



DEPARTMENT OF THE NAVY
COMMANDER NAVY RESERVE FORCE
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Changes to the identified Navy Reserve Personnel Manual articles are effective the date written at the top of each article and the date on this change summary.


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Deputy

Changes in articles titled and summarized below are incorporated in the electronic copy via Commander, Navy Reserve Forces Command (COMNAVRESFORCOM) Website:
<https://www.navyreserve.navy.mil>.

Table of Contents – Revised to reflect all current changes.

Article No.	Article Title
1100-020	Reserve Enlisted Incentive <ul style="list-style-type: none">• Simplifies existing Reserve enlisted incentives policy and procedures.• Clarifies affiliation and enlistment incentives for Prior Service Re-Enlistment Eligibility – Reserve (PRISE-R) Program Sailors. (COG: COMNAVRESFORCOM (N11))

RESPERSMAN 1100-020

RESERVE ENLISTED INCENTIVES

Responsible Office	COMNAVRESFORCOM (N11)	Phone: DSN	262-2002
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References	<ul style="list-style-type: none"> (a) MILPERSMAN 1160-040, Extension of Enlistments (b) MILPERSMAN 1133-061, Prior Service Re-Enlistment Eligibility – Reserve (PRISE-R) Program (c) DoDINST 1304.31, Enlisted Bonus Program (EBP) (d) BUPERSINST 1001.39F, Administrative Procedures for Navy Reservists (e) COMNAVCRUITCOMINST 1130.8K, Navy Recruiting Manual – Enlisted Volumes I - V (f) DoD 7000.14R, Volume 7A, DoD FMR, Military Pay Policy - Active Duty and Reserve Pay (g) OPNAVINST 5300.10B, Navy Selected Reserve Incentive Programs (h) MILPERSMAN 1160-140, Career Waypoints-Reenlistment (i) MILPERSMAN 1306-1501, Enlisted Active Component to Reserve Component (AC2SELRES/AC2FTS) Transition Procedures (j) MILPERSMAN 1160-030, Enlistments and Reenlistments Under Continuous Service Conditions (k) MILPERSMAN 1133-090, New Accession Training (NAT) Program
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1. **Purpose.** To provide specific guidance on incentives for Selected Reserve (SELRES) enlisted Sailors in designated ratings and/or Navy Enlisted Classifications (NEC), including affiliation, accession, enlistment, and re-enlistment bonuses. Governing incentive program requirements are outlined in references (a) through (k), RESPERSMAN 1100-010 and appropriate Office of the Chief of Navy Reserve (OCNR) Bonus policy.

2. Definitions

a. Policy Terms

(1) **Accession.** The recruitment of an applicant with no prior enlisted or commissioned service in the armed forces.

(2) **Affiliation.** The recruitment of an applicant with prior enlisted or commissioned service in the armed forces.

(3) **Date of Enlistment.** The date a Sailor enlists or reenlists in the Navy or is sworn into the Delayed Entry Program (DEP), as annotated on the DD Form 4, Enlistment/Reenlistment Document – Armed Forces of the United States.

(4) Enlisted Incentives Navy Reserve Homeport N112 Page. Contains RBAM, Office of Chief of Navy Reserve (OCNR) Bonus Policies, applicable Bonus RESPERSMANs, Bonus Termination Letter templates, Bonus Declination NAVPERS 1070/613 template, Bonus Checklists, Field Bonus Coordinator Playbook, and other applicable tools to assist Navy Reserve Activity (NRA) Incentive Program Coordinators. Located at:
https://private.navyreserve.navy.mil/cnrfc/N-Codes/N1/CNRFC_N112/SitePages/Home.aspx.

(5) Initial Active Duty for Training (IADT). Initial training pipeline that includes Recruit Training, Apprenticeship Training, "A" School and "C" School, if applicable.

(6) Navy Veteran (NAVET). Prior service U. S. Navy veteran who has a minimum tour of active duty or active duty for training (ADT), for no less than 12 cumulative weeks, and has been discharged or released for more than 24 hours.

(7) Other Service Veteran (OSVET). Prior service veteran whose last tour of active duty or Active Duty for Training (ADT) was in a U.S. military branch of service other than the Navy, and who completed an active duty or ADT tour of 12 consecutive weeks.

(8) Prior Service. Includes both active and reserve service.

