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UNCLAS

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

SUBJ/ACTIVE COMPONENT ENLISTMENT BONUSES (EB)

AND RESERVE COMPONENT SHIPPING BONUSES//

REF/A/MSG/COMNAVCRUITCOM/ 161941Z 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 **5 APR 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 (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): As of the effective date of this message, EBHS is 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 April - June 2022 or any FS currently in DEP with a scheduled shipping date of 1 July 2022 or later that rolls in or reclassifies into April - June. Any newly classified applicant scheduled to ship in April - June 2022 or FS scheduled to ship in July - September 2022 that rolls in to ship in April - June 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 1 June 2022 as a CS-5YO is authorized a \$25,000 EBSHP. A FS currently in DEP with a scheduled shipping date of 1 July 2022 as an IT-SG who rolls in to ship in April - June 2022 will be authorized a \$30,000 EBSHP. Any FS in DEP scheduled to ship on or after 1 July 2022 that rolls in to ship during April - June is authorized a \$25,000, \$30,000, or \$35,000 EBSHP if they ship in April - June in a rating authorized an accelerated EBSHP amount.

ACTIVE COMPONENT TABLE - EBSHP

RATE	PROGRAM	SHIP MONTHS	FY	EBSHP	Notes
AECF	AEF	April - June	22	\$30,000	(a,b,c)
AIRR	ATF	April - June	22	\$30,000	(a,b,c)
AV	5YO	April - June	22	\$30,000	(a,b,c)
CSS	5YO	April - June	22	\$30,000	(a,b,c)
CTI	ATF	April - June	22	\$30,000	(a,b,c)
CTM	AEF	April - June	22	\$30,000	(a,b,c)
CTN	ATF	April - June	22	\$30,000	(a,b,c)
CTT	AEF	April - June	22	\$30,000	(a,b,c)
CTT	SG	April - June	22	\$30,000	(a,b,c)
EOD	ATF	April - June	22	\$30,000	(a,b,c)
HM	ATF	April - June	22	\$30,000	(a,b,c)
HMDH	SG	April - June	22	\$30,000	(a,b,c)
IT	ATF	April - June	22	\$30,000	(a,b,c)
IT	SG	April - June	22	\$30,000	(a,b,c)
ITS	ATF	April - June	22	\$35,000	(a,b,c)
MMS	5YO	April - June	22	\$30,000	(a,b,c)
MN	SG	April - June	22	\$30,000	(a,b,c)
MT	AEF	April - June	22	\$30,000	(a,b,c)
ND	ATF	April - June	22	\$30,000	(a,b,c)
NUC	NF	April - June	22	\$30,000	(a,b,c)
RP	SG	April - June	22	\$30,000	(a,b,c)
SB	ATF	April - June	22	\$30,000	(a,b,c)
SECF	5YO	April - June	22	\$35,000	(a,b,c)
SO	ATF	April - June	22	\$30,000	(a,b,c)
STG	5YO	April - June	22	\$30,000	(a,b,c)
STG	AEF	April - June	22	\$30,000	(a,b,c)
ANY		April - June	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 April 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 April - 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 April - 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 ratings listed at \$30,000/\$35,000 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 \$30,000/\$35,000 EBSHP but have a shipping date of July or later, they must roll into April - June to be eligible for the \$30,000/\$35,000.

(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 April - 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 April – June in the below ratings.

RESERVE COMPONENT TABLE - EBSHP

RATE	PROGRAM	SHIP MONTHS	FY	EBSHP	Notes
AIRC	NAT	April - June	22	\$4,000	(a,b,c)
CTR	NAT	April - June	22	\$4,000	(a,b,c)
CTT	NAT	April - June	22	\$4,000	(a,b,c)
EA	NAT	April - June	22	\$4,000	(a,b,c)
HM	NAT	April - June	22	\$4,000	(a,b,c)
IS	NAT	April - June	22	\$4,000	(a,b,c)
IT	NAT	April - June	22	\$4,000	(a,b,c)
MN	NAT	April - June	22	\$4,000	(a,b,c)
RP	NAT	April - June	22	\$4,000	(a,b,c)
ANY	FTS	April - 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 April 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 April – 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 April - 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 April – June to be eligible for the \$4,000 RC EBSHP.

