

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Selected Reserve Incentive Programs Policy Guidance for 1 October 2000
(Policy Number 00-07 for Army National Guard Soldiers)

1. This memorandum establishes policy as of 1 October 2000 to be used in administering the Selected Reserve Incentive Program (SRIP) for FY-01, effective 1 October 2000 through 31 March 2001, unless sooner suspended or rescinded.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. Commanders at all levels are required to ensure that the program is managed efficiently and effectively to preclude fraud or mismanagement.
2. The States may determine which units and MOS receive a bonus, based on the bonus lists provided. The States are authorized to target certain MOS and units or they may opt to provide the bonus to every unit and MOS. Units will not be deleted from the bonus list without NGB approval. The State may request that new units be added (with the exception of TDA's, HQ STARC, and BANDS). Requests for additional units must be received at this headquarters within 60 days of publication of the bonus lists. Requests for additions received after the 60-day period will be considered for the bonus list effective 1 April 2001. All bonus lists must be approved by the Assistant Secretary of the Army for Manpower and Reserve Affairs ASA(M&RA). In accordance with Department of the Army guidance, excess or documented over-strength positions are not eligible for incentives.
3. The Critical Skill/Unit Enlistment Bonus is \$8,000 for all high priority units regardless of MOS. 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, worldwide, 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 (i.e. ARNG, USAR, and Active Army). The bonus list is enclosed.
 - a. The Enlistment Bonus is for non-prior service enlistees who are in test score category I, II, IIIA, or IIIB (AFQT score of 31 or above) and enlist in a valid vacant position. Documented over-strength or excess positions are not eligible for this incentive.

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

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b. Applicants who enlist for units and skills in the enclosed Enlistment Bonus Critical Skills list will be authorized an \$8,000 bonus, payable as follows: 50% upon completion of IADT and 50% on the fourth anniversary.

c. 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. A \$5,000 Non-Prior Service Enlistment bonus will be offered to all non-high priority units regardless of MOS (with the exception of TDA's, HQ STARC, and Bands). The bonus list is enclosed.

a. The Enlistment Bonus is for non-prior service enlistees who are in test score category I, II, IIIA, or IIIB (AFQT score of 31 or above) and enlist in a valid vacant position. Documented over-strength or excess positions are not eligible for this incentive.

b. Applicants who enlist for units and skills in the enclosed Enlistment Bonus list will be authorized a \$5,000 bonus, payable as follows: 50% upon completion of IADT and 50% on the fourth anniversary.

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

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, HQ STARC, Troop Command, Training Site, or Band will retain their SRIP eligibility provided that they remain in a valid vacant position and the MOS for which the bonus was received. Extension for a bonus in one of the above mentioned units is not authorized.

6. The Civilian Acquired Skills Program (CASP) MOS list is enclosed. An applicant enlisting for CASP is authorized an \$8,000.00 enlistment bonus in any ARNG unit with the exception of HQ STARC, Troop Command, Training Sites, and Bands. For criteria pertaining to CASP MOSs, see NGR 600-200, Chapter 3. For enlistment, the applicant must meet the criteria outlined in NGR 600-7, Chapter 6. List NGB Form 600-7-2-R-E as Annex C on the DD Form 4 for an enlistment.

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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, have a remaining Military Service Obligation and meet the following criteria:

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

b. The soldier 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. If a soldier is assigned to a position using the substitution rules per AR 611-201, the affiliation bonus will be paid upon the soldier's affiliation with the unit. However, the soldier 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 enlisted from another service ~~must be~~ must be awarded an MOS as primary using the DoD Conversion Manual and Army policies and procedures.
~~However, the soldier can not be further assigned using the MOS substitution rules contained in AR 611-201.~~

e. List NGB Form 600-7-4-R-E as Annex B on the DD Form 4 for an enlistment with an Affiliation Bonus processed by the field Recruiting and Retention NCOs. A soldier who enlists through the Reserve Component Transition Program (In-service) will use DA Form 5261-3-R for accession into the ARNG.

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. They must meet the enlistment/re-enlistment 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

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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 or non-high priority units regardless of MOS. Those enlistees must meet the following conditions:

- a. Must be in test score category I, II, or IIIA.
- b. The soldier must 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. The amount of SLRP will not exceed \$10,000 plus interest. However, interest will be calculated on \$10,000 maximum.
- e. The soldier will be the primary individual assigned to a position vacancy and may not be in an excess position. Documented over-strength or excess positions are not eligible for this incentive.

10. Current members with existing loans may re-enlist or extend for SLRP provided they re-enlist or extend in a high priority unit identified for SLRP.

- a. The amount of SLRP will not exceed \$10,000 plus interest. However, interest will be calculated on \$10,000 maximum.

- b. Have served the last 3 consecutive years in an active status in a unit of the ARNG. Periods of Inactive National Guard service constitutes a break.

- c. Immediately re-enlist or extend for a term of service that will provide a contractual obligation of not less than 6 years from the date of the SLRP agreement.

