

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
WASHINGTON, DC 20301-1200

SEP 30 2010

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: Medical and Dental Officer Special Pay Plans

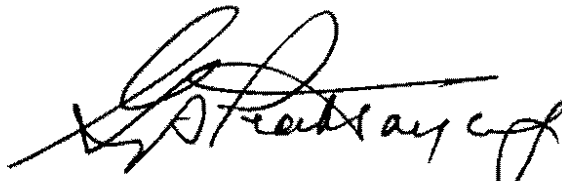
- References: (a) Title 37, United States Code, Chapter 5
(b) Department of Defense Instruction 6000.13
(c) Principal Deputy Under Secretary of Defense (Personnel & Readiness)
Directive-type memorandum, *Repayment of Unearned Portions of
Bonuses, Special Pay, and Educational Benefits or Stipends*, dated May
21, 2008
(d) Department of Defense 6025.13-R

Effective October 1, 2010, and the out-years, the Medical and Dental Officer Special Pay Plans are implemented as described in the attached document, consistent with references (a)-(c). This policy may remain in effect until rescinded. In determining the rates for special pays the Health Professions Incentives Working Group considered manning, civilian income data, Military Health System requirements, and Service budget impact.

All participants in the Medical and Dental Officer Special Pay Plans are required to sign a service agreement. All service agreements must contain repayment language consistent with Section 303a(e) of Title 37, U.S.C., and be in accordance with the repayment policy set forth in Department of Defense (DoD) 7000.14-R, "DoD Financial Management Regulation," Volume 7A, Chapter 2.

HA POLICY
10-012

The Medical and Dental Officer Special Pay Plans shall be administered in accordance with the policies established herein. Please provide this office with a copy of your implementing guidance within 30 days of the date of this memorandum. The point of contact is Dr. Gary Matteson, who may be reached at Gary.Matteson@ha.osd.mil, or (703) 681-8890.



George Peach Taylor, Jr., M.D.
Deputy Assistant Secretary of Defense
(Force Health Protection and Readiness)
Performing the Duties of the
Assistant Secretary of Defense
(Health Affairs)

Attachment:
As stated

cc:
Principal Deputy Under Secretary of Defense (Personnel and Readiness)
Assistant Secretary of Defense (Reserve Affairs)
Surgeon General of the U.S. Public Health Service
Surgeon General of the Army
Surgeon General of the Navy
Surgeon General of the Air Force
Director, Defense Finance and Accounting Service

HA POLICY
10-012

MEDICAL OFFICER SPECIAL PAY PLAN

A. PURPOSE: To promulgate pay rates and policy for the medical officer special pay program.

B. APPLICABILITY: The provisions of this policy memorandum apply to the Office of the Secretary of Defense and the Military Departments.

C. TERMS AND DEFINITIONS:

1. Medical Corps Officer. An officer of the Medical Corps of the Army or Navy, or an officer of the Air Force designated as a medical officer, who is on Active Duty under a call or order to Active Duty for a period of not less than 1 year.

2. Creditable Service. Includes all periods that the officer spent in graduate medical education while not on Active Duty and all periods of Active Duty as a Medical Corps officer.

3. Subspecialties. Specialties grouped for pay purposes into the following categories:

a. Subspecialty Category I. Includes cardio-thoracic surgery, colon and rectal surgery, oncology surgery, pediatric surgery, plastic surgery, organ transplant, trauma/critical care surgery, vascular surgery, and fellowship trained orthopedic surgeons.

b. Subspecialty Category II. Includes nuclear medicine physicians.

c. Subspecialty Category III. Includes Internal Medicine and Pediatric fellowship trained physicians in: allergy/immunology, nephrology, hematology/oncology, and neonatology.

d. Subspecialty Category IV. Includes all internal medicine/pediatric subspecialties not listed in *Subspecialty Category I or III* or listed separately in Table 1.

e. Subspecialty Category V. Includes physicians who are fellowship trained in ophthalmology, otolaryngology, obstetrics/gynecology, and urology.

4. Residency. Is a stage of graduate medical education (GME) training recognized by the Accreditation Council for Graduate Medical Education (ACGME). During this stage a physician practices medicine under the supervision of fully licensed physicians.

5. Specialty. The product of a structured educational experience in the field of medical practice following the completion of medical school that meets the ACGME program requirements in that field of medicine. (Specific medical specialty for which there is an Army area of concentration (AOC) identifier, or identifying specialty skill identifier number, a Naval Officer Billet Classification number, or an Air Force specialty code).

