



**THE ASSISTANT SECRETARY OF DEFENSE**

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

**HEALTH AFFAIRS**

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: Health Professions Officer Special and Incentive Pay Plan

References: (a) Sections 204, 206, 332, 335, 371, and 373 of title 37, United States Code  
(b) Section 16302 of title 10, United States Code  
(c) Department of Defense (DoD) Instruction 6000.13, "Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs)"

Effective October 1, 2023, the Department of Defense Health Professions Officer (HPO) Special and Incentive Pay Program is updated as described in the subsequent attachments. The attached tables specify pay plan rates and board certification details of the Consolidated Special Pays for HPOs of the Active and Reserve Components, in accordance with the references above. Agreements containing the incentive pays, bonuses, or loan repayments may be entered into after December 31, 2023, only if Congress extends the authorities in 37 U.S.C. § 335(k) and 10 U.S.C. § 16302(d).

Please provide this office with a copy of your implementing guidance within 120 days of the date of this memorandum.

Lester Martínez López, M.D., M.P.H.

Attachments:

1. Medical Corps Pay Plan
2. Dental Corps Pay Plan
3. Nurse Corps Pay Plan
4. Health Professions Officers Special Pay Plan
5. Reserve Component Health Professions Officers Special Pay Plan

cc:

Surgeon General of the Army  
Surgeon General of the Navy  
Surgeon General of the Air Force

## **Special Pay Definitions**

1. Board Certification Pay (BCP): Incentive encouraging qualified Health Professions Officers to attain and maintain board certification, signifying the highest level of professional competence for the promotion of quality health care.
2. Incentive Pay (IP): Incentive acknowledging skill achievement from professional education, residency, and/or fellowship training, as a practicing (unless otherwise authorized by waiver approval) and fully qualified Health Professions Officer.
3. Retention Bonus (RB): Incentive to retain qualified health professions officers to meet the Uniformed Services' force management, healthcare, and readiness requirements.
4. Accession Bonus (AB): Incentive encouraging a fully qualified, highly skilled health professional to accept a commission in the Uniformed Services.
5. Critically Short Wartime Specialty Accession Bonus (CSWSAB): Incentive encouraging a fully qualified, highly skilled health professional in a Critically Short Wartime Specialty, as designated by the Secretary of Defense, to accept a commission in the Uniformed Services.

## Attachment 1

### MEDICAL CORPS SPECIAL PAY PLAN

**Table 1: MEDICAL CORPS CRITICALLY SHORT WARTIME SPECIALTY ACCESSION BONUS (CSWSAB)<sup>1,4</sup>**

<b><u>Medical Specialty</u></b>	<b><u>CSWSAB Rate for a 4-Year Obligation</u></b>
Aerospace Medicine	\$200,000
Anesthesia	\$600,000
Cardiology	\$325,000
Cardio-Thoracic Surgery	\$600,000
Diagnostic Radiology	\$375,000
Emergency Medicine	\$400,000
Family Practice	\$275,000
General Surgery	\$600,000
Internal Medicine	\$250,000
Infectious Diseases	\$200,000
Neurosurgery	\$600,000
Ophthalmology	\$225,000
Orthopedics	\$600,000
Preventive Medicine	\$300,000
Psychiatry	\$600,000
Pulmonary Medicine	\$400,000
Trauma/Critical Care Surgery	\$600,000
Urology	\$300,000
Vascular Surgery	\$600,000

**Table 2: MEDICAL CORPS INCENTIVE PAY (IP) & RETENTION BONUS (RB) <sup>2, 3, 4, 6</sup>**

<b>MEDICAL CORPS</b>	<b>Incentive Pay Rate (prorated monthly)</b>
INTERNSHIP (FYGME)	\$1,200
INITIAL RESIDENCY (Post-Graduate Year 2)	\$8,000
GENERAL MEDICAL OFFICER	\$20,000

<b>POST RESIDENT or FELLOW GRADUATE (initial residency is the first residency completed)</b>	<b>Fully Qualified IP Rate (prorated monthly)</b>	<b>RB 2-Year Rate (paid annually)</b>	<b>RB 3-Year Rate (paid annually)</b>	<b>RB 4-Year Rate (paid annually)</b>	<b>RB 6-Year Rate (paid annually)</b>
RESIDENCY in AEROSPACE MEDICINE (RAM)	\$43,000	\$15,000	\$25,000	\$35,000	-
ANESTHESIOLOGY	\$59,000	\$40,000	\$55,000	\$105,000	\$125,000
CARDIOLOGY- ADULT/PEDS	\$59,000	\$26,000	\$39,000	\$76,000	\$95,000
DERMATOLOGY	\$43,000	\$17,000	\$25,000	\$43,000	-
EMERGENCY MEDICINE	\$49,000	\$21,000	\$30,000	\$59,000	\$74,000
FAMILY PRACTICE	\$43,000	\$17,000	\$25,000	\$43,000	\$55,000
GASTROENTEROLOGY- ADULT/PEDS	\$49,000	\$25,000	\$36,000	\$58,000	-
GEN INTERNAL MEDICINE	\$43,000	\$13,000	\$23,000	\$40,000	-
GENERAL SURGERY	\$52,000	\$50,000	\$65,000	\$105,000	\$125,000
NEUROLOGY- ADULT/PEDS	\$43,000	\$13,000	\$19,000	\$30,000	-
NEUROSURGERY	\$59,000	\$75,000	\$100,000	\$150,000*	-
OBSTETRICS-GYNECOLOGY	\$54,000	\$17,000	\$25,000	\$40,000	-
OPHTHALMOLOGY	\$51,000	\$15,000	\$21,000	\$32,000	-
ORTHOPEDICS	\$59,000	\$43,000	\$58,000	\$95,000	\$115,000
OTOLARYNGOLOGY	\$53,000	\$22,000	\$30,000	\$43,000	-
PATHOLOGY	\$43,000	\$13,000	\$20,000	\$35,000	-
PEDIATRICS	\$43,000	\$15,000	\$20,000	\$35,000	-
PHYSIATRIST/PHYSICAL MEDICINE	\$43,000	\$12,000	\$13,000	\$20,000	-
PREVENTIVE/OCCUPATIONAL MEDICINE	\$43,000	\$13,000	\$20,000	\$35,000	-

