



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

NGB-ARM

16 June 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army National Guard (ARNG) Selected Reserve Incentive Program (SRIP) Guidance for Fiscal Year (FY) 2007, 16 June 2007 – 31 March 2008 (Policy Number 07-05) (REVISED 19 June 2007)

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 Over Strength Policy, 17 November 2007.
- m. NGB-ARM Policy AGR/Mil Tech SRB Location Policy, 1 January 2007.

2. General. **This Policy (07-05) supersedes all previous SRIP policies for FY 2007.** This memorandum establishes policy to administer ARNG incentives for the period effective 16 June 2007 through 31 March 2008 unless otherwise superseded or suspended.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.

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 due to normal career progression (promotion) or is required by the needs of 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 before becoming a contracted cadet in the Simultaneous Membership Program (SMP), Reserve Officer Training Corps (ROTC) 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.**

g. Any other additional termination with recoupment condition that is not included in this policy can be found on the appropriate incentive's addenda.

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

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(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 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. Termination **without** Recoupment: A 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 before becoming a contracted cadet in the SMP, ROTC 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.

f. Any other additional termination without recoupment condition that is not included in this policy can be found on the appropriate incentive's addenda.

7. Suspension: A 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. Becomes 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.

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d. Any other additional suspension condition that is not included in this policy can be found on the appropriate incentive's addenda.

8. Retroactive entitlement to an incentive offered under this policy is **not** authorized unless a written exception is requested from and granted by NGB-ARM.

9. Glossary Non Prior Service (GNPS) applicants **are not** eligible to receive any incentive authorized under this policy. A qualified NPS applicant must never have previously served in the armed forces of the United States. The term "never previously served" means that the applicant has never performed a single duty day, or has never attended either formalized training or a unit assembly for which payment was made by the armed forces to the applicant. It also means that the applicant has never previously attended a military academy of the armed forces of the United States. This does not include Delayed Entry Program (DEP) discharges from the active component, or Soldiers who were administratively discharged from the Selected Reserve prior to performing a duty day for which they received pay.

10. Soldiers enlisting into the ARNG under the provisions of a DA Form 368 (Conditional Release) from another drilling component of the armed forces of the United States **may not** receive incentives under this policy. The only exception is Soldiers who have existing SRIP incentives from their original enlistment in the USAR. Existing USAR incentives may transfer to the ARNG upon enlistment, provided Soldiers remain in the MOS for which the incentive was awarded and they continue to meet all other applicable eligibility requirements.

11. Applicants enlisting up to 105% of the unit's authorized war-time strength will **not** be considered over strength for bonus purposes and coded as such in SIDPERS.

12. Applicants enlisting within 106 - 125% of the unit's authorized war-time strength **will be** documented by coding the Soldier in SIDPERS as Position Number Excess Individual (POSN-NBR-EXCESS-IND) (4AN) code "9991" (enlistment against a projected loss).

13. All College First applicants (**regardless of bonus option**) enlisting into a valid position (0 -105% of the units war time strength) under the 6X2 or 8X0 enlistment option and will receive a **\$20,000** enlistment bonus payable 50% upon completion of AIT and 50% on third year anniversary. 3X5 enlistment options, TDA units or 106 - 125% over-strength positions are not authorized .

14. Eligibility.

a. **NPS Critical Unit Identification Code (UIC) Bonus:** The ARNG offers a NPS Critical UIC Bonus to applicants who enlist under the 3X5, 6X2 or 8X0 enlistment option and agree to serve in a critical UIC as designated by NGB in Enclosure 1 of this policy. Additionally, applicants must enlist into a valid MOS position vacancy designated within the chosen UIC (enclosure 1). Applicants must qualify as a Category I-IIIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher). Applicants must not enlist for the purpose of qualifying for employment in the Mil Tech or AGR program. This incentive is not available to applicants enlisting under the Officer Candidate School (OCS) Enlistment Option, or to applicants enlisting in a "non-deployable" Table of Distribution and Allowance (TDA) unit.

