

***** UNCLASSIFIED// *****

Subject: ENLISTMENT BONUS (EB) PROGRAM
Originator: COMNAVCRUITCOM MILLINGTON TN(UC)
DTG: 031630Z Feb 10
Precedence: ROUTINE
DAC: General

To: AIG 329, PERSUPP DET NTC 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), PERSUPP DET PENSACOLA FL(UC), COMNAVCRUITCOM MILLINGTON TN(UC)

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MSGID/GENADMIN/N1//

SUBJ/ENLISTMENT BONUS (EB) PROGRAM//

REF/A/MSG/GENADMIN/102124ZNOV09//

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

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

REF/D/MSG/CNRC//232025ZNOV09//

REF/E/DOC/NPC-PMO//WEEKLY MATRIX//

NARR/REF A IS COMMANDER, NAVY RECRUITING COMMAND (CNRC) 15 NOV 2009 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. REF E IS THE PRODUCTION MANAGEMENT OFFICE (PERS 00C32) WEEKLY PRODUCTION RECLASSIFICATION MATRIX (WPRM).//

RMKS/1. THIS MESSAGE REPLACES REF A FOR INDIVIDUALS ENTERING THE DELAYED ENTRY PROGRAM ON OR AFTER 08 FEB 2010. THOSE INDIVIDUALS ALREADY IN THE 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. THE EB PROGRAM HAS ENABLED NAVY TO ATTRACT AND ENLIST PERSONNEL WITH THE RIGHT SKILL MIX, AND THOSE WITH COLLEGE CREDITS. THE EB PROGRAM PROVIDES FOR EXTENDED ENLISTMENTS TO MEET THE NEEDS OF THE FORCE. THE ENLISTMENT BONUS PROGRAM INCLUDES:

- A. EB FOR SOURCE RATE (EBSR)
- B. EB FOR PHYSICAL SCREENING TEST (EBPST)
- C. EB FOR LANGUAGE PROFICIENCY (EBLP)
- D. EB FOR RECLASSIFICATION (EBRCL)

COMBINATIONS OF ENLISTMENT BUSES 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 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 DURING RECLASSIFICATION AFTER ACCESSION TO ACTIVE DUTY, THE SAILOR MAY BE ELIGIBLE FOR NEW BONUS AMOUNTS. USE THE EB MESSAGE AND THE WPRM 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 OR 12. TO DETERMINE THE EBRCL, USE WPRM IN EFFECT ON THE DAY OF RECLASSIFICATION TO CONFIGURE THE EBRCL. THE PRODUCTION MANAGEMENT OFFICE (PERS-00C23) WILL APPROVE ALL RECLASSIFICATION REQUESTS UNDER THIS GUIDANCE, PER REF E.

5. PRIOR SERVICE: TO BE ELIGIBLE FOR AN EB, A RETURNING ACTIVE DUTY SERVICE-MEMBER 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. EB FOR LANGUAGE PROFICIENCY (EBLP): A SAILOR WHO DEMONSTRATES A CRITICAL LANGUAGE PROFICIENCY, AS OUTLINED IN THIS PARAGRAPH, CAN EARN A \$10,000 EBLP. RESERVE 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.

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 LS AND SG RP.

B. ELIGIBLE FOREIGN LANGUAGES: ARABIC, MODERN STANDARD AD/ARB, PERSIAN FARSI (IRANIAN) PF/PES, INDONESIAN JN/IND, ARABIC GULF (IRAQI) DG/OAG, MALAY ML/MLY, PERSIAN DARI (AFGHAN) PG/PRS, SOMALI SM/SOM, URDU UR/URD, PASHTO PU/PUS, HINDI HJ/HIN, TAMIL TC/TAM, ARABIC DIALECTS (TO INCLUDE ALGERIAN, GULF, IRAQI, ETC.), BALUCHI BT/BAL, CHECHEN, CK/CHE, KURDISH KU/KUR, PUNJABI PJ/PAN, SWAHILI SW/SWA, TAUSUG/MORO MH/TSG.

7. EB FOR RECLASSIFICATION (EBRCL): A SAILOR WHO RECLASSIFIES INTO A CRITICAL RATING, AS IDENTIFIED ON THE WPRM (REF E) WITH APPROVAL FROM PMO (PERS-00C32), IS ELIGIBLE FOR AN \$8,000 EBRCL. SAILORS RECEIVING AN EBRCL ARE REQUIRED TO FULFILL ALL EB PROGRAM GUIDELINES, INCLUDING THE 12-MONTH EXTENSION. EBRCL MAY BE COMBINED WITH OTHER EB'S AND THE TOTAL BONUS AMOUNT CAN NOT EXCEED \$40,000. IF A SAILOR FAILS TO REMAIN IN THE RATING ELIGIBLE FOR THE EBRCL, THEN EBRCL COULD BE RECOUPED.

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 THEIR EBPST. IF THE SAILOR RECLASSIFIES AFTER ATTRITING 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, EBRCL 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 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 FROM "A" SCHOOL AND ARRIVAL AT THE SAILOR'S FIRST PERMANENT DUTY STATION FILLING A 7815 BILLET.

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. 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.

11. EFFECTIVE 08 FEB 2010, ACTIVE DUTY RECRUITS ENTERING THE DEP AND SCHEDULED TO SHIP IN FY10 ARE ELIGIBLE FOR EBSR IN THESE FY10 SHIP MONTHS: (NO PROGRAMS-RATINGS ARE ELIGIBLE FOR NCF)

RATING	SHIP MONTHS	EBSR
IT-SG	JANUARY-JUNE	\$10,000

12. THE FOLLOWING USN PROGRAM IS ELIGIBLE FOR EBSR IN THESE SHIP MONTHS:

RATING	SHIP MONTHS	EBSR
NF	OCTOBER - SEPTEMBER:	\$15,000
NOTE 1		
AIRR-ATF	OCTOBER - SEPTEMBER:	\$15,000
EOD-ATF	OCTOBER - SEPTEMBER:	\$30,000
ND-ATF	OCTOBER - SEPTEMBER:	\$15,000
SB-ATF	OCTOBER - SEPTEMBER:	\$15,000
SO-ATF	OCTOBER - SEPTEMBER:	\$30,000

NOTES:

(1) APPLICANTS IN THE PACT PROGRAM, NF, SECF-5YO, AND OTHER PROGRAMS WITH A TOTAL OF SIX YEARS OBLIGATION DO NOT NEED TO SIGN A 12-MONTH EXTENSION FOR PARTICIPATING IN THE EB PROGRAM.

13. FOR EB POLICY QUESTIONS CALL OPNAV N130D2 AT COMM (703) 695-3130/DSN 225. FOR PROCEDURAL QUESTIONS, CONTACT MR. GARY TON, CNRC, AT COMM(901) 874-9322/DSN 882. FOR PHASED PAYMENT QUESTIONS, CONTACT PERS-811 AT COMM (901) 874-3215/DSN 882. FOR PMO WPRM QUESTIONS, CONTACT STEVE CLEMENS, METRICS AND RECLASSIFICATION BRAND HEAD AT 901-874-4646/EMAIL STEVEN.CLEMENS@NAVY.MIL. PRIDE CHANGES AND RECRUITING 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 14. REQUEST WIDEST DISSEMINATION TO ALL RECRUITING ACTIVITIES AND PERSONNEL SUPPORT DETACHMENTS.

14. RELEASED BY RDML CRAIG S. FALLER, CNRC.//