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ARNG-HRZ

02 June 2014

MEMORANDUM FOR Military Personnel Management Officers of All States, Puerto Rico, the U.S. Virgin Islands, Guam, and the Commanding General of the District of Columbia

SUBJECT: The Army National Guard Selected Reserve Incentive Programs (SRIP) Policy for Fiscal Year 2014, Effective 02 June 2014 (ARNG HRZ Policy #14-01)

1. References.

a. Public Law Number 113-66, National Defense Authorization Act for Fiscal Year 2014, 26 Dec 13.

b. United States Code (USC) Title 10, Subtitle E, Part IV, Chapter 1606, Educational Assistance for Members of the Selected Reserve, 13 May 11.

c. USC Title 10, Subtitle E, Part IV, Chapter 1607, Educational Assistance for Reserve Component Members Supporting Contingency Operations and Certain Other Operations, 31 Aug 12.

d. USC Title 32, Chapter 3, Personnel, 31 Aug 12.

e. USC Title 37, Chapter 5, Subchapter I, Existing Special Pay, Incentive Pay, and Bonus Authorities, 31 Aug 12.

f. Department of Defense Financial Management Regulation (DODFMR) 7000.14-R, Volume 7A, Military Pay Policy and Procedures-Active Duty and Reserve Pay, February 2012.

g. DODFMR 7000.14-R, Volume 7A, Chapter 2, Repayment of Unearned Portion of Bonuses and Other Benefits, March 2011.

h. Department of Defense Directive (DODD) 1205.20, 8 Jan 96, subject: Reserve Component Incentive Programs.

i. Department of Defense Instruction (DODI) 1304.31, 12 Mar 13, subject: Enlisted Bonus Program (EBP).

j. DODI 1322.17, 29 Nov 99, subject: Montgomery GI Bill-Selected Reserve (MGIB-SR).

k. Army Regulation (AR) 601-210, Active and Reserve Components Enlistment Program, 8 Feb 11 (Rapid Action Revision, 12 Mar 13).

l. AR 600-8-2, Suspension of Favorable Personnel Actions (Flags), 23 Oct 12.

m. AR 135-200, Active Duty for Missions, Projects, and Training for Reserve Component Soldiers, 30 Jun 99.

n. Department of the Army Pamphlet (DA PAM) 600-3, Commissioned Officer Professional Development and Career Management, 1 Feb 10.

o. DA PAM 351-4, Army Course Catalog Introduction (SI), no date (enclosure 1).

p. National Guard Regulation (NGR) 600-7, Selected Reserve Incentive Programs, 26 Mar 99.

q. Memorandum, Office of the Under Secretary of Defense, Personnel, and Readiness, 2 May 11, subject: Extension of the Pilot Study and Policy for Home School Diploma Graduates (enclosure 2).

r. Memorandum, Headquarters, Department of the Army, ATTG-TRI-VP, 6 May 08, subject: Conversion of Sister Service Occupational Specialties to Army Military Occupational Specialties (MOSs) (enclosure 3).

s. Memorandum, Headquarters, Department of the Army, ATSH-IPP, 1 Feb 08, subject: Conversion of US Navy, Marine Corps, and Air Force Enlisted Military Occupational Specialty (MOS) Identifiers (enclosure 4).

t. Memorandum, National Guard Bureau, NGB-ASM-09-161, 6 Jul 09, subject: Selective Reserve Incentives with DESP declination (enclosure 5).

2. Applicability. This policy applies only to individuals entering into or currently serving in a traditional status in the ARNG, to include Non-Dual status Federal Technicians and State employees. Temporary dual status Military Technicians (MilTechs) are authorized only if serving under 180-days in a continuous 12-month period.

3. Purpose. The SRIP policy assists leadership in meeting and sustaining Army National Guard (ARNG) readiness requirements. The SRIP provides recruiting and retention incentives to assist in filling critical shortages. Incentives are implemented in those situations where other less costly methods have proven inadequate or ineffective in

supporting unit and skill staffing requirements.

4. Administration.

a. General. This policy prescribes eligibility criteria, procedures, and standards for administering the ARNG SRIP for Fiscal Year 2014 (FY 14). This policy supersedes all previous SRIP policies, guidance, instructions, Montgomery GI Bill-Selected Reserve (MGIB-SR) Kicker policies, and Education Incentive Operational Messages (EIOMs), except for EIOMs published after the effective date of this FY 14 SRIP policy and their applicable references.

b. Management Controls. Commanders at all levels are responsible for establishing and maintaining internal controls and for identifying and addressing major performance challenges and areas that are at the greatest risk for fraud, waste, abuse, and mismanagement. Management control provisions shall be in accordance with AR 11-2, Managers' Internal Control Program.

c. Separation of Duties. Separation of duties is a deterrent to fraud because it requires collusion with another person to perpetrate a fraudulent act. It is necessary to prevent any undue pressure on the decision-making process for incentives and is critical to effective internal control; it reduces the risk of erroneous and inappropriate actions. Decisions affecting incentives span the communities of Recruiting and Retention, Finance, Medical, the Standard Installation/Division Personnel System (SIDPERS), and Training, but duty separation creates a clear audit trail for operating efficiently and safely. Separation of duties ensures that each person's work acts as a complementary check against another's. No one person should be responsible for an entire transaction or operation. When duties cannot be separated, a detailed supervisory review of related activities is required as a compensating control activity.

d. Updates and Changes. Any updates or changes to this policy will be published as EIOMs. This policy, EIOMs, and previous policies are posted to the Guard Incentive Management System (GIMS) Information Center at https://smms.army.pentagon.mil/portal/defaultg1.aspx.

e. System Access. One of the management tools critical for administering the ARNG SRIP is GIMS. All GIMS users must request either a privileged or non-privileged-level user account. All GIMS users are required to complete the annual Information Assurance (IA) awareness orientation as a condition of access and thereafter must complete annual IA refresher awareness. The State IA Manager will retain training completion certificates for all users within his or her domain to include ensuring all

required recertification.

(1) Privileged-level users are defined as personnel with access to one of the GIMS user roles below:

(a) NGB Admin: General

(b) State Adminstrator (SA)

(c) Incentive Manager (IM)

(2) The GI Bill Manager privileged-level users are defined as NGB/State personnel assigned to work on GI Bill, MGIB-SR Kicker, or Federal Tuition Assistance (FTA) programs in GIMS.

(3) Non-privileged-level users are defined as NGB/State or auditing agency personnel with user roles outside of a priviledged role above.

f. Privileged-Level Training Requirements. The training requirements in paragraphs (1) and (2) below must be completed and the certificates uploaded into GIMS prior to gaining privileged-level access (this does not apply to GI Bill Managers). Individuals must complete the requirement in paragraph (3) below within 6 months of being granted privileged access (or the first available course date if the first course is outside of this 6 month time period). Additionally, the IM or Education Services Officer (ESO) is also required to complete the IM annual recertification training course within 1 year of graduating from the IM Course and develop a training plan which encompasses the training received. This plan will be implemented annually to recertify the privileged users within his/her state. Individuals who fail to meet these requirements, or who do not attend the annual recertification course, will be reduced to non-privileged-level users. For future auditing purposes, each State ESO is responsible for maintaining copies of all training certificates for each individual with privileged-level access for his or her State.

(1) Comptroller's Accreditation and Fiscal Law Course, Distributed Learning (DL). Length: 40 hours/Self-paced. Enrollment and training information: https://jagu.army.mil.

(2) Incentive Manager Course, Phase 1, DL. Length: 55 hours/Self-paced. Enrollment and training information: https://guardu.ng.mil.

(3) Incentive Manager Course, Phase 2, Resident. Length: 40 hours/5 days.

Enrollment and training information: https://guardu.ng.mil.

g. The GI Bill Manager Privileged-Level Training Requirements. The user must first complete the requirements in paragraph (1) below. Once approved, the user must then complete the training requirement in paragraph (2) below within 6 months of the date of being granted approval. Any individual who fails to complete the requirement in paragraph (2) will have his or her access suspended until the training requirement is complete. Each State ESO is responsible for maintaining copies of all training certificates for each person with GI Bill Manager privileged-level access for his or her State.

(1) An appointment memo from the ESO or Military Personnel Officer (MILPO) assigning the individual to the State GI Bill Manager position or indicating that the individual is responsible for the primary duties of a GI Bill Manager. Prior to requesting access in GIMS, the user must submit a scanned copy of the appointment memo via email, and with "GIMS Access Request" as the subject line, to the ARNG GI Bill Support Team at ng.robinson.ngb-arng-pec.mbx.arng-hrm-o-gi-bill@mail.mil. A return email will detail the steps to complete the access request in GIMS.

(2) The GI Bill Manager Course, Resident. Length: 40 hrs/5 days. Enrollment requirements:

(a) Contact the State Training Noncommissioned Officer (NCO)/Officer and request attendance at the following course: EDU-GIBMC, school code 922 (along with the corresponding class number).

(b) Class numbers and dates are located on the Professional Education Center's (PEC's) website at: http://www.pec.ngb.army.mil/Training/CourseInformation/970.

5. Funding Authority. The authority to execute SRIP incentives is subject to authorization in law, appropriation of funds, and applicable regulatory guidance.

6. Acronyms and Definitions. Terms used in this policy are explained either within the context of this policy or in enclosure 6, Glossary of Acronyms and Definitions.

7. General Requirements. The following requirements must be met by all applicants:

a. Meet the eligibility criteria for enlistment, reenlistment/extension, accession, affiliation, commission, or appointment into the ARNG.

b. The Automated Unit Vacancy System (AUVS) is the system of record for determining valid vacancies for incentives, except for incentives offered at the time of reenlistment/extension.

c. Only NGB/State users with non-privileged-level access are authorized to request Control Numbers (CNs) in GIMS.

d. An Officer/Soldier is eligible for anniversary payment if he/she is Non-Duty Area of Concentration Qualified (DAOCQ)/Duty Military Occupational Specialty Qualified (DMOSQ) due to mobilization or unit transition (reorganization, inactivation, or transformation) only. Exceptions are not authorized.

e. All data systems that interface with GIMS must be kept current to facilitate timely incentive payments. Incentive eligibility must be verified/validated using the Soldier Information tab in GIMS for suspension, termination, recoupment, and/or payment actions. The official system of record for incentive related documentation is the Interactive Personnel Electronic Records Management System (iPERMS). Any other supporting documentation that cannot be indexed into iPERMS must be uploaded in GIMS.

f. Termination from an incentive or any refund made by an individual shall not affect the period of obligation to serve in the ARNG.

g. All suspension, reinstatement, termination, and recoupment of incentives are governed in accordance with reference 1.k. This policy supplements the regulation with specific criteria for each incentive.

h. During system outages that exceed 1 day, the State IM must email the GIMS Support Team (GST) representative with the following:

(1) Copy of email traffic from the State/NGB non-privileged user to the State IM attesting to the inability to request a CN for the Soldier due to a system outage.

(2) The Soldier's name and last four of Social Security Number (SSN), type of incentive, contract signature date, and Area of Concentration (AOC)/Military Occupational Specialty (MOS).

(3) Once the override is approved by NGB, the State/NGB non-privileged user must ensure the GIMS automated addendum/agreement is completed on the same day that the override is approved.

i. Training renegotiations that change the AOC/MOS after the contract start date voids the contract. Exceptions are not authorized.

j. Erroneous Overpayments. These are defined as payments made in excess of the contracted payment amount or payments that were not legal and proper when processed. All erroneous overpayments must be recouped as soon as identified and are not eligible for an Exception to Policy (ETP).

k. Must not be affiliating/enlisting, accessing, reenlisting/extending or accepting an incentive in the Selected Reserve (SELRES) for the purpose of qualifying for an Active Guard Reserve (AGR) or a MilTech position, including mobilized Soldiers returning to an AGR or MilTech position where membership in a Reserve Component (RC) is a condition of employment.

8. Tier Level Scoring. The Tier Level scoring system takes into account the unit's need for a valid vacancy to be filled considering the MOS percentage fill, strength percentage, and percentage of DMOSQ across various categories such as unit, State, and national levels. This is reflected in Tier Levels 1–7, with Tier Level 1 representing the most Critical Skill (CS) and Tier Level 7 representing a Non-CS. As Soldiers are assessed and discharged, a unit's Tier Levels will adjust accordingly. The GIMS tracks the bonus-eligible CS list on a daily basis at the Para/Lin level for each MOS. The Tier Level scoring details are accessible within GIMS for auditing and review.

9. Non-Prior Service Enlistment Bonus (NPSEB).

a. Specific Criteria. In addition to the general requirements in paragraph 7, the following rules apply to the applicant:

(1) May receive MGIB-SR and SLRP simultaneously provided he or she meets the Non-Prior Service (NPS) MGIB-SR and SLRP requirements.

(2) Must enlist for a CS vacancy in the grade of E-4 or below within a Unit Identification Code (UIC), MOS and Para/Lin within Tier Levels 1–5, to include applicants enlisting under the Civilian Acquired Skills Program (CASP) or Split Training options.

(3) Must fill a valid AUVS position in the Recruit Quota Enlistment System (REQUEST) and must enlist into a qualifying, valid, top-loaded vacancy in a Modification Table of Organization and Equipment (MTOE) or a medical Table of Distribution and Allowances (TDA) unit only. The applicant must not be filling an excess,

over-strength, or manually-loaded vacancy. Exceptions are not authorized.

(4) Must enlist for a minimum 6-year term of service in an active status.

(5) Must have a minimum Armed Forces Qualification Test (AFQT) score of 50.

(6) Must meet the Tier Level 1 educational requirements in accordance with reference 1.k. in order to be eligible. All other educational Tier Levels are not eligible. Exceptions are authorized in accordance with reference 1.q.

(7) Must not be enlisting for the 09S Officer Candidate School (OCS) or the 09R Simultaneous Membership Program (SMP) Reserve Officer Training Corps (ROTC) program option.

(8) Must not be enlisting into the Recruit Force Pool (RFP). (Note: RFP Soldiers may be eligible for the NPSEB upon entrance into an Active drilling status.)

(9) Must not be classified as Glossary Non-Prior Service (GNPS).

(10) The NPSEB incentive addendum is not valid if it was signed before or after the execution date of the Department of Defense (DD) Form 4 and was not signed and dated by the applicant and Service Representative/Witnessing Official at the time the document was executed. The NPSEB incentive addendum will state the terms and conditions of the NPSEB.

(11) The NPSEB incentive addendum must contain the approved REQUEST automated Reservation Transaction Identification Number (RTID) issued on the date of the service agreement. The RTID is only valid for the guidance counselor resource center (GCRC)-issued NPSEB addendum for which approved. Any NPSEB addendum completed outside of GCRC is not valid.

