



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

NGB-ARM

1 January 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army National Guard (ARNG) Selected Reserve Incentive Program (SRIP) Guidance for Fiscal Year (FY) 2007, 1 January 2007 – 31 March 2007 (Policy Number 07-04)

1. References.

- a. National Defense Authorization Act (NDAA) for FY 2007, 17 October 2006.
- b. Department of Defense (DoD), 1312.1-I DoD Occupational Conversion Index, 31 March 2001
- c. Department of Defense Instructions (DoDI) 1205.21, "Reserve Component Incentive Programs Procedures", 20 September 1999.
- d. Secretary of Defense Memorandum, "Enhancements to the Reserve Component Incentive Programs", 14 April 2006.
- e. Secretary of Defense Memorandum, "SELRES Officer Affiliation Bonus Policy Amendment."
- f. Department of the Army (DA) Pamphlet (Pam), 611-21, Military Occupational Classification and Structure, with changes 611-22 through 25, dated 30 December 1999.
- g. Headquarters, DA G-1 (HQDA G-1) ALARACT Message 237-2006, Subject: The Army Reserve Components (RC) Reenlistment Bonus – Location/Deployed Program, dated 20 December 2006.
- h. Army Regulation, 135-7, Incentive Programs, 15 April 1996.
- i. Army National Guard Regulation, 600-7, Incentives Programs, 13 June 2002.
- j. Army National Guard Regulation, 600-200, Enlisted Personnel Management, 1 March 1997.
- k. ARNG G-1 Policy, subject: Army National Guard (ARNG) Fiscal Year (FY) 2006 Military Occupational Specialty (MOS) Conversion Bonus Implementation Policy, dated 23 February 2006.
- l. National Guard Bureau (NGB-ARH) Policy 06-076, Subject: Revised Overstrength Policy, 17 November 2007.
- m. NGB-ARM Policy AGR/Mil Tech SRB Location Policy, 1 January 2007.

2. General. **This Policy (07-04) supersedes all previous SRIP policies for FY 2007.** This memorandum establishes policy to administer ARNG incentives for the period effective 1 January 2007 through 31 March 2007 unless otherwise superseded or suspended.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.

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*Due to fiscal constraints the bonuses offered in this policy can only be offered until 31 March 2007. Failure to meet our end strength goals may cause reductions of elimination of the bonuses offered within this policy.*

3. **Applicability.** This policy guidance applies to ARNG Soldiers in M-Day status only. Incentives available to Military Technicians (Mil Techs) or ARNG Soldiers serving in an Active Guard Reserve (AGR) status are not covered in this policy. Refer to the ARNG Mil Tech Reenlistment Incentive Policy dated 1 January 2007 or the ARNG Location SRB Policy 1 January 2007 respectively for information pertaining to these incentives. This policy does not govern GI Bill or GI Bill Kicker eligibility. Refer to the ARNG GI Bill policies for guidance.

4. **Purpose.** The purpose of the ARNG Incentive Program is to assist ARNG leadership and personnel managers in meeting the readiness requirements for the ARNG. It is imperative that each State utilize the resources available within the ARNG Incentive 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 incentive program on the State's prioritized shortages.

5. **Termination with Recoupment:** If entitlement to an incentive is terminated for any reason before the fulfillment of the service described in the member's written agreement, that member shall not be eligible to receive any further incentive payments, except for payments for service performed before the termination date. Unless granted relief the member must refund a prorated amount to the Government, if such termination is for any of the following reasons:

a. Fails to participate satisfactorily in required training during the entire period of service agreed to, in accordance with the written agreement, unless the failure to participate satisfactorily was due to reasons beyond the control of the member (i.e., death, injury, illness, or other impairment).

b. Separates from the ARNG for any reason (including enlistment or voluntary order to active duty in the active forces). Find exceptions to recoupment in paragraph 6, below.

c. Moves to a non-bonus skill or unit, unless the move is required by the ARNG.

d. Fails to extend the contracted term of service for a period of authorized non-availability.

e. Accepts an Active Guard and Reserve (AGR) position or a Military Technician (Mil Tech) position where membership in the ARNG is a condition of employment, and member has **not** served at least six months of the incentive contract term.

f. Serves one year or less of an enlisted incentive contract term upon entry into the Simultaneous Membership Program (SMP), Reserve Officer Training Corps (ROTC) Advanced Course or ROTC Control Group. Termination and recoupment is effective on the college class start date for any Soldier awarded an ROTC scholarship, or the effective date of order to the course for SMP participants.

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

(g) A person who enters into an agreement and receives all or part of the bonus under the agreement... but who does not commence to serve in the Selected Reserve or does not

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satisfactorily participate in the Selected Reserve for the total period of service specified in the agreement, shall repay to the United States the amount of the bonus so paid.

