

**SUMMARY OF MAJOR CHANGES TO  
DoD 7000.14-R, VOLUME 7A, CHAPTER 3  
“SPECIAL PAY - OFFICERS ONLY”**

All changes are denoted by blue font

Substantive revisions are denoted by a ★ preceding the section, paragraph, table, or figure that includes the revision

Hyperlinks are denoted by *underlined, bold, italic, blue font*

<b>PARA</b>	<b>EXPLANATION OF CHANGE/REVISION</b>	<b>PURPOSE</b>
030101.A.1. Bibliography	Extends the authority for Nuclear – Career Accession Bonus to December 31, 2009.	Update
030102.A.1. Bibliography	Extends the authority for Nuclear – Qualified Officers extending Period of Active Duty to December 31, 2009.	Update
030103.A.1. Bibliography	Extends the authority for Nuclear – Career Annual Incentive Bonus to December 31, 2009.	Update
0304 Bibliography	Special Pay: Warfare Officers Extending Period of Active Duty	Add
0305 Bibliography	Surface Warfare Officers Continuation Pay	Add
0306 Bibliography	Judge Advocate Continuation Pay	Add
0307 Bibliography	Accession Bonus for Officer Candidates	Add
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## CHAPTER 3

SPECIAL PAY – OFFICERS ONLY0301 SPECIAL PAYS FOR NUCLEAR QUALIFIED OFFICERS030101. Nuclear Power Accession Bonus ProgramA. Entitlement

★ 1. Effective October 1, 1999, individuals accepted, on or before [December 31, 2009](#), for officer naval nuclear power training for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants may be entitled to accession bonuses not to exceed a total of \$20,000. Agreements entered into or revised on or after October 1, 2006 shall be entitled to bonuses not to exceed a total of \$30,000.

2. The Secretary of the Navy is assigned, under law, responsibility for issuing regulations which prescribe specific eligibility requirements and, annually, the value of bonus payments, not to exceed the limit cited above. The amounts payable to an individual under this entitlement become fixed upon acceptance by the Secretary of the Navy of the individual's written agreement to participate in the training program. The regulation governing this program, including effective bonus rates, is [OPNAVINST 7220.11B](#), April 15, 2008.

3. The bonus is made of two parts, which the Secretary of the Navy has identified as follows:

a. Nuclear Officer Accession Bonus. The Nuclear Officer Accession Bonus is payable upon selection and acceptance by the Secretary of the Navy of the individual's written agreement for participation in officer naval nuclear power training.

b. Nuclear Career Accession Bonus. The Nuclear Career Accession Bonus is payable upon successful completion, as a commissioned officer, of training for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants.

B. Eligibility Requirements

1. Nuclear Officer Accession Bonus. The following requirements must be met to qualify for the Nuclear Officer Accession Bonus:

a. If individuals already are commissioned officers, then they must not be restricted in performance of duty; that is, they must be officers of the unrestricted line.

b. The individual must be selected and execute a written agreement to participate in officer naval nuclear power training.

c. The Secretary of the Navy must accept the individual into the training program.

2. Nuclear Career Accession Bonus. An officer must meet the following requirements to qualify for the Nuclear Career Accession Bonus:

a. Fulfill the above requirements for the Nuclear Officer Accession Bonus.

b. Be on active duty and entitled to basic pay.

c. Successfully complete the nuclear propulsion training program.

C. Payment

1. Upon acceptance of a request for admission into the program, the Chief of Naval Personnel will provide the individual with an official written notification of acceptance. The date of acceptance will fix the value of both the Nuclear Officer Accession Bonus and the Nuclear Career Accession Bonus.

a. Effective August 12, 1996, Navy set the Nuclear Officer Accession Bonus at \$6,000 and the Nuclear Career Accession Bonus at \$2,000.

b. Effective October 1, 1998, Navy set the Nuclear Officer Accession Bonus at \$8,000. The Nuclear Career Accession Bonus remained unchanged at \$2,000.

c. Effective October 1, 2000, the Department of the Navy set the Nuclear Officer Accession Bonus at \$10,000. The Nuclear Career Accession Bonus remained unchanged at \$2,000.

d. Effective April 2, 2006, the Department of the Navy set the Nuclear Officer Accession Bonus at \$15,000. The Nuclear Career Accession Bonus remained unchanged at \$2,000.

