



THE ASSISTANT SECRETARY OF DEFENSE

**1200 DEFENSE PENTAGON
WASHINGTON, DC 20301-1200**

SEP 29 2017

HEALTH AFFAIRS

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE NAVY (MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE AIR FORCE (MANPOWER AND RESERVE AFFAIRS)

SUBJECT: Health Professions Officer Special and Incentive Pay Plan

- References: (a) Sections 204, 206, 301d, 301e, 302a, 302b, 302d, 302e, 302g, 302h, 302i, 302j, 302k, 302l, 303, 303a, 303b, 332, 335, 353, 371, and 373 of title 37, United States Code
- (b) Department of Defense Instruction 6000.13, "Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs)," incorporating change May 3, 2016

Effective October 1, 2017, the Department of Defense (DoD) Health Professions Officers (HPO) Special and Incentive Pay Program is updated to reflect the changes from the review by the Services. The attached tables specify pay plan rates and board certification details of the Consolidated Special Pays (CSP) for HPO of the Active and Reserve Components, in accordance with References (a) and (b). This policy will remain in effect subject to congressional reauthorization of Section 335 of title 37, United States Code.

All remaining officers not already under a CSP contract in Fiscal Year (FY) 2018 will transition from current Legacy special pays to CSP by January 28, 2018. Officers on a multi-year Legacy contract due an annual installment in and after FY 2018 may have their contracts amended. Amended contracts will not incur any additional Active Duty Service Obligation if the special pay amount is the same.

Please provide this office with a copy of your implementing guidance within 120 days of the date of this memorandum.

Tom McCaffery
Acting

Attachments:

1. Medical Corps Pay Plan
2. Dental Corps Pay Plan
3. Nurse Corps Pay Plan
4. Health Professions Officers Special Pay Plan
5. Reserve Component Health Professions Special and Incentive Pay Plan

Attachment 1

MEDICAL CORPS SPECIAL PAY PLAN

**Table 1: MEDICAL CORPS CRITICAL WARTIME SKILLS
ACCESSION BONUS (CWSAB) ¹**

<u>Medical Specialty</u>	<u>CWSAB 4-year Obligation</u>
Anesthesia	\$396,000
Neurosurgery	\$400,000
Diagnostic Radiology	\$364,000
General Surgery	\$400,000
Vascular Surgery	\$400,000
Pulmonary Medicine	\$292,000
Orthopedics	\$356,000
Otolaryngology	\$252,000
Aerospace Medicine	\$180,000
Emergency Medicine	\$276,000
Family Practice	\$252,000
Psychiatry	\$272,000
Urology	\$280,000
Internal Medicine	\$240,000
Ophthalmology	\$200,000
Preventive Medicine	\$220,000
Pediatrics	\$220,000

