

**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 **September 2017** is archived.

| <b>PARAGRAPH</b>  | <b>EXPLANATION OF CHANGE/REVISION</b>  | <b>PURPOSE</b> |
|---|--|----------------|
| All   | Added hyperlink to DFAS.MIL for the Health Profession Special and Incentive tables.  | Addition       |
| 050905  | Added a subparagraph for the “Duration of Authority.”  | Addition       |
| Table 5-1;<br>Table 5-2;<br>Table 5-5;<br>Table 5-7;<br>Table 5-8 | Updated to reflect the current rates established in the Assistant Secretary of Defense – Health Affairs Memo, September 26, 2018 for Fiscal Year 2019.                 | Revision       |
| Table 5-6   | Updated and renamed to Biomedical Services, Medical Services, Specialists, and Veterinary Corps Incentive Pay & Retention Bonus.                                       | Revision       |
| Table 5-9   | Updated and renamed to Dental Reserve Corps Accession and Retention Bonus.   | Revision       |
| Table 5-10;<br>Table 5-11;<br>Table 5-12                          | Inserted tables for Reserve Component Accession and Retention Bonuses for Medical, Nurse and Biomedical Services, Medical Services, Specialists, and Veterinary Corps. | Addition       |
| References  | Renamed “Bibliography” to “References” and updated statutes and supporting 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).....                                      | 6  |
| 050301. | Eligibility.....   | 6  |
| 050302. | Amounts .....  | 6  |
| 0504    | CRITICALLY SHORT WARTIME SKILLS ACCESSION BONUS (CSWSAB) ..... | 7  |
| 050401. | Eligibility.....   | 7  |
| 050402. | Amounts .....  | 7  |
| 0505    | BOARD CERTIFICATION PAY (BCP) .....                            | 7  |
| 050501. | Eligibility.....   | 7  |
| 050502. | Amount.....  | 8  |
| 0506    | IP .....   | 8  |
| 050601. | General Provisions .....                                       | 8  |
| 050602. | Eligibility.....   | 8  |
| 050603. | Amounts .....  | 9  |
| 0507    | RB.....  | 9  |
| 050701. | General Provisions .....                                       | 9  |
| 050702. | Eligibility.....   | 9  |
| 050703. | Amounts .....  | 10 |
| 0508    | RC.....  | 10 |
| 050801. | AB .....   | 10 |
| 050802. | Affiliation Bonus for RC (AFBRC).....                          | 10 |
| 050803. | BCP .....  | 11 |
| 050804. | IP .....   | 11 |
| 050805. | RB.....  | 11 |

Table of Contents (Continued)

0509 TERMINATION ..... 12

    050901. Reasons..... 12

    050902. Proration..... 12

    050903. Repayment..... 12

    050904. Reinstatement..... 12

    \*050905. Duration of Authority..... 12

\*Table 5-1. AB ..... 13

\*Table 5-2. CSWSAB ..... 14

Table 5-3. Dental Corps IP ..... 15

Table 5-4. Medical Corps IP..... 16

\*Table 5-5. Nurse Corps IP and RB ..... 18

\*Table 5-6. Biomedical Services, Medical Services, Specialists, and Veterinary Corps IP & RB  
..... 19

\*Table 5-7. Dental Corps RB ..... 20

\*Table 5-8. Medical Corps RB..... 21

\*Table 5-9. Dental RC AB and RB ..... 23

\*Table 5-10. Medical RC AB and RB..... 24

\*Table 5-11. Nurse Corps RC AB and RB..... 26

\*Table 5-12. Biomedical Services, Medical Services, Specialists, and Veterinary Corps RC AB  
& RB..... 27

\*REFERENCES ..... 28

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

## 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 [paragraph 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 DoD 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. For the most current rates, see the [HPO AB](#) table on [DFAS.MIL](#).

## 0504 CRITICALLY SHORT WARTIME SKILLS ACCESSION BONUS (CSWSAB)

## 050401. Eligibility

To be eligible for CSWSAB, 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 CSWSAB, and no longer hold an appointment, if a former HPO.

## 050402. Amounts

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

## 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. For the most current IP rates, see the [Dental Corps](#), [Medical Corps](#), [Nurse Corps](#), [Biomedical Services](#), [Medical Services](#), [Specialists](#), and [Veterinary Corps](#) tables on DFAS.MIL.

## 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. For the most current AC RB rates, see the [Dental Corps, Medical Corps, Nurse Corps, Biomedical Services, Medical Services, Specialists, and Veterinary Corps](#) tables on DFAS.MIL.

