



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

1100
Ser N00/053
2 Nov 23

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

Subj: FISCAL YEAR 2024 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
(c) RESPERS M-1001.5, Navy Reserve Personnel Manual
(d) MILPERSMAN 1133-061
(e) MILPERSMAN 1306-1501

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 immediately, the Department of the Navy authorizes monetary incentives for Non-Prior Service Enlistments (New Accession Training (NAT)), and Prior Service (PS) Re-enlistment/Affiliation and Selective Retention Bonus (SRB). These incentives are designed to encourage enlistment, affiliation, re-enlistment, and retention 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 reference (a), articles 1100-010 and 1100-020, remain in effect unless amended or amplified in this letter.

3. **Terms.** NAT, PS affiliation and enlistment bonuses, as well as SRBs, to include Prior Service Re-enlistment Eligibility-Reserve (PRISE-R), are governed by references (a) through (e).

4. **Timeline.** Award levels decreased by this letter are effective 30 days from the date of this letter to allow processing of existing quotas / pre-certifications letters.

5. **Points of Contact.** Commander, Navy Reserve Forces Command Incentive Program Specialists at cnrfc_enlisted_bonus@us.navy.mil.

J. B. MUSTIN

SELECTED RESERVE (SELRES) ENLISTED RECRUITING AND RETENTION INCENTIVE GUIDANCE

1. **Introduction**. The Department of the Navy authorizes incentive pay for Non-Prior Service Enlistment Bonuses (New Accession Training (NAT)), Prior Service Affiliation bonuses, and Selective Retention Bonuses (SRB) under Title 37 U.S. Code Section 331(a). These incentives encourage enlistment, affiliation, and retention in designated 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 Affiliation, and Selective Retention 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 (two 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 two 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 years, based on a three-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_bonus@us.navy.mil.

b. Navy Reserve Homeport link: [Pages - Enlisted Bonuses \(navy.mil\)](http://Pages - Enlisted Bonuses (navy.mil)).

**SELRES ENLISTED RECRUITING AND RETENTION INCENTIVE
RATE AND ELIGIBILITY TABLES**

Recruiting and retention incentives will be paid to eligible members within their respective category at the authorized Tier. All members are subject to eligibility requirements IAW references (a) and (b).

1. New Accession Training (NAT) Enlistment Bonus (EB)

**Members enlisting in the Reserve Component (RC) with no prior military service*

a. NAT EB Tier Amounts:

Tier	Term	Total	Initial	Anniversary
1	3-Year	\$20,000	\$10,000	\$5,000
2	3-Year	\$15,000	\$7,500	\$3,750
3	3-Year	\$10,000	\$5,000	\$2,500
4	3-Year	\$5,000	\$2,500	\$1,250

b. NAT EB specialty/rating eligibility:

Rating	Tier	Note(s)
ANY	Tier 1	

2. Reserve Component Affiliation Bonus (AB) formerly Prior Service Affiliation Bonus

**Members affiliating with RC from Active Component (AC) with no break in service*

a. RC AB tier amounts:

Tier	Term	Total	Initial	Anniversary
1	3-Year	\$20,000	\$10,000	\$5,000
2	3-Year	\$15,000	\$7,500	\$3,750
3	3-Year	\$10,000	\$5,000	\$2,500

b. RC AB specialty/rating eligibility:

Rating	Tier	Note(s)
ANY	Tier 1	

3. Prior Service (PS) Reenlistment Bonus (RB) formerly Prior Service Enlistment Bonus

**Members with prior military service who reenlist in the RC after a break in service*

a. PS RB tier amounts:

Tier	Term	Total	Initial	Anniversary
1	3-Year	\$20,000	\$10,000	\$5,000
2	3-Year	\$15,000	\$7,500	\$3,750
3	3-Year	\$10,000	\$5,000	\$2,500

b. PS RB specialty/rating eligibility:

Rating	Tier	Note(s)
ANY	Tier 1	

4. Selective Retention Bonus (SRB) formerly Selective Reenlistment Bonus

**Offered for reenlistment/voluntary extension for specified ratings/skillsets.*

a. Selective Retention Bonus tier amounts:

Tier	Term	Total	Initial	Anniversary
1	3-Year	\$20,000	\$10,000	\$5,000
2	3-Year	\$15,000	\$7,500	\$3,750
3	3-Year	\$10,000	\$5,000	\$2,500

b. Selective Retention Bonus specialty/rating eligibility:

Rating	NEC ¹	Tier	Zone ⁴
ANY ²	838A	Tier 1	B, C
ABF	0000	Tier 2	A, B
AC	0000	Tier 1	A, B, C
AG	0000	Tier 1	A, B, C
AME	0000	Tier 3	A, B, C
AWF	0000	Tier 1	A, B, C
AWO	0000	Tier 1	A, B, C
AWR	0000	Tier 1	A, B, C
AWS	0000	Tier 1	A, B, C
BM	0000	Tier 1	A, B
BU	0000	Tier 2	A, B
CM	0000	Tier 1	A, B
CTI	0000	Tier 1	A, B, C
CTN/CWT ³	0000	Tier 2	A, B
CTT	0000	Tier 1	A, B
EA	0000	Tier 2	A, B
EM	0000	Tier 2	A, B
EN	0000	Tier 1	A, B
EOD	0000	Tier 1	A, B, C
EO	0000	Tier 1	A, B
ET	0000	Tier 1	A, B
ETV	0000	Tier 1	A, B
FCA	0000	Tier 1	A, B
GM	0000	Tier 1	A, B
HM	L06A, L08A, L11A, L17A, L18A, L20A, L22A, L23A, L24A, L26A, L31A, L32A, L37A	Tier 1	A, B, C
HT	0000	Tier 1	A, B
IS	0000	Tier 1	A, B
IT	746A, H04A	Tier 2	A, B, C

IT	0000	Tier 3	A, B
ITS	0000	Tier 1	A, B
LN	0000	Tier 1	A, B, C
MA	0000	Tier 1	A, B
MC	0000	Tier 1	A, B
MM	0000	Tier 2	A, B
ND	0000	Tier 1	A, B, C
OS	0000	Tier 1	A, B
QM	0000	Tier 1	A, B
RP	0000	Tier 2	A, B
SB	0000	Tier 1	A, B, C
SO	0000	Tier 1	A, B, C
TM	0000	Tier 1	A, B

c. Notes:

1. 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 eligible for the bonus provided they meet all other applicable non-NEC related criteria.
2. 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.
3. No change to bonus eligibility when CTN rating is transitioned to CWT.
4. Zone eligibility is determined by years of service.