

VOLUME 7A, CHAPTER 6: “SPECIAL PAYS FOR DENTAL OFFICERS”**SUMMARY OF MAJOR CHANGES**

All changes are denoted by **blue font**.

Substantive revisions are denoted by an * symbol preceding the section, paragraph, table, or figure that includes the revision.

Unless otherwise noted, chapters referenced are contained in this volume.

Hyperlinks are denoted by **bold, italic, blue, and underlined font**.

The previous version dated July 2013 is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
0601	Inserted General section and renumbered remaining sections, paragraphs, and subparagraphs accordingly.	Revision
060305	Duration of Authority extended for Accession Bonus to December 31, 2014.	Revision
060406	Duration of Authority extended for Critical Wartime Skills Accession Bonus to December 31, 2014.	Revision
061105	Duration of Authority extended for Special Pay for General Dentists Accession Bonus to December 31, 2014.	Revision
061208	Duration of Authority extended for Special Pay for General Dentists Incentive Pay to December 31, 2014.	Revision
061307	Duration of Authority extended for Special Pay for General Dentists Retention Bonus to December 31, 2014.	Revision
Bibliography	Updated public laws.	Revision

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CHAPTER 6

SPECIAL PAYS FOR DENTAL OFFICERS***0601 GENERAL**

This chapter establishes policy pertaining to bonuses and special pays for Dental Corps Officers of the Army and Navy and officers of the Air Force, designated as a Dental Officer.

0602 PROVISIONS**060201. Dental Corps Officer or Air Force designated Dental Officer**

A dental corps officer is an officer of the Dental Corps of the Army or Navy, or an officer of the Air Force, designated as a **Dental Officer**, who is on active duty under a call or order to active duty for a period of not less than 1-year. The use of the term “Dental Corps Officer” throughout this chapter includes Dental Officers in the Army, Navy, Marines, and Air Force.

060202. Creditable Service

For purposes of this chapter, creditable service of an officer is computed by adding:

- A. All periods, which the officer spent in dental internship or residency training during which, the officer was not on active duty; and
- B. All periods of active service:
 - 1. In the Dental Corps of the Army or Navy; or
 - 2. As an officer of the Air Force designated as a dental officer; or
 - 3. As a dental officer of the Public Health Service.

060203. References

The following hyperlinks detail entitlements, policies, and procedures for Special Pay for Dental Officers for each service:

- A. Army: [*Army Dental Corps Special Pay Plan*](#).
- B. Navy: [*OPNAVINST 7220.17*](#) and [*Annual Fiscal Year Dental Special Pay Plan NAVADMIN*](#).
- C. Air Force: [*Air Force Dental Officer Special Pay Plan*](#).

NOTE: The Air Force Dental Officer Special Pay Plan is accessible after requesting access from the Air Force Medical Service Knowledge Exchange.

0603 ACCESSION BONUS

060301. Authorization

The Secretary of the Military Department concerned may pay a Dental Officer Accession Bonus to an individual, who executes a written agreement to serve on active duty for a period of not less than 4 years, which is accepted by the Secretary of the Military Department concerned. The agreement will provide that, consistent with the needs of the Armed Service concerned, the person executing the agreement will be assigned to duty, for the period of obligated service covered by the agreement, as an officer of the Dental Corps of the Army or the Navy or an officer of the Air Force designated as a dental officer.

060302. Amount

The Secretary of the Military Department concerned may award an accession bonus to an eligible individual in an amount not to exceed \$75,000. Eligible individuals who sign a written agreement, on or after October 1, 2008, to serve on Active Duty in exchange for receiving the accession bonus, are authorized to receive the bonus.

060303. Limitation on Eligibility

A person may not be paid a bonus under paragraph 060301 if:

A. In exchange for an agreement to accept an appointment as an officer, received financial assistance from the Department of Defense (DoD) to pursue a course of study in dentistry;

B. The Secretary of the Military Department concerned determines that the person is not qualified to become and remain certified and licensed as a dentist; or

C. The person receives pay under sections 0611 – 0613 for the same activity, skill, or period of service.

060304. Repayment

A person who, after signing an agreement under paragraph 060301, is not commissioned as an officer of the armed forces, does not become licensed as a dentist, or does not complete the period of active duty specified in the agreement will be subject to the repayment provisions of Chapter 2.

