

ARNG SRIP Policy for FY 14/16 effective 16 NOVEMBER 2015

GENERAL RULES

- 1) **All NPS and PS must enlist into a valid AUVS position via RTRS or REQUEST (as applicable) or re-enlist/extend as a primary slot holder within the units 100% authorized fill. .**
- 2) Soldiers who enlist from a Selected Reserve (SELRES) component other than USAR by DD Form 368 are "NOT ELIGIBLE" any incentives.
- 3) USAR soldiers who enlist by DD Form 368 who have an existing incentive are authorized to keep their incentive provided they meet the original terms of the service agreement and incentive addendum.
- 4) NPS applicants must be Tier 1 education level.
- 5) NPS applicants must have AFQT of 50 or higher for bonus, SLRP, MGIB/Kicker.
- 6) NPS/PS applicants enlisting for 09S SLRP must have AFQT of 50 or Higher.
- 7) Soldiers must be Secondary School Graduate prior to IADT to qualify.
- 8) Applicants/Soldiers enlisting or re-enlisting/extending in a TDA unit (except Medical) are NOT eligible for incentives.
- 9) Applicants processing through RTRS must enlist within 7 days of RTRS reservation.
- 10) Tier Level Scoring will be used for determining the amount of the incentive offered. This is calculated by these factors: a unit's MOS percentage, fill rate, overall unit strength, DMOSQ in unit/state/nation.
- 11) Tier Levels are reflected as Tier 1-Tier 7. Tier Level 1 is most critical and Tier 7 being less critical. As soldiers are accessed/discharged, Tier Levels will change. Tier Levels 1-5 (at time of enlistment) will receive an incentive (reserved in RTRS/REQUEST).
- 12) **GIMS system tracks bonus eligible on a daily basis for each para/line and MOS.**
- 13) All Bonus addendums **MUST** be signed and dated with the same date as the DD Form 4!!!!

Non-Prior Service Enlistment Bonus (NPSEB):

- 1) Applicant must enlist into a qualifying Valid AUVS position via RTRS in an MTOE or Medical TDA unit only. Exceptions are not authorized. Applicant is ineligible if enlisting into an excess/over- strength position, OR MANUALLY LOADED VACANCY POSITION.
- 2) Applicant must enlist in a Tier Level of 1-5.
- 3) Applicants must enlist for a 6X2 or 8X0 contract.
- 4) Soldier must ship on or before their original ship date.
- 5) HSJR/HSSR must be awarded an accredited HS diploma to receive incentive.
- 6) Eligibility includes applicants enlisting as Civilian Acquired Skills Program (CASP) and/or Split Train Option (STO).
- 7) Applicant must score a minimum AFQT of 50 (TSCI-III A)
- 8) Cannot enlist as an 09S or 09R
- 9) Must not enlist into the Recruit Force Pool (RFP).
- 10) Applicant **CANNOT** receive NPSEB and SLRP at the same time.

RRB SRIP Cheat Sheet

- a. NPS incentive amounts are Tier Level based: (Bonus Tiers are not educational Tiers)

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

- 10) Recipient may receive MGIB-SR and SLRP simultaneously if they meet criteria.
 11) GNPS (Glossary Non-Prior Service) are **INELIGIBLE** for enlistment incentive.
 12) Must enlist with REQUEST generated bonus addendum.
 13) NPS Incentive payment schedule:

INSTALLMENTS	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

Prior Service Enlistment Bonus (PSEB):

- 1) Applicant must enlist into a qualifying Valid AUVS position in the REQUEST system in an MTOE or Medical TDA unit only. Exceptions are not authorized. Applicant is ineligible if enlisting into an excess/over-strength position, OR MANUALLY LOADED VACANCY POSITION.
- 2) Soldier must enlist into a valid E7 or below vacancy.
- 3) Soldier must enlist and process through MEPs with a REQUEST/GIMS generated bonus addendum, TO INCLUDE A SECURITY INTERVIEW, IF REQUIRED!!
- 4) Soldier needs to have a qualifying AFQT of "31".
- 5) Soldier must enlist into a TIER 1 – TIER 5 level.
- 6) Recipient must enlist for either a 3 year or 6 year term of service.
- 7) Once a UIC has reached 100% authorization fill the incentives will be turned off for all vacancies in that UIC.
- 8) Soldier must have less than 16-years of total military service at the time of enlistment, based on PEBCD.
- 9) All periods of prior service must be characterized as "Honorable" – General under honorable conditions and uncharacterized (exception: soldier completing IADT) do not qualify for incentives of any type.
- 10) Soldiers who previously received a PS enlistment incentive bonus are NOT authorized, however, if they received a NPS Bonus, they are authorized.
- 11) Soldiers who previously received a PS enlistment incentive bonus are NOT authorized, however, if they received a NPS Bonus, they are authorized.
- 12) Prior ARNG soldiers enlisting within 12 months of last discharge are NOT authorized.
- 13) Soldiers who enlist from the Army Reserves by DD Form 368 may be authorized incentives.
- 14) Applicants enlisting from a previous branch of service, other than the Army must have an approved MOS Conversion for MOSQ prior to enlistment.
- 15) Prior Service ARNG must have been discharged 365 days or more in order to be eligible.

