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SUBJ/SURFACE WARFARE OFFICER SENIOR OFFICER RETENTION BONUS//

REF/A/DOC/ASN/29NOV24//  
REF/B/DOC/U.S.C.//  
REF/C/DOC/DOD/11JUL16//  
REF/D/DOC/BUMED/27JUL16//  
REF/E/DOC/DOD/FEB24//

NARR/REF A IS ASSISTANT SECRETARY OF THE NAVY (MANPOWER AND RESERVE AFFAIRS) SURFACE WARFARE OFFICER SENIOR OFFICER RETENTION BONUS AUTHORIZATION.

REF B IS TITLE 37, U.S. CODE, PAY AND ALLOWANCES OF THE UNIFORMED SERVICES.

REF C IS DEPARTMENT OF DEFENSE INSTRUCTION 1304.34, GENERAL BONUS AUTHORITY FOR OFFICERS.

REF D IS THE BUREAU OF MEDICINE AND SURGERY INSTRUCTION 1300.2B, SUITABILITY SCREENING, MEDICAL ASSIGNMENT SCREENING AND EXCEPTIONAL FAMILY MEMBER PROGRAM IDENTIFICATION AND ENROLLMENT.

REF E IS DEPARTMENT OF DEFENSE FINANCIAL MANAGEMENT REGULATION 7000.14, VOLUME 7A, CHAPTER 2, REPAYMENT OF UNEARNED PORTION OF BONUSES AND OTHER BENEFITS.//

RMKS/1. This NAVADMIN announces the renewal of the Surface Warfare Officer (SWO) Senior Officer Retention Bonus (SORB) for eligible SWOs.

2. The SWO SORB is authorized under section 332, Title 37, U.S. Code. In line with reference (a), the SWO SORB is effective through 29 November 2027 unless otherwise rescinded or superseded. All applications for the bonus contained within this program will be submitted to the Navy Personnel Command, Surface Warfare Assignments, (PERS-41) for approval, payment processing, and tracking.

3. This message summarizes the provisions of the SWO SORB. All information provided herein is applicable to both Active Component (AC) SWOs and Training and Administration of the Reserve (TAR) SWOs, except where otherwise noted. The following general summary is provided:

a. SWOs promoted to Commander (CDR) and who have been administratively screened for or have completed a SWO CDR milestone tour are eligible for the SWO SORB program. The Navy will pay qualified officers for 4 years of obligated service from the completion of the 19th Year of Commissioned Service (YCS) to the completion of the 23rd YCS. CDRs with at least 18 YCS, but not more than 19, are eligible for the SWO SORB. AC SWOs will receive \$12K on their 19th, 20th, 21st and 22nd YCS anniversaries. In line with references (b) and (c), TAR SWOs will also receive \$12K on their 19th, 20th, 21st and 22nd YCS anniversaries.

b. References (b) and (c) limit career retention bonus amounts. While officers may receive multiple retention bonuses under section 332, Title 37, U.S. Code, over a career, total bonus payments under this authority may not exceed \$300K for AC officers and \$150K for TAR officers.

#### 4. Program Eligibility

a. Must meet all four of the following requirements:

(1) Qualified and serving as an Active Duty SWO (designator 1110 or 1117).

(2) Permanently appointed CDR.

(3) Have at least 18 YCS, but no more than 19 YCS.

(4) Administratively screened and serving in or have completed a CDR milestone tour as assigned by PERS-41.

b. If assigned to an at-sea tour by PERS-41, eligible officers must be sea duty assignable as defined by reference (d).

Additionally:

(1) An officer under contract assigned to an at-sea tour and evaluated as no longer fit for sea duty by an appropriate medical authority, following a period of Temporary Limited Duty (TLD), will have a stop payment placed on their account and receive no further SWO SORB payments. However, an officer on TLD who is reasonably expected by the assigned medical officer to make a full recovery and be found fit for sea duty will continue to receive scheduled payments. This determination will be completed by PERS-41 in line with the appropriate medical authority findings.

(2) An officer found unfit for continued Naval Service by an appropriate medical authority will have a stop payment placed on their account and receive no further SWO SORB payments.

