



NATIONAL GUARD BUREAU

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NGB-EDU

10 August 2007

Updated 15 March 2010

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army National Guard (ARNG) Selected Reserve Incentive Program (SRIP) Guidance for Fiscal Year (FY) 2007, 2008, and 2009, 10 August 2007 – 30 September 2009 (Policy Number 07-06) **with Updates (EIOM's 09-020,023, 024, 030, 34, 38, 39, 40, 41, 43, 45, 47, 51, 54, 55, 56, 58, 59, 60 and 10-011)**

1. References.

- a. AR 135-7, Army National Guard and Army Reserve Incentive Programs, 15 April 1996.
- b. National Guard Regulation (NGR) 600-7, Selected Reserve Incentive Programs, 26 March 1999.
- c. Department of Defense Instruction (DODI) 1205.21, Reserve Component Incentive Programs Procedures, 20 September 1999.
- d. Memorandum, NGB, ARNG-G1, 23 February 2006, subject: Army National Guard (ARNG) Fiscal Year (FY) 2006 Military Occupational Specialty (MOS) Conversion Bonus Implementation Policy.
- e. ARNG FY-07 Enlistment Criteria, subject: Army National Guard Enlistment Program, 1 October 2006.
- f. Memorandum, NGB-ARH, 17 November 2006, subject: Army National Guard (ARNG) Overstrength Policy.
- g. AR 601-210, Active and Reserve Components Enlistment Program, 7 June 2007.
- h. Duncan Hunter National Defense Authorization Act (NDAA) for FY 2009, 14 October 2008.

2. General. **This Policy (07-06 with updates) supersedes all previous SRIP guidance for FY 2007, 2008, or 2009.** This memorandum establishes policy to administer ARNG incentives effective 01 March 2009. This policy will remain in effect until 30 September 2009 unless otherwise noted, superseded, or suspended.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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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. Additionally, this policy does not govern Montgomery GI Bill-Selected Reserve (MGIB-SR) Chapter 1606 or Montgomery GI Bill Kicker eligibility. Refer to the Information Center in Information, Management, and Reporting Center (iMARC) for NGB Policies applicable to these programs.

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 States' prioritized shortages. Incentives shall be implemented in specific situations where other less costly methods have proven inadequate or ineffective and only as necessary to support unit and skill staffing requirements.

5. General Information.

a. Retroactive entitlement to an incentive offered under this policy is not authorized.

b. No Soldier can enlist, re-enlist, or extend for an incentive for the purpose of qualifying for employment in the Mil Tech or AGR program.

c. No Soldier can enlist, re-enlist, or extend for an incentive into a non-deploying Table of Distribution and Allowances (TDA) unit.

d. Applicants enlisting under the Officer Candidate School (OCS) enlistment option or who are **contracted** in the Simultaneous Membership Program (SMP)/Reserve Officer Training Corps (ROTC) are not authorized any incentives with the exception of the Officer Accession Bonus (upon commissioning).

e. Glossary Non-Prior Service and CAT IV applicants are not authorized any incentive.

f. Soldiers enlisting into the ARNG under the provisions of a Conditional Release (DA Form 368) from the **Individual Ready Reserve** (IRR) may be authorized incentives governed by this policy.

g. Soldiers enlisting into the ARNG under the provisions of a Conditional Release (DA Form 368) from any other component of the Selected Reserve are not authorized any incentives governed by this policy.

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h. Soldiers enlisting into the ARNG under the provisions of a Conditional Release (DA Form 368) from the USAR who have **existing** SRIP incentives from that component are authorized to continue to receive those SRIP incentives provided they continue to meet the qualifications for those incentives per their existing contract.

i. All Aviation Classification Repair Activity Depot, Regional Training Institute (RTI), Medical TDA, and Special Forces units are considered MTOE units for purposes of bonus qualification.

j. Military Occupational Specialty (MOS) immaterial positions in any RTI are authorized incentives providing the holder of those positions maintain full qualification in his or her primary MOS and meets all other requirements of the incentive.

k. Eligibility for the MGIB-SR Chapter 1606, as well as MGIB Kicker, requires a minimum 6-year enlistment. Any service obligation in active drilling status of less than 6 years may result in the applicant being ineligible for any MGIB and/or Kicker benefits under their respective policies.

l. Individuals must enlist, re-enlist/extend into either a valid, vacant position or against a projected vacancy within the units authorized wartime strength listed below:

(1) Skill level 10/20/30 - 110 percent for sourced elements only otherwise skill level 10/20/30 is at 105 percent.

(2) Skill level 40/50 – is at 100 percent.

(3) Percentage fill is determined by MOS by skill level at the battery, company, or troop level.

m. Applicants enlisting within 101 to 110 percent of the unit's authorized wartime strength will be documented by coding the Soldier in the Standard Installation/Division Personnel System (SIDPERS) as Position Number Excess Individual (POSN-NBR-EXCESS-IND) (4AN) code "9991" (enlistment against a projected loss).

n. Soldiers coded in SIDPERS as excess to authorized strength of the unit (POSN-NBR-EXCESS-IND) (4AN) code "9993" are not authorized any incentive.

o. Applicants enlisting under the split option enlistment option are not authorized any quick or off peak ship incentive. (EIOM 09-030, dated 9 Mar 09, effective 7 Mar 09).

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6. Non-Prior Service (NPS) Enlistment Bonus

a. General Criteria.

(1) No bonus amount more than the combined **legal maximum of \$20,000** may be offered. Only allowable combinations ~~include a~~ **are either the NPS Critical Unit Identification Code (UIC) NPS Critical Skill (CS), NPS Modification Table of Organization and Equipment (MTOE), or NPS Civilian Acquired Skills Program (CASP)** bonus with the Quick Ship and/or Off-Peak option.

Note: Per **EIOM 09-039, 15 May 09, effective 22 May 09** all CUIC bonuses were suspended.

EIOM 09-041, dated 15 May 09 effective 15 May 09 clarified that the only legal combination of bonuses were a single, specific base bonus with either the quick or off peak options (or both).

