

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 28 August 2025

DOCKET NUMBER: AR20240007299

APPLICANT REQUESTS: remaining payment of his Non-Prior Service Enlistment Bonus (NPSEB) in the amount of \$3,750.00.

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

- DD Form 149 (Application for Correction of Military Record)
- NGB Form 22 (National Guard Report of Separation and Record of Service) – reflective of the applicant's service in the Army National Guard from 27 January 2015 – 26 January 2021; transferred into the U.S. Army Reserve (USAR) Control Group (Annual Training)
- Orders Number D-06-315810, 6 June 2023 – reflective of the applicant being honorably discharged from the USAR on 6 June 2023
- NGB Form 600-7-1-R-E (Annex E to DD Form 4 NPSEB Addendum Army National Guard (ARNG) of the U.S.), 27 January 2015 – reflective of the applicant's entitlement to a \$7,500.00 NPSEB to be paid in three installments: 50 percent upon the effective date of becoming Duty Military Occupational Specialty Qualified (DMOSQ); 25 percent on the 3rd anniversary of his enlistment and 25 percent on the 5th anniversary of his enlistment

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 his NPSEB was not paid in its entirety. He only received the first installment (50 percent).
3. A review of the applicant's service record reflects the following:
  - On 27 January 2015 – he enlisted in the ARNG for 8 years with entitlement to a \$7,500.00 NPSEB; NGB Form 600-7-1-R-E, Section VI (Termination) provides that the NPSEB may be terminated with recoupment if the applicant fails two

consecutive record Army Physical Fitness Tests (APFT); effective date of termination is the date of the second APFT failure

- On or about 20 April 2016 – the applicant was awarded the 15D (Aircraft Powertrain Repairmen) MOS
- On 15 October 2017 – he failed a record APFT
- On 14 July 2018 – he failed a record APFT
- On 3 November 2018 – he failed a record APFT
- On 11 February 2021 (Orders Number 988894) – he was transferred into the USAR effective 27 January 2021
- On 2 August 2023 (Orders Number 5567667) – he was honorably discharged from the USAR effective 26 January 2023

4. On 27 June 2025, the National Guard Bureau, Chief, Special Actions Branch, provided an advisory opinion recommending partial approval of the applicant's request noting that he received his first installment of \$3,750 on 29 June 2016. The second installment was to be processed on 27 January 2018, and the final installment was to be processed on 27 January 2020. The applicant's record in the Guard Incentive Management System (GIMS) shows that the applicant failed his first record APFT in July 2017 and his second record APFT in October 2017. The applicant's contract failed system verification on 27 October 2017 due to consecutive APFT failures listed in GIMS. According to the information in GIMS the contract required termination. However, the record in GIMS is inaccurate and does not reflect the applicant's actual DA Form 705. Based on his DA Form 705, the applicant failed his first record APFT on 15 October 2017 and his second record APFT on 3 November 2018.

Based on his DA Form 705 provided by ALARNG, the applicant would have been eligible for payment of his second installment of the bonus since the first APFT failure does not terminate his bonus eligibility. The second bonus installment should have been processed on 27 January 2018. The applicant then would have had his bonus eligibility terminated with recoupment on 3 November 2018 for his second record APFT failure. The applicant should be paid his second installment minus the recoupment of his NPSEB.

5. On 3 July 2025, the applicant was provided with a copy of the advisory opinion and afforded 15 days to provide comments. He did not respond.

**BOARD DISCUSSION:**

1. After reviewing the application, all supporting documents, and the evidence found within the military record, a minority of the Board found the full relief was warranted, while a majority of the Board found that partial relief was warranted. The evidence of record shows the applicant enlisted in the ARNG on 27 January 2015 with entitlement to a \$7,500.00 NPSEB to be paid in three installments. The bonus would be void if he failed two record APFTs. The Board reviewed and concurred with the National Guard Bureau advisory opinion noting the second installment was to be processed on 27 January 2018, and the final installment was to be processed on 27 January 2020. The applicant's record in the GIMS shows that the applicant failed his first record APFT in July 2017 and his second record APFT in October 2017. The applicant's contract failed system verification on 27 October 2017 due to consecutive APFT failures listed in GIMS. According to the information in GIMS the contract required termination. However, the record in GIMS is inaccurate and does not reflect the applicant's actual DA Form 705. Based on his DA Form 705, the applicant failed his first record APFT on 15 October 2017 and his second record APFT on 3 November 2018. Based on his DA Form 705 provided by ALARNG, the applicant would have been eligible for payment of his second installment of the bonus since the first APFT failure does not terminate his bonus eligibility. The second bonus installment should have been processed on 27 January 2018. The applicant should be paid his second installment minus the recoupment of his NPSEB. Therefore, the Board determined the applicant should be paid his second installment minus the recoupment of his NPSEB. The Board defers to the Defense Finance and Accounting Service for calculation of payment.

BOARD VOTE:

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

BOARD DETERMINATION/RECOMMENDATION:

1. The Board determined the evidence presented is sufficient to warrant a recommendation for partial relief. As a result, the Board recommends that all Department of the Army and Army National Guard records of the individual concerned be corrected by showing the applicant's ARNG enlistment was honored, and the appropriate office timely received this information and paid the NPSEB in the amount of \$1, 875.00 as a result of this correction
2. The evidence presented does not demonstrate the existence of a probable error or injustice as it pertains to the applicant's request for the third and final payment of his NPSEB. Therefore, the Board denied this portion of the request.

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 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, United States Code (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.
3. Memorandum – Subject: FY15 Selective Reserve Incentive Program (SRIP) Policy Endorsement assists leadership in meeting and sustaining Army National Guard (ARNG) readiness requirements. The SRIP provides recruiting and retention incentives to assist in filling critical shortages. Incentives are implemented in those situations where other less costly methods have proven inadequate or ineffective in supporting unit and skill staffing requirements. Paragraph 22 (Termination with Recoupment) provides that a Soldier will not be eligible to receive any further incentive payments, except for payments for service performed before the termination date. Unless granted relief, the Soldier may refund a prorated amount to the government if such termination is for failure of two consecutive record APFTs within the contractual term. The effective date of termination is the date of the second consecutive for-record APFT failure.
4. Department of Defense Instruction 1205.21 (Reserve Component Incentive Programs Procedures), requires each recipient of an incentive to sign a written agreement stating 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. The agreement must clearly specify the terms of the Reserve Service commitment that authorizes the payment of the incentive.

//NOTHING FOLLOWS//