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ARNG-HRM 17 April 2012

MEMORANDUM FOR The Adjutants General of all States, Puerto Rico, the US Virgin Islands, Guam, and the Commanding General of the District of Columbia

SUBJECT: Army National Guard (ARNG) Selective Reserve Incentives Program (SRIP) Policy for FY 12, 5 June 2012 - 30 September 2012 (Policy Number 12-01, Update 1)

1. References.

a. Army Regulation 601-210, Active and Reserve Components Enlistment Program, 8 Feb 11 (Rapid Action Revision 4 Aug 11).

b. AR 600-8-2, Suspension of Favorable Personnel Actions (Flags), 23 Dec 04.

c. AR 135-200, Active Duty for Missions, Projects, and Training for Reserve Component Soldiers, 30 Jun 99.

d. Department of the Army (DA PAM) 600-3, Commissioned Officer Professional Development and Career Management, 1 Feb 10.

e. DA PAM 351-4, Army Formal Schools Catalog, no date, (Enclosure 1).

f. Department of Defense Financial Management Regulation (DoD FMR) 7000.14-R, Volume 7A, Military Pay Policy and Procedures-Active Duty and Reserve Pay, Feb 12.

g. DOD FMR 7000.14-R, Volume 7A, Chapter 2, Repayment of Unearned Portion of Bonuses and Other Benefits, Mar 11.

h. Department of Defense Instruction (DoDI) 1322.17, 29 Nov 99, subject: Montgomery GI Bill-Selected Reserve (MGIB-SR).

i. DoDI 1205.21, 20 Sep 99, subject: Reserve Component Incentive Programs Procedures, 20 Sep 99.

j. Department of Defense Directive 1205.20, 8 Jan 96, subject: Reserve Component Incentive Programs.

k. National Guard Regulation 600-7, Selected Reserve Incentive Programs, 26 Mar 99.

l. Memorandum, Office of the Under Secretary of Defense, Personnel and Readiness, 2 May 11, subject: Extension of the Pilot Study and Policy for Home School Diploma Graduates (Enclosure 2).

m. Memorandum, Under Secretary of Defense for Personnel and Readiness, 27 Jun 08 (change 1, 17 Sep10), subject: Defense-Type Memorandum (DTM) 08-018 - "Enlistment Waivers" (Enclosure 3).

n. Memorandum, Headquarters Department of the Army, ATTG-TRI-VP, 6 May 08, subject: Conversion of Sister Service Occupational Specialties to Army Military Occupational Specialties (MOS) (Enclosure 4).

o. Memorandum, Headquarters Department of the Army, ATSH-IPP, 1 Feb 08, subject: Conversion of US Navy Marine Corps, and Air Force Enlisted Military Occupational Specialty (MOS) Identifiers (Enclosure 5).

p. Memorandum, NGB, NGB-ASM-09-161, 6 Jul 09, subject: Selective Reserve Incentives with DESP declination (Enclosure 6).

q. United States Code (USC) Title 10, Subtitle E, Part IV, Chapter 1606, Educational Assistance for Members of the Selected Reserve, 13 May 11.

r. USC Title 10, Subtitle E, Part IV, Chapter 1607, Educational Assistance for Reserve Component Members Supporting Contingency Operations and Certain Other Operations, 13 May 11.

s. USC Title 32, Chapter 3, Personnel, 13 May 11.

t. USC Title 37, Chapter 5, Subchapter I, Existing Special Pay, Incentive Pay, and Bonus Authorities, 13 May 11.

u. Public Law 110-417, Duncan Hunter National Defense Authorization Act for Fiscal Year 2009, 14 Oct 08.

2. Applicability. This policy applies to those entering or serving in a traditional status in the ARNG effective 5 June 2012.

3. Purpose. The SRIP is used to assist leadership and personnel managers in meeting and sustaining ARNG readiness requirements. The program provides recruiting and retention incentives to assist in filling critical shortages. Incentives are implemented in specific situations where other less costly methods have proven inadequate or ineffective and are used only as necessary to support unit and skill staffing requirements.

4. Administration.

a. General. This policy prescribes eligibility criteria, procedures, and standards for administering the ARNG SRIP for FY 12. This policy supersedes all previous SRIP policies, guidance, instructions, MGIB-SR Kicker policies, and Education Incentive Operational Messages (EIOMs), except EIOMs published in FY 12 with applicable references.

b. Management Controls. Commanders at all levels are responsible for establishing and maintaining internal controls and for identifying and addressing major performance challenges and areas at greatest risk for fraud, waste, abuse, and mismanagement. Management control provisions shall be in accordance with Army Regulation (AR) 11-2, Managers' Internal Control Program, 4 January 2010. In addition, bonus and incentives programs ~~should~~ must be added to the Managers' Internal Control 5-Year Plan as a high-risk function and evaluated every year to mitigate risks that would severely impact the Army National Guard.

c. Separation of Duties. Separation of duties is a deterrent to fraud because it requires collusion with another person to perpetrate a fraudulent act. It is necessary to prevent any undue pressure on the decision-making process for incentives and is critical to effective internal control; it reduces the risk of erroneous and inappropriate actions. Decisions affecting incentives span across the communities of Recruiting and Retention, Finance, Medical, the Standard Installation/Division Personnel System (SIDPERS), and Training, but duty separation creates a clear audit trail for operating efficiently and safely. Separation of duties ensures that each person's work acts as a complementary check against another's. No one person should be responsible for an entire transaction or operation. When duties cannot be separated, a detailed supervisory review of related activities is required as a compensating control activity.

d. Periodic updates to this policy will be published as EIOMs. This policy, EIOMs, and previous policies are posted to either the Information Management and Reporting Center (iMARC) at https://minuteman.ngb.army.mil/ and the Guard Incentive Management System (GIMS) Information Center at https://arngg1.ngb.army.mil/ when the system is implemented.

e. System Access. One of the management tools critical for administering the ARNG SRIP is iMARC/GIMS. All iMARC/GIMS users must request either a non-privileged National Guard Bureau (NGB) or State viewer level account or a State Administrator or Incentive Manager (IM) privileged level access account. All users of iMARC/GIMS are required to complete initial Information Assurance (IA) awareness orientation as a condition of access and thereafter must complete annual IA refresher awareness. In addition, all users with privileged access must complete a Privileged Access Agreement.

Personnel who are not appropriately certified within 6 months of assignment to a position or who fail to maintain their certification status shall be reduced to non-privileged level. The State IA Manager will retain training completion certificates for all users within his or her domain to include ensuring all required recertification.

f. Incentive Manager Training Requirements. The following training must be completed within 90–180 days of assignment. Further, IMs are required to complete re-certification training annually after graduating from the Basic IM Course. Individuals who do not become recertified annually will have their iMARC/GIMS access rights revoked until this has been completed and verified by the proponent, Incentives Support Team (IST) located at the National Guard Professional Education Center, Camp Joseph T. Robinson, AR. State Education Services Officers (ESOs) are responsible for maintaining copies of all training certificates for each person with privileged level access for their state for future auditing purposes.

(1) Comptrollers Accreditation and Fiscal Law Course Distributed Learning (DL): https://jag.ellc.learn.army.mil.

(2) Incentive Manager Course, Phase 1, DL. Length: 55 hours / Self-paced. Enrollment and training information: incentives.trng@ng.army.mil.

(3) Incentive Manager Course, Phase 2, Resident. Length: 40 hours / 5 days.

5. Funding Authority. The authority to execute the SRIP incentive is subject to authorization in law, appropriation of funds, and applicable regulatory guidance. Funds will not be obligated outside of the effective period of this guidance without prior funding approval.

6. Acronyms and Definitions. Terms used in this policy are explained within the context of this guidance or in Enclosure 7, Glossary and Definitions.

7. The following general requirements must be met by all Applicants to receive SRIP incentives. These rules also apply to the Student Loan Repayment Program (SLRP) and the Montgomery GI Bill-Selected Reserve (MGIB-SR) Kicker program. In addition to these rules, specific requirements are listed under each incentive program.

a. The recipient must meet the eligibility criteria for enlistment, reenlistment/extension, accession, affiliation, commission, or appointment into the ARNG.

b. The Automated Unit Vacancy System (AUVS) is the system of record for determining valid vacancies for incentives, except for the Reenlistment/Extension Bonus (REB).

c. State/National Guard Bureau (NGB) users with viewer level accesses are the only personnel authorized to request Control Numbers (CNs) in iMARC/GIMS.

d. The Officer/Soldier shall serve satisfactorily in the contracted Area of Concentration (AOC) or Military Occupational Specialty (MOS) for the full term of the service agreement. (Exceptions authorized per Para 21. (a))

e. Incentive eligibility must be verified/validated using the Soldier screen in iMARC/GIMS for suspension, termination, recoupment, and/or payment actions. Data systems that interface with iMARC/GIMS must be kept current to facilitate timely incentive payments. Incentive addendums/agreements, Simultaneous Membership Program (SMP) and Reserve Officer Training Corps (ROTC) documents, MGIB documents, NGB Form 337, Oaths of Office, November 2010, Department of Defense (DoD) Form 4, Enlistment / Reenlistment Document Armed Forces of the United States, October 2007, and or Department of the Army (DA) Form 4836, Oath of Extension of Enlistment or Reenlistment, August 2010, must be loaded into the Interactive Personnel Electronic Records Management System (iPERMS). The iMARC/GIMS comments will validate that documents are available for review in iPERMs. Supporting documents that validate eligibility and payment must be uploaded in iMARC/GIMS.

f. The Soldier is required to complete their service obligation even if the incentive is terminated.

g. All suspension, reinstatement, termination, and recoupment of incentives are governed by Army Regulation 601-210, Active and Reserve Components Enlistment Program, 8 Feb 11 (Rapid Action Revision 4 Aug 11). This policy supplements the regulation with specific criteria for each incentive.

8. Tier Level Scoring. The Tier Level scoring system takes into account the unit's true need for a valid vacancy to be filled using major factors such as the unit's MOS percentage fill rate, overall unit strength, percentage of Duty MOS Qualified (DMOSQ) Soldiers in the unit, State, and nation in order to effectively offer incentives to assist units in achieving readiness. The higher the need for a position to be filled is reflected in Tier Levels 1-6. Tier Level 7 scores reflect unit vacancies that may be valid, but due to factors such as overall unit and State strength, do not fall within the criteria to be eligible for an enlistment incentive. As Soldiers are assessed and discharged, a unit's Tier Levels will adjust on a day-by-day basis. The iMARC/GIMS system will track the list for each Soldier's position for the historical reference of a Critical Skill (CS) list. The Tier-Level scoring details will be accessible within the iMARC/GIMS system in order to allow the computations to be reviewed for auditing purposes to ensure compliance with the requirements to meet the CS and readiness needs of the ARNG. The scoring mechanism will capture the data on the date of securing the Tier-Level vacancy and will be locked so that it is not editable.

9. Non-Prior Service Enlistment Bonus (NPSEB).

a. Specific Criteria. In addition to the SRIP general requirements, the following rules apply:

(1) This incentive can only be offered if the State, Territory, or District of Columbia has allocated funding in the iMARC/GIMS Budget Management Center for this bonus type in the FY in which the incentive is scheduled for payment, to include anniversary payments.

(2) The Applicant ~~cannot~~ may receive SLRP simultaneously with this incentive. The Applicant is eligible to contract for the MGIB-SR Kicker with this incentive provided they meet the NPS MGIB-SR Kicker requirements of paragraph 16.a.

(3) The Applicant must enlist for a CS vacancy in the grade of E-4 or below in an MOS, Para/Lin within Tier Levels 1-5. The CS MOS, Para/Lin will remain incentivized until the vacancy reaches Tier 6. This includes Applicants enlisting under the Civilian Acquired Skills Program (CASP).

(4) The Applicant must fill a valid AUVS position in the Recruit Quota System (REQUEST) and enlist into a qualifying valid top-loaded vacancy in a Modified Table of Organization & Equipment (MTOE) or a Medical Table of Distribution and Allowances (TDA) unit only. The Applicant must not be filling an excess, over-strength, or manually-loaded vacancy. (Exceptions not authorized)

(5) Enlist for a minimum six-year term of service (6x2 or 8x0 enlistment option).

(6) The Applicant must have a minimum Armed Forces Qualification Test (AFQT) score of 50.

(7) The Applicant must meet the Tier 1 educational requirements in accordance with reference 1.a. in order to be eligible for incentives. All other Tier Levels are not eligible (Exceptions are authorized IAW Reference 1.l.).

(8) An Applicant enlisting under the Split-Option is eligible.

(9) ~~An Applicant requiring a moral or administrative waiver (except dependency) for enlistment is not authorized SRIP incentives. Individuals Applicant receiving a medical waiver for enlistment is eligible. Authorized waiver codes are defined in reference 1.m.~~

(10) An Applicant enlisting under the Officer Candidate School (OCS) as a 09S or the SMP as a 09R cadet in the ROTC programs is not eligible for NPS bonus or GI Bill-SR Kicker.

(11) An Applicant enlisting under the Recruit Force Pool (RFP), Active First Program, General Educational Development (GED) Plus Program, or Patriot Academy is not eligible for NPS Enlistment Bonus or GI Bill-SR Kicker.

(12) An Applicant classified as Glossary Non-Prior Service (GNPS) is not eligible for this incentive.

(13) The NPSEB incentive addendum is not valid if it is signed after the execution date of a DD Form 4 and is not signed and dated by an enlisting/witnessing official and a service representative at the time the document was executed. The NPSEB incentive addendum will state the terms and conditions of the incentive and must include the Soldier's, the Enlisting Official's, and the Service Representative's name and signature.

(14) The NPSEB incentive addendum will contain an approved automated Reservation Transaction Identification Number (RTID) from REQUEST issued on the date of the service agreement. The RTID is valid only for the Guidance Counselor Resource Center (GCRc) issued NPSEB incentive addendum for which approved. Any NPSEB addendum manually completed outside of the GCRc is not valid.

(15) An Applicant processing through the Recruiter Temporary Reservation System (RTRS) must enlist within the date of request plus 7 days of the RTRS reservation in order to secure the CS vacancy. (Exceptions are not authorized)

(16) The issuing of the NPSEB RTID for a date prior to the contract signature date in REQUEST or after the DD Form 4 is signed is not authorized.

b. The NPSEB incentive amounts are based upon Tier Level per the following table:

NPSEB Tier Levels
Tier Level 1 ($15,000)
Tier Level 2 ($12,500)
Tier Level 3 ($10,000)
Tier Level 4 ($7,500)
Tier Level 5 ($5,000)

Table 1: NPSEB Bonus Amounts

c. The NPSEB incentive is paid in three installments, as defined below, provided Soldiers were secondary school graduates prior to attending Advanced Individual Training (AIT) and updated in SIDPERS and iMARC/GIMS prior to submission of payments:

(1) Installment 1: A 50 percent payment will be processed upon successful completion of AIT and verification of qualification in both SIDPERS and iMARC/GIMS.

(2) Installment 2: A 25 percent payment will be processed on the 3-year anniversary of the enlistment date after verification of qualification in both SIDPERS and iMARC/GIMS.

(3) Installment 3: A 25 percent payment will be processed on the 5-year anniversary of the enlistment date after verification of qualification in both SIDPERS and iMARC/GIMS.

10. Prior Service Enlistment Bonus (PSEB).

a. Specific Criteria. In addition to the SRIP general requirements, the following rules apply:

(1) This incentive can be offered only if the State, Territory, or District of Columbia has allocated funding in the iMARC/GIMS Budget Management Center for this bonus type in the FY in which the incentive is scheduled for payment, to include anniversary payments.

(2) The Applicant/Soldier ~~cannot~~ may receive SLRP simultaneously with this Incentive. The Applicant/Soldier is eligible to contract for the MGIB-SR Kicker with this incentive provided they meet the PS MGIB-SR Kicker requirements of paragraph 16.a.(6).

(3) The Applicant/Soldier must enlist DMOSQ for a CS vacancy in the grade of E-7 or below in an MOS, Para/Lin within Tier Levels 1-5. The CS MOS, Para/Lin will remain incentivized until the vacancy reaches Tier 6.

(4) The Applicant/Soldier must fill a valid AUVS position in REQUEST and enlist into a qualifying valid top-loaded vacancy in an MTOE or Medical TDA unit only. A Soldier enlisting through a Reserve Component Career Counselor (RCCC) and/or Active Component (AC) Career Counselor must fill a valid position in the Army Automated Reenlistment Reclassification System (RETAIN) and iMARC/GIMS. The Applicant must not be filling an excess, over-strength, or manually-loaded vacancy. (Exceptions are not authorized)

(5) Enlist for a minimum six-year term of service.

(6) The Applicant/Soldier must meet eligibility requirements in Chapter 3 of reference 1.a.

(7) The Applicant/Soldier must have a minimum AFQT score of 31.

(8) The Applicant must process their enlistment through the Military Processing Entrance Station (MEPS), or the station with REQUEST access, to include a security interview, if required. (Exceptions are authorized for RCCC enlistments only).