EIOM 09-045, dated 10 Jun 09, effective 12 Jun 09 eliminated all base NPS bonuses with the exception of the CS bonus.

(2) Any applicant who enlists **while still in high school** must complete his or her high school education and be awarded a high school diploma to meet the minimum eligibility for a NPS bonus. Applicants failing to meet this condition will be considered to have never met the minimum eligibility requirements of their bonus contract and no payments will be processed. The contract will be retained in the iMARC as historical and, if established in the Defense Joint Military System (DJMS), will be terminated in that system.

(3) Soldiers must ship on or before their original ship date.

(a) If the Soldier fails to ship within the time constraints described above, the incentive will be decremented by 50% of the overall amount.

(b) If the Soldier fails to ship within the 365 days of their enlistment date, the incentive will be terminated without payment.

(c) Soldiers that are split training options (STO), must ship on or before both the STO1 and STO2 dates.

(d) The state MILPO may approve exceptions in cases where the inability to ship in the prescribed time constraints is due to no fault of the Soldier.

(4) Applicants must qualify as a Category I-III A enlistment, Armed Forces Qualification Test (AFQT) of 50 or higher.

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(5) Soldiers who do not complete Advanced Individual Training and become MOS Qualified (MOSQ) within 2 years will receive no incentive.

~~b. **NPS UIC Bonus:** The ARNG offers a \$10,000 NPS Critical UIC Bonus to NPS enlistees who meet the following eligibility requirements:~~

~~—— (1) Enlist for either the 6X2 or 8X0 enlistment option~~

~~—— (2) Enlist into and agree to serve in a Critical UIC (Enclosure 1).~~

~~—— (3) Must not be enlisting as a College First enlistee.~~

~~—— (4) Applicants are encouraged to use the Quick Ship and Off Peak add-on options.~~

~~—— (5) The NPS Critical UIC Bonus will be paid in **three installments**. The first 50% installment will be processed for payment upon successful completion of IADT and verification of MOS qualification. The second 20% installment will be processed on the third-year anniversary, and final 30% installment will be processed on the sixth-year anniversary of the Soldier's date of enlistment.~~

~~—— (6) *CASP Enlistees are authorized this bonus if they enlist into a CUIC. (EIOM 09-043, dated 15 May 09, clarifying policy as it existed on 1 Mar 09).*~~

Note: Per ***EIOM 09-039, 15 May 09, effective 22 May 09*** all CUIC bonuses were suspended.

c. **NPS CS Bonus:** The ARNG offers a \$10,000 NPS Critical Skill Bonus to NPS enlistees who meet the following eligibility requirements:

(1) Enlist for either the 6X2 or 8X0 enlistment option.

(2) Enlist into one of the Critical Skills (Enclosure 2).

(3) Enlist into a MTOE unit

~~(4) **College First Applicants are eligible for this incentive if not enlisting into a Critical UIC.**~~

Note: *Per SMOM 09-106, 25 Mar 09, Effective 1 Apr 09, College first enlistments are suspended.*

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(5) The NPS CS Bonus will be paid in **three installments**. The first 50% installment will be processed for payment upon successful completion of IADT and verification of MOS qualification. The second 20% installment will be processed on the third-year anniversary, and final 30% installment will be processed on the sixth-year anniversary of the Soldier's date of enlistment.

(6) Casp enlistees are authorized this bonus if the enlist into a CS. (EIOM 09-043, dated 15 May 09, clarifying policy as it existed on 1 Mar 09).

~~*d. **NPS MTOE Option:** There is no base amount offered with this option. However, applicants may qualify for the Quick Ship and/or Off Peak add-on if they meet the following eligibility requirements:*~~

~~*(1) Enlist for either the 6X2 or 8X0 enlistment option.*~~

~~*(2) Enlist into a MTOE unit.*~~

~~*(3) College First Applicants are eligible for this incentive if not enlisting into a Critical UIC.*~~

~~*(4) The NPS MTOE/Deploying TDA Option will be paid in three installments. The first 50% installment will be processed for payment upon successful completion of IADT and verification of MOS qualification. The second 20% installment will be processed on the third-year anniversary, and final 30% installment will be processed on the sixth-year anniversary of the Soldier's date of enlistment.*~~

~~*e. **NPS CASP Option:** There is no base amount offered with this option. However, applicants may qualify for the Quick Ship and/or Off Peak add-on if they meet the following eligibility requirements:*~~

~~*(1) Enlist for either the 3X5, 6X2 or 8X0 enlistment option.*~~

~~*(2) Must qualify to enlist under the provisions of the CASP per NGR 600-200, Chapter 2.*~~

~~*(3) College First applicants are eligible for this incentive if not enlisting into a critical UIC.*~~

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~~—— (4) NPS CASP Bonus will be paid in two installments. The first 50% installment will be processed upon successful completion of Initial Active Duty for Training (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.~~

EIOM 09-045, dated 10 Jun 09, effective 12 Jun 09 eliminated all base NPS bonuses with the exception of the CS bonus.

f. Quick and Off Peak Bonus: 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/option. Applicants may qualify for both the Quick Ship and Off Peak at the same time as long as the maximum amount a NPS Soldier receives does not exceed the \$20,000 allowable by federal law.

(1) The ARNG offers a \$5,000 NPS “Quick Ship” Bonus to applicants who 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.

(2) The ARNG offers a \$5,000 NPS “Off-Peak” Bonus to applicants who agree to ship to initial entry training (IET) between 1 October **2009** and 31 May **2010**.

EIOM 09-051, dated 7 Jul 09 restricted the Off Peak period to the current policy FY.

7. Prior Service (PS) Enlistment Bonus

a. General Criteria.

(1) Cannot have more than 16 years of total prior military service upon enlistment in the ARNG. This service is computed from the Soldier's adjusted Pay Entry Base Date (PEBD), which is effective upon enlistment.

(2) Must have received an honorable discharge upon completion of **all** prior periods of service. A general under honorable conditions or uncharacterized discharge does **not** qualify a Soldier to receive the PS enlistment bonus.

