THE ASSISTANT SECRETARY OF DEFENSE

1200 DEFENSE PENTAGON
WASHINGTON, DC 20301-1200

HEALTH AFFAIRS

AUG 9 2002

MEMORANDUM FOR SECRETARY OF THE ARMY
SECRETARY OF THE NAVY
SECRETARY OF THE AIR FORCE

SUBJECT: Fiscal Year 2003 Dental Officer Special Pay Plan

In accordance with Title 37, United States Code, and Department of Defense (DoD) Instruction 6000.13, the fiscal year 2003 (FY03) Dental Officer Special Pay Plan is attached.

In determining the FY03 rates for Dental Multiyear Retention Bonuses (DOMRBs), the Flag Officer Review Board considered dental officer manning, civilian income data, and Military Health System requirements. The FY03 pay plan was also developed to ensure it could be supported by each Service's budget.

Dental officer special pay shall be administered in accordance with the policies established herein, in Title 37 U.S.C., and in DoDI 6000.13. I emphasize that possession of a current, unrestricted license (or approved waiver) is a prerequisite to enter into a special pay contract. The special pay plan now reflects this requirement in unambiguous terms. Please provide this office a copy of your implementing guidance within 30 days of the date of this memorandum.

William Winkenwerder, Jr., MD

Attachment:
As stated

cc:
ASD(FMP)
ASD(RA)
Surgeon General of the Army
Surgeon General of the Navy
Surgeon General of the Air Force
United States Public Health Service
Defense Finance and Accounting Service

FY03 DENTAL OFFICER
SPECIAL PAY PLAN

A. General Eligibility. To be eligible for dental officer incentive pays listed within this policy memorandum, an individual must be a dental corps officer (see B. 3. below)

B. Terms and Definitions.

1. Advanced Clinical Program (ACP). A clinical training program of not less than twelve months duration providing dental officers with formal preparation in General Dentistry, Exodontia, Endodontics, Periodontics, Prosthodontics or other dental disciplines. PGY-1 dental programs (AEGD and GPR) are excluded from this definition.

2. Creditable Service. Includes all periods that the officer has served on active duty as a dental corps officer, and all periods spent in graduate dental education (GDE) training programs while not on active duty.

3. Dental Corps Officer. An officer of the Dental Corps of the Army or the Navy or an officer of the Air Force designated as a dental officer; and be on active duty under a call or order to active duty for a period of not less than one year.

4. Dental Residency. A Graduate Dental Education (GDE) training program 12 months or greater, excluding general practice residency (GPR) or the 12 month Advanced Education General Dentistry (AEGD) and Advanced General Dentistry Program 1 (AGDP-1).

5. Dental Specialty. Dental grouping for which there is an Army area of concentration (AOC) identifier, a Navy subspecialty code greater than 1700 with non-"S" suffix (or additional qualification designator equivalent), or an Air Force specialty code number.

6. Critical Skills Retention Bonus (CSRB). The Fiscal Year 2000 National Defense Authorization Act introduced this new flexible retention tool. Specific uses and/or limitations will be published as an addendum to this policy memo for any use with health professions personnel in FY03.

C. Variable Special Pay (VSP). 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 8 years of creditable service.
4. $12,000 with at least 8 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 O-6.

D. Additional Special Pay (ASP). An officer entitled to VSP, and not undergoing dental internship or initial dental residency training, who possesses a current, valid, unrestricted license or approved waiver, is entitled to ASP at the following rates for any 12 month period during which the officer executes a written agreement to remain on active duty for a period of not less than one year beginning on the date the officer accepts the award of ASP. ASP shall be paid annually at the beginning of the 12 month period for which the officer is entitled to such payment.

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.

Subject to acceptance by the Secretary of the Military Department concerned (or designee), a dental officer with an existing ASP agreement may terminate that ASP agreement on or after the anniversary of their credible service date to enter into a new one-year ASP agreement if the new agreement results in a higher ASP rate due to the number of years served.

E. Board Certification Pay (BCP). An officer entitled to VSP who possesses a current, valid, unrestricted license or approved waiver and is board certified is entitled to BCP, paid monthly, at the following annual 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.

F. Dental Officer Multiyear Retention Bonus (DOMRB).

1. Dental Corps officers with a current, valid, unrestricted license or approved waiver shall, upon acceptance of the written service agreement by the Secretary of the Military Department concerned (or designee), be paid at the rates indicated for their specialty in the charts below. The amounts represent annual bonus payments to be paid on the anniversary date of the agreement.

