

Nuclear Officer Bonus and Incentive Pay



Guide to FY21 Updates





FY21 COBO Update

- **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**

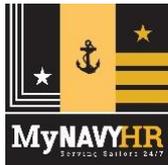
- [Signing Initial Contract](#)
- [Renegotiating an Initial 6 or 7 year contract](#)
- [Renegotiating an Initial 4 or 5 year contract](#)
- [Renegotiating Subsequent Contract <12 YCS](#)
- [Renegotiating Subsequent Contract >12 YCS](#)

▪ **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.



1110/1120 Officer on Subsequent Contract >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.



1110/1120 MC/MPM >26 YCS

- **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.**



EDO(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.**



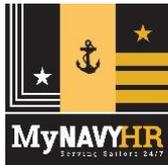
EDO(N) Officer on an Initial 6 or 7 Year Contract

- 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.



EDO(N) Officer on Subsequent Contract <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.



AV(N) Officer >12 YCS

- **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.**