



THE ASSISTANT SECRETARY OF DEFENSE

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WASHINGTON, DC 20301-1200

HEALTH AFFAIRS

OCT 24 2019

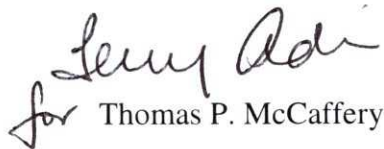
MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND  
RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF THE NAVY (MANPOWER AND  
RESERVE AFFAIRS)  
ASSISTANT SECRETARY OF THE AIR FORCE (MANPOWER  
AND RESERVE AFFAIRS)

SUBJECT: Health Professions Officer Special and Incentive Pay Plan

References: (a) Sections 204, 206, 332, 335, 353, 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)," incorporating change May 3, 2016

Effective October 1, 2019, the DoD 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 HPO of the Active and Reserve Components, in accordance with above References. No agreement containing the incentive pays, bonuses, or loan repayments may be entered into after December 31, 2019, absent action by Congress to amend 37 United States Code (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.

  
for Thomas P. McCaffery

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

## **Attachment 1**

### **MEDICAL CORPS SPECIAL PAY PLAN**

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

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

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

<b>MEDICAL CORPS</b>	<b>IP Rate (prorated monthly)</b>
INTERNSHIP (FYGME)	\$1,200
INITIAL RESIDENCY (PGY2)	\$8,000
GENERAL MEDICAL OFFICER (GMO)	\$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>
AEROSPACE MEDICINE (RAM)	\$43,000	\$13,000	\$19,000	\$25,000	-
ANESTHESIOLOGY*	\$59,000	\$40,000	\$55,000	\$75,000*	\$75,000*
CARDIOLOGY- ADULT/PEDS	\$59,000	\$26,000	\$39,000	\$56,000	-
DERMATOLOGY	\$43,000	\$17,000	\$25,000	\$38,000	-
EMERGENCY MEDICINE	\$49,000	\$21,000	\$30,000	\$44,000	\$59,000
FAMILY PRACTICE	\$43,000	\$17,000	\$25,000	\$38,000	\$50,000
GASTROENTEROLOGY- ADULT/PEDS	\$49,000	\$25,000	\$36,000	\$53,000	-
GEN INTERNAL MEDICINE	\$43,000	\$13,000	\$23,000	\$35,000	-
GENERAL SURGERY*	\$52,000	\$50,000	\$65,000	\$75,000*	\$75,000*
NEUROLOGY- ADULT/PEDS	\$43,000	\$13,000	\$19,000	\$25,000	-
NEUROSURGERY*	\$59,000	\$50,000	\$65,000	\$75,000*	\$75,000*
OBSTETRICS-GYNECOLOGY	\$54,000	\$17,000	\$25,000	\$35,000	-
OPHTHALMOLOGY	\$51,000	\$15,000	\$21,000	\$27,000	-
ORTHOPEDICS*	\$59,000	\$43,000	\$58,000	\$75,000*	\$75,000*
OTOLARYNGOLOGY	\$53,000	\$22,000	\$30,000	\$38,000	-
PATHOLOGY	\$43,000	\$13,000	\$20,000	\$30,000	-
PEDIATRICS	\$43,000	\$13,000	\$20,000	\$30,000	-
PHYSIATRIST/PHYSICAL MEDICINE	\$43,000	\$12,000	\$13,000	\$20,000	-
PREVENTIVE/OCCUPATIONAL MEDICINE	\$43,000	\$13,000	\$20,000	\$30,000	-

<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	\$17,000	\$28,000	\$50,000	\$65,000
PULMONARY/CRITICAL CARE MEDICINE	\$46,000	\$24,000	\$34,000	\$48,000	\$63,000
RADIOLOGY- DIAGNOSTIC/THERAPUETIC	\$59,000	\$31,000	\$46,000	\$66,000	-
UROLOGY	\$51,000	\$20,000	\$30,000	\$45,000	-
SUBSPEC CAT I (note 1)*	\$59,000	\$50,000	\$65,000	\$75,000*	\$75,000*
SUBSPEC CAT II (note 2)	\$51,000	\$12,000	\$18,000	\$27,000	-
SUBSPEC CAT III (note 3)	\$46,000	\$15,000	\$20,000	\$28,000	-
SUBSPEC CAT IV (note 4)	\$43,000	\$13,000	\$19,000	\$25,000	-
SUBSPEC CAT V (note 5)	\$59,000	\$26,000	\$36,000	\$50,000	-

\* These specialties may receive a higher annual IP amount for retention agreements of 4 or 6 years. Please refer to the Table below.

