

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 8 November 2024

DOCKET NUMBER: AR20230007541

APPLICANT REQUESTS: payment of Reenlistment/Extension Bonus (REB) in the amount of \$20,000.

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

- DD Form 149 (Application for Correction of Military Record)
- Military Personnel (MILPER) Message Number 20-197, 25 June 2020
- Memorandum subject: Fiscal Year 2021 (FY21) Security Force Assistance Command (SFAC) Retention Program, 11 June 2021
- Guard Incentive Management System (GIMS) Information

FACTS:

1. The applicant states, he is currently substituting in a military occupational specialty (MOS) that is not his primary MOS of 11B (Infantryman), by performing military duties of a 31B (Military Police). Due to this MOS substitution, his REB was rejected. He believes that SFAC, and MILPER Message Number 20-197, both authorized MOS substitutions for an 11B to serve in a 31B duty position.

2. The applicant provides:

a. MILPER Message Number 20-197, 25 June 2020, reflects authorized substitutions for 31B will be 11B.

b. In memorandum subject: FY21 SFAC Retention Program, 11 June 2021, that is available in its entirety for the Boards review, reflects that bonuses will not be paid until Soldiers have successfully graduated the Primary MOS and/or Skill Qualification Identifiers (SQI) or Additional Skill Identifier (ASI) that is associated with their bonus, and if applicable, been assigned to the specific location as identified. If a Soldier is substituting an MOS that is not their primary MOS, they are not entitled to the substitution MOS bonus, only their primary MOS.

c. GIMS information, reflects the applicant's REB was initially approved.

3. A review of the applicant's service record shows:

a. He enlisted in the Florida Army National Guard (FLARNG) on 10 November 2008.

b. Enlisted Record Brief (ERB), reflects the applicant's primary MOS as 11B.

c. NGB Form 600-7-4-R-E (Annex R to DD Form 4 or DA Form 4836 REB Addendum Army National Guard of the United States), 8 November 2020, shows the applicant elected to reenlist/extend in MOS 31B for which he is currently Duty Military Occupational Specialty Qualified (DMOSQ), for 6 years with a total REB entitlement of \$20,000.

d. DA Form 2-1 (Personnel Qualification Record – Part II), also reflects the applicant's primary MOS as 11B.

4. On 21 March 2024, the National Guard Bureau provided an advisory opinion. After further review of the applicant's documents provided, discussions with the FLARNG and ARNG Incentives Oversight Branch, it is the conclusion of their office that the applicant was not MOS qualified as a 31B. They recommend denial of REB payment. The advisory opinion is available in its entirety for the Boards review.

5. On 22 March 2024, the applicant was provided a copy of the advisory opinion with the opportunity to respond.

6. On 27 March 2024, the applicant submitted the following comments in response to the advisory opinion:

a. He was not provided with the correct NGB Form 600-7-4-R-E reflecting his current MOS of 11B.

b. He has an email requesting the updated NGB Form 600-7-4-R-E, with the correct MOS of 11B prior to signing but was advised it was not required since MILPER message 20-197, authorizes the substitution.

**BOARD DISCUSSION:**

After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found that relief was not warranted. The Board carefully considered the applicant's record of service, documents submitted in support of the petition and executed a comprehensive review based on law, policy, and regulation. The evidence of record shows the applicant enlisted in the Army National Guard on 10 November 2008 and reenlisted on 8 November 2020. In connection with his

reenlistment, he contracted for a bonus incentive in the duty military occupational specialty qualified (DMOSQ) as the primary position holder of 31B (Military Police). The applicant held military occupational specialty (MOS) 11B (Infantryman). The Board noted the applicant's contention that Military Personnel Message 20-197 authorized the 11B MOS as a substitute for 31B. However, the Board reviewed and concurred with the National Guard Bureau's advising official finding the applicant was not DMOSQ as 31B MOS as his contract suggests. Based on a preponderance of the evidence, the Board denied relief.

BOARD VOTE:

Mbr 1      Mbr 2      Mbr 3

:	:	:	GRANT FULL RELIEF
:	:	:	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
■	■	■	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.

■

■ ■

---

■  
■

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. Army Regulation 15-185 (Army Board for Correction of Military Records), currently in effect, prescribes the policies and procedures for correction of military records by the Secretary of the Army acting through the ABCMR. The ABCMR begins its consideration of each case with the presumption of administrative regularity. The applicant has the burden of proving an error or injustice by a preponderance of the evidence.

2. Army Regulation 601-280 (Army Retention Program), provides that Military Occupational Specialties (MOS) designated for the Selective Retention Bonus (SRB) Program will be announced by message from HRC Retention and Reclassification Branch. The SRB Program is a retention incentive paid to Soldiers who reenlist for a minimum of 3 years in a military skill designated as critical. The objective of the SRB Program is to increase the number of reenlistments in critical MOSs that do not have adequate retention levels to man the force. The bonus will be paid in addition to any other pay and allowances to which the Soldier is entitled.

a. Soldiers who reenlist for training in a new Primary MOS (PMOS) designated as critical as announced by MILPER messages for an SRB will not receive their bonus payment until they have successfully graduated the associated training and are subsequently assigned in that Primary MOS.

b. The total amount of the bonus will be determined by computing the Soldier's additional obligated service. The SRB will be specified by MILPER message guidance and adhere to limitations specified by DoDI 1304.31. The total combined retention bonus payments over a career shall not exceed \$200,000 unless exempted by the Under Secretary of Defense.

3. Department of Defense Instruction (DoDI) 1304.31 (Enlisted Bonus Program) provides that the Secretaries of the Military Departments may pay a bonus under the Enlisted Bonus Program (in accordance with Title 37, USC, section 331) to persons or members, as appropriate, to support recruiting and retention efforts in designated military skills, career fields, units, or grades, or to meet some other condition or conditions of service imposed by the Secretary of the Military Department concerned. To be eligible the member signs an agreement with the Secretary of the Military Department concerned to serve on active duty or in an active status for a specified period, in a designated military specialty or skill, career field, unit, or grade, successfully completes training and becomes qualified in a designated skill or career field, if completion of such training and technical qualification forms the basis for which the bonus is paid.

4. Title 10 (Armed Forces), U.S. Code, section 1556 (Ex Parte Communications Prohibited) requires the Secretary of the Army to ensure that an applicant seeking

corrective action by the Army Review Boards Agency (ARBA) be provided with a copy of any correspondence and communications (including summaries of verbal communications) to or from the Agency with anyone outside the Agency that directly pertains to or has material effect on the applicant's case, except as authorized by statute. ARBA medical advisory opinions and reviews are authored by ARBA civilian and military medical and behavioral health professionals and are therefore internal agency work product. Accordingly, ARBA does not routinely provide copies of ARBA Medical Office recommendations, opinions (including advisory opinions), and reviews to Army Board for Correction of Military Records applicant's (and/or their counsel) prior to adjudication.

//NOTHING FOLLOWS//