

**SUMMARY OF MAJOR CHANGES TO  
DOD 7000.14-R, VOLUME 7A, CHAPTER 21  
“SPECIAL PAYS FOR NURSE CORPS OFFICERS”**

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

<b>PARA</b>	<b>EXPLANATION OF CHANGE/REVISION</b>	<b>EFFECTIVE DATE</b>
<b>210101 210201.A Bibliography</b>	<b>Interim change 09-01 extends payment of bonuses and special pays for nurse officer candidates, registered nurses and nurse anesthetists.</b>	<b>October 30, 2000</b>

**TABLE OF CONTENTS**

**SPECIAL PAYS FOR NURSE CORPS OFFICERS**

- ★2101 Registered Nurse Accession Bonus
- ★2102 Incentive Special Pay (ISP) for Certified Registered Nurse Anesthetists (CRNA)

## CHAPTER 21

SPECIAL PAYS FOR NURSE CORPS OFFICERS2101 REGISTERED NURSE ACCESSION BONUS

★ 210101. Entitlement. A nurse who qualifies for appointment as a Nurse Corps officer in one of the Military Departments, and who during the period beginning November 29, 1989, and ending on December 31, 2001, executes a written agreement to accept a commission and serves on active duty as a Nurse Corps officer 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 a lump sum accession bonus up to a maximum of \$5,000.

210102. Special Provisions

A. An individual who received financial assistance from the Department of Defense to pursue a baccalaureate degree is not eligible for an accession bonus.

B. An individual who holds an appointment as a Nurse Corps officer is not eligible for an accession bonus.

C. An individual with prior active duty service as a Nurse Corps officer must have been discharged from active duty at least 12 months prior to execution of the written agreement for this accession bonus.

D. The Secretary of the Military Department concerned shall determine the amount of the accession bonus up to the maximum of \$5,000.

210103. Recoupment

A. An officer who receives an accession bonus and subsequently fails to become licensed as a registered nurse within 18 months after receipt of the bonus, or fails to remain licensed as a professional registered nurse in any state in the United States during the period for which the bonus was paid, shall refund the entire amount of bonus.

B. A Nurse Corps officer who dies or is separated from active duty while serving the required period of active duty incurred for an accession bonus is entitled to the proportionate part of the period of active duty served under the agreement. Payment exceeding that proportionate entitlement shall be recouped, except in the following circumstances:

1. Death or disability that is not the result of misconduct or willful neglect and not incurred during a period of unauthorized absence.

2. Separation from military service by operation of laws or regulations of the Department of Defense or the respective Military Service, when approved by the Secretary of the Military Department concerned.

3. In other cases, when the Assistant Secretary of the Defense for Health Affairs (ASD(HA)) determines that recoupment is not in the best interest of the government.

C. A discharge in bankruptcy under Title 11, United States Code, shall not release a person from an obligation to reimburse the United States required under the terms of a written agreement entered into for this accession bonus, if the final decree of the discharge in bankruptcy was issued within a period of 5 years after the termination of the agreement. This paragraph applies to any case commenced under Title 11 (reference (aj)) after October 1, 1989.

D. An obligation to reimburse the United States imposed for the reasons stated above is, for all purposes, a debt owed to the United States.

E. Reduce the amount to be recouped by an amount equal to any reduction taken under the provisions of subparagraphs 350702.F or 350802.D of this volume.

210104. Coverage of Period of Lapsed Authority. During the 90-day period from November 30, 1993, through February 27, 1994, officers who met eligibility requirements of this section any time during the period October 1, 1993, through November 29, 1993, may execute agreements. Such agreements may be accepted, and deemed to have been executed by the Secretary of the Military Department concerned, on the first date on which the officer qualified during the period of lapsed authority.

## 2102 INCENTIVE SPECIAL PAY (ISP) FOR CERTIFIED REGISTERED NURSE ANESTHETISTS (CRNA)

### 210201. Entitlement

★ A. Active Duty Not Less Than 1 Year. For the period October 5, 1994, through December 31, 2001, a Nurse Corps officer on active duty under a call or order to active duty for a period of not less than 1 year, who is qualified and performing as a CRNA, may be paid incentive special pay in an amount not to exceed \$15,000 for each year of a properly executed written agreement to serve on active duty.

B. The ISP rate per year, for any contract for which the CRNA is not obligated for training as a CRNA at the beginning of the contract year, is \$15,000.

C. The ISP rate per year, during any period for which the CRNA is obligated for training as a CRNA, is \$6,000.

D. Active Duty Less Than 1 Year in Support of Persian Gulf Conflict. Any qualified CRNA Nurse Corps officer, who served on active duty in support of the Persian Gulf Conflict, may be entitled to special pay benefits for nurse anesthetists. See [Chapter 64](#) of this volume to determine eligibility and entitlement.

E. Effective December 5, 1991, the following categories of CRNA Nurse Corps officers on active duty less than 1 year, other than active duty for training, are eligible to receive special pay provided under this section in the same manner as a regular CRNA Nurse Corps officer.

1. Members of the Reserve Components called to active duty for more than 30 days but less than 1 year, other than active duty for training.