Table 2: MEDICAL CORPS INCENTIVE PAY (IP) & RENTION BONUS (RB) ^{2,3}

MEDICAL CORPS	Incentive Pay (IP) only 1-year rate (prorated monthly)					
INTERNSHIP (FYGME)	\$1,200					
INITIAL RESIDENCY (PGY2)	\$8,000					
GENERAL MEDICAL OFFICER (GMO)	\$20,000					
POST RESIDENT or FELLOW GRADUATE (initial residency is the first residency completed)	Fully Qualified IP only 1-year rate (prorated monthly)	OR	Fully Qualified IP rate paid with a 2, 3, 4-year Retention Bonus (RB) (prorated monthly)	RB 2-year rate (paid annually)	RB 3-year rate (paid annually)	RB 4-year rate (paid annually)
AEROSPACE MEDICINE (RAM)	\$43,000		\$43,000	\$13,000	\$19,000	\$25,000
ANESTHESIOLOGY	\$59,000		\$73,000	\$25,000	\$40,000	\$60,000
CARDIOLOGY- ADULT/PEDS	\$59,000		\$64,000	\$21,000	\$34,000	\$51,000
DERMATOLOGY	\$43,000		\$43,000	\$17,000	\$25,000	\$38,000
EMERGENCY MEDICINE	\$49,000		\$53,000	\$17,000	\$26,000	\$40,000
FAMILY PRACTICE	\$43,000		\$43,000	\$17,000	\$25,000	\$38,000
GASTROENTEROLOGY- ADULT/PEDS	\$49,000		\$52,000	\$22,000	\$33,000	\$50,000
GEN INTERNAL MEDICINE	\$43,000		\$43,000	\$13,000	\$23,000	\$35,000
GENERAL SURGERY	\$52,000		\$73,000	\$25,000	\$40,000	\$60,000
NEUROLOGY- ADULT/PEDS	\$43,000		\$43,000	\$13,000	\$19,000	\$25,000
NEUROSURGERY	\$59,000		\$83,000	\$25,000	\$40,000	\$60,000
OBSTETRICS-GYNECOLOGY	\$54,000		\$54,000	\$17,000	\$25,000	\$35,000
OPHTHALMOLOGY	\$51,000		\$53,000	\$13,000	\$19,000	\$25,000
ORTHOPEDICS	\$59,000		\$73,000	\$17,000	\$33,000	\$50,000
OTOLARYNGOLOGY	\$53,000		\$58,000	\$17,000	\$25,000	\$33,000
PATHOLOGY	\$43,000		\$43,000	\$13,000	\$20,000	\$30,000
PEDIATRICS	\$43,000		\$43,000	\$13,000	\$20,000	\$30,000
PHYSIATRIST/PHYSICAL MEDICINE	\$43,000		\$43,000	\$12,000	\$13,000	\$20,000
PREVENTIVE/OCCUPATIONAL MEDICINE	\$43,000		\$43,000	\$13,000	\$20,000	\$30,000
PSYCHIATRY- ADULT/PEDS	\$43,000		\$43,000	\$17,000	\$28,000	\$43,000
PULMONARY/CRITICAL CARE MEDICINE	\$46,000		\$49,000	\$21,000	\$31,000	\$45,000
RADIOLOGY- DIAGNOSTIC/THERAPUETIC	\$59,000		\$65,000	\$25,000	\$40,000	\$60,000
UROLOGY	\$51,000		\$51,000	\$20,000	\$30,000	\$45,000
SUBSPEC CAT I (note 1)	\$59,000		\$80,000	\$23,000	\$36,000	\$55,000
SUBSPEC CAT II (note 2)	\$51,000		\$51,000	\$12,000	\$18,000	\$27,000
SUBSPEC CAT III (note 3)	\$46,000		\$49,000	\$12,000	\$17,000	\$25,000
SUBSPEC CAT IV (note 4)	\$43,000		\$43,000	\$13,000	\$19,000	\$25,000
SUBSPEC CAT V (note 5)	\$59,000		\$64,000	\$21,000	\$31,000	\$45,000
Board Certification Pay (BCP) 1-year rate (prorated monthly)	\$6,000					
NOTE 1: REQUIRES PRIMARY SPECIALTY IN GENERAL SURGERY OR AS LISTED-- CARDIO-THORACIC SURGERY, COLON-RECTAL SURGERY, ONCOLOGY SURGERY, PEDIATRIC SURGERY, PLASTIC SURGERY, ORGAN TRANSPLANT, TRAUMA/CRITICAL CARE SURGERY, VASCULAR SURGERY, AND FELLOWSHIP TRAINED ORTHOPEDIC SURGEONS.						
NOTE 2: INTERNAL MEDICINE NUCLEAR MEDICINE PHYSICIANS ONLY.						
NOTE 3: INTERNAL MEDICINE/PEDIATRIC FELLOWSHIP SUBSPECIALTIES IN ALLERGY, ALLERGY/IMMUNOLOGY, NEPHROLOGY, HEMATOLOGY/ONCOLOGY, AND NEONATOLOGY.						
NOTE 4: ALL INTERNAL MEDICINE AND PEDIATRIC SUBSPECIALTIES NOT LISTED IN SUBSPECIALTY CATEGORY I, III, OR LISTED SEPARATELY-- INFECTIOUS DISEASE, RHEUMATOLOGY, GERIATRICS FELLOWSHIP TRAINING, ENDOCRINOLOGY, CLINICAL PHARMACOLOGY, DEVELOPMENTAL PEDIATRICS, AND ENDOCRINOLOGY.						
NOTE 5: PHYSICIANS WHO ARE FELLOWSHIP TRAINED IN OPHTHALMOLOGY, OTOLARYNGOLOGY, OB/GYN, AND UROLOGY.						

