



PERSONNEL AND  
READINESS

## UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

July 23, 2009

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
UNDER SECRETARIES OF DEFENSE  
DEPUTY CHIEF MANAGEMENT OFFICER  
ASSISTANT SECRETARIES OF DEFENSE  
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE  
DIRECTOR, OPERATIONAL TEST AND EVALUATION  
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE  
ASSISTANTS TO THE SECRETARY OF DEFENSE  
DIRECTOR, ADMINISTRATION AND MANAGEMENT  
DIRECTOR, COST ASSESSMENT AND PROGRAM  
EVALUATION  
DIRECTOR, NET ASSESSMENT  
DIRECTORS OF THE DEFENSE AGENCIES  
DIRECTORS OF THE DoD FIELD ACTIVITIES

SUBJECT: Directive-Type Memorandum (DTM) 09-009, Implementation of Special Pay for Health Professions Officers (HPOs)

References: (a) Sections 204, 206, 301d, 335, and 373 and subchapter I of chapter 5 of Title 37, United States Code as enacted by Section 661 of Public Law 110-181, "The National Defense Authorization Act for Fiscal Year 2008," January 28, 2008  
(b) DoD Instruction 6000.13, "Medical Manpower and Personnel," June 30, 1997  
(c) Chapter 2 of Volume 7A of DoD 7000.14-R, "Department of Defense Financial Management Regulations (FMRs)," as amended

Purpose. This DTM:

- Establishes DoD policy, assigns responsibilities, and implements Reference (a) for the implementation of special pay for licensed clinical psychologists, licensed clinical social workers, physician assistants, licensed veterinary officers, and public health officers (Air Force only), hereafter referred to as HPOs.

- Prescribes procedures by which the Military Departments may pay special bonuses and incentive pay (IP) to HPOs.
- Is effective immediately; it shall be incorporated into DoD Instruction 6000.13 (Reference (b)) within 180 days.

Applicability. This DTM applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the Department of Defense (hereafter referred to collectively as the “DoD Components”).


Definitions. See Glossary.

Policy. It is DoD policy that a compensation program be established and managed to provide the DoD Components with sufficient military medical personnel to meet all mission requirements. No agreement may be entered into pursuant to section 335 of Reference (a) and this DTM after December 11, 2009, unless the date is extended by Congress.

#### Responsibilities

- Assistant Secretary of Defense for Health Affairs (ASD(HA)). The ASD(HA), under the authority, direction, and control of the Under Secretary of Defense for Personnel and Readiness, shall provide guidance to the Secretaries of the Military Departments as necessary and monitor their compliance with the provisions of this DTM.
- Secretaries of the Military Departments. The Secretaries of the Military Departments shall:
  - Administer the procedures to implement section 335 of Reference (a) in Attachment 1 and incorporate the additional specialty pay in Tables 1 through 3 of Attachment 2. Board certification pay (BCP) shall be awarded to only those designated HPOs who are certified in their particular specialty by an approved board listed in Table 4 at Attachment 3.
  - Provide a written implementation plan to the ASD(HA) within 30 calendar days of the date of this DTM.

Releasability. UNLIMITED. This DTM is approved for public release and is available on the Internet from the DoD Issuances Web Site at <http://www.dtic.mil/whs/directives>.

  
**PERFORMING DUTIES**  
Gail H. McGinn  
Deputy Under Secretary of Defense (Plans)  
Performing the Duties of the  
Under Secretary of Defense for  
Personnel and Readiness

Attachments:  
As stated

ATTACHMENT 1

PROCEDURES FOR IMPLEMENTATION OF SPECIAL PAY FOR HPOs

1. ACCESSION BONUS (AB)

a. Eligibility. To be eligible for AB, an individual must:

(1) Be a graduate of an accredited school(s) in his or her clinical specialty.

(2) Be fully qualified to hold a commission or appointment as a commissioned officer in an Active or Reserve Component.

(3) Execute a written agreement to accept a commission or appointment as an HPO of the Army, the Navy, or the Air Force to serve on Active Duty or in Active Duty status for a period of not less than 2 consecutive years. An individual who currently holds an appointment as an HPO in either the Active or Reserve Component is not eligible for AB. A former HPO who no longer holds an appointment or commission and is otherwise qualified and eligible must have been discharged from any uniformed service at least 24 months prior to execution of the written agreement to receive AB.

