



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

1100  
Ser N00/059  
29 Aug 24

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

Subj: FISCAL YEAR 2025 SELECTED RESERVE ENLISTED RECRUITING AND  
RETENTION INCENTIVES PROGRAM

Ref: (a) RESPERS M-1001.5, Navy Reserve Personnel Manual  
(b) DoD Instruction 1304.31, Enlisted Bonus Program  
(c) Title 37 U.S. Code Section 331  
(d) MILPERSMAN 1306-1501 Enlisted Active Component to Reserve Component  
(AC2TAR/AC2SELRES) Eligibility Requirements and Application Procedures  
(e) MILPERSMAN 1306-061 Prior Service Reenlistment Eligibility - Reserve Program

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 1 October 2024, the Navy Reserve Force authorizes monetary incentives for Non-Prior Service Enlistment, Prior Service Reenlistment/Affiliation and Selective Retention. 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. Incentives outlined within this policy are governed by references (a) through (e).

4. Timeline. Incentives will be processed in accordance with the policy in effect at the time of enlistment, affiliation or reenlistment, as applicable. Navy Reserve Activities will take appropriate action to ensure timely processing of all incentives.

5. Points of Contact. Direct any execution or policy concerns to your immediate superior in command's (ISIC) Manpower and Personnel Support representative.

  
N. S. LACORE

Copy to:  
Commander, Navy Recruiting Command  
Commander, Navy Personnel Command

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

1. **References:**

- a. Title 37 U.S. Code Section 331
- b. DoDI 1304.31 (November 5, 2020), "Enlisted Bonus Program (EBP)"
- c. MILPERSMAN 1306-1501 Enlisted Active Component to Reserve Component (AC2TAR/AC2SELRES) Eligibility Requirements and Application Procedures
- d. MILPERSMAN 1306-061 Prior Service Reenlistment Eligibility - Reserve Program
- e. RESPERMAN 1100-020

2. **Introduction.** The Department of the Navy authorizes incentive pay for Non-Prior Service Enlistment Bonuses, 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.

3. **Terms.** All requirements in references (a) through (e) must be met for applicable bonus eligibility.

4. **Program Guidance.** RESPERMAN 1100-010, Reserve Incentive Programs, governs policy, program requirements and responsibilities for all Selected Reserve Incentive Programs. RESPERMAN 1100-020, Reserve Enlisted Incentives, provides amplifying information on enlisted incentives, such as service obligation, eligibility and application procedures.

5. **Bonus Payout Structure.** New Accession Training (NAT) Enlistment, Reserve Component Affiliation, Prior Service Reenlistment and Selective Retention Bonuses will be paid in installments. All payments are taxable.

a. 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 in the designated rating and/or specialty for each year of the bonus contract.

c. 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.

d. Members affiliating to complete the SELRES portion of their 4-2-2 Military Service Obligation (MSO) are ineligible for incentive bonuses until the SELRES MSO is fulfilled, unless the member is approved for a SELRES rating conversion.

6. Montgomery GI Bill- SELRES Kicker. 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.

7. Final Adjudication Authority. OPNAV N0951 is the final adjudication authority for SELRES Enlisted Recruiting and Retention Incentives. Policy and Execution concerns, to include eligibility, termination and repayment inquiries will be routed to OPNAV N0951 via CNRFC N1. 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.

8. Contact Information. For application questions: Members should contact the Bonus Program Representative at their respective Navy Reserve Activity.

**FY25 SELRES ENLISTED RECRUITING AND RETENTION  
INCENTIVE RATING ELIGIBILITY TABLES**

**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:**

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

**b. NAT EB specialty/rating eligibility:**

<b>Rating</b>	<b>NEC</b>	<b>Tier</b>	<b>Note(s)</b>
AG	0000	Tier 2	a
AWF	0000	Tier 2	a
BM	0000	Tier 3	a
BU	0000	Tier 3	a
CM	0000	Tier 3	a
CTT	0000	Tier 1	a
CWT	0000	Tier 3	a
EN	0000	Tier 3	a
EO	0000	Tier 3	a
HM	0000	Tier 1	a
HT	0000	Tier 2	a
IS	0000	Tier 1	a
IT	0000	Tier 1	a
MA	0000	Tier 2	a
MC	0000	Tier 3	a
MN	0000	Tier 1	a
QM	0000	Tier 3	a