(3) Based on limited visibility when using the Remote Technical Assistance and Information Network (RETAIN) system, Reserve Component Career Counselors (RCCC) and Active Component (AC) Career Counselors are authorized to offer the PS enlistment bonus without consideration of unit strength, provided the Soldier is otherwise eligible and the vacancy exists in RETAIN. Additionally, the RCCC must contact the state's IST/ISR representative when vacancies do not exist in RETAIN. The IST/ISR will determine if a vacancy exists and coordinate with the Incentive Manager to determine bonus eligibility prior to the vacancy being issued. RCCC and AC career counselors are not authorized to execute

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any enlistment into TDA units. The TDA units are identified by having a numeric code at the second digit of the UIC. Example: W8BBAA – TDA; WPMOA0 – MTOE

(4) Any PS Soldier who previously received any Selected Reserve NPS enlistment bonus, Re-enlistment/Extension Bonus, or Affiliation Bonus may receive the PS enlistment bonus.

(5) PS Soldiers who previously received a PS bonus are not authorized another PS enlistment bonus.

(6) Soldiers currently on any PS bonus may qualify for the Re-enlistment/ Extension Bonus at the conclusion of their contract term (upon entering the 12-month re-enlistment window).

(7) Soldiers must be Duty Military Occupational Specialty Qualified (DMOSQ) for the position for which enlisting ~~or agree to retrain for a Critical Skill (Enclosure 1).~~

~~—— (8) If the Soldier is non-DMOSQ and enlists for:~~

~~—— (a) 3 year PS bonus, the Soldier will have 12 months to become DMOSQ from contract start date, plus any time spent in a mobilized status.~~

~~—— (b) 6 year PS bonus, the Soldier will have 24 months to become DMOSQ from contract start date, plus any time spent in a mobilized status.~~

~~—— (9) If the Soldier fails to become DMOSQ within the time constraints described above, the incentive will be terminated without payment. The state MILPO may approve exceptions in cases where the inability to become DMOSQ is due to no fault of the Soldier.~~

(EIOM 09-034, 9 APR 09, effective 1 Apr 09).

Note: Per SMOM 09-107,25 Mar 09, Effective 1 Apr 09 PS enlistees must be DMOSQ in order to receive the PS bonus.

(8) All PS contracts will be paid as split disbursements (50/20/30).

(a) For a 6 year PS, the first 50% installment will be processed for payment upon enlistment into the ARNG or upon completion of MOSQ training, if applicable. The second 20% installment will be processed on the third-year anniversary, and final 30% installment will be processed on the sixth-year anniversary of the Soldier's date of enlistment.

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(b) For a 3 year PS, the first 50% installment will be processed for payment upon enlistment into the ARNG or upon completion of MOSQ training, if applicable. The second 20% installment will be processed on the second-year anniversary, and final 30% installment will be processed on the third-year anniversary of the Soldier's date of enlistment.

(9) Any PS Soldier whose last discharge was from the ARNG and who are within 12 months of that discharge date are not eligible for any PS incentive. (EIOM 09-024, 25 Feb 09, effective 1 Mar 09).

b. PS Critical UIC/CS Bonus: The ARNG offers a PS Critical UIC/CS Bonus to PS enlistees who meet the following eligibility requirements:

- (1) Enlist into a Critical UIC (Enclosure 1) and/or for Critical Skill (Enclosure 2).
- (2) Enlist into a MTOE unit or deploying TDA unit
- (3) Applicants who enlist for a six year enlistment option will receive a \$15,000 bonus.
- (4) Applicants who enlist for a three year enlistment option will receive a \$7,500 bonus.

Note: Per EIOM 09-039, 15 May 09, effective 22 May 09 all CUIC bonuses were suspended.

~~c. PS MTOE Bonus: The ARNG offers a PS MTOE Bonus to PS enlistees who meet the following eligibility requirements:~~

- ~~(1) Enlist into a MTOE unit~~
- ~~(2) Applicants who enlist for a six year enlistment option will receive a \$15,000 bonus.~~
- ~~(3) No three year enlistment option is available.~~

EIOM 09-045, dated 10 Jun 09, effective 12 Jun 09 eliminated all base PS bonuses with the exception of the CS bonus.

8. Re-enlistment/Extension Bonus (REB).

a. General Criteria. Current ARNG Soldiers must meet the following eligibility requirements:

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(1) Soldiers must not have completed more than 20 years of time in service (TIS) computed from their PEBD at their current Expiration of Term of Service. **NOTE:** Current law prohibits bonus payment amounts from including any portion of a re-enlistment or extension that, when added to a member's total years of service, exceeds 24 years. Any portion of additionally obligated service beyond 24 years will not be included in the bonus payment calculation.

(2) Soldiers must hold the military grade and skill qualification commensurate with the vacancy re-enlisting/extending for.

(3) Soldiers not DMOSQ for the sole reason of unit transition (reorganization, inactivation or relocation) and who are otherwise fully eligible for the incentive may be re-enlisted/extended for the Re-enlistment/Extension Bonus (REB).

(a) The initial incentive payment will not be processed until the Soldier becomes DMOSQ. If the Soldier extends for:

i. 3 year REB, the Soldier will have 12 months to become DMOSQ from date of contract, plus any time spent in a mobilized status.

ii. 6 year REB, the Soldier will have 24 months to become DMOSQ from date of contract, plus any time spent in a mobilized status.

(b) If the Soldier fails to become DMOSQ within the time constraints described above, the incentive will be terminated without payment. The state MILPO may approve exceptions in cases where the inability to become DMOSQ is due to no fault of the Soldier.

(c) Soldiers must be processed in iMARC under contract type "RB NON-MOSQ due to transition/deployment".

(4) Soldiers not DMOSQ due to being currently deployed/mobilized in any capacity and who are otherwise fully eligible for the incentive may be re-enlisted/extended for the Re-enlistment/Extension Bonus (REB) and may have their initial bonus payments processed. They must return to a position for which they are fully DMOSQ upon Release From Active Duty (REFRAD).

