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NAVADMIN 084/25

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SUBJ/ACTIVE COMPONENT FISCAL YEAR 2025 AVIATION COMMAND RETENTION BONUS//

REF/A/DOC/SECNAV/6FEB18//
REF/B/DOC/OPNAV/1OCT19//

NARR/REF A IS SECNAVINST 7220.88, AVIATION INCENTIVE PAYS AND BONUS PROGRAM.
REF B IS OPNAVINST 7220.18A, AVIATION INCENTIVE PAY AND BONUS PROGRAM.//

RMKS/1. This NAVADMIN announces the Fiscal Year (FY) 2025 Active Component (AC) Aviation Command Retention Bonus (ACRB) program in line with references (a) and (b). The FY25 Aviation Department Head Retention Bonus (ADHRB) will be addressed in a future NAVADMIN.

2. A vital part of developing a total force strategy and maintaining combat readiness is to provide appropriate incentives to retain skilled personnel for critical Naval Aviation Enterprise (NAE) billets. The AC ACRB program incentivizes highly talented, hard-working Naval aviators and Naval flight officers screened for aviation command to choose to remain on Active Duty. Our return on investment is the retention of our aviation warfighters, who provide their invaluable, irreplaceable skillsets and leadership in continued Naval service.

3. AC ACRB:

a. The AC ACRB is designed to retain those officers with the capabilities and command experience in our primary warfighting missions that are critical for the future of our Navy. Our cadre of Commander (CDR) Commanding Officers (CO) lead our NAE today, and they are the major commanders and flag officers of tomorrow. Their skills and leadership experience are essential to the success of the Navy. The FY25 ACRB incentivizes their continued service in follow-on assignments requiring senior aviation leaders.

b. ACRB applicants must have screened during the Aviation Command Screen Board (ACSB) as CO of an eligible Operational, Operational Training, or Special Mission CDR command to apply. Eligible commands are those for which the annual ACSB selects officers to serve as CO, excluding second-in-grade/sequential/bonus/fleet replacement squadron commands. Consult the FY25 ACRB program information for specific eligibility criteria and limitations. The application opportunity commences with the release of this NAVADMIN and closes on 31 August 2025.

c. All FY25 ACRB contracts will be worth \$35,000 to \$150,000.

Participation in the FY25 ACRB requires 2 to 3 years of obligated service to include full completion of a Post Command Commander (PCC) tour, which may be between 24 and 36 months depending on assignment.

The minimum ACRB obligation ends after 21 Years of Commissioned Service (YCS), the projected rotation date of the assigned PCC tour, or 2 years from contract acceptance date, whichever is later and depending on contract length. ACRB applications for those currently under ADHRB obligations will be accepted, held in abeyance, and activated upon ADHRB contract expiration.

d. ACRB rates and obligated service are as follows:

(1) 2-year option - \$35K total (\$17.5K/year); obligation ending at 21 YCS;

(2) 3-year option - \$120K total (\$40K/year); obligation ending at 22 YCS.

(3) Sea Duty Incentive - \$10K/year for each year of the contract, for those who report to post-command orders to operational carrier strike groups, carriers, and amphibious assault ships, up to \$30K total, contract length dependent.

4. Additional Aviation Bonus (AvB) Information:

a. Officers accepting AvB contracts are not precluded from participating in the Career Intermission Program (CIP). Officers interested in both AvB and CIP should contact the AvB program manager and their detailer for more information.

b. For further AvB details, eligibility, and application procedures, visit My Navy Portal at <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-43-Aviation/OCM/AvB-The-Bonus/>

5. AvB points of contact: For application questions, please contact Ms. Melinda Weeden at (901) 874-3964, DSN 882-3964, or e-mail: melinda.s.weeden.civ@us.navy.mil or Mr. Paul Boundy at (901) 874-3947, DSN 882-3947, e-mail: paul.g.boundy.civ@us.navy.mil. For policy questions please contact the AvB Program Manager at (901) 874-3484, DSN 882-3484, or email: avipandavb.fct@navy.mil.

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

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