2. Nuclear Officer Accession Bonus. A properly executed acceptance document will establish authority to make payment of the Nuclear Officer Accession Bonus.

3. Nuclear Career Accession Bonus. The Commanding Officer, Nuclear Power Training Unit, shall certify the eligibility of each officer upon successful completion of the training program which will establish authority to make payment of the Nuclear Career Accession Bonus.

D. Recoupment

1. An individual who has received a Nuclear Officer Accession Bonus and fails to commence or satisfactorily complete the nuclear power training specified in the agreement with the Secretary of the Navy will, except for the reasons listed in [OPNAVINST 7220.11B](#), April 15, 2008, be required to refund the entire bonus.

2. Reduce the amount to be recouped by an amount equal to any reduction taken under subparagraphs [350702.F](#) or [350802.D](#) of this volume.

030102. Nuclear Qualified Officer Extending Period of Active Service (Continuation Pay)A. Entitlement

★ 1. Effective October 1, 1999, nuclear qualified officers with applications for extension on active duty accepted, on or before [December 31, 2009](#), may be entitled to a bonus not to exceed a total of \$30,000 for each year of the active service agreement.

2. The Secretary of the Navy is assigned, under law, responsibility for issuing regulations which prescribe specific eligibility requirements and, annually, the value of bonus payments, not to exceed the limit cited above. The amounts payable to an individual under this entitlement become fixed upon acceptance by the Secretary of the Navy of the individual's written agreement to extend active duty. Acceptance may not be made more than 1 year in advance of the end of an officer's initial existing period of obligated active service. The regulation governing this program, including effective bonus rates, is [OPNAVINST 7220.11B](#), April 15, 2008.

B. Eligibility Requirements

1. The following requirements must be met to qualify for continuation pay. The individual must:

a. Be an officer on active duty, receiving basic pay, and not restricted in the performance of duty.

b. Currently be qualified for duty in connection with supervision, operation, and maintenance of naval nuclear propulsion plants.

c. Have not completed 23 years of commissioned service at the time of application.

d. Be serving in pay grade 0-6 or below (not frocked to 0-7) and, at the time of application, not be selected for promotion to pay grade 0-7.

e. Have executed a written agreement to remain on active duty in connection with supervision, operation, and maintenance of naval nuclear propulsion plants for a period of 3, 4, or 5 years.

f. Have the agreement accepted by the Chief of Naval Personnel on behalf of the Secretary of the Navy.

2. A qualified officer may execute successive continuation agreements so long as any new period of obligated active service does not extend beyond the end of 26 years of commissioned service.

**C. Payment**

1. Upon acceptance of a request for extension, the Chief of Naval Personnel will provide the individual with official written notification of acceptance. The date of acceptance will fix the value of the annual payments for the entire period of the extension.

a. Effective August 12, 1996, the Department of the Navy set the Nuclear Officer Continuation bonus at \$12,000 per contract year.

b. Effective October 1, 1998, the Department of the Navy set the Nuclear Officer Continuation Bonus at \$15,000 per contract year.

c. Effective October 1, 2000, the Department of the Navy set the Nuclear Officer Continuation Bonus at \$19,000 per contract year.

d. Effective October 1, 2002, the Department of the Navy set the Nuclear Officer Continuation Bonus at \$22,000 per contract year.

e. Effective October 1, 2004, the Department of the Navy set the Nuclear Officer Continuation Bonus at \$25,000 per contract year for 4- and 5-year contracts. Three-year contracts remain at \$22,000 per contract year.

f. Effective October 1, 2006, the Department of the Navy set the Nuclear Officer Continuation Bonus at \$17,500 per contract year for officers in an initial 3-year agreement where the officer is not obligated to complete a department head tour.

g. Effective October 1, 2006, the Department of the Navy set the Nuclear Officer Continuation Bonus at \$25,000 per contract year for officers who have completed a department head tour or entered into a Continuation Pay contract that will obligate them for a department head tour for a 3-, 4-, or 5-year contract.

