

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 13 August 2025

DOCKET NUMBER: AR20240011109

APPLICANT REQUESTS: the remaining payments of his Non-Prior Service Enlistment Bonus (NPSEB) incentive contracted on 19 October 2020.

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

- DD Form 149 (Application for Correction of Military Record)
- National Guard Bureau (NGB) Form 600-7-1-R-E (Annex E to DD Form 4 - NPSEB Addendum - Army National Guard (ARNG) of the United States) dated 19 October 2020, which shows:
 - The applicant enlisted for 6 years and would receive a total bonus in the amount of \$20,000.00 less taxes in Military Occupational Specialty (MOS) 89A (Ammunition Stock Control and Accounting Specialist)
 - The first 50 percent (%) payment would be processed upon the effective date of becoming Duty MOS qualified (DMOSQ) within 24 months of the contract start date and him being assigned to the same MOS and Unit Identification Code (UIC) for which he enlisted
 - The second 25% will be processed on the third anniversary of the enlistment date, provided he is assigned to the same MOS and UIC for which enlisted and upon verification of qualification in the Guard Incentive Management System (GIMS)
 - The final 25% payment will be processed on the fifth-year anniversary of the enlistment date, provided he is assigned to the same MOS and UIC for which enlisted and upon verification of qualification in GIMS
- Bonus Termination and Suspension document dated 25 June 2024, which shows his NPSB was terminated 25 May 2022, and he received \$5,277.78 of his NPSEB
- Memorandum - Subject: Notice of Incentive Termination Memorandum, dated 8 August 2022, which shows, the Pennsylvania Army National Guard (PAARNG), State Incentive Manager, notified the applicant that:

- His NPSEB contract was being terminated with a prorated final payment of \$5,277.78 in accordance with his NPSEB Addendum and the NGB Selected Reserve Incentive Program (SRIP) policy
- His contract was being terminated effective the date of his unauthorized UIC change on 25 May 2022

- Applicant's response to Notification of Incentive Termination Memorandum dated 8 August 2022, wherein, he indicated that he did not acknowledge the validity of the termination action
- NGB Memorandum - Subject: Change to Continued Receipt and Termination Policies for ARNG Incentives, dated 21 April 2023, which states:
 - The changes are effective immediately and may be applied retroactively through 1 October 2022
 - The UIC and/or paragraph and line changes due to any reason; including system discrepancies, command directed moves, any move at the convenience of the Government, and voluntary moves, does not constitute termination, nor require an exception to policy to continue receipt of incentives

- Email communication dated 25 June 2024, between the PAARNG Deputy Adjutant General – Army and PAARNG Education and Incentive Division Chief discussing the applicant's NPSEB and recommending he submit a request to the Army Board for Correction of Military Records (ABCMR) for remaining payments

FACTS:

1. The applicant states:

- In October of 2020, he joined the active ARNG and signed his contract with a \$20,000.00 sign on bonus based on the ASVB [Armed Services Vocational Aptitude Battery] score he obtained
- In May of 2022, the NPSEB that was given to him was taken away due to him moving to Pennsylvania for a career change in his civilian life
- He had no knowledge or guidance on the fact that he could not change his UIC
- After asking multiple sergeants, staff sergeants, sergeant first class and Soldiers, they assured him that as long as he kept the same MOS and filled a vacant slot then he would not lose his benefits
- He originally signed this contract in Illinois while he was in college
- From the time of his signing of his contract to him getting shipped to basic combat training he informed his recruiter that he was moving to Pennsylvania because he accepted a job offer in his civilian life

- After multiple senior ranking Soldiers informing him that he would not lose his benefits because of the accepted job offer; just six months of living in Pennsylvania his NPSEB was being stripped away from him
- He tried to plead his case with the State Incentive Manager, and he stated that he has the final say so and would not grant his NPSEB because of the UIC change
- Furthermore, the NPSEB was changed to remove the termination of the NPSEB in October of 2022; he was not informed of this until June of 2024
- There are many reasons to why he joined the Armed Forces, but one of the reasons was to help the financial situation of his family
- The NPSEB would tremendously help his family
- In his almost four years in the Armed Forces, he has had no infractions