(9) The Applicant/Soldier enlisting in the ARNG under the provisions of a DD Form 368, Request for Conditional Release, August 2011 or NGB Form 60, Request for Clearance from USAR for Enlistment/Appointment in ARNG from the Individual Ready Reserve (IRR) may be authorized an incentive.

(10) The Applicant/Soldier enlisting from a branch of service other than the Army for a DMOSQ CS position must meet the requirements as prescribed in reference 1.n. (Exceptions authorized IAW Reference 1.o.) No Soldier will be contracted for this incentive until the MOS conversion is approved by the authorizing proponent prior to enlistment. The Applicant/Soldier will not be paid their initial payment until coded as DMOSQ in SIDPERS.

(11) All Prior Service (PS) United States Air Force (USAF), United States Navy (USN), or United States Coast Guard (USCG) DMOSQ Applicants must attend Army Basic Combat Training (BCT) within 365 days of their enlistments unless they have previously completed Army or Marine Corps basic training. (Exceptions authorized to PS USAF Security Force and USN Special Operations personnel.) An Applicant will not be paid their initial incentive payment until completion of BCT. The incentive will be terminated if the Soldier does not graduate BCT within 12 months from the date of enlistment.

(12) The Applicant/Soldier must have no more than 16 years Time-in-Service (TIS) upon enlistment in the ARNG. This service is computed from the Soldier's adjusted Pay Entry Base Date (PEBD). The "total military service criteria" includes inactive reserve time in the IRR or Inactive National Guard (ING).

(13) ~~The Applicant/Soldier requiring a moral or administrative waiver (except dependency) for enlistment into the ARNG is not authorized SRIP incentives. The Applicant/Soldier receiving a medical waiver for enlistment is eligible. Authorized waiver codes are defined in reference 1.m.~~

(14) The Applicant/Soldier must have received an Honorable discharge or an honorable release at the conclusion of all prior periods of military service. A general under Honorable discharge for any period of service is ineligible for the PSEB. (Exception authorized to Soldiers completing Initial Active Duty Training (IADT) with an "Uncharacterized" discharge.)

(15) The Applicant/Soldier who previously received a Selected Reserve NPS enlistment incentive, Reenlistment/Extension Bonus, or Affiliation Bonus is authorized to receive the PSEB. An Applicant who previously received a PSEB is not eligible.

(16) Soldiers whose last discharge from the ARNG or USAR who were fully eligible for reenlistment/extension and are within 365 days of their discharge are not eligible.

(17) A Soldier enlisting in the ARNG under the provisions of a conditional release DD Form 368 from a Selected Reserves (SELRES) component other than USAR is not eligible. A Soldier enlisting from the USAR with existing incentives is authorized to retain their incentive provided they continue to meet the terms of the original service agreement and incentive addendum.

(18) The RCCC and AC Career Counselors must use iMARC/GIMS to request the CN and, once approved, utilize the automated PSEB incentive addendum out of iMARC/GIMS system only.

(19) During system outages that exceed one day, the State IM must e-mail the NGB at incentives.edu@ng.army.mil within one day of the system being inaccessible in order for the NGB to grant an override and for the State/NGB viewer to complete the CN request:

(a) Copies of e-mail traffic attesting to the State/NGB viewer's inability to request a CN for an Applicant/Soldier to enlist with a bonus and/or Kicker due to system outage over a one day period.

(b) The Applicant's/Soldier's name and last four of Social Security Number (SSN), type of incentive, contract signature date, MOS, and AUVS vacancy number.

(c) Copies of supporting PS documents for PSEB CN to substantiate DMOSQ status (DD Form 214, Certification of Release or Discharge from Active Duty, August 2009, or NGB Form 22, Report of Separation, 01 November 2009, and DD Form 4 series) and a copy of Reenlistment Eligibility Data Display (REDD) to substantiate characterization of service and TIS.

(d) Once approved by the NGB, an override will be granted to generate an automated CN within iMARC/GIMS and to allow access to any automated addendums to complete the transaction.

(20) The PSEB incentive addendum is not valid if it was signed after the execution date of a DD Form 4 and/or was not signed and dated by an enlisting/witnessing official and a service representative at the time the document was executed. The incentive addendum will state the terms and conditions of the incentive and must include the Soldier's, the

Enlisting Official's, and the Service Representative's name and signature. A Soldier on Active Duty (AD) may execute the PSEB addendum up to 180 days prior to their scheduled ETS date.

(21) The PSEB incentive addendum must have an approved automated RTID issued on the date of the service agreement from REQUEST or a CN for all RCCC/AC completed addendums. The RTID/CN is valid only for GCRc and/or iMARC/GIMS PSEB incentive addendums for which approved. Any PSEB addendum that is manually completed outside of GCRc is not valid.

(22) The Applicant/Soldier processing through RTRS must enlist within the date of request plus 7 days of the RTRS reservation in order to secure the CS vacancy. (Exceptions not authorized)

(23) The issuing of a PSEB for a date prior to the contract signature date in REQUEST or after the DD Form 4 is signed is not authorized.

b. The PSEB incentive amounts are based upon Tier Level per the following table:

PSEB Tier Levels
Tier Level 1 ($15,000)
Tier Level 2 ($12,500)
Tier Level 3 ($10,000)
Tier Level 4 ($7,500)
Tier Level 5 ($5,000)

Table 2: `PSEB Bonus Amounts

c. The PSEB incentive is paid in three installments as defined below after the State IM ensures the DMOS matches the incentive MOS:

(1) Installment 1: A 50 percent payment will be processed upon reporting to the unit of assignment and verification of qualification in both SIDPERS and iMARC/GIMS.

(2) Installment 2: A 25 percent payment will be processed on the 3-year anniversary of the enlistment date after verification of qualification in both SIDPERS and iMARC/GIMS.

(3) Installment 3: A 25 percent payment will be processed on the 5-year anniversary of the enlistment date after verification of qualification in both SIDPERS and iMARC/GIMS.

11. Enlisted Affiliation Bonus (EAB).

a. Specific Criteria. In addition to the SRIP general requirements, the following rules apply:

(1) This incentive can be offered only if the State, Territory, or District of Columbia has allocated funding in the iMARC/GIMS Budget Management Center for this bonus type in the FY in which the incentive is scheduled for payment, to include anniversary payments.

(2) The Applicant/Soldier ~~cannot~~ may receive SLRP simultaneously with this incentive. The Applicant/Soldier is eligible to contract for the MGIB-SR Kicker with this incentive provided they meet the PS MGIB-SR Kicker requirements of paragraph 16.a.(6).

(3) The Soldier must enlist DMOSQ for a CS vacancy in the grade of E-7 or below in an MOS, Para/Lin within Tier Levels 1-5 that matches the authorized military grade and skill qualification commensurate with the position for which affiliating. The CS MOS, Para/Lin will remain incentivized until the vacancy reaches Tier 6.

(4) The Applicant/Soldier must fill a valid AUVS position in both RETAIN and iMARC/GIMS and enlist into a qualifying valid top-loaded vacancy in a MTOE or Medical TDA unit only through an RCCC and/or AC Career Counselor only while on AD. The Soldier must not be filling an excess, over-strength, or manually-loaded vacancy. (Exceptions are not authorized)

(5) Enlist for a minimum six-year term of service.

(6) The Soldier must meet the reentry (RE) and separation program designator code (SPD) requirements for affiliation in accordance with reference 1.a., Chapter 3-23.

(7) The Soldier must have an AFQT score of 31 or higher.

(8) The Soldier must have completed fewer than 20 years TIS upon execution of the written contract. This service is computed from the Soldier's adjusted PEBD. The "total military service criteria" includes inactive reserve time in the IRR or ING.

(9) ~~A Soldier requiring a moral or administrative waiver (except dependency) for enlistment into the ARNG is not authorized SRIP incentives. A Soldier receiving a medical waiver for enlistment is eligible. Authorized waiver codes are defined in reference 1m.~~

(10) The RCCC/AD Counselor must use iMARC/GIMS to request the CN and, once approved, utilize the automated EAB incentive addendum out of this system only. The RCCC/AC is responsible for ensuring that Soldiers are eligible for the incentives.

(11) During system outages that exceed one day, the State IM must e-mail the NGB at incentives.edu@ng.army.mil within one day of the system being inaccessible in order for the NGB to grant an override and the NGB viewer to complete the CN request:

(a) Copies of e-mail traffic attesting to the NGB viewer's inability to request a CN for a Soldier to affiliate with a bonus and/or Kicker due to system outage over a one day period.

(b) The Soldier's name and last four of SSN, type of incentive, contract signature date, MOS, and AUVS vacancy number.

(c) Copies of supporting PS documents for EAB CN to substantiate DMOSQ status (DD Form 214, NGB Form 22, and DD Form 4 series) or DA Form 5691-R, Request for Reserve Component Assignment Orders, May 1998 and a copy of the REDD report to substantiate characterization of service and TIS.

(d) Once approved by the NGB, an override will be granted to generate an automated CN within iMARC/GIMS and to allow access to any automated addendums to complete the transaction.

(12) The EAB incentive addendum is not valid if it was signed after the execution date of a DD Form 4 and/or was not signed and dated by an enlisting/witnessing official and a service representative at the time the document was executed. The EAB incentive addendum will state the terms and conditions of the incentive and must include the Soldier's, the Enlisting Official's, and Service Representative's name and signature.

(13) The Soldier must complete an iMARC/GIMS generated EAB incentive addendum with an approved iMARC/GIMS CN on or before the date of affiliation into the ARNG to receive this incentive. The Soldier may execute the EAB addendum up to 180 days prior to their scheduled Expiration of Term in Service (ETS) date. The CN is valid only for the EAB incentive addendum for which requested, approved, and printed out of iMARC/GIMS. Any EAB addendum that is manually completed outside of iMARC/GIMS is not valid.

(14) The issuing of an EAB for a date prior to the EAB CN request date in iMARC/GIMS or after the DD Form 4 is signed, is not authorized.

b. Payment. The EAB incentive amounts are based upon Tier Level per the following table:

EAB Tier Levels
Tier Level 1 ($15,000)
Tier Level 2 ($12,500)
Tier Level 3 ($10,000)
Tier Level 4 ($7,500)
Tier Level 5 ($5,000)

Table 3: EAB Bonus Amounts

c. The EAB incentive payment is a lump-sum payment processed upon affiliation into the ARNG after reporting to the unit of assignment and verification of qualification in both SIDPERS and iMARC/GIMS.

12. Reenlistment/Extension Bonus (REB).

a. Specific Criteria. In addition to the SRIP general requirements, the following rules apply:

(1) This incentive can be offered only if the State, Territory or District of Columbia has allocated funding in the iMARC/GIMS Budget Management Center for this bonus type in the FY in which the incentive is scheduled for payment, to include anniversary payments.

(2) A Soldier reenlisting/extending cannot contract for more than one SRIP incentive during an extension period. A Soldier currently receiving benefits under the MGIB Kicker is eligible to reenlist/extend for the REB. A Soldier with an active SLRP contract is eligible provided they will not be receiving payments during the same term of service as the reenlistment/extension period.

(3) The Soldier must be the primary position holder, not in an over-strength or excess status (including a deployed Soldier coded 9993 in SIDPERS/999K in iMARC/GIMS) and in an MOS that matches the authorized military grade and skill qualification commensurate with the position for which reenlisting/extending in order to establish the CS requirements on the contract start date. (Exceptions not authorized)

(4) The Soldier must reenlist/extend DMOSQ in an MOS within an MTOE or Medical TDA unit only, regardless of State or National assigned strength levels unless they are Non-DMOSQ due to unit transition (deployment, reorganization, inactivation, or relocation) only. A Soldier deployed outside the continental United States (OCONUS) must be under mobilization orders USC Title 10 section 12301(d), USC Title 10 section 12302, or USC

Title 10 section 12406.

(5) A Soldier who is non-DMOSQ per paragraph 12.a.(4) only at time of extension must become DMOSQ within 24 months from the contract start date. Payment will be processed on the contract start date and terminated with recoupment if the Soldier fails to become DMOSQ within 24 months plus any future deployment periods.

(6) The Soldier must be in a pay grade of E-7 or below on the date of request and contract start date.

(7) Reenlist/Extend for a minimum six-year term of service.

(8) A Soldier reenlisting/extending for the REB must not exceed 10 years TIS at time of current ETS. This service is computed from the Soldier's adjusted PEBD. The "total military service criteria" includes inactive reserve time in the IRR or ING. The TIS is based on the contract start date, not the signature date.

(9) The Soldier may only request a REB CN and execute a reenlistment/extension if they are within 365 days of the ETS. A Soldier within 90 days of ETS is not eligible for this incentive.

(10) The Soldier may not reenlist/extend if currently under any type of Suspension of Favorable Personnel Actions (FLAG). The State/NGB viewer must ensure that iMARC/GIMS is updated prior to requesting the CN.

(11) Overrides by the NGB may be authorized only if the delay will reduce the bonus amount or loss of tax-free status. The following actions must be completed by the State IM in order for the override to be granted:

(a) Upload the DA Form 268, Report to Suspend Favorable Personnel Actions (FLAG), June 1987 into iMARC/GIMS.

(b) Upload the DA Form 705, Army Physical Fitness Test Scorecard, May 2010 and/or DA Form 5500/5501, Body Fat Content Worksheet (Male)/ Body Fat Content Worksheet (Female), June 2010 into iMARC/GIMS.

(c) Upload the SIDPERS screen shot into iMARC/GIMS in a TIFF/PDF format showing flag history (Adding/Removal screen only).

(d) Upload the mobilization/deployment orders for tax-free bonuses.

(e) E-mail the NGB at escincentives@ng.army.mil the extension date and the MOS

for which the Soldier is extending.

(12) A Soldier in Military Technician status (includes indefinite technicians and temporary technicians on assignment for more than 180 days in any continuous 12-month period) is not eligible for this incentive, even if deployed.

(13) A Soldier in Active Guard Reserve (AGR) status is not eligible. This includes an AGR Soldier in a Troop Program Unit (TPU) status while deployed.

(14) A Soldier who was eligible to extend for Deployment Extension Stabilization Pay (DESP) but chose not to participate is not eligible for this incentive until 12 months after their scheduled ETS or obligated service date in accordance with reference 1.p.

(15) A Soldier currently under a DESP extension in which the mobilization was cancelled and has now surpassed their original ETS and is now eligible for discharge may reenlist provided the request to be removed from the DESP extension is approved and the Soldier meets the requirements below:

(a) Reenlists for 6 years via use of the Department of Defense Enlistment Document Armed Forces of the United States, (DD Form 4) Series.

(b) Must have met all REB requirements within this paragraph on date of DESP extension.

(16) A Soldier currently under a DESP extension in which the mobilization was cancelled and has not surpassed their original ETS may extend provided the request to be removed from the DESP extension is approved and the Soldier meets the requirements below:

(a) Extends for a minimum six-year term of service on the DA Form 4836.

(b) Must have met all REB requirements within this paragraph on date of DESP extension.

(17) The State IM must request an override for a Soldier reenlisting/extending with an approved removal from DESP due to cancellation of mobilization. The following actions must be accomplished by the State IM in order for the override to be granted:

(a) Upload the original DESP contract and extension into iMARC/GIMS.

(b) Upload the approved cancellation of DESP into iMARC/GIMS.

(c) E-mail the NGB at escincentives@ng.army.mil the new reenlistment/extension date and the MOS the Soldier will be serving in for the contractual period. The Soldier must have met the 10-year TIS requirement and had more than 90 days from the ETS on the date of DESP extension to be eligible. A Soldier within 365-91 days of the ETS will be approved for the $10,000 REB.

(18) The incentive addendum is not valid if it is signed after the execution date of a DD Form 4 or DA Form 4836 or if it is not signed and dated by an enlisting/witnessing official and a service representative at the time the document was executed. The incentive addendum will state the terms and conditions of the incentive and must include the Soldier's, the Enlisting Official's, and the Service Representative's name, signature, and date.

(19) The State/NGB viewers must use iMARC/GIMS to request the CN and, once approved, utilize the iMARC/GIMS generated addendum only. The CN is valid only for the incentive addendum for which requested, approved, and printed out of iMARC/GIMS. Reenlistment/extension addendums manually completed outside of iMARC/GIMS are not valid.

(20) During system outages that exceed one day, the State IM must e-mail the NGB at escincentives@ng.army.mil within one day of the system being inaccessible in order for the NGB to grant an override and for the State/NGB viewer to complete the CN request:

(a) Copies of e-mail traffic attesting to the State/NGB viewer's inability to request a CN for the Soldier to reenlist/extend for a bonus due to system outage over a 1-day period.

(b) The Soldier's name and last four of SSN, type of incentive, contract signature date, and MOS.

(c) Copies of supporting SIDPERS screen shots for Soldiers who are Non-DMOSQ and have invalid excess codes, as well as copies of mobilization and/or reorganization orders.

(d) Once approved by the NGB, an override will be granted to generate an automated CN within iMARC/GIMS and to allow access to any automated addendums to complete the transaction.