(3) Should a previously ineligible officer later become fit for sea duty, payments will resume at normal intervals for the remainder of the anniversary payment(s). Retroactive pay is not authorized for any bonus payments that were scheduled during the period the officer was ineligible.

c. Career Intermission Program (CIP). An officer participating in CIP will be ineligible to receive SORB payments during their time in the program.

Payments will resume upon return to service and in line with the payment scheme.

d. Bonuses will be paid in line with the payment structure in paragraph 6.

## 5. Program Execution

a. The SWO community manager is assigned as the program manager and is delegated the authority to administer the SWO SORB program according to applicable laws, Department of Defense directives/instructions and this NAVADMIN.

b. PERS-41 receives applications submitted in the format referenced in paragraph 7. PERS-41 is delegated the authority to:

(1) Evaluate eligibility of SWOs applying for the SWO SORB program.

(2) Approve SWO contracts to remain on Active Duty for the stated period in exchange for a SWO SORB.

(3) Administer SORB payments.

c. All applications require written endorsement from their commander, Commanding Officer (CO), or equivalent superior in charge.

d. Officers under a SORB agreement are not eligible to apply for the Permanent Military Professor (PMP) program or any redesignation programs that result in a designator change to any designator other than 1110 or 1117. An officer under a SORB agreement may submit an application for PMP or any redesignation program once the date of application is within 12 months of the final day of bonus obligation.

6. SORB Payment Structure. Applications for SORB must be submitted between the 18th and 19th YCS. SWO AC and TAR officers approved for the program will receive payments of \$12K on each anniversary of their 19th, 20th, 21st and 22nd YCS.

## 7. Application Process

### a. General Notes:

(1) Application format can be found on the PERS-41 page of the MyNavy HR at <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Pay-Incentives/>

(2) Applications will be binding upon the date of approval by PERS-41.

(3) Applications received in the incorrect format or not meeting eligibility requirements defined in this NAVADMIN will be rejected.

b. Officers must submit a copy of the signed original contract and CO's endorsement by email to their applicable assignment officer and/or civilian assistant.

8. Recoupment and Repayment Policy. Repayment policy is governed by section 373, Title 10, U.S. Code and reference (e). A Service Member of the uniformed services who enters into a written agreement with specified service conditions for receipt of a bonus is entitled to the full amount of the bonus if the member fulfills the conditions of the written agreement. If the member fails to fulfill the service conditions specified in the written agreement for the pay, then the pay may be terminated, and the Service Member may be required to repay an amount equal to the unearned portion of the pay. SWO SORB payments will be stopped for officers who become ineligible for this incentive or fail to complete the full period of additional obligated service.

a. For officers who die while serving under a SWO SORB service agreement, the remaining SWO SORB balance will be paid as a lump sum as

part of the settlement of the final military pay account of the officer. If death is determined to be the result of the misconduct of the member, future payments will be stopped and unearned portions of the bonus will be recouped, as applicable, in line with procedures established for members whose inability to complete a contracted period of service is voluntary or the result of misconduct.

b. Recoupment exception to policy determinations will be made by Director, Military Personnel Plans and Policy Division (OPNAV N13).

9. Additional guidance, information, and updates regarding the SWO SORB are available at the MyNavy HR website, <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-41-SWO/Pay-Incentives/>.

10. Points of contact:

a. Mr. Nathan D. Griffin, PERS-410A, (901)874-3900/DSN 882 or [nathan.d.griffin.civ@us.navy.mil](mailto:nathan.d.griffin.civ@us.navy.mil);

b. CDR Eric Winn, SWO community manager, BUPERS-311, (901)874- 3173/DSN 882 or [eric.winn2.mil@us.navy.mil](mailto:eric.winn2.mil@us.navy.mil); and

c. CDR Kirk Morris, TAR community manager, BUPERS-351, (901)874-4346/DSN 882 or [kirk.n.morris.mil@us.navy.mil](mailto:kirk.n.morris.mil@us.navy.mil).

11. This NAVADMIN will remain in effect until superseded or canceled, whichever occurs first.

12. Released by Vice Admiral Richard J. Cheeseman, Jr., N1.//

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