

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

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 [August 2016](#) is archived.

PARAGRAPH	EXPLANATION OF CHANGE/REVISION	PURPOSE
Title	Updated to reflect chapter contents.	Revision
All	Updated to meet the requirements in the Department of Defense Instruction 6000.13 and the Assistant Secretary of Defense, Health Affairs Memo, dated September 27, 2016. Chapters 6, 7, and 21 are archived and consolidated into this chapter.	Revision
Bibliography	Updated references.	Revision

Table of Contents

0501	GENERAL	4
050101.	Purpose	4
050102.	Authoritative Guidance	4
0502	PROVISIONS	4
050201.	Legacy Special Pays	4
050202.	Consolidated Special Pays (CSP)	4
050203.	Restrictions	5
050204.	Eligibility	5
0503	ACCESSION BONUS (AB)	5
050301.	Eligibility	5
050302.	Amounts	6
0504	CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)	6
050401.	Eligibility	6
050402.	Amounts	7
0505	BOARD CERTIFICATION PAY (BCP)	7
050501.	Eligibility	7
050502.	Amount	7
0506	IP	7
050601.	General Provisions	7
050602.	Eligibility	8
050603.	Amounts	8
0507	RB	8
050701.	General Provisions	8
050702.	Eligibility	9
050703.	Amounts	9
0508	RC	9
050801.	AB	9
050802.	Affiliation Bonus for RC (AFBRC)	10
050803.	BCP	10
050804.	IP	11
050805.	RB	11

Table of Contents (Continued)

0509 TERMINATION 11

 050901. Reasons..... 11

 050902. Proration..... 11

 050903. Repayment..... 12

 050904. Reinstatement..... 12

Table 5-1. AB 13

Table 5-2. CWSAB..... 13

Table 5-3. Dental Corps IP..... 14

Table 5-4. Medical Corps IP..... 15

Table 5-5. Nurse Corps IP and RB..... 17

Table 5-6. Specialty IP and RB 18

Table 5-7. Dental Corps RB 19

Table 5-8. Medical Corps RB..... 20

Table 5-9. RC AB and RB Paid Annually..... 22

*BIBLIOGRAPHY 24

CHAPTER 5

*HEALTH PROFESSIONS OFFICER (HPO) SPECIAL AND INCENTIVE PAY

0501 GENERAL

050101. Purpose

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

050102. Authoritative Guidance

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

0502 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 0503 through 0508.

050201. Legacy Special Pays

A. HPOs who entered into a written agreement for receipt of a special pay (Multiyear Special Pay; Incentive Special Pay; 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 050202. The criteria for legacy pays can be found in the archived Chapters 5, 6, 7 and 21.

B. 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.

050202. 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 0504 through 0508.

050203. Restrictions

A. 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.

B. An HPO may not receive Special pays pursuant to paragraphs 050201 and 050202 simultaneously. Once an HPO receives a Special pay pursuant to paragraph 050202, the HPO cannot revert back to Special pays in paragraph 050201.

050204. Eligibility

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

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

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

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

D. Meet privileging requirements; and

E. Sign a service agreement indicating:

1. The amount of bonus or pay;

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

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

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

5. The type or conditions of the service; and

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.

0503 ACCESSION BONUS (AB)

050301. Eligibility

To be eligible for an AB, an individual must:

- A. Meet the eligibility criteria itemized in paragraph 050204;
- B. Be a graduate of an accredited school in a health profession;
- C. 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);
- D. 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 an RC in a health profession for a specified period;
- E. When appointed, have completed the service obligation for receipt of financial assistance from the Department of Defense (DoD or DD) to pursue a course of study in a health profession. This includes, but is not limited to, participants and former participants of the:
 - 1. Reserve Officers' Training Corps;
 - 2. Armed Forces Health Professions Scholarship Program;
 - 3. Financial Assistance Program;
 - 4. Uniformed Services University of the Health Sciences; and
 - 5. Other commissioning programs;
- F. Have been honorably discharged or released from any prior service;
- G. Be qualified in the specialty to which appointed; and
- H. 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.

