

VOLUME 7A, CHAPTER 3: “SPECIAL PAY – OFFICERS ONLY”

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 **July 2016** is archived.

| PARAGRAPH | EXPLANATION OF CHANGE/REVISION | PURPOSE |
|------------------------|---|----------------|
| All | Updated hyperlinks and formatting to comply with current administrative instructions. | Revision |
| 030101 | Updated the “Purpose” paragraph in accordance with Department of Defense Instruction (DoDI) 1304.34, dated July 11, 2016. | Revision |
| 0302 | Added the “General Bonus Authority for Officers” section per DoDI 1304.34 and renumbered subsequent sections and paragraphs. | Addition |
| 0303 | Added the “Accession Bonus” section per DoDI 1304.34 and renumbered subsequent sections and paragraphs. | Addition |
| 0304 | Added the “RC Affiliation Bonus” section per DoDI 1304.34 and renumbered subsequent paragraphs. | Addition |
| 0305 | Added the “Retention Bonus” section per DoDI 1304.34 and renumbered subsequent paragraphs. | Addition |
| 0306 | Added the “Transfer Bonuses” section and renumbered subsequent paragraphs. | Addition |
| 030701.D | Extended “Duration of Authority” to December 31, 2018 per Public Law (P.L.) 115-91, December 12, 2017. | Revision |
| 030702 030702.E | Updated the paragraph in accordance with Chief of Naval Operations Instruction (OPNAVINST) 7220.11F and extended the “Duration of Authority” to December 31, 2018 per P.L. 115-91, December 12, 2017. | Revision |
| 030704 | Added the “Prototype Shift Engineer Incentive Pay” paragraph in accordance with OPNAVINST 7220.11F. | Addition |
| 0308 | Added the “Command Pay” section. | Addition |
| Table 3-1 Table 3-2 | Added the “Intra-Service Transfers” and “Inter-Service Transfers” tables in accordance with DoDI 1304.34. | Addition |
| Bibliography | Updated statutes and references. | Revision |

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CHAPTER 3

SPECIAL PAY – OFFICERS ONLY

0301 GENERAL

*030101. Purpose

The Secretaries of the Military Departments may pay a bonus or special pay to persons or officers, as appropriate, to support accession and retention efforts for a designated military specialty, career field, unit, grade, or to meet some other condition or conditions of service imposed by the Secretary of the Military Department concerned. This chapter establishes policy pertaining to the payments of bonuses or special pay in support of accession and retention efforts.

030102. Authoritative Guidance

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

*0302 GENERAL BONUS AUTHORITY FOR OFFICERS

030201. Authority

Title 32, United States Code (U.S.C.), section 332 and the Department of Defense (DoD) Instruction (DoDI) 1304.34, General Bonus Authority for Officers, dated July 11, 2016, provides the general bonus authority for bonuses referenced in sections 0303, 0304, 0305, and 0306. The Secretaries concerned may pay these bonuses to a person, member, or officer in the Military Services who:

- A. Accepts a commission or appointment as an officer in a Military Service;
- B. Affiliates as an officer with a Reserve Component (RC) of a Military Service;
- C. Agrees to remain on active duty (AD) or in an active status for a specified period as an officer in a Military Service;
- D. Transfers between the Regular Component and the Ready Reserve of the same Military Service, or vice versa; or
- E. Transfers from a Regular Component or the Ready Reserve of a Military Service to a Regular Component or the Ready Reserve of another Military Service, subject to the approval of the Secretary with jurisdiction over the Military Service to which the member is transferring.

