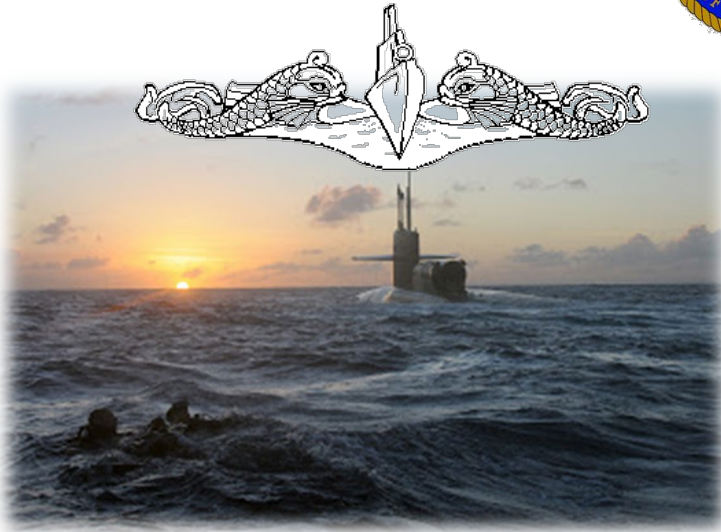


# ***Enlisted Supervisor Retention Pay (ESRP)***

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*Provided By:*  
**N133D**

*Nuclear Enlisted Community CCC*  
***nukeccc@navy.mil***



# ***Program Description***

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- The ESRP program is a flexible incentive program tailored to meet the retention goals of specific skill sets. ESRP reenlistment time in service eligibility zones are defined as follows:
  - Zone 1: Greater than or equal to 10 years of naval service but less than 14 years of naval service.
  - Zone 2: Greater than or equal to 14 years of naval service but less than 17 years of naval service.
  - Zone 3: Greater than or equal to 17 years of naval service but less than 23 years of naval service.



# *Eligibility Criteria*

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- Have completed at least 10 years but fewer than 23 years of naval service at the time the new reenlistment contract becomes effective.
- Meet all eligibility requirements per NAVPERS 15560D to reenlist for a minimum of three years in the Navy. The term of reenlistment must be in whole year increments, and limited to a maximum of six years. ESRP is not authorized for enlistment contract extensions.
- Be on Active Duty.
- Be a Petty Officer of paygrade E-5 or above.
- Hold an ESRP-designated rating or skill (per current ESRP NAVADMIN).



# *Eligibility Criteria*

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- The terminal date for the new reenlistment contract **must be at least 24 months past the existing enlistment contract obligation** (end of active obligated service (EAOS) or EAOS as extended (Soft EAOS), whichever is later).
- Receive approval from the ESRP Program Manager prior to executing an ESRP reenlistment. Requests for new ESRP reenlistment contracts with terminal dates that would exceed the high year tenure (HYT) for the Service Member's current rank will not be approved unless a HYT waiver request is granted.
- The term of a Zone 1 reenlistment must obligate service through the end of Zone 1 and into Zone 2. The term of a Zone 2 reenlistment must obligate service through the end of Zone 2 and into Zone 3.



# ***Additional Eligibility Criteria for each Zone***

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- **Zone 1** – Paygrade of E5 or above, and be assigned an active nuclear supervisor NEC.
- **Zone 2** – Be a frocked chief or in the paygrade of E-7, E-8, or E-9 on the date of the ESRP Zone 2 reenlistment.
- **Zone 3** – Be a frocked senior Chief or in the paygrade of E-8 or E-9 on the date of the ESRP Zone 3 reenlistment **AND** Successfully served as, currently serving as (on orders), or issued and accepted orders as a submarine engineering department master chief (EDMC), nuclear aircraft carrier (CVN) major division leading chief petty officer (DLCPO), CVN reactor training division officer, or CVN reactor department master chief (RDMC).



# ***Authorization Procedures***

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- NSIPS is only method of submission. If the command is unable to submit ESRP reenlistment requests due to operational commitments, then the command's **ISIC** may submit the request via NSIPS.