6. Terminations without Recoupment: Soldier's eligibility for incentives will **terminate without** recoupment in the following circumstances:

a. In the event of death, injury, illness, or other impairment not the result of the member's own misconduct.

b. Accepts a commission or appointment as an officer or warrant officer in the ARNG after having served more than one year of the enlisted incentive contract term. Note: Participation in an ARNG approved Officer Candidate Program or Warrant Officer Candidate Program is not cause for termination.

c. Accepts an Active Guard and Reserve (AGR) position or a Military Technician (Mil Tech) position where membership in the ARNG is a condition of employment, and member has served at least six months of the incentive contract term.

d. Involuntarily separates from the ARNG as a result of unit inactivation, relocation, reorganization, or a DoD-directed reduction in the Selected Reserve force.

e. Serves more than one year of an enlisted incentive contract upon entry into the SMP, ROTC Advance Course or ROTC Control Group. Termination is effective on the college class start date for any Soldier awarded an ROTC scholarship or the effective date of order to the course for SMP participants.

7. Suspension: Soldier's incentives will be suspended under the following circumstances:

a. Enter a period of non-availability (placement in the Inactive National Guard (ING). Maximum periods of non-availability are:

1. One year for personal reasons.

2. Three years for missionary obligations.

b. Become flagged (suspension of favorable personnel action per AR 600-8-2) for an adverse action. (Does not include failure to maintain body composition standards or Army Physical Fitness Test APFT failure).

c. Reinstatement of bonus eligibility is not guaranteed. Provided Soldiers meet all requirements for participation, payments will be processed effective on the date the suspension is lifted or on the adjusted anniversary date of satisfactory creditable service.

8. Eligibility.

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 or against a projected vacancy within 101% - 125% of the unit's authorized war time strength. NPS applicants who are in or enter into an excess status above the authorized 125% are not authorized an incentive. Soldiers may not receive an enlistment bonus and a reenlistment bonus concurrently. Glossary NPS applicants are not

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eligible to receive this incentive. This guidance is applicable to NPS enlistees who meet the following eligibility requirements:

(1) The ARNG offers a \$20,000 NPS Critical Skill Bonus to applicants who enlist for the 6X2 or the 8X0 enlistment option and select one of the "Top Ten" NGB approved critical skill MOS's (enclosed). Applicants 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 (Armed Forces Qualification Test (AFQT) of 31 or higher).

(2) The ARNG offers a \$20,000 NPS Critical Skill MOS Bonus to applicants who enlist for the 6X2 or the 8X0 enlistment option and select one of 20 NGB approved State critical skill MOS's (enclosed). Applicants 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 (Armed Forces Qualification Test (AFQT) of 31 or higher).

(3) The ARNG offers a \$15,000 NPS Bonus to applicants who enlist for the 3X5, 6X2, or the 8X0 enlistment option and agree to serve in a Modified Table of Organization and Equipment (MTO&E) unit, regardless of MOS. Applicants may 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 (Armed Forces Qualification Test (AFQT) of 31 or higher).

(4) Applicants choosing the 6X2 or the 8X0 enlistment option 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 eligibility requirements set forth in existing MGIB and MGIB Kicker policies for FY 06.

(5) Applicants choosing the 3X5, 6X2 or the 8X0 enlistment option may be eligible to receive the Student Loan Repayment Program (SLRP) in addition to their enlistment bonus. Applicants must meet all eligibility requirements under Section 81 of this policy.

(6) A NPS applicant into the ARNG must never have served in the armed forces previously. Never previously served means the applicant has never contracted to serve in the armed forces, attended formalized training for which payment was made by the armed forces to the applicant, or attended a military academy.

b. The ARNG offers a \$5,000 NPS "Quick Ship" Bonus to applicants who enlist for the 3X5, 6X2, or the 8X0 enlistment option, regardless of MOS or unit. Applicants must 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. Applicants may 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). This incentive may be received in conjunction with any NPS enlistment incentive under this section with the exception of a(1) and a(2) above.

c. The ARNG offers a \$5,000 NPS "Off-Peak" Bonus to applicants who enlist for the 3X5, 6X2, or the 8X0 enlistment option, regardless of MOS or unit. Applicants must agree to ship to initial training between 1 October and 31 May, or agree to adjust their ship date as necessary in order to assist with the management of available training seats. Applicants may 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

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(AFQT of 31 or higher). This incentive may be received in conjunction with any NPS enlistment incentive under this section with the exception of 8a (1) and 8a (2) above.

