



As active duty officers, USUHS students are eligible for a wide range of benefits including medical care for themselves and their families, commissary and base exchange privileges, life insurance, and 30 days paid vacation.

6

Student Status and Services

Tuition, Books, and Equipment

The School of Medicine is a tuition-free institution. In addition, books and instruments are furnished to students either without charge or on a loan basis. Access to computer resources necessary to complete curriculum requirements is required. This may entail purchase of a computer by individual officer students.

Status/Pay

While enrolled in the School of Medicine, students serve on active duty as Reserve commissioned officers in grade O-1 (i.e., Second Lieutenant in the Army or Air Force, and Ensign in the Navy) with full pay and allowances for that grade.

Military personnel accepted for entrance that hold appointments in grades higher than O-1 must be recommissioned as an O-1 upon matriculation. Regular officers of the uniformed services selected for entrance must resign their Regular commission to enter the School. Resignations should be arranged to be effective coinciding with admission to preclude a break in service.

Enlisted acceptees are discharged from their services at their duty stations the day preceding their effective Permanent Change of Station (PCS) dates to the School. They are commissioned on the day of official departure from their units. It is important to ensure the discharge is the day prior to the PCS to preclude a break in service.

The approximate gross salary for a student with no dependents and no prior military service is \$34,218.72 per year in 2000. Each student's monthly salary is comprised of 3 categories of pay and allowances: Base Pay, Basic Allowance for Housing (BAH) and Basic Allowance for Subsistence (BAS).

Base Pay

Base Pay, which is taxable, is based on an individual's service longevity, i.e., years of service. The amount shown in the chart below is the minimum monthly base pay for an O-1 with no prior service.

Basic Allowance for Subsistence (BAS)

BAS, which is also non-taxable, is one standard amount for all officers.

Basic Allowance for Housing (BAH)

BAH is based on whether a student has dependents, the amount of the service member's rent or mortgage payment, and the location of the member's primary duty station. This allowance is provided to all military members who reside off base and is non-taxable. The amount listed in the chart is the maximum amount for an O-1. This allowance is provided to all members who reside off base and is non-taxable.

The chart depicts the current monthly pay in 2000 of a student, both with and without dependents, with no prior service. Dependent pay is the same for all service members, regardless of the number of dependents. The only portion of a military member's pay that is taxable is the base pay. The base pay might also be taxed by a student's state of residency, depending on which state has been designated as a student's official residence.

Type of Pay	Without Dependents	With Dependents
Monthly Base Pay	\$1926.30	\$1926.30
Basic Allowance for Housing	768.00	955.00
Basic Allowance for Subsistence	157.26	157.26
Monthly Total (Gross Pay)	\$2851.56	\$3038.56

Retirement Credit

Time spent as a medical student, although considered active duty, does not count in determining eligibility for military retirement; it is, however, creditable for computing retired pay once retirement eligibility has been established. This means that graduates who serve 20 years after graduation from the USUHS will then be credited with the 4 years spent in medical school for a total of 24-years credit for determining retirement pay.

Longevity Credit

The 4 years spent in medical school do not count for pay purposes upon graduation. All students will be commissioned into the Regular medical corps on graduation day in grade O-3 (Captain in the Army and Air Force and Lieutenant in the Navy).

Length of prior service, however, does count in determining the amount of base pay in grade O-1, and all students receive the annual pay raise granted by Congress to all commissioned service personnel.

The combined Base Pay, BAH, and BAS for an O-3 with no prior service and no dependents is approximately \$45,483.12 in 2000; for an O-3 with no prior service and with dependents, it is approximately \$47,979.12.

Promotion Credit

Currently, a maximum of one-half year is creditable for each year of prior commissioned service in determining medical corps promotion eligibility at graduation by the regulations of the service concerned.

Military Retirement

Effective 1 October 1999, the Military Retirement Act of 1986 (REDUX), U.S. Code, Title 10, §1409(b), was repealed by the National Defense Authorization Act, 1999 (Public Law 106-65; U.S. Code, Title 10, §1409(b)).

The major change under the National Defense Authorization Act of 1999 (1 October 1999) restored to the military service members who entered military service after 31 July 1986, 50% of the high three years average basic pay for 20 years of active duty service, rather than 40% under REDUX. Also, it provided for full cost of living adjustments (COLAs) rather than the Consumer Price Index (CPI) minus on percentage point under REDUX.

An additional consideration to those who serve 15 years of service. These service members will have the alternative or option to receiving a \$30,000 retention bonus in return to remain under REDUX and serve on active duty for a period of 20 years (U.S. Code, Title 10, §1409(b)).



The time spent at USUHS (four years) will be creditable in computing the retirement pay multiplier (U.S.Code, Title 10, §2114 and §2121).