***060305.** Duration of Authority

Unless authorized by the Congress, no agreement under this section may be entered into after [December 31, 2014](#).

0604 CRITICAL WARTIME SKILLS ACCESSION BONUS

060401. Eligibility

In order to be eligible for a bonus under this section, a person must:

A. Be a graduate of an accredited dental school in a dental specialty listed on Table 6-1; and

B. Execute a written agreement to accept a commission as an officer of the Dental Corps of the Army or the Navy, or as an Air Force officer designated as a [Dental Officer](#), to serve on active duty for a period of not less than 4 consecutive years.

060402. Amount

The Secretary of the Military Department concerned upon acceptance of the written agreement, may pay an accession bonus to an eligible person in an amount as specified in Table 6-1 for a 4 year obligation in accordance with his/her specialty.

060403. Limitation

A person may not be paid a bonus under this section if:

A. The person, in exchange for an agreement to accept an appointment as an officer, received financial assistance from the DoD to pursue a course of study in dentistry;

B. The Secretary of the Military Department concerned determines that the person is not qualified to become and remain certified as a dentist in a specialty designated by regulations as a critically short wartime specialty; or

C. The person receives pay under sections [0611 – 0613](#) for the same activity, skill, or period of service.

060404. Coordination with Other Accession Bonus Authority

A. A person eligible to execute an agreement under either section [0603](#) or [0604](#) will elect under which authority to execute the agreement. A person may not execute an agreement under both sections [0603](#) and [0604](#).

B. A person eligible to execute an agreement under either section 0604 or 0609 will elect under which authority to execute the agreement. A person may not execute an agreement under both sections 0604 and 0609.

060405. Repayment

A person who, after signing an agreement under subparagraph 060401.B, is not commissioned as an officer of the armed forces, does not become licensed as a dentist, or does not complete the period of active duty specified in the agreement will be subject to the repayment provisions of Chapter 2.

*060406. Duration of Authority

Unless authorized by the Congress, no agreement under this section may be entered into after December 31, 2014.

0605 INCENTIVE SPECIAL PAY (ISP)

060501. General Eligibility Requirements

In order to be eligible for Incentive Special Pay (ISP), a person must:

- A. Be a Dental Corps Officer who is an oral and maxillofacial surgeon;
- B. Be below the grade of O-7;
- C. Have a current, valid, and unrestricted license or approved waiver;
- D. Have completed specialty qualification before October 1, of the fiscal year in which the officer enters into an agreement (except for cases listed in paragraph 060506);
- E. Not have received pay under sections 0611 – 0613 for the same activity, skill or period of service; and
- F. Meet the eligibility criteria of paragraph 060502 or 060503.

060502. Eligibility for Officers Serving on Active Duty for 1-Year or More

An officer on active duty under a call or order to active duty for a period of not less than 1-year is eligible for ISP if the officer executes a written agreement to remain on active duty for a period of 1-year or more beginning on the date the officer accepts the award of ISP.

060503. Eligibility for Officers Serving on Active Duty for Less than 1-Year

An officer is eligible for ISP if the officer is one of the following:

- A. A reservist called to active duty for more than 30 days but less than 1-year, other than active duty for training;
- B. An officer involuntarily retained on active duty;
- C. A retired dental corps officer, recalled to active duty for more than 30 days; or
- D. An officer who voluntarily agrees to remain on active duty for less than 1-year at a time when:
1. Officers are involuntarily retained on active duty; or
 2. The Secretary of Defense determines that special circumstances justify the payment of special pay.

NOTE: Subject to acceptance by the Secretary of the Military Department concerned, a dental officer must be currently credentialed and privileged at a military treatment facility in oral and maxillofacial surgery.

060504. Amount

A Dental Corps Officer who enters into a 1-year agreement beginning on or after October 1, 2010 will be paid an ISP of \$30,000. Oral and Maxillofacial Surgeons who enter a Dental Officer Multiyear Retention Bonus (DOMRB) agreement for 2, 3, or 4 years will be paid an annual ISP of \$50,000 during the contracted period.