1. Applicants enlisting under the 6X2 or 8X0 enlistment option within a Critical UIC (enclosure 1) up to 105% of their unit's authorized war-time strength at the MOS level will receive a **\$20,000** bonus.

2. Applicants enlisting under the 6X2 or 8X0 enlistment option within a Critical UIC (enclosure 1) within 106-125% of their unit's authorized war-time strength at the MOS level will receive a **\$15,000** bonus.

3. Applicants enlisting under the 3X5 enlistment option within a Critical UIC (enclosure 1) up to 105% of their unit's authorized war-time at the MOS level will receive a **\$15,000** bonus. ****This incentive is not available to applicants enlisting under the College First Enlistment Option**.**

4. Applicants enlisting under the 3X5 enlistment option within a Critical UIC (enclosure 1) from 106-125% of their unit's authorized war-time strength at the MOS level will receive a **\$10,000** bonus. ****This incentive is not available to applicants enlisting under the College First Enlistment Option**.**

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

6. The NPS Critical UIC Bonus will be paid in one **lump-sum payment**, (except for the College First Option, see #14 above) which will be processed upon successful completion of Initial Active Duty for Training (IADT) and verification of MOS qualification.

b. **NPS Critical Skill Enlistment Bonus:** The ARNG offers a NPS Critical Skill Enlistment Bonus to applicants who do not enlist into a critical UIC (enclosure 1), but instead choose to enlist in State "top thirty" critical skill MOS (Enclosure 2). Applicants must agree to serve in a Modified Table of Organization and Equipment (MTO&E) unit **only**, and also qualify as a Category I-IIIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher). Applicants must not enlist for the purpose of qualifying for employment in the Mil Tech or AGR program. This incentive is not available to applicants enlisting under the OCS enlistment option or to applicants enlisting in TDA units.

1. Applicants enlisting under the 6X2 or 8X0 enlistment option within a Critical Skill (enclosure 2) up to 105% of their unit's authorized war-time strength at the MOS level will receive a **\$15,000** bonus.

2. Applicants enlisting under the 6X2 or 8X0 enlistment option within a Critical Skill (enclosure 2) from 106-125% of their unit's authorized war-time strength at the MOS level will receive a **\$10,000** bonus.

3. Applicants enlisting under the 3X5 enlistment option within a Critical Skill (enclosure 2) up to 105% of their unit's authorized war-time strength at the MOS level will receive a **\$7,500** bonus. ****This incentive is not available to applicants enlisting under the College First Enlistment Option**.**

4. Applicants enlisting under the 3X5 enlistment option within a Critical Skill (enclosure 2) from 106-125% of their unit's authorized war-time strength at the MOS level will receive a **\$5,000** bonus. ****This incentive is not available to applicants enlisting under the College First Enlistment Option**.**

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

6. The NPS Critical Skill Bonus will be paid in **two installments** of 50%. The first 50% installment will be processed for payment upon successful completion of IADT and verification of MOS

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qualification. The second and final 50% installment will be processed on the third-year anniversary of the Soldier's date of enlistment.

c. **NPS Civilian Acquired Skills Program (CASP) Bonus:** The ARNG offers a **\$10,000** CASP Bonus to applicants enlisting under the 3X5, 6X2 or 8X0 enlistment options, up to 125% of their unit's authorized war-time strength. Applicants must qualify to enlist under the provisions of the CASP as per NGR 600-200 chapter 2 and also qualify as a Category I-IIIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher). Applicants must agree to serve in an MTO&E unit **only**. Enlistment in a TDA unit is not authorized with this incentive. Applicants must not enlist for the purpose of qualifying for employment in the Mil Tech or AGR program.

1. The **\$10,000** CASP Bonus will be paid in two installments of 50%. The first 50% installment will be processed for payment upon successful completion of IADT and verification of MOS qualification. The second and final 50% installment will be processed on the third-year anniversary of the Soldier's date of enlistment.