## 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 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 Tables 5-9, 5-10, 5-11 and 5-12. For the most current RC AB rates, see the [Dental Corps, Medical Corps, Nurse Corps, Biomedical Services, Medical Services, Specialists, and Veterinary Corps](#) tables on DFAS.MIL.

## 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 Tables 5-9, 5-10, 5-11 and 5-12. For the most current RC RB rates, see the [Dental Corps](#), [Medical Corps](#), [Nurse Corps](#), [Biomedical Services](#), [Medical Services](#), [Specialists](#), and [Veterinary Corps](#) tables on DFAS.MIL

## 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.

[\\*050905. Duration of Authority](#)

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

\*Table 5-1. AB

For the most current rates, see the [Health Professions Accession Bonus](#) table on DFAS.MIL.

| NURSE  | AB                |                   |
|--|-------------------|-------------------|
| 3 Year Obligation (Any Specialty)                              | \$20,000          |                   |
| 4 Year Obligation (Any Specialty)                              | \$30,000          |                   |
| *4 Year Obligation<br>(Certified Registered Nurse Anesthetist) | \$250,000         |                   |
| SPECIALTY  | AB                |                   |
|  | 3-Year Obligation | 4-Year Obligation |
| *Dietician   | \$0               | \$30,000          |
| *Medical Lab Technologist                                      | \$0               | \$30,000          |
| Pharmacist   | \$0               | \$30,000          |
| *Physical Therapist  | \$0               | \$30,000          |
| Physician Assistant  | \$37,500          | \$60,000          |
| Public Health Officer (Air Force)                              | \$22,500          | \$40,000          |
| Social Worker  | \$18,750          | \$30,000          |
| Veterinary Officer   | \$0               | \$20,000          |

\*Table 5-2. CSWSAB

For the most current rates, see the [CSWSAB](#) table on DFAS.MIL.

| <b>DENTAL SPECIALTY</b>        | <b>CSWSAB 4-YEAR OBLIGATION</b> |                          |
|--------------------------------|---------------------------------|--------------------------|
| Comprehensive Dentistry        | \$300,000                       |                          |
| Endodontics                    | \$300,000                       |                          |
| General Dentistry              | \$150,000                       |                          |
| Oral and Maxillofacial Surgery | \$300,000                       |                          |
| Prosthodontics                 | \$300,000                       |                          |
| <b>MEDICAL SPECIALTY</b>       | <b>CSWSAB 4-YEAR OBLIGATION</b> |                          |
| *Aerospace Medicine            | \$200,000                       |                          |
| *Anesthesia                    | \$400,000                       |                          |
| *Cardiology                    | \$325,000                       |                          |
| *Cardio-Thoracic Surgery       | \$400,000                       |                          |
| *Diagnostic Radiology          | \$375,000                       |                          |
| *Emergency Medicine            | \$300,000                       |                          |
| *Family Practice               | \$275,000                       |                          |
| General Surgery                | \$400,000                       |                          |
| *Internal Medicine             | \$250,000                       |                          |
| *Infectious Diseases           | \$200,000                       |                          |
| Neurosurgery                   | \$400,000                       |                          |
| *Ophthalmology                 | \$225,000                       |                          |
| *Orthopedics                   | \$400,000                       |                          |
| *Preventive Medicine           | \$225,000                       |                          |
| *Psychiatry                    | \$275,000                       |                          |
| *Pulmonary Medicine            | \$300,000                       |                          |
| *Trauma/Critical Care Surgery  | \$400,000                       |                          |
| *Urology                       | \$300,000                       |                          |
| Vascular Surgery               | \$400,000                       |                          |
| <b>*SPECIALTY CSWSAB</b>       | <b>3-Year Obligation</b>        | <b>4-Year Obligation</b> |
| *Clinical Psychologist         | \$37,500                        | \$60,000                 |

Table 5-3. Dental Corps IP

For the most current rates, see the [Dental Corps IP](#) table on DFAS.MIL.

| <b>DENTAL CORPS</b>   | <b>FULLY QUALIFIED IP ONLY 1-YEAR RATE (PRORATED MONTHLY)</b> | <b>OR</b> | <b>FULLY QUALIFIED IP RATE PAID WITH A 2-, 3-, OR 4-YEAR RB (PRORATED MONTHLY)</b> |
|---|---|-----------|--|
| Advance Clinical Practice:<br>Endodontics;<br>Exodontia;<br>General Dentistry;<br>Periodontics; and<br>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:<br>Diagnosis;<br>Medicine;<br>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