060505. Exception

The Secretary 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 locations or that preclude the ability to spend appropriate time in a clinical setting.

060506. Limitations

ISP will not be paid during the same fiscal year in which the qualifying residency training is completed. If the qualifying training is completed out of cycle (at a time prior to the end of June), and due to circumstances beyond the member's control, then the **Surgeon Generals** are delegated the authority to waive the DoD policy and grant ISP during the same fiscal year in which the qualifying residency is completed. The effective date for ISP will be calculated from the completion of the qualifying training plus 3 months. This keeps all dental officers eligible for ISP consistent with respect to how their eligibility date is calculated.

060507. Termination

The Secretary of the Military Department concerned will prescribe regulations to terminate an officer's entitlement to ISP. Reasons for termination may include, but are not necessarily limited to, the following:

- A. Loss of privileges;
- B. Court martial convictions;
- C. Violations of the Uniform Code of Military Justice;
- D. Failure to maintain a current unrestricted license; or
- E. Reasons that are in the best interest of the Military Department concerned.

NOTE: If the entitlement to ISP is terminated, then the officer will 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 for termination.

060508. Repayment

An officer who does not complete the period of active duty specified in the agreement referenced in subparagraph **060501.D**; will be subject to the repayment provisions of Chapter 2.

0606 VARIABLE SPECIAL PAY (VSP)**060601.** General Eligibility Requirements

In order to be entitled to Variable Special Pay (VSP), an officer of the Dental Corps of the Army or the Navy or an officer of the Air Force designated as a **Dental Officer** must:

- A. Possess a current, valid, and unrestricted license or approved waiver;
- B. Not have received pay under sections **0611 – 0613** for the same activity, skill or period of service; and
- C. Meet the eligibility criteria of paragraph **060602** or **060603**.

060602. Eligibility for Officers Serving on Active Duty for 1-Year or More

An officer on active duty under a call or order to active duty for a period of not less than 1-year is eligible for VSP.

060603. Eligibility for Officers Serving on Active Duty for Less than 1-Year

An officer is eligible for VSP if the officer is one of the following:

- A. A reservist called to active duty for more than 30 days but less than 1-year, other than active duty for training;
- B. An officer involuntarily retained on active duty;
- C. A retired dental corps officer, recalled to active duty for more than 30 days; or
- D. An officer who voluntarily agrees to remain on active duty for less than 1-year at a time when:
 - 1. Officers are involuntarily retained on active duty; or
 - 2. The Secretary of Defense determines that special circumstances justify the payment of special pay.

060604. Rates Payable

The monthly VSP rates are contained in Table 6-2.

0607 ADDITIONAL SPECIAL PAY (ASP)

060701. Eligibility

An officer entitled to VSP under subparagraphs **060601.A**, and B and paragraph **060602**, is entitled to Additional Special Pay (ASP) when 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. An officer entitled to VSP under subparagraphs **060601.A**, and B. and paragraph **060603** is not required to execute a written agreement to remain on active duty in order to be entitled to receive ASP.

NOTE: A General Dental Officer who receives pay under sections **0611** – **0613**, is not authorized pay under section **0606** for the same activity, skill, or period of service.

060702. Rates

The ASP rates are contained in Table 6-3 and are paid annually at the beginning of the 12-month period for which the officer is entitled to such payment.

060703. Special Provisions

Subject to acceptance by the Secretary of the Military Department concerned a dental officer with an existing ASP service agreement may terminate that ASP agreement on or after the anniversary of his/her creditable service date to enter into a new 1-year ASP service agreement if the new agreement results in a higher ASP rate due to the number of years served.

060704. Termination

The Secretary of the Military Department concerned will prescribe regulations to terminate an officer's entitlement to ASP. Reasons for termination may include, but are not necessarily limited to, the following:

- A. Loss of privileges;
- B. Court martial convictions;
- C. Violations of the Uniform Code of Military Justice;
- D. Failure to maintain a current unrestricted license; or
- E. Reasons that are in the best interest of the Military Department concerned.

NOTE: If the entitlement to ASP is terminated, then the officer will 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 for termination.

060705. Repayment

An officer who does not complete the period of active duty specified in the agreement referenced in paragraph **060701** will be subject to the repayment provisions of Chapter 2.

