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## Nuclear Officer Bonus & Incentive Pay (NOBIP) and Retention

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Monterey, California: Naval Postgraduate School

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# Nuclear Officer Continuation Bonus (COBO) and Retention



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## Background

- Retention of quality nuclear officers is critical to fleet effectiveness.
- Officers who fulfill the minimum service requirement (MSR) are eligible for the Nuclear Officer Continuation Bonus (COBO).
- The COBO amount was recently increased to increase retention.



## Research Question

How does the COBO bonus affect the retention of nuclear and Surface Warfare Officers (SWOs)?

## Methodology

- Data related to 2,058 individual officers across seven year-groups provided by sponsor.
- Likelihood each officer signed a Department Head contract (received COBO bonus) modeled using a logistic regression that was a function of hypothesized and theoretical determinants of retention.
- Characteristics studied included individual officer factors such as age, tenure, gender, race/ethnicity, marital status, dependents, and professional experience including type of vessel on which Division Officer (DO) tour preceding decision to sign DH contract was performed, home port location, and amount of time in shipyard.



## Findings and Recommendations

- Characteristics including age, prior enlisted experience, marital status, presence of dependents, year-group, and characteristics of DO tour statistically and significantly predict likelihood of nuclear officer retention.
- SWO retention appears to be a function of year group membership.
- Future research should focus on non-monetary factors associated with nuclear officer/SWO retention, as increase in COBO appears not to play a significant role in retention.

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