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MSGID/GENADMIN/COMNAVCRUITCOM MILLINGTON TN/N2/MAR//

SUBJ/ACTIVE COMPONENT ENLISTMENT BONUSES (EB)

AND RESERVE COMPONENT SHIPPING BONUSES//

REF/A/MSG/COMNAVCRUITCOM/ 092015Z MAR 22 //

REF/B/DOC/COMNAVCRUITCOM/30JUN21//

REF/C/DOC/OPNAV/3JUN19//

REF/D/DOC/NDAA/2022//

REF/E/DOC/DODI/5NOV2020//

REF/F/MSG/ALNAVRESFOR 0003/131549Z JAN 22//

NARR/REF A IS ACTIVE COMPONENT ENLISTMENT BONUS (EB)

AND LOAN REPAYMENT PROGRAM (LRP).

REF B IS COMNAVCRUITCOMINST 1130.8L.

NAVY RECRUITING MANUAL-ENLISTED.

REF C IS OPNAVINST 1160.9A, THE EB PROGRAM INSTRUCTION.

REF D is National Defense Authorization Act (NDAA) of 2022, authorizes Enlistment Bonuses through December 31, 2022.

REF E IS DoD Instruction 1304.31, Enlisted Bonus Program.

REF F IS FY22 SELECTED RESERVE ENLISTED RECRUITING AND RETENTION INCENTIVES, THE EB PROGRAM INSTRUCTION.

RMKS/1. This messages announces the Enlistment Bonuses (EB) that must attract the highest quality of recruits to fit specific requirements to ensure Fleet readiness.

This message replaces ref (a) and authorizes enlisted Reserve Component (RC) shipping bonuses for select RC ratings that ship during specific periods not otherwise referred to in ref (f), for any Future Sailor(FS) initially classified or reclassified on or after **13 MAR 22**.

2. The EB Program includes:

- a. Enlistment Bonus Source Rate (EBSR)
- b. EB High School (EBHS)
- c. EB College Credit (EBCC)
- d. EB for Shipping (EBSHP)

3. Ref D is dependent on congressional appropriations to obligate funds. When funds are not available, the applicant will be required to sign a statement on DD Form 1966 during classification. When legislation restores funding, classifiers can restore incentives based on the effective message at the time of the original classification.

4. EB Policy: Ref (e) provides guidance for determining bonus eligibility. The EB maximum limit is \$50,000. If the sum of EBs exceed \$50,000, EBSR will be reduced to maintain total

EB at \$50,000.

a. Contract Policy: 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. Changes in program, rate, and ship date occur often. Classifiers must be vigilant.

b. 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 not have received a bonus in their first enlistment.

c. If a Service Member is reclassified while attending training, the EBSR is determined by the current effective message. If EBSHP, EBCC, EBPFA, EBPST, EBHS are listed in the old contract, they are transferred to the new contract.

5. Payments Policy: Sailors can be paid in one or multiple installments based on specific accomplishments of the bonus criteria.

a. EBCC, EBSHP and EBHS are paid upon graduation of RTC.

b. EBSR payments will be made by the Personnel Support Detachment (PSD) supporting the training pipeline.

c. Recoupment: Only the unearned portion of the EBSR is

eligible for recoupment as outlined in ref (c).

6. Enlistment Bonuses:

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)
CTI	ATF	October-September	Any	\$15,000	(5)
CTN	ATF	October-September	Any	\$5,000	(2)
EOD	ATF	October-September	Any	\$18,000	(5,6)
HM	ATF	October-September	Any	\$18,000	(2)
ITS	ATF	October-September	Any	\$15,000	(2)
MMS	5YO	October-September	Any	\$10,000	(2)
MT	AEF	October-September	Any	\$5,000	(2)
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)

(1) See ref (c) 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 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 Cryptologic Technician Interpretive (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 High School (EBHS):

(1) Active Component recruits listed below are eligible for EBHS in these months in FY22 in accordance with (IAW) associated notes. Eligibility for EBHS only exists while the FS is in DEP with a CIVED CODE of 11S (High School Senior) and ships with a CIVED CODE of 12L (High School Diploma Graduate). \$4,000 EBHS is awarded to any newly classified 11S applicant scheduled to ship in June 2022 or any 11S FS currently in DEP with a scheduled shipping date of 1 July 2022 or later that rolls in or reclassifies into June. Any newly classified 11S applicant scheduled to ship in June 2022 or 11S FS scheduled to ship in July - September 2022 that rolls in to ship in June 2022 in the below ratings is authorized a \$4,000 EBHS plus up to \$16,000 EBHS, totaling an EBHS amount up to \$20,000. For example, a newly contracted 11S applicant who enters DEP and is scheduled to ship 1 Jun 2022 as a CS-5YO is authorized a \$4,000 EBHS. An 11S FS currently in DEP with a scheduled shipping date of 1 July 2022 as an IT-SG who rolls in to ship in June 2022 will be authorized a \$14,000 EBHS. Any 11S FS in DEP scheduled to ship on or after 1 July 2022 that rolls in to ship during June is authorized a \$4,000, \$14,000, or \$20,000 EBHS if they ship in June in a rating authorized an accelerated EBHS amount.