# ***ESRP Award Computation***

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- Obligated Service (OBLISERV) beyond completion of 23 years total active service may not be used to compute ESRP contract award amount.
- ESRP may not be paid for any service remaining on the current enlistment, excluding inoperative agreement(s) to extend enlistment.
- When computing the active OBLISERV remaining on the current enlistment for which ESRP cannot be paid, a fraction of a month will be rounded up to the next whole month.



# ***ESRP Award Computation***

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- ESRP Zone 1 compensation will be calculated no further than through completion of 16 years of service.
- ESRP Zone 2 compensation will be calculated no further than through completion of 18 years of service.
- ESRP Zone 3 compensation will be calculated no further than through completion of 23 years of service.





# ***ESRP Award Computation***

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- A Service Member cannot exceed combined SRB and ESRP payments totaling **\$360,000** in a career.
- This combined total only includes SRB and ESRP bonus payments from reenlistments dated 1 October 2013 and forward.
- Max \$30,000 per 12 months of AOS.
- The effective maximum ESRP bonus is \$150,000 per reenlistment contract which requires a minimum of 60 months of AOS by calculation.
- $ESRP = (\text{Base Pay} \times \text{Multiple} \times \text{AOS}(\text{months}) / 12$



# ***Reenlistment Contract Length***

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- Zone 1 and zone 2 ESRP reenlistment contracts must extend into the next reenlistment zone.
- ESRP reenlistments must be a minimum of three years and maximum of six years.
- ESRP reenlistments must add a minimum of 24 months past SEAOS.
- ESRP compensation is limited to the completion of 23 years of active service.



# ***Payment Structure***

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- The ESRP Zone 1 payment structure includes
  - a one-time lump sum payment or
  - an anniversary payment structure.
- Sailors must correctly identify their **preferred payment structure in NSIPS.**
- The ESRP Zones 2 and 3 payment structures are identical to the Selective Reenlistment Bonus program.



# *Payment Structure*

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- Payments will be released by the ESRP program manager through DFAS, after the reenlistment is posted electronically. Commands should contact the ESRP program manager, not DFAS, with questions regarding payments.
- Service Members will receive annual ESRP installments during the anniversary month of their reenlistment date.
- Prior to each anniversary installment, OPNAV N133 reviews each record for continued entitlement eligibility.



# Submitting in NSIPS

- In NSIPS – Main Menu->Career Information Management->Use->SRB/ESRP Submission
- Enter member's SSN or Name

Favorite > Main Menu > Career Information Management > Use > SRB/ESRP Submission

**NSIPS**  
NAVY STANDARD INTEGRATED PERSONNEL SYSTEM

**SRB Submission**

Enter any information you have and click Search. Leave fields blank for a list of all values.

Find an Existing Value

▼ Search Criteria

Empl ID begins with

Name begins with

UIC begins with

Limit the number of results to (up to 300):

Search Clear Basic Search Save Search Criteria



# Submitting in NSIPS

**SRB Calculator**

Rank/Rate: MMN1      Name: [REDACTED]      Current DSC: 100

► Contract/Service Dates

► Navy Enlisted Classification Code

Selective Reenlistment Bonus Calculator

☒ USN      ☐ FTS

Pay Grade: E06      Bonus Type: 3AA      Verify that 3AA is selected for ESRP

Broken Service Status: 1 - No Broken Service

SRB Qualifier:      SRB Max Amount: \$0.00      Input the SRB Max Amount. (Listed in the SRB qualifier block.)

