



**DEPARTMENT OF THE NAVY**  
OFFICE OF THE ASSISTANT SECRETARY  
(MANPOWER AND RESERVE AFFAIRS)  
1000 NAVY PENTAGON  
WASHINGTON DC 20350-1000

**APR 10 2017**

MEMORANDUM FOR DEPUTY CHIEF OF NAVAL OPERATIONS (MANPOWER,  
PERSONNEL, TRAINING AND EDUCATION) (N1)/  
CHIEF OF NAVAL PERSONNEL

SUBJECT: FY17 Navy Active Component Aviation Command Retention Bonus Plan

I hereby approve the FY17 Navy Active Component Aviation Command Retention Bonus (ACRB) plan attached. You shall administer your ACRB program in strict adherence with Assistant Secretary of the Navy (Manpower and Reserve Affairs) (ASN (M&RA)) memorandum, "Guidance for Development of Fiscal Year 2017 Department of the Navy Aviation Continuation/Retention Pay (ACP/ARP) Plans," dated 13 October 2016, Department of Defense Instruction (DoDI) 7730.67, "Aviation Incentive Pays and Bonus Program," dated October 20, 2016, and all pertinent statutory authorities.

Post Command Commanders who served as commanding officers of operational, operational-training, or special mission O-5 commands (excluding second-in-grade/sequential/bonus/Fleet Replacement Squadron commands) between October 1, 2016 and the release date of the FY17 AC ACRB Program NAVADMIN are authorized 30 days to submit signed contracts to PERS-435.

Navy shall submit execution reports of the FY17 AC ACRB program to the Deputy Assistant Secretary of Defense (Military Personnel Policy), via this office, no later than March 15, 2018. The guidance concerning this report is contained in DoDI 7730.67.

Juliet M. Beyler  
Deputy Assistant Secretary of the Navy  
(Military Manpower and Personnel)

Attachment:  
FY-17 Active Component Aviation Command Retention Bonus Program Information

Copy to:  
ASD (M&RA) w/attachment

FY-17 ACTIVE COMPONENT AVIATION COMMAND RETENTION BONUS  
PROGRAM INFORMATION

1. Introduction. The Department of the Navy authorizes Aviation Bonuses (AvB) in addition to Aviation Incentive Pay (AvIP) to enhance retention of career-minded aviation officers. The Aviation Command Retention Bonus (ACRB) has been reestablished as part of the Navy's AvB Program that offers a retention incentive to O-5 Commanding Officers (CO). The intent of the ACRB is to retain the invaluable and irreplaceable experience and skill sets of the Navy's cadre of O-5 COs.

2. Contract Terms. The FY-17 ACRB offers eligible officers \$18,000 per year for two years of obligated service. If an officer's ACRB contract is approved by PERS-43, then that officer's two-year ACRB obligation period is his or her 21st and 22nd years of commissioned service. If an officer's ACRB contract is approved after that officer has completed 20 years of commissioned service, then that officer's ACRB obligation period begins on the date of contract approval, and ends two years later. In either case, the ACRB will be paid in two installments of \$18,000 (pre-tax amount). The first installment will be issued immediately upon contract receipt and approval by PERS-43. The second installment will be paid on the first anniversary of contract approval.

3. Eligibility

a. ACRB applicants must be currently serving as CO of an eligible operational (OP), operational training (OP-T), or special mission (SM) O-5 command in order to apply. Eligible commands are those OP, OP-T, and SM O-5 commands for which the annual Aviation Command Screen Board selects officers to serve as CO, excluding second-in-grade/sequential/bonus/Fleet Replacement Squadron (FRS) commands. Eligibility to apply for the ACRB ends on the last day of command.

b. Post Command Commanders (PCCs) not on contract who served as CO of an eligible operational (OP), operational training (OP-T), or special mission (SM) O-5 command between 1 Oct 2016 and FY17 ACRB Program NAVADMIN release date are eligible to apply for a limited time. Signed contracts must be received by PERS-435 within 30 days of NAVADMIN release.

c. ACRB applicants must be active duty unrestricted line aviators with a 1310 or 1320 designator.

d. ACRB applicants must not be obligated under a current AvB agreement.

e. 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.