**SEC. 631. NDAA 06. CONSOLIDATION AND MODIFICATION OF BONUSES FOR AFFILIATION OR ENLISTMENT IN THE SELECTED RESERVE. 37 USC Sec. 308c, (c) 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.
- (d) **LIMITATION ON AMOUNT OF BONUS.**—The amount of a bonus under subsection (a) or (c) may not exceed \$20,000.

d. NPSEB Payment Schedule: The total amount of any NPS enlistment incentive is limited to \$20,000 by law. Therefore, any combination of incentives may not exceed \$20,000. The total bonus amount awarded will be reduced by an amount proportionate to service not performed by Soldiers who fail to ship to training in the specified period or who elect to change their MOS prior to training.

- (1) Any deduction is permanent and the deducted amount can not be reinstated or restored.
- (2) 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).
- (3) The ARNG will process the initial payment of 50% upon successful completion of IADT.
- (4) The ARNG will process the second and final payment of 50% on the third-year anniversary of the date of enlistment.

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

e. 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 the 8X0 enlistment option. 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. Applicants must meet enlistment eligibility requirements outlined in NGR 600-7, chapter 6.

(2) Prior Service Applicants enlisting under the CASP Program may receive the Prior Service Enlistment Bonus (PSEB) in accordance with 8f below.

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

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(4) See NGR 600-200, Chapter 3 for information pertaining to CASP MOS's.

f. **Prior Service (PS) Enlistment Bonus (PSEB):** The ARNG offers a PSEB to PS Soldiers who meet the following eligibility requirements:

(1) Enlist for either three or six years.

(2) MOSQ for the position for which enlisting **or** enlist into a NGB "Top Ten" or State Critical Skill MOS (See Enclosure 1) and complete MOS training within 24-months of the date of enlistment.

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

(4) Have not more than 16-years of total military service.

(5) Have received an honorable discharge upon completion of all prior periods of service.

(6) Not enlisting for the purpose of qualifying for employment in a Mil Tech or AGR Position.

(7) Soldiers who have previously received a Selected Reserve Enlistment, Re-enlistment or Affiliation Bonus may now receive the PSEB.

(8) Soldiers with remaining Military Service Obligation (MSO) may be authorized to receive the PSEB.

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

*(a)(2)(A) 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.*

*(B) The person was not released, or is not being released, from active service for the purpose of enlistment in a reserve component.*

*(C) 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.*

g. **PSEB Payment Schedule:**

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

(2) The ARNG offers a \$7,500 PSEB for a three-year enlistment. The initial payment of 50% (\$3,750) will be processed upon enlistment into the ARNG or if applicable, upon completion of MOS

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training. The ARNG will process the second and final payment of 50% (\$3,750) on the third-year anniversary of enlistment.

(3) Upon conclusion of the first three-year enlistment, Soldiers electing to extend for an additional three-years may receive an extension bonus in the amount of \$6,000.

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

*(b) Bonus Amounts; Payment. – (1) The amount of a bonus under this section may not exceed (A) \$15,000, in the case of a person who enlists for a period of six years; (B) \$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 (C) \$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.*

*(2) 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.*

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

- (1) Extend for three or six-years.
- (2) Be 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) Have not more than 20-years time in service (TIS) at current Expiration Term of Service (ETS).
- (5) Current law prohibits bonus payment amounts from including any portion of a reenlistment or extension that when added to a member's total years of service exceeds 24-years TIS; therefore, Soldiers with more than 18-years TIS as of their current ETS may extend for three or six-years and receive a pro-rated payment up to 24-years. Any portion of additionally obligated service beyond 24-years will not be included in the calculation or payment of the bonus

**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.**

*(a) 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.*

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*(3) 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).*

i. REB Options and Payment Schedule:

(1) The ARNG offers a \$15,000 REB to Soldiers who re-enlist or extend for six-years. Soldiers will receive their REB in a lump-sum payment, which is payable upon the effective date of the new contract (day after current contractual ETS).

(2) The ARNG offers a \$7,500 REB to Soldiers who re-enlist or extend for three-years. Soldiers will receive their REB in a lump-sum payment, which is payable upon the effective date of the new contract (day after current contractual ETS).

(3) The ARNG offers a \$6,000 REB to Soldiers who re-enlist or extend for a subsequent three-year term of enlistment. Soldiers will receive their REB payment in a lump-sum payment, which is payable upon the effective date of the new contract (day after current contractual ETS).

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

*(b) Bonus Amounts; Payment. —(1) The amount of a bonus under this section may not exceed - (A) \$15,000, in the case of a member who reenlists or extends an enlistment for a period of six years;*

*(B) \$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*

*(C) \$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.*

j. Affiliation Bonus (AB): The ARNG offers a three-year and six-year AB option to PS Soldiers who agree to serve in the ARNG. Soldiers must meet the following eligibility requirements:

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

(2) Affiliate in the ARNG in an active drilling status for a minimum of three-years.

(3) MOSQ at the time of enlistment and not more than one grade below the required grade specified for the vacancy for which they are affiliating.

(4) 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.

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

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(6) Complete NGB Form 600-7-4-R-E as Annex B of DD Form 4 for enlistment with an AB 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 March 2006.