(5) Soldiers deployed to Afghanistan, Iraq, or Kuwait under mobilization orders 10 USC 12301(d) or 10 USC 12302 with direct assignment to one of those three areas, who meet all other criteria for REB extension bonus are eligible to re-enlist or extend regardless of UIC or skill. ~~These Soldiers are also eligible for Lump Sum payment. These Soldiers are authorized the REB Critical UIC bonus, if otherwise qualified, regardless of the published listing at the time of re-enlistment/extension and will be paid lump sum. Soldiers not deployed to one of these three theatres are only authorized the REB MTOE bonus, if~~

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qualified, and will be paid in accordance with that bonus. (EIOM 09-023, 25 Feb 09 effective 1 Mar 09).

These Soldiers are eligible for the REB MTOE bonus and will be paid lump sum (EIOM 09-039, 15 May 09 effective 22 May 09).

(6) All other new REB contracts will be paid as split disbursements (50/20/30).

(a) For a 6 year REB, the first 50% installment will be processed on the effective date of the new contract (new contracts are effective the day after a Soldier's contractual ETS in effect prior to signing the new extension) or upon completion of MOSQ training if applicable. The second 20% installment will be processed on the third-year anniversary, and final 30% installment will be processed on the sixth-year anniversary of the Soldier's date of reenlistment/extension.

~~———— (b) For a 3 year REB, the first 50% installment will be processed on the effective date of the new contract (new contracts are effective the day after a Soldier's contractual ETS in effect prior to signing the new extension) or upon completion of MOSQ training if applicable. The second 20% installment will be processed on the second-year anniversary, and final 30% installment will be processed on the third-year anniversary of the Soldier's date of reenlistment/extend.~~

~~———— b. REB Critical UIC: The ARNG offers a REB Critical UIC Bonus to REB Soldiers who meet the following eligibility requirements:~~

~~———— (1) Reenlist/extend into a Critical UIC (Enclosure 1).~~

~~———— (2) Applicants who reenlist/extend for a six year enlistment option will receive a **\$10,000** bonus.~~

~~———— (3) Applicants who reenlist/extend for a three year enlistment option will receive a **\$5,000** bonus.~~

Note: Per EIOM 09-039, 15 May 09, effective 22 May 09 all CUIIC bonuses were suspended.

c. REB MTOE Bonus: The ARNG offers a REB MTOE Bonus to REB Soldiers who meet the following eligibility requirements:

(1) Reenlist/extend ***into a MTOE unit while deployed OCONUS (not in annual training status).***(EIOM 09-045, dated 19 Jun 09, effective 12 Jun 09).

(2) Soldiers who re-enlist/extend for six years will receive a **\$5,000** bonus.

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(3) No three year re-enlistment/extension option is available.

9. Enlisted Student Loan Repayment Program (SLRP)

a. General Criteria.

(1) No SLRP contract may exceed **\$50,000**.

(2) Payments on loans cannot exceed the amount authorized under the initial contract. Example: If a Soldier initially contracted for a \$20,000 SLRP, he or she cannot contract later for a different amount even if they are otherwise qualified for a higher SLRP amount.

(3) Applicants/Soldiers must have one or more qualifying, and disbursed loans at the time of enlistment.

(4) Soldiers must enlist into a MTOE or deploying TDA unit.

(5) Any Soldier who initially contracts for the SLRP on or after the effective date of this memorandum may continue SLRP eligibility by immediately extending for a period of not less than 6 years after the current contract term has expired. These Soldiers may continue to extend in this manner until they reach the maximum dollar amount authorized on their initial SLRP contract.

(a) New loans may be added upon extension. Loans must be disbursed prior to the new SLRP contract period.

(b) Any break in service or period of extension of less than 6 years will permanently terminate SLRP eligibility.

(6) The annual payment will include interest as long as the combined principal and interest payment does not exceed the maximum amount authorized under the law.

(7) Enlisted Soldiers receiving SLRP will remain eligible while attending OCS or Warrant Officer Candidate School (WOCS) or after contracting into the ROTC/SMP. Soldiers will also remain eligible upon commissioning or appointment, subject to the original restriction that their SLRP will be paid within the same period established in their original enlistment documents. For additional information on handling these contracts after commissioning or appointment, refer to forthcoming Officer Incentive Policy.

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(8) Officers are prohibited by law from receiving both the SLRP and the Officer Accession bonus simultaneously. An officer **can** ~~cannot~~ choose to “drop” their SLRP in order to qualify for the Officer Accession Bonus. In order for an Officer, who remained on their SLRP while in an officer producing program, to qualify for the Accession Bonus upon commissioning, their SLRP must be **terminated effective the date of commission** ~~completed prior to their commissioning date by either having the final payment processed in a normal fashion under the contract, or by paying off their loans where no further payments are possible under the SLRP contract~~ **The final SLRP payment will be prorated and paid up to that date**

EIOM 09-060 dated 14 September 2009 and effective immediately

(9) Soldiers and/or officers on the program who accept either a Title 32 AGR or a Military Technician position on or after 9 October 2009 are authorized to continue on the program until completed.

EIOM 09-058 dated 14 September 2009, effective 9 October 2008.

b. NPS SLRP: The ARNG offers a NPS SLRP as an enlistment incentive for NPS enlistees. It may be offered in addition to any NPS enlistment bonus. The total amount of SLRP will not exceed the initial contracted amount with a maximum payment of 15 percent or \$500 per year, whichever is greater. All NPS enlistees must meet the following eligibility requirements to receive the SLRP:

- (1) Soldiers must enlist for either a 6X2 or 8X0 enlistment option.
- (2) Soldiers must qualify as a Category I-III A enlistment (AFQT of 50 or higher).
- (3) Applicants who enlist in a MTOE unit will receive the **\$50,000** SLRP.

c. PS/AB/REB SLRP: The ARNG offers a SLRP to PS/AB/REB Soldiers as an accession or retention incentive. It may be offered in addition to any PS/AB/REB incentive. The total amount of SLRP will not exceed the initial contracted amount with a maximum payment of 15 percent or \$500 per year, whichever is greater. PS, AB, and REB Soldiers must meet the following eligibility requirements to receive the SLRP:

- (1) Must enlist, reenlist, or extend for a period of not less than 6 years.
- (2) Have not previously received the SLRP as an enlistment, re-enlistment or extension option in the Selected Reserve.
- (3) Must be MOSQ for the position for which enlisting or extending.

