

**SUMMARY OF MAJOR CHANGES TO
DoD 7000.14-R, VOLUME 7A, CHAPTER 5
“SPECIAL PAY FOR MEDICAL OFFICERS”**

All changes are 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*

| PARA | EXPLANATION OF CHANGE/REVISION | PURPOSE |
|------------------------------|---|----------------|
| 0501 Bibliography | General Provisions | Add |
| 0502 Bibliography | Multiyear Special Pay | Update |
| 0503 Bibliography | Incentive Special Pay | Update |
| 0504 Bibliography | Variable Special Pay | Update |
| 0505 Bibliography | Additional Special Pay | Update |
| 0506 Bibliography | Board Certified Pay | Update |
| 0507 Bibliography | Special Pay: Psychologists and Non-Physician Health Care Providers | Add |
| 0508 Bibliography | Special Pay: Reserve, Recalled, or Retained Health Care Officers | Add |
| 0509 Bibliography | Accession Bonus: Medical Officers in Critically Short Wartime Specialties | Add |
| 0510 Bibliography | Special Pay: Selected Reserve Health Care Professionals in Critically Short Wartime Specialties | Add |
| Tables 1 – 5 Bibliography | Added in accordance with ASD (HA) Memo, September 3, 2008. | Add |

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CHAPTER 5

SPECIAL PAY FOR MEDICAL OFFICERS★0501 GENERAL PROVISIONS

050101. Medical Corps Officer. 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.

050102. Creditable Service. Includes periods of internship and residency while not active duty, provided such training was completed successfully, or if such training was terminated or interrupted as the result of military operational requirements. 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 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.

050103. Subspecialties. The subspecialties listed in Tables 5-1 and 5-2 are grouped for pay purposes into the following categories:

A. Subspecialty Category I. 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. Includes nuclear medicine physicians.

C. Subspecialty Category III. Includes physicians residency trained in: allergy/immunology, nephrology, hematology/oncology, pediatric cardiology, neonatology, and physicians who are fellowship trained critical care or intensive medicine specialists. NOTE: Includes pediatric subspecialties of all specialties listed.

D. Subspecialty Category IV. 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. Includes physicians who are fellowship trained in Otolaryngology, OB/GYN and Urology.

050104. Residency. A successfully completed formal program of medical specialty or subspecialty training.

050105. Specialty. Medical specialty for which there is an identifying specialty skill identifier number, a Naval Officer Billet Classification number, or an Air Force specialty code number.

050106. Repayment. The Secretary of the Military Department (or designee) concerned, may terminate at any time an officer's entitlement to special pays as defined in sections 0502, 0503, and 0505. If such entitlement is terminated, then the officer concerned will be subject to the repayment provisions of 37 U.S.C., 303a.

050107. Effect of Discharge in Bankruptcy. A discharge in bankruptcy under Title 11 that is entered less than 5 years after the termination of an agreement under this section does not discharge the person signing such agreement from a debt arising from such agreement. This paragraph applies to any case commenced under Title 11 after September 11, 1985.

★0502 MULTIYEAR SPECIAL PAY (MSP)

050201. 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 commitment may, upon acceptance of the written agreement by the Secretary of the Military Department (or designee) concerned, be paid a retention bonus.

050202. Entitlement. Subject to acceptance by the Secretary of the Military Department (or designee) 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.

050203. 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 specialty for which they are currently credentialed, but the MSP and Incentive Special Pay (ISP) specialty must be the same.

050204. References

- A. Army: DA Msg 041329Z Sep 02.
- B. Navy: CNO Msg 212325Z Aug 95.
- C. Air Force: AFI 41-109.

050205. Eligibility Criteria. A medical officer who is below the grade of O-7 and:

- A. Has a current, valid, unrestricted license or approved waiver.
- B. Has at least 8 years of creditable service, or has completed any active duty service commitment incurred for medical education and training.
- C. Has completed initial residency training or is scheduled to complete initial residency training before October 1, 2008.

D. 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 (or designee).

NOTE: Based on Service unique requirements, the Secretary concerned (or designee) 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.

★ 050206. Service Obligation. Active duty service obligations 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 duration of the agreement will determine the amount payable.

B. Active duty obligations (ADO) for education and training and previous MSP agreements will be served before serving the ADO for MSP. The MSP ADO is served after any other existing ADO for education and training has been completed.

