DEPARTMENT OF THE NAVY
OFFICE OF THE SECRETARY
1000 NAVY PENTAGON
WASHINGTON, D.C. 20350-1000

SECNAVINST 7220.65L
N13

OCT 30 2003

SECNAV INSTRUCTION 7220.65L

From: Secretary of the Navy
To: All Ships and Stations (less Marine Corps field addressees not having Navy personnel attached)

Subj: NUCLEAR OFFICER INCENTIVE PAY (NOIP)

Ref:
(a) Title 37, United States Code, Sections 312, 312b, and 312c
(b) SECNAVINST 1920.6B
(c) SECNAVINST 1531.1B
(d) DoD Directive 1215.8 of 25 Mar 94
(e) CNETINST 1530.5D
(f) SECNAVINST 1910.4B
(g) DoD Directive 1332.30 of 14 Mar 97
(h) DoD Directive 1332.14 of 21 Dec 93
(i) BUPERSINST 1540.41A
(j) DJMS PAY PROCEDURES TRAINING GUIDE, Part One, Chapter 12
(k) MILPERSMAN 1520-050 Nuclear Propulsion Training
(l) MILPERSMAN 1611-020 Officer Detachment for Cause

Encl:
(1) Nuclear Officer Incentive Pay Rates
(2) Sample Application Format for Nuclear Officer Accession Bonus
(3) Sample Application Format for Nuclear Officer Continuation Pay
(4) Qualifying Assignments for Limited Duty Officers/Chief Warrant Officers
(5) Sample Request for a Nuclear LDO/CWO Billet Qualifying for Nuclear Officer Incentive Pay
(6) Sample Report Format for Nuclear Officer Incentive Pay for Limited Duty Officers/Chief Warrant Officers

1. Purpose. 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). This is a complete revision and should be read in its entirety.

2. Cancellation. SECNAVINST 7220.65K.

3. Background. Retention of experienced nuclear-qualified officers and steady accessions of qualified junior officers into the nuclear propulsion training program are required to support the Navy's nuclear-powered ships. Because of the extensive and lengthy training program for personnel qualified for duties in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants, the necessary levels of experienced officers can only be slowly acquired. In order to sustain retention of these highly trained officers and to attract officers into the nuclear propulsion training program, authority has been granted for the payment of a special nuclear officer incentive pay. This authority is intended to encourage accessions of high-quality unrestricted line officers, as well as the voluntary retention in the naval service of a relatively large proportion of experienced nuclear-qualified officers.

4. Special Incentive Pay. The special incentive pay for identified officers who are in the Nuclear Propulsion Program is Nuclear Officer Incentive Pay (NOIP). NOIP will be used as necessary to attain and maintain approved endstrength and grade distribution of the nuclear officer community. NOIP payment levels are specified in enclosure (1). NOIP is comprised of the following four separate pays:

a. Nuclear Officer Accession Bonus. An accession bonus is paid to individuals who are selected for officer naval nuclear propulsion training and execute a written agreement to participate in a program of training for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants. The Secretary of the Navy (SECNAV) will authorize this payment upon acceptance of the written agreement. The Nuclear Officer Accession Bonus is the selected-for-training component of the nuclear career accession bonus authorized by 37 U.S.C. § 312b(b)(1).

b. Nuclear Career Accession Bonus. An accession bonus is paid to unrestricted line officers upon successful completion of the nuclear propulsion training program. The Nuclear Career Accession Bonus is the training-successfully-completed component of the nuclear career accession bonus authorized by 37 U.S.C. § 312b(b)(2).

c. Nuclear Officer Continuation Pay. Continuation Pay (COPAY) is a sum of money paid in equal annual installments to nuclear-qualified officers who agree to remain on active duty an additional 3, 4, or 5 years beyond their existing service obligation, as defined in paragraph 7.

d. Nuclear Career Annual Incentive Bonus. The annual incentive bonus (AIB) is a sum of money paid annually to nuclear-

qualified officers who have completed their initial service requirement, and to nuclear-trained and nuclear-qualified limited duty and warrant officers who remain on active duty an additional year. Only officers in pay grades W-2 through W-5 and O-1 through O-6 are eligible for AIB. Officers serving in a period of obligated service associated with the 3-, 4-, or 5-year COPAY authorized by reference (a) are not eligible for AIB during that period of their obligated service.

