

**VOLUME 7A, CHAPTER 5: “HEALTH PROFESSIONS OFFICER (HPO) SPECIAL AND INCENTIVE PAY”**

**SUMMARY OF MAJOR CHANGES**

Changes are identified in this table and also denoted by [blue font](#).

Substantive revisions are denoted by an asterisk (\*) 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 [April 2022](#) is archived.

<b>PARAGRAPH</b>	<b>EXPLANATION OF CHANGE/REVISION</b>	<b>PURPOSE</b>
All	Updated formatting and hyperlinks to comply with current administrative instructions.	Addition
Table 5-1 through Table 5-10	Updated to reflect the current rates established in the Assistant Secretary of Defense – Health Affairs Memo, September 6, 2022 for Fiscal Year 2023.	Revision
References	Updated statutes and supporting references.	Revision

## Table of Contents

VOLUME 7A, CHAPTER 5: “HEALTH PROFESSIONS OFFICER (HPO) SPECIAL AND INCENTIVE PAY” .....	1
1.0 GENERAL.....	4
1.1 Purpose.....	4
1.2 Authoritative Guidance .....	4
2.0 PROVISIONS.....	4
2.1 Legacy Special Pays.....	4
2.2 Consolidated Special Pays (CSP).....	4
2.3 Restrictions.....	5
2.4 Eligibility.....	5
3.0 ACCESSION BONUS (AB).....	6
3.1 Eligibility.....	6
3.2 Amounts .....	7
4.0 CRITICALLY SHORT WARTIME SKILLS ACCESSION BONUS (CSWSAB).....	7
4.1 Eligibility.....	7
4.2 Amounts .....	7
5.0 BOARD CERTIFICATION PAY (BCP).....	7
5.1 Eligibility.....	7
5.2 Amount.....	8
6.0 IP.....	8
6.1 General Provisions .....	8
6.2 Eligibility.....	8
6.3 Amounts .....	9
7.0 RB.....	9
7.1 General Provisions .....	9
7.2 Eligibility.....	9
7.3 Amounts .....	10
8.0 RC.....	10
8.1 AB .....	10
8.2 Affiliation Bonus for RC (AFBRC).....	10

## Table of Contents (Continued)

8.3	BCP .....	11
8.4	IP .....	11
8.5	RB .....	11
9.0	TERMINATION .....	12
9.1	Reasons .....	12
9.2	Proration.....	12
9.3	Repayment.....	12
9.4	Reinstatement.....	12
9.5	Duration of Authority.....	13
*Table 5-1.	AB .....	14
*Table 5-2.	CSWSAB .....	15
*Table 5-3.	Dental Corps IP and RB.....	16
*Table 5-4.	Medical Corps IP and RB .....	17
*Table 5-5.	Nurse Corps IP and RB.....	20
*Table 5-6.	Biomedical Services, Medical Services, Specialists, and Veterinary Corps IP & RB .....	21
*Table 5-7.	Dental RC AB and RB .....	22
*Table 5-8.	Medical RC AB and RB.....	23
*Table 5-9.	Nurse Corps RC AB and RB.....	25
*Table 5-10.	Biomedical Services, Medical Services, Specialists, and Veterinary Corps Specialties RC AB and RB.....	26
*REFERENCES	.....	27

## CHAPTER 5

### HEALTH PROFESSIONS OFFICER (HPO) SPECIAL AND INCENTIVE PAY

#### 1.0 GENERAL

##### 1.1 Purpose

The purpose of this chapter is to establish policy pertaining to Health Professions Special and Incentive (HPS&I) Pay.

##### 1.2 Authoritative Guidance

The pay policies and requirements established by the DoD in this chapter are derived primarily from, and prepared in accordance with, the DoD Instruction (DoDI) 6000.13. Due to the subject matter in this chapter, the list of authoritative sources is extensive. The specific statutes, regulations, and other applicable guidance that govern each individual section are listed in a reference section at the end of the chapter.

#### 2.0 PROVISIONS

Each HPS&I pay is in addition to any other pay or allowance to which an HPO is eligible except as specified in sections 3.0 through 8.0.

##### 2.1 Legacy Special Pays

2.1.1. HPOs who entered into a written agreement for receipt of a special pay (Multiyear Special Pay, Incentive Special Pay, or Additional Special Pay) on or before January 27, 2018 will, if otherwise qualified, continue to receive payments until completion of the written agreement. Effective January 28, 2018, all new agreements for special pays will be administered in accordance with paragraph 2.2. The criteria for legacy pays can be found in the archived Chapters 5, 6, 7, and 21.

2.1.2. Subject to acceptance by the Secretary concerned, an HPO who entered into a written agreement in accordance with the legacy special pay authorities may request termination of that agreement to enter into a new agreement with an equal or longer obligation at the annual rate in effect at the time of execution of the new agreement. The new obligated period will not retroactively cover any portion or period that was executed under the old agreement.

