



DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
NATIONAL GUARD BUREAU  
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ARLINGTON, VIRGINIA 22204-1382

NGB-ARM

3 February 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army National Guard (ARNG) Fiscal Year (FY) 06 Selected Reserve Incentive Program (SRIP) Policy Guidance for 27 January 2006 – 31 May 2006 (Policy Number 06-05)

1. References.

- a. Department of Defense (DoD), 1312.1-I DoD Occupational Conversion Index, 31 March 2001.
- b. National Defense Authorization Act (NDAA) for FY 2006, 6 January 2006.
- c. Department of the Army (DA) Pamphlet (Pam), 611-21, Military Occupational Classification and Structure, with changes 611-22 through 25, dated 30 December 1999.
- d. Army Regulation, 135-7, Incentive Programs, 15 April 1996.
- e. Army National Guard Regulation, 600-7, Incentives Programs, 27 February 2002.
- f. Army National Guard Regulation, 600-200, Enlisted Personnel Management, 1 March 1997.

2. General. **This Policy (06-05) supersedes all previous SRIP policies for FY 2006.** This memorandum establishes policy to administer the ARNG SRIP for the period effective 27 January 2006 through 31 May 2006 unless otherwise superseded or suspended. Commanders at all levels are required to ensure that this policy is managed effectively in order to preclude any occurrence of fraud, abuse, or mismanagement.

***Due to fiscal constraints, the bonuses offered in this policy can only be offered until 31 May 2006. Failure to meet our end-strength goals may cause reductions or elimination of the bonuses offered within this policy.***

3. Applicability. This policy guidance applies to ARNG Soldiers in M-Day status only.

4. Purpose. The purpose of the SRIP is to assist ARNG leadership and personnel managers in meeting the readiness requirements of the ARNG. It is imperative that each State utilize the resources available within the bonus program in order to target personnel strength and readiness issues. Critical shortages identified through Unit Status Reports (USR) must be used in order to focus the bonus program on the State's prioritized shortages.

5. SRIP Eligibility.

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**SEC. 631. NDAA 06. CONSOLIDATION AND MODIFICATION OF BONUSES FOR AFFILIATION OR ENLISTMENT IN THE SELECTED RESERVE. 37 USC Sec. 308c,**

*ACCESSION BONUS AUTHORIZED.—The Secretary concerned may pay an accession bonus to a person who:*

- (1) has not previously served in the armed forces; and*
- (2) executes a written agreement to serve as an enlisted member in the Selected Reserve of the Ready Reserve of an armed force for a period of not less than three years upon acceptance of the agreement by the Secretary concerned.*

*DESIGNATION OF SKILLS, UNITS, AND PAY GRADES.—The Secretary concerned shall designate the skills, units, and pay grades for which an affiliation bonus may be paid under subsection (a). Any skill, unit, or pay grade so designated shall be a skill, unit, or pay grade for which there is a critical need for personnel in the Selected Reserve of the Ready Reserve of a armed force, as determined by the Secretary concerned.*

*LIMITATION ON AMOUNT OF BONUS.—The amount of a bonus under subsection (a) or (c) may not exceed \$20,000.*

*PAYMENT METHOD.—Upon acceptance of a written agreement by the Secretary concerned, the total amount of the bonus payable under the agreement becomes fixed. The agreement shall specify whether the bonus shall be paid by the Secretary concerned in a lump sum or in installments.*

a. **Non-Prior Service (NPS) Enlistment Bonus (NPSEB):** The ARNG offers a NPSEB to NPS enlistees who contract into the ARNG of the Selective Reserves for a minimum contractual obligation of three years. Additionally, applicants must enlist into a valid, vacant position against a projected vacancy within 101% - 125% of the unit's authorized war time strength. NPS Soldiers who are in or enter an excess status above the authorized 125% are not authorized an incentive. Glossary NPS Applicants are not eligible to receive this incentive. This guidance is applicable to NPS enlistees who meet the following eligibility criteria:

(1) The ARNG offers a \$20,000 NPS Critical Skill Bonus to applicants who enlist for the 6X2, or 8X0 enlistment options and select one of the "Top Ten" NGB approved critical skill MOS's (enclosed). Applicant must not enlist for the purpose of qualifying for employment in a Military Technician (Mil Tech) or Active Guard Reserve (AGR) position. Applicant must qualify as a Category I-IIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher).

(2) The ARNG offers a \$15,000 NPS Critical Skill MOS Bonus to applicants who enlist for the 3X5, 6X2, or 8X0 enlistment options and select one of 20 NGB approved State critical skill MOS's (enclosed). Applicant must not enlist for the purpose of qualifying for employment in a Mil Tech or AGR position. Applicant must qualify as a Category I-IIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher).

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(3) The ARNG offers a \$10,000 NPS Bonus to applicants who enlist for the 3X5, 6X2, or 8X0 enlistment options and agree to serve in a Modified Table of Organization and Equipment (MTO&E) unit, regardless of MOS. Applicant must not enlist for the purpose of qualifying for employment in a Mil Tech or AGR position. Applicant must qualify as a Category I-IIIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher). This incentive can not be combined with the NGB “Top Ten” Critical Skill MOS Bonus.

(4) The ARNG offers a \$5,000 NPS Bonus to applicants enlisting for the 3X5, 6X2, or 8X0 enlistment options and agree to serve in an a Table of Distribution and Allowances (TDA) unit, regardless of MOS. Applicant must not enlist for the purpose of qualifying for employment in a Mil Tech or AGR position. Applicant must qualify as a Category I-IIIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher). This incentive can not be combined with the NGB “Top Ten” Critical Skill MOS Bonus.

(5) The ARNG offers the \$5,000 NPS “Quick Ship” and “Off Peak” Bonuses to applicants who enlist for the 3X5, 6X2, or 8X0 enlistment options, regardless of MOS. Applicant must agree to ship to training within the prescribed “Off Peak” timeframe (October through May), or agree to “Quick Ship” to training within 45 days of enlistment, or agree to adjust their ship date as necessary in order to assist with the management of available training seats. Applicant must not enlist for the purpose of qualifying for employment in a Mil Tech or AGR position. Applicants must qualify as a Category I-IIIIB enlistment (AFQT of 31 or higher). These incentives can not be combined with the NGB “Top Ten” Critical Skill MOS Bonus.

(6) Applicants choosing the 6X2 or 8X0 enlistment options become eligible to receive the Montgomery GI Bill, Chapter 1606, as well as the ARNG Kicker upon completion of Initial Active Duty for Training (IADT) provided they meet all applicable eligibility requirements.

(7) If otherwise qualified in accordance with paragraph 5j of this memorandum, all enlistees will be eligible to receive the Student Loan Repayment Program (SLRP) in addition to their enlistment bonus.

(8) The ARNG authorizes pen and ink changes to bonus and SLRP addenda as necessary, in order to reflect the correct contractual obligation and incentives authorized under this policy.

(9) Soldier incentives will terminate without recoupment (no effect on prior payments received) upon entry into the Simultaneous Membership Program (SMP) or Reserve Officer Training Corp (ROTC) Advanced Course effective on the date of order to the course. Termination will be effective on the college class start date for any Soldier who is awarded an ROTC scholarship.

b. NPSEB Payment Schedule: The total amount of any cash NPS enlistment incentive is limited to \$20,000 by law, therefore, any combination of bonuses, when added together, may not exceed \$20,000. A portion of the total bonus amount will be deducted from the total bonus, equal to the amount affected by the Soldier who; fails to ship to training during the specified period or changes their MOS prior to training. Any deduction in a bonus is permanent and the deducted amount can not be reinstated or restored.

(1) The ARNG will code bonus eligible Soldiers in the Enlistment/Re-enlistment Bonus Reserve Entitlement (ENLSTMT-REENL-BONUS-ENTL) (1A) field as “A” (Enlisted cash bonus).

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(2) The ARNG will process the initial payment of 50% upon successful completion of IADT and the Soldier coded as MOS Qualified (MOSQ).

(3) The ARNG will process the second and final payment of 50% on the 36th month anniversary of the date of enlistment.

c. Civilian Acquired Skill Program (CASP) Enlistment Bonus.

(1) The ARNG will offer the CASP Bonus in the amount of \$10,000 to applicants who enlist for the 6X2 or 8X0 enlistment options. Applicants are not authorized to receive the "Off Peak" ship bonus in conjunction with the CASP bonus. Applicants must enlist into a valid, vacant position, or against a projected vacancy within 101% - 125% of the unit's authorized war time strength. Glossary NPS Applicants are not authorized this incentive. Prior Service Applicants enlisting under the CASP Program (outside of their awarded MOS) will receive the maximum CASP bonus of \$10,000.

