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SUBJ/ACTIVE DUTY ENLISTMENT BONUS (EB) AND ENLISTMENT LOAN REPAYMENT

MSGID/GENADMIN/COMNAVCRUITCOM MILLINGTON TN/N1/JAN//

REF/A/MSG/COMNAVCRUITCOM/242135ZJAN14//

REF/B/DOC/OPNAV/05APR07//

REF/C/DOC/COMNAVCRUITCOM/20OCT14//

NARR/REF A IS COMMANDER, NAVY RECRUITING COMMAND (CNRC) 24 JAN 2014 EB-LRP MESSAGE.

NARR/REF B IS OPNAVINST 1160.9, THE EB PROGRAM INSTRUCTION.

NARR/REF C IS COMNAVCRUITCOMINST 1130.8, NAVY RECRUITING MANUAL-ENLISTED.

RMKS/1. Enlistment Incentives (EI) must attract the highest quality of recruits to fit specific requirements to ensure fleet readiness.

2. Reference (b) provides guidance for determining bonus eligibility.

Reference (c) provides guidance for determining LRP eligibility.

3. This message replaces reference (a) for individuals entering the Delayed Entry Program (DEP) on or after 01 FEB 2015. Reference (c) provides guidance on documentation. Active Duty Recruits entering the DEP are eligible for the Enlistment Bonus for Source Rate (EBSR) in these ship months and fiscal year(s):

RATING	SHIP MONTHS	FY	EBSR	Notes
AECF-AEF	February - June	15	\$5,000	(2)
AIRR-ATF	October - September	Any	\$8,000	(3, 6)
AV-SG	February - June	15	\$5,000	(2, 8)
CTI-ATF	February - September	15	\$5,000	(5, 7)
EOD-ATF	October - September	Any	\$8,000	(5, 6)
MMS-5YO	February - June	15	\$5,000	(2, 8)
ND-ATF	October - September	Any	\$8,000	(5, 6)
NF	October - September	Any	\$11,000	(1)
SB-ATF	October - September	Any	\$8,000	(4, 6)
SECF-5YO	February - June	15	\$5,000	(2)
SO-ATF	October - September	Any	\$12,000	(4, 6)
STG-AEF	February - June	15	\$5,000	(2)
STG-SG	February - June	15	\$5,000	(2, 8)

Notes:

- (1) See reference (b) for payment guidance.
- (2) Participants must access to active duty between February and June of 2015.
- (3) For AIRR-ATF, payment occurs after graduation from "A" school and arrival at first permanent duty station filling a 7815 billet.
- (4) For SO-ATF, payment occurs following graduation from Seal Qualification Training (SQT). For SB-ATF, the payment occurs following graduation from the Crewman Qualification Training (CQT).
- (5) For EOD-ATF, payment occurs following EOD "A" school.
For ND-ATF, payment occurs following Dive "A" school.
For CTI-ATF, payment occurs following Language "A" school.
- (6) Must have earned the rating NEC and have a security clearance.
- (7) Participants must access to active duty on or before 30 SEP 15.
- (8) Must sign a 12-month extension for selecting the bonus.

4. This message replaces reference (a) for individuals entering the Delayed Entry Program (DEP) on or after 01 FEB 2015. Reference (c) provides guidance on documentation. Loan Repayment Program (LRP) eligible ratings and programs: CTI-ATF, CTN-ATF, EOD-ATF, HM-SG, IT-ATF, IT-SG, MU-SG, SO-ATF.

a. In order to keep the LRP benefit after leaving the DEP for active duty, sailors must continue their eligibility in one of the ratings listed in paragraph 4. When rate changes occur, the new annex to DD Form 4 shall document the sailor's choice and update the sailor's electronic service record.

b. Reference (c) provides guidance on submission documentation. Montgomery GI Bill (MGIB) and Post 9/11 GI Bill entitlements will be affected by selecting active duty LRP. Go to www.npc.navy.mil/careerinfo/education/gibill for more information.

5. EB Repayment policy is governed by section 303a (e) of Title 37, U.S.C. and other policy documents, which collectively determine when repayment of the unearned portion of a bonus is required, not required but left to secretarial discretion, or prohibited. Section 373 of Title 37, U.S.C. requires repayment with certain exceptions. As a general rule, repayment of any unearned portion of a bonus will be sought.

a. Repayment will not be sought when a member fails to complete an EB contract in the following circumstances IAW with the complete policy cited for each circumstance:

- (1) Death, not due to misconduct.
- (2) Incurs an injury or illness, not due to misconduct, under specified conditions, resulting in separation or retirement for disability under 10 U.S.C., chapter 61.
- (3) Separation under a hardship or sole survivor discharge.
- (4) Completion of the contract is prevented by the Navy due to specified force management actions specified.

b. Repayment is at discretion of secretarial process when a member fails to complete an EB contract in the following circumstances IAW with the complete policy cited for each circumstance. Note that repayment action will be initiated for these circumstances, until and unless the secretarial process waives or remits recoupment:

- (1) Separation for medical reasons not covered by paragraph 5.a.2.
- (2) Medical reasons preclude completion of EB contract, but member is not separated and continues in another capacity.

(3) The secretarial process determines that recoupment is contrary to a personnel policy or management objective, against equity or good conscience, or contrary to the best interest of the United States.

c. Repayment for an EB is required for the following circumstances:

(1) An approved request for voluntary release from the written agreement specifying the conditions for receipt of the bonus or voluntary separation from the naval service.

(2) An approved voluntary request for relief from a qualifying assignment.

(3) Failure to execute orders to a billet commensurate with the individual's specialty or skill, grade, or career progression.

(4) Disability or physical disqualification resulting from misconduct, willful neglect, or incurred during a period of unauthorized absence.

(5) Separation for cause, including misconduct.

(6) An approved detachment for cause.

(7) Separation by reason of weight control and/or physical readiness test failure.

(8) Any other situation not covered by paragraph 5.a or 5.b.

6. For EB policy and recoupment questions, call OPNAV N130D2 at COMM:

(703) 604-4918/DSN: 225. Reference (b) is located at <http://doni.daps.dla.mil> (lower case).

For LRP policy and procedure questions call the Navy Recruiting Command LRP Manager at (877) 747-7657. For past EB and LRP messages, FAQ's, and forms, go to www.cnrc.navy.mil and select enlisted incentives. Request widest dissemination to all recruiting activities and personnel support detachments.

7. Released by RDML A. B. Andrews, CNRC.//

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