

-----Original Message-----

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Sent: Thursday, January 15, 2009 10:05 PM  
To: DutyIT  
Subject: ENLISTMENT BONUS (EB) PROGRAM

\*\*\*\*\* UNCLASSIFIED// \*\*\*\*\*

Subject: ENLISTMENT BONUS (EB) PROGRAM  
Originator: COMNAVCRUITCOM MILLINGTON TN(UC)  
DTG: 151726Z Jan 09  
Precedence: ROUTINE  
DAC: General

To: AIG 329, PERSUPP DET NTC GREAT LAKES IL(UC), PERSUPP DET RTC GREAT LAKES IL(UC), PERSUPP DET NEW LONDON CT(UC), PERSUPP DET BANGOR WA(UC), PERSUPP DET WASHINGTON DC(UC), PERSUPP DET YOKOSUKA JA(UC), PERSUPP DET WPNSTA CHARLESTON SC(UC), PERSUPP DET NORTH ISLAND CA(UC)  
Cc: CNO WASHINGTON DC(UC), DFAS CLEVELAND OH(UC), COMNAVCRUITCOM MILLINGTON TN(UC)

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UNCLASSIFIED//

MSGID/GENADMIN/N1//

SUBJ/ENLISTMENT BONUS (EB) PROGRAM//

REF/A/MSG/GENADMIN/302004Z0CT08//

REF/B/DOC/OPNAV/05APR2007//

REF/C/DOC/CNRC/22OCT2008//

REF/D/MSG/CNRC//211710Z08AUG08// NARR/REF A IS COMMANDER, NAVY RECRUITING COMMAND (CNRC) 07 NOV 2008 EB MESSAGE. REF B IS THE EB PROGRAM INSTRUCTION (OPNAVINST 1160.9). REF C IS COMNAVCRUITCOMINST 1130.8 (NAVY RECRUITING MANUAL-ENLISTED). REF D IS THE CURRENT NAVY COLLEGE FUND-LOAN REPAYMENT PROGRAM MESSAGE.// RMKS/1. THIS MESSAGE REPLACES REF A FOR INDIVIDUALS ENTERING THE DELAYED ENTRY PROGRAM ON OR AFTER 01 FEB 09. THOSE ALREADY IN DELAYED ENTRY PROGRAM (DEP) ARE NOT AFFECTED BY THIS MESSAGE.

2. THE ENLISTMENT BONUS (EB) PROGRAM HAS EXPANDED OVER THE PAST SEVERAL YEARS IN SUPPORT OF NAVY'S EMERGING STRATEGY FOR OUR PEOPLE. THIS HAS ENABLED NAVY TO ENLIST PERSONNEL WITH THE RIGHT SKILL MIX ALONG WITH THOSE WITH COLLEGE CREDITS AND PROVIDE FOR EXTENDED ENLISTMENTS TO MEET THE NEEDS OF THE FORCE. THE ENLISTMENT BONUS PROGRAM INCLUDES:

- A. EB SOURCE RATE (EBSR)
- B. EB SOURCE RATE - NAVY COLLEGE FUND (EBSR-NCF)
- C. EB FOR PHYSICAL SCREENING TEST (EBPST)
- D. EB FOR LANGUAGE PROFICIENCY (EBLP) COMBINATIONS OF ENLISTMENT BONUSES CAN BE TAKEN TOGETHER AND WILL BE REFERRED TO COLLECTIVELY AS "EB" IN THIS MESSAGE.

3. POLICY: THE EFFECTIVE EB AWARD LEVEL MESSAGE DETERMINES THE AMOUNT OF EB THAT MAY BE AWARDED. THE MESSAGE IN EFFECT FOR A SAILOR IS DETERMINED BY THE DATE THE SAILOR ENTERS THE DEP. EBSR AWARD LEVELS CAN VARY BASED ON SHIP MONTH. IF RECLASSIFICATION OCCURS WHILE IN THE DEP, CLASSIFIERS MUST CAREFULLY NOTE THE AWARD LEVEL FOR THE NEW SHIP MONTH TO DETERMINE THE SAILOR'S NEW AWARD LEVEL. CLASSIFIERS ARE NOT AUTHORIZED TO NEGOTIATE AWARD LEVELS. SAILORS ARE REQUIRED TO FULFILL ALL EB GUIDELINES, INCLUDING THE 12-MONTH EXTENSION REQUIREMENT (SEE NOTE 1 FOR EXCEPTIONS). FOR EXAMPLE, IF A 5YO-BU RECRUIT TAKES THE