2. When an officer's agreement is accepted before the end of an existing service obligation, continuation pay may be paid in:

a. A single lump sum.

b. A number of installments equal to the number of years covered by the contract plus one; the first upon acceptance of the application, the second upon expiration of existing obligated service, and the remaining payments annually (12-month intervals) thereafter, or (NOTE: This provision only applies to the first contract for continuation pay.)

c. A number of annual installments equal to the number of years covered by the contract; the first upon expiration of existing obligated service and the remaining payments annually thereafter.

3. When an officer's agreement is accepted after an existing service requirement expires, continuation pay is paid in equal annual installments over the length of the contract, commencing upon acceptance of the application and the remaining payments annually thereafter.

4. Should the amount be increased that is paid to officers who subsequently apply for continuation pay, officers with a contract in effect at a lower rate may execute a new agreement at the higher rate. The period of this new agreement shall be equal to or exceed the original period of the officer's existing agreement, but may in no case extend the obligation beyond 26 years of commissioned service. Upon execution of a new contract, the previous contract shall be canceled effective on the day before the anniversary date after the date on which continuation pay is increased.

5. If a member dies before receiving the full amount of the bonus due (including contracted future year anniversary payments) and death is not caused by the member's misconduct, then the remaining unpaid bonus balance is payable as a lump sum for inclusion in the settlement of the deceased member's final military pay account. If death is determined to be the result of the member's own misconduct, then termination of future payments and proration or recoupment of the bonus, as applicable, will be made in accordance with procedures established for members whose inability to complete a contracted period of service is voluntary or the result of misconduct.

#### D. Recoupment

1. An officer who fails to maintain eligibility requirements for, or who does not complete, the full period of 3, 4, or 5 years of active duty as agreed may not be paid any unpaid installments of continuation pay. Except under certain conditions prescribed in [OPNAVINST 7220.11B](#), April 15, 2008, an officer must repay the unearned portion of any installments already paid. To arrive at an amount to be recouped, reduce the total continuation pay to an amount per month and multiply the monthly amount by the number of months, and fractions of months, for which payment was made that the officer has not served.

2. Reduce the amount to be recouped by an amount equal to any reduction taken under subparagraphs [350702.F](#) or [350802.D](#) of this volume.

030103. Nuclear Career Annual Incentive Bonus

A. Entitlement

★ 1. Effective October 1, 1999, nuclear qualified officers serving on active duty on the last day of the fiscal year, prior to [December 31, 2009](#), may be entitled to an annual bonus not to exceed \$22,000. Effective October 1, 1999, nuclear qualified limited duty and warrant officers serving on active duty on the last day of a fiscal year, prior to December 31, 2004, may be entitled to an annual bonus not to exceed \$10,000. Officers otherwise eligible, but not on active duty on the last day of a nuclear service year (fiscal year) or who are not eligible for a portion of the year, may be paid a bonus on a pro rata basis.

2. The Secretary of the Navy is assigned, under law, responsibility for issuing regulations which prescribe specific eligibility requirements and the value of annual bonus payments, not to exceed the limits cited above. The regulation governing this program, including effective bonus rates, is [OPNAVINST 7220.11B](#), April 15, 2008.

B. Eligibility Requirements

1. The following general requirements must be met to qualify for the Nuclear Career Annual Incentive Bonus. The individual must:

- a. Be an officer on active duty, receiving basic pay.
- b. Have current technical qualifications for duty in connection with supervision, operation, and maintenance of naval nuclear propulsion plants.
- c. Be serving in pay grade W-2 through W-4, or O-1 through O-6.
- d. Not be serving in a period of obligated service incurred as a result of the acceptance of Nuclear Officer Continuation Bonus (this does not preclude pro rata payments).
- e. Not be also entitled to receive aviation career incentive pay, except in the case of officers serving billets that require the officer to be:
  - (1) Technically qualified for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants.
  - (2) Qualified for the performance of operational flying duties.