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

g. All requirements for AvB participation delineated in OPNAVINST 7220.9 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.

#### 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 and in OPNAVINST 7220.9. Officers who fail to fulfill the terms of the contract will be subject to the repayment stipulations delineated in the DOD FMR Volume 7A Chapter 2 and OPNAVINST 7220.9.

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.

c. Any officer retiring from active duty prior to the expiration of ACRB obligated service (as defined in this document) shall repay the unearned portion of his/her bonus in accordance with OPNAVINST 7220.9.

6. Application Procedures. E-mail a signed copy of the ACRB contract to Ms. Melinda Weeden at [melinda.weeden@navy.mil](mailto:melinda.weeden@navy.mil) (cc the AvB program manager at [acipandaccp@navy.mil](mailto:acipandaccp@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 while the applicant is still eligible or the application will be rejected. **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 FY17 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:  
<http://www.npc.navy.mil/bupers-npc/officer/Detailing/aviation/OCM/Pages/ACCP.aspx>

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 at (901) 874-3964, DSN 882-3964, or e-mail [melinda.weeden@navy.mil](mailto:melinda.weeden@navy.mil) or Mr. Paul Boundy at (901) 874-3947, DSN 882-3947, e-mail [paul.boundy@navy.mil](mailto:paul.boundy@navy.mil). For policy questions please contact the AvB Program Manager at (901) 874-3484, DSN 882-3484, or e-mail: [acipandaccp@navy.mil](mailto:acipandaccp@navy.mil).

FY-17 AVIATION COMMAND RETENTION BONUS CONTRACT

DD-MMM-YY

From: RANK First Name MI Last Name, USN, Designator  
To: Commander, Navy Personnel Command (PERS-435)

Subj: REQUEST FOR FY17 AVIATION COMMAND RETENTION BONUS (ACRB)

Ref: (a) FY-17 ACRB Program Information (available on NPC website)  
(b) 37 U.S.C §334 and 373  
(c) DOD Financial Management Regulation, Volume 7A, Chapter 2  
(d) OPNAVINST 7220.9  
(e) MILPERSMAN 1920

1. I have read and understand the provisions of references (a), (b) and (c) including all provisions related to termination of payments to be made under this agreement and circumstances under which repayment of sums paid will be required, to which I agree. I understand that if I fail to fulfill the terms of this contract, I will be subject to ACRB repayment in accordance with references (a) through (d). I hereby apply for the special pay authorized by references (a) and (b).

2. Contingent upon acceptance of my application for this special pay, I agree not to resign, retire or voluntarily terminate my flight status with an effective date prior to the completion of my 22<sup>nd</sup> year of commissioned service, or two years after this contract is approved by PERS-43, whichever is later. I understand that I am not eligible to separate/retire or change my designator prior to completion of my ACRB service agreement, and that I am not eligible to apply for programs that would lead to redesignation until within one year of the end of my ACRB obligated service. I understand that even if my ACRB service obligation expires prior to the end of my post-command tour, that I may not be released from active duty, or from my assignment in my 1310 or 1320 designator, until my projected rotation date (PRD) in accordance with ref (e).

3. I understand that I will be ineligible for any other ACCP program until the expiration of my ACRB service obligation. I understand that upon contract approval by PERS-43, this application is binding, and that thereupon I will receive \$36,000 paid out in two installments of \$18,000 over the length of this agreement as described in reference (a).

4. I understand that if I am unable to fulfill my two-year service obligation for any reason, I will become ineligible for ACRB, all scheduled future payments will be cancelled, and previous payments received will be subject to repayment in accordance with references (a) through (d).

5. Any questions concerning my application can be directed to:  
DSN/commercial number: (enter dsn or commercial phone, or both)  
Email address: (enter one or more email addresses—ashore/at sea, etc.)