(9) Reserve Bonus Application Module (RBAM). The enlisted bonus application process is managed by the RBAM tool located on the Commander, Navy Reserve Forces Command (COMNAVRESFORCOM) Enlisted Incentives (N112) website at Navy Reserve Homeport, https://private.navyreserve.navy.mil/cnrfc/N-Codes/N1/CNRFC_N112/SitePages/Home.aspx.

(10) Total Military Service (TMS). All periods of military service in commissioned, warrant, flight officer, or enlisted status. This date is adjusted for breaks in service.

(11) Written Agreement. The Enlisted Incentive Agreement for the Navy Reserve official form used as a binding incentive contract that specify terms, obligations, entitlements, and provide a statement of understanding.

b. Enlisted Incentive Categories

(1) New Accession Training (NAT) Bonus. An incentive intended to assist in the recruitment of non-prior service applicants, who enlist for the first time in the Armed Forces, in designated rates only.

(2) Prior Service Affiliation Bonus. An incentive intended to assist in the recruitment of active component prior service veterans, without a break in service, to affiliate in designated ratings, and/or NECs, at the expiration of their active obligated service (EAOS).

(3) Prior Service Enlistment Bonus. An incentive intended to assist in the recruitment of prior service NAVET and OSVET, with a break in service, to enlist in designated ratings with designated NECs, if applicable.

(4) Selective Reenlistment Bonus (SRB). An incentive intended to assist in retaining SELRES in designated ratings and/or NECs.

3. Policy

a. Enlisted Incentive Policy

(1) Reserve incentive program requirements, responsibilities, and policy can be found in RESPERSMAN 1100-010, and applicable governing directives found in references (a) through (k). It is imperative that RESPERSMAN 1100-010 is read in its entirety for all incentive programs contained in this article.

(2) All Sailors determined to be eligible for an incentive are required to read and sign the applicable incentive program written agreement or sign a Declination NAVPERS 1070/613, Administrative Remarks. Enlisted written agreements are to be completed via RBAM, per RESPERSMAN 1100-010.

(3) Sailors must meet the eligibility criteria for each program for which they are applying at the time of application. More specifically applicants:

(a) May only receive one 6-year NAT accession bonus.

(b) May only receive one 6-year or 3-year prior service affiliation bonus. If a Sailor is converting rates via Prior Service Re-Enlistment Eligibility – Reserve (PRISE-R), only one 6-year prior service affiliation bonus is authorized in one's career.

(c) May only receive one 6-year or 3-year prior service enlistment bonus. If a Sailor is converting rates via PRISE-R, only one 6-year prior service enlistment bonus is authorized in one's career.

(d) May only receive one 6-year or two 3-year reenlistment bonus(es) in a SELRES career. The second 3-year bonus is only available within 90 days prior of completing the first 3-year bonus obligation (must be back-to-back reenlistments). The Sailor must reenlist no earlier than 90 days prior to expiration of his/her obligated service (EOS), and no later than their EOS.

(4) Extensions of enlistments are governed by reference (a), and are not authorized to obligate service for receipt of a bonus.

b. Reenlistment While on Active Duty (AD). Sailors who reenlist while serving on Active Duty for Operational Support (ADOS), or voluntarily or involuntarily active duty orders for Definite Reserve Call-Up (RECALL) or full/partial Mobilization, and who meet the eligibility criteria for a reenlistment bonus per this article, may apply for bonus eligibility while on AD orders.

(1) Sailor will sign the Navy Reserve Reenlistment Incentive Written Agreement, and

(a) Complete the NAVPERS 1070/601, Immediate Reenlistment Contract per standard reenlistment procedures. This form will modify the Sailors EOS (also known as End of Reserve Enlistment (EREN)).

(b) Complete a NAVPERS 1070/622, Agreement to Recall or Extend Active Duty. This form will modify and extend the Sailors EAOS to match the end of the AD orders.

(2) The AD command will assist the Sailor in coordinating with the supporting NRA, if unable to obtain a copy of the Reenlistment Incentive Written Agreement from RBAM.

(3) Sailors will work directly with the NRA Incentive Program Coordinator, and appropriate stakeholders per RESPERMAN 1100-010 to complete submission and certification of the Sailor's pending bonus package.

(4) Due to AD and Reserve Component (RC) Navy Standard Integrated Personnel System (NSIPS) data system access restrictions, the NRA will submit a service request in Information Technology Service Management (ITSM) to update Sailor's reenlistment data in RC NSIPS via the NSIPS Help Desk upon receipt of bonus documents. After the updates are completed and the service request is closed, the NRA Incentive Program Coordinator will submit a copy of the incentive written agreement, NAVPERS 1070/601, and NAVPERS 1070/622 via RBAM to initiate bonus transaction.