<b>SPECIALITY</b>	<b>IP Rate with 4-Year RB (prorated monthly)</b>	<b>IP Rate with 6-Year RB (prorated monthly)</b>
ANESTHESIOLOGY	\$70,000	\$85,000
GENERAL SURGERY	\$70,000	\$85,000
NEUROSURGERY	\$75,000	\$90,000
ORTHOPEDICS	\$70,000	\$85,000
SUBSPEC CAT I	\$75,000	\$90,000

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:

<b>BOARD CERTIFICATION PAY (BCP) 1-YEAR RATE (prorated monthly) <sup>2,3</sup></b>	<b>\$6,000</b>
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Table 4: **RECOGNIZED MEDICAL CORPS BOARDS FOR BCP**

American Board of Medical Specialties- (ABMS)
American Osteopathic Association (AOA) Specialty Certifying Boards-

Footnotes:

<sup>1</sup> Must be a graduate of an American Medical Association or AOA-accredited school of medicine, and possess a Doctor of Medicine (MD) 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 Service, 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, 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 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 and incentive pay rates up to the amounts provided in the tables.

## Attachment 2

### DENTAL CORPS SPECIAL PAY PLAN

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

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

**Table 2: DENTAL CORPS Incentive Pay (IP) & RB <sup>2,3,4</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	\$25,000	-
Advanced Clinical Practice (ACP)- General Dentistry, Exodontia, Endodontics, Periodontics, Prosthodontics	\$25,000	\$18,000	\$27,000	\$35,000	-
Operative Dentistry	\$25,000	\$25,000	\$38,000	\$50,000	
Comprehensive Dentistry	\$25,000	\$25,000	\$38,000	\$50,000	\$65,000
Endodontics	\$25,000	\$25,000	\$38,000	\$50,000	-
Oral Pathology/Oral Diagnosis/Oral Medicine/Oral Radiology	\$25,000	\$25,000	\$38,000	\$50,000	-
Orthodontics	\$25,000	\$25,000	\$38,000	\$50,000	-
Pediatric Dentistry	\$25,000	\$25,000	\$38,000	\$50,000	-
Periodontics	\$25,000	\$25,000	\$38,000	\$50,000	\$65,000
Prosthodontics	\$25,000	\$25,000	\$38,000	\$50,000	\$65,000
Public Health Dentistry	\$25,000	\$25,000	\$38,000	\$50,000	-

<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 (TMD)/Orofacial Pain	\$25,000	\$25,000	\$38,000	\$50,000	-
Dental Research	\$25,000	\$25,000	\$38,000	\$50,000	-
Oral Maxillofacial Surgery	\$55,000	\$45,000	\$58,000	\$70,000	\$75,000*

\* These specialties may receive a higher annual IP amount for retention agreements of 6 years. Please refer to the Table below.

<b>SPECIALITY</b>	<b>IP Rate with 6-Year RB (prorated monthly)</b>
Oral Maxillofacial Surgery	\$65,000

Table 3:

<b>BOARD CERTIFICATION PAY (BCP) 1-YEAR RATE (prorated monthly) <sup>2,3</sup></b>	\$6,000
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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 Service'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 Service in the specialty for which the incentive is being paid.

