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OPNAV INSTRUCTION 7220.11G

From: Chief of Naval Operations

Subj: NUCLEAR OFFICER BONUS AND INCENTIVE PAY PROGRAM

Ref: (a) 37 U.S.C.  
(b) NAVMED P-117  
(c) BUPERSINST 1540.41E  
(d) DJMS Procedures Training Guide, December 2016  
(e) NAVPERS 15560D  
(f) OPNAVINST 1330.2C  
(g) 10 U.S.C.  
(h) OPNAVINST 7220.18  
(i) DoD 7000.14-R, Department of Defense Financial Management Regulation Manual, June 2017

Encl: (1) Nuclear Officer Bonus and Incentive Pay (NOBIP) Rates  
(2) Sample Application Format for Nuclear Officer Accession Bonus  
(3) Sample Application Format for Naval Reactors Engineer Accession Bonus  
(4) Sample Application Format for a Nuclear Officer Continuation Bonus (COBO) Replacement (Renegotiated) Contract  
(5) Sample Application Format and CO's Endorsement for Nuclear Officer Continuation Bonus (COBO)  
(6) Qualifying Assignments for LDOs and CWOs  
(7) Sample Request for a Nuclear LDO and CWO Billet Qualifying for Nuclear Officer Bonus and Incentive Pay (NOBIP)  
(8) Sample Report Format for Nuclear Officer Bonus and Incentive Pay (NOBIP) for LDOs and CWOs

1. Purpose

a. To prescribe regulations governing the administration of a special incentive pay system for certain nuclear-qualified officers and individuals selected for naval nuclear propulsion training, as authorized by reference (a).

b. This revision incorporates changes as summarized in subparagraphs 1b(1) through 1b(6).

(1) Revises guidance for 1 and 2-year nuclear officer continuation bonus (COBO) agreements.

(2) Clarifies eligibility requirements for nuclear officer shift engineer incentive pay (SEIP).

(3) Clarifies guidance for disposition of COBO agreements in cases of medical retirement or separation.

(4) Clarifies policy for payment of annual incentive pay (AIP) to retiring officers.

(5) Revises enclosure (1) rates.

(6) Revises guidance for replacement and renegotiated COBO agreements.

c. This instruction is a complete revision and should be reviewed in its entirety.

2. Cancellation. OPNAVINST 7220.11F.

3. Background. Retention of experienced nuclear-trained officers and a steady accession of qualified junior officers into the nuclear propulsion program are required to support operation of the Navy's nuclear-powered warships. As a result of the extensive and lengthy training program required to qualify for duties in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants, the requisite number of officers can only be produced at a gradual rate. In order to sustain retention of these highly trained officers and to attract new officers into the nuclear propulsion training program, authority has been granted for the payment of a special nuclear officer bonus and incentive pay (NOBIP). This authority is intended to encourage accessions of high-quality unrestricted line (URL) officers and restricted line (RL) naval reactors engineers, as well as voluntary retention in the Navy of a relatively large proportion of experienced nuclear-qualified officers.

4. Scope and Applicability. This instruction provides guidance for the eligibility and administration of NOBIP as authorized by reference (a). It is applicable to:

a. all URL and RL officers and officer candidates selected or applying for naval nuclear propulsion training,

b. all limited duty officers (LDO) and chief warrant officers (CWO) with nuclear training or nuclear qualifications, and

c. all commands with attached personnel defined in subparagraphs 4a or 4b or that are responsible for the administration or payment of NOBIP.

5. Special Bonus Pay. The special bonus pays for officers in the naval nuclear propulsion program are nuclear officer bonuses. Nuclear officer bonuses will be used as necessary to attain and maintain approved end-strength and grade distribution of nuclear officer communities at the payment levels specified in enclosure (1) and are comprised of the three separate bonuses listed in subparagraphs 5a through 5c.

a. Nuclear Officer Accession Bonus. An accession bonus is paid to individuals who are selected for officer naval nuclear propulsion training and who execute a written contract to participate in a program of training for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants. Payment is authorized upon acceptance of the written contract. The nuclear officer accession bonus is a portion of the selected-for-training component of the nuclear officer bonus authorized by reference (a), section 333(a)(1).

b. Nuclear Career Accession Bonus. An accession bonus is paid to URL officers upon successful completion of the nuclear propulsion training program. The nuclear career accession bonus is the remaining portion of the selected-for-training component of the nuclear officer bonus authorized by reference (a), section 333(a)(1). The requirement to successfully complete nuclear training in order to be eligible for this second portion of the bonus is an additional criteria authorized by reference (a), section 333(c).

c. Nuclear Officer COBO. COBO is a sum of money paid in annual installments to nuclear-qualified officers who agree to remain on active duty an additional set period beyond their existing service obligation, as defined in paragraph 9, and authorized by reference (a), section 333(a)(2).

6. Special Incentive Pay. The special incentive pay for officers in the Naval Nuclear Propulsion Program is NOBIP. NOBIP will be used as necessary to attain and maintain approved end-strength and grade distribution of nuclear officer communities. NOBIP payment levels are specified in enclosure (1). NOBIP is comprised of the two separate pays listed in subparagraphs 6a and 6b.

a. Nuclear Career AIP. AIP is a sum of money paid annually to nuclear-qualified officers who have completed their initial service requirement, including all nuclear-trained and nuclear-qualified LDOs and CWOs, who remain on active duty for a specified period. Only officers in pay grades W-2 through W-5 and O-1 through O-6 are eligible for AIP. Officers serving in a period of obligated service associated with a COBO contract authorized by reference (a) are not eligible for AIP during that period of their obligated service. AIP is the NOBIP authorized by reference (a), sections 333(b)(1) and 333(b)(2).

b. SEIP. SEIP consists of a monthly incentive pay. Officers serving in a period of obligated service with a COBO contract authorized by reference (a) are eligible for SEIP. Officers not serving a period of obligated service with a COBO contract that earn AIP are

eligible for SEIP within the NOBIP limits specified in reference (a). SEIP is part of NOBIP authorized by reference (a), sections 333(b)(1) and 333(b)(2).

