



Army National Guard **POLICY**

ARNG FY16 SRIP Policy #16-01

ARNG-HRZ

SUBJECT: The Army National Guard Selected Reserve Incentive Programs (SRIP) Policy for Fiscal Year (FY) 2016

References: See Enclosure 1

1. **PURPOSE.** This update to the yearly SRIP policy assists leadership in meeting ARNG readiness requirements. It 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 in supporting unit and skill staffing requirements.
2. **APPLICABILITY.** This policy applies to individuals entering into or currently serving in an active status in the ARNG. Soldiers affiliating/enlisting, accessing, or reenlisting/extending for the purpose of qualifying for an AGR or Dual Status (DS) Military Technician (MilTech) position, including mobilized Soldiers returning to an AGR or DS MilTech position after Release From Active Duty (REFRAD) and DS MilTechs on Leave Without Pay (LWOP) are not eligible.
3. **POLICY.** This policy prescribes standards for administering the ARNG SRIP for Fiscal Year 2016 (FY 16). This policy in conjunction with ARNG Policy #14-01 and NGR 600-7 supersedes all previous SRIP policies, guidance, instruction, Montgomery GI Bill-Selected Reserve (MGIB-SR) Kicker policies, and Education Incentive Operational Messages (EIOMs) unless otherwise annotated.
4. **PROCEDURES.** Detailed procedures and requirements for administration of the SRIP Policy can be found within this policy, the FY14 base policy and NGR 600-7.
5. **RELEASABILITY.** This policy is approved for public release and is available on the Internet through the National Guard StrengthNet on the Guard Incentive Management System (GIMS) Website at: <https://smms.army.pentagon.mil/SMMS/Default2.aspx>.

6. EFFECTIVE DATE. This Policy:

- a. Is effective 16 November 2015.
- b. Will expire effective 30 September 2016 unless extended or rescinded.



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Enclosures

1. References
2. FY16 SRIP Policy
3. Enlisted Affiliation Critical MOS List
4. Warrant Officer Accession/Affiliation Critical MOS List

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ENCLOSURE 1

REFERENCES

- (a) Public Law Number 113-291, National Defense Authorization Act for Fiscal Year 2015, 19 Dec 14.
- (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 10, Subtitle E, Part IV, Chapter 1609, Education Loan repayment program; members of Selected Reserve, 31 Aug 12.
- (e) USC Title 32, Chapter 3, Personnel, 31 Aug 12.
- (f) USC Title 37, Chapter 5, Subchapter I, Existing Special Pay, Incentive Pay, and Bonus Authorities, 7 Jan 11.
- (g) USC Title 37, Chapter 5, Subchapter II, Consolidation of Special Pay, Incentive Pay, and Bonus Authorities, 7 Jan 11.
- (h) Department of Defense Financial Management Regulation (DODFMR) 7000.14-R, Volume 7A, Military Pay Policy and Procedures-Active Duty and Reserve Pay, February 2012.
- (i) DODFMR 7000.14-R, Volume 7A, Chapter 2, Repayment of Unearned Portion of Bonuses and Other Benefits, March 2011.
- (j) Department of Defense Instruction (DODI) 1205.21, 20 Sep 99, subject: Reserve Component Incentive Programs.
- (k) Department of Defense Instruction (DODI) 1304.31, 12 Mar 13, subject: Enlisted Bonus Program (EBP).
- (l) DoDI 1322.17, 29 Nov 99, subject: Montgomery GI Bill-Selected Reserve (MGIB-SR).
- (m) Army Regulation (AR) 601-210, Active and Reserve Components Enlistment Program, 8 Feb 11 (Rapid Action Revision, 12 Mar 13).
- (n) AR 600-8-2, Suspension of Favorable Personnel Actions (Flags), 23 Oct 12.
- (o) AR 135-200, Active Duty for Missions, Projects, and Training for Reserve Component Soldiers, 30 Jun 99.
- (p) Department of the Army Pamphlet (DA PAM) 600-3, Commissioned Officer Professional Development and Career Management, 1 Feb 10.
- (q) DA PAM 351-4, Army Course Catalog Introduction (SI), no date.
- (r) National Guard Regulation (NGR) 600-7, Selected Reserve Incentive Programs, 12 Aug 14.
- (s) 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.
- (t) 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).