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

d. **NPS Seat Utilization Enlistment Bonus:** The ARNG offers a \$20,000 to selected MOS applicants who enlist up to 125% of a units strength for a 6X2, or 8X0 enlistment option and also qualify as a Category I-IIIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher) who:

1. Applicants must be scheduled for a valid training seat in REQUEST system for a training start date between 1 Sep 2007 – 30 Nov 2007 at the time of enlistment for one of the following MOS's:

11CMF	13CMF	19D	21B
21E	25C	25U	31B
52D	68W	74D	88M
63H	63B	63M	

** MOS list is provided directly from NGB-ASM Command.

2. This enlistment option will be paid in one lump-sum payment (except for College First option, see #14 above), which will be processed upon successful completion of (IADT) and verification of MOS qualification.

3. If the Soldier fails to ship at the original contracted date, unless due to no fault of the Soldier, the amount of the bonus will be reduced to **\$10,000** and paid in two 50% installments. The first 50% installment will be processed for payment upon successful completion of IADT and verification of MOS qualification. The second and final 50% installment will be processed on the third-year anniversary of the Soldier's date of enlistment.

4. "Non-deployable" TDA units are **not** authorized.

e. All applicants choosing the 6X2 or the 8X0 enlistment option in conjunction with any NPS bonus listed above may also be eligible to receive the Montgomery GI Bill (MGIB), Chapter 1606, as well as MGIB 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 07.

f. **Quick Ship and Off Peak Bonus:**

1. The Quick Ship and Off Peak bonuses are not “stand alone” bonuses. In order to receive either incentive an applicant must first qualify and enlist for a NPS bonus of \$15,000 or less. Applicants may qualify for Quick Ship and/or Off Peak at the same time as long as the maximum amount a NPS Soldier receives does not exceed 20K.

2. The ARNG offers a **\$5,000 NPS “Quick Ship” Bonus** to applicants who enlist for the 3X5, 6X2, or the 8X0 enlistment option. 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 **except** the \$20,000 NPS Critical UIC bonus (paragraph 11a) or the NPS Seat Utilization Bonus (paragraph 11d).

3. 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. This incentive may be received in conjunction with any NPS enlistment incentive **except** the \$20,000 NPS Critical UIC bonus (paragraph 11a) or the NPS Seat Utilization Bonus (paragraph 11d).

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.

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.

g. **Prior Service Enlistment Bonus (PSEB) Eligibility:** The ARNG offers **two** PSEB options to PS applicants who enlist in the ARNG for three or six years. The two available options are: Enlist MOSQ into a critical UIC (enclosure 1), or enlist MOSQ or non MOSQ in a State Critical Skill (enclosure 2) with service in an MTO&E unit. **Note:** PS Soldiers who have previously received a Selected Reserve Enlistment, Re-enlistment, or Affiliation Bonus may now receive the PSEB.

1. Not have more than 16 years total prior military service upon enlistment in the ARNG.

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2. Be MOSQ for the position for which enlisting, or,
3. Agree to retrain in a critical MOS vacancy (enclosure 2) within an MTO&E unit and become MOSQ within 24 months of enlistment.
4. Have received an honorable discharge upon completion of **all** prior periods of service. **Note:** a general under honorable conditions discharge or an uncharacterized discharge does **not** qualify a Soldier to receive the PSEB.
5. Not enlisting for the purpose of qualifying for employment in the Mil Tech or AGR program.
6. Agree to waive (*in writing*) participation in any state / federal stabilization policy for a six year enlistment into Critical UIC positions and all three year enlistments.
7. "Non-deployable" TDA units are **not** authorized.
8. Not enlisting under the provisions of a DA Form 368 (Conditional Release) from another component of the armed forces of the United States.
9. Not enlisting under the OCS enlistment option.
10. RCCC and RACC Counselors are authorized to offer the maximum dollar amount (based upon the applicants enlistment option) provided a vacant position is listed on RETAIN and is otherwise eligible.

