

ADMINISTRATIVE MESSAGE

ROUTINE

R 231830Z DEC 02 ZYB MIN PSN 088965J36

FM CNO WASHINGTON DC//N1//

TO NAVADMIN

UNCLAS //N07220//  
NAVADMIN 413/02

MSGID/GENADMIN/N1//

SUBJ/FY-03 DENTAL OFFICER SPECIAL PAY PLAN//

REF/A/LTR/ASD HA/09AUG2002//

REF/B/LTR/ASD HA/30AUG1997/NOTAL//

REF/C/DOC/SECNAVINST 7220.61G/20MAY1996//

NARR/REFS A AND B PROVIDE DOD POLICY GUIDANCE FOR ADMINISTRATION OF  
FY-03 DENTAL OFFICER SPECIAL PAY PLAN. REF C PROVIDES GENERAL  
GUIDANCE FOR DENTAL OFFICER SPECIAL PAYS.//

RMKS/1. THIS MSG ANNOUNCES FY-03 DENTAL OFFICER MULTI-YEAR  
RETENTION BONUS (DOMRB) PAY PLAN FOR ACTIVE DUTY DENTAL CORPS  
OFFICERS. THIS MSG HAS BEEN COORDINATED WITH THE COMMANDANT OF THE  
MARINE CORPS (CMC), WHO HAS AUTHORIZED TRANSMISSION TO MARINE CORPS  
ACTIVITIES. AUTHORITY IS DELEGATED TO CHIEF, BUREAU OF MEDICINE AND  
SURGERY (BUMED-M132) OR HIS DESIGNEE TO EXECUTE CONTRACTS EFFECTIVE  
1 OCT 02. REFS A THROUGH C PERTAIN.

2. DOMRB

A. ELIGIBILITY REQUIREMENTS. DENTAL CORPS OFFICERS BELOW GRADE  
O7 WHO:

(1) HAVE AT LEAST EIGHT YEARS CREDITABLE SERVICE AS DETERMINED  
BY HEALTH PROFESSIONAL PAY ENTRY DATE (HPPED) PER REF C (ADVANCED  
CLINICAL PROGRAM (ACP) DENTISTS MUST HAVE AT LEAST EIGHT YEARS OF  
CREDITABLE SERVICE TO BE ELIGIBLE FOR DOMRB) OR HAVE NO OBLIGATED  
SERVICE COMMITMENT INCURRED FOR DENTAL EDUCATION AND TRAINING; AND

(2) HAVE COMPLETED INITIAL RESIDENCY TRAINING BEFORE 1 OCT 02  
AND

(3) ARE ACTIVE DUTY DENTAL SPECIALISTS IN ONE OF THE DENTAL  
SPECIALTIES REFLECTED IN PARA 2B; AND WHO

(4) MUST EXECUTE A WRITTEN AGREEMENT APPROVED BY BUMED TO  
REMAIN ON ACTIVE DUTY FOR TWO, THREE, OR FOUR YEARS AND

(5) MUST HAVE A CURRENT, FULL, UNRESTRICTED LICENSE OR  
APPROVED WAIVER.

B. ANNUAL PAYMENTS. DOMRB WILL BE PAID ACCORDING TO LENGTH OF  
CONTRACT. CONTRACTS WILL BE EFFECTIVE NOT EARLIER THAN DATE OF  
APPROVAL BY BUMED-M132. SEE PARA 8D FOR INFO ABOUT RETROACTIVE  
AUTHORITY FOR DOMRB CONTRACTS. INITIAL ANNUAL INSTALLMENTS WILL BE  
PAID UPON ACCEPTANCE OF DOMRB SERVICE AGREEMENT BY BUMED. THE DOMRB  
CONTRACT IS BINDING UPON RECEIPT OF FIRST ANNUAL INSTALLMENT.  
SUBSEQUENT INSTALLMENTS WILL BE PAID ON OR ABOUT THE ANNIVERSARY  
DATE OF BUMED-M132 APPROVAL VIA ELECTRONIC FUNDS TRANSFER (EFT) FROM  
DFAS. THE FOLLOWING ANNUAL RATES (IN DOLLARS) WILL BE PAID BY

