

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 19 February 2025

DOCKET NUMBER: AR20240005368

APPLICANT REQUESTS: payment of his Prior Service Enlistment Bonus (PSEB).

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

- DD Form 149 (Application for Correction of Military Record)
- DD Form 4 (Enlistment/Reenlistment Document - Armed Forces of the United States) dated 9 February 2018
- NGB Form 600-7-6-R-E (Prior Service Enlistment Bonus (PSEB) Addendum - ARNG) dated 9 February 2018
- DD Form 214 (Certificate of Release or Discharge from Active Duty) for the period ending 11 April 2019

FACTS:

1. A review of the applicant's official record shows the following:

a. 23 February 2009, the applicant enlisted in the United States Army Reserve (USAR) for 8-years.

b. DD Form 214 (Certificate of Release or Discharge from Active Duty) shows that the applicant entered active duty this period on 3 March 2016 and was honorably released from active duty on 11 February 2027 for completion of required active service.

c. On 9 February 2018, the applicant enlisted in the Virginia Army National Guard (VAARNG) for 6-years.

(1) DD Form 1966 (Record of Military Processing – Armed Forces of the United States) shows in item:

(a) 18o (primary military occupational specialty (MOS)) – 15D (Aircraft Powertrain Repairer).

(b) 24a (Previous Military Service or Employment with the U.S. Government) – the applicant was serving or had served in the Armed Forces or in the ARNG or Air National Guard.

(c) 32a (Specific Option/Program Enlisted For, Military Skill, or Assignment to a Geographical Area Guarantees) – PSEB in the amount of \$7,500.00 for 6-years.

(d) 32b – the service member understood he would not be guaranteed any specific military skill or assignment to a geographic area except as shows in item 32a above and annexes attached to the DD Form 4.

(e) Section VI (Remarks) – for 24a (Military Service), the applicant has prior Army service from 3 February 2009 through 2 February 2018, as an enlisted member of the USAR.

(2) NGB Form 600-7-6-R-E (Prior Service Enlistment Bonus (PSEB) Addendum - ARNG) shows in item:

(a) Section II (Eligibility) - the service member acknowledged he met the following eligibility criteria:

- meet the requirements for enlistment in the USAR per Army Regulation 601-210, Chapter 3
- is enlisting either Duty Military Occupational Specialty Qualified (DMOSQ) or Non Duty MOSQ in a Military Occupational Specialty (MOS) within substitution rules of DA Pam 611-21 understand that if I am Non DMOSQ at the time of enlistment I must contract for a minimum 6 year term. If I am DMOSQ at the time of enlistment, I may contract for either a three or six year term of service.
- shall serve satisfactorily, as prescribed by Service regulations and the written agreement for the entire period of my enlistment further obligate to serve in the same Military Department and in the same UIC and Critical Skill for which the bonus is approved, unless excused for the convenience of the Government.
- is not enlisting for continuous active duty (AD) service receipt of an honorable discharge issued on separation from prior military service
- understand that this PSEB addendum must be signed and dated on the same date as the associated DD Form 4; to include the Service Representative/Witnessing Official in order to be valid.

(b) Section III (Bonus Amount and Payments) - Incentive amount and payments will be as follows based on the ARNG SRIP Guidance for FY 2018, (Policy Number 18-01):

- he will receive a PSEB in the amount indicated below:
  - PSEB 6 years: I am enlisting for 6 years and will receive a total bonus in the amount of \$7500 less taxes in MOS: 15D 1 000YY. I also certify that I am enlisting in a valid, vacant position as described in Section II
- Payment schedule is one of the following based upon my enlistment status.
  - Enlisting DMOSQ for 6 years- Installment 1 is 50% processed within 180 days of reporting to unit; Installment 2 is the final 50% processed within 180 days after the 4th anniversary
  - Enlisting DMOSQ for 3 years- payment is Lump sum processed within 180 days of reporting to the unit
  - Enlisting Non-DMOSQ for 6 years - Installment 1 is 50% processed within 180 days after becoming DMOSQ and validated in the Guard Incentive Management System; Installment 2 is the final 50% processed within 180 days after the 4th anniversary.

