



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
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ARLINGTON, VIRGINIA 22204-1382

NGB-ARM-EI

20 August 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army National Guard (ARNG) Montgomery GI Bill (MGIB) Kicker Program
(NGB-ARM Policy # 07-12)

1. References.

- a. Title 10, United States Code (USC), Chapter 103, Section 2107.
- b. Title 10, United States Code (USC), Chapter 1606, Section 16131.
- c. Title 38, United States Code (USC), Chapter 30, Section 3021.
- d. Department of Defense (DOD) Instruction 1322.17, Montgomery G.I. Bill-Selected Reserve (MGIB-SR), 29 November 1999.
- e. Army Regulation (AR) 15-185, Army Board of Corrections of Military Records, 31 March 2006.
- f. Army Regulation (AR) 135-7, Incentive Programs, 15 April 1996.
- g. Memorandum, NGB-ARM, 10 August 2007, subject: Army National Guard (ARNG) Selected Reserve Incentive Program (SRIP) Guidance for Fiscal Year (FY) 2007, 10 August 2007 - 31 March 2008 (Policy Number 07-06).
- h. Memorandum, NGB-ARH, 25 April 2006, subject: Army National Guard "College First" Enlistment Option (NGB-ARH Policy Memo # 06-028).
- i. Memorandum, Assistant Secretary of Defense, 7 March 2006, subject: Interim Procedures for Implementing the Program of Educational Assistance Authorized Under the Provisions of Chapter 1607 Title 10, United States Code

2. Purpose. This memorandum prescribes the policy and procedures to administer the ARNG MGIB Kicker Program.

3. Overview. The ARNG MGIB Kicker is not an entitlement, but an additional benefit to the MGIB-Selected Reserve (SR), MGIB-Active Duty (AD) and Reserve Educational Assistance Program (REAP). Applicants/Soldiers must apply and qualify for this additional benefit. A Reserve Component (RC) Soldier can only establish Kicker eligibility once in their military

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career. The ARNG MGIB Kicker contract (NGB Form 5435, dated 16 May 2007) is found on the Information, Management and Report Center (iMARC) website. To gain access to iMARC contact the State Education Services Officer or go to <https://minuteman.ngb.army.mil/unsecured/akologin.aspx>, input AKO User Name and Password and “enter”, then select iMARC from the menu on the left side of the screen and follow screen prompts.

4. Categories and rates. All ARNG MGIB Kicker contract amounts are valid for the entire term of the contract regardless of future increases or decreases by National Guard Bureau (NGB). Contracts executed under previous ARNG Kicker policies will continue under their original conditions. Current categories and rates for Applicants/Soldiers are shown in the chart below. Exception: Soldier entering a commissioning program may increase their original Kicker rate to the commissioning program rate by meeting the eligibility criteria for this category and completing a NGB Form 5435-1, supplemental Kicker contract.

Category	Full-Time	3/4 Time	1/2 Time	Less Than half
Non-Prior Service (NPS)	\$200	\$150	\$100	\$50
Prior Service (PS)	\$200	\$150	\$100	\$50
Current ARNG Soldier	\$200	\$150	\$100	\$50
Commissioning Kicker (OCS/WOC/SMP)	\$350	\$262	\$175	\$131
College First Enlistment Option	\$350	\$262	\$175	\$131

5. Eligibility.

a. To qualify for the \$200 ARNG MGIB Kicker NPS/PS Applicants and current ARNG Soldiers must meet the criteria below:

(1) Duty Position.

(a) NPS applicants must enlist/access in a Modified Table of Organization and Equipment (MTOE) unit or a deployable TDA Unit and a Critical Skill or Critical UIC as listed in the bonus policy. (Reference 1g above).

(b) PS applicants and current ARNG Soldiers must enlist/reenlist/extend into a skill level 1 or 2 (Sergeant or below), be MOS qualified, and enlist into any ARNG MTOE unit or deployable TDA unit approved by NGB; and

(c) Not access/extend into an Active Guard Reserve (AGR) or Federal Military Technician position.

(2) Obtain a high school diploma or equivalent, and in cases of Split-option Soldiers, a letter from the applicant’s school stating the projected high school graduation date.

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(3) Enlisted Soldier must complete Basic Training and Advanced Individual Training or its equivalent. Officers that have not completed IADT must complete Officer Basic Course (OBC).

(4) NPS Applicants must score a 31 or higher (test score category I-III A) on the Armed Services Vocational Aptitude Battery (ASVAB) Test.