First Name MI Last Name (with signature above)

FY17 AVIATION DEPARTMENT HEAD RETENTION BONUS  
PROGRAM INFORMATION:  
OFFICERS WITH WINGING ADSO EXPIRING IN FY2017

(ACTIVE COMPONENT: DESIGNATORS 1310 AND 1320)

1. Introduction. The Department of the Navy authorizes Aviation Career Continuation Pay (ACCP) as a supplement to Aviation Career Incentive Pay (ACIP) to enhance retention of career-minded aviation officers. The intent of the Aviation Department Head Retention Bonus (ADHRB)—a subset of the Navy's overall ACCP program—is to retain aviation officers through their department head (DH) tours. Commanding Officers (CO) shall encourage qualified aviators to submit applications for the ADHRB. COs must ensure that the information provided in the officer's application is complete and accurate, that the officer meets all eligibility requirements, and that no action is pending that may result in the officer being ineligible for ACCP. COs must provide positive endorsement of each ADHRB application.

2. Contract Terms. This program offers those officers with winging Active Duty Service Obligation (ADSO) expiring in FY17 an incentive to remain on active duty in aviation service for five years, beginning at ADSO expiry or contract approval date, whichever is later. Entering into an ADHRB contract also constitutes consent to be considered by the aviation DH screen board (ADHSB) and, if selected, to accept DH orders and complete a DH tour. Contracts will be terminated (with cancellation of future obligated service and cancellation of future scheduled bonus payments) upon second failure to be selected for promotion to LCDR, or second failure to be selected for DH. Total ADHRB contract amounts are:

HM Pilot	\$75,000		
HSC Pilot	\$75,000		
HSL/HSM Pilot	\$75,000		
VAQ Pilot	\$125,000	VAQ NFO	\$100,000
VAW/VRC Pilot	\$125,000	VAW NFO	\$75,000
VFA Pilot	\$125,000	VFA NFO	\$75,000
VP/VQ(P) Pilot	\$75,000	VP/VQ(P) NFO	\$75,000
VQ(T) Pilot	\$75,000	VQ(T) NFO	\$75,000

3. Payment Program. ADHRB payments will be paid by direct deposit. The FY17 ADHRB will be paid as follows:

a. Early Commitment. Aviators who enter the ADHRB contract prior to 30 Sept 2016 will be paid six equal annual installments. The first installment will be deposited one year prior to the officer's winging ADSO expiration or upon application approval by PERS-43, whichever is later. Five additional annual installments will be deposited, beginning on the date of ADSO expiration and thereafter on the first, second, third, and fourth anniversaries of ADSO expiration. ADHRB service obligation expires one year after the sixth and final payment.

b. FY-17 Commitment. Aviators who enter the ADHRB contract on or after 01 Oct 2016 will be paid in five equal annual installments. The first installment will be deposited upon date of contract approval by PERS-43, or at expiration of ADSO, whichever is later. Future installments will be deposited annually on the anniversary of the initial payment for the duration of the contract. ADHRB service obligation expires one year after the fifth and final payment.

4. Timelines. As of the date of this memorandum, applications will be accepted by PERS-435. Applications must be received by PERS-435 by 31 August 2017.

5. Eligibility to Apply for ADHRB

a. ADSO. Only officers whose winging ADSO expires during FY17 are eligible to apply for this ADHRB program.

b. Contract activation and failure to be selected for promotion or DH

(1) Aviation officers who are otherwise eligible for this ADHRB program may apply regardless of promotion selection status or DH selection status. ACCP contracts will not be activated, however, for those officers who are in a failure of selection (FOS) status for promotion to the next higher pay grade, or who are in a FOS status for DH. (Contract activation is defined as disbursement of the first installment of ACCP). Any contract, not activated due to the applicant being in a FOS status, will be held in abeyance until such officer is selected for promotion/DH, or else fails to be selected a second time. If such an officer is subsequently selected for promotion/DH, his/her contract will be initiated, payments will be disbursed, and obligated service will be defined as if the FOS had never occurred. In all such cases, ADHRB obligations commitments are binding at the point when status changes from FOS to "selected,"

i.e., the public release date of the results of the applicable board. If the officer is not selected, PERS-43 will continue to hold the contract until the officer separates from the Navy or leaves the 1310/1320 community. Once the officer has left active duty or has changed designator, the contract will be destroyed.