For the most current rates, see the [Medical Corps IP](#) table on DFAS.MIL.

| MEDICAL CORPS                                     | IP ONLY 1-YEAR RATE<br>(PRORATED MONTHLY)                             |   |
|---|---|---|
| General Medical Officer                           | \$20,000  |   |
| Initial Residency                                 | \$8,000   |   |
| Internship  | \$1,200   |   |
| POST RESIDENT OR<br>FELLOW GRADUATE               | FULLY<br>QUALIFIED IP<br>ONLY 1-YEAR<br>RATE<br>(PRORATED<br>MONTHLY) | OR<br>FULLY QUALIFIED<br>IP RATE PAID WITH<br>A 2-, 3-, OR 4-YEAR<br>RB (PRORATED<br>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 <a href="#">Adult/Pediatrics</a> | \$49,000  | \$52,000  |
| General Internal Medicine                         | \$43,000  | \$43,000  |
| General Surgery                                   | \$52,000  | \$73,000  |
| Neurology <a href="#">Adult/Pediatrics</a>        | \$43,000  | \$43,000  |
| Neurosurgery                                      | \$59,000  | \$83,000  |
| <a href="#">Obstetrics-Gynecology (OB-GYN)</a>    | \$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 <a href="#">Adult/Pediatrics</a>       | \$43,000  | \$43,000  |
| Pulmonary/Critical Care Medicine                  | \$46,000  | \$49,000  |
| Radiology <a href="#">Diagnostic/Therapeutic</a>  | \$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

For the most current rates, see the [Nurse Corps IP and RB](#) table on DFAS.MIL.

| NURSE CORPS                             | FULLY QUALIFIED IP ONLY 1 YEAR RATE (PRORATED MONTHLY) | *RB Rate PAID ANNUALLY |          |          |          |
|---|--|------------------------|----------|----------|----------|
|   |  | 2-Year                 | 3-Year   | 4-Year   | *6- Year |
| *Any Nurse Practitioner                 | \$0  | \$10,000               | \$15,000 | \$20,000 | \$35,000 |
| *Certified Registered Nurse Anesthetist | \$15,000   | \$10,000               | \$20,000 | \$35,000 | \$50,000 |
| Community/Public Health Nursing         | \$0  | \$10,000               | \$15,000 | \$20,000 | \$0      |
| *Critical Care Nursing                  | \$0  | \$10,000               | \$15,000 | \$20,000 | \$35,000 |
| *Emergency Nursing                      | \$0  | \$10,000               | \$15,000 | \$20,000 | \$35,000 |
| *Flight Nursing                         | \$0  | \$10,000               | \$15,000 | \$20,000 | \$35,000 |
| Medical-Surgical Nursing                | \$0  | \$10,000               | \$15,000 | \$20,000 | \$0      |
| Neonatal Intensive Care                 | \$0  | \$10,000               | \$15,000 | \$20,000 | \$0      |
| Nurse Midwife                           | \$0  | \$10,000               | \$15,000 | \$20,000 | \$0      |
| OB/GYN Nursing                          | \$0  | \$10,000               | \$15,000 | \$20,000 | \$0      |
| Pediatric Nursing                       | \$0  | \$10,000               | \$15,000 | \$20,000 | \$0      |
| *Perioperative Nursing                  | \$0  | \$10,000               | \$15,000 | \$20,000 | \$35,000 |
| *Psychiatric/Mental Health Nursing      | \$0  | \$10,000               | \$15,000 | \$20,000 | \$35,000 |

\*Table 5-6. Biomedical Services, Medical Services, Specialists, and Veterinary Corps IP & RB  
For the most current rates, see the Biomedical Services, Medical Services, Specialists, and Veterinary Corps **IP & RB** table on DFAS.MIL.

