

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Selected Reserve Incentive Programs Policy Guidance for 1 April 2000 (Policy Number 00-02 for Army National Guard Soldiers)

1. This memorandum establishes policy as of 1 April 2000, to be used in administering the Selected Reserve Incentive Program (SRIP) for FY-00, effective 1 April 2000 through 30 September 2000, unless sooner suspended or rescinded. The SRIP is managed within strict Department of Defense and Department of the Army guidelines and within a limited budget. Bonus positions are the required positions of the MTOE. Documented Over-structure positions are not bonus eligible positions (150-Y). Commanders at all levels are required to ensure that the program is managed efficiently and effectively to preclude fraudulent, wasteful, and abusive actions.

2. The enclosed \$5,000 Enlistment Bonus Critical Skill/High Priority Unit is updated and includes all MOSs within Skill Level 1. The list is effective 1 April 2000.

a. The Enlistment Bonus is for non-prior service enlistees who are in test score category I-III B (AFQT score of 31 or above) and enlist in a valid position vacancy.

b. Applicants who enlist for this incentive will be authorized a \$5,000 bonus, payable as follows: 50 percent upon completion of IADT and 50 percent on the fourth anniversary.

c. High priority units are Enhanced Brigade, Field Artillery, Force Support Package (FSP), FAD II, Less than 30-day Deployers, Managed Level of Resources 1 - 3 and MULTI Component Units. Managed Level of Resources 1 - 3 units are tailored forces capable of full spectrum operations, world-wide and consist of "High Priority" combat, combat support and combat service support units scheduled to deploy at the earliest stages of a U.S. response within ninety days of a response. MULTI Component units are composed of more than one component (Active Army, ARNG, and USAR).

d. Soldiers must meet the requirements outlined in NGR 600-7, Chapter 2. Glossary Non-Prior Service Enlistees are not eligible for this enlistment bonus.

3. The enclosed \$5,000 Non-High Priority Unit CAT I-III A Enlistment Bonus list is updated to include all eligible MOSs and is effective 1 April 2000.

a. This bonus program is for non-prior service enlistees who are in test score category I-III A (AFQT score 50 or above) and enlist in a valid position vacancy. These soldiers must enlist in an MOS and unit that have been identified for this bonus.

NGB-ARZ-HRP-P (600-7)

SUBJECT: Selected Reserve Incentive Programs Policy Guidance for 1 April 2000 (Policy Number 00-02) for Army National Guard Soldiers

b. The MOSs for the \$5,000 bonus are identified by looking at the MOSs available in Skill Levels 1 and 2 within non-high priority units nationally. Those MOSs with a fill of less than 90 percent are placed on a master MOS list.

c. The MOS list is computed separately for each State based upon the following criteria:

(1) The master is compared against units and MOSs in each state. If the State has a Non-High Priority unit ~~and with an~~ MOS ~~with that~~ appears on the master list and that MOS has a required wartime strength of two or more with an assigned strength of less than 100 percent, the unit and MOS are eligible for a bonus. The master list is compared against those positions in Skill Levels 1 and 2.

(2) The \$5,000 bonus is payable as follows: 50 percent upon completion of IADT and 50 percent on the fourth anniversary of the date of enlistment.

d. Soldiers must meet the requirements outlined in NGR 600-7, Chapter 2. Glossary Non-Prior Service Enlistees are not eligible for this enlistment bonus.

4. The \$8,000 High Priority Unit CAT I-III A Enlistment Bonus is updated to include all eligible MOSs and is effective 1 April 2000.

a. This bonus program is for non-prior service enlistees who are in test score category I-III A (AFQT score 50 or above) and enlist in valid position vacancy. These soldiers must enlist in an MOS and unit that have been identified for this bonus.

b. The MOSs for the high priority units are identified by looking at the MOSs available in Skill Levels 1 and 2 within those units nationally. Those MOSs with a fill of less than 90 percent are placed on a master MOS list.

c. The MOS list is computed separately for each State based upon the following criteria:

(1) The master list is compared against units and MOSs in each state. If the State has a High Priority unit with an MOS that appears on the master list and that MOS has a required wartime strength of two or more with an assigned strength of less than 100 percent, the unit and MOS are eligible for a bonus. The master list is compared against those positions in Skill Levels 1 and 2.

