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SUBJ/ACTIVE COMPONENT ENLISTMENT BONUS (EB)

AND LOAN REPAYMENT PROGRAM (LRP) UPDATE//

REF/A/MSG/COMNAVCRUITCOM/100015ZNOV20//

REF/B/MSG/COMNAVCRUITCOM/242338ZSEP20//

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

REF/D/DOC/OPNAV/3JUN19//

REF/E/MSG/MILITARY PAY ADVISORY 17/19//

NARR/REF A IS ACTIVE COMPONENT ENLISTMENT BONUS (EB) AND LOAN REPAYMENT PROGRAM (LRP). REF B REMAINS IN EFFECT FOR ACCESSIONS REQUIRED TO CHANGE SHIP DATE DUE TO COVID 19 RESTRICTIONS. REF C IS COMNAVCRUITCOMINST 1130.8K, NAVY RECRUITING MANUAL-ENLISTED.

REF D IS OPNAVINST 1160.9A, THE EB PROGRAM INSTRUCTION. REF E IS MILITARY PAY ADVISORY 17/19 PROVIDES GUIDANCE TO PERSONNEL SUPPORT DETACHMENTS (PSD).

RMKS/1. This messages announces the enlistment incentives (EI) that must attract the highest quality of recruits to fit specific requirements to ensure Fleet readiness. This message replaces reference (a), for any future Sailor initially classified or reclassified on or after 1 December 2020.

The EI Program includes:

- a. Enlistment bonus source rate (EBSR): Bonus specifically for graduates of a program and Rate training pipeline, designated on the enlistment guarantee or contract; sometimes requires a Navy enlisted classification (NEC).
- b. EB physical screening test (EBPST): Elevated score on Recruit Training Command (RTC) administered physical screening test (PST).
- c. EB high school (EBHS): High school graduates who entered the Delayed Entry Program (DEP) during a fixed period

of time with the Department of Defense (DoD) civilian education code of 11S (High School Senior with 11 years of education). The period is typically the 4th quarter of the fiscal year (FY) prior to their senior year and accession FY. To remain eligible a candidate must graduate high school, and have received a DoD civilian education code of 12L (High School Graduate with 12 years of education), prior to accession.

d. EB Recruit Training Command Physical Fitness Assessment (EBPFA): Must pass Baseline Recruit Training Command (RTC) Physical Fitness Assessment (PFA) with SAT/MED or better score.

e. EB college credit (EBCC): Dependent on number of hours at a college or vocational school.

f. EB for Shipping (EBSHP): Must access in a specified month.

2. Policy: Reference (d) provides guidance for determining bonus eligibility. The EB maximum limit is \$40K. If the sum of EBs exceed \$40K, EBSR will be reduced to maintain total EB at \$40K.

a. Contract Policy: Reference (d) paragraph 6.c, paragraph 10.a(2) and 10.b(5):

(1) While in the Delayed Entry Program (DEP), eligibility determinations are based on the initial date the Service Member enters DEP (see block 5 of DD 4), ship date, and effective message. Eligible bonuses are listed in the new contract and a Statement of Understanding (NAVCUIT 1133/102) will be completed. Future Sailors will sign an Enlistment Contract (DD 4 and an Annex A to DD 4, Enlistment Guarantees (NAVCUIT 1133/52)), with all eligible bonuses. When changes occur that require a new Annex (superseding the original Annex A), bonuses are determined using the current message. The Bonus Statement of Understanding is updated with the Service Members signature. Changes in program, rate and ship date occur often. Classifiers must be vigilant.

(2) Prior Service Members, either Navy or other services, re-enlisting onto Active Duty are eligible for bonuses. They must enter Active Duty in pay grade E-4 or below, meet specific bonus eligibility and did not receive a bonus in their first enlistment. They must sign a Prior Service Enlistment Guarantees Annex. Prior Service Members access directly onto Active Duty and report directly to Great Lakes (GL) for processing. Transaction Service Center (TSC) GL Officer Processing Division will process any bonuses they have in their contract.

b. Reference (c) Chapter 3, section 4, paragraph 030401 will be updated at a later date to match reference (c) policy.

c. Contractual Changes Policy: Reference (d). Paragraph 11.a.(1):

