

R 241640Z JUN 22

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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/ 102146Z MAY 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 RESERVE COMPONENT SHIPPING BONUSES.

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 message 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 **26 JUN 22** who meet the conditions of this message.

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 (NAVCRUIT 1133/102) will be completed. Future Sailors will sign an Enlistment Contract (DD 4 and an Annex A to DD 4, Enlistment Guarantees (NAVCRUIT 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): 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. \$25,000 EBSHP is awarded to any newly classified applicant scheduled to ship in **June-7 July** 2022 or any FS currently in DEP with a scheduled shipping date of **8 July** 2022 or later that rolls in or reclassifies into **June-7 July**. Any newly classified applicant scheduled to ship in **June-7 July** 2022 or FS scheduled to ship in **8 July** or later that rolls in to ship in **June-7 July** 2022 in the below ratings is authorized a \$25,000 EBSHP plus up to \$10,000 EBSHP, totaling an EBSHP amount of up to \$35,000. For example, a newly contracted applicant who enters DEP and is scheduled to ship **30 June** 2022 as a CS-5YO is authorized a \$25,000 EBSHP. A FS currently in DEP with a scheduled shipping date of **18 July 2022** as an IT-SG who rolls in to ship in **June** 2022 will be authorized a \$30,000 EBSHP. Any FS in DEP scheduled to ship on or after **8 July 2022** that rolls in to ship during **June-7 July** is authorized a \$25,000, \$30,000, or \$35,000 EBSHP if they ship in **June-7 July** in a rating authorized an accelerated EBSHP amount.

ACTIVE COMPONENT TABLE - EBSHP

RATE	PROGRAM	SHIP DATE	FY	EBSHP	Notes
AECF	AEF	June-7 July	22	\$30,000	(a,b,c)
AIRR	ATF	June-7 July	22	\$30,000	(a,b,c)
AV	5YO	June-7 July	22	\$30,000	(a,b,c)
CSS	5YO	June-7 July	22	\$30,000	(a,b,c)
CTI	ATF	June-7 July	22	\$30,000	(a,b,c)
CTM	AEF	June-7 July	22	\$30,000	(a,b,c)
CTN	ATF	June-7 July	22	\$30,000	(a,b,c)
CTT	AEF	June-7 July	22	\$30,000	(a,b,c)
CTT	SG	June-7 July	22	\$30,000	(a,b,c)
EOD	ATF	June-7 July	22	\$30,000	(a,b,c)
HM	ATF	June-7 July	22	\$30,000	(a,b,c)
HMDH	SG	June-7 July	22	\$30,000	(a,b,c)
IT	ATF	June-7 July	22	\$30,000	(a,b,c)
IT	SG	June-7 July	22	\$30,000	(a,b,c)
ITS	ATF	June-7 July	22	\$35,000	(a,b,c)
MMS	5YO	June-7 July	22	\$30,000	(a,b,c)
MN	SG	June-7 July	22	\$30,000	(a,b,c)
MT	AEF	June-7 July	22	\$30,000	(a,b,c)
ND	ATF	June-7 July	22	\$30,000	(a,b,c)
NUC	NF	June-7 July	22	\$30,000	(a,b,c)
RP	SG	June-7 July	22	\$30,000	(a,b,c)
SB	ATF	June-7 July	22	\$30,000	(a,b,c)
SECF	5YO	June-7 July	22	\$35,000	(a,b,c)
SO	ATF	June-7 July	22	\$30,000	(a,b,c)
STG	5YO	June-7 July	22	\$30,000	(a,b,c)
STG	AEF	June-7 July	22	\$30,000	(a,b,c)
ANY		June-7 July	22	\$25,000	(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 **June-7 July**. Newly contracted applicants as well as FS currently scheduled to ship in **8 July** or later who reclassify or roll in to ship in **June-7 July** 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 **June-7 July** on the effective date of this message are not eligible for EBSHP. The only exceptions are the following:

[1] Reclassifications: If the FS was not previously classified in an EBSR eligible rating and that FS classifies into one of the EBSR eligible ratings 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 \$30,000/\$35,000 EBSHP but have a shipping date of **8 July** or later, they must roll into **June-7 July** to be eligible for the \$30,000/\$35,000.

(2) Active Component recruits listed below are eligible for EBSHP in these months in FY22 in accordance with (IAW) associated notes. Any newly classified applicant scheduled to ship from **11 July – 30 September 2022** in the below ratings is authorized a **\$5,000 EBSHP plus up to \$10,000 EBSHP, totaling an EBSHP amount of up to \$15,000**. For example, a newly contracted applicant who enters DEP

is authorized a \$5,000 EBSHP if scheduled to ship by 8 July
as an EM-5YO; \$12,000 if scheduled to ship by 8 July as an
EOD-ATF; or \$15,000 if scheduled to ship by 8 July as a SECF-5YO.

