1. Determine Eligibility. The member’s eligibility is defined in *Para 3* of NAVADMIN 097/24:
   1. Are URL officers designated as a Naval Special Warfare Officer (1130 or 1137 designator)
   2. Receive a written endorsement recommending bonus approval from the commanding officer (CO).
   3. Between 06-15 years of active duty commissioned service (ADCS). Today – Active Commission Base Date = ADCS
2. Payment. 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.

a. The NSWOCP will be offered in two phases. Officers will be paid a fixed amount per year of service.

(1) Phase 1 NSWOCP. Applicant must be a NSW officer with 1130 or 1137 designator having reached six years of ADCS to receive Phase 1 bonus. Officers will have the opportunity to receive up to $1000,000 (1130) and $48,000 (1137) in retention bonuses for phase 1 contracts.

(a) NSW officers (designator 1130) with 6 to 9 ADCS:

1. 4-year agreement: $25,000 per year

2. 3-year agreement: $20,000 per year

(b) NSW officers (designator 1137) with 6 to 9 ADCS:

1. 5-year agreement: $12,000 per year

2. 3-year agreement: $10,000 per year

(2) Phase 2 NSWOCP. Applicant must be an NSW officer with 1130 or 1137 designator having reached 10 years of ADCS to receive a Phase 2 bonus. Officers will have the opportunity to receive up to $125,000 (1130) and $60,000 (1137) in retention bonuses for phase 2 contracts.

(a) NSW officers (designator 1130) with 10 to 14 ADCS:

1. 5-year agreement: $25,000 per year

2. 4-year agreement: $20,000 per year

3. 3-year agreement: $15,000 per year

(b) NSW officers (1130) with 11 years of ADCS who were ineligible to sign a 5-year agreement at 10 years of ADCS due to a previous NSWOCP agreement:

1. 4-year agreement: $25,000 per year

(c) NSW officers (designator 1137) with 10 to 14 ADCS:

1. 4-year agreement: $12,000 per year

2. 3-year agreement: $10,000 per year

(d) NSW officers (1137) with 11 years of ADCS who were ineligible to sign a 5-year agreement at 10 years of ADCS due to a previous NSWOCP agreement:

1. 4-year agreement: $12,000 per year

b. NSWOCP agreement obligations will run concurrently with any obligated service the officer has incurred for education or fellowships such as postgraduate education.

1. Submission of Application. Submit applicationto program manager via chain of command 30-60 days upon effective date of OCP contract/obligation, member is responsible to send the following documents to the program manager as a single PDF titled (lastname\_firstname\_OCP.pdf):
   1. Members contract request (DO NOT put SSN on contract)

**Note:** Members contract date needs to be on (or after) their 6 year ACS mark

* 1. Commanding Officers endorsement letter (DO NOT put SSN on endorsement letter)

**\*\*BACKDATED APPLICATION WILL NOT BE ACCEPTED\*\***

**(Administration process = 60 days or less)**

1. Program Manager will verify receipt of application (terms of contract and any adjustments required will be corrected prior to accepting/processing contract).
2. 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.

**\*\*See below for renegotiation information, references, and application formats\*\***

1. Eligible members contracted under section 318 of reference (d) may elect to transition under section 332 of reference (d) by signing a contract to extend service beyond the existing agreement.
2. NSW Officers in receipt of NSWOCP under section 332 of reference (d) may not renegotiate or receive pro-rated contracts.

**\*\*Email OCP package to – SEAL\_OCM@navy.mil\*\***

**\*\*Any questions regarding submission process and/or members eligibility please contact the program manager at 703-604-5008 or SEAL\_OCM@navy.mil\*\***

**References:**

1. NAVADMIN 097/24 NSWOCP



1. NSWOCP Application Format



3. NSWOCP CO Endorsement Letter Format



4. 37 U.S.C. § 332 – General bonus authority for officers

**POINTS OF CONTACT:**

NSW Officer Community Management Office, BUPERS-311D

SEAL Officer Community Manager (OCM), [seal\_ocm@navy.mil](mailto:seal_ocm@navy.mil) , 703-604-5005

NSW Pay Program Manager, [seal\_ocm@navy.mil](mailto:seal_ocm@navy.mil), 703-604-5063