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.

h. PSEB for enlistment in a Critical UIC/Critical Skill:

1. MOSQ Applicants who enlist for a **six year** enlistment option within a Critical UIC/Skill (Enclosure 1 & 2) up to 105% of their unit's authorized war-time strength at the *MOS Level* will receive a **\$15,000** bonus. The \$15,000 Critical UIC/Skill PSEB will be paid in two 50% installments. The initial installment of 50% (\$7,500) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% (\$7,500) will be processed for payment on the third-year anniversary of enlistment.

2. MOSQ Applicants who enlist for a **six year** enlistment option within a Critical UIC/Skill

(Enclosure 1 & 2) within 106 - 125% of their unit's authorized war-time strength at the MOS Level will receive a \$10,000 bonus. The \$10,000 Critical UIC/Skill PSEB will be paid in two 50% installments. The initial installment of 50% (\$5,000) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% (\$5,000) will be processed for payment on the third-year anniversary of enlistment.

3. MOSQ Applicants who enlist for a three year enlistment option within a Critical UIC/Skill (Enclosure 1 & 2) up to 105% of their unit's authorized war-time strength at the MOS Level will receive a \$7,500 bonus. The \$7,500 Critical UIC/Skill PSEB will be paid in two 50% installments. The initial installment of 50% (\$3,750) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% (\$3,750) will be processed for payment on the third-year anniversary of enlistment. Note: PS applicants who have previously served in the Selected Reserves on a three year enlistment or reenlistment bonus contract may only receive \$6,000.

4. MOSQ Applicants who enlist for a three year enlistment option within a Critical UIC/Skill (Enclosure 1 & 2) within 106 - 125% of their unit's authorized war-time strength at the MOS Level will receive a \$5,000 bonus. The \$5,000 Critical UIC/Skill PSEB will be paid in two 50% installments. The initial installment of 50% (\$2,500) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% (\$2,500) will be processed for payment on the third-year anniversary of enlistment.

5. Soldiers who elect to change their MOS must become MOSQ for their position within 24 months of enlistment or their bonus will be terminated. Soldiers must become MOSQ prior to receiving payments.

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.

i. **Re-enlistment/Extension Bonus (REB) Eligibility:** The ARNG offers two REB options to MOSQ Soldiers who extend for three or six years. The two available options are: Extend/reenlist MOSQ in a critical UIC, or extend/reenlist MOSQ in a Critical Skill identified in Enclosure 1 or 2. Soldiers may not have more than 20 years time in service (TIS) upon their current Expiration Term of Service (ETS). See paragraph "j" below for REB options and payment schedule. **Note:** The REB is not offered to Soldiers extending/reenlisting in TDA units.

1. 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

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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.

2. Non-MOSQ Soldiers may reenlist/extend for a REB only if their non-MOSQ status is the result of a command directed unit transformation or reorganization.

3. Soldiers enlisting under the provisions of a DA Form 368 (Conditional Release) from another drilling component of the Selected Reserves are not authorized a REB.

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.

(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).

j. REB for extension in a Critical UIC and/or Critical Skill:

1. MOSQ Applicants who reenlist or extend in a valid position for a six year enlistment option within a Critical UIC and/or Skill (Enclosure 1 & 2), and up to 125% of their unit's authorized war-time strength at the MOS Level will receive a \$15,000 bonus. Soldiers will receive their REB in one lump-sum payment, which will be processed on the effective date of the new contract (extensions take effect the day after a Soldier's current contractual ETS).

2. MOSQ Applicants who reenlist or extend in a valid position for the first three year re-enlistment/extension option within a Critical UIC and/or Skill (Enclosure 1 & 2), and up to 125% of their unit's authorized war-time strength at the MOS Level will receive a \$7,500 bonus. Soldiers will receive their REB in one lump-sum payment, which will be processed on the effective date of the new contract (extensions take effect the day after a Soldier's current contractual ETS).

