



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

NGB-ARM

27 January 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 06-04)

1. References.

- a. Department of Defense Instruction (DoDI), 1312.1, 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, 31 March 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. Purpose. **This Policy (06-04) supersedes Policy Number 06-03, dated 27 January 2006.** This memorandum establishes policy to administer the Army National Guard (ARNG) SRIP for the period effective 27 January 2006 through 31 May 2006 unless otherwise superseded or suspended.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 Army National Guard (ARNG) Soldiers in M-Day status only.

4. General. 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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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-IIIIB 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-IIIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher).

(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.

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(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 addendums as necessary, in order to reflect the correct contractual obligation.

(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).

(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 20-years total service on the date of enlistment, and who also meet all of the following requirements:

(1) Enlist for either three or six years.

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(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 20-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 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. These terms of service must be consecutive.

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

(1) Extend for three or six years.

(2) MOSQ for the position for which extending.

(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 TIS as of current ETS (at the time of re-enlistment/extension) may be eligible to receive \$7,500 maximum for 36 months or more additionally obligated service. No terms of service beyond 36-months will be pro-rated up to 24-years TIS for additional bonus payments.

g. REB Options and Payment Schedule:

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(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.

(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 immediately upon re-enlistment/extension. The second and final payment of 50% (\$7,500) will be processed on the 36th 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 immediately upon re-enlistment/extension. The second and final payment of 50% (\$3,750) will be processed on the 36th 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 immediately upon re-enlistment/extension. The second and final payment of 50% (\$3,000) will be processed on the 36th month anniversary of the date of re-enlistment/extension.

h. Affiliation Bonus (AB): The ARNG offers a 3 and 6-year AB option to PS Soldiers who agree to serve in the ARNG for a minimum of 3-years. The Soldier must be MOSQ and not be 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:

(1) Must have Remaining Military Service Obligation (RMSO) in accordance with Title 10, U.S. Code, Section 650, and AR 135-91, Table 2-2.

(2) Must affiliate in the ARNG for the remaining balance of their RMSO (statutory obligation), with the agreement that a minimum of 3-years of that time to be served in active drilling status (contractual obligation) in the ARNG.

(3) Soldiers affiliating from another service must be awarded the enlistment MOS as their PMOS at the time of affiliation using the 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) Have fewer than 20-years of total military service at current Expiration Term of Service (ETS).

(6) 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 DA Form 5261-3-R to receive the affiliation bonus.

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(7) 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 are eligible:

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. These terms of service must be consecutive.

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 3X5, 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.

(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 6-years from the date of the SLRP agreement in order to establish eligibility. 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

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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.
- 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 will offer a \$6,000 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:

- (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 chapters:
 - (a) 1608 Title 10 USC (Health Professions Stipend Program).

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- (b) 1609 Title 10 USC (Education Loan Repayment Program).
 - (c) 1611 Title 10 USC (Other Educational Assistance Programs – USMC Platoon Leaders Class: College Tuition Assistance Program).
 - (d) 2107 Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members).
 - (e) 2107a Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members Army Reserve and Army National Guard).
 - (f) 302g Title 37 USC (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).
- 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:
 - (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) Officers must not be receiving or will not receive benefits for the same period of service under the following chapters:
 - (a) 1608 Title 10 USC (Health Professions Stipend Program).
 - (b) 1609 Title 10 USC (Education Loan Repayment Program).
 - (c) 1611 Title 10 USC (Other Educational Assistance Programs – USMC Platoon Leaders Class: College Tuition Assistance Program).
 - (d) 2107 Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members).
 - (e) 2107a Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members Army Reserve and Army National Guard)

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(f) 302g Title 37 USC (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) Must not have previously served in the Selected Reserve.

(8) Currently serving on Active Duty for more than 30-days, or is a member of a Reserve Component (other than the Army Reserve or ARNG) not on Active Duty.

(9) 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.

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(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).

(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 24-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 18-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.



