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SUBJ/ACTIVE COMPONENT ENLISTMENT BONUS (EB) AND ENLISTMENT LOAN

REPAYMENT UPDATE//

REF/A/MSG/COMNAVCRUITCOM/282200ZSEP18//

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

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

NARR/REF A is Commander, Navy Recruiting Command (CNRC) October

2018 EB-LRP message. REF B is OPNAVINST 1160.9, The EB program instruction. 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. The message replaces reference (a) for any future Sailor initially classified or reclassified on or after 1 February 2019.

The EI Program includes:

- a. EB Source Rate (EBSR)
- b. EB Physical Screening Test (EBPST)
- c. EB High School (EBHS)
- d. EB Recruit Training Command PFA (EBPFA)
- e. EB College Credit (EBCC)
- f. Enlisted Loan Repayment Program (LRP)
- g. EB for Shipping (EBSHP)

2. Reference (b) provides guidance for determining bonus eligibility and has been updated with the following exceptions to current policy. By law the EB limit is \$40K. If the sum of EBs exceed \$40K, EBSR will be reduced to maintain total EB at \$40K.

- a. Reference (b) paragraph 10.a. (1): EB eligibility determination is the most recent PRIDE or Career Waypoints (CWAY) classification transaction. PSD Pensacola uses the CWAY system and is authorized to determine EB eligibility

based on the current message. This could be either the initial classification date (referred to as the delayed entry date (DEP)) or reclassification date (change in program, rate or ship date). No changes to post accession reclassification policy, use the most recent EB-LRP message.

b. Reference (b) paragraph 7.f: EB participants no longer require a 12-month extension for taking an EB.

c. Reference (b) paragraph 9.b (4): The EB for Physical Screening Test (EBPST) is reinstated for the purposes of awarding a bonus for a member due to passing at the rate specific Elevated PST standard.

Dive Motivators at Recruit Training Command (RTC) will determine payment entitlement during the RTC Initial PST.

d. Reference (b) paragraph 9.b (4): Adds a new bonus type, EB for High School (EBHS), to be used to increase the number of high school contracts.

e. Reference (b) paragraph 9.b (4): Adds a new bonus type, EB for RTC PFA (EBPFA), to be used to increase the number of recruits that pass the RTC Baseline PFA.

d. Reference (b) paragraph 9.b (1): The EB for College Credit (EBCC) is reinstated for the purposes of awarding a bonus for post-secondary education.

3. This message replaces reference (a) for any future Sailors initially classified or reclassified on or after 1 February 2019. Reference (b) provides policy guidance and reference (c)

provides documentation guidance.

- a. Active Component Recruits are eligible for the Enlistment Bonus for Source Rate (EBSR) in these ship months and fiscal year(s):

PROGRAM	SHIP MONTHS	FY	EBSR	Notes
AECF-AEF	October-September	Any	\$10,000	(2)
AIRR-ATF	October-September	Any	\$36,000	(3,6)
AV-5YO	October-September	Any	\$10,000	(2)
CTI-ATF	October-September	Any	\$25,000	(5,6)
CTN-ATF	October-September	Any	\$10,000	(2,6)
EOD-ATF	October-September	Any	\$36,000	(5,6)
HM-ATF	October-September	Any	\$25,000	(2)
ND-ATF	October-September	Any	\$36,000	(5,6)
NF	October-September	Any	\$38,000	(1)
SECF-5YO	October-September	Any	\$10,000	(2)
SB-ATF	October-September	Any	\$36,000	(4,6)
SO-ATF	October-September	Any	\$36,000	(4,6)

(1) See reference (b) for payment guidance.

(2) EBSR earned and payable upon graduation from A or C school.

(3) For AIRR-ATF, payment occurs after graduation from Naval Aircrew Candidate School (NACCS), "A" school, Fleet Replacement Squadron (FRS) training, and after arrival at first permanent duty station.

(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.

b. EB for Physical Screening Test (EBPST): Active Component recruits in the Warrior Challenge (WC) Program are eligible for the EBPST in these ship months. Ratings are SO, SB, EOD, ND, and AIRR.