- (u) 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.
- (v) Memorandum, National Guard Bureau, NGB-ASM 09-161, 6 Jul 09, Subject: Selective Reserve Incentives with DESP Declination.
- (w) Memorandum, ARNG-HRZ, Subject: The Army National Guard Selected Reserve Incentive Programs (SRIP) Policy for Fiscal Year 2014, Effective 02 June 2014 (ARNG-HRZ policy #14-01)

ENCLOSURE 2

FY16 SRIP POLICY

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

a. The NPSEB amounts are based upon a 6 year term and Tier Level per the following tables:

Tier Levels	6-Year NPSEB
1	\$20,000
2	\$15,000
3	\$12,500
4	\$10,000
5	\$ 7,500

Table 1: MTOE/Medical TDA NPSEB Amounts

b. The NPSEB payment schedule is per the following table:

Installment Number	6-Year NPSEB
1	50% processed upon reporting DMOSQ to unit of assignment
2	25% processed upon 3 rd anniversary
3	25% processed upon 5 th anniversary

Table 2: MTOE/Medical TDA NPSEB Payment Schedule

c. Authorized Incentive Combination(s): MGIB-SR Kicker (see each incentive for eligibility)

d. Restrictions:

- (1) Minimum AFQT 50 (TSC 1-III A).
- (2) Tier Level 1 education.
- (3) Skill level 1/grades E-4 and below.

2. Prior Service Enlistment Bonus (PSEB).

a. The PSEB amounts are based upon the Term and Tier Level per the following tables:

Tier Levels	3-Year PSEB (DMOSQ)	6-Year PSEB (DMOSQ)	6-Year PSEB (Non-DMOSQ)
1	\$5,000	\$10,000	\$10,000
2	\$5,000	\$10,000	\$10,000
3	\$5,000	\$10,000	\$10,000
4	0	\$7,500	\$7,500
5	0	\$7,500	\$7,500

Table 3: MTOE/Medical TDA PSEB Amounts

b. The PSEB payment schedule is per the following table:

Installment Number	3-Year PSEB(DMOSQ)	6-Year PSEB	
		DMOSQ	Non- DMOSQ
1	Lump sum processed upon reporting to unit of assignment	50% processed upon reporting to unit of assignment	50% processed upon reporting DMOSQ to unit of assignment
2	NA	50% processed upon 4 th year anniversary	50% processed upon 4 th year anniversary

Table 4: MTOE/Medical TDA PSEB Payment Schedule

c. Authorized Incentive Combinations: SLRP, MGIB-SR Kicker (see each incentive for eligibility)

d. Restrictions:

- (1) Soldier must have less than 16 years time in service at contract start date.
- (2) Grades E-7 or below.
- (3) Soldiers enlisting Non-DMOSQ must enlist for a 6-year term of service. (Non-DMOSQ not eligible for SLRP or MGIB-SR Kicker)

3. Enlisted Affiliation Bonus (EAB).

a. The EAB amounts are based upon the Term and Authorized Enlisted Affiliation Critical MOS list (Enclosure 3) and the following table:

Bonus MOS	3-Year EAB (DMOSQ)	6-Year EAB (DMOSQ)	6-Year EAB (Non-DMOSQ)
Enclosure 3	\$5,000	\$10,000	\$5,000

Table 5: MTOE/Medical TDA EAB Amounts

b. The EAB payment schedule is per the following table:

Installment Number	3-Year EAB (DMOSQ)	6 -Year EAB	
		DMOSQ	Non- DMOSQ
1	Lump sum processed upon reporting to unit of assignment	50% processed upon reporting to unit of assignment	Lump sum processed upon reporting DMOSQ to unit of assignment and within 24 months from contract start date
2	None	50% processed upon 4 th anniversary	None

Table 6: MTOE/Medical TDA EAB Bonus Payment Schedule

c. Authorized Incentive Combinations: SLRP, MGIB-SR Kicker (see each incentive for eligibility)

d. Restrictions:

- (1) Soldier must have less than 16 years time in service at contract start date.
- (2) Grades E-7 or below.
- (3) Soldier must contract in a MOS per the Authorized Enlisted Affiliation Critical MOS list (Enclosure 3).
- (4) Soldiers separated from AD with service obligation to the IRR who have not previously received an affiliation bonus may be eligible for this incentive. Soldiers must process his or her enlistment through MEPS.
- (5) Soldiers enlisting Non-DMOSQ must affiliate for a 6-year term of service. (Not eligible for SLRP or MGIB-SR Kicker)

4. Reenlistment/Extension Bonus (REB).

a. The REB amounts are based upon the Term per the following table:

2-Year REB	6-Year REB
\$4,000	\$12,000

Table 7: REB Amounts

b. The REB payment schedule is per the following table:

Installment Number	2-Year REB	6 -Year REB
1	Lump sum processed upon contract start date	50% processed upon contract start date
2	None	50% processed on 4th anniversary

Table 8: REB Payment Schedule

c. Authorized Incentive Combinations: MGIB-SR Kicker

d. Restrictions:

- (1) Soldier must have less than 13-years time in service at contract start date.
- (2) Grades E-7 or below.
- (3) Soldier must be primary slot holder.
- (4) The reenlistment/extension window is 365-1 days prior to ETS.