EBLP, THEN THIS RECRUIT WOULD HAVE TWO NAVPERS 1070/621, ONE FOR THE EXTRA 12-MONTHS FOR RATE TRAINING AND THE OTHER FOR TAKING THE EBLP. THE NAVPERS 1070/621 (AGREEMENT TO EXTEND ENLISTMENT) FOR THE EBLP SHALL CONTAIN THE FOLLOWING STATEMENT: "TO ESTABLISH ELIGIBILITY FOR THE ENLISTMENT BONUS AS SPECIFIED IN OPNAVINST 1160.9." TOTAL ENLISTMENT FOR THIS RECRUIT IS SIX YEARS. NO ACTIVE DUTY ENLISTMENT TERM SHALL EXCEED SIX YEARS. COMBINATIONS OF EB AND NAVY COLLEGE FUND (NCF) ARE INDICATED BY RATING AND ARE SUBJECT TO CHANGE (SEE NOTE 2). COMBINATIONS OF EB AND LOAN REPAYMENT PROGRAM (LRP) AND COMBINATIONS OF LRP AND NCF ARE PROHIBITED. TOTAL EB INCENTIVE SHALL NOT EXCEED \$40,000.

4. MAINTENANCE AND TERMINATION:

A. IF A SAILOR CHANGES RATING, SKILL, PROGRAM, OR SHIP DATE WHILE IN THE DEP, THE ORIGINAL EFFECTIVE MESSAGE AT TIME OF ENROLLMENT INTO THE DEP REMAINS APPLICABLE TO THAT SAILOR. DO NOT DISCHARGE AND REENTER A SAILOR FROM THE DEP TO INCREASE AWARD LEVEL. IN ALL RECLASSIFICATION CASES, A NEW ENLISTMENT CONTRACT (ENLISTMENT GUARANTEE ANNEX (1133/52)) MUST BE GENERATED THAT REPLACES THE PREVIOUS CONTRACT. PAGE 13 ENTRIES CANNOT MODIFY OR CHANGE THE BONUS AMOUNTS ON AN EXISTING CONTRACT.

B. IF A SAILOR CHANGES RATING, SKILL, OR PROGRAM WHILE AT RTC, THE SAILOR MAY BE ELIGIBLE FOR NEW BONUS AMOUNTS. USE THE EB MESSAGE IN EFFECT ON THE DAY OF RECLASSIFICATION TO DETERMINE THE NEW AWARD AMOUNT. TO DETERMINE THE EBSR FOR THE SAILOR, USE THE MONTH THE SAILOR RECLASSIFIED AS THE SHIP MONTH SHOWN IN PARAGRAPHS 11, 12, OR 13. IF A SAILOR CHANGES RATING, SKILL, OR PROGRAM AFTER RTC, THEY ARE NOT ELIGIBLE FOR AN EB FOR THE NEW RATING, SKILL, OR PROGRAM, WITH ONE EXCEPTION: THOSE IN THE SEAL TRAINING PIPELINE THAT ATTRITE AT THE NAVY SPECIAL WARFARE CENTER (NSWC) PRIOR TO FINAL DESIGNATION AS AN SO-ATF WILL BE ELIGIBLE FOR A ONE-TIME OFFER TO RECLASSIFY INTO ONE OF THE FOLLOWING RATINGS: SB-ATF, EOD-ATF, ND-ATF, OR AIRCREW - RESCUE (AIRR). THE PRODUCTION MANAGEMENT OFFICE (PERS-00C23) WILL APPROVE ALL RECLASSIFICATION REQUESTS UNDER THIS GUIDANCE.

