



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

1100  
Ser N00/

From: Commander, Navy Reserve Force  
To: Navy Reserve Activities

Subj: FISCAL YEAR 2023 SELECTED RESERVE ENLISTED RECRUITING AND  
RETENTION INCENTIVES PROGRAM

Ref: (a) Title 37 U.S. Code Section 331  
(b) DoD Instruction 1304.31, Enlisted Bonus Program (EBP)  
(c) RESPERS M-1001.5, Navy Reserve Personnel Manual (RESPERSMAN)

Encl: (1) Recruiting and Retention Incentive Guidance for Selected Reserve Enlisted  
(2) Selected Reserve Recruiting and Retention Incentive Tier Levels and Rates

1. Purpose. Effective October 1, 2022, the Department of the Navy authorizes monetary incentives for Non-Prior Service Enlistments (New Accession Training (NAT)), and Prior Service (PS) Enlistment/Affiliation and Selective Reserve Re-enlistment (SRB). These incentives are designed to encourage enlistment, affiliation, and re-enlistment in designated military career fields, skills, units, or under such other condition or conditions of service for specified periods of obligated service to meet Selected Reserve (SELRES) personnel requirements.
2. Policy. All program policies contained in RESPERS M-1001.5, Navy Reserve Personnel Manual (RESPERSMAN) Articles 1100-010, and 1100-020 remain in effect unless amended or amplified in this letter.
3. Terms. NAT, Prior Service Affiliation, SRB, and Prior Service Enlistment Bonuses, to include Prior Service Re-enlistment Eligibility-Reserve (PRISE-R), are governed by references (a) through (c).
4. Timeline. Award levels decreased by this letter are effective 30 days from the date of this letter to allow processing of excising quotas / pre-certifications letters.
5. Points of Contact. Commander, Navy Reserve Forces Command Incentive Program Specialists at [cnrfc\\_enlisted\\_i.fct@navy.mil](mailto:cnrfc_enlisted_i.fct@navy.mil).

J. B. MUSTIN

## **RECRUITING AND RETENTION INCENTIVE GUIDANCE FOR SELECTED RESERVE (SELRES) ENLISTED**

1. **Introduction.** The Department of the Navy authorizes incentive pay for Non-Prior Service Enlistment Bonuses (New Accession Training (NAT)), and Prior Service Enlistment/Affiliation bonuses, and Selective Reserve Reenlistment (SRB) under Title 37 U.S. Code Section 331(a). These incentives encourage enlistment, or affiliation between military services in designated military career fields, skills, units, or under such other condition or conditions of service for specified periods of obligated service to meet Navy personnel requirements. The Navy Reserve shall use the bonus program in the most cost-effective manner to support force management objectives.

2. **Reference Information**

a. Title 37 U.S. Code Section 331

b. DoDI 1304.31 (November 5, 2020), "Enlisted Bonus Program (EBP)"

3. **Program Guidance.** Reserve incentive program requirements, responsibilities, and policy are found in RESPERSMAN 1100-010, Reserve Incentive Programs. Reserve enlisted incentive specific guidance related to include service obligations, eligibility, and application procedures, are found in RESPERSMAN 1100-020, Reserve Enlisted Incentives.

4. **General Enlistment and Affiliation Bonus Initial and Anniversary Payments**

a. NAT, Prior Service Enlistment, Prior Service Affiliation, and Selected Re-enlistment Bonuses will be paid in installments, less taxes. The initial payment will equal 50 percent of the total bonus amount. The remaining 50 percent of the total bonus amount will be divided equally over the remainder of the obligation (either two or five anniversary payments).

b. Eligibility for anniversary payments is contingent upon the Sailor maintaining satisfactory participation per Navy Reserve Personnel Manual (RESPERSMAN) 1001.5, in the designated rating and/or specialty for each year of the bonus contract.

c. NAT Enlistment Bonus anniversary payments will be made in five equal annual installments.

d. Prior Service Re-enlistment Eligibility-Reserve (PRISE-R), Direct Procurement Enlistment Program (DPEP) and Direct Conversion (NAVET or OSVET), must complete requirements to make temporary rate permanent prior to receiving initial or anniversary payments.

e. In-rate Prior Service Enlisted Bonus and Prior Service Affiliation Bonus anniversary payments will be made annually for two or five-years, based on a three-year or six-year obligation.

f. All payments are taxable.

5. Montgomery GI Bill- SELRES Kicker. Bonus-eligible Sailors who enlist for six years may apply for the Montgomery GI Bill- SELRES Kicker program, provided they meet all eligibility criteria. Reference: Commander Navy Reserve Force Instruction (COMNAVRESFORINST) 1780.1C, Montgomery GI Bill- SELRES Chapter 1606 Basic and Kicker Program Policy Guidance dated 3 March 2011.