(12) The Military Entrance Processing Station (MEPS) Guidance Counselor (GC) is responsible for ensuring the applicant is eligible for the NPSEB.

(13) If processing through the Manage Temporary Reservation (MTR), formerly called the Recruiter Temporary Reservation System (RTRS), he or she must enlist within the date of request plus 7 days of the MTR reservation in order to secure the CS vacancy. Exceptions are not authorized.

b. The NPSEB amounts are based upon Tier Level per the following table:

NPSEB Tier Levels	
Tier Level 1	($20,000)
Tier Level 2	($15,000)
Tier Level 3	($12,500)
Tier Level 4	($10,000)
Tier Level 5	($7,500)

Table 1: NPSEB Bonus Amounts

c. The NPSEB is processed in three installments, provided the Soldier was a secondary school graduate prior to attending Advanced Individual Training (AIT), as defined below:

(1) Installment 1: A 50 percent payment upon the effective date of becoming DMOSQ within 24 months of the contract start date and is assigned to the same MOS and UIC for which enlisted (unless change of MOS and/or UIC was due to convenience of the government) upon verification of qualification in GIMS.

(2) Installment 2: A 25 percent payment on the third-year anniversary of the enlistment date date provided the Soldier is assigned to the same MOS and UIC for which enlisted (unless change of MOS and/or UIC was due to convenience of the government) upon verification of qualification in GIMS, provided Installment 1 has been processed.

(3) Installment 3: A 25 percent payment on the fifth-year anniversary of the enlistment date provided the Soldier is assigned to the same MOS and UIC for which enlisted (unless change of MOS and/or UIC was due to convenience of the government) upon verification of qualification in GIMS, provided Installments 1 and 2 were processed.

10. Prior Service Enlistment Bonus (PSEB).

a. Specific Criteria. In addition to the general requirements in paragraph 7, the following rules apply to the applicant:

(1) May receive MGIB-SR and SLRP simultaneously provided he or she meets the Prior Service (PS) MGIB-SR and SLRP requirements.

(2) Must enlist DMOSQ for a CS vacancy in the grade of E-7 or below in a UIC, MOS and Para/Lin that matches the authorized military grade commensurate with the position for which enlisting within Tier Levels 1–5.

(3) Must fill a valid AUVS position in REQUEST and enlist into a qualifying, valid, top-loaded vacancy in an MTOE or Medical TDA unit only and must not be filling an excess, over-strength, or manually-loaded vacancy. Exceptions are not authorized.

(4) Must enlist for either a 3- or 6-year term of service in an active status. Exceptions are not authorized.

(5) Must have less than 16 years of time in service (TIS) upon enlistment in the ARNG based on the Soldier's adjusted Pay Entry Basic Date (PEBD).

(6) Must have received an Honorable discharge or an Honorable release at the conclusion of all prior periods of military service. A General Under Honorable Conditions discharge for any period of service is ineligible for the PSEB. (Exception: Soldiers who completed Initial Active Duty for Training (IADT) with an uncharacterized discharge.)

(7) Must process his or her enlistment through MEPS, to include a security interview, if required.

(8) An applicant enlisting in the ARNG under the provisions of a DD Form 368, or NGB Form 60, from the IRR may be authorized this incentive.

(9) An applicant enlisting from a branch of service other than the Army for a DMOSQ CS position must meet the requirements as prescribed in reference 1.r. (exceptions authorized in accordance with reference 1.s.). No applicant will be contracted for this incentive until the MOS conversion is approved by the authorizing proponent prior to enlistment.

(10) Unless they previously completed Army or Marine Corps basic training, all PS United States Air Force (USAF), United States Navy (USN), or United States Coast Guard (USCG) DMOSQ applicants must attend Army Basic Combat Training (BCT) within 365 days of their enlistment dates (exception authorized to PS USAF Security Force and USN Special Operations personnel). The Soldier will not be paid his or her initial payment until completion of BCT. The PSEB will be terminated if the Soldier does not graduate BCT within 12 months from the date of enlistment.

(11) An applicant who previously received a SELRES PSEB is not eligible.

(12) An applicant who, upon his or her last discharge from the ARNG or United States Army Reserve (USAR), was fully eligible to complete a reenlistment/extension and is within 365 days of that discharge date is not eligible.

(13) A Soldier enlisting into the ARNG under the provisions of a conditional release DD Form 368 from a SELRES component is not eligible for this incentive. A Soldier transferring from the USAR with existing incentives may be authorized to retain those incentives provided he or she continues to meet the terms of the original service agreement and addendums.

(14) The MEPS GCs will use REQUEST for the RTID and GCRC automated addendums.

(15) The PSEB incentive addendum is not valid if it is signed before or after the execution date of the DD Form 4 and not signed and dated by the applicant and the Service Representative/Witnessing Official at the time the document was executed. The addendum will state the terms and conditions of the PSEB.

(16) The PSEB incentive addendum must have an approved, automated RTID issued on the date of the service agreement from GCRc. The RTID/CN is valid only for GCRc addendums. Any PSEB addendum that is manually completed outside of GCRc is not valid.

(17) The MEPS GC is responsible for ensuring the applicant/Soldier is eligible for the PSEB.

(18) An applicant processing through MTR must enlist within the date of request plus 7 days of the MTR reservation in order to secure the CS vacancy. Exceptions are not authorized.

b. The PSEB amounts are based upon Term and Tier Level per the following table:

3-Year PSEB Tier Levels		6-Year PSEB Tier Levels	
Tier Level 1	($7,500)	Tier Level 1	($15,000)
Tier Level 2	($7,500)	Tier Level 2	($12,500)
Tier Level 3	($5,000)	Tier Level 3	($10,000)
Tier Level 4	(0)	Tier Level 4	($7,500)
Tier Level 5	(0)	Tier Level 5	($5,000)

Table 2: PSEB Bonus Amounts

c. The 3-year DMOSQ PSEB is processed in two installments as defined below:

(1) Installment 1: A 50 percent payment upon reporting to the unit of assignment and is assigned to the same MOS and UIC for which enlisted (unless change of MOS and/or UIC was due to convenience of the government) upon verification of qualification in GIMS or upon successful completion of BCT, if applicable.

(2) Installment 2: A 50 percent payment on the second-year anniversary of the enlistment date provided the Soldier is assigned to the same MOS and UIC for which enlisted (unless change of MOS and/or UIC was due to convenience of the government) upon verification of qualification in GIMS, provided Installment 1 has been processed.

d. The 6-year DMOSQ PSEB incentive is processed in three installments as defined below:

(1) Installment 1: A 50 percent payment upon reporting to the unit of assignment and is assigned to the same MOS and UIC for which enlisted (unless change of MOS and/or UIC was due to convenience of the government) upon verification of qualification in GIMS or upon successful completion of BCT, if applicable.

(2) Installment 2: A 25 percent payment on the third-year anniversary of the enlistment date provided the Soldier is assigned to the same MOS and UIC for which enlisted (unless change of MOS and/or UIC was due to convenience of the government) upon verification of qualification in GIMS, provided Installment 1 has been processed.

(3) Installment 3: A 25 percent payment on the fifth-year anniversary of the enlistment date provided the Soldier is assigned to the same MOS and UIC for which enlisted (unless change of MOS and/or UIC was due to convenience of the government) upon verification of qualification in GIMS, provided Installments 1 and 2 were processed.

11. Enlisted Affiliation Bonus (EAB).

a. Specific Criteria. In addition to the general requirements in paragraph 7, the following rules apply to the applicant:

(1) May receive MGIB-SR and SLRP simultaneously provided he or she meets the PS MGIB-SR and SLRP requirements.

(2) Must affiliate either DMOSQ or Non-DMOSQ for a CS vacancy in the grade of

E-7 or below in a UIC, MOS and Para/Lin within Tier Levels 1–5 that matches the authorized military grade commensurate with the position for which affiliating. Note: The Soldier must continue to meet the physical requirements for the contracted EAB MOS from the contract signature date up to the Expiration Term of Service (ETS) from Active Duty (AD) date. Exceptions are not authorized.

(3) A Soldier who is Non-DMOSQ must become DMOSQ within 24 months plus future deployment periods from the contract start date.

(4) Must fill a valid AUVS position in both the Reenlistment/Reclassification System (RETAIN) and GIMS and affiliate into a qualifying, valid, top-loaded vacancy in an MTOE or Medical TDA unit only through a Reserve Component Career Counselor (RCCC) and/or Active Component (AC) Career Counselor and only while on AD in the Regular Army (RA) only. The Soldier must not be filling an excess, over-strength, or manually-loaded vacancy. Exceptions are not authorized.

(5) Must affiliate for either a 3- or 6-year term of service in an active status. Note: A Soldier enlisting Non-DMOSQ must affiliate for a 6-year term of service. Exceptions are not authorized.

(6) Must meet the Reentry Eligibility (RE) and Separation Program Designator (SPD) code requirements for affiliation in accordance with reference 1.k, Chapter 3-23.

(7) Must have less than 16 years of TIS upon affiliation into the ARNG. This service is computed from the Soldier's adjusted PEBD.

(8) The RCCC/AC Career Counselor must use GIMS to request the CN and, once approved, must use the automated addendum out of GIMS. Any EAB addendum manually completed outside of GIMS is not valid.

(9) The EAB addendum is not valid if it is signed before or after the execution date of the DD Form 4 and is not signed and dated by the Soldier and Service Representative/ Witnessing Official at the time the document was executed. The addendum will state the terms and conditions of the EAB. A Soldier on AD in the RA may execute the EAB contract up to 180 days prior to his or her scheduled ETS.

(10) The Soldier must complete a GIMS-generated addendum with an approved GIMS CN on or before the date of affiliation into the ARNG to receive this incentive and execute the EAB addendum up to 180 days prior to his or her scheduled ETS date. The CN is valid only for the EAB addendum for which requested, approved, and printed out

of GIMS.

(11) The RCCC/AC Career Counselor is responsible for ensuring the Soldier is eligible for the EAB.

b. Payment. The EAB amounts are based upon Tier Level as per the following table:

3-Year EAB Tier Levels		6-Year EAB Tier Levels	
Tier Level 1	($10,000)	Tier Level 1	($20,000)
Tier Level 2	($7,500)	Tier Level 2	($15,000)
Tier Level 3	($5,000)	Tier Level 3	($12,500)
Tier Level 4	(0)	Tier Level 4	($10,000)
Tier Level 5	(0)	Tier Level 5	($7,500)

Table 3: EAB Bonus Amounts

c. The 3-year DMOSQ EAB is paid lump-sum upon reporting to the unit of assignment and is assigned to the same MOS and UIC for which affiliated (unless change of MOS and/or UIC was due to convenience of the government) upon verification of qualification in GIMS that includes meeting the physical requirements for the MOS.

d. The 6-year DMOSQ EAB is processed in two installments as defined below:

(1) Installment 1: A 50 percent payment upon reporting to the unit of assignment and is assigned to the same MOS and UIC for which affiliated (unless change of MOS and/or UIC was due to convenience of the government) upon verification of qualification in GIMS that includes meeting the physical requirements for the MOS.

(2) Installment 2: A 50 percent payment on the fourth-year anniversary of the affiliation date provided the Soldier is assigned to the same MOS and UIC for which affiliated (unless change of MOS and/or UIC was due to convenience of the government) upon verification of qualification in GIMS, provided Installment 1 has been processed.

e. The 6-year Non-DMOSQ EAB is processed in two installments as defined below:

(1) Installment 1: A 50 percent payment upon reporting to the unit of assignment

and is assigned to the same MOS and UIC for which affiliated (unless change of MOS and/or UIC was due to convenience of the government) upon the effective date of becoming DMOSQ in the MOS within 24 months plus deployment periods of the contract start date that includes meeting the physical requirements for being awarded the MOS upon verification of qualification in GIMS.

(2) A 50 percent payment on the fourth-year anniversary of the affiliation date provided the Soldier is assigned to the same MOS and UIC for which affiliated (unless change of MOS and/or UIC was due to convenience of the government) upon verification of qualification in GIMS, provided Installment 1 has been processed and the Soldier became DMOSQ within the allotted 24-month timeframe plus periods of deployment.

12. Reenlistment/Extension Bonus (REB).

a. Specific Criteria. In addition to the general requirements in paragraph 7, the following rules apply to the applicant:

(1) May not contract for more than one SRIP incentive during an extension period. A Soldier with an active MGIB Kicker contract is eligible to reenlist/extend for the REB. A Soldier with a current, active SLRP contract is eligible provided he or she will not be receiving SLRP payments for the same REB contractual period of service.

(2) Must reenlist/extend in an MOS that matches the authorized military grade commensurate with the position for which reenlisting/extending in order to establish the CS requirements on the contract start date. Soldiers that are listed as "9993" in GIMS are not eligible. Exceptions are not authorized.

(3) Must reenlist/extend DMOSQ in an MTOE or Medical TDA unit only unless assigned in a deployed TDA unit. Exceptions are noted below:

(a) A Soldier who is Non-DMOSQ due to unit transition (reorganization, inactivation, or transformation).

(b) A Soldier that is currently Non-DMOSQ in a cross-leveled MOS due to mobilization must be mobilized Outside the Continental United States (OCONUS) under mobilization orders USC Title 10, Section 12301(d); USC Title 10, Section 12302; or USC Title 10, Section 12406 only. The Soldier must only reenlist/extend in an MOS in which he or she is already MOSQ. The Soldier must be reassigned into the same MOS as the primary position holder in the authorized military grade commensurate with the position within 180-days from the Release from Active Duty (REFRAD) date.

(4) The Soldier who is Non-DMOSQ as in paragraph 12.a.(3)(a) may only extend for the 6-year term of service.

(5) A Soldier who is Non-DMOSQ as in paragraph 12.a.(3)(a) at time of extension must become DMOSQ within 24 months plus future deployment periods from the contract start date.

(6) Must be in a pay grade of E-7 or below on both contract signature and start date. Acceptance of promotion to E-8 the day after the contract start date is authorized.

(7) Must reenlist/extend for either a 3- or 6-year term of service in an active status.

(8) Must have less than 13 years of TIS at time of current ETS. This service is computed from the Soldier's adjusted PEBD.

(9) Must be within 365--91 days of his or her ETS. A Soldier within 90 days of ETS is not eligible.

(10) May not reenlist/extend if currently under any type of Suspension of Favorable Personnel Action (SFPA). A Soldier who receives a SFPA flag code of 'J' (Army Physical Fitness Test (APFT)) or 'K' (Army Body Composition Program (ABCP) between the contract signature and start dates will remain eligible for payment. The Soldier's personnel data must be updated in GIMS prior to requesting the CN.