(4) Have completed all mandatory service obligations if financial assistance was received from the Department of Defense in order to pursue a course of study as an HPO. This includes but is not limited to participants and former participants of the Reserve Officers Training Corps, Armed Forces Health Professions Scholarship Program, Financial Assistance Program, and Uniformed Services University of the Health Sciences.

b. Health Care Providers (HCPs). In addition to the requirements in subparagraphs 1.a.(1) through 1.a.(4) of this attachment, HPOs who are HCPs must possess an unrestricted license (or an approved waiver) and be qualified in their respective specialties.

c. AB Amounts. HPOs who meet the conditions in subparagraphs 1.a.(1) through 1.a.(4) of this attachment, and of paragraph 1.b. of this attachment if applicable, and who are listed in Table 1 of Attachment 2, are eligible for AB payable for written agreements entered into during Fiscal Year (FY) 2009 in the amounts in Table 1.

d. Service Obligations. During the discharge of the service obligation associated with AB, individuals are eligible for IP and BCP. Any additional obligation incurred by these pays shall be served concurrently.

e. Bonus Authorized. The Secretary of the Military Department concerned may, upon acceptance of the written agreement described in paragraph 5 of this attachment, pay AB to an eligible individual in the amount in Table 1 for a 2-, 3-, or 4-year obligation. Eligible individuals who signed a written agreement on or after November 1, 2008, to serve on Active Duty or in an Active status in exchange for receiving AB are authorized to receive AB. Based on Service-unique requirements, the Secretary of the Military Department concerned may decline to offer AB to any specialty that is otherwise eligible or may restrict the length of an AB contract for a specialty to less than 4 years.

## 2. INCENTIVE PAY (IP)

a. Eligibility. To be eligible for IP, an HPO must:

(1) Have completed specialty qualification before October 1, 2008.

(2) Sign a written agreement to remain on Active Duty or in an Active status in the Selected Reserve (SELRES) of the Ready Reserve in a designated health profession specialty for a period of not less than 1 year beginning on the date the contract is signed.

(3) Also be an HCP, possess an unrestricted license (or approved waiver), and be qualified in his or her specialty. Subject to acceptance by the Secretary of the Military Department concerned, an HCP must be currently credentialed and privileged at a military treatment facility in the specialty for which the IP is to be paid. The Secretary of the Military Department concerned may also approve recommendations for IP payments to fully qualified HCPs 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.

b. Annual Payments. Annual IP payments for contracts beginning on or after the date this DTM is signed shall be in the amounts in Table 2 of Attachment 2, as further explained in paragraph 5 of this attachment. Unless otherwise listed, subspecialties of the primary specialty are included with the primary specialty.

c. Monthly Payments. Monthly IP rates to SELRES HPOs for contracts beginning on or after the effective date of this DTM shall be in the amounts in Table 2, as further explained in paragraph 5 of this attachment. Unless otherwise listed, subspecialties of the primary specialty are included with the primary specialty. A SELRES member is entitled to IP at the daily rate of one-thirtieth of the monthly IP rate prescribed in Table 2 for any period in which the member is not entitled to basic pay pursuant to section 204 of Reference (a).

d. Not Under Retention Bonus (RB) Agreement. Subject to acceptance by the Secretary of the Military Department concerned, an HPO who is eligible for but not obligated under an existing RB agreement and who is no longer obligated under a previous IP agreement, may enter into a new 1-year IP agreement at the rate in Table 2. IP agreements must be for at least 1 year and cannot be prorated. Termination of a current IP contract prior to its expiration can only be done in conjunction with execution of a new RB contract.

e. Under RB Agreement. HPOs who enter an RB contract may also enter an IP contract for the same specialty at the amount in Table 2. HPOs who elect this option shall continue IP eligibility at that rate for each active year of the RB contract. Any renegotiation of either the RB or IP shall require signing a new RB contract at the annual rate in effect at the time the new contract is signed with an equal or longer obligation.

f. Completion of Qualifying Training. IP shall not be paid during the same FY in which the qualifying 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 HPO, the Secretary of the Military Department concerned may authorize its Surgeon General to approve IP during the same FY in which the qualifying training is completed. The effective date of IP shall be calculated from the completion of the qualifying training plus 3 months.

### 3. RB

a. Eligibility. To be eligible for RB, an HPO must:

- (1) Be below the grade of O-7.
- (2) Have at least 8 years of creditable service as an officer in the respective specialty or have completed any Active Duty service commitment incurred for medical education and training or have completed all Active Duty service obligations for AB.
- (3) Have completed initial training before October 1, 2008.
- (4) Have signed a written agreement to remain on Active Duty as an HPO for 2, 3, or 4 years and that is accepted by the Secretary of the Military Department concerned.
- (5) If also an HCP, have a current valid unrestricted license or approved waiver and be credentialed and privileged.

b. Service-Unique Requirements. Based on Service-unique requirements, the Secretary of the Military Department concerned may decline to offer RB to any specialty that is otherwise eligible or may restrict the length of an RB contract for a specialty to less than 4 years.