2. A review of the applicant's service record shows:

- On 19 October 2020, the applicant enlisted in the Illinois ARNG (ILARNG) for 6 years; in connection with his enlistment, he completed and signed NGB Form 600-7-1-R-E, which shows:
 - He enlisted for 6 years and would receive a total NPSEB in the amount of \$20,000.00 less taxes in MOS 89A
 - The first 50% payment would be processed upon the effective date of becoming DMOSQ within 24 months of the contract start date and being assigned to the same MOS and UIC for which enlisted and upon verification of qualification in GIMS
 - The second 25% would be processed on the third anniversary of the enlistment date, provided he is assigned to the same MOS and UIC for which enlisted and upon verification of qualification in GIMS
 - The final 25% payment will be processed on the fifth-year anniversary of the enlistment date, provided he is assigned to the same MOS and UIC for which enlisted and upon verification of qualification in GIMS
 - The applicant may be terminated from incentive eligibility with recoupment for voluntarily transferring within the state or Interstate Transfer (IST) for reasons other than those covered under Army Regulation 601-210 (Regular Army and Reserve Components Enlistment Program) will be governed by the following:
 - He transfers out of his current UIC/MOS into a different UIC/MOS; the effective date of termination will be the date of transfer
- On 30 April 2021, Orders Number 1145043 ordered the applicant to Initial Active Duty for Training (IADT) with a report date to basic combat training on 25 May 2021

- On 29 September 2021, he was released from IADT and was transferred to his ILARNG unit; DD Form 214 (Certificate of Release or Discharge from Active Duty), item 11 (Primary Specialty) shows he was awarded MOS 89A
- On 25 May 2022, the applicant acknowledged to have voluntarily transferred interstate and he was accepted for an interstate transfer by the State of Pennsylvania
- On 4 June 2022, Order Number 0001858039.00 published by the ILARNG, transferred the applicant to another ARNG State, with an effective/report date of 25 May 2022
- On 4 August 2022, Order Number 0001965861.00 published by the PAARNG, initially assigned the applicant to the PAARNG, effective 25 May 2022
- The applicant is currently serving in the PAARNG

3. On 13 June 2025, the NGB, Chief, Special Actions Branch, provided an advisory opinion for this case and recommended approval. The NGB official stated:

a. The applicant enlisted in the ILARNG with a \$20,000.00 incentive for 19 October 2020 to 18 October 2026. The incentive was to be paid in three payments on 30 September 2021, 19 October 2023 and 19 October 2025 in the amounts of \$10,000.00, \$5,000.00 and \$5,000.00 respectively. The applicant received \$5,277.78 for 19 months and the incentive was terminated effective 25 May 2022 for unauthorized UIC change.

b. The applicant IST to the PAARNG effective 25 May 2022. The applicant states he was unaware a transfer would terminate the incentive if he stayed in the same MOS, he believed his incentive would be unchanged. He was notified of the incentive termination and no record of an Exception to Policy (ETP) was submitted. The NGB Incentives Branch determined that had an ETP been submitted it would have been approved as many similar ETPs have been approved.

c. It is the recommendation of this office that the applicant's request be approved. The applicant IST but remaining in the same critical MOS would have been grounds for an approved ETP and continued receipt of the incentive. The applicant is due the remainder of the first and second payment in the amount of \$9,722.22 less taxes and the third payment of \$5,000.00 less taxes on 19 October 2025.

d. The PAARNG does not concur with this advisory opinion and determined the incentive was terminated in accordance with the bonus addendum. The NGB's incentives branch concurs with this advisory opinion.

4. On 17 June 2025, the applicant was provided with a copy of the NGB advisory opinion to allow for comments or rebuttal.

BOARD DISCUSSION:

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 the Chief, Special Actions Branch, NGB advisory opinion, the Board concurred with the advisory stating the applicant IST but remained in the same critical MOS, which would have been grounds for an approved ETP and continued receipt of the incentive. Based on this, the Board granted relief for payment of the remainder of the first and second payment, less taxes and the third payment less taxes on 19 October 2025.