PROGRAM	SHIP MONTHS	FY	EBPST	Notes
AIRR-ATF	October-September	Any	\$2,000	(1,2)
EOD-ATF	October-September	Any	\$2,000	(1,2)
ND-ATF	October-September	Any	\$2,000	(1,2)
SB-ATF	October-September	Any	\$2,000	(1,2)
SO-ATF	October-September	Any	\$2,000	(1,2)

(1) Payment Policy: Members in the Warrior Challenge program who achieve standards for passing the RTC initial PST at an elevated PST, in accordance with the Statement of Understanding (NAVCROUIT 1133/102) will be eligible to receive a \$2,000 EBPST. The member must remain in the Warrior Challenge program and graduate from RTC to continue eligibility. EBPST is payable

upon graduation of Recruit Training Command. No later than two business days following the initial RTC PST, a report will be forwarded from the Dive Motivators office to Supervisor Out Processing Department indicating all members who passed an elevated PST to include names of those members who failed.

(2) Eligibility Policy: The EBPST can be combined with EBPFA, EBCC, EBHS, EBSHP and EBSR. NRC classifiers must list the EBPST separately on the Enlistment Guarantee (NAVCRUIT 1133/52). EBPST is considered earned upon graduation of RTC and may not be recouped due to reclassification or separation.

c. EB for Physical Fitness Assessment (EBPFA): Active Component recruits are eligible if they pass the baseline PFA (normally conducted on P-5 day of training) with a score of Satisfactory-Medium or better.

PROGRAM	SHIP MONTHS	FY	EBPFA	Notes
ANY	October-September	Any	\$2,000	(1,2,3)

(1) The EBPFA can be combined with EBSHP, EBPST, EBCC, EBHS, and EBSR. EBPFA is payable and earned upon graduation of RTC.

(2) RTC will send a report to Supervisor Out Processing Department indicating all members who passed the Baseline PFA with a score of satisfactory-medium or better,

to include names of those members who failed.

(3) Eligibility Policy: NRC classifiers must list the

EBPFA separately on the Enlistment

Guarantee (NAVCRUIT 1133/52). EBPFA is considered earned

upon graduation of RTC and may not be recouped due to

reclassification or separation.

d. EB for High School (EBHS): Active Component recruits are eligible if they graduate high school.

PROGRAM	SHIP MONTHS	FY	EBHS	Notes
ANY	October-September	19	\$3,000	(1,2)

(1) Active Component recruits are eligible if they were initially classified as a high school senior in the Navy during the period of 1 August 2018 - 30 September 2018 and they stay in school to graduate at the school year mid-term or the end of the regular school year in 2019. Reclassification in the Delay Entry Program (DEP) does not affect eligibility. EBHS is payable and earned upon graduation of RTC. EBHS can be combined with EBSR, EBSHP, EBCC, EBPFA, and EBPST.

(2) Eligibility Policy: NRC classifiers must list the

EBHS separately on the Enlistment

Guarantee (NAVCRUIT 1133/52). EBHS is considered earned

upon graduation of RTC and may not be recouped due to

reclassification or separation.

e. EB for College Credit (EBCC): Active Component recruits

enlisting in any rate/program with college credit from a postsecondary accredited institution can receive EBCC.

EBCC is payable and earned upon graduation from RTC. EBCC can be combined with EBSR, EBSHP, EBPFA, EBHS and EBPST.

(1) If the institution is not in the Database of Accredited Post-Secondary Institutions and Programs, then a "Request for Evaluation of Education Credentials and Foreign Education (EDVER), NAVCRUIT 1133/51, must be used to verify its accreditation.

The DoE site is <https://ope.ed.gov/dapip/#/home>

(2) All future sailors with foreign education must have an approved NAVCRUIT 1133/51 to be eligible for the EBCC.

(3) Eligibility Policy: NRC classifiers must list the EBCC separately on the Enlistment Guarantee (NAVCRUIT 1133/52). EBCC is considered earned upon graduation of RTC and may not be recouped due to reclassification or separation.

PROGRAM	SHIP MONTHS	FY	EBCC	Notes
ANY	October-September	Any	\$5,000	(1)
ANY	October-September	Any	\$8,000	(2)
ANY	October-September	Any	\$3,000	(3)
ANY	October-September	Any	\$5,000	(4)
ANY	October-September	Any	\$2,000	(5)
ANY	October-September	Any	\$3,000	(6)
ANY	October-September	Any	\$4,000	(7)

ANY October-September Any \$6,000 (8)

ANY October-September Any \$7,000 (9)

- (1) For Associates Degree.
- (2) For Bachelor Degree or greater.
- (3) For 1yr vocation.
- (4) For 2yr vocation.
- (5) For 12-23 semester hours.
- (6) For 24-47 semester hours.
- (7) For 48-71 semester hours.
- (8) For 72-95 semester hours.
- (9) For 96 or greater semester hours.

f. EB for Shipping(EBSHP): Active Component recruits listed below are eligible for EBSHP in these ship months in FY19.