- d. Have not received the SLRP as an enlistment, re-enlistment, or extension option in the Selected Reserve and ~~have~~ have existing loans at the time the re-enlistment or extension is signed. A soldier re-enlisting or extending in the 90-day window will not be authorized payment on loans established after the contract has been signed. ~~Loans~~ established after the date of re-enlistment or extension are not eligible for SLRP.

- e. Have less than 14 years total service at their current ETS.

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e. Are assigned to a valid position vacancy 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 re-classify into or have it re-designated as their primary MOS on the date of the SLRP contract. Documented over-strength or excess positions are not eligible for this incentive.

11. A \$5,000 six-year re-enlistment/extension bonus is authorized for all high priority units. The soldier must be within 3 months of ETS, have less than 14 years total service, and be qualified in and hold the MOS as primary (over-strength or excess positions are authorized this incentive). 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 offered for prior service soldiers who have completed their Military Service Obligation but have less than 14 years total service, have an honorable discharge and meet the following criteria:

a. Enlist for three or six years.

b. The enlistee must have received an honorable discharge at the conclusion of his or her military service.

c. The soldier must be MOS qualified and hold as primary the MOS for which enlisting and be in a valid vacant position. Documented over-strength or excess positions are not eligible for this incentive

d. Has not previously been paid a bonus for enlistment, re-enlistment, or extension of an enlistment in a reserve component.

13. The Prior Service bonus is payable as follows:

a. A six-year enlistment for \$5,000. The soldier will receive \$2,500 upon enlistment and the remaining \$2,500 will be paid on the fourth anniversary.

b. A three-year enlistment for \$2,500. The soldier will receive \$1,250 (50 percent) upon enlistment and \$1,250 (50 percent) upon completion of the third year. At the conclusion of the 1st three-year enlistment, the soldier may re-enlist or extend for an additional three years for \$2,000. These contracts must be consecutive. The soldier may not be offered a re-enlistment/extension bonus for \$2,500 at the completion of the first three-year prior service bonus. Each bonus must be paid in accordance with the law that governs that particular bonus.

c. The second three-year prior service enlistment bonus is \$2,000. The bonus is payable at \$1,000 (50 percent) upon re-enlistment/extension and \$1,000 (50 percent) upon completion of the third year. The soldier will receive back-to-back payments of \$1,250 and \$1,000 at the end of the first bonus and beginning of the second bonus.

14. USAR soldiers voluntarily enlisting in the Army National Guard with a USAR Bonus must meet the following criteria in order to retain that eligibility:

a. Must remain in the same MOS and that MOS must be bonus eligible in the ARNG.

b. Must be placed in a valid vacant position in a bonus unit. Documented over-strength or excess positions are not eligible.

c. Meet all other enlistment and bonus criteria.

15. USAR soldiers, who voluntarily enlist or re-enlist in the Army National Guard with the Student Loan Repayment Program (SLRP), in order to retain eligibility, are required to:

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. Documented over-strength or excess positions are not eligible.

c. Must meet all other enlistment and SLRP criteria.

d. Loan amount will be limited to \$10,000, plus interest. Interest is calculated on \$10,000 maximum.

16. USAR soldiers enlisting 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. SLRP is limited to \$10,000 plus interest. Interest is calculated on \$10,000 maximum.

17. The Re-enlistment/Extension Bonus criteria published in Policy Memorandum 00-01, dated 14 March 2000, remains in effect. The Re-enlistment/Extension Bonus list, published 1 October 2000, is valid through 30 September 2001.

18. 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. A soldier's incentives will terminate upon entry in the SMP/ROTC advanced course effective on the date of order to the course. If the soldier receives an ROTC scholarship termination will be effective on the college class start date.

19. The Off Peak Ship bonus will not be offered effective 1 October 00. The incentive will be reviewed for inclusion in the next bonus program policy effective 1 April 2001.

20. Point of contact is SFC Peters, DSN 327-3291, or 703-607-3291.

FOR THE CHIEF, NATIONAL GUARD BUREAU:

- 3 Encls
1. High Priority Unit List
2. Non-High Priority Unit List
3. CASP MOS List

/Signed/
LAWRENCE L. LUTZ
Chief, Personnel Policy,
Programs and Manpower

DISTRIBUTION:

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The following is the MOS List for Non-Prior Service Applicants Enlisting for the Civilian Acquired Skills Program (CASP) ONLY: Effective 1 October 2000 to 31 March 2001

CASP: 31C, 31L, 44B, 44E, 51B, 51K, 51M, 51R, 52C, 52D, 62B, 62E, 62F, 62G, 62H, 62J, 63H, 67N, 67T, 67U, 67V, 68B, 68D, 68F, 68G, 68H, 68L, 68N, 68Q, 68R, 77L, 77W, 82D, 83E, 88H, 88M,

91B, 91C, 93C, 93D, 96B, 97B, 97E, 97L, 98G