

## FY23 NAVY ACTIVE COMPONENT DENTAL CORPS SPECIAL PAY GUIDANCE

### 1. Accession Bonus

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

(1) Be a graduate of an American Dental Association (ADA) accredited school of dentistry, and possess a Doctor of Dental Surgery (DDS) or Doctor of Dental Medicine (DMD) degree.

(2) Be fully qualified to hold a commission or appointment as a commissioned officer in an Active Component of the Dental Corps.

(3) Be fully qualified in the specialty to which appointed in the Dental 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 other commissioning programs.

(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. Accession Bonus Amounts. Dentists who meet the conditions in subparagraphs 1a(1) through 1a(6) of this pay plan are eligible for an AB payable for written agreements in the amounts in Table 1.

c. Service Obligations. During the discharge of the service obligation associated with AB, individuals are eligible for Incentive Pay (IP), and Board Certification Pay (BCP), provided they meet the eligibility criteria for 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).

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

## 2. Incentive Pay (IP).

a. Eligibility. A dentist 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 listed in subsection 2e:

(1) Is serving in the Dental 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, by submitting the appropriate template on the Bureau of Medicine and Surgery (BUMED) Special Pays website to request the IP.

(a) For those whose RB ends, and the IP rate does not change, submission of a new IP agreement is not required.

(b) For those whose RB ends, and the IP rate is now different at the w/o RB rate, submission of an IP agreement is required. The new agreement is for a minimum period of one year.

(c) Once an individual has executed 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.

(3) Possesses an unrestricted license. Member must continue to be credentialed, privileged, and practicing at a facility designated by the Surgeon General as an authorized dental facility, in the Dental specialty for which the IP is being paid.

(a) General Dentists attending AEGD/GPR are considered meeting the privileged and practicing requirement while successfully meeting the requirements of the program.

(b) The Chief, BUMED may also approve recommendations on a case by case basis for IP payments to dentists 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.

(c) Flag officers at the rank of RDML and above are eligible for the General Dentist IP rate.

b. Monthly Payments. Annual payment amounts for IP are listed in Table 2, and will be paid in equal monthly installments. After the initial year agreement the IP payments will continue, at the rate in the agreement, with no requirement for additional IP agreements or requests unless the officer becomes eligible for a different IP rate.

c. Not Under Retention Bonus Agreement. Subject to acceptance by the Chief, BUMED, a dentist not under a RB agreement, who becomes eligible for a higher IP rate, may request to terminate and renegotiate for the higher rate IP. The new agreement will be for a minimum of one year from date of renegotiation.

d. Under Retention Bonus Agreement. Dentists who enter a RB contract shall receive IP, at the IP with RB rate listed in the Navy's Fiscal Year Pay Guidance in effect at the time the RB contract is effective, and will continue for the duration of the RB agreement. If the IP with RB agreement authorized the dentist a higher IP rate, upon termination/completion of the RB agreement the dentist is required to submit an IP request/agreement for the new lower rate IP, per paragraph 1a(2) above, or Chief, BUMED will terminate the IP in its entirety.

e. Completion of Qualifying Training. The effective date of IP shall be calculated from the completion of the qualifying training plus three months. Qualifying training is defined as Dental School, Internship, Residency and Fellowship.

(1) General Dentist IP – Eligibility is three months after completing Dental School, licensed, privileged, and practicing. Example, DC officer completes Dental School 3 May 2023, eligibility for General Dentist IP is 3 August 2023, provided officer is licensed, and reported to command where privileged, and practicing. If not licensed, and privileged, and practicing General Dentistry, by 3 August 2023, then eligibility for the IP is the date after 3 August 2023 member meets all eligibility requirements.

(2) Specialty IP – Eligibility is three months after completion of residency or fellowship. Same as General Dentist IP example above.

### 3. Retention Bonus (RB).

a. Eligibility. To be eligible for the Active Duty RB, a dentist 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) Be below the grade of RDML.

