



DEPARTMENT OF THE NAVY
COMMANDER NAVY RESERVE FORCE
1915 FORRESTAL DRIVE
NORFOLK VIRGINIA 23551-4615

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COMNAVRESFORNOTE 1001
N1
5 June 2026

COMNAVRESFOR NOTICE 1001

From: Commander, Navy Reserve Force

Subj: FISCAL YEAR 2026 SELECTED RESERVE OFFICER RECRUITING AND RETENTION
INCENTIVE PROGRAM

Ref: (a) RESPERS M-1001.5, Navy Reserve Personnel Manual (RESPERSMAN)
(b) Title 37 U.S. Code Section 332
(c) DoDI 1304.34 (July 11, 2016), "General Bonus Authority for Officers"
(d) DoDI 6000.13 (May 3, 2016), "Accession and Retention Policies, Programs,
Incentives for Military HPOs"

Encl: (1) FY26 SELRES Incentive Pay Chart

1. Purpose. The Department of the Navy (DON) authorizes monetary incentives for Selected Reserve (SELRES) Officers that may be used as a recruiting and/or retention tool to maintain readiness of the Reserve Component. The Officer Affiliation, Accession and Retention bonuses target certain SELRES officer pay grades in specific designators as designated in Enclosure (1). This notice is effective as of 1 June 2026.

2. Policy. All program policies contained in reference (a), articles 1100-010 and 1100-030, remain in effect unless amended or amplified in this notice. These articles provide guidance; responsibilities for SELRES personnel, Navy Reserve Activities (NRA), and Echelon IV commands; and amplifying information on officer incentives, such as service obligation, eligibility and application procedures.

3. Terms. Incentives outlined within this policy are governed by references (a) through (d).

4. Timeline. For award levels decreased by this memo, existing quotas and precertification letters may be grandfathered under the previous policy up to 30 days after the signature date of this notice. Incentives will be processed in accordance with the policy in effect at the time of accession, affiliation or renewal of oath as applicable.

a. Accordingly, the applicable bonus agreement should be executed at the time of accession, affiliation or renewal of oath as applicable.

b. NRAs are responsible for ensuring incentive agreements are executed or declined by the SELRES within 90 days after the member's first Inactive Duty Training (IDT) period. In accordance with reference (a), members declining to accept the bonus will sign a declination NAVPERS 1070/613. The NRA will process all signed agreements and declinations within 5 days of receipt.

5 June 2026

5. Bonus Payout Structure. Bonuses will be paid according to the pay chart in enclosure (1). All payments are taxable.

a. Officer Accession Bonuses are paid as a lump sum for Direct Commission Officer appointments in the Navy Reserve after successful completion of Officer Development School.

b. Officer Affiliation Bonus is paid as a lump sum upon affiliation to the Navy Reserve from Active Component, including completion of initial IDT period, as a Navy Veteran, or Other Service Veteran.

c. Eligibility for anniversary payments is contingent upon the member maintaining satisfactory participation in the designator and/or specialty for each year of the bonus contract.

d. Members who affiliate to fulfill a contractual SELRES service obligation are ineligible for bonuses until the contracted SELRES service obligation is complete.

6. Final Adjudication Authority. OPNAV N0951 is the final adjudication authority for Recruiting and Retention Incentives for SELRES Officers in the Reserve Component. Eligibility, termination and repayment inquiries will be routed to OPNAV N0951 via CNRF N1. This does not include remission or waiver of indebtedness cases. Any request for remission or waiver of indebtedness will be adjudicated by proper authority in accordance with applicable statute, DoD regulations and DON Guidance.

7. Points of Contact. Members should contact the Bonus Program Representative at their respective Navy Reserve Activity. Navy Reserve Activities shall direct any execution or policy concerns to their immediate superior in command's (ISIC) Manpower and Personnel Support representative.

8. Records Management. Records created as a result of this instruction, regardless of the media and format must be managed per Secretary of the Navy Manual 5210.1 of September 2019.

9. Cancellation Contingency. This notice is in effect for 1 year or until it is superseded by another notice or policy update.



R. S. LOFGREN

Release and distribution:

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**RECRUITING AND RETENTION INCENTIVES FOR SELECTED RESERVE (SELRES) OFFICERS
ELIGIBLE DESIGNATORS, RANKS, AND AMOUNTS**

1. Officer Affiliation (AC to RC, NAVETs, OSVETs) Bonus for \$10,000 Lump Sum (3 years)^a:

<u>Eligible Designator</u>	<u>Paygrades</u>	<u>Amount</u>	<u>Term (years)</u>	<u>Payout</u>
1115	O3 & Below	\$10,000	3	LUMP SUM
1125	O3 & Below	\$10,000	3	LUMP SUM
1135	O3, O4	\$10,000	3	LUMP SUM
1145	O3, O4	\$10,000	3	LUMP SUM
1315	O3, O4	\$10,000	3	LUMP SUM
1325	O3, O4	\$10,000	3	LUMP SUM
1515	O3	\$10,000	3	LUMP SUM
1805	O3, O4	\$10,000	3	LUMP SUM
1815	O3, O4	\$10,000	3	LUMP SUM
1825	O3, O4	\$10,000	3	LUMP SUM
1835	O4	\$10,000	3	LUMP SUM
1875	O3, O4	\$10,000	3	LUMP SUM
2505	O4	\$10,000	3	LUMP SUM
3105	O3	\$10,000	3	LUMP SUM

2. Officer Accession (Direct Commission Officer) Bonus (4 years)^{a&b}:

<u>Eligible Designator</u>	<u>Paygrades</u>	<u>Amount</u>	<u>Term (years)</u>	<u>Payout</u>
1875	O1	\$12,000	4	LUMP SUM

3. Officer Retention Bonus for \$12,000/year (3 years)^{a,c,d}:

<u>Eligible Designator</u>	<u>Paygrades/YCS^c</u>	<u>Amount</u>	<u>Term (years)</u>	<u>Payout</u>
1115	O3 (YCS 7-10)	\$12,000	3	ANNUALLY
1125	O3 (YCS 8-10)	\$12,000	3	ANNUALLY
1135	O5 & Below	\$12,000	3	ANNUALLY
1315	O4 (YCS 14-15)	\$12,000	3	ANNUALLY
1325	O4 (YCS 12-15)	\$12,000	3	ANNUALLY
1805	O3 & O4 (YCS 12-16)	\$12,000	3	ANNUALLY
1825	O4 (YCS 10-14)	\$12,000	3	ANNUALLY
3105	O3 (YCS 6-10)	\$12,000	3	ANNUALLY

4. Notes:

a. Bonus availability is subject to change based on budget and/or recruiting attainment towards approved annual goal. Once a recruiting goal is attained, no further affiliation bonuses are authorized for that designator.

b. Reserve Component Accession Bonus eligibility requirements as outlined by DoDI 1304.34. Members initial receipt of an appointment (DCO).

c. Retention Bonuses may be offered only after existing obligations are fulfilled, with a minimum of four years of completed commissioned service (Active or Reserve). Additionally, 12 continuous months of satisfactory drill participation is required. Member must be serving in the Ready Reserve or have served previously as a Commissioned Officer and released under honorable conditions.

d. Information Warfare Line (IWL) officers must complete Information Warfare Officer (IWO) qualifications to be eligible for the Retention Bonus.