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NAVADMIN 161/13

MSGID/GENADMIN/CNO WASHINGTON DC/N1/JUN//

SUBJ/RECRUITING ENLISTMENT AND AFFILIATION BONUSES FOR SELECTED
RESERVE ENLISTED PERSONNEL//

REF/A/MSG/CNO WASHINGTON DC/031921ZJAN12//
REF/B/DOC/COMNAVRESFOR/5JUN12//
REF/C/DOC/COMNAVRESFOR/3MAR11//
REF/D/DOC/NAVPERSCOM/22AUG02//
REF/E/DOC/DOD/7SEP10//

NARR/REF (A) IS NAVADMIN 001/12, RECRUITING ENLISTMENT AND AFFILIATION
BONUSES FOR SELECTED RESERVE ENLISTED PERSONNEL. REF (B) IS RESPERS
M-1001.5 NAVY RESERVE PERSONNEL MANUAL. REF (C) IS COMNAVRESFORINST
1780.1C, MONTGOMERY GI BILL - SELECTED RESERVE CHAPTER 1606 BASIC AND
KICKER PROGRAM POLICY GUIDANCE. REF (D) IS MILPERSMAN 1160-030,
CERTAIN ENLISTMENTS AND REENLISTMENT UNDER CONTINUOUS SERVICE
CONDITIONS. REF (E) IS DEPARTMENT OF DEFENSE FINANCIAL MANAGEMENT
REGULATION 7000.14-R.//

RMKS/1. Effective two weeks (14 calendar days) from release, this
NAVADMIN supersedes ref (a) and provides the current bonus listing of
eligible specialties for Selected Reserve (SELRES) Prior Service
Affiliation Bonuses and SELRES New Accession Training (NAT) Enlistment
Bonuses (EB). Full eligibility criteria listed in ref (b) remain in
effect, unless modified in this message. Bonus authority in this
NAVADMIN is effective through the end of fiscal year 2013 unless
earlier superseded.

2. To maintain operational effectiveness, our Navy must attract the
highest quality recruits and prior service veterans. A vigorous
recruiting plan requires flexible tools to ensure we recruit the
correct number of Sailors with the right skills to optimize our
warfighting capability.

3. The following paragraphs provide details for each program.

a. General: All bonuses governed by this message will be paid in
installments. The initial payment will equal fifty percent of the
total bonus amount except as noted in para 3.a.(4). Eligibility for
anniversary payments is contingent upon member maintaining
satisfactory participation, per ref (b), in the designated rate/rating
or specialty for each year of their bonus contract.

(1) NAT bonus anniversary payments will be made in five equal
annual installments.

(2) In-rate Affiliation/Prior Service EB anniversary payments

will be made annually for two or five years based upon a three or six year obligation, respectively.

(3) Prior Service Reenlistment Eligibility-Reserve (PRISE-R) Bonus recipients will receive the second installment equal to the remaining fifty percent after completing requirements to make their rate permanent.

(4) Direct Procurement Enlistment Program and Direct Conversion Other Service Veterans will not receive any payments until completing all requirements to make their rate permanent.

b. Service obligation for Affiliation/Prior Service EB.

(1) Extensions are not authorized to gain eligibility for bonuses.

(2) PRISE-R program requires a six year enlistment to qualify for a bonus.

(3) In-rate affiliations may qualify for a three year bonus or a six year bonus based on length of enlistment and written agreement. Four or five year enlistments may only receive a three-year bonus.

(4) Ref (d) authorizes Sailors who enlist or reenlist within three months (six months for career reenlistment objectives 1 and 2 ratings) of their discharge or release from active duty to reenlist under continuous service conditions.

(5) Prior service members with remaining Ready Reserve obligation of 12-months or greater who do not meet continuous service conditions described above are authorized to enlist at the time of affiliation provided the new contract end date exceeds their remaining Ready Reserve obligation and current expiration of service.

(6) Prior Service members qualified for SELRES affiliation who incurred a three year Ready Reserve obligation to receive involuntary separation pay are authorized to reenlist at the time of affiliation under the provisions of para 3.b.(5).

c. Prior service affiliation bonus.

(1) Eligibility criteria:

(a) Must not have completed more than 16 years of total military service from their pay entry base date prior to their current affiliation/enlistment date.

(b) Must not have been a member of the Navy Selected Reserve within the 12-months preceding their current affiliation/enlistment date.

4. Prior Service Affiliation Bonus Tier amounts:

Tier	Term	Total	Initial	Anniversary
1	6-year	\$20,000	\$10,000	5 of \$2,000
	3-year	\$10,000	\$5,000	2 of \$2,500
2	6-year	\$15,000	\$7,500	5 of \$1,500
	3-year	\$7,500	\$3,750	2 of \$1,875
3	6-year	\$10,000	\$5,000	5 of \$1,000
	3-year	\$5,000	\$2,500	2 of \$1,250

5. Affiliation/Prior Service Enlistment Bonus eligible specialties and bonus Tier levels. Where "Any" is listed in the "NEC" column, anyone in that rating is eligible regardless of Navy Enlisted Classification (NEC). PRISE-R candidates are only eligible to receive bonuses for ratings listed without specific NEC requirements.

