PERSONNEL PIPELINE

THE COMMONWEALTH OF MASSACHUSETTS
MILITARY DIVISION
THE ADJUTANT GENERAL'S OFFICE
50 Maple Street, Milford, Massachusetts 01757-3604

04-39 8 October 2004

INCENTIVE PROGRAMS

SUBJECT: Fiscal Year (FY) 05 Selected Reserve Incentive Program (SRIP) Policy Guidance for 1 October 2004 – 31 December 2004 (Policy Number 05-01)

1. Reference memorandum NGB-ARM, 24 Sept 04, subject: SAB.

2. The following have been designated for the $8,000 dollar eligible Critical Skill bonus MOS's:

11B, 88M, 31B, 21B, 92A, 63B, 91W, 92G, 13B

4. The following have been designated as Critical Skill bonus MOS's:

74D, 13R, 92W, 31U, 13F, 92F 11C, 15Q, 63H, 77F, 97E, 62B, 96B, 52D, 13D, 31C, 63W, 63J, 63Y, 35M, 42A

5. The listed below units have been designated as Critical Units:

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PANA0, PANB0, PANC0, PANS0, PANT0, PANY1, PAUAA, PAVAA, PAYAA, PCWA0, PCWB0,
PCWC0, PCWT0, PDFAA, PDFHD, PDPAA, PDPA1, PEPAC, PEPA3, PERC2, PFGAA, PFJAA,
PFJHD, PFJY1, PFJY3, PFJY4, PFLAA, PFLHD, PFPAA, PFPHD, PFPY1, PFPY3, PFSA0,
PFSB0, PFSC0, PFSC1, PFST0, PFST2, PFUA0, PFUBD, PFUB0, PFUCD, PFUC0, PFUT0,
PFVA0, PFVB0, PFVB1, PFVC0, PFVT0, PFXAA, PFXHD, PFXY1, PF4A0, PF4A3, PF4B0,
PF4B2, PF4C0, PF4C4, PF4T0, PF4T1, PF4T2, PF4T3, PF5A0, PF5B0, PF5C0, PF5T0,
PJBAA, PNVA0, PNVC0, PNVT0, PNVT1, PPLA1, PPLA3, P0MA1, P0MB1, P0MT0, P2EAA,
P2FAA, QBCAD, QBCA0, QJDAA, QJEAA, QJFAA, QJFHD, QJGAA, QJGHD, QKXAA, QVTAA,
RVRE0, RVRE1, RVRE2, TAZAA, TAZHD, TH5AA, TH5HD, TMSAA, TMTAA, TNFAA, TNFHD,
TNRAA, TPCC0, TVTAA, TX4AA, VCEAA, VGLAA, VGLHD, VGLY3, VGLY4, VGLY5, VGLY6,
VGLY7, VG7AA, VG7HD, VQSAA, VQSHD, VQSY2, V5KA2, V6XA2, V85AA, YEZB2, YEZT2
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SUBJECT: Fiscal Year (FY) 05 Selected Reserve Incentive Program (SRIP) Policy Guidance for 1 October 2004 – 31 December 2004 (Policy Number 05-01)

6. The referenced memorandum with attachments was received from Chief National Guard Bureau ARM, and provides guidance on Selected Reserve Incentive Program (SRIP) for Fiscal Year 2005.

7. POC is SFC Berthiaume, (Comm) 508-233-6754, (DSN) 256-6754.

FOR THE ADJUTANT GENERAL:

JAY F. DALEY
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Deputy Chief of Staff, Personnel

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NGB-ARM

24 September 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fiscal Year (FY) 05 Selected Reserve Incentive Program (SRIP) Policy Guidance for 1 October 2004 – 31 December 2005 (Policy Number 05-01) REVISED

1. References.

a. Army Regulation 135-7, Incentive Programs, 15 April 1996.

b. Army National Guard Regulation 600-7, Incentive Programs, 27 February 2002.

c. Army National Guard Regulation 600-200, Enlisted Personnel Management, 1 March 1997.

d. Occupational Conversion Index, DOD 1312.1-I, 31 March 2001 available at http://www.dtic.mil/whs/directives/corres/html/13121i.htm

e. Department of the Army (DA) Pamphlet (Pam) 611-21, 31 March 1999.