(1) If a Service Member is reclassified while attending training, the EBSR is determined by the current effective

message. Other bonuses listed in the superseded contract, typically called Annex A, are transferred to the new contract, typically called Annex B, without a new determination. For example, if a Sailor, with a Nuclear (NUC) contract, ships to boot camp with a NUC EBSR, EBSHP, EBPFA and EBCC. One year and several EB messages later, the Sailor drops out of the C school and reclassified into the Submarine Electronics Computer Field (SECF) program. The new contract will contain the SECF EBSR from the current message and from the message in effect upon shipping the EBSHP, EBPFA and EBCC remain exactly as stated in Annex A. The primary reason Annex B must contain the exact bonus determination is the Sailor has already been paid in full the EBSHP, EBPFA and EBCC. The Nuclear Field (NF) EBSR installment paid after completing A school is recouped. When the Sailor completes the SECF pipeline, the Sailor will be entitled to the full amount of the SECF EBSR. There is not a statement of understanding for this case.

3. If a Service Member has a defective contract due to improper or incorrect determined bonuses, RTC Classifier is authorized to correct the contract prior to affected Sailors graduation from RTC. Effectively, this invalidates the superseded Annex and a new Annex is placed in the Service Members official record. For example, a Sailor with a NUC contract originally ships to RTC only with a NUC 30,000 dollar EBSR and EBPFA. However, when RTC reviews the Sailors contract, RTC discovers that the Sailor was also originally eligible for EBCC, proven by the Sailors college transcripts. RTC Classifier will correct the problem with a new contract. If a defective contract is observed after RTC graduation, the Service Member must use the Board of Correction to Naval Records procedures.

4. Payments Policy: Reference (d, e): Sailors can be paid in one or a multiple of installments based on specific accomplishments of the bonus criteria.

a. EBPST, EBPFA, EBCC, EBSHP and EBHS are paid upon graduation of RTC. The TSC GL Bonus section will validate and then generate an Electronic Funds Transfer (EFT) payment to the Sailor. EBPST and EBPFA require the Sailor pass, first attempt only, physical performance or screening test at RTC.

b. EBSR payments will be made by the (Personnel Support Detachment) PSD supporting the training pipeline. A command pay and personnel administrator (CPPA) will oversee the delivery of the EBSR to the Sailor by submitting a request to the servicing PSD. If this is the first installment, the PSD will be required to set up the initial installment. If the first installment has been made, the PSD makes the second installment. With the exception of Sailors completing the NUC program, this will be the last

Defense Finance Accounting Service (DFAS) installment with the balance matching the EBSR.

c. If the system bonus amount does not match the total required to be paid through these installments, then the PSD will submit a Defense Workload Operations Web System (DWOWS) ticket to DFAS to have the Sailor paid the correct amount. For example, if the R8 line does not match with the last installment payment, it must be corrected. Only DFAS can correct this problem. If a PSD is unable to make the correct payment, then send an email to DFAS.CLEVELAND-OH.JFL.MBX.DWOWS(at)MAIL.MIL. DFAS will make the payment with an override to the R8 line.

d. Recoupment: Sailors are entitled to keep bonuses earned at RTC. With the exception of EBSR, all other bonuses are earned by graduation of RTC. If an EBCC, EBPST, EBPFA, EBHS and/or EBSHP are erroneously recouped, send a DWOWS case to the DFAS Separation System requesting the refund.

5. Enlistment Bonuses: References (d) and (e) provide 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):

| RATE | PROGRAM | SHIP MONTHS | FY | EBSR | Notes |
|------|---------|-------------------|------|----------|-------|
| AIRR | ATF | October-September | Any | \$24,000 | (3,6) |
| AECF | AEF | November-January | FY21 | \$5,000 | (2) |
| AV | 5YO | November-January | FY21 | \$5,000 | (2) |
| CTI | ATF | October-September | Any | \$25,000 | (5) |
| CTN | ATF | October-September | Any | \$5,000 | (2) |
| EOD | ATF | October-September | Any | \$36,000 | (5,6) |
| HM | ATF | October-September | Any | \$18,000 | (2) |
| IT | SG | October-September | Any | \$10,000 | (2) |
| IT | ATF | October-September | Any | \$5,000 | (2) |
| ITS | ATF | October-September | Any | \$15,000 | (2) |
| MMS | 5YO | October-September | Any | \$10,000 | (2) |
| MT | AEF | October-September | Any | \$15,000 | (2) |
| ND | ATF | October-September | Any | \$18,000 | (5,6) |
| NUC | NF | October-September | Any | \$38,000 | (1) |
| SB | ATF | October-September | Any | \$18,000 | (4,6) |
| SECF | 5YO | October-September | Any | \$15,000 | (2) |
| SO | ATF | October-September | Any | \$18,000 | (4,6) |