3. MOSQ Applicants who reenlist or extend in a valid position for the second (or a subsequent) three year re-enlistment/extension option within a Critical UIC and/or Skill (Enclosure 1 & 2), and up to 125% of their unit's authorized war-time strength at the MOS Level will receive a \$6,000 bonus. Soldiers will receive their REB in one lump-sum payment, which will be processed on the effective date of the new contract (extensions take effect the day after a Soldier's current contractual ETS).

4. MOSQ deployed Soldiers who meet criteria for REB extension bonus and are serving OCONUS in support of GWOT are eligible to reenlist or extend regardless of Critical UIC and/or Skill.

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 -

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- (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.

k. **Affiliation Bonus (AB) Eligibility:** The ARNG offers two AB options to MOSQ Soldiers who affiliate in the ARNG for three or six-years. The two options are: affiliate MOSQ in a critical UIC (enclosure 1), or affiliate MOSQ in any MTO&E unit. Soldiers must meet the following eligibility requirements:

1. Applicant's last period of service must have been on active duty (2 years or more). **Note:** This includes Soldiers who are currently assigned to the Individual Ready Reserve (IRR) whose last period of service was on active duty.
2. Have not more than 20 years of total military service upon current ETS or Release from Active Duty Date (REFRAD).
3. Affiliate in the ARNG in an active drilling status for a minimum of three-years.
4. MOSQ at the time of enlistment and not more than one grade below the required grade specified for the vacancy for which affiliating.
5. 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.
6. Affiliate in a valid, vacant position up to 125% of the unit's authorized war time strength.
7. 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 16 June 2007.
8. 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
9. Agree to waive (*in writing*) participation in any state / federal stabilization policy for a six year enlistment into Critical UIC positions and all three year enlistments.
10. "Non-deployable" TDA units are **not** authorized.
11. Soldiers enlisting under the provisions of a DA Form 368 (Conditional Release) from another drilling component of the armed forces of the United States are not authorized AB.
12. Not enlisting under the OCS enlistment option.

13. RCCC and RACC Counselors are authorized to offer the maximum dollar amount (based upon the applicants enlistment option) provided a vacant position is listed on RETAIN and is otherwise eligible.

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

(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.

1. AB for Affiliation in a Critical UIC:

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

1. MOSQ Applicants who affiliate in a valid position for a **six year** enlistment option within a Critical UIC (Enclosure 1), and up to 105% of their unit's authorized war-time strength at the MOS Level will receive a **\$20,000** bonus. Soldiers will receive their AB in one **lump-sum** payment, which will be processed on the date of enlistment/affiliation. **Note:** Soldiers transitioning directly from the active component will only receive their payment when they report to their gaining ARNG unit.

2. MOSQ Applicants who affiliate in a valid position for a **six year** enlistment option within a Critical UIC (Enclosure 1), within 106 - 125% of their unit's authorized war-time strength at the MOS Level will receive a **\$15,000** bonus. Soldiers will receive their AB in one **lump-sum** payment, which will be processed on the date of enlistment/affiliation. **Note:** Soldiers transitioning directly from the active component will only receive their payment when they report to their gaining ARNG unit.

3. MOSQ Applicants who affiliate in a valid position for a **three year** enlistment option within a Critical UIC (Enclosure 1), and up to 105% of their unit's authorized war-time strength at the MOS Level will receive a **\$10,000** bonus. Soldiers will receive their AB in one **lump-sum** payment, which will be processed on the date of enlistment/affiliation. **Note:** Soldiers transitioning directly from the active component will only receive their payment when they report to their gaining ARNG unit.

4. MOSQ Applicants who affiliate in a valid position for a **three year** enlistment option within a Critical UIC (Enclosure 1), within 106 - 125% of their unit's authorized war-time strength at the MOS Level will receive a **\$5,000** bonus. Soldiers will receive their AB in one **lump-sum** payment, which will be processed on the date of enlistment/affiliation. **Note:** Soldiers transitioning directly from the active component will only receive their payment when they report to their gaining ARNG unit.

m. **AB for Affiliation in a Critical Skill:**

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

1. MOSQ Applicants who affiliate in a valid position for a **six year** enlistment option within a Critical Skill (Enclosure 2), and up to 105% of their unit's authorized war-time strength at the *MOS Level* will receive a **\$20,000** bonus. The \$20,000 Critical Skill AB will be paid in two 50% installments. The initial installment of 50% (\$10,000) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% (\$10,000) will be processed for payment on the third-year anniversary of enlistment.

