

VOLUME 7A, CHAPTER 5: “SPECIAL PAY AND BONUSES FOR MEDICAL AND OTHER HEALTH PROFESSIONS OFFICERS (HPO)”

SUMMARY OF MAJOR CHANGES

All changes are 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 **November 2015** is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
050101 050102	Added “Purpose” and “Authoritative Guidance” paragraphs to further define the “General” section.	Addition
050207	Removed paragraph and unusable hyperlinks.	Deletion
051005 051105 051305 051406 051506 051606	Extended the Duration of Authority to December 31, 2016 in accordance with Public Law 114-92 for: - Accession Bonus (AB): Medical Officers in Critically Short Wartime Specialties (CSWS); - Special Pay: Selected Reserve Health Care Professionals in CSWS; - Special Pay: HPO AB; - Special Pay: HPO Incentive Pay; - Special Pay: HPO Retention Bonus; and - Special Pay: HPO Board Certification Pay.	Revision
Bibliography	Updated References.	Revision

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CHAPTER 5

**SPECIAL PAY AND BONUSES FOR MEDICAL AND OTHER HEALTH
PROFESSIONS OFFICERS (HPO)**

0501 GENERAL

***050101. Purpose**

This chapter establishes policy pertaining to bonuses and special pays for HPO of the Army and Navy, and officers of the Air Force designated as Medical Officers or Non-Physician Officers.

***050102. Authoritative Guidance**

The bibliography at the end of this chapter lists the authoritative references.

0502 PROVISIONS

050201. Medical Corps Officer

A Medical Corps Officer is defined as an officer of the Medical Corps of the Army or Navy, or an officer of the Air Force designated as a medical officer, who is on active duty under a call or order to active duty for a period of not less than 1 year.

050202. Creditable Service

Creditable service includes periods of internship and residency while not active duty, provided such training was completed successfully, or if such training were to be terminated or interrupted as the result of military operational requirements. It also includes all periods of active service in the Medical Corps of the Army or Navy, as an officer of the Air Force designated as a medical officer, or as a medical officer of the Public Health Service. Internship or residency in a foreign medical facility that is not acceptable under the credentialing criteria of an American medical or osteopathic specialty examining board may not be included in the computation of creditable service.

050203. Subspecialties

The subspecialties listed in Tables 5-1 and 5-2 are grouped for pay purposes into the following categories:

A. Subspecialty Category I. This category includes cardio-thoracic surgery, colon and rectal surgery, oncology surgery, pediatric surgery, plastic surgery, organ transplant, trauma/critical care surgery, vascular surgery, and fellowship trained orthopedic surgeons.

B. Subspecialty Category II. This category includes nuclear medicine physicians.

C. Subspecialty Category III. This category includes Internal Medicine and Pediatric fellowship trained physicians in Allergy/Immunology, Nephrology, Hematology/Oncology, and Neonatology.

D. Subspecialty Category IV. This category includes all internal medicine/pediatric subspecialties not listed in Subspecialty Category I or III or listed separately in Tables 5-1 and/or 5-2.

E. Subspecialty Category V. This category includes physicians who are fellowship trained in Otolaryngology, Obstetrics/Gynecology (OB/GYN), and Urology.

050204. Residency

Residency is defined as the stage of Graduate Medical Education training recognized by the Accreditation Council for Graduate Medical Education (ACGME). During this stage a physician practices medicine under the supervision of fully licensed physicians.

050205. Specialty

A [specialty](#) is a branch of medical science that consists of a structured educational experience in the field of medical practice following the completion of medical school [that](#) meets ACGME program requirements in that field of medicine. A specific medical specialty [is identified by the Services as](#):

- A. An Army area of concentration identifier;
- B. Specialty skill identifier number;
- C. A Navy Officer Billet Classification number, or
- D. An Air Force Specialty Code.

050206. Repayment

The Secretary of the Military Department concerned may terminate at any time an officer's entitlement to special pays as defined in sections 0503, 0504, and 0506. If such entitlement is terminated, then the officer concerned will be subject to the repayment provisions of Chapter 2.

0503 MULTIYEAR SPECIAL PAY (MSP)

050301. Authorization

A medical officer who executes a written agreement to remain on active duty for 2, 3, or 4 years after completion of any other Active Duty Service [Obligation \(ADSO\)](#) may, upon acceptance of the written agreement by the Secretary of the Military Department concerned, be paid a retention bonus.