7. Nuclear Officer Accession Bonus

a. Eligibility. URL or prospective URL officers, and RL or prospective RL nuclear reactors engineer officers, who are accepted for training leading to qualification for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants are eligible for the nuclear officer accession bonus.

b. Application. Eligible individuals may apply for the nuclear officer accession bonus by submitting a written contract using enclosure (2) (for URL) or enclosure (3) (for RL), which formally requests designation as an officer in training for nuclear propulsion duty.

c. Payment. An individual whose formal application is accepted by Navy Personnel Command, Director, Submarine Officer Distribution (PERS-42), acting for the Chief of Naval Operations, will be entitled to the nuclear officer accession bonus at the rate specified in enclosure (1). Upon acceptance of the application, PERS-42 will provide the individual with official written notification of acceptance. A copy of this acceptance may be presented to the individual's disbursing unit as authorization for payment.

d. Recoupment

(1) In the event a Service member who received the nuclear officer accession bonus fails to commence or satisfactorily complete the nuclear propulsion training specified in the agreement, the funds received for the nuclear officer accession bonus will be recouped, except as listed in subparagraph 7d(2).

(2) If, for any of the reasons listed in subparagraphs 7d(2)(a) through 7d(2)(e), the Service member fails to maintain eligibility for the nuclear officer accession bonus as defined in subparagraph 7a, recoupment of portions already paid will not be required.

(a) Physical disqualification occurring after commissioning and after satisfactory completion of physical examinations for nuclear field duty, ionizing radiation and submarines (as applicable), as directed by reference (b).

(b) Failure to complete nuclear propulsion training due to lack of ability, as determined by PERS-42, upon formal recommendation of the Service member's commanding officer (CO).

(c) Separation from the Navy under a hardship separation or sole survivor discharge as defined under reference (a), section 303a(e)(2)(B) or section 373(b)(3)(B).

(d) Disability not the result of misconduct or willful neglect, and not incurred during a period of unauthorized absence. The term “misconduct” as used here and throughout this instruction is defined as any conduct for which the Service member could be separated from the Navy with a punitive discharge as directed in the Uniform Code of Military Justice, or in references (c) through (h). This is independent of whether or not the Service member is actually separated from the Navy as a result of such misconduct.

(e) When a Service member dies, through no misconduct of the member.

#### 8. Nuclear Career Accession Bonus

a. Eligibility. URL officers who meet the criteria in subparagraphs 8a(1) and 8a(2) are eligible for the nuclear career accession bonus.

(1) On active duty and entitled to receive basic pay.

(2) Successfully completed the nuclear propulsion training program leading to qualification for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants.

#### b. Payment

(1) Officers who meet the criteria of subparagraphs 8a(1) and 8a(2) will be entitled to the nuclear career accession bonus at the rate specified in enclosure (1). Upon acceptance into the nuclear propulsion training program, the value of the nuclear career accession bonus (authorized on the date of acceptance for the individual officer) becomes fixed. Upon completion of this training program, the CO, Naval Nuclear Power Training Unit, must certify the eligibility of each officer and will direct the local disbursing officer to make payment of the nuclear career accession bonus. COs must ensure that correct procedures for substantiation and record entries are used, as described in reference (c), to document an individual officer’s continued eligibility for the nuclear career accession bonus.

(2) Disbursing payment procedures are regulated by reference (d), part 1, chapter 12.

#### 9. Nuclear Officer COBO

a. Eligibility. Officers who meet the criteria listed in subparagraphs 9a(1) through 9a(9) are eligible for receipt of the nuclear officer COBO upon acceptance of their application.

(1) On active duty and entitled to receive basic pay.

(2) Currently qualified for duty in connection with supervision, operation, and maintenance of naval nuclear propulsion plants, under the provisions of reference (c), specifically:

(a) nuclear-trained URL officers who are assigned the additional qualification designator (AQD) of SN1 or KD2, or

(b) nuclear-trained URL aviators who are assigned the AQD of KD1, or

(c) nuclear-trained URL surface warfare officers who transfer to the RL and are assigned the AQD of KD2.

(3) Officers must have completed their initial minimum service requirement (MSR) as defined in reference (e), section 1520-050. Within 1 year of completion of MSR, officers may apply for COBO as detailed in subparagraph 9b.

(a) Officers currently serving under a COBO contract may negotiate a replacement COBO contract as directed by subparagraph 9c(5) at any time, provided that all of the requirements of that subparagraph are met. Submit replacement contract requests as directed in enclosure (4).

(b) When within 1 year of the expiration of an existing COBO contract, officers also have the option to sign a new COBO contract to commence upon expiration of the existing contract, provided all other eligibility requirements are met. Submit new contract requests as directed in enclosure (4).

(4) A COBO agreement may not extend beyond the end of the 30th year of commissioned service (YCS) (commissioning date plus 30 years). Therefore, officers can maximize their eligibility for COBO by keeping their agreement anniversary date the same as their commissioning date (month and day).

(5) Select surface warfare (nuclear) (1110) and submarine (1120) officers who have 26 or more YCS, are eligible for contract terms of 1 or 2 years under the conditions listed in subparagraphs 9a(5)(a) through 9a(5)(d).

(a) Must have served or be serving in a major command assignment. Submarine officers serving in a major command assignment who desire the higher rate of enclosure (1) must obligate for at least 24 months past the projected end of their major command tour or until their statutory retirement date.

(b) Must be willing to accept or extend orders as needed by PERS-42.

(c) Acquisition Corps officers are not eligible.

(d) Consecutive 1-year contracts are not authorized.

(6) Nuclear-trained URL aviators with 27 or more YCS are eligible for contract terms of 1 or 2 years. Consecutive 1-year contracts are not authorized.

(7) Serving in pay grade O-6 or below. Officers selected for promotion to pay grade O-7 or above are not eligible to initiate COBO agreements. However, they may continue to be paid under an existing agreement until promoted to O-7 or above.