(11) A Soldier in a MilTech status (includes indefinite and temporary technicians on assignment for more than 180 days in a continuous 12-month period) is not eligible for this incentive even while deployed in a Leave Without Pay (LWOP) status.

(12) A Soldier in an AGR status is not eligible even while deployed in a traditional status.

(13) A Soldier transferred to the ARNG Medical Management Activity (MMA) and listed as "999M" in GIMS is not eligible while in a medically non-available status.

(14) A Soldier who was eligible to extend for Deployment Extension Stabilization Pay (DESP), but who declined to participate, is not eligible for REB until 12 months after his or her scheduled ETS or obligated service date, in accordance with reference 1.t.

(15) A Soldier currently under a DESP extension in which the mobilization was

cancelled and has surpassed his or her original ETS is eligible for discharge and may immediately reenlist provided the request to be removed from the DESP extension is approved by the State G-1/MILPO. The Soldier must reenlist DMOSQ as the primary position holder via a DD Form 4.

(16) A Soldier under a DESP extension in which the mobilization was cancelled and who has not surpassed his or her original ETS may extend provided that the request to be removed from the DESP extension is approved by the State G-1/MILPO. The Soldier must extend DMOSQ as the primary position holder via a DA Form 4836.

(17) The State/NGB non-privileged user must submit an override in GIMS for a Soldier reenlisting/extending with an approved State G-1/MILPO DESP removal memo and complete the following actions in order for the override to be granted:

(a) Upload the original DESP contract and extension into GIMS.

(b) Upload the State G-1/MILPO DESP cancellation approval memo into GIMS.

(18) A Soldier with an approved State G-1/MILPO DESP removal memo must have met the following requirements in order to have the override approved:

(a) Met the 13-years of TIS requirement on the original ETS date that was in effect on the date of signature of the DESP extension as noted in paragraph 12.a.(8) above.

(b) Was within 365–91 days of his or her ETS on the date of the signature of the DESP extension.

(c) Met all other eligibility requirements within this REB paragraph on the date of the new REB contract.

(19) The REB addendum is not valid if it was signed before or after the execution date of the DD Form 4 or DA Form 4836 and was not signed and dated by the Soldier and Service Representative/Witnessing Official at the time the document was executed. The Soldier must sign the GIMS-generated addendum on the date of reenlistment/extension only to receive the REB.

(20) All State/NGB non-privileged users must use GIMS to request the CN and, once approved, use the GIMS-generated addendum only. An REB addendum manually completed outside of GIMS is not valid. The REB CN is valid only for the REB

addendum for which requested, approved, and printed out of GIMS.

(21) The State/NGB non-privileged user is responsible for ensuring the Soldier is eligible for the REB.

b. The REB amounts are per the following table:

3-Year REB Payment Rate	6-Year REB Payment Rate
($5,000)	($10,000)

Table 4: REB Bonus Amounts

c. The 3-year REB is processed as a lump-sum payment on the contract start date provided the Soldier is assigned to the same MOS (unless change of MOS was due to convenience of the government or if still mobilized) and verification of qualification in GIMS.

d. The 6-year REB is processed in two installments as defined below:

(1) Installment 1: A 50 percent payment on the contract start date provided the Soldier is assigned to the same MOS (unless change of MOS was due to convenience of the government or if still mobilized) and verification of qualification in GIMS.

(2) Installment 2: A 50 percent payment processed on the fourth- year anniversary date of the contract start date provided the Soldier is assigned to the same MOS (unless change of MOS was due to convenience of the government) upon verification of qualification in GIMS, provided Installment 1 has been processed.

13. MOS Conversion Bonus (MOSCB).

a. Specific Criteria. In addition to the general requirements in paragraph 7, the following rules apply to the applicant:

(1) A Soldier currently serving under an initial ARNG enlistment contract with an incentive is not eligible. A Soldier under a REB contract can simultaneously receive the SLRP or MGIB-SR Kicker with this incentive.

(2) Must be coded "9993" in GIMS and, upon accepting the MOSCB, must be reassigned in an MTOE or Medical TDA unit as the primary position holder. The Soldier must be moved into this position upon acceptance of the GIMS system-generated NGB Memorandum of Agreement (MOA). The assigned MOS must match the authorized

military grade commensurate with the position. Exceptions are not authorized.

(3) A minimum 3-year term of service in an active status is required from the effective date on which the Soldier is awarded the new MOS.

(4) Must extend for the minimum period necessary to meet the Training and Doctrine Command (TRADOC) service-remaining requirement in order to attend training if the Soldier has less than the required service remaining for the MOS training.

(5) Must not exceed the following TIS requirements at time of application for the MOSCB:

Pay Grade	Time-in-Service
E-6	10 years
E-5 and below	Unlimited

Table 5: Time-in-Service Requirements by Grade

(6) The new MOS must be less than 90 percent filled at the State and the relevant skill level. The Soldier and the Service Representative must sign the GIMS MOA to reclassify into the new MOS on the same date as the MOSCB CN approval and prior to the Soldier being scheduled for the necessary re-training. Exceptions are not authorized.

(7) Must be fully qualified for training and attendance at the appropriate service school. The Soldier must meet all eligibility requirements for the specific MOS for which reclassifying.

(8) A Soldier currently on an AGR tour or in a MilTech position (temporary technicians on tour for less than 180 days in any continuous 12-month period are not included) is not eligible, even while deployed. This includes Soldiers entering into one of these programs prior to completing the required MOS training.

(9) A Soldier transferred to the ARNG MMA and coded "999M" in SIDPERS is not eligible while in a medically non-available status.

(10) A Soldier released from the MOSCB for compassionate reasons will not be considered for re-entry into this program until documentation furnished to ARNG-HRM-I indicating that the reason for removal no longer exists is approved.

b. Application Process.

(1) The State non-privileged user requesting the MOSCB CN must select the new MOS from the available MOSCB MOSs within the GIMS MOSCB MOS vacancy search. The GIMS vacancy report will only display the MOSs that are less than 90 percent filled at the appropriate grade.

(2) The State non-privileged user is responsible for ensuring the Soldier is eligible for the MOSCB.

(3) The State IM must do the following:

(a) Verify that the new MOS was less than 90 percent filled within the contract details in the GIMS fourth panel "Perform Actions" tab.

(b) Ensure that the Soldier has the appropriate security clearance for the MOSCB MOS.

(c) Ensure that the Soldier has signed the NGB MOA for the MOSCB.

(d) The State IM must update the contract start date via an Administrative Correction Request (ACR) in GIMS to establish the required 3-year obligation effective date once the Soldier completes the required MOSCB MOS training and has been awarded the MOS on official orders.

(e) Track and manage the MOSCB record through completion or termination, whichever comes first.

c. Payment.

(1) The $4,000 MOSCB is processed as a lump-sum payment upon the effective date the MOS is awarded and updated in GIMS. This date also begins the required 3-year period of obligated service. The State IM may only process payment once the following documents are uploaded into iPERMS:

(a) Completed NGB MOA.

(b) Copy of MOS award order.

(2) The MOSCB may be paid concurrently with the REB. The Soldier's new MOS

becomes the Primary MOS (PMOS), and the Soldier must remain in the new MOS for the length of the REB or MOSCB, whichever is longer.

14. Officer/Warrant Officer Accession Bonus (OAB).

a. Specific Criteria. In addition to the general requirements in paragraph 7, the following rules apply to the applicant (Note: The word "Officer" includes both O-Grade Officers and Warrant Officers in this paragraph):

(1) May not receive the SLRP or Chaplain Loan Repayment Program (CLRP) simultaneously with this incentive. An Officer who previously enlisted under the 09S SLRP is also not eligible. The applicant/Soldier is eligible for the MGIB-SR Kicker with this incentive provided he or she meets the requirements as noted within paragraph 16.

(2) Must be accessed into a valid CS vacancy in the grades of O-1 or O-2 or W-1 or W-2 in an AOC/MOS, Para/Lin within Tier Levels 1–6 that matches the authorized military grade commensurate with the position into which being commissioned. Soldiers commissioned in the grade of W-1 or W-2 may be placed into a W-2 through W-4 duty position as long as all other requirements are met. Only AOCs/MOSs that are below the 90 percent national aggregate will be scored into an incentivized Tier Level 1–6. Exceptions are as follows:

(a) Grade is immaterial for a Judge Advocate (27A) and a Chaplain (56A).

(b) A Chaplain Candidate (00E) is not authorized the OAB. However, he or she may be eligible for the OAB at the time of appointment as a Chaplain in the Chaplain Corps, if otherwise fully qualified, regardless of previous commission as a Chaplain Candidate. After GIMS CN approval, the State non-privileged user must upload into GIMS a copy of the board results from the Office of the Chief of Chaplains (OCCH) approving the Candidate for Federal recognition.

(3) Must fill a valid AUVS top-loaded position vacancy in an MTOE or Medical TDA unit only. The Officer must not be filling an excess, over-strength, or manually-loaded vacancy and must be in the position for which he or she received the incentive on the commission date. Exceptions are not authorized.

(4) Must commit to a minimum 6-year term of service upon date of commission in an active status.

(5) Is prohibited from receiving both an enlisted incentive and the OAB

simultaneously. A Soldier with an active enlisted incentive must have the incentive terminated without recoupment effective the day prior to being commissioned before the OAB CN can be validated.

(6) The OAB agreement must be signed no more than 90 days before the date of commission in the ARNG for an Officer and no more than 180 days for an Warrant Officer. Agreements signed before the 90/180-day window, or after the date of commission, are not valid. Exceptions are not authorized.

(7) Must have never held a previous commission as an Officer or Warrant Officer in any of the Armed Forces of the United States other than those outlined in paragraph 14.a.(2)(b).

(8) A Soldier in Dual Status MilTech (including an indefinite technician and a temporary technician on assignment for more than 180 days in any continuous 12-month period) is not eligible for this incentive, even if deployed.

(9) Must not be accessing into an AGR or MilTech position where membership in a reserve component (RC) is a condition of employment. A current Soldier in AGR status is also not eligible. This includes an AGR Soldier in a traditional status while deployed.

(10) Must not be receiving retired or retainer pay or be eligible for retirement.

(11) Must not currently be receiving or scheduled to receive any of the benefit programs listed in enclosure 7, Disqualifying Federal Programs under OAB/Officer/Warrant Officer Affiliation Bonus (OAFB).

(12) Has not previously received an ROTC Scholarship or Guaranteed Reserve Forces Duty (GRFD) Scholarship (Note: An ROTC Scholarship is defined as having previously executed a DA Form 597-3; a GRFD Scholarship is defined as having previously executed a Cadet Command [CC] Form 203-R).

(13) Must not currently be under any type of SFPA. An Officer who receives an SFPA flag code of "J" (APFT) or "K" (ABCP) only between the contract signature and start dates will remain eligible for payment. The Soldier's personnel data must be updated in GIMS prior to requesting the CN.

(14) Must not reach 60 years of age during the term of the agreement.

(15) A Soldier transferred to the ARNG MMA and listed "999M" in GIMS is not eligible while in a medically non-available status.

(16) Must agree to serve in the critical AOC for which the OAB was awarded for the full term of service agreement. The Officer is allowed normal career progression as long as he or she is the primary position holder within the Career Management Field (CMF) for which he or she received the OAB and does not voluntarily branch transfer from the contracted AOC. (HQDA policy does not require termination if the Officer is assigned to a position in a different AOC as long as the Officer doesn't branch transfer to that AOC).

(17) A Warrant Officer must agree to serve in the MOS for which the OAB was awarded for the full length of his or her agreement.

(18) May be eligible to participate in the ARNG FTA Program.

(19) The State non-privileged user must use GIMS to request the CN and, once approved, must use only the automated agreement from GIMS. An OAB agreement executed outside of GIMS is not valid.

(20) The OAB agreement is not valid if it was signed more than 90 days for an Officer or more than 180 days for a Warrant Officer prior to the execution date of an Oath of Office (NGB Form 337) or after the date of commission and if it was not signed and dated by the applicant/Soldier, Service Representative, and Witnessing Officer at the time the CN was requested and the document was executed. The agreement will state the terms and conditions of the OAB. The NGB Form 337 must be uploaded at the time of commission into iPERMS.

(21) The State non-privileged user is responsible for ensuring the applicant/Soldier is eligible for the OAB.

b. Payment. The OAB amount is based upon Tier Level at the time of the OAB CN request only, regardless of whether the amount authorized and/or Tier Level changes after the date the OAB is requested as per the following table:

Officer OAB Tier Levels
Tier Level 1–6 ($10,000)

Table 6: OAB Amounts

c. The OAB is processed as a lump-sum payment upon completion of the Basic Officer Leaders Course (BOLC)/Warrant Officer Basic Course (WOBC) within 24 months of commissioning and upon verification of OAB DAOCQ/DMOSQ qualification in GIMS.

15. Officer/Warrant Officer Affiliation Bonus (OAFB).

a. Specific Criteria. In addition to the general requirements in paragraph 7, the following rules apply to the applicant (Note: The word "Officer" reflects both O-Grade Officers and Warrant Officers in this paragraph):

(1) May not receive SLRP or CLRP simultaneously with this incentive.

(2) Must affiliate DAOCQ or Non-DAOCQ in the grades of O-2 through O-4 into a valid CS vacancy in an AOC, Para/Lin within Tier Levels 1–6 that matches the authorized military grade commensurate with the position into which affiliating. An Officer in the grade of O-2 may be assigned to an O-2 through O-3 duty position as long as all other requirements are met. Only AOCs below the 90 percent national aggregate will be scored into an incentivized Tier Level.

(3) Must affiliate DMOSQ or Non-DMOSQ in the grades of W-2 through W-3 into a valid CS vacancy in an MOS, Para/Lin within Tier Levels 1–6 that matches the authorized military grade commensurate with the position into which affiliating. An Officer in pay grade W-2 through W-3 may affiliate into a W-3 or W-4 duty position. An Officer in pay grade W-3 may affiliate into either a W-3 or W-4 duty position as long as all other requirements are met. Only MOSs below the 90 percent national aggregate will be scored into an incentivized Tier Level.

(4) Grade is immaterial for a Judge Advocate (27A) and a Chaplain (56A).

(5) An Officer who affiliates Non-DAOCQ/DMOSQ must become DAOCQ/DMOSQ within 24 months plus future deployment periods from the contract start date.

(6) An Officer must continue to meet the physical requirements for the contracted OAFB AOC/MOS from the contract signature date up to REFRAD. Exceptions are not authorized.

(7) Must fill a valid AUVS position in GIMS and must affiliate into a qualifying, valid, top-loaded vacancy in an MTOE or Medical TDA unit only through an RCCC

and/or AC Career Counselor while on AD in the RA only (Note: An ARNG member serving on AD for mobilization [Title 10 status] is not eligible). The Officer must not be filling an excess, over-strength, or manually-loaded vacancy and be in the position for which he or she received the OAFB on the ARNG affiliation start date. Exceptions are not authorized.