## SPECIALTY FOR CONTRACT LENGTH SHOWN:

ELIGIBLE SPECIALTY:	CONTRACT LENGTH:		
	TWO YEAR	THREE YEAR	FOUR YEAR
LEVEL 1	\$8,000	\$10,000	\$14,000
ORAL-MAXILLOFACIAL SURGEON			
COMPREHENSIVE/OPERATIVE DENTISTRY			
ENDODONTICS			
ORTHODONTICS			
ORAL PATHOLOGY/ORAL DIAGNOSIS/ORAL MEDICINE			
PEDIATRIC DENTISTRY			
PERIODONTICS			
PROSTHODONTICS			
PUBLIC HEALTH DENTISTRY			
TEMPOROMANDIBULAR DYSFUNCTION (TMD)			
LEVEL II	\$6,000	\$8,000	\$12,000
DENTAL RESEARCH			
EXODONTIA ACP			
ENDODONTICS ACP			
GENERAL DENTISTRY ACP			
PERIODONTICS ACP			
PROSTHODONTICS ACP			

C. EXISTING DOMRB CONTRACT. SUBJECT TO BUMED'S ACCEPTANCE, A DENTAL OFFICER WITH AN EXISTING DOMRB CONTRACT MAY TERMINATE THAT CONTRACT IN ORDER TO ENTER INTO A NEW DOMRB CONTRACT, WITH AN EQUAL OR LONGER OBLIGATION AT THE FY-03 DOMRB ANNUAL RATE. ANY UNEARNED PORTION OF TERMINATED DOMRB CONTRACT WILL BE RECOUPED PRO RATA. THE EARLIEST CONTRACT EFFECTIVE DATE USING THIS AUTHORITY IS 1 OCT 02.

D. ACTIVE DUTY OBLIGATION (ADO) FOR DOMRB.

(1) ADO FOR DOMRB WILL BE SERVED AFTER ANY EXISTING ADO FOR DENTAL EDUCATION AND TRAINING HAS BEEN COMPLETED.

(2) IF NO ADO FOR DENTAL EDUCATION AND TRAINING EXISTS AT TIME OF A DOMRB EXECUTION, THE ADO DOMRB IS SERVED CONCURRENTLY WITH THE DOMRB AGREEMENT PERIOD AND ALL NON-EDUCATION AND TRAINING ADO(S) IF THE DOMRB AGREEMENT IS EXECUTED ON OR AFTER THE STARTING DATE OF THE FELLOWSHIP TRAINING, THE DENTAL OFFICER IS OBLIGATED FOR THE FULL FELLOWSHIP PERIOD AND THE DOMRB ADO IS SERVED CONSECUTIVELY TO THE ADO FOR FELLOWSHIP. THE DOMRB ADO WILL BEGIN ONE DAY AFTER THE FELLOWSHIP ADO IS COMPLETED.

(3) DOMRB OBLIGATION IS BINDING UPON RECEIPT OF FIRST ANNUAL INSTALLMENT.

3. RESIDENCY IS DEFINED AS GRADUATE DENTAL EDUCATION (GDE) TRAINING PROGRAMS OF 12-MONTHS OR GREATER, EXCLUDING 12-MONTH GENERAL PRACTICE RESIDENCY (GPR) AND 12-MONTH ADVANCED EDUCATION GENERAL DENTISTRY (AEGD).

4. DENTAL OFFICERS WHO HAVE COMPLETED A ONE-YEAR ACP MUST HAVE AT LEAST EIGHT YEARS OF CREDITABLE SERVICE TO BE ELIGIBLE FOR DOMRB.

5. VARIABLE SPECIAL PAY (VSP)

A. ELIGIBLE OFFICERS ARE ENTITLED TO VSP, PAID MONTHLY, AT THE FOLLOWING ANNUAL RATES:

(1) \$3,000 IF UNDERGOING INTERNSHIP TRAINING OR HAS LESS THAN THREE YEARS OF CREDITABLE SERVICE.

(2) \$7,000 WITH AT LEAST THREE BUT LESS THAN SIX YEARS OF CREDITABLE SERVICE AND NOT UNDERGOING INTERNSHIP TRAINING.

(3) \$7,000 WITH AT LEAST SIX BUT LESS THAN EIGHT YEARS OF CREDITABLE SERVICE.