ACTIVE COMPONENT TABLE - EBHS

RATE	PROGRAM	SHIP MONTHS	FY	EBHS	Notes
AECF	AEF	June	22	\$14,000	(a,b,c)
AIRR	ATF	June	22	\$14,000	(a,b,c)
AV	5YO	June	22	\$14,000	(a,b,c)
CSS	5YO	June	22	\$14,000	(a,b,c)
CTI	ATF	June	22	\$14,000	(a,b,c)
CTM	AEF	June	22	\$14,000	(a,b,c)
CTN	ATF	June	22	\$14,000	(a,b,c)
CTT	AEF	June	22	\$14,000	(a,b,c)
CTT	SG	June	22	\$14,000	(a,b,c)
EOD	ATF	June	22	\$14,000	(a,b,c)
HM	ATF	June	22	\$14,000	(a,b,c)
HMDH	SG	June	22	\$14,000	(a,b,c)
IT	ATF	June	22	\$14,000	(a,b,c)
IT	SG	June	22	\$14,000	(a,b,c)
ITS	ATF	June	22	\$20,000	(a,b,c)
MMS	5YO	June	22	\$14,000	(a,b,c)
MN	SG	June	22	\$14,000	(a,b,c)
MT	AEF	June	22	\$14,000	(a,b,c)
ND	ATF	June	22	\$14,000	(a,b,c)
NUC	NF	June	22	\$14,000	(a,b,c)
RP	SG	June	22	\$14,000	(a,b,c)
SB	ATF	June	22	\$14,000	(a,b,c)
SECF	5YO	June	22	\$20,000	(a,b,c)
SO	ATF	June	22	\$14,000	(a,b,c)
STG	5YO	June	22	\$14,000	(a,b,c)
STG	AEF	June	22	\$14,000	(a,b,c)
ANY		June	22	\$4,000	(a,b,c)

(a) Eligibility for EBHS only exists while the FS is in DEP with a CIVED CODE of 11S (High School Senior) and ships with a CIVED CODE of 12L (High School Diploma Graduate). EBHS is earned and payable upon graduation of RTC and may not be recouped due to reclassification or separation.

(b) Eligibility Policy: NRC classifiers must list the EBHS separately on the Enlistment Guarantee (NAVCRUIT 1133/52).

(c) The intent of this EBHS is to fill shipping gaps in June with new High School diploma graduates. Newly contracted 11S applicants as well as 11S FS currently scheduled to ship in July - September who reclassify or roll into June are eligible for the bonuses(s) listed above.

Recruiting personnel should not advise FS to roll out and back in, in an attempt to qualify for a bonus. FS scheduled to ship during June on the effective date of this message are not eligible for EBHS. The only exceptions are the following:

[1] Reclassifications: If the 11S FS reclassifies into one of the specified ratings listed at \$14,000/\$20,000 in the specific shipping month listed, they are eligible.

[2] Roll ins: If the 11S FS is scheduled to ship in one of the specified ratings eligible to earn \$14,000/\$20,000 EBHS but have a shipping date of July or later, they must roll into June to be eligible for the \$14,000/\$20,000.

c. EB for College Credit (EBCC): Not authorized.

d. EB for Shipping (EBSHP):

(1) Active Component recruits listed below are eligible for EBSHP in these months in FY22 in accordance with (IAW) associated notes. \$4,000 EBSHP is awarded to any newly classified applicant

scheduled to ship in March - May 2022 or any FS currently in DEP with a scheduled shipping date of 1 June 2022 or later that rolls in or reclassifies into March - May. Any newly classified applicant scheduled to ship in March - May 2022 or FS scheduled to ship in June - September 2022 that rolls in to ship in March - May 2022 in the below ratings is authorized a \$4,000 EBSHP plus up to \$16,000 EBSHP, totaling an EBSHP amount of up to \$20,000. For example, a newly contracted applicant who enters DEP and is scheduled to ship 1 May 2022 as a CS-5YO is authorized a \$4,000 EBSHP. A FS currently in DEP with a scheduled shipping date of 1 June 2022 as an IT-SG who rolls in to ship in March - May 2022 will be authorized a \$14,000 EBSHP. Any FS in DEP scheduled to ship on or after 1 June 2022 that rolls in to ship during March - May is authorized a \$4,000, \$14,000, or \$20,000 EBSHP if they ship in March - May in a rating authorized an accelerated EBSHP amount.