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(4) Soldiers who enlist/affiliate/extend/reenlist in a MTOE unit will receive the **\$50,000** SLRP.

d. United States Army Reserve (USAR) SLRP recipients enlisting into the ARNG voluntarily or as a result of his or her unit's inactivation/reorganization will remain eligible to receive that SLRP incentive. Enlistment in the ARNG does not establish a new SLRP entitlement. Soldiers must meet all of the following requirements:

(1) Soldiers must be MOSQ for the position for which enlisting.

(2) Soldiers must enlist in a MTOE unit or deploying TDA unit.

(3) The total amount of payments may not exceed original contract amount, which includes all payments made by the USAR and any subsequent payments made by the ARNG.

10. **Enlisted MOS Conversion Bonus (MOSCB):** For guidance on the management of the MOSCB, refer to memorandum, ARNG G1, Army National Guard (ARNG) Fiscal Year (FY) 2006 Military Occupational Specialty (MOS) Conversion Bonus Implementation Policy, 23 February 2006.

~~11. **09L Interpreter/Translator Incentive Program:** For guidance on the management of the 09L program, refer to memorandum, NGB-ARM, subject: Policy Guidance for the 09L Interpreter/translator Enlistment Bonus Portion of the Selected Reserve Incentives Program (SRIP) (Policy Number 08-03 for the Army National Guard (ARNG) Soldiers).~~

~~**Note:** Per EIOM 09-020, 13 Feb 09, effective 1 Mar 09 this incentive is suspended.~~

12. **Officer Accession Bonus**

a. General Criteria.

(1) Must have never held a commission as an officer or an appointment as a warrant officer in any of the armed forces of the United States.

(2) Must sign the Officer Accession Bonus Addendum on the date that they accept their commission as a 2LT or appointment as a WO1. Note: As an exception, newly commissioned/appointed officers in the Chaplain Corps or the Judge Advocate General Corps may be in any grade at time of accession as long as they are otherwise qualified.

Chaplain candidates are not eligible for the officer accession bonus and will not complete the officer accession bonus agreement. ~~Chaplains (AOC 56A) must sign their agreement the date that they become commissioned as a Chaplain Candidate (AOC 00E56).~~

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EIOM 09-055 dated 14 September 2009 effective immediately

Note: *Due to confusion caused by the language addressing JAG officers in the above paragraph (AOC 27A is NOT on the critical AOC list), JAG officers were allowed the officer accession bonus until 12 June when a clarification email was sent by MSG Mitchell T. Flemming rescinding their eligibility for this incentive.*

(3) Officers must be assigned to a valid, vacant position; or against a projected vacancy within 101% to 125% of the units authorized wartime strength by Military Occupational Specialty (MOS)/ Area of Concentration (AOC) at the battery, company, or troop level.

(4) Officers must be assigned to a MTOE or deploying TDA unit.

(5) Must successfully complete Basic Officer Leader Course (BOLC) III in their designated AOC/MOS within 36 months of the date of commission or appointment.

(6) Must not be receiving and will not receive the following benefits during the period of service for which contracted **(EIOM 09-059 dated 14 September 2009 rescinded EIOM 08-10 effective 6 December 2007 which defined “during the period of service” as service while actively receiving an ROTC scholarship. HQDA determined that if an Officer ever received an ROTC scholarship, they were ineligible for any officer accession bonus unless the period of being a commissioned officer as a result of that scholarship had been successfully completed):**

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

(b) Chapter 1609, Title 10 USC - Education Loan Repayment Program (Student Loan Repayment Program (SLRP), Chaplain Loan Repayment Program (CLRP) or Health Professional Loan Repayment Program (HPLRP)).

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

(d) Chapter 2107, Title 10 USC - Reserve Officer Training Corps (ROTC) Financial Assistance Program for Specially Selected Members (Active Component and Dedicated ARNG Scholarship).

(e) Chapter 2107a, Title 10 USC - ROTC Financial Assistance Program for Specially Selected Members United States Army Reserve (USAR) and Army National Guard (ARNG) (USAR and ARNG Guaranteed Reserve Forces Duty Scholarship).

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

(7) Newly commissioned officers and newly appointed warrant officers are prohibited from receiving the Officer Accession Bonus if as a result of a commission, ~~or~~ appointment *or contracting as an ROTC/SMP Cadet* their enlisted bonus was terminated without recoupment.

Note: EIOM 09-040 clarified this issue of ROTC cadets on 15 May 09. The fact that this paragraph also addressed to ROTC/SMP Cadets was effective on 1 Mar 09 when the policy was originally published.

(8) Officers cannot receive a bonus with the intent of qualifying for employment in the Mil Tech or AGR program.

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

b. Officer Accession Critical Skill Bonus: The ARNG offers an Officer Accession Bonus which will be paid in two installments. The first 50% installment will be processed upon completion of BOLC III, and the second and final installment of 50% will be processed for payment on the third year anniversary of commission or appointment. Officers must meet the following eligibility requirements.

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

(2) Agree to serve in a Critical Skill AOC/MOS (Enclosure 3) for the full length of the incentive contract term.

(3) Officers that sign a six-year Officer Accession Bonus Addendum will receive a **\$10,000** bonus.

13. Officer Affiliation Bonus

a. General Criteria

(1) Must **be either currently serving** ~~have served~~ on active duty for more than 30 days, or be a **current** member of the Individual Ready Reserve (IRR). Any officer who transferred into the IRR from a selected reserve component (including ARNG) must serve at least **12** months in the IRR before being considered for this incentive. Officers conditionally released from another selected reserve component for affiliation into the ARNG are not authorized this incentive.