D. MULTIYEAR SPECIAL PAY (MSP):

1. Annual payment amounts for multiyear contracts will be in the amounts indicated at Table 1. Officers may be paid at the rate for any one specialty for which they are currently credentialed, but the MSP and incentive special pay (ISP) specialty must be the same.

2. Eligibility. A Medical Corps officer:

- a. who is below the grade of O-7, and
- b. who has a current, valid, unrestricted license, or approved waiver (Reference (d)), and
- c. who has completed all Active Duty service commitment incurred for medical education and training, or has at least eight years of creditable service, and
- d. who has completed initial residency training, or is scheduled to complete initial residency training before October 1 of the fiscal year in which the officer enters into an agreement, and
- e. who executes a written agreement to remain on Active Duty for 2, 3, or 4 years that is accepted by the Secretary (or designee) of the military department concerned.

Note: Based on Service unique requirements, the Secretary concerned (or designee) may decline to offer MSP to any specialty that is otherwise eligible, or restrict the length of an MSP contract for a specialty to less than 4 years.

3. Subject to acceptance by the Secretary (or designee) of the military department concerned, a medical officer with an existing MSP contract may terminate that contract to enter into a new MSP contract with an equal or longer obligation at the MSP annual rate in effect at the time of execution of the new MSP contract. The new obligation period cannot retroactively cover any portion or period under the old contract that was already executed.

4. Active Duty service obligations (ADSO) for MSP will be established as follows:

a. The MSP ADSO will be served upon completion of any other existing ADSO for the purpose of education and training, and accession purposes.

b. If no ADSO exists at the time of an MSP agreement is executed, the ADSO for MSP will be served concurrently with the MSP agreement period. Additionally, if the MSP agreement is entered into prior to the start date of any fellowship training and the fellowship training period is less than the MSP ADSO, the ADSO may be served concurrently with the fellowship training and training ADSO. However, if the MSP agreement is executed on or after the start date of fellowship training, the physician is obligated for the full fellowship period, and the MSP ADSO will begin the day after the fellowship ADSO is completed.

c. Obligations for additional special pay and incentive special pay may be served concurrently with other service obligation.

d. Any ADSO for special pay, promotion, permanent change of station, non-medical education in pursuit of a doctorate or master's degree, and any non-medical military schooling will run concurrently with any existing MSP obligation.

E. INCENTIVE SPECIAL PAY:

1. Eligibility. A Medical Corps officer:

a. who is below the grade of O-7, and

b. who has a current, valid, unrestricted license, or approved waiver (Reference (d)), and

c. who has completed specialty qualification before October 1 of the fiscal year in which the officer enters into an agreement (except for cases listed in paragraph E.6.), and

d. who executes a written agreement to remain on Active Duty for a period of not less than 1 year beginning on the date the officer accepts the award of ISP.

Note: Subject to the acceptance by the Secretary (or designee) of the military department concerned, a medical officer must be currently credentialed and privileged at a Military Treatment Facility in the specialty for which ISP is to be paid.

2. Annual ISP payments for contracts beginning on or after October 1, 2010, will be in the amounts indicated in Table 1, *as further explained in paragraph 4 below*. Unless listed separately, subspecialties of the primary specialty are included with the primary specialty.

3. The Secretary (or designee) of the military department concerned may approve recommendations for ISP payments to fully qualified 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.

4. Subject to acceptance by the Secretary (or designee) of the military department concerned, a medical officer eligible for, but not under an MSP agreement, may enter into a new 1-year ISP agreement at the 1-year rate listed in Table 1. To receive the multiyear ISP rate listed in Table 1 while eligible for MSP, an MSP contract must be executed. If a member is not eligible for MSP due to a training obligation, the “one-year ISP Rate without MSP” listed in Table 1 applies. Termination of a current ISP contract prior to its expiration can only be done in conjunction with execution of a new MSP.

5. Medical Corps officers who enter an MSP contract are eligible for an ISP in the amount listed in Table 1 for the same specialty as the MSP beginning on or after October 1, 2010. Officers in receipt of an ISP will continue eligibility at the contracted rate for each active year of the MSP contract. If future ISP reassessments increase ISP rates, an officer may take advantage of the rate increase by renegotiating their current MSP agreement by signing a new MSP contract (at the annual rate in effect at the time the new contract is signed) with an equal or longer obligation.

