

MANUAL: Personnel  
Chapter Series CC--Commissioned Corps Personnel Manual  
Part 4--Regulations

DEPARTMENT OF HEALTH AND HUMAN SERVICES  
Public Health Service

Chapter CC42--Pay and Allowance Administration  
Subchapter CC42.3--Incentive Pay  
Personnel INSTRUCTION 2--Engineering and Scientific Career Continuation Pay

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Section A. Purpose and Scope

The regulations prescribed in this INSTRUCTION authorize the payment of Engineering and Scientific Career Continuation Pay (ESCCP) to officers in the Commissioned Corps of the Public Health Service (PHS) who are serving in assignments in high priority engineering, scientific, technical, and research programs in which there is a critical shortage of officers with engineering or scientific training and experience.

Section B. Authority

ESCCP is authorized by Section 315 of Title 37, United States Code.

Section C. Designation of ESCCP Positions

The Assistant Secretary for Health, or his/her designee, in consultation with the PHS Agency Heads, is authorized to designate the assignments requiring engineering or scientific training and experience for which there is a critical shortage and for which ESCCP may be paid. Such designations shall be made at least once every 3 years.

Section D. Conditions of Entitlement

An officer entitled to basic pay may be paid ESCCP if he/she:

1. Is serving in an assignment designated as requiring engineering or scientific skills in a high priority engineering, scientific, technical, or research program in which there is a critical shortage of officers with such skills;
2. Is not receiving any other accession or career continuation bonus;
3. Is below pay grade 0-7;
4. Holds a degree in engineering or a doctoral-level degree in a health science from an accredited college or university;
5. Has been certified by the Assistant Secretary for Health, or his/her designee, as technically qualified for assignment to engineering or scientific duty;
6. Has completed at least 3, but less than 19 years of active engineering or scientific duty as a commissioned officer in one of the uniformed services;
7. Is not serving an active duty obligation pursuant to participation in a PHS-supported scholarship or training program;
8. Executes a written agreement to remain on active duty for at least 1 year, but not more than 4 years; and

9. Meets any additional requirements as specified by the Assistant Secretary for Health, or his/her designee.

Section E. Rates of ESCCP

1. The amount of ESCCP shall not be more than \$3,000 per year for each year of agreed to service.
2. ESCCP shall be paid in annual installments at the beginning of the agreed to period of service.

Section F. Termination of ESCCP Contracts

1. Officers who voluntarily separate from active duty or who are assigned to positions for which ESCCP is not authorized prior to completion of an ESCCP contract shall refund that percentage of the payment that the unserved part of the period is of the total period for which the payment was made.
2. The Assistant Secretary for Health, or his/her designee, shall prescribe policies concerning refund of ESCCP upon death, disability retirement, or involuntary separation of an officer from active duty.
3. The Assistant Secretary for Health, or his/her designee, may waive, in whole or in part, the refund of ESCCP if collection would be against equity or good conscience or would not be in the best interests of the United States.
4. A discharge in bankruptcy under Title 11, United States Code, does not relieve an officer from the refund requirements.

Approved:

/s/ Louis W. Sullivan

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Secretary

June 14, 1990

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Date