d. Orders Number 050-92 dated 19 February 2019, issued by U.S. Army Support Activity, Joint Base Langley-Eustis directed to the applicant the PMOS of 15T10 with an effective date of 11 April 2019.

e. DD Form 214 (Certificate of Release or Discharge from Active Duty) shows that the applicant entered active duty this period on 30 November 2018 and was honorably released from active duty training on 11 April 2019 for completion of required active service. It also shows in block 11 (Primary Specialty) 15T10 UH-60 Helicopter Repairman.

f. DD Form 214 (Certificate of Release or Discharge from Active Duty) shows that the applicant entered active duty this period on 1 March 2020 and was honorably released from active duty training on 1 January 2022 for completion of required active service. It also shows in block 11 (Primary Specialty) 15T20 UH-60 Helicopter Repairman

g. Enlisted Record Brief (ERB) dated 29 September 2022, shows in Section I the applicant's PMOS is 15T and his secondary MOS is 31B and his bonus eligibility date as 9 February 2018.

h. DD Form 214 (Certificate of Release or Discharge from Active Duty) shows that the applicant entered active duty this period on 2 January 2022 and was honorably released from active duty on 15 December 2022 for completion of required active service. It also shows in block 11 (Primary Specialty) 15T20 - UH-60 Helicopter Repairman.

i. DD Form 214 (Certificate of Release or Discharge from Active Duty) shows that the applicant entered active duty this period on 16 December 2022 and was honorably released from active duty on 30 April 2024 for completion of required active service. It also shows in block 11 (Primary Specialty) 15T2F - UH-60 Helicopter Repairman.

j. DD Form 214 (Certificate of Release or Discharge from Active Duty) shows that the applicant entered active duty this period on 1 May 2024 and was honorably released from active duty on 31 July 2024 for completion of required active service. It also shows in block 11 (Primary Specialty) 15T2F - UH-60 Helicopter Repairman.

k. The applicant remains a member of the Active VAARNG.

2. The applicant provides the following documents from his 29 3 February 2018 enlistment; the pertinent documents were discussed in paragraph 3 above:

- DD Form 4 dated 9 February 2018
- NGB Form 600-7-6-R-E dated 9 February 2018
- DD Form 214 for the period ending 11 April 2019

3. On 4 February 2025, in the processing of this case the National Guard Bureau, Chief, Special Actions Branch in coordination with the VAARNG Incentives office provided an advisory opinion regarding the applicant's request for payment of prior service enlistment bonus. It is the recommendation of this office that the applicant's request be approved. The VAARNG reviewed the Soldier's claim and concluded that the Soldier was command directed to change his MOS from 15D to 15T, and therefore there was an MOS mismatch that caused a validation error in GIMS. The Guard Incentive Management System was inoperable during this period, and therefore the supporting documentation to correct the mismatch was not provided and the incentive was subsequently not actioned.

4. On 12 February 2025, the applicant was provided with a copy of the advisory opinion for comment or rebuttal. He 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 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 National Guard Bureau- Special Action Branch advisory opinion, the Board concurred with the advising official recommendation for approval. It was determined that the applicant was command-directed to change their MOS from 15D to 15T, resulting in an MOS mismatch that triggered a validation error in the Guard Incentive Management System (GIMS). During this period, GIMS was inoperable, preventing submission of the necessary documentation to resolve the mismatch. As a result, the incentive was not processed.

2. The Board determined based on the NGB opine, there is sufficient evidence to show the applicant met all eligibility criteria at the time of enlistment and that the MOS change was command-directed and not voluntary. Therefore, the Board agreed the applicant should not be penalized for administrative errors beyond his control. As such, the Board granted relief to authorize payment of the \$7,500 PSEB in accordance with the original enlistment

BOARD VOTE:

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
XXX	XXX	XXX	GRANT FULL RELIEF
:	:	:	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
:	:	:	DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

The Board determined that the evidence presented was sufficient to warrant a recommendation for relief. As a result, the Board recommends that all Department of the Army records of the individual concerned be corrected by showing the applicant is authorized payment of the \$7,500 PSEB in accordance with his original enlistment.

