

2015 MEDICAL AND DENTAL SPECIAL PAYS

Medical and dental officers are entitled to a variety of special pays and retention bonuses, most of which can be drawn simultaneously for those who qualify. Medical and dental officers on active duty for more than one year are entitled to monthly variable special pay. They are entitled to annual additional special pay if they complete their internship or initial residency training and agree to serve on active duty at least one year. Officers who are board certified in their particular specialty are entitled to board-certified pay.

Multiyear special pay (MSP) for medical officers varies by specialty and length of service commitment. Medical officers below paygrade O-7, qualified in critical specialties and with eight or more years of creditable service and who have met their active-duty obligation for education, may receive the MSP bonus if they agree to serve for an additional two, three or four years.

Incentive special pay (ISP) is paid to specialists not in internship or residency. Officers below O-7 who are qualified in a particular medical specialty may receive the ISP bonus if they agree to remain on active duty at least one more year. Dental officers in certain specialties are eligible for the dental officer multiyear retention bonus.

Medical officer annual special pays

	Variable special pay	Additional special pay	Board certification
Undergoing internship	\$1,200	N/A	N/A
0 through 5 years	5,000	\$15,000	\$2,500
6 through 7 years	12,000	15,000	2,500
8 through 9 years	11,500	15,000	2,500
10 through 11 years	11,000	15,000	3,500
12 through 13 years	10,000	15,000	4,000
14 through 17 years	9,000	15,000	5,000
18 through 21 years	8,000	15,000	6,000
22 or more years	7,000	15,000	6,000
Paygrade O-7 and above	7,000	15,000	6,000

Medical officer annual Multiyear Special Pay and Incentive Special Pay

Specialty	MSP 2 years	MSP 3 years	MSP 4 years	ISP only 1 year	ISP w/ MSP
Aerospace medicine	\$13,000	\$19,000	\$25,000	\$20,000	\$20,000
Anesthesiology	25,000	40,000	60,000	36,000	50,000
Cardiology	21,000	34,000	51,000	36,000	41,000
Dermatology	17,000	25,000	38,000	20,000	20,000
Emergency medicine	17,000	26,000	40,000	26,000	30,000
Family practice	17,000	25,000	38,000	20,000	20,000
Gastroenterology	22,000	33,000	50,000	26,000	29,000
General surgery	25,000	40,000	60,000	29,000	50,000
Internal medicine	13,000	23,000	35,000	20,000	20,000
Neurology	13,000	19,000	25,000	20,000	20,000
Neurosurgery	25,000	40,000	60,000	36,000	60,000
OB/GYN	17,000	25,000	35,000	31,000	31,000
Ophthalmology	13,000	19,000	25,000	28,000	30,000
Orthopedics	17,000	33,000	50,000	36,000	50,000
Otolaryngology	17,000	25,000	33,000	30,000	35,000
Pathology	13,000	20,000	30,000	20,000	20,000
Pediatrics	13,000	20,000	30,000	20,000	20,000
Physical medicine	12,000	13,000	20,000	20,000	20,000
Preventive/occupational medicine	13,000	20,000	30,000	20,000	20,000
Psychiatry	17,000	28,000	43,000	20,000	20,000
Pulmonary/IM-critical care	21,000	31,000	45,000	23,000	26,000
Radiology	25,000	40,000	60,000	36,000	42,000
Urology	20,000	30,000	45,000	28,000	28,000
Subspecialty cat. I (1)	23,000	36,000	55,000	36,000	57,000
Subspecialty cat. II (2)	12,000	18,000	27,000	28,000	28,000
Subspecialty cat. III (3)	12,000	17,000	25,000	23,000	26,000
Subspecialty cat. IV (4)	13,000	19,000	25,000	20,000	20,000
Subspecialty cat. V (5)	21,000	31,000	45,000	36,000	41,000

(1) Cardio-thoracic, colon/rectal, oncology, pediatric, plastic, trauma/critical care and vascular surgery; fellowship-trained orthopedic surgeons (2) Nuclear medicine; (3) Internal medicine and pediatric fellowship-trained physicians in allergy/immunology; nephrology; hematology/oncology; neonatology (4) All internal medicine/pediatric subspecialties not listed in subspecialty categories I or III. (5) Physicians fellowship-trained in ophthalmology, otolaryngology, OB/GYN and urology.