(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 Dental 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 specialty qualification for which the RB is being paid prior to the beginning of the fiscal year during which a written agreement is executed, but no earlier than 3 months after completing the qualifying training.

(4) 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.

(5) Have a current, valid, unrestricted license, and must maintain privileged, and practicing at a facility designated by the Navy as an authorized dental facility, in the Dental 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 dentists 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.

(6) FY23 there are limitations on some specialties for RB as follows:

(a) For the specialties General Dentistry (1700), Endodontics (1710), ACP (1724), Orthodontics (1735), Oral Medicine (1745), Exodontia (1749), Periodontics (1760), Public Health

Dentistry (1775), Pathology (1780), and Pediatric Dentistry (1795), are not eligible to request termination and renegotiation of an existing RB agreement to enter into a new RB agreement, and not eligible to enter an RB while under an Active Duty Service Obligation (ADSO) to include for dental education, training, or Special Pays RB.

b. Service-Unique Requirements. The Chief, BUMED may decline to offer a RB to dentists or may restrict the length of a RB contract based on service needs or requirements.

c. Termination and Renegotiation of Prior Retention Bonus. Subject to acceptance by the Chief, BUMED, except those dentists listed in paragraph 3.a(6)(a), a dentist with an existing RB contract, 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.

d. Active Duty Service Obligation. ADSOs for RB shall be established in accordance with subparagraphs 3d(1) through 3d(4) of this Pay Guidance.

(1) ADSOs for education and training and previous RB 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 residency/fellowship 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 residency/fellowship, the Dentist is obligated for the full residency/fellowship period and the RB ADSO shall begin one day after the residency/fellowship ADSO is completed. Once a dentist has begun to serve a RB ADSO, he or she shall serve it concurrently with other future ADSO obligations for other special pay agreements (excluding HPLRP) or dental education and training obligations incurred after the execution date for that particular RB contract.

(3) Obligations for a RB may be served concurrently with other service obligations, to include IP, Board Certified Pay (BCP), promotion, and non-Dental military schooling.

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

4. Board Certified Pay (BCP). Dental Specialists 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 officer must:

- a. Be certified by a recognized board in the clinical specialty as listed in Table 4.
- b. Possess a current, valid, unrestricted license or approved waiver.

c. Executes a written agreement to remain on active duty beginning on the date the contract is executed, for a minimum period of one year.

Note: BCP eligibility is the later of, date of certification, date of license, date assigned the qualifying specialty, or date reported to active duty.

## 5. Payment

a. IP and BCP shall be paid monthly, and reflect on the LES as SAVED PAY. RB and AB shall be paid in annual installments for the length of the agreement. 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.

b. A dentist who enters into a written agreement is eligible to the full amount of the bonus or pay earned provided the Service member is fulfilling the conditions for such bonus or pay during the length of the agreement. Specified conditions may include a service obligation and the eligibility requirement described above.

## GLOSSARY

### PART I. ABBREVIATIONS AND ACRONYMS

AB	Accession Bonus
ADA	American Dental Association
ADSO	Active Duty Service Obligation
ASD(HA)	Assistant Secretary of Defense for Health Affairs
CSP	Consolidated Special Pay
DDS	Doctor of Dental Surgery
DMD	Doctor of Dental Medicine
HPLRP	Health Professions Loan Repayment Program
IP	Incentive Pay
MP	Multi-year Pay
RB	Retention Bonus

## PART II. DEFINITIONS

Accession Bonus (AB). Bonus paid upon accession pursuant to 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 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.

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.

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.

Dental education and training. The period of time from entry into an ADA-accredited school(s) of dentistry until completion and award of a DDS or DMD degree.

Dentist. A Naval Officer designated an officer of the Dental Corps.

Fellowship. A period of dental education & training after completing a specialty residency program.

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.

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

Privileged. Permission/authorization for an independent provider to provide dental 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.