(8) Have not been designated “not cleared” for department head (DH), principal assistant (PA), executive officer (XO), or CO with the exception of those nuclear-trained surface warfare officers who are selected for assistant reactor officer. “Not cleared” officers who already have an active COBO contract remain eligible for COBO until 1 October following the screening board that designated them “not cleared.” After 1 October, these officers remain eligible only for AIP while serving in a nuclear billet. They are not eligible to sign a new COBO contract or to renegotiate an existing contract.

(9) For initial COBO contracts, the CO’s forwarding endorsement must specifically state that the officer has the potential to succeed as a DH or PA (as applicable) if the officer has not yet screened for that career milestone.

b. Applications. Eligible officers may apply for COBO when permitted by subparagraph 9a(3). The application will be a written agreement, conditional upon acceptance by PERS-42 (acting for the Chief of Naval Operations) to remain on active duty as a nuclear trained officer for a set period of 3, 4, 5, 6, or 7 years beyond the initial MSR, any existing COBO service obligation, or for a set period beyond the date of acceptance of the application, whichever is later. Enclosure (5) provides a sample application format and CO’s endorsement letter for use by officers applying for COBO.

c. Payment

(1) Officers whose applications are accepted by PERS-42 prior to completing their MSR incurred from initial source training; any additional obligation incurred under reference (e), section 1520-050; or any additional obligation resulting from lateral transfer or graduate education following commissioning (as applicable), will be paid at the rate specified in enclosure (1), as defined by subparagraph 9c(1)(a) or subparagraph 9c(1)(b).

(a) A number of equal installments being equal to the number of years covered by the agreement plus one - the first upon acceptance of the application, the second upon expiration of the initial MSR - and all the remaining payments annually (i.e., at 12-month intervals) thereafter. Payment under subsequent agreements will follow subparagraph 9c(2).

(b) At the option of the officer, a number of equal annual installments equal to the number of years covered by the agreement, the first upon expiration of initial MSR or any existing COBO obligation, and the remaining payments annually thereafter.

(2) Officers whose applications are accepted by PERS-42 prior to the end of an obligation incurred by a COBO contract, will be paid at the rate specified in enclosure (1), in a number of equal annual installments equal to the number of years covered by the agreement, the first upon expiration of existing obligated service, and the remaining payments annually thereafter.

(3) Officers whose applications are accepted by PERS-42 after the expiration of any existing service obligation will be paid at the rate specified in enclosure (1) in a number of equal annual installments equal to the number of years covered by the contract, the first upon acceptance of the contract, and the remaining payments annually thereafter.

(4) Lump sum or accelerated payments are not authorized by this instruction.

(5) An officer with an existing contract in effect may request a new contract provided the total annual amount, as directed by enclosure (1) of the COBO to be paid under the new contract, is greater than the annual total amount paid under the existing contract at any time. The period of this new contract will be equal to or exceed the remaining period of the officer's existing contract, so long as the period of obligated service does not extend beyond the end of 30 YCS. Upon execution of a new contract, the previous contract will be canceled, effective on the day before the new COBO contract is to commence. The first payment of the new contract will be adjusted to reflect any pre-paid but unearned portions of the previous contract, as described in subparagraph 9f(5). Submit requests for replacement contracts using the format of enclosure (4).

(6) Disbursing payment procedures are regulated by reference (d), part 1, chapter 12.

(7) When it is known in advance that an officer's COBO eligibility will terminate at a fixed future date that is before the scheduled ending date of the effective contract (e.g., because an officer placed "not cleared" for the next career milestone, and is not serving in or will transfer from a nuclear billet), that officer's final anniversary payment may be pro-rated based on the amount expected to be earned before the contract is cancelled as directed in subparagraph 9f, in cases where this will significantly reduce the administrative burden of recoupment. PERS-42 will ensure that a final payment adjustment or recoupment is made, as required, if the officer in fact loses COBO eligibility on a date other than that anticipated. When the date of eligibility termination cannot be predicted with certainty, the normal full payment and recoupment procedures will be followed.

(8) In the case of officers with preexisting COBO contracts, PERS-42 may allow that officer to enter a new contract when required to align the COBO contract service obligation with another service obligation that has been separately authorized by the Chief of Naval Personnel.



The contract must extend to or beyond the end of the existing obligated service, such that the other service obligation will then be served concurrently with the COBO obligation. In this case, the preexisting contract will be cancelled on the day before the effective date of the new contract, and all applicable portions of the previous contract that were paid in advance will be recouped as directed in subparagraph 9f.

(9) Officers participating in the career intermission program (CIP) of reference (f) will have any preexisting COBO contract suspended upon commencement of CIP. No recoupment of unearned portions of payments already made will be required. Upon return from CIP, the preexisting COBO agreement will be revived, and officers will submit to PERS-42 a replacement agreement which extends their COBO obligation to be equal to, or in excess of, the CIP active-duty obligation required by reference (f).

d. Obligation. The years of service obligation incurred as a result of executing a COBO contract will run from the date of acceptance of the agreement, from the end of initial MSR, or the end of any existing COBO obligation, whichever is later.

e. Assignment. Officers who are receiving COBO will be assigned afloat or ashore, according to the needs of the service for officers with their qualification and experience, in support of the Naval Nuclear Propulsion Program, without affecting their eligibility for receipt of this special pay.

f. Recoupment

(1) In the event an officer who has received COBO fails to maintain eligibility for such special pay, as authorized by reference (a) and as set forth in subparagraph 9a, or fails to complete the full period of additional obligated service, no further annual payments will be made, and recoupment of unearned portions of the incentive will be required on a pro-rata basis, under the procedures established in reference (d), part 1, chapter 12.

(2) In the event an officer has signed an initial COBO contract and subsequently refuses orders to a DH or PA assignment, no further payments will be made, and the entirety of the amount already paid will be recouped following the procedures in reference (d), part 1, chapter 12.

