

OIX GATEWAY NORFOLK VA SUCCESSFUL PROCESSING REPORT: ACTIVE COMPONENT ENLISTMENT BONUSES (EB)
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SUBJ/ACTIVE COMPONENT ENLISTMENT BONUSES (EB)

AND RESERVE COMPONENT SHIPPING BONUSES//

REF/A/MSG/COMNAVCRUITCOM/ 062147Z DEC 22//

REF/B/DOC/COMNAVCRUITCOM/21JUL22//

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

REF/D/DOC/NDAA/2022//

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

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

REF/G/MEMO/CNP/15JUN21//

REF/H/OPNOTE148/NRCN3/06SEP22//

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

AND RESERVE COMPONENT SHIPPING BONUSES.

REF B IS COMNAVCRUITCOMINST 1130.8M,

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.

REF G IS DELEGATION OF AUTHORITY FOR THE EB PROGRAM,
authorizing Commander, Navy Recruiting Command
(CNRC) to modify eligibility for the EB Program, and
delegating responsibilities to CNRC. REF H IS Navy

Recruiting Command Operations Note that modifies Loan Repayment Program processing policy.

RMKS/1. This message announces the Enlistment Incentives (EI) 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 2 January 2023 who meet the conditions of this message.

2. The EI Program includes:

- a. Enlistment Bonus Source Rate (EBSR)
- b. EB High School (EBHS)
- c. EB College Credit (EBCC)
- d. EB for Shipping (EBSHP)
- e. Enlisted Loan Repayment Program (LRP)

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. EI 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. However, EB and LRP can be combined such that each reach their respective maximum (\$50,000 EB and \$65,000 LRP).

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. Additionally, Navy Prior Service Members must have been separated from active duty for at least 12 months prior to shipping to be eligible for bonuses. Prior Service Members re-enlisting into the Reserves will use Ref (F) to determine bonus eligibility.

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 The Command Pay and Personnel Administrator (CPPA) supporting the training pipeline will process the EBSR payments through Transaction Support Center Great Lakes (TSC-GL).

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)

Note(s):

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): Active Component recruits are eligible for EBHS if they enter DEP with a DoD Civilian Education code of 11S (High School Senior with 11 years of education) between the effective date of this message and 28 February 2023. To remain eligible, they must graduate high school, and receive a DoD Civilian Education code of 12L (High School Graduate with 12 years of education), prior to accession.

ACTIVE COMPONENT TABLE - EBHS

PROGRAM	SHIP MONTHS	FY	EBHS	Notes
ANY	Jun-July	23	\$10,000	(1,2,3)

RESERVE COMPONENT TABLE ? EBHS

PROGRAM	SHIP MONTHS	FY	EBHS	Notes
ANY	Jun	23	\$10,000	(1,2,3)

Note(s):

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

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

3. The intent of this EBHS to rebuild DEP and fill vacancies in FY23 T3. Only newly contracted applicants are eligible for the bonuses listed above. Recruiting personnel should not advise FS to roll out and back in, in an attempt to qualify for a bonus. FS in DEP on the date of this message are not eligible.

c. EB for College Credit (EBCC): Active Component recruits enlisting in any rate/program with college credit from a postsecondary accredited institution can receive EBCC. EBCC is payable and earned upon graduation from RTC. EBCC can be combined with EBSR, EBSHP, and EBHS.

If the institution is not in the Database of Accredited Post-Secondary Institutions and Programs, then a "Request for Evaluation of Education Credentials and Foreign Education (EDVER), NAVCRUIT 1133/51, must be used to verify its accreditation.

The DoE site is <https://ope.ed.gov/dapip/#/home>

All future Sailors with foreign education must have an approved NAVCRUIT 1133/51 to be eligible for the EBCC.

PROGRAM	SHIP MONTHS	FY	EBCC	Notes
ANY	October-September	Any	\$5,000	(1,2,3,4)
ANY	October-September	Any	\$8,000	(1,2,3,5)
ANY	October-September	Any	\$3,000	(1,2,3,6)
ANY	October-September	Any	\$5,000	(1,2,3,7)
ANY	October-September	Any	\$2,000	(1,2,3,8)

ANY	October-September	Any	\$3,000	(1,2,3,9)
ANY	October-September	Any	\$4,000	(1,2,3,10)
ANY	October-September	Any	\$6,000	(1,2,3,11)
ANY	October-September	Any	\$7,000	(1,2,3,12)

Note(s):

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

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

3. The intent of this EBCC is to fill shipping gaps in January 2023? May 2023. Only newly contracted applicants are eligible for the bonuses listed above. Recruiting personnel should not advise FS to roll out and back in, in an attempt to qualify for a bonus. FS in DEP on the date of this message are not eligible.

4. For Associates Degree.

5. For Bachelor Degree or greater.

6. For 1yr vocation.

7. For 2yr vocation.

8. For 12-23 semester hours.

9. For 24-47 semester hours.

10. For 48-71 semester hours.

11. For 72-95 semester hours.

12. For 96 or greater semester hours.

d. EB for Shipping (EBSHP):

(a) Active Component recruits listed below are eligible for EBSHP in these months in FY23 in accordance with (IAW) associated notes.

Any newly classified or reclassified applicant scheduled to ship in January 2023-May 2023 in the below ratings is authorized a \$10,000 EBSHP plus up to \$25,000 EBSHP, totaling an EBSHP amount of up to \$35,000.

