

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 1 November 2024

DOCKET NUMBER: AR20240001908

APPLICANT REQUESTS: payment of his Warrant Officer Accession Bonus (WOAB) (\$20,000.00).

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

- DD Form 149 (Application for Correction of Military Record)
- Memorandum – Subject: Exception to Policy (ETP) Disapproval, Lost Addendum Appeal
- Memorandum – Subject: Request for ETP, 2 June 2021
- Memorandum – Subject: Determination of Eligibility for Warrant Officer Applicant, 22 June 2021
- DA Form 1059 (Service School Academic Evaluation Report), 16 December 2022
- DA Form 4836 (Oath of Extension of Enlistment or Reenlistment), 4 March 2021
- National Guard Bureau (NGB) Form 600-7-4-R-E (Annex R to DD Form 4 or DA Form 4836 Reenlistment/Extension Bonus (REB) Addendum, Army National Guard of the U.S.), 13 August 2019
- Officer/Warrant Officer Incentives Request Form, 15 June 2022
- Email communication
- DA Form 71 (Oath of Office – Military Personnel), 25 September 2021
- NGB Form 337 (Oaths of Office), 25 September 2021
- Certificate, 25 September 2021
- Email communication
- Orders Number 088-002, 29 March 2018
- Memorandum – Subject: ETP Disapproval, WOAB, 16 April 2022

FACTS:

1. The applicant states he was promised entitlement to a \$20,000.00 WOAB. At the time, he was advised to continue the process of completing the Warrant Officer Candidate School (WOCS) and the bonus addendum would be endorsed following his receipt of an ETP from the NGB. He contests that this information was incorrect and he should have signed the bonus addendum prior and because this was not done, his entitlement to the WOAB is being denied. He provides that the Warrant Officer Selection

Manager Chief Warrant Officer C\_B\_ at the time is willing to provide testimony affirming the events that occurred during his processing.

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

a. On 21 November 2012, the applicant enlisted in the Army National Guard (ARNG) for 8 years.

b. On 14 August 2019, the applicant extended his current enlistment in the ARNG by 2 years with entitlement to a \$4,000.00 REB.

c. On 4 March 2021, the applicant elected to extend his current enlistment in the ARNG by 2 years.

d. On 19 November 2021, the DCARNG retroactively issued Orders Number 1525861 voluntarily separating the applicant from the ARNG, effective 24 September 2021, in order to be appointed a commission as a Warrant Officer.

e. On 12 August 2022, the NGB issued Special Orders Number IP-14605 announcing Federal recognition of the applicant's initial appointment in the DCARNG at the rank of WO1, effective 25 September 2021.

f. On 16 December 2022, the applicant completed the Criminal Investigation Division (CID) Special Agent (311A) Warrant Officer Basic Course.

g. On 21 May 2024, the NGB issued Special Orders Number 199 AR announcing Federal recognition of the applicant's promotion to chief warrant officer two (CW2)/WO2, effective 25 September 2023.

3. The applicant provides:

a. Memorandum – Subject: ETP Disapproval, Lost Addendum Appeal, reflective of the NGBs disapproval of the applicant's request for an ETP noting that his Military Occupational Specialty (MOS) was in a non-authorized Table of Distribution and Allowance (TDA) within his assigned unit.

b. Memorandum – Subject: Request for ETP, dated 2 June 2021, reflective of the applicant's submitted request for an ETP noting that his MOS (311A) is listed as a critical MOS in the FY21 Selected Reserve Incentive Program Policy, however the unit which this MOS is assigned is listed as a TDA. The DCARNG is the only National Guard entity authorized 311A's. These positions were across the 54 in Modified Table of Organization and Equipment (MTOE) units, however approximately 4-5 years ago all positions were removed from the ARNG. After review with NGB and CID Command, the

DCARNG was directed to retain a small CID force structure. The DCARNG is utilizing incentives to assist in recruiting against these critical vacancies.

c. Memorandum – Subject: Determination of Eligibility for Warrant Officer Applicant, dated 22 June 2021, reflective of the applicant being recommended for appointment as a CID agent within the Warrant Officer Corp without a concurrent active-duty requirement.

d. Officer/Warrant Officer Incentives Request Form dated 15 June 2022, reflective of the submitted request for a \$20,000.00 WOAB.

e. Email communication, reflective of communication concerning the applicant's request for an ETP.

f. DA Form 71 dated 25 September 2021, reflective of the applicant's appointment as a Reserve Warrant Officer.

g. NGB Form 337 dated 25 September 2021, reflective of the applicant being appoint as a Warrant Officer in the DCARNG.

h. Certificate dated 25 September 2021, reflective of the applicant's completion of the Reserve Component Warrant Officer Candidate School.

i. Email communication reflective of communication concerning the applicant being appointed as a WO and request to receive an ETP to receive the WOAB. On or about 16 September 2021, the applicant was advised of the need for an ETP in order to receive the WOAB. On or about 14 June 2019, the applicant was advised that the WOAB (referred to as REB) was in effect through Fiscal Year (FY)19. An ETP would be required to receive the bonus as a 311A.

j. Orders Number 088-002 dated 29 March 2018, reflective of the applicant being appointed as a Warrant Officer by the DCARNG, effective 27 March 2018.

k. Memorandum – Subject: ETP Disapproval, WOAB, dated 16 April 2022, reflective of the disapproval of the applicant's submitted request noting that there was no evidence that he requested the FY21 WOAB prior to his appointment. There was no signed request form, no Bonus Control Number requested, and no signed WOAB Agreement completed prior to the ARNGs suspending the FY21 WOAB, effective 9 August 2021.

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. Upon review of the applicant's petition, available military records, and the National Guard Bureau's exception to policy disapproval, the Board found that his military occupational specialty was in a non-authorized table of distribution and allowance within the assigned unit. Based on this the Board determined relief was not warranted.

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 National Guard (ARNG) Selected Reserve Incentive Program (SRIP) Policy for Fiscal Year (FY) 2021 (1 October 2020), provides that a Warrant Officer Accession Bonus (WOAB) is authorized for eligible service members who meet the following criteria:

- 6-year service commitment
- appointed warrant officer
- must have never previously held an appointment
- not currently receiving retired or retainer pay or be eligible for retirement
- able to access in grade WO-1 or WO-2 and fill a critical skill MOS based on less than 90 percent of their State's aggregate positions (311A is listed as a critical skill MOS for the Warrant Officer Retention Bonus)
- must have fewer than 15 years of qualifying military service towards a regular or non-regular retirement
- able to complete Warrant Officer Basic Course within 24 months from the date of appointment

In accordance with Title 10 and Title 37 U.S.C., DoDI 1205.21, and DoDI 1304.31, an applicant/Soldier must enter into an agreement outlining the terms and conditions for receiving an incentive/bonus. The agreement will explain the subject of repayment for failing to complete the period of obligated service or other conditions of service for which the incentive/bonus is paid. Agreements will be executed on or prior to any obligated service period and are only valid when containing all required signatures, dates, Bonus Control Numbers (BCN) and printed from authorized systems.

2. Army Regulation (AR) 15-185 (ABCMR) paragraph 2-9 states 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.

//NOTHING FOLLOWS//