Zone Description:

Bonus Rating:      Bonus Warfare:      Bonus NEC:

INOP NUC EXT: 05      INOP OTH EXT: 00

EAOS at Reenlistment: 11/02/2023      SEAOS at Reenlistment: 04/02/2024

Date of Reenlistment:      Reenlistment Term:      Select reenlistment term in months

Monthly Base Pay:      LOS for Pay:      New EAOS:

Reduction Months

INOP NUC EXT: 00      Early Reenlistment: 00

INOP OTH EXT: 00      Over 16 Years: 00

Clear

Calculate SRB

Verify the correct NEC is in the members record

Verify correct Pay Grade for date of reenlistment

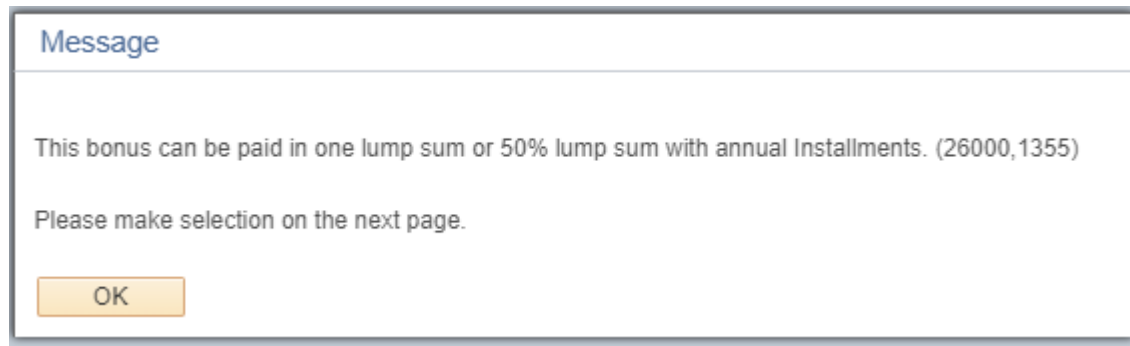
Ensure you have selected the correct RATE and ZONE

Should submit 35-120 days prior to desired reenlistment date



## *Submitting in NSIPS*

- After calculating ESRP for Zone 1 a message will pop up.



- Acknowledge and select “OK”



# Submitting in NSIPS

## SRB Add WF Component

### Selective Reenlistment Bonus

Name:		Rank/Rate:	MMN1	Current DSC:	100
Appr Inst:	Appr Status: Pending		Appr Action:	<input type="button" value="Comment"/>	
PPSUIC:	03368	Bonus Type:	3AA <input type="button" value="ESRP"/>	<input type="button" value="Reset Program"/>	
SRB Qualifier:	E-MMN SW/N25S:1 <input type="button" value=""/>		EAOS on Reenlistment:	11/02/2023 <input type="button" value=""/>	
Message Qualifier:	<input type="text"/>				
Discounted Inop Ext:	05	Pay Grade:	E06 <input type="button" value=""/>	PEBD at Last Discharge:	<input type="text"/> <input type="button" value=""/>
Other Inop. Ext:	00	Last Discharge Date:	<input type="text"/> <input type="button" value=""/>	Adj. ADSD:	<input type="text"/> <input type="button" value=""/>
Reenlistment TermMonths:	60	Reenlistment Date:	10/05/2023 <input type="button" value=""/>		
Extension Months:	<input type="text"/>	Extension Exec Date:	<input type="text"/> <input type="button" value=""/>		
Zone:	1 - 10-14 years <input type="button" value=""/>	Total SRB:	140000.00	SRB Level:	7.5
		Lump Sum <input type="radio"/>	Installment <input type="radio"/>		
Bonus Rate:	EAOS:	11/02/2023	SEAOS:	04/02/2024	
PEBD:	07/17/2012	ADSD:	07/17/2012	EMC:	D131
NEC:	DNEC:	N25O	DNEC2:		
AOS:	56	AOS Date:	CWAY Status:	AIR	
Prospective Rate:	Prospective Paygrade:	CWAY Approval Date:			

Competencies		Personalize   Find   <input type="button" value=""/>		First 1 of 1 Last	
Effective date	Competency				
09/01/2014	N25O				

Contact Information	
Name:	
Email:	
Phone:	
Commanding Officer Remarks:	

SRB History		Personalize   Find   View All   <input type="button" value=""/>		First 1 of 1 Last	
Effective date	SRB Type	Approval Status			
09/28/2020	Continuous Service				

You must select payment structure!!!  
Lump Sum or Installment

OK

Apply





# Submitting in NSIPS

- A pop will ask you to verify payment structure.