2. MOSQ Applicants who affiliate in a valid position for a **six year** enlistment option within a Critical Skill (Enclosure 2), from 106 - 125% of their unit's authorized war-time strength at the *MOS Level* will receive a **\$15,000** bonus. The \$15,000 Critical Skill AB will be paid in two 50% installments. The initial installment of 50% (\$7,500) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% (\$7,500) will be processed for payment on the third-year anniversary of enlistment.

3. MOSQ Applicants who affiliate in a valid position for a **three year** enlistment option within a Critical Skill (Enclosure 2), and up to 105% of their unit's authorized war-time strength at the *MOS Level* will receive a **\$10,000** bonus. The \$10,000 Critical Skill AB will be paid in two 50% installments. The initial installment of 50% (\$5,000) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% (\$5,000) will be processed for payment on the third-year anniversary of enlistment.

4. MOSQ Applicants who affiliate in a valid position for a **three year** enlistment option within a Critical Skill (Enclosure 2), from 106 - 125% of their unit's authorized war-time strength at the *MOS Level* will receive a **\$5,000** bonus. The \$5,000 Critical Skill AB will be paid in two 50% installments. The initial installment of 50% (\$2,500) will be processed for payment upon enlistment into the ARNG. The second and final installment of 50% (\$2,500) will be processed for payment on the third-year anniversary of enlistment.

Note: Soldiers transitioning directly from the active component will only receive their payment when they report to their gaining ARNG unit.

n. **AB for Affiliation in a MTO&E unit:**

1. The ARNG offers a **\$10,000** bonus for a **six year** affiliation in a **MTO&E unit**. Soldiers must be MOSQ and affiliate in up to 125% of their unit's authorized war-time strength. Soldiers will receive their AB in two 50% installments. The first 50% installment will be processed on the date of enlistment/affiliation, and the second and final 50% installment will be processed for payment on the third-year anniversary of enlistment. **Note:** Soldiers transitioning directly from the active component will receive their first payment after they report to their gaining ARNG unit.

2. The ARNG offers a **\$5,000** bonus for a **three year** affiliation in a **MTO&E unit**. Soldiers must be MOSQ and affiliate in up to 125% of their unit's authorized war-time strength. Soldiers will receive their AB in two 50% installments. The first 50% installment will be processed on the date of

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enlistment/affiliation, and the second and final 50% installment will be processed for payment on the third-year anniversary of enlistment. **Note:** Soldiers transitioning directly from the active component will receive their first payment after they report to their gaining ARNG unit.

o. **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 per year, 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. Qualify as a Category I-III A enlistment (AFQT 50 or higher).
2. Enlist under a 6X2 or 8X0 enlistment option in a **Critical UIC and/or Skill only** (Enclosure 1 and 2).
3. Have one or more existing, qualifying loans at the time of enlistment, which is based on the date the loan was incurred and disbursed by the lending institution. Soldier may incur additional student loans **during** the contracted period of enlistment.
4. Enlist in a valid, vacant position, up to 125% of the assigned unit's authorized wartime strength at the **MOS Level**.
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.

6. Soldiers who contract into the SMP/ROTC program **may not** retain SLRP as an incentive.

p. **SLRP for PS Enlistees and as an Extension Incentive:** PS Applicants and current ARNG Soldiers may extend at any time for a term of service of not less than six-years in order to establish SLRP eligibility. SLRP may be offered regardless of the number of years a Soldier has at the time he or she meets the following eligibility requirements:

1. MOSQ for the position for which enlisting or extending.
2. Have not previously received the SLRP as an enlistment, re-enlistment or extension option in the Selected Reserve.
3. 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.
4. A Soldier Enlisting or Re-enlisting/Extending per NGR 600-200, Chapter 7 who have at least one qualifying loan at the time enlistment or re-enlistment/extension will be authorized payment on loans

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established **on or after** the effective date of the contract, provide they extend in a **Critical UIC and or Skill only** (enclosures 1 and 2).