(7) Soldiers must separate from an Active Component with a Re-Entry (RE) Code of 1, 2, or 3 and have one of the Separation Program Designators (SPD) Codes listed below:

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

**SEC. 631. NDA 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**

(c) **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.

(b) **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.

k. **Affiliation Bonus Amounts and Payment Schedule:**

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

(1) The ARNG offers a \$20,000 AB for a six-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-year anniversary of affiliation.

(2) The ARNG offers a \$10,000 AB for a three-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.

l. **Student Loan Repayment Program (SLRP) for NPS Enlistees:** The ARNG offers the SLRP as an enlistment incentive for all NPS enlistees in addition to their NPSEB. 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:

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(1) Qualify as a Category I-III A enlistment (AFQT 50 or higher).

(2) Enlist for the 3X5, 6X2 or the 8X0 option.

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

(5) Soldiers receiving SLRP will remain eligible while attending Officer Candidate School or Warrant Officer Candidate School. Soldiers will also remain eligible upon commissioning or appointment, subject to the original restriction that their SLRP entitlement will be paid within the same time period established in their original enlistment documents. A new SLRP entitlement is not established when a Soldier accepts a commission or appointment.

m. SLRP for PS Enlistees and as an Extension Incentive: PS Applicants and current ARNG Soldiers with existing loans may enlist or extend at any time for a term of service of not less than three-years in order to establish SLRP eligibility.

(1) SLRP may be offered regardless of the number of years a Soldier has at the time he or she meets the following eligibility requirements:

a. MOSQ for the position for which enlisting or extending.

b. 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 re-enlistment bonus.

c. Have not previously received the SLRP as an enlistment, re-enlistment or extension option in the Selected Reserve.

(2) 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.

(3) 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. Loans incurred or disbursed after the date of re-enlistment or extension are not eligible for SLRP repayment.

(4) Soldiers receiving SLRP will remain eligible while attending Officer Candidate School or Warrant Officer Candidate School. Soldiers will also remain eligible upon commissioning or appointment, subject to the original restriction that their SLRP entitlement will be paid within the same time period established in their original enlistment documents. A new SLRP entitlement is not established when a Soldier accepts a commission or appointment.

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n. United States Army Reserve (USAR) SLRP recipients enlisting into the ARNG voluntarily or as a result of their unit's inactivation/reorganization will remain eligible to receive the incentives for which they contracted. Enlistment in the ARNG does not establish an additional SLRP entitlement.

(1) Soldiers must meet all of the following requirements:

- a. Be MOSQ for the duty position for which enlisting.
- b. Enlist into a valid, vacant position, and hold as primary the MOS required.

(2) The total amount of payments may not exceed \$20,000, which includes all payments made by the USAR and any subsequent payments made by the ARNG.

(3) Soldiers receiving SLRP will remain eligible while attending Officer Candidate School or Warrant Officer Candidate School. Soldiers will also remain eligible upon commissioning or appointment, subject to the original restriction that their SLRP entitlement will be paid within the same time period established in their original enlistment documents. A new SLRP entitlement is not established when a Soldier accepts a commission or appointment.

o. MOS Conversion Bonus (MOSCB): The ARNG offers a MOSCB of \$2,000 to eligible Soldiers directed by the Chief, National Guard Bureau or the Deputy Chief of Staff, G1, as appropriate to voluntarily or involuntarily (due to unit reorganization, transformation, inactivation or the needs of the ARNG) reclassify into a targeted shortage MOS and meet the following eligibility requirements:

- (1) Hold the rank of SSG and have not more than 10 years TIS at the time of application.
- (2) Hold the rank of SGT or below regardless of TIS.

(3) Agree to retrain into a designated MOS that is less than 90% filled and within the same skill level at the time of conversion. Designated MOS is not limited to the NGB Top Ten and State Top Twenty Critical Skill MOS lists.

(4) Sign a written agreement to serve for a period of three years effective upon completion of MOS retraining, with assignment **to any unit** where the targeted shortages exist.

(5) Qualified for training and attendance at a service school per DA Pam 611-21, AR 135-200, and DA Pam 351-4, and meet all special requirements for the requested MOS reclassification.

(6) Soldiers receiving the NPSEB must first complete their existing contractual obligation in order to become eligible to receive the MOSCB.

