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SUBJ/RECRUITING INCENTIVES FOR SELECTED RESERVE OFFICERS//

MSGID/GENADMIN/COMNAVRESFOR NORFOLK VA//

NAVRESFOR 0015/15

RMKS/1. This NAVRESFOR announces recruiting incentives for Selected Reserve (SELRES) Officers. To ensure operational effectiveness today and into the future, our Navy must attract the highest quality Officers possible. Successful recruiting requires flexible tools to ensure we are recruiting the correct number of SELRES Officers, with the right skills, to maintain combat readiness.

2. Eligibility Determination and Bonus Application Procedures.

a. Eligibility criteria for SELRES Officer recruiting incentives for affiliation, accession, and Healthcare Professionals (HCP) Specialties for special pay, stipend, and Loan Repayment Programs (LRP) may be found on the Navy Reserve Homeport (NRH) 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).

b. A Navy Reserve Activity's (NRA) point of contact shall assist Officers in completing the application for an incentive bonus. Guidance in completing the incentive pay form can be located at the same link mentioned above.

3. Point of contact for application questions:

Commander, Navy Reserve Forces Command (CNRFC) (N11) Incentive Program Specialists at (757) 322-5769/6722, or via e-mail: CNRFC\_officerbonus\_shop(at)navy.mil.

4. Point of contact for policy questions is Mr. Jim Johnson, CNRFC (N1C21), at (757) 322-2245/DSN 262-2245 or via e-mail at james.p.johnson(at)navy.mil.

5. This NAVRESFOR supersedes previous SELRES Officer recruiting guidance and will remain in effect until superseded or cancelled, whichever occurs first.

6. Released by VADM R. R. Braun, Commander, Navy Reserve Force.//

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

1100  
Ser N00/353

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

Subj: RECRUITING INCENTIVES FOR SELECTED RESERVE OFFICERS

Ref: (a) Assistant Secretary of Defense for Health Affairs  
(ASD (HA)) Memorandum Fiscal Year 2014-2015 Reserve  
Component Wartime Healthcare Specialties with  
Critical Shortages

Encl: (1) Recruiting Incentives for Selected Reserve (SELRES)  
Officers  
(2) Recruiting Incentives for SELRES Officers  
Eligible Designators, Ranks, Subspecialties (SSP),  
and Amounts

1. Purpose. The Department of the Navy authorizes monetary incentives for Selected Reserve (SELRES) Officers, to maintain readiness of the Reserve Component. Officer recruiting incentives for SELRES include the following: an Officer Affiliation Bonus for Navy Veterans (NAVET) and Other Service Veterans (OSVET), and an Officer Accession Bonus for members commissioned for the first time in the Armed Forces as a Direct Commissioned Officer (DCO). Reference (a) has determined Healthcare Professional (HCP) specialties to be critically short, and is referred to as Critical Skill Shortages (CSS) for Special Pay, Stipend, and Loan Repayment Programs (LRP).

2. Terms. Members must agree to a three-year SELRES service obligation upon signing the written agreement. All interested personnel are highly encouraged to contact their local Reserve Officer Recruiter to determine eligibility for applicable incentives.

3. Points of Contact. For policy questions, contact Mr. Jim Johnson at (757) 322-2245 or [james.p.johnson@navy.mil](mailto:james.p.johnson@navy.mil). For assistance in determining and establishing eligibility, contact the Commander, Navy Reserve Forces Command (CNRFC) (N112), Officer Incentive Program Specialists, at (757) 322-6722/5769.

Subj: RECRUITING INCENTIVES FOR SELECTED RESERVE OFFICERS

4. Award levels decreased by this letter are effective after 30 days to allow processing of existing quotas/pre-certifications. Unless reauthorized by Congress, no agreement under Title 37, United States Code, section 302g may be entered into after December 31, 2015. No agreement under reference (a) may be entered into after September 30, 2015, unless the specialties are reauthorized by the Assistant Secretary of Defense for Health Affairs (ASD (HA)). Specialties not reauthorized will no longer be eligible for the incentives offered, and any outstanding quotas/ pre-certifications will be cancelled.