2. Purpose. This memorandum establishes policy to administer the Army National Guard (ARNG) SRIP for the period effective 1 October 2004 through 31 December 2004, unless sooner superseded or rescinded. *Due to the vast improvements in the dollar amounts and payment schedules of this policy future bonus amounts of this magnitude will need to be revisited for possible fiscal restructure after the first quarter. It is strongly advised that the recruiting and retention force take advantage of these incentives during the first quarter since there is no guarantee that these levels will be maintained in the future.*

3. Applicability. This policy guidance applies to ARNG soldiers in M-day status.

4. General. The purpose of the SRIP is to assist in meeting the readiness requirements of the Army National Guard. It is imperative that each state utilizes the limited resources available in the bonus program to target critical personnel readiness issues. Critical shortages identified through Unit Status Reports (USR) must be used to focus the bonus program on hard to fill vacancies. As stewards of the bonus program, Military Personnel Officers (MILPOs), Program Managers and Incentive Managers are required to institute control measures to ensure the program is administered as intended.

5. Eligibility.

a. Non-Prior Service (NPS) Enlistment Bonus:

(1) A $6,000 NPS Enlistment Bonus will be offered to NPS enlistees who enlist into one of the critical skill MOS's identified by the state and approved by NGB-ARM (see attached list). Soldier must obtain an AFQT score of 31 or higher (CAT I through IIIB) and enlist for a 6x2, or 8x0 contract period in any unit except a Table of Distribution and Allowances (TDA) unit. *Applicants must enlist into a vacant and valid position, enlist against a projected loss or enlist in the 101% - 125% of the units authorized war time strength.* The soldier must serve in the identified position for a minimum of two years to maintain bonus eligibility. NPS Soldiers who are in or enter an excess status above the authorized 125% are not authorized an incentive. Glossary Non-prior service applicants are not eligible for this incentive.

(2) A $8,000 NPS Enlistment Bonus will be offered to NPS enlistees if they enlist into one of the "ARNG TOP 10" critical skill MOS's approved by NGB-ARM and identified by each state as necessary to support Operation Iraqi Freedom. ***11B, 88M, 31B, 21B, 13B, 92A, 63B, 91W, 92G, 92Y*** *are the MOSs that are eligible for this incentive if identified on the state critical skill list (see attached list)*. Soldier must obtain an AFQT score of 31 or higher (CAT I through IIIB) and enlist for a 6x2, or 8x0 contract period in any unit except a Table of Distribution and Allowances (TDA) unit. *Applicants must enlist into a vacant and valid position, enlist against a projected loss or enlist in the 101% - 125% of the units authorized war time strength.* The soldier must serve in the identified position for a minimum of two years to maintain bonus eligibility. Soldiers who are in or enter an excess status are not authorized an incentive. Glossary NPS applicants are not eligible for this incentive.

b. Civilian Acquired Skills Program (CASP) Enlistment Bonus.

(1) *The CASP bonus will be $6,000. CASP applicants are not authorized the off-peak bonus.* Applicants must enlist into a vacant and valid position or enlist against a projected loss *or enlist in the 101% - 125% of the units authorized war time strength*. Glossary NPS applicants are not eligible for this incentive.

(2) For criteria pertaining to CASP MOSs, see NGR 600-200, chapter 3. For enlistment, the applicant must meet the criteria outlined in NGR 600-7, chapter 6.

(3) The applicant will sign NGR 600-7-1-R-E. In section II, paragraph 7, enter "CASP" next to the MOS. An applicant who enlists for CASP must remain in that MOS for the initial two year contracted period to maintain bonus eligibility.

(4) The CASP payment schedule is the same as the NPS bonus payment schedule.

c. Off-Peak Ship Bonus: An additional $2,000 will be added to the $6000.00 NPS enlistment bonus of applicants who enlist and agree to ship to training (through ticket) during the off-peak period of *1 October 2004 through 31 March 2005*. The Off-Peak Ship Bonus cannot be issued to soldiers who enlist for the CASP, $8K NPS enlistment bonus or split training option.

d. Currently, SIDPERS coding is unable to add an additional code to support this initiative. As an interim measure, this initiative will be documented by coding in SIDPERS as Position Number Excess Individual (POSN-NBR-EXCESS-IND) (4AN) code "9991" (enlistment against a projected loss).

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

f. NPS Enlistment Bonus Payment Schedule: The maximum incentive that can be offered by law is $8,000. The above bonuses are not paid separately and are not offered separately. The total to be paid to the soldier is the combined total. If a soldier fails to ship to training during the specified period or changes MOS prior to training, those portions will be deducted from the total bonus. Any deduction in a bonus is permanent and the deducted amount cannot be reinstated or restored. The soldier will retain the basic enlistment bonus of $6,000. However, once the incentive has been fully established upon completion of IADT, failure to fulfill the contract will cause termination of the entire bonus with pro-rated recoupment for the unserved portion of the period.

