



DEPARTMENT OF THE NAVY  
NAVY RECRUITING COMMAND  
5722 INTEGRITY DR.  
MILLINGTON, TN 38054-5057

COMNAVCRUITCOMINST 1430.8  
N3  
30 Jun 2010

COMNAVCRUITCOM INSTRUCTION 1430.8

From: Commander, Navy Recruiting Command

Subj: ENLISTED RECRUITER OF THE YEAR (EROY)

Ref: (a) BUPERSINST 1430.16  
(b) OPNAVINST 1430.4  
(c) OPNAVINST 6110.1

1. Purpose. To provide policy and procedures for the Active Component (AC) and Reserve Component (RC) Enlisted Recruiter of the Year (EROY) Program.

2. Background. The EROY program was established to recognize one outstanding Active Component (AC) and one Reserve Component (RC) recruiter based on their production attainment and overall contribution to the Navy recruiting mission. Recruiting duty is unique in that it takes recruiters away from bases, ships and other resources where they are able to study for their rating exams. With the limited study material and the rapid changes to ratings, recruiters that are removed from their ratings for three years are at a disadvantage. EROY program eligibility requirements differ from all other Sailor of the Year (SOY) programs.

3. Discussion. Navy Recruiting Command (NAVCRUITCOM) will establish the EROY competition criteria each year.

4. Eligibility

a. Must meet all eligibility requirements per references (a) and (b).

b. Must be in paygrades E6 and below.

c. Must meet a minimum of one year Time in Rate (TIR) prior to effecting the advancement to the next higher paygrade. Advancement will be delayed as necessary to meet this requirement. The one-year TIR requirement constitutes a waiver of the established Navy TIR requirements of three years as an E5 or E6 prior to advancement. This waiver may not be applied if the selectee was meritoriously advanced to the present paygrade and has less than two years TIR in the current paygrade. In this situation, the

meritorious advancement will be delayed as necessary to achieve three years TIR prior to effecting the advancement.

d. Candidates must meet the health and physical readiness requirements outlined in reference (c) and have passed the latest Physical Fitness Assessment (PFA).

**Note 1:** Emphasis should be placed on sustained superior performance and overall contribution to the team effort.

**Note 2:** Strong consideration should be given to contributions toward achievement of priority, diversity, and quality targets.

## 5. Action

a. Navy Recruiting District (NAVCRUITDIST) Commanding Officers shall:

(1) Convene an internal EROY board to consider ALL candidates for the basic requirements of this instruction to include:

(a) Merit

(b) Demonstrated leadership

(c) Contribution to command mission

(d) Objectives based on the EROY yearly competition notice

(e) Technical readiness to perform at the next higher paygrade.

The Commanding Officer will convene a NAVCRUITDIST EROY board and provide board membership. (R

(2) Submit nominations and last three evaluations to NAVCRUITREG not later than the second week of October. Negative reports are required in the event a NAVCRUITDIST does not have a candidate.

b. Navy Recruiting Region (NAVCRUITREG) Commanders shall:

(1) Convene a NAVCRUITREG EROY board to consider ALL candidates.

The NAVCRUITREG Commander shall chair the NAVCRUITREG EROY board and provide board membership.

(2) Submit nominations to Navy Recruiting Command (NAVCRUITCOM) N3 in conjunction with additional NAVCRUITREG award winners by the 21st of October of the calendar year.

c. NAVCRUITCOM N3 shall manage the EROY program and will:

(1) Establish yearly EROY competition criteria to be published by the first of January each year to determine those most deserving of meritorious advancement.

(2) Convene an EROY board to consider ALL candidates.

The NAVCRUITCOM Deputy Commander shall chair the NAVCRUITCOM EROY board and provide board membership via an annually published NAVCRUITCOM Notice.

(3) Forward to Navy Personnel Command, PERS-812 (Reserve Enlisted Career Programs), selection for AC and RC EROY for issuance of advancement authorization. The Chief of Naval Operations will issue the appropriate authority.

d. After final selection, Commanding Officers shall ensure appropriate service record entries have been forwarded to their servicing Personnel Support Detachments (PSDs)/Customer Support Detachments (CSDs) to update the member's service record.

/s/  
R. L. GRAF  
Deputy

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