5. Nuclear Officer Accession Bonus.

a. Eligibility. Unrestricted line officers or prospective unrestricted line officers, who have been 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 receipt of the Nuclear Officer Accession Bonus by submitting a written agreement using enclosure (2), which formally requests designation as an officer in training for nuclear propulsion duty.

c. Payment. An individual whose formal application, enclosure (2), is accepted by Commander, Navy Personnel Command (COMNAVPERSCOM), acting for SECNAV, will be entitled to the Nuclear Officer Accession Bonus at the rate specified in enclosure (1). Upon acceptance of the application, COMNAVPERSCOM (PERS-42) will provide the individual with official written notification of acceptance. A copy of this acceptance can be presented to the individual's disbursing unit as authorization for payment.

d. Recoupment.

(1) In the event an individual who has received the Nuclear Officer Accession Bonus fails to commence or satisfactorily complete the nuclear propulsion training specified in the agreement with the SECNAV, all funds received for the Nuclear Officer Accession Bonus shall be recouped, except as listed below.

(2) If, for any of the following reasons, the individual fails to maintain eligibility for the Nuclear Officer Accession Bonus as defined in paragraph 5.a, recoupment of payments already made will not be required. These reasons are:

(a) 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 member could be separated

from the naval service with an Other Than Honorable or Bad Conduct Discharge per the Uniform Code of Military Justice (UCMJ) or references (b) through (h). This is independent of whether or not the member is actually separated from the naval service as a result of such misconduct.

(b) Death.

(c) Separation from the naval service by operation of laws independent of misconduct.

(d) Physical disqualification occurring after commissioning and after satisfactory completion of physical examinations for nuclear field duty, ionizing radiation, and submarines (as applicable) per MANMED P-117.

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

(f) In those special cases where COMNAVPERSCOM (PERS-42) determines that waiving the requirement to recoup payments is clearly in the best interests of the United States.

6. Nuclear Career Accession Bonus.

a. Eligibility. Unrestricted line officers who meet the following criteria are eligible for the Nuclear Career Accession Bonus:

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

(2) Successful completion of 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 subparagraph 6a 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 Commanding Officer, Nuclear Power Training Unit (NPTU), shall certify the eligibility of each officer and shall direct the local disbursing officer to make payment of the Nuclear Career Accession Bonus. Commanding officers must ensure that correct procedures for substantiation and record entries are used, as described in reference (i), to document an officer's continued eligibility for the nuclear career accession bonus.

(2) Disbursing payment procedures are regulated by reference (j).

7. Nuclear Officer Continuation Pay.

a. Eligibility. Officers who meet the following criteria are eligible for receipt of the Nuclear Officer COPAY upon acceptance of their applications:

(1) On active duty, and thereby 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 (i), specifically:

(a) Nuclear-trained unrestricted line officers who are assigned the Additional Qualification Designator (AQD) of SN1, or KD2 , or

(b) Nuclear-trained unrestricted line aviators who are assigned the AQD of KD1, or

(c) Nuclear-trained unrestricted line surface warfare officers who transfer to the restricted line, and are assigned the AQD of KD2.

(3) Officers may not be serving under any existing service obligation. Officers within 1 year of completion of an existing service obligation may apply for COPAY to begin at the end of their current obligation, as detailed in subparagraph 7b below. Officers currently serving under a COPAY contract may renegotiate a new COPAY contract in accordance with subparagraph 7c(5).

(4) For officers who have not completed their Minimum Service Requirement (MSR), qualification as engineer officer of a nuclear-powered ship, in accordance with reference (i), is required.