(1) *The initial payment of 50% will be processed upon completion of IADT and the soldier coded as MOSQ*.

(2) *The second and final payment of 50% will be processed on the fourth anniversary date of enlistment.*

g. Prior-Service (PS) Enlistment Bonus: A PS enlistment bonus is offered for PS soldiers who have completed their Military Service Obligation (MSO) but have less than 14 years total service and meet the following criteria:

(1) Enlist for *three or six years*.

(2) Must be enlisting in a Modified Table of Organization Equipment (MTOE) unit.

(3) Must be MOS qualified for the position into which enlisted.

(4) Must be enlisted in a valid, vacant position *or enlist in the 101% - 125% of the units authorized war time strength*

(5) Must have received honorable discharges at the conclusion of their prior military service.

(6) If enlisting from another reserve component, the soldier must have at least a twelve-month break in service to qualify for this bonus. This does not apply if the soldier's position was lost due to inactivation/restructure.

(7) Have not previously been paid a bonus for enlistment, re-enlistment, extension of an enlistment, or affiliation with a reserve component. This does not preclude the enlistee from receiving the second three-year bonus if available upon completion of the initial three-year bonus as detailed in PS bonus payment schedule.

h. PS Enlistment Bonus Payment Schedule:

(1) On a three-year enlistment for $*4,000*, the soldier will receive *$2,000* (50%) upon enlistment and *$2,000* (50%) effective upon completion of the third year. If available, at the conclusion of the first three-year enlistment, the soldier may re-enlist or extend for an additional three years for *$3,500*. These contracts must be consecutive.

(2) The second bonus is payable at $*1,750* (50%) upon re-enlistment or extension and *$1,750* (50%) effective upon completion of the third year.

(3) On a six year enlistment for *$8,000*, the soldier will receive $4,000 (50%) upon enlistment and *$4,000* (50%) effective upon the forth year anniversary of the enlistment.

(4) The soldier may not be offered a re-enlistment / extension bonus if paid a prior-service enlistment bonus. Each bonus must be paid in accordance with the law that governs that particular bonus.

i. Re-enlistment or Extension Bonus. A re-enlistment or extension bonus will be offered to all soldiers who meet the following criteria:

(1) Re-enlist/extend *for three or six years*

(2) Must be re-enlisting or extending in an MTOE unit.

(3) Must be MOS qualified for the position for which re-enlisting or extending.

(4) Must be in a valid, vacant position *or enlist in the 101% - 125% of the units authorized war time strength*.

(5) Must have less than 14 years total military service at Expiration Term of Service (ETS).

(6) Must never have received a re-enlistment or extension bonus in the past in order to qualify for the initial bonus.

j. Re-enlistment or /Extension Bonus Payment Schedule:

(1) This bonus is offered for either the three-year or the six-year extensions.

(2) The first or only three-year re-enlistment or extension bonus is $2,500. The bonus is payable at $1,250 (50%) effective upon re-enlistment or extension and $1,250 (50%) effective upon completion of the third year of the contract.

(3) The second three-year re-enlistment or extension bonus is $2,000. The bonus is payable at $1,000 (50%) effective upon re-enlistment or extension, and $1,000 (50%) effective upon completion of the third year. The soldier will receive back-to-back payments of $1,250 and $1,000 effective at the end of the first three-year term and the beginning of the second three-year term.

(4) *The six-year re-enlistment or extension bonus is $5,000. The bonus is payable at $2,500 (50%) effective upon re-enlistment or extension and $2,500 (50%) effective upon fourth year anniversary of the ETS*.

(5) A soldier may only reenlist/extend for a total of six years for this bonus option during their career.

k. Affiliation Bonus. An Affiliation Bonus is authorized for a PS soldier who, upon or after release from active duty, possesses the required grade (or no more than one grade below the required grade) for the position in which enlisted, and has a remaining MSO. Also, the following additional criteria must be met:

(1) Must enlist in an valid MTOE or TDA unit.

(2) Must enlist in a valid, vacant position. Soldiers who enlist in overstrength or excess positions will not be authorized the Affiliation Bonus.

(3) The MOS must appear on the DD Form 214 as the PMOS, SMOS, or AMOS, or the soldier must have orders indicating the MOS was awarded while on active duty.