ACTIVE COMPONENT TABLE - EBSHP

RATE	PROGRAM	SHIP MONTHS-FY	EBSHP	Notes
AC	5YO	January-May FY23	\$25,000	(1,2,3)
AECF	AEF	January-May FY23	\$25,000	(1,2,3)
AIRR	ATF	January-May FY23	\$25,000	(1,2,3)
AV	5YO	January-May FY23	\$25,000	(1,2,3)
CSS	5YO	January-May FY23	\$25,000	(1,2,3)
CTI	ATF	January-May FY23	\$25,000	(1,2,3)
CTM	AEF	January-May FY23	\$25,000	(1,2,3)
CTN	ATF	January-May FY23	\$25,000	(1,2,3)
CTR	SG	January-May FY23	\$25,000	(1,2,3)
CTT	AEF	January-May FY23	\$25,000	(1,2,3)
CTT	SG	January-May FY23	\$25,000	(1,2,3)
EOD	ATF	January-May FY23	\$25,000	(1,2,3)

HM	ATF	January-May FY23	\$25,000	(1,2,3)
HMDH	SG	January-May FY23	\$25,000	(1,2,3)
IS	ATF	January-May FY23	\$25,000	(1,2,3)
IT	ATF	January-May FY23	\$25,000	(1,2,3)
IT	SG	January-May FY23	\$25,000	(1,2,3)
ITS	ATF	January-May FY23	\$35,000	(1,2,3)
MMS	5YO	January-May FY23	\$25,000	(1,2,3)
MN	SG	January-May FY23	\$25,000	(1,2,3)
MT	AEF	January-May FY23	\$25,000	(1,2,3)
ND	ATF	January-May FY23	\$25,000	(1,2,3)
NUC	NF	January-May FY23	\$25,000	(1,2,3)
RP	SG	January-May FY23	\$25,000	(1,2,3)
SB	ATF	January-May FY23	\$25,000	(1,2,3)
SECF	5YO	January-May FY23	\$35,000	(1,2,3)
SO	ATF	January-May FY23	\$25,000	(1,2,3)
STG	5YO	January-May FY23	\$25,000	(1,2,3)
STG	AEF	January-May FY23	\$25,000	(1,2,3)
ANY		January-May FY23	\$10,000	(1,2,3)

Note(s):

1. 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.

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

3. The intent of this EBSHP is to fill shipping gaps in January-May 2023. Recruiting personnel should not advise FS to roll out and back in, in an attempt to qualify for a bonus.

(b) Reserve Component recruits listed below are eligible for EBSHP in these months in FY23 IAW associated notes.

RESERVE COMPONENT NAT TABLE - EBSHP

RATE	PROGRAM	SHIP MONTHS-FY	EBSHP	Notes
AIRC	NAT	January-May FY23	\$5,000	(1,2,3)
CTT	NAT	January-May FY23	\$10,000	(1,2,3)
EA	NAT	January-May FY23	\$10,000	(1,2,3)
IS	NAT	January-May FY23	\$15,000	(1,2,3)
IT	NAT	January-May FY23	\$15,000	(1,2,3)
MN	NAT	January-May FY23	\$10,000	(1,2,3)
RP	NAT	January-May FY23	\$10,000	(1,2,3)

RESERVE COMPONENT TAR TABLE ? EBSHP

RATE	PROGRAM	SHIP MONTHS/FY	EBSHP	Notes
ANY	TAR	January-May FY23	\$25,000	(1,2,3,4)

Note(s):

1. 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.

2. Eligibility Policy: NRC classifiers must list the

EBSHP separately on the Enlistment Guarantee (NAVCRUIT 1133/52).

3. The intent of this EBSHP is to fill shipping gaps in January 2023-May 2023. Only newly contracted applicants are eligible. FS already in the DEP on the effective date of this message are not eligible for EBSHP.

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

7. LRP Policy: This message reinstates the Loan Repayment Program for any Future Sailor initially classified or reclassified on the effective date of this message. Ref (b) provides guidance for determining LRP eligibility.

a. Active Component Enlisted Loan Repayment Eligibility: Participants are eligible for LRP if they ship in any month of any FY. Participants in rates listed below are eligible.

PROGRAM	SHIP MONTHS	FY	MAX LRP	Notes
ANY	October-September	Any	\$65,000	(1)

Note(s):

1. Future Sailors must access to Active Component and have LRP listed as a guarantee in their current Annex to DD Form 4 (Enlistment Guarantee/NAVCRUIT 1133/52) in order to maintain eligibility. Classifiers will obtain the NRC LRP Manager decision prior to generating the new Annex. LRP can be combined with all other EB types. For post-accession inquiries, the LRP Manager is responsible for determining LRP eligibility.

b. Sailors that accessed without LRP in their contract are ineligible to receive LRP as a result of reclassification; contact the LRP Manager for specific inquiries.

c. The LRP Manager oversees the application and payment process. REF H modifies application policy by approving applications based on specific conditions, specifically the lack of a signed DD 2475.

1. Applicants must have a 50 AFQT or above.

2. Approximately 25% of the payment will be withheld for tax purposes.

3. Applicants must submit a DD 2475 for each payment.

4. Applicants will receive an Approval Letter with instructions.

5. Applicant will receive a W-2 to calculate taxes withheld

8. 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/Enlisted-Incentives>.

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

9. Released by RDML A.T. Walker, CNRC//

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