030202. Eligibility

In accordance with paragraph 030201, the Secretary concerned may only pay a bonus to a person or officer who:

A. Signs a written agreement with the Secretary concerned to serve for a specified period in a designated career field, skill, unit, or grade, or meets some other condition or conditions of service imposed by the Secretary;

B. Successfully completes training and becomes qualified in a designated skill or career field, if completion of such training and technical qualification forms the basis for which the bonus is paid;

C. Qualifies pursuant to any additional criteria prescribed by the Secretary concerned;

D. Meets any additional eligibility criteria outlined in sections 0303, 0304, 0305, and 0306;

E. Is not in receipt of an accession, retention, reserve affiliation, or transfer bonus, in accordance with 37 U.S.C., Chapter 5, Subchapter I, for the same activity, skill, or period of service;

F. Will not exceed the mandatory retirement or high-year tenure date during the specified period of obligated service for which the bonus is paid; and

G. Is not serving a service obligation, except as noted in paragraph 030208.

030203. Additional Guidelines

A. An officer is not eligible for a bonus, under DoDI 1304.34, if previously discharged or released from AD or military service in an active status based on a determination of misconduct, substandard duty performance, or moral or professional dereliction.

B. In accordance with 37 U.S.C. § 371, an officer may not receive a bonus or incentive pay under 37 U.S.C., Chapter 5, Subchapter I and Subchapter II, for the same activity, skill, or period of military service.

C. An officer may receive only one bonus pursuant to paragraph 030201 for the duration of the service obligation period, unless explicitly exempt in statute or DoDI 1304.34.

D. An officer may not receive more than \$300,000 (or \$150,000, in the case of a non-Active Guard Reserve officer in the RC) in combined bonus payments authorized under DoDI 1304.34 during the course of the officer's career. The Military Service may not exceed these payment caps unless specifically authorized by the Assistant Secretary of Defense for Manpower and Reserve Affairs (ASD (M&RA)).

E. An officer receiving pre-commissioning compensation in accordance with 10 U.S.C. §§ 2106, 2107, and 2107a, or financial assistance through a loan repayment program under 10 U.S.C. §§ 16201, 16301, 16302, or 16303, is not eligible for a bonus pursuant to DoDI 1304.34 until the military service obligation (MSO) is completed.

F. An officer receiving a bonus in accordance with 37 U.S.C. §§ 333 and 334, is not eligible for a bonus pursuant to DoDI 1304.34 for the same skill and period of service.

G. An officer receiving a bonus in accordance with 37 U.S.C. § 335, is not eligible for a bonus pursuant to DoDI 1304.34 for the same period of obligated service.

H. Existing bonus contracts under 37 U.S.C., Chapter 5, Subchapter I, will remain in effect through the preexisting termination dates.

030204. Amount

The bonus amount paid by the Secretary concerned will be fixed on acceptance of the agreement by the Secretary, and may only be paid prospectively. The bonus paid may not exceed the following amounts, unless otherwise approved by the ASD (M&RA):

A. \$60,000 for a minimum 4-year service obligation for an officer or person who accepts a commission or appointment as an officer in a Military Service, as described in subparagraph 030201.A;

B. \$10,000 for a minimum 3-year service obligation for an officer, as described in subparagraph 030201.B;

C. \$25,000 for each year of obligated service as an officer in a Regular Component for retention, as described in subparagraph 030201.C;

D. \$12,000 for each year of obligated service as an officer in an RC for retention, as described in subparagraph 030201.C; or

E. \$10,000 for a transfer, as described in subparagraphs 030201.D and 030201.E.

030205. Payment Method

A. The Secretary concerned will establish the method of payment for the bonus (i.e., lump sum or periodic installments).

B. The Secretary concerned may make payment based on training milestones, proportional length of service, or lump sum. However, the Secretary will not pay an officer any portion of a skill bonus before awarding of the military skill specialty, if completion of such training and technical qualification forms the basis for which the bonus is paid.

C. Officers will receive their initial bonus payments based on the terms and conditions of their bonus agreements.

030206. Specific Rule for Designated Military Skills or Career Fields

The following are specific procedures, requirements, and conditions related to an accession, affiliation, retention, or transfer bonus paid to an officer for a period of obligated service in a designated military skill or career field:

A. The period of obligated service will include normal skill progression, as defined by the Secretary concerned (e.g., attending courses in professional military education) and any other advanced training or education related to a designated military skill.

B. The Secretary concerned may pay a conversion bonus to an officer who agrees to convert to a designated military skill in which there is a shortage of trained and qualified officers. The bonus may be payable in a lump sum upon approval and completion of the conversion training by the Secretary concerned.

