



DEPARTMENT OF THE NAVY
NAVY RECRUITING COMMAND
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18 Jul 22

From: Commander, Navy Recruiting Command
To: Director, Naval Education and Training Command, Supply Chain Operations (N3)
Subj: EXCEPTION TO POLICY AUTHORIZED FOR ENLISTED BONUS ICO FY21 NAVY
DIVER (ND) CANDIDATES

1. NETC N3 is currently projecting to miss Navy Diver (ND) reclassification target for the FY21 cohort—this would result in a total production shortfall for the Force Development Domain.
2. FY21 changes to the Warrior Challenge recruiting and training pipelines have led to higher than projected program loss in the ND/ATF pipeline, leading to expected miss to production target. ND is currently not eligible for an Enlistment Bonus Source Rate (EBSR) and therefore NETC cannot offer SO drops a reclassification incentive to become NDs.
3. Potential candidates are not choosing to reclassify into the ND rating. EOD and AIRR are attracting more reclassification Sailors—due to the bonuses they offer. To date for FY21 Sailors, 96% of EOD/ATF quotas and 101% of AIRR/ATF quotas have been filled versus 58% of ND/ATF quotas.
4. Navy Recruiting Command (NAVCRUITCOM) will approve a NETC N3 request for a \$15K Enlistment Bonus Exception to Policy to be administered as Reclassification bonus to incentivize the remaining 18 FY21 ND/ATF quotas, total amount of bonus requested is \$270K. The target group includes 181 Sailors that are still in Warrior Challenge training pipeline. The bonus money will execute in either FY23 or FY24 depending on when the reclassification action and school dates align. Please provide a list of the individuals by DODID to NAVCRUITCOM (N2) that accepted the \$15K EBSR.
5. Post-accession reclassification policy, administered by NETC N3 Reclassification branch, requires a new Annex to DD Form 4 documenting the EBSR of \$15K for each individual and placed in the official record. Further, I expect NETC N3 to document the ETP for the record with a NAVPERS 1070/613 (Page 13). Upon graduating the ND training pipeline, these two documents will allow the servicing PSD to fully execute the EBSR and make the payment.
6. This memo serves as the authority to award the bonus described and no reference will be included in NAVCRUITCOM published enlisted incentives GENADMINS. This authority is considered to be a unique event. If NETC N3 believes that changes are needed in the future to address reclassification incentives, NAVCRUITCOM expects that NETC N3 will perform sufficient analysis to understand the scope and effect of this requirement and will POM for sufficient resources to administer said program.

A. T. WALKER