

**SUMMARY OF MAJOR CHANGES TO  
DoD 7000.14-R, VOLUME 7A, CHAPTER 6  
“SPECIAL PAYS FOR DENTAL OFFICERS”**

**All changes denoted by blue font**

Substantive revisions are denoted by a \* preceding the section, paragraph, table, or figure that includes the revision

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

<b>PARAGRAPH</b>	<b>EXPLANATION OF CHANGE/REVISION</b>	<b>PURPOSE</b>
060204	Insert repayment guidance.	Add
060205	Accession Bonus authority extended to December 31, 2010.	Update
060304	Added limitation on acceptance of Critical Wartime Skills accession bonus.	Add
060305	Insert repayment guidance.	Add
060306	Accession Bonus authority extended to December 31, 2010.	Update
060405	Insert termination guidance.	Add
060406	Insert repayment guidance.	Add
060605	Insert termination guidance.	Add
060606	Insert repayment guidance.	Add
060805	Insert termination guidance.	Add
060806	Insert repayment guidance.	Add
060807	Added limitation on acceptance of Dental Officer Multiyear Retention Bonus.	Add
Former 0609	Removed section 0609, “Special Conditions,” and renumbered section 0610.	Delete
Table 6-1	Increased critical wartime skills accession bonus amount.	Update
Table 6-5	Updated pay levels for eligible specialties.	Update

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## CHAPTER 6

SPECIAL PAYS FOR DENTAL OFFICERS0601 GENERAL PROVISIONS

060101. Dental Corps 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.

060102. 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.

B. All periods of active service in the Dental Corps of the Army or Navy, as an officer of the Air Force designated as a dental officer, or as a dental officer of the Public Health Service.

\*0602 ACCESSION BONUS

060201. 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.

060202. 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.

060203. Limitation on Eligibility. A person may not be paid a bonus under subparagraph 060201 if:

A. The person, 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; or

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.

\* 060204. Repayment. A person who, after signing an agreement under paragraph 060201, 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 shall be subject to the repayment provisions of Chapter 2.

\* 060205. Termination of Authority. No agreement under this section may be entered into after December 31, 2010, unless this bonus authority is extended by the Congress.

### 0603 CRITICAL WARTIME SKILLS ACCESSION BONUS

060301. 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.

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.

060302. 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.

060303. 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; or

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.

060304. Coordination with Other Accession Bonus Authority

A. A person eligible to execute an agreement under either section 0602 or 0603 will elect under which authority to execute the agreement. A person may not execute an agreement under both sections 0602 and 0603.

\* B. A person eligible to execute an agreement under either section 0603 or 0608 will elect under which authority to execute the agreement. A person may not execute an agreement under both sections 0603 and 0608.

\* 060305. Repayment. A person who, after signing an agreement under subparagraph 060301.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 shall be subject to the repayment provisions of Chapter 2.

\* 060306. Termination of Authority. No agreement under this section may be entered into after December 31, 2010, unless this bonus authority is extended by the Congress.

0604 INCENTIVE SPECIAL PAY (ISP)

060401. Eligibility. In order to be eligible for Incentive Special Pay (ISP) under this section, a person must be a Dental Corps Officer who is an oral and maxillofacial surgeon, who:

- A. Is below the grade of O-7;
- B. Has a current, valid, and unrestricted license or approved waiver;
- C. Has completed specialty qualification before October 1, 2008 (except for cases listed in subparagraph 060404); and
- D. 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 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.

060402. Amount. Annual ISP payments for contracts beginning on or after October 1, 2008 will be in the amount of \$30,000.

060403. 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 outside the continental United States locations or that preclude the ability to spend appropriate time in a clinical setting.

060404. 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 it is not the fault of the officer, then the Surgeons General 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.

\* 060405. 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. Courts 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.

\* 060406. Repayment. An officer who does not complete the period of active duty specified in the agreement referenced in subparagraph 060401.D, shall be subject to the repayment provisions of Chapter 2.

#### 0605 VARIABLE SPECIAL PAY (VSP)

060501. Eligibility. An officer of the Dental Corps of the Army or the Navy or an officer of the Air Force designated as a dental officer, on active duty under a call or order to active duty for a period of not less than one year is entitled to Variable Special Pay (VSP). The officer must possess a current, valid, and unrestricted license or approved waiver.

060502. Rates Payable. The monthly VSP rates are contained in Table 6-2.

#### 0606 ADDITIONAL SPECIAL PAY (ASP)

060601. Eligibility. An officer entitled to VSP, as defined in paragraph 060501, 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.

060602. 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.