5. MOS Conversion Bonus (MOSCB).

a. Must not exceed the Time in Service (TIS) requirements at time of application per the following table:

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

Table 9: Time-in-Service Requirements by Grade

b. The \$4,000 MOSCB is processed as a lump-sum payment upon reporting DMOSQ to unit of assignment. This date also begins the required 3-year period of obligated service. The State Incentive Manager (IM) may only process the payment once the following documents are uploaded into iPERMS:

- (1) Completed GIMS generated Memorandum of Agreement.
- (2) MOS award order.

c. Authorized Incentive Combinations: None

d. Restrictions:

- (1) MOS to train must be less than 90 percent filled at the State and relevant skill level.
- (2) Soldier must be coded "9993" in GIMS.

(3) A Soldier serving under an initial ARNG enlistment contract with an incentive is not eligible.

6. Officer/Warrant Officer Accession Bonus (OAB/WOAB).

a. Officer (newly commissioned)

(1) The OAB amount is based upon the Term and Tier Level per the following table:

Term of Service (yrs)	Tier Levels	Amount
6	1-6	\$10,000

Table 10: OAB Bonus Amount

(2) The OAB is processed as a lump sum payment after completion of the Basic Officer Leaders Course (BOLC) and upon verification of DAOCQ qualification in GIMS. BOLC must be completed within 24 months of commissioning.

(3) Authorized Incentive Combinations: MGIB-Kicker

(4) Restrictions: An Officer is prohibited from receiving an enlisted bonus/incentive and the OAB simultaneously. A Soldier with an active enlisted bonus must have the bonus terminated without recoupment effective the day prior to being commissioned before the OAB CN can be validated. Chaplain candidates are not eligible to contract for the OAB, but may qualify upon being commissioned to the Chaplain Corps.

b. Warrant Officer (newly commissioned)

(1) The WOAB amount is based upon the Term and Critical List (Enclosure 4) per the following table:

Term of Service (yrs)	Bonus MOS	Amount
6	Enclosure 4	\$20,000

Table 10 A: WOAB Amount

(2) The WOAB payment schedule is per the following table:

Installment Number	WOAB
1	50% processed upon reporting to unit of assignment DMOSQ
2	50% processed on 4th anniversary

Table 10 B: WOAB Payment Schedule

(3) Authorized Incentive Combinations: MGIB-Kicker

(4) Restrictions: A Warrant Officer is prohibited from receiving an enlisted bonus/incentive and the WOAB simultaneously. A Soldier with an active enlisted bonus must have the bonus terminated without recoupment effective the day prior to being commissioned before the OAB CN can be validated.

(5) A Warrant Officer (applicant/candidate) may sign no earlier than the date of approved pre-determination packet and no later than the date of commission. The WOAB contract start date can be no greater than 24-months after the date of the approved pre-determination packet.

7. Officer/Warrant Officer Affiliation Bonus (OAFB/WOAFB).

a. Officer

(1) The OAFB is suspended.

Tier Levels	3-Year OAFB DAOCQ	6-Year OAFB Non-AOCQ
Intentionally left blank		

Table 11: OAFB Amounts

(2) The OAFB is suspended:

Installment Number	3-Year OAFB DAOCQ	6-Year OAFB Non-AOCQ
1	Intentionally left blank	Intentionally left blank
2	Intentionally left blank	Intentionally left blank

Table 12: OAFB Payment Schedule

b. Warrant Officer

(1) The WOAFB amount is based upon the Term and Critical Skill List (Enclosure 4) and the following table:

Bonus MOS	3-Year WOAFB DMOSQ	6-Year WOAFB Non-DMOSQ
Enclosure 4	\$20,000	\$20,000

Table 13: WOAFB Amounts

(2) The WOAFB payment schedule is per the following table:

Installment Number	3-Year WOAFB DMOSQ	6-Year WOAFB Non-DMOSQ
1	Lump sum processed upon reporting to unit of assignment	50% processed upon reporting DMOSQ to unit of assignment
2	None	50% processed upon 4 th anniversary

Table 14: WOAFB Payment Schedule

(3) Authorized Incentive Combinations: MGIB-SR Kicker

(4) Restrict

(a) Warrant Officers must affiliate in the grades of W2-W4 in an MOS per the Authorized Warrant Officer Affiliation Critical MOS list (Enclosure 4).

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

(c) Warrant Officers that are Non- DMOSQ must affiliate for a 6-year term.

