

IN THE CASE OF: [REDACTED]

BOARD DATE: 29 August 2024

DOCKET NUMBER: AR20230003727

APPLICANT REQUESTS: disbursement of her \$10,000 enlistment bonus.

APPLICANT'S SUPPORTING DOCUMENT(S) CONSIDERED BY THE BOARD:

- Online DD Form 149 (Application for Correction of Military Record)
- Enlistment Documents

FACTS:

1. The applicant states, in 2020, she enlisted into [REDACTED] Army National Guard (FLARNG) and, as part of that enlistment, the [REDACTED] ARNG agreed to pay her a \$10,000 enlistment bonus. She was to receive 50 percent when she reported to her [REDACTED] ARNG unit, and the remaining 50 percent on the second anniversary of her [REDACTED] ARNG contract; as of her application, she had not been paid any of the bonus. In support of her request, she provides a copy of her enlistment documents.

2. The applicant's service records show the following:

a. On 20 June 2020, after completing enlisted service in the Regular Army, the applicant enlisted into the [REDACTED] ARNG for 3 years, 2 months, and 24 days.

(1) As part of her enlistment, the [REDACTED] ARNG agreed to pay the applicant an Enlistment Affiliation Bonus (EAB) of \$10,000, less taxes; the bonus was to be paid in two installments: initial 50 percent paid when the applicant reported to her [REDACTED] ARNG unit, and the second and final installment on the second anniversary of her contract start date.

(2) At her enlistment, the applicant held the grade of E-5 in military occupational specialty (MOS) 35F (Intelligence Analyst).

b. On 19 June 2023, the [REDACTED] ARNG honorably discharged the applicant based on the expiration of her term of service; her National Guard Bureau (NGB) Form 22 (Report of Separation and Record of Service) shows she completed 3 years of [REDACTED] ARNG service.

3. On 21 March 2024, NGB provided an advisory opinion; NGB recommended approval of the applicant's request. NGB stated:

a. "A review of the Soldier's request by the Army National Guard (ARNG) Incentives Oversight Branch showed SM request is valid but no administrative action for an ETP (exception to policy) submission was located."

b. "After further review of the applicant's documents provided, discussions with the [REDACTED] ARNG, (and) coordination with the ARNG Incentives Oversight Branch, it is the conclusion of this office that [applicant] was erroneously offered (a) \$10,000 EAB when the SM's MOS was not eligible at no fault of SM. This office recommends EAB payment (in the amount of) \$10,000."

c. The [REDACTED] ARNG and NGB's ARNG Incentives Oversight Branch both concurred with the NGB's recommendation.

4. On 20 August 2024, the Army Review Boards Agency forwarded the applicant a copy of the advisory opinion for review and the opportunity to submit a statement or additional evidence on her own behalf; the applicant has not yet responded.

BOARD DISCUSSION:

After reviewing the application and all supporting documents, the Board determined relief was warranted. Based upon the available documentation and the findings and recommendations in the NGB advisory opinion, the Board concluded there was sufficient evidence to authorize payment of the applicant's previously obtained enlistment bonus.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

[REDACTED]	[REDACTED]	[REDACTED]	GRANT FULL RELIEF
:	:	:	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
:	:	:	DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

The Board determined the evidence presented is sufficient to warrant a recommendation for relief. As a result, the Board recommends that all Department of Army records of the individual concerned be corrected by amending the applicant's pay record so that it authorizes disbursement of her \$10,000 enlistment bonus.

3/6/2025

A large, bold, black 'X' mark, likely representing a signature or official stamp.

CHAIRPERSON
Signed by: USA

I certify that herein is recorded the true and complete record of the proceedings of the Army Board for Correction of Military Records in this case.

REFERENCES:

The Army National Guard (ARNG) Selected Reserve Incentive Program (SRIP) Policy for Fiscal Year (FY) 2020, (ARNG-HRZ Policy #20-01) provided guidance for SRIP during FY 2020 and became effective 1 October 2019. The policy memorandum stated the following in Enclosure 4 (Incentives), paragraph 5 (EAB):

a. The EAB is authorized in accordance with Title 37 (Pay and Allowances of the Uniformed Services), U.S. Code, Chapter 5 (Special and Incentive Pays), Subchapter II (Consolidation of Special Pay, Incentive Pay, and Bonus Authorities) and Department of Defense Instruction (DODI) 1304.31 (Enlisted Bonus Program) and 1205.21 (Reserve Component Incentive Programs Procedures).

(1) The ARNG authorizes this incentive to those serving on Active Duty Army transitioning through the Reserve Component Career Counselor (RCCC) or to a service member currently assigned to the Individual Ready Reserve (IRR) with a remaining Military Service Obligation (MSO) and last period of service was the Active Component.

(2) The ARNG authorizes this incentive in conjunction with Army Regulation (AR) 601-210 (Regular Army and Reserve Component Enlistment Program), NGR 600-7 (Selected Reserve Incentive Programs), Enclosure 6 (ARNG FY20 SRIP MATRIX) and the additional eligibility requirements listed in this section.

b. Eligibility. Grades E-7 and below were eligible if they received honorable discharges for all prior periods of service, had less than 16 years total military service, and were enlisting in one of the MOS identified on the EAB Critical MOS List and

Top 10 State/Low Density List (by quarter). Additionally, the Soldier had to meet all other eligibility criteria set forth in AR 610-210.

- c. Enclosure 5 (Critical MOS List) did not include MOS 35F.

//NOTHING FOLLOWS//