RATING	SHIP MONTHS	FY	EBSHP	Notes
AECF-AEF	February May	19	\$10,000	(1,2,3)
AV-5YO	February May	19	\$10,000	(1,2,3)
CTI-ATF	February May	19	\$5,000	(1,2,3)
IT-ATF	February May	19	\$10,000	(1,2,3)
ITS-ATF	February May	19	\$10,000	(1,2,3)
IT-SG	February MAY	19	\$10,000	(1,2,3)
MT-AEF	February May	19	\$10,000	(1,2,3)
SECF-5YO	February May	19	\$5,000	(1,2,3)

- (1) EBSHP earned and payable upon graduation of RTC.
- (2) To be eligible for EBSHP the initial or reclassification transaction must take place after 1 FEB 2019 with a ship

date between February-May.

(3) Eligibility Policy: NRC classifiers must list the EBSHP separately on the Enlistment Guarantee (NAVCRUIT 1133/52). EBSHP is considered earned upon graduation of RTC and may not be recouped due to reclassification or separation.

4. LRP Policy: This message replaces reference (a) for any Future Sailors initially classified or reclassified on or after 1 February 2019. Reference (c) provides guidance for determining LRP eligibility.

a. Active Component Enlisted Loan Repayment Eligibility: MU-SG.

b. Post Accession Policy: All Sailors with LRP in their contract, regardless of DEP date or ADSD, are eligible. The Sailor must access to Active Component and have LRP listed as a guarantee in their current Annex to DD Form 4 (Enlistment Guarantee/NAVCRUIT 1133/52) in order to maintain eligibility. For post-accession inquiries, the LRP Manager is responsible for determining LRP eligibility.

c. Classifiers will obtain the NRC LRP Manager decision prior to generating the new Annex.

d. Sailors that accessed without LRP in their contract are ineligible to receive LRP as a result of reclassification; contact the LRP Manager for specific inquiries.

5. EB Repayment policy is governed by reference (a).

6. IT limitation have been resolved. EBTRG will now become EBHS.

Non-warrior EBPST will now become EBPFA. No changes to EBSR or EBCC in PRIDE MOD II. EBSR will be reduced when the total EB award is greater than \$40K. For example, if a EOD candidate qualifies for EBCC at \$8K and EBSR at \$36K the total is \$44K. In such cases the EBSR will be automatically reduced by \$4K, EBSR now \$32K for a total of \$40K (maximum limit).

7. Pay problems will arise because multiple EB payments are required and with the exception of EBSR, may not be recoupable.

a. EBHS, EBPFA, EBPST, EBSHP and EBCC are scheduled to be paid by FSC Great Lakes. These EB types are payable upon graduation of RTC. EBPFA and EBPST, earned at RTC, are verified by RTC personnel before payment.

All are earned and may not be recouped.

b. EBSR is scheduled to be paid by PSD supporting the training commands not a Carrier or Afloat PSD. EBSR shall be recouped if the Sailor fails to graduate the required A or C school.

c. Problems arise after the first payment has been made by FSC Great Lakes and the earned EBSR, which constitutes the second payment, is due. Also when a separation occurs, recoupments are automatic.

(1) If a Sailor experiences a problem receiving payment of EBSR, he/she shall contact their command pay and

personnel administrator (CPPA). The CPPA shall contact the local PSD for assistance on the Sailor's behalf.

If the CPPA cannot resolve the payment issue with their local PSD, they may elevate the payment issue to the My Navy Career Center (MNCC) at (833) 330-6622 for further assistance.

(2) OPNAV N130 cannot resolve a local pay issue.

8. For EB policy questions, call OPNAV N130D at COMM:

(703) 604-4893/DSN: 664. Reference (b) is located at

<http://doni.daps.dla.mil> (lower case).

For LRP policy and procedure questions send email to

Cnrc_lrp-eb@navy.mil. CNRC Incentive website is

<http://www.cnrc.navy.mil/pages-nrc-links/nrc-links.htm>

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.

9. Released by RDML B. R. McLane, CNRC.//