(2) A contract that has been activated before a subsequent FOS status was entered (for promotion or for DH) will not be affected in any way by a first FOS. Payments will continue to be made until either a second FOS for promotion or a second FOS for DH terminates the contract in accordance with paragraph 2 above; contract termination specifics for these "2xFOS" situations is described in paragraph 7.c below.

c. Designator. Applicants for this program must be active-duty unrestricted line aviators with a 1310 or 1320 designator.

d. ADHRB applicants must not be obligated under a current ACCP agreement, must not be in FOS status for, selected for, or actually promoted to the rank of commander (O-5) or above, and must not have completed an aviation DH tour.

e. Designator Change/Lateral Transfer within the Navy. An officer who has been selected for and accepted transfer to a designator other than 1310 or 1320 is not eligible to apply for ADHRB.

f. Inter-Service Transfer. In addition to meeting all other requirements stipulated here, inter-service transfers from the Air Force, Army, Coast Guard, or Marine Corps who have been previously designated as an aviator must have completed the service obligation associated with earning the designator or rating in which they will serve in the Navy. This service obligation will define the ADSO for bonus eligibility purposes.

g. NFO-to-Pilot. Eligibility for NFO-to-Pilot transitions is based on ADSO incurred as a result of pilot winging, not NFO winging.

h. Applicants must be able to complete the full period of ACCP obligation in aviation service.

i. Applicants must be favorably recommended by their commanding officer or reporting senior.



j. All requirements for ACCP participation delineated in OPNAVINST 7220.9 apply. Final determination of an officer's ADHRB eligibility shall be made by PERS-43.

6. Transfers While Under ADHRB Contract. The transfer policies established in this document apply to any program or community that requires a change of designator; or that would prevent an officer from performing a DH tour in the active component unrestricted line (URL) Navy aviation community; or that expressly exclude an officer from eligibility for special and incentive pays associated with warfare specialty, such as the Junior Permanent Military Professor program. Common terms used in Navy Personnel Command are "lateral transfer" for officer re-designations within the active component, "FTS" for transfers to the Full-Time Support community (reserve component, designator XXX7); "Inter-Service Transfer" or "IST" for resignations from Navy contingent upon acceptance by, and continued military service in, another branch of the armed forces. All of the above are included when the term "transfer" is used in this document.

a. Application for Transfer. Aviation officers obligated by an ADHRB contract are not eligible to apply for transfer until they are within 12 months of expiration of ADHRB obligated service, or within 12 months of the projected rotation date (PRD) from their DH tour, whichever is earlier. PERS-43 reserves the right to permit exceptions to this prohibition.

b. Release from Contract upon Selection for Transfer. An officer who is selected for transfer while under ADHRB contract remains obligated by that contract until expiration of the five-year ADHRB obligated service term, or until released by PERS-43, whichever occurs first. For determination of contract proration, repayment, and ACCP installment eligibility in these cases, see paragraph 7 below.

7. Continuing Eligibility for ACCP while Under Contract, Early Contract Terminations, and Repayment Policy. In order to maintain ACCP eligibility while under contract, an officer must remain on active duty in aviation service in the designator they held when signing their contract (with some exceptions for transfer to Aviation Engineering Duty Officer (AEDO), designator 1510, as described below) and continue to meet all eligibility requirements listed in this document, in OPNAVINST 7220.9, and in higher-echelon policy and Title 37 law. The following conditions apply regarding an officer's continuing eligibility to receive and retain ACCP once under contract. When an officer

fails to satisfy the terms of the contract, or is allowed to resign or transfer before completing the five-year ADHRB service obligation, PERS-43 shall take appropriate action according to Title 37, OPNAVINST 7220.9, and the policies established herein.