Table 3:

Board Certification Pay (BCP) 1-year rate (prorated monthly) ^{2,3}	\$6,000
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Table 4: Recognized Boards

American Board of Medical Specialties - ABMS
American Osteopathic Association Specialty Certifying Boards - AOA

Footnotes:

¹ Must be a graduate of an American Medical Association or American Osteopathic Association-accredited school of medicine, and possess a Doctor of Medicine or Doctor of Osteopathic Medicine degree.

² Active Component Health Care Providers (HPOs) must be currently credentialed, privileged, and practicing at a facility designated by the military Service, in the medical specialty for which the IP and RB is being paid. The Secretary of the Military Department concerned may also approve recommendations on a case by case basis for IP and RB payments to Physicians assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions, or in remote locations outside the United States, or that preclude the ability to spend appropriate time in a clinical setting. General/Flag officers at the rank of O-7 and above are eligible for the General Medical Officer IP rate and BCP.

³ To be paid IP and BCP under the 1/30th rule, Reserve Component HPOs must be credentialed by the military Service in the specialty for which the incentive is being paid.

Attachment 2

DENTAL CORPS SPECIAL PAY PLAN

Table 1: DENTAL CORPS CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB) ¹

<u>Dental Specialty</u>	<u>CWSAB 4-year Rate</u>
General Dentistry	\$150,000
Oral and Maxillofacial Surgery	\$300,000
Comprehensive Dentistry	\$300,000
Endodontics	\$300,000
Prosthodontics	\$300,000

Table 2: DENTAL CORPS INCENTIVE PAY (IP) & RETENTION BONUS (RB) ^{2, 3}

DENTAL CORPS	Fully Qualified IP only 1-year rate (prorated monthly)	OR	Fully Qualified IP rate paid with a 2, 3, 4-year Retention Bonus (RB) (prorated monthly)	RB 2-Year Rate (Paid Annually)	RB 3-Year Rate (Paid Annually)	RB 4-Year Rate (Paid Annually)
General Dentistry	\$20,000		\$20,000	\$13,000	\$19,000	\$25,000
Advanced Clinical Practice (ACP)- General Dentistry, Exodontia, Endodontics, Periodontics, Prosthodontics	\$25,000		\$25,000	\$18,000	\$27,000	\$35,000
Comprehensive/Operative Dentistry	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Endodontics	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Oral Pathology/Oral Diagnosis/Oral Medicine/Oral Radiology	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Orthodontics	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Pedodontics	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Periodontics	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Prosthodontics	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Public Health Dentistry	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Temporomandibular Dysfunction (TMD)/Orofacial Pain	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Dental Research	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Oral Maxillofacial Surgery	\$55,000		\$75,000	\$25,000	\$38,000	\$50,000

Table 3:

Board Certification Pay (BCP) 1-year rate (prorated monthly) ^{2, 3}	\$6,000
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Table 4: Recognized Boards

American Board of Dental Public Health	American Board of Periodontology
American Board of Endodontics	American Board of Prosthodontics
American Board of Oral and Maxillofacial Pathology	American Board of Operative Dentistry
American Board of Oral and Maxillofacial Radiology	American Board of Orofacial Pain
American Board of Oral and Maxillofacial Surgery	American Board of Oral Medicine

American Board of Orthodontics	American Board of General Dentistry
American Board of Pediatric Dentistry	-----

Footnotes:

¹ Must be a graduate of an American Dental Association-accredited school of dentistry and possess a Doctor of Dental Surgery or Doctor of Dental Medicine degree.

