

FY-21 AVIATION COMMAND RETENTION BONUS
PROGRAM INFORMATION

1. Introduction. The Department of the Navy authorizes Aviation Command Retention Bonus (ACRB) in addition to the Aviation Department Head Retention Bonus (ADHRB) and Aviation Incentive Pay (AvIP) to enhance retention of career-minded aviation officers. The intent of the ACRB is to retain the invaluable and irreplaceable experience and skill sets of the Navy's cadre of Commander (O-5/CDR) commanding officers (COs).

2. Contract Terms.

a. The ACRB offers eligible officers a total bonus of \$100,000 spread over three installments (\$34,000 initial payment and two \$33,000 payments (pre-tax amount)) in return for three years of obligated service.

b. If a contract is approved by PERS-43, then that officer's three-year ACRB obligation period is normally his or her 20th, 21st and 22nd year of commissioned service.

c. The obligation shall include a full Post Command Commander (PCC) tour and will end at the officer's 22nd year of commissioned service (YCS) for those who signed a contract on or before 19 YCS or PCC tour projected rotation date (PRD), whichever is later. For those who sign a contract after 19 YCS, the obligation shall be three years from contract approval date, or PCC tour projected rotation date (PRD), whichever is later.

d. The first installment will be issued immediately upon contract receipt and approval by PERS-43. The remaining installments will be paid on the anniversary of contract approval.

3. Eligibility

a. ACRB applicants must be active duty unrestricted line aviators with a 1310 or 1320 designator, who screened for command during the FY21 Aviation Command Selection Board (ACSB).

b. Eligible commands are those operational (OP), OP-Training (OP-T), and special mission (SM) O-5 commands for which the annual ACSB selects officers to serve as CO, excluding second-in-grade/sequential/bonus/Fleet Replacement Squadron (FRS) commands.

c. ACRB applicants who are under a current Aviation Department Head Bonus obligation may apply. However, contract payment and service obligation will not commence until completion of all prior Aviation Career Continuation Pay (ACCP) or Aviation Bonus (AvB) obligations.

d. Reserve aviators who are recalled to active duty, mobilized reserve officers, and officers under Active Duty Special Work (ADSW) orders are not eligible to apply for ACRB.

e. An officer who has been selected for and has accepted transfer to another community is not eligible to apply for ACRB.

f. All requirements for AvB participation delineated in SECNAVINST 7220.88 and OPNAVINST 7220.18A apply. Final determination of an officer's ACRB eligibility shall be made by PERS-43.

4. Prohibitions While Under ACRB Contract

a. Lateral Transfer/Redesignation

(1) Aviation officers obligated by an ACRB contract are not eligible to apply for a lateral transfer/redesignation board or other programs that require a change of designator until they are within 12 months of expiration of ACRB obligated service.

(2) If selected for lateral transfer, redesignation, or other programs that require a change of designator, redesignation of the officer to the new community will neither be executed, nor will the officer be released to the new community for duty, until completion of ACRB service obligation or PRD from current orders, whichever is later.

b. Separation/Retirement

(1) Aviation officers obligated by an ACRB contract are not eligible to apply for separation until they are within 12 months of expiration of ACRB obligated service.

(2) Aviation officers obligated by an ACRB contract are not eligible to apply for retirement until they are within 12 months of expiration of ACRB obligated service.

5. Repayment Policy

a. In order to maintain ACRB eligibility while under contract, officers must remain on active duty in aviation service in their 1310 or 1320 designator and continue to meet all eligibility requirements listed in this memo, SECNAVINST 7220.88 and OPNAVINST 7220.18A. Officers who fail to fulfill the terms of the contract will be subject to the repayment stipulations delineated in the Department of Defense FMR Volume 7A Chapter 2, SECNAVINST 7220.88, and OPNAVINST 7220.18A.

b. An individual who is detached for cause (DFC), relieved, or removed from an assigned billet for adverse reasons, is no longer eligible for the ACRB. In these cases, scheduled future payments will be cancelled as of DFC date, relief date, or removal date. Additionally, the unearned portion of ACRB will be repaid. If ACRB eligibility is terminated for DFC or other adverse circumstances, eligibility for any future ACRB offering will not be reinstated for any reason.

6. Application Procedures. E-mail a signed copy of the ACRB contract to Ms. Melinda Weeden at melinda.weeden@navy.mil (cc the AvB program manager at avipandavb@navy.mil), and mail the original to Commander, Navy Personnel Command, PERS-435, 5720 Integrity Drive, Millington, TN 38055-4300. Applications must be received at PERS-43 no later than 31 August of the year of eligibility. **The ACRB constitutes a binding legal contract, and will be considered binding as of contract approval date by PERS-43.** As such, applicants must sign and submit the ACRB contract exactly as written in the enclosure, verbatim. Applications containing language or content deviations will be rejected. Please use the Microsoft Word template provided at:

<https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-43-Aviation/OCM/AvB-The-Bonus/>

7. PERS-43 is the program manager for all AvB program execution issues to include policy, eligibility, and termination. Upon acceptance of an officer's agreement by the program manager, the amount of the bonus becomes fixed and the officer will incur a firm service obligation.

8. Points of Contact. For application questions, please contact Ms. Melinda Weeden via e-mail at melinda.weeden@navy.mil or Mr. Paul Boundy via e-mail at paul.boundy@navy.mil. For policy questions please contact the AvB Program Manager at (901) 874-3484/DSN 882, or e-mail at avipandavb@navy.mil.