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

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

(3) For Navy aviation rescue swimmer (AIRR) advance technical field (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 special operator (SO) ATF, payment occurs following graduation from Navy sea, air and land (SEAL) Qualification Training (SQT). For special boat (SB) ATF, the payment occurs following graduation from the crewman qualification training (CQT).

(5) For explosive ordnance disposal (EOD) ATF, payment occurs following EOD *A* school. For Navy Diver (ND) ATF, payment occurs following Dive *A* school. For Cryptologic Technician Information (CTI) ATF, payment occurs following Language *A* school and first duty station qualification training in the designated language.

(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: Service Members in the WC program who achieve standards for passing the RTC initial PST at an elevated PST, in accordance with the statement of understanding (NAVCRUIT 1133/102), will be eligible to receive a \$2,000 EBPST. The Service Member must remain in the WC program and graduate from RTC to continue eligibility. EBPST is payable upon graduation of RTC. 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 Service Members who passed an elevated PST to include names of those Service Members who failed.

(2) Eligibility policy: The EBPST can be combined with EBPFA, EBCC, EBHS, EBSHP and EBSR. Navy Recruiting Command (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): In line with reference (a), effective 24 September 20, EBPFA is not authorized. Current future Sailors in DEP that do not change their program, or rate will maintain eligibility on their contracts.

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

academic year 2020-2021 and initially enter DEP between 1 July 2020 and 31 October 2020.

| PROGRAM | SHIP MONTHS | FY | EBHS | Notes |
|---------|----------------------|----|---------|---------|
| ANY | December - September | 21 | \$3,000 | (1,2,3) |

(1) High school seniors who entered the DEP during the period of 1 July 2020 to 31 October 2020 as annotated on their DD FORM 4, Block 5, shall remain entitled to EBHS throughout their time in DEP to include periods of reclassification and ship date changes provided the Future Sailor graduates with a High School Diploma during the School Year 20-21. EBHS can be combined with EBSR, EBSHP, EBCC, EBPFA and EBPST.

(2) Eligibility Policy: Navy Recruiter Classifier (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.

(3) Eligibility is retroactive to 1 July 2020. Eligibility exists only for new contracts as determined by the following: The date in Block 5 of DD 4, Annex A dates (both Navy representative and future Sailor). The Military Entrance Processing (MEPs) Classifier shall contact the Navy Recruiting Command (NRC) PRIDE Shop to restore the applicable EB entitlements to the Future Sailor PRIDE profile. If the Future Sailor DD FORM 4/1, Block date is between 1 July 2020 and 31 October 2020, NRC classifiers are authorized to add EBHS to the new Annex, superseding the current Annex.

e. EB for College Credit (EBCC): In line with reference (a), effective 24 September 20, EBCC is not authorized. Current future Sailors in DEP that do not change their program or rate will maintain eligibility on their contracts. In the case of a shipping date change due to the needs of the Navy, the following applies:

The MEPS Classifier shall annotate the shipping date change on the DD FORM 1966/3 blocks 34b and 34c. The MEPS Classifier shall enter the following entry on the DD FORM 1966/4:

*Future Sailor (Name) scheduled ship date was changed due to the needs of the Navy to align the shipping date with the *A* School class convening date. Due to this forced-move, the Service Member remains entitled to the EBCC entitlements annotated on the NAVCRUIT 1133/52 Annex and the Enlisted Bonus Statement of Understanding.* The MEPS Classifier shall contact the NRC PRIDE Shop to restore the applicable EB entitlements to the future Sailor PRIDE profile.

f. EB for Shipping (EBSHP): Active Component recruits listed below are eligible for EBSHP in these ship months in FY 20/FY 21 in accordance with (IAW) associated notes.

| PROGRAM | SHIP MONTHS | FY | EBSHP | Notes |
|---------|------------------|----|---------|---------|
| ANY | August-September | 20 | \$4,000 | (1,2,3) |

ANY December 21 \$4,000 (1,2,4)

(1) Eligibility for EBSHP only exists while the future Sailor is in DEP. EBSHP is earned and payable upon graduation of RTC.