050302. Amounts

AB amounts are listed in Table 5-1.

0504 CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)

050401. Eligibility

To be eligible for CWSAB, an individual must:

- A. Meet the eligibility criteria itemized in subparagraphs 050301.A through F;

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

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

050402. Amounts

CWSAB amounts are listed in Table 5-2.

0505 BOARD CERTIFICATION PAY (BCP)

050501. Eligibility

A. HPOs must:

1. Meet the eligibility criteria itemized in paragraph 050204;
2. Be serving in an Active Component (AC) or an RC of a Military Service and entitled to basic pay under Title 37, United States Code (U.S.C.), section 204 or compensation pursuant to 37 U.S.C. § 206;
3. Be serving on AD or in an active Reserve status in a designated health professional clinical specialty;
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. Be certified by a professional board in a designated health profession clinical specialty.

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

050502. Amount

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

0506 IP

050601. General Provisions

A. 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.

B. 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.

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

050602. Eligibility

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

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;
2. Serving on AD or in an active Reserve status in a designated health professional specialty; and
3. Eligible as prescribed in paragraph 050204;

B. 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.

050603. Amounts

Annual payment amounts for IP contracts are listed in Tables 5-3 through 5-6 and paid in equal monthly payments. General/Flag officers at the rank of O-7 and above are eligible for the General Medical Officer IP rate shown on Table 5-4.

0507 RB

050701. General Provisions

A. 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.

B. 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.

050702. Eligibility

To be eligible for an RB, an HPO must:

- A. Meet the eligibility criteria itemized in paragraph 050204;
- B. 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;
- C. 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;
- D. Be below the grade of O-7; and
- E. Meet one of the following requirements:
 - 1. Have completed any AD or reserve duty service commitment incurred for any and all pre-commissioning education and training; or
 - 2. Have completed the service obligation for an AB (an individual eligible for an AB may decline the AB and accept the RB).

050703. Amounts

Annual payment amounts for AC RB contracts are listed in Tables 5-5 through 5-8.

0508 RC

050801. AB

- A. To be eligible for an AB, an RC participant must:
 - 1. Execute a written agreement to remain a satisfactory participant in the Selected Reserves (SELRES) in accordance with DoD Instruction (DoDI) 1215.13;
 - 2. Be qualified in a critical skill identified on the RC HPS&I Pay Plan;and
 - 3. Meet the provisions outlined in paragraphs 050204 and 050301.

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.

B. Payment amounts for RC AB contracts are listed in Table 5-9.

050802. Affiliation Bonus for RC (AFBRC)

A. Eligibility

To be eligible for an AFBRC, an HPO must:

1. Meet the eligibility criteria itemized in paragraph 050204;
2. Be serving on AD or have served on AD and have a DD Form 214, "Certificate of Release or Discharge from Active Duty," that verifies an honorable discharge or release;
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;
4. Be qualified to hold an appointment as an HPO;
5. Be qualified in the specialty in which they agree to serve;
6. Execute a written agreement to serve 3 years in the SELRES; and
7. Not have previously received an AB in the SELRES, unless granted a waiver.

B. Amount

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

050803. BCP

A. Eligibility

An HPO must meet the provisions outlined in paragraph 050501.

B. Payment

If eligible, an RC member will be paid at the daily rate of one-thirtieth of the BCP monthly rate as defined in paragraph 050502 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.

050804. IP

A. Eligibility

An HPO must meet the provisions outlined in paragraph 050602.

B. 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 050603.

050805. RB

A. Eligibility

To be eligible for an RB, an HPO must meet the provisions outlined in paragraph 050702.

B. Payment

Payment amounts for RC RB contracts are listed in Table 5-9.

0509 TERMINATION

050901. 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:

A. Loss of privileges;

B. Court-martial conviction;

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

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

050902. 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.

050903. 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 050801, 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.

050904. 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.