X //SIGNED//

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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 600-7 (Selected Reserve Incentive Program) provides Army National Guard policies, procedures, and implementation of Selected Reserve Incentive Programs. This regulation sets responsibilities, lists benefits, describes eligibility criteria and entitlement, sets suspension, termination, and recoupment requirements, and prescribes processing and payment procedures.

a. Paragraph 2-5 (Prior Service Enlistment Bonus (PSEB) provides this incentive is offered to an applicant who is a former enlisted member of an armed force who enlists in the SELRES of an armed force for a period of three or six years in a critical skill designated for such an incentive by the Secretary concerned. Applicant must execute a written agreement to serve as an enlisted member in the SELRES and meet the eligibility criteria for enlistment as a Prior service (PS) applicant as prescribed by governing law, DODI, DA, ARNG regulations or as outlined in the current FY SRIP policy.

b. Paragraph 2-6 (Entitlement) provides for incentive begins on the date the oath of enlistment is rendered. The unit Commander must ensure that Soldiers are counseled when they enlist, acknowledging that they will not immediately receive payments under this program. Payments will be processed through personnel pay channels upon verification of all contractual documentation and meeting the terms and conditions outlined in the incentive agreement.

c. Paragraph 2-7 (Eligibility) provides the applicant must:

- Contract for no less than a three or six year term of service approved for incentive entitlement by the DARNG as outlined in the current FY SRIP policy.
- Have less than 16 years of total military service
- Have received an honorable discharge at the conclusion of all prior periods of service. (Exception: Soldiers who completed Initial Active Duty for Training (IADT) with an uncharacterized discharge)
- Not have been released, or is not being released, from active service for the purpose of enlistment in a reserve component
- Be projected to occupy, or is occupying, a position as a member of the SELRES in a specialty in which the person – Successfully served while a member on active duty and attained a level of qualification while on active duty commensurate with the grade and years of service of the member. And Completes training or retraining in the specialty skill that is designated as critically short and attained a level of qualification in the specialty skill that is commensurate with the grade and years of service of the member
- Meet minimum AFQT score per current FY SRIP policy
- Fill a valid vacant position and not an excess, over-strength, or manually loaded vacancy
- Not enlist to qualify for a military technician (includes Temporary and Indefinite Technician positions unless the temporary position is for 179 days or less) or Active Guard Reserve (AGR) position Title 10 or Title 32. Please refer to paragraph 1-21
- Execute a written agreement to serve as an enlisted member in the SELRES
- Meet additional requirements directed by DARNG or the current FY SRIP policy
- of satisfactory creditable service provided funding is available

2. Department of Defense Instruction 1304.31 (Enlisted Bonus Program), Establishes policy, assigns responsibilities, and prescribes procedures for a bonus payment.

Paragraph 4.3. (Prior Service Reenlistment Bonus), b. Eligibility Requirements for a Prior Service Reenlistment Bonus an individual must:

- Not have previously received, or currently be entitled to, a Selective Retention Bonus in accordance with this issuance or a critical skills retention bonus in accordance with Section 355 of Title 37, U.S.C
- Not have more than 16-years of total military service and have received an honorable discharge at the conclusion of all previous periods of service
- Not have been released, or not be released, from active duty for the purpose of enlistment in a Reserve Component
- Provide either: (a) The original DD Form 214; (b) A reproduction of the DD Form 214 with a certified true copy stamp and the appropriate Federal Government authenticating seal imprinted on the reproduction for any period of previous

military service; or (c) Other official documentation verifying member's satisfactory participation for all periods of previous service in the Active Component and Selected Reserve

- Successfully complete any additional training or re-training required to become technically qualified in a designated critical skill for which the member is projected to occupy
- Reenlist for at least 3-years in the Regular or Reserve Component of a Military Service for the purpose of qualifying for award of a prior service reenlistment bonus in accordance with this issuance
- Execute an agreement to serve as an enlisted member in the Regular or Reserve Component of a Military Service for a period of not less than 3-years upon acceptance of the agreement by the Secretary of the Military Department concerned

//NOTHING FOLLOWS//