(3) If, for any of the reasons listed in subparagraphs 9f(3)(a) through 9f(3)(c), the officer fails to maintain eligibility for COBO, as authorized by reference (a) and as set forth in subparagraph 9a, or fails to complete the full period of additional obligated service, no further payments will be made, but recoupment of unearned portions of the incentive already made will not be required.

(a) Separation from the Navy by operation of laws independent of misconduct.

(b) Separation from the Navy under a hardship separation or sole survivor discharge as defined under reference (a), section 303a(e)(2)(B) or section 373(b)(3)(B).

(c) Separation from the Navy due to disability not the result of misconduct or willful neglect, not incurred during a period of unauthorized absence, and not incurred in the line of duty in a combat zone. This includes cases where injury or illness, through no misconduct of the member, results in the member being retired or separated for disability under reference (g), chapter 61.

(4) If, for any of the reasons in subparagraphs 9f(4)(a) and 9f(4)(b), the officer fails to maintain eligibility for COBO, as authorized by reference (a) and as set forth in subparagraph 9a, recoupment of the unearned portions of incentive will not be sought, and any remaining unpaid portions of COBO due the member will be paid.

(a) In the event an officer serving under a COBO contract dies before receiving the full amount of the bonus due, the remaining unpaid installments are payable as a lump sum for inclusion in the settlement of the deceased officer's final military pay account.

(b) Injury or illness that results in the member being separated or retired for a disability incurred in the line of duty in a combat zone designated by the President of the United States or the Secretary of Defense; in a combat-related operation designated by the Secretary of Defense; or involves a combat-related disability as defined in reference (g), section 1413a(e).

(5) When an officer executes a replacement contract under the provisions of subparagraph 9c(5) or subparagraph 9c(8), any unearned portions of previous payments (computed on a day-for-day pro-rata basis) will, at the government's option, either be recouped immediately or subtracted from the initial payment(s) of the new replacement contract.

(6) When an officer executes a replacement contract under the provisions of subparagraph 9c(9), any unearned portions of previous payments (computed on a day-for-day pro-rata basis) will be recouped immediately upon cancellation of the previous contract.

g. Rate Changes. Any change to the total amount payable upon acceptance of new agreements will be issued by an interim message change followed by a change transmittal, or reissuance of this instruction within 90 days.

h. Submission of Applications

(1) Eligible officers may submit requests for a COBO contract (enclosure (5)) to PERS-42 via their CO.

(2) COs will expeditiously forward contracts submitted by officers desiring to extend their service obligation for receipt of COBO to PERS-42, with an endorsement. For initial

COBO contracts, the forwarding endorsement should specifically address the officer's potential to succeed as DH or PA if the officer has not yet screened for that career milestone.

(3) COs must ensure that correct procedures for substantiation and record entries are used, as described in reference (c), to document an officer's continued eligibility for COBO. It is incumbent upon the CO to consider any pending circumstances that could result in ineligibility prior to actual payment. For example, where there is a case of medical or nuclear disqualification being processed, eligibility for COBO is suspended when the officer is removed from duties in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants. COs must obtain resolution of these cases from PERS-42 prior to approval of further payments.

#### 10. Nuclear Career AIP

a. Eligibility. Officers who meet the criteria in subparagraphs 10a(1) through 10(a)(7) are eligible for receipt of AIP, subject to the restrictions of subparagraphs 10b and 10c.

(1) On active duty and entitled to receive basic pay.

(2) Serving in pay grades W-2 through W-5, or O-1 through O-6

(3) Currently qualified for duty in connection with supervision, operation, and maintenance of naval nuclear propulsion plants, under the provisions of reference (c), specifically:

(a) nuclear-trained URL officers who are assigned the AQD of SN1 or KD2,

(b) nuclear-trained URL aviators who are assigned the AQD of KD1,

(c) nuclear-trained URL officers who transfer to the RL and are assigned the AQD of KD2, or

(d) nuclear-trained LDOs and CWOs assigned the AQD of KD4.

(4) Not serving in a period of obligated service incurred as a result of the acceptance of COBO. This does not preclude pro-rata payment as directed in subparagraph 10d(2).

(5) Not entitled to receive aviation career incentive pay, as authorized by reference (h), except in the case of officers serving in a billet that requires the officer:

(a) to be technically qualified for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants (e.g., CO or XO of a nuclear powered aircraft carrier); and

(b) to be qualified for the performance of operational flying duties.

(6) Officers who, as commissioned officers, successfully completed training for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants, in addition to the requirements of subparagraph 10a for AIP, must have completed initial active duty service MSR as an officer. This initial service obligation will be considered as that obligated service derived from initial source training (e.g., United States Naval Academy, Naval Reserve Officers Training Corps, Officer Candidate School, Nuclear Propulsion Officer Candidate Program, Seaman to Admiral-21, Seaman to Admiral-21 Nuclear) as extended for the Naval Nuclear Propulsion Program by reference (e), section 1520-050.

(7) Officers in a retire or retain status with nuclear AQDs.

b. LDO and CWO Restrictions. Officers who as enlisted members received training for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants (hereafter referred to as LDOs and or CWOs), and who are eligible for AIP under subparagraph 10a, must meet the additional eligibility restriction of serving in an assignment with duties in connection with the Naval Nuclear Propulsion Program. Qualifying assignment guidelines for these officers are provided in enclosure (6). Requests for identifying additional assignments as qualifying for AIP should be submitted utilizing the format contained in enclosure (7).

c. Payment. AIP will be paid annually at the end of each fiscal year to all eligible officers on active duty as of 30 September. The special provisions listed in subparagraphs 10c(1) through 10c(5), and those of subparagraph 10d, apply to officers who meet the eligibility requirements of subparagraph 10a for only a portion of the preceding year.

(1) Officers on active duty on 30 September and otherwise qualified for AIP, but who were on active duty for only a portion of the preceding year, will be paid AIP for that year on a pro-rata basis for the period they were on active duty.

(2) Officers on active duty on 30 September and otherwise qualified for AIP, who commenced or completed the obligated service associated with COBO within the preceding year, will be paid AIP for that year on a pro-rata basis for the period of the year they were not serving the obligated service associated with COBO.