(2) The \$8,000.00 High Priority CAT I-III A bonus is payable as follows: 50 percent upon completion of IADT and 50 percent on the fourth year anniversary of the date of enlistment.

d. Soldiers must meet the requirements outlined in NGR 600-7, Chapter 2. Glossary Non-Prior Service Enlistees are not eligible for this enlistment bonus.

NGB-ARZ-HRP-P (600-7)

SUBJECT: Selected Reserve Incentive Programs Policy Guidance for 1 April 2000 (Policy Number 00-02) for Army National Guard Soldiers

5. Soldiers who accept a reassignment for a promotion under the current enlisted promotion system NGR 600-200, Chapter 11, will not affect their SRIP entitlement. Soldiers who accept a reassignment for a promotion under the enlisted promotion system in a TDA unit, band, or public affairs detachment will retain their SRIP eligibility provided that they are placed in a valid position vacancy and remain in the MOS for which the bonus was received. Extension for a bonus in one of the above-mentioned units is not authorized.

6. Enclosure 1 lists the Civilian Acquired Skills Program (CASP) MOSs. CASP MOSs are authorized a \$5,000.00 enlistment bonus in any ARNG unit with the exception of HQ, STARC, Troop Command, Training Sites, TASS elements, bands, and public affairs detachments. For criteria pertaining to CASP MOSs, see NGR 600-200, Chapter 3. For enlistment, the applicants must meet the criteria outlined in NGR 600-7, Chapter 6.

7. An Affiliation Bonus is authorized for prior service soldiers who, upon release from active duty, possess the required grade (or no more than one grade below the required grade) and MOS of the unit position vacancy into which they will be enlisted and meet the following criteria:

a. The MOS must appear on the DD Form 214 as the PMOS, SMOS, or AMOS.

b. Soldiers must be qualified in that MOS and have that MOS awarded as primary MOS upon enlistment into the Army National Guard and must have a remaining statutory Military Service Obligation (MSO) in accordance with Title 10, U.S. Code, Section 650 and AR 135-91, Table 2-4.

c. Soldiers who are assigned to a position using the substitution rules per AR 611-201, will be paid the affiliation bonus upon the soldier's affiliation with the unit. However, they must complete the required training to become MOS qualified and be awarded the MOS as primary MOS. The soldier will have two years to complete formal training for MOS qualification unless the proponent only offers the training over a longer period such as the multi-phased medical MOS courses. If the soldier does not complete the required training, the bonus will be terminated without recoupment at the end of the 24-month period.

d. Soldiers who enlist from another service ~~must be~~ must be awarded an MOS as primary using the DoD Conversion Manual and Army policies and procedures. Once the MOS is awarded using the DoD Conversion Manual they may not be further assigned using the substitution rules.

e. Soldiers who enlist through the Reserve Component Transition Program (In-service) will use DA Form 5261-3-R for accession into the ARNG.

SUBJECT: Selected Reserve Incentive Programs Policy Guidance for 1 April 2000 (Policy Number 00-02) for Army National Guard Soldiers

8. Soldiers who are separated from an active component with a Re-entry (RE) Code of 1, 2, or 3, and one of the Separation Program Designator (SPD) codes indicated below are eligible to enlist in the ARNG for the affiliation bonus provided they meet the enlistment/reenlistment criteria in NGR 600-200, Chapter 2 (annual enlistment criteria memorandum):

KBK, KCA, KCB, KCC, KCF, KDM, MBK, MCA, MCB, MCC, MCF, MDM, JCC, LCC

9. The Student Loan Repayment Program (SLRP) will be offered as an enlistment option for non-prior service enlistees who enlist in a high priority unit regardless of MOS. High priority units authorized SLRP are Enhanced Brigade, Field Artillery, FSP, FAD II, Less than 30-day Deployers, Managed Level of Resources 1 - 3 and MULTI Component Units. Managed Level of Resources 1 - 3 units are tailored forces capable of full spectrum operations, world-wide and consist of "High Priority" combat, combat support and combat service support units scheduled to deploy at the earliest stages of a U.S. response within ninety days of a response. MULTI Component units are composed of more than one component, (Active Army and ARNG, USAR). The amount of SLRP will not exceed \$10,000 plus interest. Enlistees must meet the following conditions:

- a. Be in test score category I-III A.
- b. Have existing loans at the time of enlistment. Loans established after the date of enlistment will not be eligible. Entitlement is for the initial contract period only.
- c. The soldier must enlist for a 6X2 or 8X0 contract period.
- d. Be the primary individual assigned to a position. They cannot be carried excess.