(5) Current ARNG Enlisted Soldiers must have served three consecutive years as an active participant in the ARNG without a break in service. Inactive National Guard (ING) and Individual Ready Reserve (IRR) constitute a break in service.

(6) ARNG Lieutenants must have less than a baccalaureate degree. Officers are not required to have served the three consecutive years in the ARNG.

(7) PS Soldiers must not have received a Kicker from another RC.

b. Officer candidates, warrant officer candidates, and Reserve Officer Training Corps (ROTC) Simultaneous Members serving in any MTOE unit or deployable TDA unit may reenlist/extend for the \$350 ARNG Commissioning Programs MGIB Kicker. The following rules apply:

(1) Soldier must not be serving in or enlisting/reenlisting/extending into an AGR or Federal Technician position.

(2) There is no grade restriction for Soldiers enlisting/reenlisting/extending for the Commissioning Programs Kicker.

(3) Officers and Warrant Officers have up to 90 days from their Officer Candidate School (OCS), ROTC- Simultaneous Membership Program (SMP) or Warrant Officer Candidate School (WOCS) completion date to contract for the \$350 Commissioning Programs MGIB Kicker.

(4) ARNG Lieutenants who have not received a baccalaureate degree and who apply for the ARNG MGIB Kicker after 90 days from their commissioning date are considered an "Officer without a Baccalaureate degree" and may be eligible for the \$200 Kicker.

(5) Warrant Officers who apply for the ARNG MGIB Kicker after 90 days from their appointment as a Warrant Officer One are not eligible to contract for the ARNG MGIB Kicker.

(6) Commissioning Programs.

(a) State OCS candidates are eligible to extend their enlistment and sign an ARNG MGIB Kicker contract any time after completing Phase I (the first two week training period) of the State OCS Program. NPS OCS enlistment option applicants are eligible to sign for the ARNG MGIB Kicker upon completion of OBC. NPS OCS enlistment option Soldiers have not

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completed an AIT or equivalent course, so they are not eligible for the basic MGIB benefit or the Kicker until they complete OBC.

(b) Warrant Officer Candidates, appointed on orders, are eligible to extend their enlistment and sign an ARNG MGIB Kicker contract.

(c) SMP participants who are contracted in the ROTC Advanced Course (MS II, MS III or MS IV) are eligible to sign an ARNG MGIB Kicker contract effective the date the SMP Agreement (NGB Form 594-1) and the ROTC Advanced Course Contract (Non-scholarship DA Form 597 or GRFD Scholarship DA Form 597-3) have been signed, whichever is later.

c. "College First" Enlistment Option, \$350 ARNG MGIB Kicker Rate. The "College First" Enlistment option allows a NPS applicant to serve in the ARNG and complete up to two years of full-time schooling without being subject to deployment for current contingency operations. The stabilization period exempts Soldiers from current mobilization authority (OIF/OEF) but does not exempt Soldiers from new, full federal mobilization under Presidential or Secretary of Defense Authority, or State mobilizations under gubernatorial authority. Applicants who enlist under this option will receive a \$350 ARNG MGIB Kicker if they enlist for at least six years into a critical MOS and a deployable TDA or MTOE unit.

(1) The following pen and ink change is authorized to the ARNG Kicker Contract (Annex K to DD Form 4) by adding paragraph g under Section III Acknowledgement / Eligibility as indicated below.

"g. National Guard "College First" Enlistment Option. I am a "Non Prior Service applicant, Category I-III A (31 or higher on the Armed Services Vocational Aptitude Battery) enlisting into a valid position vacancy into a ARNG Kicker critical MOS and MTOE unit; _____(initials); \$350 rate."

(2) Kicker control numbers must be requested through iMARC.

(3) All suspension, termination, and recoupment rules applicable to the ARNG Kicker apply to "College First" enlistees.

(4) "College First" enlistees who fail to remain a student in good standing during their contract period will have their ARNG MGIB Kicker lowered to the \$200 rate.

d. Glossary Non Prior Service Soldiers may be eligible to receive the ARNG MGIB Kicker. Definition of GNPS is a Soldier who, at the time of enlistment, had one or more days of creditable service for pay and allowance, but has not completed Initial Active Duty Training and/or has not been awarded an MOS. See eligibility criteria para 5a and 5b above.

e. Period of eligibility.

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(1) Soldiers remain eligible for the ARNG MGIB Kicker as long as they remain eligible for either MGIB-SR or MGIB-AD basic benefit, or have not received 36 months of Kicker benefits.

