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Immediate Action
INTERIM CHANGE

Headquarters,
Department of the Army
Washington, DC

1 March 1991

AR 135-7
Interim Change
No. I01
Expires 1 March 1993

Army National Guard and Army Reserve

Incentive Programs

Justification. This interim change implements DOD policy for Prior Service Enlistment Bonus and prescribes a new form.

Expiration. This interim change expires 2 years from date of publication and will be destroyed at that time unless sooner rescinded or superseded by a permanent change.

1. AR 135-7, 1 June 1990, is changed as follows:

Page 1. Add the following sentence to the applicability paragraph: This publication is applicable during mobilization.

Page 7. The following information is added after paragraph 2-9.

2-10. Prior service enlistment bonus
This chapter provides policy and guidance for the administration of the SRIP Enlistment Bonus (Prior Service Only). Enlistment for this incentive is not authorized after 30 September 92.

2-11. Prior service enlistment bonus

a. This incentive offers a cash bonus to eligible prior service personnel enlisting in the Selected Reserve in the amount of--

(1) $2500 for enlistment of 3 years into a TPU.

(2) $5000 for enlistment of 6 years into a TPU.

b. The enlistment bonus is payable on the following schedule:

(1) The initial payment consists of $1,250 for an enlistment of 3 years and $2,500 for an enlistment of 6 years. It is paid when the soldier--

(a) Has completed Advanced Individual Training (AIT) for those soldiers who are enlisting under the prior service training option.

(b) Fills an MOS qualified vacancy he or she enlisted for.

(2) The remainder of the authorized bonus amount will be paid in the amount of $416.66 upon the completion of each year of service for the term of the original contract. Entitlement accrues on the anniversary date of the respective contract year.

2-12. Eligibility
A cash bonus as prescribed by paragraph 2-11, is offered to any person who meets the following requirements:
a. Meets the eligibility criteria for enlistment as a prior service (PS) applicant prescribed by governing ARNG or USAR regulations.
b. Enlists after 1 March 1991 for a period of 3 years ($2500 bonus) or for a period of 6 years ($5000 bonus).
c. Has completed the military service obligation but has less than 10 years of total military service.
d. Has received an honorable discharge at the conclusion of his or her last period of military service.
e. Is not being released from active service for the purpose of enlistment in a Reserve Component.
f. Has not previously been paid a bonus for enlistment, reenlistment, or extension of enlistment in a Reserve Component.
g. Completes DA Form 5261-5-R (Selected Reserve Incentive Program - Prior Service Enlistment Bonus Addendum) as part of the enlistment agreement.
h. Is qualified for the vacancy enlisting for by one of the following means:
(1) Possesses the same MOS as the vacancy he is enlisting for.
(2) Posseses an MOS that is a valid substitute (AR 611-201) for the vacancy he is enlisting for.
(3) Enlists for the prior service training option.

2-13. Termination
Enlistment bonus entitlement will stop if the soldier -
a. Becomes an unsatisfactory participant under AR 135-91. The termination date entered into personnel data reporting systems must be the date the soldier attained his or her ninth unexcused absence (AR 135-91, para 4-11a), or the date the soldier is determined to be an unsatisfactory participant for failing to attend or complete the entire period of annual training (AT) (AR 135-91, para 4-13).
b. Accepts a permanent civilian position where membership in the Selected Reserve is a condition of employment.
c. Fails to extend the contracted term of service for a period of nonavailability.
d. Exceeds the maximum period authorized for suspension (para 1-15).
e. Becomes a participant in the Senior Reserve Officers' Training Corps/Simultaneous Membership Program (ROTC/SMP) on enrollment in the ROTC advanced course, or becomes an assigned member of control group (ROTC).
f. Separates from the Selected Reserve as an enlisted person for any reason, including enlistment or voluntary recall to AD in the active forces, EXCEPT when separated for the following:
(1) An authorized period of nonavailabilty per paragraph 1-15.
(2) Voluntary entry on AD or ADT exceeding 90 days in support of the Reserve program.

g. Completes the initial term of service in the enlistment contract.

h. Is involuntarily reassigned/reclassified to a position for which he or she is not MOS qualified unless at the expressed direction of the NGB, State Adjutant General or the appropriate USAR command.