**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:**

<b>Tier</b>	<b>Term</b>	<b>Total</b>	<b>Initial</b>	<b>Anniversary</b>
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	NEC	Tier	Note(s)
AG	0000	Tier 2	a, b
AWO	0000	Tier 1	a
AWF	0000	Tier 3	a, b
AWR	0000	Tier 1	a
AWS	0000	Tier 1	a
BM	0000	Tier 3	a, c
BU	0000	Tier 3	a, b
CM	0000	Tier 3	a, b
CTI	0000	Tier 1	a
CTT	0000	Tier 1	a, b
CWT	0000	Tier 3	a, b
EN	0000	Tier 3	a, c
EO	0000	Tier 3	a, b
ETV	0000	Tier 2	a
HM	L03A, L06A, L08A, L11A, L17A, L18A, L20A, L22A, L23A, L24A, L26A, L31A, L32A, L37A	Tier 1	d
HM	0000	Tier 2	a, b
HT	0000	Tier 2	a, c
IS	0000	Tier 1	a, b
IT	746A, H04A	Tier 1	d
IT	0000	Tier 2	a, b
ITR	0000	Tier 2	a
LN	0000	Tier 1	a, b
MA	0000	Tier 3	a, b
MC	0000	Tier 3	a, b
MN	0000	Tier 1	a
ND	0000	Tier 1	a
OS	0000	Tier 3	a, c
QM	0000	Tier 3	a, b
SB	0000	Tier 1	a
SO	0000	Tier 1	a
TM	0000	Tier 2	a

### 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	NEC	Tier	Note(s)
AG	0000	Tier 2	a, b
AWO	0000	Tier 1	a
AWF	0000	Tier 3	a, b
AWR	0000	Tier 1	a
AWS	0000	Tier 1	a
BM	0000	Tier 3	a, c
BU	0000	Tier 3	a, b
CM	0000	Tier 3	a, b
CTI	0000	Tier 1	a
CTT	0000	Tier 1	a, b
CWT	0000	Tier 3	a, b
EN	0000	Tier 3	a, c
EO	0000	Tier 3	a, b
ETV	0000	Tier 2	a
HM	L03A, L06A, L08A, L11A, L17A, L18A, L20A, L22A, L23A, L24A, L26A, L31A, L32A, L37A	Tier 1	d
HM	0000	Tier 2	a, b
HT	0000	Tier 2	a, c
IS	0000	Tier 1	a, b
IT	746A, H04A	Tier 1	d
IT	0000	Tier 2	a, b
ITR	0000	Tier 2	a
LN	0000	Tier 1	a, b
MA	0000	Tier 3	a, b
MC	0000	Tier 3	a, b
MN	0000	Tier 1	a
ND	0000	Tier 1	a
OS	0000	Tier 3	a, c
QM	0000	Tier 3	a, b
SB	0000	Tier 1	a
SO	0000	Tier 1	a
TM	0000	Tier 2	a

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

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

**a. Selective Retention Bonus tier amounts:**

<b>Tier</b>	<b>Term</b>	<b>Total</b>	<b>Initial</b>	<b>Anniversary</b>
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:**

<b>Rating</b>	<b>NEC</b>	<b>Tier</b>	<b>Zone</b>	<b>Note(s)</b>
AG	0000	Tier 3	A, B, C	a
AWF	0000	Tier 3	A, B, C	a
AWO	0000	Tier 1	A, B, C	a
AWR	0000	Tier 1	A, B, C	a
AWS	0000	Tier 1	A, B, C	a
BM	0000	Tier 3	A, B, C	a
BU	0000	Tier 3	A, B, C	a
CM	0000	Tier 3	A, B, C	a
CTI	0000	Tier 3	A, B, C	a
CTT	0000	Tier 3	A, B, C	a
CWT	0000	Tier 3	A, B, C	a
EN	0000	Tier 3	A, B, C	a
EO	0000	Tier 3	A, B, C	a
ETV	0000	Tier 3	A, B, C	a
FC	0000	Tier 3	A, B, C	a
HM	L03A, L06A, L08A, L11A, L17A, L18A, L20A, L22A, L23A, L24A, L26A, L31A, L32A, L37A	Tier 1	A, B, C	d
HM	0000	Tier 2	A, B, C	a
HT	0000	Tier 3	A, B, C	a
IS	0000	Tier 2	A, B, C	a
IT	0000	Tier 2	A, B, C	a
IT	746A, H04A	Tier 1	A, B, C	d
ITR	0000	Tier 3	A, B, C	a
LN	0000	Tier 2	A, B, C	a
MA	0000	Tier 3	A, B, C	a
MC	0000	Tier 3	A, B, C	a
MN	0000	Tier 1	A, B, C	a
ND	0000	Tier 2	A, B, C	a
OS	0000	Tier 3	A, B, C	a
QM	0000	Tier 3	A, B, C	a
SB	0000	Tier 2	A, B, C	a
SO	0000	Tier 1	A, B, C	a
TM	0000	Tier 3	A, B, C	a

5. Notes

a. 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.

b. "A" School completion required for rate conversion and to meet bonus eligibility requirements. Rating conversions requiring school attendance must meet obligation requirements IAW MPM 1306-1501 or MPM 1306-061 as applicable.

c. Direct Conversion rating, "A" School not required to complete rate conversion and meet bonus eligibility requirements.

d. NEC specific bonus.