##### 2.2 Consolidated Special Pays (CSP)

HPOs may be paid special pay at the rate for the specialty for which they are fully qualified. The specialty or subspecialty must be the same for all pays received. The HPO may only receive Incentive Pay (IP) and a Retention Bonus (RB) for one specialty, even if the HPO holds qualifications in two or more specialties. The IP and RB must be effective on the same date. The eligibility for each HPS&I pay is described in sections 3.0 through 8.0.

## 2.3 Restrictions

2.3.1. The amount of HPS&I pay is not included in computing the amount of any increase in pay or in computing retired, separation, severance, or readjustment pays.

2.3.2. An HPO may not receive special pays pursuant to paragraphs 2.1 and 2.2 simultaneously. Once an HPO receives a special pay pursuant to paragraph 2.2, the HPO cannot revert back to special pays in paragraph 2.1.

2.3.3. An officer receiving a health profession bonus is not eligible to receive a payment pursuant to [Title 37, United States Code \(U.S.C.\), section 332](#) for the same period of obligated service.

2.3.4. An officer receiving health professions IP is not eligible to receive a payment pursuant to [37 U.S.C. § 353](#) for the same skill and period of service.

2.3.5. An officer receiving BCP is not eligible to receive a payment pursuant to 37 U.S.C. § 353(b) for the same skill and period of service covered by the certification.

## 2.4 Eligibility

To be eligible to participate in the CSP, an HPO must:

2.4.1. Not have reached the mandatory retirement or removal date due to age or years of service and complete any additional service obligation incurred before the individual's mandatory retirement or removal date, unless granted a waiver;

2.4.2. Have a current, valid, and unrestricted license or approved waiver;

2.4.3. Maintain all licensing, credentialing, and specialty qualifications;

2.4.4. Meet privileging requirements; and

2.4.5. Sign a service agreement indicating:

2.4.5.1. The amount of bonus or pay;

2.4.5.2. The method of payment of the bonus or pay;

2.4.5.3. The period of obligated service for the bonus or pay;

2.4.5.4. Whether the service will be performed on Active Duty (AD) or in active status in a Reserve Component (RC);

2.4.5.5. The type or conditions of the service; and

2.4.5.6. 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 of the bonus or pay, to include an unfulfilled service obligation or eligibility requirement.

### 3.0 ACCESSION BONUS (AB)

#### 3.1 Eligibility

To be eligible for an AB, an individual must:

3.1.1. Meet the eligibility criteria itemized in paragraph 2.4;

3.1.2. Be a graduate of an accredited school in a health profession;

3.1.3. Be qualified for an appointment as a commissioned officer in a regular or RC of a Uniformed Service (an individual must accept an appointment as an HPO before the bonus will be paid);

3.1.4. Execute a written agreement to accept an appointment as an HPO of the Army, Navy, or Air Force to serve on AD in a regular component or in an active status in a RC in a health profession for a specified period;

3.1.5. When appointed, have completed the service obligation for receipt of financial assistance from the DoD to pursue a course of study in a health profession. This includes, but is not limited to, participants and former participants of the:

3.1.5.1. Reserve Officers' Training Corps;

3.1.5.2. Armed Forces Health Professions Scholarship Program;

3.1.5.3. Financial Assistance Program;

3.1.5.4. Uniformed Services University of the Health Sciences; and

3.1.5.5. Other commissioning programs;

3.1.6. Have been honorably discharged or released from any prior service;

3.1.7. Be qualified in the specialty to which appointed; and

3.1.8. Have been discharged from any Uniformed Service at least 24 months before execution of the written agreement to receive an AB, and no longer hold an appointment, if a former HPO.

### 3.2 Amounts

AB amounts are listed in Table 5-1. For the most current rates, see the [HPO AB](#) table on DFAS.MIL.

## 4.0 CRITICALLY SHORT WARTIME SKILLS ACCESSION BONUS (CSWSAB)

### 4.1 Eligibility

To be eligible for CSWSAB, an individual must:

4.1.1. Meet the eligibility criteria itemized in subparagraphs 3.1.1 through 3.1.6;

4.1.2. Be fully qualified in the critically short wartime specialty to which appointed; and

4.1.3. Have been discharged from any Uniformed Service at least 24 months before execution of the written agreement to receive a CSWSAB, and no longer hold an appointment, if a former HPO.

### 4.2 Amounts

CSWSAB amounts are listed in Table 5-2. For the most current rates, see the [CSWSAB](#) table on DFAS.MIL.

## 5.0 BOARD CERTIFICATION PAY (BCP)

### 5.1 Eligibility

5.1.1. HPOs must:

5.1.1.1. Meet the eligibility criteria itemized in paragraph 2.4;

5.1.1.2. Be serving in an Active Component (AC) or RC of a Military Service and entitled to basic pay under [37 U.S.C. § 204](#) or compensation pursuant to [37 U.S.C. § 206](#);

5.1.1.3. Be serving on AD or in an active Reserve status in a designated health professional clinical specialty;

5.1.1.4. Have a post-baccalaureate degree in a clinical specialty (a post Master's certificate acceptable to the Secretary concerned can satisfy this requirement); and

5.1.1.5. Be certified by a professional board in a designated health profession clinical specialty.

5.1.2. All Officers, to include General/Flag officers at the rank of O-7 and above, are eligible for the BCP.

## 5.2 Amount

The annual amount payable is \$6,000, to be prorated monthly.