050302. Entitlement

Subject to acceptance by the Secretary of the Military Department concerned, a medical officer with an existing MSP contract may terminate that contract to enter into a new MSP contract with an equal or longer obligation at the MSP annual rate in effect at the time of execution of the new MSP contract. Any unearned portion of the terminated contract will be recouped.

050303. Rates Payable

Annual payment amounts for multiyear contracts will be in the amounts indicated in Table 5-1. Officers may be paid at the rate for any one specialty for which they are currently credentialed, but the MSP and Incentive Special Pay (ISP) specialty must be the same.

050304. Eligibility Criteria

To be eligible for MSP under section 0503 a medical officer must:

- A. Be below the grade of O-7;
- B. Have a current, valid, unrestricted license or approved waiver;
- C. Have completed all [ADSO](#) incurred for medical education and training or [have](#) at least 8 years of creditable service;
- D. Have completed initial residency training or is scheduled to complete initial residency training before October 1 of the fiscal year in which the officer enters into an agreement; and
- E. Execute 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.

NOTE: Based on service-unique requirements, the Secretary concerned may decline to offer MSP to any specialty that is otherwise eligible or restrict the length of an MSP contract for a specialty to less than 4 years.

050305. Service Obligation

ADSO for MSP will be established as follows:

A. The officer must sign a written agreement to stay on active duty for either 2, 3, or 4 years, as applicable. The amount payable will be determined by the duration of the agreement.

B. ADSO for education and training and previous MSP agreements will be served before serving the ADSO for MSP.

C. When no education and training ADSO exist at the time of an MSP agreement execution, the ADSO for MSP is served concurrently with the MSP agreement period. In addition, if the MSP agreement is entered into prior to the start date of fellowship training and the fellowship training period is less than the MSP ADSO, the ADSO may be served concurrently with the fellowship training and ADSO training. However, if the MSP agreement is executed on or after the start date of the fellowship training, the physician is obligated for the full fellowship period, and the MSP ADSO will begin one day after the fellowship ADSO is completed.

D. Obligation for Additional Special Pay (ASP) and ISP may be served concurrently with any other service obligation.

0504 ISP

050401. Eligibility Criteria

To be eligible for ISP under section 0504, a medical officer must:

A. Be below the grade of O-7;

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

C. Have completed their specialty qualification before October 1 of the fiscal year in which the officer enters into an agreement (except for cases listed in paragraph 050404);

D. Execute 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; and

E. Be currently credentialed and privileged at a military treatment facility in the specialty for which ISP is to be paid, subject to acceptance by the Secretary of the Military Department concerned.

050402. Rates Payable

Annual ISP payments for contracts beginning on or after October 1, 2015 will be in the amounts indicated in Table 5-2. Unless otherwise listed, subspecialties of the primary specialty are included with the primary specialty.

050403. Entitlement

A. Subject to acceptance by the Secretary of the Military Department concerned, a medical officer eligible for MSP (but not under an MSP agreement) may enter into a new 1-year agreement at the 1-year rate listed in Table 5-2. To receive the Multiyear ISP (MISP) rate listed in Table 5-2 while eligible for MSP, a MSP contract must be executed. If the officer is not eligible for MSP due to a training obligation, then the 1-year ISP rate without MSP listed in Table 5-2 applies. Termination of a current ISP contract prior to its expiration can only be accomplished in conjunction with execution of a new MSP contract.

B. The Secretary of the Military Department concerned may approve recommendations for ISP payments to fully qualified physicians assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions or in remote locations outside of the continental United States or that preclude the ability to spend appropriate time in a clinical setting.

C. Medical Corps officers who enter a MSP contract at the rates stated in Table 5-1 may enter an ISP contract during fiscal year 2016 at the amount listed in Table 5-2 for the same specialty as stated on the MSP contract. The officer would continue ISP eligibility at that rate for each active year of the MSP contract. Should future reassessments cause an increase to the ISP rate for a specialty, the officer may take advantage of that increase only by signing a new MSP contract (at the annual rate in effect at the time the new contract is signed) with an equal or longer obligation.

050404. Limitation

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) due to circumstances beyond the member's control, the Service Surgeons General are delegated the authority to 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 medical officers eligible for ISP consistent in how their eligibility date is calculated.

0505 VARIABLE SPECIAL PAY (VSP)

050501. Entitlement

An officer of the Medical Corps of the Army or the Navy, or an officer of the Air Force designated as a medical officer and who is on active duty under a call or order to active duty for a period of not less than 1-year is entitled to VSP.