1. The officer must agree to serve for not less than 3 years on AD or in an active status in the Selective Reserve (SELRES) in that military skill or career field.

2. The officer must serve in the pay grade of O-3 or below with no more than 8 years of commissioned military service at the time the officer enters into the conversion contract, as computed in accordance with 37 U.S.C. § 205.

3. The officer must have completed all service obligations previously incurred for receipt of an accession or retention bonus, in accordance with 37 U.S.C. § 332, or critical skills retention bonus, in accordance with 37 U.S.C. § 355, at the time the officer begins training for conversion to the new skill.

4. The bonus amount may not exceed the retention bonus amounts listed in paragraph 030504.

C. Officers receiving skill-based bonuses are expected to serve in an assignment for which the skill is required. For service obligations of at least 36 months, the Secretary concerned may curtail the assignment requirements to a period of 2 years based on the needs of the Military Service. The Secretary concerned will establish assignment criteria and procedures that limit the circumstances in which such a period of obligated military service may be curtailed and will specify such other appropriate conditions of military service, consistent with 37 U.S.C. § 332(b)(2) and paragraph 030202. Additionally, the Secretary will:

1. Ensure that military personnel centers identify, monitor, and review such obligated military service curtailments;

2. Approve any curtailment of the assignment criteria that involves more than one consecutive assignment in a military skill other than that which was designated for

purposes of the bonus. This responsibility may be delegated no lower than the grade of major general or rear admiral (upper half); and

3. Ensure that any request for curtailment is:
 - a. Clearly justified based on the needs of the Military Department concerned; and
 - b. Not granted on a routine basis.

030207. Repayment

A person or officer who receives a bonus in accordance with 37 U.S.C. § 332, and fails to complete the period of obligated service or other conditions of service specified in the written agreement for which the bonus is paid, must repay any unearned portion of the bonus in accordance with the provisions of 37 U.S.C. § 373 and Chapter 2.

030208. Service Obligations

A. An officer who has a service obligation is not eligible for a bonus under DoDI 1304.34, except when the officer:

1. Serves his or her initial service obligation incurred at time of commissioning or appointment in accordance with DoDI 1304.25, “Fulfilling the Military Service Obligation (MSO);”
2. Incurs a service obligation due to a permanent change in duty station or promotion;
3. Incurs a service obligation for attending and completing professional military education or government-funded education courses (this exception does not apply to undergraduate education); or
4. Incurs a service obligation as a result of transferring Post 9-11 GI Bill benefits.

B. For the situations described in subparagraphs 030208.A.1 through 030208.A.3, the service obligations may run concurrently for bonuses offered under DoDI 1304.34. For subparagraph 030208.A.4, the Secretary concerned will determine if the service obligation is concurrent or consecutive.

C. Excluding the situations described in subparagraph 030208.A:

1. The Military Department may offer a bonus under DoDI 1304.34 up to 1 year from completion of an officer’s service obligation.

2. The bonus may not be paid until completion of the previous service obligation.

3. The service obligation for a new bonus will begin on the date of the agreement or completion of a previous service obligation, whichever date is later.

030209. Non-Availability

A. Officers of the SELRES who incur a period of authorized absence approved by the Secretary concerned, or are transferred to the Standby Reserve in accordance with DoD Directive 1200.7, will have their bonuses suspended during this period and will not be entitled to bonus payments. The Secretary concerned will determine this period of time on a case by case basis.

B. The Secretary concerned may reinstate RC officers in the bonus program who are subsequently reassigned in the SELRES to a skill for which they had previously contracted, if they extend their MSO so they are able to serve the full original bonus agreement period.

C. Officers' entitlement to subsequent payments will resume on the adjusted anniversary date of satisfactory and creditable SELRES service, as appropriate. The Secretary concerned will adjust the anniversary date for periods of authorized absence. Failure to meet reinstatement criteria in a capacity that was previously agreed on will result in termination of the bonus and in repayment, as appropriate.

*0303 ACCESSION BONUS

030301. General

An accession bonus offers a monetary incentive for a person (including a Service member) to accept a commission or appointment as an officer and serve for a specified period on AD or in an active status in a Military Service.

