

**VOLUME 7A, CHAPTER 7: “SPECIAL PAY FOR PHARMACY OFFICERS,
OPTOMETRISTS, AND VETERINARIANS”**

SUMMARY OF MAJOR CHANGES

All changes are denoted by [blue font](#).

Substantive revisions are denoted by an * 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 June 2012 is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
070101.E	Duration of Authority for Pharmacy Officer Accession Bonus extended to December 31, 2013.	Update
070506	Duration of Authority extended for Accession Bonus and Incentive Pay – Veterinarian to December 31, 2013.	Update
Bibliography	Statutes updated.	Update

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CHAPTER 7

**SPECIAL PAY FOR PHARMACY OFFICERS, OPTOMETRISTS, AND
VETERINARIANS**

0701 PHARMACY OFFICERS

*070101. Accession Bonus

A. Eligibility. A person who is a graduate of an accredited pharmacy school and who 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 accession bonus in an amount determined by the Secretary concerned.

B. Eligibility Limitation. A person may not be paid an accession bonus 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;

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

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

D. Repayment. A person who, after signing an agreement under subparagraph 070101.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 shall 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, 2013](#). [The Fiscal Year 2013 National Defense Authorization Act reauthorized entering into agreements for this bonus effective January 2 through December 31, 2013. There is no authority to enter into an agreement for this bonus on January 1, 2013.](#)

070102. Special Pay

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

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 from the date of the contract (exception that 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 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.

0702 OPTOMETRISTS

070201. 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 under [Title 10 United States Code \(U.S.C.\), 12305](#);

3. Officers who voluntarily agree to remain on active duty for less than 1 year at a time when officers are involuntarily retained on active duty under [10 U.S.C. 12305](#), or the Secretary of Defense determines that special circumstances justify the payment of special pay under [37 U.S.C. 302f](#); and

4. Any retired optometry officer recalled to active duty for more than 30 days under [10 U.S.C. 688](#); or

D. A general officer of the Army or the Air Force appointed, from any of the categories named in subparagraphs 070201.A, 070201.B, or 070201.C in the Army, Air Force, or the National Guard.

070202. Regular Special Pay

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

070203. 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 070201;
- 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. Either:
 1. Executes a written agreement to remain on active duty for a period of not less than 1 year 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 under [10 U.S.C. 12305](#);
 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 under [10 U.S.C. 12305](#); or
 - b. The Secretary of Defense determines that special circumstances justify the payment of special pay under [37 U.S.C. 302f](#); or
 5. Is a retired optometry officer recalled to active duty for more than 30 days under [10 U.S.C. 688](#).

070204. Repayment

An officer who does not complete the period for which the payment was made under subparagraph 070203.D will be subject to the repayment provisions of Chapter 2.

0703 SPECIAL PAY - VETERINARIANS

070301. Eligibility

A. A commissioned officer:

1. Of the Regular Army who is in the Veterinary Corps; or
2. Of the Regular Air Force in the Biomedical Sciences Corps who holds a degree in veterinary medicine.

B. A commissioned officer:

1. Of a Reserve Component of the Army who is in the Veterinary Corps of the Army; or
2. Of a Reserve Component of the Air Force, of the Army or the Air Force without specification of Component, or the National Guard, who:
 - a. Is designated as a veterinary officer; or
 - b. Is an officer in the Biomedical Sciences Corp of the Air Force and holds a degree in veterinary medicine.

C. The commissioned officers listed in subparagraph 070301.B must also meet one of the following requirements in order to be eligible for a bonus under this section.