(5) If a Sailor reenlists in a designated tax-free location, the bonus will also qualify as tax free. When the bonus is paid, the Sailor will receive two separate deposits, the initial with taxes automatically withheld, and the subsequent reimbursing the taxes within 30 days.

c. Application Procedures. Navy Recruiting Command Recruiters, the Career Transition Office (CTO), and NRA Incentive Program Coordinators will submit initial applications and completed incentive packages to COMNAVRESFORCOM (N112) via RBAM, per RESPERMAN 1100-010.

d. Declination of Eligible Bonus. Eligible Sailors who decline a bonus for which they are eligible must sign a Declination NAVPERS 1070/613, and submit per guidance in RESPERMAN 1100-010.

e. Termination and Recoupment. Refer to RESPERMAN 1100-010 for the complete policy on termination and recoupment to include a table and examples to further clarify conditions.

4. Enlisted Incentives

a. New Accession Training (NAT) Bonus. Applicable to non-prior service applicants, who enlist for the first time in the Armed Forces, in designated rates only. Sailors are placed in an AD status in approved ratings to attend full recruit training, "A" and/or "C" School, before serving in the SELRES. After completion of appropriate training levels, Sailors will be

transferred to the Navy Reserve Activity (NRA) closest to their home of record for release from ACDU, and assigned to a reserve unit.

(1) Eligibility requirements. Applicants will:

(a) Be recruited into an eligible rating code listed in the bonus policy provided by OCNR in effect on the date of enlistment (the date Sailor signs DD Form 4, or date sworn into the Delayed Entry Program (DEP)).

(b) Successfully complete IADT, consisting of basic training, applicable "A" and/or "C" school, and affiliate with the SELRES in an IDT status, immediately following separation from ACDU.

(c) Meet all criteria set forth in the OCNR bonus policy in effect on date of accession.

Please Note: If a Sailor in DEP, who is Entry Level Separation eligible, is subsequently reclassified due to not meeting rating entry standards at a Military Entrance Processing Center (MEPS) or at Recruit Training Command, the OCNR bonus policy in effect on the date of reclassification will be used to determine the eligible rating bonus (the effective date is the date the Sailor signs the Annex to the DD Form 4, the NAVCRUIT 1133/52).

(2) Obligation. Applicants will:

(a) Incur an 8-year military service obligation (MSO) from the effective date of DD Form 4, signed at MEPS.

(b) Incur a concurrent 6-year SELRES service obligation. The effective start date of this obligation will be the Sailor's Pay Entry Base Date (PEBD). Time served on IADT is credited towards completion of this 6-year SELRES obligation.

(c) Serve satisfactorily in the same rating for each year of the obligation.

b. Prior Service Affiliation Bonus. Applicable to prior service veterans affiliating with the Navy Reserve at their EAOS, without a break in service, in designated ratings and/or NECs. Sailors may only contract this type of bonus at the time of recruitment into the Navy SELRES, or within 90 days thereafter (i.e., active Sailor affiliates with the SELRES via the Career Transition Office prior to separation at EAOS).

(1) Eligibility requirements. Applicants will:

(a) Be an AD Sailor (to include Training and Administration of the Reserves (TAR)).

1. Affiliate in the SELRES at EAOS, for a period of 3 or 6 years in the same permanent rating and/or NEC in which they successfully served while on AD, or

2. Affiliate in the SELRES in accordance with references (b) and (c), via the PRISE-R, Direct Procurement Enlistment Program (DPEP), or direct conversion, in a designated rating that was not their original rating/military occupational standard.

(b) Have less than 20 years of TMS.

(c) Have received an honorable discharge at the conclusion of their obligated active duty service.

(d) Not have previously served in the Navy SELRES within the previous 12 months prior to current affiliation.

(e) Not have previously received a prior service affiliation bonus.

(f) Not have a current contractual obligation to serve in the SELRES (i.e., must not have received Separation Pay upon separation from active duty) per reference (c).

(g) Meet all criteria set forth in the OCNR bonus policy in effect on date of affiliation.

(2) Obligation

(a) Non-PRISE-R Sailors will incur a SELRES obligation of 3 or 6 years in the same rating and/or NEC, and serve satisfactorily for each year of the obligation. The effective date of the obligation will be the date of affiliation with the SELRES as reflected on the NAVPERS 1070/601 or NAVRES 1326/4.