R. R. BRAUN  
Vice Admiral, U.S. Navy

## **Recruiting Incentives for Selected Reserve (SELRES) Officers**

1. Introduction. The Department of the Navy authorizes incentive pay for Selected Reserve (SELRES) Officers. Applicants who received a quota/pre-certification (PRECERT) prior to this letter, and who have not been commissioned and affiliated as of the release of this letter, are subject to the requirements of this letter. Previously issued PRECERTs for applicants who are not yet affiliated and are not eligible per Enclosure (2) are cancelled. The Navy Reserve shall use the bonus program in the most cost-effective manner to support force management objectives.

2. Program guidance.

a. All program policies contained in Navy Reserve Personnel Manual (RESPERSMAN) RESPERS M-1001.5, Articles 1100-010, 1100-030, and 1100-040 remain in effect unless amended or amplified in this letter. The RESPERSMAN is published on the Navy Reserve Homeport website at [https://private.navyreserve.navy.mil/cnrfc/N-Codes/N1/CNRFC\\_N1C2/Navy%20Reserve%20Personnel%20Manual](https://private.navyreserve.navy.mil/cnrfc/N-Codes/N1/CNRFC_N1C2/Navy%20Reserve%20Personnel%20Manual).

b. This enclosure identifies each SELRES Officer Recruiting Incentive, including eligibility criteria, incentive amounts, and respective obligations. Enclosure (2) lists eligible designators, paygrades, and subspecialties (SSP), for each program. All payments are taxable.

c. The terms "Selected Reserve" and "SELRES" indicate a member assigned in a paid inactive duty training (IDT) status within the Navy Reserve.

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

e. Members who voluntarily accept orders to Active Duty for Special Work (ADSW); voluntarily or involuntarily execute active duty orders for Presidential Reserve "call-up" or Full/Partial Mobilization in support of contingency operations; those who accept a definite/temporary recall to active duty, shall maintain bonus entitlement for the duration of the orders or mobilization period. Any such active duty service on these orders counts toward fulfillment of the member's Selected Reserve obligation.

f. Healthcare Profession (HCP) specialties identified biannually by the Assistant Secretary of Defense (Health Affairs) (ASD (HA)) as Reserve Critical Wartime Health Care Specialties with Critical Shortages Memorandum are referred to as Critical Skill Shortages (CSS). Enclosure (2), paragraph 3 lists authorized CSS, with designators, paygrades, and SSP eligible to receive Special Pay, Stipend, or Loan Repayment Program (LRP).

g. For all incentives, applicants must not have previously received the specific category of incentive requested in any Reserve Component of the Armed Forces, regardless of prior payment amounts.

### 3. Incentive Categories.

#### a. Non CSS Incentives.

(1) Affiliation Bonus. This bonus is for prior service Navy Veterans (NAVETs) and Other Service Veterans (OSVETs). Direct Commission Officers (DCO) may be eligible for an Accession Bonus in accordance with paragraph 3.A.(2).

(2) Accession Bonus. This incentive is for members commissioned for the first time in the Armed Forces as a DCO.

b. Eligibility criteria for affiliation and accession bonuses.

(1) Affiliation bonus eligible designators and paygrades listed in Enclosure (2), paragraph 1.

(2) Accession bonus eligible designators and paygrades listed in Enclosure (2), paragraph 2.

(3) Bonus amount. \$10,000. One-time, lump sum payment.

(4) Service obligation. Three-year SELRES service from effective date.

(5) Termination-recoupment. Failure to fulfill any program requirement will result in bonus termination and recoupment or a pro-rated portion of the total bonus paid.

c. Healthcare Professions Special Pay.

(1) Eligibility criteria for designators, paygrades, and SSP listed in Enclosure (2), paragraph 3.

