FY-23 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. Highlights

* Eligibility window: begins with NAVADMIN release and ends 31 August 2023
* Eligibility criteria: upon selection for Aviation Command or prior to assuming aviation command
* Options in contract length (two or three year obligations). The obligated service for each option starts at 19 years of commissioned service (YCS) or contract approval whichever is later.
* ACRB rates and obligated service are as follows:
	+ 2 year option - $35k total ($17.5k/year); obligation ending at 21 YCS
	+ 3 year option - $105k total ($35k/year); obligation ending at 22 YCS
1. Contract Terms
2. The ACRB offers eligible officers two options of bonuses (all pre-tax values).
3. If a contract is approved by PERS-43, then that officer’s ACRB obligation period will commence at 19 YCS (or contract approval whichever is later) and will terminate on the anniversary date of either the 21 YCS (2 year option) or 22 YCS (3 year option).
4. The obligation shall include a full post command commander (PCC) tour and will end at the officer’s 21st or 22nd 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 two or three years from contract approval date, or PCC tour PRD, whichever is later.
5. No contract can exceed the 25th anniversary of commissioned service. For contracts started after the 19th year of commissioned service, the final 24th year will be prorated as necessary for the contract to expire on the 25th anniversary of commissioned service.

e. 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.

1. Eligibility

 a. ACRB applicants must be Active Duty unrestricted line aviators with a 1310 or 1320 designator, who screened for command during the Aviation Command Selection Board (ACSB), and must not have completed their aviation command tour.

 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. ACRB applicants must not be actually promoted to the rank of captain (O-6) at the time of entering the contract.

 g. 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.

1. 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.

1. 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, must maintain eligibility for AvIP, and continue to meet all eligibility requirements listed in this memo, Title 37, DoDI 7730.67, 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 Financial Management Regulation 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.

1. Application Procedures. Digital submissions are preferred. E-mail a signed copy of the ACRB contract to Ms. Melinda Weeden at melinda.s.weeden.civ@us.navy.mil (cc the AvB program manager at avipandavb@navy.mil). If unable to send electronically then 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. **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/>

1. 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.
2. Points of Contact. For application questions, please contact Ms. Melinda Weeden via e-mail at melinda.s.weeden.civ@us.navy.mil. For policy questions please contact the AvB Program Manager at (901) 874-3484/DSN 882, or e-mail at avipandavb@navy.mil.