(8) Must affiliate for either a 3- or 6-year term of service in an active status. Note: An Officer that is Non-DAOCQ/DMOSQ must affiliate for a 6-year term of service. Exceptions are not authorized.

(9) The OAFB agreement must be signed within 180 days prior to being discharged from AD in the RA and affiliating into the ARNG.

(10) Must not be affiliating for continuous active duty service.

(11) An Officer conditionally released from another SELRES component for affiliation into the ARNG is not eligible.

(12) Must have received an Honorable discharge from all periods of previous military service to be eligible.

(13) The Officer must not have been a two-time non-select for promotion.

(14) Must never have contracted and received payment for an OAFB for service in any SELRES component.

(15) Must not be receiving retired or retainer pay or be eligible for retirement.

(16) Must not currently be receiving or scheduled to receive any of the benefit programs listed in enclosure 7, Disqualifying Federal Programs under OAB/OAFB.

(17) Must agree to serve in the critical AOC for which the OAB was awarded for the full term of service agreement. The Officer is allowed normal career progression as long as he or she is the primary position holder within the CMF for which he or she received the OAB and does not voluntarily branch transfer from the contracted AOC. (HQDA policy does not require termination if the Officer is assigned to a position in a different AOC as long as the Officer doesn't branch transfer to that AOC).

(18) Must not be affiliating into an AGR or MilTech position where membership in an RC is a condition of employment.

(19) Must not reach 60 years of age (mandatory retirement age) during the term of the agreement.

(20) The Warrant Officer must agree to serve in the MOS for which the OAFB was awarded for the full length of his or her agreement.

(21) May be eligible to participate in the ARNG FTA Program.

(22) All RCCC/AC Career Counselors must use GIMS to request the CN and, once approved, use the system-generated addendum out of GIMS. An OAFB agreement executed outside of GIMS is not valid.

(23) The OAFB agreement is not valid if signed after the execution date of the Request for Reserve Component Assignment Orders (DA Form 5691-R) and not signed and dated by the Officer, Service Representative, and Witnessing Officer at the time the document was executed. The agreement will state the terms and conditions of the OAFB.

(24) The issuing of an OAFB for a date prior to the OAFB CN request date in GIMS, or after the signature date of DA Form 5691-R, is not authorized.

b. Payment. The OAFB amount is based upon Tier Level at the time of OAFB CN request only, regardless of whether the authorized amount and/or Tier Level changes after the date the OAFB is requested as per the following table:

Officer OAFB Tier Levels
Tier Level 1–6 ($20,000)

Table 7: OAFB Amounts

c. The 3-year DMOSQ OAFB is processed as a lump-sum payment upon reporting to the ARNG provided the Officer is assigned to the same AOC/MOS for which affiliating (unless change of AOC/MOS was due to convenience of the government) upon verification of qualification in GIMS that includes meeting the physical requirements for the AOC/MOS.

d. The 6-year Non-DAOCQ/DMOSQ OAFB is paid in two installments as defined below:

(1) Installment 1: A 50 percent payment upon reporting to the ARNG and

provided the Officer is assigned to the same AOC/MOS for which affiliated (unless change of MOS was due to convenience of the government) upon the effective date of becoming DAOCQ/DMOSQ in the AOC/MOS within 24 months plus deployment periods of the contract start date that includes meeting the physical requirements for being awarded the AOC/MOS upon verification of qualification in GIMS.

(2) A 50 percent payment on the fourth-year anniversary of the affiliation date provided the Officer is assigned to the same AOC/MOS for which affiliated (unless change of MOS was due to convenience of the government) upon verification of qualification in GIMS, provided Installment 1 has been processed and the Officer became DAOCQ/DMOSQ within the allotted 24-month timeframe plus periods of deployment.

16. The MGIB-SR Kicker.

a. Overview. The MGIB-SR Kicker incentive is offered to an applicant who enlists, reenlists, or extends in the ARNG into a CS and meets the eligibility criteria prescribed by governing law; by DoDI, DA, or ARNG regulations; or as outlined in this policy. The MGIB-SR Kicker incentive is paid in conjunction with a GI Bill entitlement, and a valid contract can be established only if eligible for a basic GI Bill Program (MGIB-SR, Chapter 1606 or MGIB-AD, Chapter 30). When eligibility for the basic entitlement expires, eligibility for the MGIB-SR Kicker also expires. There are 4 categories and a total of 11 ARNG MGIB-SR Kicker incentive programs as shown below:

(1) Non-Prior Service.

(2) Prior Service and SELRES Transfers.

(3) Reenlistment/Extension (current ARNG member).

(4) Officer Commissioning Programs:

(a) Supplemental (Bump-Up).

(b) Officer Candidate School.

(c) Warrant Officer Candidate (WOC).

(d) Reserve Officers Training Corps.

(e) Direct Commission (DC).

(f) Standard Officer Kicker (SOK).

(g) Officer without Degree (OWD).

b. Entitlement and Benefits Explanation. The Department of Veterans Affairs (VA) administers monthly payments for the MGIB-SR Kicker Program. An Officer/Soldier eligible for the MGIB-SR Kicker will receive his or her payments in conjunction with any GI Bill Program, but only as long as he or she has MGIB basic benefits remaining. In order to receive Kicker payments in conjunction with the Post-9/11 GI Bill, an Officer/Soldier must relinquish the MGIB-SR GI Bill when electing to receive Post-9/11 GI Bill benefits.

c. Specific Criteria.

(1) An Officer/Soldier may receive up to 36 months of full-time benefits under the MGIB-SR Kicker Program if he or she is a full-time student (72 months if attending school at half-time).

(2) The MGIB-SR Kicker amounts are valid for the entire term of the contract, regardless of future increases or decreases by the ARNG, unless the Officer/Soldier violates the terms of the MGIB-SR Kicker contract. See table below for payment rates:

MGIB-SR Kicker Categories and Payment Rates				
Soldier Category	Full-Time	3/4 Time	1/2 Time	Less than 1/2 Time
NPS, PS, Current ARNG Soldier, and OWD	$200	$150	$100	$50
Commissioning Kicker (OCS, WOCS, ROTC, and DC)	$350	$262	$175	$88

Table 8: MGIB-SR Kicker Categories and Payment Rates

(3) The Officer/Soldier remains eligible for the MGIB-SR Kicker as long as he or she remains a drilling member and continues to meet the eligibility criteria of his or her contract or until the total entitlement is exhausted.

(4) An Officer/Soldier who was mobilized will have his or her MGIB-SR Kicker eligibility for any remaining Kicker entitlement extended beyond the ETS date for the length of each mobilization, plus 4 months (Note: This is done by the VA).

(5) An Officer/Soldier who is medically discharged from the ARNG due to a disability incurred through no misconduct on his or her part will remain eligible for MGIB-SR Kicker benefits for 14 years from the original date of eligibility.

d. Duplication of Benefits.

(1) State GI Bill Managers/IMs are, in effect, fiscal agents of the U.S. government and are responsible for ensuring that applicants are not receiving duplication of Federal funds in contradiction of U.S. law and ARNG policy.

(2) An Officer/Soldier must use the MGIB-SR Kicker in conjunction with a basic GI Bill (MGIB-SR or MGIB-AD) Program. Other additional funding sources are authorized and will not constitute a duplication of benefits. Permitted sources include, but are not limited to:

(a) Federal Tuition Assistance.

(b) Federal SLRPs.

(c) State-Funded Tuition Assistance (TA).

(d) The GRFD ROTC Scholarship (10 USC 2107a).

e. Processing. The MEPS GC, all State/NGB non-privileged users, and RCCC/AC Career Counselors must use GCRC and/or GIMS to issue the Kicker incentive and must use the automated addenda within these systems. Any MGIB-SR Kicker addendum manually executed outside of GCRC and/or GIMS is not valid except as noted in paragraph 16.i.

(1) The MGIB-SR Kicker addendum (NGB Form 5435) will state the terms and conditions of the MGIB-SR Kicker. The addendum will be listed as Annex K on the DD Form 4 for all NPS and PS enlistments. The addendum is only valid if it was signed on the execution date of the DD Form 4, DA Form 4836, or DA Form 5447-R and was signed and dated by the Soldier, Administering Official, and Service Representative at the time the contract documents were executed (Note: A Soldier who has surpassed his or her original ETS date must reenlist with a DD Form 4 only).

(2) The MGIB-SR Kicker addendum must have an approved, automated RTID issued on the date of the service agreement from REQUEST for all NPS-/PS-completed addenda or must have a CN from GIMS for all State/NGB non-privileged user

completed addenda. The RTID is only valid for the MGIB-SR Kicker addenda within GCRC and/or GIMS. Any MGIB-SR Kicker addendum manually executed outside of GCRC and/or GIMS is not valid except as noted in paragraph 16.i.

(3) The applicant processing through MTR must enlist within the date of request plus 7 days of the MTR reservation in order to secure the MGIB-SR Kicker CS vacancy. Exceptions are not authorized.

(4) The MEPS GC, State/NGB non-privileged user, and RCCC/AC Career Counselors are responsible for ensuring the applicant is eligible for the MGIB-SR Kicker.

f. General Eligibility Requirements. In addition to the SRIP general requirements in paragraph 7, every applicant:

(1) May only establish MGIB-SR Kicker eligibility once in his or her military career.

(2) Must be eligible to receive MGIB-SR and/or MGIB-AD benefits.

(3) Must affiliate, enlist, reenlist, or extend in an active status of not less than 6 years in the ARNG.

(4) Must affiliate, enlist, reenlist, or extend in a CS MOS that matches the authorized military grade and skill qualification commensurate with the position that is approved for the MGIB-SR by the Director of the Army National Guard (DARNG) and be qualified as outlined in this policy.

(5) Must fill a valid vacant position or be the primary position holder not in an excess code "9993" or manually-loaded vacancy.

(6) Must complete the requirements for the awarding of a high school diploma or equivalency certificate before completing IADT or, in the case of an individual reenlisting/extending, must obtain this educational requirement before execution of the reenlistment/extension.

(7) Must complete IADT and be awarded an MOS.

(8) Must remain in the contracted CS for the full 6-year term, unless accepting an Officer or Warrant Officer position. An enlisted DMOSQ Soldier who completes a

voluntary Interstate Transfer (IST) must remain in the contracted CS only or have the MGIB-SR Kicker terminated, unless the transfer is due to unit transition, reorganization, or inactivation.

g. Non-Prior Service. An NPS applicant (includes an applicant enlisting under the CASP or Split-Training options) is eligible to contract for the $200 ARNG MGIB-SR Kicker provided he or she:

(1) Enlists for a minimum 6-year term of service in an active status.

(2) Enlists for a CS vacancy in the grade of E-4 or below in an MOS within Tier Levels 1–6.

(3) Enlists into a qualifying, valid, top-loaded AUVS vacancy position in REQUEST in an MTOE or Medical TDA unit only. The applicant must not be filling an excess, over-strength, or manually-loaded vacancy. Exceptions are not authorized.

(4) Has a minimum AFQT score of 50.

(5) Meets the Tier Level 1 education requirements in accordance with reference 1.k. in order to be eligible. All other education Tier Levels are not eligible (an exception is authorized in accordance with reference 1.q.).

h. Prior Service. A PS Soldier is eligible to contract for the $200 MGIB-SR Kicker with or without a bonus provided he or she:

(1) Affiliates/enlists for a minimum 6-year term of service in an active status.

(2) Affiliates/enlists DMOSQ for a CS vacancy in the grade of E-5 or below in an MOS within Tier Levels 1–6.

(3) Affiliates/enlists into a qualifying, valid, top-loaded AUVS vacancy position in REQUEST or in both RETAIN and GIMS (RCCC/AC Career Counselor enlistments only) in an MTOE or Medical TDA unit only. The Soldier must not be filling an excess, over-strength, or manually-loaded vacancy. Exceptions are not authorized.

(4) Meets the RE and SPD code requirements for affiliation if affiliating from AD and in accordance with reference 1.k., Chapter 3-23b.

(5) Meets the requirements to be awarded the MOS at the time of

affiliation/enlistment if enlisting from a branch of service other than the Army for a DMOSQ CS position. The Soldier will not have his or her "Eligibility Status" marked as "BA" until coded as DMOSQ in SIDPERS.

i. SELRES Kicker Transfers. A Soldier entering the ARNG from another SELRES RC may request a Kicker transfer provided his or her MGIB-SR Kicker is a valid Kicker that meets all ARNG eligibility criteria and is within the following guidelines:

(1) A Soldier transferring from the USAR to the ARNG within the 6-year Kicker contractual obligation must remain in his or her USAR Kicker contracted MOS and must meet all other eligibility criteria.

(2) A Soldier that contracted for a Kicker from any SELRES RC and has completed his or her 6-year Kicker contractual obligation may request a Kicker transfer. The Kicker transfer request may be approved if:

(a) The original Kicker contract is provided.

(b) There are no prohibitions within that contract disallowing a Kicker transfer.

(c) The original Kicker remains coded as eligible ("BA") from the issuing RC.

(3) Processing procedures and a list of required documents for requesting a Kicker transfer are located in the GI Bill Manager's Handbook.

j. Reenlistment/Extension. A current ARNG member is eligible to contract for the $200 MGIB-SR Kicker as a stand-alone incentive provided he or she:

(1) Has not previously contracted for a Kicker incentive.

(2) Reenlists/extends for a minimum 6 years of service in an active status. The Soldier must reenlist/extend between 365 and 91 days from ETS. A Soldier within 90 days of ETS is not eligible.

(3) Reenlists/extends DMOSQ as the primary position holder in the grade of E-5 in an MOS that matches the authorized military grade commensurate with the position for which reenlisting/extending in order to establish the CS requirements on the MGIB-SR Kicker start date. Soldiers that are listed "9993" in GIMS are not eligible. Exceptions are not authorized.

(4) Is listed "999K" as a deployed Soldier in GIMS.

(5) He or she is not eligible if transferred to the ARNG MMA and listed "999M" in GIMS while in a medically non-available status.

(6) The Soldier is not eligible if he or she previously declined to participate in DESP. The Soldier is not eligible to reenlist/extend for the MGIB-SR Kicker until 12 months after his or her scheduled ETS or obligated service date in accordance with reference 1.t.

(7) The Soldier may not contract for SLRP or REB simultaneously with this incentive.

k. Officer Supplemental (Bump-Up) Program. A Soldier who previously contracted and established eligibility for a $100 or $200 MGIB-SR Kicker may, upon entering a commissioning program, sign a supplemental addendum and increase the Kicker rate to $350. The Soldier must complete the NGB Form 5435-1 (Supplemental).