0608 BOARD CERTIFICATION PAY (BCP)**060801.** Eligibility

An officer entitled to VSP as defined in paragraph **060601**, who is board certified is entitled to Board Certification Pay (BCP). BCP will be paid monthly.

NOTE: A General Dental Officer who receives pay under sections **0611** – **0613**, is not authorized pay under section **0608** for the same activity, skill, or period of service.

060802. Rates

The monthly BCP rates are contained in Table 6-4.

060803. Waiver of Board Certification Requirement When Certification Interrupted by Contingency Operations

A. If the Secretary of Defense determines that an officer is unable to schedule or complete certification or recertification because of duty in support of a contingency operation, that officer will be paid BCP, beginning on the date the officer was assigned to duty in support of a contingency operation.

B. Unless extended by the Secretary of Defense, the completion of board certification or recertification requirements must be accomplished within 180 days from the date the officer returned from assignment in support of a contingency operation.

0609 DENTAL OFFICER MULTIYEAR RETENTION BONUS (DOMRB)

060901. Authorization

Dental Corps officers with a current, valid, and unrestricted license or approved waiver will be paid at the rates indicated for their specialty listed in Table 6-5 upon acceptance of the written agreement by the Secretary of the Military Department concerned. The amounts listed in Table 6-6 represent annual bonus payments to be paid on the anniversary date of the agreement.

060902. Eligibility Criteria

Eligibility criteria [are](#) satisfied by an officer of the Dental Corps of the Army, or the Navy, or an officer of the Air Force designated as a [Dental Officer](#) who:

- A. Is below the pay grade of 0-7;
- B. Has a current, valid, and unrestricted license or approved waiver;
- C. Has at least 8 years of creditable service or has completed any active duty service commitment incurred for dental education and training;
- D. 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;
- E. Executes a written agreement to remain on active duty for 2, 3, or 4 years, [and the agreement](#) is accepted by the Secretary of the Military Department concerned;
- F. Has at least one of the Dental Specialties listed in Table 6-5; and
- G. Does not receive pay under sections [0611](#) – [0613](#) for the same activity, skill or period of service.

NOTE: Based on Service unique requirements, the Secretary of the Military Department concerned may decline to offer a DOMRB to any eligible specialty or restrict the length of a DOMRB contract for a specialty to less than 4 years.

060903. Special Provisions

Subject to acceptance by the Secretary 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 the 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. Any unearned portion of the terminated agreement will be recouped.

060904. Termination

The Secretary of the Military Department concerned will prescribe regulations to terminate an officer's entitlement to DOMRB. Reasons for termination may include, but are not necessarily limited to, the following:

- A. Loss of privileges;
- B. Court martial convictions;
- C. Violations of the Uniform Code of Military Justice;
- D. Failure to maintain a current unrestricted license; or
- E. Reasons that are in the best interest of the Military Department concerned.

NOTE: If the entitlement to DOMRB is terminated, then the officer will 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 for termination.

060905. Repayment

An officer who does not complete the period of active duty specified in subparagraph **060902.E** will be subject to the repayment provisions of Chapter 2.

060906. Coordination with Other Multiyear Accession Bonus Authority

A person eligible to execute an agreement under either section **0604** or **0609** will elect under which authority to execute the agreement. A person may not execute an agreement under both sections **0604** and **0609**.

0610 SPECIAL PAY FOR ACTIVE DUTY OF RESERVE DENTAL OFFICERS

061001. Entitlement

A Reserve Dental Officer under a call or order to active duty for less than 1-year is entitled to special pay at the monthly 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 1 month.

061002. Restrictions

A General Dental Officer who receives pay under sections 0611 – 0613, is not authorized pay under section 0610 for the same activity, skill, or period of service.

061003. Payments

Payments will be paid monthly, and amounts will be prorated for periods less than 1-month.

