

NGB-APR-PP (600-7)

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Selected Reserve Incentive Programs (SRIP) Policy Guidance for October 1998 for Army National Guard (ARNG) Soldiers (Policy Number 99-1)

1. This memorandum establishes policy as of 1 October 1998, to be used in administering the Selected Reserve Incentive Program (SRIP) for FY-99 effective 1 October 1998 through 31 March 1999, unless sooner rescinded or modified. SRIP is managed within strict Department of Defense and Department of the Army guidelines and within a limited budget. Commanders at all levels should ensure that the program is managed efficiently and effectively.

2. The enclosed \$2,500 Enlistment Bonus Critical Skill/Unit list is for non-prior service enlistees in test category I, II, IIIA, or IIIB who enlist in a high priority unit identified as bonus eligible. The soldier must be placed in a valid vacant position and remain in that position, not excess to the position, to retain bonus eligibility. High priority units are Enhanced Brigade, Corps Field Artillery, Force Support Package (FSP), FAD II, and Less than 30-day Deployers (See Enclosure 1).

a. The critical skills list will be computed separately for each State based upon the following criteria:

(1) Assigned strength in each eligible Military Occupational Specialty (MOS) at skill level 1 will be compared to the required strength for that MOS. Any MOS with a required of less than 5 has been removed from the list. If the MOS has a required of 5 or more, and the assigned strength is less than 100 percent, the MOS will become a critical skill MOS.

(2) Skills will remain on the list until they reach 100%.

(3) Soldiers will be authorized a \$2,500.00 bonus, payable as follows: 50% upon completion of IADT and 50% on the fourth year anniversary. NGB Form 600-7-1-R-E will be shown as annex EB on the DD Form 4 (Enlistment/Reenlistment Document Armed Forces of the United States).

b. Soldiers must meet the requirements outlined in NGR 600-7, Chapter 2. Glossary Non-Prior Service Enlistees are not eligible for this enlistment bonus.

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3. The enclosed \$4,000 Enlistment Bonus for Hard to Fill/Low Density MOS's is for non-prior service enlistees in test category I, II, or IIIA. These soldiers must enlist in an MOS that has been identified as a low density MOS in a high priority unit. The soldier must be placed in a valid vacant position and remain in that position, not excess to the position, to retain bonus eligibility. High priority units are Enhanced Brigade, Corps Field Artillery, Force Support Package (FSP), FAD II, and Less than 30-day Deployers (See Enclosure 2).

a. Hard to Fill/Low density MOS's for high priority units were identified by looking at the MOS's in high priority units nationally in skill levels 1 and 2. This national list is examined to determine those MOS's with a fill of less than 85% nationally.

b. The Hard to Fill/Low Density MOS list is computed separately for each State using the national list. If the state has an identified MOS in a high priority unit with a fill of less than 100% then that MOS will be bonused. MOS's will remain on the list until they reach 100%.

c. Hard to Fill/Low Density MOS Enlistment Bonus will be payable as follows: 50% upon completion of IADT and 50% on the fourth year anniversary. NGB Form 600-7-1-R-E will be shown as annex EB on the DD Form 4 (Enlistment/Reenlistment Document Armed Forces of the United States).

d. Soldiers must meet the requirements outlined in NGR 600-7, Chapter 2. Glossary Non-Prior Service Enlistees are not eligible for this enlistment bonus.

4. The enclosed \$2,500 Enlistment Bonus for Hard to Fill/Low Density MOS's list in Non-High Priority Units is for non-prior service enlistees in test category I, II, or IIIA. These soldiers must enlist in an MOS that has been identified as a low density MOS in a non-high priority unit. The soldier must be placed in a valid vacant position and remain in that position, not excess to the position, to retain bonus eligibility. The units eligible for this bonus are all units that are not considered high priority with the exception of HQ STARC, BAND, PAD, and TDA units (See Enclosure 3).

a. Hard to Fill/Low density MOS's for low priority units were identified by examining the MOS's in low priority units nationally in skill levels 1 and 2. This national list is then examined to determine those MOS's with a fill of less than 85% nationally.

b. The Hard to Fill/Low Density MOS list will be computed separately for each State using the national list. If the state has an identified MOS based on the above criteria and the fill is less than 100% then that MOS will be bonused. Skills will remain on the list until they reach 100%.

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c. Hard to Fill/Low Density MOS Enlistment Bonus will be payable as follows: 50% upon completion of IADT and 50% on the fourth year anniversary. NGB Form 600-7-1-R-E will be shown as annex EB on the DD Form 4 (Enlistment/Reenlistment Document Armed Forces of the United States).

d. Soldiers must meet the requirements outlined in NGR 600-7, Chapter 2. Glossary Non-Prior Service Enlistees are not eligible for this enlistment bonus.