A. An accession bonus is authorized when an individual executes a written agreement and agrees to serve for a minimum 4-year period in:

1. A designated military skill or career field;
2. A unit;
3. A grade; or
4. Some other role that meets a condition or conditions imposed by the Secretary concerned.

B. The procedures described in sections 0302 and 0303, as well as any additional conditions and requirements prescribed by the Secretary concerned, govern the award and administration of an accession bonus.

030302. Additional Accession Bonus Eligibility Requirements

In addition to meeting the minimum eligibility requirements listed in paragraph 030202, an eligible person must:

A. Meet the qualification standards listed in DoDI 1304.26 for a commission or appointment;

B. Be an initial recipient of a commission or appointment in a Regular Component or RC;

C. Have completed all previous service obligations incurred as a result of receiving a bonus or special pay while serving as an enlisted Service member or Reserve Officer Training Course cadet or midshipmen;

D. Not have received:

1. Pre-commissioning compensation under 10 U.S.C. §§ 2106, 2107, and 2107a;

2. Financial assistance through a loan repayment program in accordance with 10 U.S.C. §§ 16201, 16301, 16302, or 16303; or

3. An accession bonus in accordance with 37 U.S.C. §§ 324 and 330; and

E. Accept a service obligation on AD or in the SELRES for at least 4 years.

030303. Restrictions

A. An officer may receive only one officer accession bonus during a career. An officer accessed from the enlisted ranks is eligible for an accession bonus as an officer or warrant officer.

B. An officer reappointed in a Military Service after resignation or termination of a commission or appointment from an earlier period of military service is not eligible for an accession bonus.

C. An officer may not receive an accession bonus and a transfer bonus for the same period of military service.

D. An officer may not receive an accession bonus and an affiliation bonus for the same period of military service.

030304. Amount

The amount of an accession bonus under DoDI 1304.34 may not exceed \$60,000 for a minimum 4-year period of obligated service, nor may it exceed an annual amount of \$15,000.

030305. Payment Method

The method of payment will be consistent with paragraph 030205.

030306. Non-Availability

In the event an RC officer becomes unavailable, the provisions in paragraph 030209 will apply.

030307. Duration of Authority

Unless authorized by the Congress, no agreement under section 0303 may be entered into after December 31, 2018.

*0304 RC AFFILIATION BONUS

030401. General

The RC affiliation bonus offers a monetary incentive for an officer to affiliate with the SELRES of a Military Service.

A. The bonus is authorized when an officer affiliates with the SELRES of a Military Service and agrees to serve for a specified period of not less than 3 years of obligated service in a military skill designated critical by the Secretary concerned or not less than 3 years of obligated service in a specific SELRES unit or officer pay grade to meet manpower shortages in the specific SELRES unit or officer pay grade. Additionally, the Secretary concerned may, with the officer's consent, convert the officer to a designated career field or military skill in which there is a shortage of trained and qualified personnel.

B. The procedures described in sections 0302 and 0304, as well as any additional conditions and requirements prescribed by the Secretary concerned, govern the award and administration of an RC affiliation bonus.

030402. Additional RC Affiliation Bonus Eligibility Requirements

In addition to meeting the minimum eligibility requirements in paragraph 030202, an eligible officer must execute an agreement to serve as an officer in the SELRES for a service

obligation of at least 3 years and have fewer than 15 years of qualifying military service towards a regular or non-regular retirement, in accordance with DoDI 1215.07. The officer must also:

- A. Be serving in the Ready Reserve or Standby Reserve of a Military Service;
- or
- B. Be serving or have served in the Regular Component for a period of more than 30 days and have been released under honorable conditions.

030403. Additional Guidelines

- A. Individuals may receive more than one affiliation bonus in a career, though not for the same military skill, grade, or unit.
- B. An officer may receive an affiliation bonus and transfer bonus as long as the officer serves the service obligations for each bonus consecutively. See section 0306 for additional information on transfer bonuses.
- C. Officers signing up for an affiliation bonus and a transfer bonus at the same time will incur an additional 12-month service obligation rather than an additional 24-month service obligation, as otherwise prescribed. The minimum service obligation for an officer receiving both bonuses is 4 years.

