

18 Jun 26

MEMORANDUM

From: Director, Total Force Management (N1)

To: Director, Civilian Workforce Policy and Sustainment (N11)

Subj: MODIFICATION OF SERVICE REQUIREMENTS FOR RETENTION
INCENTIVES - AFLOAT

Ref: (a) CMPI 575

1. Per the reference, and due to substantial recruiting and retention shortfalls as identified by N11, the service period for all positions currently in receipt of a retention incentive is hereby modified. The actual amount is calculated as a percentage of base pay, identified below, and a service period of two years. The following positions and rates are currently approved for retention incentives due to being critical/hard-to-fill, effective 1 July 2026:

Position	Max Retention Incentive Percentage
MASTER	15%*
FIRST OFFICER	25%*
SECOND OFFICER	25%*
THIRD OFFICER	25%*
DAMAGE CONTROL OFFICER	10%
ASSISTANT DAMAGE CONTROL OFFICER	10%
DAMAGE CONTROL LEADER	10%
ASSISTANT DAMAGE CONTROL LEADER	10%
DAMAGE CONTROLMAN	10%
BOATSWAIN	10%
OPERATIONS CHIEF	10%
BOATSWAIN'S MATE	25%*
ABLE SEAMAN	30%*
CHIEF ENGINEER	15%*
FIRST ASSISTANT ENGINEER	20%*
SECOND ASSISTANT ENGINEER	20%*
THIRD ASSISTANT ENGINEER	50%*
CHIEF ELECTRICIAN/ ELECTRICIAN	25%*
REFRIGERATION ENGINEER	25%*
DECK ENGINEER MACHINIST	25%*
UNLICENSED JUNIOR ENGINEER	25%*
PUMPMAN	25%*

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ELECTRONICS TECHNICIAN	25%*
ENGINE UTILITYMAN	10%
SHIPS COMMUNICATIONS OFFICER	20%*
SHIPS COMMUNICATIONS OFFICER (IAM)	25%*
CHIEF RADIO ELECTRONICS TECHNICIAN	25%*
CHIEF RADIO ELECTRONICS TECHNICIAN (IAT)	25%*
FIRST RADIO ELECTRONICS TECHNICIAN (IAT)	25%*
PURSER	10%
CHIEF STEWARD	20%*
STEWARD COOK	25%*
CHIEF COOK	15%*
THIRD STEWARD	10%
SECOND COOK	10%
COOK BAKER	15%*
ASSISTANT COOK	10%
MEDICAL SERVICES OFFICER	25%*

*Requires a signed two (2) year service agreement

2. Despite aggressive external recruiting, many of these positions are manned at or below 80 percent of the requirement. External hiring is far below identified hiring goals. Non-pay incentives (i.e., workplace and work schedule flexibility) are not operationally supportable due to the working environment and requirements of these shipboard positions. The impact of this large number of vacancies in these ratings affects the crewing of our government-owned and government-operated ships, jeopardizing mission requirements.

3. The need for retention incentives use, covered ratings, and amounts authorized will be reassessed quarterly.

4. Retention incentives are not authorized for employees on a Mixed Work Schedule (MWS). Retention incentives are authorized to Reemployed Annuitants.

5. Point of contact is Brian Lijana, who can be reached at (757) 341-6479 or brian.j.lijana.civ@us.navy.mil, if there are questions or concerns.

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