

18 Jun 26

MEMORANDUM

From: Director, Total Force Management (N1)

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

Subj: MODIFICATION OF SERVICE REQUIREMENTS FOR RECRUITMENT
INCENTIVES - AFLOAT

Ref: (a) CMPI 575

1. Per the reference, and due to substantial recruiting shortfalls as identified by N11, the service period for all positions currently in receipt of a recruitment incentive is hereby modified. The actual amount is calculated as a percentage of base pay, identified below, for each year of service, not to exceed three years. The following positions and rates are currently approved for recruitment incentives due to being critical/hard-to-fill, effective 1 July 2026:

Position	Total Annual Recruitment Incentive Percentage	Recruitment Incentive Duration (Yrs)
FIRST OFFICER	20%	1-3
SECOND OFFICER	20%	1-3
THIRD OFFICER	25%	1-3
DAMAGE CONTROL OFFICER	10%	1
ASSISTANT DAMAGE CONTROL OFFICER	10%	1
DAMAGE CONTROL LEADER	10%	1
ASSISTANT DAMAGE CONTROL LEADER	10%	1
DAMAGE CONTROLMAN	10%	1
OPERATIONS CHIEF	10%	1-3
BOATSWAIN'S MATE	25%	1-3
ABLE SEAMAN	25%	1-4
FIRST ASSISTANT ENGINEER	20%	1-3
SECOND ASSISTANT ENGINEER	20%	1-3
THIRD ASSISTANT ENGINEER	25%	1-4
CHIEF ELECTRICIAN/ ELECTRICIAN	25%	1-3
REFRIGERATION ENGINEER	25%	1-3
DECK ENGINEER MACHINIST	25%	1-3
UNLICENSED JUNIOR ENGINEER	25%	1-3
PUMPMAN	25%	1-3
ELECTRONICS TECHNICIAN	25%	1-3
ENGINE UTILITYMAN	10%	1-3

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SHIPS COMMUNICATIONS OFFICER	20%	1-3
SHIPS COMMUNICATIONS OFFICER (IAM)	25%	1-3
CHIEF RADIO ELECTRONICS TECHNICIAN	25%	1-3
CHIEF RADIO ELECTRONICS TECHNICIAN (IAT)	25%	1-3
FIRST RADIO ELECTRONICS TECHNICIAN (IAT)	25%	1-3
CHIEF STEWARD	20%	1-3
STEWARD COOK	25%	1-3
CHIEF COOK	15%	1-3
SECOND COOK	10%	1-2
COOK BAKER	15%	1-3
ASSISTANT COOK	10%	1-2
MEDICAL SERVICES OFFICER	25%	1-3

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 recruitment incentives use, covered ratings, and amounts authorized will be reassessed quarterly. All recruitment incentives require a signed service agreement based on the duration of the incentive elected.

4. Recruitment incentives are not authorized for employees on a Mixed Work Schedule (MWS) or 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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