiers deployed OCONUS under mobilization orders 10 USC 12301(d) or 10 USC 12302, who meet all other criteria for REB extension bonus are eligible to re-enlist or extend regardless of MOS. These Soldiers are also eligible for **Lump Sum** payment.

(6) All other REB contracts will be paid as split disbursements (50/50).

(a) For a six year REB, the first 50% installment will be processed on the effective date of the new contract (new contracts are effective the day after a Soldier's contractual ETS in effect prior to signing the new extension) or upon completion of MOSQ training, verification of MOS qualification and recognition in SIDPERS, if applicable. The second 50% installment will be processed on the third-year anniversary of the Soldier's date of reenlistment/extension.

(7) Must not have 1 or more unexcused absences (per AR 135-91) within the 3 months immediately preceding the effective date of the new contract. Soldiers who signed their REB contract prior to the three months preceding the effective date of the new contract (within 12 month window) and who accrue 1 or more unexcused absences within the three months immediately preceding the effective date of the contract will have their REB contracts invalidated.

b. REB Deployed OCONUS MTOE/TDA Bonus (\$10,000): The ARNG offers a REB deployed MTOE/TDA Bonus to Soldiers who meet the General criteria 9a. and the following eligibility requirements:

- (1) Reenlist/extend into a deployed MTOE/TDA unit.
- (2) Reenlist/extend for minimum six year term.

c. REB MTOE Bonus (\$5,000): The ARNG offers a REB MTOE Bonus to Soldiers who meet the General criteria 9a. and following eligibility requirements:

- (1) Reenlist/extend into a MTOE unit.
- (2) Reenlist/extend for minimum six year term.

**10. Enlisted MOS Conversion Bonus (MOSCB)**: For guidance on the management of the MOSCB, refer to memorandum, ARNG G1, Army National Guard (ARNG) Fiscal Year (FY) 2006 Military Occupational Specialty (MOS) Conversion Bonus Implementation Policy, 23 February 2006 which is continued until superseded.

**11. Officer Accession Bonus (OAB) (\$10,000)**: The officer accession bonus is offered to help mitigate a current or projected significant shortage of personnel in the ARNG who are qualified in that MOS/AOC or are to be trained in that MOS/AOC. (Enclosure 2)

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a. Eligibility: In addition to the general eligibility requirements in paragraph 5 of this policy, the following criteria are also required:

(1) The Soldier must have never held a commission as an officer or an appointment as a warrant officer in any of the Armed Forces of the United States, and must be in the grade of 2LT or WO1. The following exceptions are granted, only if the AOC/MOS is on the current critical skill list on date of commission:

(a) Grade is immaterial for Chaplains (56A) and JAG Officers (27A).

(b) Although Chaplain Candidates (00E) are not authorized the OAB, they may be eligible for an accession bonus at time of commissioning in the Chaplain Corps, if otherwise fully qualified.

(2) The Soldier must sign the OAB addendum on the date of their appointment or commission.

(3) The Soldier must agree to serve in the Area of Concentration (AOC)/Military Occupational Specialty (MOS) in the ARNG for the full term of their agreement.

(4) The AOC/MOS must have an aggregate strength of 90% or below across the national level. This aggregate strength is not based on grade.

(5) A Soldier must be assigned to an MTOE or deploying TDA unit in receipt of Notification of Sourcing (NOS).

(6) A Officer must successfully complete Basic Officer Leader Course (BOLC) III/Warrant Officer Basic Course (WOBC) in their designated AOC/MOS within 36 months of the date of commission or appointment.

(7) A Soldier must not be receiving and will not receive the following benefits during the period of service for which contracted:

(a) Health Professions Stipend Program, Title 10 U.S.C subsection 16201-16204 (2009).

(b) Education Loan Repayment Program Title 10 U.S.C subsection 16301-16303 (2009) to include the Student Loan Repayment Program (SLRP), Health Professional Loan Repayment Program (HPLRP) and Chaplain Loan Repayment Program (CLRP).