## 6.0 IP

### 6.1 General Provisions

6.1.1. IP When Not Participating in an RB Agreement. Subject to acceptance by the Secretary concerned, an HPO who is eligible for and not in an existing RB agreement, and who is no longer obligated pursuant to a previous IP agreement, may enter into a new 1-year IP agreement at the rate in the HPS&I pay plan. IP agreements must be for at least 1 year and cannot be prorated. If, during the IP agreement, the HPO becomes eligible for a higher IP, the HPO may terminate and renegotiate at that higher rate, obligating for at least a year from the date of renegotiation.

6.1.2. IP When Participating in an RB Agreement. An HPO who enters into an RB contract may also be eligible for IP for the same specialty at the amount in the HPS&I pay plan. An HPO who elects this option will continue IP eligibility, at the rate in effect at the time the RB agreement is effective, 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 of signature, with an obligation that ends after the obligation of the original agreement.

6.1.3. Effective Date. The effective date of the IP agreement will be calculated from the date the member completes the qualifying training plus 3 months.

### 6.2 Eligibility

6.2.1. To be eligible for IP, an HPO must be:

6.2.1.1. Serving in an AC or RC of a Military Service and entitled to basic pay under 37 U.S.C. § 204 or compensation pursuant to 37 U.S.C. § 206;

6.2.1.2. Serving on AD or in an active Reserve status in a designated health professional specialty; and

6.2.1.3. Eligible as prescribed in paragraph 2.4;

6.2.2. Medical Corps and Dental Corps Officers at the rank of O-7 and above are eligible for the HPO IP at the General Medical Officer (GMO) or General Dental Officer rate, respectively. All other General/Flag officers are authorized the HPO IP rate for their credentialed specialty.



### 6.3 Amounts

Annual payment amounts for IP contracts are listed in Tables 5-3 through 5-6 and paid in equal monthly payments. For the most current IP rates, see the [Dental Corps IP/RB](#), [Medical Corps IP/RB](#), [Nurse Corps IP/RB](#), and [Specialty IP/RB](#) tables on DFAS.MIL.

### 7.0 RB

#### 7.1 General Provisions

7.1.1. Subject to acceptance by the Secretary concerned, an HPO with an existing multiyear special pay pursuant to [37 U.S.C. Chapter 5, Subchapter I](#), or with an RB contract pursuant to [37 U.S.C. Chapter 5, Subchapter II](#), 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 contract. The new obligation period will not retroactively cover any portion or period that was executed in accordance with the prior contract.

7.1.2. The Secretary concerned may pay an RB to HPOs based on their clinical specialty or subspecialty regardless of their ability to spend appropriate time in a clinical setting.

#### 7.2 Eligibility

To be eligible for an RB, an HPO must:

7.2.1. Meet the eligibility criteria itemized in paragraph 2.4;

7.2.2. Have completed qualifications for the specialty or subspecialty for which the RB is being paid before the beginning of the fiscal year during which a written agreement is executed;

7.2.3. Enter into a written agreement, accepted by the Secretary concerned, to remain on AD or in an active status in an RC as an HPO for 2, 3, or 4 years;

7.2.4. Be below the grade of O-7; and

7.2.5. Meet one of the following requirements:

7.2.5.1. Have completed any AD or reserve duty service commitment incurred for any and all pre-commissioning education and training; or

7.2.5.2. Have completed the service obligation for an AB (an individual eligible for an AB may decline the AB and accept the RB).

### 7.3 Amounts

Annual payment amounts for AC RB contracts are listed in Tables 5-3 through 5-6. For the most current AC RB rates, see the [Dental Corps RC AB/RB](#), [Medical Corps RC AB/RB](#), [Nurse Corps RC AB/RB](#), and [Specialties RC AB/RB](#) tables on DFAS.MIL.

### 8.0 RC

#### 8.1 AB

8.1.1. To be eligible for an AB, a RC participant must:

8.1.1.1. Execute a written agreement to remain a satisfactory participant in the Selected Reserves (SELRES) in accordance with DoDI 1215.13;

8.1.1.2. Be qualified in a critical skill identified on the RC HPS&I Pay Plan; and

8.1.1.3. Meet the provisions outlined in paragraphs 2.4 and 3.1.

NOTE: An HPO in the SELRES who transfers to the Individual Ready Reserve or Standby Ready Reserve is not eligible for payments and will have the special pay suspended during this period.

8.1.2. Payment amounts for RC AB contracts are listed in Tables 5-7, 5-8, 5-9, and 5-10. For the most current RC AB rates, see the Dental Corps RC AB/RB, Medical Corps RC AB/RB, Nurse Corps RC AB/RB, and Specialties RC AB/RB tables on DFAS.MIL.