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

### Attachment 3

#### NURSE CORPS SPECIAL PAY PLAN

**Table 1: NURSE CORPS ACCESSION BONUS (AB) AND CRITICALLY SHORT WARTIME SPECIALTY ACCESSION BONUS (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	\$20,000	\$30,000
Critical Care Nursing	-	\$100,000
<b>SPECIALTY CSWSAB</b>		
Certified Registered Nurse Anesthetist	-	\$250,000

**Table 2: NURSE CORPS IP & Retention Bonus (RB)<sup>2, 3, 4, 5</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	\$20,000	-
Neonatal Intensive Care	-	\$10,000	\$15,000	\$20,000	-
Nurse Midwife	-	\$10,000	\$15,000	\$20,000	-
Obstetrics/Gynecology Nursing	-	\$10,000	\$15,000	\$20,000	-
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
Any Nurse Practitioner	-	\$10,000	\$15,000	\$20,000	\$35,000
Certified Registered Nurse Anesthetist	\$15,000	\$10,000	\$20,000	\$35,000	\$50,000

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

Academy of Medical-Surgical Nurses Certified Medical-Surgical Registered (CMSRN)	Board of Certification for Emergency Nursing (BCEN)
American Association of Nurse Practitioners	Competency & Credentialing Institute Certified
American Association of Critical Care Nurses (AACN)	National Board on Certification and Recertification of Nurse Anesthetist (NBCRNA)
American Board of Perianesthesia Nursing Certification, Incorporated (ABPANC)	National Certification Corporation (NCC)
American Midwifery Certification Board (AMCB)	Pediatric Nursing Certification Board (PNCB)
American Nurses Credentialing Center (ANCC)	Medical-Surgical Nursing Certification Board

**Table 4:**

<b>BOARD CERTIFICATION PAY (BCP) 1-YEAR RATE (prorated monthly) <sup>2,3</sup></b>	<b>\$6,000</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>
CRNA	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 NPs)
Nurse Midwife	National Commission for Certifying Agencies	American Midwifery Certification Board	Nurse Midwife

<b>RECOGNIZED NURSE CORPS SPECIALTIES AND BOARDS FOR BCP (continued)</b>			
<b>Specialty</b>	<b>Sponsor</b>	<b>Certification Responsibility</b>	<b>Board</b>
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 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 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 Service 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 and incentive pay rates up to the amounts provided in the tables

## Attachment 4

### HEALTH PROFESSIONS OFFICERS (HPOs) SPECIAL PAY PLAN

**Table 1: ACCESSION BONUS (AB) RATES BY SPECIALTY AND CLINICAL PSYCHOLOGIST CRITICALLY SHORT WARTIME SPECIALTY AB<sup>1</sup>**

<b>SPECIALTY AB</b>		
	<b>Rate for a 3-Year Obligation</b>	<b>Rate for a 4-Year Obligation</b>
Dietician	-	\$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	\$37,500	\$60,000

**Table 2: INCENTIVE PAY/RETENTION BONUS (IP/RB) RATES BY SPECIALTY<sup>2, 3, 4, 5</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>
Optometrist	\$1,200	\$5,000	\$8,000	\$10,000	-
Pharmacist	-	\$15,000	\$15,000	\$15,000	-
Physician Assistant	\$5,000	\$10,000	\$15,000	\$20,000	\$35,000
Psychologist	\$5,000	\$10,000	\$15,000	\$20,000	\$35,000
Public Health Officer (Air Force)	\$5,000	\$5,000	\$6,250	\$7,500	-
Social Worker	-	\$5,000	\$8,000	\$10,000	-
Preventive Medicine Veterinarians (Army)	\$5,000	\$5,000	\$6,250	\$7,500	-
Veterinary Officer	\$5,000	\$2,500	\$3,750	\$5,000	-

Table 3:

<b>BOARD CERTIFICATION PAY (BCP) 1-YEAR RATE (prorated monthly) <sup>2,3</sup></b>	<b>\$6,000</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 (CCC-A)</li> <li>• Speech-Language Pathology (CCC-SLP)</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>
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>

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>
<b>RECOGNIZED HPO SPECIALTIES AND BOARDS FOR BCP (continued)</b>			
<b>SPECIALTY</b>	<b>SPONSOR</b>	<b>CERTIFICATION RESPONSIBILITY</b>	<b>BOARD(S)</b>
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> </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> </ul>

			<ul style="list-style-type: none"> <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, 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 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 Service in the specialty for which the incentive is being paid.

<sup>4</sup> Under Service discretion, pharmacists who entered education/training prior to October 1, 2017 may incur a concurrent obligation for an RB entered into with the education/training obligation until the education/training obligation is complete.