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 the evidence presented is sufficient to warrant a recommendation for 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 timely submitted an exception to the National Guard Bureau (NGB) for payment of his authorized NPSEB
- payment of eligible incentives, in accordance with the above service agreements, provided he is otherwise qualified and provided his loans meet statutory and regulatory requirements, as a result of this correction



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. 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 to the member.

2. Title 37, U.S. Code, section 331 (General bonus authority for enlisted members) provides that:

a. The Secretary concerned may pay a bonus under this section to a person, including a member of the armed forces, who:

- enlists in an armed force
- enlists in or affiliates with a reserve component of an armed force
- reenlists, voluntarily extends an enlistment, or otherwise agrees to serve for a specified period in a designated career field, skill, or unit of an armed force
- under other conditions of service in an armed force

b. A person or member who receives a bonus under this section and who fails to complete the period of service, or meet the conditions of service, for which the bonus is paid, as specified in the written agreement under subsection (d), shall be subject to the repayment.

3. NGB Memorandum – Subject: Change to Continued Receipt and Termination Policies for ARNG Incentives, dated 21 April 2023, modified policy associated with termination and ETP, specific to UIC or MOS changes. These changes are effective immediately and may be applied retroactively through 1 October 2022. In pertinent part:

a. Effective immediately, the following changes do not constitute termination, nor require an ETP to continue receipt of incentives:

(1) The UIC and/or paragraph and line changes due to any reason; including system discrepancies, command directed moves, any move at the convenience of the Government, and voluntary moves.

(2) Change in MOS due to any reason. (a) Soldiers must be currently qualified for the contracted MOS to receive incentive payments. However, Soldiers may maintain their contracted MOS as a secondary MOS if they are otherwise deployable. (b) In accordance with reference 1b (National Guard Regulation (NGR) 600-7, Selected

Reserve Incentives Program), all Soldiers must become DMOSQ within 24 months to continue receipt of their incentive.

b. All other eligibility requirements per each contract addendum, SRIP policy and effective Education and Incentives Operational Messages must be met for the Soldier to receive payment.

c. As of 7 April 2023, the Guard Incentive Management System will no longer automatically screen for UIC changes, excess position, or Duty MOS details as a "monitor rule failure." The GIMS will now screen for the MOS held and qualified status. It is incumbent upon State Incentive Managers to ensure all other eligibility requirements are met prior to submitting a request for the payment of an incentive. This memorandum will remain in place as interim guidance pending update to the NGR 600-7, the incentive addendum, and the ARNG SRIP.

4. NGR 600-7 (SRIP) governs policies and procedures for the administration of the ARNG SRIP programs. Paragraph 1-27 (ARNG ETP request) states, all ETPs will be initiated by the Soldier and routed through their chain of command to the State Incentive Manager and the State G1 as established in Chapter 5-3 (State Level). The State Level will evaluate all ETP's received on a case-by-case basis and route them to the appropriate level for final determination. Once a final determination has been made at the established level according to a and b below, the case will be considered to have met the exhaustion of administrative remedies requirements of AR 15-185 (ABCMR). The Soldier may then file an application to the ABCMR in accordance with AR 15-185 if there is an alleged error or injustice still existing.

a. State level action authorized:

(1) ETP denial (only) for requests that meet the following criteria, and delegation has been given by ARNG G-1.

- No recoupment action is required
- Funds have not been disbursed to Soldier
- ARNG does not have authority to approve due to violation of law or Department of Defense Instruction (DoDI)
- Termination of the incentive has been completed in the incentive management system and the debt has been initiated in DJMS or through Out of Service Debt and Claims

(2) Administrative corrections as outlined in Chapter 6.

b. ARNG is the only level authorized to:

- Approve any ETP
- Grant relief from recoupment, on a case-by-case basis, prior to the debt being established by the Defense Finance and Accounting Service

//NOTHING FOLLOWS//