#### 8.2 Affiliation Bonus for RC (AFBRC)

##### 8.2.1. Eligibility

To be eligible for an AFBRC, an HPO must:

8.2.1.1. Meet the eligibility criteria itemized in paragraph 2.4;

8.2.1.2. Be serving on AD, or have served on AD, and have a DoD (DD) Form 214, "Certificate of Release or Discharge from Active Duty," that verifies an honorable discharge or release;

8.2.1.3. Provide the original DD 214 (copy 1 or copy 4), or a reproduction with a certified true-copy stamp, and the appropriate Federal Government authenticating seal imprinted for each period of service;

8.2.1.4. Be qualified to hold an appointment as an HPO;

8.2.1.5. Be qualified in the specialty in which they agree to serve;

8.2.1.6. Execute a written agreement to serve 3 years in the SELRES; and

8.2.1.7. Not have previously received an AB in the SELRES, unless granted a waiver.

8.2.2. Amount

The Secretary concerned may pay an AFBRC up to \$10,000 to eligible officers.

8.2.3. Restrictions

An officer receiving a health profession bonus is not eligible to receive a payment pursuant to 37 U.S.C. § 332 for the same period of obligated service.

8.3 BCP

8.3.1. Eligibility

An HPO must meet the provisions outlined in paragraph 5.1.

8.3.2. Payment

If eligible, a RC member will be paid at the daily rate of one-thirtieth of the BCP monthly rate as defined in paragraph 5.2 for any period in which the member is entitled to basic pay under 37 U.S.C. § 204 or compensation pursuant to 37 U.S.C. § 206.

8.4 IP

8.4.1. Eligibility

An HPO must meet the provisions outlined in paragraph 6.2.

8.4.2. Payment

If eligible, an RC member will be paid at the daily rate of one-thirtieth of the IP monthly rate for any period in which the member is entitled to basic pay under 37 U.S.C. § 204 or compensation pursuant to 37 U.S.C. § 206. See paragraph 6.3.

8.5 RB

8.5.1. Eligibility

To be eligible for an RB, an HPO must meet the provisions outlined in paragraph 7.2.

### 8.5.2. Payment

Payment amounts for RC RB contracts are listed in Tables 5-7, 5-8, 5-9, and 5-10. For the most current RC RB rates, see the Dental Corps RC AB/RB, Medical Corps RC AB/RB, Nurse Corps RC AB/RB, and Specialties RC AB/RB tables on DFAS.MIL.

## 9.0 TERMINATION

### 9.1 Reasons

The Secretary concerned may terminate, at any time, an HPO special pay agreement. The Secretary concerned will establish regulations that specify the conditions and procedures for termination, and they will be included in the written service agreement for the specific special pay. Reasons for termination may include, but are not necessarily limited to:

9.1.1. Loss of privileges;

9.1.2. Court-martial conviction;

9.1.3. Failure to maintain a current, valid, and unrestricted license or approved waiver; or

9.1.4. Reasons that are in the best interest of the Military Department.

### 9.2 Proration

If an agreement for one or more special pays is terminated, the HPO will be paid on a pro-rata basis for the portion served until the official date of termination.

### 9.3 Repayment

An HPO who fails to maintain the eligibility requirements for a special pay, does not complete the obligation period for the pay, or whose pay is terminated by the Secretary concerned, as described in paragraph 8.1, will be subject to the repayment provisions of [37 U.S.C. § 373](#) and Chapter 2. These repayment authorities will be stipulated in the written service agreement.

### 9.4 Reinstatement

If an HPO's special pay is terminated due to failure to maintain a valid license, the member can become eligible for special pays again. Once the HPO's license is reinstated and eligibility is re-established, the HPO may negotiate new contractual special pay agreements. Regardless of whether the HPO receives special pays, the HPO will be held responsible for the original contracted special pay service obligation until completed or until involuntary separation from military service occurs.

## 9.5 Duration of Authority

An HPS&I may not be paid to any person for an AB, CSWSAB, BCP, IP, or RB after the date on the [\*Duration of Authority\*](#) table. No payments will be made after the termination date unless the person's entitlement to the HPS&I commenced prior to that date.

\*Table 5-1. AB

Effective October 1, 2022

For the most current rates, see the Health Professions AB table on DFAS.MIL.

<b>NURSE</b>	<b>AB 3-Year Obligation</b>	<b>AB 4-Year Obligation</b>
Any Specialty	\$20,000	\$30,000
Obstetrics/Gynecology (OB/GYN) Nursing	\$0	\$40,000
<b>SPECIALTY</b>	<b>AB 3-Year Obligation</b>	<b>AB 4-Year Obligation</b>
Dietician	\$0	\$30,000
Medical Lab Technologist	\$0	\$30,000
Occupational Therapy	\$0	\$30,000
Pharmacist	\$0	\$30,000
Physical Therapist	\$0	\$30,000
Physician Assistant	\$37,500	\$60,000
Public Health Officer (Air Force)	\$22,500	\$40,000
Social Worker	\$18,750	\$30,000
Veterinary Officer	\$0	\$20,000

\*Table 5-2. CSWSAB  
Effective October 1, 2022

For the most current rates, see the CSWSAB table on DFAS.MIL.

