

**RESPERSMAN 1100-030**

**RESERVE OFFICER INCENTIVES (NON HEALTHCARE PROFESSIONALS)**

<b>Responsible Office</b>	COMNAVRESFORCOM (N11)	Phone:	DSN	262-2002
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<b>References</b>	(a) DoD Financial Management Regulation, Volume 7A, Chapters 5 and 56 (b) DoDINST 1205.21
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1. **Officer Incentive Programs**. Provides incentives to personnel in designated critical skills where shortages exist, including affiliation, accession, and retention bonuses. Governing incentive program requirements are outlined in references (a) and (b), [RESPERSMAN 1100-010](#) and appropriate NAVADMIN messages.

2. **Navy Veteran (NAVET) Affiliation Bonus**. An incentive intended to assist in the recruitment of prior service officers in designated specialties. Direct Commission Officers (DCOs) are not eligible for this bonus. A member who qualifies and elects any of the Healthcare Professions incentives outlined in [RESPERSMAN 1100-040](#), cannot also receive an affiliation bonus.

a. **Eligibility requirements**. Applicant shall:

(1) Have no current military contractual obligations for receipt of any other incentive or educational assistance per reference (a).

(2) Be a commissioned officer affiliating with the Selected Reserve for the first time, having served on active duty and released under honorable conditions OR have previously served in the Selected Reserve and meet the conditions of paragraph 2.a(5).

(3) Be affiliating in a designated critical officer skill and paygrade listed on NAVADMIN in effect on date of affiliation.

(4) Not reach their mandatory removal date or retirement eligibility date in the Ready Reserve during any service obligation period incurred under this agreement per reference (b).

(5) Not have previously served in the Selected Reserve of the Navy Reserve within the 12 months preceding their current affiliation.

(6) Not have previously received this incentive.

b. **Precert Request.** Recruiting Command and Career Transition Office (CTO) personnel shall submit precert requests to the COMNAVRESFORCOM Officer Incentives Division (N112A) prior to member's gain to an IDT status. COMNAVRESFORCOM Officer Incentives Division will return a Written Agreement with a precert number if member meets basic eligibility requirements.

c. **Application.** NRA Incentive Program Coordinator shall submit an initial application for eligibility establishment to COMNAVRESFORCOM (N112A) when a member affiliates. The application will include a copy of the appropriate Incentive Written Agreement.

d. **Obligation**

(1) Incur a Selected Reserve obligation of three years. The effective date of this obligation shall be the date of affiliation with the drilling Reserve.

(2) Must serve in the same military department and in the same critical skill for which the incentive is approved.

NOTE: Selected Reserve officers approved for redesignation into another critical skill may maintain bonus eligibility.

e. **Recoupment.** Failure to satisfactorily complete the required obligated period will result in bonus eligibility termination and a pro-rated recoupment of monies received, based on the period of obligated service not completed.

3. **Direct Commission Officer (DCO) Accession Bonus.** This incentive is for members commissioned for the first time in the armed forces as a DCO in specific designators only. A member who qualifies and elects any of the Healthcare Professions incentives outlined in [RESPERSMAN 1100-040](#), cannot also receive an accession bonus. See current NAVADMIN for eligibility criteria and requirements.

a. **Eligibility criteria**

(1) Must be qualified and applying for an appointment as a commissioned officer with a specific designator and paygrade listed on current NAVADMIN.

(2) Must meet all criteria set forth in NAVADMIN in effect on date of accession.

(3) Must not have previously received this incentive.

b. **Precert Request.** Recruiting Command and CTO personnel shall submit precert requests to the COMNAVRESFORCOM Officer Incentives Division (N112A) prior to member's gain to Selected Reserve status. COMNAVRESFORCOM Officer Incentives Division will return a Written Agreement with a precert number if member meets basic eligibility requirements. Precerts remain valid for 90 days after issue. Recruiting Command and CTO personnel may request an extension of the 90 day window or return unused precerts to COMNAVRESFORCOM (N112A). Unused precerts are non-transferrable to another applicant.

c. **Application.** NRA Incentive Program Coordinator shall submit an initial application for eligibility establishment to COMNAVRESFORCOM (N112A) when a member affiliates per [RESPERSMAN 1100-010](#) paragraph 2e(1)(c). The application will include a copy of the appropriate Incentive Written Agreement.

d. **Obligation**

(1) Must affiliate in the Selected Reserve for a minimum of three years and serve satisfactorily for each year of this obligation. The effective date of this obligation shall be the date of affiliation with the Selected Reserve.

(2) Must serve in the same military department and in the same critical skill for which the incentive is approved.

NOTE: Selected Reserve Officers approved for redesignation into another critical skill may maintain bonus eligibility.

e. **Recoupment.** Failure to satisfactorily complete the required obligated period will result in bonus eligibility termination and a pro-rated recoupment of monies received, based on the period of obligated service not completed.

4. **Critical Skill Retention Bonus.** This incentive may be offered to commissioned Selected Reserve officers in specific

critical skills and paygrades. These critical skills, paygrades, and any additional eligibility criteria will be published via NAVADMIN periodically.

**a. Eligibility criteria**

(1) Must be currently serving an appointment as a commissioned officer in the Selected Reserve of the Navy Reserve with a specific designator and/or subspecialty and paygrade listed on current NAVADMIN.

(2) Must meet all criteria set forth in the current NAVADMIN in effect on date of application.

**b. Precert Request.** NRA Incentive Coordinators shall submit precert requests to the COMNAVRESFORCOM Officer Incentives Division. COMNAVRESFORCOM Officer Incentives Division will return a Written Agreement with a precert number if member meets basic eligibility requirements. Precert request form can be downloaded from the COMNAVRESFORCOM Officer Incentive website at:

[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. Application.** NRA Incentive Program Coordinator shall submit an initial application for eligibility establishment to COMNAVRESFORCOM (N112A) per [RESPERSMAN 1100-010](#) paragraph 2.e(1)(c) when a member affiliates. The application will include a copy of the appropriate Incentive Written Agreement.

**d. Obligation**

(1) Must participate in the Selected Reserve for a minimum of three years and serve satisfactorily for each year of this obligation. The effective date of this obligation shall be the date of approval of this incentive.

(2) Must serve in the same military department and in the same critical skill for which the incentive is approved.

**e. Recoupment.** Failure to satisfactorily complete the required obligated period will result in bonus eligibility termination and recoupment of all monies received for the year in which payment was received and the service obligation was not satisfactorily completed. The member will not be eligible for any further incentive payments of this type once their eligibility has been terminated.