

**VOLUME 7A, CHAPTER 7: “SPECIAL PAY FOR PHARMACY, OPTOMETRY,
AND VETERINARY OFFICERS”**

SUMMARY OF MAJOR CHANGES

All changes are denoted by **blue font**.

Substantive revisions are denoted by an asterisk (*) symbol preceding the section, paragraph, table, or figure that includes the revision.

Unless otherwise noted, chapters referenced are contained in this volume.

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

The previous version dated **September 2015** is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
070201.E 070506	Extended the Duration of Authority to December 31, 2016 in accordance with Public Law 114-92 for: - Pharmacy Officer Accession Bonus (AB); and - Veterinary Officer AB and Incentive Pay.	Revision
0706	Removed section containing unusable hyperlinks.	Deletion
Bibliography	Updated references.	Revision

Table of Contents

0701	GENERAL	3
070101.	Purpose	3
070102.	Authoritative Guidance	3
0702	PHARMACY	3
*070201.	Accession Bonus (AB)	3
070202.	Special Pay	4
0703	OPTOMETRY	4
070301.	Eligibility.....	4
070302.	Regular Special Pay	5
070303.	Retention Special Pay.....	5
070304.	Repayment.....	6
0704	NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY (NPBCP).....	6
070401.	Eligibility.....	6
070402.	Amount.....	6
070403.	Restriction	7
0705	VETERINARY	7
070501.	AB	7
070502.	IP	8
070503.	RB.....	9
070504.	BCP	10
070505.	Repayment.....	10
*070506.	Duration of Authority.....	10
*BIBLIOGRAPHY		11

CHAPTER 7

SPECIAL PAY FOR PHARMACY, OPTOMETRY, AND VETERINARY OFFICERS

0701 GENERAL

070101. Purpose

This chapter establishes policy pertaining to bonuses and special pay for pharmacy, optometry, and veterinary officers.

070102. Authoritative Guidance

The bibliography at the end of this chapter lists the authoritative references.

0702 PHARMACY

*070201. Accession Bonus (AB)

A. Eligibility. A person, who is a graduate of an accredited pharmacy school and executes a written agreement to accept a commission as an officer of a uniformed service and remain on active duty for a period of not less than 4 years may, upon acceptance of the agreement by the Secretary of the Military Department concerned, be paid an AB in an amount determined by the Secretary concerned.

B. Eligibility Limitation. A person may not be paid an AB if:

1. The person, in exchange for an agreement to accept an appointment as a warrant or commissioned officer, received financial assistance, from the Department of Defense (DoD) or the Department of Health and Human Services, to pursue a course of study in pharmacy; or

2. The Secretary concerned determines that the person is not qualified to become and remain licensed as a pharmacist.

C. Amount. The Secretary concerned may, upon acceptance of the written agreement, pay an AB to an eligible person in an amount not to exceed \$30,000.

D. Repayment. A person who, after signing an agreement under subparagraph 070201.A, is not commissioned as an officer of the armed forces, does not become and remain certified or licensed as a pharmacist, or does not complete the period of active duty specified in the agreement will be subject to the repayment provisions of Chapter 2.

* E. Duration of Authority. No agreement under this section may be entered into after December 31, 2016.

070202. Special Pay

A. Eligibility. A commissioned officer serving in a pay grade below O-7 is eligible to receive special pay starting on or after October 1, 2010, **provided the officer:**

1. Is a pharmacy officer in the Medical Service Corps of the Army or Navy, or the Biomedical Science Corps of the Air Force;

2. Is on active duty under a call or order to active duty for a period of not less than 2 years; and

3. Executes a contract to remain on active duty for a minimum of 2 years (exception for those with an approved retirement date may be approved within Service policy).

NOTE: Anyone extended on active service (voluntary or involuntary), beyond a formally recorded separation or retirement date due to a national emergency, may extend the contract under which they are currently serving on the date of extension (stop loss).

B. Amount. The amount paid to an officer for pharmacy special pay will not exceed \$15,000 per year for a 2-year obligation.