<b>DENTAL SPECIALTY</b>	<b>CSWSAB 4-YEAR OBLIGATION</b>	
Comprehensive Dentistry	\$400,000	
General Dentistry	\$150,000	
Oral and Maxillofacial Surgery	\$600,000	
Prosthodontics	\$300,000	
<b>MEDICAL SPECIALTY</b>	<b>CSWSAB 4-YEAR OBLIGATION</b>	
Aerospace Medicine	\$200,000	
Anesthesia	\$600,000	
Cardiology	\$325,000	
Cardio-Thoracic Surgery	\$600,000	
Diagnostic Radiology	\$375,000	
Emergency Medicine	\$400,000	
Family Practice	\$275,000	
General Surgery	\$600,000	
Internal Medicine	\$250,000	
Infectious Diseases	\$200,000	
Neurosurgery	\$600,000	
Ophthalmology	\$225,000	
Orthopedics	\$600,000	
Preventive Medicine	\$300,000	
Psychiatry	\$500,000	
Pulmonary Medicine	\$400,000	
Trauma/Critical Care Surgery	\$600,000	
Urology	\$300,000	
Vascular Surgery	\$600,000	
<b>NURSE SPECIALTY</b>	<b>CSWSAB 4-YEAR OBLIGATION</b>	
Certified Registered Nurse Anesthetist	\$250,000	
Critical Care Nursing	\$100,000	
Mental Health Nurse Practitioner	\$100,000	
<b>SPECIALTY CSWSAB</b>	<b>3-YEAR OBLIGATION</b>	<b>4-Year OBLIGATION</b>
Clinical Psychologist	\$42,500	\$65,000

\*Table 5-3. Dental Corps IP and RB

Effective October 1, 2022

For the most current rates, see the Dental Corps IP/RB table on DFAS.MIL.

DENTAL CORPS	Fully Qualified IP Rate (prorated monthly)	RB Rate (paid annually) 2-year	RB Rate (paid annually) 3-year	RB Rate (paid annually) 4-year	RB Rate (paid annually) 6-year
Advance Clinical Practice: Endodontics; Exodontia; General Dentistry; Periodontics; and Prosthodontics	\$25,000	\$18,000	\$27,000	\$35,000	\$0
Comprehensive Dentistry	\$25,000	\$25,000	\$38,000	\$60,000	\$75,000
Dental Research	\$25,000	\$25,000	\$38,000	\$50,000	\$0
Endodontics	\$25,000	\$25,000	\$38,000	\$50,000	\$0
General Dentistry	\$20,000	\$13,000	\$19,000	\$25,000	\$0
Operative Dentistry	\$25,000	\$25,000	\$38,000	\$50,000	\$0
Oral: Diagnosis; Medicine; Pathology; Radiology	\$25,000	\$25,000	\$38,000	\$50,000	\$0
Oral Maxillofacial Surgery	\$55,000	\$45,000	\$58,000	\$95,000	\$115,000
Orthodontics	\$25,000	\$25,000	\$38,000	\$50,000	\$0
Pediatric Dentistry	\$25,000	\$25,000	\$38,000	\$50,000	\$0
Periodontics	\$25,000	\$25,000	\$38,000	\$50,000	\$65,000
Prosthodontics	\$25,000	\$25,000	\$38,000	\$50,000	\$65,000
Public Health Dentistry	\$25,000	\$25,000	\$38,000	\$50,000	\$0
Temporomandibular Dysfunction/Orofacial Pain	\$25,000	\$25,000	\$38,000	\$50,000	\$0



\*Table 5-4. Medical Corps IP and RB

Effective October 1, 2022

For the most current rates, see the Medical Corps IP/RB table on DFAS.MIL.

MEDICAL CORPS		IP 1-YEAR RATE (PRORATED MONTHLY)			
General Medical Officer		\$20,000			
Initial Residency		\$8,000			
Internship		\$1,200			
Post Resident or Fellow Graduate (initial residency is the first residency completed)	Fully Qualified IP Rate (prorated monthly)	RB Rate (paid annually) 2-year	RB Rate (paid annually) 3-year	RB Rate (paid annually) 4-year	RB Rate (paid annually) 6-year
Aerospace Medicine (RAM)	\$43,000	\$13,000	\$25,000	\$35,000	\$0
Anesthesiology	\$59,000	\$40,000	\$55,000	\$105,000	\$125,000
Cardiology-Adult/Pediatric	\$59,000	\$26,000	\$39,000	\$66,000	\$85,000
Dermatology	\$43,000	\$17,000	\$25,000	\$38,000	\$0
Emergency Medicine	\$49,000	\$21,000	\$30,000	\$54,000	\$69,000
Family Practice	\$43,000	\$17,000	\$25,000	\$38,000	\$50,000
Gastroenterology Adult/Pediatrics	\$49,000	\$25,000	\$36,000	\$53,000	\$0
General Internal Medicine	\$43,000	\$13,000	\$23,000	\$35,000	\$0
General Surgery	\$52,000	\$50,000	\$65,000	\$105,000	\$125,000
Neurology Adult/Pediatrics	\$43,000	\$13,000	\$19,000	\$25,000	\$0
Neurosurgery (Note 1)	\$59,000	\$75,000	\$100,000	\$150,000	\$0
OB-GYN	\$54,000	\$17,000	\$25,000	\$35,000	\$0
Ophthalmology	\$51,000	\$15,000	\$21,000	\$27,000	\$0
Orthopedics	\$59,000	\$43,000	\$58,000	\$95,000	\$115,000
Otolaryngology	\$53,000	\$22,000	\$30,000	\$38,000	\$0
Pathology	\$43,000	\$13,000	\$20,000	\$30,000	\$0
Pediatrics	\$43,000	\$13,000	\$20,000	\$30,000	\$0
Physiatrist/Physical Medicine	\$43,000	\$12,000	\$13,000	\$20,000	\$0
Preventative/Occupational Medicine	\$43,000	\$13,000	\$20,000	\$35,000	\$0
Psychiatry Adult/Pediatrics	\$43,000	\$19,000	\$31,000	\$65,000	\$85,000