## Message

You have selected lump sum payout, (26000,1352)

The reenlisting sailor will receive one lump sum payment with no installments.

Is this correct and have you verified this with the reenlistee?

Yes

No

## Message

You have selected installment payout. (26000,1353)

The reenlisting sailor will receive an initial 50% payment of the amount awarded with yearly installments for the balance.

Is this correct and have you verified this with the reenlistee?

Yes

No



## ***Submitting in NSIPS***

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- Once you have ensured this is the payment structure the member desires, click yes to return to SRB Add WF Component and click Apply and OK.
- You have submitted the pre-approval for ESRP. ESRP manager will email if there is any issues/concerns.
- You can track the status of a ESRP request:




# Checking status in NSIPS

- You can track the status of a ESRP request:
- Enter member's SSN or Name

Navigation: Favorites > Main Menu > Career Information Management > Inquire > SRB/ESRP

---



**NSIPS**  
NAVY STANDARD INTEGRATED PERSONNEL SYSTEM

### SRB/ESRP

Enter any information you have and click Search. Leave fields blank for a list of all values.


▼ Search Criteria

Empl ID

Name

Empl Record

Limit the number of results to (up to 300):

[Basic Search](#)  [Save Search Criteria](#)



# Checking status in NSIPS

- You can track the status of a ESRP request:

Pre Cert Request tab:  
To check the status of  
the pre certification

Pre Cert Request		SRB/ESRP Status	
Name	[REDACTED]	Rank/Rate:	MMN1
Current DSC:		100	
Appr Inst:	38429394	Appr Status:	Approved
Appr Action:		<button>Comment</button>	
PP SUIC:	Bonus Type:	3AA	ESRP
<button>Reset Program</button>			
SRB Qualifier:	E-MMN SS/N15S:1		EAOS on Reenlistment:
Message Qualifier:		07/17/2024	
Discounted Inop Ext:	00	Pay Grade:	E06
PEBD at Last Discharge:			
Other Inop. Ext:	00	Last Discharge Date:	Adj. ADSD:
Reenlistment TermMonths:	72	Reenlistment Date:	05/17/2023
Extension Months:	Extension Exec Date:		
Zone:	1 - 10-14 years		Total SRB:
Lump Sum <input type="radio"/>		Installment <input checked="" type="radio"/>	142500.00
SRB Level:		7.5	
Bonus Rate:	EAOS:	05/16/2029	SEAO S:
05/16/2029			
PEBD:	04/22/2013	ADSD:	04/22/2013
EMC:		D130	
NEC:	N15S	DNEC:	N15S
DNEC2:			
AOS:	57	AOS Date:	07/16/2024
CWAY Status:			
Prospective Rate:	Prospective Paygrade:	CWAY Approval Date:	

Pre cert status here!

Verify information is  
correct.



# Checking status in NSIPS

- You can track the status of a ESRP request:

**SRB/ESRP Status tab:**  
To check the status of the ESRP request

Pre Cert Request **SRB/ESRP Status**

Name: [REDACTED] Rank/Rate: MMN1 Current DSC: 100

Requesting UIC: 42574 Effective date: 04/11/2023  
SRB Type: 3AA Status: Approved Cancel Indicator: N - No cancellation was requested  
NEC: N15S Budget NEC: N15S Budget Zone: 1  
Sea Duty Ext: Conversion Date:  
Zone: 1 - 0-14 years Zone Override: ☐  
Lump Sum ☐ Installment ☒  
AOS Dt: 07/18/2024 AOSD Override: ☐  
Grade: E06  
Award Level: 7.5 AOS: 5 Base Pay: 4170.90  
Total Bonus: 142500.00 Initial Installment: 71250.00 Anniversary Installment: 14250.00  
Pay Waiver: ☐ Reenlistment Date: 05/17/2023  
Waiver Date: Waiver Status: Reenlistment Term: 72