10. Current members may reenlist or extend for SLRP provided they reenlist or extend in a high priority unit defined above. Soldiers who reenlist or extend must meet the following conditions:

- a. Have served the last three consecutive years in an active status in a unit of the ARNG. Periods of Inactive National Guard service constitute a break.
- b. Immediately reenlist or extend for a term of service that will provide a contractual obligation of not less than six years from the date of the SLRP agreement.
- c. Have not received the SLRP as an enlistment, reenlistment, or extension option in the Selected Reserve and ~~have~~ have existing loans at the time the re-enlistment or extension is signed. Soldiers who reenlist or extend in the three month window will not be authorized payment on loans established after the contract has been signed. ~~(Loans established after the date of reenlistment or extension are not eligible for SLRP.~~
- d. Have less than 14 years total service at their current ETS.

NGB-ARZ-HRP-P (600-7)

SUBJECT: Selected Reserve Incentive Programs Policy Guidance for 1 April 2000 (Policy Number 00-02) for Army National Guard Soldiers

e. Be assigned to valid positions and hold as primary MOS the MOS required for that position. Soldiers who do not hold the MOS but who are eligible for it may reclassify into or have it redesigned as their primary MOS on the date of the SLRP contract.

11. A \$5,000 six-year reenlistment/extension bonus is authorized for all high priority units identified above. Soldiers must be within three months of ETS, have less than 14 years total service at ETS, be qualified in and hold the MOS as primary, and not in a documented over-strength or excess position. An initial payment of \$2,000 will be processed upon extension and \$3,000 on the fourth anniversary.

12. The Prior Service Enlistment bonus is not available in the ARNG due to limited funds. If United States Army Reserve (USAR) soldiers with the Prior Service Enlistment bonus enlist in the ARNG, inform the soldiers in writing before the enlistment or reenlistment in the ARNG that their bonus will be terminated upon release from the USAR with no recoupment. The DD Form 1966/3, section VI, remarks, will have the following statement:

"I understand that this enlistment in the (state) ARNG will cause immediate termination of Prior Service Enlistment Bonus from the USAR and there will be no recoupment of monies paid to me." The soldier and R&R NCO who counseled the soldier will each sign and date the statement.

13. USAR soldiers may enlist in the Army National Guard with a USAR Enlistment, Reenlistment, or Affiliation Bonus and retain that eligibility if:

- a. They remain in the same MOS and that MOS must be bonus eligible in the ARNG.
- b. Are placed in a valid vacant position in a bonus unit (they may not be placed in an excess position and retain bonus eligibility).
- c. Meet all other enlistment and bonus criteria.

14. United States Army Reserve soldiers who enlist or reenlist in the Army National Guard with the Student Loan Repayment Program (SLRP) will, in order to retain that eligibility:

- a. Remain in the same MOS and that MOS must be eligible for the SLRP.
- b. Be placed in a valid vacant position in a SLRP eligible unit. They may not be placed in an excess or over-strength position.
- c. Meet all other enlistment and SLRP criteria.

SUBJECT: Selected Reserve Incentive Programs Policy Guidance for 1 April 2000 (Policy Number 00-02) for Army National Guard Soldiers

d. May be paid no more than \$10,000 plus interest regardless of which component pays them. For example, a soldier paid \$10,000 or more by the USAR will not receive any further payments.

15. United States Army Reserve soldiers who enlist in the ARNG due to unit transition may retain their bonus or SLRP as long as the position to which they are assigned is in an MTOE unit (this does not include the Prior Service Enlistment Bonus). (See paragraph 14d above.)

16. The Reenlistment/Extension Bonus criteria published in Policy Memorandum 99-5, dated 13 May 1999, remains in effect. The Reenlistment/Extension Bonus list, published 1 October 1999, is valid through 30 September 2000.

17. Soldiers eligible for incentives will retain eligibility while attending Officer Candidate School or Warrant Officer Candidate course up to the date of commissioning or appointment. Incentives will terminate upon entrance in the SMP/ROTC advanced course effective on the date of order to the course. Soldiers who receive an ROTC scholarship will have their eligibility terminated effective on the college class start date.

18. Point of contact is SFC Peters, DSN 327-5850 or 703-607-5850.

FOR THE CHIEF, NATIONAL GUARD BUREAU:

/S/
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