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MSGID/GENADMIN/CNO WASHINGTON DC/N1/

SUBJ/RENEWAL OF NAVAL SPECIAL WARFARE SEAL/SWCC SENIOR ENLISTED RETENTION BONUS PROGRAM//

REF/A/MSG/CNO WASHNGTON DC/101343Z JAN 23//

REF/B/DOC/U.S.C./03JAN16//

REF/C/MEMO/DCNO N1/30DEC25//

NARR/REF A IS NAVADMIN 004/23, NAVAL SPECIAL WARFARE SEAL/SWCC SENIOR ENLISTED RETENTION BONUS PROGRAM.

REF B IS SECTION 331 OF TITLE 37 U.S. CODE, GENERAL BONUS AUTHORITY FOR ENLISTED MEMBERS.

REF C IS THE DCNO N1 AUTHORIZATION OF THE NAVAL SPECIAL WARFARE SEAL/SWCC SENIOR ENLISTED RETENTION BONUS//

RMKS/1. This NAVADMIN cancels reference (a) and announces the renewal of the Naval Special Warfare (NSW) Navy Sea, Air, and Land (SEAL) /Special Warfare Combatant-Craft Crewmen (SWCC) Senior Enlisted Retention Bonus (SSRB). The NSW SSRB is part of the overarching effort of the Navy to size, shape, and stabilize the force.

2. Program Overview. This bonus is authorized under references (b) and (c). The Naval Special Warfare Enlisted Community Manager (BUPERS 312-NSW) will act as the NSW SSRB program manager. All applications for this bonus will be submitted to the program manager for processing and tracking. By law, Sailors may receive no more than 360,000 dollars in retention bonus monies over a career. Selective Reenlistment Bonus (SRB) awards are included in that cap. The eligibility criteria stated in this NAVADMIN can be reduced at any time by the program manager based on the needs of the NSW community.

3. Eligibility. NSW senior enlisted Sailors with the O26X or O52X Navy Enlisted Classification (NEC), in paygrades E7 and above, who have between 20 and 28 Years Of Active Service (YOAS), will be eligible to apply for the NSW SSRB, but must also meet the following eligibility criteria:

- a. Be serving on Active Duty in a regular component.
- b. Have the favorable recommendation of the Commanding Officer (CO) for receipt of NSW SSRB.

4. Ineligibility

a. Sailors serving under an existing SSRB contract are not eligible to receive a SSRB for service outlined in original contract agreement.

b. Sailors who are approved for the High Year Tenure (HYT) Plus pilot are not eligible for SSRB payments past their HYT date. HYT dates are firm and HYT waiver requests will not be considered during the NSW SSRB application process.

c. Sailors with documented misconduct or below standard performance may be removed from SSRB eligibility.

5. Contract Terms. NSW SSRB contract lengths, payments, and active component service obligations are outlined below.

a. Sailors may sign a contract in their 19th year of active service. SSRB payments begin at 20 YOAS. Enlisted Sailors may contract to their HYT mark. E7s are eligible to contract to 24 YOAS. E8s are eligible to contract to 26 YOAS. E9s are eligible to contract to 30 YOAS. If a Sailor serves a partial year, that year will be prorated pursuant to the bonus amount of that year. All payments must be completed before the Sailor reaches 28 YOAS, and all Sailors must contract prior to reaching 28 YOAS. Specific bonus amounts are graduated pursuant to YOAS.

(1) The Sailor must be E7 or above and carry the O26X/052X NEC to apply for a phase one bonus. Phase one corresponds with E7 HYT and encompasses 20 to 24 YOAS. Sailors will have the opportunity to receive up to 100,000 dollars in retention bonuses for phase one contracts. At a minimum, members must contract through 21 YOAS.

YOAS	Bonus Amount
20+	25,000 dollars
21+	25,000 dollars
22+	25,000 dollars
23+	25,000 dollars

(2) Phase Two NSW SSRB. The Sailor must be E8 (select) or above and carry the O26X/052X NEC to apply for a phase two bonus. Phase two corresponds with E8 HYT and encompasses 24 to 26 YOAS. Members will have the opportunity to receive up to 60,000 dollars in retention bonuses for phase two contracts.

YOAS	Bonus Amount
24+	30,000 dollars
25+	30,000 dollars

(3) Phase Three NSW SSRB. The Sailor must be E9 (select) or above and carry the O26X/052X NEC to apply for a phase three bonus. Phase three corresponds with E9 HYT and encompasses 26 to 30 YOAS. Sailors may not enter contracts after they reach 28 YOAS. Sailors will have the opportunity to receive up to 120,000 dollars in retention bonuses for phase three contracts, which must be paid before they reach 28 YOAS.

YOAS	Bonus Amount
26+	30,000 dollars
27+	30,000 dollars
28+	30,000 dollars
29+	30,000 dollars

(4) SSRB Contract. SSRB contract phases may be combined as long as the Sailor is eligible to receive payments to the contracted end dates.

b. NSW SSRB contracts will be for a minimum of 2 and a maximum of 6 years. Sailors under the SSRB contract will not submit a request for retirement with an effective date that is prior to the completion of the agreement. Sailors must reenlist or extend their enlistment contract, soft end of active obligated service, for a period of at least 2 years. Sailors are authorized early reenlistment to align SSRB and reenlistment contracts. Reenlistments and extensions may be combined to align service dates for the

maximum opportunity, up to a reenlistment of 6 years and an extension of up to 12 months.

6. Program Execution

a. Sailors should submit requests for NSW SSRB to the program manager 60 to 180 days prior to entering an NSW SSRB contract via their chain of command. If operational commitments limit the ability to submit SSRB applications via this manner, commands should submit requests through their immediate superior in the chain of command who can submit the request to the program manager.

b. Upon acceptance of an agreement of the Sailor by the program manager, the amount of the bonus becomes fixed and the Sailor incurs a firm service obligation.

c. Sailors will receive the bonus in a lump sum payment, effective from the date of contract execution.

d. SSRB requests for personnel who are being processed for disciplinary action, NEC removal, or restoration will be held in abeyance pending final resolution.

7. Payment Processing. SSRB approval does not currently update the Navy Standard Integrated Personnel System (NSIPS) of the intent of the Sailor to reenlist. Until NSIPS can be programmed to accept SSRB reenlistment payments, manual processing is required. Payment should post to the account of the member by the second pay period following the day the SSRB program manager receives the notification of reenlistment. Master Military Pay Account (MMPA) must reflect contract or obligated service for enlisted Sailors and tax-free status (if applicable) must post to MMPA prior to final payment.

8. Application. The following documents are required:

a. 60-120 days prior to contract:

- (1) Letter of the Sailor requesting a NSW SSRB contract
- (2) COs endorsement letter

b. Prior to payment, Sailors will submit a copy of re-enlistment contract and/or extension agreement with proof of tax-free status, if applicable.

9. Points of Contact

a. CDR Christopher Murray, SEAL and SWCC Enlisted Community Manager, at (703) 604-5064 /DSN 664 or via e-mail christopher.m.murray28.mil@us.navy.mil.

b. Mr. Frederick Wienbeck, Deputy, SEAL and SWCC Enlisted Community Manager, at (901) 874-3552/DSN 882 or via e-mail frederick.c.wienbeck.civ@us.navy.mil.

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

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

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