

ADMINISTRATIVE MESSAGE

ROUTINE

R 231155Z DEC 02 ZYB MIN PSN 084602J20

FM CNO WASHINGTON DC//N1//

TO NAVADMIN

UNCLAS //N07220//
NAVADMIN 411/02

MSGID/GENADMIN/CNO WASHINGTON DC/-/DEC//

SUBJ/FY-03 MEDICAL OFFICER PAY PLAN//

REF/A/DOC/PL 101-510/05NOV1990//

REF/B/LTR/ASD HA/09AUG2002/NOTAL//

REF/C/DOC/SECNAVINST 7220.75C/31MAY1990//

NARR/REF A AUTHORIZES MULTIYEAR SPECIAL PAY (MSP) FOR MEDICAL OFFICERS. REF B PROVIDES DOD POLICY GUIDANCE FOR ADMINISTRATION OF MSP AND INCENTIVE SPECIAL PAY (ISP), AND DOLLAR AMOUNTS FOR FY-03. REF C PROVIDES GENERAL GUIDANCE FOR MEDICAL OFFICERS' SPECIAL PAYS.//

RMKS/1. THIS NAVADMIN ANNOUNCES FY-03 MSP AND ISP PLAN FOR ACTIVE DUTY MEDICAL 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. SUBSPECIALTIES: SPECIALTIES GROUPED FOR PAY PURPOSES INTO THE FOLLOWING CATEGORIES:

NOTE 1: REMOVES GASTROENTEROLOGY (INCLUDING PEDIATRIC SUBSPECIALTY) FROM SUBSPECIALTY CAT III AND MAKES IT INDEPENDENT FOR THE PURPOSE OF THIS PAY PLAN.

SUBSPECIALTY CATEGORY I. INCLUDES ADULT CARDIOLOGY, CARDIO-THORACIC SURGERY, COLON AND RECTAL SURGERY, ONCOLOGY SURGERY, PEDIATRIC SURGERY, PLASTIC SURGERY, ORGAN TRANSPLANT, TRAUMA/CRITICAL CARE SURGERY AND VASCULAR SURGERY.

SUBSPECIALTY CATEGORY II. NUCLEAR MEDICINE PHYSICIANS.

SUBSPECIALTY CATEGORY III. INCLUDES PHYSICIANS RESIDENCY TRAINED IN: ALLERGY/IMMUNOLOGY, NEPHROLOGY, PULMONARY MEDICINE, HEMATOLOGY/ONCOLOGY, PEDIATRIC CARDIOLOGY, NEONATOLOGY, AND PHYSICIANS WHO ARE FELLOWSHIP TRAINED CRITICAL CARE OR INTENSIVE MEDICINE SPECIALISTS. INCLUDES PEDIATRICS SUBSPECIALTIES OF ALL SPECIALTIES LISTED. (GASTROENTEROLOGY IS NO LONGER INCLUDED).

SUBSPECIALTY CATEGORY IV. INCLUDES ALL INTERNAL MEDICINE/PEDIATRIC SUBSPECIALTIES NOT LISTED IN SUBSPECIALTY CATEGORY I OR III OR LISTED SEPARATELY IN PARA 3B.

3. MSP

A. ELIGIBILITY REQUIREMENTS.

(1) MEDICAL CORPS OFFICERS BELOW GRADE O7;

(2) MUST HAVE A CURRENT, FULL, UNRESTRICTED LICENSE OR

APPROVED WAIVER.

(3) MUST HAVE AT LEAST EIGHT YEARS CREDITABLE SERVICE AS DETERMINED BY HEALTH PROFESSIONAL PAY ENTRY DATE (HPPED) PER REF C, OR HAVE NO OBLIGATED SERVICE COMMITMENT INCURRED FOR MEDICAL EDUCATION AND TRAINING;

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

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

B. ANNUAL PAYMENTS. MSP WILL BE PAID ACCORDING TO LENGTH OF CONTRACT. INITIAL ANNUAL INSTALLMENTS WILL BE PAID UPON ACCEPTANCE BY BUMED-M132 OF MSP SERVICE AGREEMENT. EFFECTIVE CONTRACT DATES WILL BE ESTABLISHED BY SUBMITTING COMMANDS. SEE PARA 7E FOR INFO ABOUT RETROACTIVE AUTHORITY FOR MSP CONTRACTS. SUBSEQUENT INSTALLMENTS WILL BE PAID ON OR ABOUT THE ANNIVERSARY DATE OF BUMED-M132 APPROVAL VIA ELECTRONIC FUNDS TRANSFER (EFT) FROM DFAS. FOLLOWING ANNUAL RATES (IN DOLLARS) WILL BE PAID BY SPECIALTY FOR CONTRACT LENGTH SHOWN:

	CONTRACT LENGTH:		
	TWO YEAR	THREE YEAR	FOUR YEAR
CATEGORY ONE	\$12,000	\$13,000	\$14,000
ANESTHESIOLOGY			
DERMATOLOGY			
EMERGENCY MEDICINE			
FAMILY PRACTICE			
GASTROENTEROLOGY (NOTE 1)			
GENERAL SURGERY			
INTERNAL MEDICINE			
NEUROLOGY			
NEUROSURGERY			
OB/GYN			
OPHTHALMOLOGY			
ORTHOPEDICS			
OTOLARYNGOLOGY			
PATHOLOGY			
PEDIATRICS			
PRE/OCC/PHYS MED & AERO MED			
PSYCHIATRY			
RADIOLOGY			
SUBSPECIALTY CAT I			
SUBSPECIALTY CAT II			
SUBSPECIALTY CAT III (NOTE 1)			
SUBSPECIALTY CAT IV			
UROLOGY			

C. EXISTING MSP CONTRACT. SUBJECT TO BUMED-M132'S ACCEPTANCE, A MEDICAL OFFICER WITH AN EXISTING MSP CONTRACT MAY TERMINATE THAT CONTRACT IN ORDER TO ENTER INTO A NEW MSP CONTRACT, WITH AN EQUAL OR LONGER OBLIGATION AT THE FY-03 MSP ANNUAL RATE. ANY UNEARNED PORTION OF TERMINATED MSP CONTRACT WILL BE RECOUPED PRO RATA. THE EARLIEST CONTRACT EFFECTIVE DATE USING THIS AUTHORITY IS 1 OCT 02.

D. ACTIVE DUTY OBLIGATION (ADO) FOR MSP

(1) MSP ADO WILL BE SERVED AFTER ADO(S) FOR MEDICAL EDUCATION AND TRAINING OR PREVIOUS MSP AGREEMENTS.

(2) IF NO ADO FOR MEDICAL EDUCATION AND TRAINING EXISTS AT TIME OF A MSP EXECUTION, THE MSP ADO IS SERVED CONCURRENTLY WITH THE MSP AGREEMENT PERIOD AND ALL NON-EDUCATION AND TRAINING ADO(S). IF MSP AGREEMENT IS EXECUTED PRIOR TO THE STARTING DATE OF FELLOWSHIP TRAINING AND THERE IS NO PRIOR ADO FOR EDUCATION AND TRAINING, THE MSP ADO IS SERVED CONCURRENTLY WITH THE MEDICAL EDUCATION TRAINING OBLIGATION AGREEMENT PERIOD. IF THE MSP AGREEMENT IS EXECUTED ON OR AFTER THE STARTING DATE OF THE FELLOWSHIP TRAINING, THE PHYSICIAN IS

OBLIGATED FOR THE FULL FELLOWSHIP PERIOD AND THE MSP ADO WILL BEGIN ONE DAY AFTER FELLOWSHIP ADO IS COMPLETED. ONCE A PHYSICIAN BEGINS TO SERVE THE MSP ADO, IT WILL BE SERVED CONCURRENTLY WITH ANY EXISTING ADO, INCLUDING ADO'S FOR OTHER SPECIAL PAY AGREEMENTS OR MEDICAL EDUCATION AND TRAINING INCURRED AFTER EXECUTION OF THE PARTICULAR MSP AGREEMENT.

(3) ADO(S) FOR ADDITIONAL SPECIAL PAY (ASP), ISP AND PERMANENT CHANGE OF STATION (PCS) MAY BE SERVED CONCURRENTLY WITH MSP ADO.

(4) MSP OBLIGATION IS BINDING UPON RECEIPT OF FIRST ANNUAL INSTALLMENT.

4. ISP

A. PER REF B, FY-03 ISP RATES ARE AUTHORIZED FOR CONTRACTS BEGINNING ON OR AFTER 1 OCT 02 BY SPECIALTY AS INDICATED BELOW:

SPECIALTY	ANNUAL AMOUNTS IN DOLLARS
ANESTHESIOLOGY	36,000
DERMATOLOGY	18,000
EMERGENCY MEDICINE	26,000
FAMILY PRACTICE	13,000
GASTROENTEROLOGY (NOTE 1)	26,000
GENERAL SURGERY	29,000
INTERNAL MEDICINE	14,000
NEUROLOGY	14,000
NEUROSURGERY	36,000
OB/GYN	31,000
OPHTHALMOLOGY	28,000
ORTHOPEDICS	36,000
OTOLARYNGOLOGY	30,000
PATHOLOGY	16,000
PEDIATRICS	12,000
PREV/OCC/PHYS MED AND AERO MED	13,000
PSYCHIATRY	15,000
RADIOLOGY	36,000
SUBSPECIALTY CATEGORY I	36,000
SUBSPECIALTY CATEGORY II	28,000
SUBSPECIALTY CATEGORY III (NOTE 1)	23,000
SUBSPECIALTY CATEGORY IV	14,000
UROLOGY	28,000