(1) No additional 6-year term is required.

(2) The Kicker addendum (Annex K) must be issued according to the instructions in the GI Bill Manager's standard operating procedures (SOP), paragraph 2-2.a.(2). Note: The current version of the GI Bill Manager's SOP is available in the GIMS Information Center.

l. The OCS Program. A Soldier enrolled in the OCS (09S) Program without a previous MGIB-SR Kicker contract may contract for the $350 MGIB-SR Kicker provided he or she:

(1) Completes the MGIB-SR Kicker addendum (NGB Form 5435) upon completion of Phase 1 of OCS but before the date of commission.

(2) Has a concurrent 6-year service obligation from the date of the Kicker contract. Note: The Soldier may have to extend via a DA Form 4836 to meet the 6-year requirement.

m. The WOC Program. A Soldier on orders in the WOC (09W) Program without a previous MGIB-SR Kicker contract may contract for the $350 MGIB-SR Kicker provided he or she:

(1) Completes the MGIB-SR Kicker addendum (NGB Form 5435) after being placed on orders as a WOC but before the date of commissioning.

(2) Has a concurrent 6-year service obligation from the date of the Kicker contract. Note: The Soldier may have to extend via a DA Form 4836 to meet the 6-year requirement.

n. The ROTC Program. A Soldier enrolled in the ROTC (09R) Program without a previous MGIB-SR Kicker contract may contract for the $350 MGIB-SR Kicker provided he or she:

(1) Completes an MGIB-SR Kicker addendum (NGB Form 5435) after contracting in the ROTC Advanced Course (DA Form 597 series) and after completion of the SMP agreement (NGB Form 594-1), but before the date of commissioning.

(2) Has a concurrent 6-year service obligation from the date of the Kicker contract. Note: The Soldier may have to extend via a DA Form 4836 to meet the 6-year requirement.

o. Direct Commission (DC). A DC Officer in the grade of 0-1 to 0-3 without a previous MGIB-SR Kicker may contract for the $350 MGIB-SR Kicker provided he or she completes an MGIB-SR Kicker addendum (NGB Form 5435) concurrently with a 6-year Officer Service Agreement (OSA) (DA Form 5447-R) within 90 days of being commissioned.

p. Standard Officer Kicker (SOK). A commissioned Officer without a previous MGIB-SR Kicker may contract for the $350 MGIB-SR Kicker provided he or she completes an MGIB-SR Kicker addendum (NGB Form 5435) concurrently with a 6-year OSA (DA Form 5447-R) within 90-days of being commissioned, regardless of the commissioning source.

q. Officer without Degree (OWD). A first or second lieutenant who has not obtained a bachelor's degree or higher and does not have a previous MGIB-SR Kicker contract may contract for the $200 MGIB-SR Kicker provided he or she completes an MGIB-SR Kicker addendum (NGB Form 5435) within 90 days of being commissioned but prior to receiving a bachelor's degree.

r. Status Changes. The State GI Bill Manager is responsible for managing the various status changes to an Officer's/Soldier's MGIB-SR Kicker. The GI Bill Manager will promptly identify, record, and track MGIB-SR Kicker status changes. The GI Bill

Manager must use GIMS on a daily basis and become familiar with its various management functions in order to update status changes that can be forwarded to the VA in a timely manner. Appropriate status codes are in the previous paragraph 16.t.

(1) Suspension. The State GI Bill Manager must submit an MGIB-SR Kicker recommendation to the GI Bill Support Team to change the MGIB-SR Kicker status to a suspended code (or "C" code) for any of the following reasons:

(a) Officer/Soldier is on an authorized, one-time break in service during his or her military career with the IRR, ING, or AD, or the Officer/Soldier is in a civilian status that will not exceed 12 months for personal reasons or 36 months for a missionary obligation.

(b) Officer/Soldier enters into AGR status. Note: In order to assist in tracking, the GI Bill Manager will forward a list of newly-hired AGR members to the GI Bill Support Team at ng.robinson.ngb-arng-pec.mbx.arng-hrm-o-gi-bill-ch30@mail.mil.

(c) Officer/Soldier accepts a full-time permanent or indefinite MilTech position or is a temporary technician exceeding 180 days within a 12-month period.

(d) Soldier is receiving an ROTC Dedicated Army Guard Scholarship (Title 10 U.S.C, Section 2107). Note: Soldiers with Title 10, Section 2107a GRFD scholarships are not suspended.

(e) Soldier is awaiting determination of unsatisfactory participation.

(2) Reinstatement. The State GI Bill Manager must submit a Kicker recommendation to the GI Bill Support Team to change the MGIB-SR Kicker status back to an eligible code (or "B" code) for any the following reasons:

(a) Officer/Soldier returns from a first break in service or from AGR duty to an active drilling status.

(b) Officer/Soldier returns from MilTech status. Note: The Officer/Soldier does not need to extend, even if in the initial 6-year contractual period, but he or she must remain in the contracted AOC/MOS.

(c) Soldier has completed his or her ROTC Dedicated Guard Scholarship (Title 10 U.S.C., Section 2017).

(d) Soldier is determined to be a satisfactory participant through the appeal process or after a command decision.

(e) A Soldier who returns to an active drilling status from a break in service or AGR must return to his or her contracted MOS.

(f) If a Soldier's break in service or AGR duty occurred during the MGIB-SR Kicker 6-year contractual obligation, the Soldier must extend within 90 days of return for a period equal to or greater than the time not served in a drilling status in the SELRES.

(3) Termination. The State GI Bill Manager must submit a Kicker recommendation to the GI Bill Support Team to change the MGIB-SR Kicker status to a termination code (or "D" code) for any of the following reasons:

(a) Termination with recoupment of an MGIB-SR Kicker will occur when a Soldier who has received payment is currently serving in his or her 6-year MGIB-SR Kicker contractual obligation and voluntarily changes the CS MOS, to include completion of an IST; if the Soldier fails to extend when required within 90 days upon returning to active drilling status from a break in service, or incurs a second break in service for any reason; or if a Soldier is declared an unsatisfactory participant after the appeal process or fails to re-affiliate before the end of the authorized period of non-availability.

(b) Termination without recoupment of an MGIB-SR Kicker will occur when a Soldier who has received payment fails to complete his or her 6-year MGIB-SR Kicker contractual obligation and is discharged due to a medical reason (not a result of own misconduct) or is deceased.

(c) Termination without recoupment of an MGIB-SR Kicker will occur when a Soldier has completed his or her 6-year MGIB-SR Kicker contractual obligation and incurs a second break in service or is declared an unsatisfactory participant after the appeal process, or if the Soldier fails to re-affiliate before the end of the authorized period of non-availability or is deceased.

s. The VA and DFAS will recover any unauthorized MGIB-SR Kicker incentive payments. If recoupment is required, the recoupment will be according to the formula prescribed in instructions published by the DOD and VA. The Soldier may be required to refund all or part of the educational assistance received, plus accrued interest. There are two separate processes for unauthorized payments.

(1) Recoupment. A Soldier who receives MGIB-SR Kicker payments and loses

his or her entitlement status due to unsatisfactory participation or non-completion of the 6-year military service obligation may be required to refund part of the education assistance received, plus accrued interest. The recoupment will be recovered by DFAS in accordance with the formula prescribed in Title 10 U.S.C, Chapter 1606.

(2) Overpayment. An Officer/Soldier who receives MGIB-SR Kicker payments when he or she was not authorized to receive the MGIB-SR Kicker incentive will be required to return the overpayment. Example: An Officer/Soldier received MGIB-SR Kicker payments while serving in an AGR or MilTech position. Any overpayment will be recovered by VA.

t. Status Codes. The following codes must be used in GIMS when updating an MGIB-SR Kicker eligibility status:

(1) "Ineligible" Status Codes:

(a) AA – The Soldier does not meet the 6-year obligation criteria.

(b) AB – The Soldier does not meet IADT criteria.

(c) AC – The Soldier does not meet the education criteria.

(d) AD – The Soldier erroneously reported as eligible.

(2) "Eligible" Status Codes:

(a) BA – The Soldier is serving in an initial qualifying period of eligibility.

(b) BB – The Soldier is serving in a second or subsequent qualifying period of eligibility.

(c) BC (historical; not in current use) – The Soldier is serving in a non-qualifying SELRES position and/or unit following involuntary transfer/removal from a qualifying position and/or unit.

(d) BD (historical; not in current use) – The Soldier is serving in a SELRES position and/or unit following completion of the service obligation required for initial benefit eligibility.

(e) BE – The Soldier retains eligibility after separation for medical reasons that are not a result of misconduct.

(f) BF – The Soldier is separated or transferred from the SELRES because of inactivation or reduction in the unit's authorized strength (applicable only if the date of action was during the period from 1 October 1991 to 31 December 2001).

(g) BG –The Soldier is separated or transferred from the SELRES because of inactivation or reduction in the unit's authorized strength (applicable only if the date of action was during the period from 1 October 2007 to 30 September 2014).

(3) "Suspension" Status Codes:

(a) CB – The Soldier is in an authorized break in service for personal reasons (12-month limit).

(b) CC – The Soldier is in an authorized break in service for a missionary obligation (36-month limit).

(c) CD – The Soldier is awaiting determination of an "Unsatisfactory Participation" status.

(d) CE – The Soldier voluntarily departed from a qualifying SELRES position and/or unit to serve in the same RC in a Non-Qualifying SELRES position and/or unit during the Kicker incentive obligated service period. To reinstate eligibility, the Soldier must return within 1 year to a qualifying SELRES position and/or unit in the same RC as the initial designated position and/or unit and commit to completing the benefit obligated service. A Soldier in a MilTech status for more than 180 days within a 12-month period will use this suspension code but is not subject to the 1-year limit.

(e) CF – The Soldier is accepting an AGR position.

(f) CG – The Soldier is receiving a Dedicated ARNG ROTC Scholarship under Title 10 U.S.C., Section 2107.

(4) "Termination" Status Codes:

(a) DA – The Soldier fails to re-affiliate within the required time after suspension due to an authorized break in service (12 or 36 months). Use this code when the 6-year obligation has been completed.

(b) DB – The Soldier is discharged without an authorized period of non-availability. Note: Use this for a second break in service when the 6-year obligation has been completed.

(c) DC – The Soldier is deceased.

(d) DD – The Soldier is determined to have an "Unsatisfactory Participation" status after an appeal process.

(e) DE – The Soldier fails to complete the 6-year drilling obligation or voluntarily changes the CS MOS during the initial 6-year obligation.

17. The SLRP.

a. Specific Criteria. In addition to the general requirements in paragraph 7, the following rules apply to each applicant for all programs, except as annotated (Note: Use of 09S below reflects requirements for both the NPS 09S and PS 09S):

(1) May not receive the REB, OAB, OAFB, CLRP, or Health Professional Loan Repayment Program (HPLRP) simultaneously with this incentive (Note: The Soldier may not terminate the 09S contract in order to receive the OAB).

(2) Must have one or more qualifying and disbursed Title IV Federal loans that are not in default at the time of enlistment, affiliation, or reenlistment/extension. Federal Parent Loans for Undergraduate Students (PLUS loans) are eligible for repayment as long as the Soldier is the borrower and the loan(s) are in the Soldier's name. State and private loans are not eligible for repayment under the SLRP.

(3) Loan disbursement(s) must have been disbursed prior to the date of affiliation, enlistment, or reenlistment/extension in order to be eligible and must be at least 1 year old on the anniversary date of the contract (unless adjusted for authorized period of non-availability).

(4) Soldiers reenlisting/extending under a previously executed SLRP contract signed after 1 March 2009 must meet the following rules:

(a) Must reenlist/extend for 6 years within the authorized extension window established by the SRIP policy without a break in service from the original SLRP contract start date. Note: 09S applicants are not eligible.

(b) Loans that were in default on original contract signature date are not eligible for repayment on the new 6-year reenlistment/extension.

(c) Must be DMOSQ in the same, original contracted MOS on the reenlistment/extension signature date and agree to serve in that MOS for 6 years, unless the MOS is changed due to convenience of the government.

(5) The contract signature date establishes the SLRP/09S anniversary repayment date (month) for MEPS NPS/PS/09S enlistment. The contract start date for an RCCC/AC affiliation/enlistment or current ARNG member reenlistment/extension is the day after current ETS. If the Soldier enters into a period of non-availability, the anniversary date will be adjusted for the period spent in non-availability upon returning to an active drilling status. A Soldier who reenlists/extends will be eligible for repayment on the 1-year anniversary of his or her reenlistment/extension contract start date.

(6) Under no circumstances shall the MEPS GC execute an SLRP/09S contract without the GIMS Pre-Approval memo from the State IM or SLRP Manager. The GIMS Pre-Approval memo will contain the number of loan(s) and the amount the ARNG will repay for the contract period (consolidation loan(s) must be entered into GIMS individually and then consolidated for repayment). In order to ensure validity of the loans, the following documents must be uploaded, and the request for Pre-Approval completed in GIMS, by the Recruiting and Retention Non-Commissioned Officer (RRNCO) no later than 3 working days before the scheduled MEPS processing/enlistment date:

(a) The National Student Loan Data System (NSLDS) Summary Aid sheet dated within 30 days of Pre-Approval submission.

(b) The NSLDS Detailed Loan Information sheet(s) dated within 30 days of Pre-Approval submission.

(c) Copy of promissory note and disbursement sheet(s) for any Title IV loan(s) not listed on the NSLDS documentation.

(7) Under no circumstances should RCCC/AC or RRNCO personnel execute an SLRP reenlistment/extension contract without completing the GIMS Pre-Approval process. Once the GIMS Pre-Approval has been completed, the requestor will be able to complete the SLRP CN process. In order to ensure validity of the loan(s), the documents listed in the above paragraphs 17.a.(6)(a), (b), and (c) must be uploaded and the Pre-Approval process completed in GIMS no later than 3 working days prior to

the scheduled reenlistment/extension or affiliation date.

(8) An applicant processing through the MTR must enlist within the date of request plus 7 days of the MTR reservation in order to secure the CS vacancy (Note: Does not apply to 09S applicants). Exceptions are not authorized.

(9) A NPS or 09S SLRP applicant must meet the following eligibility requirements, except where indicated:

(a) May enlist under the Split-Option and/or CASP options for SLRP as a stand-alone incentive.

(b) An 09S applicant is not authorized any other enlisted SRIP incentive and is ineligible for the OAB once he or she is commissioned.

(c) Must enlist for a minimum 6-year term of service in an active status.

(d) Must enlist for a CS vacancy in the grade of E-4 or below in an UIC and MOS within Tier Levels 1–6 only. Exceptions are not authorized.