(21) The issuing of a REB for a date prior to the contract signature date in iMARC/GIMS or after the DD Form 4 or DA Form 4836 is signed is not authorized.

b. The REB incentive amounts are based on the reenlistment/extension MOS and number of days the reenlistment/extension is completed prior to ETS. The REB is paid as

noted below:

REB Payment Decrementing Rates				
NGB REB Extension Eligibility Period	Extend 365-271 Days before ETS	Extend 270-181 Days before ETS	Extend 180-91 Days before ETS	Extend 90-1 Day(s) before ETS
Not Exceed 10-Years TIS	$10,000	$7,500	$5,000	Not Eligible

Table 4: 12-Month Extension Window

c. The REB incentive is paid ~~in three installments~~ lump sum provided the Soldier meets all eligibility requirements on the contract start date ~~as defined below:~~ and verification of qualification in both SIDPERS and iMARC/GIMS.

(1) ~~Installment 1: A 50 percent payment will be processed upon contract start date and verification of qualification in both SIDPERS and iMARC/GIMS.~~

(2) ~~Installment 2: A 25 percent payment will be processed on the 3-year anniversary of the reenlistment/extension start date after verification of qualification in both SIDPERS and iMARC/GIMS.~~

(3) ~~Installment 3: A 25 percent payment will be processed on the 5-year anniversary of the reenlistment/extension start date after verification of qualification in both SIDPERS and iMARC/GIMS.~~

13. MOS Conversion Bonus (MOSCB).

a. Specific Criteria. In addition to the SRIP general requirements, the following rules apply:

(1) This incentive can be offered only if the State, Territory, or District of Columbia has allocated funding in the iMARC/GIMS Budget Management Center for this bonus type in the FY in which the incentive is scheduled for payment, to include anniversary payments.

(2) A Soldier currently under their initial ARNG enlistment contract, regardless of which incentive they have received, is not eligible. A Soldier under a reenlistment / extension contract can simultaneously receive the REB, SLRP, or MGIB-SR Kicker with this incentive.

(3) A Soldier assigned in an over-strength (double-slotted) position that accepts the MOSCB, must be assigned to an MTOE or Medical TDA unit as the primary position holder.

The assigned MOS must match the authorized military grade and skill qualification commensurate with the position. (Exceptions not authorized)

(4) A minimum three-year term of service is required from the award date of the new MOS.

(5) The Soldier must extend for the minimum period necessary to meet the Training and Doctrine Command service-remaining requirement in order to attend training only if the Soldier has less than the required service remaining for the MOS training.

(6) The Soldier must not exceed the following requirements at time of application for the MOSCB:

Pay Grade	Time-in-Service
E-6	10 years
E-5 and below	Unlimited

Table 5: Time-in-Service Requirements by Grade

(7) The Soldier must sign a written Memorandum of Agreement (MOA) to reclassify into the new MOS. See Enclosure 8, MOSCB Memorandum of Agreement Sample. To qualify, the new MOS must be less than 90 percent State fill at the relevant skill level. The MOA must be signed prior to the Soldier being scheduled for the necessary re-training and the State IM issuing the CN. (Exceptions not authorized)

(8) The Soldier must be fully qualified for training and attendance at the appropriate service. The Soldier must meet any special requirements for the specific MOS for which reclassifying.

(9) A Soldier currently on an AGR tour or Military Technician position (temporary technicians on tour for less than 180 days in any continuous 12-month period are not included), to include a Soldier entering into one of these programs prior to completing the required MOS training, are not eligible for this incentive.

(10) A Soldier released from the MOSCB for compassionate reasons will not be considered for re-entry into the program unless documentation is furnished to indicate that the reason for removal no longer exists.

(11) The issuing of an MOSCB for a date before or after the State IM receives all required documentation and approves the request in iMARC/GIMS is not authorized.

b. Application Process.

(1) Each application for the MOSCB must be submitted through the Soldier's chain of command to: Joint Force Headquarters – State (JFHQ-XX), ATTN: State Incentive Manager. The Unit Commander must submit a memorandum attesting that the new MOS is less than 90 percent filled at the appropriate grade for each application.

(2) Each IM will:

(a) Verify that the new MOS is less than 90 percent filled in the "Incentive Vacancy Management" icon located within the iMARC/GIMS Administrative Center and upload screen shot of State MOS percent fill for the new MOSCB MOS skill level.

(b) Ensure that the Soldier has the appropriate security clearance for the MOSCB MOS.

(c) Ensure that the Soldier has signed the MOA for the MOSCB.

(d) Assign the MOSCB CN and establish the record in iMARC/GIMS.

(e) Track and manage the MOSCB record through completion or termination, whichever comes first.

c. Payment.

(1) The $2,000 MOSCB incentive is processed for payment based upon the effective date the MOS is awarded. This date also begins the required 3-year period of obligated service. The State IM may only process payment after ensuring receipt and uploading of the below listed documents into iMARC/GIMS.

(a) Unit Memorandum of 90 percent or below MOS shortage.

(b) Soldier's MOA, signed by Soldier.

(c) Copy of MOS award order.

(2) The MOSCB may be paid concurrently with the REB. The Soldier's new MOS becomes the Primary MOS (PMOS), and the Soldier must remain in the new MOS for the length of the REB or MOSCB (whichever is longer).

14. Officer/Warrant Officer Accession Bonus (OAB).

a. Specific Criteria. In addition to the SRIP general requirements, the following rules apply:

(1) This incentive can be offered only if the State, Territory, or District of Columbia has allocated funding in the iMARC/GIMS Budget Management Center for this bonus type in the FY in which the incentive is scheduled for payment, to include anniversary payments.

(2) An Officer cannot receive the SLRP or Chaplain Loan Repayment Program (CLRP) simultaneously with this incentive. A Soldier who previously enlisted under the 09S SLRP program is also not eligible.

(3) An Officer must be accessed into a valid CS vacancy in the grades of O-1 and O-2 or W-1 and W-2 into a valid CS vacancy in an AOC/MOS, Para/Lin within Tier Levels 1-6 that matches the authorized military grade and skill qualification commensurate with the position into which being commissioned. Only AOCs/MOSs that are below the 90 percent national aggregate will be scored into an incentivized Tier Level. The CS AOC/MOS, Para/Lin will remain incentivized until the vacancy reaches Tier 7. Exceptions are as follows:

(a) Grade is immaterial for a Judge Advocate (27A) and a Chaplain (56A).

(b) A Chaplain Candidate (00E) is not authorized the OAB. However, they may be eligible for an accession incentive at time of commissioning in the Chaplain Corps, if otherwise fully qualified, regardless of previous commission as a Chaplain Candidate. Prior to approval, the State IM must have a copy of the board results approving them for Federal recognition from the Office of the Chief of Chaplains (OCCH). This document must be uploaded into iMARC/GIMS prior to approval of the OAB CN.

(4) The Officer must fill a valid AUVS top-loaded position vacancy in an MTOE or Medical TDA unit only. The Officer must not be filling an excess, over-strength, or manually-loaded vacancy and be in the position for which they received the incentive on the commission date. (Exceptions not authorized)

(5) Access for a minimum six-year term of service upon commission.

(6) The Officer is prohibited from receiving both the enlisted incentive and the OAB simultaneously. A Soldier with an active enlisted incentive must have the incentive terminated without recoupment effective the day prior to being commissioned/appointed before the OAB CN is approved.

(7) The OAB agreement must be signed no more than 90 days before the commission/appointment date in the ARNG. Agreements signed before the 90-day window, or after the date of commission/appointment, are not valid. (Exceptions not authorized)

(8) The Soldier must have never held a previous commission as an Officer or an appointment as a Warrant Officer in any of the Armed Forces of the United States.

(9) A Soldier in Military Technician status (including an indefinite technician and a temporary technician on assignment more than 180 days in any continuous 12-month period) is not eligible for this incentive, even if deployed.

(10) A Soldier in AGR status is not eligible. This includes an AGR Soldier in a TPU status while deployed.

(11) An Officer must not be receiving benefits or participating in any of the financial assistance programs listed in Enclosure 9, Disqualifying Federal Programs under OAB/OAFB.

(12) An Officer must not have previously received any ROTC Scholarship and serving on an obligation.

(13) An Officer must not currently be under any type of Suspension of Favorable Personnel Actions flag. The State viewer must ensure that iMARC/GIMS is updated prior to requesting the CN.

(14) An Officer must not reach 60 years of age (Mandatory Retirement Age) during the term of the agreement.

(15) An Officer must agree to serve in the AOC for which the incentive was awarded for the full term of their agreement. The Officer is allowed normal career progression as long as he or she is the primary position holder within the Career Management Field (CMF) for which he or she received the OAB. (Example: An Officer with an AOC 12B incentive may continue to receive the incentive if in one of 12A, 12D, or any other 12 CMF AOC IAW Reference 1.d.). Incentives will not be continued if an order states "individual or voluntary request". (Exceptions may be considered on a case-by-case basis by the NGB for movement out of the contracted CMF due to promotion and/or acceptance to staff and command positions.)

(16) A Warrant Officer must agree to serve in the MOS for which the incentive was awarded for the full length of their agreement. (Exceptions may be considered on a case-by-case basis by the NGB for movement out of the contracted CMF due to promotion and/or

acceptance to staff and command positions.)

(17) An Officer remains eligible to participate in the ARNG Federal Tuition Assistance Program.

(18) The State/NGB viewer must use iMARC/GIMS to request the CN and, once approved, utilize the iMARC/GIMS-generated agreement. The CN is valid only for the incentive agreement for which requested, approved, and printed out of iMARC/GIMS. Officer Accession agreements manually completed outside of iMARC/GIMS are not valid.

(19) During system outages that exceed one day, the State IM must e-mail the NGB at escincentives@ng.army.mil within one day of the system being inaccessible in order for the NGB to grant an override and for the State/NGB viewer to complete the CN request:

(a) Copies of e-mail traffic attesting to the State/NGB viewer's inability to request a CN for an Applicant/Soldier to access for the OAB due to system outage over a 1-day period.

(b) The Applicant's/Soldier's name and last four of SSN, type of incentive, contract signature date, AOC/MOS, and AUVS vacancy number.

(c) Once approved by the NGB, an override will be granted to generate an automated CN within iMARC/GIMS and allowed access to the automated agreement to complete the transaction.

(20) The OAB agreement is not valid if signed after the execution date of an Oath of Office (NGB Form 337) and/or not signed and dated by an enlisting/witnessing official and a service representative at the time the document is executed. The incentive agreement will state the terms and conditions of the incentive and must include the Officer's, the Service Representative's, and the Witnessing Officer's name and signature. The NGB Form 337 must be uploaded with the agreement in iMARC/GIMS.

(21) The issuing of an OAB for a date prior to the OAB CN request date in iMARC/GIMS, or after the NGB Form 337 is signed is not authorized. The OAB CN cannot be requested more than 90 days prior to the commission/appointment date.

b. The OAB incentive amounts defined below are based upon Tier Level at the time of the OAB CN request only, regardless of whether the amount authorized and/or Tier Level changes after the date the OAB is requested:

OAB Tier Levels
Tier Level 1 ($10,000)
Tier Level 2 ($10,000)
Tier Level 3 ($10,000)
Tier Level 4 ($10,000)
Tier Level 5 ($10,000)
Tier Level 6 ($10,000)

Table 6: Officer Accession Bonus Amounts

c. The OAB incentive is a lump-sum payment processed upon completion of the Basic Officer Leaders Course (BOLC)/Warrant Officer Basic Course (WOBC) within 24 months of appointment and verification of qualification in both SIDPERS and iMARC/GIMS.

15. Officer/Warrant Officer Affiliation Bonus (OAFB).

a. Specific Criteria. In addition to the SRIP general requirements, the following rules apply:

(1) This incentive can be offered only if the State, Territory, or District of Columbia has allocated funding in the iMARC/GIMS Budget Management Center for this bonus type in the FY in which the incentive is scheduled for payment, to include anniversary payments.

(2) An Officer cannot receive SLRP or CLRP simultaneously with this incentive.

(3) An Officer must affiliate DMOSQ in the grade of O-2 through O-4 or W-2 through W-3 into a valid CS vacancy in an AOC/MOS, Para/Lin within Tier Levels 1-6 that matches the authorized military grade and skill qualification commensurate with the position into which affiliating. Only AOCs/MOSs that are below the 90 percent national aggregate will be scored into an incentivized Tier Level. The CS AOC/MOS, Para/Lin will remain incentivized until the vacancy reaches Tier 7.

(4) The Officer must fill a valid AUVS position in both RETAIN and iMARC/GIMS and affiliate into a qualifying valid top-loaded vacancy in an MTOE or Medical TDA unit only through an RCCC and/or AC Career Counselor while on AD. The Officer must not be filling an excess, over-strength, or manually-loaded vacancy and be in the position for which they received the incentive on the ARNG affiliation start date. (Exceptions not authorized)

(5) Affiliate for a three-year or six-year term of service.

(6) The OAFB agreement must be signed within 180 days prior to being discharged from AD and affiliating into the ARNG.

(7) The Officer must not be affiliating for continuous active duty service.

(8) An Officer conditionally released from another SELRES component for affiliation into the ARNG is not authorized this incentive.

(9) The Officer must have received an honorable discharge from all periods of previous military service to qualify for this incentive. The Officer must not have been a two-time Non-Select for promotion.

(10) The Officer must never have received an OAFB for service in any Selected Reserve Component. The State IM will verify with the Defense Finance and Accounting System (DFAS) and iPERMs as to any previous receipt of the OAFB prior to validating the OAFB CN.

(11) The Officer must not be receiving retired or retainer pay (may be entitled if Officer has not reached age 60).

(12) The Officer must not be receiving benefits or be participating in any of the financial assistance programs annotated in Enclosure 9, Disqualifying Federal Programs under OAB/OAFB.

(13) The Officer must agree to serve in the AOC for which the incentive was awarded for the full length of his or her agreement. A Commissioned Officer is allowed normal career progression as long as he or she is the primary position holder within the Career Management Field (CMF) for which he or she received the OAB. (Example: Officer with an AOC 12B incentive may continue to receive the incentive in one of 12A, 12D, or any other 12 CMF AOC IAW Reference 1.d. Incentives will not be continued if orders state "individual or voluntary request." (Exceptions may be considered on a case-by-case basis by the NGB for movement out of the contracted CMF due to promotion and/or acceptance to staff and command positions.)

(14) The Officer must not be affiliating into an AGR or Mil-Tech position where membership in an RC is a condition of employment.

(15) The Officer must not reach 60 years of age (Mandatory Retirement Age) during the term of the agreement.

(16) The Warrant Officer must agree to serve in the MOS for which the incentive was awarded for the full length of his or her agreement. (Exceptions may be considered on a case-by-case basis by the NGB for movement out of the contracted CMF due to promotion and/or acceptance to staff and command positions.)

(17) An Officer remains eligible to participate in the ARNG Federal Tuition Assistance Program.

(18) The RCCC/AD must use iMARC/GIMS to request the CN. Once approved, the CN is valid for the OAFB agreement for which requested, approved, and printed out of iMARC/GIMS only. Officer Affiliation agreements manually completed outside of iMARC/GIMS are not valid. The RCCC/AC is responsible for ensuring that Officers are eligible for incentives issued and is also responsible for those issued erroneously.

(19) During system outages that exceed one day, the State IM must e-mail the NGB at incentives.edu@ng.army.mil within one day of the system being inaccessible in order for the NGB to grant an override and for the State/NGB viewer to complete the CN request:

(a) Copies of email traffic attesting to the NGB viewer's inability to request a CN for an Applicant/Soldier to enlist for the OAFB due to system outage over a one day period.

(b) The Applicant's/Soldier's name and last four of SSN, type of incentive, contract signature date, AOC/MOS, and AUVS vacancy number.

(c) Once approved by the NGB, an override will be granted to generate an automated CN within iMARC/GIMS and allowed access to the automated agreement to complete the transaction.

(20) The OAFB agreement is not valid if signed after the execution date of the Request for Reserve Component Assignment Orders (DA Form 5691-R) and/or not signed and dated by an enlisting/witnessing official and a service representative at the time the document is executed. The OAFB incentive agreement will state the terms and conditions of the incentive and must include the Officer's, the Service Representative's, and the Witnessing Officer's name, signature, and date.

(21) The issuing of an OAFB for a date prior to the OAFB CN request date in iMARC/GIMS, or after the DA Form 5691-R is signed, is not authorized.

b. The OAFB incentive amounts defined below are based upon Tier Level at time of OAFB CN request only, regardless of whether the amount authorized and/or Tier Level changes after the date the OAFB is requested:

Officer OAFB 6-Year	Officer OAFB 3-Year
Tier Level 1 ($10,000)	Tier Level 1 ($5,000)
Tier Level 2 ($10,000)	Tier Level 2 ($5,000)
Tier Level 3 ($10,000)	Tier Level 3 ($5,000)
Tier Level 4 ($10,000)	Tier Level 4 ($5,000)
Tier Level 5 ($10,000)	Tier Level 5 ($5,000)
Tier Level 6 ($10,000)	Tier Level 6 ($5,000)

Table 7: Officer Affiliation Bonus Amounts

c. The OAFB incentive is a lump-sum payment processed upon affiliation into the ARNG after reporting to unit of assignment and verification of qualification in both SIDPERS and iMARC/GIMS.

