



DEPARTMENT OF THE NAVY  
OFFICE OF THE CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON, DC 20350-2000

OPNAVINST 5300.10B  
N130  
1 Jun 2016

OPNAV INSTRUCTION 5300.10B

From: Chief of Naval Operations

Subj: NAVY SELECTED RESERVE INCENTIVE PROGRAMS

Ref: (a) DoD Instruction 1205.21 of 20 September 1999  
(b) DoD Instruction 6000.13 of 30 December 2015  
(c) DoD Instruction 1340.26 of 26 February 2013  
(d) DoD Instruction 1304.31 of 12 March 2013  
(e) RESPERS M-1001.5 Navy Reserve Personnel Manual  
(f) DoD 7000.14-R, Department of Defense Financial Management Regulations (FMRS)  
(g) DoD Instruction 7730.54 of 20 May 2011

1. Purpose. To set forth policies governing the Navy's Selected Reserve (SELRES) incentive programs. This revision includes an updated list of references and articulates assigned responsibilities. This instruction is a complete revision and should be reviewed in its entirety.

2. Cancellation. OPNAVINST 5300.10A.

3. Background. Navy SELRES incentive programs are used to attract and retain Service Members who possess critical skills or qualify for training in critical units through enlistment, affiliation, or retention in the SELRES. These programs support optimization of the 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 policy guidance for administering SELRES incentive programs. This instruction allows for incremental transition from the authorities implemented in references (a) and (b) to those implemented in references (c) and (d). Key policy issues are addressed in paragraphs 5 and 6. Reference (e) provides Navy Reserve-specific guidance for administering the incentives implemented in references (a) through (d).

5. Termination of Incentive Entitlement, Repayment of Incentive Entitlement, and Relief from Termination of Incentive

Entitlement. A member who receives a bonus or incentive under the criteria of references (a) through (d) and fails to complete the period of obligated service, or conditions of service for which the bonus is paid, as specified in the written agreement, must be subject to repayment consistent with references (a) through (d) and (f). Repayment is at the discretion of the secretarial process when a Service Member fails to complete a contract. However, repayment action will be initiated until and unless the secretarial process waives or remits recoupment.

6. Responsibilities

a. Chief of Naval Reserve (CNO N095) develops reserve component incentive programs and policy. Incentives must be based upon community managers' projections of critical skill sets where shortages exist.

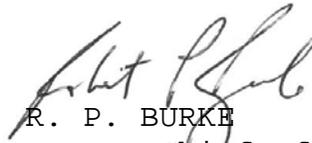
b. Office of the Chief of Naval Operations Director, Military Personnel Plans and Policy (OPNAV N13) coordinates the development of incentive programs and policy and publishes these at least annually, usually via naval administrative (NAVADMIN) message.

c. COMNAVRESFORCOM must execute incentive programs, to include notification to Director, Defense Finance and Accounting Service of cases requiring recoupment action.

d. Recruiters, career transition office transition assistants, Navy Reserve activities, and command career counselors are key players in determining a Navy Reserve Member's eligibility for bonuses. They must follow policy, procedures, and guidelines set forth by the organizations listed in paragraphs 6a through 6c.

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

7. Records Management. Records created as a result of this instruction, regardless of media and format, must be managed per Secretary of the Navy Manual 5210.1 of January 2012.



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