(5) Have not completed 23 years of commissioned service on application. A COPAY agreement may not extend beyond the end of the 26th year of commissioned service (commissioning date plus 26 years). Therefore, officers can maximize their eligibility for COPAY by keeping their agreement anniversary date identical to their commissioning date (month and day).

(6) Serving in paygrade O-6 or below. Officers selected for promotion to paygrade O-7 are not eligible to initiate COPAY agreements; however, they may continue to be paid under an existing agreement until promoted or frocked to O-7.

(7) Have not been selected for lateral transfer or participation in a program resulting in a change of designator such as the Law Education Program (LEP) and Permanent Military Professor (PMP) Program. Officers selected for lateral transfer, or programs resulting in change of designator, who are serving in nuclear billets, remain eligible for COPAY until 01 October following their selection. After 01 October, these officers remain eligible only for AIB while serving in a nuclear billet.

(8) Have not been designated "Not Cleared" for department head, executive officer, or commanding officer. "Not Cleared" officers serving in nuclear billets remain eligible for COPAY until 01 October following the screening board designating them "Not Cleared." After 01 October, these officers remain eligible only for AIB while serving in a nuclear billet.

b. Applications. Eligible officers may apply for COPAY when they are within 1 year of completion of their existing service obligation, or thereafter. The existing service obligation shall be considered as the cumulative obligation incurred (prior to the date of COPAY application) from initial accession source (minimum service requirement), nuclear propulsion training (service obligation defined by reference (k)), postgraduate training, and any obligation incurred by a COPAY agreement currently in effect. The application shall be a written agreement, conditional upon acceptance by COMNAVPERSCOM (PERS-42), acting for SECNAV, to remain on active duty as a nuclear trained officer for a period of 3, 4, or 5 years beyond any existing service obligation, or for a period of 3, 4, or 5 years beyond the date of acceptance of the application, whichever is later. Submission and acceptance of a COPAY agreement shall be considered acceptance of a request by a reserve officer to extend the officer's period of active service through the period of the COPAY agreement. Enclosure (3) provides a sample application format for use by officers applying for COPAY.

c. Payment.

(1) Officers whose applications are accepted by COMNAVPERSCOM (PERS-42) prior to completing their MSR incurred from initial source training, any additional obligation incurred under reference (k), and any additional obligation resulting from lateral transfer or graduate education following commissioning (as applicable) shall be paid at the rate specified in enclosure (1), as defined by (a) or (b) below:

(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 existing obligated service, and the remaining payments annually

(i.e., at 12-month intervals) thereafter. Payment under subsequent agreements will follow subparagraph 7c(2).

(b) Or 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 existing obligated service, and the remaining payments annually thereafter.

(2) Officers whose applications are accepted by COMNAVPERSCOM (PERS-42) prior to the end of an obligation incurred by a COPAY agreement shall 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 COMNAVPERSCOM (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 agreement, the first upon acceptance of the agreement, and the remaining payments annually thereafter.

(4) No provision exists in the enabling legislation, reference (a), for lump sum or accelerated payments.

(5) Upon acceptance of the agreement, the total amount authorized for the individual officer becomes fixed. However, should the amount paid to officers who subsequently apply for COPAY be increased, officers with an agreement in effect at a lower rate may request a new agreement at the higher rate. The period of this new agreement (3, 4, or 5 years) shall be equal to or exceed the remaining period of the officer's existing agreement, so long as the period of obligated service does not extend beyond the end of 26 years of commissioned service. Upon execution of a new agreement, the previous agreement shall be canceled, effective on the day before the anniversary date after the date on which COPAY is increased.

(6) Disbursing payment procedures are regulated by reference (j).

d. Obligation. The 3-, 4-, or 5- year service obligation incurred as a result of executing a COPAY agreement shall run from the date of acceptance of the agreement, or from the end of any existing service obligation, whichever is later.

e. Assignment. Officers who are receiving COPAY will be assigned afloat or ashore, according to the needs of the service for officers of 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 COPAY fails to maintain eligibility for such special pay, as authorized by reference (a) and as set forth in subparagraph 7a, or fails to complete the full period of additional obligated service, no further annual payments shall be made, and recoupment of sums paid shall be required on a pro rata basis, under the procedures established in reference (j). Examples of situations requiring such recoupment are:

(a) Approved request for voluntary release from the written agreement if, due to unusual circumstances, it is determined by COMNAVPERSCOM (PERS-42) that such release would be clearly in the best interests of both the United States and the officer concerned.