050502. Rates Payable

VSP monthly rates are shown in Table 5-3.

0506 ASP

050601. Entitlement

An officer who is entitled to VSP under section 0505 and who has a current, valid, unrestricted license or approved waiver is entitled to ASP.

050602. Eligibility

An officer may not be paid ASP for any 12-month period unless the officer first executes a written agreement where the officer agrees to remain on active duty for a period not less than 1-year, beginning the date the officer accepts the award of ASP.

050603. Rate Payable

The ASP amount payable will be \$15,000 for each 12-month period during which the officer is not undergoing medical internship or initial residency training.

NOTE: Physicians who have recently completed internship training, but who are not presently in initial residency training, are also eligible with evidence of successful completion of all three parts of the national licensing exam and submission of an application for licensure pending review and approval by a state licensing board.

0507 BOARD CERTIFICATION PAY (BCP)

050701. Entitlement

An officer who is entitled to VSP under section 0505; has a current, valid, unrestricted license or approved waiver; and is board certified is entitled to BCP.

050702. Rates Payable

BCP monthly rates are shown in Table 5-4.

050703. Waiver

A. Medical officers eligible for BCP who are unable to schedule or complete board certification examinations because of assigned duty in support of a contingency operation may be eligible for BCP if the otherwise eligible officer:

1. Has completed all other requirements for board certification, including all residency training; and

2. Successfully completes all required certification examinations within 180 days after release from assigned duty in support of a contingency operation.

B. The period for completion of board certification or recertification requirements is the 180-day period beginning on the date on which the member is released from duty where the member was assigned in support of a contingency operation. The Secretary of Defense may extend the 180-day period as appropriate. Certification must be obtained before the medical officer receives payment.

0508 NON-PHYSICIAN HEALTH CARE PROVIDER BOARD CERTIFIED PAY (NPBCP)

050801. Eligibility

The Secretary concerned may authorize the payment of NPBCP to an officer who:

A. Is in the Army, Navy, or Air Force designated as a psychologist or Non-Physician Health Care Provider;

B. Is a health care provider in a clinical specialty that is privilegeable;

C. Possesses a post-baccalaureate degree in the officer's clinical specialty;

D. Is certified by a professional board in the officer's clinical specialty; and

E. Is in one of the following fields:

1. Audiology/Speech Pathology,

2. Biochemistry,

3. Dietitian,

4. Occupational Therapy,

5. Physical Therapy,

6. Podiatry, or

7. Medical Physicist.

050802. Rates Payable

NPBCP monthly rates are shown in Table 5-5.

050803. Restriction

An officer may not receive NPBCP and the entitlements contained in section 0516 for the same activity, skill, or period of service.

050804. Waiver

A. Non-Physician Health Care Providers eligible for NPBCP, who are unable to schedule or complete board certification examinations because of assigned duty in support of a contingency operation, may be eligible for NPBCP if the otherwise eligible officer:

1. Has completed all other requirements for board certification, including all residency training; and

2. Successfully completes all required certification examinations within 180 days after release from assigned duty in support of a contingency operation.

B. The period for completion of board certification or recertification requirements is the 180-day period beginning on the date on which the member is released from duty where the member was assigned in support of a contingency operation. The Secretary of Defense may extend the 180-day period as appropriate. Certification must be obtained before the Psychologists, and Non-Physician Health Care Provider receives payment.

0509 SPECIAL PAY: RESERVE, RECALLED, OR RETAINED HEALTH CARE OFFICERS

050901. Entitlement

A Reserve medical officer described in paragraph 050201, and who has a current, valid, unrestricted license or an official waiver on active duty for less than 1 year, is entitled to special pay at the monthly rate of \$450 for each month of active duty for annual training, active duty for training, or active duty for special work. The amount will be prorated for periods less than 1 month. A member cannot receive any other type of medical pay under this provision.

050902. Active Duty for More Than 30 Days But Less Than 1 Year, Other Than Active Duty for Training

National Guard and Reserve medical officers who are called or ordered to active duty (other than training) for a period of more than 30 days but less than 1 year, and have a current, valid, unrestricted license, are eligible to receive VSP, ASP, BCP and ISP at the rates

established. Payments will be paid monthly, and amounts will be prorated for periods less than 1 month. National Guard and Reserve medical officers receiving ASP and ISP under paragraph 050902 are not required to execute a written agreement to remain on active duty for at least 1 year. Reserve Component medical officers serving on active duty and receiving special pay under paragraph 050902 are not entitled to the special pay under paragraph 050901.