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

## **Attachment 5**

### **RESERVE COMPONENT (RC) HEALTH PROFESSIONS SPECIAL AND INCENTIVE PAY (IP) PLAN**

1. Subject to pay plan development by the owning Military Department or RC, RC-affiliated Health Professions Officers (HPOs) will receive incentive pays as detailed in Table 1 of this attachment. Two incentive pays available to RC HPOs are governed by other attachments to this pay plan. IP and Board Certification Pay (BCP) will be paid at rates established by Attachments 1-4 (based on the individual HPO specialty).

(a) Incentive Pay<sup>1</sup>. All RC HPOs will be paid IP at the “Fully Qualified IP Rate” established in the tables contained in Attachments 1-4. As detailed in Department of Defense Instruction (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 USC 204/206 respectively).

(b) Board Certification Pay. BCP will be extended in accordance with 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 United States Code (U.S.C.) 204/206 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 (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 USC 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>.

#### **Footnotes:**

<sup>1</sup> The Military Departments are authorized to offer up to the Assistant Secretary of Defense (Health Affairs) 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.

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

Critical Skill <sup>1</sup>	ARNG	USAR	USNR	ANG	USAFR	RC Health Professions Incentives			
MEDICAL 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>
Aerospace Medicine Specialist				48AX	48AX	\$30K	\$30K	See note	\$40K/\$250K
Anesthesiologist		60N	15B0/15B1	45AX	45AX	\$40K	\$40K	See note	\$40K/\$250K
Critical Care/Pulmonary Disease Medicine/Cardiology		60F	16R1	44YX	44YX	\$50K	\$50K	See note	\$40K/\$250K
Emergency Services/Emergency Medicine		62A	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>	62B <sup>5</sup>	15F0			\$25K	\$25K	See note	\$40K/\$250K
Flight Surgeon, Aviation/Aerospace GMO, Aviation/Aerospace Res Trained	61N <sup>6</sup>	61N <sup>6</sup>	15A0/15A1	48RX	48GX/48RX	\$30K	\$30K	See note	\$40K/\$250K
Gastroenterology						\$25K	\$25K	See note	\$40K/\$250K
Infectious Disease			16R1			\$25K	\$25K	See note	\$40K/\$250K
Internist		61F	16R0/16R1	44MX		\$25K	\$25K	See note	\$40K/\$250K
Nephrology			16R1			\$25K	\$25K	See note	\$40K/\$250K
Neurologist						\$25K	\$25K	See note	\$40K/\$250K
Obstetrician and Gynecologist		60J		45GX	45GX	\$25K	\$25K	See note	\$40K/\$250K
Ophthalmology		60S				\$25K	\$25K	See note	\$40K/\$250K
Otorhinolaryngologist		60T				\$25K	\$25K	See note	\$40K/\$250K
Pediatrician				44KX	44KX	\$25K	\$25K	See note	\$40K/\$250K
Preventive Medicine		60C <sup>5</sup>				\$25K	\$25K	See note	\$40K/\$250K
Psychiatrist	60W	60W	16X0/16X1		44PX	\$25K	\$25K	See note	\$40K/\$250K
Radiologist, Diagnostic		61R	16Y0/16Y1			\$45K	\$45K	See note	\$40K/\$250K
Radiologist, Special Procedures						\$50K	\$50K	See note	\$40K/\$250K
Surgeon, Colon/Rectal			15C1			\$50K	\$50K	See note	\$40K/\$250K
Surgeon, Critical Care/Trauma			15C1			\$75K	\$75K	See note	\$40K/\$250K
Surgeon, General		61J	15C0/15C1	45SX	45SX	\$75K	\$75K	See note	\$40K/\$250K
Surgeon, Neurological		61Z	15D0/15D1			\$50K	\$50K	See note	\$40K/\$250K
Surgeon, Orthopedic		61M	15H0/15H1	45BX	45BX	\$75K	\$75K	See note	\$40K/\$250K