5. PRIOR SERVICE: TO BE ELIGIBLE FOR AN EB, A RETURNING SAILOR WHO IS A VETERAN MUST ENTER AT PAYGRADE E4 OR BELOW AND HAVE NOT PREVIOUSLY RECEIVED AN EB OR SELECTIVE REENLISTMENT BONUS (SRB). NAVY VETERANS SHOULD BE SCREENED FOR SRB ELIGIBILITY.

6. THE AWARD AMOUNTS FOR EB FOR COLLEGE CREDIT (EBCC) IS \$0.

7. EB FOR LANGUAGE PROFICIENCY (EBLP): A SAILOR WHO DEMONSTRATES A CRITICAL LANGUAGE PROFICIENCY AS OUTLINED IN THIS PARAGRAPH WILL EARN A \$10,000 EBLP. FTS, NCS, NAT, AND SELRES PROGRAM SAILORS ARE NOT ELIGIBLE. A SCORE GREATER THAN OR EQUAL TO 2.2 ON THE DEFENSE LANGUAGE PROFICIENCY TEST IS REQUIRED AND MUST BE ACHIEVED PRIOR TO GRADUATION FROM RTC. SAILORS RECEIVING AN EBLP ARE REQUIRED TO FULFILL ALL EB PROGRAM GUIDELINES, INCLUDING THE 12-MONTH EXTENSION. EBLP MAY BE COMBINED WITH OTHER EB'S. EBLP WILL BE RECOUPED IF THE SAILOR FAILS TO REMAIN IN ANY ONE OF THE RATINGS LISTED BELOW.

A. ELIGIBLE PROGRAMS AND RATINGS: 5YO BU, 5YO CE, 5YO CM, 5YO EA, 5YO EO, 5YO SW, 5YO UT, 5YO HM, SCHOOL GUARANTEE (SG) MA, SG SK, AND SG RP.

B. ELIGIBLE FOREIGN LANGUAGES: BALUCHI, PASHTU, KURDISH, SOMALI, PUNJABI, URDU, INDONESIAN, HINDI, PERSIAN IRANIAN (FARSI), PERSIAN AFGHAN (DARI), ARABIC (REGIONAL DIALECTS SUCH AS ALGERIAN, GULF, ETC.), TAUSUG/MORO, CHECHEN, TAMIL, MALAY, AND SWAHILI.

8. EB FOR PST (EBPST): SAILORS IN SPECWAR/SPECOPS/AIRR RATINGS WHO PASS THE PHYSICAL SCREENING TEST (PST) AT RECRUIT TRAINING COMMAND AT THE ELEVATED LEVEL ARE ELIGIBLE FOR THE EBPST. PARTICIPANTS WHO ACHIEVE STANDARDS FOR PASSING AT AN ELEVATED SCORE WILL RECEIVE \$2,000 EBPST.

SPECIFIC STANDARDS FOR PASSING AT AN ELEVATED SCORE WILL BE PROMULGATED BY SEPARATE CORRESPONDENCE.

A. SAILORS WHO ATTRITE DURING SPECWAR/SPECOPS/AIRR TRAINING AND REMAIN IN THE NAVY WILL RETAIN ALL OF THEIR EBCC AND EBPST. IF THE SO-ATF SAILOR RECLASSIFIES AFTER ATTRITING FROM NSWC AS OUTLINED IN PARAGRAPH 4B OF THIS GENADMIN, THE SAILOR WILL HAVE HIS NEW EBSR REDUCED BY ANY EBPST PAYMENT ALREADY RECEIVED.