a. Voluntary Breach of Contract. In cases involving voluntary breach of contract, contractees shall repay all ADHRB monies disbursed; all scheduled future ADHRB installments will be cancelled. This policy applies to officers who willfully decide not to perform a DH tour or not to fulfill the terms of their ADHRB contract, under circumstances within their control. Examples include refusing to execute DH orders, opting out of DH screening, attempts to negatively influence a promotion or DH screen board, submitting a "don't pick me" letter to a promotion or DH screen board, or in any other way willfully evading the performance of an aviation DH tour in the active component Navy URL.

b. Circumstances Within Contractee's Control. Repayment of the unearned portion of ACCP monies received shall be required in cases where contractees become unable to fulfill the terms of the ADHRB contract due to circumstances within their control, but not involving voluntary breach of contract. Examples of this type include Field Naval Aviator Evaluation Board (FNAEB) action leading to loss of ACIP and/or ACCP eligibility; and service member misconduct. The date upon which the officer's ability to earn ACCP stops shall be determined case-by-case by PERS-43, based on an analysis of when the subject officer ceased to be a viable DH candidate or a viable functioning DH or post-DH. (In cases involving officers under contract beyond the DH tour, PERS-43 shall determine what portion of the ADHRB was earned.) Effective as of the date determined by PERS-43, scheduled future ACCP payments will be cancelled and the unearned portion of ADHRB monies already received shall be repaid to the government. "Unearned portion" of ACCP is the difference between ACCP received and ACCP earned; "ACCP earned" is calculated by multiplying the percentage (to the day) of the five-year term of contractually obligated service (defined above, in paragraph 2) that was served in good faith, multiplied by the total bonus value. [For example, an officer on a \$100,000 contract, who is detached for cause exactly two years prior to the end of his five-year service obligation, shall be allowed to keep three-fifths of the total contract value, or \$60,000; any monies above \$60,000 already received by the officer shall be repaid.] If ADHRB eligibility is terminated for misconduct, eligibility for future ACCP programs will not be reinstated.

c. Circumstances Beyond Contractee's Control. Officers who become unable to perform a DH tour due to circumstances beyond their control shall keep any ACCP monies received, but shall have any future scheduled installments cancelled as of the date when it becomes publicly known that the officer is no longer a viable DH candidate. This category includes medical incapacitation not due to misconduct, failure to be promoted to LCDR, and failure to be selected for DH. In the latter two cases, the public release date of the results of the applicable board (identifying an officer as 2xFOS) shall be the date beyond which scheduled ACCP installments will be cancelled.

d. Death or Combat Disability. In cases where death or combat-related disability (not due to misconduct) occurs while a service member is under ADHRB contract, the full contract value will be paid to the service member or his/her estate.

e. Voluntary Departure from the 1310/1320 Community prior to End of Contract Term

(1) Resignation after DH tour is complete. Officers who wish to resign following a DH tour but prior to the end of ADHRB obligated service shall be allowed to do so, with proration of contract based on what portion of the total contract value is earned serving on active duty. (An officer who wishes to resign prior to performing a DH tour would fall under paragraph 7.a—breach of contract—assuming he/she remains a viable DH candidate at the time of resignation.) In cases of post-DH contractee resignation, the calculation of what portion of ACCP is earned is similar to that described in paragraph 7.b above, with two distinctions: 1) the end date of the service period representing "earned ACCP" shall be the last day of active duty; and 2) because officer resignations must be announced in advance, in most cases there need not be any repayment of ACCP monies because there is sufficient advance notice to reduce the final scheduled installment prior to separation/retirement, such that "ACCP received" exactly matches "ACCP earned". Officers who are considering resignation prior to end of ACCP contract term should contact the program manager as soon as possible, in order to avoid ACCP overpayment and subsequent recoupment.