Surgeon, Plastic						\$50K	\$50K	See note	\$40K/\$250K
Surgeon, Thoracic/Cardiovascular		61K	15C1			\$75K	\$75K	See note	\$40K/\$250K
Surgeon, Vascular/Peripheral			15C1			\$50K	\$50K	See note	\$40K/\$250K
Undersea Medicine			16U0/16U1			\$25K	\$25K	See note	\$40K/\$250K
Urologist		60K			45UX	\$45K	\$45K	See note	\$40K/\$250K
NURSE 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>
Clinical Nurse, Critical Care		66S	1960	46NXE	46NXE	\$25K	\$25K	See note	\$20K/\$60K
Clinical Nurse, Obstetrics					46NXG	\$15K	\$15K	See note	\$20K/\$60K
Flight Nurse				46FX	46FX	\$20K	\$20K	See note	\$20K/\$60K
Mental Health Nurse		66C			46PX	\$17.5K	\$17.5K	See note	\$20K/\$60K
Midwife			1981			\$15K	\$15K	See note	\$20K/\$60K
Nurse Anesthetist		66F	1972	46YXM	46YXM	\$30K	\$30K	See note	\$20K/\$60K
Nurse Practitioner, Acute Care						\$20K	\$20K	See note	\$20K/\$60K
Nurse Practitioner, Family		66P		46YXH	46YXH	\$20K	\$20K	See note	\$20K/\$60K
Nurse Practitioner, Mental Health		66R	1973		46YXP	\$20K	\$20K	See note	\$20K/\$60K
Nurse Practitioner, Pediatric			1974			\$15K	\$15K	See note	\$20K/\$60K
Nurse Practitioner, Women's Health					46YXA	\$15K	\$15K	See note	\$20K/\$60K
Operating Room Nurse		66E	1950		46SX	\$20K	\$20K	See note	\$20K/\$60K
Public Health Nurse		66B				\$15K	\$15K	See note	\$20K/\$60K
Trauma Nurse/Emergency		66T		46NXJ	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>
Dental Officer, Clinical/General	63A	63A			47GX	\$25K	\$25K	See note	\$40K/\$250K
Dentist, Comprehensive		63B	1725		47GXA	\$30K	\$30K	See note	\$40K/\$250K
Endodontist		63E				\$25K	\$25K	See note	\$40K/\$250K
Oral & Maxillofacial Surgeon		63N	1750			\$35K	\$35K	See note	\$40K/\$250K
Periodontist						\$25K	\$25K	See note	\$40K/\$250K
Prosthodontist		63F				\$25K	\$25K	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				\$10K	\$10K	N/A	\$20K/\$60K
Audiologist						\$15K	\$15K	N/A	\$20K/\$60K
Clinical Laboratory/Biomedical Laboratory Science			1865	43TX	43TXA	\$10K	\$10K	N/A	\$20K/\$60K
Clinical Psychologist	73B	73B		42P3		\$20K	\$20K	See note	\$40K/\$250K
Entomologist		72B				\$15K	\$15K	N/A	\$20K/\$60K
Health Services Administration					41AX	\$10K	\$10K	N/A	\$20K/\$60K
Microbiologist		71A				\$10K	\$10K	N/A	\$20K/\$60K
Optometrist					42EX	\$20K	\$20K	N/A	\$20K/\$60K
Patient Administration			1801			\$10K	\$10K	N/A	\$20K/\$60K
Physical Therapist				42BX		\$20K	\$20K	N/A	\$20K/\$60K
Physician Assistant	65D	65D	1893	42GX	42GX	\$25K	\$25K	N/A	\$20K/\$60K
Plans/Ops/Medical Intel			1805			\$15K	\$15K	N/A	\$20K/\$60K
Public Health Officer				43HX		\$15K	\$15K	N/A	\$20K/\$60K
Social Worker	73A	73A		42SX		\$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				\$15K	\$15K	N/A	\$20K/\$60K
Veterinary Laboratory Animal Medicine		64C				\$15K	\$15K	N/A	\$20K/\$60K
Veterinary Pathology						\$15K	\$15K	N/A	\$20K/\$60K
Veterinary Preventive Medicine		64B				\$15K	\$15K	N/A	\$20K/\$60K
Veterinary Service Officer	64A	64A				\$15K	\$15K	N/A	\$20K/\$60K

<sup>1</sup> Critically short wartime skill designation is 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 an assigned position not directly providing patient care in the specialty involved (e.g., command, headquarters staff, Disability Evaluation System board member) 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 Armed Forces Health Professions Scholarship 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.