16. Montgomery GI Bill-Selected Reserve (MGIB-SR) Kicker.

a. Specific Criteria. In addition to the SRIP general requirements, the following rules apply:

(1) The Applicant/Soldier and current ARNG member cannot receive SLRP or REB simultaneously with this incentive.

(2) The Applicant/Soldier and current ARNG member must be eligible to receive Chapter 1606 and/or Chapter 30 benefits.

(3) The Applicant/Soldier may only establish a SELRES Kicker eligibility once in their military career.

(4) An NPS Applicant, including one enlisting under the Split-Option and/or CASP options, is eligible for the $200 ARNG MGIB Kicker with or without a bonus provided they meet the following requirements annotated below:

(a) Enlist, Reenlist/Extend for a minimum six-year term of service.

(b) Enlists for a CS vacancy in the grade of E-4 or below in an MOS, Para/Lin within Tier Levels 1-6.

(c) Enlists into a qualifying valid top-loaded AUVS vacancy position in REQUEST in an MTOE or Medical TDA unit only. The Applicant must not be filling an excess, over-strength, or manually-loaded vacancy. (Exceptions not authorized)

(d) Applicant must have a minimum AFQT score of 50.

(e) Must meet the Tier 1 educational requirements in order to be eligible for incentives.

(5) A PS Applicant/Soldier is eligible for the $200 MGIB-SR Kicker with or without a bonus provided they meet the following requirements annotated below:

(a) Enlist for a minimum six-year term of service.

(b) Enlists/affiliates DMOSQ for a CS vacancy in the grade of E-5 or below in an MOS, Para/Lin within Tier Levels 1-6.

(c) Enlists into a qualifying valid top-loaded AUVS vacancy position in REQUEST or in both RETAIN and iMARC/GIMS (RCCC/AC enlistments only) in an MTOE unit only. The Applicant/Soldier must not be filling an excess, over-strength, or manually-loaded vacancy. (Exceptions not authorized)

(d) Applicant/Soldier must have a minimum AFQT score of 31.

(e) Must meet the RE and SPD code requirements for affiliation in accordance with reference 1.a., Chapter 3-23 if affiliating from AD.

(f) The Applicant/Soldier enlisting from a branch of service other than the Army for a DMOSQ CS position must meet the requirements. The Applicant/Soldier will not have their "Eligibility Status" marked as "BA" until coded as DMOSQ in SIDPERS.

(g) Any Reserve Component (RC) Service Member who qualifies is able to establish Kicker eligibility once in his or her military career. A Service Member who previously contracted for the Kicker in any RC and has not completed their initial six-year obligation (as established in the Kicker contract) is not eligible to contract for this MGIB-SR Kicker. (The exception is the Soldier who transfers from the USAR to the ARNG without a break in service. This Soldier must contract to complete their original six-year obligation and remain in his or her USAR contracted MOS).

(6) A current ARNG member is eligible for the $200 MGIB-SR Kicker as a stand-alone incentive provided they meet the following requirements:

(a) Reenlists/Extends for a minimum period of service that equals six-years.

(b) Reenlists/extends DMOSQ as the primary position holder in the grade of E-5 or below not in an over-strength or excess status, including a deployed Soldier coded 9993 in

SIDPERS/999K in iMARC/GIMS. The MOS must match the authorized military grade and skill qualification commensurate with the position for which reenlisting/extending on the MGIB-SR Kicker start date.

(7) A Soldier currently under a DESP extension in which the mobilization was cancelled, and who has now surpassed their original ETS and is now eligible for discharge, may reenlist provided the request to be removed from the DESP extension is approved and the Soldier meets the requirements below:

(a) Reenlists for six years via use of the Department of Defense Enlistment Document Armed Forces of the United States (DD 4 Form) Series.

(b) Has met all MGIB-SR Kicker requirements on date of DESP extension.

(8) A Soldier under a DESP extension in which the mobilization was cancelled and, due to the cancellation, now wishes to extend for the MGIB-SR Kicker may extend provided the request to be removed from the DESP extension is approved and the Soldier meets the requirements below:

(a) Extends for minimum six-year term of service via use of a DA Form 4836.

(b) Has met all MGIB-SR Kicker requirements the on date of the DESP extension.

(9) The State IM must request an override for any Soldier reenlisting/extending with an approved removal from DESP due to cancellation of mobilization. The following actions must be accomplished by the State IM in order for the override to be granted:

(a) Upload the original DESP contract and extension into iMARC/GIMS.

(b) Upload the approved cancellation of DESP into iMARC/GIMS.

(c) E-mail the NGB Incentive Program Manager (IPM) the reenlistment/extension date and MOS the Soldier will be serving in for the contractual period.

(10) A Soldier entering an Officer/Warrant Officer producing program is eligible for the $350 MGIB-SR Kicker provided they meet the following requirements:

(a) An Enlisted Soldier with a $100 or $200 Kicker entering a commissioning program may receive a supplement to $350. The Soldier must complete the NGB Form 5435-1, Annex K to DD Form 4 (Supplemental) GI Bill-SR Kicker Incentive Addendum The

Army National Guard of the United States, 27 August 2008. Note: No additional six-year military obligation is required.

(b) An Enlisted Soldier with a six-year military obligation, and without a previous Kicker contract, who is in the OCS (09S) Program, is eligible to complete a Kicker addendum (NGB Form 5435, Annex K to DD Form 4 Montgomery GI Bill Kicker Incentive Addendum The Army National Guard of the United States, 08 August 2008) upon completion of Phase 1 of OCS and through up to 90-days after being commissioned.

(c) An Enlisted Soldier with a six-year military obligation, and without a previous Kicker contract, who is enrolled in the Warrant Officer Candidates (09W) Program, is eligible to complete a Kicker addendum (NGB Forms 5435) after being appointed on orders and through up to 90-days after being commissioned.

(d) A Direct Commission (DC) Officer, O-1 to O-3, without a previous Kicker contract is eligible to complete a Kicker addendum (NGB Form 5435) with a six-year military obligation within 90-days after being commissioned.

(e) A Soldier enrolled in ROTC (09R) without a previous Kicker contract is eligible to complete a Kicker addendum (NGB Form 5435) with a six-year military obligation upon contracting in the ROTC Advance Course [DA Form 597 Army Senior Reserve Officers' Training CORPS (ROTC) Nonscholarship Cadet Contract, July 2005 and DA Form 597-3, Army Senior Reserve Officers' Training CORPS (ROTC) Scholarship Cadet Contract, July 2005] or SMP (NGB Form 594-1, Annex to DD From 4/DA Form 4836 Army National Guard Simultaneous Membership Program Agreement, 11 August 2010) through up to 90-days after being commissioned.

(f) An Officer without a degree (OWD) and without a previous Kicker contract is eligible to complete a Kicker addendum (NGB Form 5435) with a six-year military obligation for the $350 Kicker within 90-days after being commissioned. On or after the 91st day of commissioning, First or Second Lieutenants that have not obtained a Bachelor's degree or higher are eligible for the $200 Kicker only.

(g) An Officer that has not completed their Kicker six-year military obligation must complete an OSA (DA Form 5447-R, Officer Service Agreement Selected Reserve Educational Assistance Program, August 2010) agreeing to serve in the ARNG for the remainder of their six-year obligation within 90-days after being commissioned.

(11) The RCCC and AC Career Counselors must use iMARC/GIMS to request the CN and, once approved, must utilize the automated Kicker incentive addendum out of this system only.

(12) During system outages that exceed one day, the State IM must e-mail the NGB at escincentives@ng.army.mil within one day of the system being inaccessible in order for the NGB to grant an override and for the State/NGB viewer to complete the CN request:

(a) Copies of e-mail traffic attesting to the State/NGB viewer's inability to request a CN for an Applicant/Soldier to enlist for the MGIB-SR Kicker due to system outage over a 1-day period.

(b) The Applicant's/Soldier's name and last four of SSN, type of incentive, contract signature date, AOC/MOS, and AUVS vacancy number.

(c) Copies of supporting PS documents for PSEB CN to substantiate DMOSQ status (DD Form 214 and/or NGB Form 22, DD Form 4 series) and a copy of Reenlistment Eligibility Data Display (REDD) to substantiate characterization of service and TIS.

(d) Once approved by the NGB, an override will be granted to generate an automated CN within iMARC/GIMS and to allow access to the automated agreement to complete the transaction.

(13) The NGB Form 5435 is not valid if signed after the execution date of a DD Form 4, DA Form 4836, or DA Form 5447-R and/or was not signed and dated by an enlisting/witnessing official (Except NGB Form 5435) and a service representative at the time the document was executed.

(14) The MGIB-SR Kicker incentive addendum must have an approved automated RTID issued on the date of the service agreement from REQUEST or a CN from iMARC/GIMS for all NGB/State viewer completed addendums. The RTID/CN is valid only for GCRc and/or iMARC/GIMS Kicker incentive addendums for which approved. All MGIB-SR Kicker addendums manually completed outside of GCRc and/or iMARC/GIMS are not valid.

(15) An Applicant processing through Recruiter Temporary Reservation System (RTRS) must enlist within the date of request plus 7 days of the RTRS reservation in order to secure the MGIB-SR Kicker CS vacancy. (Exceptions not authorized)

(16) The issuing of an MGIB-SR Kicker for a date prior to the contract signature date in REQUEST or iMARC/GIMS after the DD Form 4, DA Form 4836, or DA Form 5447-R is signed is not authorized.

(17) The MGIB-SR Kicker incentive addendum will state the terms and conditions of the incentive. The MGIB-SR Kicker incentive addendum must be listed as Annex K on the DD 4 Form series for all NPS and PS enlistments. Note: A Soldier reenlisting that has surpassed their original ETS will execute a DD Form 4.

(18) The Soldier must remain in thier contracted CS until completion of the six-year drilling obligation unless accepting an Officer/Warrant Officer position. An Enlisted DMOSQ Soldier that completes an Interstate Transfer (IST) must remain in thier CS only or have the MGIB-SR Kicker terminated.

b. Montgomery GI Bill-SR Kicker Ineligibility.

(1) ~~An Applicant requiring a moral or administrative waiver (except dependency) for enlistment into the ARNG is not authorized SRIP incentives. An Applicant receiving medical waivers for enlistment is eligible~~.

(2) An Applicant enlisting under the Active First Program, GED Plus Program, RFP, or Patriot Academy is not eligible.

(3) An Applicant enlisting as a GNPS is not eligible.

(4) A Soldier in Military Technician status (including an indefinite technician and temporary technician on assignment more than 180-days in any continuous 12-month period) is not eligible for this incentive, even if deployed.

(5) Soldiers whose last discharge from the ARNG or USAR who were fully eligible for reenlistment/extension and are within 365 days of their discharge are not eligible.

(6) An Applicant/Soldier without an honorable discharge or an honorable release at the conclusion of all prior periods of military service is ineligible. A general under honorable discharge for any period of service is ineligible (Exception authorized to Soldiers completing Initial Active Duty Training (IADT) with an "Uncharacterized" discharge.)

(7) A Soldier in AGR status is not eligible to contract for a Kicker. This includes an AGR Soldier in a TPU status while deployed.

(8) A Soldier who was eligible to extend for DESP but chose not to participate is not eligible for this incentive until 12 months after his or her scheduled ETS or obligated service date.

c. Status Changes. The State GI Bill/IM is responsible for managing the various status changes which occur to a Soldier's MGIB-SR Kicker. The GI Bill/IM will promptly identify, record, and track MGIB-SR Kicker status changes. The GI Bill/IM must use iMARC/GIMS on a daily basis and become familiar with its various management functions in order to update status changes that can be forwarded to the Department of Veterans Affairs (DVA) in a timely manner.

(1) Ineligible:

(a) The Soldier has not met the contracting or eligibility criteria for the MGIB-SR Kicker.

(b) The Soldier failed to complete AIT or BOLC.

(c) The Soldier enlisted under the RFP, GED Plus, Active First or Patriot Academy program.

(d) The Soldier is not eligible for MGIB-SR or MGIB-Active Duty.

(e) The Soldier signed the MGIB-SR Kicker contract after date of enlistment/extension of six-year military obligation. (Exceptions are Enlisted Service Members who have six or more years remaining on their existing service contract for the MGIB-SR Kicker without signing an extension.

(f) The Soldier was a Military Technician or AGR at time of contract execution.

(2) Suspension:

(a) The Soldier is authorized a one-time break in service during his or her military career to IRR, ING, AD, or to go into civilian status not to exceed 12 months for non-missionary, or 36 months for missionary, reasons.

(b) The Soldier enters AGR status. In order to assit in tracking, the GI Bill Managers will forward a list of newly hired AGR members to the GI Bill Support Team at GIBill.ch30@ng.army.mil.

(c) The Soldier accepting a full-time Permanent or Indefinite Military Technician position or is a Temporary Technician who exceeds 180 days within a 12-month period.

(d) The Soldier is receiving an ROTC Dedicated Army Guard Scholarship.

(e) The Soldier becomes a potential Unsatisfactory Participant per reference 1. a.

(3) Termination:

(a) The Soldier voluntarily changes their CS MOS to include IST, unless the MOS change is due to reorganization, relocation, reassignment, or mobilization. The Soldier must remain in thier contracted CS MOS for the entire six-year obligation.

(b) Any Soldier failing to extend within 90 days upon returning from a break of

service status or after a voluntary change of CS MOS. The extension must equal the the period of non-avaliablity Note: Recoupment is not required if the Soldier completed his or her six-year contract prior to the break in service.

(c) Any Soldier failing to complete the six-year drilling obligation unless discharged due to medical (not a result of own misconduct) or death.

(d) The Soldier is declared an Unsatisfactory Participant after the appeal process. Note: Recoupment is not required if the Soldier completed his or her six-year contract prior to the break in service.

(e) Any Soldier incurring a second break in service.

(f) The MGIB-SR Kicker will be placed in "Suspend" status if this is the Soldier's first break in service and the benefit will be terminated if this is the second break in service. The gaining military component may terminate the ARNG MGIB-SR Kicker based upon its policy.

(g) Any suspended Soldier who "fails to re-affiliate" before the end of the authorized non-availability period. If the Soldier has completed his or her six-year contract, no recoupment action is required. However, if the Soldier did not complete the full six-year contract, recoupment will be required upon termination.

(4) Reinstatement: The State GI Bill Manager/IM must submit a Kicker recommendation to the GI Bill Support Team to change the MGIB-SR Kicker status back to eligible for the following reasons:

(a) Any Soldier returning to an active drilling status from the first break in service and extending the contractual obligation for the period of service not served in a drilling status within the SELRES. An extension must be completed within 90 days of returning to an active drilling status. Note: This does not apply if the Soldier completed their six-year obligation prior to this break.

(b) Any Soldier returning from AGR back to traditional status. The Soldier must extend for the period of time they served AGR equally to 6 years unless they already completed the six-year contract prior to entering the AGR program.

(c) A Soldier returning from a Military Technician status.

(d) A Soldier who has completed their ROTC Dedicated Guard Scholarship.

(e) A Soldier determined to be a Satisfactory Participant through the appeal process or a command decision.

(5) A Soldier involuntarily transferred/reassigned as a result of MOS reclassification, unit deactivation, reorganization, or relocation will retain their Kicker. A Soldier requiring a change in MOS will have 24 months to become DMOSQ in the new MOS. An NPS Soldier must complete AIT in the new MOS within 24 months of the date of enlistment to remain Kicker eligible.

d. Status Codes. The following codes must be used in iMARC/GIMS when updating MGIB-SR Kicker eligibility status:

(1) Ineligible Status Codes:

(a) AA – The Soldier does not meet the six-year obligation criteria.

(b) AB – The Soldier does not meet IADT criteria.

(c) AC – The Soldier does not meet the education criteria.

(d) AD – The Soldier erroneously reported as eligible.

(2) Eligible Status Codes:

(a) BA – The Soldier is serving in an initial qualifying period of eligibility.

(b) BB – Eligibility Reinstated. The Soldier is serving in a second or subsequent qualifying period of eligibility.

(c) BC – Eligibility Conditionally Reinstated. The Soldier is serving in a Non-Qualifying SELRES position and/or unit following involuntary transfer/removal from a qualifying position and/or unit.

(d) BD – Eligibility Retained. The Soldier is serving in a SELRES position and/or unit following completion of the service obligation required for initial benefit eligibility.

(e) BE – The Soldier retains eligibility after separation for medical reasons that are not a result of misconduct.

(f) BF – Eligibility Retained. The Soldier is separated or transferred from the SELRES because of inactivation or reduction in the unit's authorized strength. (Applicable only if the date of action was during the period from 1 October 1991 to 31 December 2001).