(4) \$12,000 WITH AT LEAST EIGHT BUT LESS THAN 12 YEARS OF CREDITABLE SERVICE.

(5) \$10,000 WITH AT LEAST 12 BUT LESS THAN 14 YEARS OF CREDITABLE SERVICE.

(6) \$9,000 WITH AT LEAST 14 BUT LESS THAN 18 YEARS OF CREDITABLE SERVICE.

(7) \$8,000 WITH 18 OR MORE YEARS OF CREDITABLE SERVICE.

(8) \$7,000 FOR THOSE IN PAY GRADES ABOVE O6.

6. ADDITIONAL SPECIAL PAY (ASP)

A. DENTAL CORPS OFFICERS WHO ARE ELIGIBLE FOR VSP, AND NOT UNDERGOING DENTAL INTERNSHIP OR INITIAL RESIDENCY TRAINING, AND WHO EXECUTE A WRITTEN AGREEMENT TO REMAIN ON ACTIVE DUTY FOR ONE YEAR, ARE ENTITLED TO ASP FOR ANY CONSECUTIVE 12-MONTH PERIOD AT THE ANNUAL AMOUNT AS FOLLOWS:

(1) \$4,000 WITH LESS THAN THREE YEARS OF CREDITABLE SERVICE.

(2) \$6,000 WITH AT LEAST THREE BUT LESS THAN 10 YEARS OF CREDITABLE SERVICE.

(3) \$15,000 WITH AT LEAST 10 OR MORE YEARS OF CREDITABLE SERVICE.

COMMANDING OFFICERS ARE AUTHORIZED TO APPROVE ASP. CONTRACT MUST BE APPROVED WITHIN 30 DAYS OF EFFECTIVE DATE REQUESTED BY MEMBER. A COPY OF ALL LOCALLY APPROVED ASP CONTRACTS MUST BE FORWARDED TO BUMED-M132.

B. SUBJECT TO BUMED'S APPROVAL, DENTAL OFFICERS ELIGIBLE FOR HIGHER ASP RATE MAY TERMINATE AND RENEGOTIATE THEIR CURRENT CONTRACT ON A ONE-TIME BASIS TO RECEIVE THE HIGHER RATE. THE NEW CONTRACT MUST REQUIRE THAT THE OFFICER REMAIN ON ACTIVE DUTY FOR A PERIOD OF NOT LESS THAN ONE YEAR BEGINNING ON THE DATE THE OFFICER ACCEPTS THE AWARD OF THE HIGHER ASP.

7. BOARD CERTIFICATION PAY (BCP)

A. PER REF C, DENTAL OFFICERS SHOULD SUBMIT A REQUEST, COMMANDING OFFICERS FIRST ENDORSEMENT AND A COPY OF THEIR BOARD CERTIFICATE TO BUMED-M132 TO START BCP. UPON RECEIVING A COPY OF THEIR RECERTIFICATION, DENTAL OFFICERS SHOULD SUBMIT A COPY OF THE RECERTIFICATION TO BUMED-M132 TO CONTINUE BCP. IF NO RECERTIFICATION IS RECEIVED, BCP WILL BE AUTOMATICALLY TERMINATED THE DAY AFTER THE ORIGINAL CERTIFICATION'S EXPIRATION DATE. THE FOLLOWING ARE THE CURRENT BCP MONTHLY RATES;

(1) \$2,500 WITH LESS THAN 10 YEARS OF CREDITABLE SERVICE

(2) \$3,500 WITH AT LEAST 10 BUT LESS THAN 12 YEARS OF CREDITABLE SERVICE

(3) \$4,000 WITH AT LEAST 12 BUT LESS THAN 14 YEARS OF CREDITABLE SERVICE

(4) \$5,000 WITH AT LEAST 14 BUT LESS THAN 18 YEARS OF CREDITABLE SERVICE

(5) \$6,000 WITH 18 OR MORE YEARS OF CREDITABLE SERVICE

8. ADMINISTRATIVE PROCEDURES

A. CONTACT YOUR DESIGNATED COMMAND SPECIAL PAY COORDINATOR OR ADMINISTRATIVE DEPARTMENT FOR A SAMPLE OF DOMRB OR RENEGOTIATION REQUEST LETTER. BUMED-M132 WILL DETERMINE ADO INCURRED FOR MEMBERS WHO TERMINATE CURRENT DOMRB AND EXECUTE NEW DOMRB CONTRACTS. MEMBERS WILL BE INFORMED OF ADO VIA APPROVAL NOTIFICATION LETTER. ACCEPTANCE OF FIRST DOMRB PAYMENT BY MEMBER INDICATES AGREEMENT TO TERMS OF DOMRB CONTRACT AND ADO.