7. For EB policy questions, ref (c) is located at <https://www.secnv.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 (5 APR 2022)			ACTIVE COMPONENT (5 APR 2022)			ACTIVE COMPONENT (5 APR 2022)		
Who	Listed	Listed	Who	Listed	Listed	Who	Listed	Listed
Shipping	Any Date	1 Apr - 30 June	Shipping	Any Date	1 Apr - 30 June	Shipping	Any Date	1 Apr - 30 June
RATING	EBSR_	EBSHP	RATING	EBSR_	EBSHP	RATING	EBSR_	EBSHP
ABE-5YO		25000	CTT-SG		30000	MMS-5YO	10000	30000
ABF-5YO		25000	DC-5YO		25000	MN-SG		30000
ABH-5YO		25000	EA-5YO		25000	MR-SG		25000
AC-5YO		25000	EM-5YO		25000	MT-AEF	5000	30000
AD-SG		25000	EN-5YO		25000	MU-SG		25000
AECF-AEF		30000	EO-5YO		25000	ND-ATF		25000
AG-SG		25000	EOD-ATF	18000	30000	NUC-NF	38000	30000
AIRC-ATF		25000	FN-PACT		25000	OS-5YO		25000
AIRR-ATF	24000	30000	GM-5YO		25000	PR-SG		25000
AM-5YO		25000	GSE-5YO		25000	PS-SG		25000
AME-5YO		25000	GSM-5YO		25000	QM-5YO		25000
AN-PACT		25000	HM-5YO		25000	RP-SG		30000
AO-5YO		25000	HM-ATF	18000	30000	RS-5YO		25000
AS-SG		25000	HMBHT-ATF		25000	SB-ATF	18000	30000
AV-5YO		30000	HMDA-5YO		25000	SECF-5YO	15000	35000
AZ-5YO		25000	HMDH-SG		30000	SN-PACT		25000
BM-5YO		25000	HM-SG		25000	SO-ATF		30000
BU-5YO		25000	HT-5YO		25000	STG-5YO		30000
CE-5YO		25000	IC-ATF		25000	STG-AEF		30000
CM-5YO		25000	IC-SG		25000	SW-5YO		25000
CS-5YO		25000	IS-ATF		25000	UT-5YO		25000
CSS-5YO		30000	IT-ATF		30000	YN-SG		25000
CTI-ATF	15000	30000	ITS-ATF	15000	35000	YNS-SG		25000
CTM-AEF		30000	IT-SG		30000			
CTN-ATF	5000	30000	LS-5YO		25000			
CTR-SG		25000	LSS-5YO		25000			
CTT-AEF		30000	MA-SG		25000			
			MC-5YO		25000			
			MM-5YO		25000			

RC

RESERVE COMPONENT (5 APR 2022)			RESERVE COMPONENT (5 APR 2022)		
Who	Listed	Listed	Who	Listed	Listed
Shipping	Any Date	1 Apr - 30 June	Shipping	Any Date	1 Apr - 30 June
RATING	EBSR_	EBSHP	RATING	EBSR_	EBSHP
AD-FTS		4000	CE-NAT		
AECF-FTS		4000	CM-NAT		
AIRC-FTS		4000	CTN-NAT		
AME-FTS		4000	CTR-NAT		4000
AM-FTS		4000	CTT-NAT		4000
AO-FTS		4000	EA-NAT		4000
AS-FTS		4000	EN-NAT		
AV-FTS		4000	EO-NAT	5000	
AZ-FTS		4000	GM-NAT		
BM-FTS		4000	HM-NAT		4000
DC-FTS		4000	HT-NAT		
EM-FTS		4000	IS-NAT	5000	4000
HM-FTS		4000	IT-NAT	5000	4000
IT-FTS		4000	LS-NAT		
LS-FTS		4000	MA-NAT		
PR-FTS		4000	MC-NAT		
PS-FTS		4000	MN-NAT		4000
YN-FTS		4000	PS-NAT		
AD-NAT			RP-NAT		4000
AECF-NAT			STG-NAT		
AIRC-NAT	15000	4000	SW-NAT		
AM-NAT			UT-NAT		
BM-NAT			YN-NAT		
BU-NAT					