| SPECIALTY                         | PAID ANNUALLY                                     |          |          |          |          |
|-----------------------------------|---|----------|----------|----------|----------|
|                                   | FULLY QUALIFIED IP RATE/YEAR (WITH OR WITHOUT RB) | RB Rate  |          |          |          |
|                                   |   | 2-Year   | 3-Year   | 4-Year   | *6-Year  |
| Optometrist                       | \$1,200   | \$5,000  | \$8,000  | \$10,000 | \$0      |
| Pharmacist                        | \$0   | \$15,000 | \$15,000 | \$15,000 | \$0      |
| *Physician Assistant              | \$5,000   | \$10,000 | \$15,000 | \$20,000 | \$35,000 |
| *Psychologist                     | \$5,000   | \$10,000 | \$15,000 | \$20,000 | \$35,000 |
| Public Health Officer (Air Force) | \$5,000   | \$5,000  | \$6,250  | \$7,500  | \$0      |
| Social Worker                     | \$0   | \$5,000  | \$8,000  | \$10,000 | \$0      |
| Veterinary                        | \$5,000   | \$2,500  | \$3,750  | \$5,000  | \$0      |

\*Table 5-7. Dental Corps RB

For the most current rates, see the [Dental Corps RB](#) table on DFAS.MIL.

| DENTAL CORPS  | PAID ANNUALLY |             |             |              |
|---|---------------|-------------|-------------|--------------|
|   | 2-Year Rate   | 3-Year Rate | 4-Year Rate | *6-Year Rate |
| Advance Clinical Practice:<br>Endodontics;<br>Exodontia;<br>General Dentistry;<br>Periodontics; and<br>Prosthodontics | \$18,000      | \$27,000    | \$35,000    | \$0          |
| *Comprehensive/Operative<br>Dentistry   | \$25,000      | \$38,000    | \$50,000    | \$65,000     |
| Dental Research   | \$25,000      | \$38,000    | \$50,000    | \$0          |
| Endodontics   | \$25,000      | \$38,000    | \$50,000    | \$0          |
| General Dentistry   | \$13,000      | \$19,000    | \$25,000    | \$0          |
| Oral:<br>Diagnosis;<br>Medicine;<br>Pathology   | \$25,000      | \$38,000    | \$50,000    | \$0          |
| *Oral Maxillofacial<br>Surgery  | \$25,000      | \$38,000    | \$50,000    | \$65,000     |
| Orthodontics  | \$25,000      | \$38,000    | \$50,000    | \$0          |
| Pedodontics   | \$25,000      | \$38,000    | \$50,000    | \$0          |
| *Periodontics   | \$25,000      | \$38,000    | \$50,000    | \$65,000     |
| *Prosthodontics   | \$25,000      | \$38,000    | \$50,000    | \$65,000     |
| Public Health Dentistry   | \$25,000      | \$38,000    | \$50,000    | \$0          |
| Temporomandibular<br>Dysfunction/Orofacial<br>Pain  | \$25,000      | \$38,000    | \$50,000    | \$0          |

\*Table 5-8. Medical Corps RB

For the most current rates, see the [Medical Corps RB](#) table on DFAS.MIL.

| POST RESIDENT OR<br>FELLOW GRADUATE   | PAID ANNUALLY |          |          |          |
|---------------------------------------|---------------|----------|----------|----------|
|                                       | 2-Year        | 3-Year   | 4-Year   | *6-Year  |
| Aerospace Medicine                    | \$13,000      | \$19,000 | \$25,000 | \$0      |
| *Anesthesiology                       | \$25,000      | \$40,000 | \$60,000 | \$75,000 |
| Cardiology-Adult/Pediatric            | \$21,000      | \$34,000 | \$51,000 | \$0      |
| Dermatology                           | \$17,000      | \$25,000 | \$38,000 | \$0      |
| *Emergency Medicine                   | \$17,000      | \$26,000 | \$40,000 | \$55,000 |
| *Family Practice                      | \$17,000      | \$25,000 | \$38,000 | \$50,000 |
| Gastroenterology<br>Adults/Pediatrics | \$22,000      | \$33,000 | \$50,000 | \$0      |
| General Internal Medicine             | \$13,000      | \$23,000 | \$35,000 | \$0      |
| *General Surgery                      | \$25,000      | \$40,000 | \$60,000 | \$75,000 |
| Neurology Adults/Pediatrics           | \$13,000      | \$19,000 | \$25,000 | \$0      |
| Neurosurgery                          | \$25,000      | \$40,000 | \$60,000 | \$0      |
| OB-GYN                                | \$17,000      | \$25,000 | \$35,000 | \$0      |
| Ophthalmology                         | \$13,000      | \$19,000 | \$25,000 | \$0      |
| *Orthopedics                          | \$17,000      | \$33,000 | \$50,000 | \$70,000 |
| Otolaryngology                        | \$17,000      | \$25,000 | \$33,000 | \$0      |
| Pathology                             | \$13,000      | \$20,000 | \$30,000 | \$0      |
| Pediatrics                            | \$13,000      | \$20,000 | \$30,000 | \$0      |
| Physiatrist/Physical Medicine         | \$12,000      | \$13,000 | \$20,000 | \$0      |
| Preventative/Occupational<br>Medicine | \$13,000      | \$20,000 | \$30,000 | \$0      |
| *Psychiatry Adults/Pediatrics         | \$17,000      | \$28,000 | \$43,000 | \$58,000 |
| *Pulmonary/Critical Care<br>Medicine  | \$21,000      | \$31,000 | \$45,000 | \$60,000 |
| Radiology Diagnostic/Therapeutic      | \$25,000      | \$40,000 | \$60,000 | \$0      |
| *Subspecialty Category I (Note 1)     | \$23,000      | \$36,000 | \$55,000 | \$75,000 |
| Subspecialty Category II (Note 2)     | \$12,000      | \$18,000 | \$27,000 | \$0      |
| Subspecialty Category III (Note 3)    | \$12,000      | \$17,000 | \$25,000 | \$0      |
| Subspecialty Category IV (Note 4)     | \$13,000      | \$19,000 | \$25,000 | \$0      |
| Subspecialty Category V (Note 5)      | \$21,000      | \$31,000 | \$45,000 | \$0      |
| Urology                               | \$20,000      | \$30,000 | \$45,000 | \$0      |