c. Prior Multiyear Pay (MP) (as enacted by section 301d of Reference (a)) or RB (as enacted by Reference (a)). Subject to acceptance by the Secretary of the Military Department concerned, an HPO with an existing MP pursuant to subchapter I of chapter 5 of Reference (a) or with an RB contract as authorized in this DTM, may request termination of that contract to enter into a new RB contract with an equal or longer obligation at the RB annual rate in effect at the time of execution of the new RB contract. The new obligation period shall not retroactively cover any portion or period that was executed under the old contract.

d. Active Duty Service Obligations (ADSOs). ADSOs for RB shall be established in accordance with paragraphs 3.d.(1) through 3.d.(3) of this attachment.

(1) ADSOs for education and training and previous MP agreements shall be served before serving the RB ADSO.

(2) When no education and training ADSO exists at the time of an RB contract execution, the RB ADSO shall be served concurrently with the RB contract period and all noneducation and training ADSOs. If the RB contract is executed before the start date of fellowship training and no other education and training ADSO exists, the RB ADSO shall be served concurrently with the RB contract period. However, if the RB contract is executed on or after the start date of fellowship training, the HPO is obligated for the full fellowship period and the RB ADSO shall begin 1 day after the fellowship ADSO is completed. Once an HPO has begun to serve an RB ADSO, he or she shall serve it 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 RB contract.

(3) Obligations for RB may be served concurrently with any other service obligation, to include IP, BCP, promotion, doctorate degree, master's degree, nonclinical doctorate or master's degree, and nonmedical military schooling. All RBs run consecutively with Health Professional Loan Repayment Program obligations.

e. Annual Pay Amounts for Multiyear RB. Annual payment amounts for multiyear RB contracts shall be in the amounts in Table 3. Officers may be paid at the rate for any specialty for which they are currently credentialed, but the RB and IP specialty must be the same. The RB may be paid in a lump sum or periodic installments.

4. BCP. HPOs meeting the conditions in paragraph 4.a. of this attachment are eligible to receive BCP at the annual rate of \$6,000 paid in equal monthly amounts.

a. Eligibility. To be eligible for BCP, an officer must:

(1) Have a post-baccalaureate degree in his or her clinical specialty.

(2) Be certified by a professional board in his or her clinical specialty. (See Table 4 at Attachment 3 for a list of clinical specialty professional boards.)

(3) If also an HCP, have a current valid unrestricted license or approved waiver.

(4) Sign a written agreement to remain on Active Duty or in an Active status in the SELRES of the Ready Reserve in a designated health profession specialty for a period of not less than 1 year beginning on the date the contract is signed.

b. Certification Interrupted by Contingency Operations

(1) An HPO whose attainment of board certification is interrupted by contingency operations is eligible for retroactive BCP when:

(a) The HPO meets the eligibility requirements in paragraph 4.a. of this attachment.

(b) The HPO completes the board certification or recertification requirements before the end of the 180-day period following deployment (or any time adjustment directed by the Secretary of Defense).

(2) The retroactive BCP shall begin on the date on which the member was deployed in support of a contingency operation and end on the date of obtaining the certification or recertification or 180 days post-deployment, whichever is shorter.

5. WRITTEN AGREEMENT FOR BONUS OR PAY. To receive a bonus or pay as authorized by this DTM, an HPO determined to be eligible for the bonus or pay shall enter into a written agreement with the Secretary of the Military Department concerned that specifies:

a. The amount of the bonus or pay.

b. The method of payment of the bonus or pay.



- c. The period of obligated service for the bonus or pay.
- d. The type or conditions of the service.
- e. The circumstances that may result in termination of the agreement and repayment of any unearned portion of the bonus or pay if the officer fails to fulfill the conditions for the bonus or pay, to include an unfulfilled service obligation or eligibility requirement (Reference (a) and chapter 2 of Volume 7A of DoD 7000.14-R (Reference (c))).

6. PAYMENT. A health profession's bonus or pay pursuant to this DTM may be paid in a lump sum, monthly payments, or in periodic installments as determined by the Secretary of the Military Department concerned. IP and BCP may only be paid in monthly installments. Upon acceptance by the Secretary of the Military Department concerned, the total amount of the health professions bonus to be paid pursuant to the agreement shall be fixed during the length of the agreement. The amount of each bonus or pay in FY 2009, by specialty, is listed in Attachment 2.