(2) Transfer while under ADHRB contract (non-AEDO). Under policies established in this document, or by special permission of PERS-43, an officer may be permitted to apply for transfer while under ADHRB contract, before, during, or after a DH tour. An ADHRB contractee who is selected for transfer

becomes ineligible for any ACCP installments that are scheduled to be paid after the date that the selection for transfer becomes publicly known. In cases of officers who have completed or will complete a DH tour as a 1310 or 1320, the ACCP cancellation policy established in this subparagraph shall be modified as necessary to ensure that such officers receive and keep not less than the prorated amount of ACCP earned, from contract start date to detachment date from DH tour.

(3) Transfer to AEDO prior to performing an URL DH tour. Officers who are selected for the AEDO program at such time as will preclude them from performing an aviation DH tour in the URL, lose eligibility for ACCP payments upon public release of selection results, as described in paragraph 7.e.(2) above.

(4) Transfer to AEDO after completing an URL DH tour. Officers who are selected for the AEDO program at a time such that they will complete a DH tour in the URL prior to transferring to the AEDO community, remain eligible to receive their full ADHRB contract value as scheduled; selection of these officers for AEDO (and the actual conversion of their designators to 1510) has no effect on their ADHRB contracts. This policy is based on the concept that these officers fulfill the intent of the ADHRB program (by performing the aviation URL DH tour), and that, post-DH, they continue their aviation careers in the active component of the Naval Aviation Enterprise.

8. PERS-43 is the final adjudication authority for all active component ACCP program execution issues to include policy, eligibility, contract termination, and repayment. This does not include remission of indebtedness cases. Any request for remission of indebtedness will be adjudicated by proper authority in accordance with applicable statute, Department of Defense regulations and Department of the Navy guidance.

#### 9. Application Procedures

a. ADHRB applications must include the following items and no others (please do not submit any additional documentation not listed here):

(1) Signed ADHRB contract. Please use the Microsoft Word template available at:

<http://www.public.navy.mil/bupers-npc/officer/Detailing/aviation/OCM/Pages/ACCP.aspx>

(2) Endorsement on command letterhead from Commanding Officer or reporting senior.

(3) Copy of winging letter or other documentation of the date of designation as a Naval Aviator or Naval Flight Officer.

b. **The ADHRB constitutes a binding legal contract.** As such, applicants must sign and submit the ADHRB contract exactly as written in the contract template. Applications containing language or content deviations will be rejected.

c. Submit applications via Commanding Officer or reporting senior to:

COMMANDER NAVAL PERSONNEL COMMAND  
PERS-435  
5720 INTEGRITY DRIVE  
MILLINGTON TN 38055-4300

Before mailing originals, e-mail scanned copies of signed contract application and CO endorsement to Ms. Melinda Weeden at [melinda.weeden@navy.mil](mailto:melinda.weeden@navy.mil). Applications must be received at PERS-43 by 31 August 2017. **Applications for this ADHRB program will not be accepted after 31 August 2017.**

d. ADHRB contracts will be considered binding as of the date of PERS-43 approval.

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FM CNO WASHINGTON DC

TO NAVADMIN

INFO CNO WASHINGTON DC

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PASS TO OFFICE CODES:

FM CNO WASHINGTON DC//N1//

INFO CNO WASHINGTON DC//N1//

NAVADMIN 162/17

MSGID/GENADMIN/CNO WASHINGTON DC/N1/JUL//

SUBJ/AVIATION DEPARTMENT HEAD RETENTION BONUS PROGRAM//

RMKS/1. This NAVADMIN announces the Aviation Department Head Retention Bonus (ADHRB) Program for all active component officers with a winging Active Duty Service Obligation (ADSO) expiring in FY-18. The Aviation Bonus (AvB) program (of which the ADHRB is a subset) incentivizes talented, hard-working, career-minded Naval Aviators and Naval Flight Officers (NFO) to choose to remain on active duty.

2. The following bonus amounts are offered to officers with ADSO expiring in FY-18. All contract terms will be 5 years. The bonus offerings below have been fixed for the entirety of the FY-18 ADSO cohorts bonus eligibility window, from date of this NAVADMIN until 31 August 2018. As such, these amounts are NOT subject to change next year. Applications for officers with ADSO expiring in FY-18 must be received by 31 August 2018.