0703 OPTOMETRY

070301. Eligibility

The following officers are eligible for special pay:

A. A commissioned officer of the Regular Army, Regular Navy, or the Regular Air Force who is designated as an optometry officer;

B. A commissioned officer of a Reserve Component of the Army, Navy, or the Air Force who is designated as an optometry officer who is on active duty as a result of a call or order to active duty for a period of at least 1 year;

C. An optometry officer on active duty less than 1 year, other than active duty for training. This includes:

1. Reservists called to active duty for more than 30 days but less than 1 year, other than active duty for training;

2. Officers involuntarily retained on active duty;

3. Officers who:
 - a. Voluntarily agree to remain on active duty for less than 1 year at a time; or
 - b. Are involuntarily retained on active duty; or
 - c. The Secretary of Defense determines that special circumstances justify the payment of special pay; and
4. Any retired optometry officer recalled to active duty for more than 30 days.

D. A general officer of the Army or the Air Force appointed, from any of the categories named in paragraph 070301, in the Army, Air Force, or the National Guard.

070302. Regular Special Pay

An eligible officer is entitled to special pay at the rate of \$100 a month for each month of active duty.

070303. Retention Special Pay

An eligible officer may be paid a retention special pay of not more than \$15,000 for any 12-month period during which the officer is not undergoing an internship or initial residency training, provided the officer:

- A. Is entitled to regular special pay under paragraph 070301;
- B. Has completed any initial active duty service commitment incurred for education and training;
- C. Is determined by the Secretary concerned to be a qualified as an optometrist; and
- D. Meets one of the following criteria:
 1. Executes a written agreement to remain on active duty for a period of not less than 2 years, beginning on the date the officer accepts the award of such special pay;
 2. Is a reserve officer called or ordered to active duty for more than 30 days but less than 1 year, other than active duty for training;
 3. Is involuntarily retained on active duty;

4. Voluntarily agrees to remain on active duty for less than 1 year at a time when:

- a. Officers are involuntarily retained on active duty; or
- b. The Secretary of Defense determines that special circumstances justify the payment of special pay; or

5. Is a retired optometry officer recalled to active duty for more than 30 days.

070304. Repayment

An officer, who does not complete the period of service for which the payment was made under paragraph 070303, will be subject to the repayment provisions of Chapter 2.

0704 NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY (NPBCP)

070401. Eligibility

The Secretary concerned may authorize the payment of NPBCP to an officer in the Army, Navy, or the Air Force designated as a Non-Physician Healthcare Provider. To be eligible for NPBCP, an officer must:

- A. Be a health care provider in a clinical specialty that is privilegeable;
- B. Possess a post-baccalaureate degree in their clinical specialty; and
- C. Be certified by a professional board in their clinical specialty.

070402. Amount

The rate of NPBCP to which an officer is entitled will be paid in equal monthly amounts.

Years of Creditable Service

Annual Payments

Less than 10 years	\$2,000
At least 10 but less than 12 years	\$2,500
At least 12 but less than 14 years	\$3,000
At least 14 but less than 18 years	\$4,000
18 or more years	\$5,000

070403. Restriction

Officers cannot receive NPBCP and the entitlements contained in section 0705 for the same activity, skill, or period of service.

NOTE: Creditable service, for purposes of NPBCP, is defined as all periods of active service after the officer was qualified in the health care provider specialty for which NPBCP is being received.

0705 VETERINARY

070501. AB

A. Authorization. The Secretary concerned may pay an AB to an eligible person who signs a written agreement to serve on active duty or in an active status in exchange for receiving an AB. Based on service-unique requirements, the Secretary concerned may decline to offer an AB to any specialty that is otherwise eligible or may restrict the length of an AB contract for a specialty to less than 4 years.