EIOM 09-054 dated 26 August 2009 clarified/corrected the above in policy

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- (2) Must have received an honorable discharge from all periods of previous military service.
- (3) Must have never received an Officer Affiliation Bonus for service in any Selected Reserve.
- (4) Must not be entitled to retired or retainer pay.
- (5) Must sign an Officer Affiliation Bonus Addendum on or before date of affiliation.
- (6) Must not be 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 (Student Loan Repayment Program (SLRP), Chaplain Loan Repayment Program (CLRP) or Health Professional Loan Repayment Program (HPLRP)).
 - (c) Chapter 1611, Title 10 USC - Other Educational Assistance Programs – United States Marine Corps. (USMC) Platoon Leaders Class: College Tuition Assistance Program.
 - (d) Chapter 2107, Title 10 USC - Reserve Officer Training Corps (ROTC) Financial Assistance Program for Specially Selected Members (Active Component and Dedicated ARNG Scholarship).
 - (e) Chapter 2107a, Title 10 USC - ROTC Financial Assistance Program for Specially Selected Members United States Army Reserve (USAR) and Army National Guard (ARNG) (USAR and ARNG Guaranteed Reserve Forces Duty Scholarship).
 - (f) Title 37 USC Section 302g - Special Pay: Selected Reserve Health Care Professionals in Critically Short Wartime Specialties.
- (7) Must agree to become AOC/MOS qualified within 24 months from the date of affiliation, if affiliating into an AOC/MOS other than that which is currently held.
 - b. Officer Affiliation Critical Skill Bonus: The ARNG offers an Officer Affiliation Critical Skill Bonus which will be paid in two installments. The first 50% installment will be paid upon in-processing with ARNG unit of affiliation or completion of AOC/MOS qualification training for a critical skill, if applicable. The second and final installment of 50% will be processed for payment on the third year anniversary of affiliation into the ARNG. Officers must meet the following eligibility requirements.
 - (1) Agree to serve for a period of not less than three-years in an active drilling status.

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(2) Be AOC/MOS qualified for and agree to serve in a Critical Skill AOC/MOS (Enclosure 3) or agree to retain for and serve in a Critical Skill AOC/MOS.

(3) Officers that sign a three-year Officer Affiliation Bonus Addendum will receive a **\$10,000** bonus.

14. **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.

a. Unsatisfactory participation: 9 or more unexcused absences ("U" on the DA 1379) within a 12 month period for IDT periods; or 1 or more unexcused absences during any period of active duty (annual training). Verification from the unit commander or his representative that the unexcused absences are valid is required before termination action is taken. Once the verification is received, or if no response is received from the unit within 30 days, the termination is processed and is effective upon the date of the 9th "U" code (for IDT) or 1st "U" code (for active duty/annual training).

b. Separates from the ARNG for any reason not addressed in this policy.

c. Serves one year or less of an enlisted incentive contract term (contract term starts the date the initial payment of the bonus is authorized) before accepting **any ROTC Scholarship. Termination is effective on the college class start date (does not apply to the Student Loan Repayment Program).** ~~a commission as an officer, appointment as a warrant officer, becoming a contracted Reserve Officer Training Corps (ROTC) Cadet in the Simultaneous Membership Program (SMP), or accepting any ROTC scholarship. Termination is effective the date of acceptance of commission or appointment, the ROTC contract effective date for SMP participants or the college class start date for any Soldier awarded an ROTC scholarship (does not apply to the Student Loan Repayment Program - SLRP).~~

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d. Voluntarily transfer out of the Critical UIC or Critical Skill for which bonus is approved.

e. Failure to return to active status within the approved time period for non-availability (paragraph 17) or to extend their enlistment to cover the period of time served in an inactive status within 90 days of return to active status. Termination will be effective the date the Soldier was ordered to the ING.

f. Separation from the ARNG due to death, injury, illness or other impairment that is the result of the Soldier's own misconduct.

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g. Failure to maintain assignment in a valid, vacant position (SIDPERS EXCESS code 9993). Soldiers who are placed in over-strength status due to their unit being inactivated, relocated, reorganized or converted (unit transformation or reorganization) are entitled to continue receiving incentive payments, to include initial payments. These Soldiers have 24 months from the date of transformation/reorganization (plus any period spent in a mobilized status) to be placed in a valid position vacancy. These Soldiers should not be coded 9993 in SIDPERS.

h. Voluntary transfer to a non-deploying TDA or any TDA not specifically authorized a bonus under this policy.

i. Voluntary retirement.

j. Discharge while under any suspension of favorable actions (SFA) when the SFA was not lifted prior to discharge. The effective date of termination is the date the SFA is initiated (this does not apply to SFA for APFT Failure or failure to meet body fat standards).

k. Separation from the ARNG for immediate enlistment into **any Active Component (AC) when the Soldier receives another bonus for the AC enlistment.** ~~the Active Army (AA) when the Soldier enlists into the AA either for a period of service that is less than their current ARNG contract or they receive another bonus for the AA enlistment.~~

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l. Two consecutive record APFT Failures or two consecutive failures to meet body fat standards.

m. Failure of a Soldier who is receiving an incentive specifically for MOS 68W to become recertified in their National Registry Emergency Medical Technician-Basic (NREMT-B) within 6 months of the bonus being suspended due to non-certification under paragraph 17e. of this policy.

EIOM 09-056 dated 14 September 2009.

n. Serves at least one day of an enlisted incentive contract term (contract term starts the date the initial payment of the bonus is authorized) and accepts a commission as an officer or appointment as a warrant officer and receives an officer accession bonus. Termination is effective the date of acceptance of commission or appointment (does not apply to the Student Loan Repayment Program).

o. Receives an officer accession bonus upon commissioning after being suspended for becoming a contracted SMP/ROTC Cadet. Termination is effective the ROTC contract effective date.

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p. Fails to accept a commission for any reason after being suspended for becoming a contracted SMP/ROTC Cadet. Termination is effective the ROTC contract effective date.