Table 5-1. AB

NURSE	AB	
3 Year Obligation	\$20,000	
4 Year Obligation	\$30,000	
SPECIALTY	AB	
	3-Year Obligation	4-Year Obligation
Pharmacist	\$0	\$30,000
Physician Assistant	\$37,500	\$60,000
Psychologist	\$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. CWSAB

DENTAL SPECIALTY	CWSAB 4-YEAR OBLIGATION
Comprehensive Dentistry	\$300,000
Endodontics	\$300,000
General Dentistry	\$150,000
Oral and Maxillofacial Surgery	\$300,000
Prosthodontics	\$300,000
MEDICAL SPECIALTY	CWSAB 4-YEAR OBLIGATION
Aerospace Medicine	\$180,000
Anesthesia	\$396,000
Diagnostic Radiology	\$364,000
Emergency Medicine	\$276,000
Family Practice	\$252,000
General Surgery	\$400,000
Internal Medicine	\$240,000
Neurosurgery	\$400,000
Obstetrics/Gynecology (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 5-3. Dental Corps IP

DENTAL CORPS	FULLY QUALIFIED IP ONLY 1-YEAR RATE (PRORATED MONTHLY)	OR	FULLY QUALIFIED IP RATE PAID WITH A 2-, 3-, OR 4-YEAR RB (PRORATED MONTHLY)
Advance Clinical Practice: Endodontics; Exodontia; General Dentistry; Periodontics; and Prosthodontics	\$25,000		\$25,000
Comprehensive/Operative Dentistry	\$25,000		\$25,000
Dental Research	\$25,000		\$25,000
Endodontics	\$25,000		\$25,000
General Dentistry	\$20,000		\$20,000
Oral: Diagnosis; Medicine; Pathology	\$25,000		\$25,000
Oral Maxillofacial Surgery	\$55,000		\$75,000
Orthodontics	\$25,000		\$25,000
Pedodontics	\$25,000		\$25,000
Periodontics	\$25,000		\$25,000
Prosthodontics	\$25,000		\$25,000
Public Health Dentistry	\$25,000		\$25,000
Temporomandibular Dysfunction/ Orofacial Pain	\$25,000		\$25,000

Table 5-4. Medical Corps IP

MEDICAL CORPS	IP ONLY 1-YEAR RATE (PRORATED MONTHLY)	
General Medical Officer	\$20,000	
Initial Residency	\$8,000	
Internship	\$1,200	
POST RESIDENT OR FELLOW GRADUATE	FULLY QUALIFIED IP ONLY 1-YEAR RATE (PRORATED MONTHLY)	OR FULLY QUALIFIED IP RATE PAID WITH A 2-, 3-, OR 4-YEAR RB (PRORATED MONTHLY)
Aerospace Medicine	\$43,000	\$43,000
Anesthesiology	\$59,000	\$73,000
Cardiology-Adult/Pediatric	\$59,000	\$64,000
Dermatology	\$43,000	\$43,000
Emergency Medicine	\$49,000	\$53,000
Family Practice	\$43,000	\$43,000
Gastroenterology	\$49,000	\$52,000
General Internal Medicine	\$43,000	\$43,000
General Surgery	\$52,000	\$73,000
Neurology	\$43,000	\$43,000
Neurosurgery	\$59,000	\$83,000
OB-GYN	\$54,000	\$54,000
Ophthalmology	\$51,000	\$53,000
Orthopedics	\$59,000	\$73,000
Otolaryngology	\$53,000	\$58,000
Pathology	\$43,000	\$43,000
Pediatrics	\$43,000	\$43,000
Physiatrist/Physical Medicine	\$43,000	\$43,000
Preventative/Occupational Medicine	\$43,000	\$43,000
Psychiatry	\$43,000	\$43,000
Pulmonary/Critical Care Medicine	\$46,000	\$49,000
Radiology	\$59,000	\$65,000
Subspecialty Category I (Note 1)	\$59,000	\$80,000
Subspecialty Category II (Note 2)	\$51,000	\$51,000
Subspecialty Category III (Note 3)	\$46,000	\$49,000
Subspecialty Category IV (Note 4)	\$43,000	\$43,000
Subspecialty Category V (Note 5)	\$59,000	\$64,000
Urology	\$51,000	\$51,000

