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NAVADMIN 090/25

SUBJ/ACTIVE COMPONENT FISCAL YEAR 2025 AVIATION DEPARTMENT HEAD 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 Aviation  
Department Head Retention Bonus (ADHRB). The FY25 Aviation Command Retention  
Bonus (ACRB) will be addressed via a separate 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 Active Component (AC) Aviation Bonus (AvB) Program,  
consisting of the ADHRB and ACRB, incentivizes highly talented, hard-working,  
career-minded naval aviators and Naval Flight Officers (NFO) to choose to  
remain on Active Duty. Our return on investment is the retention for  
continued Navy service of our aviation warfighters, with their invaluable,  
irreplaceable skill sets and leadership.

3. AC ADHRB.

a. Capable and dedicated Department Heads (DH) are vital to mission  
effectiveness and represent the important link between senior leadership and  
junior personnel. Retaining the experience and talent associated with those  
eligible to serve as aviation department heads greatly benefits the continued  
success of the NAE.

b. The AC ADHRB eligibility criteria includes being considered for  
selection by the FY26 Aviation Department Head Screen Board  
(ADHSB) or selected for Lieutenant Commander (LCDR) and will be considered  
for selection by a future ADHSB. Please consult the program information for  
a full listing of eligibility criteria. The application opportunity  
commences with the release of this NAVADMIN and closes on 31 August 2025.

c. Contracts are offered with either a 3, 5 or 7 year obligation that begins upon expiration of the officers winging Active Duty Service Obligation (ADSO) or contract approval, whichever is later. The intent is to provide flexibility when making career decisions and to encourage officers to fulfill a DH tour and continue Naval Service.

d. The Navy values an early commitment and a 7 year obligation. An officer who submits a 5 or 7 year contract prior to their ADHSB screening results being published will receive the maximum annual rate specific to their type/model/series and designator (T/M/S+D). If an officer prefers a 3 year contract or wishes to wait until the ADHSB selection results are public, the ADHRB annual amount reduces by up to \$10,000 per year, T/M/S dependent.

e. While all aviators that complete milestone assignments are equally valued, specific T/M/S+D rates vary according to respective community inventory health. Those communities experiencing the greatest retention challenges are incentivized with the highest rates. AC ADHRB retention bonus pay rates for FY24 include:

7 year obligation, early rate:

HM Pilot	40,000/year	(280,000 total)
HSC Pilot	40,000/year	(280,000 total)
HSM Pilot	40,000/year	(280,000 total)
VAQ Pilot	40,000/year	(280,000 total)
VAQ NFO	40,000/year	(280,000 total)
VAW Pilot	40,000/year	(280,000 total)
VAW NFO	15,000/year	(105,000 total)
VRM Pilot	40,000/year	(280,000 total)
VFA Pilot	40,000/year	(280,000 total)
VFA NFO	30,000/year	(210,000 total)
VP/VQ(P) Pilot	40,000/year	(280,000 total)
VP/VQ(P) NFO	35,000/year	(245,000 total)
VQ(T) Pilot	15,000/year	(105,000 total)
VQ(T) NFO	15,000/year	(105,000 total)

7 year obligation, standard rate:

HM Pilot	30,000/year	(210,000 total)
HSC Pilot	30,000/year	(210,000 total)
HSM Pilot	30,000/year	(210,000 total)
VAQ Pilot	30,000/year	(210,000 total)
VAQ NFO	30,000/year	(210,000 total)
VAW Pilot	30,000/year	(210,000 total)
VAW NFO	10,000/year	(70,000 total)
VRM Pilot	30,000/year	(210,000 total)
VFA Pilot	30,000/year	(210,000 total)
VFA NFO	25,000/year	(175,000 total)
VP/VQ(P) Pilot	30,000/year	(210,000 total)
VP/VQ(P) NFO	30,000/year	(210,000 total)
VQ(T) Pilot	10,000/year	(70,000 total)
VQ(T) NFO	10,000/year	(70,000 total)