**37 USC Sec. 326, NDAA 06**

**TITLE 37 - PAY AND ALLOWANCES OF THE UNIFORMED SERVICES**

**CHAPTER 5 - SPECIAL AND INCENTIVE PAYS**

**Sec. 326. Incentive bonus: conversion to military occupational specialty to ease personnel shortage**

*(a) Incentive Bonus Authorized. - The Secretary concerned may pay a bonus under this section to an eligible member of a regular or reserve component of the armed forces who executes a*

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*written agreement to convert to, and serve for a period of not less than three years in, a military occupational specialty for which there is a shortage of trained and qualified personnel.*

*(b) Eligible Members. - A member is eligible to enter into an agreement under subsection (a) if, at the time the agreement is executed, the member is serving in-*

*(1) pay grade E-6, with not more than 10 years of service computed under section 205 of this title; or (2) pay grade E-5 or below, regardless of years of service.*

p. MOSCB Payment Schedule:

(1) The \$2,000 ARNG MOSCB will be paid in a lump sum upon successful completion of MOS retraining.

(2) Soldiers remain eligible to receive their existing ARNG SRIP incentives (except for the NPSEB LAW o (6) above) in conjunction with the MOSCB.

(3) For additional guidance on the management of the MOSCB, refer to the ARNG G-1 MOSCB Implementation Policy dated 23 February 2006.

**Sec. 326. Incentive bonus: conversion to military occupational specialty to ease personnel shortage** Amount and Payment of Bonus. –

*(1) A bonus under this section may not exceed \$4,000, in the case of a member of a regular component of the armed forces, and \$2,000, in the case of a member of a reserve component of the armed forces.*

*(2) A bonus payable under this section shall be disbursed in one lump sum when the member's conversion to the military occupational specialty is approved by the chief personnel officer of the regular or reserve component of the member's armed force.*

*(d) Relationship to Other Pay and Allowances. - A bonus paid to a member under this section is in addition to any other pay and allowances to which the member is entitled.*

q. 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 meet the following eligibility requirements:

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

(2) Agree to serve in a critical skill Area of Concentration (AOC) as defined by the ARNG (Enclosure 2).

(3) Not accepting an appointment as an officer or warrant officer for the purpose of qualifying for employment in a Mil Tech or AGR position.

(4) Not receiving and will not receive the following benefits during the period of service for which contracted:

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

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

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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).

(5) Officers remain eligible to participate in the ARNG Federal Tuition Assistance Program.

**SEC. 619. NDAA 05. BONUS FOR CERTAIN INITIAL SERVICE OF OFFICERS IN THE SELECTED RESERVE, Title 37 USC. Sec 308j**

*(f) A person may not receive an affiliation bonus or accession bonus under this section and financial assistance under Chapter 1608, 1609, or 1611 of Title 10 or under section 302g of this Title, for the same period of service.*

r. 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) within three-years from the date of commission or appointment.

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

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

s. 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 three-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 the following benefits during the period of service for which contracted:

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.

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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) Officers remain eligible to participate in the ARNG Federal Tuition Assistance Program.

(5) Must agree to become AOC qualified within three-years from the date of affiliation, if affiliating into an AOC other than that which is currently held.

(6) Agree to serve in a critical skill AOC as defined by the ARNG (Enclosure 2).

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

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

(9) All officers transferring to units of the ARNG or USAR must have served at least one (1) year in the IRR immediately preceding the transfer in order to be eligible to receive the ARNG Officer Affiliation Bonus. This requirement for time spent in the IRR does not apply to former Regular officers who transfer to the IRR after separation from active duty or who are transferring to an ARNG unit upon separation from active duty.

(10) Officers are not eligible to receive the ARNG Officer Affiliation Bonus when transferring directly from another Selected Reserve (SELRES) Component into the ARNG.

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

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

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

u. Clarification for Deploying and Deployed Soldiers.

(1) All Soldiers volunteering under Title 10 Section 12301(d) or 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 provisions of this ARNG SRIP policy.

(2) Eligible Soldiers may extend and receive tax free incentives if deployed to a Combat Zone (CZ) or Qualified Hazardous Duty Area (QHDA) and are otherwise fully qualified. Tax free incentives are only applicable if the extension or re-enlistment is signed during the month the Soldier serves OCONUS

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in the CZ or QHDA for at least one day. (Example: Soldier redeploys to CONUS from Baghdad on 2 Sep and extends enlistment on 10 Sep. The Soldier's bonus would be tax exempt.)

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

(4) Non-deployable Soldiers may be transferred to another MTO&E unit or a derivative UIC for the duration of the mobilization and retain their bonus eligibility based upon the following requirements:

- a. Soldier must be transferred back to their original unit within 180 days of the unit's return from deployment.
- b. Soldier must be returned to the MOS for which the bonus was awarded and not be carried as excess.

(5) Soldiers volunteering for deployment with the ARNG remain eligible to receive incentives based upon the following requirements:

- a. Soldiers must be transferred back to their original unit within 180 days of the unit's return from deployment.
- b. Soldier must be returned to the MOS for which the bonus was awarded and not be carried as excess.