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

(c) Refusal to accept orders as commanding officer, executive officer, department head, or any other assignment in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants.

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

(e) Misconduct.

(f) Approved Detachment for Cause per reference (l).

(g) Selection for and assumption of paygrade O-7 (including frocking to O-7).

(h) Failure of final screening, or being placed "not cleared" for commanding officer, executive officer, or department head.

(2) If, for any of the following reasons, the officer fails to maintain eligibility for COPAY, as authorized by reference (a) and as set forth in subparagraph 7a, or fails to complete the full period of additional obligated service, no further payments will be made, but recoupment of payments already made will not be required:

(a) Disability not the result of misconduct or willful

neglect, and not incurred during a period of unauthorized absence.

(b) Death.

(c) Separation from the naval service by operation of laws independent of misconduct.

(d) 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 7f(1).

(e) Where COMNAVPERSCOM (PERS-42) determines that waiving the requirement to recoup payments is clearly in the best interests of the United States.

g. Rate Changes. Any change to the total amount payable upon acceptance of new agreements will be issued by NAVADMIN and a change to this instruction.

h. Submission of Applications

(1) Commanding officers shall expeditiously forward agreements submitted by officers desiring to extend their service obligation for receipt of COPAY to COMNAVPERSCOM (PERS-42), together with their recommendation.

(2) Commanding officers must ensure that correct procedures for substantiation and record entries are used, as described in reference (i), to document an officer's continued eligibility for COPAY. It is incumbent upon the commanding officer 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 COPAY is suspended when the officer is removed from duties in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants. Commanding officers must obtain resolution of these cases from COMNAVPERSCOM (PERS-42) prior to approval of further payments.

(3) Eligible officers may submit the request for a COPAY agreement shown in enclosure (3) to COMNAVPERSCOM (PERS-42) via their commanding officers.

8. Nuclear Career Annual Incentive Bonus

a. Eligibility. Officers who meet the following criteria are eligible for receipt of AIB, subject to the restrictions of subparagraphs 8b and 8c:

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

(2) Serving in paygrade 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 (i), specifically:

(a) Nuclear-trained unrestricted line officers who are assigned the AQD of SN1 or KD2, or

(b) Nuclear-trained unrestricted line aviators who are assigned the AQD of KD1, or

(c) Nuclear-trained unrestricted line surface warfare officers who transfer to the restricted line, and are assigned the AQD of KD2, or

(d) Nuclear-trained chief warrant officers/limited duty officers (LDO/CWO) assigned the AQD of KD4.

(4) Not serving in a period of obligated service incurred as a result of the acceptance of COPAY (this does not preclude pro rata payment per subparagraph 8d(2)).

(5) Not entitled to receive Aviation Career Incentive Pay (ACIP), as authorized by BUPERSINST 7220.29, 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. commanding officer or executive officer of a nuclear powered aircraft carrier); and

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

(6) URL 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 above eligibility requirements for AIB, must have completed initial obligated active service (MSR) as an officer. This initial service obligation shall be considered as that obligated service derived from initial source training (e.g., USNA, NROTC, OCS, NUPOC, NECP, STA-21, etc.), as extended for the Naval Nuclear Propulsion Program by reference (k).