6. ISP shall not be paid during the same fiscal year in which the qualifying residency training is completed. However, if the qualifying training is completed out of cycle (at a time prior to the end of June), and it is not the fault of the medical officer, the Service Surgeons General are delegated the authority to grant ISP during the same fiscal year in which the qualifying residency is completed. The effective date for ISP shall be calculated from the completion of the qualifying training plus 3 months. This keeps all medical officers eligible for ISP consistent in how their eligibility date is calculated.

F. VARIABLE SPECIAL PAY (VSP): Medical Corps officers on Active Duty under a call or order to Active Duty for a period of not less than 1 year are entitled to VSP at the amounts listed in Table 2.

G. ADDITIONAL SPECIAL PAY: Medical Corps officers who are on Active Duty under a call or order to Active Duty for a period of not less than 1 year, and are not undergoing medical internship or initial residency training, and who execute a written agreement to remain on Active Duty not less than 1 year, and who have a current, valid,

unrestricted license or approved waiver (Reference (d)) are entitled to ASP for any 12-month period at the annual amount of \$15,000. Physicians who have just completed internship training, but who are not presently in initial residency training, are also eligible with evidence of having successfully completion of all three parts of the national licensing exam, and submission of an application for licensure pending review and approval by a state licensing board.

H. BOARD CERTIFIED PAY (BCP): Medical Corps officers on Active Duty under a call or order to Active Duty for a period of not less than 1 year, who have a current, valid, unrestricted license, or approved waiver and are board certified in accordance with the DoD Instruction (DoDI) 6000.13, are entitled to BCP at the amounts listed in Table 3.

I. TERMINATION OF ENTITLEMENT TO SPECIAL PAY: The Secretary (or designee) of the military department concerned may terminate at any time a Medical Corps officer's entitlement to MSP, ISP, and ASP. Reasons for termination may include, but are not necessarily limited to: loss of privileges; courts martial convictions; violations of the Uniform Code of Military Justice; failure to maintain a current, unrestricted license to practice medicine; or reasons that are in the best interest of the military department concerned. If an entitlement to one or more of the aforementioned special pays is terminated, the officer shall be paid, on a pro-rata basis, the portion served up to the official date of termination. The Military Departments shall establish regulations that specify the conditions and procedures under which termination may take place. The regulations and conditions for termination shall be included in the written service agreement for MSP, ISP, and ASP.

J. REPAYMENT: An officer who fails to maintain the eligibility requirements stated above in paragraphs D through H; or, does not complete the obligation period for which the pay is intended; or whose pay is terminated under paragraph I above, will be subject to the repayment provisions of section 303a(e) of title 37 U.S.C., and Chapter 2, Volume 7a, of the DoDFMR. The regulations regarding repayment shall be stipulated in the written service agreement.

K. SPECIAL PAYS FOR RESERVE COMPONENT MEDICAL OFFICERS:

1. Under Section 302(h), Title 37 U.S.C., Reserve Component medical officers under a call or order to Active Duty for a period of less than 1 year, who have a current, valid unrestricted license are entitled to special pay at the rate of \$450 a month for each month of Active Duty, including Active Duty in the form of annual training, Active Duty for training, and Active Duty for special work. The amount shall be prorated for periods less than 30 days.

2. Under Section 302f of Title 37 U.S.C., Reserve Component (RC) medical officers called or ordered to Active Duty (other than for training) for a period of more

than 30 days, but less than 1 year, and have a current, valid, unrestricted license, are eligible to receive VSP, ASP, BCP, and ISP at the rates established herein. Payments shall be paid monthly, and amounts shall be prorated for periods less than 30 days. Reserve Component medical officers receiving ASP and ISP under Section 302f of Title 37 U.S.C., are not required to execute a written agreement to remain on Active Duty for at least 1 year.

3. Reserve Component medical officers serving on Active Duty and receiving special pay under the authority Section 302f of Title 37 U.S.C. (paragraph K.2., above), are not entitled to the special pay under the authority of Section 302(h) of Title 37 U.S.C. (paragraph K.1. above).

4. REPAYMENT: An officer who fails to maintain the eligibility requirements stated in section 302f, title 37 U.S.C. (Reference(a)) or, does not complete the obligation period for which the pay is intended; or whose pay is terminated under paragraph I above, will be subject to the repayment provisions of section 303a(e) of title 37 U.S.C., and Chapter 2, Volume 7a, of the DoDFMR. The regulations regarding repayment shall be stipulated in the written service agreement, if one is required.