9. THE FOLLOWING EB PROGRAM PAYMENT PROCEDURES APPLY:

A. EBSR, EBSR-NCF AND EBLP: SAILORS BECOME ELIGIBLE FOR PAYMENT UPON SUCCESSFUL COMPLETION OF "A" AND/OR "C" SCHOOL AND DESIGNATION IN THE SKILL FOR WHICH THE SAILOR ENLISTED. FOR SAILORS IN SG OR 5YO PROGRAMS, THE MOST APPROPRIATE TIME OF PAYMENT IS UPON GRADUATION FROM "A" SCHOOL. FOR SAILORS IN THE AIRCREW - RESCUE (AIRR)/ADVANCED ELECTRONIC FIELD (AEF)/ADVANCED TECHNICAL FIELD (ATF)/PROFESSIONAL APPRENTICE CAREER TRACK (PACT) PROGRAMS, PAYMENT OCCURS AFTER THE SAILOR ARRIVES AT HIS/HER FIRST PERMANENT DUTY STATION. HOWEVER, FOR ATF-SO THE FINAL PAYMENT SHOULD FOLLOW GRADUATION FROM SEAL QUALIFICATION TRAINING (SQT). FOR SAILORS IN THE AIRCREW PROGRAM - RESCUE SWIMMER (AIRR), PAYMENT OCCURS AFTER GRADUATION OF FLEET REPLACEMENT SQUADRON AND ARRIVING AT HIS/HER FIRST PERMANENT DUTY STATION FILLING A 7815 NEC.

B. EBPST FOR SPECOPS/SPECWAR/AIRR: THE \$2,000 EBPST IS DEDUCTED FROM THE EBSR. EBPST PAYMENT WILL BE PROCESSED BY PERSONNEL SUPPORT DETACHMENT (PSD) GREAT LAKES PRIOR TO SAILOR DETACHING RTC. SAILORS WITH EBSR IN HIS/HER CONTRACT WILL RECEIVE THE REMAINING VALUE OF THE EBSR IAW PARAGRAPH 9A. ADJUSTMENTS TO BONUSES WILL BE MADE TO ENSURE THAT THE \$40,000 EB LIMIT IS NOT EXCEEDED. ALL SUBSEQUENT PAYMENT REQUESTS DESCRIBED BELOW WILL BE MADE THROUGH NPC PERS-811.

C. NUCLEAR FIELD PROGRAM: PAYMENT PROCEDURES FOR PHASED EB ARE LISTED IN PARAGRAPH 13 OF REF B. SAILORS RECEIVE MULTIPLE PAYMENTS PER PARAGRAPH 13 OF REF B. PSD'S SERVICING SCHOOLS SHOULD CONTACT NPC PERS-811 FOR FURTHER GUIDANCE ON PHASED PAYMENT AMOUNTS.

10. RESERVE BONUS PROGRAMS: NAVY RECRUITING ALSO ADMINISTERS TWO RESERVE BONUS PROGRAMS.

A. NEW ACCESSION TRAINING (NAT) (FORMERLY KNOWN AS THE "NON-PRIOR SERVICE BASIC" OR "NPSB" PROGRAM): SAILORS ENTERING THE NAT PROGRAM ARE NOT ELIGIBLE FOR ACTIVE DUTY EBSR. SEE REF C FOR NAT PROGRAM BONUS DETAILS.

B. NATIONAL CALL TO SERVICE (NCS): SAILORS ENTERING THE NCS PROGRAM ARE NOT ELIGIBLE FOR ACTIVE DUTY EB. THEY ARE ELIGIBLE FOR A \$5,000 CASH BONUS, LOAN REPAYMENT, OR EDUCATION ALLOWANCES. SAILORS MUST ANNOUNCE THE INCENTIVE SELECTION USING A DD FORM 2863 PRIOR TO ACCESSION TO ACTIVE DUTY. INITIAL ENTITLEMENT TO ANY OF THE ABOVE INCENTIVES IS PREDICATED ON COMPLETION OF THE TOTAL INITIAL ACTIVE DUTY OBLIGATION (15 MONTHS FOLLOWING INITIAL TRAINING). SEE REF C FOR NCS PROGRAM DETAILS.