(6) Soldiers involuntarily mobilized and cross-leveled into a different MOS or unit for which they are not qualified, will remain bonus eligible while deployed and meet the following requirements:

- a. Soldier must be transferred back to their original unit within 180 days of their Release from Active Duty (REFRAD).
- b. Soldiers 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 their incentives are terminated with recoupment.

(7) Soldiers assigned to units inactivated or reorganized due to Global War on Terrorism (GWOT) requirements will retain their original bonus if they become MOSQ within 36 months of their unit's inactivation or reorganization.

(8) Soldiers enlisting into positions vacated by a cross-leveled Soldier (for mobilization purposes) may receive a bonus. Upon return of the cross-leveled Soldier, the newly enlisted Soldier must be moved to a valid, vacant position within 12 months. Soldiers failing to become MOSQ, through no fault of their own within 24 months may retain their original bonus for an additional 12 months.

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9. 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).



ROBERT L. PORTER  
Colonel, MS  
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 07 MOS List (01 JAN 07 - 31 MAR 07)

NGB "Top Ten" Critical Skills:  
11B 13B 13F 21B 21E 31B 63B 74D 88M 92F

STATE	DATE	MOS's																			
AK	1/1/07	11C	14J	15P	15T	19D	21U	25C	25U	27D	46Q	46R	52C	62B	63J	68W	92A	92G	92Y	94E	96B
AL	1/1/07	25Q	21F	21W	92G	21U	91W	96B	19D	25U	92W	63H	52D	25L	11C	13E	21J	94P	63M	62B	15U
AR	1/1/07	11C	13D	13M	13P	13R	15B	15D	15F	15T	19D	21J	25B	25U	33W	35D	52C	63J	68W	96B	96D
AZ	1/1/07	11C	92G	15R	21G	21J	15N	89B	13D	15X	52D	92A	94F	94E	94R	92Y	25U	15Q	44C	15Y	15D
CA	1/1/07	11C	13E	15U	15T	15P	19D	19K	21J	25F	25L	25Q	42A	52D	63H	63M	92G	92R	92Y	96B	91W
CO	1/1/07	13M	13P	18D	18E	21E	25B	25C	25Q	25V	52D	62B	63H	63J	91W	92A	92G	92Y	96U	97E	98G
CT	1/1/07	11C	15G	15H	15J	15Y	21C	21J	25B	25C	25U	44B	52D	62B	68W	92A	92G	92Y	92W	94R	94Y
DC	1/1/07	15B	15D	15F	15G	15H	15M	15N	15P	15T	15V	25U	35E	35F	44B	44E	52D	62B	63H	63J	63S
DE	1/1/07	15M	15P	15T	21J	21K	21R	21T	21W	25B	25F	25L	25Q	25S	25U	52D	62B	68W	92A	92G	92Y
FL	1/1/07	11C	13M	14J	15Q	18E	25S	31C	35E	35N	44E	52D	55B	55D	62B	62E	62G	63G	92A	92G	97E
GA	1/1/07	11C	13D	19D	21R	21V	21W	21K	22J	25C	25U	62B	89B	88D	96B	96D	96R	97E	62W	92G	44E
GU	1/1/07	25S	25Q	94A	35F	21R	21K	98G	97E	74D	21J	11C	25U	45B	44B	92F	52D	21W	31U	91W	92G
HI	1/1/07	13D	19D	15U	15G	21K	21R	21W	25B	25U	62B	63J	91W	92G	92W	92Y	15D	96H	97E	98G	96B
IA	1/1/07	11C	13D	92W	63J	25U	92G	68W	94F	97E	45K	15U	21J	89B	33W	62B	94E	96U	98G	96H	52C
ID	1/1/07	19D	69W	15X	92A	96U	11C	15R	52C	25U	63J	92G	13R	94R	13D	15T	89B	92W	52D	96B	94M
IL	1/1/07	13D	63J	92G	94F	94E	44B	94M	94R	94L	45G	92W	15H	89B	21J	15G	15B	62B	97E	68W	25U
IN	1/1/07	11C	13C	13E	15T	19D	25C	25F	25Q	25U	42F	52D	63H	63J	63M	92A	92G	92Y	96B	98C	98G
KS	1/1/07	92G	19K	21W	52D	139	63H	19D	63J	11C	21J	21R	25B	63A	13S	89B	15T	63D	94M	94P	21K
KY	1/1/07	13M	13P	15P	15T	25C	25U	42A	45K	52C	52D	62B	63D	63H	63J	91W	92G	92W	96B	21W	98G