(g) BG - Eligibility Retained. The Soldier is separated or transferred from the SELRES because of inactivation or reduction in the unit's authorized strength. (Applicable only if the date of action was during the period from 1 October 2007 to 30 September 2014).

(3) Suspension Status Codes:

(a) CB – An authorized break in service, not missionary (12-month limit).

(b) CC – An authorized break in service, missionary (36-month limit).

(c) CD – The Soldier is awaiting determination of an Unsatisfactory Participation status.

(d) CE – The Soldier voluntarily departed from a qualifying SELRES position and/or unit to serve in the same RC in a Non-Qualifying SELRES position and/or unit during the Kicker incentive obligated service period (To reinstate eligibility, the Soldier must return within 1-year to a qualifying SELRES position and/or unit in the same RC as the initial designated position and/or unit and commit to completing the benefit obligated service). A Soldier with a Military Technician status greater than 180 days within a 12-month period will use the same suspension code.

(e) CF – The Soldier is accepting an AGR position.

(f) CG – The Soldier is receiving a Dedicated ARNG ROTC Scholarship under USC Title 10 Section 2107. Note: A Soldier is not suspended if receiving a Guaranteed Reserve Forces Duty (GFRD) Scholarship.

(4) Termination Status Codes:

(a) DA – The Soldier fails to re-affiliate within the required time after suspension due to an authorized break in service (12 or 36 months).

(b) DB – The Soldier is discharged without an authorized period of Non-Availability. Note: Use this for a second break in service when the six-year obligation has been completed.

(c) DC – The Soldier is deceased.

(d) DD – The Soldier is determined to be an Unsatisfactory participant after an appeal process.

(e) DE – The Soldier failing to complete the six-year drilling obligation or voluntarily changing the CS MOS.

e. Eligibility periods:

(1) The Soldier must have completed AIT in order to be eligible to receive payment. If the Soldier became an Officer prior to completion of AIT, that Officer must complete the BOLC Phase I in order to receive payment.

(2) The Soldier remains eligible for the MGIB-SR Kicker as long as they remain a drilling member and continues to meet the eligibility criteria of their contract or until their total entitlement is exhausted.

(3) A mobilized Soldier will have their MGIB-SR eligibility extended beyond the member's ETS by the DVA for the same period of each mobilization, plus 4 months.

(4) A Soldier who is medically discharged from the ARNG due to a disability incurred through no misconduct by that Soldier will remain eligible for Kicker benefits for 14 years from the original date of eligibility.

f. Benefits explanation:

(1) The DVA administers monthly payments for the MGIB-SR Kicker program. A Soldier eligible for the MGIB-SR Kicker will receive their payments in conjunction with any GI Bill program, but only as long as they have MGIB basic benefits remaining.

(2) A Soldier has up to 36 months of full-time benefits under the MGIB-SR Kicker program if they are a full-time student (72 months if they are attending school at half-time).

(3) Unless a Soldier violates the terms of the MGIB-SR Kicker contract, all MGIB-SR Kicker amounts are valid for the entire term of the contract, regardless of future increases or decreases by the NGB. Current categories and monthly dollar rates are shown in the following chart:

MGIB-SR Kicker Categories and Payment Rates				
Soldier Category	Full-Time	3/4-Time	1/2-Time	Less than 1/2-Time
NPS, PS, Current ARNG Soldier, and OWD	$200	$150	$100	$50
Commissioning Kicker (OCS, WOCS, ROTC, and DC)	$350	$262	$175	$88

Table 8: MGIB-SR Kicker Categories and Payment Rates

(4) If recoupment is required, the recoupment will be according to the formula prescribed in instructions published by the Department of Defense (DoD) and DVA. The Soldier may be required to refund part of the educational assistance received, plus accrued interest.

g. Duplication of Benefits. State GI Bill/IMs are, in effect, fiscal agents of the US Government and are responsible for ensuring that Applicants are not receiving duplication of Federal funds in contradiction of US law and NGB policy. A Soldier may use the MGIB-SR Kicker in addition to other funding sources [e.g., Federal Tuition Assistance (FTA), GI Bill programs, loan programs, State-funded programs, etc.] to fund their educational expenses based on the following limitations. A Soldier in a traditional drilling status may combine different programs with the Kicker if they qualify. Below are some examples:

(1) The GRFD ROTC Scholarship and MGIB-SR Kicker and either the MGIB-SR or the Reserve Education Assistance Program (REAP/Chapter 1607) or the MGIB-AD or Post 9/11 GI Bill, Chapter 33.

(2) The ARNG FTA and MGIB-SR Kicker and either the MGIB-SR or REAP, provided the Soldier is attending school halftime or more.

(3) The FTA and MGIB-AD along with the MGIB-SR.

(4) The MGIB-AD and MGIB-SR Kicker.

(5) The FTA and either the MGIB-SR or the REAP, provided the Soldier is attending school halftime or more.

(6) The Post 9/11 MGIB and MGIB-SR Kicker along with FTA.

h. Helpful Resources. Additional information about education benefits can be obtained at the following places:

(1) DVA website at http://www.gibill.va.gov.

(2) DVA hotline at 1 888 GI BILL-1 (1-888-442-4551).

(3) ARNG GI Bill Support Team at gibill@ng.army.mil.

(4) ARNG GI Bill Support Team hotline at 1-866-628-5999.

17. The SLRP Program.

a. Specific Criteria. In addition to the SRIP general requirements, the following SLRP rules apply:

(1) This incentive can only be offered if the State, Territory, or District of Columbia has allocated funding in the iMARC/GIMS Budget Management Center for this bonus type in the FY in which the incentive is scheduled for payment, to include anniversary payments.

(2) The Applicant/Soldier and current ARNG members cannot receive the ~~NPSEB, PSEB, EAB~~, REB, OAB, OAFB, CLRP, Health Loan Repayment Program (HLRP), or ~~MGIB-SR Kicker~~ simultaneously with this incentive.

(3) The Applicant/Soldier must have one or more qualifying and disbursed Title IV Federal loan(s) not in default at the time of enlistment or reenlistment/extension. The loan(s) must be listed on the Department of Education National Student Loan Data System (NSLDS) Aid Summary website sheet. Federal Parent Loans for Undergraduate Students (PLUS Loan[s]) incurred for individual use only are eligible for repayment. State and private loans are not eligible for repayment under the SLRP program.

(4) Loans must have been disbursed prior to the date of enlistment, affiliation, or reenlistment/extension in order to be eligible and must be at least 1-year old on anniversary date of the contract (unless adjusted for periods of authorized non-availability). Loans disbursed after the date of enlistment, affiliation, or reenlistment/extension are not eligible for repayment unless the Soldier is reenlisting/extending for a period of not less than 6 years in the ARNG without a break in service from the original SLRP contract start date. A Soldier must request a new SLRP CN and incentive agreement for each additional six-year repayment period in iMARC/GIMS.

(5) The date of enlistment, affiliation, or reenlistment/extension into the ARNG establishes the lifetime maximum amount that may be repaid along with establishing the SLRP anniversary repayment date (month), unless adjusted for periods of authorized non-availability. Exception: A Soldier who reenlists/extends will be eligible for repayment on the anniversary date of his or her reenlistment/extension contract start date.

(6) Under no circumstances should a MEPS GC, Recruiter, or Readiness Non-Commissioned Officer (RNCO) execute an SLRP contract without the State SLRP Manager/IM approval of the Applicant's/Soldier's eligibility for SLRP. In order to ensure validity of the loan(s), the following documents must be submitted to the State SLRP Manager/IM: (IAW EIOM 12-018)

(a) The NSLDS Aid Summary website sheet.

(b) The NSLDS Detailed Loan Information sheet(s).

(c) Copy of Promissory Note and disbursement sheets for non-NSLDS loan(s).

(7) The NPS Applicant is eligible for SLRP as a stand-alone incentive to include enlisting under the Split-Option and/or CASP options provided he or she meets the following requirements:

(a) Enlist for a minimum six-year term of service.

(b) Enlist for a CS vacancy in the grade of E4 or below in an MOS, Para/Lin within Tier Levels 1 - 6 only.

(c) The Applicant must enlist into a qualifying, valid, top-loaded AUVS vacancy position in REQUEST in an MTOE or Medical TDA unit only. The Applicant must not be filling excess, over-strength, or manually-loaded vacancies. (Exceptions not authorized)

(d) The Applicant must have an AFQT score of 50 or higher.

(e) The Applicant must meet the Tier 1 educational requirements in accordance with reference 1.a. in order to be eligible for incentives.

(f) An Applicant processing through the RTRS must enlist within the date of request, plus 7 days of the RTRS reservation, in order to secure the CS vacancy. (Exceptions not authorized)

(g) The Applicant must not be enlisting as a 09R SMP cadet.

(h) The Applicant must not be enlisting in the RFP, Active First, GED Plus Program, or Patriot Academy.

(i) The Applicant must not be enlisting as a GNPS.

(j) ~~An Applicant requiring a moral or administrative waiver (except dependency) for enlistment into the ARNG is not authorized SLRP. Applicants receiving medical waivers for enlistment are eligible. Authorized waiver codes are defined in reference 1.m.~~

(8) A PS Applicant/Soldier is eligible for SLRP as a stand-alone incentive provided they meets the following requirements:

(a) Enlist for a minimum six-year term of service.

(b) Enlist/affiliate in the grade of E7 or below in an MOS, Para/Lin within Tier Levels 1-6.

(c) Enlist/affiliate into a qualifying, valid, top-loaded AUVS vacancy position in REQUEST or in both RETAIN and iMARC/GIMS (RCCC/AD enlistments only) in an MTOE or Medical TDA unit only. The Applicant/Soldier must not be filling excess, over-strength, or manually-loaded vacancies. (Exceptions not authorized)

(d) Must enlist/affiliate DMOSQ for the duty position to which assigned within substitution rules of DA Pam 611-21, Military Occupational Classification and Structure, 22 January 2007 that matches the authorized military grade and skill qualification commensurate with the position by skill level.

(e) The Applicant/Soldier enlisting from a branch of service other than the Army for DMOSQ CS positions must meet the requirements prescribed in reference 1.n. (Exceptions are noted in Reference 1.o)

(f) The Applicant/Soldier who previously served in the USAF, USN, or USCG, and who never completed Army or USMC BCT, has 365 days from the date of enlistment to graduate Army BCT. Exceptions: A Soldier who previously served as SPECOPS in the USAF or USN. The Soldier is not eligible for initial anniversary SLRP payments until completion of BCT.

(g) The Applicants/Soldier must have no more than 14 years TIS upon enlistment/affiliation in the ARNG. This service is computed from the PEBD. The "total military service criteria" includes inactive reserve time in the IRR or ING.

(h) The Applicant/Soldier must meet the RE and SPD code requirements for affiliation in accordance with reference 1.a., Chapter 3-23, if affiliating from AD.

(i) ~~The Applicant/Soldier requiring a moral or administrative waiver (except dependency) for enlistment/affiliation into the ARNG is not authorized SLRP. The Applicant/Soldier receiving medical waivers for enlistment/affiliation is eligible. Authorized waiver codes are defined in reference 1.m.~~

(j) Must not have previously received SLRP in their military career.

(k) Must not have previously received a GRFD ROTC Scholarship.

(l) Must not be enlisting for OCS as a 09S candidate or as 09R SMP cadet. (Except for the 09S SLRP option).

(m) The Applicant/Soldier must have a minimum AFQT score of 31.

(9) The Applicant/Soldier enlisting under the provisions of a conditional release DA Form 368 from a SELRES component other than USAR is not eligible for SLRP.

(10) The Soldier enlisting with a DA Form 368 from the USAR must enlist in the same MOS for which initially issued SLRP with the USAR. The Soldier must also provide the following documents in order to retain SLRP upon transfer from the USAR:

(a) Copies of the Promissory Note(s) for all non-NSLDS loan(s).

(b) Copies of the NSLDS Aid Summary sheet, NSLDS Detailed Loan Information sheet(s), and loan payment history for verification/validation.

(c) Copies of DD Form 4, DD Form 1966, Record of Military Processing – Armed Forces of the United States, August 2011, and SLRP Annex from the USAR enlistment.

(d) Proof of all previous SLRP payments processed by the USAR, W2 tax form, payment voucher, or payment history report(s) from lender.

(11) A current ARNG member is eligible for the SLRP incentive only provided they meet the following requirements:

(a) Must meet all reenlistment or extension eligibility criteria in accordance with memorandum, NGB, NGB-ARH, 13 August 2009, subject: Interim Policy Governing Extension, immediate Reenlistment, and Bar to Reenlistment/Immediate Reenlistment/Extension (NGB-ARH Policy Memorandum #09-026) (Enclosure 10), Sections II, III, and/or V, (Annex A: Interim Policy for Extension, Immediate Reenlistment, and Bar to Reenlistment/Immediate Reenlistment/Extension (Enclosure 11).

(b) Extend within 365-91 days of their ETS for a minimum term of six-years. Note: The effective first payment date on the SLRP extension contract will be 1 year from the contract start date (day after ETS), not the contract signature date.

(c) Reenlist/extend in pay grade E-7 or below on both the contract signature and start date. Acceptance of promotion to E-8 after the contract start date is authorized.

(d) Reenlist/extend DMOSQ as the primary position holder, not in an over-strength or excess status, including deployed Soldiers coded 9993 in SIDPERS and iMARC/GIMS in an MOS that matches the authorized military grade and skill qualification commensurate with the position for which reenlisting/extending in order to establish the CS requirements for SLRP.

(e) Must not exceed 14 years TIS at time of current ETS. This service is computed from the Soldier's adjusted PEBD. The "total military service criteria" includes inactive reserve time in the IRR or ING. The TIS is based on the contract start date, not the signature date.

(f) The Soldier in Mil-Tech status (includes an indefinite technician and temporary technician on assignment for more than 180 days in any continuous 12-month period) is not eligible for this incentive. This includes a Mil-Tech Soldier in a TPU status while deployed.

(g) The Soldier in AGR status is not eligible. This includes an AGR Soldier in a TPU status while deployed.

(h) The Soldier may not reenlist/extend if currently under any Suspension of Favorable Personnel Action "Flag". The iMARC/GIMS system must be updated prior to requesting the CN.

(i) An SLRP extension is not authorized for an Officer who contracted for this incentive as an enlisted Applicant.

(j) A Soldier who was eligible to extend for DESP but chose not to participate is not eligible for this incentive until 12 months after their scheduled ETS or obligated service date in accordance with reference 1.p.

(k) The Soldier currently under a DESP extension in which the mobilization was cancelled, and who has surpassed their original ETS and is eligible for discharge may reenlist provided the request to be removed from the DESP extension is approved by the State G-1/MILPO and the Soldier meets the requirements below:

(1) Reenlists for a minimum six- year term of service via use of a DD Form 4.

(2) Must have met all SLRP requirements on the date of DESP extension.

(l) The Soldier under a DESP extension in which the mobilization was cancelled, and who has not surpassed his or her original ETS, may extend provided the request to be removed from the DESP extension is approved by the State G-1/MILPO and the Soldier meets the requirements below:

(1) Extends for a minimum six-year term of service via use of a DA Form 4836.

(2) Must have met all SLRP requirements on the date of DESP extension.

(m) State SLRP Manager/IM must request an override for a Soldier

reenlisting/extending with an approved State G-1/MILPO removal from DESP due to cancellation of mobilization. The following actions must be accomplished by the State SLRP Manager/IM in order for the override to be granted:

(1) Upload the original DESP contract and extension into iMARC/GIMS.

(2) Upload the State G-1/MILPO approval cancellation of DESP into iMARC/GIMS.

(3) E-mail the NGB SLRP PM the reenlistment/extension date and MOS the Soldier will be serving in for the contractual period. State SLRP Manager/IM must ensure the documentation listed above is uploaded into iMARC/GIMS prior to submission of override request.

(12) A CN will not be issued without validation of qualifying Federal student loan(s) that are not in default at time of issuance of the CN. A copy of the Promissory Note is not required when requesting a CN if NSLDS website printouts are used.

(13) The SLRP incentive addendum is not valid if signed after the execution date of a DD Form 4 or DA Form 4836 and is not signed and dated by an enlisting/witnessing official and a service representative at the time the document is executed. The SLRP incentive addendum will state the terms and conditions of the incentive.

(14) All RCCC/AC Career Counselors and State/NGB viewers must use iMARC/GIMS to request the CN and, once approved, utilize the automated SLRP incentive addendum out of these systems only.

(15) During system outages that exceed 1 day, the State IM must e-mail the NGB at escincentives@ng.army.mil within 1 day of the system being inaccessible in order for the NGB to grant an override and the RCCC/AC or State/NGB viewer to complete the CN request:

(a) Copies of email traffic attesting to the user's inability to request a CN for an Applicant/Soldier to enlist, affiliate, or reenlist/extend for SLRP due to a system outage that exceeds one day.