HM Pilot \$100,000

HSC Pilot \$75,000

HSL/HSM Pilot \$75,000

VAQ Pilot \$150,000 VAQ NFO \$100,000

VAW/VRC Pilot \$125,000 VAW NFO \$75,000

VFA Pilot \$150,000 VFA NFO \$75,000

VP/VQ(P) Pilot \$75,000 VP/VQ(P) NFO \$75,000

VQ(T) Pilot \$75,000 VQ(T) NFO \$75,000

3. Aviators that are Weapons Tactics Instructors (WTI) and/or graduates of Test Pilot School are eligible to receive an additional \$10,000 (\$2,000 per year of obligated service).

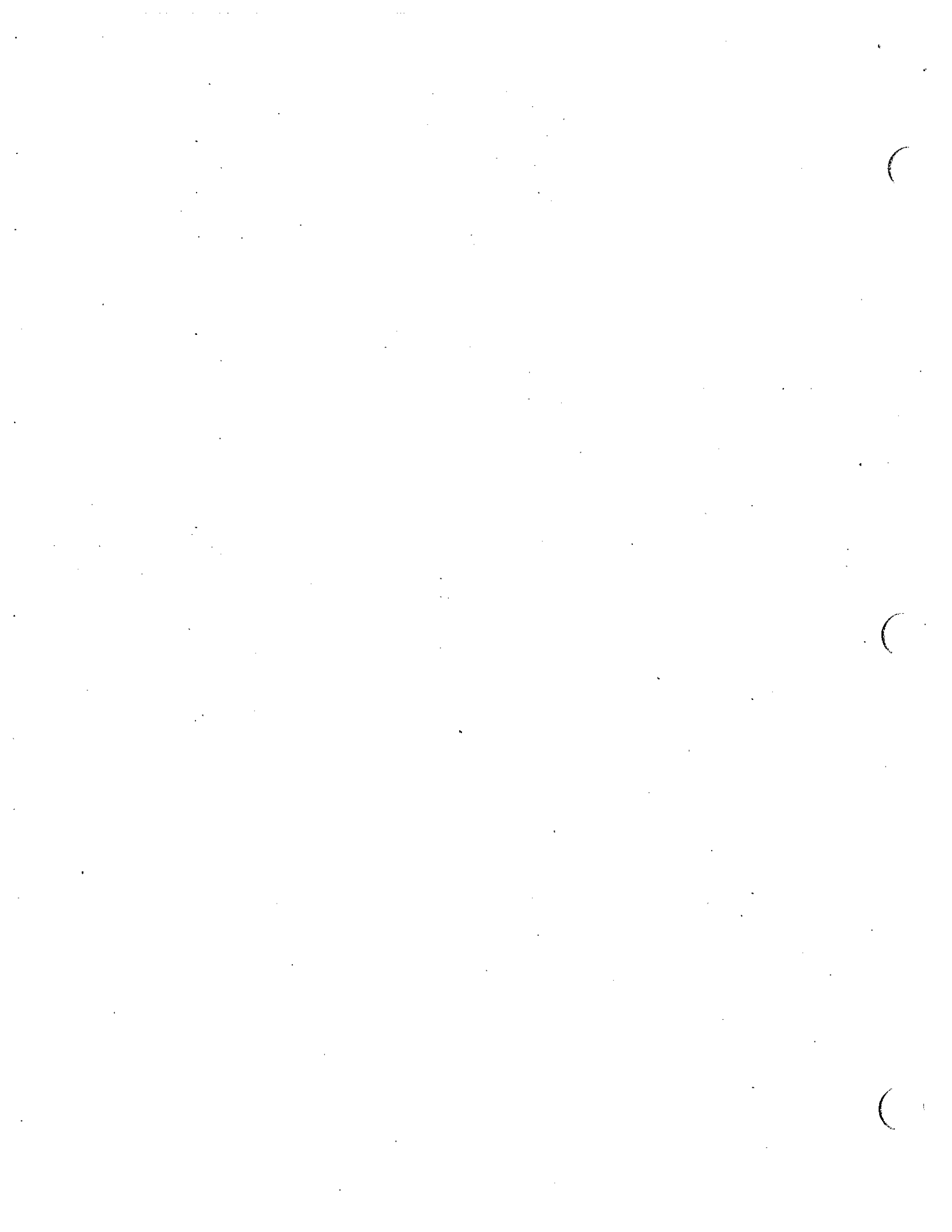
4. Officers accepting AvB contracts are not precluded from participating in the Career Intermission Program (CIP). Officers interested in both AvB and CIP should contact the AvB program manager and their detailer for more information.