LA	1/1/07	19D	13D	97E	15Q	11C	21V	25Q	15T	91W	21C	25B	96U	25S	21K	83H	21R	21J	15D	94D	52D
MA	1/1/07	11C	13D	13R	15G	15H	15P	15Q	19D	25B	25Q	25U	52C	62B	89B	91W	92A	92G	92W	92Y	96B
MD	1/1/07	13D	15H	15P	15T	15U	15V	21K	21J	21R	21W	25S	25U	44C	45B	45G	45K	63H	68W	92W	94F
ME	1/1/07	25B	35F	52D	42A	88N	89B	25U	27D	15P	15T	21J	21K	21R	21W	21V	62B	68W	92G	92Y	92A
MI	1/1/07	91W	92G	13M	21C	13P	21R	45K	92S	15U	88N	21W	94P	13D	63H	52D	25U	21K	15T	62B	21J
MN	1/1/07	21U	25S	98G	97E	21K	94E	89B	92W	25U	25B	15U	63M	63J	13R	13D	21W	21J	63H	11C	19K
MO	1/1/07	13D	15P	15R	21C	21F	21J	21K	21R	21W	25B	25U	52D	62B	91W	92A	92F	92G	92S	92Y	06)
MS	1/1/07	19K	68W	21R	21K	63M	63J	15Q	21J	63H	21W	15R	14J	52C	15U	15J	25Q	11C	14S	13D	19D
MT	1/1/07	19K	92A	92G	91W	63M	52D	21W	15T	92Y	21K	25B	25U	21R	25F	25Q	15N	15G	63A	15B	96B
NC	1/1/07	15Q	19K	21J	21K	21R	21V	21W	35F	42F	45G	45K	52C	52D	63A	63H	63J	63M	68W	92G	94E
ND	1/1/07	14S	14J	21C	92W	92G	25U	21V	91W	21R	21J	63J	21K	96B	52D	52C	62B	63H	94E	94F	25B
NE	1/1/07	15P	21K	21R	21W	25C	25U	42A	42F	44B	44E	52D	62B	63J	68W	89B	92A	92G	92L	92W	94A
NH	1/1/07	11C	13D	15T	21K	21R	25B	25F	25U	31C	35H	42A	44B	46R	52C	63J	74D	92F	96B	02A	
NJ	1/1/07	91W	92G	92W	13E	11C	13C	52D	63J	15H	35E	89B	25B	94A	15D	94R	15F	94E			
NM	1/1/07	11C	15T	21J	25B	25P	25Q	25U	35F	44B	52C	52D	62B	63J	92G	94A	94E	94F	96B	88N	92W
NV	1/1/07	11C	15P	15N	15T	15U	19D	25B	25L	25Q	25S	25F	52C	63H	63M	68W	92A	52D	92G	927	94E
NY	1/1/07	21U	25S	45K	15M	98C	94F	15U	15D	96U	94R	25Q	21J	94E	13D	92G	25F	96B	25U	25L	68W
OH	1/1/07	11C	14J	14S	15U	19D	19K	21T	21W	25U	52D	62B	63A	63H	63J	63M	91W	92A	92G	35F	35T
OK	1/1/07	13M	13P	92G	21W	21J	15Q	52D	25U	63J	11C	94F	25B	52C	89B	25Q	94L	94P	13D	96U	98G
OR	1/1/07	11C	13D	19K	21J	21K	25B	25F	25Q	25U	33W	45K	63H	63J	63M	89B	92G	94A	94E	94F	98C
PA	1/1/07	11C	15Q	19D	19K	25B	25C	25Q	94F	94K	94P	94T	42A	45B	52D	89B	91W	92A	92G	92Y	96B
PR	1/1/07	11C	13D	14M	19D	21D	21F	21J	25C	25U	27D	63J	13F	52C	52D	68W	89B	92A	92G	92Y	92W
RI	1/1/07	92A	02A	11C	13D	15T	15G	21J	31U	92G	15P	13W	68G	36R	52D	92G	96B	27D	21F	15F	68W
SC	1/1/07	25Q	25F	14S	19K	91W	21J	92A	92Y	52D	25L	35E	15R	13D	13M	14J	13P	15X	92G	15T	96B
SD	1/1/07	25B	21W	21K	21J	21R	21C	92A	92Y	92W	94F	52D	52C	62B	63H	25U	63J	68W	92G	15T	42A
TN	1/1/07	13D	13M	13P	15J	15S	15X	19D	19K	21K	21R	21W	25B	25L	25U	52D	62B	63A	63M	68W	92A
TX	1/1/07	21W	21C	21J	25Q	63J	11C	62B	21R	31E	13M	13D	21K	25F	92G	45K	19D	13P	63D	21V	52D
UT	1/1/07	13D	15P	18C	18D	21J	21K	21R	25U	42L	45K	52D	62B	63D	89B	91W	92A	92G	92Y	97E	98G
VA	1/1/07	91W	21C	92G	25U	63J	52D	13D	92A	62B	11C	21J	52C	92Y	21G	89B	44B	25L	13S	13C	68W
VI	1/1/07	31E	42R	92W	44E	44B	21R	21K	21W	21J	21E	46R	46Q	15G	63H	25U	52D	52C	92A	92Y	92G
VT	1/1/07	91W	92G	13D	92A	92Y	25B	52D	92W	25U	63J	89B	96B	52C	62B	94A	11C	13W	46R	94F	19D
WA	1/1/07	96B	15D	98C	98G	25B	21W	45B	13D	92A	25U	92W	63M	13R	63H	52C	92G	21J	21K	21R	45K
WI	1/1/07	11C	13D	13M	13P	19D	21J	25C	25U	52D	62B	63D	63H	63J	91W	92A	92G	92Y	94E	94F	96B
WV	1/1/07	13D	19D	21J	21K	21R	21W	25U	35F	42R	45D	46R	52D	62B	63D	63H	63J	91W	92A	92G	92Y
WY	1/1/07	15T	21C	21J	25B	25F	25L	25Q	25S	25U	42A	52D	63J	68W	88N	92A	92G	92W	92Y	94F	94P