² Active Component HPOs must be currently credentialed, privileged, and practicing at a facility designated by the military Service, in the Dental specialty for which the IP and RB is being paid. The Secretary of the Military Department concerned may also approve recommendations on a case by case basis for IP and RB payments to Dentists assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions, or in remote locations outside the United States, or that preclude the ability to spend appropriate time in a clinical setting. General/Flag officers at the rank of O-7 and above are eligible for the General Dentistry IP rate and BCP.

³ To be paid IP and BCP under the 1/30th rule, Reserve Component HPOs must be credentialed by the military Service in the specialty for which the incentive is being paid.

Attachment 3

NURSE CORPS SPECIAL PAY PLAN

Table 1: NURSE ACCESSION BONUS (AB) ¹

<u>AB Active Duty Obligation</u>	<u>Lump Sum Rate</u>
3-Year	\$20,000
4-Year	\$30,000

Table 2: NURSE CORPS INCENTIVE PAY (IP) & RETENTION BONUS (RB) ^{2,3}

NURSE CORPS	Fully Qualified IP only 1-year rate (prorated monthly)	RB 2-Year Rate (Paid Annually)	RB 3-Year Rate (Paid Annually)	RB 4-Year Rate (Paid Annually)
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 Nurse	\$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
Obstetrics/Gynecology 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
Any Nurse Practitioner	\$0	\$10,000	\$15,000	\$20,000
Certified Registered Nurse Anesthetist	\$15,000	\$10,000	\$20,000	\$35,000

Table 3: Recognized Boards for IP and/or RB

Academy of Medical-Surgical Nurses Certified Medical-Surgical Registered (CMSRN)	Board of Certification for Emergency Nursing (BCEN)
American Association of Nurse Practitioners	Competency & Credentialing Institute Certified
American Association of Critical Care Nurses (AACN)	National Board on Certification and Recertification of Nurse Anesthetist (NBCRNA)
American Board of Perianesthesia Nursing Certification, Incorporated (ABPANC)	National Certification Corporation (NCC)
American Midwifery Certification Board (AMCB)	Pediatric Nursing Certification Board (PNCB)
American Nurses Credentialing Center (ANCC)	Medical-Surgical Nursing Certification Board

National Board of Public Health Examiners (NBPHE)	
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Table 4:

Board Certification Pay (BCP) 1-year rate (prorated monthly)³	\$6,000
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Table 5: **Approved Nurse Corps Board Certifications for BCP**

Specialty	Sponsor	Certification Responsibility	Board
CRNA	American Association of Nurse Anesthetists	National Board of Certification and Recertification for Nurse Anesthetists	Nurse Anesthetist
NP	American Nurses Association	American Nurses Credentialing Center, American Academy of Nurse Practitioners or Pediatric Nursing Certification Board	Adult Health Nurse Practitioner
			Family Nurse Practitioner
			Pediatric Nurse Practitioner
			Psychiatric/Mental Health Nurse Practitioner
			Acute Care Nurse Practitioner
			Primary Care Nurse Practitioner
Women's Health NP	National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties	National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties	Women's Health Care Nurse Practitioner (for OB/GYN & GYN NPs)
Nurse Midwife	National Commission for Certifying Agencies	American Midwifery Certification Board	Nurse Midwife
Clinical Nurse Specialist	American Nurses Association	American Nurses Credentialing Center or American Association of Critical Care Nurses Certification Corporation	Clinical Nurse Specialist
Public Health	American Nurses Association	American Nurses Credentialing Center	Public Health Nurse

Nurse	American Public Health Association	National Board of Public Health Examiners	Certified in Public Health
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Footnotes:

¹ Must be a graduate of a school of nursing accredited by the National League for Nursing Accrediting Commission or the Commission on Collegiate Nursing Education that conferred a baccalaureate degree or higher in nursing.

² Active Component HPOs must be currently credentialed, privileged (Advanced Practice Registered Nurses), and practicing at a facility designated by the military Service, in the nurse specialty for which the IP and RB is being paid. The Secretary of the Military Department concerned may also approve recommendations on a case by case basis for IP and RB payments to nurses assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions or in remote locations outside the United States, or that preclude the ability to spend appropriate time in a clinical setting. General/Flag officers at the rank of O-7 and above are eligible for the IP and BCP in their credentialed specialty.