<b>POST RESIDENT or FELLOW GRADUATE (initial residency is the first residency completed)</b>	<b>Fully Qualified IP Rate (prorated monthly)</b>	<b>RB 2-Year Rate (paid annually)</b>	<b>RB 3-Year Rate (paid annually)</b>	<b>RB 4-Year Rate (paid annually)</b>	<b>RB 6-Year Rate (paid annually)</b>
PSYCHIATRY- ADULT/PEDS	\$43,000	\$19,000	\$31,000	\$65,000	\$85,000
PULMONARY/CRITICAL CARE MEDICINE	\$46,000	\$24,000	\$34,000	\$63,000	\$78,000
RADIOLOGY- DIAGNOSTIC/THERAPUETIC	\$59,000	\$31,000	\$46,000	\$76,000	-
UROLOGY	\$51,000	\$20,000	\$30,000	\$55,000	-
SUBSPEC CAT I (note 1)	\$59,000	\$50,000	\$65,000	\$110,000	\$130,000
SUBSPEC CAT II (note 2)	\$51,000	\$12,000	\$18,000	\$32,000	-
SUBSPEC CAT III (note 3)	\$46,000	\$15,000	\$20,000	\$33,000	-
SUBSPEC CAT IV (note 4)	\$43,000	\$13,000	\$19,000	\$30,000	-
SUBSPEC CAT V (note 5)	\$59,000	\$26,000	\$36,000	\$55,000	-

\*The annual IP amount for the 4-year Neurosurgery retention agreement is \$80,000.

Note 1: Requires primary specialty in general surgery or as listed – Cardio-thoracic surgery, colon-rectal surgery, oncology surgery, pediatric surgery, plastic surgery, organ transplant, trauma/critical care surgery, vascular surgery, and fellowship trained orthopedic surgeons.

Note 2: Internal medicine nuclear medicine physicians only.

Note 3: Internal medicine/pediatric fellowship subspecialties in allergy, allergy/immunology, nephrology, hematology/oncology, and neonatology.

Note 4: All internal medicine and pediatric subspecialties not listed in Category I, III, or listed separately – infectious disease, rheumatology, geriatrics fellowship training, endocrinology, clinical pharmacology, and developmental pediatrics.

Note 5: Physicians who are fellowship trained in ophthalmology, otolaryngology, obstetrics/gynecology, and urology.

**Table 3: BOARD CERTIFICATION PAY RATE**

<b>BCP 1-YEAR RATE (prorated monthly) <sup>2,3</sup></b>	<b>\$8,000</b>
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**Table 4: RECOGNIZED MEDICAL CORPS BOARDS FOR BCP**

American Board of Medical Specialties
American Osteopathic Association Specialty Certifying Boards

Footnotes:

<sup>1</sup> Must be a graduate of an American Medical Association or American Osteopathic Association - accredited school of medicine and possess a Doctor of Medicine or Doctor of Osteopathic Medicine degree. Medical Corps CSWSAB lists Health Professions Officer (HPO) specialties designated by the Secretary of Defense as critical to meet a Military Department's healthcare wartime missions. Justification for a critical designation consists of the criticality of the HPO skill, officer shortages due to recent force structure changes, or extremely high replacement or training cost.

<sup>2</sup> As a Health Care Provider, AC HPOs must be currently credentialed, privileged, and practicing at a facility designated by the Military Department, in the Medical specialty for which the IP and RB is being paid. The Secretary of the Military Department concerned may also approve recommendations on a case by case basis for IP and RB payments to Physicians assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions, in remote locations outside the United States, or that preclude the ability to spend appropriate time in a clinical setting. General/Flag officers at the rank of O-7 and above are eligible for the General Medical Officer IP rate and BCP.

<sup>3</sup> To be paid IP and BCP under the 1/30<sup>th</sup> rule, RC HPOs must be credentialed by the Military Department in the specialty for which the incentive is being paid.

<sup>4</sup> Military Departments are authorized to offer retention bonus, incentive pay, CSWAB, and Health Professions Officer Accession Bonus rates up to the amounts provided in the tables.

<sup>5</sup> Active Duty Service Obligation requirements relating to retention bonuses can be found at paragraph 10.e.(3) of Enclosure 3 to reference (c).

<sup>6</sup> In order to be eligible for a retention bonus, member must have completed a specialty nursing course approved by the Military Department Surgeon General or a graduate program in one of the clinical specialties listed.