ACTIVE COMPONENT TABLE - EBSHP

RATE	PROGRAM	SHIP DATES	FY	EBSHP	Notes
AECF	AEF	8 July – 30 September	22	\$12,000	(a,b,c)
AIRR	ATF	8 July – 30 September	22	\$12,000	(a,b,c)
AV	5YO	8 July - 30 September	22	\$12,000	(a,b,c)
CSS	5YO	8 July - 30 September	22	\$12,000	(a,b,c)
CTI	ATF	8 July - 30 September	22	\$12,000	(a,b,c)
CTM	AEF	8 July - 30 September	22	\$12,000	(a,b,c)
CTN	ATF	8 July - 30 September	22	\$12,000	(a,b,c)
CTT	AEF	8 July - 30 September	22	\$12,000	(a,b,c)
CTT	SG	8 July - 30 September	22	\$12,000	(a,b,c)
EOD	ATF	8 July - 30 September	22	\$12,000	(a,b,c)
HM	ATF	8 July - 30 September	22	\$12,000	(a,b,c)
HMDH	SG	8 July - 30 September	22	\$12,000	(a,b,c)
IT	ATF	8 July - 30 September	22	\$12,000	(a,b,c)
IT	SG	8 July - 30 September	22	\$12,000	(a,b,c)
ITS	ATF	8 July - 30 September	22	\$15,000	(a,b,c)
MMS	5YO	8 July - 30 September	22	\$12,000	(a,b,c)
MN	SG	8 July - 30 September	22	\$12,000	(a,b,c)
MT	AEF	8 July - 30 September	22	\$12,000	(a,b,c)
ND	ATF	8 July - 30 September	22	\$12,000	(a,b,c)
NUC	NF	8 July - 30 September	22	\$12,000	(a,b,c)
RP	SG	8 July - 30 September	22	\$12,000	(a,b,c)
SB	ATF	8 July - 30 September	22	\$12,000	(a,b,c)
SECF	5YO	8 July - 30 September	22	\$15,000	(a,b,c)
SO	ATF	8 July - 30 September	22	\$12,000	(a,b,c)

STG	5YO	8 July – 30 September	22	\$12,000	(a,b,c)
STG	AEF	8 July – 30 September	22	\$12,000	(a,b,c)
ANY		8 July – 30 September	22	\$5,000	(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 8 July through 30 September. Only newly contracted AC applicants are eligible. FS already in the DEP on the effective date of this message are not eligible.

(3) Reserve Component New Accession Training (NAT) recruits listed below are eligible for NAT EBSHP in these months in FY22 IAW associated notes.

RESERVE COMPONENT NAT TABLE - EBSHP

RATE	PROGRAM	SHIP MONTHS	FY	EBSHP	Notes
AIRC	NAT	June - September	22	\$5,000	(a,b,c)
CTT	NAT	June - September	22	\$10,000	(a,b,c)
EA	NAT	June - September	22	\$10,000	(a,b,c)
IS	NAT	June – September	22	\$15,000	(a,b,c)
IT	NAT	June – September	22	\$15,000	(a,b,c)
MN	NAT	June – September	22	\$10,000	(a,b,c)
RP	NAT	June – September	22	\$10,000	(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 NAT EBSHP is to fill shipping gaps in **June through September**. Only newly contracted NAT applicants are eligible. FS already in the DEP on the effective date of this message are not eligible for NAT EBSHP.

(4) Reserve Component Training and Administration of the Reserves (TAR) recruits listed below are eligible for EBSHP in these months in FY22 IAW associated notes. \$25,000 TAR EBSHP is awarded to any newly classified **TAR** applicant scheduled to ship in **June - September** 2022.

RESERVE COMPONENT FTS TABLE – EBSHP

RATE	PROGRAM	SHIP MONTHS	FY	EBSHP	Notes
ANY	TAR	June – September	22	\$25,000	(a,b,c,d)

(a) Eligibility for TAR 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 **TAR** EBSHP is to fill shipping gaps in **June through September**. **Only newly contracted TAR applicants are eligible. FS already in the DEP on the effective date of this message are not eligible for TAR EBSHP.**

(d) Reserve Component Full-time Support (FTS) program name is replaced with TAR.