8. The Montgomery G.I. Bill Selected Reserve Kicker (MGIB-SR Kicker).

a. The MGIB-SR Kicker amounts are valid for the entire term of the contract, regardless of future increases or decreases, unless the Officer/Soldier violates the terms of the MGIB-SR Kicker contract. Payment rates are per the following table:

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 15: MGIB-SR Kicker Categories and Payment Rates

b. Authorized Incentive Combinations: PSEB, OAB, SLRP, REB (see each incentive for eligibility)

c. Restrictions:

- (1) Minimum AFQT 50 (TSC I-III A).
- (2) Soldier must meet the Tier Level 1 education requirements (NPS Only).
- (3) Prior Service Soldier must be DMOSQ at time of contracting.

9. Student Loan Repayment Program (SLRP).

a. Payment Processing is as follows:

- (1) SLRP contracts issued under this policy will not exceed \$50,000.
- (2) Anniversary SLRP payment(s) will not exceed 15 percent of the loan(s) or \$500 (whichever is greater) of the initial disbursed amounts approved upon the date of contracting, plus the annual accrued interest. Payment(s) on loans having an outstanding balance less than the maximum yearly repayment amount may not exceed that amount.
- (3) The requirement to submit a copy of the Retirement Points Accounting Management (RPAM) statement per paragraph 17.b.(13)(e) in the FY14 SRIP Policy is rescinded.

b. Authorized Incentive Combinations: PSEB, MGIB-SR Kicker (see each incentive for eligibility)

c. 09S SLRP will be terminated if the Soldier/candidate fails to accept a commission within 3-years of the date of enlistment.

d. Restrictions:

- (1) NPS/09S minimum AFQT 50.
- (2) NPS/09S Tier Level 1 Education Requirement.

- (3) NPS/PS/09S minimum term is 6 years.
- (4) Current service members and PS less than 16 years TIS at contract start date.
- (5) Current service member and PS must be in grades E-7 or below and DMOSQ at time of contracting.
- (6) The reenlistment/extension window is 365-1 days prior to ETS.

10. Chaplain Loan Repayment Program (CLRP).

a. 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.

b. Payment. Interest can be added to the annual principal payment; however, an annual payment, to include interest, cannot exceed one-third of the \$20,000 contracted amount. Additionally, the annual principal payment will not exceed one-third of the initial outstanding balance of eligible loans.

c. Authorized Incentive Combinations: MGIB-SR Kicker

d. Restrictions: Must be DAOCQ in AOC 56A and assigned in the authorized military grade commensurate for AOC 56A as a Chaplain coded in GIMS. Chaplains listed as "9993" in GIMS are not eligible.

e. Chaplain candidates are not eligible.

ENCLOSURE 3AUTHORIZED ENLISTED AFFILIATION CRITICAL MOS LIST:

	MOS
1.	09L
2.	11B
3.	12B
4.	12C
5.	12D
6.	12G
7.	12K
8.	12N
9.	12P
10.	12Q
11.	12V
12.	12Z
13.	13B
14.	13F
15.	13R
16.	13T
17.	14E
18.	15J
19.	15S
20.	15T
21.	15V
22.	15X
23.	18B
24.	18C
25.	18D
26.	18E
27.	18F
28.	18Z
29.	19D
30.	25B
31.	25C
32.	25D
33.	25E

	MOS
34.	25N
35.	25P
36.	25Q
37.	25R
38.	25S
39.	25T
40.	25U
41.	25V
42.	25W
43.	25X
44.	25Z
45.	29E
46.	31B
47.	35F
48.	35G
49.	35L
50.	35M
51.	35N
52.	35P
53.	35S
54.	35T
55.	35V
56.	35X
57.	35Y
58.	37F
59.	38B
60.	42A
61.	46Q
62.	46R
63.	46Z
64.	51C
65.	68C
66.	68F

	MOS
67.	68H
68.	68R
69.	68W
70.	68Y
71.	74D
72.	88H
73.	88L
74.	88M
75.	88N
76.	88U
77.	89D
78.	91A
79.	91B
80.	91K
81.	91M
82.	91P
83.	91S
84.	92A
85.	92F
86.	92G
87.	92L
88.	92M
89.	92R
90.	92S
91.	92Y
92.	94H
93.	94P
94.	94S
95.	94T
96.	94W
97.	94Y
98.	94Z

ENCLOSURE 4

AUTHORIZED WARRANT OFFICER ACCESSION/AFFILIATION CRITICAL MOS LIST:

	MOS
1.	120A
2.	125D
3.	131A
4.	140A
5.	140E
6.	150A
7.	150U
8.	152B
9.	152D
10.	180A
11.	255A
12.	255N
13.	255S
14.	255Z
15.	270A
16.	290A
17.	311A
18.	350F
19.	350G
20.	351L
21.	351M
22.	352N
23.	352P
24.	353T
25.	420A
26.	670A
27.	740A
28.	880A
29.	881A
30.	882A
31.	890A
32.	913A
33.	914A

	MOS
34.	915A
35.	919A
36.	920A
37.	920B
38.	921A
39.	922A
40.	923A
41.	948B
42.	948D