



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.

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Student Status and Services

Status, Pay, and Benefits

Status

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; ensign in the navy or public health service) with full pay and allowances for that grade.

Military personnel accepted for entrance who 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) date of transfer to the School. They are commissioned on the day of official departure from their units. It is important to ensure that the discharge date is the day prior to the PCS date to preclude a break in service.

Pay

Each student's monthly salary comprises three categories of pay and allowances: base pay, basic allowance for subsistence (BAS), and basic allowance for housing (BAH). The following chart depicts monthly pay for a student with no prior service at the O-1 grade in 2004, both with and without dependents.

BREAKDOWN OF MONTHLY SALARY

<i>Type of Pay</i>	<i>Without Dependents</i>	<i>With Dependents</i>
Monthly Base Pay	\$2,264.40	\$2,264.40
Basic Allowance for Subsistence	175.23	175.23
Basic Allowance for Housing	1,191.00	1,454.00
Monthly Total (Gross Pay)	\$3,630.63	\$3,893.63

Base Pay

Base pay is established by an individual's service longevity (i.e., years of service). The only taxable portion of a military member's pay is the base pay. Base pay may also be taxed by a student's state of residency, depending on which state is designated as a student's official residence. 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, which is nontaxable, is one standard amount for all officers.

Basic Allowance for Housing

BAH is based on the location of the member's primary duty station and whether a student has dependents. Dependent pay is the same for all service members, regardless of the number of dependents. This allowance is provided to all military members who reside off base and is nontaxable. The O-1 amount is shown in the chart.

Retirement Credit

Time spent as a medical student, although considered active duty, does not count in determining eligibility for military retirement; however, it is creditable for computing retired pay once retirement eligibility is established. This means that a graduate who served 20 years after graduation from USUHS would receive a total of 24-years credit toward determining retirement pay.

Longevity Credit

The four years spent in medical school do not count toward determining pay upon graduation. All students are commissioned into the regular medical corps on graduation day in grade O-3 (captain in the army or air force; lieutenant in the navy or public health service). At the O-3 grade, the combined base pay, BAH (including locality pay for Washington, D.C.), and BAS for a student with no prior service and no dependents was approximately \$57,950 in 2004; for a student with no prior service and dependents, it was approximately \$62,402.

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

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 (1 October 1999) was to restore 50 percent of the high three-year average basic pay for 20 years of active duty service to the service members who entered the military after 31 July 1986, rather than 40 percent under REDUX. The 1999 act also provided for full cost of living adjustments (COLAs) rather than adjustments based on the consumer price index (CPI) minus a percentage point under REDUX.

Service members who serve 15 years have the option of receiving \$30,000 in separation pay if they do not elect to remain on active duty for a period of twenty years (U.S. Code, Title 10, §1409(b)).

The four years spent at USUHS is creditable in computing the retirement pay multiplier after reaching twenty years of active duty (U.S. Code, Title 10, §2114 and §2121).

Service Obligation

Officers awarded the doctor of medicine degree following a four-year program of medical studies are required by law to serve on active duty for seven years. Time spent in graduate medical education (i.e., an internship or residency) does not count toward the payback. Upon completion of the active-duty service obligation, students who served on active duty for less than ten years post graduation are placed on the Individual Ready Reserve (IRR) roster. (Graduate medical education does not count toward the ten years.) While on the IRR roster, service members are on inactive reserve status, with no weekend or annual active-duty drill required, but are subject to call-up by the president of the United States in times of emergency. The amount of time required is as follows:

- Active-duty service less than eight years: six years on the IRR roster
- Active-duty service of more than eight years, but less than nine: four years on the IRR roster
- Active-duty service of nine years or more, but less than ten: two years on the IRR roster

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

A medical graduate of the School who is relieved of his or her active-duty service obligation before completion 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

Leave Policies

As officers on active duty, students are authorized for 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. 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 (i.e., military supermarket) and post exchange (i.e., military department store)

facilities where costs are considerably lower than in their civilian counterparts. Certain legal services are free, such as advice on income tax matters and executing personal wills.

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, including commissary and post exchange privileges 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 \$8.14 per month for one dependent, and \$20.35 per month for two or more. Specifics of the dental plan are available through the United Concordia website at www.ucci.com or by calling 1-800-866-8499.

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. Students are responsible for arranging for their lodging and meals. The BAH and BAS, nontaxable monthly housing and subsistence allowances, are provided in addition to basic pay to help defray housing/food 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 can help students locate suitable living accommodations.

If they desire, students may dine in the School's cafeteria or at the military dining facilities at the National Naval Medical Center. 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 for uniform purchase and fitting is allowed during orientation. Students are required to report in uniform when arriving at the University in August.

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 to \$1,000, generally exceeding the uniform allowance.

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 and per diem expenses for students are partially paid while matriculants attend officers' orientation programs en route to the University. The remainder of the travel expenses are 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.

Several weeks before matriculation, new students are sent detailed information on moving and travel entitlements. Students should wait for moving information and orders from the School before moving.

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.



Rugby is one of the many sports played by USUHS students.