2. Additional requirements for eligibility are as follows:

- a. Unrestricted line officers must also have completed their period of initial obligated active service incurred from initial source training as extended for nuclear power training.

b. Chief warrant officers and limited duty officers must be serving in an assignment with duties involving the direct supervision, operation, or maintenance of naval nuclear propulsion plants.

C. Payment

1. The Nuclear Career Annual Incentive Bonus shall be paid annually on September 30 to all eligible officers on active duty.

a. Effective October 1, 1996, the Department of the Navy set the Nuclear Career Annual Incentive Bonus at \$10,000 for unrestricted line officers and \$4,500 for chief warrant and limited duty officers.

b. Effective October 1, 2000, the Department of the Navy set the Nuclear Career Annual Incentive Bonus at \$12,500 for unrestricted line officers and \$6,000 for chief warrant and limited duty officers.

c. Effective October 1, 2004, the Department of the Navy increased the Nuclear Career Annual Incentive Bonus from \$6,000 to \$10,000 for chief warrant and limited duty officers. The Nuclear Career Annual Incentive Bonus for unrestricted line officers remains unchanged at \$12,500.

d. Effective August 22, 2006, the Department of the Navy set the Nuclear Career Annual Incentive Bonus at \$22,000 for Serving/Served Major Command for unrestricted line officers.

e. Effective August 22, 2006, the Department of the Navy set the Nuclear Career Annual Incentive Bonus at \$22,000 for Serving/Served Major Program for acquisition professionals.

2. An officer eligible on September 30 or last working day of the fiscal year, but who had a period or periods of ineligibility during the fiscal year, shall be paid a pro rata share of the bonus for all periods of eligibility during the year.

3. An officer separated from the naval service or who has lost technical qualification for duty involving the supervision, operation, and maintenance of naval nuclear propulsion plants prior to September 30 shall be paid a pro rata share of the bonus for all periods of eligibility during the year, provided the separation or loss of technical qualification was not the result of:

a. Voluntary separation or voluntary loss of technical qualification.

b. Voluntary request for relief.

c. Refusal to accept orders to assignment in connection with supervision, operation, and maintenance of naval nuclear propulsion plants.

d. Disability resulting from or during misconduct, willful neglect, or unauthorized absence.

e. Misconduct.

f. Detachment for cause.

4. An officer promoted to pay grade 0-7, or selected for and assuming the rank of 0-7 (frocked) prior to September 30, shall be paid a pro rata share of the bonus for all periods of eligibility during the year.

0302 SPECIAL PAY FOR OFFICERS SERVING IN POSITIONS OF UNUSUAL RESPONSIBILITY AND OF A CRITICAL NATURE

030201. Entitlement. The Secretary concerned may designate positions of unusual responsibility that are of a critical nature to an Armed Force under his or her jurisdiction and authorize special pay to officers performing the duties of such a position. Officers serving in a designated position and entitled to the basic pay for active duty or compensation for inactive duty in grade 0-6 and below are entitled to this special pay. This special pay will be referred to as responsibility pay.

030202. Rates Payable. The monthly rates of responsibility pay are:

<u>Pay Grade</u>	<u>Amount</u>
0-6	\$150
0-5	\$100
0-4 and below	\$50

030203. Authorized Payees. Subject to other entitlement conditions and restrictions, officers are entitled to responsibility pay while serving as a commanding officer or commander of a unit listed in directives issued under the authority of the Secretary concerned. Responsibility pay will continue to accrue while on temporary duty, leave, or similar temporary absences from duty where there is no permanent relief. Responsibility pay accrues from the date the assignment begins through the date the assignment ends.

030204. Restrictions. Responsibility pay is not authorized for:

A. officers temporarily in command.

B. officers assigned in designated "Officer in Charge" billets unless specifically designated in directives issued under the authority of the Secretary concerned.

