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MSGID/GENADMIN/COMNAVCRUITCOM MILLINGTON TN/N2/FEB//

SUBJ/ACTIVE COMPONENT ENLISTMENT BONUSES (EB)

AND RESERVE COMPONENT SHIPPING BONUSES//

REF/A/MSG/COMNAVCRUITCOM/ 110406Z FEB 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 initially classified or reclassified on or after 23 FEB 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 (NAVCROUIT 1133/102) will be completed. Future Sailors will sign an Enlistment Contract (DD 4 and an Annex A to DD 4, Enlistment Guarantees (NAVCROUIT 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.

d. If a Service Member has a defective contract due to improper or incorrectly determined bonuses, RTC Classifier is authorized to correct the contract prior to affected Sailors graduation from RTC.

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

a. EBPST, EBPFA, 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): Not authorized.

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 February - 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 February - May. Any newly classified applicant scheduled to ship in February – March 2022 or FS scheduled to ship in April - September 2022 that rolls in to ship in February - March 2022 in the below ratings is authorized a \$4,000 EBSHP plus a \$10,000 EBSHP, totaling an EBSHP amount of \$14,000. 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 May 2022 as an IT-SG who rolls in to ship in February - March 2022 will be authorized a \$14,000 EBSHP. Any future Sailor in DEP scheduled to ship on or after 1 June 2022 that rolls in to ship during

February - May is authorized a \$4,000 EBSHP or a \$14,000 EBSHP if they ship in February - March in a rating authorized an accelerated EBSHP amount.

ACTIVE COMPONENT TABLE

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

STG	5YO	February - March	22	\$14,000	(a,b,c)
STG	AEF	February - March	22	\$14,000	(a,b,c)
ANY		February - May	22	\$4,000	(a,b,c)

(a) Eligibility for EBSHP only exists while the future Sailor 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 February 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 February - 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 February - 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 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 EBSHP but have a shipping date of April or later, they must roll into February or March to be eligible for the \$14,000.

(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 February - 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 February – June in the below ratings.

RESERVE COMPONENT TABLE

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

(a) Eligibility for EBSHP only exists while the future Sailor 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 February 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 February – 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 February - 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 February – June to be eligible for the \$4,000 RC EBSHP.

7. For EB policy questions, ref (c) is located at <https://www.secnav.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//