



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

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: Policy for the Dental Officer Accession Bonus

Effective immediately, the Dental Officer Accession Bonus is implemented as described in the attached document. This policy may remain in effect subject to congressional reauthorization of Section 302h of Title 37, United States Code (U.S.C.). The amount of the Dental Officer Accession Bonus paid to each eligible individual shall be \$75,000. 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.

The Dental Officer Accession Bonus 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

HA POLICY
10-014

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

10-014

DENTAL OFFICER ACCESSION BONUS

A. Eligibility: To be eligible for the accession bonus, an individual must:

1. Be a graduate of an American Dental Association accredited dental school.
2. Be fully qualified to hold an appointment as a commissioned officer.
3. Execute a written agreement to accept a commission as an officer of the Dental Corps of the Army or the Navy, or as an officer of the Air Force designated as a dental officer, to serve on Active Duty for a period of not less than 4 years, upon the acceptance of the agreement by the Secretary of the Military Department concerned. An individual who holds an appointment as a dental officer in either the Active Duty or Reserve Component is not eligible for the accession bonus. A former dental officer who does not hold an appointment, and is otherwise eligible, must have been discharged from any Uniformed Service at least 2 years prior to execution of the written agreement to receive the accession bonus.
4. Not have received financial assistance from the Department of Defense to pursue a course of study in dentistry in exchange for an agreement to accept an appointment as a dental officer. This includes, but is not limited to, participants of the Armed Forces Health Professions Scholarship Program and Financial Assistance Program.
5. Be qualified to become and remain certified and licensed as a dentist, as determined by the Secretary of the Military Department concerned.

B. Bonus Authorized: The Secretary of the Military Department concerned may award an accession bonus to an eligible individual in an amount that shall not exceed \$75,000. Eligible individuals who sign a written agreement, on or after October 1, 2010, to serve on Active Duty in exchange for receiving the accession bonus are authorized to receive the accession bonus.

C. Recoupment: An individual receiving a dental officer accession bonus who fails to become and remain certified or licensed as a dentist for the duration of the agreed upon period; or, who voluntarily terminates service on active duty before the end of the obligated period, for which the payment is made, will be subject to the repayment provision of section 303a(e) of title 37 U.S.C., and the Department of Defense Financial Management Regulation (DoDFMR), Volume 7a, Chapter 2, "Repayment of Unearned Portion of Bonuses and Other Benefits."

D. Bankruptcy: A discharge in bankruptcy under title 11 that is entered less than 5 years after the termination of an accession bonus agreement does not discharge a person from a debt arising under such agreement or paragraph C. This provision applies to any case commenced under title 11 after October 1, 2004.

E. Responsibilities: The individual Military Departments shall be responsible for establishing procedures for the administration of the dental officer accession bonus that shall be consistently applied to all officers in similar circumstances.

F. Authority: The Dental Officer Accession Bonus is under the authority of title 37, United States Code, 302h.