C. When no education and training ADO exists at the time of an MSP agreement execution, the ADO for MSP is served concurrently with the MSP agreement period and all other non-education and training ADOs. In addition, if the MSP agreement is executed before the start date of fellowship training and no other education and training ADO exists, the MSP ADO is served concurrently with the MSP agreement period. 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 ADO will begin one day after the fellowship ADO is completed. Once a physician has begun to serve an MSP ADO it will be served concurrently with any existing ADO including obligations for other special pay agreements or medical education and training obligations incurred after the execution date for that particular MSP agreement.

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

★0503 INCENTIVE SPECIAL PAY (ISP)

050301. Eligibility Criteria. To be eligible for ISP under this section, 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 specialty qualification before October 1, 2008.

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.

NOTE: Subject to acceptance by the Secretary of the Military Department (or designee) concerned, a medical officer must be currently credentialed and privileged at a military treatment facility in the specialty for which ISP is to be paid.

050302. Rates Payable. Annual ISP payments for contracts beginning on or after October 1, 2008 will be in the amounts indicated in Table 5-2. Unless otherwise listed, subspecialties of the primary specialty are included with the primary specialty.

050303. Entitlement. Subject to acceptance by the Secretary of the Military Department (or designee) concerned, a medical officer eligible for, (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 rate listed in Table 5-2 while eligible for MSP, an MSP contract must be executed. If the officer is not eligible for MSP due to a training obligation, 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 done in conjunction with execution of a new MSP contract.

050304. The Secretary of the Military Department (or designee) 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.

050305. Medical Corps officers who enter an MSP contract at the rates stated in Table 5-1 may enter an ISP contract during FY 2009 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.

050306. 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 medical officer, the Surgeons General are delegated the authority to waive the Department of Defense 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 medical officers eligible for ISP consistent in how their eligibility date is calculated.

050307. References

- ★ A. Army: DA Msg 041329Z Sep 02.
- B. Navy: CNO Msg 212325Z Aug 1995.
- C. Air Force: [AFI 41-109](#).

0504 VARIABLE SPECIAL PAY (VSP)

050401. Entitlement. An officer who is 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 Variable Special Pay (VSP).

★ 050402. Rates Payable. An officer described in paragraph 050401 is entitled to VSP at the monthly rates indicated in Table 5-3.

0505 ADDITIONAL SPECIAL PAY (ASP)

050501. Entitlement. An officer who is entitled to VSP under section 0504 and who has a current, valid, unrestricted license or approved wavier is entitled to Additional Special Pay (ASP).

050502. Eligibility. An officer may not be paid ASP for any 12-month period unless the officer first executes a written agreement under which 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.

050503. Rates Payable. If an officer is eligible for ASP, then the 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 just completed internship training, but who are not presently in initial residency training are also eligible with evidence of having successfully completed all three parts of the national licensing exam and submission of an application for licensure pending review and approval by a State licensing board.

050504. References

- ★ A. Army: DA Msg 041329Z Sep 02.
- B. Navy: SECNAVINST 7220.75 series.
- C. Air Force: AFI 41-109.

0506 BOARD CERTIFIED PAY (BCP)

050601. Entitlement. An officer who is entitled to VSP under section 0504 and who has a current, valid, unrestricted license or approved wavier is entitled to Board Certified Pay (BCP).

050602. Rates Payable. An officer described in paragraph 050601, is entitled to BCP at the monthly rates defined in Table 5-4.

★0507 SPECIAL PAY: PSYCHOLOGISTS AND NON-PHYSICIAN HEALTH CARE PROVIDERS

050701. Army, Navy, and Air Force Psychologists. The Secretary of Defense may provide special pay at the rates specified in Table 5-5 to an officer who is:

- A. An officer in the Medical Service Corps of the Army or Navy or a biomedical sciences officer in the Air Force,
- B. Designated as psychologist; and
- C. Has been awarded a diploma as a Diplomate in Psychology by the American Board of Professional Psychology.

050702. Non-Physician Health Care Providers. The Secretary of the Military Department (or designee) concerned may authorize the payment of special pay at the rates specified in Table 5-5 to an officer who is:

- A. Assigned to the Medical Service Corps of the Army or Navy, a biomedical sciences officer in the Air Force, or
- B. An officer in the Army Medical Specialist Corps, an officer of the Nurse Corps of the Army or Navy, or
- C. An officer of the Air Force designated as a nurse, or
- D. A health care provider (other than a psychologist),
- E. Has a post baccalaureate degree, and
- F. Certified by a professional board in the officer's specialty.