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.

6. Soldiers who contract into SMP/ROTC program **may not** continue to receive SLRP.

q. 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 SLRP incentive for which they contracted. Enlistment in the ARNG **does not establish an additional SLRP entitlement**. Soldiers must meet all of the following requirements:

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

2. Enlist or extend in a valid, vacant position up to 125% of the unit's authorized war time strength.

3. 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.

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.

5. Soldiers who contract into SMP/ROTC program **may not** continue to receive SLRP.

r. **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. MOSs are not limited to the Critical UIC or "top thirty" Critical Skill list (enclosure 1 & 2).

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. **Note:** Any Soldier who does **not** have the required three years remaining on their current contractual obligation **as of** the date of

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MOS qualification in the new MOS, will be **required** to execute a DA Form 4836 (extension form) **in conjunction** with the three year MOSCB written agreement.

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 a NPSEB must first complete their existing contractual obligation in order to become eligible to receive the MOSCB.

7. Not enlisting under the provisions of a DA Form 368 (Conditional Release) from another component of the armed forces of the United States.

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 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.

s. **MOSCB Payment Schedule:**

1. The **\$2,000** ARNG MOSCB will be paid in one **lump sum** payment upon successful completion of MOS retraining.

2. With the exception of the NPSEB (Paragraph 11 a, b, c or d above), Soldiers will remain eligible to receive their existing ARNG SRIP incentives 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.

t. **Officer Accession Bonus Eligibility:** The ARNG offers **two** Officer Accession Bonus options to newly commissioned officers and newly appointed warrant officers who agree to serve in the ARNG for

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six years. Note: The terms “newly commissioned officer and newly appointed warrant officer” means that a Soldier has never held a commission as an officer or an appointment as a warrant officer in the armed forces of the United States. Applicants must sign their bonus addenda on or before their commissioning date and meet the following eligibility criteria.

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 3).
3. Not accepting an appointment as an officer or warrant officer for the purpose of qualifying for employment in the Mil Tech or AGR program.
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).
 - 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.
6. See paragraph “u” below for Officer Accession Bonus options and payment schedule.
7. Not receiving a commission or appointment with a subsequent assignment to a TDA unit.
8. Officers or warrant officers joining the ARNG under the provisions of a DA Form 368 (Conditional Release) from another component of the armed forces of the United States may not receive the Officer Accession Bonus.
9. Commissioned officers switching to the warrant officers corps, or warrant officers who become commissioned officers may not receive the Officer Accession Bonus.
10. Commissioned officers and warrant officers who branch transfer into another branch are not authorized to receive the Officer Accession Bonus.

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11. Newly commissioned officers and newly appointed warrant officers who retained an enlisted bonus (meaning there was no recoupment action) after serving more than one year of their enlisted incentive contract term may not receive the Officer Accession Bonus.

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.

u. Officer Accession Bonus Options and Payment Schedule:

1. The ARNG offers a **\$10,000** Officer Accession Bonus to newly commissioned officers and newly appointed warrant officers who agree to serve **six years** in a **critical UIC** (enclosure 1). Additionally, officers and warrant officers must serve in a valid AOC vacancy (enclosure 3) within their chosen UIC. The Critical UIC Officer Accession Bonus will be paid in one **lump-sum** payment upon successful completion of Officer Basic Course (OBC) or Warrant Officer Basic Course (WOBC) as applicable.

2. The ARNG offers a **\$10,000** Officer Accession Bonus to newly commissioned officers and newly appointed warrant officers who agree to serve **six years** in an **MTOE unit**. Additionally, officers and warrant officers must serve in a valid AOC vacancy (enclosure 3) within their chosen UIC. The MTO&E Officer Accession Bonus will be paid in **two 50% installments**. The first 50% installment (\$5,000) will be paid upon successful completion of OBC or WOBC as applicable, and the second and final installment of 50% will be processed for payment on the third year anniversary 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.

