Nuclear Officer Bonus and Incentive Pay

Guide to FY21 Updates
NAVADMIN 241/20 revises Nuclear Officer Bonus and Incentive Pay (NOBIP) Continuation Bonus (COBO) rates and structure

Purpose and overview:
- Rates increase overall. Navy leadership values your service and is committed to retaining top-performing nuclear-trained officers.
- Implements a tiered rate structure.
  - Rewards officers who sign longer initial contracts with a higher rate
  - Pays officers at a higher rate in the second half of their careers (>12 ycs) when they are in positions of increased responsibility and authority.
  - Rate increase at 12 ycs also aligns with a Blended Retirement System decision point
  - Final rate increase for Major Commanders/Major Program Managers (>26 ycs)

Questions regarding NOBIP:
- Submarine Officers (PERS-42MP)
  - (901) 874-3934/DSN 884
  - PERS-42MP_desk.fct@navy.mil
- Nuclear-trained SWOs, EDOs, and Aviation officers (PERS-42D1)
  - (901) 874-3145/DSN 884
  - PERS-42D1_desk.fct@navy.mil
FY21 COBO Update

- **SUB or SWO(N) Officers**
  - Signing Initial Contract
  - Renegotiating an Initial 6 or 7 year contract
  - Renegotiating an Initial 4 or 5 year contract
  - Renegotiating Subsequent Contract <12 YCS
  - Renegotiating Subsequent Contract >12 YCS
  - Major Command or Major Program Manager >26YCS

- **EDO(N) Officers**
  - Signing Initial Contract
  - Renegotiating an Initial 6 or 7 year contract
  - Renegotiating an Initial 4 or 5 year contract
  - Renegotiating Subsequent Contract <12 YCS
  - Renegotiating Subsequent Contract >12 YCS

- **AV(N) Officers**
1110/1120 Officer Signing Initial Contract

- Initial Contracts 4 or 5 years in length continue to be at rate of $35k per year.

- Initial Contracts 6 or 7 years in length are eligible to receive new rate of $40k per year.

- Initial Contracts must be at least 4 years.

- If you will go over 12 YCS during the contract, any payments scheduled for a date on or after your 12 YCS date will be at $45k per year.

- When filling in Table 1 of the re-negotiated contract request, use $35,000 or $40,000 (as applicable) for all payments before 12 YCS and $45,000 for any payment after 12 YCS.
1110/1120 Officer on an Initial 6 or 7 Year Contract

- Eligible to renegotiate at the new rate of $40k per year.

- New contract must be at least 3 years and commit you to at least the end of your current contract.

- Contracts may be renegotiated once during FY21 and may be renegotiated either on your commissioning date or current contract anniversary date.

- For renegotiation of +1 contracts Submarine Officers contact LT Katie Wilson (901-874-3934, PERS-42MP_desk.fct@navy.mil) and Surface Warfare Officers contact LCDR Cory Hardy (901-874-3145, PERS-42D1_desk.fct@navy.mil)

- If you will go over 12 YCS during the new contract, any payments scheduled for a date on or after your 12 YCS date will be at $45k per year.

- When filling in Table 1 of the re-negotiated contract request, use $40,000 for all payments before 12 YCS and $45,000 for any payment after 12 YCS.
1110/1120 Officer on an Initial 4 or 5 Year Contract

- Eligible to renegotiate at the new rate of $40k per year if the time completed on the current contract plus the time on your renegotiated contract is at least 6 years (equivalent to having initially signed a 6 year contract).

- New contract must be at least 3 years in length.

- Contracts may be renegotiated once during FY21 and may be renegotiated either on your commissioning date or current contract anniversary date.

- For renegotiation of +1 contracts Submarine Officers contact LT Katie Wilson (901-874-3934, PERS-42MP_desk.fct@navy.mil) and Surface Warfare Officers contact LCDR Cory Hardy (901-874-3145, PERS-42D1_desk.fct@navy.mil)

- If you will go over 12 YCS during the new contract, any payments scheduled for a date on or after your 12 YCS date will be at $45k per year.

- When filling in Table 1 of the re-negotiated contract request, use $40,000 for all payments before 12 YCS and $45,000 for any payment after 12 YCS.
1110/1120 Officer on Subsequent Contract <12 YCS

- Eligible to renegotiate at the new rate of $40k per year.

- New contract must be at least 3 years and must commit you to at least the end of your current contract.

- Contracts may be renegotiated once during FY21 and may be renegotiated either on your commissioning date or current contract anniversary date.

- If you will go over 12 YCS during the new contract, any payments scheduled for a date on or after your 12 YCS date will be at $45k per year.