1. Be on active duty less than 1 year, other than active duty for training;
2. Be a reserve officer called to active duty for more than 30 days but less than 1 year, other than active duty for training;
3. Be involuntarily retained under [10 U.S.C. 12305](#);
4. Voluntarily agree to remain on active duty for less than 1 year at a time when officers are involuntarily retained on active duty under [10 U.S.C. 12305](#), or the Secretary of Defense determines that special circumstances justify the payment of special pay under [37 U.S.C. 302f](#); or

5. Be a retired officer recalled to active duty for more than 30 days under [10 U.S.C. 688](#).

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

070302. Special Pay

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

070303. Restriction

Officers cannot receive special pay under this section and the entitlements contained in section 0705 for the same activity, skill, or period of service. Veterinarians in the United States Air Force may stay under the entitlements contained in section 0703, or move to the consolidation of pay as a Health Professions Officer contained in Chapter 5, section 0512 – 0515, but are restricted from receiving both.

0704 NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY

070401. Eligibility

The Secretary concerned may authorize the payment of Non-Physician Healthcare Provider Board Certification Pay (NPBCP) to an officer who is an officer in the Army, Navy, or an officer of the Air Force designated as a Non-Physician Healthcare Provider. The NPBCP may apply to a pharmacist, optometrist, or veterinarian. To be eligible for board certification pay, an officer must:

- A. Be a health care provider in a clinical specialty that is privilegeable;
- B. Have 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 shall 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 the NPBCP and the entitlements contained in section 0705 for the same activity, skill, or period of service. Veterinarians in the United States Air Force may stay under the entitlements contained in section 0703, or move to the consolidation of Pay as a Health Professions Officer contained in Chapter 5, section 0512 – 0515, but are restricted from receiving both.

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 ACCESSION BONUS AND INCENTIVE PAY FOR OFFICERS IN HEALTH PROFESSION - VETERINARIANS

070501. Accession Bonus

A. Authorization. The Secretary concerned may pay Health Profession Officers Accession Bonus – Veterinarians to an eligible individual who signs a written agreement on or after November 1, 2008, to serve on active duty or in an active status in exchange for receiving an accession bonus. Based on Service-unique requirements, the Secretary concerned may decline to offer an accession bonus to any specialty that is otherwise eligible or may restrict the length of an accession bonus contract for a specialty to less than 4 years.

B. Eligibility. To be eligible for an accession bonus, 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 of the Army, or the Navy to 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 accession bonus. 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 accession bonus;

4. Have completed 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 a veterinarian.

C. Amount. Veterinarians, who meet the conditions under subparagraph 070501.B, are eligible for an accession bonus of \$5,000 for a 4-year written agreement entered into during Fiscal Year (FY) 2013. The accession bonus 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 Accession Bonus and the entitlements contained in section 0703 for the same activity, skill, or period of service.

NOTE: During the discharge of the service obligation associated with an accession bonus, individuals are eligible for Incentive Pay and Board Certification Pay. Any additional obligation incurred by these pays shall be served concurrently.

070502. Incentive Pay

A. Eligibility. To be eligible for Incentive Pay, 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. Also be a veterinarian, possessing 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 incentive pay is to be paid. The Secretary concerned may also approve recommendations for incentive pay 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 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 incentive pay 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 incentive pay must be paid in monthly payments.

C. Restriction. An officer is not eligible to receive Health Professional Officers Incentive Pay if they have signed an agreement to receive the entitlements contained in section 0703.

D. Agreement

1. Not Under Retention Bonus Agreement. Subject to acceptance by the Secretary concerned a veterinarian who is eligible for, but not obligated under, an existing retention-bonus agreement and who is no longer obligated under a previous incentive pay agreement, may enter into a new 1-year incentive pay agreement at the rate expressed in subparagraph 070402. Incentive pay agreements must be for at least 1 year and cannot be prorated. Termination of a current incentive pay contract prior to its expiration can only be done in conjunction with execution of a new retention-bonus contract.

2. Under Retention Bonus Agreement. Veterinarians who enter a retention-bonus contract may also enter an incentive pay contract for the same specialty at the amount in paragraph 070402. Veterinarians who elect this option shall continue incentive pay eligibility at that rate for each active year of the retention-bonus contract. Any renegotiation of either the retention bonus or incentive pay shall require signing a new retention-bonus contract at the annual rate in effect at the time the new contract is signed with an equal or longer obligation.