**Table 1
ISP and MSP Pay Rates**

Specialty	*One-year ISP Rate without MSP	ISP to be paid with MSP	MSP/yr with 2yr contract	MSP/yr with 3yr contract	MSP/yr with 4yr contract
Board Certified Aerospace Med	\$20,000	\$20,000	\$13,000	\$19,000	\$25,000
Anesthesiology	\$36,000	\$50,000	\$25,000	\$40,000	\$60,000
Cardiology-Adult/Pediatric	\$36,000	\$41,000	\$21,000	\$34,000	\$51,000
Dermatology	\$20,000	\$20,000	\$17,000	\$25,000	\$38,000
Emergency Medicine	\$26,000	\$30,000	\$17,000	\$26,000	\$40,000
Family Practice	\$20,000	\$20,000	\$17,000	\$25,000	\$38,000
Gastroenterology	\$26,000	\$29,000	\$22,000	\$33,000	\$50,000
General Surgery	\$29,000	\$50,000	\$25,000	\$40,000	\$60,000
Internal Medicine	\$20,000	\$20,000	\$13,000	\$23,000	\$35,000
Neurology	\$20,000	\$20,000	\$13,000	\$19,000	\$25,000
Neurosurgery	\$36,000	\$60,000	\$25,000	\$40,000	\$60,000
OB/GYN	\$31,000	\$31,000	\$17,000	\$25,000	\$35,000
Ophthalmology	\$28,000	\$30,000	\$13,000	\$19,000	\$25,000
Orthopedics	\$36,000	\$50,000	\$17,000	\$33,000	\$50,000
Otolaryngology	\$30,000	\$35,000	\$17,000	\$25,000	\$33,000
Pathology	\$20,000	\$20,000	\$13,000	\$20,000	\$30,000
Pediatrics	\$20,000	\$20,000	\$13,000	\$20,000	\$30,000
Phys Med	\$20,000	\$20,000	\$12,000	\$13,000	\$20,000
Prev/Occ Med	\$20,000	\$20,000	\$13,000	\$20,000	\$30,000
Psychiatry	\$20,000	\$20,000	\$17,000	\$28,000	\$43,000
Pulmonary/IM-Critical Care	\$23,000	\$26,000	\$21,000	\$31,000	\$45,000
Radiology	\$36,000	\$42,000	\$25,000	\$40,000	\$60,000
Subspecialty Category I	\$36,000	\$57,000	\$23,000	\$36,000	\$55,000
Subspecialty Category II	\$28,000	\$28,000	\$12,000	\$18,000	\$27,000
Subspecialty Category III	\$23,000	\$26,000	\$12,000	\$17,000	\$25,000
Subspecialty Category IV	\$20,000	\$20,000	\$13,000	\$19,000	\$25,000
Subspecialty Category V	\$36,000	\$41,000	\$21,000	\$31,000	\$45,000
Urology	\$28,000	\$28,000	\$20,000	\$30,000	\$45,000

* ISP rate for officers not MSP eligible (still obligated for training - or - less than 8-years creditable service for (HPPED), or MSP eligible but not executing an MSP, and all mobilized Reserve Component (RC) medical officers on Active Duty for the minimum of a 12-month period.

Table 2
Medical Officer Variable Special Pay (VSP)

Years of Creditable Service	Annual Entitlement
Undergoing internship	\$ 1,200
Less than 6 and not undergoing an internship	\$ 5,000
At least 6, less than 8	\$12,000
At least 8, less than 10	\$11,500
At least 10, less than 12	\$11,000
At least 12, less than 14	\$10,000
At least 14, less than 18	\$ 9,000
At least 18, less than 22	\$ 8,000
22 or more	\$ 7,000
Above pay grade O-6	\$ 7,000

Table 3
Medical Officer Board Certified Pay (BCP)

Years of Creditable Service	Annual Entitlement
Less than 10	\$2,500
At least 10, less than 12	\$3,500
At least 12, less than 14	\$4,000
At least 14, less than 18	\$5,000
18 or more	\$6,000

DENTAL OFFICER SPECIAL PAY PLAN

A. GENERAL ELIGIBILITY. To be eligible for dental officer incentive pays listed within this policy memorandum, an individual must be a Dental Corps officer (see B. 3. below).