- When filling in Table 1 of the re-negotiated contract request, use $40,000 for all payments before 12 YCS and $45,000 for any payment after 12 YCS.
Eligible to renegotiate at the new rate of $45k per year.

New contract must be at least 3 years and must commit you to at least the end of your current contract.

Contracts may be renegotiated once during FY21 and may be renegotiated either on your commissioning date or current contract anniversary date.

Any payments scheduled for a date on or after your 12 YCS date will be at $45k per year.

When filling in Table 1 of the re-negotiated contract request, use $45,000 for all payments.
Eligible to renegotiate at the new rate of $50k per year if the contract is at least 2 years in length and commits you to a post MC/MPM tour or takes you to statutory retirement.

Eligible for $45k per year for 1 year contracts or contracts that do not commit you to a post MC/MPM tour. Consecutive 1-year contracts are not permitted.

New contract must commit you to at least the end of your current contract.

Contracts may be renegotiated once during FY21 and may be renegotiated either on your commissioning date or current contract anniversary date.

When filling in Table 1 of the re-negotiated contract request, use $45,000 or $50,000 for all payments as applicable.
EDA(N) Officer Signing Initial Contract

- Initial Contracts 4 or 5 years in length continue to be at rate of $30k per year
- Initial Contracts 6 or 7 years in length are eligible to receive new rate of $35k per year
- Initial Contracts must be at least 4 years
- If you will go over 12 YCS during the contract, any payments scheduled for a date on or after your 12 YCS date will be at $40k per year.
- When filling in Table 1 of the re-negotiated contract request, use $30,000 or $35,000 for all payments before 12 YCS and $40,000 for any payment after 12 YCS.
EDO(N) Officer on an Initial 6 or 7 Year Contract

- Eligible to renegotiate at the new rate of $35k per year.

- New contract must be at least 3 years and commit you to at least the end of your current contract.

- Contracts may be renegotiated once during FY21 and may be renegotiated either on your commissioning date or current contract anniversary date.

- For renegotiation of +1 contracts contact LCDR Cory Hardy (901-874-3145, PERS-42D1_desk.fct@navy.mil)

- If you will go over 12 YCS during the new contract, any payments scheduled for a date on or after your 12 YCS date will be at $40k per year.

- When filling in Table 1 of the re-negotiated contract request, use $35,000 for all payments before 12 YCS and $40,000 for any payment after 12 YCS.
**EDO(N) Officer on an Initial 4 or 5 Year Contract**

- Eligible to renegotiate at the new rate of $35k per year if the time completed on the current contract plus the time on your renegotiated contract is at least 6 years (equivalent to having initially signed a 6 year contract).

- New contract must be at least 3 years in length.

- Contracts may be renegotiated once during FY21 and may be renegotiated either on your commissioning date or current contract anniversary date.

- For renegotiation of +1 contracts contact LCDR Cory Hardy (901-874-3145, PERS-42D1_desk.fct@navy.mil)

- If you will go over 12 YCS during the new contract, any payments scheduled for a date on or after your 12 YCS date will be at $40k per year.

- When filling in Table 1 of the re-negotiated contract request, use $35,000 for all payments before 12 YCS and $40,000 for any payment after 12 YCS.
Eligible to renegotiate at the new rate of $35k per year.

New contract must be at least 3 years and must commit you to at least the end of your current contract.

Contracts may be renegotiated once during FY21 and may be renegotiated either on your commissioning date or current contract anniversary date.

If you will go over 12 YCS during the new contract, any payments scheduled for a date on or after your 12 YCS date will be at $40k per year.

When filling in Table 1 of the re-negotiated contract request, use $35,000 for all payments before 12 YCS and $40,000 for any payment after 12 YCS.
EDO(N) Officer on Subsequent Contract >12 YCS

- Eligible to renegotiate at the new rate of $40k per year.

- New contract must be at least 3 years and must commit you to at least the end of your current contract.

- Contracts may be renegotiated once during FY21 and may be renegotiated either on your commissioning date or current contract anniversary date.

- Any payments scheduled for a date on or after your 12 YCS date will be at $40k per year.

- When filling in Table 1 of the re-negotiated contract request, use $40,000 for all payments.
Eligible to sign an initial contract or renegotiate an existing contract to the new rate of $45k per year.

Renegotiated contract must be at least 3 years and must commit you to at least the end of your current contract. AV(N) officers with >27 YCS may sign 1, 2, or 3 year contracts.

Contracts may be renegotiated once during FY21 and may be renegotiated either on your commissioning date or current contract anniversary date.

When filling in Table 1 of the re-negotiated contract request, use $45,000 for all payments.