

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 28 August 2025

DOCKET NUMBER: AR20240007468

APPLICANT REQUESTS: payment of her \$10,000.00 Non-Prior Service Enlistment Bonus (NPSEB).

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), 13 July 2016
- DD Form 1966 (Record of Military Processing – Armed Forces of the United States), 13 July 2016
- National Guard Bureau (NGB) Form 600-7-1-R-E (Annex E to DD Form 4 Non-Prior Service Bonus (NPSB) Addendum Army National Guard of the United States (ARNGUS)), 13 July 2016
- Alaska (AK) ARNG Element, Joint Force Headquarters (JFH) Orders Number 236-031, 23 August 2016
- U.S. Army Maneuver Support Center of Excellence Orders Number 093-714, 3 April 2017
- DD Form 214 (Certificate of Release or Discharge from Active Duty) for service ending 13 April 2017
- NGB Form 22-5 (Addendum to DD Form 4 Approval and Acceptance by Service Representative for Interstate Transfer in the ARNG), 7 July 2017
- AKARNG Element, JFH Orders Number 198-008, 17 July 2017
- JFH – Colorado (CO) Office of the Adjutant General Orders Number 147-001, 27 May 2019
- COARNG Staff Element, JFH-CO Orders Number 155-024, 4 June 2019
- COARNG Augoe Army Element JFH Orders Number 779945, 29 October 2020
- COARNG Augoe Army Element JFH Orders Number 1566948, 29 November 2021
- JFH-CO Office of the Adjutant General Orders Number 104-010, 14 April 2022
- COARNG Orders Number 5194720, 27 June 2023

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:
 - She should be eligible to receive the first installment of her NPSEB as she graduated from Advanced Individual Training for the military occupational specialty (MOS) 74D (Chemical Operations Specialist)
 - She should be eligible to receive the second and third installments of her NPSEB as she remained in the critical MOS 74D during the period of April 2017 through September 2020
 - Her Interstate transfer to COARNG was to a Modified Table of Organization and Equipment unit
 - She became duty MOS qualified in the MOS 14S (Avenger Crewmember) over 3 years later
 - In April 2024, she received notification from the NGB which stated she may be eligible for entitlement that she did not receive
 - As a new Soldier in the ARNG, she trusted her leadership to steer her in the correct direction and she assumed what she was told to be true regarding her ineligibility
 - After receipt of the notification, she did her own research and inquired with the State Education and Incentives Office, she found she was indeed entitled to the NPSEB
3. A review of the applicant's service record shows:
 - On 13 July 2016, she enlisted in the Army National Guard of the United States (ARNGUS); in conjunction with this enlistment, she signed National Guard Bureau (NGB) Form 600-7-1-R-E which states:
 - She enlisted in the ARNG for a period not less than 6 years in the Selected Reserve
 - She enlisted for MOS 74D for a \$10,000.00 NPSEB
 - She would receive the first 50 percent of the NPSEB upon becoming duty MOS qualified
 - She would receive the second 25 percent to be processed on her third anniversary year of her enlistment
 - She would receive the final 25 percent to be processed on her fifth anniversary year of her enlistment

- She understood her NPSEB would be terminated with recoupment if she:
 - Voluntarily transferred within the state or Interstate Transfer unless she moved involuntarily and became duty MOS qualified in the new MOS within 24-months
 - Transferred out of her current unit/MOS into a different unit/MOS

- On 16 August 2016, she was assigned to the 1st Battalion, 297th Infantry in a 74D position due to inactivation, reorganization or relocation by Orders Number 236-031, 23 August 2016
- On 27 September 2016, she was ordered to initial active duty by Orders Number 6271001, 13 September 2016
- On 13 April 2017, she was awarded the MOS 74D by Orders Number 093-714, 3 April 2017
- On 13 April 2017, she was honorably released from active duty and reverted to ARNG control
- On 23 May 2017, she was assigned to the COARNG in the MOS 31E (Internment/Resettlement Specialist) gained to the ARNG of another state by Orders Number 198-008, 17 July 2017
- On 13 April 2018, she was ordered to full time National Guard (FTNG) duty in Active Guard Reserve (AGR) status by Orders Number 099-006, 13 April 2018
- On 1 June 2019, she was ordered to FTNG duty in AGR status by Orders Number 147-001, 27 May 2019
- On 1 June 2019, she was assigned as an Engagement Control Shift Leader of the 100th Missile Defense Brigade in the MOS 14X (Space and Missile Defense Operations) for her initial AGR tour by Orders Number 155-024, 4 June 2019
- On 1 October 2020, she was awarded the primary MOS 14X by Orders Number 723185, 6 October 2020
- On 15 August 2019, she was awarded an additional skill identifier Ground Base Midcourse Defense System by Orders Number 779945, 29 October 2020
- On 30 September 2020, she was awarded the primary MOS 14S and secondary MOS 14X by Orders Number 1536948, 29 November 2021
- On 16 February 2022, she extended her enlistment in the ARNG for 4 years for a new expiration of term of service (ETS) of 12 July 2026
- On 1 June 2022, she was ordered to FTNG duty in AGR status by Orders Number 104-010, 14 April 2022
- On 14 October 2022, she extended her enlistment in the ARNG for 1 year for a new ETS of 12 July 2027
- On 22 May 2023, she was awarded the MOS 68W (Combat Medic Specialist) by Orders Number 5194720, 27 June 2023
- On 1 September 2024, she was ordered to FTNG duty in AGR status by Orders Number 275-302, 1 October 2024