★0508 SPECIAL PAY: RESERVE, RECALLED, OR RETAINED HEALTH CARE OFFICERS

050801. Entitlement. A Reserve medical officer described in paragraph 050101, and who has a current, valid, unrestricted license or approved 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.

050802. Active Duty for More than 30 Days but Less Than 1 Year, Other than Active Duty for Training

A. National Guard and Reserve medical officers 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 this paragraph are not required to execute a written agreement to remain on active duty for at least 1 year.

B. National Guard and Reserve medical officers serving on active duty and receiving special pay under subparagraph 050702.A are not entitled to receive special pay under paragraph 050701.

050803. Active Duty of 1 Year or More. 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 date of amendment) is eligible for the special pays provided in sections 0503, 0504, 0509, and 0510.

★0509 ACCESSION BONUS: MEDICAL OFFICERS IN CRITICALLY SHORT WARTIME SPECIALTIES

050901. Authorized. The Secretary of the Military Department (or designee) concerned may pay an accession bonus to a person who:

A. Is a graduate of an accredited school of medicine or osteopathy in a specialty designated by regulations as a critically short wartime specialty

B. Executes a written agreement to accept a commission as an officer of the armed forces and remain on active duty for a period of not less than 4 consecutive years.

050902. Amount of Bonus. The amount of an accession bonus may not exceed \$400,000.

050903. Limitation on Eligibility for Bonus. A person may not be paid a bonus under paragraph 050901 when:

A. The person, in exchange for an agreement to accept an appointment as an officer, received financial assistance from the Department of Defense to pursue a course of study in medicine or osteopathy, or

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

050904. 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, as the case may be, or does not complete the period of active duty in a specialty specified in the agreement, will be subject to the repayment provisions of 37 U.S.C., 303a

050905. Termination of Authority. No agreement under this section may be entered into after December 31, 2009.

★0510 SPECIAL PAY: SELECTED RESERVE HEALTH CARE PROFESSIONALS IN CRITICALLY SHORT WARTIME SPECIALTIES

051001. Eligibility. An officer in a health care profession who:

- A. Is a member of a reserve component of the armed forces.
- B. Executes a written agreement under which the officer agrees to serve in the Selected Reserve 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.
- C. Is qualified in a specialty designated by regulations as a critically short wartime specialty

051002. Eligible Officers. An officer referred to in subsection (a) is an officer in a health care profession who is qualified in a specialty designated by regulations as a critically short wartime specialty.

051003. 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.

051005. Repayment. An officer who does not complete the period of service in the Selected Reserve specified in the agreement entered into under paragraph 051001 will be subject to the repayment provisions of 37 U.S.C., 303(a).

051006. Termination of Agreement Authority. No agreement under this section may be entered into after December 31, 2009.

| MULTIYEAR SPECIAL PAY (MSP) FOR MEDICAL OFFICERS | | | | |
|---|--|--|---------------------------------|---------------------------------|
| R U L E | A | B | | |
| | If the medical officer's specialty is | then FY09 multiyear special pay | | |
| | | for a 2 year contract is | for a 3 year contract is | for a 4 year contract is |
| 1 | Aerospace Medicine | \$12,000 | \$13,000 | \$20,000 |
| 2 | Anesthesiology | \$25,000 | \$40,000 | \$60,000 |
| 3 | Cardiology-Adult | \$21,000 | \$34,000 | \$51,000 |
| 4 | Cardiology-Adult (USAF) | \$21,000 | \$40,000 | \$60,000 |
| 5 | Dermatology | \$17,000 | \$25,000 | \$33,000 |
| 6 | Emergency Medicine | \$17,000 | \$26,000 | \$40,000 |
| 7 | Family Practice | \$17,000 | \$25,000 | \$38,000 |
| 8 | Gastroenterology | \$22,000 | \$33,000 | \$50,000 |
| 9 | General Surgery | \$25,000 | \$40,000 | \$60,000 |
| 10 | Internal Medicine | \$13,000 | \$23,000 | \$35,000 |
| 11 | Neurology | \$13,000 | \$19,000 | \$25,000 |
| 12 | Neurosurgery | \$25,000 | \$40,000 | \$60,000 |
| 13 | OB/GYN | \$17,000 | \$25,000 | \$35,000 |
| 14 | Ophthalmology | \$13,000 | \$19,000 | \$25,000 |
| 15 | Orthopedics | \$17,000 | \$33,000 | \$50,000 |
| 16 | Otolaryngology | \$17,000 | \$25,000 | \$33,000 |
| 17 | Pathology | \$13,000 | \$20,000 | \$30,000 |
| 18 | Pediatrics | \$13,000 | \$20,000 | \$30,000 |
| 19 | Phys Med | \$12,000 | \$13,000 | \$20,000 |
| 20 | Prev/Occ Med | \$13,000 | \$20,000 | \$30,000 |
| 21 | Psychiatry | \$17,000 | \$28,000 | \$43,000 |
| 22 | Pulmonary/IM-Critical Care | \$21,000 | \$31,000 | \$45,000 |
| 23 | Pulmonary/IM-Critical Care (USAF) | \$21,000 | \$36,000 | \$55,000 |
| 24 | Radiology | \$25,000 | \$40,000 | \$60,000 |
| 25 | Subspecialty Category I | \$23,000 | \$36,000 | \$55,000 |
| 26 | Subspecialty Category II | \$12,000 | \$18,000 | \$27,000 |
| 27 | Subspecialty Category III | \$12,000 | \$17,000 | \$25,000 |
| 28 | Subspecialty Category IV | \$13,000 | \$19,000 | \$25,000 |
| 29 | Subspecialty Category V | \$21,000 | \$31,000 | \$45,000 |
| 30 | Urology | \$20,000 | \$30,000 | \$45,000 |

