



**THE ASSISTANT SECRETARY OF DEFENSE**

**1200 DEFENSE PENTAGON  
WASHINGTON, DC 20301-1200**

HEALTH AFFAIRS

**FEB - 8 2011**

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER  
AND RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF THE NAVY (MANPOWER  
AND RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF THE AIR FORCE (MANPOWER  
AND RESERVE AFFAIRS)

SUBJECT: Policy for the Pharmacy Officer Accession Bonus

Effective immediately, the Pharmacy Officer Accession Bonus is implemented as described in the attached document. This policy may remain in effect subject to congressional reauthorization of Section 302j of Title 37, United States Code. The amount of the Pharmacy Officer Accession Bonus paid to each eligible individual shall not exceed \$30,000. In determining the rates for special pays, the Health Professions Incentives Working Group considered manning, civilian income data, Military Health System requirements and Service budget impact.

The Pharmacy Officer Accession Bonus shall be administered in accordance with the policies established herein. Please provide this office with a copy of your implementing guidance within 30 days of the date of this memorandum. The point of contact is Dr. Gary Matteson, who may be reached at Gary.Matteson@ha.osd.mil, or (703) 681-8890.

Jonathan Woodson, M.D.

Attachment:  
As stated

cc:  
Principal Deputy Under Secretary of Defense (Personnel and Readiness)  
Assistant Secretary of Defense (Reserve Affairs)  
Surgeon General of the U.S. Public Health Service  
Surgeon General of the Army  
Surgeon General of the Navy  
Surgeon General of the Air Force  
Director, Defense Finance and Accounting Service

HA POLICY  
11-001

## PHARMACY OFFICER ACCESSION BONUS

**A. Eligibility:** To be eligible for the accession bonus, an individual must:

1. Be a graduate of an accredited school of pharmacy.
2. Be fully qualified to hold an appointment as a commissioned officer.
3. Execute a written agreement to accept a commission as an officer of the Medical Service Corps of the Army or the Navy, or as an officer of the Biomedical Science Corps of the Air Force, and to serve on active duty for a period of not less than four years. An individual who holds an appointment as a pharmacy officer in either the active or Reserve component is not eligible for the accession bonus. A former pharmacy officer who no longer holds an appointment, and is otherwise eligible, must have been discharged from any Uniformed Service at least two years prior to execution of the written agreement to receive the accession bonus.
4. Not have received financial assistance from the Department of Defense or the Department of Health and Human Services to pursue a course of study in pharmacy in exchange for an agreement to accept an appointment as a pharmacy officer. This includes, but is not limited to, participants of the Armed Forces Health Professions Scholarship Program and Financial Assistance Program.
5. Be qualified to become and remain licensed or registered as a pharmacist, as determined by the Secretary of the Military Department concerned.

**B. Bonus Authorized:** The Secretary of the Military Department concerned may, upon acceptance of the written agreement described in paragraph A.3., pay an accession bonus to an eligible individual in an amount that shall not exceed \$30,000. Eligible individuals who sign a written agreement, on or after October 1 of the fiscal year concerned, to serve on active duty in exchange for receiving the accession bonus are authorized to receive the accession bonus.

**C. Recoupment:** An individual receiving a pharmacy officer accession bonus who fails to become and remain certified or licensed as a pharmacist for the duration of the agreed upon period; or, who voluntarily terminates service on active duty before the end of the obligated period, for which the payment is made, will be subject to the repayment provision of section 303a(e) of title 37 U.S.C., and the Department of Defense Financial Management Regulation (DoDFMR), Volume 7a, Chapter 2, "Repayment of Unearned Portion of Bonuses and Other Benefits."

**D. Bankruptcy:** A discharge in bankruptcy under title 11 that is entered less than 5 years after the termination of an accession bonus agreement does not discharge a person from a debt arising under such agreement or paragraph C. This provision applies to any case commenced under title 11 after October 1, 2004.

**E. Responsibilities:** The individual Military Departments shall be responsible for establishing procedures for the administration of Pharmacy Officer Accession Bonuses that shall be consistently applied to all officers in similar circumstances.

**F. Authority:** The Pharmacy Officer Accession Bonus is under the authority of title 37 U.S.C., 302j.