(2) See NGR 600-200, Chapter 3 for information pertaining to CASP MOS's. Applicants must meet enlistment eligibility requirements outlined in NGR 600-7, chapter 6.

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

d. Prior Service (PS) Enlistment Bonus (PSEB): The ARNG offers a PSEB to PS Soldiers who have completed their Military Service Obligation (MSO) and do not have more than 16-years total service on the date of enlistment, and who also meet all of the following requirements:

**SEC. 633. NDAA 06. ELIGIBILITY REQUIREMENTS FOR PRIOR SERVICE ENLISTMENT BONUS. 37 USC Sec. Sec 308i.**

*The person has not more than 16 years of total military service and received an honorable discharge at the conclusion of all prior periods of service. The person was not released, or is not being released, from active service for the purpose of enlistment in a reserve component. The person is projected to occupy, or is occupying, a position as a member of the Selected Reserve in a specialty in which the person –*

*(i) Successfully served while a member on active duty and attained a level of qualification while on active duty commensurate with the grade and years of service of the member; or*

*(ii) Has completed training or retraining in the specialty skill that is designated as critically short and attained a level of qualification in the specialty skill that is commensurate with the grade and years of service of the member.*

*Bonus Amounts; Payment. - The amount of a bonus under this section may not exceed - \$15,000, in the case of a person who enlists for a period of six years;*

*\$7,500, in the case of a person who, having never received a bonus under this section, enlists for a period of three years; and*

*\$6,000, in the case of a person who, having received a bonus under this section for a previous three-year enlistment, reenlists or extends the enlistment for an additional period of three years.*

*Any bonus payable under this section shall be disbursed in one initial payment of an amount not to exceed one-half of the total amount of the bonus and subsequent periodic partial payments of the balance of the bonus. The Secretary concerned shall prescribe the amount of each partial payment and the schedule for making the partial payments.*

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- (1) Enlist for either three or six years.
- (2) MOSQ for the position for which enlisting.
- (3) Enlist into a valid, vacant position, or against a projected vacancy within 101% - 125% of the unit's authorized war time strength.
- (4) Not have more than 16-years of total military service at current Expiration Term of Service (ETS).

**(5) Soldiers who have previously received a Selected Reserve Enlistment, Re-enlistment or Affiliation Bonus are no longer prohibited as of the effective date of this policy from receiving the PSEB.**

- (6) Must have received an honorable discharge upon completion of prior military service.
- (7) Not enlisting for the purpose of qualifying for employment in a Mil Tech or AGR Position.

e. PSEB Payment Schedule:

(1) The ARNG offers a \$15,000 PSEB for a six-year enlistment. The initial 50% payment of \$7,500 will be processed upon enlistment into the ARNG, with the second and final 50% payment of \$7,500 processed on the third year anniversary of enlistment.

(2) The ARNG offers a \$7,500 PSEB for a three-year enlistment. The ARNG will process an initial payment of 50% (\$3,750) upon enlistment into the ARNG. The ARNG will process the second and final payment of 50% (\$3,750) on the third anniversary of enlistment. If eligible at the conclusion of the first three-year enlistment, the Soldier may extend for additional three years and receive an extension bonus in the amount of \$6,000.

f. Re-enlistment/Extension Bonus (REB): The ARNG offers a REB to Soldiers who meet the following eligibility criteria:

**SEC. 630. NDAA 06. REENLISTMENT BONUS FOR MEMBERS OF THE SELECTED RESERVE. Special pay: reenlistment bonus for members of the Selected Reserve. Title 37 USC. Sec. 308b.**

*Authority and Eligibility Requirements. - The Secretary concerned may pay a bonus under subsection (b) to an enlisted member of a reserve component who -*

*(1) has completed not more than 20 years of total military service; and*  
*(2) reenlists or voluntarily extends his enlistment for a period of three years or for a period of six years in a designated military skill, or in a designated unit, as determined by the Secretary concerned, in the Selected Reserve of the Ready Reserve of an armed force.*

- (1) Extend for three or six years.
- (2) MOSQ for the position for which extending.

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(3) Extend in a valid, vacant position, or against a projected vacancy within 101% - 125% of the unit's authorized war time strength.

(4) Not have more than 20-years time in service (TIS) at current Expiration Term of Service (ETS).

(a) Current law prohibits bonus payments for re-enlistments/extensions exceeding 24-years TIS when added to current TIS.

(b) Soldiers who currently have more than 18-years total military service as of current ETS (at the time of re-enlistment/extension) may be eligible to receive \$7,500 maximum for 36-months additionally obligated service (\$6,000 maximum for Soldiers who have previously received a 3-year re-enlistment bonus). Pro-rated bonus amounts for any amount of additionally obligated service beyond 36-months are not authorized.

**SEC. 630. NDAA 06. REENLISTMENT BONUS FOR MEMBERS OF THE SELECTED RESERVE. Title 37 USC. Sec. 308b.**

*Any portion of a term of reenlistment or extension of enlistment of a member that, when added to the total years of service of the member at the time of discharge or release, exceeds 24 years may not be used in computing the total bonus amount under paragraph (1).*

g. REB Options and Payment Schedule:

**Title 37 USC. Sec. 308b. Bonus Amounts; Payment.** - *The amount of a bonus under this section may not exceed -*

*\$15,000, in the case of a member who reenlists or extends an enlistment for a period of six years;*

*\$7,500, in the case of a member who, having never received a bonus under this section, reenlists or extends an enlistment for a period of three years; and*

*\$6,000, in the case of a member who, having received a bonus under this section for a previous three-year reenlistment or extension of an enlistment, reenlists or extends the enlistment for an additional period of three years.*

**(1) The ARNG offers a \$15,000 REB to Deployed Soldiers serving in Iraq, Afghanistan, or Kuwait who re-enlist for six-years. The ARNG offers a \$7,500 REB to Deployed Soldiers serving in Iraq, Afghanistan, or Kuwait who re-enlist for three-years. Deployed Soldiers who re-enlist will receive a lump-sum REB payment.**

**Title 37 USC. Sec. 308b.**

*In the case of a reenlistment or voluntary extension of enlistment by a member of the armed forces that is entered into as described in subsection (a) while the member is serving on active duty in Afghanistan, Iraq, or Kuwait in support of Operation Enduring Freedom or Operation Iraqi Freedom, the Secretary concerned may waive so much of paragraph (1)(B) or subsection (a)(2) as requires that the skill or unit in which the member reenlists or extends an enlistment be a designated skill or designated unit determined by the Secretary concerned.*

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(2) The ARNG offers a \$15,000 REB to Soldiers who re-enlist or extend for six-years. The initial payment of 50% (\$7,500) will be processed on the first day of the new term of obligated service (day after current ETS). The second and final payment of 50% (\$7,500) will be processed on the 36<sup>th</sup> month anniversary of the date of re-enlistment/extension.

(3) The ARNG offers a \$7,500 REB to Soldiers who re-enlist or extend for three-years. The initial payment of 50% (\$3,750) will be processed on the first day of the new term of obligated service (day after current ETS). The second and final payment of 50% (\$3,750) will be processed on the 36<sup>th</sup> month anniversary of the date of re-enlistment/extension.

(4) The ARNG will offer a \$6,000 REB for Soldiers electing to serve a second three-year extension upon completion of the first three-years, and the execution of a subsequent three-year extension. The initial payment of 50% (\$3,000) will be processed on the first day of the new term of obligated service (day after current ETS). The second and final payment of 50% (\$3,000) will be processed on the 36<sup>th</sup> month anniversary of the date of re-enlistment/extension.

h. Affiliation Bonus (AB): The ARNG offers a 3-year and 6-year AB option to PS Soldiers who agree to serve in the ARNG. The Soldier must be MOSQ and not more than one grade below the required grade for the duty position for which they are affiliating. PS Soldiers must meet all of the following eligibility requirements:

**SEC. 631. NDAA 06. CONSOLIDATION AND MODIFICATION OF BONUSES FOR AFFILIATION OR ENLISTMENT IN THE SELECTED RESERVE.**

**Title 37 USC. Sec 308c. Special pay: bonus for affiliation or enlistment in the Selected Reserve**

*AFFILIATION BONUS AUTHORIZED.—The Secretary concerned may pay an affiliation bonus to an enlisted member of an armed force who—*

- (1) has completed fewer than 20 years of military service; and*
- (2) executes a written agreement to serve in the Selected Reserve of the Ready Reserve of an armed force for a period of not less than three years in a skill, unit, or pay grade designated under subsection (b) after being discharged or released from active duty under honorable conditions.*

*DESIGNATION OF SKILLS, UNITS, AND PAY GRADES.—The Secretary concerned shall designate the skills, units, and pay grades for which an affiliation bonus may be paid under subsection (a). Any skill, unit, or pay grade so designated shall be a skill, unit, or pay grade for which there is a critical need for personnel in the Selected Reserve of the Ready Reserve of an armed force, as determined by the Secretary concerned. The Secretary concerned shall establish other requirements to ensure that members accepted for affiliation meet required performance and discipline standards.*

*LIMITATION ON AMOUNT OF BONUS.—The amount of a bonus under subsection (a) or (c) may not exceed \$20,000.*

- (1) Have fewer than 20-years of total military service at current Expiration Term of Service (ETS) or Release from Active Duty Date (REFRAD).