B. Eligibility. To be eligible for an AB, an individual must:

1. Be a graduate of an accredited school(s) in his or her clinical specialty;

2. Be fully qualified to hold a commission or appointment as a commissioned officer in an Active or Reserve Component;

3. Execute a written agreement to accept a commission or appointment as a veterinarian in the Army or the Navy and serve on active duty or in active duty status for a period of not less than 2 consecutive years. An individual who currently holds an appointment as a veterinarian in either the Active or Reserve Component is not eligible for an AB. A former veterinary officer, who no longer holds an appointment or commission and is otherwise qualified and eligible, must have been discharged from any uniformed service at least 24 months prior to execution of the written agreement to receive an AB;

4. Complete all mandatory service obligations if financial assistance was received from DoD in order to pursue a course of study as a veterinarian. This includes, but is not limited to, participants and former participants of the Reserve Officers Training Corps, Armed Forces Health Professions Scholarship Program, and Financial Assistance Program; and

5. Possess an unrestricted license (or an approved waiver) and be qualified as a veterinarian.

C. Amount. An individual, who meets the conditions under subparagraph 070501.B, and signs a written agreement for 4 years, is eligible for a \$5,000 AB. The AB may

be paid in a lump sum, in monthly payments, or in periodic installments as determined by the Secretary concerned.

D. Restriction. Officers cannot receive a Health Profession Officers [AB](#) and the entitlements contained in section 0704 for the same activity, skill, or period of service.

NOTE: During the discharge of the service obligation associated with an [AB](#), individuals are eligible for Incentive Pay ([IP](#)) and [Board Certification Pay \(BCP\)](#). Any additional obligation incurred by these payments will be served concurrently.

070502. [IP](#)

A. Eligibility. To be eligible for [IP](#), a veterinary officer must:

1. Have completed specialty qualification before October 1, 2008;
2. Sign a written agreement, to remain on active duty, or in an active status in the Selected Reserve of the Ready Reserve in a designated health profession specialty for a period of not less than 1 year, beginning on the date the contract is signed; and
3. Possess an unrestricted license (or approved waiver) and be qualified in his or her specialty. Subject to acceptance by the Secretary concerned, a veterinarian must be currently credentialed and privileged at a military treatment facility in the specialty for which the [IP](#) is to be paid. The Secretary concerned may also approve recommendations for [IP](#) payments to fully qualified veterinarians, assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions, or in remote locations, located outside the United States, or that preclude the ability to spend appropriate time in a clinical setting.

B. Amount. A licensed veterinarian, who meets the conditions of subparagraph 070502.A and signs a contract beginning on or after July 23, 2009, is eligible for [IP](#) in the annual amount of:

1. \$2,500 for entry-level pay;
2. \$2,500 while in training;
3. \$5,000 when board eligible; or
4. \$5,000 when fully qualified.

NOTE: The veterinarian [IP](#) must be paid in monthly payments.

C. Agreement

1. Not Under Retention Bonus (RB) Agreement. Subject to acceptance by the Secretary concerned, a veterinarian who is eligible for, but not obligated under an existing RB agreement, and who is no longer obligated under a previous IP agreement, may enter into a new 1-year IP agreement at the rate expressed in [subparagraph 070502.B](#). IP agreements must be for at least 1 year and cannot be prorated. Termination of a current IP contract, prior to its expiration, can only be done in conjunction with execution of a new RB contract.

2. Under RB Agreement. Veterinarians who enter a RB contract may also enter into an IP contract for the same specialty at the amount in [subparagraph 070502.B](#). Veterinarians who elect this option will continue IP eligibility at that rate for each active year of the RB contract. Any renegotiation of either the RB or IP will require signing a new RB contract at the annual rate in effect at the time the new contract is signed with an equal or longer obligation.

D. Completion of Qualifying Training. IP will not be paid during the same Fiscal Year (FY) in which the qualifying training is completed. If the qualifying training is completed out of cycle (at a time prior to the end of June) and due to circumstances beyond the veterinary officer's control, the Secretary concerned may authorize its Surgeon General to approve IP during the same FY in which the qualifying training is completed. The effective date of IP will be calculated from the completion of the qualifying training, plus 3 months.