C. more than one officer per designated billet, except for the dates of assumption of and relief from command.

0303 ENGINEERING AND SCIENTIFIC CAREER CONTINUATION PAY (ESCCP)

030301. Entitlement. Officers entitled to basic pay may be paid this ESCCP if they:

- A. Are not receiving any other accession or career continuation bonus.
- B. Are below grade 0-7.
- C. Hold a degree in engineering or science from an accredited college or university.
- D. Have been certified by the Secretary of the Military Department concerned (or designee) as technically qualified for detail to engineering or scientific duty.

E. Have completed at least 3 but less than 14 years of active engineering or scientific duty as a commissioned officer. (NOTE: After completion of 3 years of active service, an ESCCP period of obligated service will run concurrently with any other obligated service.)

F. Are serving in or selected for assignment to a critical engineering or scientific military specialty requiring an engineering or scientific degree and are in one of the Armed Forces that has a critical shortage. (NOTE: Officers attending courses of professional military education or advanced training or education related to their specialty are considered to be serving in engineering- or scientific-type duty.)

G. Execute a written agreement to remain on active duty for assignment to engineering or scientific duty for at least 1 year, but not more than 4 years.

030302. Entitlement Amounts

A. The Secretary of the Military Department concerned (or designee) may pay ESCCP in either lump sum or yearly installments.

B. The highest amount payable is \$3,000 for each year of obligated service for which the officer has agreed to remain on active duty according to subparagraph 030301.G.

030303. Termination and Recoupment

A. Except for officers not qualified because of death, injury, illness, or other impairment incurred in the line of duty, and not the result of their own misconduct, entitlement to the full amount of the ESCCP is contingent on maintaining the technical qualifications required for performance of engineering or scientific duty.

B. Except for termination of active duty because of disability incurred in the line of duty, or for termination of military service by operation of laws, or by operation of Military Service or DoD policies, officers who do not remain on active duty for the entire period for which paid will refund that percentage of the payment that the unserved part of the period is of the total period for which the payment was made.

C. The Secretary of the Military Department concerned (or designee) may waive, in whole or in part, the refund if it would be against equity or good conscience or would not be in the best interests of the United States.

D. A discharge in bankruptcy under [Title 11, United States Code \(U.S.C.\)](#) does not relieve an officer from the refund provisions.

E. An officer may not repay voluntarily an amount equal to the percentage of the unserved time on the agreement solely to reduce the period of obligated service required by the agreement.

★0304 [SPECIAL PAY - WARFARE OFFICERS EXTENDING PERIOD OF ACTIVE DUTY](#)

030401. [Defined.](#) The term “special warfare officer” means an officer of a uniformed service who is:

A. Qualified for a military occupational specialty or designator identified by the Secretary of the Military Department concerned (or designee) as a special warfare military occupational specialty or designator, and

B. Serving in a position for which that specialty or designator is authorized.

030402. [Retention Bonus Authorized.](#) A special warfare officer who meets the eligibility requirements specified in paragraph 030403, and who executes a written agreement to remain on active duty in special warfare service for at least 1 year, may upon the acceptance of the agreement by the Secretary of the Military Department concerned (or designee) be paid a retention bonus as provided in this section.

030403. [Eligibility.](#) A special warfare officer may apply to enter into an agreement if the officer:

A. Is in pay grade O–3, or is in pay grade O–4 and is not on a list of officers recommended for promotion, at the time the officer applies to enter into the agreement;

B. Has completed at least 6, but not more than 14, years of active commissioned service; and

C. Has completed any service commitment incurred to be commissioned as an officer.

030404. Amount Of Bonus. The amount of a retention bonus paid under this section may not be more than \$15,000 for each year covered by the agreement.

030405. Payment Methods. Upon acceptance of an agreement by the Secretary of the Military Department concerned (or designee), the total amount payable pursuant to the agreement becomes fixed. The amount of the retention bonus may be paid as follows:

A. The Secretary of the Military Department concerned (or designee) may make a lump-sum payment equal to half the total amount payable under the agreement. The balance of the bonus amount will be paid in equal annual installments on the anniversary of the acceptance of the agreement.

B. The Secretary of the Military Department concerned (or designee) may make graduated annual payments. The first payment is payable at the time the agreement is accepted by the Secretary and subsequent payments are payable on the anniversary of the acceptance of the agreement.