060603. References

- A. Army: DA Msg 061843Z Aug 86.
- B. Navy: OPNAVINST 7220.17.
- C. Air Force: AFI 41-109.

060604. 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.

\* 060605. 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. Courts 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.

\* 060606. Repayment. An officer who does not complete the period of active duty specified in the agreement referenced in paragraph 060601, shall be subject to the repayment provisions of Chapter 2.

#### 0607 BOARD CERTIFICATION PAY (BCP)

060701. Eligibility. An officer entitled to VSP, as defined in paragraph 060501, who is board certified is entitled to Board Certification Pay (BCP). BCP will be paid monthly.

060702. Rates Payable. The monthly BCP rates are contained in Table 6-4.

#### 0608 DENTAL OFFICER MULTIYEAR RETENTION BONUS (DOMRB)

060801. 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.

060802. References

- A. Army: DA Msg 061843Z Aug 86.

- B. Navy: [OPNAVINST 7220.17](#).
- C. Air Force: [AFI 41-109](#).

060803. Eligibility Criteria. Eligibility criteria is 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 September 30 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 that is accepted by the Secretary of the Military Department concerned.
- F. Has at least one of the Dental Specialties listed in Table 6-5.

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

060804. 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.

\* 060805. 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. Courts 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.

\* 060806. Repayment. An officer who does not complete the period of active duty specified in paragraph 060803.E, shall be subject to the repayment provisions of Chapter 2.

\* 060807. Coordination with Other Multiyear Accession Bonus Authority. A person eligible to execute an agreement under either section 0603 or 0608 will elect under which authority to execute the agreement. A person may not execute an agreement under both sections 0603 and 0608.

#### 0609 SPECIAL PAY FOR ACTIVE DUTY OF RESERVE DENTAL OFFICERS

060901. 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.

060902. Other Entitlements. A Reserve dental officers serving on active duty under conditions prescribed in Title 37, United States Code (U.S.C.), section 302f(b) are entitled to VSP, ASP, and BCP at the rates specified in sections 0605, 0606 and 0607. Payments will be made monthly, and amounts will be prorated for periods less than 1 month. Reserve dental officers receiving ASP under the provisions of 37 U.S.C. 302f(b) are not required to execute a written agreement to remain on active duty for are least 1 year.

060903. Limitations. National Guard and Reserve oral and maxillofacial surgeons who are serving on active duty under the provisions of 37 U.S.C. 302f(b), and have a current, valid, and unrestricted license or approved wavier, are eligible to receive ISP at the rate stated in section 0604.

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

B. Oral and maxillofacial surgeons receiving ISP under the provisions of 37 U.S.C. 302f(b), are not required to execute a written agreement to remain on active duty for at least 1 year.

C. Oral and maxillofacial surgeons receiving ISP under the provisions of 37 U.S.C. 302f(b), are not entitled to special pay under the authority of section 0609.

<b>CRITICAL WARTIME SKILLS ACCESSION BONUS</b>	
<b>Dental Specialties</b>	<b>Bonus Amount</b>
Oral and Maxillofacial Surgery	\$300,000
Comprehensive Dentistry	\$300,000
Endodontics	\$300,000
Prosthodontics	\$300,000

\* Table 6-1. Critical Wartime Skills Accession Bonus

<b>VARIABLE SPECIAL PAY (VSP) FOR DENTAL OFFICERS</b>	
<b>A</b>	<b>B</b>
<b>If the officer</b>	<b>then the monthly rate payable is</b>
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 6-2. Variable Special Pay (VSP) for Dental Officers

<b>ADDITIONAL SPECIAL PAY (ASP) FOR DENTAL OFFICERS</b>	
<b>A</b>	<b>B</b>
<b>If a dental officer is eligible under paragraph 060601, has</b>	<b>then the rates payable for each 12 month period is</b>
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 6-3. Additional Special Pay (ASP) for Dental Officers

<b>BOARD CERTIFICATION PAY (BCP) FOR DENTAL OFFICERS</b>	
	<b>B</b>
<b>If the officer has</b>	<b>then the monthly rate payable is</b>
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 6-4. Board Certification Pay (BCP) for Dental Officers

<b>FY 2010 DENTAL OFFICER MULTIYEAR RETENTION BONUS PAY LEVELS</b>	
<b>Eligible Specialties</b>	<b>FY 2010 Level</b>
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
Peridontics (ACP)	3
Prosthodontics (ACP)	3

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

<b>FY 2010 DENTAL OFFICER MULTIYEAR RETENTION BONUS PAY RATES</b>				
<b>Length of Agreement</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>
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 6-6. Dental Officer Multiyear Retention Bonus (DOMRB) Pay Rates

