

2016 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.

Medical officer Variable Special Pay	
Through O-6	Annual
Intern under 3 years	\$1,200
3 through 5 years	\$5,000
6 through 7 years	\$12,000
8 through 9 years	\$11,500
10 through 11 years	\$11,000
12 through 13 years	\$10,000
14 through 17 years	\$9,000
18 through 21 years	\$8,000
22 or more years	\$7,000
O-7 and above	\$7,000

Dental officer Variable Special Pay	Annual
Intern under 3 years	\$3,000
3 through 5 years	\$7,000
6 through 7 years	\$7,000
8 through 12 years	\$12,000
12 through 13 years	\$10,000
14 through 17 years	\$9,000
18 or more years	\$8,000

Dental officer Additional Special Pay	Annual
Under 3 years	\$10,000
3 through 10 years	\$12,000
10 or more years	\$15,000

Medical and dental officer Board Certified Special Pay	Annual
Under 10 years	\$2,500
10 through 12 years	\$3,500
12 through 14 years	\$4,000
14 through 18 years	\$5,000
18 or more years	\$6,000

Medical officer Incentive Special Pay	Annual
Aerospace medicine	\$20,000
Anesthesiology	\$36,000
Cardiology	\$36,000
Dermatology	\$20,000
Emergency medicine	\$26,000
Family practice	\$20,000
Gastroenterology	\$26,000
General surgery	\$29,000
Internal medicine	\$20,000
Neurology	\$20,000
Neurosurgery	\$36,000

OB/GYN	\$31,000
Ophthalmology	\$28,000
Orthopedics	\$36,000
Otolaryngology	\$30,000
Pathology	\$20,000
Pediatrics	\$20,000
Physical medicine	\$20,000
Preventive/occupational medicine	\$20,000
Psychiatry	\$20,000
Pulmonary/IM-critical care	\$23,000
Radiology	\$36,000
Urology	\$28,000
Subspecialty cat. I (1)	\$36,000
Subspecialty cat. II (2)	\$28,000
Subspecialty cat. III (3)	\$23,000
Subspecialty cat. IV (4)	\$20,000
Subspecialty cat. V (5)	\$36,000

(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 multiyear retention bonus	Level 1	Level 2	Level 3	Level 4
4-year agreement	\$50,000	\$40,000	\$35,000	\$25,000
3-year agreement	\$38,000	\$30,000	\$27,000	\$19,000
2-year agreement	\$25,000	\$20,000	\$18,000	\$13,000