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 AIB under subparagraph 8a, must meet the additional eligibility restriction of serving in an assignment with duties in connection with the direct supervision, operation, or maintenance of naval nuclear propulsion plants. Qualifying assignment guidelines for these officers are provided in enclosure (4). Requests for identifying additional assignments as qualifying for AIB should be submitted utilizing the format contained in enclosure (5).

c. Payment. AIB was first paid on 30 September 1976, and will be paid annually at the end of subsequent fiscal years to all eligible officers on active duty as of 30 September. The following special provisions, and those of subparagraph 8d, apply for officers who meet the eligibility requirements of subparagraph 8a for only a portion of the preceding year:

(1) Officers on active duty on 30 September and otherwise qualified for AIB, but who were on active duty for only a portion of the preceding year, shall be paid AIB 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 AIB, who commenced or completed the obligated service associated with COPAY within the preceding year, shall be paid AIB for that year on a pro rata basis for the period of the year they were not serving obligated service associated with COPAY.

(3) Unrestricted line officers and lateral transfer officers on active duty on 30 September and otherwise qualified for AIB, who completed their initial obligated active service as an officer (as defined in subparagraph 8a(6)) during the preceding year, shall 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 AIB, 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 8.a(3)), shall be paid AIB 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 AIB who, during the preceding year, were

in a qualifying assignment, as defined in paragraph 2 of enclosure (4) to this instruction, shall be paid AIB on a pro rata basis for the period of the year that they were serving in such an assignment.

d. Involuntary Separation/Loss of Qualification/Promotion to Paygrade O-7. In order to be eligible for AIB (or pro rata portion thereof), an officer otherwise qualified must be on active duty (except where exempted in subparagraph 8d(2)), serving in paygrade 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 naval service or loses the technical qualification for duty involving the supervision, operation, and maintenance of naval nuclear propulsion plants prior to 30 September, then no payment of AIB will be authorized for that year if this separation or loss of qualification was the result of any of the following reasons:

(a) Voluntary separation from active duty or voluntarily surrendering technical qualification for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants. Lateral transfer to a community not normally assigned nuclear duties is considered a voluntary surrender of nuclear technical qualifications.

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

(c) Refusal to accept orders as commanding officer, executive officer, department head, or any other assignment in connection with supervision, operation, and maintenance of naval nuclear propulsion plants.

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

(e) Misconduct.

(f) Approved Detachment for Cause per reference (l).

(2) If, for any other reason, the officer is separated from the naval service 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 AIB 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, willful neglect, or not incurred during a period of unauthorized absence.

(b) Death.

(c) Separation from the naval service by operation of laws independent of misconduct.

(d) 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 8d(1).

(3) In the event an officer otherwise qualified is promoted to paygrade O-7, or has been selected for and has been frocked to O-7 prior to 30 September, then the officer shall be paid a pro rata share of AIB for the period of the year that the officer was serving in paygrade O-6 and not frocked to O-7.

e. Rate Changes. Any change to the amount of the AIB payment rate will be issued by NAVADMIN and a change to this instruction. The new AIB payment rate will apply to AIB amounts accruing subsequent to 30 September following announcement of the new AIB payment rate.

f. Administration.

(1) Commanding officers must ensure that correct procedures for substantiation and record entries are used, as described in reference (i), to document an officer's continued eligibility for AIB. A letter of certification from the commanding officer is not required prior to payment of AIB; however, it is incumbent upon the commanding officer to ensure that each officer to be paid AIB meets all the eligibility criteria. In the event that a medical or nuclear disqualification is being processed, then eligibility for AIB is suspended when the officer is removed from duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants. Commanding officers must obtain a resolution of these cases from COMNAVPERSCOM (PERS-42) prior to approval of further AIB payments.

(2) Commanding officers must ensure accurate accounting of nuclear-trained LDOs/CWOs serving in AIB qualifying assignments. In this regard, commanding officers shall submit to COMNAVPERSCOM (PERS-42) an annual report on all qualifying assignments, listing the nuclear-trained LDOs/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 (6), should project the inclusive dates up through the

end of the current fiscal year. Updates should be submitted as changes occur.

9. Authorization. Nuclear Officer Incentive Pay is authorized by reference (a). The entitlement portion of the instruction is established by DoD 7000.14-R, Department of Defense Financial Management Regulation Manual, Volume 7A, Chapter 12, Part A of February 2002.

