

**WRITTEN AGREEMENT
OFFICER/WARRANT OFFICER ACCESSION BONUS ADDENDUM**

----- **PRIVACY ACT STATEMENT** -----

AUTHORITY: 10 USC section 3013, Secretary of the Army E. O. 9397 (SSN); and AR 600-8-104, Military Personnel Information Management/Records

PURPOSE(S): To determine service member's qualification for the Officer/Warrant Officer Accession Incentive.

ROUTINE USES: Release is restricted to Army National Guard (ARNG) incentive personnel who need the information to assist in activities related to Selective Reserve Incentive Program. The information provided may be used in computer matching programs within the DoD or with any other Federal Agency for verification to determine your eligibility and/or compliance with the benefit program requirements being applied for herein and to effect recovery of any improper payments made toward delinquent debts owed by a beneficiary or former beneficiary.

DISCLOSURE: Voluntary, however, failure to provide the requested information may delay processing of your application.

----- **ACKNOWLEDGMENT** -----

In connection with my appointment as an officer/warrant officer and agreement to serve with the Army National Guard of the United States under the Selected Reserve Incentive Program (SRIP), I hereby acknowledge that:

1. I meet the eligibility criteria, as follows:

a. _____ (Initials) I agree to serve in the Selected Reserve in Area of Concentration (AOC)/Military Occupational Skill (MOS): _____ which is a critical Officer/Warrant Officer skill that is designated for bonus entitlement by the Secretary of Defense or his delegate.

b. _____ (Initials) I am a newly appointed Commissioned Officer or Warrant Officer in the grade of O1 or W1, or I am the exception, a newly appointed officer of any grade in the Chaplain Corps or the Judge Advocate General Corps.

c. _____ (Initials) I must serve in a unit for a primary valid vacancy. No excess or over-strength authorized this incentive.

d. _____ (Initials) I am not accepting an appointment as an Officer serving in the Selected Reserve for the purpose of qualifying for an Active Guard and Reserve (AGR) position or a Military Technician position where membership in a Reserve Component is a condition of employment (a onetime temporary assignment as a Military Technician is excluded).

e. _____ (Initials) I am not being accessed for continuous active duty service.

f. _____ (Initials) I possess a skill designated by the Secretary of the Army for bonus entitlement or I agree to accomplish the necessary training prescribed by the Secretary of the Army (completion of Officer Basic Course (OBC)/ Warrant Officer Basic Course (WOBC) to achieve the designated skill within 24 months of appointment.

g. _____ (Initials) I am not currently and will not be receiving the following benefits during the period which contracted: Health Professions Stipend Program (2009) under Title 10 USC subsection 16201-16204, Education Loan Repayment Program under Title 10 USC subsection 16301-16303 (2009) to include the Student Loan Repayment Program (SLRP), Health Professional Loan Repayment Program (HPLRP) and the Chaplain Loan Repayment Program (CLRP), Other Educational Assistance Programs under Title 10 USC subsection 16401 (2009) to include United States Marine Corps Platoon Leaders Class: College Tuition Assistance Program; or Special Pay: Selected Reserve Health Care Professionals in Critically Short Wartime Specialties under Title 37 USC subsection 302g (2008).

h. _____ (Initials) I am not entitled to retired or retainer pay.

i. _____ (Initials) If I served at least one day of an enlisted incentive contract term (contract term starts the date the initial payment of the bonus is authorized) and accept an officer/warrant officer accession bonus (OAB), termination of my enlisted bonus is effective the date of acceptance of commission or appointment providing I am still under my enlisted bonus contract (does not apply to Student Loan Repayment Program).

j. _____ (Initials) The bonus amount may not exceed the \$10,000 bonus amount established by law.