(c) Other Educational Assistance Programs, Title 10 U.S.C subsection 16401(2009) to include the United States Marine Corps. (USMC) Platoon Leaders Class: College Tuition Assistance Program.

(d) Special Pay: Selected Reserve Health Care Professionals in Critically Short Wartime Specialties, 37 U.S.C subsection 302g (2008).

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(8) A Soldier must have never received and will not receive the following benefits during the period of service for which contracted:

(a) Financial Assistance Program for Specially Selected Members, 10 U.S.C. subsection 2107 (2009). Includes the Regular Army ROTC Scholarship and Dedicated Army National Guard ROTC Scholarship.

(b) Financial Assistance Program for Specially Selected Members: Army Reserve (USAR) and Army National Guard (ARNG), 10 U.S.C. subsection 2107a (2009) to include the Guaranteed Reserve Forces Duty ROTC Scholarship.

(9) Newly commissioned officers and newly appointed warrant officers are prohibited from receiving the OAB if as a result of a commission, appointment or contracting as an ROTC/SMP Cadet their enlisted bonus was terminated without recoupment.

(10) Officers cannot receive a bonus with the intent of qualifying for employment in the AGR or MIL TECH program.

(11) Officers remain eligible to participate in the ARNG Federal Tuition Assistance Program.

(12) The bonus amount may not exceed the \$10,000 bonus amount established by law.

(13) The Officer is not being accessed for continuous active duty service.

b. Payment and Period of Obligated Service:

(1) A Soldier must agree to serve in an active drilling status(not AGR or MIL TECH) for the full length of the incentive contract term; a period of not less than six-years.

(2) An accession bonus is payable to a Soldier pursuant to a signed agreement that is completed on the date of commissioning or appointment. Payment accrues beginning on the date of commissioning or appointment.

(3) The Officer Accession Bonus is payable lump sum. The first and final payment will be processed upon completion of BOLC III/WOBC.

(4) Upon acceptance of a written agreement, the total amount of the bonus payable under the agreement becomes fixed. No exceptions.

(5) A person entitled to a bonus under this section who is called or ordered to active duty shall be paid, during that period of active duty, any amount of the bonus that becomes payable to the member during that period of active duty.

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(6) A person who enters into an agreement under this section and receives all or part of the bonus under the agreement, but who does not accept a commission or an appointment as an officer or does not commence to participate or does not satisfactorily participate in the Selected Reserve for the total period of service specified in the agreement, shall be subject to the repayment provisions of DoD Financial Management Regulation, 7000.14-R, Vol 7- A, Chapter 02 (Mar 2009).

**12. Officer Affiliation Bonus (\$10,000):**

a. Eligibility: In addition to the general eligibility requirements in paragraph 5 of this policy, the following criteria are also required:

(1) Must be in rank 1LT (O2) through MAJ(O4) or WO1 through CW3.

(2) Must be either currently serving on active duty for more than 30 days, or be a current member of the Individual Ready Reserve (IRR). Any officer who transferred into the IRR from any selected reserve component (including ARNG) must serve at least **12** months in the IRR before being considered for this incentive. Officers conditionally released from another selected reserve component for affiliation into the ARNG are not authorized this incentive.

(3) Must have received an honorable discharge from all periods of previous military service.

(4) Must have never received an Officer Affiliation Bonus for service in any Selected Reserve.

(5) Must not be entitled to retired or retainer pay.

(6) Must sign an Officer Affiliation Bonus Addendum on or before date of affiliation.

(7) Must agree to become AOC/MOS qualified within 24 months from the date of affiliation, if affiliating into an AOC/MOS other than that which is currently held.

(8) The Officer is not being accessed for continuous active duty service.

(9) Must not be receiving and will not receive the following benefits during the period of service for which contracted:

(a) Health Professions Stipend Program, 10 U.S.C subsection 16201-16204 (2009)

(b) Education Loan Repayment Program, 10U.S.C subsection 16301-16303 (2009) to include the Student Loan Repayment Program (SLRP), Health Professional Loan Repayment Program (HPLRP), and Chaplain Loan Repayment Program (CLRP) .