B. TERMS AND DEFINITIONS.

1. Advanced Clinical Program. A clinical training program of not less than 12 months duration providing dental officers with formal preparation in general dentistry, exodontia, endodontics, periodontics, prosthodontics, or other dental disciplines. Post Graduate Year One (PGY-1) dental programs, Advanced Education in general dentistry (AEGD) and general practice residency (GPR) are excluded from this definition.

2. Creditable Service. Includes all periods that the officer has served on Active Duty as a Dental Corps officer, and all periods spent in graduate dental education (GDE) training programs while not on Active Duty.

3. Dental Corps Officer. An officer of the Dental Corps of the Army or the Navy, or an officer of the Air Force designated as a dental officer; and be on Active Duty under a call or order to Active Duty for a period of not less than 1 year.

4. Dental Residency. GDE training program 12 months or greater, excluding GPR or the 12-month AEGD and Advanced General Dentistry Program 1 (AGDP-1).

5. Dental Specialty. The product of a structured dental educational experience in the field of dental practice following the completion of dental school. (Specific dental grouping for which there is an Army area of concentration (AOC) identifier, a Navy subspecialty code greater than 1700 with non-"S" suffix (or additional qualification designator equivalent), or an Air Force specialty code number).

C. VARIABLE SPECIAL PAY (VSP). Eligible Dental Corps officers are entitled to VSP, paid monthly, at the following annual rates:

1. \$3,000 if undergoing internship training or has less than 3 years of creditable service
2. \$7,000 with at least 3, but less than 6 years of creditable service and not undergoing internship training
3. \$7,000 with at least 6, but less than 8 years of creditable service

4. \$12,000 with at least 8, but less than 12 years of creditable service
5. \$10,000 with at least 12, but less than 14 years of creditable service
6. \$9,000 with at least 14, but less than 18 years of creditable service
7. \$8,000 with 18 or more years of creditable service
8. \$7,000 for those in pay grades above O-6

D. ADDITIONAL SPECIAL PAY (ASP). A Dental Corps officer entitled to VSP, who possesses a current, valid, unrestricted license or approved waiver (Reference (d)), is entitled to ASP at the following rates for any 12-month period during which the officer executes a written agreement to remain on Active Duty for a period of not less than 1 year beginning on the date the officer accepts the award of ASP. ASP shall be paid annually at the beginning of the 12 month period for which the officer is entitled to such payment.

1. \$10,000 with less than 3 years of creditable service
2. \$12,000 with at least 3, but less than 10 years of creditable service
3. \$15,000 with at least 10 or more years of creditable service

E. BOARD CERTIFICATION PAY (BCP). A Dental Corps officer entitled to VSP who possesses a current, valid, unrestricted license or approved waiver and is board certified is entitled to BCP, paid monthly, at the following annual rates:

1. \$2,500 with less than 10 years of creditable service
2. \$3,500 with at least 10, but less than 12 years of creditable service
3. \$4,000 with at least 12, but less than 14 years of creditable service
4. \$5,000 with at least 14, but less than 18 years of creditable service
5. \$6,000 with 18 or more years of creditable service

F. DENTAL OFFICER MULTIYEAR RETENTION BONUS (DOMBRB).

1. Dental Corps officers who meet the eligibility requirements in Paragraph F.2.b. may, upon acceptance of the written service agreement by the Secretary of the military department concerned (or designee), be paid a multiyear retention bonus in the amounts indicated for their specialty in Tables D1 and D2 below. The amounts represent annual bonus payments to be paid on the anniversary date of the agreement.

2. Eligibility. A Dental Corps officer of the Army or the Navy or an officer of the Air Force designated as a dental officer:

- a. who is below the grade of O-7, and
- b. who has a current, valid, unrestricted license or approved waiver (Reference (d)), and
- c. who has at least 8 years of creditable service, or has completed all active duty service commitment incurred for dental education and training, and
- d. who has completed initial residency training or will complete such training before October 1 of the fiscal year in which the officer enters into an agreement, and
- e. who executes a written agreement to remain on Active Duty for 2, 3, or 4 years that is accepted by the Secretary (or designee) of the military department concerned.

Note: Based on Service unique requirements, the Secretary (or designee) of the military department concerned may decline to offer the Dental Officer Multiyear Retention Bonus (DOMRB) to any specialty that is otherwise eligible or restrict the length of a DOMRB contract for a specialty to less than 4 years.