(2) Bonus Amount. \$25,000, \$15,000, or \$10,000, based on eligible SSP.

(3) Service obligation. Three-year SELRES service from effective date.

(4) Termination-recoupment. Failure to fulfill any program requirement will result in bonus termination, recoupment of all monies received for that year, and forfeiture of all future payments.

d. Healthcare Professions Stipend.

(1) Eligibility criteria. Applicants leaving active duty before being matched with a residency may be issued a PRECERT based on application for a residency that would qualify for a CSS listed in Enclosure (2) paragraph 3, subject to the following conditions:

(a) PRECERT is valid until the end of the Fiscal Year (FY) of affiliation or until beginning a qualifying residency, whichever occurs first.

(b) If Enclosure (2), paragraph 3 is amended prior to beginning residency, residency applied for must meet all updated eligibility requirements or PRECERT will be cancelled.

(2) Payment amount. Monthly installments as indicated in Department of Defense 7000.14-R, Financial Management Regulation Volume 7A Chapter 62. Payment is pro-rated for partial months at the beginning and end of the specialized training program.

(3) Obligation. One-year SELRES service for each six months (or portion thereof) of stipend received. Obligation begins:

(a) Stipend only: Upon satisfactory completion of qualifying program.

(b) Stipend with Loan Repayment: Upon receipt of third LRP installment (or third anniversary if member does not request all three LRP installments) and satisfactory completion of qualifying program.

(4) Termination-Recoupment: Failure to complete program and fulfill all eligibility and obligation requirements will result in stipend termination, recoupment of all monies received under the stipend program, and forfeiture of any future payments.

e. Health Professions Loan Repayment Program:

(1) Eligible applicants have outstanding loans, at least one year old and not in default, which were used to obtain qualification in a CSS listed in Enclosure (2) paragraph 3.

(2) Incentive Amount. Maximum of \$50,000 (\$20,000 in one year). Funds transferred directly to loan servicer(s) indicated on DD Form(s) 2475. Member responsible for initiating DD Form 2475 each year to obtain payments.

(3) Obligation. Three-year satisfactory SELRES participation.

(4) Termination-Recoupment. Not applicable. Failure to maintain satisfactory participation year prior to LRP application will result in non-payment of LRP installment.

4. PRECERT application procedures.

a. Recruiters. Submit NAVCRUIT 1131/43 to Commander, Navy Reserve Forces Command (CNRFC) Officer Incentives Division via the Navy Reserve Homeport Uniform Resource Locator (URL) listed in paragraph 7.B., prior to applicant's affiliation date.

b. Career Transition Office (CTO) Transition Assistants. Submit NAVPERS 1300/2 to CNRFC Officer Incentives Division prior to applicant's affiliation date via Hewlett-Packard (HP) Total Records and Information Management (TRIM) and notify POC listed in paragraph 7, via e-mail.

c. CNRFC Officer Incentives Division shall:

(1) Review PRECERT applications for basic eligibility requirements.

(2) Issue PRECERT number and provide applicable incentive written agreement(s) to recruiter or transition assistant.

5. Eligibility verification and incentive application procedures. Navy Reserve Activities (NRA) shall:

(1) Verify incentive eligibility for newly assigned personnel.

(2) Collect supporting documents from member and/or member's affiliation paperwork. Supporting documents for each incentive are listed on the Navy Reserve Homeport website at the URL in paragraph 7.

(3) Submit supporting documents to CNRFC Officer Bonus Division within five working days of the Officer's first drill weekend, via the upload link located on the Navy Reserve Homeport website at the URL in paragraph 7.B.