(3) URL officers and lateral transfer officers on active duty on 30 September and otherwise qualified for AIP, who completed their initial obligated active service as an officer (as defined in subparagraph 10a(6)) during the preceding year, will be paid a bonus for that year on a pro-rata basis for the period of the year beyond completion of initial obligated active service as an officer.

(4) Officers on active duty on 30 September and otherwise qualified for AIP, who were, within the preceding year, designated as an officer qualified for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants (assigned AQDs as specified in subparagraph 10a(3)), will be paid AIP for that year on a pro-rata basis for the period that they were so qualified.

(5) LDOs and CWOs on active duty on 30 September and otherwise qualified for AIP who, during the preceding year, were in a qualifying assignment, as defined in enclosure (6), paragraph 2, will be paid AIP on a pro-rata basis for the period of the year that they were serving in such an assignment.

d. Separation, Retirement, and Loss of Qualification. In order to be eligible for AIP (or a pro-rata portion thereof), an officer otherwise qualified must be on active duty (except where exempted in subparagraph 10d(2)), serving in pay grade O-6 or below, and qualified for duties in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants on 30 September.

(1) In the event an officer is separated from the Navy or loses the technical qualification for duty involving the supervision, operation, and maintenance of naval nuclear propulsion plants prior to 30 September, no payment of AIP will be authorized for that year if this separation or loss of qualification was the result of any of the reasons in subparagraphs 10d(1)(a) through 10d(1)(h).

(a) Voluntary separation from active duty, including resignation or voluntary retirement, or voluntary surrender of technical qualification for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants.

(b) Lateral transfer to a community not normally assigned nuclear duties is considered a voluntary surrender of nuclear technical qualifications.

(c) Approved voluntary request for relief from current assignment.

(d) Refusal to accept orders to major command, CO, assistant reactor officer, XO, PA, DH or any other assignment in connection with supervision, operation, and maintenance of naval nuclear propulsion plants.

(e) Disability or death resulting from misconduct or willful neglect, or incurred during a period of unauthorized absence.

(f) Misconduct.

(g) Approved detachment for cause as directed in reference (e), section 1611-020.

(h) Separation by reason of weight control and or physical readiness test failure.

(2) If, for any other reason, the officer is separated or retires from the Navy, or loses the technical qualification for duty involving the supervision, operation, and maintenance of naval nuclear propulsion plants prior to 30 September, then payment of AIP is authorized on a pro-rata basis for the period of the year during which the officer was on active duty and nuclear-qualified. Examples of reasons within the meaning of this paragraph include:

(a) disability not the result of misconduct or willful neglect, and not incurred during a period of unauthorized absence;

(b) separation or retirement from the Navy by operation of laws independent of misconduct, including statutory or involuntary retirement;

(c) loss of qualification for duty in connection with supervision, operation, and maintenance of naval nuclear propulsion plants, except for any of those reasons set forth in subparagraph 10d(1); and

(d) separation from the Navy under a hardship separation or sole survivor discharge as defined under reference (a), section 303a(e)(2)(B) or section 373(b)(3)(B).

(3) In the event an officer otherwise qualified is promoted to pay grade O-7, the officer will be paid a pro-rata share of AIP for the period of the year that the officer was serving in pay grade O-6.

(4) In the event of the death, through no misconduct, of an officer who was on active duty and was nuclear-qualified, the entire AIP amount for the year the officer was serving on active duty will be payable as a lump sum for inclusion in the settlement of the deceased officer's final military pay account.

e. Rate Changes. Any change to the amount of the AIP payment rate will be issued by an interim message change and a change transmittal to or reissuance of this instruction within 90 days of the interim message. The new AIP payment rate will apply to AIP amounts accruing subsequent to 30 September following announcement of the new AIP payment rate.

f. Administration

(1) COs must ensure that correct procedures for substantiation and record entries are used, as described in reference (c), to document an officer's continued eligibility for AIP. A letter of certification from the CO is not required prior to payment of AIP. However, it is incumbent upon the CO to ensure that each officer to be paid AIP meets all the eligibility criteria. In the event that a medical or nuclear disqualification is being processed, eligibility for AIP is suspended when the officer is removed from duty in connection with the supervision,

operation, and maintenance of naval nuclear propulsion plants. COs must obtain a resolution of these cases from PERS-42 prior to approval of further AIP payments.

(2) COs must ensure accurate accounting of nuclear-trained LDOs and CWOs serving in AIP-qualifying assignments. In this regard, COs will submit an annual report on all qualifying assignments to PERS-42, listing the nuclear-trained LDOs and CWOs who served in each assignment on a day-for-day basis, to be received not later than 15 July. This report, utilizing the format contained in enclosure (8), should project the inclusive dates up through the end of the current fiscal year. Updates should be submitted as changes occur.

#### 11. Nuclear Officer SEIP

a. Eligibility. Officers who meet the criteria in subparagraphs 11a(1) through 11a(3) are eligible for receipt of SEIP.

- (1) On active duty and entitled to receive basic pay.
- (2) Assigned to a shift engineer billet at a nuclear power training unit.
- (3) Possesses an SN1 or KD2 AQD.

#### b. Payment

(1) Officers who meet the criteria of subparagraph 11a will be entitled to SEIP at the start of their shift-engineer tour at the monthly rate, specified in enclosure (1).

(2) The monthly portion of SEIP will be paid at the end of the month on a pro-rata basis for the period the officer met the payment eligibility criteria of subparagraph 11a. SEIP is paid on a monthly basis.

(3) Officers who receive COBO are eligible for SEIP.

(4) Officers who receive AIP are eligible for SEIP provided they do not exceed the payment limit authorized by reference (a), section 333(d)(1)(B).

#### c. Recoupment

(1) In the event a Service member who received SEIP fails to commence or satisfactorily complete a shift engineer tour, the unearned funds received for SEIP will be recouped, except as listed in subparagraph 11c(2).

