

FY21 NAVY ACTIVE COMPONENT MEDICAL SERVICE CORPS SPECIAL PAY  
GUIDANCE

1. Accession Bonus

a. Eligibility. To be eligible for an Accession Bonus (AB), an individual must:

(1) Be a graduate of an accredited school in his or her clinical specialty.

(2) Be fully qualified to hold a commission or appointment as a commissioned officer in an Active or Reserve Component in their designated clinical specialty.

(3) Be fully qualified in the specialty to which appointed in the Medical Corps.

(4) Have a current, valid, unrestricted license.

(5) At the time of commission or appointment, have completed all mandatory service obligations if financial assistance was received from the Department of Defense in order to pursue a course of study to become an officer, or pursue a course of study leading towards appointment in the Corps/specialty. This includes, but is not limited to, participants and former participants of commissioning and pre-commissioning programs, but are not limited to Military Service Academy, Reserve Officers Training Corps, Armed Forces Health Professions Scholarship Program, Financial Assistance Program, Uniformed Services University of the Health Sciences, Health Services Collegiate Program, Seaman to Admiral-21 (STA-21), and any other pre-active duty programs funded by the government..

(6) Execute a written agreement to accept a commission or appointment as an officer of the Military Services to serve on active duty for a specific period. An individual who holds an appointment as an officer in either the Active or Reserve Component (To include IRR), of any branch of service is not eligible for an AB. A former officer who no longer holds an appointment or commission, and is otherwise qualified and eligible must have been honorably discharged or released from uniformed service at least 24 months prior to executing the written agreement to receive AB.

b. Health Care Providers (HCPs). In addition to the requirements in paragraphs 1a(1) through 1.a(4) of this attachment, HPOs who are HCPs must possess a current, valid, unrestricted license (or an approved waiver) and be qualified in their respective specialties.

c. Accession Bonus Amounts. HPO AB amounts are listed in Table 1.

d. Service Obligations. During the discharge of the service obligation associated with AB, HPOs assigned specialties in Table 2 eligible for Incentive Pay (IP), and/or Table 4 Board Certification Pay (BCP), are eligible to be paid those pays. Any additional obligation incurred by these pays shall be served concurrently. During the discharge of the service obligation associated with AB, individuals are not eligible for a Retention Bonus (RB).

e. Authorized Accession Bonus. The Commander, Navy Recruiting Command, upon acceptance of the written agreement, approve AB to an eligible individual in the amount in Table 1 for a three year or four year obligation. Eligible individuals who sign a written agreement to serve on active duty in exchange for receiving AB are authorized to receive AB. Based on service-unique requirements, the Commander, Navy Recruiting Command may decline to offer AB to any specialty that is otherwise eligible.

## 2. Incentive Pay (IP):

a. Eligibility. An HPO is eligible for IP if he or she meets the below eligibility criteria, which includes being licensed, privileged, and practicing, and has completed the qualifying training as explained in subsection 2.e.

(1) Is serving in the Medical Service Corps specialty for which the IP is being paid, unless terminated.

(a) For Active Component: active duty for a period of not less than one year.

(b) For Reserve Component: active duty for a period of more than 30 days, where the officers orders state the officers billet while on active duty is the same specialty for which the IP is being requested. If the orders do not state the same specialty, the officer must obtain written verification of privileged and practicing the specialty at a Military Treatment Facility, while on active duty for eligibility.

(2) Executes a written agreement, to remain on active duty for a minimum period of one year beginning the date the agreement is executed, using the appropriate template on the Bureau of Medicine and Surgery (BUMED) Special Pays website.

(a) Once under an IP agreement for a specific rate, there is no requirement to submit another IP request, unless the officer loses eligibility, or becomes eligible for a different IP rate.

(b) An HPO must possess an unrestricted license (or approved waiver), and must be qualified in the specialty. Subject to acceptance by the Chief, BUMED, all privileged HPOs must be credentialed and practicing at a facility designated by the Surgeon General, in the specialty for which IP is being paid.

(c) Those HPO specialties not required to be privileged to practice will be required to be credentialed and practicing the specialty at a facility designated by the Surgeon General, in the specialty for which the RB is being paid.

(d) The Chief, BUMED may also approve recommendations on a case-by-case basis for IP payments to HPOs assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions, or in remote locations outside the United States, or that preclude the ability to spend appropriate time in a clinical setting. In such cases the member may submit a request to Chief, BUMED for a waiver of the requirements, which will be

reviewed on an individual basis. Format of the request is a standard Navy formatted letter, and routed through the member's chain of command for recommendation.

b. Monthly Payments. Monthly IP payments for contracts shall be paid in the amounts established by the Secretary of the Military Department concerned not to exceed the annual amount in Table 2.

c. Completion of Qualifying Training. The effective date of IP shall be calculated from the completion of the qualifying training plus three months. The eligibility date of IP shall be calculated from the completion of the qualifying training plus three months, and meeting other eligibility requirements listed above.