050903. Active Duty of 1 Year or More

A National Guard and Reserve medical officer, who is on active duty for other than training for 1 year or more or whose orders are amended to require continuous active duty for 1 year or more (from the date of the amendment), is eligible for the special pays provided in sections 0504, 0505, and 0511.

0510 ACCESSION BONUS (AB): MEDICAL OFFICERS IN CRITICALLY SHORT WARTIME SPECIALTIES (CSWS)

051001. Eligibility

To be eligible for the CSWS AB, an individual must:

- A. Be a graduate of an accredited school of medicine or osteopathy in a specialty designated by the Secretary of the Military Department concerned;
- B. Have a full and unrestricted license and be fully qualified to remain a licensed physician in a designated specialty;
- C. Be fully qualified for appointment as a commissioned officer in a Regular or Reserve Component of the Armed Forces;
- D. Execute a written agreement to accept a commission as an officer of the Medical Corps of the Army or the Navy, or an officer of the Air Force designated as a medical officer and remain on active duty for a period of not less than 4 consecutive years;
- E. Have a CSWS designated specialty listed in Table 5-6; and
- F. Maintain all licensing and specialty qualifications throughout the length of the written agreement.

051002. Limitation on Eligibility for Bonus

A medical officer may not be paid a bonus under paragraph 051001 when the officer:

- A. Is already serving as a commissioned officer with a designated CSWS;
- B. No longer holds an appointment as a commissioned officer, but is otherwise qualified and eligible;

C. Is in receipt of a bonus or special pay for the same activity, skill, or period of service under Title 37, United States Code (U.S.C.), Chapter 5, Subchapter II; or

D. 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 medicine or osteopathy. This includes, but is not limited to, participants and former participants of the Armed Forces Health Professions Scholarship Program, Financial Assistance Program, and the Uniformed Services University of the Health Sciences.

051003. Amounts

[AB](#) amounts are shown in Table 5-6.

051004. Repayment

A person who, after executing an agreement is not commissioned as an officer of the Armed Forces; does not become licensed as a doctor or osteopath, or does not complete the period of active duty in a specialty specified in the agreement, will be subject to the repayment provisions of Chapter 2.

*051005. Duration of Authority

Unless authorized by the Congress, no agreement under section 0510 may be entered into after [December 31, 2016](#).

0511 SPECIAL PAY: SELECTED RESERVE (SELRES) HEALTH CARE PROFESSIONALS IN CSWS

051101. Eligibility

To be eligible for the Special Pay [SELRES](#) Health Care Professionals in [CSWS](#), an individual must:

- A. Be an officer in a health care profession;
- B. Be a member of a reserve component of the Armed Forces;
- C. Execute a written agreement under which the officer agrees to serve in the [SELRES](#) of an Armed Force, for a period of not less than 1 year nor more than 3 years, beginning on the date the officer accepts the award of special pay; and
- D. Be qualified in a specialty designated by regulations as a [CSWS](#).

051102. Eligible Officers

An officer referred to in [paragraph 051101](#) is an officer in a health care profession who is qualified in a specialty designated by regulations as a [CSWS](#).

051103. Payment

The amount of special pay may not exceed the annual rate of \$25,000 and will be paid annually at the beginning of each 12-month period for which the officer has agreed to serve.

051104. Repayment

An officer who does not complete the period of service in the [SELRES](#) specified in the agreement entered into under [paragraph 051101](#) will be subject to the repayment provisions of Chapter 2.

*051105. Duration of Authority

Unless authorized by the Congress, no agreement under section 0511 may be entered into after [December 31, 2016](#).

0512 EARLY CAREER ISP (ECISP)

051201. Eligibility

An officer of the Medical Corps of the Army or an officer of the Air Force designated as a medical officer who:

- A. Is below the grade of O-7;
- B. Has a current, valid, unrestricted license or approved waiver;
- C. Is within 18 months of completing their medical education and training obligation;
- D. Has completed initial residency training or is scheduled to complete initial residency 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 a period of not less than 4 years, beginning on the date for which the ECISP is to be paid;
- F. Is in a specialty designated by the Service Surgeon General as eligible for this pay;

G. Is currently credentialed and privileged at a military treatment facility in the specialty for which ECISP is to be paid; and

H. Has completed specialty qualification before September 30 of the fiscal year in which the officer enters into an agreement, except for cases listed in subparagraph 051202.A.

