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SUBJ/NAVAL SPECIAL WARFARE RETENTION BONUS MODERNIZATION FOR CHIEF WARRANT OFFICERS IN DESIGNATORS 7151 AND 7171//

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NARR/REF A IS NAVADMIN 194/23, NAVAL SPECIAL WARFARE CHIEF WARRANT OFFICER RETENTION BONUS PROGRAM.

REF B IS TITLE 37, U.S.C., PAY AND ALLOWANCES OF THE UNIFORMED SERVICES.

REF C IS THE ASN MRA AUTHORIZATION OF THE CHIEF WARRANT OFFICER RETENTION BONUS PROGRAM.

REF D IS DEPARTMENT OF DEFENSE FINANCIAL MANAGEMENT REGULATION 7000.14, VOLUME 7A, CHAPTER 2, REPAYMENT OF UNEARNED PORTION OF BONUSES AND OTHER BENEFITS.//

RMKS/1. This NAVADMIN cancels reference (a) and announces authorization and modification of the Naval Special Warfare (NSW) Chief Warrant Officer (CWO) Retention Bonus (RB) Program.

2. Program Overview. This bonus is authorized under Section 332 of reference (b) and reference (c). The Naval Special Warfare Plans and Policy Branch (OPNAV N137) is designated as the NSW CWO RB Program Manager. All applications for this bonus will be submitted to the program manager for processing and tracking. CWOs will receive the bonus in a lump sum payment, effective from the date of contract execution. The program manager may make adjustments within the limits of reference (c), as needed.

3. Eligibility. Effective 7 August 2026, NSW CWOs with the 7151 or 7171 designator who completed at least four years but less than 16 years of commissioned service (YCS) at the start of the period of obligated service, may be eligible to receive the NSW CWO RB. Applicants must submit written endorsement from Commanding Officer (CO) recommending bonus approval. COs must ensure applications are accurate and verify applicants meet eligibility requirements.

4. Ineligibility.

a. CWOs serving under an existing bonus contract are not eligible to receive a NSW CWO RB for service outlined in the original contract agreement.

b. CWOs with documented misconduct or below standard performance may be removed from NSW CWO RB eligibility.

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

a. The NSW CWO RB will be offered in two phases. CWOs will be paid a fixed amount per year of service.

(1) Phase 1 NSW CWO RB. Applicant must be an NSW CWO with 7151 or 7171 designators. CWOs will have the opportunity to receive up to \$100,000 in retention bonuses for phase 1 contracts.

(a) NSW CWO with four to seven years of YCS:

1. 5-year agreement: \$20,000 per year

2. 4-year agreement: \$15,000 per year

(2) Phase 2 NSW CWO RB. Applicant must be an NSW CWO with 7151 or 7171 designators. CWOs will have the opportunity to receive up to \$100,000 in retention bonuses for phase 2 contracts.

(a) NSW CWO with more than 8 YCS:

1. 5-year agreement: \$20,000 per year

2. 4-year agreement: \$15,000 per year

3. 3-year agreement: \$12,500 per year

b. CWOs under the CWO RB contract will not submit a request for retirement with an effective date that is prior to the completion of the agreement.

c. CWOs who remain within the established phase eligibility windows are authorized to receive subsequent retention bonuses for the respective phase.

d. CWOs are prohibited from signing retention bonus contracts with terms that extend past their statutory service limits or mandatory retirement date.

6. Program Execution.

a. CWOs must submit their applications to the program manager prior to their requested start date and should ensure confirmation of application receipt. Applications received after the requested start date may not be accepted, and payments will not be processed until all eligibility criteria are met. The first payment normally occurs four to six weeks after all eligibility criteria are met.

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

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

d. CWO RB requests for personnel who are being processed for disciplinary action, additional qualification designator removal, or restoration will be held in abeyance pending final resolution.

7. Application. The following documents are required:

a. Letter from the officer requesting a NSW CWO RB contract.

b. COs endorsement letter.

8. Recoupment and Repayment Policy. Repayment policy is governed under Section 373 of reference (b), and reference (d). A Service Member of the uniformed services that enters into a written agreement with specified service conditions for receipt of a bonus is entitled to the full amount of the bonus if the Service Member fulfills the conditions of that written agreement. If the Service Member fails to fulfill the service conditions specified in the written agreement for the pay, then the pay may be terminated, and the Service Member may be required to repay an amount equal to the unearned portion of the pay.

9. Point of Contact. The primary point of contact for NSW CWO RB program management is OPNAV N137 at (703) 604-5008 or via e-mail at SEAL_OCM@navy.mil.

10. This NAVADMIN will remain in effect until superseded or 6 Aug 2029, whichever occurs first.

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

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