070503. **RB**A. Eligibility. To be eligible for a RB, a veterinary officer must:

1. Be below the grade of O-7;
2. Have at least 8 years of creditable service as an officer in the respective specialty, have completed any active duty service commitment incurred for medical education and training, or have completed all active duty service obligations for AB;
3. Have completed initial training before October 1, 2008; and
4. Sign a written agreement to remain on active duty as a veterinarian for a period of 2, 3, or 4 years, and is accepted by the Secretary of the Military Department concerned.

NOTE: Based on service-unique requirements, the Secretary of the Military Department concerned may decline to offer RB to any specialty that is otherwise eligible, or may restrict the length of a RB contract for a specialty less than 4 years.

B. Prior Multiyear Pay. Subject to acceptance by the Secretary of the Military Department concerned, a veterinarian, with an existing multiyear pay or with a RB

contract, may request termination of that contract to enter into a new **RB** contract, with an equal or longer obligation, at the **RB** annual rate in effect at the time of execution of the new **RB** contract. The new obligation period will not retroactively cover any portion or period that was executed under the old contract.

C. Amounts. Annual payment amounts for multiyear **RB** contracts will be in the amounts of:

1. \$2,500 for a 2-year obligation;
2. \$3,750 for a 3-year obligation; or
3. \$5,000 for a 4-year obligation.

NOTE: The **RB** may be paid in a lump sum or periodic installments.

070504. **BCP**

A. Eligibility. To be eligible for **BCP**, an officer must:

1. Possess a post-baccalaureate degree in his or her clinical specialty;
2. Be certified by a professional board in his or her clinical specialty;

and

3. Sign a written agreement, to remain on active duty, or in an active status, in the selected reserves of the Ready Reserve in a designated health profession specialty for a period of not less than 1 year, beginning on the date the contract is signed.

B. Amount. Veterinarians, meeting the conditions in subparagraph 070504.A, are eligible to receive **BCP** at the annual rate of \$6,000 paid in equal monthly amounts.

070505. Repayment

An officer, who receives a bonus or **IP** under section 0705 and fails to fulfill the service conditions specified in the written agreement for the bonus or **IP**, will be subject to the repayment provisions of Chapter 2.

*070506. Duration of Authority

Unless authorized by the Congress, no agreement under this section may be entered into after **December 31, 2016**.

*BIBLIOGRAPHY

CHAPTER 7 – SPECIAL PAY FOR PHARMACY, OPTOMETRY, AND VETERINARY OFFICERS

0702 – PHARMACY

- * 070201 Title 37, United States Code (U.S.C.), section 302j
Public Law 114-92, § 612(b)(6), November 25, 2015
- 070201.C Assistant Secretary of Defense Health Affairs
(ASD (HA)) Memo, February 8, 2011
- 070202 37 U.S.C. § 302i
ASD (HA) Memo, August 17, 2010

0703 – OPTOMETRY

- 070301 37 U.S.C. § 302a(a)
- 070301.C.2 10 U.S.C. § 12305
- 070301.C.3 10 U.S.C. § 12305
- 37 U.S.C. § 302f
- 070301.C.4 10 U.S.C. § 688
- 070302 37 U.S.C. § 302a(a)
- 070303 37 U.S.C. § 302a(b)
- 37 U.S.C. § 302f
- 070303.D.3 10 U.S.C. § 12305
- 070303.D.4.a 10 U.S.C. § 12305
- 070303.D.4.b 37 U.S.C. § 302f
- 070303.D.5 10 U.S.C. § 688
- 070304 37 U.S.C. § 303a(e)
- 37 U.S.C. § 373
- Under Secretary of Defense Personnel and Readiness
(USD (P&R)) Memo, May 21, 2008
- USD (P&R) Memo, February 6, 2009

0704 –NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY (NPBCP)

- 070401 37 U.S.C. § 302c
- 070402 37 U.S.C. § 302c
- ASD (HA) Memo, May 6, 2015
- 070403 37 U.S.C. § 371

0705 – VETERINARY

- 070501 37 U.S.C. § 335
- 37 U.S.C. § 371

070501.C
* 070506

ASD (HA) Memo, July 23, 2009
Public Law 114-92, § 614(5), November 25, 2015