**BIBLIOGRAPHY****CHAPTER 6 - SPECIAL PAYS FOR DENTAL OFFICERS****\* 0601 - GENERAL PROVISIONS**

- 060101                    37 U.S.C. 302b(a)(1)  
ASD(HA) Memo, August 28, 2007  
[ASD\(HA\) Memo, September 3, 2008](#)  
[ASD\(HA\) Memo, September 9, 2009](#)
- 060102                    37 U.S.C. 302b(f)  
ASD(HA) Memo, August 28, 2007  
[ASD\(HA\) Memo, September 3, 2008](#)  
[ASD\(HA\) Memo, September 9, 2009](#)

**\* 0602 - ACCESSION BONUS**

- 37 U.S.C. 302h  
ASD(HA) Memo, October 29, 2007  
[Public Law 111-84, section 612, October 28, 2009](#)

**\* 0603 - CRITICAL WARTIME SKILLS ACCESSION BONUS**

- 37 U.S.C. 302l  
ASD(HA) Memo, October 15, 2007  
[ASD\(HA\) Memo, October 27, 2008](#)  
[ASD\(HA\) Memo, October 27, 2009](#)  
[Public Law 111-84, section 612, October 28, 2009](#)

**\* 0604 - INCENTIVE SPECIAL PAY (ISP)**

- 37 U.S.C. 302b(a)(6)  
ASD(HA) Memo, August 28, 2007  
[ASD\(HA\) Memo, September 3, 2008](#)  
[ASD\(HA\) Memo, September 9, 2009](#)

**\* 0605 - VARIABLE SPECIAL PAY (VSP)**

- 37 U.S.C. 302b(a)(2)  
ASD(HA) Memo, August 28, 2007  
[ASD\(HA\) Memo, September 3, 2008](#)  
[ASD\(HA\) Memo, September 9, 2009](#)

**\* 0606 - ADDITIONAL SPECIAL PAY (ASP)**

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

ASD(HA) Memo, August 28, 2007  
ASD(HA) Memo, April 24, 2008  
[ASD\(HA\) Memo, September 3, 2008](#)  
[ASD\(HA\) Memo, September 9, 2009](#)

\* 0607 - BOARD CERTIFICATION PAY (BCP)

37 U.S.C. 302b(a)(5)  
ASD(HA) Memo, August 28, 2007  
[ASD\(HA\) Memo, September 3, 2008](#)  
[ASD\(HA\) Memo, September 9, 2009](#)

\* 0608 - DENTAL OFFICER MULTIYEAR RETENTION BONUS (DOMRB)

37 U.S.C. 301e  
ASD(HA) Memo, August 28, 2007  
[ASD\(HA\) Memo, September 3, 2008](#)  
[ASD\(HA\) Memo, September 9, 2009](#)

\* 0609 - SPECIAL PAY FOR RESERVE DENTAL OFFICERS

37 U.S.C. 302b(g)  
ASD(HA) Memo, August 28, 2007  
[ASD\(HA\) Memo, September 3, 2008](#)  
[ASD\(HA\) Memo, September 9, 2009](#)

\* Table 6-1 ASD(HA) Memo, October 15, 2007  
[ASD\(HA\) Memo, October 27, 2008](#)  
[ASD\(HA\) Memo, October 27, 2009](#)

\* Table 6-2 37 U.S.C. 302b(a)(2)  
ASD(HA) Memo, August 28, 2007  
[ASD\(HA\) Memo, September 3, 2008](#)  
[ASD\(HA\) Memo, September 9, 2009](#)

\* Table 6-3 37 U.S.C. 301e  
ASD(HA) Memo, August 28, 2007  
ASD(HA) Memo, April 24, 2008  
[ASD\(HA\) Memo, September 3, 2008](#)  
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\* Table 6-4 37 U.S.C. 302b(a)(6)  
ASD(HA) Memo, August 28, 2007  
[ASD\(HA\) Memo, September 3, 2008](#)  
[ASD\(HA\) Memo, September 9, 2009](#)

- \*           Table 6-5                   37 U.S.C. 302b(a)(5)  
  ASD(HA) Memo, August 28, 2007  
  ASD(HA) Memo, September 3, 2008  
  ASD(HA) Memo, September 9, 2009
  
- \*           Table 6-6                   37 U.S.C. 3021  
  ASD(HA) Memo, August 28, 2007  
  ASD(HA) Memo, September 3, 2008  
  ASD(HA) Memo, September 9, 2009