3. Active Duty service obligations (ADSO) for DOMRB will be established as follows:

- a. ADSO for education and training and previous multiyear pay agreements will be served before serving the ADSO for DOMRB. The DOMRB ADSO is served after any other existing ADSO for education and training has been completed.
- b. If no education and training ADSO exists at the time of a DOMRB agreement execution, the ADSO for DOMRB shall be served concurrently with the DOMRB agreement period and all non-education and training ADSOs. Additionally, if the DOMRB agreement is executed before the start date of fellowship training and the

fellowship training period is less than the MSP ADSO, the ADSO for the fellowship training may be served concurrently with the DOMRB ADSO. However, if the DOMRB agreement is executed on or after the start date of fellowship training, the dental officer is obligated for the full fellowship period and the DOMRB ADSO will begin the day after the fellowship ADSO is completed. Once a dental officer has begun to serve a DOMRB ADSO, it shall be served concurrently with any existing ADSO, including obligations for other special pay agreements or medical education and training obligations incurred after the execution date for that particular DOMRB agreement.

c. Obligations for ASP and Incentive Special Pay (ISP) may be served concurrently with any other service obligation.

d. The ADSO for ASP, ISP, promotion, doctoral degree, master's degree, permanent change of station, and nonmedical military schooling, will run concurrently with any DOMRB obligation.

4. Subject to acceptance by the Secretary (or designee) of the military department concerned, a dental officer with an existing DOMRB service agreement may terminate that agreement to enter into a new DOMRB service agreement at the annual rate in effect at the time of execution of the new agreement. The length of the new DOMRB agreement period must be equal to, or longer, than the original obligation period specified in the DOMRB agreement being terminated.

G. TERMINATION OF ASP AND DOMRB. In accordance with Sections 301e and 302b of Title 37 U.S.C., the Secretary of each military department will prescribe regulations to terminate an officer's entitlement to ASP. Reasons for termination may include, but are not necessarily limited to: loss of privileges; courts martial convictions; violations of the Uniform Code of Military Justice; failure to maintain a current unrestricted license; or reasons that are in the best interest of the military department concerned. If entitlements to ASP and DOMRB are terminated, the officer shall be paid, on a pro-rata basis, the portion served up to the official date of the ruling of the adverse action that is the reason termination.

H. REPAYMENT. An officer who fails to maintain the eligibility requirements stated above in paragraphs C through F; or, does not complete the obligation period for which the pay is intended; or whose pay is terminated under paragraph G above, will be subject to the repayment provisions of section 303a(e) of title 37 U.S.C., and Chapter 2, Volume 7a of the DoDFMR. The regulations regarding repayment shall be stipulated in the written service agreement.

I. ADMINISTRATION. The Secretary of each military department shall establish procedures to make determinations regarding internship or residency training and board certification for purposes of awarding special pay.

J. INCENTIVE SPECIAL PAY FOR ORAL AND MAXILLOFACIAL SURGEONS:

1. Eligibility. A Dental Corps officer who is an Oral and Maxillofacial Surgeon:
 - a. who is below the grade of O-7, and
 - b. who has a current, valid, unrestricted license or approved waiver (Reference (d)), and
 - c. who has completed specialty qualification before October 1 of the fiscal year in which the officer enters into an agreement except for cases listed in paragraph K.4., below, and
 - d. who executes a written agreement to remain on Active Duty for a period of not less than 1 year beginning on the date the officer accepts the award of ISP.

Note: Subject to the acceptance by the Secretary (or designee) of the military department concerned, a dental officer must be currently credentialed and privileged at a Military Treatment Facility in oral and maxillofacial surgery.

2. Single year ISP payments are \$30,000 for contracts beginning on or after October 1, 2010. Oral and Maxillofacial Surgeons who enter a DOMRB agreement for 2-, 3-, or 4-years shall be paid an annual ISP of \$50,000 during the contracted period of the DOMRB.

3. The Secretary (or designee) of the military department concerned may approve recommendations for ISP payments to fully qualified oral and maxillofacial surgeons assigned to positions requiring a substantial portion of time performing military unique duties under adverse conditions, or in remote locations outside the continental United States or that preclude the ability to spend appropriate time in a clinical setting.