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(2) Must affiliate in the ARNG in an active drilling status for a minimum of 3-years.

(3) Soldiers affiliating from another service must be awarded the enlistment MOS as their PMOS at the time of affiliation using the DoD Occupational Conversion Index and ARNG policies/procedures set forth in NGR 600-200, Chapter 5.

(4) Affiliate in a valid, vacant position or against a projected vacancy within 101% - 125% of the unit's authorized war time strength.

(5) Complete NGB Form 600-7-4-R-E as Annex B of DD Form 4 for enlistment with an affiliation bonus, and have this form processed by their Recruiting and Retention NCO. Soldiers affiliating through the Reserve Component Career Counselor (RCCC) at the Transition Point from Active Duty (In Service Recruits) will complete the "Enlisted Affiliation Bonus Addendum" dated 1 February 2006.

(6) Soldiers separating from an Active Component with a Re-entry (RE) Code of 1, 2, or 3 and one of the Separation Program Designators (SPD) Codes listed below:

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

i. Affiliation Bonus Amounts and Payment Schedule:

(1) The ARNG offers a \$20,000 AB for a 6-year affiliation. The ARNG will process an initial payment of 50% (\$10,000) upon affiliation into the ARNG. The ARNG will process the second and final payment of 50% (\$10,000) on the third anniversary of affiliation.

(2) The ARNG offers a \$10,000 AB for a 3-year affiliation. The initial 50% payment of \$5,000 will be processed upon affiliation into the ARNG, with the second and final 50% payment of \$5,000 processed for payment on the third-year anniversary of affiliation. If eligible at the conclusion of the first 3-year enlistment, the Soldier may extend for additional 3-years and receive an extension bonus in the amount of \$6,000.

j. Student Loan Repayment Program (SLRP) for NPS Enlistees: The ARNG may offer the SLRP as an enlistment incentive for all NPS enlistees in addition to their NPS enlistment bonus. The total 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). Payment is based upon the original principle and does not include interest. Entitlement covers the initial contract period only. Glossary NPS applicants are not authorized this incentive. NPS enlistees must meet the following eligibility requirements to receive the SLRP:

(1) Must be in Army Skills and Vocational Aptitude Battery (ASVAB) test score category I, II, or III A (AFQT 50 or higher).

(2) Must enlist for option 6X2 or 8X0.

(3) Must have one or more existing, qualifying, loans at the time of enlistment, based on the date the loan was incurred and disbursed by the lending institution. Loans incurred after the date of enlistment are not eligible for SLRP payment and will not be included.

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(4) Must enlist in a valid, vacant position, or against a projected vacancy within 101% - 125% of the unit's authorized wartime strength.

(5) Soldiers eligible for SLRP will retain their eligibility while attending Officer Candidate School or Warrant Officer Candidate School. Soldiers will also retain their SLRP eligibility upon commissioning or appointment subject to the original restriction that the SLRP be paid out within the same time period established by the original enlistment document (6X2 or 8X0), and for qualifying loans incurred prior to the date of enlistment. A new eligibility for SLRP is not established when a Soldier accepts a commission or appointment.

k. SLRP for PS Enlistees and as an Extension Incentive: PS and current ARNG Soldiers with existing loans may enlist or extend for a term of service of not less than 3-years from the date of the SLRP agreement in order to establish eligibility. SLRP may be offered regardless of the number of years a Soldier has at the time he or she meets the SLRP eligibility requirements. 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). Payment is based upon original principle and does not include interest. Current ARNG Soldiers must also meet all of the following requirements:

(1) Must be MOSQ for the position for which enlisting or extending.

(2) Enlist or extend in a valid, vacant position, or against a projected vacancy within 101% - 125% of the unit's authorized war time strength regardless of receipt of a cash re-enlistment bonus.

(3) Soldiers who are extending must have served the last three consecutive years in an active status in a unit of the ARNG. Any period of Inactive National Guard (ING) service constitutes a break in service.

(4) Has not previously received the SLRP as an enlistment, re-enlistment or extension option in the Selected Reserve. A Soldier re-enlisting or extending per NGR 600-200, Chapter 7 will not be authorized payment on loans established after the effective date of the contract. Any loan incurred or disbursed after the date of re-enlistment or extension is not eligible for SLRP repayment.

l. 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 inactivation/reorganization will retain their eligibility. This does not establish a new eligibility for any additional SLRP benefit. The total amount of payments may not exceed \$20,000 for any USAR and subsequent ARNG payments. Soldiers who have received \$20,000 or more while in the USAR will not receive any additional SLRP from the ARNG. Soldiers must also meet all of the following criteria:

(1) Be MOSQ for the duty position for which enlisting.

(2) Enlist into a valid, vacant position, and hold as primary the MOS required. Excess positions are not authorized to retain existing bonus eligibility for SLRP.

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m. Soldiers eligible for SLRP will retain their eligibility while attending Officer Candidate School or Warrant Officer Candidate School. Soldiers will also retain their SLRP eligibility upon commissioning or appointment subject to the original restriction that the SLRP be paid out within the same time period established by the original enlistment document (3X5, 6X2 or 8X0), and for qualifying loans incurred prior to the date of enlistment. Accepting a commission or appointment does not establish a new eligibility for SLRP.

n. Officer Accession Bonus: The ARNG offers a \$10,000 Officer Accession Bonus to newly commissioned officers and newly appointed warrant officers who agree to serve in the ARNG, and who meet the all of the following eligibility requirements:

**SEC. 634. NDAA 06. INCREASE AND ENHANCEMENT OF AFFILIATION BONUS FOR OFFICERS OF THE SELECTED RESERVE. Title 37 USC. Sec 308j.**

*The amount of a bonus under this section may be any amount not in excess of \$10,000 that the Secretary concerned determines appropriate.*

- (1) Agree to serve for a period of not less than 6-years on active drilling status.
- (2) Not accepting an appointment as an Officer or Warrant Officer for the purpose of qualifying for employment in a Mil Tech or AGR position.
- (3) Not receiving or will not receive benefits during the same period of service under the following:
  - (a) Chapter 1608, Title 10 USC (Health Professions Stipend Program).
  - (b) Chapter 1609, Title 10 USC (Education Loan Repayment Program) (SLRP or HPLRP).
  - (c) Chapter 1611, Title 10 USC (Other Educational Assistance Programs – USMC Platoon Leaders Class: College Tuition Assistance Program).
  - (d) Chapter 2107, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members).
  - (e) Chapter 2107a, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members Army Reserve and Army National Guard).
  - (f) Title 37 USC, Section 302g (Special Pay: SR Health Care Professionals in Critically Short Wartime Specialties).
- (4) This does not restrict officers from participating in the ARNG Federal Tuition Assistance Program.
- (5) Enlisted Soldiers serving on a re-enlistment bonus contract must serve at least 12-months of that contract prior to becoming eligible to receive the Officer Accession Bonus. (That may require some OCS graduates to delay their commissioning until the 12-month requirement is met).

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(6) Agree to serve in a critical skill as defined by the ARNG.

o. Officer Accession Bonus Payment Schedule: The Officer Accession Bonus is payable lump-sum upon successful completion of Officer Basic Course (OBC) or Warrant Officer Basic Course (WOBC), which must be completed within 36-months from the date of commission or appointment.

p. Officer Affiliation Bonus: The ARNG will offer a \$10,000 Officer Affiliation Bonus to Officers and Warrant Officers who upon separation from active duty agree to serve in the ARNG and meet the following eligibility requirements:

**SEC. 634. NDAA 06. INCREASE AND ENHANCEMENT OF AFFILIATION BONUS FOR OFFICERS OF THE SELECTED RESERVE. Title 37 USC. Sec 308j.**

*The amount of a bonus under this section may be any amount not in excess of \$10,000 that the Secretary concerned determines appropriate.*

(1) Agree to serve for a period of not less than 3-years on active drilling status.