Table 5-4. Medical Corps IP (Continued)

NOTES:

1. 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.
2. Nuclear Medicine Internists only.
3. Internal Medicine/Pediatric Fellowship subspecialties in:
 - a. Allergy/Immunology;
 - b. Hematology/Oncology;
 - c. Neonatology; or
 - d. Nephrology.
4. All internal medicine and pediatric subspecialties not listed in subspecialty category 1 and 3 listed separately:
 - a. Clinical Pharmacology;
 - b. Developmental Pediatrics;
 - c. Endocrinology;
 - d. Geriatrics Fellowship training;
 - e. Infectious Disease; or
 - f. Rheumatology.
5. Physicians who Fellowship trained in:
 - a. OB/GYN;
 - b. Ophthalmology;
 - c. Otolaryngology; or
 - d. Urology.

Table 5-5. Nurse Corps IP and RB

NURSE CORPS	FULLY QUALIFIED IP ONLY 1 YEAR RATE (PRORATED MONTHLY)	PAID ANNUALLY		
		RB 2-Year Rate	RB 3-Year Rate	RB 4-Year Rate
Certified Registered Nurse Anesthetist	\$15,000	\$10,000	\$20,000	\$35,000
Community/Public Health Nursing	\$0	\$10,000	\$15,000	\$20,000
Critical Care Nursing	\$0	\$10,000	\$15,000	\$20,000
Emergency Nursing	\$0	\$10,000	\$15,000	\$20,000
Flight Nursing	\$0	\$10,000	\$15,000	\$20,000
Medical-Surgical Nursing	\$0	\$10,000	\$15,000	\$20,000
Neonatal Intensive Care	\$0	\$10,000	\$15,000	\$20,000
Nurse Midwife	\$0	\$10,000	\$15,000	\$20,000
Nurse Practitioner	\$0	\$10,000	\$15,000	\$20,000
OB/GYN Nursing	\$0	\$10,000	\$15,000	\$20,000
Pediatric Nursing	\$0	\$10,000	\$15,000	\$20,000
Perioperative Nursing	\$0	\$10,000	\$15,000	\$20,000
Psychiatric/Mental Health Nursing	\$0	\$10,000	\$15,000	\$20,000

Table 5-6. Specialty IP and RB

SPECIALTY	PAID ANNUALLY				
	ENTRY LEVEL, IN TRAINING OR TRAININGS ADSO 1-YEAR RATE	FULLY QUALIFIED IP RATE (WITH OR WITHOUT RB)	RB 2-Year Rate	RB 3-Year Rate	RB 4-Year Rate
Optometrist	\$1,200	\$1,200	\$5,000	\$8,000	\$10,000
Pharmacist	\$0	\$0	\$15,000	\$15,000	\$15,000
Physician Assistant	\$0	\$5,000	\$10,000	\$15,000	\$20,000
Psychologist	\$0	\$5,000	\$10,000	\$15,000	\$20,000
Public Health Officer (Air Force)	\$0	\$5,000	\$5,000	\$6,250	\$7,500
Social Worker	\$0	\$0	\$5,000	\$8,000	\$10,000
Veterinary	\$2,500	\$5,000	\$2,500	\$3,750	\$5,000

Table 5-7. Dental Corps RB

DENTAL CORPS	PAID ANNUALLY		
	2-Year Rate	3-Year Rate	4-Year Rate
Advance Clinical Practice: Endodontics; Exodontia; General Dentistry; Periodontics; and Prosthodontics	\$18,000	\$27,000	\$35,000
Comprehensive/Operative Dentistry	\$25,000	\$38,000	\$50,000
Dental Research	\$25,000	\$38,000	\$50,000
Endodontics	\$25,000	\$38,000	\$50,000
General Dentistry	\$13,000	\$19,000	\$25,000
Oral: Diagnosis; Medicine; Pathology	\$25,000	\$38,000	\$50,000
Oral Maxillofacial Surgery	\$25,000	\$38,000	\$50,000
Orthodontics	\$25,000	\$38,000	\$50,000
Pedodontics	\$25,000	\$38,000	\$50,000
Periodontics	\$25,000	\$38,000	\$50,000
Prosthodontics	\$25,000	\$38,000	\$50,000
Public Health Dentistry	\$25,000	\$38,000	\$50,000
Temporomandibular Dysfunction/ Orofacial Pain	\$25,000	\$38,000	\$50,000