(2) Soldiers lose their benefit eligibility the date of termination and will not be reinstated.

(3) Mobilization Extension. The ARNG MGIB Kicker payments correlate with payment of the Soldier's MGIB benefits. The period of eligibility is extended for the period mobilized plus four months if the Soldier is receiving the ARNG MGIB Kicker with the MGIB-SR basic benefit. If the Soldier is receiving MGIB-AD the period of eligibility is extended until the months of entitlement are exhausted or the 10-year window expires.

6. MOS list. ARNG MGIB Kicker critical MOSs are those MOSs determined to be critical to the strength and readiness of the ARNG. Reference 1(g) above provides a list of approved critical MOSs for each state.

7. Military Obligation.

a. NGB Form 5435, Annex K to DD Form 4 Montgomery GI Bill Kicker Incentive Addendum should be completed and signed at the time of the enlistment/reenlistment or extension which begins the Soldier's 6-year obligation period. Officers will complete a DA Form 5447-R (Officer Service Agreement (OSA)) which begins their 6-year obligation.

b. Soldiers who reenlist/extend before completion of their original 6-year contractual obligation could affect their eligibility date to receive a re-enlistment bonus. See reference 1(g) for current guidance.

8. Contract requirements.

a. Eligible applicants/Soldiers will complete the ARNG MGIB Kicker contract on or before the date of their enlistment/reenlistment/extension and agree to serve in the ARNG for a period of six years.

b. Eligible Officers must sign an ARNG MGIB Kicker contract, OSA, and agree to serve in the ARNG for a period of six years.

c. OCS/WOCS/SMP will sign the ARNG MGIB Kicker contract, a DA Form 4836, Oath of Extension of Enlistment or Reenlistment and agree to serve in the ARNG for a period of six years. Once commissioned, these officers may continue to receive their ARNG MGIB Kicker by signing an OSA within 90 days to equal the number of months remaining on their original 6-year obligation.

d. Eligible ARNG Soldiers with an existing ARNG MGIB Kicker contract who enter a commissioning program may increase to the \$350 rate by completing, Annex K, Supplemental of the Kicker contract. These Soldiers will maintain their original control number. Once

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commissioned, these officers may continue to receive their ARNG MGIB Kicker by signing an OSA within 90 days to equal the number of months remaining on their original 6-year obligation. The State GI Bill Manager will cross out the 6-year portion of the OSA in Section 1, paragraph 2, write in the appropriate remaining time requirement, and have the Soldier initial the change.

e. Eligible ARNG Soldiers with an existing MGIB Kicker contract that transfer to a different State in an ARNG MGIB Kicker eligible position and/or unit will use their existing ARNG MGIB Kicker contract and control number upon transfer.

f. PS Soldiers that have not completed their initial 6-year Kicker contract obligation may not transfer a Kicker from another RC unless such a transfer is allowed by the original Kicker contract and approved by the Chief, National Guard Bureau. Requests for approval to transfer Kicker eligibility from another Reserve Component to the ARNG must address areas that make the Soldier valuable to the ARNG such as Critical MOS, enlistment for the OCS program, etc. PS Soldiers that have completed their initial 6-year Kicker contract obligation may retain their Kicker established with another RC as long as there was less than a 12 month break in service.

g. Soldiers who request an exception to the contract date of signature due to an administrative error must do so through the Army Board of Corrections for Military Records.

h. Completing and backdating signatures and dates on contracts after the Soldier's date of enlistment/reenlistment/extension is not authorized for any Soldier.

9. Control numbers. The State GI Bill Manager will issue a control number for each ARNG MGIB Kicker contract. The State GI Bill Manager must verify the position vacancy and the eligibility criteria for the specific MGIB Kicker category.

a. Control numbers for each MGIB Kicker Contract will be exactly 11 characters long as indicated below. The sequence number will be consecutive beginning with 0001 until the end of the fiscal year. Example: K07100001AK would be a Kicker control number for Alaska issued in October 2007 whereas:

- (1) First Character: 'K' for Kicker.
- (2) Second-Fifth characters: Date signed (YYMM) i.e. 0710.
- (3) Sixth-Ninth characters: Four-digit sequence number, i.e. 0001.
- (4) Tenth-Eleventh characters: Two-letter State abbreviation, i.e. AK for Alaska.

b. Recruiters, retention staff, Military Entrance Processing Station Guidance Counselors, Reserve Component Career Counselors and unit administrators can request ARNG MGIB Control Numbers thru <https://minuteman.ngb.army.mil/>.