(4) The soldier must be qualified in that MOS and have that MOS awarded as primary MOS upon enlistment into the ARNG and must have a remaining statutory MSO in accordance with Title 10, U.S. Code, section 650, and AR 135-91, table 2-2.

(5) Soldiers assigned to positions using the substitution rules in DA Pam 611-21 will be paid the affiliation bonus effective upon the soldier's affiliation with the unit. However, soldiers may be required to complete additional training to become MOS qualified and be awarded the MOS as primary MOS. The soldier will have two years to complete formal training for MOS qualification unless the proponent only offers the training over a longer period such as the multi-phased medical MOS courses. If the soldier does not complete the required training, the bonus will be terminated without recoupment at the end of the 24-month period.

(6) Soldiers who enlist from another service must be awarded the MOS as primary using the Occupational Conversion Index and Army National Guard policies and procedures in NGR 600-200, chapter 5.

(7) List NGB Form 600-7-4-R-E as Annex B on the DD Form 4 for an enlistment with an Affiliation Bonus processed by field Recruiting and Retention NCOs. A soldier who enlists through the Reserve Component Transition Program (In-service) will use DA Form 5261-3-R for accession into the ARNG.

(8) Soldiers who are separated from an active component with a Reentry (RE) Code of 1, 2, or 3, and one of the separation program designator (SPD) codes indicated below are eligible to enlist in the ARNG for the Affiliation Bonus.

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

l. Affiliation Bonus Payment Schedule. The payment schedule will be per NGR 600-7, chapter 4.

m. Student Loan Repayment Program (SLRP) for NPS. The SLRP will be offered as an enlistment option for NPS enlistees who are *enlisting into one of the states identified NPS critical skill MOS's (see attached list)*. Once the applicant chooses a MOS, the applicant's SLRP eligibility is tied to that MOS for the initial three year period. 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). NPS enlistees must meet the following conditions for the SLRP:

(1) Have scored in test score category I, II, or IIIA.

(2) Have one or more existing loans at the time of enlistment. This is based on disbursement of the loans. Loans established or disbursed after the date of enlistment will not be eligible.

(3) Enlist for a 6x2 or 8X0 contract period.

(4) Be enlisted against a valid, vacant MTOE position, *enlist against a projected loss or enlisted in the 101% - 125% of the units authorized war time strength*. Excess positions are not eligible for this incentive. Glossary Non-prior service applicants are not eligible for this incentive.

n. SLRP for Re-enlistment or Extension. ARNG soldiers with existing loans may re-enlist or extend for a term of service that will provide a contractual obligation of not less than 6-years from the date of the SLRP agreement. 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 on the original principal and does not include interest. Current ARNG soldiers must also meet the following criteria to select SLRP for re-enlistment or extension:

(1) Re-enlist or extend in an MTOE unit.

(2) Be MOS qualified for the position for which re-enlisting or extending.

(3) Be in a valid, vacant position or *extending within the 101% - 125% of the units authorized war time strength*. Excess positions above will not be eligible for this incentive.

(4) Have served the last three consecutive years in an active status in a unit of the ARNG. Any period of Inactive National Guard service constitutes a break in service.

(5) Not have received the SLRP as an enlistment, re-enlistment, or extension option in the Selected Reserve in the past. A soldier re-enlisting or extending per NGR 600-200, chapter 7, will not be authorized payment on loans established after the contract has been signed. Loans established after the date of re-enlistment or extension are not eligible for SLRP.

(6) Have less than 14 years total service at the current ETS.

o. United States Army Reserve (USAR) soldiers currently receiving a bonus or SLRP who voluntarily enlist in the ARNG or enlist in the ARNG due to unit transition will retain

their bonus or SLRP if they meet the following criteria. However, the total amount of payments is limited to $20,000. Those paid $20,000 or more while in the USAR will not receive any SLRP from the ARNG.

(1) Be assigned to an MTOE unit.

(2) Be MOS qualified.

(3) Be assigned to a valid vacant position and hold as primary MOS the MOS required for that position. Excess positions are not eligible to retain existing bonus or SLRP.

p. Soldiers eligible for incentives will retain eligibility while attending Officer Candidate School or Warrant Officer Candidate course up to the date of commissioning or appointment.

q. A soldier's incentives will terminate upon entry in the Simultaneous Membership Program / Reserve Officer Training Corp (ROTC) advanced course effective on the date of order to the course. If the soldier receives an ROTC scholarship termination will be effective on the college class start date.