051202. Limitations

A. ECISP will not be paid for 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) due to circumstances beyond the member's control, the Surgeon General is delegated the authority to waive the DoD policy and authorize ECISP during the same fiscal year in which the qualifying residency is completed. The effective date for ECISP will be calculated from the completion of the qualifying training plus 3 months. This keeps all medical officers eligible for ECISP consistent in how their eligibility date is calculated.

B. ECISP recipients are not precluded from transitioning into the regular multiyear special pay program (i.e. the coupled MISP and MSP for the same specialty once they are eligible to do so).

C. ECISP is a one-time offer, and once a recipient enters into an ECISP agreement, the agreement cannot be terminated. If the individual becomes eligible for the coupled MISP and MSP program, then he or she can terminate the ECISP in order to enter into a coupled program that has an equal or longer obligation. The new ADSO has to be at least as long as the time remaining on the original ECISP agreement.

D. An ECISP recipient cannot receive a regular ISP, MISP, or MSP in addition to ECISP. Officers on an ISP that meet eligibility requirements for ECISP may terminate the ISP and apply for ECISP.

051203. Amounts

The annual ECISP amounts are shown in Table 5-7 for a 4-year agreement.

NOTE: The Secretary of the Military Department concerned may approve ECISP payments to fully qualified physicians 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, or that preclude the ability to spend appropriate time in a clinical setting.

051204. Repayment

An officer, who fails to meet or maintain the eligibility requirement stated in paragraph 051201, will be subject to the repayment provisions of Chapter 2.

0513 SPECIAL PAY: HPO AB

051301. Authorization

The Secretary concerned may pay a HPO AB to an eligible individual, who signs a written agreement on or after November 1, 2008, to serve on active duty or in an active status in exchange for receiving an AB. The AB may be paid in a lump-sum, in monthly payments, or in periodic installments as determined by the Secretary concerned. Based on service-unique requirements, the Secretary concerned may decline to offer an AB to any specialty that is otherwise eligible or may restrict the length of an AB contract for a specialty to less than 4 years.

051302. Eligibility

To be eligible for an AB, an individual must:

A. Be a licensed clinical psychologist, licensed clinical social worker, physician assistant, or public health officer (Air Force only);

B. Be a graduate of an accredited school in the individual's clinical specialty;

C. Be fully qualified to hold a commission or appointment as a commissioned officer in an Active or Reserve Component;

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

E. Have completed all mandatory service obligations if financial assistance were received from DoD in order to pursue a course of study as a HPO. This includes, but is not limited to, participants and former participants of the Reserve Officers Training Corps, Armed Forces Health Professions Scholarship Program, and Financial Assistance Program; and

F. Possess an unrestricted license (or an approved waiver) and be qualified in the officer's specialty, if a clinical psychologist, clinical social worker, or physician assistant.

051303. Amounts

AB amounts are shown in Table 5-8.

051304. 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.

*051305. Duration of Authority

Unless authorized by the Congress, no agreement under section 0513 may be entered into after **December 31, 2016**.

NOTE: During the discharge of the service obligation associated with an **AB**, individuals are eligible for Incentive Pay (**IP**) and **BCP**. Any additional obligation incurred by these pays will be served concurrently.

0514 SPECIAL PAY: HPO **IP**

051401. Eligibility

To be eligible for **IP**, a HPO must:

A. Be a licensed clinical psychologist, licensed clinical social worker, physician assistant, or public health officer (Air Force only);

B. Complete specialty qualification before October 1, 2008;

C. Sign a written agreement to remain on active duty, or in an active status in the **SELRES** of the Ready Reserve, in a designated health profession specialty for a period of not less than 1 year beginning on the date the contract is signed; and

D. Be a Health Care Provider, possess an unrestricted license (or approved waiver) and be qualified in his or her specialty. Social workers, clinical psychologists, physician assistants, or public health officers (Air Force only) are designated as **Health Care Providers**. Subject to acceptance by the Secretary concerned, a **Health Care Provider** must be currently credentialed and privileged at a military treatment facility in the specialty for which the **IP** is to be paid.

NOTE: The Secretary concerned may also approve recommendations for **IP** payments to fully qualified **Health Care Providers** 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.

051402. Amounts

The monthly **IP** is shown in Table 5-9. The HPO **IP** must be paid in monthly installments.