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- 16) The following incentives are not authorized with the Non-DMOSQ PSEB: Montgomery G.I Bill Selected Reserve Kicker (MGIB-SRK), Student Loan Repayment Program (SLRP)
- 17) The following incentives are authorized with the DMOSQ PSEB when enlisting for A 6-year term of service: Montgomery G.I Bill Selected Reserve Kicker (MGIB-SRK), Student Loan Repayment Program (SLRP)
- 18) DMOSQ-PSEB and NON-DMOSQ-PSEB incentive payment amounts are:

A. PSEB MTOE & MEDICAL TDA UNITS (DMOSQ & Non-DMOSQ):

TIER LEVELS	3 Year PSEB (DMOSQ)	6 Year PSEB (DMOSQ)	6 Year PSEB (Non-DMOSQ)
1	\$15,000	\$30,000	\$30,000
2	\$15,000	\$25,000	\$25,000
3	\$10,000	\$20,000	\$20,000
4	\$0	\$15,000	\$15,000
5	\$0	\$10,000	\$10,000

- 19) PSEB incentive payment schedule is:

B. PSEB Incentive Payment Schedule:

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 becoming DMOSQ in unit of assignment
2	NA	50% processed upon 4 th year anniversary	50% processed upon 4 th year anniversary

Re-Enlistment/Extension Bonus (REB):

- 1) May not contract for more than one SRIP Incentive during an extension period.
- 2) Bonus Addendum must be GIMS initiated and dated the same date as the DA Form 4836!
- 3) Soldier must be primary position holder the duration of the term of service, not in excess or over-strength. Soldiers keyed 9994 are eligible.
- 4) NON-DMOSQ can only extend for a 6 year term of service and must become DMOSQ within 24-months; cannot extend for 3 years.
- 5) This extension incentive can only be offered when the state has allocated funding in the iMARC/GIMS budget Management Center, for this bonus type, in the FY in which the incentive is scheduled for payment to include anniversary payments.
- 6) 2-year or 6-year term of service if DMOSQ'D (See sub-para #3 above).
- 7) Soldiers extending for 2 or 6 year term of service must be E7 and below and have less than 13 years TIS at the time of current ETS. (Acceptance of promotion to E-8 the day after the contract start date "IS" authorized.)

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- 8) Soldier may not extend if under Suspension of Favorable Action (FLAG).
- 9) Extension (DA Form 4836) and extension bonus addendum must be uploaded into GIMs within 5 days of extension.
- 10) Soldiers are eligible from 365 – 1 days before ETS
- 11) Reenlistment/Extension Bonus incentive amounts:

A. REB Payment Amounts:

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

- 12) Reenlistment/Extension Bonus Payment Schedule:

B. REB Payment Schedule:

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

Enlisted Affiliation Bonus (EAB):

- 1) Recipient may receive MGIB-SR and SLRP simultaneously provided he/she meets the requirements
- 2) Soldier must enlist for a CS vacancy (C. Critical MOS List) in the grade of E7 or below in an MOS, Para/Line within Tier Levels 1-5.
- 3) Affiliate for either a 3 (DMOSQ) or 6 year term of service.
- 4) Soldier must fill a valid AUVS Position vacancy in an MTOE, or TDA Medical position (may not be excess).
- 5) Soldier must meet RE and separation code designator (SPD) requirements.
- 6) Soldier must have an AFQT of 31 or higher.
- 7) Soldier must process through MEPs with REQUEST/GIMS generated bonus addendum.
- 8) Soldier must have less than 16-years of total military service at the time of Affiliation.
- 9) 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.
- 10) Soldiers enlisting Non-DMOSQ must affiliate for a 6-year term of service. (Not eligible for SLRP or MGIB-SR Kicker)
- 11) EAB incentive payment amounts are:

A. EAB MTOE or TDA Medical Positions (MOS List Enclosed):

Bonus MOS	3 Year EAB (DMOSQ)	6 Year EAB (DMOSQ)	6 Year EAB (Non-DMOSQ)
Enclosure 3 Below	\$10,000	\$20,000	\$20,000

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12) EAB incentive payment schedule for MTOE and Medical TDA units:

B. EAB Payment Schedule

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	50% processed upon becoming DMOSQ in unit of assignment and within 24 months from contract date
2	None	50% processed upon 4 th year anniversary	50% processed upon 4 th year anniversary

C. Enclosure 3 Critical MOS List (Enclosure 3)

AUTHORIZED ENLISTED AFFILIATION CRITICAL MOS LIST:

MOS	MOS	MOS
1. 09L	34. 25N	67. 88H
2. 11B	35. 25P	68. 88R
3. 12B	36. 25Q	69. 88W
4. 12C	37. 25R	70. 88Y
5. 12D	38. 25S	71. 74D
6. 12G	39. 25T	72. 88H
7. 12K	40. 25U	73. 88L
8. 12N	41. 25V	74. 88M
9. 12P	42. 25W	75. 88N
10. 12Q	43. 25X	76. 88U
11. 12V	44. 25Z	77. 89D
12. 12Z	45. 29E	78. 91A
13. 13B	46. 31B	79. 91B
14. 13F	47. 35F	80. 91K
15. 13R	48. 35G	81. 91M
16. 13T	49. 35L	82. 91P
17. 14E	50. 35M	83. 91S
18. 15J	51. 35N	84. 92A
19. 15S	52. 35P	85. 92F
20. 15T	53. 35S	86. 92G
21. 15V	54. 35T	87. 92L
22. 15X	55. 35V	88. 92M
23. 18B	56. 35X	89. 92R
24. 18C	57. 35Y	90. 92S
25. 18D	58. 37F	91. 92Y
26. 18E	59. 38B	92. 94H
27. 18F	60. 42A	93. 94P
28. 18Z	61. 46Q	94. 94S
29. 19D	62. 46R	95. 94T
30. 25B	63. 46Z	96. 94W
31. 25C	64. 51C	97. 94Y
32. 25D	65. 68C	98. 94Z
33. 25E	66. 68F	

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MOS Conversion Bonus (MOSCB)

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

A. Time-in-Service Requirements by Grade

Pay Grade	Time In Service
E-6	< 10 Years
E-5 and Below	Unlimited

B. MOSCB Amount / Payment Schedule

Amount	Payment Schedule
\$4,000	Lump Sum

2. 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.
3. The State Incentive Manager (IM) may only process the payment once the following documents are uploaded into iPERMS:
 - a. Completed GIMS generated Memorandum of Agreement.
 - b. MOS award order.
4. Authorized Incentive Combinations: None
5. Restrictions:
 - a. MOS to train must be less than 90 percent filled at the State and relevant skill level.
 - b. Soldier must be coded "9993" in GIMS.
 - c. A Soldier serving under an initial ARNG enlistment contract with an incentive is not eligible.

Officer/Warrant Officer Accession Bonus (OAB/WOAB):

A. Officer (Newly Commissioned) OEB

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

1. 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. Must be in the grade of 01/02 or W1/W2 to qualify for the Accession Bonus
2. Authorized Incentive Combinations: MGIB-Kicker
3. 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.

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B. Warrant Officer (newly Commissioned) WOAB

a. WOAB: Term, MOS, Amounts

Term of Service	Bonus MOS	Amount
6	Enclosure 4 below	\$20,000

b. WOAB payment schedule

Installment Number	WOAB
1	50% processed upon becoming DMOSQ in the unit of assignment
2	50% processes upon the 4 th year anniversary

1. Authorized Incentive Combinations: MGIB-Kicker
2. 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.
3. 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.

Officer/Warrant Officer Affiliation Bonus (OAFB/WOAFB):

A. Officer Bonus Affiliation Bonus (OAFB):

1. The Officer Affiliation Bonus (OAFB) is based upon the Term and Teir Level per the following table:

Bonus MOS	3 Year OAFB DAOCQ	6 Year OAFB Non-AOCQ
Enclosure 4 below	\$20,000	\$20,000

2. The WOAFB payment schedule

Installment Number	3 Year OAFB DAOCQ	6 Year WOAFB Non-AOCQ
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

1. Authorized Incentive Combinations: MGIB-Kicker
2. Restrictions: Officers must affiliate DAOCQ or Non-DAOCQ in the grades of 02-04 into a valid CS vacancy in an AOC, Para/Lin within Tier Level 1-6 that matches the authorized military grade commensurate with the position into which affiliating.