a. Tier 1

Skill	NEC
AWF	Any

AWO	Any
AWR	7835
CTI	9ARB
CTI	9PES
CTN	9306
CTR	Any
ND	Any
SB	Any
SO	Any

b. Tier 2

Skill	NEC
AG	7412
AWR	Any
AWS	Any
CTN	Any
CTT	9141
HM	8410
HM	8427
HM	8485
IS	3912
IS	3923
IS	3924
IT	2779
IT	2780
IT	2791
MC	Any
MN	Any

c. Tier 3

Skill	NEC
BU	5907
CE	5635
CM	5805
CTT	Any
EN	4303
EN/MM	4313
EO	5710
ET	9605
ET	14NO
ET	14RO
ET	1420
ET	1678
IS	Any
IT	Any
LN	Any
OS	0336
SW	6010
UT	6105

6. NAT program EB:

a. Bonus eligibility date is determined by the date a Sailor enlists (enters Delayed Entry Program), vice the active duty service date.

b. Per ref (b), NAT enlistees who reclassify on or after the date of this message are subject to this message.

7. NAT bonus Tier amounts:

Tier	Term	Total	Initial	Anniversary
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1	6-Year	\$20,000	\$10,000	5 of \$2,000
2	6-Year	\$15,000	\$7,500	5 of \$1,500
3	6-Year	\$10,000	\$5,000	5 of \$1,000
4	6-Year	\$5,000	\$2,500	5 of \$500

8. NAT bonus eligible specialties and bonus Tier levels.

a. Tier 1

Rating NEC

None

b. Tier 2

Rating NEC

None

c. Tier 3

Rating NEC

AIRC Any

CTR Any

CTN Any

d. Tier 4

Rating NEC

IT Any

9. Bonus eligible Sailors who enlist for six years may apply for the Montgomery GI Bill Selected Reserve Kicker program provided they meet all program eligibility criteria contained in ref (c).

10. Eligibility determination and bonus application procedures.

a. Recruiters shall:

(1) Determine Sailor's eligibility for Affiliation or EB per this message and ref (b). For assistance in determining eligibility, contact COMNAVRESFORCOM (N11) Incentive Program Specialists at (757) 322-2653/2649/6735/2656/DSN 262 or via e-mail at cnrfc_bonus_shop@navy.mil.

(2) Complete bonus written agreement in the Reserve Bonus Application Module (RBAM). Effective with this NAVADMIN, this is the only authorized method to complete enlisted bonus written agreements. RBAM can be accessed via the Navy Reserve Homeport at https://private.navyreserve.navy.mil/cnrfc/n-codes/n1/cnrfc_n112/RBAM.

(3) Recruiters unable to access RBAM should contact an Incentive Program Specialist per para 10.a.(1) for guidance.

(4) Forward the completed incentive written agreement with all enlistment documentation (i.e., DD Form 4, Enlistment Program Guarantee Annex, DD Form 1966, PRISE-R Page 13, etc.) to the Sailor's gaining Navy Reserve activity.

b. Career Transition Office Transition Assistants shall:

(1) Determine Sailor's eligibility for Affiliation Bonus per this message and ref (b). Contact COMNAVRESFORCOM (N11) for assistance in determining bonus eligibility.

(2) Complete bonus written agreement in RBAM. Effective with this NAVADMIN, this is the only authorized method to complete enlisted bonus written agreements. RBAM can be accessed via the Navy Reserve Homeport at https://private.navyreserve.navy.mil/cnrfc/n-codes/n1/cnrfc_n112/RBAM.

(3) Forward the completed incentive written agreement and all supporting documentation to the Sailor's Navy Reserve activity.

c. Navy Reserve activities shall:

(1) Verify accuracy of the Affiliation/EB written agreement per this message.

(2) Ensure bonus eligible NEC is listed as member's primary NEC or secondary NEC in Navy Standard Integrated Personnel System prior to submission to COMNAVRESFORCOM for payment.

(3) Scan and submit all required documents listed on the CNRFC N112 Enlisted Incentives Homeport as a single (multiple pages) PDF file to COMNAVRESFORCOM (N11) via RBAM. Missing documents will delay bonus payment. If unable to scan documents, contact an Incentive Program Specialist for guidance.

11. Termination and recoupment. Per ref (b), failure to complete the terms of the incentive obligation will result in termination of bonus entitlement.

a. Certain conditions affecting participation will result in recoupment of the unearned portion of the bonus entitlement per ref (b) para 7.b.

b. Recoupment is at discretion of Secretarial Process when a member fails to complete the terms of the incentive obligation in the following circumstances in accordance with (IAW) with the complete policy cited for each circumstance. Note that recoupment 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 ref (b) para 7.a.(3), IAW ref (e) Table 2-1, Rule 3;

(2) Medical reasons preclude completion of incentive obligation, but member is not separated and continues in another capacity IAW ref (e) Table 2-1, Rule 4;

(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 IAW ref (e).

12. Interested personnel are highly encouraged to contact a local recruiter to determine their eligibility.

13. Point of contact is Mr. Jim Johnson, CNRFC (N1C21), at (757) 322-2244/DSN 262 or via e-mail at james.p.johnson(at)Navy.mil.

14. Released by Vice Admiral S. R. Van Buskirk, N1.//

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