6. Amplifying guidance:

a. Issuance of a PRECERT certifies fund availability if an Officer meets final eligibility requirements and CNRFC receives all supporting documents. A quota/PRECERT is not an incentive guarantee.

b. PRECERTs older than 90 days without submission of supporting documents may be cancelled. Submit extensions requests via e-mail listed in paragraph 7.

c. If a subsequent letter updates eligibility requirements or incentive amounts after issuance of a PRECERT and prior to the member's commissioning and affiliation, the member's PRECERT must be reissued following the requirements of the new guidance.

d. If the ASD (HA) Memorandum designating FY 2014-2015 Reserve Component Wartime Health Care Specialties with Critical Shortages is superseded while this letter is in effect, SSP that do not appear on the FY 2016-2017 ASD (HA) Memorandum will no longer be eligible for the incentives offered, and any outstanding PRECERTS will be cancelled. CNRFC (N1C21) will notify CNRFC (N3) and Career Transition Office of any such cancellations.

e. CNRFC (N1) is the final adjudication authority for Bonus Program execution to include policy, eligibility, termination, and repayment. This does not include remission of indebtedness cases. Any request for remission of indebtedness will be adjudicated by proper authority in accordance with applicable statute, Department of Defense (DOD) regulations, and Department of the Navy (DON) Guidance.

7. Contact Information:

a. For application questions, please contact CNRFC (N11) Incentive Program Specialists at (757) 322-5769/6722 or E-mail: [cnrfc\\_officerbonus\\_shop@navy.mil](mailto:cnrfc_officerbonus_shop@navy.mil).

b. Navy Reserve Homeport website 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)

**Recruiting Incentives for Selected Reserve (SELRES) Officers  
Eligible Designators, Ranks, Subspecialties (SSP), and Amounts**

1. Officer Affiliation Bonus

a. Affiliation Bonus for \$10,000:

Eligible

Designator	Paygrade	SSP
1115	LCDR and LT	N/A
1125	LCDR and LT	N/A
1135	CDR and Below	N/A
1145	LCDR and LT	N/A
1205	LCDR only	N/A
1315	LCDR and LT	N/A
1325	LCDR and LT	N/A
1445	LCDR and LT	N/A
1515	LCDR and LT	N/A
1525	LCDR and LT	N/A
1655	LT only	N/A
1805	LCDR only	N/A
1825	LCDR only	N/A
2105	CDR, LCDR, and LT	Any
2205	LCDR and LT	1700
2205	CDR and Below	1725, 1750
2305	LCDR and Below	1805
2505	LCDR and LT	N/A
2905	LCDR and Below	1910, 1950, 1960, 1972, 1973, 1974, 1976, 1980, 1981
4105	LCDR and LT	N/A

2. Officer Accession Bonus for \$10,000:

Eligible

Designator	Paygrade	SSP
2105	CDR, LCDR, and LT	Any
2205	LCDR and LT	1700
2205	CDR and Below	1725, 1750
2905	LCDR and Below	1910, 1950, 1960, 1972, 1973, 1974, 1976, 1980, 1981

3. Health Care Profession Critical Skill Shortages:

Eligible		
Designator	Paygrades	SSP
2105	CDR and Below	15AX, 15BX, 15CX, 15DX, 15HX, 16PX, 16QX, 16RX, 16XX
2205	CDR and Below	1725, 1750
2305	LCDR and Below	1805
2905	LCDR and Below	1950, 1972, 1973, 1981
2905	LT and Below	1910, 1960
2905	LCDR	1974

4. Special Pay:

Eligible		
Designator	SSP	Special Pay Amount/Year
2105	15AX, 15BX, 15CX, 15DX, 15HX, 16RX with AQD: 62C, 6RG, 6RL, 6RP, 6RQ, 6RR	\$25,000
2105	16PX, 16QX, 16XX	\$15,000
2105	16RX	\$10,000
2205	1725, 1750	\$25,000
2305	1805	\$15,000
2905	1950, 1972, 1973, 1974, 1981	\$15,000
2905	1910, 1960	\$10,000

Notes:

Eligible paygrades for Special Pay are listed in paragraph 3 of Health Care Profession Critical Skill Shortages.

Where the letter X is the last character of a SSP code, it indicates any character is acceptable in that place.