(2) Not accepting an appointment as an Officer or Warrant Officer for the purpose of qualifying for employment in a Mil Tech or AGR position.

(3) Not receiving or will not receive benefits for the same period of service under the following:

(a) Chapter 1608, Title 10 USC (Health Professions Stipend Program).

(b) Chapter 1609, Title 10 USC (Education Loan Repayment Program) (SLRP or HPLRP).

(c) Chapter 1611, Title 10 USC (Other Educational Assistance Programs – USMC Platoon Leaders Class: College Tuition Assistance Program).

(d) Chapter 2107, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members).

(e) Chapter 2107a, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members Army Reserve and Army National Guard)

(f) Title 37 USC, Section 302g (Special Pay: SR Health Care Professionals in Critically Short Wartime Specialties).

(4) This does not restrict officers from participating in the ARNG Federal Tuition Assistance Program.

(5) Must agree to become AOC Qualified within 36-months if affiliating in an AOC other than that which is currently held.

(6) Agree to serve in a critical skill as defined by the ARNG.

(7) Currently serving on Active Duty for more than 30-days, or is a member of a Reserve Component not on Active Duty.

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(8) Must have received an honorable discharge from previous military service.

q. Officer Affiliation Bonus Payment Schedule: The Officer Affiliation Bonus will be paid lump-sum upon affiliation or upon completion of training if applicable.

r. SRIP Clarification for Deploying and Deployed Soldiers.

(1) Selected Reserve Incentive Program benefits for Soldiers serving under the authority of Partial Mobilization will not be cancelled or altered because of participation. This includes the Affiliation Bonus, Enlistment Bonus, Re-enlistment Bonus, Civilian Acquired Skills Program and Student Loan Repayment Program.

(2) Soldiers who volunteer under Title 10, Section 12301(d) and serving under 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.

(3) Soldiers eligible to extend for an incentive will receive a tax free re-enlistment /extension bonus while deployed to a Combat Zone (CZ) or Qualified Hazardous Duty Area (QHDA) if otherwise fully qualified. The tax free incentive is only applicable if the extension of enlistment is signed during the month the Soldier serves OCONUS in the CZ or QHDA for at least one day. (e.g. Soldier extends on 2 Sep in Baghdad, Iraq and redeploys to CONUS on 10 Sep).

(4) Stop Loss does not prevent a Soldier from extending within the 12-month window of his/her normal ETS.

(5) Soldiers who are “non-deployable” 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:

(a) The Soldier must be transferred back to the original unit within 180 days of the unit’s return from deployment.

(b) The Soldier must be returned to the MOS for which the bonus was awarded and be the primary holder of the position. Soldiers can not be carried as excess.

(6) Soldiers volunteering for deployment with the Army National Guard will retain incentive eligibility based upon the following criteria:

(a) Must be transferred back to the original unit within 180 days of the unit’s return from deployment.

(b) Must be returned to the MOS for which the bonus was awarded and be the primary holder of the position. Soldiers can not be carried excess.

(7) Soldiers involuntarily mobilized and cross-leveled/trained into different a MOS and or unit for which they are not qualified will retain their bonus entitlement while deployed based upon the following criteria:

(a) Must be transferred back to the original unit and MOS within 180 days of the unit’s release from active duty (REFRAD).

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(b) Soldiers (who are not coded as excess) who volunteer to remain in a cross-leveled MOS for which they are not qualified will have 36-months to become MOS qualified before incentives are terminated with recoupment. Soldiers must maintain all other policy guidance eligibility set forth for that incentive.

(8) Soldiers assigned to units that are inactivated or reorganized due to GWOT requirements will retain their original bonus if they become MOSQ within 36-months of the unit's inactivation/reorganization.

(9) Soldiers enlisting into positions vacated by a cross-leveled Soldier (for mobilization purposes) may receive a bonus. Upon return of the deployed Soldier (REFRAD), the Soldier must be moved to a valid, vacant position within 12-months. Soldiers failing to become MOSQ (through no fault of the Soldier) within 24-months will retain their original bonus for an additional 12-months or their bonus will be terminated with recoupment.

6. The point of contact for this message is SFC Eric P. Emde, NGB-ARM, DSN 327-7738, or 703-607-7738 or [eric.emde@ngb.army.mil](mailto:eric.emde@ngb.army.mil).



RORY T. FROEHLICH  
COL, EN  
Chief, Personnel Programs, Manpower  
and Resources Division

2 Encls

1. State Bonus List
2. Officer AOC List

DISTRIBUTION:

Each State DCSPER/MILPO  
Each State Incentive Manager  
Each RRM

ARNG FY 06 MOS List (27 January 06 - 31 May 06)