\*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. Dental RC AB and RB

For the most current rates, see the [Dental RC AB and RB](#) table on DFAS.MIL.

| <b>DENTAL CORPS</b>                 | <b>AB (Note)</b> | <b>RB (Note)</b> |
|-------------------------------------|------------------|------------------|
| Dental Officer,<br>Clinical/General | \$25,000         | \$25,000         |
| Dentist, Comprehensive              | \$25,000         | \$25,000         |
| Endodontist                         | \$25,000         | \$25,000         |
| *Oral & Maxillofacial<br>Surgeon    | \$30,000         | \$30,000         |
| Periodontist                        | \$25,000         | \$25,000         |
| Prosthodontist                      | \$25,000         | \$25,000         |
| *Public Health Dentist              | \$20,000         | \$20,000         |

**NOTES:**

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

\*Table 5-10. Medical RC AB and RB

For the most current rates, see the [Medical RC AB and RB](#) table on DFAS.MIL.

| MEDICAL CORPS   | AB (Note) | RB (Note) |
|---|-----------|-----------|
| *Aerospace Medicine   | \$30,000  | \$30,000  |
| *Anesthesiology   | \$40,000  | \$40,000  |
| *Critical Care<br>Pulmonary Disease   | \$50,000  | \$50,000  |
| *Emergency Medicine   | \$40,000  | \$40,000  |
| Family Medicine/<br>Family Practice   | \$25,000  | \$25,000  |
| Field Surgeon   | \$25,000  | \$25,000  |
| *Flight Surgeon;<br>Aviation/Aerospace GMO;<br>Aviation/Aerospace;<br>Residence Trained | \$30,000  | \$30,000  |
| *Gastroenterology   | \$25,000  | \$25,000  |
| Infectious Disease  | \$25,000  | \$25,000  |
| Internist   | \$25,000  | \$25,000  |
| *Nephrology   | \$25,000  | \$25,000  |
| *Neurologist  | \$25,000  | \$25,000  |
| OB-GYN  | \$25,000  | \$25,000  |
| Ophthalmology   | \$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  | \$45,000  | \$45,000  |
| *Radiologist, Special<br>Procedures   | \$50,000  | \$50,000  |
| *Surgeon Colon Rectal   | \$50,000  | \$50,000  |
| *Surgeon Critical Care<br>Trauma  | \$50,000  | \$50,000  |
| *Surgeon, General   | \$50,000  | \$50,000  |
| *Surgeon, Neurological  | \$50,000  | \$50,000  |
| *Surgeon Orthopedic   | \$50,000  | \$50,000  |
| *Surgeon Plastic  | \$50,000  | \$50,000  |
| *Surgeon, Thoracic<br>Cardiovascular  | \$50,000  | \$50,000  |
| *Surgeon Vascular Peripheral  | \$50,000  | \$50,000  |
| Undersea Medicine   | \$25,000  | \$25,000  |
| *Urologist  | \$45,000  | \$45,000  |



\*Table 5-10. Medical RC AB and RB (Continued)

NOTE:

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

## \*Table 5-11. Nurse Corps RC AB and RB

(See Note)