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Any other additional termination with recoupment condition that is not included in this policy can be found in the appropriate chapter of NGR 600-7 or on the appropriate incentive's addenda.

15. **Termination without Recoupment:** The following termination reasons are the most common but may not be all inclusive. The appropriate chapter of NGR 600-7 contains the all inclusive termination rules for each respective incentive.

a. Separation due to injury or illness that is determined not to be the result of the Soldier's own misconduct and the injury or illness occurred while not assigned to a designated combat zone or combat related operation.

b. Serves more than one year of an enlisted incentive contract term (contract term starts the date the initial payment of the bonus is authorized) before accepting **any ROTC Scholarship. Termination is effective the college class start date (does not apply to the Student Loan Repayment Program).** ~~a commission as an officer, appointment as a warrant officer, becoming a contracted Reserve Officer Training Corps (ROTC) Cadet in the Simultaneous Membership Program (SMP), or accepting any ROTC scholarship. Termination is effective the date of acceptance of commission or appointment, the ROTC contract effective date for SMP participants or the college class start date for any Soldier awarded an ROTC scholarship (does not apply to the Student Loan Repayment Program - SLRP).~~

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c. Failure to obtain DMOSQ within 24 months after an involuntary transfer into another skill for the convenience of the government. Any periods of service spent in a deployed/mobilized status subsequent to the transfer will be added to the 24 month period. The state MILPO may grant an extension to the authorized re-training time if the Soldier is not DMOSQ due to no fault of the Soldier. Termination will be effective the date the Soldier was transferred to the new skill. If there is insufficient time left on the Soldiers bonus contract to accomplish re-training in the new skill, the bonus will be allowed to complete without termination.

d. Involuntary retirement.

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e. Separation for hardship or sole survivorship.

f. Involuntarily separation from the ARNG as a result of unit inactivation, relocation, reorganization or a DoD directed reduction in the ARNG force.

g. Separation from the ARNG for immediate enlistment into any AC when the Soldier does NOT receive another bonus for the AC enlistment.

h. Serves at least one day of an enlisted incentive contract term (contract term starts the date the initial payment of the bonus is authorized) and accepts a commission as an officer or appointment as a warrant officer and does NOT receive an officer accession bonus. Termination is effective the date of acceptance of commission or appointment (does not apply to the Student Loan Repayment Program).

i. Does not receive an officer accession bonus upon commissioning after being suspended for becoming a contracted SMP/ROTC Cadet. Termination is effective the ROTC contract effective date.

j. Acceptance of either an Indefinite or Permanent Mil Tech position; or a Temporary Mil Tech position for 180 consecutive days or more; or an AGR position as long as that acceptance of the position occurred on or after 25 February 2010.

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16. **Accelerated Completion of Bonus Contracts** with any unpaid portion of the bonus paid out in a final payment.

a. Separation due to death that is determined not to be the result of the Soldier's own misconduct.

(1) In cases where the bonus is established in the DFAS pay system at the time of death the payout of the bonus will be handled by the DFAS casualty assistance office with no action required by the Incentive Manager.

(2) In cases where the bonus is NOT established in the DFAS pay system at the time of death, the Incentive Manager should provide bonus establishment paperwork to the casualty assistance office within the state so that DFAS will be made aware that the bonus exists.

b. Separation due to injury or illness that is determined not to be the result of the Soldier's own misconduct and the injury or illness occurred while assigned to a designated combat zone or combat related operation.

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~~c. Separation from the ARNG for immediate enlistment into the Active Army (AA) when the Soldier enlists into the AA for a period of service equal to or longer than their current ARNG contract and they do not receive another bonus for the AA enlistment.~~

~~—d. Acceptance of either an Indefinite or Permanent Mil Tech position; or a Temporary Mil Tech position for 180 consecutive days or more; or an AGR position as long as that acceptance of the position occurred on or after 9 Oct 2008. **Note:** These Soldiers continue to remain under current termination and suspension policy rules until they have completed all remaining time associated with their bonus contract.~~

~~—e. These contracts will be marked as “completed” in iMARC with appropriate remarks (i.e. “Soldier was separated due to (reason) on (date)” or “Soldier accepted AGR position on (date)”).~~

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Note: Transfer of a Soldier from the ARNG to the USAR on a conditional release will not terminate the Soldiers bonus. It will be allowed to transfer to the USAR with that Soldier. The bonus will be marked historical in iMARC with remarks that the Soldier was conditionally released to the USAR on (date).

17. **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 or overseas employment.

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. Repeat non-consecutive record APFT failure or non-consecutive failure to meet body fat standards within a 12 month period.

d. 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.

e. Soldiers serving in MOS 68W on an incentive whose National Registry Emergency Medical Technician-Basic (NREMT-B) expires will have their incentive

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suspended until they complete the re-certification process or 6 months, whichever comes first.

EIOM 09-056 dated 14 September 2009.

f. Contracting as a Reserve Officer Training Corps (ROTC) Cadet in the Simultaneous Membership Program (SMP).

EIOM 10-11 dated 25 February 2010

18. Clarification for Deploying and Deployed Soldiers

a. 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.

b. Tax Free Incentives.

(1) Eligible Enlisted Soldiers who execute a Re-enlistment/Extension Bonus and Warrant Officers who execute a CSRB agreement will receive tax free incentives if deployed to a Combat Zone Tax Relief Area (CZTRA) as defined by Department of Defense Financial Management Regulation (DoDFMR) Volume 7A, Chapter 44 and are otherwise fully qualified. The updated DoDFMR may be found at this link:

<http://www.defenselink.mil/comptroller/fmr/07a/index.html>. Tax free incentives are only applicable if the extension or re-enlistment is signed during the calendar month the Soldier is ordered to serve, and serves, outside the continental United States (OCONUS) in the CZTRA 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).