2. I shall incur the following obligations in connection with my agreement to accept an appointment as an officer serving in the Selected Reserve:

a. _____ (Initials) I hereby agree to serve in an active drilling status (not AGR or Mil Technician) for the full length of the incentive contract term; for a period of not less than six years in the critical AOC/MOS qualification.

b. _____ (Initials) I shall serve satisfactorily, as prescribed by the appropriate regulations of the Army National Guard (ARNG), for the complete period in the Selected Reserve of the ARNG to my written agreement and in the critical skill in which accessed, unless excused for the convenience of the government.

3. I shall be paid an accession bonus, pursuant to this signed agreement that is completed on the date of accession, as follows:

a. _____ (Initials) The bonus accrual begins on the date this agreement is accepted by the Secretary of the Army.

b. _____ (Initials) The total amount of the bonus payable under the agreement becomes fixed upon acceptance of this written agreement by the Secretary of the Army.

c. _____ (Initials) I am being accessed into an ARNG approved critical skill of (AOC/MOS): _____ and shall receive a bonus of \$10,000, paid in one lump sum that will be processed upon completion of OBC/WOBC and qualification in my critical skill.

4. _____ (Initials) I understand that I will be eligible for **continued receipt** of incentives under the following conditions:

- a. For normal career progression (DA PAM 611-21).
- b. When involuntary transfer between Army RC is due to unit transition per AR 601-210.
- c. When transfer is at the convenience of the government and authorized by the CNGB, I must become AOC/MOS qualified in the new skill within 24 months or incentives will be terminated.
- d. Involuntarily transferred ACASP officers/warrant officers will continue to receive payments as scheduled.
- e. Military personnel returning within the authorized period of non-availability may resume receipt of incentives provided their specialty skill is authorized when they return and an authorized unit vacancy and funding is available. Must agree to extend contractual obligation for the length of time in a non-available status. If in a non-available status must extend their enlistment within 90 days of their reassignment to retain this incentive. (with a maximum of up to 3 years).
- f. Mobilized officers/warrant officers are eligible to retain incentive for which they were qualified to receive prior to mobilization, regardless of position and AOC/MOS assigned to fill during mobilization. Following mobilization, the officer/warrant officer must return to the original AOC/MOS and position to be able to continue to receive any remaining incentive payments.
- g. During a period of suspension of favorable actions, receipt of incentives is suspended, except for APFT failures or failures to meet body fat standards as prescribed in section VI of this addendum.
- h. When suspension is favorably lifted, continued receipt of incentives is authorized.
- i. AOC/MOS is changed at the convenience of the government or whose unit is nactivated, relocated, reorganized, or converted are entitled to continue receiving incentives provided they meet all other eligibility criteria, become MOSQ within 24 months, and are not separated from the SELRES. As a result of any action above, the Soldier cannot be be coded excess 9993. Soldier must be coded 9994, excess due to reorganization in SIDPERS (9995 TAPDB-G code). Assignment Orders must be uploaded into GIMS.
- j. Mil Techs on temporary assignment (includes indefinite and temporary technicians on tour for less than 180 days in any continuous 12 month period).
- k. Performing ADOS (formerly ADSW) and/or FTNGDOS who meet the eligibility criteria to reenlist or extend may qualify for SRIP Incentives regardless of the duration of their tour provided they meet the eligibility criteria of the incentive as prescribed by AR 601-210, NGR

600-7 or other appropriate policy guidance.

I. May continue to receive full incentive payment, if otherwise eligible, when the Soldier is transferred or reassigned per AR 601-210, 10-5, f. (1) to (3).