0611 SPECIAL PAY FOR GENERAL DENTISTS – ACCESSION BONUS (AB)**061101.** Eligibility

To be eligible for an Accession Bonus (AB), an individual must:

- A. Be a graduate of:
 1. An American Dental Association (ADA) accredited school of dentistry; and
 2. Possess a Doctor of Dental Surgery (DDS) or Doctor of Dental Medicine (DMD) degree;
- B. Be fully qualified to hold a commission or appointment as a commissioned officer in an Active Component (will be appointed in the Dental Corps as a General Dentist);
- C. Have a current, valid, unrestricted license or approved waiver;
- D. Execute a written agreement to accept a commission or appointment as a dental officer of the Military Services to serve on active duty for a period of not less than 4 consecutive years. An individual who holds an appointment as a dental officer in either the Active or Reserve Component is not eligible for an AB. A former Dental Corps officer 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 executing the written agreement to receive an AB;
- E. At the time of commission or appointment, completed all mandatory service obligations if financial assistance was received from the DoD in order to pursue a course of study as a dentist. This requirement applies to, 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; and

F. Not have received the Accession Bonuses described in sections 0603 and 0604 for the same activity, skill, or period of service.

061102. Amount

General Dentists who meet the conditions described in paragraph 061101, are eligible for an AB payable for written agreements in the amount of \$37,500 per year of the contract for a 4-year obligation.

061103. Service Obligations

During the discharge of the service obligation associated with AB, individuals are not eligible for a retention bonus.

061104. Repayment

An officer who fails to fulfill the service conditions specified in the written agreement for the AB will be subject to the repayment provisions of Chapter 2.

*061105. Duration of Authority

Unless authorized by the Congress, no agreement under this section may be entered into after December 31, 2014.

0612 SPECIAL PAY FOR GENERAL DENTISTS – INCENTIVE PAY (IP)

061201. Eligibility

A General Dentist is eligible for Incentive Pay (IP) if he or she:

- A. Is serving as a General Dentist;
- B. Executes a written agreement to remain on active duty beginning on the date the contract is executed:
 1. For active duty for a period of not less than 1-year; or
 2. For Reserve Component for a period of mobilization or Active Duty for Special Work exceeding 30 days;
- C. Possesses an unrestricted license (or approved waiver) and is qualified as a General Dentist. Subject to acceptance by the Secretary of the Military Department concerned, a General Dentist must be currently credentialed and privileged at a military treatment facility as a General Dentist. The Secretary of the Military Department concerned may also approve recommendations for IP payments to General 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; and

D. Does not receive pay under sections 0603 – 0610 for the same activity, skill or period of service.

061202. Amount

Monthly payments will be paid in the amount established by the Secretary of the Military Department concerned not to exceed \$1,666.66.

061203. Not Under Retention Bonus (RB) Agreement

Subject to acceptance by the Secretary of the Military Department concerned, a General Dentist who is eligible for but not under an existing Retention Bonus (RB) agreement and who is no longer obligated under a previous IP agreement may enter into a new IP agreement. IP agreements must be for at least 1-year or as determined in the Health Affairs Special Pay Plan.

061204. Under Retention Bonus Agreement

General Dentists who enter a RB contract may also enter an IP contract. General Dentists who elect this option will continue IP eligibility for each active year of the RB contract. Any renegotiation of either the RB or IP will 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.

061205. Completion of Qualifying Training

The effective date of IP will be calculated from the completion of the qualifying training plus 3 months.

061206. Restriction

An officer may not receive IP and the entitlements contained in section 0605, 0606, and 0607 for the same activity, skill, or period of service.

061207. Repayment

An officer who fails to fulfill the service conditions specified in the written agreement for the IP will be subject to the repayment provisions of Chapter 2.

*061208. Duration of Authority

Unless authorized by the Congress, no agreement under this section may be entered into after December 31, 2014.

0613 SPECIAL PAY FOR GENERAL DENTISTS – RETENTION BONUS (RB)**061301.** Eligibility

To be eligible for a RB, a General Dentist must:

- A. Be below the grade of O-7;
- B. Have completed either:
 1. Any active duty service commitment incurred for dental education, training, or accession obligation; or
 2. The active duty service obligation for an AB. An individual eligible for an AB may decline the AB and accept the RB;
- C. Have completed General Dentist qualification prior to the beginning of the fiscal year during which a written agreement is executed;
- D. Have executed a written agreement, accepted by the Secretary of the Military Department concerned, to remain on active duty as a Dental Officer for 2, 3, or 4 years;
- E. Have a current valid unrestricted license or approved waiver and be credentialed, privileged, and practicing as a General Dentist. The Secretary of the Military Department concerned may also approve recommendations for RB payments to General 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; and
- F. Not have received pay under sections **0603 – 0610**, for the same activity, skill, or period of service.