**Attachment 2**

**DENTAL CORPS SPECIAL PAY PLAN**

**Table 1: DENTAL CORPS CSWSAB<sup>1</sup>**

<b>Dental Specialty</b>	<b>CSWSAB Rate for a 4-Year Obligation</b>
General Dentistry	\$150,000
Comprehensive Dentistry	\$400,000
Oral and Maxillofacial Surgery	\$600,000
Prosthodontics	\$300,000

**Table 2: DENTAL CORPS IP & RB<sup>2, 3, 4, 6</sup>**

<b>DENTAL CORPS</b>	<b>Fully Qualified IP Rate (prorated monthly)</b>	<b>RB 2-Year Rate (paid annually)</b>	<b>RB 3-Year Rate (paid annually)</b>	<b>RB 4-Year Rate (paid annually)</b>	<b>RB 6-Year Rate (paid annually)</b>
General Dentistry	\$20,000	\$13,000	\$19,000	\$30,000	-
Advanced Clinical Practice - General Dentistry, Exodontia, Endodontics, Periodontics, Prosthodontics	\$25,000	\$18,000	\$27,000	\$35,000	-
Operative Dentistry	\$25,000	\$25,000	\$38,000	\$55,000	
Comprehensive Dentistry	\$25,000	\$25,000	\$38,000	\$60,000	\$75,000
Endodontics	\$25,000	\$25,000	\$38,000	\$55,000	\$65,000
Oral Pathology/Oral Diagnosis/Oral Medicine/Oral Radiology	\$25,000	\$25,000	\$38,000	\$55,000	-
Orthodontics	\$25,000	\$25,000	\$38,000	\$55,000	\$65,000
Pediatric Dentistry	\$25,000	\$25,000	\$38,000	\$55,000	-
Periodontics	\$25,000	\$25,000	\$38,000	\$55,000	\$65,000
Prosthodontics	\$25,000	\$25,000	\$38,000	\$55,000	\$65,000
Public Health Dentistry	\$25,000	\$25,000	\$38,000	\$55,000	-

<b>DENTAL CORPS IP &amp; RB (continued)</b>					
<b>DENTAL CORPS</b>	<b>Fully Qualified IP Rate (prorated monthly)</b>	<b>RB 2-Year Rate (paid annually)</b>	<b>RB 3-Year Rate (paid annually)</b>	<b>RB 4-Year Rate (paid annually)</b>	<b>RB 6-Year Rate (paid annually)</b>
Temporomandibular Dysfunction /Orofacial Pain	\$25,000	\$25,000	\$38,000	\$55,000	-
Dental Research	\$25,000	\$25,000	\$38,000	\$55,000	-
Oral Maxillofacial Surgery	\$55,000	\$45,000	\$58,000	\$95,000	\$115,000

**Table 3: BOARD CERTIFICATION PAY RATE**

<b>BCP 1-YEAR RATE (prorated monthly) <sup>2,3</sup></b>	\$8,000
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**Table 4: RECOGNIZED DENTAL CORPS BOARDS FOR BCP**

American Board of Dental Public Health	American Board of Periodontology
American Board of Endodontics	American Board of Prosthodontics
American Board of Oral and Maxillofacial Pathology	American Board of Operative Dentistry
American Board of Oral and Maxillofacial Radiology	American Board of Orofacial Pain
American Board of Oral and Maxillofacial Surgery	American Board of Oral Medicine
American Board of Orthodontics	American Board of General Dentistry
American Board of Pediatric Dentistry	-----

**Footnotes:**

<sup>1</sup> Must be a graduate of an American Dental Association-accredited school of dentistry and possess a Doctor of Dental Surgery or Doctor of Dental Medicine degree. Dental Corps CSWSAB lists HPO specialties designated by the Secretary of Defense as critical to meet a Military Department’s healthcare wartime missions. Justification for a critical designation consists of the criticality of the HPO skill, officer shortages due to recent force structure changes, or extremely high replacement or training cost.

<sup>2</sup> As a Health Care Provider, AC HPOs must be currently credentialed, privileged, and practicing at a facility designated by the Military Department, in the Dental specialty for which the IP and RB is being paid. The Secretary of the Military Department concerned may also approve recommendations on a case by case basis for IP and RB payments to Dentists assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions, or in remote locations outside the United States, or that preclude the ability to spend appropriate time in a clinical setting. General/Flag officers at the rank of O-7 and above are eligible for the General Dentistry IP rate and BCP.

<sup>3</sup> To be paid IP and BCP under the 1/30<sup>th</sup> rule, RC HPOs must be credentialed by the Military Department in the specialty for which the incentive is being paid.



<sup>4</sup> Military Departments are authorized to offer retention bonus, incentive pay, and board certification pay rates up to the amounts provided in the tables.

<sup>5</sup> Active Duty Service Obligation requirements relating to retention bonuses can be found at paragraph 10.e.(3) of Enclosure 3 to Reference (c).

<sup>6</sup> In order to be eligible for a retention bonus, member must have completed a specialty nursing course approved by the Military Department Surgeon General or a graduate program in one of the clinical specialties listed.

**Attachment 3**

NURSE CORPS SPECIAL PAY PLAN

**Table 1: NURSE CORPS AB AND CSWSAB<sup>1</sup>**

<b>SPECIALTY AB</b>	<b>Rate for a 3-Year Obligation</b>	<b>Rate for a 4-Year Obligation</b>
Any Specialty	\$30,000	\$50,000
Obstetrics/Gynecology Nursing	-	\$40,000
<b>SPECIALTY CSWSAB</b>		
Critical Care Nursing		\$100,000
Certified Registered Nurse Anesthetist	-	\$250,000
Mental Health Nurse Practitioner	-	\$120,000

