

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 24 March 2025

DOCKET NUMBER: AR20240007464

APPLICANT REQUESTS: in effect, payment of any non-prior service (NPS) enlistment bonus he is due for his enlistment into the Hawaii Army National Guard (HIARNG).

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

- DD Form 293 (Application for the Army Discharge Review Board)
- National Guard Bureau (NGB) memorandum
- NGB Form 600-7-1-R-E (Annex E to DD Form 4 (Enlistment/Reenlistment Document – Armed Forces of the United States – NPS Critical Paragraph/Line Number MOS (military occupational specialty) Enlistment Bonus – Decentralized State Incentive Pilot Program Addendum – ARNG of the U.S.)
- DD Form 4
- NGB Form 22 (Report of Separation and Record of Service)
- HIARNG Separation Orders

FACTS:

1. The applicant states, in effect:

- On 14 March 2024, NGB sent him a memorandum stating he may not have received all of his NPS bonus; the memorandum advised that, in order to process a request for payment, he would need to apply to the Army Board for Correction of Military Records (ABCMR) and provide supporting documentation
- Based on that memorandum, the applicant submits the documents listed in the NGB memorandum and requests payment of any remaining bonus due

2. The applicant's service records show the following:

- On 23 March 2012, he enlisted into the HIARNG for 8 years
- As part of his enlistment, he signed an NGB Form 600-7-1-R-E, which stated he would receive an NPS bonus of \$2,500, to be paid in three installments:
 - 50 percent upon completion of initial active duty for training (IADT) and verification of MOS qualification

- 20 percent on the 3-year anniversary of enlistment
- Final 30 percent paid on the 5-year anniversary of enlistment
- The NGB Form 600-7-1-R-E stated that NPS bonus would be terminated one day prior to the acceptance of a military technician (Mil Tech) position where membership in a Reserve Component was a condition of employment, and the Soldier had served one or more days in the Selected Reserve (SELRES)
- On 16 July 2012, the applicant entered IADT and, following the award of MOS 92F (Petroleum Supply Specialist), the Army honorably released him from active duty and returned him to the HIARNG
- Effective 25 August 2015, the HIARNG promoted the applicant to sergeant (SGT)/E-5
- On 17 January 2018, and again on 10 February 2019, the applicant extended his HIARNG enlistment by one year
- On 22 March 2020, the HIARNG honorably discharged the applicant; his NGB Form 22 shows he completed 8 years of HIARNG service
- The applicant's available service record is void of documentation showing he accepted a Military Technician (Mil Tech) position

3. On 10 February 2025, NGB provided an advisory opinion and recommended disapproval of the applicant's request.

- The applicant enlisted into the HIARNG and was granted a \$2,500 bonus; the bonus eligibility dates and amounts to be paid were \$1,250, on 18 December 2012; \$500, on 23 March 2015; and \$750, on 23 March 2017
- The applicant received the first and second installments, but they canceled his third payment, and the NGB recouped \$326.39 from previous installments; NGB took this action because, effective 25 August 2015, the applicant had accepted a Mil Tech position

4. On 10 February 2025, the Army Review Boards Agency provided the applicant a copy of NGB's advisory opinion for his review and the opportunity to submit a response and additional documentary evidence; the applicant did not respond.

BOARD DISCUSSION:

After reviewing the application and all supporting documents, the Board determined relief was not warranted. The applicant's contentions, the military record, and regulatory guidance were carefully considered. Based upon the available documentation, the findings and recommendation outlined in the NGB advisory opinion, and the lack of any rebuttal submitted by the applicant of those findings and recommendations, the Board concluded there was insufficient evidence of an error or injustice warranting a change to the applicant's pay record.

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.

//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 Programs (SRIP)), currently in effect, governs policies and procedures for the administration of the Army National Guard (ARNG) SRIP programs.

a. Chapter 1 (Introduction).

(1) Paragraph 1-4 (Policy). The Secretary of the Army and the Chief, National Guard Bureau (CNGB) authorize the use of the incentives.

(2) Paragraph 1-20 (Incentive Payments). The Army National Guard (ARNG) requires commanders to initiate eligibility reports for payment immediately upon notice of the Soldier's entitlement.

(3) Paragraph 1-25 (Termination with Recoupment of Incentives). Incentive eligibility and entitlement will stop, and incentives will be recouped, when the Soldier accepts a position as a military technician (Mil Tech), to include temporary technician over 179 days and indefinite technician, where membership is a condition of employment, effective on the date of employment and the Soldier has served less than the required amount of time per current Department of Defense policy. Termination is the day prior to the start date on the Standard Form (SF) 50 (Notification of Personnel Action), SF 52 (Request for Personnel Action), or Human Resource Office (HRO) memorandum for permanent Mil Techs.

b. Chapter 2 (Enlisted Incentives), section I (Non-Prior Service Enlistment Bonus (NPSEB)) states:

a. Paragraph 2-1 (General). Under the provisions of Title 37 (Pay and Allowances of the Uniformed Services), U.S. Code, section 308c (Special Pay: Bonus for Affiliation or Enlistment in the Selected Reserve (SELRES)).

(1) This incentive is offered to applicants who have not previously served in the armed forces who enlist in the SELRES of an armed force for a period of not less than three years.

(2) Applicant must agree to serve in a critical military skill designated for such an incentive by the Secretary concerned and execute a written agreement to serve as an enlisted member in the SELRES. Applicant must also meet the eligibility criteria for enlistment as a Non-prior service (NPS) applicant.

b. Paragraph 2-3 (Eligibility). To be eligible, the Soldier must complete the following:

- Contract for an 8-year term of service, of which not less than 3 years is served in a drilling status
- Be trained in a critical skill or critical unit
- Meet the current fiscal year SRIP educational requirements
- Meet minimum Armed Forces Qualification Test (AFQT) scores
- Fill a valid vacant position and not an excess, over-strength, or manually loaded vacancy
- Not enlist to qualify for a military technician or an AGR position
- Execute a written agreement to serve as an enlisted member in the SELRES

2. Army Regulation (AR) 15-185 (Army Board for Correction of Military Records (ABCMR)) states the Army, by law, may pay claims for amounts due to applicants as a result of correction of military records.

a. The ABCMR will furnish the Defense Finance and Accounting Service (DFAS) copies of decisions potentially affecting monetary entitlement or benefits.

b. The DFAS will treat such decisions as claims for payment by or on behalf of the applicant and settle claims on the basis of the corrected military record. An applicant's acceptance of a settlement fully satisfies the claim concerned.

//NOTHING FOLLOWS//