051403. Agreement

A. Not Under Retention Bonus Agreement. Subject to acceptance by the Secretary concerned, a HPO who is eligible for, but not obligated under, an existing retention bonus agreement, and who is no longer obligated under a previous IP agreement, may enter into a new 1-year IP agreement at the rate expressed in paragraph 051402. IP agreements must be for at least 1 year and cannot be prorated. Termination of a current IP contract prior to its expiration can only be done in conjunction with execution of a new retention bonus contract.

B. Under Retention Bonus Agreement. HPOs that enter a retention bonus contract may also enter an IP contract for the same specialty at the amount in paragraph 051402. HPOs who elect this option will continue IP eligibility at that rate for each active year of the retention bonus contract. Any renegotiation of either the retention bonus or IP will require signing a new retention bonus contract at the annual rate in effect at the time the new contract is signed with an equal or longer obligation.

051404. Limitation

IP will not be paid during the same fiscal year in which the qualifying 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 HPO, the Secretary concerned may authorize its Surgeon General to approve IP during the same fiscal year in which the qualifying training is completed. The effective date of IP will be calculated from the completion of the qualifying training, plus 3 months.

051405. Repayment

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

*051406. Duration of Authority

Unless authorized by the Congress, no agreement under section 0514 may be entered into after [December 31, 2016](#).

0515 SPECIAL PAY: HPO RETENTION BONUS

051501. Eligibility

To be eligible for a retention bonus, an individual must:

- A. Be below the grade of O-7;
- B. Be a licensed clinical psychologist, licensed clinical social worker, physician assistant, or public health officer (Air Force only);

C. Have at least 8 years of creditable service as an officer in the respective specialty, have completed any [ADSO](#) incurred for medical education and training, or have completed all [ADSO](#) for an [AB](#);

D. Completed initial training before October 1, 2008;

E. Have signed a written agreement to remain on active duty as a HPO for a period of 2, 3, or 4 years [that](#) is accepted by the Secretary concerned; and

F. Have a current, valid, unrestricted license or approved waiver and be credentialed and privileged if a clinical psychologist, clinical social worker, or physician assistant.

051502. Prior Multiyear Pay

Subject to acceptance by the Secretary concerned, a HPO with an existing multiyear pay pursuant to Title 37, U.S.C., Chapter 5, Subchapter II or with a retention bonus contract may request termination of that contract to enter into a new retention bonus contract with an equal or longer obligation at the retention bonus annual rate in effect at the time of execution of the new retention bonus contract. The new obligation period will not retroactively cover any portion or period that was executed under the old contract.

051503. Amounts

Annual payment amounts for retention bonus contracts are shown in Table 5-10. The retention bonus may be paid in a lump sum or periodic installments.

051504. Restriction

Based on service-unique requirements, the Secretary concerned may decline to offer a retention bonus to any specialty that is otherwise eligible or may restrict the length of a retention bonus contract for a specialty to less than 4 years.

051505. Repayment

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

*051506. Duration of Authority

Unless authorized by the Congress, no agreement under section 0515 may be entered into after [December 31, 2016](#).

0516 SPECIAL PAY: HPO BCP

051601. Eligibility

To be eligible for HPO BCP, an officer must:

- A. Be a licensed clinical psychologist, licensed clinical social worker, physician assistant, or public health officer (Air Force only);
- B. Possess a post-baccalaureate degree in his or her clinical specialty;
- C. Be certified by a professional board in his or her clinical specialty;
- D. Have a current, valid, unrestricted license or approved waiver if a clinical psychologist, clinical social worker or physician assistant; and
- E. Sign a written agreement to remain on active duty, or in an active status in the [SELRES](#) of the Ready Reserve, in a designated health profession specialty for a period of not less than 1 year beginning on the date the contract is signed.

051602. Certification Interrupted by Contingency Operations

- A. A HPO, whose attainment of board certification is interrupted by contingency operations, is eligible for retroactive BCP when:
 1. Eligibility requirements in paragraph 051601 are met; and
 2. The HPO completes the board certification or recertification requirements before the end of the 180-day period following deployment (or any time adjustment directed by the Secretary of Defense).
- B. The retroactive BCP will begin on the date the member was deployed in support of a contingency operation and will end on the date of obtaining the certification or recertification, or 180 days post-deployment, whichever is shorter.

051603. Amount

The monthly BCP is \$500.

051604. Restriction

An officer may not receive HPO BCP and the entitlements contained in section 0508 for the same activity, skill, or period of service.