Table 5-8. Medical Corps RB

POST RESIDENT OR FELLOW GRADUATE	PAID ANNUALLY		
	2-Year Rate	3-Year Rate	4-Year Rate
Aerospace Medicine	\$13,000	\$19,000	\$25,000
Anesthesiology	\$25,000	\$40,000	\$60,000
Cardiology-Adult/Pediatric	\$21,000	\$34,000	\$51,000
Dermatology	\$17,000	\$25,000	\$38,000
Emergency Medicine	\$17,000	\$26,000	\$40,000
Family Practice	\$17,000	\$25,000	\$38,000
Gastroenterology	\$22,000	\$33,000	\$50,000
General Internal Medicine	\$13,000	\$23,000	\$35,000
General Surgery	\$25,000	\$40,000	\$60,000
Neurology	\$13,000	\$19,000	\$25,000
Neurosurgery	\$25,000	\$40,000	\$60,000
OB-GYN	\$17,000	\$25,000	\$35,000
Ophthalmology	\$13,000	\$19,000	\$25,000
Orthopedics	\$17,000	\$33,000	\$50,000
Otolaryngology	\$17,000	\$25,000	\$33,000
Pathology	\$13,000	\$20,000	\$30,000
Pediatrics	\$13,000	\$20,000	\$30,000
Physiatrist/Physical Medicine	\$12,000	\$13,000	\$20,000
Preventative/Occupational Medicine	\$13,000	\$20,000	\$30,000
Psychiatry	\$17,000	\$28,000	\$43,000
Pulmonary/Critical Care Medicine	\$21,000	\$31,000	\$45,000
Radiology	\$25,000	\$40,000	\$60,000
Subspecialty Category I (Note 1)	\$23,000	\$36,000	\$55,000
Subspecialty Category II (Note 2)	\$12,000	\$18,000	\$27,000
Subspecialty Category III (Note 3)	\$12,000	\$17,000	\$25,000
Subspecialty Category IV (Note 4)	\$13,000	\$19,000	\$25,000
Subspecialty Category V (Note 5)	\$21,000	\$31,000	\$45,000
Urology	\$20,000	\$30,000	\$45,000

Table 5-8. Medical Corps RB (Continued)

NOTES:

1. 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.
2. Nuclear Medicine Internists only.
3. Internal Medicine/Pediatric Fellowship subspecialties in:
 - a. Allergy/Immunology;
 - b. Hematology/Oncology;
 - c. Neonatology; or
 - d. Nephrology.
4. All internal medicine and pediatric subspecialties not listed in subspecialty category 1 and 3 listed separately:
 - a. Clinical Pharmacology;
 - b. Developmental Pediatrics;
 - c. Endocrinology;
 - d. Geriatrics Fellowship training;
 - e. Infectious Disease; or
 - f. Rheumatology.
5. Physicians who Fellowship trained in:
 - a. OB/GYN;
 - b. Ophthalmology;
 - c. Otolaryngology; or
 - d. Urology.