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10. Reporting requirements. Accurate reporting of ARNG MGIB Kicker information is a mandatory requirement of the Army Auditing Agency. iMARC is the official education and incentive data tracking system for the ARNG. States have a mandatory requirement to enter ARNG MGIB Kicker contract information into the management system upon the request of control number (prior to enlisting, reenlisting, extending or signing OSA).

11. Status changes. The State GI Bill Manager is responsible to manage the various status changes which occur to a Soldier's ARNG MGIB Kicker. State GI Bill Managers will enter prompt and accurate status changes into all applicable personnel data systems in order to meet statutory requirements. The status changes are as follows:

a. Ineligible. Soldier has not met the criteria.

b. Eligible. Soldier meets the criteria.

c. Suspension. Suspend Soldier's benefits for any of the following reasons:

(1) Leaves the Selected Reserve (SR). A period of absence shall not exceed up to three years for missionary service and one year for all other circumstances. Soldiers may transfer to the IRR, the ING, an Active Component or civilian life one time during their military career.

(2) Enters Active Duty in an AGR status. State GI Bill Managers will review AGR records for enrollment into the MGIB-AD Program.

(3) Becomes a potential unsatisfactory participant. Potential unsatisfactory participants are Soldiers who receive 9 or more unexcused absences in a one year period or one unexcused absence from Annual Training, pending final determination from their unit commander.

(4) Voluntarily Transfers from position or unit in which they received ARNG MGIB Kicker if new position and unit is a non-Kicker position.

(5) A recipient of a Dedicated ARNG ROTC Scholarship under reference 1(a) above.

(6) Transfers to another AC or RC (Army, Naval, Marine Corps, Air Force, Coast Guard, or Air Guard).

(7) Accepts a Federal Technician position.

NOTE 1: Involuntary transfer/reassignment within ARNG. ARNG Soldiers involuntarily transferred or reassigned within or between ARNG units as a direct result of MOS reclassification, transfer to another position or unit at the convenience of the government or unit inactivation, reorganization or relocation will retain their Kicker. When a change in MOS results, a Soldier has 24 months to become qualified in the new MOS. Failure to qualify for the new MOS within 24 months will terminate the Kicker without recoupment.

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NOTE 2: Failing to maintain body composition standards and/or failure to pass the Army Physical Fitness Test (APFT) are not reasons for suspension of the MGIB-SR basic benefit and ARNG MGIB Kicker incentive.

d. Reinstatement: Reinstate Soldiers with their benefits for the following reasons.

(1) Soldier returns to active participant status and extends his/her contractual obligation for a period equal to or greater than the period of absence from the RC, except when a Soldier's period of absence exceeds their contractual obligation. (Example: Soldier serves 5 ½ years in a drilling status then goes into the ING for 1 year. In this case, the Soldier would only have to extend for six months to complete their 6 year obligation.)

(2) Soldiers that have completed the 6-year service obligation prior to the period of suspension do not have a requirement to extend for the period they were in a non-available status.

(3) AGR Soldiers who return to an ARNG drilling status. Soldier must extend for the period of time to equal 6 years if they have not already completed their 6-year contract prior to entering the AGR program.

(4) Determined a satisfactory participant through the appeal process or command decision.

(5) Soldier returns to position and unit where the Soldier received an ARNG MGIB Kicker or returns to a different position and unit on the list of currently designated critical skills or units. This includes Soldiers who return from Federal Technician status providing the Soldier meets the criteria for the Kicker.

(6) Once Dedicated ARNG ROTC Scholarship is complete.

e. Termination. Soldiers are no longer eligible to receive benefits and the RC will not reinstate benefits, if one of the following apply:

(1) Suspended Soldier who "fails to re-affiliate" before the end of the authorized non-availability period (36 months for missionary and 12 months for non-missionary). If Soldiers have completed their 6-year contract no recoupment action is necessary. However, if Soldiers did not execute the full 6-year contract, there will be recoupment upon termination.

(2) Suspended Soldiers that re-affiliate but have not completed their 6-year obligation and "fail to reenlist or extend" for a period equal to or greater than the period of absence will be terminated with recoupment. Extension/reenlistment must be completed within 30 days of returning to an active participant status.

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(3) Soldiers determined as an unsatisfactory participant after the appeal process. If Soldiers have completed their 6-year contract no recoupment action is necessary. However, if Soldiers did not execute the full 6-year contract, there will be recoupment upon termination.