051605. Repayment

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

*051606. Duration of Authority

Unless authorized by the Congress, no agreement under section 0516 may be entered into after [December 31, 2016](#).

Table 5-1. MSP for Medical Officers

R U L E	A	B		
	If the medical officer's specialty is	then MSP		
		for a 2-year contract is	for a 3-year contract is	for a 4-year contract is
1	Aerospace Medicine	\$13,000	\$19,000	\$25,000
2	Anesthesiology	\$25,000	\$40,000	\$60,000
3	Cardiology-Adult/Pediatric	\$21,000	\$34,000	\$51,000
4	Dermatology	\$17,000	\$25,000	\$38,000
5	Emergency Medicine	\$17,000	\$26,000	\$40,000
6	Family Practice	\$17,000	\$25,000	\$38,000
7	Gastroenterology	\$22,000	\$33,000	\$50,000
8	General Surgery	\$25,000	\$40,000	\$60,000
9	Internal Medicine	\$13,000	\$23,000	\$35,000
10	Neurology	\$13,000	\$19,000	\$25,000
11	Neurosurgery	\$25,000	\$40,000	\$60,000
12	OB/GYN	\$17,000	\$25,000	\$35,000
13	Ophthalmology	\$13,000	\$19,000	\$25,000
14	Orthopedics	\$17,000	\$33,000	\$50,000
15	Otolaryngology	\$17,000	\$25,000	\$33,000
16	Pathology	\$13,000	\$20,000	\$30,000
17	Pediatrics	\$13,000	\$20,000	\$30,000
18	Physical Medicine	\$12,000	\$13,000	\$20,000
19	Preventative & Occupational Medicine	\$13,000	\$20,000	\$30,000
20	Psychiatry	\$17,000	\$28,000	\$43,000
21	Pulmonary/Internal Medicine -Critical Care	\$21,000	\$31,000	\$45,000
22	Radiology	\$25,000	\$40,000	\$60,000
23	Subspecialty Category I	\$23,000	\$36,000	\$55,000
24	Subspecialty Category II	\$12,000	\$18,000	\$27,000
25	Subspecialty Category III	\$12,000	\$17,000	\$25,000
26	Subspecialty Category IV	\$13,000	\$19,000	\$25,000
27	Subspecialty Category V	\$21,000	\$31,000	\$45,000
28	Urology	\$20,000	\$30,000	\$45,000

Table 5-2. MISP for Medical Officers

R U L E	A	B	
	If the medical officer's specialty is	then	
		one-year ISP Rate without MSP is (note)	one-year ISP rate to be paid with MSP
1	Aerospace Medicine	\$20,000	\$20,000
2	Anesthesiology	\$36,000	\$50,000
3	Cardiology-Adult/Pediatric	\$36,000	\$41,000
4	Dermatology	\$20,000	\$20,000
5	Emergency Medicine	\$26,000	\$30,000
6	Family Practice	\$20,000	\$20,000
7	Gastroenterology	\$26,000	\$29,000
8	General Surgery	\$29,000	\$50,000
9	Internal Medicine	\$20,000	\$20,000
10	Neurology	\$20,000	\$20,000
11	Neurosurgery	\$36,000	\$60,000
12	OB/GYN	\$31,000	\$31,000
13	Ophthalmology	\$28,000	\$30,000
14	Orthopedics	\$36,000	\$50,000
15	Otolaryngology	\$30,000	\$35,000
16	Pathology	\$20,000	\$20,000
17	Pediatrics	\$20,000	\$20,000
18	Physical Medicine	\$20,000	\$20,000
19	Preventative & Occupational Medicine	\$20,000	\$20,000
20	Psychiatry	\$20,000	\$20,000
21	Pulmonary/Internal Medicine -Critical Care	\$23,000	\$26,000
22	Radiology	\$36,000	\$42,000
23	Subspecialty Category I	\$36,000	\$57,000
24	Subspecialty Category II	\$28,000	\$28,000
25	Subspecialty Category III	\$23,000	\$26,000
26	Subspecialty Category IV	\$20,000	\$20,000
27	Subspecialty Category V	\$36,000	\$41,000
28	Urology	\$28,000	\$28,000

NOTE: ISP rate for officers not MSP eligible still obligated for training or less than 8 years creditable service, or MSP eligible but not executing an MSP, and all mobilized Reserve Component medical officers.