For the most current rates, see the [Nurse Corps RC AB and RB](#) table on DFAS.MIL.

| NURSE CORPS                   | AB (Note) | RB (Note) |
|-------------------------------|-----------|-----------|
| Anesthetist                   | \$25,000  | \$25,000  |
| *Clinical, Critical Care      | \$20,000  | \$20,000  |
| *Clinical, Obstetrics         | \$15,000  | \$15,000  |
| *Flight                       | \$20,000  | \$20,000  |
| *Mental Health                | \$17,500  | \$17,500  |
| Midwife                       | \$15,000  | \$15,000  |
| *Operating Room               | \$20,000  | \$20,000  |
| *Practitioner, Acute Care     | \$20,000  | \$20,000  |
| *Practitioner, Family         | \$20,000  | \$20,000  |
| *Practitioner, Mental Health  | \$20,000  | \$20,000  |
| Practitioner, Pediatric       | \$15,000  | \$15,000  |
| *Practitioner, Women's Health | \$15,000  | \$15,000  |
| *Public Health                | \$15,000  | \$15,000  |
| *Trauma/Emergency             | \$15,000  | \$15,000  |

## NOTE:

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

\*Table 5-12. Biomedical Services, Medical Services, Specialists, and Veterinary Corps RC AB & RB

(See Note)

For the most current rates, see the Biomedical Services, Medical Services, Specialists, and Veterinary Corps **RC AB and RB** table on DFAS.MIL.

| <b>SPECIALTIES</b>                                     | <b>AB (Note)</b> | <b>RB (Note)</b> |
|--|------------------|------------------|
| *Aeromedical Evacuation                                | \$10,000         | \$10,000         |
| *Audiologist   | \$15,000         | \$15,000         |
| *Clinical Laboratory/<br>Biomedical Laboratory Science | \$10,000         | \$10,000         |
| *Clinical Psychologist                                 | \$20,000         | \$20,000         |
| *Entomologist  | \$15,000         | \$15,000         |
| Health Service Administration                          | \$10,000         | \$10,000         |
| *Microbiologist  | \$10,000         | \$10,000         |
| Optometrist  | \$20,000         | \$20,000         |
| *Patient Administration                                | \$10,000         | \$10,000         |
| *Physical Therapist                                    | \$20,000         | \$20,000         |
| Physician Assistant                                    | \$25,000         | \$25,000         |
| Plans/Operations/Medical<br>Intelligence               | \$15,000         | \$15,000         |
| *Public Health   | \$15,000         | \$15,000         |
| *Social Worker   | \$15,000         | \$15,000         |
| <b>VETERINARY CORPS</b>                                | <b>AB</b>        | <b>RB</b>        |
| *Clinical Medicine                                     | \$15,000         | \$15,000         |
| *Laboratory Animal Medicine                            | \$15,000         | \$15,000         |
| *Pathology   | \$15,000         | \$15,000         |
| *Preventive Medicine                                   | \$15,000         | \$15,000         |
| *Service Officer                                       | \$15,000         | \$15,000         |

**NOTE:**

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

\*REFERENCES

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

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

[Assistant Secretary of Defense Health Affairs \(ASD HA\) 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

050905

[37 U.S.C. §§ 332, 335, 353](#)

Table 5-1 – AB

[ASD HA Memo, September 26, 2018](#)

Table 5-2 – CSWSAB

ASD HA Memo, September 26, 2018

Table 5-3 – DENTAL CORPS IP

ASD HA Memo, September 27, 2016

Table 5-4 – MEDICAL CORPS IP

ASD HA Memo, September 26, 2018

Table 5-5 – NURSE CORPS IP AND RB

ASD HA Memo, September 26, 2018

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

ASD HA Memo, September 26, 2018

Table 5-7 – DENTAL CORPS RB

ASD HA Memo, September 26, 2018

Table 5-8 – MEDICAL CORPS RB

ASD HA Memo, September 26, 2018

Table 5-9 – DENTAL RC AB AND RB

ASD HA Memo, September 26, 2018

Table 5-10 – MEDICAL RC AB AND RB

ASD HA Memo, September 26, 2018

Table 5-11 – NURSE CORPS RC AB AND RB

ASD HA Memo, September 26, 2018

Table 5-12 – BIOMEDICAL SERVICES, MEDICAL SERVICES, SPECIALISTS, AND VETERINARY CORPS RC AB AND RB

ASD HA Memo, September 26, 2018