B. ELIGIBILITY: A MEDICAL CORPS OFFICER

(1) WHO IS BELOW THE GRADE OF O7 AND

(2) WHO HAS A CURRENT, FULL, UNRESTRICTED LICENSE OR APPROVED WAIVER, AND

(3) WHO COMPLETED SPECIALTY QUALIFICATION BEFORE 1 OCT 02, EXCEPT FOR CASES LISTED IN PARA 4F, BELOW, AND

(4) WHO 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 ISP. A COPY OF ALL ISP CONTRACTS MUST BE FORWARDED TO BUMED-M132 AND PERS-4415.

(5) MUST BE CURRENTLY CREDENTIALLED AND PRIVILEGED AT A MILITARY TREATMENT FACILITY IN THE SPECIALTY FOR WHICH ISP IS TO BE PAID.

C. ANNUAL ISP PAYMENTS FOR CONTRACTS BEGINNING ON OR AFTER 1 OCT 02, WILL BE IN THE AMOUNTS INDICATED IN PARA 4A, EXCEPT AS NOTED IN PARA 4D BELOW. UNLESS OTHERWISE LISTED, SUBSPECIALTIES OF THE PRIMARY SPECIALTY ARE INCLUDED WITH THE PRIMARY SPECIALTY.

D. SUBJECT TO BUMED-M132'S ACCEPTANCE, A MEDICAL OFFICER ELIGIBLE FOR, BUT NOT UNDER AN MSP AGREEMENT, MAY ENTER INTO A NEW ONE-YEAR ISP AGREEMENT AT THE FY-02 RATE (TO RECEIVE THE FY-03 RATE WHILE ELIGIBLE FOR MSP, AN MSP CONTRACT MUST BE EXECUTED). IF A

MEMBER IS NOT ELIGIBLE FOR MSP, THE FY-03 RATE APPLIES. TERMINATION OF A CURRENT ISP CONTRACT PRIOR TO ITS EXPIRATION CAN ONLY BE DONE IN CONJUNCTION WITH EXECUTION OF A NEW MSP CONTRACT.

E. MEDICAL CORPS OFFICERS WHO ENTER AN MSP CONTRACT AT THE RATES STATED HEREIN MAY ENTER AN ISP CONTRACT DURING FY-03 AT THE AMOUNT LISTED IN PARA 4A FOR THE SAME SPECIALTY AS STATED ON THE MSP CONTRACT. THE OFFICER WOULD CONTINUE ISP ELIGIBILITY AT THAT RATE FOR EACH ACTIVE YEAR OF THE MSP CONTRACT. SHOULD FUTURE REASSESSMENTS CAUSE AN INCREASE TO THE ISP RATE FOR A SPECIALTY, THE OFFICER MAY TAKE ADVANTAGE OF THAT INCREASE ONLY BY SIGNING A NEW MSP CONTRACT (AT THE ANNUAL RATE IN EFFECT AT THE TIME THE NEW CONTRACT IS SIGNED) WITH AN EQUAL (REMAINING OBLIGATION) OR LONGER OBLIGATION.

F. POLICY GENERALLY PRECLUDES PAYMENT OF ISP DURING THE SAME FISCAL YEAR IN WHICH THE QUALIFYING RESIDENCY TRAINING IS COMPLETED. WHEN TRAINING IS COMPLETED OUT OF CYCLE AT TIME OTHER THAN THE NORMAL END OF JUNE, THE EFFECTIVE DATE FOR ISP SHALL BE CALCULATED FROM THE COMPLETION OF TRAINING PLUS THREE MONTHS.

5. ASP

A. MEDICAL CORPS OFFICERS WHO ARE ELIGIBLE FOR VARIABLE SPECIAL PAY, AND NOT UNDERGOING MEDICAL 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 OF \$15,000. PHYSICIANS WHO HAVE JUST COMPLETED INTERNSHIP TRAINING, BUT WHO ARE NOT PRESENTLY IN INITIAL RESIDENCY TRAINING ARE ALSO ELIGIBLE WITH EVIDENCE OF HAVING SUCCESSFULLY COMPLETED ALL THREE PARTS OF THE NATIONAL LICENSING EXAM. A COPY OF ALL LOCALLY APPROVED ASP CONTRACTS WILL BE FORWARDED TO BUMED-M132 AND PERS-4415.

