

FULL TIME SUPPORT
AVIATION COMMAND RETENTION BONUS PROGRAM INFORMATION

1. Introduction. The Department of the Navy authorizes the Full Time Support (FTS) Aviation Command Retention Bonus (ACRB) in addition to the FTS Aviation Department Head Retention Bonus (ADHRB) and Aviation Incentive Pay (AvIP) to enhance retention of career-minded aviation officers. The intent of the FTS ACRB is to retain the invaluable and irreplaceable experience and skill sets of the Navy's cadre of O-5 Commanding Officers. This ACRB was a three-year authorization approved during the Fiscal Year 2018 (FY-18) Aviation Bonus (AvB) proposal.

2. Contract Terms

a. The FY-19 FTS ACRB offers eligible officers a total bonus of \$100,000 spread over three installments (\$34,000 initial payment and two \$33,000 payments (pre-tax amount)) in return for three years of obligated service.

b. If a contract is approved by PERS-46, then that officer's three-year ACRB obligation period is normally his or her 20th, 21st and 22nd year of commissioned service.

c. The obligation shall include a full Post Command Commander (PCC) tour and will end at the completion of the officer's 22nd year of commissioned service (YCS) for those who signed a contract on or before 19 YCS or PCC tour projected rotation date (PRD), whichever is later. For those who sign a contract after 19 YCS, the obligation shall be three years from contract approval date, or PCC tour projected rotation date (PRD), whichever is later.

d. The first installment will be issued immediately upon contract receipt and approval by PERS-46. The remaining installments will be paid on the anniversary of contract approval.

3. Eligibility

a. FTS ACRB applicants must be active duty unrestricted line aviators with a 1317 or 1327 designator.

b. Eligible commands are those operational (OP), operational training (OP-T), special mission (SM), and Naval Recruiting District (NRD) commands for which the annual Aviation Command Screen Board (ACSB) selects officers to serve as Commanding Officer (CO), excluding second-in-grade/sequential/bonus commands.

c. Individuals that screened for command during the FY-19 Aviation Command Selection Board (ACSB) are eligible for this ACRB program.

d. ACRB applicants who are under a current Aviation Department Head Bonus obligation may apply. However, contract payment and service obligation will not commence until completion of all prior Aviation Career Continuation Pay (ACCP) or Aviation Bonus (AvB) obligations.

e. Reserve aviators who are recalled to active duty, mobilized reserve officers, and officers under Active Duty Special Work (ADSW) orders are not eligible to apply for the FTS ACRB.

f. An officer who has been selected for and has accepted transfer to another community is not eligible to apply for the FTS ACRB.

g. All requirements for AvB participation delineated in SECNAVINST 7220.88 and OPNAVINST 7220.9 apply. Final determination of an officer's ACRB eligibility shall be made by PERS-46.

4. Prohibitions While Under FTS ACRB Contract

a. Lateral Transfer/Redesignation

(1) Aviation officers obligated by an ACRB contract are not eligible to apply for a lateral transfer/redesignation board or other programs that require a change of designator until they are within 12 months of expiration of ACRB obligated service.

(2) If selected for lateral transfer, redesignation, or other programs that require a change of designator, redesignation of the officer to the new community will neither be executed, nor will the officer be released to the new community for duty, until completion of ACRB service obligation or PRD from current orders, whichever is later.

b. Separation/Retirement

(1) Aviation officers obligated by an ACRB contract are not eligible to apply for separation until they are within 12 months of expiration of ACRB obligated service.

(2) Aviation officers obligated by an ACRB contract are not eligible to apply for retirement until they are within 12 months of expiration of ACRB obligated service.

5. Repayment Policy

a. In order to maintain FTS ACRB eligibility while under contract, officers must remain on active duty in aviation service in their 1317 or 1327 designator and continue to meet all eligibility requirements listed in this memo, SECNAVINST 7220.88 and OPNAVINST 7220.9. Officers who fail to fulfill the terms of the contract will be subject to the repayment stipulations delineated in the DOD FMR Volume 7A Chapter 2, SECNAVINST 7220.88, and OPNAVINST 7220.9.

b. An individual who is detached for cause (DFC), relieved, or removed from an assigned billet for adverse reasons, is no longer eligible for the FTS ACRB. In these cases, scheduled future payments will be cancelled as of DFC date, relief date, or removal date. Additionally, the unearned portion of ACRB will be repaid. If ACRB eligibility is terminated for DFC or other

adverse circumstances, eligibility for any future ACRB offering will not be reinstated for any reason.

6. Application Procedures

a. E-mail a signed copy of the FTS ACRB contract to LCDR Seth DiNola at seth.dinola@navy.mil.

b. Mail the original to Commander, Navy Personnel Command, PERS-4327, 5720 Integrity Drive, Millington, TN 38055-4300.

c. Applications must be received at PERS-46 while the applicant is still eligible or the application will be rejected. **The FTS ACRB constitutes a binding legal contract, and will be considered binding as of contract approval date by PERS-46.** As such, applicants must sign and submit the ACRB contract exactly as written in the enclosure, verbatim. Applications containing language or content deviations will be rejected. Please use the Microsoft Word template provided at:

<https://www.public.navy.mil/bupers-npc/officer/Detailing/fulltimesupport/Pages/Aviation.aspx>

d. Applications must be received by 31 August 2019.

7. PERS-46 is the program manager for all FTS AvB program execution issues to include policy, eligibility, and termination. Upon acceptance of an officer's agreement by the program manager, the amount of the bonus becomes fixed and the officer will incur a firm service obligation.

8. Points of Contact. For application questions, please contact LCDR Seth DiNola by e-mail at seth.dinola@navy.mil. For policy questions please contact LCDR Jeffrey Greco by e-mail at jeffrey.m.greco@navy.mil.