030404. Amount

The maximum affiliation bonus may not exceed \$10,000 for a minimum 3-year service obligation.

030405. Payment Method

- A. The method of payment will be consistent with paragraph 030205.
- B. An affiliation bonus begins to accrue on the date the eligible officer is assigned to a unit or position in the SELRES.

030406. Non-Availability

In the event an RC officer becomes unavailable, the provisions in paragraph 030209 will apply.

030407. Duration of Authority

Unless authorized by the Congress, no agreement under section 0304 may be entered into after December 31, 2018.

0305 RETENTION BONUS*030501. General**

A retention bonus under DoDI 1304.34 provides a monetary incentive that may be offered by the Military Department to retain adequate numbers of qualified officers.

A. Specifically, the bonus may be used by the Military Department to obtain the voluntary extension of an officer's service in exchange for an agreement to serve for a specified period in a designated military skill, career field, unit, or grade or to meet some other condition or conditions imposed by the Military Department concerned.

B. The procedures described in sections 0302 and 0305, as well as additional conditions and requirements prescribed by the Secretary concerned, govern the award and administration of the retention bonus.

C. In order to meet the designated military skill or career field criteria, the Secretary concerned may, with the officer's consent, convert the officer to a designated career field or military skill in which there is a shortage of trained and qualified personnel.

D. Officers appointed into a Military Service after a period of disenrollment, discharge, or separation who meet the eligibility requirements in paragraphs 030202 and 030502 may be eligible for a retention bonus.

030502. Additional Retention Bonus Eligibility Requirements

In addition to the eligibility requirements in paragraph 030202, an eligible officer must:

A. Have completed a minimum of 4 years of active commission service or qualifying service for an RC officer, in accordance with DoDI 1215.07; and

B. Agree to remain on AD or in an active status for a period of at least 2 years.

030503. Restrictions

A. An officer is not eligible for a retention bonus if, at the start of the period of additional obligated service, the officer:

1. Has between 16 and 19 years of active commissioned service or qualifying service, in accordance with DoDI 1215.07 for an RC officer; or

2. Is retirement eligible with more than 22 years of active commissioned service or qualifying service in accordance with DoDI 1215.07.

B. The service obligation for a retention bonus may not extend an officer's service beyond 25 years of active commissioned service or qualifying service, in accordance with DoDI 1215.07 for an RC officer.

C. Officers who have transferred their Post-9/11 GI Bill or Montgomery GI Bill – SELRES education benefits to a dependent or spouse in accordance with DoDI 1341.13 and 10 U.S.C. § 16132a, are eligible for a retention bonus as specified in DoDI 1304.34. The Secretary concerned will determine if the service obligation for both the retention bonus and GI Bill transfer is served concurrently or consecutively.

030504. Amount

The Secretary of the Military Department may prorate bonus amounts for retention requests greater than 2 years. The additional service time will be calculated on a monthly basis at a rate equal to 1/12th the annual amount. The maximum retention bonus may not exceed:

- A. \$25,000 for each year of obligated service in a Regular Component; or
- B. \$12,000 for each year of obligated service in an RC.

030505. Payment Method

The method of payment will be consistent with paragraph 030205.

030506. Non-Availability

In the event an RC officer becomes unavailable, the provisions of paragraph 030209 will apply.

030507. Duration of Authority

Unless authorized by the Congress, no agreement under section 0305 may be entered into after December 31, 2018.

*0306 TRANSFER BONUSES

030601. Intra-Service Transfer

The Intra-Service transfer bonus provides a monetary incentive for an officer to transfer from the Regular Component of a Military Service to the Ready Reserve (and vice versa, however mobilization does not constitute an intra-service transfer) of the same Service to meet manning requirements. The Secretaries concerned may pay a bonus to an officer who agrees to transfer from the Regular Component to the Ready Reserve (and vice versa) and agrees to serve for a specified period in a designated military skill, career field, unit, or grade, or to meet other conditions imposed by the Secretary concerned.