061302. Service Unique Requirements

Based on Service unique requirements, the Secretary of the Military Department concerned may decline to offer a RB to General Dentists or may restrict the length of a RB contract to less than 4 years.

061303. Prior Multiyear Pay or Retention Bonus

Subject to acceptance by the Secretary concerned, a General Dentist with an existing Multiyear Pay or with a RB contract 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 **will** not retroactively cover any portion or period that was executed under the old contract.

061304. Active Duty Service Obligations (ADSOs)

Active Duty Service Obligations (ADSOs) for RB **will** be established in accordance with subparagraphs **061304.A** through **061304.D**.

A. ADSOs for education and training and previous Multiyear Pay agreements **will** be served before serving the RB ADSO.

B. When no education and training ADSO exist at the time of a RB contract execution, the RB ADSO **will** be served concurrently with the RB contract period and all non-education and training ADSOs. If the RB contract is executed before the start date of residency training and no other education and training ADSO exists, then the RB ADSO **will** be served concurrently with the RB contract period. However, if the RB contract is executed on or after the start date of residency, then the General Dentist is obligated for the full residency period, and the RB ADSO **will** begin 1 day after the fellowship ADSO is completed. Once a General Dentist has begun to serve a RB ADSO, he or she **will** 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.

C. Obligations for RB may be served concurrently with any other service obligation, to include IP, Board Certified Pay, promotion, non-clinical doctorate, master's degree, and non-clinical doctorate or master's degree, and non-medical military schooling.

D. During the discharge of the service obligation associated with the Health Professional Loan Repayment Program (HPLRP), individuals are eligible for RB. The RB ADSO is consecutive to all HPLRP obligations.

061305. Amounts

Annual payment amounts for multiyear RB contracts **will** be:

- A. \$13,000 a year for a 2-year contract;
- B. \$19,000 a year for a 3-year contract; or
- C. \$25,000 a year for a 4-year contract.

061306. Repayment

An officer who fails to fulfill the service conditions specified in the written agreement for the RB **will** be subject to the repayment provisions of Chapter 2.

***061307.** Duration of Authority

Unless authorized by the Congress, no agreement under this section may be entered into after **December 31, 2014**.

Table 6-1. Critical Wartime Skills Accession Bonus

Dental Specialties	Bonus Amount
Oral and Maxillofacial Surgery	\$300,000
Comprehensive Dentistry	\$300,000
Endodontics	\$300,000
Prosthodontics	\$300,000

Table 6-2. Variable Special Pay (VSP) for Dental Officers

A	B
If the officer	then the monthly rate payable is
is an intern or has less than 3 years of creditable service	\$250.00
has 3 but less than 6 years of creditable service and is not an intern	\$583.33
has 6 but less than 8 years of creditable service	\$583.33
has 8 but less than 12 years of creditable service	\$1,000.00
has 12 but less than 14 years of creditable service	\$833.33
has 14 but less than 18 years of creditable service	\$750.00
has 18 or more years of creditable years	\$666.66
is serving in a pay grade above 0-6, regardless of the years of creditable service	\$583.33

Table 6-3. Additional Special Pay (ASP) for Dental Officers

A	B
If a dental officer is eligible under paragraph 060701, has	then the rates payable for each 12 month period is
less than 3 years of creditable service	\$10,000.00
at least 3, but less than 10 years of creditable service	\$12,000.00
at least 10 or more years of creditable service	\$15,000.00

Table 6-4. Board Certification Pay (BCP) for Dental Officers

A	B
If the officer has	then the monthly rate payable is
less than 10 years of creditable service	\$208.33
10 but less than 12 years of creditable service	\$291.66
12 but less than 14 years of creditable service	\$333.33
14 but less than 18 years of creditable service	\$416.66
18 or more years of creditable service	\$500.00