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

(3) A future Sailor who contracted with EBSHP with a shipping date before 1 October 2020, and whose ship date was delayed beyond 30 September 2020, at the convenience of the Navy, will remain eligible for EBSHP IAW reference (a) and reference (b) regardless of ship date.

(4) Newly classified Applicants or Future Sailors currently in DEP and scheduled to ship after 31 December that are reclassified or rolled in to ship before 31 December are eligible for EBSHP under this message. Future Sailors currently scheduled to ship in December of 2020 are not eligible.

6. EB Repayment policy is governed by reference (d).

7. LRP Policy: This message replaces reference (a) for any future Sailors initially classified or reclassified on or after the release date of this GENADMIN. Reference (c) provides guidance for determining LRP eligibility.

a. Active Component Enlisted Loan Repayment Eligibility: Participants are eligible for LRP if they ship in any month of any FY. Participants in rates listed below are eligible.

| PROGRAM | SHIP MONTHS | FY MAX LRP Notes |
|----------|-------------------|------------------|
| AECF/AEF | October-September | Any \$65,000 (1) |
| AIRR/ATF | October-September | Any \$65,000 (1) |
| AV/5YO | October-September | Any \$65,000 (1) |
| CTI/ATF | October-September | Any \$65,000 (1) |
| CTN/ATF | October-September | Any \$65,000 (1) |
| CTR/SG | October-September | Any \$65,000 (1) |
| CTT/AEF | October-September | Any \$65,000 (1) |
| CTT/SG | October-September | Any \$65,000 (1) |
| EOD/ATF | October-September | Any \$65,000 (1) |
| HM/ATF | October-September | Any \$65,000 (1) |
| IS/ATF | October-September | Any \$65,000 (1) |
| IT/ATF | October-September | Any \$65,000 (1) |
| IT/SG | October-September | Any \$65,000 (1) |
| ITS/ATF | October-September | Any \$65,000 (1) |
| MT/AEF | October-September | Any \$65,000 (1) |
| MU/SG | October-September | Any \$65,000 (1) |
| ND/ATF | October-September | Any \$20,000 (1) |
| SB/ATF | October-September | Any \$65,000 (1) |
| SECF/5YO | October-September | Any \$65,000 (1) |
| SO/ATF | October-September | Any \$65,000 (1) |

| | | |
|---------|-------------------|------------------|
| STG/5YO | October-September | Any \$65,000 (1) |
| STG/AEF | October-September | Any \$65,000 (1) |

(1) Future Sailors 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. Classifiers will obtain the NRC LRP Manager decision prior to generating the new Annex. For post-accession inquiries, the LRP Manager is responsible for determining LRP eligibility.

b. 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.

8. IT limitations: EBSR will be reduced when the total EB award is greater than \$40,000. While in DEP, for example, if a Future Sailor qualifies for EBCC at \$8,000, EBSHP at \$5,000 EBHS at \$3,000, EBPFA at \$2,000, EBPST at \$2,000 and EBSR at \$30,000, the total is \$50,000. In such cases the EBSR will be automatically reduced by \$10,000, with EBSR now \$20,000 for a total of \$40,000 (maximum limit).

9. 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 TSC GL. 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. If the contract also contains an EBSR, TSC GL will set up the payment, with multiple installments, for the total amount of all bonuses. They will make one installment payment for those bonuses earned at RTC. The PSD servicing the A or C school is responsible for making the EBSR payment.

c. If only an EBSR is in the contract, then the servicing PSD will set up the payment and make the final payment. When a separation occurs, recoupments are automatic.

(1) If a Sailor experiences a problem receiving payment of EBSR, the Service Member should contact their CPPA. The CPPA will contact the local PSD for assistance on the Sailors 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) Military Pay and Compensation Branch (OPNAV N130) cannot resolve a local pay issue.

10. For EB policy questions, call OPNAV N130D at Commercial: (703)-604-4893/DSN: 664. Reference (d) is located at

<http://doni.daps.dla.mil>. CNRC Incentive website is
<http://www.cnrc.navy.mil/pages-nrc-links/nrc-links.ht>
Request widest dissemination to all recruiting
activities and personnel support detachments.
11. Released by RDML D. Velez, CNRC//