5. Soldiers accepting a reassignment and/or promotion under the current enlisted promotion system (STPA)(Ref: Chapter 11, NGR 600-200), will not affect their SRIP entitlement. In addition, soldiers accepting a reassignment and/or promotion under the same system in a TDA unit, HQ STARC, Troop Command, Training Sites, TASS elements, bands, or public affairs units will retain their SRIP eligibility provided that they remain in a valid vacant position. Extension for a bonus in one of the above mentioned units is not authorized.

6. The additional list (Enclosure 1) reflects the Civilian Acquired Skills Program (CASP) MOS's. As of 1 October 1995, CASP MOS's are authorized a \$5,000.00 enlistment bonus in any ARNG unit with the exception of HQ STARC, Troop Command, Training Sites, TASS elements, bands, and public affairs units. For criteria pertaining to CASP MOS's, see NGR 600-200, Chapter 3. Soldiers must meet the criteria outlined in NGR 600-7, Chapter 6. NGB Form 600-7-2-R-E should be listed as Annex CA on the DD Form 4 (Enlistment/Reenlistment Document Armed Forces of the United States) for an enlistment with a CASP Bonus.

7. An Affiliation Bonus is authorized for prior service soldiers who, upon release from active duty, possess the required grade (or no more than one grade below the required grade) and MOS of the unit position vacancy. The MOS must appear on the DD Form 214 as the PMOS, SMOS or AMOS. The soldier must be qualified in that MOS or within the allowable substitution rules (AR 611-201) and must have a remaining statutory Military Service Obligation (MSO) in accordance with Title 10, USC 651. NGB Form 600-7-4-R-E should be listed as Annex AB on the DD Form 4 (Enlistment/Reenlistment Document Armed Forces of the United States) for an enlistment with an Affiliation Bonus. The In-Service Recruiters will use DA Form 5261-3-R for accession into the ARNG.

8. The Student Loan Repayment Program (SLRP) will be offered as an enlistment option for Non-Prior service enlistees who enlist in those units and MOS's identified for the \$4,000 Hard to Fill Low/Density MOS bonus. Those enlistees must meet the following conditions:

a. Must be in test category I, II, or IIIA.

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b. The soldier must have existing loans at the time of enlistment. Loans established after the date of enlistment will not be eligible. Entitlement is for the initial contract period only.

- c. The soldier must enlist for a 6X2 or 8X0 service obligation.
 - d. The amount of SLRP will not exceed \$10,000 plus interest.
 - e. NGB Form 600-7-5-R-E dated 1 Oct 98 is attached as an enclosure to this memorandum.
9. The Prior Service Enlistment bonus will not be available in the ARNG due to limited funds. If United States Army Reserve (USAR) soldiers with the Prior Service Enlistment bonus transfer to the ARNG, the soldiers must be informed that their bonus will be terminated upon release from the USAR with no recoupment.
10. USAR soldiers who voluntarily transfer to the Army National Guard with a USAR Bonus must meet the following criteria in order to retain that eligibility:
- a. Must remain in the same MOS and that MOS must be bonus eligible in the ARNG.
 - b. Must be placed in a position vacancy in a bonus unit (they may not be placed in an excess position and retain bonus eligibility).
 - c. Must meet all other enlistment and bonus criteria.
11. USAR soldiers who voluntarily transfer to the Army National Guard with the Student Loan Repayment Program (SLRP) must be informed that SLRP is limited to \$10,000 and they must meet the following criteria in order to retain that eligibility:
- a. Must remain in the same MOS and that MOS must be SLRP eligible in the ARNG.
 - b. Must be placed in a position vacancy in a SLRP eligible unit (they may not be placed in an excess position and retain SLRP eligibility).
 - c. Must meet all other enlistment and SLRP criteria.
12. Soldiers from the USAR whose units are being inactivated may retain their bonus or SLRP as long as the position to which they are assigned is in an MTOE unit (this does not include the Prior Service Enlistment Bonus). These soldiers will retain SLRP but it will be limited to \$10,000.

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13. The Reenlistment/Extension Bonus criteria for 1 October 1998, was published in Policy Memorandum 98-7, dated 8 June 1998.
14. Point of contact is SFC Peters, DSN 327-9522 or Commercial 703-607-9522.

FOR THE CHIEF, NATIONAL GUARD BUREAU:

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