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3. Must not reach 60 years of age (mandatory retirement age during the term of the agreement)
4. Officer that are Non-DAOCQ must affiliate for a 6-year term.

B. Warrant Officer Affiliation Bonus (WOAFB):

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 below	\$20,000	\$20,000

2. The WOAFB payment schedule

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

3. Authorized Incentive Combinations: MGIB-SR Kicker
4. Warrant Officers must affiliate in the grades of W2-W4 in an MOS per the Authorized Warrant Officer.

WOAFB Continued:

5. Affiliation Critical MOS list (Enclosure 4).
6. Must not reach 60 years of age (mandatory retirement age) during the term of the agreement.
7. Warrant Officers that are Non- DMOSQ must affiliate for a 6-year term.

C. WOAFB Accession/Affiliation Critical MOS List (enclosure 4):

MOS	MOS	MOS	MOS
120A	255N	352P	915A
125D	255S	353T	919A
131A	255Z	420A	920A
140A	270A	670A	920B
140E	290A	740A	921A
150A	311A	880A	922A
150U	350F	881A	923A
152B	350G	882A	948B
152D	351L	890A	948D
180A	351M	913A	
255A	352N	914A	

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Montgomery GI Bill Kicker Selected Reserve Kicker (MGIB-SR Kicker): See 16-003 for further kicker updates

MGIB-SR Kicker Categories and Payment Rates (Monthly)				
Soldiers 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

1. Authorized Incentive Combinations: PSEB, OAB, SLRP, REB (see each incentive for eligibility)
2. Restrictions:
 - a. Minimum AFQT 50 (TSC I-III).
 - b. Soldier must meet the Tier Level 1 education requirements (NPS Only).
 - c. Prior Service Soldier must be DMOSQ at time of contracting.
3. NPS Applicant rate of \$200 per month must have: AFQT 50 or higher, Tier I applicant, enlist for 6X2, valid AUVS vacancy in an MTOE or mobilizing TDA unit with a TIER 1 – 5 incentive level. Vacancy load cannot be manually built, can use simultaneously with the NPS Bonus, CASP and STO NPS are eligible (TIER 1-5).
4. PS Applicant rate of \$200 per month must have: E-5 or below, enlist for 6-years, valid AUVS vacancy in an MTOE or mobilizing TDA unit with a TIER 1 – 6 incentive level. PS are eligible for kicker with or without a bonus, DMOSQ, vacant position, AFQT of 31 or higher.
5. RE-ENLIST FOR KICKER: Current ARNG Member: Current ARNG Member cannot receive Kicker simultaneously with SLRP or REB, must extend for a period of six years, previously received MGIB Kicker benefits is NOT eligible, and has to extend between 365-91 days prior to ETS.

Student Loan Repayment Program up to \$50,000.00:

A. Student Loan Repayment Program (SLRP) 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% 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.
4. Authorized Incentive Combinations: PSEB, MGIB-SR Kicker (see each incentive for eligibility)
5. 09S SLRP will be terminated if the Soldier/candidate fails to accept a commission within 3-years of the date of enlistment.
6. Restrictions:
 - a. NPS/09S minimum AFQT 50.
 - b. NPS/09S Tier Level 1 Education Requirement and enlist into a manually created vacancy.

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- c. NPS/PS/09S minimum term is 6 years.
- d. Current service members and PS less than 16 years TIS at contract start date.
- e. 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.

Chaplain Loan Repayment Program (CLRP)

1. 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.
2. 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.
3. Authorized Incentive Combinations: MGIB-SR Kicker
4. Restrictions:
 - a. 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.
5. Chaplain candidates are not eligible.

09S Notes:

- 1) An applicant enlisting as a 09S are not entitled to a NPS bonus but are eligible for SLRP.
- 2) If 09S desires SLRP he/she must contract at MEPS for the SLRP – Not retroactive; cannot apply for SLRP after enlistment. For SLRP, must enlist for a minimum of 6 years.
- 3) Must have 90 semester hours listed on official transcript.

Current list of SRIP guidance

SRIP Policy for FY14 (effective 02 June 2014) Policy #14-01

Dated 02 June 2014

Army National Guard Selected Reserve Incentives Program (SRIP) for Fiscal Year (FY16) (Policy 16-01), ARNG-HRM-16-003, Enclosures 1-4.

Dated 13 NOV 2015