5. _____ (*Initials*) I understand I may be **suspended** from incentive eligibility and no incentive will be paid during the time of suspension if I:

a. Enter a period of non-availability (*placement in the Inactive National Guard (ING)*) per National Guard Regulation (NGR) 614-1. Non-availability in excess of the maximum period authorized will be cause for termination of incentive eligibility. Except under extraordinary circumstances only one suspension may be granted or imposed. Maximum periods of non-availability are:

1. One year for personal reasons.
2. Three years for missionary obligations.
3. Request for suspension must be justified to the incentives manager, in writing.
4. In order to regain incentive eligibility as per number 7 of this addendum (AR 601-210).
5. Participation in other approved DOD programs.

b. Incur a suspension for favorable action initiated per AR 600-8-2 will not be processed for an initial or anniversary payment. Bonus payment(s) may be processed effective the date the suspension is lifted for those who have continued eligibility. This excludes suspension of favorable actions for APFT failure or failure to meet body fat standards. Repeat APFT failure or failure to meet body fat standard within a one year period will result in suspension of incentive.

c. Exception are Soldiers affected by unit transition and required to change AOC/MOS but remains eligible for an incentive may receive subsequent payments before qualifying in new specialty. Must become qualified in new AOC/MOS within 24 months.

d. Authorized subsequent payment will resume on the adjusted anniversary date of Satisfactory creditable SELRES service.

6. _____ (*Initials*) I understand that **reinstatement** and resumption of subsequent incentive payments following a period of non-availability is not guaranteed. In order to complete a period of non-availability and request reinstatement of eligibility for incentives and resumption of subsequent payments I must:

a. Complete the period of authorized non-availability within the required time limit in as per number 5 of this addendum.

b. Rejoin an existing vacancy in the SELRES authorized the officer/warrant officer's grade and specialty in a bonus authorized unit or bonus authorized specialty.

c. Extend contract, enlistment, or reenlistment agreement within 90 days after completing the period of non-availability, in order to serve out the full incentive contract period in the SELRES.

1. Failure to comply with the above requirement will be subject to termination of incentives with recoupment action required.

2. Will be entitled for payments to resume on the anniversary date of satisfactory creditable SELRES service provided the funding is available and comply with the above listed requirements.

7. _____ (Initials) I understand that I may be **terminated** from bonus eligibility **without recoupment for any of the following reasons**:

a. Separation from the SELRES or transfer from the designated bonus position because of death, injury, illness, or other impairment that is not the result of any misconduct by the Soldier.

b. Acceptance of a Mil Tech position where membership in a Reserve Component is a condition of employment and has served one or more days in the losing SELRES (includes indefinite and temporary technicians on tour for 180 consecutive days or more in any continuous 12-month period) will result in the incentive agreement being terminated 1 day prior to the start date of the Mil Tech tour. Standard Form (SF) 50 and/or SF 52 must be uploaded into GIMS for confirmation of the Not to Exceed (NTE) dates of tour.

c. Accept an AGR position where membership in a Reserve Component is a condition of employment and has served 6 months or more in the losing SELRES. The incentive agreement will be terminated 1 day prior to the start date of the order.

d. Failure to obtain DMOSQ within 24-months after an involuntary transfer into another skill for the convenience of the government. Any periods of service spent in a deployed/mobilized status subsequent to the transfer will be added to the 24-month period. The State MILPO may request an exception to policy through NGB-GSE-O for an extension to the authorized re-training time if not DMOSQ due to no fault of the Soldier. Termination will be effective the date of transfer to the new skill.

e. Ordered to extended AD (EAD) (voluntarily or involuntarily) and accessed in the Active Army end strength. Additionally, those on EAD can still be a TPU Soldier.

f. Involuntary retirement.

g. Involuntary separation from the ARNG as a result of unit inactivation, relocation, reorganization, or a DoD directed reduction in the ARNG force.

h. Discharge due to hardship reasons in accordance with the applicable separation policy.

i. Paid a bonus for a period of enlistment or reenlistment in a component of the Army (Active, AR or ARNG) who is then discharged for immediate reenlistment in any other component of the Army (Active, AR or ARNG) or any other military service (AC or RC) for which no bonus or incentive is paid may be considered to have completed the full term of Service from the former enlistment contract, provided the reenlistment includes the remaining period of service from the former enlistment.

j. When a waiver of indebtedness is obtained for erroneous payments received and the Soldier becomes eligible for the incentive through a reenlistment/extension option, the waiver amount will be subtracted from the contracted limit to prevent overpayment.