A. The procedures described in section 0302 and paragraph 030601, as well as any additional conditions and requirements prescribed by the Secretary of the Military Department concerned, govern the award and administration of the transfer bonus.

B. All transfers among Military Service components will be conducted in accordance with DoDI 1205.05.

C. To be eligible for an intra-service transfer bonus, an officer must meet the following additional eligibility requirements:

1. The officer has fulfilled all service obligations satisfactorily within the officer's current Regular Component or RC;

2. The officer meets the qualification criteria for the transfer bonus of the Regular Component or RC of the Military Service to which the officer is transferring;

3. The officer must agree to remain in the component of the Military Service for which the transfer bonus is offered for a minimum of 2 years; and

4. The officer must have fewer than 15 years of active time.

D. Affiliation and Transfer Bonus

1. The Secretaries concerned may offer an intra-service transfer bonus in conjunction with an affiliation bonus.

2. Officers receiving both bonuses incur an additional 12-month service obligation for a minimum service obligation of 4 years.

3. Table 3-1 lists the intra-service transfers for which the Military Departments may offer a bonus.

030602. Inter-Service Transfer

The Inter-Service transfer bonus provides a monetary incentive for an officer to transfer to another Military Service to meet manning requirements of that Military Service. The Secretaries concerned may pay a bonus to an officer who agrees to transfer to and serve in another Military Service for a specified period in a designated military skill, career field, unit, or grade or to meet some other condition(s) imposed by the Secretary of the gaining Military Department.

A. The procedures described in section 0302 and paragraph 030602, as well as any additional conditions and requirements prescribed by the Secretary of the Military Department concerned, govern the award and administration of the transfer bonus.

B. Transfers between Military Services include officers transferring from the Regular Component or the Ready Reserve of a Military Service to the Regular Component or the Ready Reserve of a different Military Service.

C. Officer transfers between Military Services will be conducted in accordance with DoDI 1205.05 and DoDI 1300.04.

D. In order to successfully transfer, an officer must:

1. Qualify for retention in the Military Service to which the officer is transferring;

2. Have fulfilled all MSOs satisfactorily within the officer's current Regular Component or RC;

3. Meet the qualification criteria established by the Secretary of the Military Department with jurisdiction over the Military Service to which the officer is transferring;

4. Agree to sign a written agreement to remain in the Military Service for which the transfer bonus is offered for a minimum 3-year period; and

5. Have fewer than 15 years of active service time.

E. Affiliation and Transfer Bonus

1. The Secretary concerned may offer an inter-service transfer bonus in conjunction with an affiliation bonus.

2. Officers receiving both bonuses incur an additional 12-month service obligation for a minimum MSO of 4 years.

3. Table 3-2 lists the inter-service transfers for which a bonus may be offered.

030603. Restrictions

An officer receiving separation pay in accordance with 10 U.S.C., Chapter 59, is not eligible for a transfer bonus.

030604. Amount

A transfer bonus may not exceed \$10,000.

030605. Payment Method

The method of payment will be consistent with paragraph 030205.

030606. Non-Availability

In the event an RC officer becomes unavailable, the provisions of paragraph 030209 will apply.

030607. Duration of Authority

Unless authorized by the Congress, no agreement under section 0306 may be entered into after December 31, 2018.

0307 SPECIAL PAYS FOR NUCLEAR-QUALIFIED OFFICERS (NAVY ONLY)

030701. Nuclear Power Accession Bonus Program

A. Eligibility

1. Nuclear Officer Accession Bonus. An accession bonus is payable to officers or prospective officers 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. **Payment is authorized upon acceptance of the written agreement.**

2. Nuclear Career Accession Bonus. Officers who are on AD and who successfully complete the nuclear propulsion-training program, leading to qualification for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants, are eligible for payment of the nuclear career accession bonus.

B. Payment. Under 37 U.S.C. § 333(d)(1), Nuclear Officer Bonuses may not exceed \$50,000 for each 12-month period. Bonus rates for this program are contained in Chief of Naval Operations Instruction (OPNAVINST 7220.11F).

