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MSGID/GENADMIN/COMNAVCRUITCOM MILLINGTON TN/N3/SEP//

SUBJ/ACTIVE COMPONENT ENLISTMENT BONUS (EB)

AND LOAN REPAYMENT PROGRAM (LRP) UPDATE//

REF/A/MSG/COMNAVCRUITCOM/130400ZJUN20//

REF/B/MSG/COMNAVCRUITCOM/191620ZMAR20//

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

REF/D/DOC/OPNAV/03JUN19//

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

NARR/REF A is Commander, Navy Recruiting Command (CNRC) 2020

EB-LRP message. REF B remains in effect for accessions required

to change ship date due to COVID 19 restrictions. REF C is

COMNAVCRUITCOMINST 1130.8, 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 Personal Support Detachments (PSD) on the R8 FID line and DWOWS submissions.

RMKS/1. Enlistment Incentives (EI) 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 the release of this GENADMIN.

The EI Program includes:

- a. EB Source Rate (EBSR): Bonus specifically for graduates of a program and Rate training pipeline, designated on the Enlistment Guarantee or contract; sometimes requires 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 graduate who entered DEP during a fixed period of time with DoD Civilian Education code of 11S (High School Senior with 11 years of education). The period is typically the 4th quarter of the FY prior to their senior year and accession FY. To remain eligible must graduate high school, and 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 initial RTC PFA with a 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 and Paragraph 10.a(2), 10.b(5):

(1) While in the Delayed Entry Program (DEP), eligibility determinations are based on the initial date the 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 (NAVCRUIT 1133/102) will be completed. Future Sailors will sign a Enlistment Contract (DD 4 and an Annex A to DD 4, Enlistment Guarantees (NAVCRUIT 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 member's signature. Changes in program, rate, 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 for processing. FSC Great Lakes 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 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 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 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 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 new Annex. REF E applies and payments are made in installments. FSC GL will set the R8 line to sum of total bonuses and make the first installment. The second installment will be made upon graduation and completion of SECF pipeline. In this case the R8 line will have to be reset via DWOWS prior to making the second and final installment.

3. If a member has a defective contract due to improper or incorrect determined bonuses, RTC Classifier is authorized to correct the contract prior to the Sailor's graduation from RTC.

Effectively, this invalidates the superseded Annex and a new Annex is placed in the member's official record. This only applies to EBCC, EBPST, and EBPFA. EBSHP and EBHS will not be determined since they are specifically determined by accession date. For example, a Sailor with a NUC contract originally ships to RTC only with a NUC 30K EBSR and EBPFA. However, when RTC reviews the Sailor's contract, RTC discovers that the Sailor was also originally eligible for EBCC, proven by the Sailor's college transcripts. RTC Classifier will correct the problem with a new contract. If a defective contract is observed after RTC graduation, the 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 FSC Great Lakes 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 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 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@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. A PSD, MILPAY section, are only allowed to recoup a portion of the EBSR. 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: Reference (d,e) 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
AIRR-ATF	October-September	Any	\$24,000	(3,6)
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 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 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
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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 (NAVCRUIT 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. 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): Upon release of this message, EBPFA is not authorized. Current future sailors in DEP that do not change their program, rate, or ship date 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 JUL 2020 and 31 OCT 2020.

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

(1) Eligibility for EBHS only exists while the Future Sailor is in DEP. 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.

(3) Due to the delayed release of this message, eligibility is retroactive to 1 JUL 20. 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), and the EB SOU dates must fall within 1 JUL and 31 OCT 2020 to be eligible.

If these conditions are validated, NRC classifiers are authorized to add EBHS to the new Annex, superseding the current Annex.

e. EB for College Credit (EBCC): Upon release of this message, EBCC is not authorized. Current future sailors in DEP that do not change their program, rate, or ship date will maintain eligibility on their contracts.

f. EB for Shipping (EBSHP): Active Component recruits listed below are eligible for EBSHP in these ship months in FY20 IAW associated notes.

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

(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 (NAVCRUIT 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) Except for note (3), only previously contracted Future Sailors who agree to a ship date adjustment requested by Navy Recruiting Command to ship in June through September or Future Sailors who were not previously contracted to ship to RTC and who enter into a contract and ship in June through September are eligible for EBSHP.

(4) Future Sailors who classified on or after 12 JUN 20 and agreed to ship in FY20, at the request of Navy Recruiting Command, are eligible for the EBSHP. Upon release date of this message, those that classify with ship dates occurring after 1 OCT 2020, are not eligible for EBSHP. Existing contracts that do not change their ship date, program or rate remain 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
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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) LRP is payable and earned upon years of service. Upon request by the Sailor, payments occur annually for the first three years of AC duty. LRP may be combined with all eligible EB types.

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.

8. IT limitations: EBSR will be reduced when the total EB award is greater than \$40K. While in DEP, for example, if a Future Sailor qualifies for EBCC at \$8K, EBSHP at \$5K EBHS at \$3K, EBPFA at \$2K, EBPST at \$2K and EBSR at \$30K, the total is \$50K. In such cases the EBSR will be automatically reduced by \$10K, with EBSR now \$20K for a total of \$40K (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 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. If the contract also contains an EBSR, FSC Great Lakes 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 member should contact their CPPA. The CPPA will 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.

10. 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).

CNRC Incentive website is

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

Request widest dissemination to all recruiting activities and personnel support detachments.

11. Released by RDML D. Velez, CNRC.//