

IN THE CASE OF: [REDACTED]

BOARD DATE: 21 October 2024

DOCKET NUMBER: AR20230005677

APPLICANT REQUESTS: payment of a \$5,000 extension bonus in the Army National Guard.

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

- Online DD Form 149 (Application for Correction of Military Record)
- Hardcopy DD Form 149
- Army National Guard Selected Reserve Incentive Program Policy for Fiscal Year 2023 (FY23), (ARNG-HRZ Policy #23-01), 9 September 2022
- Army National Guard Current Annual Statement, 30 March 2023

FACTS:

1. The applicant states that she signed an extension in the Army National Guard which qualified her for a \$5,000 bonus because she had less than 13 years of service according to FY23. However, she has not received this bonus after she extended for two years in 2022. The applicant requests payment of this bonus.
2. The applicant enlisted in [REDACTED] Army National Guard on 28 March 2012 for 6 years. Her ETS (expiration term of service) date was 27 March 2018.
 - a. She entered active duty for training from 5 September 2012 to 15 February 2013 and completed training for award of military occupational specialty 92F, Petroleum Supply Specialist
 - b. On 19 September 2014, she transferred to [REDACTED] Army National Guard ([REDACTED] AARNG).
 - c. On 26 March 2018, she extended her ARNG enlistment by 1 year. Her new ETS date became 27 March 2019.
 - d. On 3 March 2019, she extended her ARNG enlistment by 6 years. Her new ETS date became 27 March 2025.

e. On 14 December 2022, she extended her ARNG enlistment by 2 years. Her new ETS date became 27 March 2027.

f. Her NGB Form 23A, ARNG Current Annual Statement, dated 28 March 2024 shows she had completed 12 qualifying years of service toward non-regular retirement.

3. On 21 March 2024, the National Guard Bureau (NGB) provided an advisory opinion in the processing of this case. The advisory official restated the applicant's request for payment of her \$5,000 extension bonus and recommended disapproval. The advisory official stated:

a. The applicant states that she signed an extension which qualified her for a \$5,000 bonus because she had less than 13 years of service according to FY23. However, she has not received this bonus after she extended for two years in 2022. The applicant requests payment of this bonus.

b. The applicant's records show that she signed a request for continuation pay (BRS) on 3 December 2022. According to the request, she agreed to four years of additional obligated service commencing from the date in block 8 (3 December 2022). This would have extended her ETS to 2026. Her records show that she also signed a two-year extension on 14 December 2022. This extended her ETS from 27 March 2025 to 27 March 2027. The applicant believed she was eligible for the \$5,000 bonus under FY23 Selected Reserve Incentive Program Policy.

c. According to the FY23 SRIP Policy 4c, a Re-extension bonus of \$5K requires a minimum two-year commitment, DMOSQ (duty MOS qualified), pay grade of E3 to E7 with no more than 13 years and one-month TIS (time in service) on the contract start date. The applicant believed she qualified for this bonus and signed a two-year extension to receive the \$5K bonus. However, on her DA Form 4836 Section 8, the authority and reason for the extension is stated as NGR (National Guard Regulation) 600-200 (Enlisted Personnel Management), Table 8-1, Rule F7. According to NGR 600-200, Rule F7 applies to Soldiers who must or who desire to extend to qualify for a program, benefit, or entitlement (except for monetary benefits under SRIP) which requires a minimum period of remaining service. If she was extending for the REB, then Rule B would have applied, which specifically addresses Soldiers eligible for a retention or other bonus per the current bonus policies.

d. Based on the applicant's records and the evidence available, there seems to have been a misunderstanding between the Soldier and the incentives office. The DA Form 4836 that the applicant signed on 14 December 2022 was to extend her ETS to meet the four ARNG-year additional obligated service incurred from her continuation pay request. Since her ETS was 27 March 2025 at the time she requested the continuation pay, she did not have four years or more left in her contract. She had to

extend to at least 3 December 2026, four years from the date she requested continuation pay. Instead of extending one year, eight months, and 11 days, she extended two years to qualify for continuation pay. The DA Form 4836 was not for an extension bonus. The applicant was not within the window of extension to sign for a new REB. Therefore, it is the recommendation of this office that the applicant's request be disapproved.

e. The Army National Guard Incentives Branch did not provide input for this recommendation. The Delaware Army National Guard concurs with this recommendation.

4. The applicant was provided with a copy of this advisory opinion to give her an opportunity to submit a rebuttal. The applicant did not respond.

BOARD DISCUSSION:

1. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found relief was not warranted.
2. The Board carefully considered the applicant's request, her military record and the review and conclusions of the Army National Guard advising official. The Board considered the applicable National Guard Bureau policy documents. The Board found evidence that the applicant did sign an extension of her contract in order to complete the service obligation required to receive continuation pay. The Board agreed with the conclusion of the advising official that her extension was not intended to, nor did it meet the requirements for the requested \$5K reenlistment bonus. Based on a preponderance of evidence, the Board determined that the denial of her requested reenlistment bonus by the NGB was not in error or unjust.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

: : : GRANT FULL RELIEF

: : : GRANT PARTIAL RELIEF

: : : GRANT FORMAL HEARING

[REDACTED]

[REDACTED]

[REDACTED]

DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

The evidence presented does not demonstrate the existence of a probable error or injustice. Therefore, the Board determined the overall merits of this case are insufficient as a basis for correction of the records of the individual concerned.

4/28/2025

X

CHAIRPERSON

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:

1. National Guard Regulation 600-200, Enlisted Personnel Management, prescribes the criteria, policies, processes, procedures, and responsibilities to classify; assign; utilize; transfer within and between states; separation; extension/reenlistment, and other functions of the Army National Guard (ARNG). Table 8-1 Basic eligibility standards, authorized periods of extension in the ARNG and waiver authority. Rule F-7 Applies to: Soldiers who must or who desire to extend to:

- Attend training that requires a period of remaining service.
- Enroll in the Simultaneous Membership Program (SMP).
- Enter on or extend a tour of active duty/mobilization or full-time National Guard duty including AGR.
- Participate in a State education assistance program.
- Qualify for the Montgomery GI Bill.
- Satisfy a remaining service requirement for promotion per AR 600-8-19.
- Qualify for a program, benefit, or entitlement (except for monetary benefits under the SRIP) which requires a minimum period of remaining service.
- Allow extensions up to but not to exceed the maximum time established by the state AG for Soldiers selected for separation under the Qualitative Retention Board (QRB).
- Any other valid circumstances not mentioned above. (For approval authority: MPMO/G1). Period: Any period up to 6 years, that will satisfy the requirement. Extensions are authorized at any time during the current enlistment.

2. The Army National Guard Selected Reserve Incentive Program Policy for Fiscal Year 2023, (ARNG-HRZ Policy #23-01), dated 9 September 2022, is effective 1 October 2022 and will expire when rescinded or superseded. The yearly SRIP policy assists leadership in meeting ARNG readiness requirements. It provides recruiting and retention incentives to assist in filling critical shortages in situations where other less costly methods have proven inadequate in supporting unit and skill staffing requirements.

a. Reenlistments and extensions will be performed in accordance with (IAW) NGR 600-200, Chapter 8, Reenlistment/Extension policy, unless specified within the eligibility criterion of each Reenlistment/Extension Bonus (REB) incentive type.

b. Reenlistment/Extension Bonus (REB) \$5K. Minimum two-year commitment, DMOSQ, pay grade E-3 through E-7, no greater than 13 years and one-month TIS on contract start date. Payment is processed in a lump sum upon contract start date.

//NOTHING FOLLOWS//