6. Final Adjudication Authority. CNRFC (N1) is the final adjudication authority for bonus program execution, to include eligibility, termination and repayment. 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 Department of the Navy (DON) Guidance.

7. Contact Information

a. For application questions: Commander, Navy Reserve Forces Command Incentive Program Specialists at [cnrfc\\_enlisted\\_i.fct@navy.mil](mailto:cnrfc_enlisted_i.fct@navy.mil).

b. Navy Reserve Homeport link: [https://private.navyreserve.navy.mil/cnrfc/N-Codes/N1/CNRFC\\_N112/SitePages/Home.aspx](https://private.navyreserve.navy.mil/cnrfc/N-Codes/N1/CNRFC_N112/SitePages/Home.aspx).

## SELRES RECRUITING, ENLISTMENT, AND AFFILIATION BONUS TIER LEVELS AND RATES

### 1. NAT Bonus Amount and Eligible Ratings

#### a. New Accession Training (NAT) Enlistment Bonus (EB) tier amounts:

<u>Tier</u>	<u>Term</u>	<u>Total</u>	<u>Initial</u>	<u>Anniversary</u>
1	6-Year	\$20,000	\$10,000	5 of \$2,000
2	6-Year	\$15,000	\$7,500	5 of \$1,500
3	6-Year	\$10,000	\$5,000	5 of \$1,000
4	6-Year	\$5,000	\$2,500	5 of \$500

#### b. NAT EB Eligible Specialties and Bonus Amounts:

<u>Rating/Rates</u>	<u>Tier</u>	<u>Note(s)</u>
AIRC	Tier 1	a
AG	Tier 1	
EA	Tier 1	
IS	Tier 1	
IT	Tier 1	
MN	Tier 1	
HM	Tier 2	
AME	Tier 2	
CTT	Tier 3	
EM	Tier 3	
EN	Tier 3	
ET	Tier 3	
GM	Tier 3	
HT	Tier 3	
QM	Tier 3	
CTR	Tier 4	
PS	Tier 4	
RP	Tier 4	
YN	Tier 4	

### 2. Prior Service EB Amounts and Eligible Ratings

#### a. Prior Service EB tier amounts:

<u>Tier</u>	<u>Term</u>	<u>Total</u>	<u>Initial</u>	<u>Anniversary</u>
1	6-YEAR	\$20,000	\$10,000	5 of \$2,000
	3-YEAR	\$10,000	\$5,000	2 of \$2,500
2	6-YEAR	\$15,000	\$7,500	5 of \$1,500
	3-YEAR	\$7,500	\$3,750	2 of \$1,875

3	6-YEAR	\$10,000	\$5,000	5 of \$1,000
	3-YEAR	\$5,000	\$2,500	2 of \$1,250

b. Prior Service EB eligible specialties and bonus tiers (read in four columns):

Rating/Rates	NEC	Tier	Note(s)
ANY	838A	Tier 1	d, e
ABF	0000	Tier 3	b, c, e
ABH	0000	Tier 3	b, c, e
AC	0000	Tier 2	b, c, e
AG	0000	Tier 1	b, c, e
AME	0000	Tier 3	b, c, e
AWF	0000	Tier 1	e
AWO	0000	Tier 1	e
AWR	0000	Tier 1	e
AWS	0000	Tier 1	e
BM	0000	Tier 3	e
CTI	9RUS	Tier 1	e
	9CMN	Tier 2	e
	0000	Tier 3	e
CTR	0000	Tier 3	e
CTT	0000	Tier 3	e
EA	0000	Tier 3	b, c, e
EOD	0000	Tier 1	b, c, e
ETV	0000	Tier 3	b, c, e
HM	L06A, L08A	Tier 1	e
	L11A, L17A		
	L18A, L20A		
	L22A, L23A		
	L24A, L26A		
	L31A, L32A		
	L37A		
GM	0000	Tier 3	b, c, e
IS	0000	Tier 2	b, c, e
IT	0000	Tier 2	b, c, e
LN	0000	Tier 2	b, c, e
MN	0000	Tier 2	b, c, e
ND	0000	Tier 1	b, c, e
QM	0000	Tier 3	b, c, e
RP	0000	Tier 3	b, c, e
SB	0000	Tier 1	b, c, e
SO	0000	Tier 1	b, c, e
TM	0000	Tier 3	b, c, e

### 3. Prior Service Affiliation Bonus Amounts and Eligible Ratings

#### a. Prior Service Affiliation Bonus tier amounts:

Tier	Term	Total	Initial	Anniversary
1	6-YEAR	\$20,000	\$10,000	5 of \$2,000
	3-YEAR	\$10,000	\$5,000	2 of \$2,500
2	6-YEAR	\$15,000	\$7,500	5 of \$1,500
	3-YEAR	\$7,500	\$3,750	2 of \$1,875
3	6-YEAR	\$10,000	\$5,000	5 of \$1,000
	3-YEAR	\$5,000	\$2,500	2 of \$1,250