030406. Additional Pay. A retention bonus paid under this section is in addition to any other pay and allowances to which an officer is entitled.

030407. Repayment. An officer who, having entered into a written agreement under this section and having received all or part of a bonus under this section, does not complete the period of active duty in special warfare service as specified in the agreement will be subject to the repayment provision of 37 U.S.C. 303a.

★0305 SURFACE WARFARE OFFICER CONTINUATION PAY

030501. Eligibility. In this section, the term “eligible surface warfare officer” means an officer of the Regular Navy or Navy Reserve on active duty who:

- A. Is qualified and serving as a surface warfare officer;
- B. Has been selected for assignment as a department head on a surface vessel; and
- C. Has completed any service commitment incurred through the officer’s original commissioning program or is within 1 year of completing such commitment.

030502. Special Pay Authorized. An eligible surface warfare officer who executes a written agreement to remain on active duty to complete one or more tours of duty to which the officer may be ordered as a department head on a surface vessel may upon the acceptance of the agreement by the Secretary of the Navy (or designee) be paid an amount not to exceed \$50,000.

030503. Payment Methods. Upon acceptance of the written agreement by the Secretary of the Navy (or designee), the total amount payable pursuant to the agreement becomes fixed. The Secretary will prepare an implementation plan specifying the amount of each installment payment under the agreement and the times for payment of the installments.

030504. Additional Pay. Any amount paid under this section is in addition to any other pay and allowances to which an officer is entitled.

030505. Repayment. An officer who, having entered into a written agreement under section 0305 and having received all or part of a bonus under this section, does not complete the period of active duty as a department head on a surface vessel, as specified in the agreement, will be subject to the repayment provision of 37 U.S.C. 303a.

★0306 JUDGE ADVOCATE CONTINUATION PAY

030601. Eligibility. The term “eligible judge advocate” means an officer of the Armed Forces on full-time active duty who:

A. Is qualified and serving as a judge advocate as defined in 10 U.S.C. 801; and

B. Has completed the active duty service obligation incurred through the officer’s original commissioning program; or

C. In the case of an officer detailed under 10 U.S.C. 2004 or 14 U.S.C. 470, the active duty service obligation incurred as part of that detail.

030602. Special Pay Authorized. An eligible judge advocate who executes a written agreement to remain on active duty for a period of obligated service specified in the agreement may, upon the acceptance of the agreement by the Secretary of the Military Department concerned (or designee) be paid continuation pay under this section. The total amount paid to an officer under one or more agreements under this section may not exceed \$60,000.

030603. Payment Methods. Upon acceptance of an agreement by the Secretary of the Military Department concerned (or designee) the total amount payable pursuant to the agreement becomes fixed. The Secretary of the Military Department concerned (or designee) will prepare an implementation plan specifying the amount of each installment payment under the agreement and the times for payment of the installments.

030604. Additional Pay. Any amount paid to an officer under this section is in addition to any other pay and allowances to which the officer is entitled.

030605. Repayment. An officer who has entered into a written agreement, and has received all or part of the amount payable under the agreement but who does not complete the total period of active duty specified in the agreement, will be subject to the repayment provision of 37 U.S.C. 303a.

★0307 ACCESSION BONUS FOR OFFICER CANDIDATES

030701. Authorization. Under regulations prescribed by the Secretary of the Military Department concerned (or designee) a person who executes a written agreement may be paid an accession bonus under this section upon acceptance of the agreement by the Secretary of the Military Department concerned (or designee).

030702. Amount. The amount of an accession bonus may not exceed \$8,000.

030703. Eligibility. A written agreement referred to in paragraph 030701 is a written agreement by a person to:

A. Complete officer candidate school;

B. Accept a commission or appointment as an officer of the Armed Forces;  
and

C. Serve on active duty as a commissioned officer for a period specified in the agreement.

030704. Payment Method. Upon acceptance of a written agreement by the Secretary of the Military Department concerned (or designee) the total amount of the accession bonus payable under the agreement becomes fixed. The agreement will specify whether the accession bonus will be paid in a lump sum or installments.

