



NAVAL SPECIAL OPERATIONS EOD SENIOR ENLISTED RETENTION BONUS PROGRAM BUSINESS RULES

14 JUL 2025

These Business Rules announce the renewal of the Naval Special Operations (NSO) Senior Enlisted

**NAVAL SPECIAL OPERATIONS (NSO) SENIOR ENLISTED EXPLOSIVE ORDNANCE
DISPOSAL (EOD) RETENTION BONUS PROGRAM
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Explosive Ordnance Disposal (EOD) Retention Bonus (RB), per reference (1).

*****BUSINESS RULES SUBJECT TO CHANGE AT ANY TIME*****

NSO EOD Enlisted RB Program Overview:

This bonus is authorized under title 37 U.S.C. 331, Special Pay: Retention Incentives for members qualified in critical military skills or assigned to high priority units and DOD Instruction 1304.31; Enlisted Bonus Program. Specific critical Navy Enlisted Classifications (NEC) and approved award levels have been prescribed by the Chief of Naval Personnel, as delegated by Office of the Assistant Secretary of the Navy. NSO EOD Enlisted Community Manager (BUPERS-312-EOD) will act as the NSO EOD RB program manager.

All applications for this bonus will be submitted to the program manager for processing and tracking. Per Memorandum from ASSISTANT SECRETARY OF THE NAVY FOR MANPOWER AND RESERVE AFFAIRS (signed 23May2025), the EOD rating in under an exemption to receive no more than \$480,000 in retention bonus/continuation bonus monies over a career. Selective Reenlistment Bonus (SRB) awards are included in that cap. The eligibility criteria stated in the current NAVADMIN can be changed at any time by the program manager based on the needs of the NSO EOD community, via this document. The NSO EOD RB is part of the Navy's overarching effort to size, shape and stabilize the force.

Execution Checklist to Request EOD Senior Enlisted Retention Bonus:

1. Determine Member's Eligibility per reference (1) and Appendix A:
 - a. Serving on active duty in a regular component
 - b. Serving in paygrades E-7 through E-9 with NEC M04A
 - c. Serving in at a qualifying command, per Appendix B
 - d. Between 19-28 years of service (YOS) – sign at 19th year, paid for 20-30 YOS
 - e. Has favorable recommendation of Commanding Officer
 - f. Member must meet minimum rank and service length requirements to be RB eligible:
 - (1) Phase I (E7/E8/E9)
 - (2) Phase II (E8/E9)
 - (3) Phase III (E9)
2. Submit application to EOD RB program manager via chain of command 60-180 days prior to entering into an RB contract. Application packages must include:
 - a. Member's letter requesting contract

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- b. Commanding Officer's endorsement letter
 - c. Most recent Performance Evaluation or documentation of appropriate milestone qualification/designation, where required by Appendix A
3. EOD RB Program Manager will verify receipt of application (terms of contract/service obligation will be validated and any adjustments required will be corrected prior to final contract execution).
4. Upon acceptance of a member's agreement by the program manager, the amount of the contract becomes fixed, and the member incurs a firm service obligation.
5. Upon effective date of RB contract/obligation, member is responsible to send the following documents to the program manager as a single PDF titled (lastname_firstname_EOD RB.pdf):
- a. Copy of signed Immediate Reenlistment/Extension Agreement
 - b. Commanding Officers endorsement letter
 - c. Member's RB contract with tax free status indicated

***** Do not reenlist members for RB prior to receiving EOD ECM approval *****

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**Appendix A
NSO Senior Enlisted EOD RB Rules of Eligibility**

1. Minimum eligibility requirements: defined in reference (1). Additionally, in order to ensure EOD community health, the following eligibility restrictions apply. There are no exceptions to policy (ETP) for the criteria outlined in these business rules.

a. Phase I (20 through 23 YOS):

(1) E7 and E8:

(a) Must be aligned to a Supervisor Payband (E7-E9) EOD rated billet at a qualifying command per Appendix B

(b) At the time of reenlistment the member must meet one of the following conditions:

1. Have 2 years remaining on station at a qualifying command.

a. If the member has between 1 to 2 years left on station they are encouraged to work with their command and EOD Detailer to shift PRD left or right as required to meet eligibility criteria.

