



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
111 SOUTH GEORGE MASON DRIVE
ARLINGTON, VA 22204-1382

NGB-ARM

14 December 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fiscal Year (FY) 05 Selected Reserve Incentive Program (SRIP) Policy Guidance for 14 December 2004 – 30 September 2005 (Policy Number 05-02)

1. References.

- a. Army Regulation 135-7, Incentive Programs, 15 April 1996.
- b. Army National Guard Regulation 600-7, Incentive Programs, 27 February 2002.
- c. Army National Guard Regulation 600-200, Enlisted Personnel Management, 1 March 1997.
- d. Occupational Conversion Index, DOD 1312.1-I, 31 March 2001 available at <http://www.dtic.mil/whs/directives/corres/html/13121i.htm>
- e. Department of the Army (DA) Pamphlet (Pam) 611-21, 31 March 1999.

2. Purpose. This memorandum establishes policy to administer the Army National Guard (ARNG) SRIP for the period effective 14 December 2004 through 30 September 2005, unless sooner superseded or rescinded. Due to the increase in the dollar amounts and payment schedules of this policy, future bonus amounts of this magnitude may need to be revisited for possible fiscal restructure after the policy period. It is strongly advised that the recruiting and retention force take advantage of these incentives during this policy period since there is no guarantee that these levels will be maintained in the future.

3. Applicability. This policy guidance applies to ARNG soldiers in M-day status.

4. General. The purpose of the SRIP is to assist in meeting the readiness requirements of the Army National Guard. It is imperative that each state utilizes the limited resources available in the bonus program to target critical personnel readiness issues. Critical shortages identified through Unit Status Reports (USR) must be used to focus the bonus program on hard to fill vacancies. As stewards of the bonus program, Military Personnel Officers (MILPOs), Program Managers and Incentive Managers are required to institute control measures to ensure the program is administered as intended.

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5. Eligibility.

a. Non-Prior Service (NPS) Enlistment Bonus:

(1) A \$6,000 NPS Enlistment Bonus will be offered to NPS enlistees who enlist into one of the critical skill MOS's identified by the state and approved by NGB-ARM (see Enclosure-1). Soldier must obtain an AFQT score of 31 or higher (CAT I through IIIB) and enlist for a 6x2, or 8x0 contract period in any unit except a Table of Distribution and Allowances (TDA) unit. Applicants must enlist into a vacant and valid position, enlist against a projected loss or enlist in the 101% - 125% of the units authorized war time strength. The soldier must serve in the identified position for a minimum of three years to maintain bonus eligibility. NPS Soldiers who are in or enter an excess status above the authorized 125% are not authorized an incentive. Glossary Non-prior service applicants are not eligible for this incentive.

(2) A \$10,000 NPS Enlistment Bonus will be offered to NPS enlistees if they enlist into one of the "ARNG TOP 10" critical skill MOS's approved by NGB-ARM and identified by each state as necessary to support Operation Iraqi Freedom. 11B, 88M, 31B, 21B, 13B, 92A, 63B, 91W, 92G, 92Y are the MOSs that are eligible for this incentive if identified on the state critical skill list (see Enclosure-1). Soldier must obtain an AFQT score of 31 or higher (CAT I through IIIB) and enlist for a 6x2, or 8x0 contract period in any unit except a Table of Distribution and Allowances (TDA) unit. Applicants must enlist into a vacant and valid position, enlist against a projected loss or enlist in the 101% - 125% of the units authorized war time strength. The soldier must serve in the identified position for a minimum of three years to maintain bonus eligibility. Soldiers who are in or enter an excess status are not authorized an incentive. Glossary NPS applicants are not eligible for this incentive.

b. Civilian Acquired Skills Program (CASP) Enlistment Bonus.

(1) The CASP bonus will be \$6,000. CASP applicants are not authorized the off-peak bonus. Applicants must enlist into a vacant and valid position or enlist against a projected loss or enlist in the 101% - 125% of the units authorized war time strength. CASP MOS's must be identified as one of the state's bonus MOS's published by NGB. Glossary NPS applicants are not eligible for this incentive.

(2) 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.

