

NGB-ARH

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Selected Reserve Incentive Programs Policy Guidance for 1 October 2001
(Policy Number 02-01 for Army National Guard Soldiers)

1. This memorandum establishes policy to administer the Army National Guard Selected Reserve Incentive Program (SRIP) for FY-02, effective 1 October 2001 through 31 March 2002, unless sooner suspended or rescinded.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, waste, abuse or mismanagement.
2. Applicants enlisting in the Army National Guard (ARNG) who otherwise meet the eligibility criteria will be eligible for a \$3,000 enlistment bonus in any unit other than a TDA. This includes bands that have a vacant skill level one position. The enlistment bonus is for non-prior service applicants who are in test score category IA-IIIB (AFQT score of 31 or above) and enlist in a valid vacant position. An applicant may enlist against a projected vacancy that will exist by the time the applicant completes initial active duty for training (IADT). Documented over-strength or excess positions are not eligible for this incentive. All Incentives are established at the time of enlistment. Glossary non-prior service applicants are not eligible for an incentive.
3. The State may request that new units be added to the bonus list (with the exception of TDAs, and HQ STARC). 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 2002. 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.
4. The Adjutant General (TAG) of each state will provide to NGB-ARH a list of MOSs, within the state, that are at 80 percent strength or less in skill level one. TAG may identify up to 15 MOSs from that list that are critical to the state's mission. A state with less than 15 MOSs at 80 percent or less may bonus all of those MOSs. Anyone enlisting in one of the identified MOSs will be authorized an additional \$3,000. The soldier must remain in that MOS for the initial enlistment period. Changes are not authorized.

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If the soldier changes his or her MOS, that portion of the incentive will be terminated with recoupment.

5. A soldier who agrees to ship during an off-peak period may receive an additional \$2,000. The off-peak period is November 2001 through March 2002. The soldier must sign the off-peak statement of understanding, which will be attached to the bonus addendum NGR 600-7-1-R-E. If the soldier does not ship in the required time period, that portion of the incentive is terminated. However, the soldier will retain the original \$3,000 enlistment and or critical skill bonus.

6. Applicants may not receive more than \$8,000 total in incentives. The incentives offered to the applicant will be totaled and the total will be payable as follows:

a. The soldier will receive the initial payment of 30% upon completion of IADT.

b. The second payment of 20% on the first anniversary date of enlistment one year after receipt of the initial payment.

c. The third payment of 20% on the following anniversary date of enlistment.

d. The fourth and final payment of 30% one year later on the anniversary date of enlistment.

7. Soldiers who accept a reassignment for a promotion under the current enlisted promotion system, NGR 600-200, Chapter 11, will retain their SRIP entitlement. Soldiers who accept a reassignment for a promotion under the enlisted promotion system in a TDA unit, HQ STARC, Troop Command, or Training Site will retain their SRIP eligibility provided they remain in a valid vacant position and in the MOS for which the bonus was received. Extension for a bonus in one of the above mentioned units is not authorized.

8. The Civilian Acquired Skills Program (CASP) is based on the incentive authorized for the unit of assignment. The CASP bonus will be \$3,000 unless the MOS is a critical MOS. When the MOS is critical the additional \$3,000 is authorized.

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a. 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.

b. The applicant will sign NGR 600-7-1-R-E. Section II, paragraph 6 will indicate CASP next to the MOS. An applicant who enlists for CASP will remain in that MOS for their initial contracted period.

9. 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 are enlisting, and have a remaining military service obligation (MSO). The additional following criteria must also be met:

a. The MOS must appear on the DD Form 214 as the PMOS, SMOS, or AMOS or, the soldier must have orders indicating the MOS was awarded while on active duty.

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 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 611-21, 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 awarded an MOS as primary using the DoD Conversion Manual and Army policies and procedures.