#### 7. TERMINATION AND REPAYMENT OF ELIGIBILITY TO BONUS OR PAY

a. A member who enters into a written agreement with the Secretary of the Military Department concerned that specifies conditions for receipt of a bonus or pay described in this DTM is eligible to receive the full amount of the bonus or pay earned for fulfilling the conditions for such bonus or pay. Specified conditions may include a service obligation and the eligibility requirements in paragraphs 1.a, 2.a, 3.a, and 4.a. of this attachment.

b. Any failure to fulfill the conditions specified in an agreement may result in termination of the agreement and the member's repayment of any unearned portion of a bonus or pay (References (a) and (c)). If a bonus or pay is terminated, the officer may be paid, on a pro rata basis, the portion actually earned. The Secretaries of the Military Departments shall establish regulations that specify the conditions and procedures under which termination and repayment may take place consistent with References (a) and (c). Any written agreement shall be consistent with such regulations.

ATTACHMENT 2PAY CALCULATION TABLES

BCP shall be paid at the annual rate of \$6,000 in equal monthly amounts.

Table 1. AB Pay by Specialty

HPO	Dollar Amount per Year for a:		
	2-Year Obligation	3-Year Obligation	4-Year Obligation
Physician Assistant	\$0	\$12,500	\$15,000
Licensed Clinical Psychologist	\$0	\$12,500	\$15,000
Licensed Clinical Social Worker	\$0	\$6,250	\$7,500
Public Health Officer (Air Force)	\$0	\$7,500	\$10,000
Licensed Veterinary Officer	\$0	\$0	\$5,000

Table 2. IP Pay by Specialty

HPO	Entry Level Pay	Dollar Amount in Training or While Discharging a Training ADSO	Board Eligible	Total IP, Fully Qualified
Physician Assistant	\$0	\$0	\$5,000	\$5,000
Licensed Clinical Psychologist	\$0	\$0	\$5,000	\$5,000
Licensed Clinical Social Worker	\$0	\$0	\$0	\$0
Public Health Officer (Air Force)	\$0	\$0	\$5,000	\$5,000
Licensed Veterinary Officer	\$2,500	\$2,500	\$5,000	\$5,000

Table 3. RB Pay by Specialty

HPO	Discharging an Initial ADSO (1 Year)	2 Years	3 Years	4 Years
Physician Assistant	\$0	\$10,000	\$15,000	\$20,000
Licensed Clinical Psychologist	\$0	\$10,000	\$15,000	\$20,000
Licensed Clinical Social Worker	\$0	\$0	\$0	\$0
Public Health Officer (Air Force)	\$0	\$5,000	\$6,250	\$7,500
Licensed Veterinary Officer	\$0	\$2,500	\$3,750	\$5,000

ATTACHMENT 3CLINICAL SPECIALTY PROFESSIONAL BOARDSTable 4. Boards Approved to Certify Clinical Specialties

SPECIALITY	SPONSOR	RESPONSIBILITY	BOARD
PHYSICIAN ASSISTANT (Board Certified)	National Commission on Certification of Physician Assistants	National Commission on Certification of Physician Assistants	National Commission on Certification of Physician Assistants
PSYCHOLOGY (Diplomate)	American Psychological Association	American Board of Professional Psychology	Diplomate
VETERINARIANS (Board Certified)	Any one of several boards certified by the American Veterinary Medical Association	Specific Specialty Board	
SOCIAL WORK (Diplomate)	American Board of Examiners In Clinical Social Work	American Board of Examiners In Clinical Social Work	Diplomate in Clinical Social Work
	Or National Association of Social Workers	Competence Certification Commission	Diplomate in Clinical Social Work

GLOSSARY

DEFINITIONS

These terms and their definitions are for the purpose of this DTM.

health profession. Any health profession performed by officers who are:

In the medical corps of a uniformed service or designated as medical officers.

In the dental corps of a uniformed service or designated as dental officers.

In the medical service corps of a uniformed service or designated as medical service officers or biomedical sciences officers.

In the medical specialists corps of a uniformed service or designated as medical specialists.

In the nurse corps of a uniformed service or designated as nurses.

In the veterinary corps of a uniformed service or designated as veterinary officers.

Designated as physician assistants.

specialty. A health profession specialty for which there is an identifying Army specialty skill identifier, a Naval officer billet classification number, or an Air Force specialty code.

HCP. A military (Active or Reserve Component) member granted privileges to diagnose, initiate, alter, or terminate health care treatment regimens within the scope of his or her license, certification, or registration. Includes physicians, dentists, nurse practitioners, nurse anesthetists, nurse midwives, physical therapists, podiatrists, optometrists, clinical dietitians, social workers, clinical pharmacists, clinical psychologists, occupational therapists, audiologists, speech pathologists, physician assistants, or any other person providing direct patient care as may be designated by the ASD(HA).

MP. Any MP for 2, 3, or 4 years regardless of corps or specialty.