



THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, D. C. 20301-1200

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HEALTH AFFAIRS

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (M&RA)
ASSISTANT SECRETARY OF THE NAVY (M&RA)
ASSISTANT SECRETARY OF THE AIR FORCE (SAF/MI)
DIRECTOR, DEFENSE FINANCE AND ACCOUNTING SERVICE

SUBJECT: Policy for Implementation of Retention Special Pay for Optometry Officers
(Optometry Retention Bonus)

The attached document provides policy guidance for the implementation of the Optometry Retention Bonus (ORB) as authorized in Chapter 5 of Title 37 (Section 302a (h)). This Retention Special Pay is designed as a multi-year contract, which may be executed no earlier than October 1, 2001. The payment of ORB will be in lump sum after initiation of the contract, and annually on or about the anniversary date of the contract.

The TMA point of contact for health professions' accession/retention incentives is Major James Wooten, (703) 681-7894.

J. Jarett Clinton, MD, MPH
Acting Assistant Secretary

Attachments:
As stated

- cc:
- USD(C)
- USD(P&R)
- ASD(FMP)
- Acting ASD(RA)
- Surgeon General of the Army
- Surgeon General of the Navy
- Surgeon General of the Air Force
- United States Public Health Service

**GUIDANCE FOR THE IMPLEMENTATION
OF RETENTION SPECIAL PAY FOR OPTOMETRY OFFICERS
Optometry Retention Bonus (ORB)**

POLICY: This DoD policy implements Retention Special Pay for Optometry Officers under limitations prescribed in 37 USC 302a, effective no earlier than 1 October 2001, for any Optometry officers who sign multi-year service agreements for Optometry Retention Bonus (ORB) pay and who meet eligibility requirements as described below.

ELIGIBILITY: A commissioned officer who:

Is an optometry officer in the Medical Service Corps of the Army or Navy or the Biomedical Sciences Corps of the Air Force; and

Is on active duty under a call or order to active duty for a period of not less than one year; and

Is not undergoing an internship or initial residency training; and

Is not under obligation for government sponsored education (including Service Academy training, ROTC, Health Professions Scholarship Program, or Health Professions Loan Repayment Program);

May be paid ORB pay starting 1 October 2001.

AWARD FOR RETENTION SPECIAL PAY FOR OPTOMETRY OFFICERS:

The annual award, as specified below, shall be paid in a lump sum after execution of a multi-year contract and on/about the anniversary date of the contract.

The amount of the annual award shall be: \$6,000 per year of the contract, or as specified in Section 302(a) of Title 37, U.S.C.

The minimum contract will be for two years from the date the officer accepts the award of the special pay.

This service is concurrent with any obligations not excluded under Eligibility above.

RESPONSIBILITIES: The individual Military Departments shall be responsible for establishing procedures for the administration of special pay for Optometry Officers that shall be consistently applied to all officers under similar circumstances. The Department of Health and Human Services will promulgate corresponding policy and procedures for United States Public Health Service officers.