**ESRP request status!**

Final Status: Approved Pay Data: 17.572PNMMN1NO  
Multi-Use: EMC: D130  
EAOS: 05/16/2029 SEAOS: 05/16/2029 Prospective Rate:  
PEBD: 04/22/2013 ADSD: 04/22/2013 Prospective Paygrade:  
DNEC: N15S DNEC2: CWAY Status:  
Inop Oth Ext: 00 Inop Nuc Ext: 00 CWAY Approval Date:  
Ext Months: Ext Date:

**Be sure to verify all information is correct. Make sure contract and NSIPS ESRP approval match.**



# Changes??

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- Once an ESRP request has been submitted, the ESRP program manager **MUST** be notified of any changes, including but not limited to:
  - Requesting to change the date of reenlistment
  - Requesting to change the term of reenlistment
  - Requesting to change the payment option for Zone 1
  - Requesting to change the paygrade of the reenlistee
  - Requesting to cancel the submitted request
  - ANY changes!
- Email is the best way to contact the ESRP manager...



# ***ESRP Manager***


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- Nxag\_n133d3@navy.mil
  - nukeccc@navy.mil
- MyNavy HR >Community Management >Enlisted >Nuclear >ESRP SRB Programs:

[www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted/Nuclear/ESRP-SRB-Programs/](http://www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted/Nuclear/ESRP-SRB-Programs/)



# Nuclear Command Career Counselor Toolbox

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Career Management ▸ Community Management ▸ Enlisted ▸ Nuclear ▸ **CCC Toolbox**

## NUCLEAR COMMAND CAREER COUNSELOR TOOLBOX

**ADMINISTRATION**

**AVIATION**

**INFORMATION WARFARE**

**MEDICAL**

**NUCLEAR**

CCC TOOLBOX \*\*

ECM UPDATES

ENLISTED PROGRAMS

ENLISTED SUBMARINE PAY

ESRP / SRB PROGRAMS

NUCLEAR RATINGS

**PACT**

**SEABEES**

**SECURITY**

**SELECTED RESERVES**

**SPECIAL OPERATIONS**

**SPECIAL WARFARE**

**SUBMARINE**

**SUPPLY**

**SURFACE CS / OPS**

**SURFACE ENGINEERING**

**CSEL**

**EETP**

**Purpose:** To assist Command Career Counselor's with their duties in retention of Nuclear trained personnel

[Nuclear Community Quick Reference Guide](#)

[Nuclear Community CCC Training](#)

[Nuclear CCC Newsletter](#)

[Live Your Career Path](#)

Nuclear Pathways To Success: [Submarines](#) [Surface](#)

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[NUCLEAR ENLISTED DETAILING](#)

[SEA SHORE FLOW ADJUSTMENT](#) - NAVADMIN 021/22

[HONOR YOUR PRD MEMO](#)

[SSF Summary Handout](#)

[SEA SHORE FLOW FOR JSI's](#) - NAVADMIN 157/19

SRB: [OPNAVINST 1160.8B](#) [SRB Webpage](#)

ESRP: [NAVADMIN 123/22](#) [ESRP POLICY MEMO](#) (click and send email to request)

Nuclear trained Sailor applications to Officer Commissioning Programs: [NAVADMIN 307/17](#)

Contract to PRD alignment: [NAVADMIN 307/17](#)

Changing and removing nuclear NEC: [OPNAVINST 1220.1F](#)

Nuclear NEC Construct: [New Nuclear NECs From NEC construct effective 01 July 2018.](#)

SDAP: [OPNAVINST 1160.6C](#) Contact N133D2A: 703-604-5492/5491 [NAVADMIN 156/14](#)

Physical Readiness Program: [OPNAVINST 6110.11](#)

NAVPERS 1306/7 form: [1306/7](#)

NAVPERS 1221/6 form: [1221/6](#)

**\*NEW\*** [Go Guam](#) - Resource for those with orders to Guam. **\*NEW\***

## Sailor Ready Products:

- Nuclear Community CCC Quick Reference Guide
- Nuclear CCC Training 101
- Nuclear CCC Periodic Newsletter
- Nuclear Pathways to Success
- Live Your Nuclear Career Path