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(c) Other Educational Assistance Programs, 10 U.S.C subsection 16401 (2009) to include United States Marine Corps. (USMC) Platoon Leaders Class: College Tuition Assistance Program.

(d) Financial Assistance Program for Specially Selected Members: 10U.S.C. subsection 2107 (2009). Includes the Regular Army ROTC Scholarship and Dedicated Army National Guard ROTC Scholarship.

(e) Financial Assistance Program for Specially Selected Members: Army Reserve and Army National Guard, 10 U.S.C. subsection 2107a (2009) to include the Guaranteed Reserve Forces Duty ROTC Scholarship.

(f) Special Pay: Selected Reserve Health Care Professionals in Critically Short Wartime Specialties, 37 U.S.C. subsection 302g (2008).

b. Payment and Period of Obligated Service: The Officer Affiliation Bonus which will be paid lump sum. The first and final payment will be paid upon in-processing with ARNG unit of affiliation or completion of AOC/MOS qualification training for a critical skill, if applicable. Officers must meet the following eligibility requirements.

(1) A Soldier must agree to serve in an active drilling status for the full length of the incentive contract term; a period of not less than six-years from AOC/MOS qualification.

(2) A Soldier must be AOC/MOS qualified or agree to retrain for and serve in a Critical Skill AOC/MOS.

(3) An affiliation bonus is payable to a Soldier pursuant to a signed agreement that is completed no later than the date of affiliation. Payment accrues beginning on the date of affiliation.

(4) Upon acceptance of a written agreement, the total amount of the bonus payable under the agreement becomes fixed. No exceptions.

(5) A person entitled to a bonus under this section who is called or ordered to active duty shall be paid, during that period of active duty, any amount of the bonus that becomes payable to the member during that period of active duty.

**13. Termination with Recoupment:** If entitlement to an incentive is terminated for any reason before the fulfillment of the service described in the member's written agreement, that member shall not be eligible to receive any further incentive payments, except for payments for service performed before the termination date.

a. Unsatisfactory participation: 9 or more unexcused absences ("U" on the DA 1379) within a 12 month period for IDT periods; or 1 or more unexcused absences during any period of active duty (annual training). Verification from the unit commander or his representative that the unexcused absences are valid is required before termination action

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is taken. Once the verification is received, or if no response is received from the unit within 30 days, the termination is processed and is effective upon the date of the 9<sup>th</sup> "U" code (for IDT) or 1<sup>st</sup> "U" code (for active duty/annual training).

- b. Separates from the ARNG for any reason not addressed in this policy.
- c. If on a critical skill bonus, voluntarily transfer out of the Critical Skill for which bonus is approved.
- d. Failure to return to active status within the approved time period for non-availability (paragraph 16) or to extend their enlistment to cover the period of time served in an inactive status within 90 days of return to active status. Termination will be effective the date the Soldier was ordered to the ING.
- e. Separation from the ARNG due to death, injury, illness or other impairment that is the result of the Soldier's own misconduct.
- f. Failure to maintain assignment in a valid, vacant position (SIDPERS EXCESS code 9993). Soldiers who are placed in over-strength status due to their unit being inactivated, relocated, reorganized or converted (unit transformation or reorganization) are entitled to continue receiving incentive payments, to include initial payments. These Soldiers have 24 months from the date of transformation/reorganization (plus any period spent in a mobilized status) to be placed in a valid position vacancy. These Soldiers should not be coded 9993 in SIDPERS.
- g. Voluntary transfer to a non-deploying TDA or any TDA not specifically authorized a bonus under this policy.
- h. Voluntary retirement.
- i. Discharge while under any suspension of favorable actions (SFA) when the SFA was not lifted prior to discharge. The effective date of termination is the date the SFA is initiated (this does not apply to SFA for APFT Failure or failure to meet body fat standards).
- j. Separation from the ARNG for immediate enlistment into the Active Component (AC) when the Soldier receives another bonus for the AC enlistment.
- k. Serves one year or less of an enlisted contract term (contract term starts the date the initial payment of the bonus is authorized) before accepting any ROTC scholarship. Termination is effective on the college class start date (does not apply to the Enlisted Loan Repayment Program).
- l. Serves at least one day of an enlisted incentive contract term (contract term starts the date the initial payment of the bonus is authorized) and accepts a commission as an officer or appointment as a warrant officer and accepts an officer accession bonus. Termination is effective the date of acceptance of commission or appointment (does not apply to the