(2) If, for any of the reasons in subparagraphs 11c(2)(a) through 11c(2)(c), the Service member fails to maintain eligibility for SEIP as defined in subparagraph 11a, recoupment of unearned portions already paid will not be required.

(a) Separation from the Navy under a hardship separation or sole survivor discharge as defined under reference (a), section 303a(e)(2)(B) or section 373(b)(3)(B).

(b) Disability not the result of misconduct or willful neglect, and not incurred during a period of unauthorized absence. The term “misconduct” as used here and throughout this instruction is defined as any conduct for which the Service member could be separated from the Navy with a punitive discharge as directed in the Uniform Code of Military Justice, or references (c) through (h). This is independent of whether or not the Service member is actually separated from the Navy as a result of such misconduct.

(c) When a Service member dies, through no misconduct of the member.

d. Rate Changes. Any change to the total amount payable under SEIP will be issued by an interim message change and a change transmittal, or reissuance of this instruction within 90 days of the interim message.

12. Authorization. NOBIP is authorized by reference (a). The entitlement portion of the instruction is established by reference (i), volume 7A, chapter 3.

### 13. Records Management

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the Department of the Navy/Assistant for Administration, Directives and Records Management Division portal page at <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-InformationManagement/Approved%20Record%20Schedules/Forms/AllItems.aspx>.

b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact the local records manager or the Department of the Navy/Assistant for Administration, Directives and Records Management Division program office.

14. Review and Effective Date. Per OPNAVINST 5215.17A, Deputy Chief of Naval Operations (Manpower, Personnel, Training, and Education) (CNO (N1)) will review this instruction annually around the anniversary of its issuance date to ensure applicability, currency, and consistency with Federal, Department of Defense, Secretary of the Navy (SECNAV), and Navy policy and statutory authority using OPNAV 5215/40 Review of Instruction. This instruction will be in effect for 10 years, unless revised or cancelled in the interim, and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the exceptions in OPNAVINST 5215.17A, paragraph 9. Otherwise, if the instruction is no longer required, it will be processed for cancellation as soon as the need for cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.



OPNAVINST 7220.11G  
10 Jul 2019

15. Information Management Control. The reporting requirement contained in subparagraph 10f(2) is exempt from reports control per SECNAV Manual 5214.1, part IV, subparagraph 7p, of December 2005.



JOHN B. NOWELL, JR.  
Deputy Chief of Naval Operations  
(Manpower, Personnel, Training  
and Education)

Releasability and distribution:

This instruction is cleared for public release and is available electronically only via Department of the Navy Issuances Web site, <https://www.secnav.navy.mil/doni/default.aspx>.

NUCLEAR OFFICER BONUS AND INCENTIVE PAY (NOBIP) RATES

1. NOBIP Rates

<u>Bonus Provision</u>	<u>Amount</u>
a. <u>Nuclear Officer Accession Bonus</u>	\$15,000
b. <u>Nuclear Career Accession Bonus</u>	\$2,000
c. <u>COBO (Note 1)</u>	
(1) 1120 major command-serving and served officers	(Note 2)
(2) All other 1120 officers	\$35,000 per year
(3) 1110 nuclear surface warfare officers	\$35,000 per year
(4) All other COBO contracts	\$30,000 per year
d. <u>Nuclear Career AIP</u>	
(1) LDOs and CWOs	\$10,000 per year
(2) URL officers and lateral transfer officers	\$12,500 per year
(3) URL officers (O-6 with 26 YCS or greater)	\$22,000 per year
(4) Serving or served major command URL officers	\$22,000 per year
(5) Serving or served major program acquisition professionals	\$22,000 per year
e. <u>Nuclear Officer SEIP Monthly Rate</u>	\$500 per month

2. Authorization. Legislative authority for NOBIP is granted through reference (a), section 333. NOBIP COBO agreements entered into prior to the issuance of OPNAVINST 7220.11E will remain under the authority of reference (a), section 312 or section 312b.

Note 1: Officers signing an initial contract prior to a DH or PA tour may request 4-, 5-, 6-, or 7-year COBO contracts. All other eligible officers may request 3-, 4-, 5-, 6-, or 7-year COBO contracts. Nuclear surface warfare (1110) officers serving or served in major command with greater than 26 YCS may request 1-, 2-, 3-, or 4-year COBO contracts. Nuclear trained aviators with greater than 27 YCS may request 1-, 2-, or 3-year COBO contracts.

Note 2: Submarine (1120) officers serving or served in major command with greater than 26 YCS may request 1-, 2-, 3-, or 4-year COBO contracts.

1. 1-year contracts will be paid at \$35,000 per year.
2. For served major commanders, 2-, 3-, and 4-year contracts will be paid at \$45,000 per year.
3. For still serving major commanders, 2-, 3, and 4-year contracts will be paid at \$45,000 per year if the term of the contract extends to statutory retirement or at least 24 months past the officer's project rotation date. Shorter terms of obligated service will be paid at \$35,000 per year.

SAMPLE APPLICATION FORMAT FOR NUCLEAR OFFICER ACCESSION BONUS

FOR OFFICIAL USE ONLY (WHEN FILLED IN)

7220  
Date

From: (Rank, Full Name, USN))

To: Commander, Navy Personnel Command (PERS-42)

Subj: APPLICATION FOR NUCLEAR OFFICER ACCESSION BONUS

Ref: (a) OPNAVINST 7220.11G  
(b) NAVPERS 15560D

1. Having been selected for officer naval nuclear propulsion training, I hereby apply for the nuclear officer accession bonus, as directed in reference (a).
2. I formally request designation as an officer in training for nuclear submarine and or nuclear surface duty (select one).
3. I understand that should I fail to commence or satisfactorily complete nuclear propulsion training, money received, such as the nuclear officer accession bonus, is subject to recoupment as specified in reference (a).
4. [For submarine officers] I agree to serve a minimum 24-month nuclear division officer tour after the completion of nuclear propulsion training as required by reference (b), section 1520-050.
5. [For nuclear surface warfare officers] I agree to serve a minimum 28-month nuclear division officer tour after the completion of nuclear propulsion training as required by reference (b), section 1520-050.

