



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

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Ser N00/052  
2 Nov 23

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

Subj: FISCAL YEAR 2024 SELECTED RESERVE (NON HPO) OFFICER RECRUITING  
AND RETENTION INCENTIVE PROGRAM

Ref: (a) Title 37 U.S. Code Section 332  
(b) Department of Defense Instruction (DoDI) 1304.34, General Bonus Authority  
(c) RESPERS M-1001.5, Navy Reserve Personnel Manual (RESPERSMAN)

Encl: (1) Recruiting and Retention Incentive Guidance for Selected Reserve Officers  
(2) Recruiting and Retention Incentives for Selected Reserve Officers, Eligible  
Designators, Ranks and Amounts

1. Purpose. Effective immediately, the Department of the Navy 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 (2).

2. Policy. All program policies contained in RESPERS M-1001.5, Navy Reserve Personnel Manual (RESPERSMAN) Articles 1100-010, and 1100-030 remain in effect unless amended or amplified in this letter.

3. Terms. An officer applying for a bonus under the authority of Title 37 U.S. Code Section 332 must meet the eligibility criteria as specified in 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\\_officer\\_in.fct@navy.mil](mailto:cnrfc_officer_in.fct@navy.mil).

J. B. MUSTIN

## **RECRUITING AND RETENTION INCENTIVE GUIDANCE FOR SELECTED RESERVE (SELRES) (NON HPO) OFFICER**

**1. Introduction.** The Department of the Navy authorizes incentive pay for Selected Reserve (SELRES) Officers. 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 332
- b. DoDI 1304.34 (July 11, 2016), "General Bonus Authority for Officers"

### **3. Program Guidance.**

a. Reserve incentive program requirements, responsibilities, and policy are found in RESPERSMAN 1100-010, Reserve Incentive Programs. Reserve Officer (Non-HPO) incentive specific guidance related to include service obligations, eligibility, and application procedures, are found in RESPERSMAN 1100-030, Reserve Officer (Non-HPO) Incentives. All payments are taxable.

b. The effective date for all incentives described in the policy is the effective date of affiliation/accession in the Selected Reserves as indicated on NAVPERS 1200/1, Ready Reserve Transfer Request Service Agreement.

**4. 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.

### **5. Contact Information**

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

b. Navy Reserve Homeport link: [https://private.navyreserve.navy.mil/cnrfc/n-codes/n1/cnrfc\\_n112a/pages/n112a.aspx](https://private.navyreserve.navy.mil/cnrfc/n-codes/n1/cnrfc_n112a/pages/n112a.aspx).

c. RAMBO link: [https://private.navyreserve.navy.mil/cnrfc/n-codes/N1/N11/RAMBO/applications/rambo.aspx#](https://private.navyreserve.navy.mil/cnrfc/n-codes/N1/N11/RAMBO/applications/rambo.aspx#/).

**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):**

<u>Eligible Designator</u>	<u>Paygrade</u>
1115	LCDR and LT
1125	LCDR and LT
1135	LCDR and LT
1145	LCDR and LT
1205	LCDR only
1315	LCDR and LT
1325	LCDR and LT
1445	LCDR and LT
1515	LCDR and LT
1525	LCDR and LT
1655	LCDR and LT
1665	LT only
1715	LCDR only
1805	LT only
1815	LT only
1825	LCDR and LT
1835	LT only
2505	LCDR and Below
3105	LCDR and Below
4105	LCDR and Below

**2. Officer Accession (DCO) Bonus (4 years):**

<u>Eligible Designator</u>	<u>Paygrades</u>	<u>Note [a]</u>
1135	ENS	\$12,000/year
1655	LCDR and Below	\$12,000 – Lump Sum
2505	LCDR and Below	\$12,000 – Lump Sum
4105	LCDR and Below	\$12,000 – Lump Sum

**3. Officer Retention Bonus for \$12,000/year (3 years):**

<u>Eligible Designator</u>	<u>Paygrades</u>	<u>Note [b]</u>
1135	CDR and Below	
1805	LT only	
1835	LT only	
4105	LCDR and Below	

**4. Notes:**

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

b. Retention Bonuses may be offered only after existing obligations are fulfilled. Member must be serving in the Ready Reserve, or have served previously as a Commissioned Officer and released under honorable conditions.