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Enlisted Loan Repayment Program).

m. Receives an officer accession bonus upon commissioning after being suspended for becoming a contracted SMP/ROTC Cadet. Termination is effective the ROTC contract effective date.

n. Fails to accept a commission after being suspended for becoming a contracted SMP/ROTC Cadet. Termination is effective the ROTC contract effective date.

o. Two consecutive record APFT Failures or two consecutive failures to meet body fat standards.

p. Failure to graduate successfully from WTC within 12 months of enlistment for Soldiers who were enlisted under the Prior Service Enlistment bonus and were required to attend this course.

q. Failure of a Soldier who is receiving an incentive specifically for MOS 68W to become recertified in their National Registry Emergency Medical Technician-Basic (NREMT-B) within 6 months of the bonus being suspended due to non-certification under paragraph 4-3 of AR 40-68.

Any other additional termination with recoupment condition that is not included in this policy can be found in the appropriate chapter of NGR 600-7 or on the appropriate incentive's addenda.

**14. Termination without Recoupment:** The following termination reasons are the most common but may not be all inclusive. The appropriate chapter of NGR 600-7 contains the all inclusive termination rules for each respective incentive.

a. Separation due to injury or illness that is determined not to be the result of the Soldier's own misconduct and the injury or illness occurred while not assigned to a designated combat zone or combat related operation.

b. Acceptance of an immediate appointment as a commissioned officer or warrant officer in any component of the Army excluding the IRR or ING. An enlisted Soldier accepting an appointment as a commissioned officer or warrant officer is not subject to recoupment of any enlistment or reenlistment bonus, including lump sums; however, Soldiers who are commissioned and receive an Officer Accession/Affiliation Bonus will have their enlisted bonus terminated with recoupment.

c. Separation from the ARNG for immediate enlistment into the Active Component (AC) when the Soldier does NOT receive another bonus for the AC enlistment.

d. Serves more than one year of an enlisted contract term (contract term starts the date the initial payment of the bonus is authorized) before accepting any ROTC scholarship. Termination is effective on the college class start date (does not apply to the Student Loan

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Repayment Program/Enlisted Loan Repayment Program).

e. Serves at least one day of an enlisted incentive contract term (contract term starts the date the initial payment of the bonus is authorized) and accepts a commission as an officer or appointment as a warrant officer and does NOT receive an officer accession bonus. Termination is effective the date of acceptance of commission or appointment (does not apply to the Enlisted Loan Repayment Program).

f. Does not receive an officer accession bonus upon commissioning after being suspended for becoming contracted SMP/ROTC Cadet. Termination is effective the ROTC contract effective date.

g. Acceptance as either an Indefinite or Permanent Mil Tech position; or a Temporary Mil Tech position for 180 consecutive days or more; or an AGR position.

h. Failure to obtain DMOSQ within 24 months after an involuntary transfer into another skill for the convenience of the government. Any periods of service spent in a deployed/mobilized status subsequent to the transfer will be added to the 24 month period. The state MILPO may grant an extension to the authorized re-training time if the Soldier is not DMOSQ due to no fault of the Soldier. Termination will be effective the date the Soldier was transferred to the new skill. If there is insufficient time left on the Soldiers bonus contract to accomplish re-training in the new skill, the bonus will be allowed to complete without termination.

i. Involuntary retirement.

j. Separation for hardship or sole survivorship.

k. Involuntarily separation from the ARNG as a result of unit inactivation, relocation, reorganization or a DoD directed reduction in the ARNG force.