Table 5-3. VSP for Medical Officers

R U L E	A	B
	If the officer is in the pay grade O-6 and below and	then the monthly payable rate is
1	is an intern	\$100.00
2	has less than 6 years of creditable service and is not an intern	\$416.66
3	has at least 6 but less than 8 years of creditable service	\$1,000.00
4	has at least 8 but less than 10 years of creditable service	\$958.33
5	has at least 10 but less than 12 years of creditable service	\$916.66
6	has at least 12 but less than 14 years of creditable service	\$833.33
7	has at least 14 but less than 18 years of creditable service	\$750.00
8	has at least 18 but less than 22 years of creditable service	\$666.66
9	has 22 or more years of creditable service	\$583.33

NOTE: If an officer is serving in a pay grade of O-7 and above, regardless of years of creditable service, the monthly rate is \$583.33.

Table 5-4. BCP for Medical Officers

R U L E	A	B
	If the officer has	then the monthly payable rate is
1	less than 10 years of creditable service	\$208.33
2	at least 10 but less than 12 years of creditable service	\$291.66
3	at least 12 but less than 14 years of creditable service	\$333.33
4	at least 14 but less than 18 years of creditable service	\$416.66
5	18 or more years of creditable service	\$500.00

Table 5-5. NPBCP

R U L E	A	B
	If the officer has	then the monthly rate payable is
1	less than 10 years of creditable service	\$166.66
2	at least 10 but less than 12 years of creditable service	\$208.33
3	at least 12 but less than 14 years of creditable service	\$250.00
4	at least 14 but less than 18 years of creditable service	\$333.33
5	18 or more years of creditable service	\$416.66

NOTE: Creditable service, for purposes of NPBCP, is defined as all periods of active service after the officer was qualified in the health care provider specialty for which NPBCP is being received.

Table 5-6. CSWS AB

Medical Specialties	Bonus Amount
Anesthesia	\$396,000
Aerospace Medicine	\$180,000
Diagnostic Radiology	\$364,000
Emergency Medicine	\$276,000
Family Practice	\$252,000
General Surgery	\$400,000
Internal Medicine	\$240,000
Neurosurgery	\$400,000
OB/GYN	\$240,000
Ophthalmology	\$200,000
Orthopedics	\$356,000
Otolaryngology	\$252,000
Pediatrics	\$220,000
Preventive Medicine	\$220,000
Psychiatry	\$272,000
Pulmonary Medicine	\$292,000
Urology	\$280,000
Vascular Surgery	\$400,000

Table 5-7. ECISP

Medical Specialties	ECISP
Adult Cardiology	\$58,000
Anesthesiology	\$69,000
Dermatology	\$36,000
Emergency Medicine	\$44,000
Family Practice	\$36,000
Gastroenterology	\$49,000
General Surgery	\$69,000
Internal Medicine	\$34,000
Neurology	\$28,000
Neurosurgery	\$75,000
OB/GYN	\$41,000
Ophthalmology	\$34,000
Orthopedics	\$63,000
Otolaryngology	\$43,000
Pathology	\$31,000
Pediatrics	\$31,000
Physical & Aerospace Medicine	\$25,000
Preventive & Occupational Medicine	\$31,000
Psychiatry	\$39,000
Pulmonary & Critical Care	\$44,000
Radiology	\$64,000
Subspecialty Category I	\$70,000
Subspecialty Category II	\$34,000
Subspecialty Category III	\$32,000
Subspecialty Category IV	\$28,000
Subspecialty Category V	\$54,000
Urology	\$46,000

Table 5-8. HPO AB

HPO	3-Year Obligation	4-Year Obligation
Licensed Clinical Psychologist	\$12,500	\$15,000
Licensed Clinical Social Worker	\$6,250	\$7,500
Physician Assistant	\$12,500	\$15,000
Public Health Officer (Air Force)	\$7,500	\$10,000

Table 5-9. HPO Monthly IP

HPO	Board Eligible	Fully Qualified
Licensed Clinical Psychologist	\$416.67	\$416.67
Licensed Clinical Social Worker	\$0.00	\$0.00
Physician Assistant	\$416.67	\$416.67
Public Health Officer (Air Force)	\$416.67	\$416.67

Table 5-10. HPO Retention Bonus

HPO	2-Years	3-Years	4-Years
Licensed Clinical Psychologist	\$10,000	\$15,000	\$20,000
Licensed Clinical Social Worker	\$0	\$0	\$0
Physician Assistant	\$10,000	\$15,000	\$20,000
Public Health Officer (Air Force)	\$5,000	\$6,250	\$7,500

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