

**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 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 **June 2014** is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
070101 070102	Added paragraphs to further define the General Section.	Addition
070201.E	Extended the duration of authority for pharmacy officer accession bonus to December 31, 2015.	Revision
070506	Extended the duration of authority for accession bonus and incentive pay – veterinarian to December 31, 2015.	Revision
Bibliography	Updated public laws.	Revision

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CHAPTER 7

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

0701 GENERAL

***070101 Purpose**

This chapter establishes policy pertaining to bonuses and special pay for pharmacy officers, optometrists, and veterinarians.

***070102 Authoritative Guidance**

The information contained in this chapter is in accordance with the references listed in the Bibliography.

0702 PHARMACY OFFICERS

***070201. Accession Bonus**

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 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; 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 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 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, 2015.

070202. 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 (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 OPTOMETRISTS

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 agrees 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; or

D. A general officer of the Army or the Air Force appointed, from any of the categories named in paragraphs 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; or
 - 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; or
 - 3. Is involuntarily retained on active duty; or

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 for which the payment was made under subparagraph 070303.D, will be subject to the repayment provisions of Chapter 2.

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 Air Force designated as a Non-Physician Healthcare Provider. To be eligible for board certification pay, an officer must:

- A. Be a health care provider in a clinical specialty that is privilege able;
- 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 the 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 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 person who signs a written agreement 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. Complete all mandatory service obligations, if financial assistance were 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. An individual, who meets the conditions under subparagraph 070501.B, and signs a written agreement for 4 years, is eligible for a \$5,000 accession bonus. 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 0704 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 will 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. 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 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, 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 incentive pay in the annual amount of:

1. \$2,500 for entry-level pay; or
2. \$2,500 while in training; or
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. 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 into an incentive pay contract for the same specialty at the amount in paragraph 070402. Veterinarians who elect this option will 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 will 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.

D. Completion of Qualifying Training. Incentive pay 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 incentive pay during the same FY in which the qualifying training is completed. The effective date of incentive pay will 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. 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 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 will not retroactively cover any portion or period that was executed under the old contract.

C. Amounts. Annual payment amounts for multiyear retention bonus contracts will be in the amounts of:

1. \$2,500 for a 2-year obligation; or
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.

070504. Board Certification Pay

A. Eligibility. To be eligible for board certification pay, 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 board certification pay at the annual rate of \$6,000 paid in equal monthly amounts.

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, 2015](#).

0706 REFERENCES

The following regulations detail entitlements, policies, and procedures for special pay for pharmacy, optometry, and 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.](#)

NOTE: The Air Force Biomedical Special Pay Plan is accessible after requesting access from the Air Force Medical Service Knowledge Exchange.

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AND VETERINARIANS**

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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), 302f
070303.D.3	10 U.S.C. 12305
070303.D.4.a	10 U.S.C. 12305
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070303.D.5	10 U.S.C. 688
070304	37 U.S.C. 303a(e), 373 USD (P&R) Memo, May 21, 2008 USD (P&R) Memo, February 6, 2009

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

0705 – ACCESSION BONUS AND INCENTIVE PAY FOR OFFICERS IN HEALTH
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070501	37 U.S.C. 335, 371
070501.C	ASD(HA) Memo, July 23, 2009
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