ACTIVE COMPONENT TABLE - EBSHP

RATE	PROGRAM	SHIP MONTHS	FY	EBSHP	Notes
AECF	AEF	March - May	22	\$14,000	(a,b,c)
AIRR	ATF	March - May	22	\$14,000	(a,b,c)
AV	5YO	March - May	22	\$14,000	(a,b,c)
CSS	5YO	March - May	22	\$14,000	(a,b,c)
CTI	ATF	March - May	22	\$14,000	(a,b,c)
CTM	AEF	March - May	22	\$14,000	(a,b,c)
CTN	ATF	March - May	22	\$14,000	(a,b,c)
CTT	AEF	March - May	22	\$14,000	(a,b,c)
CTT	SG	March - May	22	\$14,000	(a,b,c)
EOD	ATF	March - May	22	\$14,000	(a,b,c)
HM	ATF	March - May	22	\$14,000	(a,b,c)

HMDH	SG	March - May	22	\$14,000	(a,b,c)
IT	ATF	March - May	22	\$14,000	(a,b,c)
IT	SG	March - May	22	\$14,000	(a,b,c)
ITS	ATF	March - May	22	\$20,000	(a,b,c)
MMS	5YO	March - May	22	\$14,000	(a,b,c)
MN	SG	March - May	22	\$14,000	(a,b,c)
MT	AEF	March - May	22	\$14,000	(a,b,c)
ND	ATF	March - May	22	\$14,000	(a,b,c)
NUC	NF	March - May	22	\$14,000	(a,b,c)
RP	SG	March - May	22	\$14,000	(a,b,c)
SB	ATF	March - May	22	\$14,000	(a,b,c)
SECF	5YO	March - May	22	\$20,000	(a,b,c)
SO	ATF	March - May	22	\$14,000	(a,b,c)
STG	5YO	March - May	22	\$14,000	(a,b,c)
STG	AEF	March - May	22	\$14,000	(a,b,c)
ANY		March - May	22	\$4,000	(a,b,c)

(a) Eligibility for EBSHP only exists while the FS is in DEP. EBSHP is earned and payable upon graduation of RTC and may not be recouped due to reclassification or separation.

(b) Eligibility Policy: NRC classifiers must list the EBSHP separately on the Enlistment Guarantee (NAVCRUIT 1133/52).

(c) The intent of this EBSHP is to fill shipping gaps in March through May. Newly contracted applicants as well as FS currently scheduled to ship in June - September who reclassify or roll into the shipping months of March - May are eligible for the bonuses(s) listed above. Recruiting personnel should not advise FS to roll out and back in, in an attempt to qualify for a bonus. FS scheduled to ship March - May on the effective date of this

message are not eligible for EBSHP. The only exceptions are the following:

[1] Reclassifications: If the FS reclassifies into one of the specified ratings listed at \$14,000/\$20,000 in the specific shipping month(s) listed, they are eligible.

[2] Roll ins: If a FS is scheduled to ship in one of the specified ratings eligible to earn \$14,000/\$20,000 EBSHP but have a shipping date of June or later, they must roll into March - May to be eligible for the \$14,000/\$20,000.

(2) Reserve Component recruits listed below are eligible for EBSHP in these months in FY22 IAW associated notes. \$4,000 RC EBSHP is awarded to any newly classified applicant scheduled to ship in March - June 2022 in the below listed ratings or any FS currently in DEP with a scheduled shipping date of 1 July 2022 or later that rolls in or reclassifies into March – June in the below ratings.

RESERVE COMPONENT TABLE - EBSHP

RATE	PROGRAM	SHIP MONTHS	FY	EBSHP	Notes
AIRC	NAT	March - June	22	\$4,000	(a,b,c)
CTR	NAT	March - June	22	\$4,000	(a,b,c)
CTT	NAT	March - June	22	\$4,000	(a,b,c)
EA	NAT	March - June	22	\$4,000	(a,b,c)
HM	NAT	March - June	22	\$4,000	(a,b,c)
IS	NAT	March - June	22	\$4,000	(a,b,c)
IT	NAT	March - June	22	\$4,000	(a,b,c)
MN	NAT	March - June	22	\$4,000	(a,b,c)
RP	NAT	March - June	22	\$4,000	(a,b,c)
ANY	FTS	March - June	22	\$4,000	(a,b,c)

(a) Eligibility for EBSHP only exists while the FS

is in DEP. EBSHP is earned and payable upon graduation of RTC and may not be recouped due to reclassification or separation.

(b) Eligibility Policy: NRC classifiers must list the EBSHP separately on the Enlistment Guarantee (NAVCRUIT 1133/52).

(c) The intent of this RC EBSHP is to fill shipping gaps in March through June. Newly contracted applicants as well as FS currently scheduled to ship in July - September who reclassify or roll into the shipping months of March – June for the specified ratings are eligible for the bonuses(s) listed above. Recruiting personnel should not advise FS to roll out and back in, in an attempt to qualify for a bonus. FS scheduled to ship March - June on the effective date of this message are not eligible for EBSHP.

The only exceptions are the following:

[1] Reclassifications: If the FS reclassifies into one of the specified RC ratings listed at \$4,000 in the specific shipping month(s) listed, they are eligible.

[2] Roll ins: If a FS is scheduled to ship in one of the specified RC ratings eligible to earn \$4,000 EBSHP but have a shipping date of July or later, they must roll into March – June to be eligible for the \$4,000 RC EBSHP.

7. For EB policy questions, ref (c) is located at <https://www.secnnav.navy.mil/doni/Directives>.

CNRC Incentive website is

<https://www.cnrc.navy.mil/pages-nrc-links/nrc-enlisted-incentives.htm>. Go to FAQs for contact information.

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

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