4. ISP shall not be paid during the same fiscal year in which the qualifying residency training is completed. However, if the qualifying training is completed out of cycle (at a time prior to the end of June) and it is not the fault of the officer, the Service Surgeons General are delegated the authority to grant ISP during the same fiscal year in which the qualifying residency is completed. The effective date for ISP shall be calculated from the completion of the qualifying training plus 3 months. This keeps all dental officers eligible for ISP consistent in how their eligibility date is calculated.

5. Termination of ISP. In accordance with Section 302b of Title 37 U.S.C., the Secretary of each military department will prescribe regulations to terminate an officer's entitlement to ISP. Reasons for termination may include, but are not necessarily limited

to: loss of privileges; courts martial convictions; violations of the Uniform Code of Military Justice; failure to maintain a current unrestricted license; or reasons that are in the best interest of the military department concerned. If entitlement to ISP is terminated, the officer shall be paid, on a prorated basis, the portion served up to the official date of the ruling of the adverse action that is the reason for termination.

6. Repayment: An officer who fails to maintain the eligibility requirements stated above in paragraph J.1. or, does not complete the obligation period for which the pay is intended; or whose pay is terminated for reason under paragraph J.5., will be subject to the repayment provisions of section 303a(e) of title 37 U.S.C., and Chapter 2, Volume 7a, of the DoDFMR. The regulations regarding repayment shall be stipulated in the written service agreement.

K. SPECIAL PAY FOR RESERVE COMPONENT DENTAL OFFICERS.

1. Reserve Component (RC) dental officers on Active Duty under a call or order to Active Duty for less than 1 year are entitled to special pay at the rate of \$350 a month for each month of Active Duty, including Active Duty in the form of annual training, Active Duty for training, and Active Duty for special work. The amount will be prorated for periods less than 30 days.

2. Under Section 302f of Title 37 U.S.C., RC dental officers serving on Active Duty under conditions prescribed in subsection (b) of Section 302f, are entitled to VSP, ASP, and BCP at the rates specified in paragraphs C., D., and E. Payments shall be paid monthly and amounts shall be prorated for periods less than 30 days. RC dental officers receiving ASP under Section 302f are not required to execute a written agreement to remain on Active Duty for at least 1 year.

3. RC dental officers serving on Active Duty and receiving special pay under the authority of paragraph K.2. and Section 302f of Title 37 U.S.C, are not entitled to the special pay described in paragraph K.1.

4. RC oral and maxillofacial surgeons who are serving on Active Duty and have a current, valid, unrestricted license or approved waiver (Reference (d)), are eligible to receive ISP under the provisions of section 302f of Title 37, U.S.C., Section 302f, at the rates established herein.

a. Payments shall be paid monthly, and amounts shall be prorated for periods less than 30 days.

b. RC oral and maxillofacial surgeons receiving ISP under Section 302f of Title 37 U.S.C. are not required to execute a written agreement to remain on Active Duty for at least 1 year.

c. RC oral and maxillofacial surgeon officers serving on Active Duty and receiving special pay under the authority of Section 302f of Title 37 U.S.C., are not entitled to the special pay under the authority of Section 302b(g) of Title 37, U.S.C.

5. Repayment: An officer who fails to maintain the eligibility requirements stated above in paragraphs J. and K. or, does not complete the obligation period for which the pay is intended; or whose pay is terminated for reasons under paragraph J.5., will be subject to the repayment provisions of section 303a(e) of title 37 U.S.C., and Chapter 2, Volume 7a of the DoDFMR. The regulations regarding repayment shall be stipulated in the written service agreement, if one is required.

Table D1

DOMRB Pay Rates				
Length of Agreement	Level 1	Level 2	Level 3	Level 4
4 Years	\$50,000	\$40,000	\$35,000	\$25,000
3 Years	\$38,000	\$30,000	\$27,000	\$19,000
2 Years	\$25,000	\$20,000	\$18,000	\$13,000

Table D2

DOMRB Pay Levels	
Eligible Specialties	<u>Level</u>
Oral-Maxillofacial Surgeons	1
Comprehensive/Operative Dentistry	1
Endodontics	1
Prosthodontics	1
Orthodontics	1
Oral Pathology/Oral Diagnosis/Oral Medicine	1
Pediatric Dentistry	1
Periodontics	1
Public Health Dentistry	1
Temporomandibular Dysfunction/Orofacial Pain	1
Dental Research	1
Exodontia (Advanced Clinical Practice - ACP)	3
Endodontics (ACP)	3
Dentistry (ACP)	3
Periodontics (ACP)	3
Prosthodontics (ACP)	3