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 A.T. Walker, CNRC//

AC

ACTIVE COMPONENT (26 JUNE 2022)				ACTIVE COMPONENT (26 JUNE 2022)				ACTIVE COMPONENT (26 JUNE 2022)			
Who	Listed	Listed	Listed	Who	Listed	Listed	Listed	Who	Listed	Listed	Listed
Shipping	Any Date	08 July - 30 September	June - 7 July	Shipping	Any Date	08 July - 30 September	June - 7 July	Shipping	Any Date	08 July - 30 September	June - 7 July
RATING	EBSR	EBSHP	EBSHP	RATING	EBSR	EBSHP	EBSHP	RATING	EBSR	EBSHP	EBSHP
ABE-5YO		5000	25000	CTT-SG		12000	30000	MMS-5YO	10000	12000	30000
ABF-5YO		5000	25000	DC-5YO		5000	25000	MN-SG		12000	30000
ABH-5YO		5000	25000	EA-5YO		5000	25000	MR-SG		5000	25000
AC-5YO		5000	25000	EM-5YO		5000	25000	MT-AEF	5000	12000	30000
AD-SG		5000	25000	EN-5YO		5000	25000	MU-SG		5000	25000
AECF-AEF		12000	30000	EO-5YO		5000	25000	ND-ATF		12000	30000
AG-SG		5000	25000	EOD-ATF	18000	12000	30000	NUC-NF	38000	12000	30000
AIRC-ATF		5000	25000	FN-PACT		5000	25000	OS-5YO		5000	25000
AIRR-ATF	24000	12000	30000	GM-5YO		5000	25000	PR-SG		5000	25000
AM-5YO		5000	25000	GSE-5YO		5000	25000	PS-SG		5000	25000
AME-5YO		5000	25000	GSM-5YO		5000	25000	QM-5YO		5000	25000
AN-PACT		5000	25000	HM-5YO		5000	25000	RP-SG		12000	30000
AO-5YO		5000	25000	HM-ATF	18000	12000	30000	RS-5YO		5000	25000
AS-SG		5000	25000	HMBHT-ATF		5000	25000	SB-ATF	18000	12000	30000
AV-5YO		12000	30000	HMDA-5YO		5000	25000	SECF-5YO	15000	15000	35000
AZ-5YO		5000	25000	HMDH-SG		12000	30000	SN-PACT		5000	25000
BM-5YO		5000	25000	HM-SG		5000	25000	SO-ATF		12000	30000
BU-5YO		5000	25000	HT-5YO		5000	25000	STG-5YO		12000	30000
CE-5YO		5000	25000	IC-ATF		5000	25000	STG-AEF		12000	30000
CM-5YO		5000	25000	IC-SG		5000	25000	SW-5YO		5000	25000
CS-5YO		5000	25000	IS-ATF		5000	25000	UT-5YO		5000	25000
CSS-5YO		12000	30000	IT-ATF		12000	30000	YN-SG		5000	25000
CTI-ATF	15000	12000	30000	ITS-ATF	15000	15000	35000	YNS-SG		5000	25000
CTM-AEF		12000	30000	IT-SG		12000	30000				
CTN-ATF	5000	12000	30000	LS-5YO		5000	25000				
CTR-SG		5000	25000	LSS-5YO		5000	25000				
CTT-AEF		12000	30000	MA-SG		5000	25000				
				MC-5YO		5000	25000				
				MM-5YO		5000	25000				

RC

TAR (FTS) RESERVE COMPONENT (26 JUNE 2022)			NAT RESERVE COMPONENT (26 JUNE 2022)		
Who	Listed	Listed	Who	Listed	Listed
Shipping	Any Date	June - 30 September	Shipping	Any Date	June - 30 September
RATING	EBSR	EBSHP	RATING	EBSR	EBSHP
AD-FTS		25000	AD-NAT		
AECF-FTS		25000	AECF-NAT		
AIRC-FTS		25000	AG-NAT		
AME-FTS		25000	AIRC-NAT	15000	5000
AM-FTS		25000	AM-NAT		
AO-FTS		25000	AZ-NAT		
AS-FTS		25000	BM-NAT		
AV-FTS		25000	BU-NAT		
AZ-FTS		25000	CE-NAT		
BM-FTS		25000	CM-NAT		
DC-FTS		25000	CTR-NAT		
EM-FTS		25000	CTT-NAT		10000
HM-FTS		25000	EA-NAT		10000
IT-FTS		25000	EN-NAT		
LS-FTS		25000	EO-NAT	5000	
PR-FTS		25000	GM-NAT		
PS-FTS		25000	GSM-NAT		
YN-FTS		25000	HM-NAT		
			HT-NAT		
			IS-NAT	5000	15000
			IT-NAT	5000	15000
			LS-NAT		
			MA-NAT		
			MC-NAT		
			MN-NAT		10000
			PS-NAT		
			QM-NAT		
			RP-NAT		10000
			SW-NAT		
			UT-NAT		
			YN-NAT		