**Table 2: NURSE CORPS IP & RB<sup>2, 3, 4, 5, 7</sup>**

<b>NURSE CORPS</b>	<b>Fully Qualified IP Rate (prorated monthly)</b>	<b>RB 2-Year Rate (paid annually)</b>	<b>RB 3-Year Rate (paid annually)</b>	<b>RB 4-Year Rate (paid annually)</b>	<b>RB 6-Year Rate (paid annually)</b>
Community/Public Health Nursing	-	\$10,000	\$15,000	\$20,000	-
Critical Care Nursing	-	\$10,000	\$15,000	\$20,000	\$35,000
Emergency Nursing	-	\$10,000	\$15,000	\$20,000	\$35,000
Flight Nurse	-	\$10,000	\$15,000	\$20,000	\$35,000
Medical-Surgical Nursing	-	\$10,000	\$15,000	\$25,000	-
Neonatal Intensive Care	-	\$10,000	\$15,000	\$20,000	-
Nurse Midwife	-	\$10,000	\$15,000	\$25,000	\$35,000
Obstetrics/Gynecology Nursing	-	\$10,000	\$15,000	\$25,000	-
Pediatric Nursing	-	\$10,000	\$15,000	\$20,000	-
Perioperative Nursing	-	\$10,000	\$15,000	\$20,000	\$35,000
Psychiatric/Mental Health Nursing	-	\$10,000	\$15,000	\$20,000	\$35,000
Mental Health Nurse Practitioners		\$10,000	\$15,000	\$35,000	\$50,000
All Other Nurse Practitioners	-	\$10,000	\$15,000	\$20,000	\$35,000
Certified Registered Nurse Anesthetist	\$15,000	\$10,000	\$20,000	\$40,000	\$60,000

**Table 3: RECOGNIZED NURSE CORPS BOARDS REQUIRED FOR IP AND/OR RB**

Academy of Medical-Surgical Nurses Certified Medical-Surgical Registered	Board of Certification for Emergency Nursing
American Association of Nurse Practitioners	Competency & Credentialing Institute Certified

American Association of Critical Care Nurses	National Board on Certification and Recertification of Nurse Anesthetist
American Board of Perianesthesia Nursing Certification, Incorporated	National Certification Corporation
American Midwifery Certification Board	Pediatric Nursing Certification Board
American Nurses Credentialing Center	Medical-Surgical Nursing Certification Board

**Table 4: BOARD CERTIFICATION PAY RATE**

<b>BCP 1-YEAR RATE (prorated monthly) <sup>2,3</sup></b>	<b>\$8,000</b>
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**Table 5: RECOGNIZED NURSE CORPS SPECIALTIES AND BOARDS FOR BCP**

<b>Specialty</b>	<b>Sponsor</b>	<b>Certification Responsibility</b>	<b>Board</b>
Certified Registered Nurse Anesthetist	American Association of Nurse Anesthetists	National Board of Certification and Recertification for Nurse Anesthetists	Nurse Anesthetist
Nurse Practitioner	American Nurses Association	American Nurses Credentialing Center, American Academy of Nurse Practitioners or Pediatric Nursing Certification Board	Adult Health Nurse Practitioner
			Family Nurse Practitioner
			Pediatric Nurse Practitioner
			Psychiatric/Mental Health Nurse Practitioner
			Acute Care Nurse Practitioner
			Primary Care Nurse Practitioner
Women's Health Nurse Practitioner	National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties	National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties	Women's Health Care Nurse Practitioner (for OB/GYN & GYN Nurse Practitioners)
Nurse Midwife	National Commission for Certifying Agencies	American Midwifery Certification Board	Nurse Midwife
Clinical Nurse Specialist	American Nurses Association	American Nurses Credentialing Center or American Association of Critical Care Nurses Certification Corporation	Clinical Nurse Specialist
Public Health Nurse	American Nurses Association	American Nurses Credentialing Center	Public Health Nurse

Footnotes:

<sup>1</sup> Must be a graduate of a school of nursing accredited by the Accreditation Commission for Education in Nursing (formerly the National League for Nursing Accrediting Commission) or the Commission on Collegiate Nursing Education that conferred a baccalaureate degree or higher in nursing. Nurse Corps CSWSAB lists HPO specialties designated by the Secretary of Defense as critical to meet a Military Department's healthcare wartime missions. Justification for a critical designation consists of the criticality of the HPO skill, officer shortages due to recent force structure changes, or extremely high replacement or training cost.

<sup>2</sup> As a Health Care Provider, AC HPOs must be currently credentialed, privileged (Advanced Practice Registered Nurses), and practicing at a facility designated by the Military Department, in the Nurse Specialty for which the IP and RB is being paid. The Secretary of the Military Department concerned may also approve recommendations on a case by case basis for IP and RB payments to Nurses assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions, in remote locations outside the United States, or that preclude the ability to spend appropriate time in a clinical setting. General/Flag officers at the rank of O-7 and above are eligible for the IP and BCP in their credentialed specialty.

<sup>3</sup> To be paid IP and BCP under the 1/30<sup>th</sup> rule, RC HPOs must be credentialed by the Military Department in the specialty for which the incentive is being paid.

<sup>4</sup> To be eligible for a Nurse IP and/or RB, the Nurse must be board-certified in the specialty concerned by the applicable Board listed in Table 3.

<sup>5</sup> Military Departments are authorized to offer retention bonus, incentive pay, and Board Certification Pay rates up to the amounts provided in the tables.

<sup>6</sup> Active Duty Service Obligation requirements relating to retention bonuses can be found at paragraph 10.e.(3) of Enclosure 3 to Reference (c).

<sup>7</sup> In order to be eligible for a retention bonus, member must have completed a specialty nursing course approved by the Military Department Surgeon General or a graduate program in one of the clinical specialties listed.