(b) PRISE-R Sailors will incur a SELRES obligation of 6 years in the same rating, and serve satisfactorily for each year of the obligation. The effective date of the obligation will be the date of affiliation with the SELRES as reflected on the NAVPERS 1070/601 or NAVRES 1326/4.

c. Prior Service Enlistment Bonus. Applicable to NAVETs or OSVETs enlisting with the SELRES, with breaks in service greater than 24 hours, in designated ratings and /or NEC. Sailors may only contract this type of bonus at the time of recruitment into the Navy SELRES, or within 90 days thereafter.

(1) Eligibility requirements. Applicants will:

(a) Be a NAVET or OSVET enlisting in the SELRES, after a more than 24 hour break in service, for a period of 3 or 6 years in the same permanent rating and/or NEC in which they successfully served while on AD or as drilling reservist, or

(b) Enlist in the SELRES in accordance with references (b) and (e), via the PRISE-R, Direct Procurement Enlistment Program (DPEP), or direct conversion, in a rating that was not their original rating/military occupational standard.

(c) Not have more than 16 years of TMS.

(d) Have received an honorable discharge at the conclusion of their obligated active or reserve duty service.

(e) Not have previously served in the Navy SELRES within the previous 12 months prior to current enlistment.

(f) Not have previously received a prior service enlistment bonus.

(g) Not have a current contractual obligation to serve in the SELRES (i.e., must not have received Separation Pay upon separation from active duty) per reference (c).

(h) Meet all criteria set forth in the OCNR bonus policy in effect on date of affiliation.

(2) Obligation

(a) PRISE-R Sailors will incur a SELRES obligation of 6 years in the same rating, and serve satisfactorily for each year of the obligation. The effective date of the obligation will be the date of affiliation with the SELRES as reflected on the NAVRES 1326/4 or DD Form 4.

(b) Non-PRISE-R Sailors will incur a SELRES obligation of 3 or 6 year in the same rating and/or NEC, and serve satisfactorily for each year of the obligation. The effective date of the obligation will be the date of affiliation with the SELRES as reflected on the NAVRES 1326/4 or DD Form 4.

d. Selective Reenlistment Bonus (SRB). Applicable to enlisted SELRES upon reenlistment in designated ratings and/or NECs. Sailors may only contract a reenlistment bonus via their NRA.

(1) Eligibility requirements. Applicants will:

(a) Reenlist for a period of 3 or 6 years in the SELRES in a permanent rating and/or NEC, listed in the OCNR Bonus policy in effect on date of reenlistment.

(b) Reenlist at any time before their EOS, as long as the new agreement is equal to, or greater than, the current service obligation.

(c) Reenlist in the same fiscal year as their EOS. This rule does not apply to NAT Sailors reenlisting immediately following the completion of a 6-year obligation.

(d) Not have previously received an SRB, unless they are reenlisting to qualify for a second 3 year reenlistment bonus immediately following the first 3-year reenlistment for which a bonus was paid (must be a back to back reenlistment). The Sailor must reenlist no earlier than 90 days prior to EOS, and no later than their EOS.

(e) Not have more years of service than the maximum allowed by the reenlistment zones and their service obligation will not exceed their retirement eligibility date.

(f) Meet all rating and NEC requirements.

(g) Meet all criteria set forth in the OCNR bonus policy in effect on date of reenlistment.

(h) Meet SRB zone eligibility. The SRB eligibility is divided into the following zones, based on years of service, as specified in annual OCNR bonus policy.

1. Zone A: Up to 8 years of service from PEBD. Sailors in Zone A are eligible to reenlist if they have completed their enlistment program's required obligation, regardless of time remaining on their MSO. Specifically, upon completion of a NAT Sailors 6-year service obligation, NAT Sailors are eligible to reenlist, provided the length of the new contract exceeds their MSO and current EOS.

2. Zone B: More than 8 years of service and up to 14 years of service from PEBD.

3. Zone C: More than 14 years of service and up to 20 years of service from PEBD.

(2) Obligation. Upon agreement to an affiliation bonus, Sailors will incur a SELRES obligation of 3 or 6 years in the same rate and/or NEC, and serve satisfactorily for each year of the obligation. The effective date of the obligation is the reenlistment date as reflected on the NAVPWERS 1070/601.