

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 30 July 2025

DOCKET NUMBER: AR20240005226

APPLICANT REQUESTS: remuneration of Army National Guard (ARNG) Selected Reserve Incentive Policy (SRIP) Prior Service Enlistment Bonus (PSEB) for the second and third payments totaling \$7,500.00.

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

Online Application in lieu of DD Form 149 (Application for Correction of Military Record), 30 April 2024

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 states, in effect, she would like the Board to consider granting her the second payment of her PSEB as it should have been paid prior to her becoming Active Guard Reserve.
3. A review of the applicant's service records show the following:
 - a. She is presently assigned to the Active Guard Reserve in the ARNG.
 - b. On 29 July 2003, she enlisted in the Louisiana ARNG (LAARNG) for 8 years.
 - c. On 5 November 2004, she completed Initial Active Duty Training, and was awarded military occupational specialty (MOS) 88M (Motor Transport Operator).
 - d. On 31 January 2006, she reenlisted in the LAARNG for 6 years and 8 weeks.
 - e. On 2 July 2009, she reenlisted in the LAARNG for 6 years.

f. In connection with this enlistment, she completed National Guard Bureau (NGB) Form 600-7-6-R-E for eligibility for the SRIP PSEB, acknowledging she:

- would receive a total bonus of \$15,000.00 for enlistment in critical Unit Identification Code (UIC) or critical skill 88M
- would receive three installments; 50% or \$7,500.00 of her bonus at signing, 20% of her bonus or \$3,000.00, at the third anniversary, and the final 30% or \$4,000.00 on the 6th anniversary of her reenlistment
- could be terminated from bonus eligibility if she voluntarily transferred out of the critical UIC or critical skill for which the bonus was received

g. On 20 October 2010, Orders issued by U.S. Army Training Center, Fort Jackson, awarded her primary MOS (PMOS) 42F (Army Human Resources Systems Management) and withdrew PMOS 88M.

h. On 16 June 2011, she was released from vehicle driver, Pineville LA and transferred to HR Information Systems Manager Sergeant at Camp Beauregard, LA.

i. On 12 October 2011, she was awarded PMOS 42F and withdrew PMOS 88M.

4. On 10 April 2025, the NGB provided an advisory opinion in response to her issues, recommending disapproval of her request. It reads, in part:

a. The applicant was notified by the Army National Guard Incentives Branch that her Prior Service bonus was still pending a resolution. The applicant submitted an ABCMR request with supporting documents as directed.

b. The applicant signed a Prior Service bonus addendum on 2 July 2009 when she joined the LAARNG for 6 years as MOS 88M. She was eligible for a bonus totaling \$15,000. The applicant received the first installment of her bonus of \$7,500 on 2 July 2009.

c. Per NGB Form 600-7-3-R-E, Section V(2), she may be terminated from bonus eligibility with recoupment if she voluntarily transfers out of the critical UIC or critical skill for which the bonus is approved.

d. The applicant's records show that she transferred out of her contracted UIC on 16 June 2011 from an 88M position to a 42F position based on the individual's request. Therefore, her contract was terminated on 16 June 2011, and she was ineligible for future installments of her bonus.

5. On 17 April 2025, the applicant was provided a copy of the NGB advisory opinion to give her an opportunity to comment or respond. She did not respond.

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 – Special Actions Branch advisory opinion, the Board concurred with the advising official recommendation for disapproval finding the applicant's PSEB contract was terminated effective 16 June 2011 due to her voluntary transfer out of the contracted MOS. The applicant received the initial \$7,500 installment but became ineligible for the remaining \$7,500 in accordance with the terms of the bonus agreement.

2. The Board noted, the applicant voluntarily transferred from an 88M position to a 42F (Human Resources Information Systems Manager) position. She was awarded MOS 42F and her original MOS 88M was withdrawn. This change occurred during the contractual obligation period and was not the result of mobilization, reorganization, or other involuntary action. The Board agreed, her agreement also clearly stated that voluntary transfer out of the contracted critical UIC or MOS would result in termination of bonus eligibility. The applicant's record shows she reenlisted in the Louisiana Army National Guard (LAARNG) on 2 July 2009 for a 6-year term in military occupational specialty (MOS) 88M (Motor Transport Operator), a critical skill eligible for the PSEB. She signed a valid NGB Form 600-7-6-R-E, which outlined the bonus structure: 50% at contract execution, 20% on the third anniversary, and 30% on the sixth anniversary.

3. The Board acknowledges the applicant's continued service and transition to AGR status, the terms of the PSEB contract were clear and binding. The voluntary nature of her MOS change rendered her ineligible for further bonus payments. Therefore, the Board denied relief for payment of the second and third installments of the PSEB.

BOARD VOTE:

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
:	:	:	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, 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 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. Department of Defense Instructions 1205.21 (Reserve Component Incentive Programs Procedures) 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.

//NOTHING FOLLOWS//