(2) Annual SLRP Payments made on behalf of Soldiers deployed to a CZTRA are tax free on a prorated basis. Each full month a Soldier is deployed in the CZTRA that falls within the 12 months of the annual payment will be tax free. This is true regardless of whether the deployed Soldiers SLRP existed prior to deployment, or the Soldier signed for the SLRP while deployed.

c. Soldiers currently on a bonus who are deploying with the ARNG remain eligible to receive their incentives.

(1) Soldiers cross leveled into an MOS for which they are not qualified will remain bonus eligible while deployed.

(a) Soldiers who wish to remain in the cross leveled MOS upon release from active duty (REFRAD) will have 24 months to become qualified in their new MOS or their bonus will be terminated with recoupment effective the units REFRAD date.

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(b) Soldiers who choose not to remain in the cross leveled MOS must be transferred to a bonus eligible position for which they are qualified within 180 days of their REFRAD or their bonus will be terminated with recoupment effective the units REFRAD date.

d. Soldiers who come into their 12 month eligibility window for the REB while not DMOSQ for the sole reason of being cross leveled for mobilization with a deploying unit and who are otherwise fully eligible for the incentive may be re-enlisted/extended for the Re-enlistment/Extension Bonus (REB). The initial bonus payment will be processed the same as if the Soldier was DMOSQ.

(1) Soldiers who volunteer to remain in the cross-leveled MOS after REFRAD will fall under the following rules:

(a) If serving on a 3 year REB, he or she will have 12 months to become DMOSQ from date of REFRAD.

(b) If serving on a 6 year REB, he or she will have 24 months to become DMOSQ from date of REFRAD.

(2) Soldiers volunteering to remain in the cross leveled MOS who fail to become DMOSQ within the time constraints above will have their incentive terminated with recoup effective the units REFRAD date. The state MILPO may approve exceptions in cases where the inability to become DMOSQ is due to no fault of the Soldier.

(3) Soldiers who choose to not remain in their cross leveled MOS must return to a position for which they are DMOSQ within 180 days of REFRAD or their bonus will be terminated with recoup effective on the REFRAD date.

(4) Soldiers must be processed in iMARC under contract type "RB NON-MOSQ due to transition/deployment".

e. Deployed Soldiers under stop loss are eligible for the REB as long as they meet all other eligibility requirements.

(1) Soldiers who have not gone beyond their original ETS date will extend using DA Form 4836. Payments for the new contract will not be processed until the start of the new contract (day after old ETS).

(2) Soldiers who do not extend before their original ETS are required to immediately re-enlist using DD Form 4 series and DD Form 1966/5 (recertification). Commanders will annotate in section V of the 1966/5 all SRIP entitlements. Soldiers are authorized to receive payments after signing the DD Form 4 series. Under no circumstances will a DA Form 4836 be executed for a Soldier with an expired ETS or for involuntary extension.

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~~f. Soldiers may be enlisted for a bonus into positions vacated by a Soldier who was cross leveled to another unit for deployment. Upon return of the cross leveled Soldier, the newly enlisted Soldier must be moved to a valid, vacant position within 12 months. If the move requires re-training in a new MOS, the Soldier will have 24 months (plus any time spent in a deployed status that is subsequent to the move) from the date they move into the new position to attain DMOSQ. The state MILPO may extend the 24 month requirement if the Soldier fails to become DMOSQ due to no fault of his or her own. Soldiers will not be enlisted for a bonus into positions vacated by a Soldier who has been cross leveled to another unit for deployment. (EIOM 09-038, 15 May 09 effective 15 May 2009).~~

~~g. Soldiers may be enlisted into vacant positions in any derivative UIC (Rear Element) created as a result of the forward element deploying. Upon the units REFRAD, the newly enlisted Soldier must be moved to a valid, vacant position within 12 months. If the move requires re-training in a new MOS, the Soldier will have 24 months (plus any time spent in a deployed status that is subsequent to the move) from the date they move into the new position to attain DMOSQ. The state MILPO may extend the 24 month requirement if the Soldier fails to become DMOSQ due to no fault of his or her own. Soldiers will not be enlisted for a bonus in vacant positions of any derivative UIC (Rear Element) created as a result of the deployed unit. (EIOM 09-038, 15 May 09 effective 15 May 09).~~

h. Soldiers assigned to a deploying unit that are determined to be non-deployable may be transferred to another MTOE unit or a derivative UIC for the duration of the unit's deployment and retain their bonus eligibility. Soldiers whose transfer takes them out of contract eligibility for their bonus must be transferred back to their original unit within 180 days of the unit's REFRAD. If the bonus is dependant upon a specific MOS, they must be returned to the MOS for which the bonus was awarded.

~~i. Soldiers who are cross leveled from a non critical TDA unit in order to deploy with a critical unit are eligible for incentives while assigned to the deploying unit. These Soldiers are allowed to retain those incentives if they transfer back into the TDA unit upon REFRAD they were originally assigned to prior to being cross leveled for deployment and must continue to meet all other requirements for the retention of that incentive. Any Soldiers who choose to not transfer back to their original TDA unit must be assigned to a unit that continues their eligibility for the incentive under normal policy guidelines or their incentive will be terminated effective the date of assignment to the new unit with recoupment IAW paragraph 14. d. or h. of the referenced policy (as appropriate). (EIOM 09-047, dated 11 Jun 09, clarified existing policy and put voco policy into written format).~~

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SUBJECT: Army National Guard (ARNG) Selected Reserve Incentive Program (SRIP)
Guidance for Fiscal Year (FY) 2007, 2008, and 2009, 10 August 2007 – 30 September 2009
(Policy Number 07-06) **with Updates (EIOM's 09-020,023, 024, 030, 34, 38, 39, 40, 41, 43, 45, 47, 51, 54, 55, 56, 58, 59, 60 and 10-011)**

19. The point of contact is the Incentive Manager for each respective State or Territory. The points of contact for State Incentive Managers are MSG Mitchell T. Flemming at DSN 962-4898, 501-212-4898, or mitchell.flemming@us.army.mil and MSG Larry Esposito at DSN 327-7738, 703-607-7738, or larry.esposito@us.army.mil.



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