★ Table 5-1. Multiyear Special Pay (MSP) for Medical Officers

| INCENTIVE SPECIAL PAY (ISP) FOR MEDICAL OFFICERS | | | |
|---|--|--|--|
| R U L E | A | B | |
| | If the medical officer's specialty is | then FY09 | |
| | | 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 | \$36,000 | \$41,000 |
| 4 | Cardiology-Adult (USAF) | \$36,000 | \$41,000 |
| 5 | Dermatology | \$20,000 | \$20,000 |
| 6 | Emergency Medicine | \$26,000 | \$30,000 |
| 7 | Family Practice | \$20,000 | \$20,000 |
| 8 | Gastroenterology | \$26,000 | \$29,000 |
| 9 | General Surgery | \$29,000 | \$50,000 |
| 10 | Internal Medicine | \$20,000 | \$20,000 |
| 11 | Neurology | \$20,000 | \$20,000 |
| 12 | Neurosurgery | \$36,000 | \$60,000 |
| 13 | OB/GYN | \$31,000 | \$31,000 |
| 14 | Ophthalmology | \$28,000 | \$30,000 |
| 15 | Orthopedics | \$36,000 | \$50,000 |
| 16 | Otolaryngology | \$30,000 | \$35,000 |
| 17 | Pathology | \$20,000 | \$20,000 |
| 18 | Pediatrics | \$20,000 | \$20,000 |
| 19 | Phys Med | \$20,000 | \$20,000 |
| 20 | Prev/Occ Med | \$20,000 | \$20,000 |
| 21 | Psychiatry | \$20,000 | \$20,000 |
| 22 | Pulmonary/IM-Critical Care | \$23,000 | \$26,000 |
| 23 | Pulmonary/IM-Critical Care (USAF) | \$23,000 | \$26,000 |
| 24 | Radiology | \$36,000 | \$42,000 |
| 25 | Subspecialty Category I | \$36,000 | \$57,000 |
| 26 | Subspecialty Category II | \$28,000 | \$28,000 |
| 27 | Subspecialty Category III | \$23,000 | \$26,000 |
| 28 | Subspecialty Category IV | \$20,000 | \$20,000 |
| 29 | Subspecialty Category V | \$36,000 | \$41,000 |
| 30 | Urology | \$28,000 | \$28,000 |

NOTE:

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

★ Table 5-2. Incentive Special Pay for Medical Officers

| VARIABLE SPECIAL PAY (VSP) FOR MEDICAL OFFICERS | | |
|--|--|---|
| R U L E | A | B |
| | If the officer is in the pay grade O-6 and below and is/has | then the monthly payable rate is |
| 1 | an intern | \$100.00 |
| 2 | has less than 6 years of creditable service and is not an intern | \$416.66 |
| 3 | 6 but less than 8 years | \$1,000.00 |
| 4 | 8 but less than 10 years | \$958.33 |
| 5 | 10 but less than 12 years | \$916.66 |
| 6 | 12 but less than 14 years | \$833.33 |
| 7 | 14 but less than 18 years | \$750.00 |
| 8 | 18 but less than 22 years | \$666.66 |
| 9 | 22 or more years | \$583.33 |
| 10 | serving in a pay grade O-7 and above regardless of the years of creditable service | \$583.33 |