B. DOMRB PAYMENTS FOR OFFICERS PROMOTED TO O7 WILL BE RECOUPED PRO RATA, BASED ON THE EFFECTIVE DATE OF PROMOTION TO THAT GRADE.

C. TERMINATION OR DENIAL OF SPECIAL PAYS ARE BASED AND CONSIDERED ON INADEQUATE MILITARY OR PROFESSIONAL PERFORMANCE, DOCUMENTED IN THE OFFICER'S FITNESS REPORT, INDIVIDUAL CREDENTIALS

FILE, OTHER QUALITY ASSURANCE AND IMPROVEMENT RECORDS, OR OTHER COMMAND FILES.

D. DUE TO ADMINISTRATIVE DELAY IN RELEASE OF FY-03 DOMRB PLAN, ELIGIBLE DENTAL CORPS OFFICERS ARE AUTHORIZED A ONE-TIME RETROACTIVE APPROVAL OF DOMRB CONTRACTS FOR A DATE OF 1 OCT 02. OFFICERS DESIRING TO TAKE ADVANTAGE OF THIS ONE-TIME PROVISION MUST ENSURE THAT THEIR DOMRB SERVICE AGREEMENT LETTER WITH COMMAND ENDORSEMENT IS RECEIVED BY BUMED-M132 NLT 30 DAYS AFTER RELEASE OF THIS NAVADMIN. CONTRACTS RECEIVED AFTER THE 30 DAY GRACE PERIOD WILL BE EFFECTIVE NOT EARLIER THAN DATE OF APPROVAL BY BUMED.

E. TO AVOID DELAYS IN PROCESSING CONTRACTS, FAX REQUESTS TO COMM: (202) 762-3367/3304/DSN 762 OR E-MAIL THEM TO THE APPROPRIATE BUMED-M132 SPECIAL PAYS TECHNICIAN. IF YOUR LAST NAME BEGINS WITH:

A-E: TDWILLIAMS@US.MED.NAVY.MIL  
F-J: LILY@US.MED.NAVY.MIL  
K-O: TRHARRISON@US.MED.NAVY.MIL  
P-T: CEBOATWRIGHT@US.MED.NAVY.MIL  
U-Z: KMGASTON@US.MED.NAVY.MIL

9. TERMINATION OF ENTITLEMENT TO SPECIAL PAY

A. CHIEF, BUMED MAY TERMINATE OR DENY AT ANY TIME A DENTAL CORPS OFFICER'S ENTITLEMENT TO DOMRB AND ASP. REASONS FOR DENIAL/TERMINATION MAY INCLUDE BUT ARE NOT LIMITED TO LOSS OF PRIVILEGES, COURTS-MARTIAL CONVICTIONS, VIOLATIONS OF UCMJ, FAILURE TO MEET OR MAINTAIN ELIGIBILITY REQUIREMENTS, OR FOR REASONS THAT ARE IN THE BEST INTEREST OF THE NAVY.

B. IF ENTITLEMENT TO ONE OR MORE AFOREMENTIONED SPECIAL PAYS IS TERMINATED, THE OFFICER SHALL BE PAID, ON A PRO RATA BASIS, THE PORTION SERVED UP TO THE OFFICIAL DATE OF TERMINATION.

10. RECOUPMENT OF DOMRB AND ASP SHALL BE CONDUCTED IN ACCORDANCE WITH SECTION 301D(C) AND 302(F) OF TITLE 37, USC.

11. POCS ARE LCDR D. W. HEILMAN SPECIAL PAYS AT (202) 762-3357/DSN 762, EMAIL DWHEILMAN@US.MED.NAVY.MIL OR HMC(FMF) T. D. WILLIAMS BUMED AT (202) 762-3364/DSN 762, E-MAIL TDWILLIAMS@US.MED.NAVY.MIL.

12. RELEASED BY W. SCOTT SLOCUM, N1 ACTING.//

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