#### b. Prior Service Affiliation Bonus eligible specialties and bonus tiers (read in four columns):

Rating/Rates	NEC	Tier	Note(s)
ANY	838A	Tier 1	d, e
ABF	0000	Tier 3	b, c, e
ABH	0000	Tier 3	b, c, e
AC	0000	Tier 2	b, c, e
AG	0000	Tier 1	b, c, e
AME	0000	Tier 3	b, c, e
AWF	0000	Tier 1	e
AWO	0000	Tier 1	e
AWR	0000	Tier 1	e
AWS	0000	Tier 1	e
BM	0000	Tier 3	e
CTI	9RUS	Tier 1	e
	9CMN	Tier 2	e
	0000	Tier 3	e
CTR	0000	Tier 3	e
CTT	0000	Tier 3	e
EA	0000	Tier 3	b, c, e
EOD	0000	Tier 1	b, c, e
ETV	0000	Tier 3	b, c, e
HM	L06A, L08A	Tier 1	e
	L11A, L17A		
	L18A, L20A		
	L22A, L23A		
	L24A, L26A		
	L31A, L32A		
	L37A		
GM	0000	Tier 3	b, c, e
IS	0000	Tier 2	b, c, e
IT	0000	Tier 2	b, c, e
LN	0000	Tier 2	b, c, e
MN	0000	Tier 2	b, c, e

ND	0000	Tier 1	b, c, e
QM	0000	Tier 3	b, c, e
RP	0000	Tier 3	b, c, e
SB	0000	Tier 1	b, c, e
SO	0000	Tier 1	b, c, e
TM	0000	Tier 3	b, c, e

#### 4. Selected Re-Enlistment Bonus Amounts and Eligible Ratings

##### a. Selected Re-Enlistment Bonus tier amounts:

Tier	Term	Total	Initial	Anniversary
1	6-YEAR	\$20,000	\$10,000	5 of \$2,000
	3-YEAR	\$10,000	\$5,000	2 of \$2,500
2	6-YEAR	\$15,000	\$7,500	5 of \$1,500
	3-YEAR	\$7,500	\$3,750	2 of \$1,875
3	6-YEAR	\$10,000	\$5,000	5 of \$1,000
	3-YEAR	\$5,000	\$2,500	2 of \$1,250

##### b. Selected Re-Enlistment Bonus eligible specialties and bonus tiers (read in five columns):

Rating/Rates	NEC	Tier	Zone	Note(s)
ANY	838A	Tier 1	B, C	d
ABF	0000	Tier 3	A, B	c
ABH	0000	Tier 3	A, B	c
AC	0000	Tier 2	A, B	c
AG	0000	Tier 1	A, B	c
AME	0000	Tier 3	A, B	c
AWF	0000	Tier 1	A, B, C	c
AWO	0000	Tier 1	A, B, C	c
AWR	0000	Tier 1	A, B, C	c
AWS	0000	Tier 1	A, B, C	c
BM	0000	Tier 3	A, B	c
CTI	9RUS	Tier 1	A, B	
	9CMN	Tier 2	A, B	
	0000	Tier 3	A, B	c
CTR	0000	Tier 3	A, B	c
CTT	0000	Tier 3	A, B	c
EA	0000	Tier 3	A, B	c
EOD	0000	Tier 1	A, B	c
ETV	0000	Tier 2	A, B	c
GM	0000	Tier 3	A, B	c

HM	L06A , L08A L11A, L17A L18A, L20A L22A, L23A L24A, L26A L31A, L32A L37A	Tier 1	A, B, C	
IS	0000	Tier 3	A, B	c
IT	0000	Tier 3	A, B	c
LN	0000	Tier 2	A, B, C	c
ND	0000	Tier 1	A, B, C	c
QM	0000	Tier 3	A, B	c
RP	0000	Tier 3	A, B	c
SB	0000	Tier 1	A, B, C	b, c
SO	0000	Tier 1	A, B, C	b, c
TM	0000	Tier 3	A, B	c

#### 5. Notes

a. A sailor shall obtain Naval Aircrew Warfare Specialist (NAWS) designation in order to receive the initial NAT bonus installment.

b. Only ratings with "0000" in the NEC column are eligible for PRISE-R bonus.

c. NEC 0000 (Commonly referred to as "quad zero") is listed to establish that Sailors in these ratings can hold any or no NEC and still be qualified for the bonus provided they meet all other applicable non-NEC related criteria.

d. A sailor must maintain affiliation with NSW UAS (NSWG 1, UAS-17, or UAS-18) and maintain mobilization readiness in order to maintain bonus eligibility.

e. Sailors affiliating under a rating conversion program must obligate six years as a drilling reservist in order to receive an affiliation bonus.