NGB "Top Ten" Critical Skills: 11B, 88M, 31B, 21B, 13B, 92A, 63B, 91W, 92G, 92Y

| STATE | DATE    | MOS's |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |     |
|-------|---------|-------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| AK    | 1/27/06 | 15B   | 15D | 15F | 15G | 15H | 15N | 15P | 15T | 25U | 27D | 35E | 36F | 44B | 46G | 46R | 46Q | 52D | 74D | 92F | 96B |
| AL    | 1/27/06 | 11C   | 19D | 21E | 21J | 21U | 21W | 25C | 25F | 25L | 25Q | 25U | 35E | 42L | 45K | 52C | 52D | 62B | 63J | 74D | 92F |
| AR    | 1/27/06 | 92F   | 15T | 11C | 13F | 52D | 19D | 63J | 63H | 13D | 35P | 92W | 21E | 98G | 52C | 63D | 96R | 97E | 35E | 13R | 96B |
| AZ    | 1/27/06 | 11C   | 13C | 13E | 15P | 15Q | 15V | 21E | 21F | 21G | 21J | 21V | 25Q | 25U | 44B | 52C | 62B | 63J | 74D | 92F | 94A |
| CA    | 1/27/06 | 11C   | 13E | 13F | 15T | 15U | 19D | 19K | 25D | 96B | 25U | 97B | 42A | 63A | 91E | 92A | 92R | 97E | 89D |     |     |
| CO    | 1/27/06 | 13M   | 13P | 15P | 15U | 18D | 18E | 21E | 21U | 25B | 25C | 25L | 25S | 25U | 35E | 35F | 35P | 42L | 96H | 97E | 98G |
| CT    | 1/27/06 | 21C   | 42A | 21E | 21J | 92F | 62B | 15U | 15G | 25C | 15T | 11C | 15H | 15B | 15F | 42F | 15N | 68X | 15D | 27D | 35F |
| DC    | 1/27/06 | 15B   | 15D | 15F | 15G | 15H | 15M | 15N | 15P | 15T | 15V | 31U | 35E | 35F | 44B | 44E | 52D | 62B | 63H | 63J | 63S |
| DE    | 1/27/06 | 21E   | 21J | 21K | 21R | 21T | 21W | 25B | 25F | 25L | 25M | 25P | 25Q | 25S | 25U | 35F | 44B | 52D | 62B | 74D | 94E |
| FL    | 1/27/06 | 62W   | 52D | 11C | 18E | 13M | 62B | 55D | 15Q | 62G | 35E | 63G | 52C | 97L | 31C | 14J | 44E | 35N | 55B | 62E | 92F |
| GA    | 1/27/06 | 11C   | 13D | 13F | 15T | 19D | 21E | 21J | 21R | 21V | 21W | 25C | 25U | 62B | 74D | 89D | 92F | 96B | 96D | 97B | 97E |
| GU    | 1/27/06 | 92F   | 97B | 25F | 35F | 45B | 52D | 25U | 74D | 21E | 21J | 25D | 25Q | 25S | 25L | 25B | 25W | 21W | 21K | 21R |     |
| HI    | 1/27/06 | 13D   | 13F | 42A | 42L | 15U | 15T | 92F | 92G | 31U | 74D | 89B | 96R | 52C | 44E | 96B | 93F | 21J | 44B | 42F | 62B |
| IA    | 1/27/06 | 13F   | 11C | 92F | 92W | 52D | 15U | 25B | 98C | 97E | 96H | 96U | 33W | 98G | 63J | 62B | 35E | 45K | 25U | 52C |     |
| ID    | 1/27/06 | 11C   | 13D | 13F | 15R | 15X | 19D | 19K | 21E | 21J | 21M | 31C | 42L | 44B | 45K | 52D | 62B | 63H | 74D | 89B | 92F |
| IL    | 1/27/06 | 13C   | 13D | 13E | 13F | 13S | 15P | 15U | 25B | 33W | 45G | 52D | 63J | 74D | 92F | 92W | 94A | 94E | 94F | 94M | 97E |
| IN    | 1/27/06 | 11C   | 13C | 13E | 13F | 15B | 15T | 19D | 21E | 25C | 25U | 42A | 44C | 52D | 63H | 63J | 63M | 92F | 96B | 98C | 98G |
| KS    | 1/27/06 | 92F   | 21W | 52D | 92W | 13F | 25U | 63H | 62B | 13D | 21E | 35P | 63M | 13P | 13R | 13M | 63D | 63J | 21J | 13S | 96B |
| KY    | 1/27/06 | 13F   | 13P | 15P | 19K | 21E | 25C | 25U | 42A | 52C | 52D | 62B | 63D | 63H | 63J | 74D | 92F | 92W | 96B | 96U | 98G |
| LA    | 1/27/06 | 11C   | 13F | 15T | 15Q | 19D | 19K | 21C | 21E | 21F | 21J | 21K | 21T | 21W | 31U | 52C | 52D | 62B | 63J | 63M | 92F |
| MA    | 1/27/06 | 19D   | 25U | 92W | 92F | 11C | 13D | 62B | 13R | 15Q | 25B | 15P | 96B | 15G | 52C | 63Y | 25Q | 45B | 46Q | 89B | 15H |
| MD    | 1/27/06 | 11C   | 13F | 15P | 15V | 19D | 21E | 21J | 25U | 27D | 42A | 44B | 54B | 52C | 52D | 74D | 92F | 92G | 92W | 96B | 13E |
| ME    | 1/27/06 | 02A   | 13D | 21E | 67T | 21K | 21V | 21W | 31C | 45B | 52C | 52D | 62B | 63G | 63J | 63W | 77F | 77L | 11C | 21T | 44B |
| MI    | 1/27/06 | 11C   | 13C | 13E | 13F | 13M | 13P | 15U | 19D | 92F | 25Q | 25U | 21C | 31C | 35E | 42F | 63H | 89D | 92S | 94F | 96B |
| MN    | 1/27/06 | 13F   | 13D | 15P | 15T | 15Q | 19D | 19K | 21K | 21R | 21U | 25Q | 25S | 31U | 33W | 52D | 62B | 74D | 74B | 92F | 96B |
| MO    | 1/27/06 | 25Q   | 25B | 92S | 96B | 21C | 25U | 15P | 52D | 52C | 15R | 15X | 35E | 94F | 94P | 63J | 35K | 44B | 21T | 25P | 25S |
| MS    | 1/27/06 | 13D   | 13F | 14J | 14S | 15X | 19K | 21J | 21E | 21W | 25U | 52D | 62B | 92W | 19D | 63J | 13R | 96B | 25B | 74D | 92F |
| MT    | 1/27/06 | 92F   | 74D | 15T | 35R | 35L | 15G | 15N | 19K | 21F | 44B | 63J | 52D | 21M | 52C | 19D | 63H | 15U | 13E | 15P | 31U |
| NC    | 1/27/06 | 11C   | 13D | 19K | 15R | 21E | 25Q | 25U | 45G | 45K | 52D | 62B | 63A | 63H | 63J | 63M | 74D | 89B | 92F | 92W | 94P |
| ND    | 1/27/06 | 14S   | 14J | 21C | 92W | 21T | 25U | 21V | 21R | 25B | 62J | 21K | 44B | 52D | 52C | 62B | 63H | 21E | 74D | 25C |     |
| NE    | 1/27/06 | 11C   | 13F | 15F | 15N | 15P | 15T | 15U | 19D | 21J | 21K | 21R | 21W | 25U | 35E | 42A | 52D | 63H | 21E | 74D | 25C |
| NH    | 1/27/06 | 11C   | 13D | 15T | 21K | 21R | 25B | 25F | 25U | 31C | 42A | 44B | 46R | 52C | 63J | 68W | 74D | 92F | 96B | 96H | 02A |
| NJ    | 1/27/06 | 11C   | 13D | 13F | 19D | 25C | 25F | 25L | 25Q | 25U | 74D | 92F | 92W | 94A | 94E | 94F | 15T | 15P | 96B | 94R | 63J |
| NM    | 1/27/06 | 11C   | 11F | 21E | 25U | 92F | 15T | 44B | 94A | 52D | 21J | 96B | 25B | 94F | 15P | 52C | 74D | 62B | 94E | 63J | 25Q |
| NV    | 1/27/06 | 19K   | 25U | 25C | 92F | 63H | 21R | 21K | 21J | 52D | 52C | 11C | 15B | 15D | 15F | 15P | 15T | 15U | 19D | 44C |     |
| NY    | 1/27/06 | 92F   | 19K | 35E | 11C | 13F | 15T | 21E | 45K | 15U | 63J | 21V | 63A | 63H | 63T | 25F | 25L | 25Q | 35A | 55B | 21T |
| OH    | 1/27/06 | 11C   | 13F | 14J | 14S | 15U | 19D | 19K | 21E | 21T | 21W | 25U | 52D | 62B | 63A | 63H | 63J | 63M | 74D | 92F | 94F |
| OK    | 1/27/06 | 11C   | 13D | 13F | 13M | 13P | 13S | 15U | 15T | 19D | 21E | 21G | 21J | 21W | 25C | 25U | 35F | 46R | 63H | 74D | 92F |
| OR    | 1/27/06 | 11C   | 13D | 13F | 19D | 19K | 21E | 21J | 21K | 21R | 21W | 25U | 35F | 42A | 42R | 52D | 62B | 63H | 74D | 92F | 96B |
| PA    | 1/27/06 | 11C   | 13F | 15Q | 19D | 19K | 25B | 25C | 25Q | 33W | 42A | 45B | 52D | 74D | 89B | 92F | 96B | 96U | 96R | 98C | 98G |
| PR    | 1/27/06 | 11C   | 25U | 92W | 13C | 52D | 63S | 91X | 63W | 44B | 14M | 13E | 13F | 96B | 21E | 74D | 31C | 44E | 19D | 21F | 21J |
| RI    | 1/27/06 | 74D   | 02A | 11C | 13D | 15T | 92F | 15G | 21J | 15P | 13W | 35R | 52D | 21E | 96B | 27D | 21F | 15F | 15N | 31C | 25U |
| SC    | 1/27/06 | 25Q   | 25F | 14S | 19K | 21E | 21J | 92F | 74D | 52D | 25L | 35E | 15R | 13D | 13M | 14J | 13P | 15X | 13F | 15T | 96B |
| SD    | 1/27/06 | 13M   | 13P | 15F | 15T | 21E | 21C | 21J | 21K | 21W | 25L | 25U | 27M | 42A | 52C | 52D | 62B | 63H | 63J | 92F | 92W |
| TN    | 1/27/06 | 19K   | 19D | 21R | 21K | 92F | 13M | 94P | 15J | 15X | 15Q | 25U | 62B | 11C | 63M | 63H | 52D | 96B | 96U | 97E | 13F |
| TX    | 1/27/06 | 11C   | 13E | 13F | 13M | 13P | 15P | 15Q | 19D | 19K | 21E | 31C | 31F | 31R | 31U | 35A | 45K | 52D | 63H | 63J | 63S |
| UT    | 1/27/06 | 13D   | 15H | 15T | 18D | 18E | 21E | 21J | 21K | 21W | 25L | 25U | 35E | 35R | 44B | 45G | 45K | 52D | 63D | 97E | 98G |
| VA    | 1/27/06 | 11C   | 13F | 21C | 21E | 21J | 21F | 62B | 63S | 63H | 52C | 19D | 25U | 35E | 35N | 35M | 45K | 63J | 63T | 74D | 96U |
| VI    | 1/27/06 | 92W   | 52D | 63J | 63W | 46Q | 46R | 21K | 02A | 21J | 21V | 96B | 91E | 74B | 21W | 21R | 44E | 74D |     |     |     |
| VT    | 1/27/06 | 11C   | 13C | 13E | 19D | 19K | 21E | 21J | 25C | 25L | 25U | 45G | 45K | 52D | 62B | 63A | 63D | 63H | 74D | 89B | 92F |
| WA    | 1/27/06 | 92F   | 15U | 63H | 15P | 74D | 19K | 15T | 97E | 98G | 52D | 63A | 97B | 25U | 42F | 96B | 98C | 13E | 15G | 13F | 15N |
| WI    | 1/27/06 | 11C   | 13D | 13F | 13M | 13P | 19D | 21E | 21J | 25C | 25U | 35E | 35F | 52D | 62B | 63D | 63H | 63J | 74D | 92F | 96B |
| WV    | 1/27/06 | 11C   | 15B | 15D | 15T | 15V | 19D | 21F | 21J | 21K | 21V | 21W | 25U | 35F | 42R | 45D | 46R | 62B | 63H | 74D | 92F |
| WY    | 1/27/06 | 13D   | 42A | 42L | 13W | 13F | 25U | 25F | 13S | 92F | 21C | 62B | 46Q | 21F | 92F | 63X | 45B | 74D | 44E | 44B | 52D |