- 2 Encls
1. State Bonus List
2. Officer AOC List

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

DISTRIBUTION:
Each State DCSPER/MILPO
Each State Incentive Manager
Each RRM

ARNG Officer and Warrant Officer Bonus AOC List

As of 13 Jan 05

MPC	Duty Skill	Duty Skill Desc	Reqd	Auth	Assigned	DQual	Fill rate	Pct Auth	Pct DQual
0	11A	Infantry	3,462	3,215	2,502	1,889	78%	77.80%	75.50%
0	13A	Field Artillery, General	3,618	3,507	2,153	1,817	61%	61.40%	84.40%
0	14A	Air Defense Artillery, General	164	156	135	107	87%	86.50%	79.30%
0	14B	Short Range Air Defense (SHORAD) Artillery	575	507	287	231	57%	56.60%	80.50%
0	14E	Patriot Missile Air Defense Artillery	73	72	26	18	36%	36.10%	69.20%
0	15B	Aviation Combined Arms Operations	980	941	839	669	89%	89.20%	79.70%
0	15C	Aviation All-Source Intelligence	57	57	44	27	77%	77.20%	61.40%
0	15D	Aviation Logistics	323	301	251	161	83%	83.40%	64.10%
0	18A	Special Forces	261	307	237	158	77%	77.20%	66.70%
0	19A	Armor, General	198	162	135	105	83%	83.30%	77.80%
0	19B	Armor	1,194	1,054	812	612	77%	77.00%	75.40%
0	19C	Cavalry	471	451	337	227	75%	74.70%	67.40%
0	21B	Combat Engineer	2,372	2,242	1,994	1,584	89%	88.90%	79.40%
0	21D	Facilities/Contract Construction Management Engineer (FCCME)	258	215	173	117	80%	80.50%	67.60%
0	24A	Telecommunications Systems Engineer	14	13	9	6	69%	69.20%	66.70%
0	24B	Data Systems Engineer	9	8	4	4	50%	50.00%	100.00%
0	25A	Signal, General	1,459	1,383	1,228	916	89%	88.80%	74.60%
0	30A	Information Operations Officer	198	199	148	90	74%	74.40%	60.80%
0	35B	Strategic Intelligence (RC)	23	15	11	6	73%	73.30%	54.50%
0	35C	Imagery Intelligence (IMINT)	23	23	14	8	61%	60.90%	57.10%
0	35D	All Source Intelligence	1,576	1,351	1,137	784	84%	84.20%	69.00%
0	35F	Human Intelligence (HUMINT)	2	2	1	1	50%	50.00%	100.00%
0	35G	Signal Intelligence/Electronic Warfare (SIGINT/EW)	88	84	54	32	64%	64.30%	59.30%
0	39A	Psychological Operations or Civil Affairs, General	6	8	0	0	0%	0.00%	0.00%
0	39B	Psychological Operations	11	9	7	2	78%	77.80%	28.60%
0	39C	Civil Affairs	60	56	48	23	86%	85.70%	47.90%
0	40A	Space Operations	13	13	9	7	69%	69.20%	77.80%
0	43A	Human Resource Management Officer	1,142	895	755	467	84%	84.40%	61.90%
0	45A	Comptroller	134	116	77	46	66%	66.40%	59.70%
0	46A	Public Affairs, General	362	324	260	157	80%	80.20%	60.40%
0	49A	Operations Research/Systems Analysis	7	6	3	3	50%	50.00%	100.00%
0	50A	Force development	64	45	31	15	69%	68.90%	48.40%
0	51C	Contract and Industrial Management	145	79	49	26	62%	62.00%	53.10%
0	51Z	Acquisition	3	3	1	1	33%	33.30%	100.00%
0	52B	Nuclear Research and Operations	1	1	0	0	0%	0.00%	0.00%
0	53A	Information Systems Management	411	334	230	120	69%	68.90%	52.20%
0	56A	Command and Unit Chaplain	917	823	460	430	56%	55.90%	93.50%
0	59A	Strategic Plans and Policy	434	350	261	110	75%	74.60%	42.10%
0	74A	Chemical, General	232	224	129	90	58%	57.60%	69.80%
0	74B	Chemical Operations and Training	716	676	374	224	55%	55.30%	59.90%
0	88A	Transportation, General	155	128	101	70	79%	78.90%	69.30%
0	88B	Traffic Management	145	115	79	56	69%	68.70%	70.90%
0	88C	Marine and Terminal Operations	15	8	6	4	75%	75.00%	66.70%
0	88D	Motor/Rail Transportation	641	607	465	300	77%	76.60%	64.50%
0	91A	Ordnance, General	198	139	108	80	78%	77.70%	74.10%
0	91B	Maintenance Management	1,275	1,137	904	594	80%	79.50%	65.70%
0	91D	Munitions Material Management	82	73	49	29	67%	67.10%	59.20%
0	92A	Quartermaster, General	952	823	664	447	81%	80.70%	67.30%
0	92D	Aerial Delivery and Materiel	14	13	10	3	77%	76.90%	30.00%
0	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%	78.00%
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	0	0	0	0.00%	0.00%	0.00%