**15. Accelerated Completion of Bonus Contracts with any unpaid portion of the bonus paid out in a final payment.**

a. Separation due to death that is determined not to be the result of the Soldier's own misconduct.

(1) In cases where the bonus is established in the DFAS pay system at the time of death the payout of the bonus will be handled by the DFAS casualty assistance office with no action required by the IM.

(2) In cases where the bonus is NOT established in the DFAS pay system at the time of death, the IM should provide bonus establishment paperwork to the casualty assistance office within the state so that DFAS will be made aware that the bonus exists.

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b. Separation due to injury or illness that is determined not to be the result of the Soldier's own misconduct and the injury or illness occurred while assigned to a designated combat zone or combat related operation.

c. These contracts will be marked as "completed" in iMARC with appropriate remarks (i.e. "Soldier was separated due to (reason) on (date)."

**Note:** Transfer of a Soldier from the ARNG to the USAR on a conditional release will not terminate the Soldier's bonus. It will be allowed to transfer to the USAR with that Soldier. The bonus will be marked historical in iMARC with remarks that the Soldier was conditionally released to the USAR on (date).

**16. Suspension:** A Soldier's incentives will be suspended under the following circumstances.

a. Enter a period of non-availability (placement in the Inactive National Guard (ING)). Maximum periods of non-availability are:

(1) One year for personal reasons.

(2) Three years for missionary obligations or overseas employment.

b. Becomes flagged (suspension of favorable personnel action per AR 600-8-2) for an adverse action. (Does not include failure to maintain body composition standards or Army Physical Fitness Test APFT failure).

c. Repeat non-consecutive record APFT failure or non-consecutive failure to meet body fat standards within a 12 month period.

d. Reinstatement of bonus eligibility is not guaranteed. Provided Soldiers meet all requirements for participation, payments will be processed effective on the date the suspension is lifted or on the adjusted anniversary date of satisfactory creditable service.

e. Soldiers serving in the MOS 68W on an incentive specific to that MOS whose NREMT-B expires will have their incentive suspended until they complete the re-certification process or 6 months, whichever comes first.

f. Contracting as a Reserve Officer Training Corps (ROTC) Cadet in the Simultaneous Membership Program (SMP).

**17. Clarification for Deploying and Deployed Soldiers**

a. All Soldiers volunteering under 10 U.S.C subsection 12301(d) or serving under Contingency Operation for Active Duty Operational Support (CO-ADOS)(formerly known as COTTAD) orders in support of a named contingency operation where Partial Mobilization has been declared are subject to the provisions of this ARNG SRIP policy.

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b. Tax Free Incentives.

(1) Eligible Enlisted Soldiers who execute a Re-enlistment/Extension Bonus and Officers/Warrant Officers who execute a CSRB agreement will receive tax free incentives if deployed to a Combat Zone Tax Relief Area (CZTRA) as defined by Department of Defense Financial Management Regulation (DoDFMR) Volume 7A, Chapter 44 and are otherwise fully qualified. The updated DoDFMR may be found at this link:

<http://www.defenselink.mil/comptroller/fmr/07a/index.html>. Tax free incentives are only applicable if the extension or re-enlistment is signed during the calendar month the Soldier is ordered to serve, and serves, outside the continental United States (OCONUS) in the CZTRA for at least one day. (Example: Soldier redeploys to CONUS from Baghdad on 2 Sep and extends enlistment on 10 Sep. The Soldier's bonus would be tax exempt).

c. Soldiers currently on a bonus who are deploying with the ARNG remain eligible to receive their incentives.

(1) Soldiers cross leveled into an MOS for which they are not qualified will remain bonus eligible while deployed.

(a) Soldiers who wish to remain in the cross leveled MOS upon release from active duty (REFRAD) will have up to 24 months to become qualified in their new MOS or their bonus will be terminated with recoupment effective the units REFRAD date.

