



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, D.C. 20350-2000

OPNAVINST 5300.10A
N131R
28 Feb 07

OPNAV INSTRUCTION 5300.10A

From: Chief of Naval Operations

Subj: NAVY SELECTED RESERVE INCENTIVE PROGRAMS

Ref: (a) BUPERSINST 1001.39E
(b) COMNAVRESFORINST 1100.4B
(c) COMNAVRESFORINST 1001.5E
(d) DOD Instruction 1205.21 of 20 Sep 99
(e) NAVADMIN Reserve Incentive Messages
(f) DOD Instruction 7730.54 of 6 Aug 04

1. Purpose. To set forth policies governing the Navy Selected Reserve Incentive Programs.

2. Cancellation. OPNAVINST 5300.10.

3. Background. Navy Selected Reserve Incentive Programs are used to attract and retain members possessing critical skills or qualifying for training in critical units through reenlistment, extension, or affiliation in the Selected Reserve (SELRES). These programs support (N1) optimizing Navy workforce by recruiting and retaining the best talent and proper mix of high-quality people through competitive compensation and incentives.

4. Discussion. References (a) through (d) provide the procedures for administering the SELRES incentive programs. The current bonus incentive listing of eligible specialties for SELRES officers and enlisted personnel are provided periodically and regularly in reference (e).

5. Termination of Incentive Entitlement. The following circumstances will result in termination of SELRES incentive entitlements:

a. Failure to participate satisfactorily in the SELRES per reference (a);

b. Acceptance of a commission as an officer or warrant officer. If accepting an appointment as an officer in the

SELRES, recoupment is required if less than one year of the current contract has been served;

c. Redesignation to a non-bonus eligible rating, Navy Enlisted Classification (NEC) or unit, unless at the express direction of the Navy;

d. Separation or termination from the SELRES for any reason other than death, injury, illness, or other impairment not resulting from the member's own misconduct.

e. Exceptions: Members who accept assignment to Active Duty for Special Work (ADSW) or Active Duty Training (ADT). Entitlement to an incentive will be terminated by the member's Navy Operational Support Center (NOSC) Commanding Officer if the member does not return to a drilling status within 30 days after release from ADSW/ADT.

6. Relief from Termination of Incentive Entitlement. The following situations will not result in termination:

a. Members who move from one location to another may continue bonus eligibility if they remain in the SELRES and continue to participate satisfactorily. Commander, Navy Reserve Forces Command (CNRFC) will make every effort to transfer an incentive recipient who moves to a new location into a similar unit or one that can make use of the individual's rating.

b. Members who change their rating at the convenience of the government or are serving in a unit that will inactivate, relocate, reorganize, or convert will be granted relief from termination of incentive entitlements.

7. Recoupment. Recoupment for the SELRES incentive bonus and incentive pay is required if a member is terminated under criteria stipulated in paragraphs 5(a) through 5(d). CNRFC shall notify Director, Defense Finance and Accounting Service (DFAS), if recoupment action is required.

8. Obligation. Enlisted members are highly encouraged to enlist or reenlist for a six-year drilling reserve obligation to maximize their bonus opportunity. All SELRES incentive programs incur a drilling obligation and are specifically addressed in reference (e).

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9. Eligibility to Enlist or affiliate for bonuses. Commander, Navy Recruiting Command (CNRC) recruiters, Command Career Counselors, and NOSC staffs will follow guidelines set forth in reference (e).

10. Bonus Determination. The Navy will provide incentives based upon Community Managers' projections of critical skill sets where shortages exist. CNRFC will periodically publish a list of eligible ratings via reference (e).

11. Forms. The appropriate forms and written agreements for the administration of SELRES incentive programs are detailed in references (b) and (c).

12. Report. All information associated with administration and payment of incentives to SELRES personnel will be reported under Reserve Component Common Personnel Data Systems (RCCPDS) reporting requirements, per reference (f).



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