Very respectfully,

(Signature)

SAMPLE APPLICATION FORMAT FOR NAVAL REACTORS ENGINEER ACCESSION  
BONUS

FOR OFFICIAL USE ONLY (WHEN FILLED IN)

7220  
Date

From: (Rank, Full Name, USN)

To: Commander, Navy Personnel Command (PERS-42)

Subj: APPLICATION FOR NUCLEAR OFFICER ACCESSION BONUS

Ref: (a) OPNAVINST 7220.11G

1. Having been selected for officer naval nuclear propulsion training and naval reactors engineer duty, I hereby apply for the nuclear officer accession bonus, as directed in reference (a).
2. I formally request designation as an officer in training for naval reactors engineer duty.
3. I understand that should I fail to commence or satisfactorily complete Bettis Reactor Engineer School, money received, such as the nuclear officer accession bonus, is subject to recoupment as specified in reference (a).
4. I agree to serve a minimum 5-year naval reactors engineer tour commencing upon my commissioning date.

Very respectfully,

(Signature)

SAMPLE APPLICATION FORMAT FOR A NUCLEAR OFFICER CONTINUATION  
BONUS (COBO) REPLACEMENT (RENEGOTIATED) CONTRACT

FOR OFFICIAL USE ONLY (WHEN FILLED IN)

Date

From: (Rank, Full Name, USN, Designator)  
To: Commander, Navy Personnel Command (PERS-42)  
Via: (Chain of Command)

Subj: REQUEST TO REPLACE EXISTING NUCLEAR OFFICER CONTINUATION  
BONUS (COBO) CONTRACT

Ref: (a) OPNAVINST 7220.11G  
(b) 37 U.S.C. §333

1. I have read and understand the provisions of reference (a), including all provisions relating to termination of payments to be made under this agreement, and the circumstances under which recoupment by the Government of sums paid may be required, to which I agree. I hereby apply for the special pay authorized by reference (b).
2. Contingent upon acceptance of my application for this special pay, I agree not to tender a resignation for a period of (Note 1) years beyond my existing service obligation, or for a period of (Note 1) years beyond the date of acceptance of this request, whichever is later. I understand that, upon acceptance, my existing COBO contract will be cancelled and this new contract will go into effect. I understand that this contract is binding and that I will be eligible to receive \$30,000 [\$35,000] per year for the (Note 1) year period of this agreement.
3. I understand that, should I fail to screen for my next career milestone, refuse orders to a billet requiring nuclear qualifications, or otherwise lose eligibility for nuclear officer COBO as directed in reference (a), subparagraph 9a, I will receive no further payments under this agreement, and may be required to repay the United States Government a portion of the money that I received in advance, subject to the provisions of reference (a), subparagraph 9f. I agree to repay any such amount in a timely manner following the provisions of reference (a).
4. I hereby elect payment in (Note 1) equal installments. If I received any advance amount under the previous agreement that would be eligible for recoupment as a result of the cancellation of that agreement, that amount will be deducted from my first payment under the new contract.

5. I understand that, contingent upon acceptance by PERS-42, this agreement will replace my existing agreement on my existing anniversary date and that no advance payments are authorized. I understand that any exceptions to this policy must be approved by PERS-42.

(Signature)

Note 1: Enter the desired length of contract in years as authorized in enclosure (1). This number must be greater than or equal to the number of years remaining (rounded up) on the existing COBO contract.

SAMPLE

SAMPLE APPLICATION FORMAT AND CO's ENDORSEMENT FOR NUCLEAR  
OFFICER CONTINUATION BONUS (COBO)

FOR OFFICIAL USE ONLY (WHEN FILLED IN)

Date

From: (Rank Full Name, USN)  
To: Commander, Navy Personnel Command (PERS-42)  
Via: (Chain of Command)

Subj: REQUEST FOR NUCLEAR OFFICER CONTINUATION BONUS (COBO)

Ref: (a) OPNAVINST 7220.11G  
(b) 37 U.S.C. §333

1. I have read and understand the provisions of reference (a), including all provisions relating to termination of payments to be made under this agreement and the circumstances under which recoupment by the Government of sums paid may be required, to which I agree. I hereby apply for the special pay authorized by reference (b).
2. Contingent upon acceptance of my application for this special pay, I agree not to tender a resignation for a period of (Note 1) years beyond my existing service obligation, or for a period of (Note 1) years beyond the date of acceptance of this request, whichever is later. I understand that, upon acceptance, this application is binding, and that thereupon I will be eligible to receive \$30,000 [\$35,000] per year for the (Note 1)-year period of this agreement.
3. I understand that, should I fail to screen for my next career milestone, refuse orders to a billet requiring nuclear qualifications, or otherwise lose eligibility for nuclear officer COBO as directed by reference (a), subparagraph 9a, I will receive no further payments under this agreement, and may be required to repay the United States Government a portion of the money that I received in advance, subject to the provisions of reference (a), subparagraph 9f. I agree to repay any such amount in a timely manner as directed by the provisions of reference (a).
4. I hereby elect payment in (Note 2) equal installments.

(Signature)

Note 1: Enter the desired length of contract in years as authorized by enclosure (1).

Note 2: Enter number of years covered by the agreement or number of years covered by the agreement plus one, as appropriate.

Enclosure (5)



SAMPLE CO'S ENDORSEMENT LETTER  
FOR OFFICIAL USE ONLY (WHEN FILLED IN)

7220  
Ser  
Date

FIRST ENDORSEMENT on Rank, Full Name, USN, Designator ltr of (Date)

From: Commanding Officer, United States Ships UNDERWAY (SSN-XXX)  
To: Commander, Navy Personnel Command (PERS-42)

Subj: REQUEST FOR NUCLEAR OFFICER CONTINUATION BONUS (COBO)

1. Forwarded, recommending approval.
2. (Rank, Name) is recommended for department head or principal assistant and entitlement of nuclear officer COBO. (Note 1)

(CO Signature)

Copy to:  
Originator  
(Rank, Name)

Note 1: Paragraph 2 required if not screened for department head or principal assistant afloat.