E. Completion of Qualifying Training. Incentive pay shall not be paid during the same 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 it is not the fault of the veterinary officer, the Secretary concerned may authorize its Surgeon General to approve incentive pay during the same FY in which the qualifying training is completed. The effective date of incentive pay shall be calculated from the completion of the qualifying training, plus 3 months.

070503. Retention Bonus

A. Eligibility. To be eligible for a retention bonus, 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 accession bonus;

3. Have completed initial training before October 1, 2008; and

4. Have signed 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 retention bonus to any specialty that is otherwise eligible or may restrict the length of a retention-bonus 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 retention-bonus contract may request termination of that contract to enter into a new retention-bonus contract with an equal or longer obligation at the retention-bonus annual rate in effect at the time of execution of the new retention-bonus contract. The new obligation period shall not retroactively cover any portion or period that was executed under the old contract.

C. Amounts. Annual payment amounts for multiyear retention-bonus contracts shall 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 retention bonus may be paid in a lump sum or periodic installments.

D. Restriction. Officers cannot receive a Health Profession Officers Retention Bonus and the entitlements contained in section 0703 for the same activity, skill, or period of service.

070504. Board Certification Pay

A. Eligibility. To be eligible for board certification pay, an officer must:

1. Have 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 board certification pay at the annual rate of \$6,000 paid in equal monthly amounts.

C. Restriction. Officers cannot receive a Health Profession Officers Board Certification Pay and the entitlements contained in section 0703 for the same activity, skill, or period of service.

070505. Repayment

An officer who receives a bonus or incentive pay under section 0705 and fails to fulfill the service conditions specified in the written agreement for the bonus or incentive pay 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, 2013](#). [The Fiscal Year 2013 National Defense Authorization Act reauthorized entering into agreements for this bonus effective January 2 through December 31, 2013.](#) There is no authority to enter into an agreement for this bonus on January 1, 2013.

0706 REFERENCES

The following regulations detail entitlements, policies, and procedures for special pay for Pharmacy, Optometry, Veterinary officers for each of the services:

070601. Army

[*Army Pharmacy and Optometry Special Pay Plan.*](#)

070602. Navy

[*OPNAVINST 7220.17*](#) and [*Annual FY Pharmacy and Optometry Special Pay Plan.*](#)

070603. Air Force

[*Air Force Biomedical Special Pay Plan.*](#)

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0701 – PHARMACY OFFICERS

- * 070101 37 U.S.C. 302j
[Public Law 112-239, section 612 \(6\), January 2, 2013](#)
- 070102 37 U.S.C. 302i
ASD(HA) Memo, October 10, 2008
ASD(HA) Memo, October 27, 2009
- 070103 37 U.S.C. 303a(e), 373
USD (P&R) Memo, May 21, 2008
USD (P&R) Memo, February 6, 2009

0702 – OPTOMETRISTS

- 070201 37 U.S.C. 302a(a)
- 070202 37 U.S.C. 302a(a)
- 070203 37 U.S.C. 302a(b), 302f
- 070204 37 U.S.C. 303a(e), 373
USD (P&R) Memo, May 21, 2008
USD (P&R) Memo, February 6, 2009

0703 – SPECIAL PAY - VETERINARIANS

- 070301 37 U.S.C. 302f, 303(a)
- 070302 37 U.S.C. 303(a)
- 070303 37 U.S.C. 371

0704 – NON-PHYSICIAN HEALTHCARE PROVIDER BOARD CERTIFICATION PAY

- ASD(HA) Memo, March 9, 2009
- 070401 37 U.S.C. 302c(d)
- 070402 37 U.S.C. 302c(b)
- 070403 37 U.S.C. 371

***0705 – ACCESSION BONUS AND INCENTIVE PAY FOR OFFICERS IN HEALTH
PROFESSION - VETERINARIANS**

- 37 U.S.C. 335, 371
- ASD(HA) Memo, July 23, 2009
- [Public Law 112-239, section 614 \(5\), January 2, 2013](#)