2-14. Recoupment conditions

Recoupment of bonus payments must be started by the unit commander when entitlement from such incentive is terminated based on the following:

a. Unsatisfactory participation (para 2-13a).

b. Is involuntarily reassigned/reclassified to a vacancy for which he or she is not MOS qualified (para 2-13h) .

c. Acceptance of a permanent civilian position where membership in the Selected Reserve is a condition of employment (see para 2-13b). Soldiers who have satisfactorily served 6 months or more of the term of the enlistment are excluded.

d. Separation from the Selected Reserve as an enlisted person for any reason unless due to --

(1) An exception specified in paragraph 2-13f (1) and (2) above

(2) Acceptance of immediate appointment as an officer or warrant officer in the Ready Reserve after 1 year or more of the enlistment term has been satisfactorily served.

(3) Becoming an assigned member of Control Group (ROTC).

(4) Death, injury, illness, or other impairment not the result of own misconduct.

2-15. Settlement of accounts

Enlistment bonus recoupment or balance due amounts will be calculated as follows:

a. Multiply the number of months served satisfactorily during the term for which the incentive was authorized by the proportionate monthly dollar amount. (The proportionate monthly dollar amount will be determined by dividing the total authorized enlistment bonus by 36 or 72 months as appropriate for example, $2,500/36.)

b. Subtract the amount calculated in paragraph a from the total bonus paid to the soldier to date (initial plus any later payments).

c. If the calculation indicates overpayment to the soldier, that amount will be recouped.

d. If the calculation indicates the soldier has earned more than he or she has been paid to date on the same pro-rata basis, the difference will be paid in a final installment.

2. Post these changes per DA Pam 310-13.

3. File this interim change in front of the publication.

SELECTED RESERVE INCENTIVE PROGRAM - PRIOR SERVICE ENLISTMENT BONUS ADDENDUM

For use of this form, see AR 135-7; the proponent agency is ODCSPER

ARNG: ADDENDUM TO DD FORM 4 SERIES *(ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES)*

USAR: ADDENDUM TO DA FORM 3540 SERIES *(CERTIFICATE AND ACKNOWLEDGEMENT OF SERVICE REQUIREMENTS FOR INDIVIDUALS ENLISTING, REENLISTING OR TRANSFERRING INTO TROOP PROGRAM UNITS OF THE US ARMY RESERVE)*

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY:	Title 37 USC Section 308i, and Title 5 USC Section 552a.
PRINCIPLE PURPOSE:	To explain obligation and participation requirements for entitlement under the SRIP and to ensure that your agreement to these conditions is a matter of record.
ROUTINE USES:	Confirmation of obligation and participation requirements for entitlement under the SRIP; occasionally as a basis for suspension, termination, and recoupment if requirements are not met.
DISCLOSURE:	Disclosure of your SSN is voluntary, however, if not provided you will not be eligible for the SRIP.

SECTION I. APPLICABILITY

This addendum will be completed by all persons with previous military service enlisting in the ARNG or USAR with concurrent assignment to a troop program unit for a prior service enlistment bonus under the Selected Reserve Incentive Program *(SRIP)*.

SECTION II. INSTRUCTIONS

The service representative is responsible for reading and explaining the prior service enlistment bonus requirements outlined in this form. Following the reading, explanation, and affixing of proper signatures, a copy of this form will be stapled to each of the DD Form 4 series for ARNG personnel, or the DA Form 3540 series for USAR personnel.

SECTION III. ACKNOWLEDGEMENT

In connection with my enlistment in the Army National Guard/U.S. Army Reserve for prior service enlistment bonus, I hereby acknowledge I meet the following eligibility criteria:

1. I meet the requirements for enlistment in the ARNG per NGR 600-200, or the requirements for enlistment in the USAR per AR 601-210.

2. I have not previously received a bonus for enlistment, reenlistment, or extension of service, in the Selected Reserve.

3. I am not enlisting in the ARNG/USAR to fill a permanent civilian position where membership in the Selected Reserve is a condition of employment *(temporary civilian assignment is excluded)*.

