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NAVADMIN 131/25

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SUBJ/CHANGE TO NUCLEAR OFFICER BONUS AND INCENTIVE PAY RATES//

REF/A/DOC/OPNAV/20FEB24

AMPN/REF A IS OPNAVINST 7220.11K, NUCLEAR OFFICER BONUS AND INCENTIVE PAY.//

RMKS/1. This NAVADMIN announces a modification to the Nuclear Officer Bonus and Incentive Pay Continuation Bonus (COBO) rates and structure of reference (a).

2. Navy leadership remains committed to retaining top-performing nuclear-trained officers. COBO is a monetary incentive that focuses on improving retention of high-quality nuclear trained officers. The following changes are effective 3 February 2025.

a. For nuclear-trained Submarine Officers and Surface Warfare Officers (SWO(N)s):

(1) The COBO annual rate is raised to \$50K for all contract lengths except serving Major Commanders (MC) and Major Program Managers (MPM) to include MC Fleet up billets. Officers may renegotiate an existing contract to the higher \$50K rate.

(2) For served or serving MCs and MPMs to include MC Fleet up billets:

(a) The COBO annual rate for contracts of at least 2 years is raised to \$60K. Serving MC and MPM contracts must obligate officers to a post-MC or post-MPM tour or extend to the officer's statutory retirement date to receive 60K annually.

(b) The COBO annual rate for a 1-year contract is \$50K.

b. For nuclear-trained Engineering Duty Officers (EDO(N)s). The COBO annual rate for officers who commit to a contract is raised to \$50K.

c. For nuclear-trained Aviators (AV(N)s), the COBO annual rate is raised to \$50K. For served or serving MCs and MPMs:

(1) The COBO annual rate is raised to \$60K for contracts of at least 2 years that obligate officers to a post-MC tour or extend to the officer's statutory retirement date. This does not include Aircraft Carrier Executive Officer tours.

(2) The COBO annual rate for a 1-year contract is \$50K.

3. The new COBO rates in paragraph 2 replace the COBO rates of enclosure (1) of reference (a). For initial contracts and renegotiated initial contracts, officers are obligated to complete a department head tour (submarine officers) or a principal assistant tour (SWO(N)s and EDO(N)s). Eligible officers executing an existing COBO contract may renegotiate a replacement contract with a period that extends to, or beyond, the existing agreement and meets the minimum lengths prescribed in reference (a), which is normally 3

years. Officers may renegotiate their existing COBO contract on the upcoming anniversary date of their current contract or renegotiate to align their anniversary date with their commissioning date. Any officer with an anniversary or new contract dated on or after 3 February 2025 is eligible to renegotiate their contract and receive the higher rate. Officers desiring to renegotiate their contract should contact the contracts manager (PERS-42MP). Replacement contract templates are available on the PERS-42 website <https://www.mynavyhr.navy.mil/Career-Management/Detailing/Officer/Pers-42-Submarine/> or via the applicable point of contact in paragraph (5).

4. All other bonus and incentive pays authorized by reference (a) remain unchanged.

5. For questions regarding nuclear officer bonus incentive pay, submarine officers should contact Navy Personnel Command (PERS-42MP) at (901) 874-3934/DSN 884 or via email PERS-42MP_desk.fct@navy.mil. Nuclear-trained SWOs, EDOs, and Aviation officers should contact PERS-42D1 at (901) 874-3145/DSN 884 or via email at PERS-42D1_desk.fct@navy.mil.

6. This NAVADMIN will remain in effect until reference (a) has been revised.

7. Released by Vice Admiral Richard J. Cheeseman, Jr., N1.//

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