### 3. Retention Bonus (RB):

a. Eligibility. To be eligible for the Active Duty RB, an HPO must be on permanent active duty, and meet the same eligibility requirements as for the active duty IP. Also, the officer must meet the following requirements:

(1) On the date the RB agreement is effective, an HPO must be the grade of CDR/O-5, and below, and less than 22 Years Commissioned Service (YCS).

(2) Must have completed:

(a) Any, and all, active duty service commitment incurred for participating in a commissioning, or pre-commissioning program, or any program(s) where government funding was provided prior to reporting to active duty as Medical Service Corps officer, and the Career Intermission Program (CIP), also

(b) The active duty service obligation (ADSO) for AB or Accession Health Professions Loan Repayment Program (HPLRP) is paid as an accession incentive, and must be served prior to eligibility for a RB.

Note: Commissioning and pre-commissioning programs include, but are not limited to Military Service Academy, Reserve Officers Training Corps, Armed Forces Health Professions Scholarship Program, Financial Assistance Program, Uniformed Services University of the Health Sciences, Health Services Collegiate Program, Seaman to Admiral (STA-21), and any other programs funded by the government.

(3) Have completed qualification for the specialty or subspecialty for which the RB is being paid before the beginning of the fiscal year during which a agreement is executed, but no earlier than 3 months after completing the qualifying training.

(4) MSC LT and LCDR who are a one-time Failed to Select (FOS) to the next higher grade are ineligible to enter a new RB agreement until either selected for promotion, or offered continuation.

(5) Executes a written agreement, accepted by the Chief, BUMED, to remain on active duty in the specialty for which the RB is being paid. To enter agreement individual submits a request to Chief, BUMED, with Commanding Officer endorsement using appropriate template on BUMED Special Pays webpage. BUMED Special Pays will prepare an agreement and return it to the member who will need to accept or decline the agreement, and return the acceptance/declination letter to BUMED Special Pays to complete the processing.

(6) If also a Health Care Provider (HCP), have a current, valid, unrestricted license or approved waiver, and subject to acceptance by the Chief, BUMED, must be currently credentialed, privileged, and practicing at a facility designated by the Chief, BUMED, in the specialty for which the RB is being paid. The Chief, BUMED may also approve recommendations on a case by case basis for RB payments to HPOs assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions or in remote locations outside the United States, or that preclude the ability to spend appropriate time in a clinical setting. Requests for waivers may be submitted by the member per paragraph 2a(3)(b) above.

(7) For Specialties Social Worker, Pharmacy, and Optometry, are not eligible to request termination and renegotiation of an existing RB agreement to enter a new RB agreement, and are not eligible to enter an RB while under an Active Duty Service Obligation (ADSO) to include for DUINS education/training, Health Professions Loan Repayment (HPLRP), or Special Pays RB.

b. Service-Unique Requirements. Based on Service-unique requirements, the Chief, BUMED may decline to offer a RB to HPOs or may restrict the length of a RB contract to less than four years.

c. Termination and Renegotiation of Prior Retention Bonus. Subject to acceptance by the Chief, BUMED, except those specialties listed in paragraph 3.a(6) above, a HCP with an existing RB contract as authorized in this attachment, may request termination of that contract to enter into a new RB contract with an equal or longer obligation at the RB annual rate in effect at the time of execution of the new RB contract. The new obligation period shall not retroactively cover any portion or period that was executed under the old contract. HCP in the above identified specialties are not eligible to terminate and renegotiate for a new RB.

d. Active Duty Service Obligations(ADSOs). ADSOs for a RB shall be established in accordance with paragraphs 3d(1) through 3d(4) of this attachment.

(1) ADSOs for education and training and previous MP agreements shall be served before serving the RB ADSO.

(2) When no education and training ADSO exists at the time of a RB contract execution, the RB ADSO shall be served concurrently with the RB contract period and all non-education and training ADSOs. Also, if the RB contract is executed before the start date of specialty qualification training and no other education and training ADSO exists, the RB ADSO shall be served concurrently with the RB contract period. However, if the RB contract is executed on or after the start date of specialty qualification training, the HPO is obligated for the full specialty

qualification training period and the RB ADSO shall begin one day after the specialty qualification training ADSO is completed. Once an HPO has begun to serve a RB ADSO, he or she shall serve it concurrently with any future ADSO, including obligations for other special pay agreements or medical education and training obligations incurred after the execution date for that particular RB contract.

(a) Obligations for a RB may be served concurrently with obligations for IP, Board Certification Pay (BCP), promotion, and non-medical specialty military specific education/training.