QUALIFYING ASSIGNMENTS FOR LDOs AND CWOs

1. To be eligible for AIP, nuclear-qualified LDOs and CWOs must be serving in assignments involving the direct supervision, operation, or maintenance of naval nuclear propulsion plants, or in assignments directly involving the management of nuclear training programs or nuclear-trained personnel. COs will submit an annual letter to PERS-42 to certify nuclear-qualified LDOs and CWOs assigned are actively involved in the direct supervision, operation, or maintenance of naval nuclear propulsion plants, or in the active management of nuclear training programs or nuclear-trained personnel (enclosure (8)).
2. Nuclear-qualified LDOs and CWOs are assigned to the types of duty listed in subparagraphs 2a through 2h of this enclosure in support of the direct supervision, operation, or maintenance of naval nuclear propulsion plants.
  - a. Duty aboard a nuclear powered warship.
  - b. Duty on a nuclear submarine tender, nuclear support floating drydock, or repair facility where nuclear maintenance is conducted.
  - c. Duty with Division of Naval Reactors, U.S. Department of Energy.
  - d. Duty with the Office of the Chief of Naval Operations, Nuclear Propulsion Program Branch (OPNAV (N133)), nuclear LDO and CWO community manager.
  - e. Duty with PERS-42, nuclear LDO and CWO detailers.
  - f. Duty with a nuclear ship group, squadron, submarine squadron support unit, naval submarine support center, nuclear mobile training team, or type commander staff.
  - g. Duty as type commander representative, nuclear warship superintendent, and or nuclear engineering inspector at a Navy or private shipyard involving overhaul, repair, or construction of nuclear-powered ships, or as supervisor of shipbuilding offices involved in the new construction installation of radiological control support facilities.
  - h. Duty at a nuclear power training unit or the Naval Nuclear Power Training Command.
3. OPNAV (N133) will maintain a current listing of LDO and CWO billets that qualify for AIP payments. Requests for identifying additional assignments as qualifying for AIP should be submitted utilizing the format contained in enclosure (7).

SAMPLE REQUEST FOR A NUCLEAR LDO AND CWO BILLET QUALIFYING FOR  
NUCLEAR OFFICER BONUS AND INCENTIVE PAY (NOBIP)

7220  
Ser  
Date

From: (Requesting Activity)  
To: Deputy Chief of Naval Operations (OPNAV N133)  
Via: (Chain of Command)

Subj: REQUEST FOR DESIGNATION OF A NUCLEAR TRAINED LIMITED DUTY  
OFFICER AND OR CHIEF WARRANT OFFICER BILLET AS  
QUALIFYING FOR NUCLEAR OFFICER BONUS AND INCENTIVE PAY (NOBIP)

Ref: (a) OPNAVINST 7220.11G

1. As directed in reference (a), request the billet listed below be designated as an NOBIP qualifying billet.

ACTIVITY UIC   BILLET SEQUENCE CODE   BILLET TITLE   BILLET DESIGNATOR

2. (Justification) This paragraph must contain specific information as to the specific involvement, including the percentage of time the incumbent nuclear-LDO or CWO is involved with the direct supervision, operation, or maintenance of naval nuclear propulsion plants, or with the management of nuclear training programs or nuclear-trained personnel. Additionally, include other major tasking assigned to the incumbent. If the billet in question is already included on the current list of qualifying billets maintained by Commander, Navy Personnel Command (PERS-42), as described in reference (a), enclosure (6), paragraph 2, but requires a title change, provide a copy of the billet change request, obtained from the command's echelon 3 subordinate manpower code representative (e.g., Commander, Submarine Forces or Commander, Naval Air Forces), as an enclosure to this request.

(Signature)

Copy to:  
PERS-42

SAMPLE REPORT FORMAT FOR NUCLEAR OFFICER BONUS AND INCENTIVE PAY  
(NOBIP) FOR LDOs AND CWOs

FOR OFFICIAL USE ONLY (WHEN FILLED IN)

7220  
Ser  
Date

From: (Reporting Activity)

To: Commander, Navy Personnel Command (PERS-42)

Subj: REPORT OF NUCLEAR OFFICER BONUS AND INCENTIVE PAY (NOBIP) FOR  
NUCLEAR-TRAINED LIMITED DUTY OFFICERS (LDO) AND CHIEF WARRANT  
OFFICERS (CWO) FOR FISCAL YEAR XX

Ref: (a) OPNAVINST 7220.11G

1. As directed in reference (a), the following NOBIP qualifying assignments were filled by nuclear-trained LDOs and CWOs for the periods indicated. The officers named below are qualified and were actively engaged in the direct supervision, operation, or maintenance of naval nuclear propulsion plants, or another approved assignment within the Naval Nuclear Propulsion Program, during the periods indicated.

<u>POSITION TITLE</u>	<u>INCUMBENT LDO/CWO</u>	<u>INCLUSIVE DATES</u>	<u>REMARKS</u>
(Note 1)	(Full Name/Designator)	(Note 2)	(Note 3)

(Signature)

Note 1: Each qualifying officer must be coded with the AQD KD4, signifying that he or she is qualified for duty in connection with supervision, operation, and maintenance of naval nuclear propulsion plants. This information can be obtained from the Commander, Navy Personnel Command assignment directive ordering the officer to the activity.

Note 2: NOBIP for LDOs and CWOs is paid only for the actual number of days the incumbent served in the qualifying assignment and was a KD4-designated officer.

Note 3: The intent of the LDO and CWO AIP program is for qualified officers to receive NOBIP only while performing nuclear duties in qualifying assignments. If a KD4-designated officer was administratively assigned, but was not actually performing duties associated with the direct supervision, operation, and maintenance of naval nuclear propulsion plants or with the management of nuclear training programs or nuclear-trained personnel, that officer is ineligible for NOBIP.