8. _____ (Initials) I understand that I may be **terminated** from bonus eligibility **with recoupment for any of the following reasons:**

a. Become an unsatisfactory participant per AR 135-91. The termination date entered into the personnel data reporting systems must be the date declared an unsatisfactory participant.

b. Fail to become AOC/MOS qualified or certified in the health specialty for which contracting.

c. Accepts an AGR or a permanent military technician position where membership in the SELRES is a condition of employment and has served less than 1 day from initial payment effective date in the losing SELRES. The incentive agreement will be terminated 1 day prior to the start date of the order.

d. Voluntarily moves to a non bonus unit or AOC/MOS.

e. Exceed the authorized maximum period of non-availability.

f. Separates from the SELRES unit or ING for any reason. Separation includes but is not limited to:

1. Discharge or transfer to the IRR, ING, Standby, or Retired Reserve.

2. Enlistment or appointment in an AC, or RC of the Army, or another U.S. Armed Force for which no bonus , incentive or special pay is paid, may be considered to have completed the full term of service specified in the former enlistment contract, provided the term of the latter reenlistment includes the remaining period of Service from the former enlistment.

g. Accrue one or more unexcused absences (nine for IDT and one for ADT). Termination will be initiated 90 days after the first unexcused absence(s), if the absence(s) was not subsequently excused or made up. The effective date of termination is the date of the first unexcused absence ("U" on DA 1379).

h. Fails to participate satisfactorily in required training during the entire period of Service agreed to in accordance with this written agreement, unless the failure to participate was

beyond the control of the member (death, injury, illness, or other impairments).

i. Disposition of incentives for deceased members or for members being separated for disability described under 10 USC 61 that was incurred in the line of duty in a designated combat zone or in a combat related operation designated by the Secretary of Defense will be as follows:

1. Payment of incentive will be made on determination of beneficiary eligibility of the decedent's incentives or for disabled Soldiers directly to the Soldier upon separation.

2. Payment will only include unpaid balance payable during the settlement of the decedent's or members final military pay account.

j. Separation from the SELRES or transfer from the designated bonus position because of death, injury, illness, or other impairment that is the result of any misconduct by the Soldier.

k. Separates from the ARNG for enlistment into any Active Component (AC) (Regular Army, Navy, USMC, USAF or USCG), and receives an incentive from the AC enlistment, or when the period of service is less than the Soldier's current ARNG contract.

l. Failure to maintain assignment in a valid, vacant position (SIDPERS excess code 9993, TAPBB-G excess code 999K). Soldiers who are placed in an over-strength status due to their unit being inactivated, relocated, reorganized, or converted (unit transformation or reorganization) are entitled to continue receiving payments, to include initial payment. Soldiers have 24 months from the date of transformation/reorganization (plus period spent in a mobilized status) to be placed in a valid vacancy. Soldiers will not be coded 9993 in SIDPERS.

m. Discharge while under suspension of favorable actions flag when the flag was not lifted prior to discharge. The effective date of termination is the date the flag is initiated (does not apply to flag for initial Army Physical Fitness Test (APFT) failure or initial failure to meet body fat standards).

n. Two consecutive record APFT failures or two consecutive failures to meet body fat standards within the contract term. Termination will be effective on the date of the second APFT failure or second failure to meet body fat standards.

o. Voluntary transfer out of the CS position for which the incentive is approved.

p. Soldier leaving the AGR or Mil Tech program to return to traditional status and receives an incentive while assigned in traditional status will have that incentive terminated with recoupment if they have served less than 50 percent of the incentive contractual agreement prior to reentering the AGR or Mil Tech program.

q. Lose position due to unit transition as a Drill Sergeant, Instructor, or Linguist position and

refuse a reassignment in a SELRES.

r. Failure to become instructor qualified (Special Qualification Identifier (SQI) =8) within 180 days of assignment to a Regional Training Institute. Incentive will be terminated effective the date of transfer.

s. Failure to become instructor qualified (SQI=8) within 180 days or Drill Sergeant qualified (SQI=X) within 365 days of date of assignment as a Recruit Sustainment Program cadre. Incentive will be terminated effective the date of transfer.

t. Voluntary separation due to pregnancy.

u. Voluntary retirement.

v. Soldier does not return from an authorized period of non-availability and/or fails to extend for the amount of time needed to complete the contractual military service obligation on return from an authorized period of non-availability within 90 days.