# ARNG Officer and Warrant Officer Bonus AOC List

As of 27 January 2006

| MPC | Duty Skill | Duty Skill Desc  | Reqd  | Auth  | Assigned | DQual | Fill rate | Pct Auth | Pct DQual |
|-----|------------|--|-------|-------|----------|-------|-----------|----------|-----------|
| O   | 11A        | Infantry   | 3,462 | 3,215 | 2,502    | 1,889 | 78%       | 77.80%   | 75.50%    |
| O   | 13A        | Field Artillery, General                                     | 3,618 | 3,507 | 2,153    | 1,817 | 61%       | 61.40%   | 84.40%    |
| O   | 14A        | Air Defense Artillery, General                               | 164   | 156   | 135      | 107   | 87%       | 86.50%   | 79.30%    |
| O   | 14B        | Short Range Air Defense (SHORAD) Artillery                   | 575   | 507   | 287      | 231   | 57%       | 56.60%   | 80.50%    |
| O   | 14E        | Patriot Missile Air Defense Artillery                        | 73    | 72    | 26       | 18    | 36%       | 36.10%   | 69.20%    |
| O   | 15B        | Aviation Combined Arms Operations                            | 980   | 941   | 839      | 669   | 89%       | 89.20%   | 79.70%    |
| O   | 15C        | Aviation All-Source Intelligence                             | 57    | 57    | 44       | 27    | 77%       | 77.20%   | 61.40%    |
| O   | 15D        | Aviation Logistics   | 323   | 301   | 251      | 161   | 83%       | 83.40%   | 64.10%    |
| O   | 18A        | Special Forces   | 261   | 307   | 237      | 158   | 77%       | 77.20%   | 66.70%    |
| O   | 19A        | Armor, General   | 198   | 162   | 135      | 105   | 83%       | 83.30%   | 77.80%    |
| O   | 19B        | Armor  | 1,194 | 1,054 | 812      | 612   | 77%       | 77.00%   | 75.40%    |
| O   | 19C        | Cavalry  | 471   | 451   | 337      | 227   | 75%       | 74.70%   | 67.40%    |
| O   | 21B        | Combat Engineer  | 2,372 | 2,242 | 1,994    | 1,584 | 89%       | 88.90%   | 79.40%    |
| O   | 21D        | Facilities/Contract Construction Management Engineer (FCCME) | 258   | 215   | 173      | 117   | 80%       | 80.50%   | 67.60%    |
| O   | 24A        | Telecommunications Systems Engineer                          | 14    | 13    | 9        | 6     | 69%       | 69.20%   | 66.70%    |
| O   | 24B        | Data Systems Engineer  | 9     | 8     | 4        | 4     | 50%       | 50.00%   | 100.00%   |
| O   | 25A        | Signal, General  | 1,459 | 1,383 | 1,228    | 916   | 89%       | 88.80%   | 74.60%    |
| O   | 30A        | Information Operations Officer                               | 198   | 199   | 148      | 90    | 74%       | 74.40%   | 60.80%    |
| O   | 35B        | Strategic Intelligence (RC)                                  | 23    | 15    | 11       | 6     | 73%       | 73.30%   | 54.50%    |
| O   | 35C        | Imagery Intelligence (IMINT)                                 | 23    | 23    | 14       | 8     | 61%       | 60.90%   | 57.10%    |
| O   | 35D        | All Source Intelligence                                      | 1,576 | 1,351 | 1,137    | 784   | 84%       | 84.20%   | 69.00%    |
| O   | 35F        | Human Intelligence (HUMINT)                                  | 2     | 2     | 1        | 1     | 50%       | 50.00%   | 100.00%   |
| O   | 35G        | Signal Intelligence/Electronic Warfare (SIGINT/EW)           | 88    | 84    | 54       | 32    | 64%       | 64.30%   | 59.30%    |
| O   | 39A        | Psychological Operations or Civil Affairs, General           | 6     | 8     | 0        | 0     | 0%        | 0.00%    | 0.00%     |
| O   | 39B        | Psychological Operations                                     | 11    | 9     | 7        | 2     | 78%       | 77.80%   | 28.60%    |
| O   | 39C        | Civil Affairs  | 60    | 56    | 48       | 23    | 86%       | 85.70%   | 47.90%    |
| O   | 40A        | Space Operations   | 13    | 13    | 9        | 7     | 69%       | 69.20%   | 77.80%    |
| O   | 43A        | Human Resource Management Officer                            | 1,142 | 895   | 755      | 467   | 84%       | 84.40%   | 61.90%    |
| O   | 45A        | Comptroller  | 134   | 116   | 77       | 46    | 66%       | 66.40%   | 59.70%    |
| O   | 46A        | Public Affairs, General                                      | 362   | 324   | 260      | 157   | 80%       | 80.20%   | 60.40%    |
| O   | 49A        | Operations Research/Systems Analysis                         | 7     | 6     | 3        | 3     | 50%       | 50.00%   | 100.00%   |
| O   | 50A        | Force development  | 64    | 45    | 31       | 15    | 69%       | 68.90%   | 48.40%    |
| O   | 51C        | Contract and Industrial Management                           | 145   | 79    | 49       | 26    | 62%       | 62.00%   | 53.10%    |
| O   | 51Z        | Acquisition  | 3     | 3     | 1        | 1     | 33%       | 33.30%   | 100.00%   |
| O   | 52B        | Nuclear Research and Operations                              | 1     | 1     | 0        | 0     | 0%        | 0.00%    | 0.00%     |
| O   | 53A        | Information Systems Management                               | 411   | 334   | 230      | 120   | 69%       | 68.90%   | 52.20%    |
| O   | 56A        | Command and Unit Chaplain                                    | 917   | 823   | 460      | 430   | 56%       | 55.90%   | 93.50%    |
| O   | 59A        | Strategic Plans and Policy                                   | 434   | 350   | 261      | 110   | 75%       | 74.60%   | 42.10%    |
| O   | 74A        | Chemical, General  | 232   | 224   | 129      | 90    | 58%       | 57.60%   | 69.80%    |
| O   | 74B        | Chemical Operations and Training                             | 716   | 676   | 374      | 224   | 55%       | 55.30%   | 59.90%    |
| O   | 88A        | Transportation, General                                      | 155   | 128   | 101      | 70    | 79%       | 78.90%   | 69.30%    |
| O   | 88B        | Traffic Management   | 145   | 115   | 79       | 56    | 69%       | 68.70%   | 70.90%    |
| O   | 88C        | Marine and Terminal Operations                               | 15    | 8     | 6        | 4     | 75%       | 75.00%   | 66.70%    |
| O   | 88D        | Motor/Rail Transportation                                    | 641   | 607   | 465      | 300   | 77%       | 76.60%   | 64.50%    |
| O   | 91A        | Ordnance, General  | 198   | 139   | 108      | 80    | 78%       | 77.70%   | 74.10%    |
| O   | 91B        | Maintenance Management                                       | 1,275 | 1,137 | 904      | 594   | 80%       | 79.50%   | 65.70%    |
| O   | 91D        | Munitions Material Management                                | 82    | 73    | 49       | 29    | 67%       | 67.10%   | 59.20%    |
| O   | 92A        | Quartermaster, General                                       | 952   | 823   | 664      | 447   | 81%       | 80.70%   | 67.30%    |
| O   | 92D        | Aerial Delivery and Materiel                                 | 14    | 13    | 10       | 3     | 77%       | 76.90%   | 30.00%    |
| O   | 92F        | Petroleum and Water  | 354   | 339   | 259      | 152   | 76%       | 76.40%   | 58.70%    |