Residency. Advanced education training program accredited by the American Dental Association awarding qualifications of a specialty dentist.



Retention Bonus (RB). A bonus paid to obligate an officer for a specified period of time (two, three, four, or six years) authorized under USC Title 37, Chapter 5, Section 335, paragraph (a)(3).

**Table 1: DENTAL CORPS CRITICAL WARTIME SKILLS ACCESSION BONUS (CWSAB)**

<u>Dental Specialty</u>	<u>CWSAB 4-year Rate</u>
Oral and Maxillofacial Surgery	\$600,000
Comprehensive Dentistry	\$400,000

**Table 2: DENTAL CORPS IP & RB <sup>2,3</sup>**

<b>DENTAL CORPS</b>	<b>Fully Qualified IP Annual rate (prorated monthly)</b>	<b>RB 2-Year Rate (Paid Annually)</b>	<b>RB 3-Year Rate (Paid Annually)</b>	<b>RB 4-Year Rate (Paid Annually)</b>	<b>RB 6-Year Rate (Paid Annually)</b>
General Dentistry	\$20,000	\$13,000	\$19,000	\$25,000	-
Advanced Clinical Practice (ACP)- General Dentistry, Exodontia, Endodontics, Periodontics, Prosthodontics	\$25,000	\$18,000	\$27,000	\$35,000	-
Comprehensive	\$25,000	\$25,000	\$38,000	\$60,000	\$75,000
Endodontics	\$25,000	\$25,000	\$38,000	\$50,000	-
Operative Dentistry	\$25,000	\$25,000	\$38,000	\$50,000	-
Oral Diagnosis/Oral Medicine/Oral Radiology	\$25,000	\$25,000	\$38,000	\$50,000	-
Oral Pathology	\$25,000	\$25,000	\$38,000	\$50,000	-
Orthodontics	\$25,000	\$25,000	\$38,000	\$50,000	-
Pediatric Dentistry	\$25,000	\$25,000	\$38,000	\$50,000	-
Periodontics	\$25,000	\$25,000	\$38,000	\$50,000	-
Prosthodontics/Maxillofacial Prosthodontics	\$25,000	\$25,000	\$38,000	\$50,000	\$65,000
Public Health Dentistry	\$25,000	\$25,000	\$38,000	\$50,000	-
Temporomandibular Dysfunction (TMD)/Orofacial Pain	\$25,000	\$25,000	\$38,000	\$50,000	-
Dental Research	\$25,000	\$25,000	\$38,000	\$50,000	-
Oral Maxillofacial Surgery	\$55,000	\$45,000	\$58,000	\$95,000	\$115,000

Table 3:

<b>Board Certification Pay (BCP) 1-year rate (prorated monthly) <sup>2,3</sup></b>	<b>\$6,000</b>
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Table 4: **Recognized Boards**

American Board of Dental Public Health	American Board of Periodontology
American Board of Endodontics	American Board of Prosthodontics
American Board of Oral and Maxillofacial Pathology	American Board of Operative Dentistry
American Board of Oral and Maxillofacial Radiology	American Board of Orofacial Pain
American Board of Oral and Maxillofacial Surgery	American Board of Oral Medicine
American Board of Orthodontics	American Board of General Dentistry
American Board of Pediatric Dentistry	

Footnotes:

<sup>1</sup> Must be a graduate of an American Dental Association (ADA)-accredited school of dentistry and possess a Doctor of Dental Surgery (DDS) or Doctor of Dental Medicine (DMD) degree. Service Member can choose to have the AB paid in lump sum, or 4 annual installments.

<sup>2</sup> As a Health Care Provider (HCP), AC HPOs must be currently credentialed, privileged, and practicing at a facility designated by the military Service, in the Dental 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 Dentists 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. Flag officers at the rank of RDML and above are eligible for the General Dentistry IP rate and BCP.

<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.