Table 5-9. RC AB and RB Paid Annually
(See Note)

DENTAL CORPS	AB	RB
Dental Officer, Clinical/General	\$25,000	\$25,000
Dentist, Comprehensive	\$25,000	\$25,000
Endodontist	\$25,000	\$25,000
Oral & Maxillofacial Surgeon	\$25,000	\$25,000
Periodontist	\$25,000	\$25,000
Prosthodontist	\$25,000	\$25,000
Public Health Dentist	\$25,000	\$25,000
MEDICAL CORPS	AB	RB
Aerospace Medicine	\$25,000	\$25,000
Anesthesiology	\$25,000	\$25,000
Critical Care Pulmonary Disease	\$25,000	\$25,000
Emergency Medicine	\$25,000	\$25,000
Family Medicine/ Family Practice	\$25,000	\$25,000
Field Surgeon	\$25,000	\$25,000
Flight Surgeon; Aviation/Aerospace GMO; Aviation/Aerospace; Residence Trained	\$25,000	\$25,000
Infectious Disease	\$25,000	\$25,000
Internist	\$25,000	\$25,000
Neurosurgery	\$25,000	\$25,000
OB-GYN	\$25,000	\$25,000
Ophthalmology	\$25,000	\$25,000
Orthopedic Surgeon	\$25,000	\$25,000
Otolaryngologist	\$25,000	\$25,000
Pediatrician	\$25,000	\$25,000
Preventive Medicine	\$25,000	\$25,000
Psychiatrist	\$25,000	\$25,000
Radiologist, Diagnostic	\$25,000	\$25,000
Radiologist, Special Procedures	\$25,000	\$25,000
Surgeon, General	\$25,000	\$25,000
Surgeon, Thoracic	\$25,000	\$25,000
Undersea Medicine	\$25,000	\$25,000
Urologist	\$25,000	\$25,000

Table 5-9. RC AB and RB Paid Annually (Continued)
(See Note)

NURSE CORPS	AB	RB
Anesthetist	\$25,000	\$25,000
Clinical, Critical Care	\$25,000	\$25,000
Clinical, Obstetrics	\$25,000	\$25,000
Flight	\$25,000	\$25,000
Mental Health	\$25,000	\$25,000
Midwife	\$15,000	\$15,000
Operating Room	\$25,000	\$25,000
Practitioner	\$25,000	\$25,000
Practitioner, Mental Health	\$25,000	\$25,000
Practitioner, Pediatric	\$15,000	\$15,000
Public Health	\$25,000	\$25,000
Trauma/Emergency	\$25,000	\$25,000
SPECIALTIES	AB	RB
Aeromedical Evacuation	\$20,000	\$20,000
Audiologist	\$20,000	\$20,000
Clinical Laboratory	\$20,000	\$20,000
Clinical Psychologist	\$25,000	\$25,000
Entomologist	\$20,000	\$20,000
Health Service Administration	\$10,000	\$10,000
Microbiologist	\$20,000	\$20,000
Optometrist	\$20,000	\$20,000
Physician Assistant	\$25,000	\$25,000
Plans/Operations/Medical Intelligence	\$15,000	\$15,000
Social Worker	\$20,000	\$20,000
VETERINARY CORPS	AB	RB
Clinical Medicine	\$25,000	\$25,000
Laboratory Animal Medicine	\$25,000	\$25,000
Pathology	\$25,000	\$25,000
Preventive Medicine	\$25,000	\$25,000

NOTE:

Authorized for an HPO holding a critical skill including those filling a command or immaterial position who would have otherwise been eligible. Amounts only apply to Services with a critical shortage specialty.

*BIBLIOGRAPHY

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

*0502 – PROVISIONS

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

*0503 – AB

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

*0505 – BCP

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

050502

ASD HA Memo, September 27, 2016

*0506 – IP

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

*0507 – RB

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

*0508 – RC

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

*0509 – TERMINATION

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

*Table 5-1

ASD HA Memo, September 27, 2016

*Table 5-2

ASD HA Memo, September 27, 2016

*Table 5-3

ASD HA Memo, September 27, 2016

*Table 5-4

ASD HA Memo, September 27, 2016

*Table 5-5

ASD HA Memo, September 27, 2016

*Table 5-6

ASD HA Memo, September 27, 2016

*Table 5-7

ASD HA Memo, September 27, 2016

*Table 5-8

ASD HA Memo, September 27, 2016

*Table 5-9

ASD HA Memo, September 27, 2016