\*Table 5-4. Medical Corps IP and RB (Continued)

Post Resident Or Fellow Graduate (initial residency is the first residency completed)	Fully Qualified IP Rate (prorated monthly)	RB Rate (paid annually) 2-year	RB Rate (paid annually) 3-year	RB Rate (paid annually) 4-year	RB Rate (paid annually) 6-year
Pulmonary/Critical Care Medicine	\$46,000	\$24,000	\$34,000	\$58,000	\$73,000
Radiology Diagnostic/Therapeutic	\$59,000	\$31,000	\$46,000	\$66,000	\$0
Subspecialty Category I (Note 2)	\$59,000	\$50,000	\$65,000	\$110,000	\$130,000
Subspecialty Category II (Note 3)	\$51,000	\$12,000	\$18,000	\$27,000	\$0
Subspecialty Category III (Note 4)	\$46,000	\$15,000	\$20,000	\$28,000	\$0
Subspecialty Category IV (Note 5)	\$43,000	\$13,000	\$19,000	\$25,000	\$0
Subspecialty Category V (Note 6)	\$59,000	\$26,000	\$36,000	\$50,000	\$0
Urology	\$51,000	\$20,000	\$30,000	\$45,000	\$0

## NOTES:

1. The annual IP amount for the 4-year Neurosurgery retention agreement is \$80,000.
2. Requires primary specialty in General Surgery or as listed:
  - a. Cardio Thoracic Surgery;
  - b. Colon Rectal Surgery;
  - c. Fellowship trained Orthopedic Surgeons;
  - d. Oncology Surgery;
  - e. Organ Transplant;
  - f. Pediatric Surgery;
  - g. Plastic Surgery;
  - h. Trauma/Critical Care Surgery; or
  - i. Vascular Surgery.
3. Nuclear Medicine Internists only.
4. Internal Medicine/Pediatric Fellowship subspecialties in:
  - a. Allergy/Immunology;
  - b. Hematology/Oncology;
  - c. Neonatology; or
  - d. Nephrology.
5. All internal medicine and pediatric subspecialties not listed in subspecialty category 1 and 3 listed separately:
  - a. Clinical Pharmacology;
  - b. Developmental Pediatrics;

\*Table 5-4. Medical Corps IP and RB (Continued)

NOTES:

- c. Endocrinology;
  - d. Geriatrics Fellowship training;
  - e. Infectious Disease; or
  - f. Rheumatology.
6. Physicians who Fellowship trained in:
- a. OB/GYN;
  - b. Ophthalmology;
  - c. Otolaryngology; or
  - d. Urology.

\*Table 5-5. Nurse Corps IP and RB

Effective October 1, 2022

For the most current rates, see the Nurse Corps IP/RB table on DFAS.MIL.

<b>NURSE CORPS</b>	<b>Fully Qualified IP Only 1 Year Rate (prorated monthly)</b>	<b>RB Rate paid annually 2-Year</b>	<b>RB Rate paid annually 3-Year</b>	<b>RB Rate paid annually 4-Year</b>	<b>RB Rate paid annually 6- Year</b>
Certified Registered Nurse Anesthetist	\$15,000	\$10,000	\$20,000	\$40,000	\$60,000
Community/Public Health Nursing	\$0	\$10,000	\$15,000	\$20,000	\$0
Critical Care Nursing	\$0	\$10,000	\$15,000	\$20,000	\$35,000
Emergency Nursing	\$0	\$10,000	\$15,000	\$20,000	\$35,000
Flight Nursing	\$0	\$10,000	\$15,000	\$20,000	\$35,000
Medical-Surgical Nursing	\$0	\$10,000	\$15,000	\$20,000	\$0
Mental Health Nurse Practitioners	\$0	\$10,000	\$15,000	\$35,000	\$50,000
Neonatal Intensive Care	\$0	\$10,000	\$15,000	\$20,000	\$0
Nurse Midwife	\$0	\$10,000	\$15,000	\$20,000	\$0
OB/GYN Nursing	\$0	\$10,000	\$15,000	\$20,000	\$0
Pediatric Nursing	\$0	\$10,000	\$15,000	\$20,000	\$0
Perioperative Nursing	\$0	\$10,000	\$15,000	\$20,000	\$35,000
Psychiatric/Mental Health Nursing	\$0	\$10,000	\$15,000	\$20,000	\$35,000
All Other Nurse Practitioners	\$0	\$10,000	\$15,000	\$20,000	\$35,000

\*Table 5-6. Biomedical Services, Medical Services, Specialists, and Veterinary Corps IP & RB  
Effective October 1, 2022

For the most current rates, see the Specialty IP/RB table on DFAS.MIL.