(3) The applicant will sign NGR 600-7-1-R-E. In section II, paragraph 7, enter "CASP" next to the MOS. An applicant who enlists for CASP must remain in that MOS for the initial two year contracted period to maintain bonus eligibility.

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(4) The CASP payment schedule is the same as the NPS bonus payment schedule.

c. **Off-Peak Ship Bonus:** An additional \$2,000 will be added to the \$6000 NPS enlistment bonus of applicants who enlist and agree to ship to training (through ticket) during the off-peak period of 14 December 2004 through 31 May 2005. The Off-Peak Ship Bonus cannot be issued to soldiers who enlist for the CASP enlistment bonus or split training option.

d. **Quick-Ship Bonus.** An additional \$2,000 will be added to the \$6,000 or \$8,000 (if already receiving off-peak bonus) NPS enlistment bonus of applicants who:

(1) Already enlisted into the National Guard with an existing training seat and agree to ship to either Basic Training (BT), Active Duty Initial Training (IADT) or both with-in a forty-five day short suspense in order to fill a potential unfilled training seat.

(2) Enlist into the National Guard and agree upon being sworn-in to ship to either Basic Training (BT), Active Duty Initial Training (IADT) or both with-in forty-five days of enlistment.

(3) Applicants receiving the quick-ship bonus will have their original bonus contracts amended to reflect the new bonus amounts.

(4) The Quick-ship bonus may be issued to the CASP bonus.

e. Soldiers who are enlisted against the 101% - 125% based on GWOT will be coded in SIDPERS as Position Number Excess Individual (POSN-NBR-EXCESS-IND) (4AN) code "9991" (enlistment against a projected loss).

f. Eligible soldiers will be further coded in the Enlistment/Reenlistment Bonus-Reserve Entitlement (ENLSTMT-REENL-BONUS-ENTL) (1A) field as "A" (enlisted cash bonus).

g. **NPS Enlistment Bonus Payment Schedule:** The maximum incentive that can be offered by law is \$10,000. The above bonuses are not paid separately and are not offered separately. The total to be paid to the soldier is the combined total. If a soldier fails to ship to training during the specified period or changes MOS prior to training, those portions will be deducted from the total bonus. Any deduction in a bonus is permanent and the deducted amount cannot be reinstated or restored. The soldier will retain the basic enlistment bonus of \$6,000. However, once the incentive has been fully

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established upon completion of IADT, failure to fulfill the contract will cause termination of the entire bonus with pro-rated recoupment for the unserved portion of the period.

(1) The initial payment of 50% will be processed upon completion of IADT and the soldier coded as MOSQ.

(2) The second and final payment of 50% will be processed on the fourth anniversary date of enlistment.

h. Prior-Service (PS) Enlistment Bonus: A PS enlistment bonus is offered for PS soldiers who have completed their Military Service Obligation (MSO) but have not more than 16 years total service and meet the following criteria:

(1) Enlist for three or six years.

(2) Must be enlisting in a Modified Table of Organization Equipment (MTOE) unit.

(3) Must be MOS qualified for the position into which enlisted.

(4) Must be enlisted in a valid, vacant position or enlist in the 101% - 125% of the units authorized war time strength.

(5) Must have received honorable discharges at the conclusion of their prior military service.

(6) If enlisting from any reserve component, the soldier must have at least a twelve-month break in service to qualify for this bonus. This does not apply if the soldier's position was lost due to inactivation/restructure.

(7) Have not previously been paid a bonus for enlistment, re-enlistment, extension of an enlistment, or affiliation with a reserve component. This does not preclude the enlistee from receiving the second three-year bonus if available upon completion of the initial three-year bonus as detailed in PS bonus payment schedule.

i. PS Enlistment Bonus Payment Schedule:

(1) On a three-year enlistment for \$7,500, the soldier will receive \$3,750 (50%) upon enlistment and \$3,750 (50%) effective upon completion of the third year. If available, at the conclusion of the first three-year enlistment, the soldier may re-enlist or extend for an additional three years for \$6,000. These contracts must be consecutive.

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(2) The second bonus is payable at \$3,000 (50%) upon re-enlistment or extension and \$3,000 (50%) effective upon completion of the third year.

(3) On a six year enlistment for \$15,000, the soldier will receive \$7,500 (50%) upon enlistment and \$7,500 (50%) effective upon the fourth year anniversary of the enlistment.

j. Re-enlistment or Extension Bonus.