(b) Soldiers who choose not to remain in the cross leveled MOS must be transferred to a bonus eligible position for which they are qualified within 180 days of their REFRAD or their bonus will be terminated with recoupment effective the units REFRAD date.

d. Soldiers who come into their 12 month eligibility window for the REB while not DMOSQ for the sole reason of being cross leveled for mobilization with a deploying unit and who are otherwise fully eligible for the incentive may be re-enlisted/extended for the Re-enlistment/Extension Bonus (REB). The initial bonus payment will be processed the same as if the Soldier was DMOSQ.

(1) Soldiers who volunteer to remain in the cross-leveled MOS after REFRAD will fall under the following rules:

(a) If serving on a 3 year REB, he or she will have 12 months to become DMOSQ from date of REFRAD.

(b) If serving on a 6 year REB, he or she will have 24 months to become DMOSQ from date of REFRAD.

(2) Soldiers volunteering to remain in the cross leveled MOS who fail to become DMOSQ within the time constraints above will have their incentive terminated with recoup

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effective the units REFRAD date. The state MILPO may approve exceptions in cases where the inability to become DMOSQ is due to no fault of the Soldier.

(3) Soldiers who choose not to remain in their cross leveled MOS must return to a position for which they are DMOSQ within 180 days of REFRAD or their bonus will be terminated with recoup effective on the REFRAD date.

(4) Soldiers must be processed in iMARC under contract type "RB NON-MOSQ due to transition/deployment".

e. Deployed Soldiers are eligible for the REB as long as they meet all other eligibility requirements.

(1) Soldiers who have not gone beyond their original ETS date will extend using DA Form 4836. Payments will not be processed until the start of the new contract (day after old ETS).

(2) Soldiers who do not extend before their original ETS are required to immediately re-enlist using DD Form 4 series and DD Form 1966/3 (recertification). Commanders will annotate in section V of the 1966/3 all SRIP entitlements. Soldiers are authorized to receive payments after signing the DD Form 4 series. Under no circumstances will a DA Form 4836 be executed for a Soldier with an expired ETS, or for involuntary extension.

f. Soldiers may NOT be enlisted for a bonus into positions vacated by a Soldier who was cross leveled to another unit for deployment.

g. Soldiers may be enlisted into vacant positions in any derivative UIC (Rear Element) created as a result of the forward element deploying. Rear Element vacancies consist only of those positions that did not go forward with mobilized element and those Soldiers that were deemed non-deployable. Creating a complete vacant UMR for a Rear Element is not authorized incentives.

h. Soldiers assigned to a deploying unit that are determined to be non-deployable may be transferred to another unit or a derivative UIC for the duration of the unit's deployment and retain their bonus eligibility. Soldiers whose transfer takes them out of contract eligibility for their bonus must be transferred back to their original unit within 180 days of the unit's REFRAD. If the bonus is dependant upon a specific MOS, they must be returned to the MOS for which the bonus was awarded.

i. Soldiers who are cross leveled from a non critical TDA unit in order to deploy with a critical unit are eligible for the incentives while assigned to the deploying unit. Upon REFRAD these Soldiers are authorized to retain incentives once transferred back to the TDA unit. Any Soldier who chooses not to transfer back to their original TDA unit must be assigned to a unit that continues their eligibility for the incentive under normal policy guidelines or their incentive will be terminated effective the date of assignment to the new unit with recoupment IAW paragraph 12. d. or h. of the referenced policy (as appropriate).

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18. The point of contact is the Incentive Manager for each respective State or Territory. The points of contact for State Incentive Managers is Mr Mitchell T. Flemming at DSN 962-4756, 501-212-4756, or [mitchell.flemming@us.army.mil](mailto:mitchell.flemming@us.army.mil).

Encls

1. Critical MOS List
2. Critical AOC/MOS List
3. Critical UIC List

*For: Kathryn M. Pappas, LTC*  
DIANA A. CRAUN

LTC,FI

Chief, Education, Incentives, and  
Employment Division

DISTRIBUTION:

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