4. I hold rank as required by the position vacancy for which I am enlisting, or within substitutability. *(AR 140-10 for USAR and NGR 600-200 for ARNG)*.

5. I am *(individual must initial applicable paragraph)*:

   a. _____ *(Initial)* Qualified in a military occupational specialty *(MOS)* _____ which has been approved as a bonus MOS and correlates to the position vacancy for which I am enlisting; or

   b. _____ *(Initial)* Not qualified in the MOS which correlates to the position vacancy for which I am enlisting, but I have agreed to become qualified through an MOS training program authorized by Headquarters, Department of the Army, in conjunction with this enlistment incentive; or

   c. _____ *(Initial)* Qualified as a drill sergeant with SQI "X", and enlisting for assignment to a Selected Reserve Training Brigade/Division in a valid drill sergeant duty position.

   d. _____ *(Initial)* Not a previous recipient of a bonus for enlistment, reenlistment, or extension of enlistment in a reserve component.

   e. _____ *(Initial)* In receipt of an honorable discharge issued on separation from prior military service.

SECTION IV. OBLIGATION

_____ *(Applicant must initial)*. I am enlisting in the ARNG/USAR for _____ years. I understand and hereby acknowledge that I must serve this entire period in the Selected Reserve, satisfactorily, as prescribed by ARNG or USAR regulations and this agreement, unless excused for the convenience of the Government.

LAST NAME	SSN

SECTION V. ENTITLEMENT

I am eligible for a prior service enlistment bonus as specified below: *(Individual must initial the applicable paragraph.)*

1. _____ *(Initial)* I have less than ten *(10)* years total military service and I am enlisting for six *(6)* years for a bonus of $5,000. The initial payment will be $2,500. The remainder will be paid in six *(6)* increments of $416.66. The incremental payments will be paid on satisfactory completion of each year of the six *(6)* year term of service in the Selected Reserve.

2. _____ *(Initial)* I have less than ten *(10)* years total military service and I am enlisting for three *(3)* years for a bonus of $2,500. The initial payment will be $1,250. The remainder will be paid in three *(3)* increments of $416.66. The incremental payments will be paid on satisfactory completion of each year of the three *(3)* year term of service in the Selected Reserve.

3. I understand that I cannot receive any payment of the prior service enlistment bonus until I am MOS qualified.

4. All bonus payments are subject to Federal and State income tax.

SECTION VI. SUSPENSION

I understand that under certain conditions I can be suspended on a one-time basis for a specified period from the incentive program, rather than being terminated. Suspensions are limited to the following conditions:

1. Temporary overseas residence, missionary obligation, or overseas employment obligation for 3 years or less. Also transfer to the Inactive National Guard or Individual Ready Reserve for personal reasons for up to 1 year. Reinstatement to partial or full resumption of incentive eligibility, when authorized, requires extending my term of service equal to the period I was in a non-available status and reestablishing my basic incentive eligibility.

2. I must remain MOS qualified unless changed through unit reorganization, relocation, redesignation, inactivation, or conversion. If I am reassigned to a new position for any other reason and I am not MOS qualified, bonus payments will be suspended. I must become MOS qualified within 12 months if on-the-job training *(OJT)* is required, or within 24 months if attendance at a service school is required. If otherwise eligible, I will be entitled to receive bonus payments *(Section V)* when I become MOS qualified in the new position.

3. If I enter a period of service where favorable personnel actions on my behalf are suspended *(such as entry into the Weight Control Program)*, entitlement to subsequent bonus payments will also be suspended. If otherwise eligible, I will be entitled to receive bonus payments *(Section V)* when the suspension has been favorably lifted.

4. Participation in any DOD approved program which will provide for suspension from incentive eligibility.

SECTION VII. TERMINATION

My entitlement to the prior service enlistment bonus will be terminated should any of the following conditions occur before the fulfillment of my enlistment agreement:

1. If I become an unsatisfactory participant per AR 135-91. This could result in a recoupment action as explained in Section VIII below.

2. If I move to a nonbonus MOS or unit, or if I am reclassified, except for normal career progression or at the express direction of the Chief, National Guard Bureau, State Adjutant General, Chief, Army Reserve, or the appropriate USAR command. This could result in a recoupment action as explained in Section VIII below.

