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Enlisted Supervisor Retention Pay Fact Sheet
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NAVADMIN 055/23 announced updates to the nuclear Enlisted Supervisor Retention Pay (ESRP) policy memo. ESRP provides a retention incentive to senior Navy nuclear-trained enlisted Sailors with specific specialized skills.

Who needs to know?

- Triads
- Chief's Mess
- Command Career Counselors
- Nuclear Trained Sailors

What you need to know – key points

- The Enlisted Supervisor Retention Pay Policy memorandum has been updated.
- This change goes into effect on 1 April, 2023.
- NSIPS is currently in process of being programmed to accept these changes.
- The ESRP program limit (authority) is raised to \$180,000 with the current ESRP contract (bonus) limit set at \$150,000.
- Sailors will have two options for ESRP Zone 1 payments; either a one-time lump sum payment or an anniversary payment structure (50% up front with anniversary installments).
- Only Sailors that are assigned with an active supervisor NEC listed in the NAVADMIN are eligible to reenlist for ESRP.
- ESRP reenlistment requests should be submitted 35 to 120 days in advance.

Sample POD/POW Notes

- Attention Nuclear Trained Sailors! The Enlisted Supervisor Retention Pay policy has been updated. Speak with your Command Career Counselor/DCPO/COB today to understand if you qualify for the bonus with your next reenlistment. Stay up to date with the latest at <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Enlisted/Nuclear/ESRP-SRB-Programs/>.

FAQ

Q. What are the different ESRP Zones?

A. Zone 1 is for Sailors with 10 years of service or more but less than 14 years. Zone 2 Sailors must have 14 to 17 years of service. Zone 3 Sailors must have 17 years to 23 years of active service.

Q. What are the eligibility requirements for ESRP?

A. A Sailor must have at least 10 years of service but less than 23, meet all reenlistment requirements to reenlist for a minimum of 3 years, reenlist for a minimum of 24 months past current SEAOS, be active duty, hold an ESRP designated NEC per the NAVADMIN, have not previously reenlisted in the requested ESRP zone, have ESRP Program Manager approval, and the term of the zone reenlistment must obligate through the end of the zone into the following zone.



ESRP webpage



Q. Are there any additional eligibility requirements for ESRP?

A. Sailors reenlisting within Zone 1 must be assigned an active nuclear supervisor NEC and Zone 2 Sailors must be a frocked Chief or an E-7 to E-9. Zone 3 Sailors must be a frocked Senior Chief or an E-8 or E-9 and successfully completed, is currently serving, or has orders to serve as a submarine Engineering Department Master Chief, CVN major Division Leading Chief Petty Officer, CVN Rector Training Division Officer, or CVN Reactor Department Master Chief.

Q. What is the maximum amount from Selective Reenlistment Bonuses (SRB) and Enlisted Supervisor Retention Pay (ESRP) a Sailor can be awarded?

A. A Sailor cannot exceed a combined SRB and ESRP payments of \$360,000 in their career. This career cap only applies to reenlistments since 1 October 2013.

Q. How do I apply for ESRP?

A. All ESRP reenlistment requests must be recommended by the Commanding Officer and submitted through NSIPS.

Q. What are the ESRP Award Multiples?

A. Award levels have been changed. See table below.

ESRP Zone 1 and Zone 2 award level (AOS computation stops at completion of 16 YOS for Zone 1 and 18 YOS for Zone 2):

Rating	PNEC	Zone 1	Zone 2
ETNSS	N13S	9.5	4.5
EMNSS	N14S	8.0	4.5
MMNSS	N15S	7.5	4.5
ELTSS	N16S	7.5	4.5
ETNSW	N23S	7.5	4.5
EMNSW	N24S	8.0	4.5
MMNSW	N25S	7.5	4.5
ELTSW	N26S	7.5 (+1.5)	4.5

ESRP Zone 3 award level (AOS computation stops at completion of 23 YOS):

Rating	PNEC	AOS	AOS	AOS
		1-24mos	25-36mos	37+mos
ETNSS	N13S	0.5	1.5	2.5
EMNSS	N14S	0.5	1.5	2.5
MMNSS	N15S	0.5	1.5	2.5
ELTSS	N16S	0.5	1.5	2.5
ETNSW	N23S	0.5	1.5	2.5
EMNSW	N24S	0.5	1.5	2.5
MMNSW	N25S	0.5	1.5	2.5
ELTSW	N26S	0.5	1.5	2.5

Q. How do ESRP payments get paid for Sailors in Zone 1?

A. Sailors in Zone 1 now have two options for ESRP payments. Sailors can chose to receive a one-time lump sum payment or they can chose an anniversary payment structure (50% up front with anniversary installments). Sailors must identify their preference when completing their reenlistment request in NSIPS.

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