6. BOARD CERTIFICATION PAY (BCP)

A. PER REF C, MEDICAL OFFICERS SHOULD SUBMIT A REQUEST AND A COPY OF THEIR BOARD CERTIFICATE TO BUMED-M132 TO START BCP. UPON RECEIVING COPY OF RECERTIFICATION, MEDICAL OFFICERS SHOULD ALSO SUBMIT A REQUEST AND A COPY OF THEIR RECERTIFICATION TO CONTINUE BCP. IF NO RECERTIFICATION IS RECEIVED, BCP WILL BE AUTOMATICALLY TERMINATED THE DAY AFTER THE ORIGINAL CERTIFICATION'S EXPIRATION DATE. PER REF D, MEDICAL CORPS OFFICERS ON ACTIVE DUTY UNDER A CALL OR ORDER TO ACTIVE DUTY FOR A PERIOD OF NOT LESS THAN ONE YEAR, WHO HAVE A CURRENT, VALID, UNRESTRICTED LICENSE OR APPROVED WAIVER AND ARE BOARD CERTIFIED ARE ELIGIBLE FOR BCP.

7. ADMINISTRATIVE PROCEDURES

A. MSP SUBMISSION PROCEDURES ARE THE SAME AS MEDICAL OFFICER RETENTION BONUS GUIDANCE PROVIDED IN REF C. THE FORMAT FOR MSP REQUEST LETTER WAS REVISED ON 1 SEP 97 AND THIS FORMAT MUST BE USED. CONTACT YOUR DESIGNATED COMMAND SPECIAL PAY COORDINATOR OR ADMINISTRATIVE DEPARTMENT FOR A SAMPLE OF THE REVISED MSP REQUEST LETTER. MSP REQUESTS SUBMITTED IN THE OLD FORMAT WILL BE RETURNED WITHOUT ACTION. BUMED WILL DETERMINE ADO INCURRED FOR MEMBERS WHO TERMINATE CURRENT MSP AND EXECUTE NEW MSP CONTRACTS. MEMBERS WILL BE INFORMED OF ADO VIA APPROVAL NOTIFICATION LETTER. ACCEPTANCE OF FIRST MSP PAYMENT BY MEMBER INDICATES AGREEMENT TO TERMS OF MSP CONTRACT AND ADO.

B. ISP SUBMISSION PROCEDURES AND ESTABLISHMENT OF ENTITLEMENT REQUIRE ELIGIBILITY AS ESTABLISHED BY REF C. USE FORMAT REF C, ENCL (4) OR (5) AS APPLICABLE, FOR REQUESTING ISP BY SUBSTITUTING "ISP" FOR "ASP" WHENEVER IT APPEARS IN THE APPLICATION. COMMANDING OFFICERS WILL APPROVE/DENY FY-03 ISP CONTRACTS PER REF C. ON A CASE

BY CASE BASIS, SECNAV MAY APPROVE RECOMMENDATIONS FOR ISP PAYMENTS TO FULLY QUALIFIED PHYSICIANS ASSIGNED TO A POSITION REQUIRING A SUBSTANTIAL PORTION OF TIME PERFORMING MILITARY UNIQUE DUTIES UNDER ADVERSE CONDITIONS OR IN REMOTE OCONUS LOCATIONS THAT PRECLUDE ABILITY TO SPEND APPROPRIATE TIME IN A CLINICAL SETTING. PHYSICIANS IN THESE UNIQUE POSITIONS MUST SUBMIT THEIR REQUESTS TO BUMED-M132, VIA THEIR CHAIN OF COMMAND. INFORMATION REGARDING POSITION UNIQUENESS AND CREDENTIALING MUST BE INCLUDED IN THE REQUEST. A COPY OF ALL LOCALLY APPROVED ISP CONTRACTS MUST BE FORWARDED TO BUMED-M132.

C. MSP AND ISP PAYMENTS FOR OFFICERS PROMOTED TO O7 WILL BE RECOUPED PRO RATA, BASED ON THE EFFECTIVE DATE OF PROMOTION TO THAT GRADE.

D. 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.

E. DUE TO ADMINISTRATIVE DELAY IN RELEASE OF FY-03 MSP PLAN, ELIGIBLE MEDICAL CORPS OFFICERS ARE AUTHORIZED A ONE-TIME RETROACTIVE APPROVAL OF MSP CONTRACTS FOR A DATE OF 1 OCT 02. OFFICERS DESIRING TO TAKE ADVANTAGE OF THIS ONE-TIME PROVISION MUST ENSURE THAT THEIR MSP 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.

F. TO AVOID DELAYS IN PROCESSING CONTRACTS, ALL REQUEST SHALL BE FAXED TO COMM: (202) 762-3367/3304/DSN 762 OR EMAILED 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

8. TERMINATION OF ENTITLEMENT TO SPECIAL PAY

A. CHIEF, BUMED MAY TERMINATE OR DENY AT ANY TIME A MEDICAL CORPS OFFICER'S ENTITLEMENT TO ASP, ISP AND MSP. 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.

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

10. 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.

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

BT