WARRANT OFFICER CRITICAL AOC LIST

1 OCT 2006 - 31 DEC 2006

350G Imagery Intelligence Technician  
353T IEW Systems Maint. Technician  
921A Airdrop Systems Tech  
350K Unmanned Aerial Vehicle Operations Tech  
254A Signal Systems Support Tech  
352R Emanations Analysis Technician  
882A Mobility Officer  
351M Human Intelligence Collection Tech  
140A Command and Control Systems Tech  
350F All Source Intelligence Technician  
890A Ammunition Technician  
311A CID Special Agent  
215D Terrain Analysis Technician  
351L Counterintelligence Technician  
180A Special Forces Warrant Officer  
352N Traffic Analysis Technician  
948D Electronics-Missile Maint. Warrant Off.  
922A Food Service Technician  
131A Field Artillery Targeting Technician  
880A Marine Deck Officer  
210A Utilities Operation and Maintenance Tech  
914A Allied Trades Technician  
250N Network Management Technician  
913A Armament Repair Technician  
920B Supply Systems Technician  
919A Engineer Equipment Repair Technician  
920A Property Accounting Technician  
915A Unit Maintenance Officer  
152D OH-58D Scout Pilot  
948B Electronic Systems Maint. Warrant Off.  
251A Information Systems Technician  
270A Legal Administrator  
152F AH-64A Attack Pilot  
151A Aviation Maintenance Technician  
154C CH-47D Pilot  
915E Senior Automotive Maintenance Officer  
948E Senior Electronics Maint. Warrant Off.  
153D UH-60 Pilot  
352P Voice Intercept Technician  
153A Rotary Wing Aviator  
420A Military Personnel Technician  
152B OH-58A/C Scout Pilot

CRITICAL OFFICER AOC LIST

1 JAN 07 - 31 MAR 07

11A Infantry  
13A Field Artillery  
14A Air Defense Artillery, General  
14B Short Range Air Defense (SHORAD) Artillery  
15B Aviation Combined Arms Operations  
15C Aviation All-Source Intelligence  
15D Aviation Logistics  
18A Special Forces  
19A Armor, General  
19B Armor  
19C Cavalry  
21A Engineer, General  
21B Combat Engineer  
21D Facilities/Contract Construction Management Eng.  
24A Telecommunications Systems Engineers  
24B Data Systems Engineer  
25A Signal, General  
27A Judge Advocate General  
30A Information Operations Officer  
31A Military Police  
35C Imagery Intelligence (IMINT)  
35D All Source Intelligence  
35E Counter Intelligence  
35G Signal Intelligence/Electronic Warfare (SIGINT/EW)  
38A Civil Affairs, General  
39A Psychological Operations or Civil Affairs, General  
39B Psychological Operations  
39C Civil Affairs  
40A Space Operations  
43A Human Resources Management Officer  
45A Comptroller  
46A Public Affairs, General  
49A Operation Research/Systems Analysis  
50A Force Development  
51C Contract and Industrial Management  
53A Information Systems Management  
56A Command and Unit Chaplain  
57A Simulations Operations Officer  
59A Strategic Plans and Policy  
61H Family Physician  
65B Physical Therapist  
70B Health Services Administration  
70E Patient Admin  
70F Health Services Human Resources  
70H Health Services Plans, Ops, Intel, Security and Trng  
70K Health Services Material

CRITICAL OFFICER AOC LIST (page 2)

1 OCT 06 - 31 DEC 06

72D	Environmental Science
72E	Environmental Engineer
74A	Chemical, General
74B	Chemical Operations and Training
74C	Chemical Munitions and Material Management
88A	Transportation, General
88B	Traffic Management
88C	Marine and Terminal Operations
88D	Motor/Rail Transportation
91A	Ordnance, General
91D	Munitions Material Management
92A	Quartermaster, General
92D	Aerial Delivery and Material
92F	Petroleum and Water