6. Selected Reserve Incentives Program (SRIP) clarification for deploying soldiers.

a. Soldiers' benefits under the Selected Reserve Incentive Program, which include the Affiliation Bonus, Enlistment Bonus, Re-enlistment Bonus, Civilian Acquired Skills Program and Student Loan Repayment Program will not be cancelled or altered because of participation under the authority of Partial Mobilization.

b. Soldiers, who volunteer under Title 10, Section 12301(d) and are serving on contingency operations Temporary Tour Active Duty (COTTAD) orders in support of a named contingency operation where Partial Mobilization has been declared, are subject to the SRIP policy.

c. Soldiers deployed to a Combat Zone (CZ) or Qualified Hazardous Duty Area (QHDA), who are otherwise eligible to extend for an incentive, will receive a tax free re-enlistment/extension bonus. The tax free incentive is only applicable if the extension of enlistment is signed during the month the soldier is serving OCONUS in the CZ or QHDA.

d. Stop Loss does not prevent a soldier from extending within the 90-day window of his or her normal ETS.

e. In order to facilitate the tax-free opportunity; recommend the following process while pre-processing mobilized soldiers at home station. Initiate a DA Form 4187 and include in the Remarks section, the following statements:

(1) "You are involuntarily extended for the convenience of the government through the year 2031 under the provisions of 10 USC 12305. In order to qualify for a re-enlistment bonus, you must extend/re-enlist within 90 days of your normal contracted ETS date. I do _____ I do not_____ intend to extend within 90 days of my ETS date of _____while deployed in a combat zone or qualified hazardous duty area."

(2) "If after your normal ETS date, you decide to extend for a re-enlistment bonus, you may do so as long as you qualify and are still under 14 years of total service and are not extending for a second 3-year extension bonus which must be done within the 90-day window. To complete the extension/re-enlistment, fill out a DA Form 4836, complete the oath and submit it to: U.S. Total Army Personnel Command (PERSCOM), RC Liaison Office, ATTN: TAPC-PDZ-B, 200 Stovall Street, Alexandria, VA 22302 or fax to DSN 221-4838 or commercial (703) 325-4838.

f. Soldiers should be asked to initial the applicable blank and annotate their original contracted ETS date. The soldier and the unit commander should then sign the DA Form 4187. That will ensure that soldiers are completely informed about their obligations and entitlements. Soldiers who voluntarily extend at any time during the period of involuntary extension through Unit Stop Loss actions will have their ETS date changed in SIDPERS to their actual ETS date as a result of the extension.

g. Under no circumstances may the DA Form 4836 be used for involuntary extensions.

h. A soldier, who is a non-deployable asset, may be transferred to another MTOE unit or a derivative UIC for the duration of the mobilization and retain bonus eligibility based on the following criteria:

(1) The soldier will be transferred back to the original unit within 180 days of the unit's return from deployment.

(2) The soldier must be returned to the MOS for which the bonus was awarded and be the primary holder of the position. The soldier cannot be carried as excess.

i. A soldier who volunteers for deployment with the Army National Guard will retain incentive eligibility based on the following criteria:

(1) The soldier will be transferred back to the original unit within 180 days of the unit's return from deployment.

(2) The soldier must be returned to the MOS for which the bonus was awarded and be the primary holder of the position.

(3) The soldier cannot be carried as excess.

j. A soldier that is involuntarily mobilized and cross leveled/trained into a different MOS and or unit for which the soldier is not qualified in will retain their bonus entitlement while deployed based on the following criteria: Soldiers who are assigned to units that are restructured in order to meet emerging GWOT requirements will retain their original bonus if they become MOSQ within 18 months of the reorganization.

(1) The soldier will be transferred back to the original unit and MOS within 180 days of the unit's release from active duty (REFRAD).

(2) Soldiers wishing to stay in a crossed leveled MOS for which they are not qualified, not be coded as excess and meet all other policy guidance set forth for that incentive will have 24 months to become MOS qualified.

(3) New enlistees for positions vacated by a cross leveled soldier (for mobilization purposes) are authorized to receive a bonus. Once the deployed soldier returns (REFRAD), the new enlistee must be moved to a valid position within 12 months. Soldiers who do not become MOSQ through no fault of their own within the timelines indicated above will retain their original bonus for an additional 12 months

7. Point of contact is SFC Donald Gay (donald.gay@ngb.army.mil), DSN 327-7738 or 703-607-7738.

//s//
RORY T. FROEHLICH
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Encl
Bonus list

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