11. EFFECTIVE 01FEB09, FTS RECRUITS ENTERING THE DEP AND SCHEDULED TO SHIP IN FY09 ARE ELIGIBLE FOR EBSR IN THESE FY09 SHIP MONTHS:

RATING	SHIP MONTHS	EBSR
(AECF-FTS)	FEBRUARY - SEPTEMBER:	\$6,000

NOTE 1

(AV-FTS)	FEBRUARY - SEPTEMBER:	\$8,000
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12. EFFECTIVE 01FEB09, ACTIVE DUTY RECRUITS ENTERING THE DEP AND SCHEDULED TO SHIP IN FY09 ARE ELIGIBLE FOR EBSR OR EBSR-NCF IN THESE FY09 SHIP MONTHS:

RATING	SHIP MONTHS	EBSR	EBSR-NCF
AECF-AEF	FEBRUARY - SEPTEMBER:	\$6,000	

NOTE 1

AV-SG	FEBRUARY - SEPTEMBER:	\$8,000	
CTI-ATF	FEBRUARY - SEPTEMBER:	\$15,000	\$6,000/350 PER MONTH
NOTE 1, 2			
CTM-SG	FEBRUARY - SEPTEMBER:	\$7,000	
CTR-SG	FEBRUARY - SEPTEMBER:	\$6,000	
CTT-AEF	FEBRUARY - SEPTEMBER:	\$6,000	
CTT-SG	FEBRUARY - SEPTEMBER:	\$6,000	
IT-SG	FEBRUARY - SEPTEMBER:	\$7,000	
MMS-SG	FEBRUARY - SEPTEMBER:	\$10,000	
MU-SG	FEBRUARY - SEPTEMBER:	\$10,000	

SECF-5YO FEBRUARY - SEPTEMBER: \$10,000  
NOTE 1

13. THE FOLLOWING USN PROGRAM IS ELIGIBLE FOR EBSR OR EBSR-NCF IN THESE SHIP MONTHS:

NF	NOVEMBER - JANUARY:	\$23,000	\$12,000/350 PER MONTH
NOTE 1/2	FEBRUARY - MAY:	\$25,000	\$13,000/350 PER MONTH
	JUNE - OCTOBER:	\$21,000	\$11,000/350 PER MONTH
AIRR-ATF	OCTOBER - SEPTEMBER:	\$25,000	
EOD-ATF	OCTOBER - SEPTEMBER:	\$40,000	
ND-ATF	OCTOBER - SEPTEMBER:	\$25,000	
SB-ATF	OCTOBER - SEPTEMBER:	\$25,000	
SO-ATF	OCTOBER - SEPTEMBER:	\$40,000	

NOTES:

(1) 5YO-SECF AND PROGRAMS REQUIRING SIX YEAR OBLIGATIONS (E.G., NF, AECF-AEF, ETC.) DO NOT HAVE TO SIGN A 12-MONTH EXTENSION TO RECEIVE A BONUS.

(2) NCF PARTICIPANTS MUST BE BRIEFED THAT BENEFITS ARE COMBINED WITH MGIB AND THEREFORE CAN BE LESS THAN THE STATED MONTHLY AMOUNT BECAUSE OF FULL OR PART-TIME ACADEMIC STATUS, LENGTH OF OBLIGATION, ETC. REF G CONTAINS FURTHER GUIDANCE. EBSR-NCF CANNOT BE COMBINED WITH LRP.

14. FOR EB POLICY QUESTIONS CALL OPNAV N130D2 AT COMM (703) 695-3130/DSN 225. FOR PROCEDURAL QUESTIONS, MR. GARY TON, CNRC, AT COMM (901) 874-9322/DSN 882. FOR PHASED PAYMENT QUESTIONS, CONTACT PERS-811 AT COMM (901) 874-4993/DSN,882 OR EMAIL SCOTT.MCCANN@NAVY.MIL. FOR PRIDE QUESTIONS, CALL REGION EAST SENIOR CLASSIFIERS AT 901-874-7642/EMAIL MILL\_REGION\_EAST\_EPO\_STAFF@NAVY.MIL OR THE REGION WEST SENIOR CLASSIFIERS AT 901-874-9297/EMAIL

MILL\_REGWEST\_CLASSIFIERS@NAVY.MIL 15. REQUEST WIDEST DISSEMINATION TO ALL RECRUITING ACTIVITIES AND PERSONNEL SUPPORT DETACHMENTS.

16. RELEASED BY RADM J. F. KILKENNY CNRC.//