5. For specific details, eligibility, and application procedures visit the community manager site at

<http://www.public.navy.mil/bupers->

[npc/officer/communitymanagers/Unrestricted/Pages/AviationOCM.aspx](http://www.public.navy.mil/bupers-npc/officer/communitymanagers/Unrestricted/Pages/AviationOCM.aspx)

6. Points of contact for application or contract execution



UNCLASSIFIED//

ROUTINE

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FM CNO WASHINGTON DC

TO NAVADMIN

INFO CNO WASHINGTON DC

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PASS TO ALL OFFICE CODES:

FM CNO WASHINGTON DC//N1//

INFO CNO WASHINGTON DC//N1//

NAVADMIN XXX/17

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SUBJ/FY-17 ACTIVE COMPONENT AVIATION COMMAND RETENTION BONUS//

RMKS/1. This NAVADMIN announces the continuation of the Aviation Command Retention Bonus (ACRB). The ACRB is designed to retain for continued naval service those officers with the talent and command experience in our primary warfighting missions that is critical for the future of our institution. Our cadre of O-5 commanding officers lead our naval air force today, and they are the major commanders and flag officers of tomorrow. Their skill set and leadership experience are essential to our Navy's success today and in the future. We must incentivize these officers, and those who will follow them, to stay Navy and continue to lead our force.

2. ACRB applicants must be currently serving as CO of an eligible operational (OP), operational training (OP-T), or special mission (SM) O-5 command in order to apply. Eligible commands are those OP, OP-T, and SM O-5 commands for which the annual Aviation Command Screen Board selects officers to serve as CO, excluding second-in-grade/sequential/bonus/Fleet Replacement Squadron (FRS) commands. Eligibility to apply for the ACRB ends on the last day of command.

N1 DECISION

APPROVED: \_\_\_\_\_

DISAPPROVED: \_\_\_\_\_

COMMENTS:



3. Post Command Commanders (PCCs) not on contract who served as CO of an eligible OP, OP-T, or SM O-5 command between 1 Oct 2016 and the release date of the FY17 ACRB Program NAVADMIN are eligible to apply for a limited time. Signed contracts must be received by PERS-435 within 30 days from release of this NAVADMIN.

4. All ACRB contracts will be worth \$36,000. All eligible officers will receive \$18,000 per year for two years of obligated service, which is the 21<sup>ST</sup> and 22<sup>ND</sup> years of commissioned service. If an officer's ACRB contract is approved after completing 20 years of commissioned service, then the ACRB obligation period begins on the date of contract approval and ends two years later.

5. For specific details, eligibility, and application procedures visit the Navy Personnel Command Aviation Career Continuation Pay (ACCP) website at <http://www.public.navy.mil/bupers-npc/officer/detailing/aviation/ocm/pages/accp.aspx>

6. Points of contact are LCDR Trevor Hermann, (901)874-3484, DSN 882-3484, trevor.herman(at)navy.mil; Ms. Melinda Weeden, (901)874-3964, DSN 882-3964, melinda.weeden(at)navy.mil; and Mr. Paul Boundy, (901)874-3947, DSN 882-3947, paul.boundy(at)navy.mil.

7. Released by Vice Admiral R. P. Burke, N1.//

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