(b) The Applicant's/Soldier's name and last four of SSN, type of incentive, contract signature date, MOS, and AUVS vacancy number.

(c) Copies of supporting PS documents for SLRP CN to substantiate DMOSQ status (DD Form 214 and/or NGB Form 22, DD Form 4 series) or a copy of the REDD report to substantiate characterization of service.

(d) Copies of NSLDS Aid Summary website sheet and detailed loan information sheet(s) and/or copy of Promissory Note and disbursement sheets of non-NSLDS loans.

(e) Once approved by NGB, an override will be granted to generate an automated CN within iMARC/GIMS and allowed access to the automated agreement to complete the transaction.

(16) The SLRP incentive addendum must have an approved automated RTID issued on the date of the service agreement from REQUEST for all NPS and PS Applicants / Soldiers or an iMARC/GIMS CN for all RCCC/AC, State/NGB viewer incentive addendums. The RTID/CN is valid only for GCRc and/or iMARC/GIMS SLRP incentive addendums for which approved. All SLRP addendums manually completed outside of GCRc and/or iMARC/GIMS are not valid.

(17) The issuing of an SLRP for a date prior to the contract signature date in REQUEST or iMARC/GIMS, or after the DD Form 4 or DA Form 4836 is signed, is not authorized.

(18) Consolidation loans must be entered into iMARC/GIMS individually and then consolidated for repayment.

(19) An enlisted Soldier who enters a commissioning program and/or accepts an appointment or commission as an Officer or Warrant Officer in a SELRES (any AOC/MOS) may continue to receive SLRP payments as stipulated in their original contract so long as they remain otherwise qualified. The Soldier must remain a primary position holder. Note: If max amount is reached, then code as "complete" in iMARC/GIMS.

b. General SLRP Ineligibility. The following are ineligible from receiving SLRP:

(1) An Officer is prohibited from simultaneously receiving the SLRP with the OAB, OAFB, CLRP, or HLRP.

(2) A Commissioned Officer.

c. The State SLRP Manager/IM must complete the following actions once an SLRP RTID/CN has been issued:

(1) Verify the REQUEST automated and validated RTID within iMARC/GIMS.

(2) Validation of the SLRP RTID/CN. The State SLRP Manager/IM will ensure the DD Form 4 or DA Form 4836, and SLRP addendum are uploaded into iPERMS and iMARC/GIMS. The following documents must also be scanned together with the SLRP

addendum and uploaded into GCRc and iMARC/GIMS.

(a) The NSLDS Aid Summary website sheet.

(b) The NSLDS Detailed Loan Information sheet(s).

(c) Non-NSLDS loans require copy of Promissory Note and disbursement sheets in order to be approved.

d. Payment.

(1) Payments for SLRP incentive contracts issued under this policy will not exceed $50,000 with annual repayments not to exceed the maximum amount established by law per Table 9.

(2) The Soldier must be DMOSQ in order to receive SLRP repayment. A Soldier who required BCT is not to be considered DMOSQ until completion of BCT (not applicable for 09S SLRP option).

(3) Each individual loan must be at least 1 year old on the anniversary date of the enlistment, affiliation, or reenlistment/extension.

(4) Anniversary SLRP payments will not exceed 15 percent or $500 (whichever is greater) of the initial disbursed amounts that were approved upon the date of enlistment, affiliation, or reenlistment/extension, to include accrued interest. Payments on loans(s) that have a remaining outstanding balance(s) less than the maximum yearly repayment amount will be eligible for that amount only. Loan(s) that have a zero balance will not be eligible for payment. The maximum annual repayment amount to include interest is determined by the date of enlistment, affiliation, or reenlistment/extension as per the chart below:

Date Range	Contract Amount	Maximum Annual Payment
01 MAR 09 to Present	$50,000	$7,500
01 OCT 04 to 28 FEB 09	$20,000	$3,000
Until 30 SEP 04	$10,000	$1,500

Table 9: SLRP Payment Table

(5) Prorated payments are not authorized for any of the following reasons:

(a) Separations that result in failure to complete an entire year with satisfactory participation.

(b) Acceptance of an AGR or Mil Tech position (includes indefinite technicians and temporary technicians on assignment for more than 180 days in any continuous 12-month period).

(6) The Soldier must make monthly payments (if required) to ensure loan(s) do not enter into a default status. Loan(s) that are in default at that time of the scheduled annual payment anniversary date will not be processed. Repayment of loans that are in default may be eligible on the following anniversary date provided the loan(s) are not in default at that time. Exception: The Soldier provides a written statement from their lender(s) substantiating that the loan(s) are not in default to refute the NSLDS report.

(7) The lender information must be verified annually against the NSLDS documents. The NSLDS documents must not be older than 90 days from the scheduled anniversary payment date.

(8) The State SLRP Manager/IM must send the DD Form 2475, DOD Educational Loan Repayment Program (LRP) Annual Application, dated January 2012 to the Soldier 90-days prior to the anniversary date to initiate SLRP payment. Anniversary payments should be processed once per each FY. Late payments will be annotated in iMARC/GIMS outlining reason for late payment submission.

(9) The State SLRP Manager/IM is responsible for ensuring eligibility and accuracy of loan payments and must upload the following documents into iMARC/GIMS prior to initiating payments:

(a) The NSLDS Aid Summary sheet.

(b) The NSLDS Detailed Loan Information sheet(s).

(c) DD Form 2475.

(d) Promissory Note and disbursement sheets for all Federal loans not on the NSLDS website.

(10) Prior to submitting any payment to the United States Property and Fiscal Office (USPFO) for processing, the State SLRP Manager/IM must follow the steps below:

(a) Upon completion of payment review, forward the payment to NGB via "Payment sent to NGB" bin in IMARC/GIMS for approval. The State SLRP Manger/IM will not be able to print the SLRP TL until payment has been approved by NGB and is returned to the State for payment processing.

(b) Upon NGB SLRP PM approval of payment, the Soldier's payment file will be sent back to the "Transmittal Letter (TL) Generator" bin in iMARC/GIMS. The State SLRP Manager/IM will now be able to print/save and sign the SLRP TL. The State SLRP Manager/IM will manually submit the IMARC/GIMS SLRP TL and the SLRP payment sheet to the State USPFO through State specific procedures (i.e. hand-carry, email or postal service). The State USPFO will not process the SLRP payment without these two documents.

(11) The ARNG will not repay loan(s), portion of loan(s) that are in default, or repay delinquent payment(s), their interest, and/or associated charge(s). The ARNG will not make a payment to a Soldier or reimburse that Soldier for a payment(s) made by the Soldier or by any other individual on that Soldier's behalf. All SLRP payments are paid to the financial institution only.

(12) The SLRP payment is not taxed at time of payment; however, it is taxable income. The Soldier may request, through their finance representative, that additional taxes be withheld to avoid tax liability. A separate W2 statement will be issued for this incentive. It is the Soldier's responsibility to ensure the W2 is correct. Combat zone tax exclusion may not be automatic, and corrections are handled through the Soldier's full-time unit member/representative.

(13) Loan disbursement vouchers must be uploaded into iMARC/GIMS by the State SLRP Manager/IM for each payment submitted. These documents must be uploaded within 30-days of each payment to ensure the disbursement was made. The voucher will be printed from the finance Voucher Processing System (VPS). New users may register at the following URL, http://eda.ogden.disa.mil. The information on this site identifies disbursed payments only. It is not a guarantee that a check has been cashed.

(14) In cases where the State SLRP Manager/IM receives notification that payment has not been credited to a Soldier's account, the State SLRP Manager/IM must e-mail the NGB SLRP review team at incentives.slrp@ng.army.mil. The NGB SLRP review team will establish a trace to determine the status of checks not cashed or credited to a Soldier's account. Upon DFAS confirmation that a check has been returned, the NGB SLRP review team will notify the PEC IST Regional Representative and the State SLRP Manager/IM to produce a new TL for payment. The new payment will follow payment process procedures listed in paragraph 17.d.(9)(10) above.

e. Termination.

(1) Any break in service will permanently terminate SLRP eligibility, except for authorized periods of non-availability. A Soldier with more than one authorized break in service must be terminated without recoupment.

(2) Any Soldier enlisting and has not previously completed Army or Marine Corp BCT and fails to complete BCT within 365 days will be terminated without recoupment and is not eligible for initial anniversary SLRP payments.

(3) An Army Medical Department (AMEDD) Officer who received SLRP will be terminated without recoupment effective the date they are appointed into an AMEDD corps or branch. This does not apply to 67J, 70B, and 72D, which follow the above guidance for basic branches.

f. The SLRP is subject to recoupment for the following reasons:

(1) Erroneous receipt of anniversary payments when not eligible or authorized.

(2) In cases of overpayment, the money is recouped from the Soldier, not the lender. Overpayments will be collected against the appropriate year. In order to allow the Soldier to deduct the liquidated debt from current year taxes once the debt is liquidated, DFAS will send the Soldier a tax certificate.

(3) The SLRP addendum is signed before or after the execution date of the DD Form 4.

g. The Soldier with unearned portions of SLRP is governed by reference 1.u.

18. The 09S SLRP.

a. Specific Criteria. In addition to the SRIP general requirements, the following rules apply:

(1) This incentive can only be offered if the State, Territory, or District of Columbia has allocated funding in the iMARC/GIMS Budget Management Center for this bonus type in the FY in which the incentive is scheduled for payment, to include anniversary payments.

(2) The Applicant/Soldier is not authorized any enlisted SRIP incentive other than the 09S SLRP. The Applicants/Soldier is not eligible for the OAB once he or she is commissioned.

(3) The Applicant/Soldier may enlist excess in any MTOE or Medical TDA unit. He or she may be assigned to either an enlisted or Officer position. On date of commission however; the Officer must be the primary position holder. An Officer candidate in an excess, over-strength, or manually-loaded vacancy is not authorized to receive or continue to receive this incentive.

(4) The Applicants/Soldier must have one or more qualifying and disbursed Title IV Federal loan(s) not in default at the time of enlistment or reenlistment/extension. The loan(s) must be listed on the NSLDS Aid Summary website sheet. Federal Parent Loans for Undergraduate Students (PLUS Loans) incurred for individual use only are eligible for repayment. State and private loans are not eligible for repayment under the 09S SLRP program.

(5) Loans must have been disbursed prior to the date of enlistment in order to be eligible and must be at least 1-year old on the anniversary date of the contract (unless adjusted for periods of authorized non-availability). Loans disbursed after the date of enlistment are not eligible for repayment.

(6) The date of enlistment into the ARNG establishes the lifetime maximum amount that may be repaid along with establishing the 09S SLRP anniversary repayment date (month), unless adjusted for periods of authorized non-availability.

(7) The Applicant/Soldier enlisting at MEPS will require an 09S SLRP override in REQUEST prior to the training reservation being pulled. The MEPS Guidance Counselor (GC) must request an override from the Request Operations Center (ROC) prior to completing the reservation in order to allow REQUEST to offer 09S SLRP to the Applicant /Soldier. Any 09S contract completed without a ROC override in REQUEST will not be eligible for repayment.

(8) Under no circumstances should a MEPS GC or REQUEST station user execute a 09S SLRP contract without the State SLRP Manager/IM approval of the Applicant's / Soldier's eligibility for 09S SLRP. In order to ensure validity of the loan(s), the following documents must be submitted to the State SLRP Manager/IM:

(a) The NSLDS Aid Summary website sheet.

(b) The NSLDS Detailed Loan Information sheet(s).

(c) Copy of Promissory Note and disbursement sheets for non-NSLDS loan(s).

(9) An Applicant/Soldier enlisting under the 09S SLRP option must contract for a minimum six-year service obligation and meet the minimum 09S SLRP criteria as outlined in reference 1a and policy memorandums.

(10) An Applicant/Soldier must have an AFQT score of 50 or higher.

(11) An Applicant/Soldier must have a minimum of 90 semester hours and provide an official transcript(s) or copy of a Bachelor's degree or higher to the State SLRP

Manager/IM prior to enlisting at MEPS for approval. The transcript must be uploaded into GCRc and iMARC/GIMS.

(12) Additional loans may not be added during the period of the contractual service commitment.

(13) The 09S SLRP incentive addendum is not valid if signed after the execution date of a DD Form 4 and not signed and dated by an enlisting/witnessing official and a Service Representative at the time the document is executed. The 09S SLRP incentive addendum will state the terms and conditions of the incentive.

(14) The 09S SLRP incentive addendum must have an approved automated RTID issued on the date of the service agreement from REQUEST for all NPS and PS Applicants/Soldiers. The RTID is valid only for GCRc incentive addendums. All 09S SLRP addendums manually completed outside of GCRc are not valid.

(15) The issuing of 09S SLRP for a date prior to the contract signature date in REQUEST, or after the DD Form 4 is signed, is not authorized.

(16) Consolidation loans must be entered into iMARC/GIMS individually and then consolidated for repayment.

(17) The 09S SLRP Soldier is not eligible for OAB upon commissioning. Soldier may not complete the SLRP contract to receive the OAB.

(18) The 09S SLRP Applicant/Soldier remains eligible upon commission or appointment for 09S SLRP until the initial contracted service obligation has expired. At that time, the incentive will be marked "completed" in iMARC/GIMS. (Exceptions or Extensions not authorized)

(19) An Officer is prohibited by law from simultaneously receiving 09S SLRP with the OAB, OAFB, CLRP, or the HPLRP.

b. General 09S SLRP Ineligibility.

(1) An Applicant enlisting under the Active First Program is not eligible.

(2) An Applicant enlisting as a GNPS is not eligible.

(3) ~~An Applicant/Soldier requiring a moral or administrative waiver (except dependency) for enlistment into the ARNG is not authorized 09S SLRP. An Applicant/Soldier receiving medical waivers for enlistment is eligible. Authorized waiver~~

~~codes are defined in reference 1.m.~~

(4) An Applicant/Soldier that previously received SLRP.

(5) An Applicant/Soldier that previously received a GRFD ROTC Scholarship.

c. The State SLRP Manager/IM must complete the following actions once an SLRP RTID/CN has been issued:

(1) Verify the REQUEST automated and validated RTID within iMARC/GIMS.

(2) Validation of the SLRP RTID/CN. The State SLRP Manager/IM will ensure the DD Form 4 or DA Form 4836, and SLRP addendum, are uploaded into iPERMS and iMARC/GIMS. The following documents must also be scanned together with their SLRP addendum and uploaded into GCRc and iMARC/GIMS.

(a) The NSLDS Aid Summary website sheet.

(b) The NSLDS Detailed Loan Information sheet(s).

(c) Non-NSLDS loans require copy of Promissory Note and disbursement sheets in order to be approved.

d. Payment.

(1) Payments for 09S SLRP incentive contracts issued under this policy will not exceed $50,000 with annual repayments not to exceed the maximum amount established by law per Table 9.

(2) Each individual loan must be at least 1-year old on the anniversary date of the enlistment.

(3) Prorated payments are not authorized for any of the following reasons:

(a) Separations that result in failure to complete an entire year with satisfactory participation.

(b) Acceptance of an AGR or Mil Tech position (includes indefinite and temporary technicians with an NTE term that exceeds more than 180 days).

(4) The Soldier must make monthly payments (if required) to ensure loan(s) do not enter in to a default status. Loan(s) that are in default at that time of the scheduled annual

payment anniversary date will not be processed. Repayment of loans that are in default may be eligible on the following anniversary date provided the loan(s) are not in default at that time. Exception: Soldier provides a written statement from his or her lender(s) substantiating that the loan(s) are not in default to refute the NSLDS report.

(5) The lender information must be verified annually against the NSLDS documents. The NSLDS documents must not be older than 90 days from the scheduled anniversary payment date.

(6) The State SLRP Manager/IM must send the DD Form 2475 DOD Educational LRP Annual Application to the Soldier 90 days prior to the anniversary date to initiate the SLRP payment. Anniversary payments should be processed once per each FY. Late payments will be annotated in iMARC/GIMS outlining the reason for late payment submission.

(7) The State SLRP Manager/IM is responsible for ensuring eligibility and accuracy of loan payments and must upload the following documents into iMARC/GIMS prior to initiating payments:

(a) The NSLDS Aid Summary sheet.

(b) The NSLDS Detailed Loan Information sheet(s).

(c) The DD Form 2475.

(d) Promissory Note and disbursement sheets for all Federal loans not on the NSLDS website.

(8) Prior to submitting the payment to the USPFO for processing, the State SLRP Manager/IM must follow the steps below:

(a) Upon completion of payment review, forward the payment to NGB via "Payment sent to NGB" bin in IMARC/GIMS for approval. The State SLRP Manger/IM will not be able to print the SLRP TL until payment has been approved by NGB and is returned to the State for payment processing.

(b) Upon NGB SLRP PM approval of payment, the Soldier's payment file will be sent back to the "Transmittal Letter (TL) Generator" bin in iMARC/GIMS. The State SLRP Manger/IM will now be able to print/save and sign the SLRP TL. The State SLRP Manger/IM will manually submit the IMARC/GIMS SLRP TL and the SLRP payment sheet to the State USPFO through State specific procedures (i.e. hand-carry, email or postal

service). The State USPFO will not process the SLRP payment without these two documents.