4. On 18 April 2025, in the processing of this case, the NGB provided an advisory opinion regarding the applicant's request to be paid her NPSEB. The advisory official recommended partial approval of her request. The applicant enlisted in the ARNGUS on 13 July 2016 for 6 years and was eligible for the NPSEB in the amount of \$10,000.00. She did not receive any portion of the NPSEB. She became MOS qualified on 13 April 2017 which was within 24 months of her enlistment. She should have received her first installment of \$5,000.00 on 13 April 2017 but the contract in Guard Incentive Management System was never properly approved and established. It entered a Monitor Rule Failed status on 29 August 2016 before it began the termination process on 22 August 2023. This was due to her transferring within the AKARNG on 16 August 2016 due to reorganization. Since this assignment was an involuntary move, it should not have terminated her NPSEB eligibility. She voluntarily transferred from the AKARNG to the COARNG in the MOS 31E on 13 December 2017, which terminated her contract with recoupment. The applicant should receive her first installment minus her recoupment.

5. On 28 April 2025, the Army Review Boards Agency Case Management Division provided the applicant the advisory opinion for review and comment. She did not respond.

BOARD DISCUSSION:

After reviewing the application, all supporting documents, and the evidence found within the military record, a minority of the Board found that full relief was warranted, while a majority of the Board found that partial relief was warranted. The Board carefully considered the applicant's record of service, documents submitted in support of the petition, and executed a comprehensive review based on law, policy, and regulation. The Board reviewed and concurred with the National Guard Bureau advisory finding the applicant enlisted in the ARNGUS on 13 July 2016 for 6 years and was eligible for the NPSEB in the amount of \$10,000.00. She did not receive any portion of the NPSEB. She became MOS qualified on 13 April 2017 which was within 24 months of her enlistment. She should have received her first installment of \$5,000.00 on 13 April 2017 but the contract in Guard Incentive Management System was never properly approved and established. It entered a Monitor Rule Failed status on 29 August 2016 before it began the termination process on 22 August 2023. This was due to her transferring within the AKARNG on 16 August 2016 due to reorganization. Since this assignment was an involuntary move, it should not have terminated her NPSEB eligibility. She voluntarily transferred from the AKARNG to the COARNG in the MOS 31E on 13 December 2017, which terminated her contract with recoupment. The applicant should receive her first installment minus her recoupment. Therefore, the Board granted partial relief in the amount of \$5,000.00. 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 \$5, 000.00 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 final payment of her 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. National Guard Regulation (NGR) 600-7 (Selective Reserve Incentive Programs), prescribes policies and procedures for the administration of the Army National Guard of the United States (ARNGUS) incentive programs. Paragraph 1-20 (Termination), A Soldier's incentive eligibility and entitlement stop when any of the termination reasons listed within the applicable chapters of this regulation apply. Although the Soldier's entitlement to the incentive is terminated, the Soldier's responsibility to serve the current statutory or contractual obligation remains. Once a Soldier has been terminated, reinstatement of eligibility is not authorized. The unit commander or an authorized unit representative will initiate termination procedures when a Soldier is terminated from an incentive. Paragraph 1-25 (Termination with Recoupment of Incentives), b. Termination with recoupment is defined as termination of the incentive with Soldier is entitled to a prorated incentive amount based on the number of months served satisfactorily prior to the incentive termination date. The Soldier may be required to pay funds back to the government or the Soldier may be entitled to a payment. Termination with recoupment will occur, if a Soldier voluntarily separates due to pregnancy, Termination is effective the date of discharge.

//NOTHING FOLLOWS//