³ To be paid IP and BCP under the 1/30th rule, Reserve Component HPOs must be credentialed by the military Service in the specialty for which the incentive is being paid.

Attachment 4

HEALTH PROFESSIONS OFFICERS SPECIAL PAY PLAN

Table 1: Accession Bonus (AB) Rates by Specialty ¹

SPECIALTY	Lump Sum	
	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 2: Incentive Pay/Retention Bonus (IP/RB) Rates by Specialty ^{2,3}

SPECIALTY	Amount Paid Per Year or:			
	Fully Qualified IP Rate/Year (with and without RB)	RB 2-Year Rate	RB 3-Year Rate	RB 4-Year Rate
Optometrist	\$1,200	\$5,000	\$8,000	\$10,000
Pharmacist	\$0	\$15,000	\$15,000	\$15,000
Physician Assistant	\$5,000	\$10,000	\$15,000	\$20,000
Psychologist	\$5,000	\$10,000	\$15,000	\$20,000
Public Health Officer (Air Force)	\$5,000	\$5,000	\$6,250	\$7,500
Social Worker	\$0	\$5,000	\$8,000	\$10,000
Veterinary Officer	\$5,000	\$2,500	\$3,750	\$5,000

Table 3:

Board Certification Pay (BCP) 1-year rate (prorated monthly) ³	\$6,000
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Table 4: Approved Specialty Professional Boards Eligible for Board Certification Pay (BCP)

SPECIALTY	SPONSOR	CERTIFICATION RESPONSIBILITY	BOARD(S)
Audiology/ Speech Pathology	American Speech-Language Hearing Association	Council for Clinical Certification in Audiology and Speech-Language Pathology	1. Audiology (CCC-A) 2. Speech-Language Pathology (CCC-SLP)
	American Board of Audiology	Clinical Certification Board	1. Audiology 2. Advanced Certification with Specialty Recognition (various)
Biochemistry	Commission on Accreditation in Clinical Chemistry	American Board of Clinical Chemistry	Fellow of the Academy of Clinical Biochemistry
	American Board of Forensic Toxicology (ABFT)	American Board of Forensic Toxicology (ABFT)	Fellow of the American Board of Forensic Toxicology, F-ABFT
Dietetics	Academy of Nutrition and Dietetics	Commission on Dietetic Registration	1. Pediatric Nutrition 2. Renal Nutrition 3. Sports Dietetics 4. Gerontological Nutrition 5. Oncology Nutrition 6. Advanced Practice Certification in Clinical Nutrition 7. Obesity and Weight Management
	American Society for Parenteral and Enteral Nutrition	The National Board of Nutrition Support Certification	Certified Nutrition Support Clinician
	National Certification Board for Diabetes Educators	National Certification Board for Diabetes Educators	Certified Diabetes Educator
	National Commission for Health Education Credentialing	National Commission for Health Education Credentialing	1. Certified Health Education Specialists 2. Master Certified Health Education Specialist
	American Board of Sports Medicine	American College of Sports Medicine	1. Registered Clinical Exercise Physiologist 2. Certified Exercise Physiologist 3. Certified Clinical Exercise Physiologist

Approved Specialty Professional Boards Eligible for BCP (continued)