**Attachment 4**

HEALTH PROFESSIONS OFFICERS SPECIAL PAY PLAN

**Table 1: AB RATES BY SPECIALTY AND CLINICAL PSYCHOLOGIST CSWSAB<sup>1</sup>**

<b>SPECIALTY AB</b>	<b>Rate for a 3-Year Obligation</b>	<b>Rate for a 4-Year Obligation</b>
Dietitian	-	\$30,000
Medical Lab Technologist	-	\$30,000
Occupational Therapy	-	\$30,000
Pharmacist	-	\$30,000
Physical Therapist	-	\$30,000
Physician Assistant	\$37,500	\$60,000
Public Health Officer (Air Force)	\$22,500	\$40,000
Social Worker	\$18,750	\$30,000
Veterinary Officer	-	\$20,000
<b>SPECIALTY CSWSAB</b>		
Clinical Psychologist	\$42,500	\$65,000

**Table 2: IP/RB RATES BY SPECIALTY<sup>2, 3, 4, 5, 6</sup>**

<b>SPECIALTY</b>	<b>Amount Paid Per Year or a:</b>				
	<b>Fully Qualified IP Rate (with and without RB)</b>	<b>RB 2-Year Rate (paid annually)</b>	<b>RB 3-Year Rate (paid annually)</b>	<b>RB 4-Year Rate (paid annually)</b>	<b>RB 6-Year Rate (paid annually)</b>
Laboratory Officer	-	-	-	\$10,000	-
Registered Dietitian	-	-	-	\$7,500	-
Occupational Therapist	-	-	-	\$7,500	-
Optometrist	\$1,200	\$5,000	\$8,000	\$12,000	-
Pharmacist	-	\$15,000	\$15,000	\$20,000	-
Physician Assistant	\$5,000	\$10,000	\$15,000	\$25,000	\$35,000
Podiatrist	\$5,000	\$10,000	\$15,000	\$25,000	-
Psychologist	\$5,000	\$15,000	\$20,000	\$30,000	\$40,000
Public Health Officer (Air Force)	\$5,000	\$5,000	\$6,250	\$7,500	-
Social Worker	-	\$5,000	\$8,000	\$15,000	-
Preventive Medicine Veterinarians (Army)	\$5,000	\$5,000	\$6,250	\$7,500	-
Veterinary Officer	\$5,000	\$2,500	\$3,750	\$5,000	-

**Table 3: BOARD CERTIFICATION PAY RATE**

<b>BCP 1-YEAR RATE (prorated monthly) <sup>2,3</sup></b>	<b>\$8,000</b>
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**Table 4: RECOGNIZED HPO SPECIALTIES AND BOARDS FOR BCP**

<b>SPECIALTY</b>	<b>SPONSOR</b>	<b>CERTIFICATION RESPONSIBILITY</b>	<b>BOARD(S)</b>
Audiology/ Speech Pathology	American Speech-Language Hearing Association	Council for Clinical Certification in Audiology and Speech-Language Pathology	<ul style="list-style-type: none"> <li>• Audiology</li> <li>• Speech-Language Pathology</li> </ul>
	American Board of Audiology	Clinical Certification Board	<ul style="list-style-type: none"> <li>• Audiology</li> <li>• Advanced Certification with Specialty Recognition (various)</li> </ul>
Biochemistry	Commission on Accreditation in Clinical Chemistry	American Board of Clinical Chemistry	<ul style="list-style-type: none"> <li>• Fellow of the Academy of Clinical Biochemistry</li> </ul>
	American Board of Toxicology		<ul style="list-style-type: none"> <li>• Toxicology</li> </ul>
	American Board of Forensic Toxicology	American Academy of Forensic Sciences	<ul style="list-style-type: none"> <li>• Forensic Toxicology</li> </ul>
Dietetics	Academy of Nutrition and Dietetics	Commission on Dietetic Registration	<ul style="list-style-type: none"> <li>• Pediatric Nutrition</li> <li>• Renal Nutrition</li> <li>• Obesity and Weight Management</li> <li>• Sports Dietetics</li> <li>• Gerontological Nutrition</li> <li>• Oncology Nutrition</li> <li>• Advanced Practice Certification in Clinical Nutrition</li> </ul>
	American Society for Parenteral and Enteral Nutrition	The National Board of Nutrition Support Certification	<ul style="list-style-type: none"> <li>• Certified Nutrition Support Clinician</li> </ul>
	National Certification Board for Diabetes Educators	National Certification Board for Diabetes Educators	<ul style="list-style-type: none"> <li>• Certified Diabetes Educator</li> </ul>
	National Commission for Health Education Credentialing	National Commission for Health Education Credentialing	<ul style="list-style-type: none"> <li>• Certified Health Education Specialists</li> <li>• Master Certified Health Education Specialist</li> </ul>