C. Repayment. An officer, who receives an accession bonus and does not commence or **satisfactorily** complete the nuclear power training, will be subject to the repayment provisions of 37 U.S.C. § 373, and Chapter 2.

* D. Duration of Authority. **Unless authorized by the Congress, no agreement under paragraph 030701 may be entered into after December 31, 2018.**

*030702. Nuclear Officer Continuation Bonus (COBO)

A. Entitlement. The Secretary of the Navy may pay Nuclear Officer COBO to nuclear-qualified officers who agree to remain on AD for a specified period beyond their existing service obligation.

B. Eligibility. Officers who meet the criteria defined in OPNAVINST 7220.11F are eligible to receive COBO upon acceptance of their written agreement to remain on AD in connection with supervision, operation, and maintenance of naval nuclear propulsion plants.

C. Payment. The amount payable may not exceed \$35,000 for each year of the active service agreement. The rates and effective dates are contained in the governing regulation, OPNAVINST 7220.11F.

D. Repayment. An officer who receives a bonus and fails to complete the period of obligated service or other conditions of service specified in the written agreement for which the bonus is paid, may be subject to repayment of any unearned portion of the bonus in accordance with the provisions of 37 U.S.C. § 373, Chapter 2, and OPNAVINST 7220.11F.

* E. Duration of Authority. Unless authorized by the Congress, no agreement under paragraph 030702 may be entered into after December 31, 2018.

030703. Nuclear Career Annual Incentive Pay (AIP)

A. Purpose. The Secretary of the Navy may pay Nuclear Career AIP to nuclear-trained and nuclear-qualified officers who are on AD and who complete their initial service requirement, and to nuclear-trained and nuclear-qualified limited duty and warrant officers who serve in an assignment with duties in connection with direct supervision, operation, or maintenance of naval nuclear propulsion plants.

B. Eligibility. AIP is paid annually to nuclear-trained and qualified officers who remain on AD for a specified period and who meet the eligibility criteria set forth in OPNAVINST 7220.11F.

1. Warrant Officers in pay grades W-2 through W-5 and Officers in pay grades O-1 through O-6 are eligible for AIP. Officers serving in a period of obligated service associated with paragraph 030702 are not eligible for AIP during that period of their obligated service.

2. In order to be eligible for AIP for any nuclear service year, a qualified officer must have been on AD on the last day of that nuclear service year. For the purpose of this section, a “nuclear service year” is any fiscal year beginning before December 31, 2018.

C. Payment. Under 37 U.S.C. § 333(d)(1)(B), Nuclear Career Annual AIP may not exceed \$25,000 for each 12-month period of qualifying service. The current rates and payment procedures are contained in the governing regulation, OPNAVINST 7220.11F.

NOTE: An officer of the U.S. Navy who is not on AD on the last day of a nuclear service year may be paid AIP on a pro rata basis if otherwise qualified, unless termination of AD or loss of qualifications was voluntary or was the result of his own misconduct.

*030704. Prototype Shift Engineer Incentive Pay (SEIP)

A. Entitlement. The Secretary of the Navy may pay SEIP to nuclear-trained and nuclear-qualified officers who have completed their initial service requirement and remain on AD for a specified period while maintaining current technical qualifications, as approved by the Secretary, for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants.

B. Eligibility. Nuclear-trained submarine and surface warfare officers who meet the criteria defined in OPNAVINST 7220.11F, are eligible to receive SEIP while assigned to a qualifying billet and qualified for duty in connection with the supervision, operation, and maintenance of naval nuclear propulsion plants.

C. Payment. Officers who meet the eligibility criteria in OPNAVINST 7220.11F are entitled to SEIP at the start of their shift-engineer tour at the monthly rate of \$500. The monthly portion of SEIP will be paid at the end of the month on a pro-rata basis for the period the officer meets the payment criteria in OPNAVINST 7220.11F. SEIP is paid on a 30-day month. Officers who receive COBO are eligible for SEIP. Officers who receive AIP are eligible for SEIP provided they do not exceed the \$25,000 payment limit authorized under 37 U.S.C. § 333(d)(1)(B), when combined with Nuclear Career AIP for each 12-month period of qualifying service. An officer who is serving in a qualifying assignment for a portion of a year may be paid SEIP on a pro rata basis. Current rates and payment procedures are contained in the governing regulation, OPNAVINST 7220.11F.

