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NAVADMIN 117/26

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SUBJ/ACTIVE COMPONENT FISCAL YEAR 2026 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) 2026 Aviation
Department Head Retention Bonus (ADHRB). The FY 26 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, hardworking, 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 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 criterion includes being considered for
selection by the FY 26 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 2026.

c. Contracts are offered with either a 3, 5 or 7-year obligation that
begins upon expiration of the officer's winging Active-Duty service
obligation or contract approval, whichever is later. The intent is to
provide flexibility when making career decisions and to encourage officers to
fulfill a department head 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 three-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 in US. dollars for FY 26 include:

7 year obligation, early rate:

HSC Pilot	35,000/year	(245,000 total)
HSM Pilot	45,000/year	(315,000 total)
VAQ Pilot	50,000/year	(350,000 total)
VAQ NFO	50,000/year	(350,000 total)
VAW Pilot	50,000/year	(350,000 total)
VAW NFO	20,000/year	(140,000 total)
VRM Pilot	45,000/year	(315,000 total)
VFA Pilot	50,000/year	(350,000 total)
VFA NFO	35,000/year	(245,000 total)
VP/VQ(P) Pilot	45,000/year	(315,000 total)
VP/VQ(P) NFO	40,000/year	(280,000 total)
VQ(T) Pilot	20,000/year	(140,000 total)
VQ(T) NFO	30,000/year	(210,000 total)

7 year obligation, standard rate:

HSC Pilot	30,000/year	(210,000 total)
HSM Pilot	35,000/year	(245,000 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	35,000/year	(245,000 total)
VFA Pilot	40,000/year	(280,000 total)
VFA NFO	30,000/year	(210,000 total)
VP/VQ(P) Pilot	35,000/year	(245,000 total)
VP/VQ(P) NFO	30,000/year	(210,000 total)
VQ(T) Pilot	15,000/year	(105,000 total)
VQ(T) NFO	25,000/year	(175,000 total)

5 year obligation, early rate:

HSC Pilot	35,000/year	(175,000 total)
HSM Pilot	45,000/year	(225,000 total)
VAQ Pilot	50,000/year	(250,000 total)
VAQ NFO	50,000/year	(250,000 total)
VAW Pilot	50,000/year	(250,000 total)
VAW NFO	20,000/year	(100,000 total)
VRM Pilot	45,000/year	(225,000 total)
VFA Pilot	50,000/year	(250,000 total)
VFA NFO	35,000/year	(175,000 total)
VP/VQ(P) Pilot	45,000/year	(225,000 total)
VP/VQ(P) NFO	40,000/year	(200,000 total)
VQ(T) Pilot	20,000/year	(100,000 total)
VQ(T) NFO	30,000/year	(150,000 total)

5 year obligation, standard rate:

HSC Pilot	30,000/year	(150,000 total)
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HSM Pilot	35,000/year (175,000 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	35,000/year (175,000 total)
VFA Pilot	40,000/year (200,000 total)
VFA NFO	30,000/year (150,000 total)
VP/VQ(P) Pilot	35,000/year (175,000 total)
VP/VQ(P) NFO	30,000/year (150,000 total)
VQ(T) Pilot	15,000/year (75,000 total)
VQ(T) NFO	25,000/year (125,000 total)

3 year obligation, standard rate:

HSC Pilot	30,000/year (90,000 total)
HSM Pilot	35,000/year (105,000 total)
VAQ Pilot	40,000/year (120,000 total)
VAQ NFO	40,000/year (120,000 total)
VAW Pilot	40,000/year (120,000 total)
VAW NFO	15,000/year (45,000 total)
VRM Pilot	35,000/year (105,000 total)
VFA Pilot	40,000/year (120,000 total)
VFA NFO	30,000/year (90,000 total)
VP/VQ(P) Pilot	35,000/year (105,000 total)
VP/VQ(P) NFO	30,000/year (90,000 total)
VQ(T) Pilot	15,000/year (45,000 total)
VQ(T) NFO	25,000/year (75,000 total)

Location Incentive: Eligible for only Japan, Lemoore, and Guam.

HSC	10,000/year (max 70,000 total)
HSM	5,000/year (max 35,000 total)
VAW NFO	10,000/year (max 70,000 total)
VRM Pilot	5,000/year (max 35,000 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.s.weeden.civ@us.navy.mil or Mr. Paul Boundy at (901) 874-3947, DSN 882-3947, or e-mail paul.g.boundy.civ@us.navy.mil.

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

6. This NAVADMIN will remain in effect until superseded or 31 August 2026, whichever occurs first.

7. Released by Rear Admiral Jennifer S. Couture, N13.//

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