030705. Repayment. A person who, having received all or part of the bonus under a written agreement and does not complete the total period of active duty as a commissioned officer as specified in such agreement, will be subject to the repayment provision of 37 U.S.C. 303a.

030706. Termination of Authority. No agreement under this section may be entered into after December 31, 2009.

★0308 ACCESSION BONUS FOR NEW OFFICER IN CRITICAL SKILLS

030801. Authorization. A person who executes a written agreement to accept a commission or an appointment as an officer of the Armed Forces and serve on active duty in a designated critical officer skill for the period specified in the agreement may be paid an accession bonus in an amount determined by the Secretary of the Military Department concerned (or designee).

030802. Eligibility. The Secretary of the Military Department concerned (or designee) will designate the critical officer skills. A skill may be designated as a critical officer skill for an Armed Force under this subsection if:

A. In order to meet requirements of the Armed Force, it is critical for the Armed Force to have a sufficient number of officers who are qualified in that skill, and

B. In order to mitigate a current or projected significant shortage of personnel in the Armed Force who are qualified in that skill, it is critical to access into that Armed Force in sufficient numbers persons who are qualified in that skill or are to be trained in that skill.

030803. Amount of Bonus. The amount of an accession bonus may not exceed \$60,000.

030804. Payment Method. Upon acceptance of a written agreement by the Secretary of the Military Department concerned (or designee) the total amount of the accession bonus payable under the agreement becomes fixed. The agreement will specify whether the accession bonus will be paid by the Secretary of the Military Department concerned (or designee) in a lump sum or installments.

030805. Relation To Other Accession Bonus Authority. An individual may not receive an accession bonus under this section and section 37 U.S.C. 302d, 302h, 302j, or 312b for the same period of service.

030806. Repayment. A person who having received all or part of the bonus under a written agreement and does not complete the total period of active duty as a commissioned officer as specified in such agreement, will be subject to the repayment provision of 37 U.S.C. 303a.

030807. Termination of Authority. No agreement under this section may be entered into after December 31, 2009.

#### ★0309 RETENTION INCENTIVE FOR CRITICAL MILITARY SKILLS

030901. Authorization. An officer serving on active duty (in a regular Component or in an active status in a reserve Component), who is qualified in a critical military skill designated and accepts an assignment to a high-priority unit, may be paid a retention bonus as provided if the officer executes a written agreement to remain on active duty for at least 1 year.

030902. Eligibility. The Secretary of Defense, and the Secretary of Homeland Security with respect to the Coast Guard when it is not operating as a service in the Navy may designate a critical military skill or designate a unit as a high-priority unit regarding which a retention bonus will be provided to a member of the Armed Forces who agrees to accept an assignment to the unit.

030903. Payment Methods. A bonus under this section may be paid in a single lump sum or in periodic installments.

030904. Bonus Amount. An officer may enter into an agreement more than once to receive a bonus under this section; however, an officer may not receive a total of more than

\$200,000 (or \$100,000 in the case of a Reserve Component officer) in payments under this section. This limitation on the total bonus payments does not apply with respect to an officer who is assigned duties as a health care professional.

030905. Relationship to Other Incentives. A retention bonus paid under this section is in addition to any other pay and allowances to which a member is entitled.

030906. Repayment. An officer who having received all or part of the bonus under a written agreement and fails to remain qualified in the critical military skill or to satisfy the other eligibility criteria for which the bonus was paid, will be subject to the repayment provision of 37 U.S.C. 303a.

030907. Termination of Authority. No agreement under this section may be entered into after December 31, 2009.

★0310 INCENTIVE BONUS: TRANSFER BETWEEN ARMED FORCES

031001. Authorization. A bonus may be paid to an eligible officer of a regular Component or reserve Component of an Armed Force who executes a written agreement to:

A. Transfer from such regular Component or Reserve Component to a regular Component or Reserve Component of another Armed Force, and

B. To serve pursuant to such agreement for a period of not less than 3 years in the Component to which transferred.

031002. Eligibility. An officer is eligible to enter into an agreement to transfer if, as of the date of the agreement, the officer is eligible to continue in service in a regular or Reserve Component of the Armed Forces, and has fulfilled the requirements for transfer to the Component of the Armed Force that are established by the Secretary of the Military Department having jurisdiction over such Armed Force.