D. Repayment. An officer, who fails to commence or satisfactorily complete a shift engineer tour will be subject to the repayment provisions of 37 U.S.C. § 373 and Chapter 2. Specific exclusions from recoupment are listed in OPNAVINST 7220.11F.

*0308 COMMAND PAY

030801. Purpose

Command pay is designed to recognize officers assigned as commanding officers in operational leadership positions of unusual responsibility which are of a critical nature to a Military Service. The Secretary concerned may designate positions under his or her jurisdiction that are authorized command pay.

030802. Eligibility

Secretaries concerned will establish eligibility criteria based on Service-specific needs but will consider paygrade, level of responsibility, and the operational nature of the assignment.

030803. Amount

Secretaries of the Military Departments concerned will establish monthly rates but the amount of command pay per month will not exceed \$150.

030804. Restrictions

A. No more than 10 percent of the number of officers on AD in a Military Service in paygrades O-4 through O-6 may be paid command pay.

B. Command pay is not authorized for more than one officer per unit, except for the dates of assumption of and relief from command.

*Table 3-1. Intra-Service Transfers that Allow Bonuses

| Intra-Service Transfer | | | Bonus | | Service Obligation |
|------------------------|--------|-----|----------|-------------|--------------------|
| FROM | TO | YOS | Transfer | Affiliation | Years |
| AC | IRR | >8 | Yes | No | 2 |
| AC | IRR | <8 | No | No | N/A |
| AC | SELRES | N/A | Yes | Yes | 4 |
| IRR | SELRES | N/A | No | Yes | 3 |
| IRR | AC | N/A | Yes | No | 2 |
| SELRES | AC | N/A | Yes | No | 2 |
| SELRES | IRR | Any | No | No | N/A |
| SELRES | SELRES | N/A | No | Yes | 3 |

AC – Active Component

IRR – Individual Ready Reserve

YOS – Total Years of military service

*Table 3-2. Inter-Service Transfers that Allow Bonuses

| Inter-Service Transfer | | | Bonus | | Service Obligation |
|------------------------|--------|-----|----------|-------------|--------------------|
| FROM | TO | YOS | Transfer | Affiliation | Years |
| AC | AC | <15 | Yes | No | 3 |
| AC | IRR | >8 | Yes | No | 3 |
| AC | IRR | <8 | No | No | N/A |
| AC | SELRES | N/A | Yes | Yes | 4 |
| IRR | SELRES | N/A | Yes | Yes | 4 |
| IRR | AC | N/A | Yes | No | 3 |
| SELRES | AC | N/A | Yes | No | 3 |
| SELRES | IRR | Any | No | No | N/A |
| SELRES | SELRES | N/A | Yes | Yes | 4 |

AC – Active Component

IRR – Individual Ready Reserve

YOS – Total Years of military service

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- * 37 U.S.C. § 332
- * P.L. 115-91, December 12, 2017
- * DoDI 1304.34, July 11, 2016

*0303 – ACCESSION BONUS

- * 37 U.S.C. § 332
- * P.L. 115-91, December 12, 2017
- * DoDI 1304.34, July 11, 2016

*0304 – RC AFFILIATION BONUS

- * 37 U.S.C. § 332(a) & (g)
- * DoDI 1304.34, July 11, 2016

*0305 – RETENTION BONUS

- * 37 U.S.C. § 332(a)(3)
- * 37 U.S.C. § 355
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- * DoDI 1304.34, July 11, 2016
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- * 10 U.S.C., Chapter 59
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***0307 – SPECIAL PAYS FOR NUCLEAR-QUALIFIED OFFICERS**

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- * 37 U.S.C. § 373
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- * OPNAVINST 7220.11F, May 18, 2017

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***0308 – COMMAND PAY**

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- * DoDI 1340.26, September 25, 2017

- *Table 3-1 DoDI 1304.34, July 11, 2016

- *Table 3-2 DoDI 1304.34, July 11, 2016