

## **EOD Officer Retention Bonus (ORB) FREQUENTLY ASKED QUESTIONS**

### **How can I apply?**

Follow the below link

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/Unrestricted-Line/EOD-Warfare-OCM/Resources/>

Under “Bonus and Pay Information” download which bonus you are applying for

Download “EOD ORB Sample Endorsement”

Ensure you have your request and CO's endorsement letters fully completed and signed. Save documents with file naming convention (lastname\_firstname\_(LT or LCDR)). Once they are ready, kindly send the letters via email to the EOD OCM office using the addresses provided below.

LCDR Jeff Heckelman  
[Jeffrey.s.heckelman.mil@us.navy.mil](mailto:Jeffrey.s.heckelman.mil@us.navy.mil)

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### **When can I apply for the ORB?**

An officer can apply no earlier than (NET) 1 year from their eligible initial payment date:

**- LT 4-year bonus:** NET completion of 6 YCS and no later than (NLT) 90 months YCS or (7.5 years).

(Must have completed 4 years from arrival to first operational command)

(Must be warfare qualified (KG5))

(Must be EOD Department Head qualified (KG0) by 8 YCS)

**- LT 2-year initial bonus:** NET completion of 6 YCS and no later than (NLT) 90 months YCS or (7.5 years)

(Must have completed 4 years from arrival to first operational command)

(Must be warfare qualified (KG5))

**- LT 2<sup>nd</sup> 2-year bonus:** May begin no earlier than the completion of the obligated service from the first LT 2-year bonus and no later than six months after that date **or the completion of 8 YCS if only applying for LT 2<sup>nd</sup> 2-year bonus.**

(Must have completed 4 years from arrival to first operational command)

(Must be warfare qualified (KG5))

(Must be EOD Department Head qualified (KG0))

- **LCDR 4-year bonus:** NET completion of 10 YCS or completion of the period of obligated service from any previous bonus and NLT completion of 12 YCS.

(Must be LCDR)

(Must be EOD Department Head qualified (KG0))

- **LCDR 2-year initial bonus:** NET completion of 10 YCS or completion of the period of obligated service from any previous bonus and NLT completion of 12 YCS.

(Must be LCDR)

(Must be EOD Department Head qualified (KG0))

- **LCDR 2<sup>nd</sup> 2-year bonus:** May begin no earlier than the completion of the obligated service from the first LCDR 2-year bonus and no later than six months after that date or the completion of 12 YCS if only applying for LCDR 2<sup>nd</sup> 2-year bonus.

(Must be LCDR)

(Must be EOD Department Head qualified (KG0))

#### **What are the bonus payment amounts?**

LT - 4-year bonus - \$18,000 per year (\$72,000 total)

LT – 2-year bonus - \$12,500 per year (\$25,000 total) / (\$50,000 if both 2-year bonuses are accepted)

LCDR – 4-year bonus - \$25,000 per year (\$100,000 total)

LCDR – 2-year bonus - \$15,000 per year (\$30,000 total) / (\$60,000 if both 2-year bonuses are accepted)

#### **When should I expect payment?**

Monthly bonuses are submitted to DFAS at the end of the month prior to the month of payment. DFAS will typically process the payments within the first two weeks of the month the payment is authorized. If an officer has **NOT** received their payment by the 20th of the month on which the payment is authorized, they should contact the EOD Warfare OCM.

#### **Why did I receive less than the contracted bonus amount?**

- The government takes about 30% in taxes from your ORB annual installment.

- Per DODFMR Vol 7A, Chapter 3, 5.0, retention bonuses are a Special Pay. This means bonus money will be distributed according to the percent in your “*Special Pay*” column under “Traditional TSP and Roth TSP” in MyPay.

#### **What if I receive more than my annual contracted amount or an additional payment?**

Contact the EOD Warfare OCM immediately.

### **Can I break my ORB Contract?**

When a member agrees to a further service commitment in exchange for a bonus, they sign a contract between Navy and themselves. A member can request to break the contract and get out of their service obligation early; however, they can only **REQUEST** to do so, and the Navy (specifically the detailers, working with the OCMs) will review the request to see how it comports with the needs of the Navy. If the needs of the Navy require the member to remain (i.e., community undermanned, billet would be gapped, etc.), the Navy can decline the member's request and the contract remains in effect. If needs of the Navy allow the request to be approved, (i.e., community overmanned, etc.), the Navy can approve the request, essentially agreeing to void the contract and the member will be released, owing the Navy the pro-rated amount of money. Again, the contract can **ONLY** be broken if the Navy agrees to breaking the contract. If the Navy does not agree, the contract remains in effect.