| MPC | Duty Skill | Duty Skill Desc                                | Reqd  | Auth  | Assigned | DQual | Fill rate | Pct Auth | Pct DQual |
|-----|------------|--|-------|-------|----------|-------|-----------|----------|-----------|
| W2  | 131A       | Field Artillery Targeting Technician           | 158   | 151   | 82       | 79    | 54.30%    | 54.30%   | 96.30%    |
| W3  | 131A       | Field Artillery Targeting Technician           | 59    | 56    | 19       | 17    | 33.90%    | 33.90%   | 89.50%    |
| W4  | 131A       | Field Artillery Targeting Technician           | 10    | 10    | 6        | 6     | 60.00%    | 60.00%   | 100.00%   |
| W2  | 140A       | Command and Control Systems Technician         | 21    | 15    | 4        | 4     | 26.70%    | 26.70%   | 100.00%   |
| W3  | 140A       | Command and Control Systems Technician         | 5     | 4     | 3        | 2     | 75.00%    | 75.00%   | 66.70%    |
| W4  | 140A       | Command and Control Systems Technician         | 6     | 3     | 2        | 1     | 66.70%    | 66.70%   | 50.00%    |
| W2  | 140E       | Patriot Systems Technician                     | 12    | 12    | 3        | 3     | 25.00%    | 25.00%   | 100.00%   |
| W3  | 140E       | Patriot Systems Technician                     | 2     | 2     | 1        | 0     | 50.00%    | 50.00%   | 0.00%     |
| W4  | 140E       | Patriot Systems Technician                     | 2     | 2     | 1        | 1     | 50.00%    | 50.00%   | 100.00%   |
| W5  | 140E       | Patriot Systems Technician                     | 1     | 1     | 0        | 0     | 0.00%     | 0.00%    | 0.00%     |
| W2  | 152D       | OH-58D Scout Pilot                             | 28    | 28    | 5        | 2     | 17.90%    | 17.90%   | 40.00%    |
| W2  | 152F       | AH-64A Attack Pilot                            | 340   | 339   | 103      | 83    | 30.40%    | 30.40%   | 80.60%    |
| W3  | 152F       | AH-64A Attack Pilot                            | 126   | 127   | 100      | 75    | 78.70%    | 78.70%   | 75.00%    |
| W5  | 152F       | AH-64A Attack Pilot                            | 28    | 28    | 24       | 21    | 85.70%    | 85.70%   | 87.50%    |
| W2  | 152H       | AH-64D Attack Pilot                            | 31    | 31    | 12       | 12    | 38.70%    | 38.70%   | 100.00%   |
| W3  | 152H       | AH-64D Attack Pilot                            | 13    | 13    | 8        | 8     | 61.50%    | 61.50%   | 100.00%   |
| W5  | 153A       | Rotary Wing Aviator (Aircraft Nonspecific)     | 149   | 122   | 99       | 85    | 81.10%    | 81.10%   | 85.90%    |
| W2  | 153D       | UH-60 Pilot                                    | 1,088 | 1,062 | 386      | 309   | 36.30%    | 36.30%   | 80.10%    |
| W5  | 153D       | UH-60 Pilot                                    | 77    | 75    | 59       | 46    | 78.70%    | 78.70%   | 80.00%    |
| W2  | 154C       | CH-47D Pilot                                   | 218   | 210   | 96       | 77    | 45.70%    | 45.70%   | 80.20%    |
| W3  | 154C       | CH-47D Pilot                                   | 87    | 87    | 78       | 65    | 89.70%    | 89.70%   | 83.30%    |
| W5  | 154C       | CH-47D Pilot                                   | 6     | 6     | 2        | 2     | 33.30%    | 33.30%   | 100.00%   |
| W2  | 155E       | C-12 Pilot                                     | 90    | 89    | 28       | 22    | 31.50%    | 31.50%   | 78.60%    |
| W3  | 155E       | C-12 Pilot                                     | 95    | 92    | 38       | 35    | 41.30%    | 41.30%   | 92.10%    |
| W5  | 155E       | C-12 Pilot                                     | 43    | 42    | 34       | 32    | 81.00%    | 81.00%   | 94.10%    |
| W2  | 180A       | Special Forces Warrant Officer                 | 92    | 92    | 14       | 14    | 15.20%    | 15.20%   | 100.00%   |
| W3  | 180A       | Special Forces Warrant Officer                 | 38    | 38    | 15       | 15    | 39.50%    | 39.50%   | 100.00%   |
| W4  | 180A       | Special Forces Warrant Officer                 | 7     | 6     | 3        | 3     | 50.00%    | 50.00%   | 100.00%   |
| W5  | 180A       | Special Forces Warrant Officer                 | 4     | 4     | 1        | 1     | 25.00%    | 25.00%   | 100.00%   |
| W2  | 210A       | Utilities Operation and Maintenance Technician | 29    | 31    | 19       | 17    | 61.30%    | 61.30%   | 89.50%    |
| W4  | 210A       | Utilities Operation and Maintenance Technician | 47    | 42    | 15       | 11    | 35.70%    | 35.70%   | 73.30%    |
| W2  | 215D       | Terrain Analysis Technician                    | 10    | 10    | 1        | 1     | 10.00%    | 10.00%   | 100.00%   |
| W3  | 215D       | Terrain Analysis Technician                    | 3     | 3     | 0        | 0     | 0.00%     | 0.00%    | 0.00%     |
| W2  | 250N       | Network Management Technician                  | 91    | 72    | 33       | 25    | 45.80%    | 45.80%   | 75.80%    |
| W3  | 250N       | Network Management Technician                  | 50    | 44    | 12       | 10    | 27.30%    | 27.30%   | 83.30%    |
| W4  | 250N       | Network Management Technician                  | 35    | 27    | 11       | 8     | 40.70%    | 40.70%   | 72.70%    |
| W3  | 251A       | Information Systems Technician                 | 155   | 148   | 49       | 42    | 33.10%    | 33.10%   | 85.70%    |
| W4  | 251A       | Information Systems Technician                 | 169   | 149   | 37       | 31    | 24.80%    | 24.80%   | 83.80%    |
| W2  | 254A       | Signal Systems Support Technician              | 35    | 34    | 2        | 2     | 5.90%     | 5.90%    | 100.00%   |
| W3  | 254A       | Signal Systems Support Technician              | 12    | 11    | 4        | 4     | 36.40%    | 36.40%   | 100.00%   |
| W2  | 270A       | Legal Administrator                            | 24    | 24    | 15       | 12    | 62.50%    | 62.50%   | 80.00%    |
| W3  | 270A       | Legal Administrator                            | 8     | 8     | 7        | 5     | 87.50%    | 87.50%   | 71.40%    |
| W4  | 270A       | Legal Administrator                            | 28    | 21    | 5        | 4     | 23.80%    | 23.80%   | 80.00%    |
| W2  | 311A       | CID Special Agent                              | 22    | 28    | 3        | 3     | 10.70%    | 10.70%   | 100.00%   |
| W3  | 311A       | CID Special Agent                              | 8     | 9     | 4        | 4     | 44.40%    | 44.40%   | 100.00%   |
| W2  | 350F       | All Source Intelligence Technician             | 35    | 34    | 10       | 10    | 29.40%    | 29.40%   | 100.00%   |
| W3  | 350F       | All Source Intelligence Technician             | 14    | 13    | 4        | 3     | 30.80%    | 30.80%   | 75.00%    |
| W4  | 350F       | All Source Intelligence Technician             | 22    | 21    | 4        | 1     | 19.00%    | 19.00%   | 25.00%    |