9. _____ (*Initials*) Any other additional termination with recoupment condition that is not included in this addendum can be found in the appropriate chapter of AR 601-210 or in the ARNG SRIP Guidance.

10. _____ (*Initials*) The bonus is repaid if I fail to commence or complete the period of obligated service specified in this agreement, in which case the Secretary concerned may require payment to the United States in the amount equal to the amount of the repayments made in connection with the agreement.

11. The amount to be recouped or final payment shall be computed as follows:

a. When relief is not granted through the waiver or exception process from incentives received, the member must refund pro-rata amount to the Government when termination is due to reasons outlined below. Commanders will refer to the Army National Guard Bureau for resolution and consideration for waiver or exception in doubtful cases, in which recoupment is contrary to personnel policy, management objectives, against good equity or conscience or contrary to the best interest of the U.S. and best interest of the ARNG.

b. All debts to the U.S. Government will be submitted for collection from SELRES members.

1. The recoupment will be based on the following formula: Total basic incentive authorized divided by the total number of months contracted. (Establishes the monthly amount available). Multiply the dollar amount by the total number of months served prior to separation (determines the total amount earned by the officer/warrant officer). Subtract the amount earned from the amount already paid to the Soldier to determine if the Soldier has been overpaid or underpaid.

2. Calculated overpayments to the officer/warrant officer will be recouped.

3. Calculated underpayments will be paid to the officer/warrant officer.

4. Commanders will be responsible for initiating recoupment procedures whenever the member's eligibility to an incentive is terminated and recoupment is required. When a commander is not in the chain of command of the Soldier, the incentives program manager will initiate recoupment procedures.

c. Any refund made to the officer/warrant officer does not affect the period of obligation that must be served. A member of the ARNG must serve the balance of the term of Service entered into contractually or by statutory requirements.

----- **STATEMENT OF UNDERSTANDING** -----

_____ (Initials) I have read and understand each of the statements above and the statements contained in this agreement signed by me, and understand that they are intended to constitute all promises or agreements whatsoever concerning my accession. No other promise, representation, or commitment has been made to me in connection with my bonus.

_____ (Initials) I understand that at the time of my commission if the position I am being accessed into is no longer vacant I will not receive the bonus.

----- **AUTHENTICATION** -----

I understand that at time of signature, a Guard Incentive Management System (GIMS) Bonus Control Number (BCN) has been verified, approved and recorded on this incentive addendum by the State Incentive Manager. I also understand that the incentive I am contracting for is invalid without this BCN recorded on this form on this date, and I will be held to the term of service of this agreement. Exceptions to Policy are not authorized. No other promises, representation, or commitment have been made in connection with my affiliation bonus.

Unit and Address

Date

Typed or Printed Name of Soldier

Signature of Soldier

Print Soldier Name: _____ SSN: _____ BCN: _____

----- **CERTIFICATION BY SERVICE REPRESENTATIVE** -----

I certify that I have witnessed the reading and signing of the above agreement and the signature appearing above is that of the applicant. I have verified that the Soldier meets the eligibility requirements of National Guard Regulation (NGR) 600-7 and the applicant's AOC/MOS is currently eligible for an affiliation cash bonus. No other promises, representation, or commitment have been made in connection with this affiliation bonus.

Typed or Printed Name/Rank Service Representative

Signature of Service Representative/Date

Typed or Printed Name/Rank Witnessing Officer

Signature of Witnessing Officer/Date