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NAVADMIN 179/25

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SUBJ/FISCAL YEAR 2025 TRAINING AND ADMINISTRATION OF THE RESERVE 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 Training and Administration of the Reserve (TAR) Aviation Department Head Retention Bonus (ADHRB) program in line with references (a) and (b). 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 billets. The TAR ADHRB program provides selected bonuses as an incentive to eligible pilots and naval flight officers serving in Department Head (DH) billets during FY25 and to retain those officers through a post-DH aviation staff tour.

2. The TAR ADHRB program continues the bonus system of previous years that is tied directly to force structure and targets initial eligible aviators. Annual DH rates of up to \$40,000 are listed below and vary by community. DH retention bonuses will be paid in three, five, or seven equal annual installments. If a signed contract is received before completing 12 months of their initial DH tour, the Service Member is eligible for the seven year contract beginning on his/her one year anniversary in the DH squadron. Service Members may sign up for the three or five year contract at any time during their initial DH tour, but will not be approved until after his/her one year anniversary in the DH squadron. The following are the monetary dollar rates for squadron DH contracts:

HM - Pilot	\$40,000/YR
HSC - Pilot	\$25,000/YR
HSM - Pilot	\$35,000/YR
HT - Pilot	\$20,000/YR
VAQ - Pilot	\$40,000/YR
VAQ - NFO	\$20,000/YR
VAW - Pilot	\$30,000/YR
VAW - NFO	\$10,000/YR
VRM - Pilot	\$40,000/YR
VFC - Pilot	\$35,000/YR

VFC - NFO	\$30,000/YR
VP/VUP - Pilot	\$35,000/YR
VP/VUP - NFO	\$35,000/YR
VR - Pilot	\$35,000/YR
VT(JET) - Pilot	\$40,000/YR
VT(PROP) - Pilot/NFO	\$30,000/YR

3. All signed contracts must be received by Training and Administration of the Reserve Distribution and Augmentation (PERS-46) by 12 September 2025. For specific details, eligibility and application procedures, visit the MyNavy Portal website at <https://www.mynavyhr.navy.mil/>. From there, click through the following sequence: Career Management, Detailing, Officer, PERS-46 TAR and then open the TAR Aviation link under TAR Community Links.

4. Point of contact. PERS-46E LCDR Aaron Howell at (901) 874- 4064/DSN 882 or via e-mail at aaron.d.howell16.mil@us.navy.mil.

5. This message will remain in effect until superseded or cancelled, whichever occurs first.

6. Released by Vice Admiral Jeffrey J. Czerewko, N1.//

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