Table 6-5. Dental Officer Multiyear Retention Bonus (DOMRB) Pay Levels

Eligible Specialties	FY 2011 Level
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 (TMD)/Orofacial Pain	1
Dental Research	1
Exodontia (Advanced Clinical Practice - ACP)	3
Endodontics (ACP)	3
General Dentistry (ACP)	3
Periodontics (ACP)	3
Prosthodontics (ACP)	3

Table 6-6. Dental Officer Multiyear Retention Bonus (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

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CHAPTER 6 – SPECIAL PAYS FOR DENTAL OFFICERS

0602 – PROVISIONS

060201	37 U.S.C. 302b(a)(1) ASD(HA) Memo, September 30, 2010
060202	37 U.S.C. 302b(f) ASD(HA) Memo, September 30, 2010

0603 – ACCESSION BONUS

	37 U.S.C. 302h ASD (HA) Memo, October 29, 2007
060303.C	37 U.S.C. 371
* 060305	Public Law 113-66, section 612 (5), December 26, 2013

0604 – CRITICAL WARTIME SKILLS ACCESSION BONUS

	37 U.S.C. 302l ASD (HA) Memo, December 01, 2010
060403.C	37 U.S.C. 371
* 060406	Public Law 113-66, section 612 (8), December 26, 2013

0605 – INCENTIVE SPECIAL PAY (ISP)

	37 U.S.C. 302b (a) (6) ASD (HA) Memo, September 30, 2010
060501.E	37 U.S.C. 371
060502	37 U.S.C. 302f
060503	37 U.S.C. 302f
* 060503.B	10 U.S.C. 12305
* 060503.C	10 U.S.C. 688
* 060503.D.1	10 U.S.C. 10 U.S.C. 12305
* 060503.D.2	37 U.S.C. 302f

0606 – VARIABLE SPECIAL PAY (VSP)

	37 U.S.C. 302b (a) (2) ASD (HA) Memo, September 30, 2010
060601.B	37 U.S.C. 371
060602	37 U.S.C. 302f
060603	37 U.S.C. 302f
* 060603.B	10 U.S.C. 12305
* 060603.C	10 U.S.C. 688

* 060603.D.1 10 U.S.C. 10 U.S.C. 12305

* 060603.D.2 37 U.S.C. 302f

0607 – ADDITIONAL SPECIAL PAY (ASP)

37 U.S.C. 302b (a) (4)

ASD (HA) Memo, September 30, 2010

060701

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0608 – BOARD CERTIFICATION PAY (BCP)

37 U.S.C. 302b(a)(5)

ASD (HA) Memo, September 30, 2010

060801

37 U.S.C. 371

060803

37 U.S.C. 303b

0609 – DENTAL OFFICER MULTIYEAR RETENTION BONUS (DOMRB)

37 U.S.C. 301e

ASD (HA) Memo, September 30, 2010

060901.G

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0610 – SPECIAL PAY FOR ACTIVE DUTY OF RESERVE DENTAL OFFICERS

37 U.S.C. 302b(g)

ASD (HA) Memo, September 30, 2010

061002

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0611 – SPECIAL PAY FOR GENERAL DENTISTS – ACCESSION BONUS (AB)

37 U.S.C. 335

USD (P&R) Memo, April 29, 2011

061101.F

37 U.S.C. 371

* 061105 Public Law 113-66, section 614 (5), December 26, 2013

0612 – SPECIAL PAY FOR GENERAL DENTISTS – INCENTIVE PAY (IP)

37 U.S.C. 335

USD (P&R) Memo, April 29, 2011

061201.D

37 U.S.C. 371

* 061208 Public Law 113-66, section 614 (5), December 26, 2013

0613 – SPECIAL PAY FOR GENERAL DENTISTS – RETENTION BONUS (RB)

37 U.S.C. 335

USD (P&R) Memo, April 29, 2011

	061301.F	37 U.S.C. 371
*	061307	Public Law 113-66, section 614 (5), December 26, 2013
Table 6-1		ASD(HA) Memo, September 30, 2010
Table 6-2		ASD(HA) Memo, September 30, 2010
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Table 6-5		37 U.S.C. 302b(a)(5) ASD(HA) Memo, September 30, 2010
Table 6-6		37 U.S.C. 302l ASD(HA) Memo, September 30, 2010