SPECIALTY	PAID ANNUALLY				
	Fully Qualified IP Rate/Year (with or without RB)	RB Rate 2-Year	RB Rate 3-Year	RB Rate 4-Year	RB Rate 6-Year
Laboratory Officer	\$0	\$0	\$0	\$10,000	\$0
Occupational Therapist	\$0	\$0	\$0	\$7,500	\$0
Optometrist	\$1,200	\$5,000	\$8,000	\$10,000	\$0
Pharmacist	\$0	\$15,000	\$15,000	\$15,000	\$0
Physician Assistant	\$5,000	\$10,000	\$15,000	\$20,000	\$35,000
Psychologist	\$5,000	\$15,000	\$20,000	\$25,000	\$40,000
Public Health Officer (Air Force)	\$5,000	\$5,000	\$6,250	\$7,500	\$0
Registered Dietician	\$0	\$0	\$0	\$7,500	\$0
Social Worker	\$0	\$5,000	\$8,000	\$10,000	\$0
Veterinary	\$5,000	\$2,500	\$3,750	\$5,000	\$0

\*Table 5-7. Dental RC AB and RB

Effective October 1, 2022

For the most current rates, see the Dental RC AB/RB table on DFAS.MIL.

<b>DENTAL CORPS</b>	<b>AB (Note)</b>	<b>RB (Note)</b>
Dental Officer, Clinical/General	\$25,000	\$25,000
Dentist, Comprehensive	\$30,000	\$30,000
Oral & Maxillofacial Surgeon	\$35,000	\$35,000
Public Health Dentist	\$20,000	\$20,000

NOTE:

The amount listed for AB and RB represents the annual amount authorized for new agreements signed during the period of the pay plan. The length of the contracts will be subject to the current law, DoDI 6000.13, and service policy existing at the time the contracts were signed. These amounts are paid annually.

\*Table 5-8. Medical RC AB and RB

Effective October 1, 2022

For the most current rates, see the Medical RC AB/RB table on DFAS.MIL.

MEDICAL CORPS	AB (Note)	RB (Note)
Aerospace Medicine	\$30,000	\$30,000
Anesthesiology	\$40,000	\$40,000
Critical Care Pulmonary Disease Medicine/Cardiology	\$60,000	\$60,000
Emergency Medicine Emergency Services	\$50,000	\$50,000
Family Medicine/ Family Practice	\$25,000	\$25,000
Field Surgeon General Practice Medicine	\$25,000	\$25,000
Flight Surgeon; Aviation/Aerospace GMO; Aviation/Aerospace; Residence Trained	\$40,000	\$40,000
Infectious Disease	\$25,000	\$25,000
Internist	\$25,000	\$25,000
Nephrology	\$25,000	\$25,000
Nuclear Medicine	\$25,000	\$25,000
OB-GYN	\$25,000	\$25,000
Ophthalmology	\$25,000	\$25,000
Pediatrician	\$25,000	\$25,000
Preventive Medicine	\$25,000	\$25,000
Psychiatrist	\$25,000	\$25,000
Radiologist, Diagnostic	\$45,000	\$45,000
Surgeon Colon Rectal	\$75,000	\$75,000
Surgeon Critical Care Trauma	\$75,000	\$75,000
Surgeon, General	\$75,000	\$75,000
Surgeon, Neurological	\$50,000	\$50,000
Surgeon Orthopedic	\$75,000	\$75,000
Surgeon, Thoracic Cardiovascular	\$75,000	\$75,000
Surgeon Vascular Peripheral	\$50,000	\$50,000
Undersea Medicine	\$25,000	\$25,000
Urologist	\$45,000	\$45,000

Table 5-8. Medical RC AB and RB (Continued)

NOTE:

The amount listed for AB and RB represents the annual amount authorized for new agreements signed during the period of the pay plan. The length of the contracts will be subject to the current law, DoDI 6000.13, and service policy existing at the time the contracts were signed. These amounts are paid annually.



\*Table 5-9. Nurse Corps RC AB and RB

Effective October 1, 2022

(See Note)

For the most current rates, see the Nurse Corps RC AB/RB table on DFAS.MIL.