|    |      |   |     |     |     |     |     |     |        |        |        |        |         |
|----|------|---|-----|-----|-----|-----|-----|-----|--------|--------|--------|--------|---------|
| W2 | 350G | Imagery Intelligence Technician                 | 9   | 9   | 9   | 0   | 0   | 0   | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 0.00%   |
| W2 | 350K | Unmanned Aerial Vehicle Operations Technician   | 8   | 8   | 8   | 2   | 2   | 2   | 25.00% | 25.00% | 25.00% | 25.00% | 0.00%   |
| W2 | 351L | Counterintelligence Technician                  | 51  | 45  | 45  | 11  | 11  | 9   | 24.40% | 24.40% | 24.40% | 24.40% | 81.80%  |
| W3 | 351L | Counterintelligence Technician                  | 43  | 40  | 40  | 6   | 6   | 6   | 15.00% | 15.00% | 15.00% | 15.00% | 100.00% |
| W5 | 351L | Counterintelligence Technician                  | 6   | 6   | 6   | 1   | 1   | 1   | 16.70% | 16.70% | 16.70% | 16.70% | 100.00% |
| W2 | 351M | Human Intelligence Collection Technician        | 79  | 70  | 70  | 12  | 12  | 11  | 17.10% | 17.10% | 17.10% | 17.10% | 91.70%  |
| W3 | 351M | Human Intelligence Collection Technician        | 12  | 12  | 12  | 6   | 6   | 6   | 50.00% | 50.00% | 50.00% | 50.00% | 100.00% |
| W2 | 352N | Traffic Analysis Technician                     | 4   | 4   | 4   | 1   | 1   | 0   | 25.00% | 25.00% | 25.00% | 25.00% | 0.00%   |
| W3 | 352N | Traffic Analysis Technician                     | 10  | 10  | 10  | 2   | 2   | 2   | 20.00% | 20.00% | 20.00% | 20.00% | 100.00% |
| W4 | 352N | Traffic Analysis Technician                     | 2   | 2   | 2   | 0   | 0   | 0   | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 0.00%   |
| W2 | 352P | Voice Intercept Technician                      | 16  | 16  | 16  | 8   | 8   | 7   | 50.00% | 50.00% | 50.00% | 50.00% | 87.50%  |
| W3 | 352R | Emanations Analysis Technician                  | 5   | 5   | 5   | 0   | 0   | 0   | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 0.00%   |
| W2 | 353T | IEW Systems Maintenance Technician              | 13  | 12  | 12  | 0   | 0   | 0   | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 0.00%   |
| W4 | 420A | Military Personnel Technician                   | 470 | 398 | 398 | 162 | 162 | 150 | 40.70% | 40.70% | 40.70% | 40.70% | 92.60%  |
| W2 | 420C | Bandmaster                                      | 52  | 52  | 52  | 21  | 21  | 20  | 40.40% | 40.40% | 40.40% | 40.40% | 95.20%  |
| W2 | 881A | Marine Engineering Officer                      | 1   | 1   | 1   | 0   | 0   | 0   | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 0.00%   |
| W2 | 882A | Mobility Officer                                | 26  | 20  | 20  | 3   | 3   | 2   | 15.00% | 15.00% | 15.00% | 15.00% | 66.70%  |
| W3 | 882A | Mobility Officer                                | 2   | 2   | 2   | 5   | 5   | 1   | 25.00% | 25.00% | 25.00% | 25.00% | 20.00%  |
| W4 | 882A | Mobility Officer                                | 2   | 1   | 1   | 0   | 0   | 0   | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 0.00%   |
| W5 | 882A | Mobility Officer                                | 5   | 2   | 2   | 0   | 0   | 0   | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 0.00%   |
| W2 | 890A | Ammunition Technician                           | 25  | 22  | 22  | 8   | 8   | 8   | 36.40% | 36.40% | 36.40% | 36.40% | 100.00% |
| W3 | 890A | Ammunition Technician                           | 11  | 10  | 10  | 2   | 2   | 2   | 20.00% | 20.00% | 20.00% | 20.00% | 100.00% |
| W4 | 890A | Ammunition Technician                           | 8   | 8   | 8   | 4   | 4   | 3   | 50.00% | 50.00% | 50.00% | 50.00% | 75.00%  |
| W2 | 913A | Armament Repair Technician                      | 34  | 33  | 33  | 14  | 14  | 14  | 42.40% | 42.40% | 42.40% | 42.40% | 100.00% |
| W3 | 913A | Armament Repair Technician                      | 22  | 19  | 19  | 9   | 9   | 9   | 47.40% | 47.40% | 47.40% | 47.40% | 100.00% |
| W4 | 914A | Armament Repair Technician                      | 6   | 7   | 7   | 3   | 3   | 3   | 42.90% | 42.90% | 42.90% | 42.90% | 100.00% |
| W2 | 914A | Allied Trades Technician                        | 55  | 49  | 49  | 15  | 15  | 15  | 30.60% | 30.60% | 30.60% | 30.60% | 100.00% |
| W3 | 914A | Allied Trades Technician                        | 36  | 35  | 35  | 11  | 11  | 9   | 31.40% | 31.40% | 31.40% | 31.40% | 81.80%  |
| W2 | 915A | Unit Maintenance Officer                        | 619 | 579 | 579 | 175 | 175 | 166 | 30.20% | 30.20% | 30.20% | 30.20% | 94.90%  |
| W3 | 915E | Senior Automotive Maintenance Officer           | 300 | 274 | 274 | 123 | 123 | 116 | 44.90% | 44.90% | 44.90% | 44.90% | 94.30%  |
| W4 | 915E | Senior Automotive Maintenance Officer           | 232 | 171 | 171 | 105 | 105 | 100 | 61.40% | 61.40% | 61.40% | 61.40% | 95.20%  |
| W5 | 915E | Senior Automotive Maintenance Officer           | 77  | 67  | 67  | 50  | 50  | 44  | 74.60% | 74.60% | 74.60% | 74.60% | 88.00%  |
| W2 | 919A | Engineer Equipment Repair Technician            | 115 | 110 | 110 | 49  | 49  | 43  | 44.50% | 44.50% | 44.50% | 44.50% | 87.80%  |
| W3 | 919A | Engineer Equipment Repair Technician            | 85  | 80  | 80  | 31  | 31  | 30  | 38.80% | 38.80% | 38.80% | 38.80% | 96.80%  |
| W4 | 919A | Engineer Equipment Repair Technician            | 41  | 38  | 38  | 32  | 32  | 30  | 84.20% | 84.20% | 84.20% | 84.20% | 93.80%  |
| W5 | 919A | Engineer Equipment Repair Technician            | 3   | 3   | 3   | 2   | 2   | 2   | 66.70% | 66.70% | 66.70% | 66.70% | 100.00% |
| W2 | 920A | Property Accounting Technician                  | 385 | 351 | 351 | 153 | 153 | 140 | 43.60% | 43.60% | 43.60% | 43.60% | 91.50%  |
| W4 | 920A | Property Accounting Technician                  | 254 | 175 | 175 | 84  | 84  | 75  | 48.00% | 48.00% | 48.00% | 48.00% | 89.30%  |
| W5 | 920A | Property Accounting Technician                  | 41  | 38  | 38  | 29  | 29  | 26  | 76.30% | 76.30% | 76.30% | 76.30% | 89.70%  |
| W2 | 920B | Supply Systems Technician                       | 262 | 234 | 234 | 83  | 83  | 73  | 35.50% | 35.50% | 35.50% | 35.50% | 88.00%  |
| W4 | 920B | Supply Systems Technician                       | 198 | 122 | 122 | 47  | 47  | 40  | 38.50% | 38.50% | 38.50% | 38.50% | 85.10%  |
| W5 | 920B | Supply Systems Technician                       | 28  | 17  | 17  | 15  | 15  | 13  | 88.20% | 88.20% | 88.20% | 88.20% | 86.70%  |
| W2 | 921A | Airdrop Systems Technician                      | 4   | 4   | 4   | 0   | 0   | 0   | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 0.00%   |
| W3 | 921A | Airdrop Systems Technician                      | 3   | 3   | 3   | 0   | 0   | 0   | 0.00%  | 0.00%  | 0.00%  | 0.00%  | 0.00%   |
| W2 | 922A | Food Service Technician                         | 94  | 92  | 92  | 26  | 26  | 22  | 28.30% | 28.30% | 28.30% | 28.30% | 84.60%  |
| W4 | 922A | Food Service Technician                         | 71  | 67  | 67  | 24  | 24  | 23  | 35.80% | 35.80% | 35.80% | 35.80% | 95.80%  |
| W2 | 948B | Electronic Systems Maintenance Warrant Officer  | 134 | 126 | 126 | 48  | 48  | 42  | 38.10% | 38.10% | 38.10% | 38.10% | 87.50%  |
| W3 | 948B | Electronic Systems Maintenance Warrant Officer  | 36  | 36  | 36  | 29  | 29  | 29  | 80.60% | 80.60% | 80.60% | 80.60% | 100.00% |
| W2 | 948D | Electronics-Missile Maintenance Warrant Officer | 77  | 75  | 75  | 17  | 17  | 15  | 22.70% | 22.70% | 22.70% | 22.70% | 88.20%  |
| W3 | 948D | Electronics-Missile Maintenance Warrant Officer | 34  | 35  | 35  | 13  | 13  | 12  | 37.10% | 37.10% | 37.10% | 37.10% | 92.30%  |
| W4 | 948E | Senior Electronics Maintenance Warrant Officer  | 46  | 43  | 43  | 14  | 14  | 10  | 32.60% | 32.60% | 32.60% | 32.60% | 71.40%  |