(1) Eligibility

(a) Re-enlist/extend for 3 or 6 years.

(b) Must be re-enlisting or extending in an MTOE unit.

(c) Soldier must have not more than 16 years at Expiration Term of Service (ETS).

(d) Soldier must be MOSQ for the position for which re-enlisting or extending.

(e) Must be in a valid vacant position.

(f) May receive multiple reenlistment/extension bonuses during their career.

(g) Must not be AGR or Technician (includes temporary Technicians over 179 days).

(h) Soldiers who have "not more than 16 years" and are completing or have completed an initial 3-year \$2,500 re-enlistment/extension bonus term and have not re-enlisted/extended for a second 3-year bonus may do so. Soldiers may extend to receive either a second 3-year bonus of \$6,000 or a 6-year bonus of \$15,000. The first and second 3-year bonus contracts do not have to be consecutive; however, a soldier who has been paid a previous first 3-year \$2,500 bonus must contract for a second 3-year \$6,000 bonus (unless they have already contracted for and been paid the previous \$2,000 extension bonus) before being eligible for an additional first three-year bonus. Soldiers must contract for an extension bonus within the 90-day window before or 24 hours after their ETS unless they are being required to extend in order to attend formal military training. The extension of enlistment does not take affect until the day after the original ETS date; therefore, no bonus payments will be processed until the extension of enlistment is in effect. Attached to this memorandum as Enclosure-2 are few examples of how bonus amounts can be executed:

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(i) Soldiers that have signed an extension contract and bonus addendum for an ETS date that is on or after 1 January 2005 will automatically be paid the increased amount for that bonus period (ie: original \$2,500 will be paid as the new \$7,500).

(2). Re-enlistment/Extension Bonus Payment Schedule:

(a) This bonus is offered for either the 3-year or the 6-year extensions.

(b) The first 3-year re-enlistment or extension bonus is \$7,500. The bonus is payable lump sum at \$7,500 effective upon re-enlistment or extension.

(c) The second 3-year re-enlistment or extension bonus is \$6,000. The bonus is payable lump sum at \$6,000 effective upon re-enlistment or extension.

(d) The 6-year re-enlistment or extension bonus is \$15,000. The bonus is payable lump sum at \$15,000 effective upon re-enlistment or extension.

(e) Soldiers that sign an extension contract while in a combat zone will receive their entire bonus payment tax-free.

k. Affiliation Bonus. An Affiliation Bonus is authorized for a PS soldier who, upon or after release from active duty, possesses the required grade (or no more than one grade below the required grade) for the position in which enlisted, and has a remaining MSO. Also, the following additional criteria must be met:

(1) Must enlist in an valid MTOE or TDA unit.

(2) Must enlist in a valid, vacant position. Soldiers who enlist in overstrength or excess positions will not be authorized the Affiliation Bonus.

(3) 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.

(4) The soldier must be qualified in that MOS and have that MOS awarded as primary MOS upon enlistment into the ARNG and must have a remaining statutory MSO in accordance with Title 10, U.S. Code, section 650, and AR 135-91, table 2-2.

(5) Soldiers assigned to positions using the substitution rules in DA Pam 611-21 will be paid the affiliation bonus effective upon the soldier's affiliation with the unit. However, soldiers may be required to complete additional 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

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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.

(6) Soldiers who enlist from another service must be awarded the MOS as primary using the Occupational Conversion Index and Army National Guard policies and procedures in NGR 600-200, chapter 5.

(7) 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 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 Reentry (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.

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

l. Affiliation Bonus Payment Schedule. The payment schedule will be per NGR 600-7, chapter 4.

m. Student Loan Repayment Program (SLRP) for NPS. The SLRP will be offered as an enlistment option for NPS enlistees who are enlisting into one of the state's identified NPS critical skill MOS's (see attached list). Once the applicant chooses a MOS, the applicant's SLRP eligibility is tied to that MOS for the initial three year period. The amount of SLRP will not exceed \$20,000 with a maximum payment of 15% or \$500 which ever is greater (\$3,000 cap per soldier per year). NPS enlistees must meet the following conditions for the SLRP:

(1) Have scored in test score category I, II, or IIIA.