(e) An 09S applicant must enlist into a manually created 09S vacancy and receive a 09S SLRP override in REQUEST prior to the training reservation being pulled. The MEPS GC must request an override from the Request Operations Center (ROC) prior to completing the reservation in order to allow REQUEST to offer 09S SLRP.

(f) Must enlist into a qualifying, valid, top-loaded AUVS vacancy position in REQUEST in an MTOE or Medical TDA unit only. The applicant must not be filling an excess, over-strength, or manually-loaded vacancy. Exceptions are not authorized other than for a 09S who may enlist into a manually created vacancy in an MTOE or Medical TDA unit only.

(g) Has an AFQT score of 50 or higher.

(h) Meets the Tier Level 1 educational requirements in accordance with reference 1.k. in order to be eligible for incentives.

(i) An 09S applicant must have a minimum of 90 semester hours listed on official transcripts or have a bachelor's degree or higher.

(j) Must not be enlisting as a 09R SMP cadet, an RFP Soldier, a GNPS or have previously received SLRP or an ROTC or GRFD Scholarship. Note: An ROTC Scholarship is defined as having previously executed a DA Form 597-3; a GRFD Scholarship is defined as having previously executed a CC Form 203-R.

(10) A PS SLRP applicant/Soldier must meet the following eligibility requirements, except where indicated:

(a) Affiliate/enlist for a minimum 6-year term of service in an active status.

(b) Affiliate/enlist in the grade of E-7 or below in an UIC and MOS within Tier Levels 1–6. Exceptions are not authorized.

(c) Affiliate/enlist into a qualifying, valid, top-loaded AUVS vacancy position in REQUEST in an MTOE or Medical TDA unit only. An applicant/Soldier must not be filling an excess, over-strength, or manually-loaded vacancy. Exceptions are not authorized.

(d) Has less than 16 years of TIS on the affiliation/enlistment date in the ARNG. This service is computed from the PEBD. The "total military service criteria" includes inactive reserve time in the IRR or ING.

(e) Affiliate/enlist DMOSQ for the duty position to which assigned or, within substitution rules of DA Pam 611-21, Military Occupational Classification and Structure that matches the authorized military grade commensurate with the position and skill level.

(f) Meets the RE and SPD code requirements in accordance with reference 1.k., Chapter 3-23, if affiliating from AD.

(g) Must continue to meet the physical requirements for the contracted SLRP MOS from the contract signature date up to the start date (Day after RA ETS date) if affiliating from AD. (Exceptions not authorized).

(h) Must have received an Honorable discharge or an Honorable release at the conclusion of all prior periods of military service. A General under Honorable Conditions discharge for any period of service is ineligible for the SLRP. (Exception: Soldiers who completed IADT with an uncharacterized discharge).

(i) An applicant enlisting from a branch of service other than the Army must meet the requirements as prescribed in reference 1.r. (exceptions authorized in accordance with reference 1.s.). No applicant will be contracted for SLEP until the MOS conversion is approved by the authorizing proponent prior to enlistment.

(j) An applicant/Soldier who previously served in the USAF, USN, or USCG, and who has not completed Army or United States Marine Corps (USMC) BCT, has 365 days from the date of enlistment to complete Army BCT (exception is a Soldier who previously served as Special Operations in the USAF or USN). The Soldier is not eligible for his or her initial SLRP anniversary payments until completion of BCT.

(k) Must not previously received SLRP in his or her military career.

(l) Must not have previously received an ROTC or GRFD Scholarship. Note: An ROTC Scholarship is defined as having previously executed a DA Form 597-3; a GRFD Scholarship is defined as having previously executed a CC Form 203-R.

(m) Must not be enlisting/affiliating as a Non-09S SLRP OCS candidate or as an 09R SMP cadet.

(n) An applicant/Soldier enlisting under the provisions of a conditional release DD Form 368 from a SELRES component other than the USAR is not eligible.

(o) A Soldier transferring from the USAR into the ARNG must enlist in the same MOS for which initially contracted in the USAR. The RRNCO must submit the required documentation to his/her State SLRP Manager/IM to confirm whether the Soldier's USAR SLRP contract will be valid for continued participation in the SLRP prior to completing the enlistment process. The State SLRP Manager/IM will then submit a Manual Control Number (MCN) request in GIMS for approval of the USAR SLRP contract. The State SLRP Manager/IM must upload the following documents in GIMS when submitting the SLRP MCN in order to determine if the Soldier is able to retain SLRP upon his or her transfer from the USAR:

(1) Copies of promissory note(s)/disbursement sheet(s) for all non-NSLDS loan(s) to include consolidated loan(s) to verify the actual amount of consolidation.

(2) Copies of the NSLDS Summary Aid sheet and the NSLDS Detailed Loan Information sheet(s) dated within 30 days of the date of the MCN request.

(3) Loan payment history for verification/validation.

(4) Copies of the USAR enlistment DD Form 4, DD Form 1966, and the SLRP addendum.

(p) The SLRP addendum is not valid if it is signed before or after the execution date of the DD Form 4 and also not signed and dated by the applicant/Soldier, Service Representative and Witnessing Official at the time the document was executed. The addendum will state the terms and conditions of the SLRP.

(q) A Soldier affiliating out of the RA must complete a GIMS-generated addendum within 180-days prior to his or her ETS date. The GIMS addendum must have an approved GIMS CN on the same date as the SLRP CN signature date that was requested before the affiliation date into the ARNG in order to receive this incentive. The CN is valid only for the SLRP addendum for which requested, approved, and printed out of GIMS. An applicant/Soldier enlisting at MEPS, must have an approved REQUEST RTID CN annotated on the GCRc generated addendum on the same enlistment date as noted on DD Form 4 in order to be considered a valid contract.

(11) A current ARNG Soldier is eligible for SLRP if he or she meets the following requirements (Note: The SLRP is not an educational benefit that can be extended during the contractual agreement):

(a) Extends within 365–91 days of ETS for a minimum term of 6 years in an active status. Note: The first payment date on the SLRP extension contract will be 1 year from the contract start date (day after ETS), not the contract signature date.

(b) Must be in a pay grade of E-7 or below on both contract signature and start date. Acceptance of promotion to E-8 the day after the contract start date is authorized.

(c) Must reenlist/extend DMOSQ in an MOS that matches the authorized military grade commensurate with the position for which reenlisting/extending in order to establish the SLRP CS requirements on the contract start date. Soldiers that are Non-DMOSQ due to unit transition (reorganization, inactivation, or transformation) are not eligible. Soldiers that are listed as "9993" in GIMS are not eligible. (Exceptions are not authorized).

(d) Must reenlist/extend DMOSQ only in an MTOE or Medical TDA unit only, unless assigned in a deployed TDA unit.

(e) A Soldier that is currently Non-DMOSQ in a cross-leveled MOS due to mobilization must be mobilized OCONUS under mobilization orders USC Title 10,

Section 12301(d); USC Title 10, Section 12302; or USC Title 10, Section 12406 only. The Soldier must only reenlist/extend in an MOS in which he or she is already MOSQ. The Soldier must be reassigned into the same MOS as the primary position holder in the authorized military grade commensurate with the position within 180-days from the REFRAD date.

(f) Must have less than 13 years of TIS at time of current ETS. This service is computed from the Soldier's adjusted PEBD. The "total military service criteria" includes inactive reserve time in the IRR or ING. The TIS is based on the contract start date, not the signature date.

(g) A Soldier in MilTech status (includes an indefinite technician, LWOP, and temporary technician on assignment for more than 180 days in a continuous 12-month period) is not eligible. This includes a MilTech Soldier deployed in a traditional status.

(h) A Soldier in AGR status is not eligible. This includes an AGR Soldier deployed in a traditional status.

(i) A Soldier transferred to the ARNG MMA and listed "999M" in GIMS is not eligible while in a medically non-available status only.

(j) May not reenlist/extend if currently under any type of Suspension of Favorable Personnel Action (SFPA). A Soldier who receives a SFPA flag code of 'J' (APFT) or 'K' (ABCP) between the contract signature and start dates will remain eligible for payment. The Soldier's personnel data must be updated in GIMS prior to requesting the CN.

(k) Have not previously received SLRP in his or her military career.

(l) Have not previously received an ROTC Scholarship or GRFD Scholarship. (Note: An ROTC Scholarship is defined as having previously executed a DA Form 597-3 and a GRFD Scholarship is defined as having previously executed a CC Form 203-R).

(m) An Officer who contracted for SLRP as an enlisted Soldier is not authorized an extension to his or her SLRP contract upon commission.

(n) A Soldier who was eligible to extend for DESP but chose not to participate is not eligible for SLRP until 12 months after his or her scheduled ETS or obligated service date in accordance with reference 1.t.

(12) An enlisted Soldier with an active SLRP contract who enters an Officer

producing program without receiving an ROTC Scholarship and/or accepts a commission as an Officer or Warrant Officer (in any AOC/MOS) may continue to receive the SLRP incentive through the initial SLRP contracted term as long as he or she remains otherwise qualified and does not contract for the OAB. For SLRP contracts executed at the time of reenlistment/extension, the Soldier must serve at least 1 day of the extension/reenlistment contract prior to entering the Officer producing program in order to be eligible for continued receipt. Note: The contract start date is the date after current ETS.

b. Payment.

(1) Payments for SLRP/09S contracts issued under this policy will not exceed $50,000 with annual repayments to include interest not exceeding $7,500, as established by law.

(2) The ARNG will not make a direct payment to an Officer/Soldier to include reimbursement for payment(s) made by the Officer/Soldier, another individual, or an agency. All SLRP/09S/CLRP payments are only made to financial institutions.

(3) An Officer/Soldier must be DAOCQ/DMOSQ in order to receive SLRP/09S/CLRP repayments (exception authorized for 09S and Officers/Soldiers that are Non-DMOSQ as per paragraph 7.d above). A PS Soldier receiving SLRP who is required to attend BCT is not to be considered DMOSQ until completion of BCT.

(4) Only disbursement(s) made prior to contract signature date are eligible for payment.

(5) Payment(s) on consolidated loan(s) is only authorized for that portion of approved disbursement(s) made prior to contract signature date.

(6) Anniversary SLRP/09S payment(s) will not exceed 15 percent or $500 (whichever is greater) of the initial disbursed amounts that were approved upon the contract signature date, plus accrued interest. Payment(s) on loans having outstanding balances that are less than the maximum yearly repayment amount will be eligible for that amount only. Loan(s) that have zero balances will not be eligible for payment.

(7) Accrued interest on loans will be addressed as follows:

(a) Adding of interest to yearly SLRP payments on an SLRP contract signed prior to 1 October 2009 is not authorized. The repayment of yearly interest will be processed

as per the applicable SRIP policy in place at the time the Officer/Soldier contracted for SLRP.

(b) Any SLRP/09S/CLRP contract authorizing accrued interest for which the accrued interest was not previously paid upon may not be settled with a back payment of that accrued interest only. Accrued interest may only be paid during the scheduled anniversary year payment as long as that amount does not exceed the yearly authorized payment amount.

(c) Contracts that were executed without authorization for repayment of accrued interest are not eligible for inclusion of accrued interest. Any previously processed annual FY payment in which accrued interest was paid will not be considered an over/erroneous payment, and no ETP submission to grant relief from recoupment is required provided the annual repayment amount was not exceeded.

(d) When processing multiple FY payments, the accrued interest may only be applied to the current FY payment. If the annual cap for the current FY payment has been reached prior, the accrued interest may not be applied to any of the remaining FY payments.

(8) Prorated payments are only authorized for Soldiers transferring from the ARNG into an Active Component (AC).

(9) The Officer/Soldier must continue to make monthly payments (if required by the lender(s)) to ensure loan(s) do not go into a default status. Loan(s) that are in default at the time of the scheduled annual payment anniversary date and are subsequently taken out of default status will not be eligible for repayment for the FY in which the default occurred. Once the default status is removed, loan(s) that were previously in default are only eligible as part of the new, annual FY payment. Exception: The Officer/Soldier provides a written statement from his or her lender(s) substantiating the claim that the loan(s) are not in default and refuting the NSLDS report.

(10) The lender(s) information must be verified annually against the NSLDS document(s) and/or promissory note(s) and disbursement sheet(s). The documents must not be dated more than 90 days prior to the scheduled anniversary payment date.

(11) The unit will provide the Officer/Soldier a copy of the DD Form 2475, DoD Educational Loan Repayment Program (LRP) Annual Application 90 days prior to the anniversary payment date.

(12) The Officer/Soldier is responsible for ensuring the DD Form 2475 is submitted to the lender(s) and submitting an updated copy of NSLDS documents as noted in previous paragraphs 17.b.(13).(a) and (b) to the State SLRP Manager/IM.

(13) The State SLRP Manager/IM is responsible for ensuring the accuracy of loan(s) payment(s) and must upload the following documents into GIMS prior to initiating payment(s). Note: Updated forms and data are required for each payment submission:

(a) The NSLDS Summary Aid sheet dated no more than 90 days prior to the scheduled anniversary payment date.

(b) The NSLDS Detailed Loan Information sheet(s) dated no more than 90 days prior to the scheduled anniversary payment date.

(c) The DD Form 2475 dated no more than 90 days prior to the scheduled anniversary payment date.

(d) Original promissory note(s) and disbursement sheet(s) for all Title IV loans not listed on the NSLDS website and/or loan(s) that were consolidated after the contract signature date.

(e) Copy of current Retirement Points Accounting Management (RPAM) statement that is dated no more than 30 days prior to the scheduled anniversary payment date.

(f) Other supporting documentation as necessary to support approval of payment(s).

(14) Taxes are withheld from all SLRP/09S/CLRP payment(s) at the time of the payment(s), and Defense Finance and Accounting Service (DFAS) will issue a separate W-2 statement. An Officer/Soldier deployed to a Combat Zone Tax Exclusion (CZTE) area will be eligible for a tax-free payment based on the number of whole months served in the CZTE during that calendar year's payment.

(15) In cases where the State SLRP Manager/IM receives notification that payment(s) have not been credited to the Officer's/Soldier's student loan account, they must email his/her NGB Incentive Support Team (IST) regional representative. Upon DFAS confirmation that a check(s) or Lender(s) funds have been returned, the NGB IST regional representative will notify the SLRP Manager/IM to resubmit the payment(s).

c. Suspension of 09S SLRP Only.

(1) Candidate fails to begin his or her Officer producing program within 1 year of the date of enlistment.

(2) Candidate fails to acquire a bachelor's degree within 2 years of the date of enlistment.

(3) Candidate has not accepted his or her commission within 3 years of the date of enlistment.

(4) The 09S SLRP payment(s) may only resume once the reason for suspension has been reversed and supporting documentation to support the reversal has been uploaded into GIMS.

d. Termination without Recoupment (Specific to SLRP/09S Only).

