

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 30 July 2025

DOCKET NUMBER: AR20240005081

APPLICANT REQUESTS: in effect, remuneration of the remainder of his Army National Guard (ARNG) Selective Reserve Incentive Policy (SRIP) reenlistment bonus (REB).

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

- Online Application
- Army Service Records (16 pages)

FACTS:

1. The applicant did not file within the 3-year time frame provided in Title 10, U.S. Code, Section 1552(b); however, the Army Board for Correction of Military Records (ABCMR) conducted a substantive review of this case and determined it is in the interest of justice to excuse the applicant's failure to timely file.

2. The applicant received a memorandum from an Incentives Oversight Analyst who stated he may not have received all of his bonus. He received one payment of \$3,750.00 out of the \$7,500.00 REB.

3. A review of his service record shows:

- a. He enlisted in the ARNG of the United States on 5 December 2003.
- b. On 1 July 2012, he executed an oath of extension of his enlistment for 6 years.
- c. In conjunction with his reenlistment, he signed a National Guard Bureau (NGB) Form 600-7-3-R-E (Annex R – REB Addendum) bearing Control Number R12060024WA, entitling him to a \$7,500.00 REB for a 6-year reenlistment. He acknowledged understanding that:
 - the first 50 percent (%) payment would be processed for payment the day after his current expiration term of service; the second 25% payment would be processed on the third-year anniversary; the final 25% payment would be processed on the fifth year anniversary

- his REB may be terminated without recoupment if he voluntarily accepted an Active Guard/Reserve (AGR) position where membership in a Reserve Component (RC) was a condition of employment and he had served 181 days or more of his reenlistment/extension contract; incentive would be terminated 1 day prior to the start date of AGR tour with loss of all future payments

d. He was ordered to full-time National Guard duty in an AGR status with the Washington ARNG (WAARNG), with a report date of 2 January 2013.

e. He is still actively serving in the AGR Program with the WAARNG.

f. The National Guard Bureau (NGB), Chief, Special Actions Branch, provided an advisory opinion on 15 May 2025, recommending disapproval of the applicant's request. Following his reenlistment in the WAARNG with a \$7,500 bonus, he accepted an AGR position which voided his incentive. WAARNG and NGB incentives branch recommends relief from recoupment of the first payment of \$3,750.00, with no further payments due.

g. On or about 16 May 2025, the applicant was provided a copy of the advisory opinion for his review and comment. To date, no response has been received.

BOARD DISCUSSION:

1. 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 and standard review based on law, policy and regulation. Upon review of the applicant's petition, available military records and the National Guard Bureau (NGB), Chief, Special Actions Branch, the Board concurred with the advising official recommendation for disapproval finding following the applicant's reenlistment in the WAARNG with a \$7,500 bonus, he accepted an AGR position which voided his incentive. The opine noted, that both WAARNG and NGB incentives branch recommends relief from recoupment of the first payment of \$3,750.00, with no further payments due.

2. The Board determined there is insufficient evidence to support the applicant's contentions for continued receipt of his reenlistment bonus. The Board found the applicant entered into a valid 6-year extension agreement on 1 July 2012 with an associated \$7,500 Reenlistment Bonus (REB). In doing so, he acknowledged the clearly outlined terms and conditions, including the provision that acceptance of an Active Guard/Reserve (AGR) position where Reserve Component membership was a condition of employment would terminate future bonus payments. The Board acknowledged the applicant's transition into the AGR program with the Washington Army National Guard on 2 January 2013 occurred after serving more than 181 days of

his extension contract and triggered termination of the remaining REB installments. The Board agreed the applicant's termination aligns with the contractual terms he accepted at the time of reenlistment and with published policy administered by the National Guard Bureau. Based on the advising opine, the Board denied relief for remuneration of the remainder of his Army National Guard (ARNG) Selective Reserve Incentive Policy (SRIP) reenlistment bonus (REB) with no recoupment of his initial bonus payment in the amount of \$3,750.00.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

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

X //SIGNED//

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. Title 10, U.S. Code (USC), Section 1552(b), provides that applications for correction of military records must be filed within 3 years after discovery of the alleged error or injustice. This provision of law also allows the Army Board for Correction of Military Records (ABCMR) to excuse an applicant's failure to timely file within the 3-year statute of limitations if the ABCMR determines it would be in the interest of justice to do so.
2. Title 37, USC, Section 331 (General bonus authority for enlisted members) provides that, the Secretary concerned may pay a bonus under this section to a person, including a member of the armed forces, who (1) enlists in an armed force; (2) enlists in or affiliates with a reserve component of an armed force; (3) reenlists, voluntarily extends an enlistment, or otherwise agrees to serve for a specified period in a designated career field, skill, or unit of an armed force.
3. Department of Defense Instruction (DoDI) 1205.21 (Reserve Component Incentive Programs Procedures) paragraph 6.2 states, as a condition of the receipt of an incentive covered by this Instruction, each recipient shall be required to sign a written agreement stating that the member has been advised of and understands the conditions under which continued entitlement to unpaid incentive amounts shall be terminated and which advance payments may be recouped. That agreement shall clearly specify the terms of the Reserve Service commitment that authorizes the payment of the incentive to the member.
4. National Guard Bureau Selective Reserve Incentive Policy (SRIP) Service Reenlistment Incentive Policy Memorandum, dated 22 May 2014, subject: FY 14 SRIP Endorsement, provided:
 - a. Paragraph 23. Termination without Recoupment. If entitlement to an incentive is terminated for any reason before the fulfillment of the service described in the Officer's / Soldier's written addendum/agreement, the Officer/Soldier shall not be eligible to receive any further incentive payments, except for payments for service performed before the termination date.
 - b. The bonus would be terminated without recoupment if the Soldier was accepting an Active Guard/Reserve (AGR) or Perm, Indefinite MilTech position where membership in a Reserve Component is a condition of employment (includes a temporary technician on tour for 180 days or more in a continuous 12-month period) and has served 1 or more days in the losing Selected Reserve status (i.e., 1 or more days on or after the contract effective start date of the contract). The effective date of termination is 1 day prior to the start date of entering the AGR or MilTech program. This incurs a loss of all future payment(s).

5. The Barring Act, Title 31, USC, Section 3702 states that the Secretary of Defense shall settle claims involving uniformed service members' pay, allowances, travel, transportation, payments for unused accrued leave, retired pay, and survivor benefits. A claim against the Government presented under this section must contain the signature and address of the claimant or an authorized representative. The claim must be received by the official responsible under subsection (a) for settling the claim or by the agency that conducts the activity from which the claim arises within 6 years after the claim accrues. A claim that is not received in the time required under this subsection shall be returned with a copy of this subsection, and no further communication is required.

6. Army Regulation 601-210 (Regular Army and Reserve Components Enlistment Program) governs eligibility criteria, policies, and procedures for enlistment and processing of persons into the Regular Army, the U.S. Army Reserve, and Army National Guard for enlistment. Paragraph 10-9c (Recoupment of incentives) states that Commanders will not recoup when Soldiers accept an AGR position, a permanent military technician position, or temporary military technician position of more than 179 days, where membership in the Selected Reserve is a condition of employment.

//NOTHING FOLLOWS//