Dental officer annual special pays

	Variable special pay	Additional special pay	Board certification
Undergoing internship	\$3,000	N/A	N/A
0 through 2 years	3,000	\$10,000	\$2,500
3 through 5 years	7,000	12,000	2,500
6 through 7 years	7,000	12,000	2,500
8 through 9 years	12,000	12,000	2,500
10 through 11 years	12,000	15,000	3,500
12 through 13 years	10,000	15,000	4,000
14 through 17 years	9,000	15,000	5,000
18 or more years	8,000	15,000	6,000

Dental officer annual multiyear retention bonus

Specialty	2-year contract	3-year contract	4-year contract
Oral-maxillofacial surgeons*	\$25,000	\$38,000	\$50,000
Comprehensive/operative dentistry	25,000	38,000	50,000
Endodontics	25,000	38,000	50,000
Prosthodontics	25,000	38,000	50,000
Orthodontics	25,000	38,000	50,000
Oral pathology/diagnosis/medicine	25,000	38,000	50,000
Pediatric dentistry	25,000	38,000	50,000
Periodontics	25,000	38,000	50,000
Public health dentistry	25,000	38,000	50,000
Temporomandibular dysfunction/orofacial pain	25,000	38,000	50,000
Dental research	25,000	38,000	50,000
Endodontics (Advanced Clinical Practice)	18,000	27,000	35,000
Exodontia (ACP)	18,000	27,000	35,000
General dentistry (ACP)**	18,000	27,000	35,000
Periodontics (ACP)	18,000	27,000	35,000
Prosthodontics (ACP)	18,000	27,000	35,000

*Oral-maxillofacial surgeons below the paygrade of O-7 with a current, valid, unrestricted license or approved waiver also are eligible for Incentive Special Pay at a rate of \$30,000 per year for 1-year contracts and \$50,000 per year for 2-, 3- and 4-year contracts.

**Qualified general dentists who agree to accept a commission, be assigned dentist duties and remain on active duty for four years may receive an annual accession bonus of up to \$37,500, annual Incentive Special Pay of \$20,000, and Multiyear Retention Bonuses of \$13,000 a year for two-year commitments, \$19,000 a year for three-year commitments and \$25,000 a year for four-year commitments.

NOTES:

*Registered nurse accession bonus: A qualified RN who agrees to accept a commission and be assigned nurse duties may receive an accession bonus of up to \$30,000 for a four-year contract.

*Registered nurse incentive special pay: A qualified RN may receive annual incentive special pay of \$5,000 for a one-year contract, \$10,000 per year for a two-year contract, \$15,000 per year for a three-year contract and \$20,000 per year for a four-year contract.

*Certified registered nurse anesthetist: A qualified CRNA who agrees to remain on active duty may receive incentive special pay of \$20,000 for a one-year contract, \$25,000 per year for a two-year contract, \$35,000 per year for a three-year contract, and \$50,000 per year for a four-year contract.

*Optometry retention bonus: Optometrists in paygrades O-6 and below are eligible for a retention bonus of \$6,000 a year.

*Pharmacy officer special pay: Pharmacists in paygrades O-6 and below who have completed their active-duty obligation for education/training and agree to serve on active duty for at least two years qualify for \$15,000 per year in special pay.

*Psychologists, social workers, physician assistants, public health officers: Qualified psychologists, clinical social workers,

*Nonphysician health care provider special pay: Nonphysician health care providers who are board certified in audiology, biochemistry, dietician, occupational therapy, optometry, pharmacy, physical therapy, podiatry or radiation health may receive annual Board Certified Pay of \$2,000 for less than 10 years of service, \$2,500 from 10 through 12 years of service, \$3,000 for 12 through 14 years, \$4,000 for 14 through 17 years, and \$5,000 for 18 years or more. This pay is also available to nurse anesthetists, nurse practitioners, nurse midwives and clinical nurse specialists.

Critical Skills Wartime Accession Bonus

The military services may pay wartime accession bonuses to medical and dental officers who agree to serve at least four years. During the active-duty service obligation for which they qualify for the critical wartime skills accession bonus, officers are not eligible for multiyear special or incentive pay. Bonus rates vary by medical or dental specialty. Currently, the maximum authorized payment is \$400,000 for general surgeons, vascular surgeons and neurosurgeons..