DOMRB Pay Rates

Length of Agreement	Level 1	Level 2
4-year agreement	$14,000	$12,000
3-year agreement	[redacted]	[redacted]
2-year agreement	[redacted]	[redacted]

FY03 DOMRB Pay Levels

Eligible Specialties	FY 2003 Level
Oral-Maxillofacial Surgeons	1
Comprehensive/Operative Dentistry	1
Endodontics	1
Orthodontics	1
Oral Pathology/Oral Diagnosis/Oral Medicine	1
Pediatric Dentistry	1
Periodontics	1
Prosthodontics	1
Public Health Dentistry	1
Temporomandibular Dysfunction (TMD)	1
Dental Research	2

FY03 DOMRB Pay Levels (cont.)

Eligible Specialties	FY 2003 Level
Exodontia (Advanced Clinical Practice - ACP)	2
Endodontics (ACP)	2
General Dentistry (ACP)	2
Periodontics (ACP)	2
Prosthodontics (ACP)	2

2. Subject to acceptance by the Secretary of the Military Department concerned (or designee), a dental officer with an existing DOMRB service agreement may terminate that agreement to enter into a new DOMRB service agreement at the annual rate in effect at the time of execution of the new agreement. The length of the new DOMRB agreement period must be equal to or longer than the original obligation period specified in the DOMRB agreement being terminated. Any unearned portion of the terminated agreement shall be recouped.

3. The FY03 DOMRB shall be administered in accordance with this memorandum and HA policy 98-005. Services are to provide a copy of their implementing guidance to DoD (HA) TMA within 30 days of the date of this memo.

G. Termination of ASP and DOMRB. In accordance with 37 USC 302b, the Secretary of each military department will prescribe regulations to terminate an officer's entitlement to ASP. Reasons for termination shall include, but not necessarily be limited to: loss of privileges, Courts Martial convictions, violations of the Uniform Code of Military Justice, failure to maintain a current unrestricted license, or reasons that are in the best interest of the Military Department concerned. If entitlement to ASP and DOMRB is terminated, the officer shall be paid, on a pro-rata basis, the portion served up to the official date of the ruling of the adverse action that is the reason for termination.

H. Recoupment. An officer who voluntarily terminates service on active duty before the end of the period for which an ASP and DOMRB payment was made shall refund to the United States the unserved portion of that payment.

I. Bankruptcy. A discharge in bankruptcy under title 11 shall not release a person from an obligation to reimburse the United States required under the terms of an agreement for receipt of ASP and DOMRB if the final decree of the discharge in bankruptcy was issued within a period of five years after the last day of a period which such person had agreed to serve on active duty. This subsection applies to a discharge in bankruptcy in any proceeding that begins after September 30, 1985.

J. The Secretary of each Military Department shall establish procedures to make determinations regarding internship or residency training and board certification for purposes of awarding special pay.

K. Special Pay for Reserve Dental Officers

1. Eligible dental officers on active duty under a call or order to active duty for less than one year are entitled to special pay at the rate of $350 a month for each month of active duty,

including active duty in the form of annual training, active duty for training, and active duty for special work. The amount will be prorated for periods less than one month.

2. Under 37 USC 302f, reserve dental officers serving on active duty under conditions prescribed in subsection (b) of section 302f, are entitled to VSP, ASP, and BCP at the rates specified in paragraphs C, D, and E. Payments shall be paid monthly and amounts shall be prorated for periods less than one month. Reserve dental officers receiving ASP under section 302f are not required to execute a written agreement to remain on active duty for at least one year.

3. Reserve dental officers serving on active duty and receiving special pay under the authority of paragraph K.2. and 37 USC 302f, are not entitled to the special pay described in paragraph K.1.

CHANGES IN RATES INCLUDED WITHIN THE FY03 DENTAL OFFICER INCENTIVE PAY PLAN

Upon acceptance of the written service agreement by the Secretary of the Military Department concerned (or designee), eligible dental officers in the specialties listed below shall be paid at the rates indicated. The amounts represent annual bonus payments to be paid on the anniversary date of the agreement.

FY 2003 DOMRB Pay Rates (compared to FY 2002 Rates)

Length of Agreement	Level 1	Level 2
4-year agreement	$14,000 (statutory limit) (No Change)	$12,000 (No Change)
3-year agreement	$10,000 (from $8,000)	$8,000 (from $6,000)
2-year agreement	$8,000 (from $4,000)	$6,000 (from $3,000)

FY03 DOMRB Pay Levels (No change from FY02)

Eligible Specialties	FY 2003 Level
Oral-Maxillofacial Surgeons	1
Comprehensive/Operative Dentistry	1
Endodontics	1
Orthodontics	1
Oral Pathology/Oral Diagnosis/Oral Medicine	1
Pediatric Dentistry	1
Periodontics	1
Prosthodontics	1
Public Health Dentistry	1
Temporomandibular Dysfunction (TMD)	1
Dental Research	2
Advanced Clinical Practice (ACP) trained in Exodontia	2
ACP trained in Endodontics	2
ACP trained in General Dentistry	2
ACP trained in Periodontics	2
ACP trained in Prosthodontics	2