(1) A candidate who fails to complete, or who withdraws from OCS (regardless of reason), will be terminated effective the date of withdrawal from OCS (if known) or the date the DMOS is changed from 09S to an enlisted MOS. If the candidate is discharged prior to the two reasons above, the termination date will be the ARNG discharge date.

(2) An Army Medical Department (AMEDD) Officer who received SLRP/09S will be terminated effective the date he or she is appointed to an AMEDD Corps or branch. Note: This does not apply to AOCs 67J, 70B, and 72D, which follow the above guidance for basic branches.

(3) Accepts an immediate appointment as an Officer in the Ready Reserve other than in the SELRES after entering into this agreement. (Except for 09S SLRP).

e. An Officer/Soldier will be terminated without recoupment effective the date he or she enrolls for the Chapter 30 MGIB using the signature/enrollment date on the DD Form 2366 (Montgomery GI Bill Act of 1994). Note: This applies to all SLRP/CLRP contract types.

f. Termination with Recoupment (Specific to SLRP/09S Only).

(1) A Soldier with a DD Form 4 or DA Form 4836 that was signed before or after the date of affiliation, enlistment, or reenlistment/extension without an approved ETP will be terminated effective the contract start date.

(2) Soldiers that enlisted under the 09S SLRP will be terminated effective the contract start date for any of the following reasons:

(a) A candidate who fails to accept a commission within 3 years of the date of enlistment.

(b) The Officer fails to complete BOLC within 2 years following successful completion of OCS or fails to become DAOCQ in any AOC and is subsequently discharged.

(3) An Officer enlisting under 09S who is listed excess "9993" in GIMS during the contractual period while serving as an Officer. The effective date of termination is the date the Officer is coded excess.

g. Erroneous payments (i.e., overpayments) must be recouped as soon as discovered. The Officer/Soldier, not the lender(s), is responsible for repayment of erroneous payment(s).

18. The CLRP.

a. Specific Criteria. In addition to the general requirements in paragraph 7, the following rules apply to the applicant:

(1) May not receive OAB, OAFB, SLRP/09S, and enlisted incentives simultaneously.

(2) Must be DAOCQ in AOC 56A and assigned in the authorized military grade commensurate for AOC 56A as a Chaplain coded in GIMS. Chaplains that are listed as "9993" in GIMS are not eligible. Exceptions are not authorized.

(3) Must be currently assigned in an MTOE, Medical TDA or deployed TDA unit.

(4) A Chaplain transferred to the ARNG MMA and listed as "999M" in GIMS is not eligible while in a medically non-available status only.

(5) Must not have not been a two-time non-select for promotion.

(6) Must agree to a minimum 3-year term of service in an active status..

(7) Must currently hold, and be fully qualified for, an appointment as a Chaplain in

the ARNG. Note: Chaplains that were previously commissioned fall under the eligibility rules that were applicable at the time of being commissioned. For example, a Chaplain commissioned in 2000 may not have needed a Master of Divinity or a theology degree to be appointed as a Chaplain.

(8) Must possess outstanding loan(s) that were secured on or after 1 October 1975 in accordance with United States Code (USC) Title 10, Section 16303. These loan(s) must have been for education regarding a basic professional qualifying degree (post baccalaureate), as determined by the Secretary of Defense, or graduate education resulting in a Masters of Divinity Degree or equivalent (theological, chaplaincy, apologetics, religious, or related studies). All degrees must be obtained from an accredited theological seminary that is listed in the Association of Theological Schools (ATS) handbook and/or an accredited institution listed within as a National Faith-Related Accrediting Organization in the Council for Higher Education Accreditation (CHEA) Recognized Organizations' Directory.

(9) Loan(s) must have been applied towards a basic professional qualifying degree through graduate education that resulted in a qualifying degree based on commissioning requirements at the time of appointment/commission as a Chaplain in the ARNG. (Note: Degrees that were issued prior to the usage of a Master of Divinity or Theology degree that were approved by the OCCH as well as loan(s) executed while pursuing an Additional Skill Identifier (ASI) in "Marriage and Family Ministries" (7K) and/or "Combat Medical Pastoral Care Specialist" (7S) are eligible for repayment).

(10) State and private loan(s) are not eligible for repayment under the CLRP program.

(11) Under no circumstances should the State non-privileged user execute a CLRP contract without completing the GIMS Pre-Approval process. Once the GIMS Pre-Approval has been completed, the requestor will be able to complete the CLRP CN process. In order to ensure validity of the loan(s), the following documents must be uploaded, and the request for Pre-Approval completed in GIMS, no later than 3 working days prior to the scheduled contract signature date:

(a) The NSLDS Summary Aid sheet dated within 30 days of Pre-Approval submission.

(b) The NSLDS Detailed Loan Information sheet(s) dated within 30 days of Pre-Approval submission.

(c) Copy of promissory note(s) and disbursement sheet(s) for any Title IV loan(s) not listed on the NSLDS documentation.

(d) Copy of the OCCH Federal recognition board results.

(e) Copy of qualifying degree official transcripts.

(12) A Chaplain requesting payment above the original approved CLRP agreement amount of $20,000 must, upon completion of the current 3-year agreement, request a new $20,000 CLRP CN. The maximum lifetime amount of this benefit will not exceed $80,000.

(13) Loan(s) incurred after signing a 3-year CLRP agreement will not be eligible until the current 3-year term is completed and a new 3-year CLRP agreement is signed.

(14) An Officer enrolled in the Chaplain Candidate Program is not eligible to contract for CLRP.

(15) The agreement is not valid if the Chaplain and Service Representative/Witnessing Official fail to sign the agreement on the entered contract signature date in GIMS. The agreement will state the terms and conditions of the CLRP.

(16) Each State non-privileged user must use GIMS to request the CN and, once approved, must use the GIMS system-generated agreement only.

(17) The CLRP agreement must have an approved GIMS system-generated CN issued on the contract signature date of the CLRP agreement that has been requested from the State non-privileged user. The CN is valid only for the GIMS CLRP agreement for which approved. Any CLRP agreement manually-completed outside of GIMS is not valid.

(18) The completion of a CLRP agreement for a date prior to the contract signature date in GIMS is not authorized.

b. Payment. The CLRP amount will not exceed $20,000 for each 3-year period of obligated service with a yearly maximum payment of $6,666.66 to include interest. Payments on loan(s) having outstanding balances less than the maximum yearly repayment amount will be eligible for that amount only. Loan(s) that have zero balances will not be eligible for payment. Note: The CLRP payment process is the same as with the SLRP/09S as per 17.b. with the exception of subparagraphs (1), (6), and (15).

19. Suspension of Incentive Payment(s).

a. Incentive payment(s) will be suspended under the following circumstances:

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

(a) One year period for personal reasons.

(b) Three year period for missionary obligations.

(2) May only be granted one suspension of non-availability in his or her military career.

(3) Reinstatement of incentive eligibility following a period in the ING is not guaranteed. The Officer/Soldier may receive subsequent payment(s) on the adjusted anniversary date provided he or she meets all requirements for satisfactory participation with creditable service as follows:

(a) Did not exceed the maximum authorized periods in the (ING) as per 19.a.(1).(a) and (b) above.

(b) Was only granted one suspension of non-availability in his/her military career.

(c) Returned to the same NPSEB, PSEB, and EAB UIC and MOS, or the same REB MOS, and OAB/OAFB AOC/MOS in a valid vacancy in the same pay grade and is not listed as "9993" in GIMS.

(d) Extends within 90-days upon returning back from the ING for a period that equals or exceeds the period served in the ING (Excludes Officers).

(e) Failure to comply with the requirements above will result in termination with recoupment effective ING start date.

(4) Reinstatement of incentive eligibility is not guaranteed. The Officer/Soldier may receive subsequent payment(s) on the adjusted anniversary date provided he or she meets all requirements for satisfactory participation with creditable service.

b. Soldier/Officer incentive payment(s) will be suspended upon receipt of an active SFPA (excludes APFT or ABCP failure(s)). Payment(s) may be reinstated once the

SFPA has been removed provided the Soldier is eligible for payment(s) and is not discharged for reason of the SFPA.

20. Continued Receipt of Incentives. The entering of remarks into GIMS and upload of supporting documentation into GIMS/iPERMS as noted below is required to support the continued receipt of incentives for the following conditions:

a. An Officer not serving in the contracted AOC due to normal career progression can retain his or her incentive provided he or she remains within the same CMF as the primary position holder for the entire length of the service obligation and does not voluntarily branch transfer to another AOC. Command-directed branch transfer moves are the only authorized exception. Transfer orders must be uploaded into iPERMS.

b. A MilTech on a temporary assignment tour for less than 180 days in a continuous 12-month period. A Memorandum from the Human Resources Office (HRO) must be uploaded into GIMS to confirm the Not To Exceed (NTE) dates of the temporary position and the number of days within a continuous 12-month period.

c. A Soldier performing Active Duty for Operational Support (ADOS) and/or Full-Time National Guard Duty for Operational Support (FTNGD-OS) must remain in the contractual position required as per the incentive contract.

d. A Soldier reassigned after contract signature date as an Instructor in a Regional Training Institute (RTI) in an MOS Immaterial (00F) or the contracted MOS duty position may retain his or her current incentive(s) provided the Soldier remains qualified in the contracted PMOS and meets all other requirements for the incentive(s). The Soldier must become Instructor-Qualified (SQI=8) within 180 days of reassignment. Note: Soldiers are not eligible to extend for SRIP incentives while assigned to the RTI.

e. A mobilized Soldier is allowed to retain all the SRIP incentives for which he or she contracted prior to mobilization, regardless of the duty position. Upon REFRAD, the Soldier can remain in the deployed (cross-leveled) MOS or return to his or her originally-contracted MOS within 180 days. A Soldier electing to remain in the deployed (cross-leveled) MOS has 24 months from the REFRAD date plus future deployment periods to become DMOSQ.

f. A Soldier that returns from an authorized period of non-availability must extend his or her enlistment contract to match the period of non-availability within 90 days of the date of returning to traditional status in order to retain incentive.

g. A Soldier reassigned after contract signature date to an Instructor/Drill Sergeant position within the Recruit Sustainment Program (RSP) in an MOS Immaterial (00F) or contracted MOS duty position may retain his or her current incentive(s) provided the Soldier remains qualified in his or her contracted PMOS and meets all other requirements for the incentive(s). The Soldier must become Instructor-Qualified (SQI=8) within 180 days or Drill Sergeant-Qualified (SQI=X) within 365 days of assignment. Note: Soldiers are not eligible to extend for SRIP incentives while assigned to the RSP.

h. A Soldier transferring from the ARNG to the USAR on a conditional release may retain his or her incentive(s).

i. Soldiers that volunteer for an 18-Series MOS will retain his/her contracted incentive upon award of an 18-Series MOS or upon return to the contractual MOS.

j. A Soldier changing his or her MOS due to normal career progression (per DA PAM 611-21) remains eligible to retain the incentives for which contracted if he or she is DMOSQ, assigned as the primary position holder for the entire contracted term of the incentives, and is not listed excess (9993) in GIMS. Command-directed moves are the only authorized exceptions, and transfer orders must be uploaded in iPERMS. Soldiers who voluntarily transfer for promotion purposes to another MOS that is not in the same incentive(s) contracted CMF are not considered eligible for continued receipt of the incentive(s). This change supplements the requirements set forth within AR 601-210, paragraph 10-5, regarding continued receipt of incentives due to normal career progression.

k. Any break in service will permanently terminate eligibility effective the ARNG discharge date.

21. Termination of Incentives. Entitlement to incentive(s) will be terminated when any of the termination reasons in reference 1.k. apply before the fulfillment of the service described in the Officer's/Soldier's written addendum/agreement. The Officer/Soldier shall not be eligible to receive further incentive payment(s), except for payment(s) for service performed before the termination date. Once declared ineligible, termination from an incentive or any refund made by an individual shall not affect the period of obligation to serve in the ARNG or other SELRES component. See reference 1.k. for rules not covered under this policy. Note: Any transfer order stating **"Individual's Request or IAW State Laws and Regulations"** will not substantiate retention of the incentive(s) unless the reason for transfer is specified in the "Remarks Section."

22. Termination with Recoupment. The Officer/Soldier shall not be eligible to receive

any further incentive payment(s), except for payment(s) for service performed before the termination date. Unless granted relief, as covered in paragraph 26 below, the Officer/Soldier may refund a prorated amount to the government if such termination is for any of the following reasons (Note: Soldiers/Officers with incentives requiring recoupment will have detailed remarks entered into GIMS outlining the reasons for termination with recoupment and will have all supporting documents uploaded):

a. An incentive addendum/agreement that is signed before or after the execution date of the DD Form 4, DA Form 4836, or NGB Form 337 (Note: OAB agreements must be signed no more than 90 days before or on the date of commission for Officers and 180 days for Warrant Officers). A Chaplain CLRP agreement must be signed on the same date as the contract signature date in GIMS. The effective date of termination is the contract start date.

b. An Officer failing to serve in the contracted CS AOC for the entire length of the incentive agreement (except for normal career progression and for the convenience of the government). The effective date of termination is the date annotated on the Officer's branch transfer order.

c. A Soldier voluntarily changing his or her CS MOS (Non Readiness Predictability Module (RPM) score or Tier Level only) during the contractual obligation, unless assigned as an 09R (SMP Cadet), 09S (OCS Candidate) or 09W (Warrant Officer Candidate). The date of termination is the effective date annotated on the Soldier's transfer order.

d. A Soldier who voluntarily transfers out of an RPM/Tier Level CS MOS and/or UIC into a different UIC and/or MOS, even if the new UIC is in the same CS MOS during the contractual obligation, unless assigned as an 09R, 09S or 09W. The date of termination is the effective date annotated on the Soldier's transfer order. Note: (Applies to NPSEB, PSEB, EAB and NPS/PS SLRP contracts only).

e. Becomes an unsatisfactory participant in accordance with AR 135-91. The effective date of termination is the date of the first unexcused absence.

f. Separates from the ARNG due to death, injury, illness, or other impairment that is the result of the Officer's/Soldier's own misconduct. The effective date of termination is the ARNG discharge date.

g. Fails to extend in order to match or exceed the period of service while in an authorized period of non-availability within 90 days of returning to active drilling status.