	American Board of Sports Medicine	American College of Sports Medicine	<ul style="list-style-type: none"><li>• Registered Clinical Exercise Physiologist</li><li>• Certified Exercise Physiologist</li><li>• Certified Clinical Exercise Physiologist</li></ul>
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Medical Physicist	American Board of Radiology	American Board of Medical Specialties	<ul style="list-style-type: none"> <li>Subspecialties of nuclear medical physics, diagnostic medical physics, and therapeutic medical physics</li> </ul>
Occupational Therapy	American Occupational Therapy Association (AOTA)	AOTA Board for Advanced and Specialty Certification	<ul style="list-style-type: none"> <li>Gerontology</li> <li>Mental Health</li> <li>Pediatrics</li> <li>Physical Rehabilitation</li> </ul>
	Hand Therapy Certification Commission	Hand Therapy Certification Commission	<ul style="list-style-type: none"> <li>Certified Hand Therapist</li> </ul>
	Board of Certification in Professional Ergonomics	Board of Certification in Professional Ergonomics	<ul style="list-style-type: none"> <li>Certified Professional Ergonomist</li> <li>Certified Human Factors Professional</li> <li>Certified User Experience Professional</li> </ul>
	Academy of Certified Brain Injury Specialists	Academy of Certified Brain Injury Specialists	<ul style="list-style-type: none"> <li>Certified Brain Injury Specialist Trainer</li> </ul>
Optometry	American Academy of Optometry	American Academy of Optometry	<ul style="list-style-type: none"> <li>Fellow in the American Academy of Optometry</li> </ul>
	American Board of Certification in Medical Optometry (ABCMO)	ABCMO	<ul style="list-style-type: none"> <li>ABCMO</li> </ul>
	American Board of Optometry	American Board of Optometry	<ul style="list-style-type: none"> <li>Diplomate of the American Board of Optometry</li> </ul>
Pharmacy	American Pharmacists Association	Board of Pharmacy Specialties	<ul style="list-style-type: none"> <li>Any</li> </ul>
Physical Therapy	American Physical Therapy Association	American Board of Physical Therapy Specialists	<ul style="list-style-type: none"> <li>Cardiopulmonary</li> <li>Clinical Electrophysiology</li> <li>Geriatrics</li> <li>Neurology</li> <li>Orthopedics</li> <li>Pediatrics</li> <li>Sports</li> <li>Women's Health</li> <li>Wound Management</li> <li>Oncology</li> </ul>
Physician Assistant	National Commission on Certification of Physician Assistants	National Commission on Certification of Physician Assistants	<ul style="list-style-type: none"> <li>National Commission on Certification of Physician Assistants</li> </ul>
Podiatry	American Podiatric Medical Association	Council on Podiatric Medical Education	<ul style="list-style-type: none"> <li>American Board of Podiatric Medicine</li> <li>American Board of Foot and Ankle Surgery</li> </ul>
Psychology	American Psychological Association	American Board of Professional Psychology	<ul style="list-style-type: none"> <li>Diplomate</li> </ul>



Social Work	American Board of Examiners In Clinical Social Work	American Board of Examiners In Clinical Social Work	<ul style="list-style-type: none"> <li>• Diplomate in Clinical Social Work</li> </ul>
	National Association of Social Workers	Competence Certification Commission	<ul style="list-style-type: none"> <li>• Diplomate in Clinical Social Work</li> </ul>
Veterinary Officer	Any one of several boards certified by the American Veterinary Medical Association	Specific Specialty Board	<ul style="list-style-type: none"> <li>• Any</li> </ul>

Footnotes:

<sup>1</sup> Must be a graduate of an accredited school in his or her clinical specialty. The clinical psychologist specialty is designated by the Secretary of Defense as critical to meet a Military Department's healthcare wartime missions. Justification for a critical designation consists of the criticality of the HPO skill, officer shortages due to recent force structure changes, or extremely high replacement or training cost.

<sup>2</sup> When a Health Care Provider, AC HPOs must be credentialed, privileged, and practicing at a facility designated by the Military Department, in the specialty for which the IP and RB is being paid. The Secretary of the Military Department concerned may also approve recommendations on a case-by-case basis for IP and RB payments to HPOs assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions, in remote locations outside the United States, or that preclude the ability to spend appropriate time in a clinical setting. General/Flag officers at the rank of O-7 and above are eligible for the IP and BCP in their credentialed specialty.

<sup>3</sup> To be paid IP and BCP under the 1/30<sup>th</sup> rule, RC HPOs must be credentialed by the Military Department in the specialty for which the incentive is being paid.

<sup>4</sup> Military Departments are authorized to offer retention bonus, incentive pay, and Board Certification Pay rates up to the amounts provided in the tables.

<sup>5</sup> Active Duty Service Obligation requirements relating to retention bonuses can be found at paragraph 10.e.(3) of Enclosure 3 to Reference (c).

<sup>6</sup> In order to be eligible for a retention bonus, member must have completed a specialty nursing course approved by the Military Department Surgeon General or a graduate program in one of the clinical specialties listed.

## **Attachment 5**

### RESERVE COMPONENT (RC) HEALTH PROFESSIONS SPECIAL AND INCENTIVE (HPS&I) PAY PLAN

1. Subject to pay plan development by the owning Military Department or Reserve Component (RC), RC-affiliated HPOs may receive incentive pays as detailed in Table 1 of this attachment. Two IPs available to RC HPOs are governed by other attachments to this pay plan. IP and BCP may be paid up to rates established by Attachments 1-4 (based on the individual HPO specialty).

(a) IP<sup>1</sup>. All RC HPOs may be paid IP up to the “Fully Qualified IP Rate” established in the tables contained in Attachments 1-4. As set forth in DoDI 6000.13 and annotated in these attachments, RC HPOs who meet criteria may receive prorated amounts of IP for all qualifying periods of military duty (governed by 37 U.S.C. §§ 204 and 206 respectively).

(b) BCP. BCP may be extended up to the rates established in Attachments 1-4. Similar to IP, RC HPOs who meet criteria may receive prorated amounts of BCP for all qualifying periods of military duty (governed by 37 U.S.C. §§ 204 and 206 respectively).

2. Table 1 of this attachment details rates for RC Accession<sup>2</sup> and Retention Bonuses,<sup>2,3</sup> Stipends, and the RC Health Professions Loan Repayment Program (HPLRP) (both Annual Rates and Lifetime Cap). All specialties in Table 1 are designated as “critical skills” based on Military Department identification. This designation is in keeping with the critical skill accession bonus provisions of 37 U.S.C. § 335(a)(2). The maximum allowable DoD rates for the critical skill accession bonus are detailed in the table.

