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NAVADMIN 153/26

MSGID/GENADMIN/CNO WASHINGTON DC/N13/JUN//

SUBJ/FISCAL YEAR 2026 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) 2026 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 FY26 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 bonus amounts 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  
7-year contract beginning on his/her 1 year anniversary in the DH squadron.  
Service Members may sign up for the 3 or 5 year contract at any time during  
their initial DH tour, but will not be approved until after his/her 1-year  
anniversary in the DH squadron. The following are the monetary dollar  
amounts for squadron DH contracts:

HM - Pilot	\$40,000/YR
HSC - Pilot	\$30,000/YR
HSM - Pilot	\$35,000/YR
HT - Pilot	\$25,000/YR
VAQ - Pilot	\$40,000/YR
VAQ - NFO	\$40,000/YR
VAW - Pilot	\$40,000/YR
VAW - NFO	\$15,000/YR
VRM - Pilot	\$35,000/YR
VFC - Pilot	\$40,000/YR
VFC - NFO	\$30,000/YR
VP/VUP - Pilot	\$35,000/YR

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

3. All signed contracts must be received by the Training and Administration of the Reserve Distribution and Augmentation (PERS-46) by 28 August 2026. For specific details, eligibility and application procedures, visit the PERS-46 TAR Aviation MyNavy HR webpage at <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-46-TAR/Aviation/>.

4. Point of contact. PERS-46E CDR Aaron Howell and LCDR Eric Reno at (901) 874-4064/DSN 882 or via e-mail at aaron.d.howell6.mil@us.navy.mil or eric.j.reno2.mil@us.navy.mil.

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 This message will remain in effect until superseded or cancelled, whichever occurs first.

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

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