

IN THE CASE OF: [REDACTED]

BOARD DATE: 21 April 2025

DOCKET NUMBER: AR20240008269

APPLICANT REQUESTS: entitlement to 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)
- Reserves Annex (Certificate and Acknowledgment U.S. Army Reserve (USAR) Service Requirements and Methods of Fulfillment), 16 December 2021 – reflective of the applicant's contractual obligations; 3-year enlistment with entitlement to a \$20,000.00 PSEB
- conEdison document – reflective of the applicant having a \$3,610.07 balance
- Memorandum – Subject: Exception to Policy, 21 October 2022 – reflective of the U.S. Army Reserve Command's denial of the applicant's request noting that he had not been separated from the Selected Reserve (SELRES) for a minimum of 12 months prior to contracting in violation of Army policy
 - discharged from the USAR on 5 January 2021; involuntarily retained beyond his Expiration Term of Service (ETS) date of 24 December 2020
 - missed the 12-month requirement by 8 days
 - further review reflects that the applicant had 21 years of service; Department of Defense Instruction 1304.31 (Enlisted Bonus Program) limits eligibility from the PSEB to Soldiers with less than 16 years of service
 - U.S. Army Recruiting Command failed to verify the applicant's PSEB eligibility
- Credit Overview (Experian) – reflective of the applicant's credit score and a summary of his total personal debt (\$273,585.00)

FACTS:

1. The applicant states in pertinent part that:

- He enlisted with entitlement to a PSEB

- Payment was denied due to not meeting the eligibility requirements; denies being aware of this during the enlistment process
- He is currently in debt; receipt of this entitlement would assist with recovering from the debts incurred

2. A review of the applicant's available service records reflects the following:

- On 23 September 1999 – the applicant enlisted in the Army National Guard (ARNG)
- On 13 October 2005 (Orders Number 286-1069) - discharged the applicant from the ARNG and transferred him into the USAR Control Group (Annual Training), effective 22 September 2005
- On 25 August 2007 – the applicant reenlisted in the USAR for 3 years with entitlement to a \$7,500.00 PSEB to be paid in 2 increments (50 percent at time of enlistment and 50 percent at the end of the 2nd year anniversary)
- On 27 January 2019 – the applicant extended his current enlistment by 1 year resulting in a 24 December 2020, ETS date
- On 5 January 2021 (Orders Number 21-005-00019) – honorably discharged the applicant from the USAR, effective 5 January 2021
- On 16 December 2021 – the applicant enlisted in the USAR for 3 years with entitlement to a \$20,000.00 PSEB to be paid in a lump sum after attending the first Battle Training Assembly
 - Prior Service Enlistment Bonus Addendum, Section III (Acknowledgement) – applicant notes that he has not previously received an enlistment bonus for any prior military service
- On 31 October 2024 – the applicant elected to extend his enlistment by 1 year
- On 19 December 2024 – the applicant received Notification of Eligibility for Retired Pay at Non-Regular Retirement (20-year letter)

3. On 4 April 2025, Headquarters U.S. Army Reserve Command (USARC), Chief, Initial Military Training and Incentives, provided an advisory opinion recommending denial of the applicant's request noting that he enlisted in the USAR on 16 December 2021 for a 3-year term, with entitlement to a \$20,000 PSEB. The USAR Pay Center did not pay his PSEB because he failed to separate from the Selected Reserve (SELRES) for a minimum of 12 months. Army policy requires Soldiers whose last assignment was in the SELRES to separate from the SELRES for at least 12 months to be eligible for the PSEB. The USAR discharged the applicant on 5 January 2021. He has over 16 years of total military service, having enlisted in the ARNG on 23 September 1999. He served continuously without a break in service until 4 January 2021. After reviewing his documents in IPERMS, his retirement points, and his record of military processing (DA Form 1966), USARC G-1 confirmed his pay entry date as 23 September 1999.

However, his pay entry date is incorrectly shown as 1 May 2012, despite the absence of any supporting documentation for a service break in his records.

4. On 13 April 2025, the applicant was provided with a copy of the advisory opinion and afforded 10 days to provide comments. He has not responded to date.

BOARD DISCUSSION:

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 Headquarters U.S. Army Reserve Command (USARC), Chief, Initial Military Training and Incentives advisory opinion, the Board concurred with the advisory official recommendation for denial, finding the applicant failed to separate from the Selected Reserve (SELRES) for a minimum of 12 months. The Board noted pursuant to regulatory guidance Soldiers whose last assignment was in the SELRES must be out of the SELRES for at least 12 months in order to be eligible for the PSEB. Based on this, the Board denied relief.

BOARD VOTE:

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
:	:	:	GRANT FULL RELIEF
:	:	:	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
■	■	■	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 

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. U.S. Army Reserve Policy Fiscal Year 2021 Selected Reserve Incentive Program provides that the intent of the yearly Selected Reserve Incentive Program (SRIP) policy of the USAR is to support leadership in meeting end strength, readiness, and force balancing objectives. It provides recruiting and retention incentives to assist in filling critical shortages. Incentives are implemented to support unit and occupational skill staffing requirements. Section 3 (Prior Service Enlistment Bonus) provides that prior service members must not be being released from the active component or SELRES (ARNG/USAR) service for the purpose of enlistment in the USAR. Soldiers whose last assignment was in the SELRES must be out of the SELRES for at least 12 months in order to be eligible for the PSEB. Further, prior service members must not have received or currently be entitled to a Selected Retention Bonus or a Critical Skill Retention Bonus.

2. Army Regulation 601-210 (Regular Army and Army Reserve Enlistment Program) prescribes eligibility criteria governing the enlistment of persons, with or without prior service (PS), into the Regular Army, the USAR and the ARNG. Paragraph 10-13 (Selected Reserve Incentives Program – PSEB) provides policy and guidance for the administration of the PSEB. To be eligible, service members must have completed no more than 16 years of total military service. This time includes periods in the Individual Ready Reserve and Inactive National Guard.

//NOTHING FOLLOWS//