5 year obligation, early rate:

HM Pilot	40,000/year	(200,000 total)
HSC Pilot	40,000/year	(200,000 total)
HSM Pilot	40,000/year	(200,000 total)
VAQ Pilot	40,000/year	(200,000 total)
VAQ NFO	40,000/year	(200,000 total)
VAW Pilot	40,000/year	(200,000 total)
VAW NFO	15,000/year	(75,000 total)
VRM Pilot	40,000/year	(200,000 total)
VFA Pilot	40,000/year	(200,000 total)

VFA NFO	30,000/year (150,000 total)
VP/VQ(P) Pilot	40,000/year (200,000 total)
VP/VQ(P) NFO	35,000/year (175,000 total)
VQ(T) Pilot	15,000/year (75,000 total)
VQ(T) NFO	15,000/year (75,000 total)
5 year obligation, standard rate:	
HM Pilot	30,000/year (150,000 total)
HSC Pilot	30,000/year (150,000 total)
HSM Pilot	30,000/year (150,000 total)
VAQ Pilot	30,000/year (150,000 total)
VAQ NFO	30,000/year (150,000 total)
VAW Pilot	30,000/year (150,000 total)
VAW NFO	10,000/year (50,000 total)
VRM Pilot	30,000/year (150,000 total)
VFA Pilot	30,000/year (150,000 total)
VFA NFO	25,000/year (125,000 total)
VP/VQ(P) Pilot	30,000/year (150,000 total)
VP/VQ(P) NFO	30,000/year (150,000 total)
VQ(T) Pilot	10,000/year (50,000 total)
VQ(T) NFO	10,000/year (50,000 total)
3 year obligation:	
HM Pilot	30,000/year (90,000 total)
HSC Pilot	30,000/year (90,000 total)
HSM Pilot	30,000/year (90,000 total)
VAQ Pilot	30,000/year (90,000 total)
VAQ NFO	30,000/year (90,000 total)
VAW Pilot	30,000/year (90,000 total)
VAW NFO	10,000/year (30,000 total)
VRM Pilot	30,000/year (90,000 total)
VFA Pilot	30,000/year (90,000 total)
VFA NFO	25,000/year (75,000 total)
VP/VQ(P) Pilot	30,000/year (90,000 total)
VP/VQ(P) NFO	30,000/year (90,000 total)
VQ(T) Pilot	10,000/year (30,000 total)
VQ(T) NFO	10,000/year (30,000 total)
Location Incentive: Eligible for only Japan, Lemoore, and Guam.	
HSC	10,000/year (max 70,000 total)
HSM	10,000/year (max 70,000 total)
VAQ Pilot	10,000/year (max 70,000 total)
VAQ NFO	10,000/year (max 70,000 total)
VAW Pilot	10,000/year (max 70,000 total)
VAW NFO	5,000/year (max 35,000 total)
VRM Pilot	10,000/year (max 70,000 total)
VFA Pilot	10,000/year (max 70,000 total)
VFA NFO	10,000/year (max 70,000 total)

#### 4. Additional 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 MyNavy Portal at <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-43-Aviation/OCM/AvB-The-Bonus/>.

#### 5. AvB Points of Contact

a. For application questions, please contact Ms. Melinda Weeden at (901) 874-3964, DSN 882-3964, or e-mail [melinda.weeden@navy.mil](mailto:melinda.weeden@navy.mil) or Mr. Paul Boundy at (901) 874-3947, DSN 882-3947, or e-mail [paul.boundy@navy.mil](mailto:paul.boundy@navy.mil).

b. For policy questions, please contact the AvB program manager at (901) 874-3484, DSN 882-3484, or e-mail [avipandavb@navy.mil](mailto:avipandavb@navy.mil).

6. This NAVADMIN will remain in effect until superseded or 31 August 2025, whichever occurs first.

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

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