The effective date of termination is the date reflected on the transfer order to the ING.

h. Listed in GIMS with excess code "9993." The effective date of termination is the date the Soldier was reassigned as excess. Note: Soldiers enlisting 09S are exempt while enrolled in OCS. Once commissioned, they may not be coded excess for the duration of the contractual period of the 09S contract.

i. An Officer/Soldier discharged under a SIDPERS discharge code directly relating to the reason for the SFPA. The effective date of termination is the initiation date of the SFPA.

j. Fails two consecutive record APFTs within the contractual term. The effective date of termination is the date of the second consecutive for-record APFT failure. Note: This rule applies to contracts issued after 1 March 2009.

k. Fails to maintain medical and/or dental readiness during the entire period of the service obligation, unless the failure was due to reasons outside of the Soldier's control (e.g., death, injury, or illness). The Commander will notify the State IM when a Soldier is not in compliance with command-directed orders to correct his or her medical status (e.g., dental cleaning, dental work, periodic health assessment, etc.). The effective date of termination is the date the Commander indicates medical and/or dental failure.

l. An Officer/Soldier losing AOC/MOS qualification due to denial/removal of required security clearances. The effective date of termination is the date on the official orders for which the Officer/Soldier is considered Non-DAOCQ/DMOSQ.

m. A Soldier separating from the ARNG for enlistment into any AC (Regular Army, Navy, Marines, Air Force, or Coast Guard) and receiving an enlistment incentive, or when the period of service is less than the Soldier's current ARNG remaining drilling obligation. The effective date of termination is the ARNG discharge date.

n. A Soldier who transfers within the State or IST for reasons other than those covered or under references 1.k., 1.n., and 1.p. will be governed by the following:

(1) A Soldier who contracted for a CS MOS prior to the implementation of the Vacancy Management Score (VMS), Readiness Predictability Module (RPM), and Tier Level CS determination rules must upon transfer, select a vacancy that has the same CS MOS. The Soldier must be assigned as the primary position holder.

(2) A Soldier transferring out of the MOS and/or UIC for which the incentive was

offered (as determined via an RPM score or Tier Level) during the contractual obligation. The date of termination is the effective date annotated on the Soldier's transfer order. Note: (Applies to NPSEB, EAB, PSEB, and NPS/PS SLRP contracts only).

(3) An Officer/Soldier moved involuntarily (Command Directed, Unit Transformation or Mobilization) will have 24 months plus periods of deployment from the date of transfer to become DAOCQ/DMOSQ in the new AOC/MOS and is eligible for future scheduled payments. An Officer/Soldier that fails to become DAOCQ/DMOSQ within 24 months plus periods of deployment will have the incentive terminated effective the date of the transfer into the new AOC/MOS.

o. An Officer/Soldier voluntarily retiring from active drilling status prior to completion of the incentive contractual term. The effective date of termination is the date on the ARNG discharge order.

p. An Officer/Soldier voluntarily separating due to pregnancy. The effective date of termination is the ARNG discharge order date.

q. An Officer/Soldier leaving the AGR or MilTech Program to return to a traditional status who subsquently contracts for an incentive while assigned in traditional status will have that incentive terminated if he or she fails to serve at least 50 percent of the contractual obligation period (from contract start date) prior to reentering the AGR or MilTech Program. The effective date of termination is the day before the AGR or MilTech start date as noted on the AGR order or HRO Memorandum.

r. A Soldier failing to become Instructor-Qualified (SQI=8) within 180 days of assignment to an RTI and/or RSP cadre. The effective date of termination is the date on the transfer order.

s. A Soldier failing to become Drill Sergeant-Qualified (SQI=X) within 365 days of the date of assignment to an RSP. The effective date of termination is the date on the transfer order.

t. An Officer entering into any AC or SELRES (other than the USAR) with a current Officer ARNG incentive. The effective date of termination is the ARNG discharge date.

u. An Officer/Soldier medically discharged as a result of his or her own misconduct, regardless of whether he or she is assigned to a designated combat zone (CZ) or combat-related operation. The effective date of termination is the ARNG discharge date.

v. A Soldier who fails to become 18-Series DMOSQ and does not return to his or her original contracted MOS. The effective date of termination is the date of release from the 18-Series program.

w. A Soldier who accepts a promotion in any MOS outside of his or her contracted MOS CMF. The effective date of termination is the date on the transfer/promotion order.

23. Termination without Recoupment. If entitlement to an incentive is terminated for any reason before the fulfillment of the service described in the Officer's/Soldier's written addendum/agreement, the Officer/Soldier shall not be eligible to receive any further incentive payments, except for payments for service performed before the termination date. Note: Any transfer order stating **"Individual's Request or IAW State Laws and Regulations"** will not substantiate retention of the incentive(s) unless the reason for transfer is specified in the "Remarks Section."

a. An incentive addendum/agreement that is signed before or after the execution date of the DD Form 4, DA Form 4836, or NGB Form 337 and did not receive payment(s). (Note: OAB agreements must be signed no more than 90 days before or on the date of commission for Officers and 180 days for Warrant Officers). A Chaplain CLRP agreement must be signed on the same date as the contract signature date in GIMS. The effective date of termination is the contract start date.

b. An Officer fails to successfully complete BOLC/WOBC in his or her designated OAB AOC/MOS within 24 months of the date of commission or appointment. The effective date of termination is the contract start date unless previously discharged.

c. An NPS applicant failing to ship within 365 days of his or her enlistment date will be terminated effective the contract start date.

d. An NPS applicant failing to become DMOSQ within 24 months from the date of enlistment (including delays in training) will be terminated effective the contract start date. A Soldier whose training pipeline time was extended by no fault of the Soldier will be evaluated on a case-by-case basis via submission of an ETP.

e. An Officer/Soldier that affiliated/enlisted for the Non-DAOCQ/DMOSQ PSEB, EAB, or OAFB incentive and fails to become DAOCQ/DMOSQ within 24 months from the date of affiliation/enlistment plus periods of deployment. The effective date of termination is the contract start date.

f. A Soldier who enlisted with the requirement to complete BCT and failed to

complete it within 365 days from the date of enlistment. The effective date of termination is the contract start date.

g. An Officer/Soldier with more than one period of non-availability will have his or her MGIB-SR Kicker terminated effective the start date of the second non-availability.

h. A Soldier who serves at least 1 day past the initial start before accepting an ROTC or GRFD scholarship. The effective date of termination is the college class start date as noted on DA Form 597-3 or the signature date on the CC Form 203-R. Note: This does not apply to SLRP.

i. A Soldier who serves at least 1 day past the initial contract start date and receives an OAB CN. The effective date of termination is the day prior to being commissioned as an Officer/Warrant Officer. Note: An Officer cannot receive SLRP and OAB at the same time.

j. An Officer/Soldier accepting an AGR or Perm, Indefinite MilTech position where membership in a RC is a condition of employment (includes a temporary technician on tour for 180 days or more in a continuous 12-month period) and has served 1 or more days in the losing SELRES status (i.e., 1 or more days on or after the contract effective start date of the contract). The effective date of termination is 1 day prior to the start date of entering the AGR or MilTech program. Note: The HRO Memorandum must be uploaded into GIMS to confirm the NTE dates of the temp position and the number of days within a continuous 12-month period. Note: This incurs a loss of all future payment(s).

k. An Officer/Soldier leaving the AGR or MilTech Program who subsquently contracts for an incentive while assigned in a traditional status and who served more than 50 percent of the incentive contractual agreement (from contract start date) before returning to the AGR or MilTech Program is eligible to retain all previous payments. The effective date of termination is the day before the AGR or MilTech start date as noted on the AGR order or HRO Memorandum.

l. An Officer/Soldier involuntarily ordered into retirement. The effective date of termination is the ARNG discharge date.

m. An Officer/Soldier separated due to sole survivorship. The effective date of termination is the ARNG discharge date.

n. An Officer/Soldier involuntarily separated from the ARNG as a result of unit

inactivation, relocation, reorganization, or a DoD-directed reduction in the ARNG force. The effective date of termination is the ARNG discharge date.

o. An Officer/Soldier discharged due to injury or illness that occurred or was detected while assigned in a traditional status that was not the result of the Officer's/Soldier's own misconduct. The effective date of termination is the ARNG discharge date upon confirmation with the State Surgeon of reason for medical discharge.

p. An Officer/Soldier discharged for a hardship reason in accordance with applicable separation policy and the ARNG discharge order has the SIDPERS code "HA" only. The effective date of termination is the ARNG discharge date.

q. An Officer/Soldier that contracted for an incentive while on AD in the RA and failed to maintain the physical requirements to remain DAOCQ/DMOSQ in the AOC/MOS between the contract signature and start date. The effective date of termination is the ARNG contract start date.

24. Disposition of Incentives for a Deceased Member. Upon the death of a Soldier, all bonus entitlements due to the Soldier's beneficiary are processed by DFAS in coordination with the Casualty Assistance Office (CAO) and/or United States Property and Fiscal Office (USPFO). The State SLRP Manager/IM is responsible for providing a copy of the incentive contract to the State CAO or the Military Pay section of the USPFO. The DFAS will determine the beneficiary's entitlement and will process all payments due.

a. Bonus contract(s) record must be completed in GIMS as follows:

(1) If the Soldier has an active bonus contract that has been paid in full, with no payments remaining and with all payments processed before the Soldier's death, no action is required unless the contract was already in the termination process. If the contract is in the termination process, submit an ACR to move the contract out of "Termination" status and into "Established and Printed" status.

(2) If the Soldier has an active bonus contract with outstanding payments remaining, they will be addressed as follows:

(a) If the date of entitlement is prior to the Soldier's date of death, the State IM must submit the payments in GIMS using the processing method "OOS" with a comment that the payments are due to the death of the Soldier. Once the payments are

approved, they will move into the "OOS/CMS Manual Processing" bin. Once the payments are in this bin, the IM must mark them as complete.

(b) If the date of entitlement is after the Soldier's date of death, the IM must submit an ACR requesting that the dates of entitlement for all payments due after the Soldier's date of death be changed to the day before the date of death. Once the ACR is approved, the IM must submit the payments in GIMS with the processing method "OOS" with a comment that the payments are due to the death of the Soldier. Once the payments are approved, they will move into the "OOS/CMS Manual Processing" bin. Once the payments are in this bin, the IM must mark them as complete.

b. The SLRP contract record must be completed in GIMS as follows:

(1) If the loans under the SLRP contract are Federal loans, they will be discharged (i.e., forgiven) when the lender/lenders receive the death certificate from the Soldier's family. No prorated or additional payments are authorized.

(2) If the loans under the SLRP contract are private, the State SLRP Manager/IM must contact the ARNG-HRM-I SLRP Manager for additional instructions.

c. If an Officer/Soldier has an approved bonus or SLRP contract with a contract start date after the date of death, the State SLRP Manager/IM must submit an ACR requesting the contract be moved to "Approved Pending Validation" status. Once the ACR is approved, the State SLRP Manager/IM must invalidate the contract.

25. The Deploying and Deployed Officer/Soldier.

a. An Officer/Soldier deploying under Title 10 U.S.C., Section 12301(d), or serving under Contingency Operation for Active Duty for Operational Support (CO-ADOS) orders in support of a named contingency operation where Partial Mobilization has been declared, is subject to the provisions of this ARNG SRIP policy.

b. Tax-Free Incentives. A Soldier who executes a REB or EAB contract while deployed to a Combat Zone Tax Relief Area (CZTRA) as defined by the DODFMR, Volume 7A, Chapter 44, is entitled to a CZTE if he or she is otherwise fully qualified.

c. A Soldier with an incentive who is deploying or is deployed remains eligible to receive scheduled payment(s) for incentives as annotated below:

(1) An Officer/Soldier cross-leveled into an AOC/MOS for which he or she is not

qualified or who is placed into an AOC/MOS immaterial position (00F) while deployed.

(2) A Soldier with a pre-existing incentive who chooses to remain in the cross-leveled MOS upon REFRAD has 24 months to become DMOSQ in the new MOS or his or her incentive will be terminated with recoupment effective the Soldier's REFRAD date, as annotated in Block 12b of the Soldier's DD Form 214.

(3) A Soldier placed in an 00F position for deployment/mobilization must be reassigned as the primary position holder in the same MOS within 180 days from REFRAD or the incentive will be terminated with recoupment effective on the REFRAD date as annotated in Block 12b of the Soldier's DD Form 214.

(4) A Soldier choosing not to remain in the cross-leveled MOS must be transferred as the primary position holder in the new MOS within 180 days from REFRAD or the incentive will be terminated with recoupment effective on the REFRAD date as annotated in Block 12b of the Soldier's DD Form 214.

d. The applicant/Soldier may not enlist for an incentive into a position vacated by a Soldier who was cross-leveled to another unit for deployment/mobilization.

e. An applicant/Soldier and Officer/Warrant Officer may contract into a valid vacancy in any derivative UIC (Rear Element) created as a result of the forward element deploying as long as the position was not previously filled from a cross-leveled Soldier in which the Soldier, upon completion of the deployment/mobilization, will be returning. Incentives are not authorized for any manually-created rear element vacancy.

f. An Officer/Soldier assigned to a deploying unit that is determined to be non-deployable may be transferred to another unit or a derivative UIC for the duration of the unit's deployment and retain his or her incentive eligibility. If the incentive is dependent upon a specific AOC/MOS, the Officer/Soldier must be returned to the AOC/MOS for which the incentive was awarded. If the incentive is a NPSEB, EAB, PSEB and/or NPS/PS SLRP, the Soldier must be returned to the CS MOS and UIC for which the incentive was awarded. Note: The Officer/Soldier must be transferred back to the original unit within 180 days of the unit's REFRAD.

g. An Officer/Soldier transferred to the ARNG MMA and is listed as "999M" in GIMS will remain eligible for future payment(s) if contracted for the incentive prior to being listed "999M." An Officer/Soldier is not eligible to contract for new incentives while in a medically non-available status. The Officer/Soldier must be transferred back to his or her original unit and/or be assigned as the primary position holder in

the contracted MOS within 180 days of release from the MMA.

26. Exceptions to Policy. The Division Chief of the ARNG Personnel Programs, Manpower, and Resources Division (ARNG-HRM) is the proponent for this policy, and an O6 in the NGB G-1 is the authority for ETP determinations. All ETPs will be initiated by the either the Soldier or the IM and routed through the State G-1/MILPO to the IST. All supporting ETP documents must be uploaded into the GIMS ETP module. All ETPs are evaluated on a case-by-case basis and once approved or denied, the ETP determination must be uploaded in iPERMS.

27. Direct all questions, comments, or concerns to the IM of the respective State or Territory (including the District of Columbia). The IMs may contact MAJ Bradley H. Chaney, Program Manager, Human Resources Mangement Incentives, at DSN 327-7739, 703-601-8138, or bradley.h.chaney.mil@mail.mil.

28. The point of contact is COL Roberta Niedt, Chief, Personnel Programs, Manpower and Resources Division, at DSN 327-7131, 703-607-7131, or roberta.niedt.mil@mail.mil.

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