(b) During the discharge of the service obligation associated with HPLRP paid as a retention incentive, individuals are eligible for a RB. The RB ADSO is consecutive to all HPLRP obligations.

e. Annual Pay Amounts for Multi-year RB. Annual payment amounts for multi-year RB contracts shall be in the amounts in Table 2. The RB shall be paid annually on the anniversary date of contract.

4. Board Certification Pay (BCP). HPOs are eligible to receive BCP at the annual rate as indicated in Table 3 paid in equal monthly amounts. To be eligible for BCP, an HPO must:

- a. Hold the Specialty as the Primary Specialty for the duration of the BCP.
- b. Have a post-baccalaureate degree in his or her clinical specialty.
- c. Be certified by a recognized board in the clinical specialty as listed in Table 4.
- d. If also an HCP: possess a current, valid, unrestricted license or approved waiver.

5. Payment. IP and BCP shall be paid monthly. RB shall be paid in annual installments for the length of the agreement, and AB may be paid in a lump sum, monthly payments, or in periodic installments. Upon acceptance by the Chief, BUMED, the total amount paid under the agreement shall be fixed during the length of the agreement. The amount of each bonus or pay is listed in Tables 1-3.

## GLOSSARY

### PART I. ABBREVIATIONS AND ACRONYMS

AB	Accession Bonus
ADSO	Active Duty Service Obligation
ASD(HA)	Assistant Secretary of Defense for Health Affairs
BCP	Board Certification Pay
CSP	Consolidated Special Pay
HCP	Health Care Provider
HPLRP	Health Professions Loan Repayment Program
HPO	Health Professions Officer
IP	Incentive Pay
MP	Multi-year Pay
RB	Retention Bonus

## PART II. DEFINITIONS

Accession Bonus (AB). Bonus paid upon accession pursuant to USC Title 37, Chapter 5, Section 335, paragraphs (a)(1) and (a)(2).

Board Certification Pay (BCP). A pay authorized to health professions officer who earns board certification by an approved certifying agency. Pay authorized under USC Title 37, Chapter 5, Section 335, paragraph (c).

Credentialed. A qualification held by a health professions officer constituting evidence of qualifying education, training, licensure, experience, current competence, etc.

Incentive Pay (IP). A pay authorized to a health professions officer serving on active duty in a designated health profession specialty for a healthcare related skill. Pay authorized under USC Title 37, Chapter 5, Section 335, paragraph (b).

Multi-year Pay (MP). Pay given for obligated service of two, three, or four years.

Commissioning Program. Any program of education or training funded by the government authorizing commissioning, such as Military Service Academy, Reserve Officers Training Corps, Armed Forces Health Professions Scholarship Program, Financial Assistance Program, Uniformed Services University of the Health Sciences, or any other commissioning programs.

Practicing. Meeting the practicing requirements to maintain privileges by the Privileging Authority.

Privileged. Permission/authorization for an independent provider to provide medical or other patient care services in the granting institution or billet. Clinical privileges define the scope and limits of practice for individual providers and are based on the capability of the healthcare facility, the provider's licensure, relevant training and experience, current competence, health status, and judgment.

Retention Bonus (RB). A bonus paid to obligate an officer for a specified period of time for more than one year authorized under USC Title 37, Chapter 5, Section 335, paragraph (a)(3).

**Table 1: ACCESSION BONUS (AB) RATES BY SPECIALTY AND CLINICAL PSYCHOLOGIST CRITICALLY SHORT WARTIME SPECIALTY AB <sup>1</sup>**

SPECIALTY AB	Lump Sum	
	3-Year Obligation	4-Year Obligation
Physician Assistant	\$37,500	\$60,000
Social Worker	\$18,750	\$30,000
<b>SPECIALTY CSWSAB</b>		
Clinical Psychologist	\$42,500	\$65,000

**Table 2: Incentive Pay/Retention Bonus (IP/RB) Rates by Specialty <sup>2,3</sup>**

SPECIALTY	Amount Paid Per Year or a:				
	Fully Qualified IP Rate/Year (with and without RB)	RB 2-Year Rate	RB 3-Year Rate	RB 4-Year Rate	RB 6-Year Rate
Physician Assistant	\$5,000	\$10,000	\$15,000	\$20,000	-
Clinical Psychologist	\$5,000	\$15,000	\$20,000	\$25,000	-
Licensed Clinical Social Worker	-	\$5,000	\$8,000	\$10,000	-
Optometrist	\$1,200	\$3,000	-	-	-
Pharmacist	-	\$12,000	-	-	-

**Table 3:**

<b>Board Certification Pay (BCP) 1-year rate (prorated monthly) <sup>3</sup></b>	<b>\$6,000</b>
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**Table 4: Approved Specialty Professional Boards Eligible for Board Certification Pay**