3. If, following any subsequent voluntary reassignment to a bonus authorized MOS other than that for which I have herein contracted, I fail to become MOS qualified within 12 months, if required to perform on-the-job training, or within 24 months if required to attend a service school. This could result in a recoupment action as explained in Section VIII below.

4. If I am separated from my enlisted status, or the Selected Reserve, for any reason. This could result in a recoupment action as explained in Section VIII below unless the separation is for:

   a. An authorized period of nonavailability; or

   b. Acceptance of appointment as an officer or warrant officer after I have served 1 year or more of Selected Reserve service under this agreement; or

   c. Death, injury, illness, or other impairment not the result of my own misconduct.

LAST NAME	SSN

5. If I accept a permanent civilian position where membership in the Selected Reserve is a condition of employment. If I have not satisfactorily served 6 months or more in the Selected Reserve under this agreement before accepting a permanent civilian position, I could be subject to a recoupment action as explained in Section VIII below.

6. If I exceed the maximum period authorized for suspension during a period of nonavailability. This could result in a recoupment action as explained in Section VIII below.

7. If I fail to extend my ARNG or USAR contracted term of service to compensate for a period of nonavailability. This could result in a recoupment action as explained in Section VIII below.

8. If I contracted to participate in the USAR Drill Sergeant Program and voluntarily transfer to a non-drill sergeant *(SQI "X")* duty position. This could result in a recoupment action as explained in Section VIII below.

9. If I enroll in the Senior Reserve Officers Training Corps *(SROTC)* with assignment to Control Group *(ROTC)*, or if I become a participant in the ROTC Simultaneous Membership Program (SMP). While enrollment in the SROTC or participation in the SMP will terminate bonus entitlement, it will not result in a recoupment action.

10. When I complete the term of service in the Selected Reserve as I have agreed to do under the terms of this contract and as indicated in Section IV *(Obligation)* above.

SECTION VIII. RECOUPMENT

If my entitlement to the prior service enlistment bonus is terminated for a reason listed in paragraphs 1 through 8 of Section VII above, I may be subject to recoupment action. The recoupment amount will be calculated as follows:

1. The number of months served satisfactorily during the term for which the bonus was paid will be multiplied by $69.44.

2. The result of the above will be subtracted from the total amount of the bonus paid to me to date *(initial and subsequent payments)*.

3. If the above calculation indicates overpayment to me, I will be required to refund that amount to the U.S. Government. If the calculation indicates I have earned more than I have been paid, I will be paid a final payment in the amount due me.

4. Any refund made by me will not affect my period of obligation to service in the ARNG or USAR.

SECTION IX. STATEMENT OF UNDERSTANDING

I have read and understand each of the statements above and have had my questions satisfactorily answered. I understand the statements above are intended to constitute all promises and agreements whatsoever, concerning my enlistment for the prior service enlistment bonus. Any other promise, representation, or commitment made to me in connection with my enlistment for this bonus have been entered below in my own handwriting, or they are hereby waived. *(If none, indicate by writing the word "NONE" below).*

APPLICANT'S SIGNATURE		DATE SIGNED
TYPED OR PRINTED NAME	RANK	SSN

SECTION X. CERTIFICATION BY SERVICE REPRESENTATIVE

I certify that I have witnessed the reading and signing of the above statement and the signature appearing above is that of the applicant. I have verified the soldier meets the eligibility requirements and the soldier's contracted MOS *(Section III, para 5)* is currently authorized for a cash bonus. No other promises were made to the applicant as a condition of entitlement to the prior service enlistment bonus under the Selected Reserve Incentive Program. I have provided the applicant with a copy of this form.

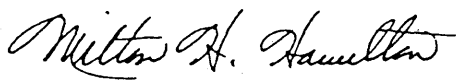
SIGNATURE OF SERVICE REPRESENTATIVE	DATE SIGNED

(DAPE-MPA)

By Order of the Secretary of the Army:

CARL E. VUONO
General, United States Army
Chief of Staff

Official:



MILTON H. HAMILTON
Administrative Assistant to the
Secretary of the Army

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