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.

f. 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

10. The Student Loan Repayment Program (SLRP) will be offered as an enlistment option for non-prior service enlistees regardless of MOS. However, once the applicant chooses an MOS, the applicant's SLRP eligibility is tied to that MOS for the initial contract period. 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. This is based on disbursement of the loans. Loans established or disbursed 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.

e. An applicant may be enlisted against a projected vacancy that will exist by the time the applicant completes Initial Active Duty for Training (IADT). Documented over-strength or excess positions are not eligible for this incentive. Glossary Non-prior service applicants are not eligible for an incentive.

11. 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 with a maximum payment of 15 percent or \$500 which ever is greater. Payment is based on the original principle and does not include interest.

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

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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 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.

f. 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.

12. The Prior Service Enlistment bonus is offered for prior service soldiers who have completed their MSO 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. If enlisting for three years 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. If enlisting for six years the soldier may enlist as non-MOS qualified. The incentive is suspended and the soldier has 24 months to become MOS qualified or the incentive is terminated. Documented over-strength or excess positions are not eligible for this incentive

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

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13. The Prior Service bonus is payable as follows:

a. On 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. On 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. Enlist 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.

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d. The amount of SLRP will not exceed \$10,000 with a maximum payment of 15 percent or \$500 which ever is greater. Payment is based on the original principle and does not include interest.

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.

17. The Re-enlistment/Extension Bonus criteria published in Policy Memorandum 01-05, dated 17 July 2001, remains in effect. The Re-enlistment/Extension Bonus list, published 1 October 2001, is valid through 30 September 2002. Paragraph 5 has been rescinded and six-year reenlistment/extension bonus was discontinued effective 1 October 2001. Two three-year reenlistment/extension bonuses are authorized.

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. Point of contact is SFC Peters, DSN 327-5878, or 703-607-5878.

FOR THE CHIEF, NATIONAL GUARD BUREAU:

3 Encls
State MOS List
Statement of Understanding Off-Peak
Statement of Understanding Critical Skill

/Signed/
JOHN F. REYNOLDS
Colonel, GS
Chief, Human Resources
Policy and Programs Division

DISTRIBUTION:

MILPO (1)
RRM (1)
INCENTIVE MGR (1)

(Date signed)

A copy of this Statement of Understanding will be attached to the Bonus Addendum, NGR 600-7-1-R-E.

STATEMENT OF UNDERSTANDING FOR THE OFF-PEAK SHIP BONUS

DATA REQUIRED BY THE PRIVACY ACT OF 1974-----

AUTHORITY: 37 USC 308c.

PRINCIPLE PURPOSE: To explain requirements and to record and ensure that your understanding of the conditions is a matter of record.

ROUTINE USES: To confirm requirements of eligibility for SRIP.

DISCLOSURE: Your SSN is voluntary; however, if not provided, you will not be eligible for this program.

SECTION I ELIGIBILITY

1. I have completed NGB Form 600-7-1-R-E and have established eligibility for a \$3,000 Enlistment bonus. Upon my agreement to attend Initial Active Duty for Training during the designated off-peak period, November 2001 through March 2002, I am eligible for an Off-Peak Ship Bonus of \$2,000

(Initial)

2. I understand that all incentive payments are subject to all applicable state and federal withholding taxes. _____

(Initial)

3. I understand that \$2,000 of my bonus is directly related to my ability to attend training during the designated off-peak period. I understand that failure to attend training as scheduled, regardless of the circumstances, will terminate the Off-Peak Ship Bonus. However, I will retain the original \$3,000 enlistment bonus. I also understand if I do not ship to training, as per this agreement, an exception policy to allow me to retain the bonus is not authorized. _____.

(Initial)

SECTION II UNDERSTANDING

I have read this entire statement of understanding. I understand that my entitlement to the Off-Peak Ship Bonus will be void if I do not meet all of the requirements. _____

(Initial)

Typed Name and SSN of soldier

Signature of soldier

(Date signed)

SECTION III AUTHENTICAITON

I certify that I have witnessed the reading and signing of the above agreement and the signature appearing above is that of the applicant.

Typed Name/Rank of Enlisting Official

Signature of Enlisting Official

CONTROL

NUMBER _____

(Date signed)

A copy of this Statement of Understanding will be attached to the Bonus Addendum, NGR 600-7-1-R-E.