SPECIALTY	SPONSOR	CERTIFICATION RESPONSIBILITY	BOARD(S)
Audiology/ Speech Pathology	American Speech-Language Hearing Association	Council for Clinical Certification in Audiology and Speech-Language Pathology	1. Audiology (CCC-A) 2. Speech-Language Pathology (CCC-SLP)
	American Board of Audiology	Clinical Certification Board	1. Audiology 2. Advanced Certification with Specialty Recognition (various)



Biochemistry	Commission on Accreditation in Clinical Chemistry	American Board of Clinical Chemistry	Fellow of the Academy of Clinical Biochemistry
Dietetics	Academy of Nutrition and Dietetics	Commission on Dietetic Registration	1. Pediatric Nutrition 2. Renal Nutrition 3. Obesity and Weight Mgmt 4. Sports Dietetics 5. Gerontological Nutrition 6. Oncology Nutrition 7. Advanced Practice Certification in Clinical Nutrition
	American Society for Parenteral and Enteral Nutrition	The National Board of Nutrition Support Certification	Certified Nutrition Support Clinician
	National Certification Board for Diabetes Educators	National Certification Board for Diabetes Educators	Certified Diabetes Educator
	National Commission for Health Education Credentialing	National Commission for Health Education Credentialing	1. Certified Health Education Specialists 2. Master Certified Health Education Specialist
	American Board of Sports Medicine	American College of Sports Medicine	1. Registered Clinical Exercise Physiologist 2. Certified Exercise Physiologist 3. Certified Clinical Exercise Physiologist
Medical Physicist	American Board of Radiology	American Board of Medical Specialties	Subspecialties of nuclear medical physics, diagnostic medical physics, and therapeutic medical physics
Occupational Therapy	American Occupational Therapy Association (AOTA)	AOTA Board for Advanced and Specialty Certification	1. Gerontology 2. Mental Health 3. Pediatrics 4. Physical Rehabilitation
	Hand Therapy Certification Commission	Hand Therapy Certification Commission	Certified Hand Therapist
	Board of Certification in Professional Ergonomics	Board of Certification in Professional Ergonomics	1. Certified Professional Ergonomist 2. Certified Human Factors Professional 3. Certified User Experience Professional
	Academy of Certified Brain Injury Specialists	Academy of Certified Brain Injury Specialists	Certified Brain Injury Specialist Trainer

Optometry	American Academy of Optometry	American Academy of Optometry	Fellow in the American Academy of Optometry
	American Board of Certification in Medical Optometry (ABCMO)	ABCMO	ABCMO
	American Board of Optometry	American Board of Optometry	Diplomate of the American Board of Optometry
Pharmacy	American Pharmacists Association	Board of Pharmacy Specialties	Any
Physical Therapy	American Physical Therapy Association	American Board of Physical Therapy Specialists	1. Cardiopulmonary 2. Clinical Electrophysiology 3. Geriatrics 4. Neurology 5. Orthopedics 6. Pediatrics 7. Sports 8. Women's Health
Physician Assistant	National Commission on Certification of Physician Assistants	National Commission on Certification of Physician Assistants	National Commission on Certification of Physician Assistants
Podiatry	American Podiatric Medical Association	Council on Podiatric Medical Education	1. American Board of Podiatric Medicine 2. American Board of Foot and Ankle Surgery
Psychology	American Psychological Association	American Board of Professional Psychology	Diplomate
Social Work	American Board of Clinical Social Work (ABCSW) Formerly known as the American Board of Examiners In Clinical Social Worker	American Board of Clinical Social Work (ABCSW) Formerly known as the American Board of Examiners In Clinical Social Worker	Board Certified Diplomate (BCD) in Clinical Social Work
	National Association of Social Workers	Competence Certification Commission	Diplomate in Clinical Social Work
Veterinary Officer	Any one of several boards certified by the American Veterinary Medical Association	Specific Specialty Board	Any

Footnotes:

<sup>1</sup> Must be a graduate of an accredited school in his or her clinical specialty. Psychologist CSWSAB, designated by the Secretary of Defense as critical to meet a Military Service's healthcare wartime missions. Justification for a critical designation consists of the criticality of

the HPO skill, officer shortages due to recent force structure changes, or extremely high replacement or training cost. AB is paid in lump sum.

<sup>2</sup> When a Health Care Provider (HCP), AC HPOs must be credentialed, privileged, and practicing at a facility designated by the military service, in the specialty for which the IP and RB is being paid. The Secretary of the Military Department concerned may also approve recommendations on a case-by-case basis for IP and RB payments to HPOs assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions, or in remote locations outside the United States, or that preclude the ability to spend appropriate time in a clinical setting. General/Flag officers at the rank of O-7 and above are eligible for the IP and BCP in their credentialed specialty.

<sup>3</sup> To be paid IP and BCP under the 1/30<sup>th</sup> rule, RC HPOs must be credentialed by the military Service in the specialty for which the incentive is being paid, while on active duty.