3. For all HPOs not listed in Table 1, the Secretary of the Military Department concerned may pay bonuses administered in accordance with DoDI 1304.34<sup>2</sup>.

4. The Army National Guard and Air Force Reserve are authorized to extend incentives to Full Time Support and/or Active Guard Reserve HPOs as follows:

(a) Accession/Retention Bonuses, IP and BCP in accordance with the rates found in Attachments 1-4.

(b) HPLRP in accordance with the rates found in Table 1 of Attachment 5.

#### Footnotes:

<sup>1</sup> The Military Departments are authorized to offer up to the IP rates (“Fully Qualified IP Rate”) established in Attachments 1-4.

<sup>2</sup> Must be a graduate of an accredited school in his or her clinical specialty to receive the accession, retention, or affiliation bonus.

<sup>3</sup> Military Departments are authorized to offer retention bonuses up to the amounts provided in Table 1 including accessions/retention bonus rates in attachments 1 through 4 for Full Time Support and/or Active Guard Reserve HPOs.

<sup>4</sup> Active Duty Service Obligation requirements relating to retention bonuses can be found at paragraph 10.e.(3) of Enclosure 3 to Reference (c).

<sup>6</sup> In order to be eligible for a retention bonus, member must have completed a specialty nursing course approved by the Military Department Surgeon General or a graduate program in one of the clinical specialties listed.

**Table 1: RESERVE COMPONENT-SPECIFIC INCENTIVES**

Critical Skill <sup>1</sup>	ARNG	USAR	USNR	ANG	USAFR	RC Health Professions Incentives			
	Eligibility					AB Annual Rate <sup>2</sup>	RB Annual Rate <sup>2</sup>	Stipend <sup>3</sup>	RC HPLRP Annual/Lifetime Rate <sup>4</sup>
<b>MEDICAL CORPS</b>									
Aerospace Medicine Specialist				48AX	48AX	\$40K	\$40K	See note	\$40K/\$250K
Anesthesiologist			15B0/15B1	45AX	45AX	\$40K	\$40K	See note	\$40K/\$250K
Critical Care/Pulmonary Disease Medicine/Cardiology		60X	16R1 <sup>10</sup>	44YX	44YX	\$60K	\$60K	See note	\$40K/\$250K
Emergency Services/Emergency Medicine			16P0/16P1	44EX	44EX	\$50K	\$50K	See note	\$40K/\$250K
Family Medicine, Family Practice		61H	16Q0/16Q1	44FX	44FX	\$25K	\$25K	See note	\$40K/\$250K
Field Surgeon/General Practice Medicine	62B <sup>5</sup>					\$25K	\$25K	See note	\$40K/\$250K
Flight Surgeon, Aviation/Aerospace GMO, Aviation/Aerospace Res Trained	SI - F8 <sup>6</sup>		15A0/15A1		48GX/48RX	\$40K	\$40K	See note	\$40K/\$250K
Infectious Disease			16R1			\$25K	\$25K	See note	\$40K/\$250K
Internist			16R0/16R1	44MX	44MX	\$25K	\$25K	See note	\$40K/\$250K
Nephrology			16R1			\$25K	\$25K	See note	\$40K/\$250K
Nuclear Medicine		60B				\$25K	\$25K	See note	\$40K/\$250K
Obstetrician and Gynecologist				45GX	45GX	\$25K	\$25K	See note	\$40K/\$250K
Ophthalmology			15G			\$25K	\$25K	See note	\$40K/\$250K
Pediatrician					44KX	\$25K	\$25K	See note	\$40K/\$250K
Preventive Medicine		60C <sup>7</sup>				\$25K	\$25K	See note	\$40K/\$250K
Psychiatrist	60W	60W	16X0/16X1		44PX	\$25K	\$25K	See note	\$40K/\$250K
Radiologist, Diagnostic			16Y0/16Y1		44RX	\$45K	\$45K	See note	\$40K/\$250K
Surgeon, Colon/Rectal			15C1			\$75K	\$75K	See note	\$40K/\$250K
Surgeon, Critical Care/Trauma		61JM4	15C1 <sup>11</sup>		45S3K	\$75K	\$75K	See note	\$40K/\$250K
Surgeon, General		61J	15C0/15C1	45SX	45SX	\$75K	\$75K	See note	\$40K/\$250K
Surgeon, Neurological			15D0/15D1		45S3F	\$50K	\$50K	See note	\$40K/\$250K
Surgeon, Orthopedic		61M	15H0/15H1	45BX	45BX	\$75K	\$75K	See note	\$40K/\$250K
Surgeon, Thoracic/Cardiovascular		61K	15C1			\$75K	\$75K	See note	\$40K/\$250K
Surgeon, Vascular/Peripheral			15C1		45S3E	\$50K	\$50K	See note	\$40K/\$250K
Undersea Medicine			16U0/16U1			\$25K	\$25K	See note	\$40K/\$250K
Urologist		60K	15J		45UX	\$45K	\$45K	See note	\$40K/\$250K
<b>NURSE CORPS</b>									
Clinical Nurse, Critical Care		66S	1960	46NXE	46NXE	\$25K	\$25K	See note	\$20K/\$60K
Flight Nurse				46FX	46FX	\$20K	\$20K	See note	\$20K/\$60K
Mental Health Nurse			1930		46PX	\$17.5K	\$17.5K	See note	\$20K/\$60K
Midwife			1981			\$15K	\$15K	See note	\$20K/\$60K
Nurse, Neonatal Intensive Care (NICU)			1964			\$15K	\$15K	See note	\$20K/\$60K
Nurse Anesthetist		66F <sup>8</sup>	1972	46YXM	46YXM	\$30K	\$30K	See note	\$20K/\$60K
Nurse Practitioner, Family			1976			\$20K	\$20K	See note	\$20K/\$60K
Nurse Practitioner, Mental Health			1973			\$20K	\$20K	See note	\$20K/\$60K
Nurse Practitioner, Pediatric			1974			\$15K	\$15K	See note	\$20K/\$60K
Operating Room Nurse			1950	46SX	46SX	\$20K	\$20K	See note	\$20K/\$60K
Trauma Nurse/Emergency			1945		46NXJ	\$15K	\$15K	See note	\$20K/\$60K