10. Reports. The reporting requirement contained in paragraph 8f(2) is exempt from reports control per SECNAVINST 5214.2B.

William A. Navas, Jr.
Assistant Secretary of the Navy
(Manpower and Reserve Affairs)

Distribution:
SNDL Parts 1 and 2

NUCLEAR OFFICER INCENTIVE PAY RATES

1. Nuclear Officer Incentive Pay Rates

Bonus Provision	Amount
Nuclear Officer Accession Bonus	$10,000
Nuclear Career Accession Bonus	$2,000
Nuclear Officer Continuation Pay	$22,000 per year
Nuclear Career Annual Incentive Bonus	
- Unrestricted Line Officers and Lateral Transfer Officers	$12,500 per year
- Limited Duty/Warrant Officers	$6,000 per year

2. Authorization. Legislative authority for Nuclear Officer Incentive Pay is granted through Title 37, USC, Sections 312, 312b, and 312c.

SAMPLE APPLICATION FORMAT FOR NUCLEAR OFFICER ACCESSION BONUS

FOR OFFICIAL USE ONLY (WHEN FILLED IN)

7220
Date

From: (Name, Grade, SSN)
To: Commander, Navy Personnel Command (PERS-42)

Subj: APPLICATION FOR NUCLEAR OFFICER ACCESSION BONUS

Ref: (a) SECNAVINST 7220.65L
(b) MILPERSMAN 1520-050

1. Having been selected for officer naval nuclear propulsion training, I hereby apply for the Nuclear Officer Accession Bonus in accordance with reference (a).

2. I formally request designation as an officer in training for nuclear submarine/surface duty **(circle one)**.

3. I understand that should I fail to commence or satisfactorily complete nuclear propulsion training, such money received as Nuclear Officer Accession Bonus will is subject to recoupment as specified in reference (a).

4. I understand that satisfactory completion of nuclear propulsion training fulfills all requirements for the nuclear officer accession bonus. For submarine and nuclear surface warfare officers, in addition to this agreement, I agree to serve a minimum 24-month nuclear division officer tour after the completion of nuclear propulsion training IAW reference (b).

Very respectfully,

(Signature)

Enclosure (2)

SAMPLE APPLICATION FORMAT FOR NUCLEAR OFFICER CONTINUATION PAY

FOR OFFICIAL USE ONLY (WHEN FILLED IN)

Date

From: (Eligible Officer; Rank Name SSN/DESIG)
To: Commander, Navy Personnel Command (PERS-42)
Via: (Chain of Command)

Subj: REQUEST FOR NUCLEAR OFFICER CONTINUATION PAY

Ref: (a) SECNAVINST 7220.65L
(b) 37 United States Code § 312

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. (Regular Officer) 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 2) 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 shall be eligible to receive $22,000 per year of this agreement in special pay as described in reference (a).

3. (Reserve Officer) Contingent upon acceptance of my application for this special pay, I consent to serve on active duty for a period of (Note 1) years beyond my existing service obligation, or for a period of (Note 2) years beyond the date of acceptance of this request, whichever is later. I further acknowledge that I remain bound by the provisions of the Officer Transfer Manual Chapter 10.7 in which the Secretary of the Navy retains authority to process me for Involuntary Release from Active Duty (IRAD). I understand that, upon acceptance, this application is binding, and that thereupon I shall be eligible to receive $22,000 per year of this agreement in special pay as described in reference (a).

4. I hereby elect payment in (Note 3) equal installments.

(Signature)

Note 1: Enter three, four, or five.
Note 2: Must be same number as entered from Note 1.
Note 3: Enter number of years covered by the agreement or number of years covered by the agreement plus one, as appropriate.

QUALIFYING ASSIGNMENTS FOR LIMITED DUTY OFFICERS/CHIEF WARRANT OFFICERS

1. LDOs and CWOs. Nuclear-qualified LDOs and CWOs must be serving in assignments involving the direct supervision, operation, or maintenance of naval nuclear propulsion plants in order to be eligible for AIB. Commanding Officers shall submit an annual letter to Commander, Naval Personnel Command (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 (enclosure (6)).

