



OFFICE OF THE UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

SEP 28 2007

PERSONNEL AND  
READINESS

MEMORANDUM FOR ASSISTANT SECRETARY OF THE NAVY (M&RA)

SUBJECT: Critical Skills Designation for Critical Skills Retention Bonus (CSRB) - Navy Civil Engineer Corps (CEC) Officers (Naval Officer Designators 510X, 653X, and 753X)

Effective immediately, this memorandum designates Regular Component CEC officers (Designators 510X, 653X, and 753X) as critical for CSRB purposes. Subject to congressional reauthorization of section 323 of title 37, United States Code, these designations may remain in effect for a 3-year period; however, except as noted in paragraph 2 of this memorandum, a CSRB may not be paid to the entire CEC community without the prior approval of this office

Navy may implement its initial program for eligible junior CEC officers (designator 510X) in FYs 08 and 09. Any expansion of the program is subject to approval by PDUSD (P&R) prior to implementation. The Navy must submit its request for approval 90 days prior to any program expansion and include related implementation guidance.

In FY08, the Navy may offer junior CEC officers who have five Years of Commissioned Service (YCS) \$40,000 (\$20K initial payment with annual anniversary payments of \$5K ) for a 4-year contract. Additionally, in FY08 and FY09 Navy may offer eligible junior CEC officers with four YCS \$50,000 (\$25K initial payment with annual anniversary payments of \$5K ) for a 5-year contract or \$20,000 (\$5K initial payment with annual anniversary payments of \$5K) for a 3-year contract.

The CSRB may be offered to those CEC officers who have completed their initial active duty service obligation; are serving on active duty in a Regular Component; and execute a written agreement to remain on active duty for one to five years in designators indicated above. The Navy will make available programmed funding for fiscal year 2008. Bonuses paid in later fiscal years will be subject to funding availability.

An officer who fails to complete the total period of active duty service specified in the CSRB agreement may be obligated to repay any unearned portion of CSRB. Repayment will not be sought if an officer is unable to fulfill the conditions of a CSRB agreement due to death, illness, injury or other physical impairment, not the result of the officer's misconduct, or any other circumstances determined to be reasonably beyond the officer's control (37 U.S.C. § 303a, 323(g)). All agreements shall specify these repayment obligations.

No new contracts shall be entered into after the 3-year period specified above. Continued designation beyond that period will be reassessed at that time. All CSRB payments shall be consistent with section 323 of title 37, United States Code, and IAW DODD 1304.21; and DoDI 1304.29.

  
Michael L. Dominguez  
Principal Deputy

cc:  
Director, Defense Finance and Accounting Service