“(e) PAYMENT.—(1) Upon acceptance of a written agreement by the Secretary concerned under this section, the total amount of the bonus payable under the agreement becomes fixed. The agreement shall specify whether the bonus is to be paid in one lump sum or in installments

v. Officer Affiliation Bonus Eligibility: The ARNG offers **two** Officer Affiliation Bonus options to officers and warrant officers who upon separation from Active Duty agree to serve in the ARNG for three years, 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:

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- 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. Officers remain eligible to participate in the ARNG Federal Tuition Assistance Program.
 5. Must agree to become AOC qualified within 24 months 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 3).
 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 Reserves).
 8. Have received an honorable discharge from all periods of previous military service.
 9. All officers transferring to the ARNG from another component of the Selected Reserves must have served at least one (1) year in the IRR immediately preceding the transfer to the ARNG in order to be eligible to receive the ARNG Officer Affiliation Bonus. This IRR requirement does not apply to former regular army officers who transfer directly to the IRR after separation from active duty, or who are transferring directly 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. **(Excludes IRR)**
 11. Officers or warrant officers joining the ARNG under the provisions of a DA Form 368 (Conditional Release) from another component of the armed forces of the United States are not authorized the Officer Affiliation Bonus. **Note:** IRR applicants who were assigned to the IRR for 12 or more months prior to affiliation in the ARNG are excluded from this provision.
 12. Commissioned officers switching to the warrant officers corps, or warrant officers who become commissioned officers may not receive the Officer Affiliation Bonus.
 13. Commissioned officers and warrant officers who branch transfer into another branch are not authorized to receive the Officer Affiliation Bonus.

14. Newly commissioned officers are not authorized to receive the Officer Affiliation Bonus.

w. **Officer Affiliation Bonus Options and Payment Schedule:**

1. The ARNG offers a **\$10,000** Officer Affiliation Bonus to officers and warrant officers who affiliate for **three years** in a **critical UIC** (enclosure 1). Additionally, officers and warrant officers must agree to serve in a valid AOC vacancy within their chosen UIC (enclosure 3). The Critical UIC Officer Affiliation Bonus will be paid **lump-sum** upon affiliation or upon completion of training if applicable.

2. The ARNG offers a **\$10,000** Officer Affiliation Bonus to officers and warrant officers who affiliate for **three years** in an **MTO&E unit**. Additionally, officers and warrant officers must agree to serve in a valid AOC vacancy within their chosen UIC (enclosure 3). The MTO&E Officer Affiliation Bonus will be paid in **two 50% installments**. The first 50% installment (\$5,000) will be paid upon affiliation or upon completion of training if applicable. The second and final installment of 50% will be processed for payment on the third year anniversary 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.

“(e) PAYMENT.—(1) Upon acceptance of a written agreement by the Secretary concerned under this section, the total amount of the bonus payable under the agreement becomes fixed. The agreement shall specify whether the bonus is to be paid in one lump sum or in installments

x. **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 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. Soldiers must be transferred back to their original unit within 180 days of the unit's return from deployment.

b. Soldiers must be returned to the MOS for which the bonus was awarded.

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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. Soldiers must be returned to the MOS for which the bonus was awarded.

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 provided they meet the following requirements:

a. Soldiers must be transferred back to their original unit within 180 days of their Release from Active Duty (REFRAD).

b. Soldiers 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.

9. The point of contact for this message is 1LT Shannon Cummings, NGB-ARM, DSN 327-7230, or 703-607-7230 or shannon.l.cummings@ng.army.mil.



ROBERT L. PORTER
COL, MS
Chief, Personnel Programs, Manpower
and Resources Division.

3 Encls

1. Critical UIC List
2. Critical MOS List
3. Officer AOC List

DISTRIBUTION:

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Each RRM