(9) The ARNG will not repay loan(s), portion of loan(s) that are in default, or repay delinquent payment(s), their interest, and/or associated charge(s).The ARNG will not make a payment to a Soldier or reimburse that Soldier for payment(s) made by the Soldier or by any other individual on their behalf. All SLRP payments are paid to the financial institution(s).

(10) The SLRP payment is not taxed at time of payment; however, it is taxable income. The Soldier may request, through their finance representative, that additional taxes be withheld to avoid tax liability. A separate W2 statement will be issued for this incentive. It is the Soldier's responsibility to ensure that the W2 is correct. A combat zone tax exclusion may not be automatic, and corrections are handled through the Soldier's full-time unit member/representative.

(11) Loan disbursement vouchers must be uploaded into iMARC/GIMS by the State SLRP Manager/IM for each payment submitted. These documents must be uploaded within 30 days of each payment to ensure the disbursement was made. The voucher will be printed from the finance Voucher Processing System (VPS). New users may register at the following URL, http://eda.ogden.disa.mil. The information on this site identifies disbursed payments only. It is not a guarantee that a check has been cashed.

(12) In cases where the State SLRP Manager/IM receives notification that payment has not been credited to a Soldier's account, the State SLRP/IM Manager must e-mail the NGB SLRP review team at incentives.slrp@ng.army.mil. The NGB SLRP review team will establish a trace to determine the status of checks not cashed or credited to a Soldier's account. Upon DFAS confirmation that a check has been returned, the NGB SLRP review team will notify the PEC IST Regional Representative and the State SLRP Manager/IM to produce a new TL for payment. The new payment will follow payment process procedures listed in paragraph 17.d.(9)(10) above.

e. The 09S SLRP is subject to suspension for the following reasons:

(1) The candidate fails to begin their Officer producing program within one year of enlisting for the 09S SLRP option.

(2) The candidate does not acquire a Bachelor's degree within two years of entering the 09S SLRP option.

(3) The candidate has not accepted his or her commission within three years of entering the 09S SLRP option.

(4) The candidate withdraws from the OCS program and does not become DMOSQ in an enlisted MOS. The Soldier must begin AIT within 180 days after withdrawal from OCS. The SLRP suspension will be lifted upon becoming DMOSQ.

f. Termination. Any break in service will permanently terminate 09S SLRP eligibility, except for authorized periods of non-availability. A Soldier with more than one authorized break in service must be terminated without recoupment.

g. The 09S SLRP is subject to recoupment for the following reasons:

(1) Erroneous receipt of anniversary payments when not eligible or authorized.

(2) In cases of overpayment, the money is recouped from the Soldier, not the lender. Overpayments will be collected against the appropriate year. In order to allow the Soldier to deduct the liquidated debt from current year taxes once the debt is liquidated, DFAS will send the Soldier a tax certificate.

(3) Full recoupment is required for all payments of 09S SLRP participants that are terminated for one of the following reasons:

(a) The candidate fails to earn a commission or become DMOSQ and is subsequently discharged.

(b) The candidate fails to begin enlisted MOS training within 180 days of withdrawal from OCS.

(c) The candidate fails to become qualified in an enlisted MOS after withdrawal from OCS.

(d) The candidate fails to accept a commission within three years of entering the 09S SLRP option.

(e) The candidate fails to complete the BOLC within two years upon successful completion of OCS.

(f) The 09S SLRP addendum is signed before or after the execution date of the DD Form 4.

h. Soldiers with unearned portions of SLRP are governed by reference 1.u.

19. The CLRP Program.

a. Specific Criteria. In addition to the SRIP general requirements, the following rules apply:

(1) This incentive can only be offered if the State, Territory, or District of Columbia has allocated funding in the iMARC/GIMS Budget Management Center for this bonus type in the FY in which the incentive is scheduled for payment, to include anniversary payments.

(2) The Soldier cannot be receiving OAB, OAFB, SLRP, 09S SLRP and SRIP incentives. A Soldier currently receiving benefits under an active SLRP contract on the contract start date is not eligible.

(3) The Soldier must be the primary position holder, not in an over-strength or excess status, including any deployed Soldier coded in SIDPERS and iMARC/GIMS as a 56A that matches the authorized military grade and skill qualification commensurate with the position on the contract start date. (Exceptions not authorized)

(4) Agree to a minimum three-year term of service.

(5) The Soldier must satisfy all requirements for accession and commissioning of chaplains, as prescribed in regulations.

(6) The Soldier must currently hold and be fully qualified for appointment as a Chaplain in the ARNG.

(7) The Soldier must have a current ecclesiastical endorsement from a religious organization listed as an endorser with the Armed Forces Chaplains Board and a DD Form 2088, Statement of Ecclesiastical Endorsement, October 2011, along with the Office of the Chief of Chaplains (OCCH) Federal recognition board results. These documents must be uploaded in iMARC/GIMS prior to issuance of a control number.

(8) The Soldier must possess outstanding educational loans secured on or after 1 October 1975, in accordance with USC Title 10 section 16303. These loans must have been applied towards a basic professional qualifying degree or graduate education resulting in a Master of Divinity Degree. All degrees must be obtained from an accredited theological seminary as listed in the Association of Theological Schools (ATS) handbook and/or the Accredited Institutions of Post-Secondary Education handbook.

(9) The Soldier requesting payment above the original approved CLRP agreement of $20,000 must request a new CN and incentive agreement for each additional 3-year $20,000 repayment period.

(10) New loans incurred after signing a 3-year CLRP agreement will not be eligible until that term is completed and a new 3-year CLRP agreement is signed.

(11) An individual enrolled in the Chaplain Candidate Program is not eligible to participate in the ARNG CLRP.

(12) A CN will not be issued without validation of qualifying loan(s) that are not in default at time of issuance of the CN. A copy of the Promissory Note is not required when requesting a CN if NSLDS printouts are used to confirm disbursements amounts. If NSLDS printouts are not used to confirm the disbursement amounts and dates, the Soldier must provide a copy of the Promissory Note and disbursement sheets.

(13) The CLRP incentive addendum is not valid if signed after the request and approval date of the CLRP CN and if not signed and dated by an enlisting/witnessing official and a service representative at the time the incentive agreement is executed. The CLRP incentive addendum will state the terms and conditions of the incentive.

(14) State/NGB viewers must use iMARC/GIMS to request the CN and, once approved, must utilize the automated CLRP incentive addendum out of these systems only.

(15) During system outages that exceed 1 day, the State IM must e-mail the NGB at escincentives@ng.army.mil within 1 day of the system being inaccessible in order for NGB to grant an override and for the State/NGB viewer to complete the CN request:

(a) Copies of e-mail traffic attesting to the State/NGB viewer's inability to request a CN for the Chaplain to agree to serve for 3 years for CLRP due to system outage over a 1-day period.

(b) The Soldier's name and last four of SSN, type of incentive, contract signature date, MOS, and AUVS vacancy number.

(c) Copies of NSLDS Aid Summary website sheet and detailed loan information sheet(s) and/or copy of Promissory Note and disbursement sheets of non-NSLDS loans.

(d) Once approved by the NGB, an override will be granted to generate an automated CN within iMARC/GIMS and allowed access to the automated agreement to complete the transaction.

(16) The CLRP incentive addendum must have an approved automated CN issued on the date of the CLRP agreement is requested from the State/NGB viewer. The CN is valid only for iMARC/GIMS CLRP incentive agreements for which approved. Any CLRP agreements manually completed outside of iMARC/GIMS are not valid.

(17) The issuing of a CLRP for a date prior to the requested contract signature date in iMARC/GIMS is not authorized.

(18) Consolidation loans must be entered into iMARC/GIMS individually and then consolidated for repayment.

(19) The State SLRP Manager/IM must complete the following actions once a CLRP CN has been issued:

(a) Verify previously approved CN in iMARC/GIMS.

(b) Validate the CN by ensuring the CLRP addendum is uploaded into iPERMS and iMARC/GIMS. The following documents must also be scanned together with their CLRP addendum and uploaded into iMARC/GIMS.

(1) The NSLDS Aid Summary website sheet.

(2) The NSLDS Detailed Loan Information sheet(s).

(3) Non-NSLDS loans require a copy of the Promissory Note and disbursement sheets in order to be approved.

b. Termination. Any break in service will permanently terminate CLRP eligibility, except for authorized periods of non-availability. A Soldier with more than one authorized break in service must be terminated without recoupment.

c. Payment.

(1) The CLRP amount will not exceed $20,000 for each 3-year period of obligated service. The maximum lifetime benefit will not exceed $80,000.

(2) It is the individual Chaplain's responsibility to request their annual repayment in writing within 90 days of completing each year of satisfactory service, as well as to provide updated copies of loan balances to their State IM for payment.

(3) Payment will be made each year of satisfactory participation as a Chaplain in the ARNG (payments not to exceed $6,666.66/year).

(4) Prorated payments are not authorized for any of the following reasons:

(a) Separations that result in failure to complete an entire year with satisfactory participation.

(b) Acceptance of an AGR or Mil Tech position (includes indefinite and temporary technicians with an NTE term that exceeds more than 180 days.

(5) Chaplains must make monthly payments (if required) to ensure loan(s) does/do not enter into a default status. Loan(s) in default at the time of the scheduled annual payment anniversary date will not be processed. Repayment of loans that are in default may be eligible on the following anniversary date provided the loans are not in default at that time. Exception: Chaplain provides a written statement from his or her lender(s) substantiating that the loans are not in default to refute the NSLDS report.

(6) The lender information must be verified annually against the NSLDS documents. The NSLDS documents must not be older than 90 days from the scheduled anniversary payment date.

(7) The State SLRP Manager/IM must send the DD Form 2475 DOD Educational LRP Annual Application to the Chaplain 90 days prior to the anniversary date to initiate SLRP payment. Anniversary payments should be processed once per each FY. Late payments will be annotated in iMARC/GIMS outlining reason for late payment submission.

(8) The State SLRP Manager/IM is responsible for ensuring eligibility and accuracy of loan payments and must upload the following documents into iMARC/GIMS prior to initiating payments:

(a) The NSLDS Aid Summary sheet.

(b) The NSLDS Detailed Loan Information sheet(s).

(c) The DD Form 2475.

(d) Promissory Note and disbursement sheets for all Federal loans not on NSLDS website.

(9) Prior to submitting the payment to the USPFO for processing, the State SLRP Manager/IM must follow the steps below:

(a) Upon completion of payment review, forward the payment to NGB via "Payment sent to NGB" bin in IMARC/GIMS for approval. The State SLRP Manger/IM will not be able to print the SLRP TL until payment has been approved by NGB and is returned to the State for payment processing.

(b) Upon NGB SLRP PM approval of payment, the Soldier's payment file will be sent back to the "Transmittal Letter (TL) Generator" bin in iMARC/GIMS. The State SLRP

Manger/IM will now be able to print/save and sign the SLRP TL. The State SLRP Manger/IM will manually submit the IMARC/GIMS SLRP TL and the SLRP payment sheet to the State USPFO through State specific procedures (i.e. hand-carry, email or postal service). The State USPFO will not be process the SLRP payment without these two documents.

(10) The ARNG will not repay loan(s), portion of loan(s) in default, or repay delinquent payment(s), their interest, and/or associated charge(s). The ARNG will not make a payment to a Chaplain or reimburse that Soldier for payment(s) made by the Soldier or by any other individual on their behalf. All SLRP payments are paid to the financial institution only.

(11) The SLRP payment is not taxed at time of payment; however, it is taxable income. The Chaplain may request, through their finance representative, that additional taxes be withheld to avoid tax liability. A separate W2 statement will be issued for this incentive. It is the Chaplain's responsibility to ensure that the W2 is correct. A combat zone tax exclusion may not be automatic, and corrections are handled through the Chaplain's full-time unit member/representative.

(12) Loan disbursement vouchers must be uploaded into iMARC/GIMS by the State SLRP Manager/IM for each payment submitted. These documents must be uploaded within 30 days of each payment to ensure the disbursement was made. The voucher will be printed from the finance Voucher Processing System (VPS). New users may register at the following URL, http://eda.ogden.disa.mil. The information on this site identifies disbursed payments only. It is not a guarantee that a check has been cashed.

(13) In cases where the State SLRP Manager/IM receives notification that payment has not been credited to a Soldier's account, the State SLRP/IM Manager must e-mail the NGB SLRP review team at incentives.slrp@ng.army.mil. The NGB SLRP review team will establish a trace to determine the status of checks not cashed or credited to a Soldier's account. Upon DFAS confirmation that a check has been returned, the NGB SLRP review team will notify the PEC IST Regional Representative and the State SLRP Manager/IM to produce a new TL for payment. The new payment will follow payment process procedures listed in paragraph 17.d.(9)(10) above.

20. Suspension of Incentives.

a. The Soldier's incentive payment(s) will be suspended under the following circumstances:

(1) The Soldier enters a period of non-availability (placement in the ING). Maximum periods of non-availability are:

(a) A one-year period for personal reasons.

(b) A three-year period for missionary obligations.

(2) The Soldier is flagged with suspension of favorable personnel actions (excludes APFT or failure to meet body fat).

(3) The Soldier is contracting as an SMP ROTC Cadet (Not applicable with SLRP).

(4) Only one suspension of non-availability may be granted.

b. Reinstatement of incentive eligibility is not guaranteed. The Soldier may receive subsequent payments on the adjusted anniversary date provided he or she meets all requirements for satisfactory participation with creditable service.

21. Continued Receipt of Incentives. Entering remarks into iMARC/GIMS along with supporting documentation is required to support continued receipt of incentives. The Soldier may continue to receive incentives based upon the following conditions:

(a) An Officer changing AOC due to normal career progression can retain their incentive if he or she remains within the same CMF as the primary position holder for the entire length of the service obligation. Command directed moves are the only authorized exception. (Note: This does not apply to Warrant Officers) Transfer orders must be uploaded into iMARC/GIMS.

(b) A Soldier whose AOC/MOS is changed due to a unit transition, or who is inactivated, relocated, reorganized, or converted may continue to receive incentives provided he or she meets all other eligibility criteria, becomes DMOSQ within 24 months, and is not separated from the SELRES. The Soldier must be coded 9994, excess due to reorganization in SIDPERS/TAPDB-G code. Assignment orders must be uploaded into iMARC/GIMS.

(c) A Military Technician on a temporary assignment tour (includes an indefinite and temporary technician on tour for less than 180 days in any 12-month period). Standard Form (SF) 50, Notification of Personnel Action, 30 June 1993 and/or SF 52, Request for Personnel Action, 30 June 1993, or a memorandum from the Human Resource Office (HRO), must be uploaded into iMARC/GIMS for confirmation of the temporary tour NTE dates.

(d) A Soldier performing Active Duty Operational Support (ADOS) and/or Full Time National Guard Duty for Operational Support (FTNGDOS) who meets the eligibility criteria

to reenlist/extend may qualify for SRIP incentives provided they meet the eligibility criteria.

(e) An instructor assigned to a Regional Training Institute (RTI) MOS Immaterial (00F) duty position may retain his or her current incentive only in his or her PMOS provided he or she remains qualified in the PMOS and meets all other requirements for the incentive. The Soldier is not eligible to extend for SRIP incentives while in this position. The Soldier must become instructor-qualified (SQI=8) within 180 days of assignment.

(f) A Soldier mobilized for deployment is allowed to retain all the SRIP incentives he or she qualified for and received prior to mobilization, regardless of duty position and AOC/MOS cross-leveled into during mobilization. After mobilization, the Soldier must either return to the original contracted MOS and position or into the new incentive MOS and position annotated on the current incentive addendum and reflected in iMARC/GIMS at the time of Release From Active Duty (REFRAD), and the Soldier must return to duty to be able to continue to receive any remaining incentive payments. A Soldier reenlisting/extending has 24 months from the new contract start date to be DMOSQ.

(g) A Soldier who returns from an authorized period of non-availability and extends their enlistment contract to cover period of non-availability within 90 days to retain incentive.

(h) A Recruit Sustainment Program (RSP) cadre assigned to an MOS Immaterial (00F) duty position may retain their current incentives only in their PMOS provided they remain qualified in their PMOS and meet all other requirements for the incentive. A Soldier is not eligible to extend for SRIP incentives while in these positions. The Soldier must become instructor-qualified (SQI=8) within 180 days or Drill Sergeant-qualified (SQI=X) within 365 days of assignment.

(i) A Soldier transferring from the ARNG to the USAR on a conditional release will not have their incentives terminated in iMARC/GIMS. The incentives will transfer to the USAR with the Soldier. Each incentive will be marked "completed" in iMARC/GIMS with remarks (e.g., "Soldier was conditionally released to the USAR on [date]"). The transfer order must be uploaded into iMARC/GIMS.