(2) Have one or more 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.

(3) Enlist for a 6x2 (maximum payment of \$18,000) or 8X0 (maximum payment of \$20,000) contract period.

(4) Be enlisted against a valid, vacant MTOE position, enlist against a projected loss or enlisted in the 101% - 125% of the units authorized war time strength. Excess

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positions are not eligible for this incentive. Glossary Non-prior service applicants are not eligible for this incentive.

n. SLRP for Re-enlistment or Extension. ARNG soldiers with existing loans may 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. The amount of SLRP will not exceed \$18,000 with a maximum payment of 15% or \$500 which ever is greater (\$3,000 cap per soldier per year). Payment is based on the original principal and does not include interest. Current ARNG soldiers must also meet the following criteria to select SLRP for re-enlistment or extension:

(1) Re-enlist or extend in an MTOE unit.

(2) Be MOS qualified for the position for which re-enlisting or extending.

(3) Be in a valid, vacant position or extending within the 101% - 125% of the units authorized war time strength. Excess positions above will not be eligible for this incentive.

(4) Have served the last three consecutive years in an active drilling status in a unit of the ARNG. Any period of Inactive National Guard service constitutes a break in service.

(5) Not have received the SLRP as an enlistment, re-enlistment, or extension option in the Selected Reserve in the past. A soldier re-enlisting or extending per NGR 600-200, chapter 7, 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.

(6) Have not more than 16 years total service at the current ETS.

o. United States Army Reserve (USAR) soldiers currently receiving a bonus or SLRP who voluntarily enlist in the ARNG or enlist in the ARNG due to unit transition will retain their bonus or SLRP if they meet the following criteria. However, the total amount of payments is limited to \$20,000. Those paid \$20,000 or more while in the USAR will not receive any SLRP from the ARNG.

(1) Be assigned to an MTOE unit.

(2) Be MOS qualified.

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(3) Be assigned to a valid vacant position and hold as primary MOS the MOS required for that position. Excess positions are not eligible to retain existing bonus or SLRP.

p. Soldiers who contracted for SLRP as an enlisted soldier will retain eligibility and receive anniversary payments as an Commissioned Officer or Warrant Officer throughout their initial contracted period. This is for anyone commissioned or appointed on or after October 28, 2004.

q. A soldier's incentives will terminate upon entry in the Simultaneous Membership Program / Reserve Officer Training Corp (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.

6. Selected Reserve Incentives Program (SRIP) clarification for deploying soldiers.

a. Soldiers' benefits under the Selected Reserve Incentive Program, which include the Affiliation Bonus, Enlistment Bonus, Re-enlistment Bonus, Civilian Acquired Skills Program and Student Loan Repayment Program will not be cancelled or altered because of participation under the authority of Partial Mobilization.

b. Soldiers, who volunteer under Title 10, Section 12301(d) and are serving on contingency operations Temporary Tour Active Duty (COTTAD) orders in support of a named contingency operation where Partial Mobilization has been declared, are subject to the SRIP policy.

c. Soldiers deployed to a Combat Zone (CZ) or Qualified Hazardous Duty Area (QHDA), who are otherwise eligible to extend for an incentive, will receive a tax free re-enlistment/extension bonus. The tax free incentive is only applicable if the extension of enlistment is signed during the month the soldier is serving OCONUS in the CZ or QHDA.

d. Stop Loss does not prevent a soldier from extending within the 90-day window of his or her normal ETS.

e. In order to facilitate the tax-free opportunity; recommend the following process while pre-processing mobilized soldiers at home station. Initiate a DA Form 4187 and include in the Remarks section, the following statements:

(1) "You are involuntarily extended for the convenience of the government through the year 2031 under the provisions of 10 USC 12305. In order to qualify for a re-enlistment bonus, you must extend/re-enlist within 90 days of your normal contracted

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ETS date. I do _____ I do not _____ intend to extend within 90 days of my ETS date of _____ while deployed in a combat zone or qualified hazardous duty area.”

