



THE ASSISTANT SECRETARY OF THE NAVY
(MANPOWER AND RESERVE AFFAIRS)
1000 NAVY PENTAGON
WASHINGTON, D.C. 20350-1000

29 Nov 2024

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

SUBJECT: Senior Officer Retention Bonus – Surface Warfare Officer – 1110/1117

This memorandum authorizes the Navy's Surface Warfare Officer (SWO) Senior Officer Retention Bonus (SORB) in accordance with Title 37, U.S. Code (U.S.C.), Section 332. The Navy is authorized to make General Officer Retention Bonus payments to SWO senior officers pursuant to Department of Defense Instruction (DoDI) 1304.34, "General Bonus Authority for Officers," dated July 11, 2016. Subject to congressional reauthorization of Title 37, U.S.C., Section 332, this authorization will remain in effect for a period of 3 years from the date of this memorandum unless otherwise rescinded or superseded.

The Navy is authorized to offer senior officer retention bonuses to eligible 1110/1117 designated SWO officers who have served or are completing a commander (O-5/CDR) milestone tour, who qualify based on criteria established by the Navy and who execute written agreements to remain on Active Duty for minimum 4-year service obligations. SWO senior officers are eligible for \$48,000 for service obligations through the completion of 23 years of commissioned service (YCS). The obligated service associated with the bonus will commence no earlier than the completion of 19 YCS.

The Navy may pay SWO senior officers in installments not to exceed annual payments of \$12,000. Although AC and FTS officers may receive more than one general bonus over their careers, total career payments cannot exceed \$300K in bonuses under DoDI 1304.34. Bonuses paid will be subject to funding availability.

The Navy is authorized to make adjustments to the SWO SORB program if necessary to address emergent retention challenges as long as these changes do not exceed the parameters established above. Any changes that expand the program either through eligible population groups or bonus dollar amounts must receive approval from the Assistant Secretary of the Navy (Manpower and Reserve Affairs). No adjustment may be made to the program contrary to sections 332 and 373 of title 37 U.S.C., or DoD policies.

Any officer unable to complete the service obligation specified in the SWO SORB agreement may be subject to termination of any unpaid bonus amount and repayment of any unearned portion of the retention bonus. Termination and repayment determinations shall be consistent with the provisions of Section 373 of Title 37, U.S.C., and DoD Financial Management Regulation, Volume 7a, Chapter 2, "Repayment of Unearned Portion of Bonuses and Other Benefits."

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In accordance with DoDI 1304.34, the Navy shall provide an annual report to the Office of the Assistant Secretary of Defense for Manpower and Reserve Affairs via this office on the execution of the SWO SORB no later than December 15th each year for the length of the bonus. This report must contain the bonus description; Navy's intent to continue using the bonus for the upcoming fiscal year; the end-of-year inventory by grade and YCS; the number of authorizations by grade; the number of officers eligible for the bonus by grade and YCS; the number of officers receiving the bonus by grade and YCS and bonus amounts awarded; the total obligated dollar amount executed; and program analysis to include an assessment of operational impacts as well as recruiting and retention impacts if the bonus is discontinued.

No contracts shall be entered into after 3 years from the date of this memorandum. Continued authorization beyond this period will be reassessed at that time.