22. Termination of Incentives. Entitlement to incentives will be terminated when any of the termination reasons in reference 1.a. apply before the fulfillment of the service described in the member's written agreement. The Soldier shall not be eligible to receive further incentive payments, except for payments for service performed before the termination date. Once declared ineligible, termination of an incentive does not affect a Soldier's responsibility to continue to serve out his or her current statutory or contractual Service commitment.

23. Termination with Recoupment. Recoupment of incentives requiring resolution and consideration involving doubtful cases in which recoupment would be contrary to personnel policy, against management objectives, against equity or good conscience, or contrary to the best interest of the United States, the Army, and ARNG, are covered under paragraph 28.

24. Detailed remarks must be entered into iMARC/GIMS clearly outlining the reasons for termination with recoupment, and supporting documents must be uploaded. Reasons for termination with recoupment include the following:

a. Incentive addendums are signed before or after the execution date of a DD Form 4, DA Form 4836, or NGB Form 337. The termination date will be the contract start date if incentive was previously paid.

b. An Officer failing to serve in the contracted CS AOC/MOS for the entire length of the OAB agreement (Exception for normal career progression). The termination date will be the date of transfer reflected on the Soldier's order.

c. A Soldier voluntarily changing their CS MOS during the contractual obligation, unless assigned as a 09S (OCS Candidate) or 09R (SMP Cadet). The termination date will be the date of transfer reflected on the Soldier's order.

d. A Soldier accruing one or more unexcused absences. Initiate termination of the incentive 90 days after the date of unexcused absence(s) if the absence(s) was/were not subsequently excused or made up. The termination date is the first Inactive Duty Training (IDT) or first Active Duty Training (ADT) unexcused absence.

e. A Soldier separating from the ARNG due to death, injury, illness, or other impairment that is the result of the Soldier's own misconduct. The termination date will be the ARNG discharge date.

f. A Soldier failing to extend for the period of service while in an authorized period of non-availability within 90 days of returning to active drilling status. The termination date will be the date reflected on the Soldier's order to the ING or IRR.

g. A Soldier with a SIDPERS excess Code 9993 or TAPBB-G excess code 999K. A Soldier placed in an over-strength status due to unit inactivation, relocation, reorganization, or one who was converted (unit transformation or reorganization), is entitled to continued payment(s), to include the initial payment. The Soldier has 24 months from the date of transformation/reorganization (plus period served in a mobilized status) and must be assigned as the primary position holder in a valid vacancy. The Soldier must not be coded excess in SIDPERS. The termination date will be the date moved into the excess position.

h. A Soldier discharged with a SIDPERS discharge code related to the reason for suspension of favorable personnel actions (Flag) in which the case was not closed favorably prior to discharge. The effective date of termination is the initiation date of the Adverse Action (AA) Flag. The Soldier whose AA Flag is removed prior to the date of discharge will have their incentive terminated effective the date of discharge if the contractual obligation period has not been completed.

i. A Soldier with contracts executed after 1 March 2009, and with two consecutive record APFT failures and/or two consecutive failures to meet body fat standards within the contract term. Termination will be effective on the date of the second APFT failure or second failure to meet body fat standards.

j. A Soldier failing to maintain medical and dental readiness during the entire period of the service obligation, unless the failure was due to reasons outside of the Soldier's control (e.g., death, injury, or illness). The Commander will notify the State Incentives Manager when a Soldier is not in compliance with command-directed orders to rectify his or her medical status (e.g., dental cleaning, dental work, periodic health assessment, etc.). The termination date will be the date the commander requests termination.

k. A Soldier losing AOC/MOS qualification due to denial/removal of required security clearances. The termination date is the effective date on the official orders for which the Soldier is considered Non-DMOSQ.

l. A Soldier separating from the ARNG for enlistment into any AC (Regular Army, Navy, USMC, USAF, or USCG) and receiving an enlistment incentive, or when the period of service is less than the Soldier's current ARNG drilling obligation. The termination date is the ARNG discharge date.

m. ~~A Soldier receiving an OAB upon commissioning after SRIP was suspended due to contracting as an SMP/ROTC Cadet. Termination is effective the date of the school start date on NGB Form 594-1/or DA Form 597.~~

n. A Soldier failing to become DMOSQ within 24 months of the contract start date. Termination is the effective date of transfer into the new MOS.

o. A Soldier who voluntarily transfers within the State or IST for reasons other than those covered under references 1.a., 1.h., and 1.i. will be governed by the following:

(1) A Soldier who contracted for a Vacancy Management Score (VMS) of 840, a Readiness Predictive Module (RPM) score of 550 or above, or within Tier Levels 1-6 will have the incentive terminated with recoupment if the CS MOS change was voluntary. Termination is the effective the date of transfer.

(2) A Soldier who contracted for a CS MOS prior to the implementation of the VMS, RPM, and Tier Level CS determination rules must, upon voluntary transfer, select a vacancy that has the same CS MOS or a current vacant State CS in order to retain his or her incentives. The Soldier must be assigned as the primary position holder. A Soldier electing a new CS MOS will have 24 months from the date of transfer on their orders to become DMOSQ and is not eligible for future scheduled payments until they become DMOSQ for the new CS MOS. A Soldier failing to become DMOSQ within the allotted time will be terminated effective the date on the transfer order.

(3) A Soldier moved involuntarily has 24 months from the date of transfer to become DMOSQ in the new MOS and is eligible for future scheduled payments. A Soldier who received payment and failed to become DMSOQ within 24 months will have the bonus incentive terminated effective the date of the transfer order.

(4) A Soldier who transfers out of a CS incentive into a Non-CS position is not eligible to retain his or her incentives and will be terminated effective the date on the transfer order.

p. A Soldier voluntarily retiring from active drilling status. The termination is the date on the ARNG discharge order.

q. A Soldier voluntarily separating due to pregnancy. The termination is the date on the ARNG discharge order.

r. A Soldier leaving the AGR or Military Technician program to return to traditional status and who received an incentive while assigned in traditional status will have that incentive terminated with recoupment if they have served less than 50 percent of the contractual obligation period (from contract start date) prior to reentering the AGR or Military Technician program. The termination effective date is the AGR order start date or Military Technician start date as noted on the SF 50, 52, or HRO memorandum.

s. A Soldier failing to become instructor-qualified [Special Qualification Identifier (SQI=8) within 180 days of assignment to an RTI and/or RSP cadre. The termination will be effective the date of the transfer order.

t. A Soldier failing to become Drill Sergeant-qualified (SQI=X) within 365 days of the date of assignment to an RSP Drill. The termination will be effective the date of the transfer order.

u. An Officer entering into any AC or SELRES with a current Officer ARNG incentive will be terminated effective the ARNG discharge date.

v. A Soldier medically discharged as a result of his or her own misconduct, regardless of whether he or she is assigned to a designated CZ or combat-related operation. The termination will be effective on the ARNG discharge date.

25. Termination without Recoupment. A Soldier whose incentives are terminated must have detailed remarks in iMARC/GIMS along with supporting documents uploaded that substantiate the action taken. A Soldier who is terminated for one of the following reasons is eligible to retain all previously processed payments (if eligibility for payment was established prior to date of termination) and forfeit any future scheduled payments:

a. The Officer must successfully complete OBC/WOBC in his or her designated AOC/MOS within 24 months of the date of commission or appointment. The termination date is 24 months from the date of commission/appointment unless previously discharged, in which case the termination date is the discharge order date.

b. An NPS Applicant failing to ship within 365 days of his or her enlistment date. A Soldier failing to ship within 365 days will be terminated effective 12 months from the date of enlistment. A Soldier discharged prior to 12 months will be terminated effective the ARNG discharge date.

c. An NPS Applicant failing to become DMOSQ within 24 months from the date of enlistment. Failure to complete AIT and become DMOSQ in the MOS originally contracted (including delays in training) voids the incentive contract. A Soldier whose training pipeline time was extended by "no fault of the Soldier" will be evaluated on a case-by-case basis via submission of an Exception to Policy (ETP). A Soldier failing to become DMOSQ within 24 months will be terminated effective the date of enlistment. A Soldier discharged prior to 24 months will be terminated effective the ARNG discharge date.

d. A Soldier with an enlisted bonus incentive who serves at least 1 day past the initial contract payment date and becomes either a simultaneous member of an authorized Officer Commissioning Program or accepts an immediate commission/appointment as an Officer/Warrant Officer without accepting an OAB/OAFB incentive. Note: This does not apply to SLRP. The termination date is the SMP college start date or enlisted discharge date.

e. A Soldier who serves at least one day of an enlisted contract term (contract term starts the date the initial payment date is authorized) before accepting any ROTC scholarship. Termination is effective on the college class start date as noted on NGB Form 594-1/DA Form 597. Note: This does not apply to SLRP.

f. A Soldier receiving an OAB upon commissioning after being suspended due to contracting as an SMP/ROTC Cadet. Termination is effective on the ROTC college start

date as noted on NGB Form 594-1/ DA Form 597.

g. A Soldier who serves at least 1 day of an enlisted incentive contract term (contract term starts the date the initial payment of the incentive is authorized) and receives an Officer accession incentive. The termination date is the day prior to being commissioned/appointed. Note: An Officer cannot receive SLRP and OAB at the same time.

h. A Soldier accepting an AGR or Mil-Tech position where membership in an RC is a condition of employment (includes an indefinite and temporary technician on tour for 180 days or more in any 12-month period) and who has served 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 termination effective date is 1 day prior to the start date of the AGR or Mil-Tech tour. The SF 50/SF 52, or memorandum from HRO must be uploaded into iMARC/GIMS for confirmation of the temporary tour NTE dates.

i. A Soldier who left the AGR or Military Technician program and served more than 50 percent of the incentive contractual agreement (from contract start date) while in a traditional status, and before returning to AGR or the Military Technician program, is eligible to retain all previous payments. The termination effective date is the AGR order start date or Military Technician start date as noted on the SF 50, 52, or HRO memorandum.

j. A Soldier involuntarily ordered into retirement. The termination is the date on the ARNG discharge order.

k. A Soldier separated due to sole survivorship. The termination is the date on the ARNG discharge order.

l. A Soldier involuntarily separated from the ARNG as a result of unit inactivation, relocation, reorganization or a DoD-directed reduction in the ARNG force. The termination is the date on the ARNG discharge order.

m. A Soldier discharged due to injury or illness that occurred or was detected while assigned in a traditional drilling status that was not the result of Soldier's own misconduct. The termination is the date on the ARNG discharge order upon confirmation with the State Surgeon of reason for medical discharge. Future payments will not be processed.

26. Disposition of incentives for a deceased member of the ARNG being separated for disability described under USC Title 10 Chapter 61, that was incurred in the line of duty in a designated combat zone, or in a combat-related operation designated by the Secretary of Defense, will be handled as follows:

a. The Soldier must have been separated due to death that is determined not to be the result of own misconduct.

b. Processing of outstanding bonus payments will be made on determination of beneficiary eligibility of the decedent's incentives or directly to disabled Soldiers upon separation as noted below:

(1) In cases where the incentive is established in DFAS at the time of death, the payout of the incentive will be handled by the DFAS casualty assistance office. The State IM will mark the incentive as "completed" with the remark "Soldier discharged under SIDPERS code 'DA' on (date)" and a copy of the discharge order uploaded into iMARC/GIMS.

(2) In cases where the incentive is not established in the DFAS at the time of death, the IM must provide the incentive contract and establishment paperwork to the casualty assistance office within the State so that DFAS will be made aware that the incentive exists. The State IM will mark the incentive as "completed" with the remark "Soldier discharged under SIDPERS code 'DA' on (date)" and a copy of the discharge order uploaded into iMARC/GIMS.

c. Bonus payments will be the unpaid balance payable during the settlement of the decedent's or member's final military pay account.

d. A Soldier with an active SLRP contract will be marked as "completed" in iMARC/GIMS. The Soldier is not authorized a prorated payment. The State IM will mark the incentive as "completed" with the remark "Soldier discharged under SIDPERS code 'DA' on (date)" and a copy of the discharge order uploaded into iMARC/GIMS.

e. A Soldier with an active bonus contract that is discharged due to injury or illness that occurred, or was detected, while assigned to a designated CZ or combat-related operation that was not the result of Soldier's own misconduct will receive an accelerated payment for all future payments. The State IM must submit a recommendation payment date change request in iMARC/GIMS using the day before the discharge date as the new payment date for payment(s). Once the recommendation is approved by PEC IST, is processed by DFAS, and the verification of the payment in DJMS has been done, the State IM must mark the contract as "completed" in iMARC/GIMS with appropriate remarks [e.g., "Soldier was separated due to (reason) on (date)"]. Note: Do not mark the contract "completed" in iMARC/GIMS until the actual payment has been processed by DFAS and verified, otherwise the payment will be rejected. A copy of the discharge order will be uploaded into iMARC/GIMS.

27. The Deploying and Deployed Soldier.

a. A Soldier deploying under USC Title 10 Section 12301(d), or serving under Contingency Operation for Active Duty Operational Support (CO-ADOS) orders in support of a named contingency operation where Partial Mobilization has been declared, is subject to the provisions of this ARNG SRIP guidance.

b. Tax Free Incentives. A Soldier who executes a reenlistment/extension or EAB incentive will receive it tax-free if deployed to a Combat Zone Tax Relief Area (CZTRA) as defined by the DoDFMR, Volume 7A, Chapter 44, on the date of contract execution and is 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 reenlistment/extension or affiliation is signed during the calendar month the Soldier is serving OCONUS in the CZTRA for at least 1 day.

c. A Soldier with an incentive who is deploying or is deployed remains eligible to receive scheduled payments for incentives as annotated below:

(1) A Soldier cross-leveled into an AOC/MOS for which they are not qualified or who is placed into an AOC/MOS immaterial position (00F) eligible while deployed.

(2) A Soldier with a pre-existing incentive choosing to remain in the cross-leveled AOC/MOS upon REFRAD has 24 months to become DMOSQ in the new AOC/MOS or their incentive will be terminated with recoupment effective the Soldier's REFRAD date as annotated on the Soldier's DD Form 214.

(3) A Soldier placed in an 00F position for deployment/mobilization must be reassigned as the primary position holder in the same AOC/MOS within 180 days from REFRAD or the incentive will be terminated with recoupment effective on the REFRAD date as annotated on the Soldier's DD Form 214.

(4) A Soldier choosing not to remain in the cross-leveled AOC/MOS must be transferred as the primary position holder in the new AOC/MOS within 180 days from REFRAD or the incentive will be terminated with recoupment effective on the REFRAD date as annotated on the Soldier's DD Form 214.

d. A Soldier entering the 365-day REB eligibility window, not DMOSQ due to being deployed, and otherwise eligible may reenlist/extend for the REB. The incentive payment will be processed the same as if the Soldier was DMOSQ provided the Soldier is reassigned as the primary position holder.

e. An Applicant/Soldier may not enlist for an incentive into a position vacated by a

Soldier who was cross-leveled to another unit for deployment/mobilization.

f. An Applicant/Soldier and Officer/Warrant Officer must enlist or be assigned into a valid vacancy in any derivative unit identification code (UIC) (Rear Element) created as a result of the forward element deploying as long as the position was not previously filled from a cross-leveled Soldier in which the Soldier, upon completion of the deployment/mobilization, will be returning to. Incentives are not authorized for any manually created rear element vacancy.

g. A Soldier assigned to a deploying unit that is 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 incentive eligibility. The Soldier whose transfer takes them out of contract eligibility for their incentive must be transferred back to the original unit within 180 days of the unit's REFRAD. If the incentive is dependent upon a specific MOS, the Soldier must be returned to the MOS for which the incentive was awarded.

h. A Soldier transferred to the ARNG Medical Management Activity (MMA) and SIDPERS coded as 999M in total TAPDB-G will remain eligible for future payments if contracted for the incentive prior to being coded 999M. The Soldier is not eligible to contract for new incentives while in a medically non-available status. The Soldier must be transferred back to their original unit and/or be assigned as the primary position holder in the contracted MOS within 180 days of release from the MMA.

28. Exceptions to Policy. The Chief of the Education, Incentives, and Employment Division is the proponent for this guidance and is the authority for ETP determinations. All ETPs will be initiated by the Soldier and routed through their chain of command to the State IM and State Military Personnel Officer, to the Professional Education Center Incentives Support Team for action. Approved or denied ETPs and supporting documents must be uploaded in iPERMS and iMARC/GIMS. All supporting documents must be uploaded to the iMARC/GIMS ETP module. ETPs are evaluated on an individual basis.

29. Direct all questions, comments, or concerns to the Incentive Manager of the respective State or Territory. Incentive Managers may contact CPT Aaron B. Oelschlager, Program Manager, Education, Incentives, and Employment Division, at DSN 327-7739, 703-601-7739, or aaron.oelschlager@us.army.mil for support.

30. The point of contact is COL Richard Baldwin, Chief, Personnel Programs, Manpower and Resources Division, at DSN 327-7131, 703-607-7131, or joseph.baldwin@us.army.mil.

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WILLIAM E. INGRAM, JR.
Lieutenant General, USA
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