(4) Deceased Soldiers. No recoupment is necessary.

(5) Any other Reserve Component that an ARNG Soldier transfers to will terminate the Kicker contract based on their policy. ARNG MGIB Kicker will terminate if the Soldier has not returned within one year.

f. Recoupment. Soldiers who receive ARNG MGIB Kicker payments and lose entitlement status due to unsatisfactory participation or non-completion of 6-year military service obligation may be required to refund part of the education assistance received plus accrued interest. The recoupment will be according to the formula prescribed in instructions published by the Department of Defense and Department of Veteran Affairs (DVA).

12. Duplication of benefits. State GI Bill Managers are, in essence, fiscal agents of the US government and responsible to ensure applicants are not receiving duplication of federal funds in contradiction of US law and per NGB guidance. Soldiers may use ARNG MGIB Kicker in addition to other funding sources (i.e. Federal Tuition Assistance (FTA), MGIB programs, Loan programs, State-funded programs, etc) to fund their educational expenses based on the following limitations.

a. State-funded programs have no relevance on GI Bill Programs and should not be a factor in determining federal funding, pending any State laws or directives. Soldiers may simultaneously use State-funded programs and federal benefits, unless respective State law directs otherwise.

b. Student Loan Repayment Program (SLRP) is an education incentive, which has no relevance on receiving funds from the ARNG MGIB Kicker or other GI Bill Programs. Soldiers are eligible to receive this incentive, providing they meet the criteria in the current fiscal year as per reference 1f above.

c. Traditional ARNG Soldiers may combine programs if they qualify. Below are some examples.

(1) Guaranteed Reserve Forces Duty ROTC Scholarship and ARNG MGIB Kicker and either the MGIB-SR or REAP or the MGIB-AD.

(2) ARNG FTA and MGIB-AD and ARNG MGIB Kicker.

(3) MGIB-AD and ARNG MGIB Kicker.

(4) ARNG FTA and ARNG Kicker and either MGIB-SR or REAP, providing the Soldier is attending school half-time or more.

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(5) ARNG MGIB Kicker and REAP, regardless of whether Kicker eligibility was established before or after gaining REAP eligibility.

d. Active Guard/Reserve (AGR) Soldiers are suspended from receiving the Kicker.

e. Mobilized Army National Guard Soldiers may combine programs if they qualify. Below are some examples.

(1) FTA and ARNG MGIB Kicker and MGIB-AD (as Top-Up, reduced benefit when Soldier is on active duty) if the Soldier is attending school half-time or more.

(2) FTA and ARNG MGIB Kicker and MGIB-SR if the Soldier is attending school halftime or more.

(3) FTA and MGIB-AD (as Top-Up, reduced benefit when Soldier is on active duty) if the Soldier is attending school half-time or more.

(4) FTA and MGIB-SR if the Soldier is attending school half-time or more.

13. Benefits.

a. The DVA administers monthly payments for the ARNG MGIB Kicker program. Soldiers eligible for the ARNG MGIB Kicker will receive their payments in conjunction with their MGIB basic benefits and only as long as they have MGIB Basic benefits remaining. All ARNG MGIB Kicker contract amounts are valid for the entire term of the contract regardless of future increases or decreases.

b. Thirty-six (36) months of benefits. Soldiers have up to 36 months of full-time benefits if they are a full-time student (72 months if they are attending school at half time, etc). i.e. a Soldier with a \$200 ARNG MGIB Kicker attending school half-time will receive \$100 per month in ARNG Kicker benefits.

14. Helpful information.

a. DVA Educational Assistance programs website and hotline number:

(1) DVA Education Website at <http://www.gibill.va.gov/>.

(2) DVA Education Hotline at 1-888-GIBILL-1 (888-442-4551).

b. Defense Management Data Center Education Benefits website for MGIB Online is <https://dmdc.osd.mil/>. To gain access, State GI Bill Managers need to send a completed DD Form 2875, System Authorization Access Request, located in the Forms Section of iMARC's information center, to Mr. Johnnie King, johnnie.king@us.army.mil.

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15. Point of contact for this policy is MAJ Troy M. Gipps, GI Bill Programs Manager at (501) 212-4962/DSN 962-4962 or troy.gipps@us.army.mil.

A handwritten signature in black ink, appearing to read "R. L. Porter" with a stylized flourish at the end.

ROBERT L. PORTER
COL, MS
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and Resources Division

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