2. Member is within 12-month MNA window, and posted to a billet at a qualifying command per Appendix B.

3. Assigned to a non-qualifying command, and under PCS orders to a qualifying command per Appendix B.

(2) E9: Must be aligned to a EODCM billet

b. Phase II (24 through 25 YOS):

(1) E7: Not eligible

(2) E8:

(a) Must be aligned to a Supervisor Payband (E8-E9) EOD rated billet at a qualifying command per Appendix B

(b) At the time of reenlistment the member must meet one of the following conditions:

1. Have 2 years remaining on station at a qualifying command.

a. If the member has between 1 to 2 years left on station they are encouraged to work with their command and EOD Detailer to shift PRD left or right as required to meet eligibility criteria.

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2. Member is within 12-month MNA window, and posted to a billet at a qualifying command per Appendix B.

3. Assigned to a non-qualifying command, and under PCS orders to a qualifying command per Appendix B.

(3) E9: Must be aligned to a EODCM billet

c. Phase III (26 through 29 YOS):

(1) E7: Not eligible

(2) E8: Not eligible

(3) E9: Must be aligned to a EODCM billet and be 8CMC qualified

2. Reenlistment/extension contracts will be limited to a maximum of four years and minimum of three years in total length.

3. Members may not reenlist earlier than their 19th year of service, and will not receive payment for the 19th year of service.

4. Fit for full duty (ACC 100). Members serving in Supervisory Status are ineligible.

5. Members will be paid a fixed amount per year of service. If member serves a partial year, that year will be prorated as per that year's bonus amount.

6. Members may receive payment after the EOD RB eligibility start day, either:

a. Day after completion of their 19th year of service (ADSD + 20 years)

b. Date of reenlistment

c. Day after previous CSRB/RB contract end date

7. RB total entitlements will not exceed \$480,000 over a member's lifetime. Additionally, there are entitlement caps per phase:

a. Phase I, through the end of 23 YOS: \$100,000

b. Phase I & II, through the end of 25 YOS: \$150,000

c. Phase I, II, & III through the end of 29 YOS: \$190,000

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Phase I: E7 / E8 / E9 \$100K				Phase II: E8 / E9 \$150K		Phase III: E9 \$190K			
20	21	22	23	24	25	26	27	28	29
\$25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$10,000	\$10,000	\$10,000	\$10,000

8. **RB Contract Lengths:** Members may apply no earlier than the same fiscal year of their 20th YOS. Reenlistments may be between 3 and 4 years in length. Extensions may be between 1 and 12 months in length. Reenlistments and extensions may be combined to maximize RB opportunity for a maximum RB award length of 4 years. At a minimum, Phase I contracts will be a minimum of 3 years and must extend through the end of a member's 22nd YOS. Members must reenlist in the same FY as their EAOS for a period of three or more years beyond current SEAOS to be eligible for RB contract payments.

9. **HYT Waivers** are NOT authorized for RB payments. Any HYT Waiver granted does not authorize RB payment to members who are otherwise ineligible for the specific phase.

10. **Disciplinary Action:** Members must carry a promotion recommendation of 3.0 or above and have zero disciplinary action within the past 36 months to be eligible for RB. Relevant disciplinary action includes Non-Judicial Punishment of Commanding Officer's Mast or above, as well as Courts Martial or Administrative Separation proceedings. Members who have signed an early enlistment contract, ahead of their EAOS, but become subject to disciplinary proceedings prior to their payment date will have their payment held until final eligibility can be determined through the outcome of such proceedings.

11. **NEC Revocation:** Members whose NEC is revoked and are no longer qualified are subject to repayment of RB for time not fulfilled based on original RB contract agreement. Recoupment determination date will be based off of the Commanding Officer's signature date on the NAVPERS 1221/6. If a member is selected not to continue military service due to poor performance or misconduct or if selected on the Senior Enlisted Continuation Board (SECB) not to continue service, then the member may be required to pay back any unearned portion of the RB.

12. In order to maximize contracts, members should reenlist on the anniversary day of their ADSD.

13. **Tax Free Zones:** Members may reenlist TAX FREE and receive their entire bonus TAX FREE. The RB is excluded from taxes if the enlisted member reenlists in the same month in which the member served in a combat zone; NOT the date that the RB contract takes effect. See link below for the law defining combat tax exclusion for additional information:

<http://militarypay.defense.gov/Pay/TaxInformation/CZTE.aspx>

14. **Payments:** RB are paid in lump sum. Members receiving bonus entitlement amounting over \$99999.99 will receive two payments disbursed over two pay installments. This is due to DFAS computer system limitations. Both payments are usually paid within 3 working days of each other

15. **Unique Scenarios:** Members and CCCs are encouraged to contact the NSO ECM shop to assist with determining the best option for members that have unique scenarios or situations

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References:

1. **MEMORANDUM FOR DISTRIBUTION:** Retention Bonus for Naval Special Operations Senior Enlisted Explosive Ordnance Disposal (EOD) Technician, 30JUN2025
2. **MILPERSMAN 1160-040/** Extensions of Enlistment
3. **MILPERSMAN 1160-030/** Certain Enlistments and Reenlistments under Continuous Service Conditions
4. **10 U.S.C. § 505** – Regular Components; Qualifications, Terms, Grade for Reenlistments

Point of contact:

NSO EOD Enlisted Community Management Office, BUPERS-312-EOD, EOD ECM Functional email account:
eod_comm_mgr.fct@navy.mil

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**Appendix A
Senior Enlisted EOD RB Qualifying Commands**

- **EOD Operational Commands**

- Explosive Ordnance Disposal Mobile Unit (EODMU) CONUS
- EOD Tactical Development & Evaluation Squadron (EODTACDEVEVALSQN)
- EOD Exploitation Unit ONE
- EODGRU ONE / TWO
- Expeditionary Support Unit ONE / TWO

- **EOD Forward Deployed Naval Forces**

- Explosive Ordnance Disposal Mobile Unit FIVE / EIGHT
- Commander Task Force 56 / 68 / 75

- **EOD Training and Production Commands**

- EOD Training and Evaluation Units ONE & TWO
- Naval School Explosive Ordnance Disposal (NAVSCOLEOD)
- Naval Diving and Salvage Training Center (NDSTC)
- Center for EOD and Diving Detachment GREAT LAKES (CEODD)

- **Key EOD Community Billets**

- EOD Enlisted Community Manager Technical Advisor, BUPERS 31
- EOD Distribution Manager (Detailer), COMNAVPERSCOM
- EOD Placement Coordinator / Rating Evaluator, COMNAVPERSCOM

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Request from SVM for EOD Retention Bonus

Date

From: EODCM Doe, John, USN, 0000

To: Director, Military Community Management (BUPERS-312-EOD)

Via: (Chain of Command)

Subj: REQUEST FOR THE NAVAL SPECIAL OPERATIONS SENIOR ENLISTED EXPLOSIVE
ORDNANCE DISPOSAL TECHNICIAN RETENTION BONUS

Ref: (a) 37 U.S.C. 331

(b) MEMORANDUM, Retention Bonus for Naval Special Operations Senior Enlisted Explosive
Ordnance Disposal (EOD) Technician, 30JUN2025

(c) EOD Retention Bonus Business rules, 14JUL2025

1. I hereby apply for the Naval Special Operations Senior Enlisted Explosive Ordnance Disposal Technician Retention Bonus (NSO EOD RB) authorized by references (b) and (c). I have read, understand, and agree to the provisions of reference (c) including all provisions relating to recoupment of payments to be made under this agreement and the circumstances under which recoupment by the government of sums paid is required per reference (a). I also certify that I meet all eligibility requirements outlined in reference (b) and (c).

2. Contingent upon acceptance of my application for this bonus, I, (John Doe), agree to remain on active duty as a Master EOD Technician until my new SEAOS of (dd-mmm-year). I understand I am not eligible to request removal of the Master EOD Technician (NEC M04A) designation. I further agree not to submit a request for retirement with an effective date that is prior to completion of my NSO EOD RB agreement.

3. I understand as per ref (a) that recoupment of the unearned portion of the Retention Bonus is required if I fail to maintain eligibility or fail to complete the full contractual period of obligated military service. The recoupment amount will be calculated by applying the yearly values on a pro-rata basis outlined in ref (c) from the first day of ineligibility to the end of my original contract.

4. I also understand my accepted application is binding and I will be eligible to receive the RB award amount, as calculated, IAW ref (c).

5. On (dd-mmm-year), I intend to reenlist for (x) years and sign an extension for (xx) month(s), for a new SEAOS of: (dd-mmm-year).

6. Any questions concerning my application may be directed to: (John Doe)
Phone number: (####) ###-####, or e-mail: xxx.xxxx(at)navy.mil.

(SIGNATURE)

Typed Name

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FIRST ENDORSEMENT on EODCS JON JONES, USN, ltr of XX XXX XX

From: Commander, EODMU XXX

To: EOD Enlisted Community Manager (BUPERS-312-EOD)

Subj: FIRST ENDORSEMENT ON REQUEST FOR THE NAVAL SPECIAL OPERATIONS
SENIOR ENLISTED EXPLOSIVE ORDNANCE DISPOSAL TECHNICIAN
RETENTION BONUS

1. Forwarded, recommending approval.
2. I have verified that member is not pending disciplinary action, nor has the member had disciplinary action taken within the past 36 months.

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