W2	350K	Unmanned Aerial Vehicle Operators Technician	8	8	2	0	0	25.00%	25.00%	0.00%
W2	351L	Counterintelligence Technician	51	45	11	9	24.40%	24.40%	81.80%	
W3	351L	Counterintelligence Technician	43	40	6	6	15.00%	15.00%	100.00%	
W5	351L	Counterintelligence Technician	6	6	1	1	16.70%	16.70%	100.00%	
W2	351M	Human Intelligence Collection Technician	79	70	12	11	17.10%	17.10%	91.70%	
W3	351M	Human Intelligence Collection Technician	12	12	6	6	50.00%	50.00%	100.00%	
W2	352N	Traffic Analysis Technician	4	4	1	0	25.00%	25.00%	0.00%	
W3	352N	Traffic Analysis Technician	10	10	2	2	20.00%	20.00%	100.00%	
W4	352N	Traffic Analysis Technician	2	2	0	0	0.00%	0.00%	0.00%	
W2	352P	Voice Intercept Technician	16	16	8	7	50.00%	50.00%	87.50%	
W3	352R	Emanations Analysis Technician	5	5	0	0	0.00%	0.00%	0.00%	
W2	353T	IEW Systems Maintenance Technician	13	12	0	0	0.00%	0.00%	0.00%	
W4	420A	Military Personnel Technician	470	398	162	150	40.70%	40.70%	92.60%	
W2	420C	Bandmaster	52	52	21	20	40.40%	40.40%	95.20%	
W2	881A	Marine Engineering Officer	1	1	0	0	0.00%	0.00%	0.00%	
W2	882A	Mobility Officer	21	20	3	2	15.00%	15.00%	66.70%	
W3	882A	Mobility Officer	26	20	5	1	25.00%	25.00%	20.00%	
W4	882A	Mobility Officer	2	1	0	0	0.00%	0.00%	0.00%	
W5	882A	Mobility Officer	5	2	0	0	0.00%	0.00%	0.00%	
W2	890A	Ammunition Technician	25	22	8	8	36.40%	36.40%	100.00%	
W3	890A	Ammunition Technician	11	10	2	2	20.00%	20.00%	100.00%	
W4	890A	Ammunition Technician	8	8	4	3	50.00%	50.00%	75.00%	
W2	913A	Armament Repair Technician	34	33	14	14	42.40%	42.40%	100.00%	
W3	913A	Armament Repair Technician	22	19	9	9	47.40%	47.40%	100.00%	
W4	913A	Armament Repair Technician	6	7	3	3	42.90%	42.90%	100.00%	
W2	914A	Allied Trades Technician	55	49	15	15	30.60%	30.60%	100.00%	
W3	914A	Allied Trades Technician	36	35	11	9	31.40%	31.40%	81.80%	
W2	915A	Unit Maintenance Officer	619	579	175	166	30.20%	30.20%	94.90%	
W3	915E	Senior Automotive Maintenance Officer	300	274	123	116	44.90%	44.90%	94.30%	
W4	915E	Senior Automotive Maintenance Officer	232	171	105	100	61.40%	61.40%	95.20%	
W5	915E	Senior Automotive Maintenance Officer	77	67	50	44	74.60%	74.60%	88.00%	
W2	919A	Engineer Equipment Repair Technician	115	110	49	43	44.50%	44.50%	87.80%	
W3	919A	Engineer Equipment Repair Technician	85	80	31	30	38.80%	38.80%	96.80%	
W4	919A	Engineer Equipment Repair Technician	41	38	32	30	84.20%	84.20%	93.80%	
W5	919A	Engineer Equipment Repair Technician	3	3	2	2	66.70%	66.70%	100.00%	
W2	920A	Property Accounting Technician	385	351	153	140	43.60%	43.60%	91.50%	
W4	920A	Property Accounting Technician	254	175	84	75	48.00%	48.00%	89.30%	
W5	920A	Property Accounting Technician	41	38	29	26	76.30%	76.30%	89.70%	
W2	920B	Supply Systems Technician	262	234	83	73	35.50%	35.50%	88.00%	
W4	920B	Supply Systems Technician	198	122	47	40	38.50%	38.50%	85.10%	
W5	920B	Supply Systems Technician	28	17	15	13	88.20%	88.20%	86.70%	
W2	921A	Airdrop Systems Technician	4	4	0	0	0.00%	0.00%	0.00%	
W3	921A	Airdrop Systems Technician	3	3	0	0	0.00%	0.00%	0.00%	
W2	922A	Food Service Technician	94	92	26	22	28.30%	28.30%	84.60%	
W4	922A	Food Service Technician	71	67	24	23	35.80%	35.80%	95.80%	
W2	948B	Electronic Systems Maintenance Warrant Officer	134	126	48	42	38.10%	38.10%	87.50%	
W3	948B	Electronic Systems Maintenance Warrant Officer	36	36	29	29	80.60%	80.60%	100.00%	
W2	948D	Electronics-Missile Maintenance Warrant Officer	77	75	17	15	22.70%	22.70%	88.20%	
W3	948D	Electronics-Missile Maintenance Warrant Officer	34	35	13	12	37.10%	37.10%	92.30%	
W4	948E	Senior Electronics Maintenance Warrant Officer	46	43	14	10	32.60%	32.60%	71.40%	