

## INFORMATION PAPER

NGB-ASM  
4 May 04

Subject: ARNG Recruiting and Retention Incentive Initiatives to support of the Strength Maintenance Program for FY 04 and the Global War on Terrorism (GWOT)

Purpose: Provide information on current and proposed incentives to support end strength goals and objectives and shape ARNG Recruiting and Retention.

1. The ARNG currently offers a \$3,000 NPS Enlistment Bonus to non-prior service (NPS) enlistees who score CAT I through IIIB who enlist for 6 years in any unit except a Table of Distribution and Allowances (TDA) unit. An additional \$3,000 is offered to NPS applicants who enlist in a Military Occupational Specialty (MOS) from the approved critical MOS list. As a retention incentive, the ARNG currently offers the two, three-year reenlistment/extension option. The two, three-year reenlistment/extension is paid at \$2,500 for the first three-years and \$2,000 for the second three-years. The payment schedule for the two three-year options is 50% at the beginning of the commitment and 50% upon completion of the three-years.
2. The ARNG is currently requesting legislative revisions to provide greater flexibility in the type and amount of retention incentives that will target soldiers deploying or returning from mobilizations in support of the Global War on Terrorism (GWOT). Several have been submitted for FY 06 implementation but would greatly enhance current ARNG retention incentives if implemented immediately:

**Re-enlistment bonus Increase (Current FY 06 ULB):** ULB-RA03 was submitted for FY06 requesting an increase in the current re-enlistment bonus from \$5,000 to \$10,000.

**Tuition Assistance for deployed officers (Current FY 06ULB):** ULB-RA02 was submitted for FY06 requesting the ability for the ARNG to pay 100% of tuition costs for officers serving on mobilizations or deployments.

**Incentive for Critical Skill Retraining (Current FY 06 ULB):** ULB-RA04 was submitted for FY06 requesting the development of a re-enlistment bonus for soldiers who retrain into a critical skill.

**Multiple Retention Bonuses/Eligibility beyond 14 years (Proposed):** The ARNG is requesting to add flexibility to the ent retention bonus program by lifting of the constraints of USC Title 37, Sec 308b that limits ARNG soldiers to one six-year or two-three year bonuses for the duration of their ARNG service and beyond their 14 year of service point.

**Increased Affiliation Bonus (Proposed):** The ARNG's Affiliation Bonus is currently \$50 per month for any remaining Military Service Obligation (MSO) up to 72 months. Increased mobilization potential in the Selected Reserve may serve to dissuade soldiers from selecting

this option, particularly if those soldiers just came off deployments with the AC. The ARNG is requesting to increase the amount of this bonus up to encourage Prior Service personnel to join the Selected Reserve rather than the Inactive Ready Reserve.

3. Additionally, increased and expanded Soldier/Family Member and Employer Benefits would also serve as influential incentives to promote ARNG Recruiting and soldier commitment:

- Allowing soldiers to transfer unused Education Benefits to their spouse and dependents
- Providing free tuition for Enlisted and Officers for two academic years upon return from deployment
- Increasing MGIB benefits for Selective reserve to 50% of the active component MGIB level
- Implement a Tri-care Health insurance package for RC Soldiers and family members.
- Establish Tax credits/incentives for employers of mobilized/deployed ARNG soldiers

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