Service Obligation

Officers awarded the doctor of medicine degree following a 4-year program of medical studies are required by law to serve on active duty for 7 years. Time spent in graduate medical education (i.e., an internship or residency) does not count toward the payback. In addition, upon completion of the active-duty service obligation, students who serve on active duty for less than 10 years after graduation will have their names placed on the Individual Ready Reserve (IRR) roster. (Graduate medical education does not count toward the 10 years.) While on the IRR roster, service members are on inactive reserve status, with no weekend or annual active-duty drill required, and are subject to call-up by the President in times of emergency. The amount of time required is as follows:

- Active duty service less than 8 years: 6 years on the IRR roster
- Active duty service of more than 8 years, but less than 9: 4 years on the IRR roster
- Active duty service of 9 years or more, but less than 10: 2 years on the IRR roster

Except as law or service policy obligation otherwise prescribe, the IRR obligation is added after all other active-duty obligation has been served, including that for the USUHS, ROTC, or the service academies.

A medical student graduate of the School who is relieved of his or her active-duty service obligation before completion of that active-duty service obligation may be given, with or without the consent of the graduate, any of the following alternative obligations, as determined by the Secretary of the Military Department concerned:

- A service obligation in another Armed Force for a period of time not less than the member's remaining active duty service obligation.
- A service obligation in a component of the Selected Reserve for a period not less than twice as long as the member's remaining active duty service obligation.

In addition to the alternative obligations specified in the above paragraph, if the member is relieved of an active duty service obligation by reason of the separation of the member because of a physical disability, the Secretary of the Military Department concerned may give the member a service obligation as a civilian employee employed as a healthcare professional in a facility of the Uniformed Services for a period of time equal to the member's remaining active duty obligation.

Leave Policies

As officers on active duty, students are authorized 30 days of leave per year. Because of curriculum requirements, leave can be taken only during official school breaks, such as winter recess, spring break, and the months of June, July, and August.

This leave policy is modified for fourth-year students. Leave is approved and scheduled by the Commandant. Federal holidays and end-of-examination breaks are generally authorized periods of absence.



Benefits

As active duty officers, students are eligible for a wide range of benefits. They may use commissary (military supermarket) and post exchange (military department store) facilities where costs are considerably lower than in their civilian counterparts. Students can become members of the base Officers' Club and are then entitled to participate in any of the organization's activities and functions. Certain legal services, such as advice on income tax matters and executing personal wills, are free.

Students are eligible for low-cost life insurance and are provided comprehensive medical and dental care at no charge. The University has its own campus health service, which is available to students and their families for medical care and counseling.

Dependents of students have the same entitlements as dependents of other active duty personnel. Like their military sponsors, they have commissary and post exchange privileges, and they may use Officers' Club facilities as well as the services of military legal officers.

In addition, they are eligible for medical treatment and care in uniformed service facilities on a space-available basis or, under certain circumstances, from a civilian medical resource at partial Government expense.

Dental care is not available for dependents at the National Naval Medical Center (NNMC); however, military members are encouraged to enroll their dependents in the Tricare Active Duty Family Member Dental Plan from United Concordia. The approximate plan cost is \$7.19 per month for one dependent, and \$17.97 per month for two or more. Specifics of the dental plan are available through the NNMC Dental Clinic.

Charges for other types of dependent health care vary depending on circumstances but are generally much lower than they would be under other medical programs.

Housing and Living Expenses

The University does not have dormitories, and students are responsible for arranging for their lodging and meals. A nontaxable monthly housing allowance is provided in addition to basic pay to help defray housing expenses.

Housing costs in the Washington, D.C., area, including rentals, are higher than in many other major metropolitan areas. Upon request, the base housing office will help students locate suitable living accommodations.

If they desire, students may dine in the School's cafeteria, the military dining facilities at the National Naval Medical Center, and, if members, at the base Officers' Club. All of these on-base dining facilities provide meals at reasonable prices.

Uniforms

Students must wear prescribed military attire in class. New students need not report in uniform to their temporary orientation duty stations. Time will be allowed during orientation for uniform purchase and fitting. The purchase and maintenance of uniforms is an individual responsibility.

Students receive an initial uniform allowance of \$300 during orientation if they are entering commissioned service for the first time. Uniform and accessory costs vary but usually range between \$500–\$1,000, generally exceeding the uniform allowance.

Students are required to report in uniform when arriving at the University.

Travel Expenses

Matriculants to the School of Medicine are reimbursed for travel expenses for relocating themselves and their dependents to the Washington, D.C., area. Travel expenses and per diem for students will be partially paid while matriculants are attending officers' orientation programs en route to the University. The remainder of the travel expenses will be paid upon arrival at the University.

Students may move personal effects and household goods to Washington, D.C., at Government expense after they have consulted with the nearest military travel management office. Department of Defense joint travel regulations limit the amount of reimbursement for travel and impose a ceiling on weight for shipment of household goods, but these limitations should not financially burden most students.

Detailed information on moving and travel entitlements is given to new students several weeks before matriculation. Students should not start moving until they receive moving information and orders from the School.