031003. Limitation. An officer may enter into an agreement to transfer to a regular Component or Reserve Component of another Armed Force only if the Secretary having jurisdiction over such Armed Force determines that there is shortage of trained and qualified personnel in such Component.

031004. Amount and Payment of Bonus. The bonus amount may not exceed \$10,000. The bonus will be paid by the Secretary of the Military Department concerned (or designee) having jurisdiction of the Armed Force to which the member to be paid the bonus is transferring. The Secretary of the Military Department concerned (or designee) paying the bonus will:

A. Disburse the bonus to the officer in one lump sum when the transfer for which the bonus is paid is approved by the chief personnel officer of the Armed Force to which the member is transferring; or

B. Make annual installments in such amounts as may be determined by the Secretary of the Military Department concerned (or designee) paying the bonus.

031005. Relationship to Other Pay and Allowances. A bonus paid to an officer under section 0310 is in addition to any other pay and allowances to which the member is entitled.

031006. Repayment. An officer who having received all or part of the bonus under a written agreement fails to satisfy the service or eligibility requirements, will be subject to the repayment provision of 37 U.S.C. 303a.

031007. Regulations. The Secretaries of the Military Department concerned (or designee) will prescribe regulations to carry out this section. Regulations prescribed by the Secretary of the Military Department concerned (or designee) under this subsection will be subject to the approval of the Secretary of Defense.

031008. Termination of Authority. No agreement under this section may be entered into after December 31, 2009.

**BIBLIOGRAPHY****CHAPTER 03 – SPECIAL PAY - OFFICERS ONLY**

## 0301 - SPECIAL PAY FOR NUCLEAR QUALIFIED OFFICERS

030101 - Nuclear Power Accession Bonus Program

- ★ 030101.A.1 37 U.S.C. 312b(c)
- 030101.C.1.d OPNAVINST 7220.11A, April 2, 2006
  
- 030102 – Nuclear Qualified Officer Extending Period of Active Service  
(Continuation Pay)
- 030102 37 U.S.C. 312  
ASD(FMP) Memo, June 29, 1999
- ★ 030102A.1. 37 U.S.C. 312(f)
- 030102.C.1.f and g OPNAVINST 7220.11A, CH-1, August 22, 2006
  
- 030103 - Nuclear Career Annual Incentive Bonus
- ★ 030103.A.1. 37 U.S.C. 312c(d)
- 030103.C.1.c NAVADMIN 164/05 DTG 182025Z JUL 05
- 030103.C.1.d and e OPNAVINST 7220.11A, CH-1, August 22, 2006

0302 - SPECIAL PAY FOR OFFICERS SERVING IN POSITIONS OF UNUSUAL  
RESPONSIBILITY AND OF A CRITICAL NATURE37 U.S.C. 306  
ASD(FMP) Comp Memo, August 26, 2002

## 0303 - ENGINEERING AND SCIENTIFIC CAREER CONTINUATION PAY

37 U.S.C. 315

★ 0304 - SPECIAL PAY: WARFARE OFFICERS EXTENDING PERIOD OF ACTIVE  
DUTY

37 U.S.C. 318

## ★ 0305 - SURFACE WARFARE OFFICERS CONTINUATION PAY

37 U.S.C. 319

## ★ 0306 - JUDGE ADVOCATE CONTINUATION PAY

37 U.S.C. 321

## ★ 0307 - ACCESSION BONUS FOR OFFICER CANDIDATES

37 U.S.C. 330

## ★ 0308 - ACCESSION BONUS FOR NEW OFFICERS IN CRITICAL SKILLS

37 U.S.C. 324

★ 0309 - RETENTION INCENTIVE FOR CRITICAL MILITARY SKILLS  
37 U.S.C. 355

★ 0310 - INCENTIVE BONUS: TRANSFER BETWEEN ARMED FORCES  
37 U.S.C. 327