<b>NURSE CORPS</b>	<b>AB (Note)</b>	<b>RB (Note)</b>
Anesthetist	\$30,000	\$30,000
Clinical, Critical Care	\$25,000	\$25,000
Flight	\$20,000	\$20,000
Mental Health	\$17,500	\$17,500
Midwife	\$15,000	\$15,000
Neonatal Intensive Care	\$15,000	\$15,000
Operating Room	\$20,000	\$20,000
Practitioner, Family	\$20,000	\$20,000
Practitioner, Mental Health	\$20,000	\$20,000
Practitioner, Pediatric	\$15,000	\$15,000
Trauma/Emergency	\$15,000	\$15,000

NOTE:

The amount listed for AB and RB represents the annual amount authorized for new agreements signed during the period of the pay plan. The length of the contracts will be subject to the current law, DoDI 6000.13, and service policy existing at the time the contracts were signed. These amounts are paid annually.

\*Table 5-10. Biomedical Services, Medical Services, Specialists, and Veterinary Corps Specialties RC AB and RB

Effective October 1, 2022

(See Note)

For the most current rates, see the Specialties RC AB/RB table on DFAS.MIL.

<b>SPECIALTIES</b>	<b>AB (Note)</b>	<b>RB (Note)</b>
Aeromedical Evacuation	\$10,000	\$10,000
<a href="#">Aerospace Physiology</a>	<a href="#">\$10,000</a>	<a href="#">\$10,000</a>
Clinical Laboratory/ Biomedical Laboratory Science	\$10,000	\$10,000
Clinical Psychologist	\$20,000	\$20,000
Entomologist	\$15,000	\$15,000
Health Services Administration	\$10,000	\$10,000
<a href="#">Information Systems</a>	<a href="#">\$10,000</a>	<a href="#">\$10,000</a>
Microbiologist	\$10,000	\$10,000
Optometrist	\$20,000	\$20,000
Physician Assistant	\$25,000	\$25,000
Plans/Operations/Medical Intelligence	\$15,000	\$15,000
Social Worker	\$15,000	\$15,000
<b>VETERINARY CORPS</b>	<b>AB</b>	<b>RB</b>
Clinical Medicine	\$15,000	\$15,000
Preventive Medicine	<a href="#">\$20,000</a>	<a href="#">\$20,000</a>
Service Officer	\$15,000	\$15,000

**NOTE:**

The amount listed for AB and RB represents the annual amount authorized for new agreements signed during the period of the pay plan. The length of the contracts will be subject to the current law, DoDI 6000.13, and service policy existing at the time the contracts were signed. These amounts are paid annually.

## \*REFERENCES

**CHAPTER 5: - HEALTH PROFESSIONS OFFICER (HPO) SPECIAL AND INCENTIVE PAY**

## 2.0 – PROVISIONS

DoDI 6000.13, December 30, 2015, Incorporating Change 1, Effective May 3, 2016

## 3.0 – AB

DoDI 6000.13, December 30, 2015, Incorporating Change 1, Effective May 3, 2016

## 5.0 – BCP

DoDI 6000.13, December 30, 2015, Incorporating Change 1, Effective May 3, 2016

## 5.2

Assistant Secretary of Defense Health Affairs (ASD HA) Memo, September 6, 2022

## 6.0 – IP

DoDI 6000.13, December 30, 2015, Incorporating Change 1, Effective May 3, 2016

## 6.2.2

ASD HA Memo, September 6, 2022

## 7.0 – RB

DoDI 6000.13, December 30, 2015, Incorporating Change 1, Effective May 3, 2016

## 8.0 – RC

DoDI 6000.13, December 30, 2015, Incorporating Change 1, Effective May 3, 2016

## 8.2.1.6

DoDI 1304.34, July 11, 2016 paragraph 3.1 e(2)(a)

## 9.0 – TERMINATION

DoDI 6000.13, December 30, 2015, Incorporating Change 1, Effective May 3, 2016

## 9.5

37 U.S.C. §§ 332, 335, 353

Table 5-1 – AB

[ASD HA Memo, September 6, 2022](#)

Table 5-2 – CSWSAB

[ASD HA Memo, September 6, 2022](#)

Table 5-3 – DENTAL CORPS IP

[ASD HA Memo, September 6, 2022](#)

Table 5-4 – MEDICAL CORPS IP

[ASD HA Memo, September 6, 2022](#)

Table 5-5 – NURSE CORPS IP AND RB

[ASD HA Memo, September 6, 2022](#)

Table 5-6 – BIOMEDICAL SERVICES, MEDICAL SERVICES, SPECIALISTS, AND VETERINARY CORPS INCENTIVE PAY & RETENTION BONUS

[ASD HA Memo, September 6, 2022](#)

Table 5-7 – DENTAL RC AB AND RB

[ASD HA Memo, September 6, 2022](#)

Table 5-8 – MEDICAL RC AB AND RB

[ASD HA Memo, September 6, 2022](#)

Table 5-9 – NURSE CORPS RC AB AND RB

[ASD HA Memo, September 6, 2022](#)

Table 5-10 – BIOMEDICAL SERVICES, MEDICAL SERVICES, SPECIALISTS, AND VETERINARY CORPS RC AB AND RB

[ASD HA Memo, September 6, 2022](#)