Medical Physicist	American Board of Radiology	American Board of Medical Specialties	Subspecialties of nuclear medical physics, diagnostic medical physics, and therapeutic medical physics
Occupational Therapy	American Occupational Therapy Association (AOTA)	AOTA Board for Advanced and Specialty Certification	1. Gerontology 2. Mental Health 3. Pediatrics 4. Physical Rehabilitation
	Hand Therapy Certification Commission	Hand Therapy Certification Commission	Certified Hand Therapist
	Board of Certification in Professional Ergonomics	Board of Certification in Professional Ergonomics	1. Certified Professional Ergonomist 2. Certified Human Factors Professional 3. Certified User Experience Professional
	Academy of Certified Brain Injury Specialists	Academy of Certified Brain Injury Specialists	Certified Brain Injury Specialist Trainer
Optometry	American Academy of Optometry	American Academy of Optometry	Fellow of the American Academy of Optometry
Pharmacy	American Pharmacists Association	Board of Pharmacy Specialties	Any
Physical Therapy	American Physical Therapy Association	American Board of Physical Therapy Specialists	1. Cardiopulmonary 2. Clinical Electrophysiology 3. Geriatrics 4. Neurology 5. Orthopedics 6. Pediatrics 7. Sports 8. Women's Health
Physician Assistant	National Commission on Certification of Physician Assistants	National Commission on Certification of Physician Assistants	National Commission on Certification of Physician Assistants
Podiatry	American Podiatric Medical Association	Council on Podiatric Medical Education	1. American Board of Podiatric Medicine 2. American Board of Foot and Ankle Surgery
Psychology	American Psychological Association	American Board of Professional Psychology	Diplomate
Social Work	American Board of Examiners In Clinical Social Work	American Board of Examiners In Clinical Social Work	Diplomate in Clinical Social Work
	National Association of Social Workers	Competence Certification Commission	Diplomate in Clinical Social Work
Veterinary Officer	Any one of several boards certified by the American Veterinary Medical Association	Specific Specialty Board	Any

Footnotes:

¹ Must be a graduate of an accredited school in his or her clinical specialty.

² Active Component HPOs must be credentialed, privileged, and practicing at a facility designated by the military service, in the specialty for which the IP and RB is being paid. The Secretary of the Military Department concerned may also approve recommendations on a case-by-case basis for IP and RB payments to HPOs assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions, or in remote locations outside the United States, or that preclude the ability to spend appropriate time in a clinical setting. General/Flag officers at the rank of O-7 and above are eligible for the IP and BCP in their credentialed specialty.

³ To be paid IP and BCP under the 1/30th rule, Reserve Component HPOs must be credentialed by the military Service in the specialty for which the incentive is being paid.

Attachment 5

RESERVE COMPONENT (RC) HEALTH PROFESSIONS SPECIAL AND INCENTIVE PAY PLAN

Table 1:

Critical Skill ¹	ARNG	USAR	USNR	ANG	USAFR	RC Health Professions Incentives			
MEDICAL CORPS	Eligibility					AB Annual Rate ²	RB Annual Rate ²	Stipend ³	RC HPLRP Annual/Lifetime Rate ⁴
Aerospace Medicine Specialist				48AX	48AX	\$30K	\$30K	See note	\$40K/\$250K
Anesthesiologist		60N	15B0/15B1	45AX	45AX	\$40K	\$40K	See note	\$40K/\$250K
Critical Care/Pulmonary Disease Medicine/Cardiology		60F	16R1	44YX	44YX	\$35K	\$35K	See note	\$40K/\$250K
Emergency Services/Emergency Medicine		62A	16P0/16P1	44EX	44E3A	\$30K	\$30K	See note	\$40K/\$250K
Family Medicine, Family Practice		61H	16Q0/16Q1	44FX	44FX	\$25K	\$25K	See note	\$40K/\$250K
Field Surgeon/General Practice Medicine	62B ⁵		15F0			\$25K	\$25K	See note	\$40K/\$250K
Flight Surgeon, Aviation/Aerospace GMO, Aviation/Aerospace Res Trained	61N ⁶	61N ⁶	15A0/15A1	48GX/48RX	48GX/48RX	\$30K	\$30K	See note	\$40K/\$250K
Gastroenterology			16R1			\$25K	\$25K	See note	\$40K/\$250K
Infectious Disease			16R1			\$25K	\$25K	See note	\$40K/\$250K
Internist		61F	16R0/16R1	44MX	44MX	\$25K	\$25K	See note	\$40K/\$250K
Nephrology			16R1			\$25K	\$25K	See note	\$40K/\$250K
Obstetrician and Gynecologist		60J	15E0/15E1	45GX	45GX	\$25K	\$25K	See note	\$40K/\$250K
Ophthalmology		60S				\$25K	\$25K	See note	\$40K/\$250K
Otorhinolaryngologist		60T				\$25K	\$25K	See note	\$40K/\$250K
Pediatrician		60P		44KX	44KX	\$25K	\$25K	See note	\$40K/\$250K
Preventive Medicine		60C ⁵				\$25K	\$25K	See note	\$40K/\$250K
Psychiatrist	60W	60W	16X0/16X1		44PX	\$25K	\$25K	See note	\$40K/\$250K
Radiologist, Diagnostic		61R	16Y0/16Y1			\$45K	\$45K	See note	\$40K/\$250K
Radiologist, Special Procedures					44RXB	\$50K	\$50K	See note	\$40K/\$250K
Surgeon, Colon/Rectal			15C1			\$50K	\$50K	See note	\$40K/\$250K
Surgeon, Critical Care/Trauma			15C1			\$50K	\$50K	See note	\$40K/\$250K
Surgeon, General		61J	15C0/15C1	45SX	45SX	\$50K	\$50K	See note	\$40K/\$250K
Surgeon, Neurological		61Z	15D0/15D1			\$50K	\$50K	See note	\$40K/\$250K
Surgeon, Orthopedic		61M	15H0/15H1	45BX	45BX	\$50K	\$50K	See note	\$40K/\$250K
Surgeon, Plastic			15C1			\$50K	\$50K	See note	\$40K/\$250K
Surgeon, Thoracic/Cardiovascular		61K	15C1			\$50K	\$50K	See note	\$40K/\$250K
Surgeon, Vascular/Peripheral			15C1			\$50K	\$50K	See note	\$40K/\$250K
Undersea Medicine			16U0/16U1			\$25K	\$25K	See note	\$40K/\$250K
Urologist		60K			45UX	\$45K	\$45K	See note	\$40K/\$250K
NURSE CORPS	Eligibility					AB Annual Rate ²	RB Annual Rate ²	Stipend ³	RC HPLRP Annual/Lifetime Rate ⁴
Clinical Nurse, Critical Care		66S	1960	46NXE	46NXE	\$15K	\$15K	See note	\$20K/\$60K
Clinical Nurse, Obstetrics				46NXG	46NXG	\$15K	\$15K	See note	\$20K/\$60K
Flight Nurse				46FX	46FX	\$20K	\$20K	See note	\$20K/\$60K
Mental Health Nurse					46PX	\$17.5K	\$17.5K	See note	\$20K/\$60K
Midwife			1981			\$15K	\$15K	See note	\$20K/\$60K
Nurse Anesthetist		66F	1972	46YXM	46YXM	\$25K	\$25K	See note	\$20K/\$60K
Nurse Practitioner, Acute Care				46YXC		\$20K	\$20K	See note	\$20K/\$60K
Nurse Practitioner, Family	66P	66P		46YXH	46YXH	\$20K	\$20K	See note	\$20K/\$60K
Nurse Practitioner, Mental Health		66R	1973			\$20K	\$20K	See note	\$20K/\$60K
Nurse Practitioner, Pediatric			1974			\$15K	\$15K	See note	\$20K/\$60K
Nurse Practitioner, Women's Health					46YXA	\$15K	\$15K	See note	\$20K/\$60K
Operating Room Nurse		66E	1950		46SX	\$20K	\$20K	See note	\$20K/\$60K
Public Health Nurse		66B				\$15K	\$15K	See note	\$20K/\$60K
Trauma Nurse/Emergency		66T		46NXJ	46NXJ	\$15K	\$15K	See note	\$20K/\$60K

Table 1 continued:

DENTAL CORPS	Eligibility					AB Annual Rate ²	RB Annual Rate ²	Stipend ³	RC HPLRP Annual/Lifetime Rate ⁴
	63A	63A		47GX	47GX				
Dental Officer, Clinical/General						\$25K	\$25K	See note	\$40K/\$250K
Dentist, Comprehensive		63B	1725	47GXA	47GXA	\$25K	\$25K	See note	\$40K/\$250K
Endodontist		63E				\$25K	\$25K	See note	\$40K/\$250K
Oral & Maxillofacial Surgeon		63N	1750			\$30K	\$30K	See note	\$40K/\$250K
Periodontist		63D				\$25K	\$25K	See note	\$40K/\$250K
Prosthodontist		63F				\$25K	\$25K	See note	\$40K/\$250K
Public Health Dentist		63H				\$20K	\$20K	See note	\$40K/\$250K
MSC/BSC/SP	Eligibility					AB Annual Rate ²	RB Annual Rate ²	Stipend ³	RC HPLRP Annual/Lifetime Rate ⁴
Aeromedical Evacuation Officer	67J	67J				\$10K	\$10K	N/A	\$20K/\$60K
Audiologist		72C				\$15K	\$15K	N/A	\$20K/\$60K
Clinical Laboratory/Biomedical Laboratory Science				43TXA		\$10K	\$10K	N/A	\$20K/\$60K
Clinical Psychologist	73B	73B				\$20K	\$20K	See note	\$40K/\$250K
Entomologist		72B				\$15K	\$15K	N/A	\$20K/\$60K
Health Services Administration				41AX		\$10K	\$10K	N/A	\$20K/\$60K
Microbiologist		71A				\$10K	\$10K	N/A	\$20K/\$60K
Optometrist		67F		42EX		\$20K	\$20K	N/A	\$20K/\$60K
Patient Administration			1801			\$10K	\$10K	N/A	\$20K/\$60K
Physician Assistant	65D	65D		42GX	42GX	\$25K	\$25K	N/A	\$20K/\$60K
Plans/Ops/Medical Intel			1805			\$15K	\$15K	N/A	\$20K/\$60K
Public Health Officer				43HX	43HX	\$15K	\$15K	N/A	\$20K/\$60K
Social Worker	73A	73A				\$15K	\$15K	See note	\$25K/\$75K
Student Medical/Dental (MDSSP)	00E67	00E67	Yes	Yes	Yes	N/A	N/A	See note	N/A
VETERINARY CORPS	Eligibility					AB Annual Rate ²	RB Annual Rate ²	Stipend ³	RC HPLRP Annual/Lifetime Rate ⁴
Veterinary Clinical Medicine		64F				\$15K	\$15K	N/A	\$20K/\$60K
Veterinary Laboratory Animal Medicine		64C				\$15K	\$15K	N/A	\$20K/\$60K
Veterinary Pathology		64D				\$15K	\$15K	N/A	\$20K/\$60K
Veterinary Preventive Medicine		64B				\$15K	\$15K	N/A	\$20K/\$60K
Veterinary Service Officer	64A	64A				\$15K	\$15K	N/A	\$20K/\$60K

¹ Authorized for officers 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 identified under eligibility.

² The amount listed for accession bonus (AB) and retention bonus (RB) represents the annual amount authorized for new agreements signed during the period of the pay plan. The length of new contracts will be subject to law, DoDI 6000.13, and Service policy.

³ The monthly stipend amount shall be the same as the monthly stipend amount in effect for participants in the Armed Forces Health Professions Scholarship Program as published annually by Assistant Secretary of Defense for Health Affairs.

⁴ The first number represents the maximum annual amount authorized by specialty. The second number represents the maximum total amount authorized by specialty. The Services are authorized to offer and pay less than the annual maximum award amount for RC HPLRP.

⁵ Army only: 62B substitutable specialties include all MC AOCs except 60B, 60W, 61Q, 61R, and 61U. 60C substitutable specialty includes 60D in accordance with Army Regulation 601-142, Army Medical Department Professional Filler System.

⁶ Army only: Authorized for specialties filling a 61N authorization and upon award of 61N as a secondary AOC.

Table 2: AFFILIATION BONUS FOR THE RC (ABRC)¹

The Secretary concerned may pay an affiliation bonus up to \$10,000 to eligible Officers in exchange for a 3-year service obligation in the Selected Reserve. The affiliation bonus for RC HPOs will be administered in accordance with DoDI 1304.34. An officer may not receive an affiliation bonus and a HPO bonus (accession or retention) for the same period of obligated service.

Footnotes:

¹ Must be a graduate of an accredited school in his or her clinical specialty.