(2) “If after your normal ETS date, you decide to extend for a re-enlistment bonus, you may do so as long as you qualify and are still have no more than 16 years of total service. To complete the extension/re-enlistment, fill out a DA Form 4836, complete the oath and submit it to: U.S. Total Army Personnel Command (PERSCOM), RC Liaison Office, ATTN: TAPC-PDZ-B, 200 Stovall Street, Alexandria, VA 22302 or fax to DSN 221-4838 or commercial (703) 325-4838.

f. Soldiers should be asked to initial the applicable blank and annotate their original contracted ETS date. The soldier and the unit commander should then sign the DA Form 4187. That will ensure that soldiers are completely informed about their obligations and entitlements. Soldiers who voluntarily extend at any time during the period of involuntary extension through Unit Stop Loss actions will have their ETS date changed in SIDPERS to their actual ETS date as a result of the extension.

g. Under no circumstances may the DA Form 4836 be used for involuntary extensions.

h. A soldier, who is a non-deployable asset, may be transferred to another MTOE unit or a derivative UIC for the duration of the mobilization and retain bonus eligibility based on the following criteria:

(1) The soldier will be transferred back to the original unit within 180 days of the unit's return from deployment.

(2) The soldier must be returned to the MOS for which the bonus was awarded and be the primary holder of the position. The soldier cannot be carried as excess.

i. A soldier who volunteers for deployment with the Army National Guard will retain incentive eligibility based on the following criteria:

(1) The soldier will be transferred back to the original unit within 180 days of the unit's return from deployment.

(2) The soldier must be returned to the MOS for which the bonus was awarded and be the primary holder of the position.

(3) The soldier cannot be carried as excess. Does not include soldiers in 101% - 125%.

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j. A soldier that is involuntarily mobilized and cross leveled/trained into a different MOS and or unit for which the soldier is not qualified in will retain their bonus entitlement while deployed based on the following criteria: Soldiers who are assigned to units that are restructured in order to meet emerging GWOT requirements will retain their original bonus if they become MOSQ within 18 months of the reorganization.

(1) The soldier will be transferred back to the original unit and MOS within 180 days of the unit's release from active duty (REFRAD).

(2) Soldiers wishing to stay in a crossed leveled MOS for which they are not qualified, not be coded as excess and meet all other policy guidance set forth for that incentive will have 24 months to become MOS qualified.

(3) New enlistees for positions vacated by a cross leveled soldier (for mobilization purposes) are authorized to receive a bonus. Once the deployed soldier returns (REFRAD), the new enlistee must be moved to a valid position within 12 months.

k. Soldiers who do not become MOSQ through no fault of their own within the timelines indicated above will retain their original bonus for an additional 12 months.

7. Point of contact is SFC Donald Gay (donald.gay@ngb.army.mil), DSN 327-7738 or 703-607-7738.



RORY T. FROEHLICH
COL, EN
Chief, Personnel Programs, Manpower
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3 Encls
Bonus MOS list
Bonus UIC list
Sample extensions

DISTRIBUTION:
Ea State MILPO
Ea Incentive Manager
Ea RRM

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Enclosure – 3 for Policy 05-02

(a) Example of extensions:

\$10,000 enlistment bonus 6x2
\$2,500 previous 3-year re-enlist/extension bonus
\$15,000 6-year re-enlistment/extension bonus
\$6,000 second 3-year re-enlistment/extension bonus

(b) Example of extensions (con't)

\$10,000 enlistment bonus 6x2
\$7,500 3-year re-enlist/extension bonus
\$15,000 6-year re-enlistment/extension bonus
\$6,000 second 3-year re-enlistment/extension bonus

(c) Example of extensions (con't)

\$10,000 enlistment bonus 6x2
\$15,000 6-year re-enlistment/extension bonus
\$15,000 6-year re-enlistment/extension bonus

(d) Example of extensions (con't)

\$10,000 enlistment bonus 6x2
\$2,500 3-year re-enlistment/extension bonus
\$2,000 second 3-year re-enlistment/extension bonus
\$7,500 3-year re-enlistment/extension bonus
\$6,000 second 3-year re-enlistment/extension bonus

(e) Example of extensions (con't)

\$10,000 enlistment bonus 6x2
\$7,500 3-year re-enlistment/extension bonus
\$15,000 6-year re-enlistment/extension bonus
\$15,000 6-year re-enlistment/extension bonus