Table 1, continued:

DENTAL CORPS	Eligibility					AB Annual Rate <sup>2</sup>	RB Annual Rate <sup>2</sup>	Stipend <sup>3</sup>	RC HPLRP Annual/Lifetime Rate <sup>4</sup>	
	63A	63B	1700	63N	1750					47GX
Dental Officer, Clinical/General	63A		1700			47GX	\$25K	\$25K	See note	\$40K/\$250K
Dentist, Comprehensive		63B	1725			47GXA	\$30K	\$30K	See note	\$40K/\$250K
Oral & Maxillofacial Surgeon		63N	1750				\$35K	\$35K	See note	\$40K/\$250K
Public Health Dentist		63H					\$20K	\$20K	See note	\$40K/\$250K
MSC/BSC/SP	Eligibility					AB Annual Rate <sup>2</sup>	RB Annual Rate <sup>2</sup>	Stipend <sup>3</sup>	RC HPLRP Annual/Lifetime Rate <sup>4</sup>	
Aeromedical Evacuation Officer	67J	67J								
Clinical Laboratory/Biomedical Laboratory Science						43TXA	\$10K	\$10K	N/A	\$20K/\$60K
Clinical Psychologist	73B	73B	1840				\$20K	\$20K	See note	\$40K/\$250K
Entomologist			1850			43HXE	\$15K	\$15K	N/A	\$20K/\$60K
Information Systems			1803				\$10K	\$10K	N/A	\$20K/\$60K
Aerospace Physiology			1836				\$10K	\$10K	N/A	\$20K/\$60K
Medical Logistics Management			1802				\$10K	\$10K	N/A	\$20K/\$60K
Health Services Administration			1800			41AX	\$10K	\$10K	N/A	\$20K/\$60K
Microbiologist							\$10K	\$10K	N/A	\$20K/\$60K
Optometrist		67F				42EX	\$20K	\$20K	N/A	\$20K/\$60K
Physician Assistant	65D		1893			42GX	\$25K	\$25K	N/A	\$20K/\$60K
Plans/Ops/Medical Intel			1805				\$15K	\$15K	N/A	\$20K/\$60K
Social Worker	73A						\$15K	\$15K	See note	\$25K/\$75K
Student Medical/Dental (MDSSP)	00E67	00E67	Yes	Yes	Yes		N/A	N/A	See note	N/A
VETERINARY CORPS	Eligibility					AB Annual Rate <sup>2</sup>	RB Annual Rate <sup>2</sup>	Stipend <sup>3</sup>	RC HPLRP Annual/Lifetime Rate <sup>4</sup>	
Veterinary Clinical Medicine		64F								
Veterinary Preventive Medicine		64B					\$20K	\$20K	N/A	\$20K/\$60K
Veterinary Service Officer	64A <sup>9</sup>						\$15K	\$15K	N/A	\$20K/\$60K
<sup>1</sup> Critical skill designation required to extend a health professions bonus paid under the provisions of 37 U.S. Code § 335(a)(2) (accession bonus up to 100K for each 12-month period of service under a written agreement IAW 37 U.S. Code § 335(f)). Authorized for officers holding a critical skill including those filling a command or immaterial position who would have otherwise been eligible.										
<sup>2</sup> The amount listed for accession bonus (AB) and retention bonus (RB) represents the annual amount authorized for new agreements signed during the period of the pay plan. The length of new contracts will be subject to law, DoDI 6000.13, and Military Department policy.										
<sup>3</sup> The monthly stipend amount shall be the same as the monthly stipend amount in effect for participants in the Medical Dental Student Stipend Program as published annually by Assistant Secretary of Defense for Health Affairs.										
<sup>4</sup> The first number represents the maximum annual amount authorized by specialty. The second number represents the maximum total amount authorized by specialty. Military Departments are authorized to offer and pay less than the annual maximum award amount for RC HPLRP.										
<sup>5</sup> Army only: 62B substitutable specialties include all MC AOCs except 60B, 60W, 61Q, 61R, and 61U. 60C substitutable specialty includes 60D in accordance with Army Regulation 601-142, Army Medical Department Professional Filler System.										
<sup>6</sup> Army only: Authorized for specialties filling a 61N authorization and upon award of 61N as a secondary AOC.										
<sup>7</sup> Army only: 60C substitutable specialty includes 60D in accordance with Army Regulation 601-142, Army Medical Department Professional Filler System.										
<sup>8</sup> Army only: 66F Specialized Training and Assistance Program (STRAP) only.										
<sup>9</sup> Army National Guard only: 64As are authorized a retention bonus (RB) but no accession bonus (AB) will be provided.										
<sup>10</sup> Navy only: The amount listed for accession bonus (AB) and retention bonus (RB) represents the max amount for 16R1 Critical Care specialist only.										
<sup>11</sup> Navy only: Navy Critical Care specialist are eligible for incentives under General Surgery..										