2. Active duty CRNA Nurse Corps officers involuntarily retained under 10 U.S.C. 12305 (reference (c)).

3. Certified Registered Nurse Anesthetists Nurse Corps officers who agree voluntarily to remain on active duty for less than 1 year when they are involuntarily retained under 10 U.S.C. 12305 (reference (c)), or the Secretary of Defense determines that special circumstances justify the payment of special pay under this subparagraph.

4. Any retired CRNA Nurse Corps officer who is recalled to active duty for more than 30 days under 10 U.S.C. 688 (reference (c)).

210202. Special Provisions

A. The officer first shall execute a written agreement under which he or she agrees to remain on active duty for a period of not less than 1 year. The effective date of the agreement shall be prescribed in applicable Military Department regulations and shall be included in the agreement. Subject to mutual acceptance, an officer could have executed a 2-year agreement in Fiscal Year 1990. Under such agreement, payments shall be made at the beginning of the agreement and on the first year anniversary date.

B. Selection procedures for CRNAs to be awarded incentive special pay shall be made under guidance formulated by the Secretary of the Military Department concerned (or designee).

C. The ASD(HA) has determined that, as a minimum, the selection criteria shall stipulate: Approval authority for payment of incentive special pay to individual eligible officers rests with Secretary of the Military Department concerned (or designee). This authority shall not be delegated to an officer below the pay grade of O-7.

D. The ISP is payable in lump sum annual installments upon execution of the written Military Service agreement. The Secretary of the Military Department concerned (or designee) may, at any time, terminate an officer's entitlement to an ISP. If terminated, the unearned ISP shall be recouped on a pro rata basis subject to the provisions described below. The authority to terminate an ISP agreement shall not be delegated to an officer below the pay grade of O-7.

E. Certified Registered Nurse Anesthetists Nurse Corps officers eligible under subparagraph 210201.C, above, are entitled to a monthly pro rata portion of the annual amount authorized for a regular CRNA Nurse Corps officer. Also prorate, on a daily basis, for any month in which service is less than the full month.

210203. Recoupment. The provisions of subparagraphs 210103.B, C, and D, above, apply to a CRNA Nurse Corps officer who executes an ISP agreement.

210204. Refund. Certified Registered Nurse Anesthetists Nurse Corps officers paid under subparagraph 210202.E, above, who do not serve the full term of active duty that corresponds to a monthly amount, shall refund any amount received in excess of the amount that corresponds to the actual period of active duty.

210205. Coverage of Period of Lapsed Authority. During the 90-day period from November 30, 1993, through February 27, 1994, officers who met eligibility requirements of this section any time during the period October 1, 1993 through November 29, 1993, could have executed agreements. Those agreements could have been accepted, and deemed to have been executed by the Secretary of the Military Department concerned on the first date on which the officer qualified during the period of lapsed authority.

Chapter 21—Special Pays for Nurse Corps Officers

2101—Registered Nurse Accession Bonus

		37 U.S.C. 302d ASD(HA) Memo, December 19, 1989 Public Law 101-510, section 613, November 5, 1990 Public Law 104-106, section 612(g), February 10, 1996 ASD(HA) Memo, December 19, 1994 Public Law 104-201, section 612, September 23, 1996 37 U.S.C. 302d (a) (1) Public Law 105-85, section 612, November 18, 1997 Public Law 105-261, section 612, October 17, 1998 Public Law 106-65 section 612, October 5, 1999 37 U.S.C. 302d(a) (1) Public Law, 106-398, section 622, October 30, 2000 37 U.S.C. 302d(a)(1) ASD(HA) Memo, December 19, 1994 Public Law 103-337, section 612, October 5, 1994 Public Law 103-139, section 8127, November 11, 1993 ASD(HA) Memo, December 19, 1994
	210101	
★		
	210102	
	210103	
	210103.A-C	

2102—Incentive Special Pay for Certified Registered Nurse Anesthetists (CRNA)

	37 U.S.C. 302e Public Law 103-160, section 611(c), November 30, 1993 ASD(HA) Memo, December 19, 1989 Public Law 101-510, November 5, 1990
210201	ASD(HA) Memo, December 19, 1994 Public Law 103-337, section 612, October 5, 1994
210201.A	Public Law 102-484, section 612(i), October 23, 1992 ASD(HA) Memo, December 19, 1994 Public Law 104-201, section 612, September 23, 1996 37 U.S.C. 302e (a) (1) Public Law 105-85, section 612, November 18, 1997 Public Law 105-261, section 612, October 17, 1998 Public Law 106-65, section 612, October 5, 1999
★	37 U.S.C. 302e (a) (1) Public Law 106-398, section 622, October 30, 2000
210201.B	37 U.S.C. 302e(a)(1) ASD(HA) Memo, December 19, 1994 Public Law 103-337, section 612, October 5, 1994

210201.C	ASD(HA) Memo, January 19, 1993 Public Law 102-190, section 634, December 5, 1991 ASD(HA) Memo, December 19, 1994
210202.E	ASD(HA) Memo, January 19, 1993 Public Law 102-190, section 634, December 5, 1991
210204	ASD(HA) Memo, January 19, 1993, Public Law 102-190, section 634, December 5, 1991