★ Table 5-3. Variable Special Pay (VSP) for Medical Officers

| BOARD CERTIFIED PAY (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 | 10 but less than 12 years | \$291.66 |
| 3 | 12 but less than 14 years | \$333.33 |
| 4 | 14 but less than 18 years | \$416.66 |
| 5 | 18 or more years of creditable service | \$500.00 |

★ Table 5-4. Board Certified Pay (BCP) for Medical Officers

| PSYCHOLOGISTS AND NON-PHYSICIAN HEALTH CARE PROVIDERS | | |
|---|---|------------------------------------|
| R U L E | A | B |
| | 1 | If the officer has |
| | | the monthly rate payable is |
| 1 | less than 10 years of creditable service | \$166.66 |
| 2 | 10 but less than 12 years of creditable service | \$208.33 |
| 3 | 12 but less than 14 years of creditable service | \$250.00 |
| 4 | 14 but less than 18 years of creditable service | \$333.33 |
| 5 | 18 or more years of creditable service | \$416.66 |

★ Table 5-5. Psychologists and Non-Physician Health Care Providers

BIBLIOGRAPHY**CHAPTER 5 - SPECIAL PAY FOR MEDICAL OFFICERS**

0501 - GENERAL PROVISIONS

| | |
|--------|--|
| 050101 | ASD(HA) Memo, September 3, 2008 |
| 050102 | DoD Instruction 6000.13, June 30, 1997 |
| 050103 | ASD(HA) Memo, September 3, 2008 |
| 050104 | 37 U.S.C. 302(c)(2) |
| 050105 | 37 U.S.C. 303a(e)(3) |

0502 - MULTIYEAR SPECIAL PAY

| | |
|--------|---------------------------------|
| 050201 | 37 U.S.C. 301d |
| 050202 | ASD(HA) Memo, September 3, 2008 |
| 050203 | ASD(HA) Memo, September 3, 2008 |
| 050205 | 37 U.S.C. 302d(b) |
| | ASD(HA) Memo, September 3, 2008 |
| 050206 | ASD(HA) Memo, September 3, 2008 |

0503 - INCENTIVE SPECIAL PAY

| | |
|--------|---------------------------------|
| 050301 | 37 U.S.C. 302(b) |
| 050302 | ASD(HA) Memo, September 3, 2008 |
| 050303 | ASD(HA) Memo, September 3, 2008 |
| 050304 | ASD(HA) Memo, September 3, 2008 |
| 050305 | ASD(HA) Memo, September 3, 2008 |
| 050306 | ASD(HA) Memo, September 3, 2008 |

0504 - VARIABLE SPECIAL PAY

| | |
|--------|---------------------------------|
| 050401 | 37 U.S.C. 302(a)(2), (3) |
| | ASD(HA) Memo, September 3, 2008 |
| 050402 | ASD(HA) Memo, September 3, 2008 |

0505 - ADDITIONAL SPECIAL PAY

| | |
|--------|---------------------------------|
| 050501 | 37 U.S.C. 302(a)(4) |
| | ASD(HA) Memo, September 3, 2008 |
| 050502 | 37 U.S.C. 302(c) |
| 050503 | 37 U.S.C. 302(a)(4) |

0506 - BOARD CERTIFIED PAY

| | |
|--------|---------------|
| 050601 | 37 U.S.C. 302 |
|--------|---------------|

050602 ASD(HA) Memo, September 3, 2008
ASD(HA) Memo, September 3, 2008

0507 - SPECIAL PAY: PSYCHOLOGISTS AND NON-PHYSICIAN HEALTH CARE PROVIDERS

050701 37 U.S.C. 302c

0508 - SPECIAL PAY: RESERVE, RECALLED, OR RETAINED HEALTH CARE OFFICERS

050801 37 U.S.C. 302(h)
050802 37 U.S.C. 302f

0509 - ACCESSION BONUS: MEDICAL OFFICERS IN CRITICALLY SHORT WARTIME SPECIALTIES

050901 37 U.S.C. 302k

0510 - SPECIAL PAY: SELECTED RESERVE HEALTH CARE PROFESSIONALS IN CRITICALLY SHORT WARTIME SPECIALTIES

051001 37 U.S.C. 302g

Table 5-1 ASD(HA) Memo, September 3, 2008

Table 5-2 ASD(HA) Memo, September 3, 2008

Table 5-3 ASD(HA) Memo, August 27, 2007

Table 5-4 ASD(HA) Memo, August 27, 2007

Table 5-5 37 U.S.C. 302c