2. Nuclear-qualified LDOs and CWOs are assigned to the following types of duty in support of the direct supervision, operation, or maintenance of naval nuclear propulsion plants.

a. Duty aboard a nuclear powered ship.

b. Duty on a nuclear ship 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 a nuclear ship group, squadron, submarine squadron support unit, naval submarine support command, Nuclear Mobile Training Team (MTT), or type commander staff.

e. Duty as type commander representative or nuclear ship superintendent/nuclear engineering inspector at a naval or private shipyard involving overhaul, repair, or construction of nuclear-powered ships, or in Supervisor of Shipbuilding offices involved in the new construction installation of radiological control support facilities.

f. Duty at a Naval Nuclear Power Training Unit or the Navy Nuclear Propulsion Training Command.

3. The Deputy Chief of Naval Operations for Manpower and Personnel (N133) will maintain a current listing of LDO and CWO billets that qualify for AIB payments. Requests for identifying additional assignments as qualifying for AIB should be submitted utilizing the format contained in enclosure (5).

SAMPLE REQUEST FOR A NUCLEAR LDO/CWO BILLET QUALIFYING FOR NUCLEAR OFFICER INCENTIVE PAY

7220
Ser
Date

From: (Requesting Activity)
To: Deputy Chief of Naval Operations for Manpower and Personnel (N133)
Via: (Chain of Command)

Subj: REQUEST FOR DESIGNATION OF A NUCLEAR TRAINED LIMITED DUTY OFFICER/CHIEF WARRANT OFFICER BILLET AS QUALIFYING FOR NUCLEAR OFFICER INCENTIVE PAY

Ref: (a) SECNAVINST 7220.65L

1. Per reference (a), please consider for designation the billet listed below as a Nuclear Officer Incentive Pay qualifying billet.

ACTIVITY UIC	BSC	BILLET TITLE	BILLET DESIGNATOR

2. (Justification) (This paragraph must contain specific information as to the exact involvement, including percentage of time the incumbent nuclear-trained limited duty officer/chief warrant officer is involved with the direct supervision, operation, or maintenance of naval nuclear propulsion plants. 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 COMNAVPERSCOM (PERS-42), as described in paragraph 2 of enclosure (4) to reference (a), but requires a title change, provide a copy of the Manpower Change Request as an enclosure to this request.)

Copy to:
Commander, Naval Personnel Command (PERS-42)

SAMPLE REPORT FORMAT FOR NUCLEAR OFFICER INCENTIVE PAY FOR LIMITED DUTY OFFICERS/CHIEF WARRANT OFFICERS

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 INCENTIVE PAY (NOIP) FOR NUCLEAR-TRAINED LDO/CWOS FOR FY--

Ref: (a) SECNAVINST 7220.65L

1. Per reference (a), the following NOIP qualifying assignments were filled by nuclear-trained LDO/CWOs for the periods indicated. The below named officers are qualified and were actively engaged in the direct supervision, operation, or maintenance of naval nuclear propulsion plants during the periods indicated.

POSITION TITLE	INCUMBENT LDO/CWO	INCLUSIVE DATES	REMARKS
Note (1)	(Name/SSN/Desig)	Note (2)	Note (3)

Notes:

(1) Each qualifying officer must be coded with the AQD KD4, signifying that he/she is qualified for duty in connection with supervision, operation, and maintenance of naval nuclear propulsion plants. This information can be obtained from the COMNAVPERSOM assignment directive ordering the officer to the activity.

(2) NOIP for LDO/CWOs is paid only for the actual days the incumbent served in the qualifying assignment and was a KD4-designated officer.

(3) The intent of the NOIP program is to assign only qualified officers to receive NOIP while serving in qualifying assignments. If a KD4-designated officer was assigned, but was not performing duties associated with the direct supervision, operation, and maintenance of naval nuclear propulsion plants, then that officer is ineligible for NOIP.