



PERSONNEL AND  
READINESS

## UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

April 29, 2011

*Incorporating Change 1, December 16, 2011*

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
UNDER SECRETARIES OF DEFENSE  
DEPUTY CHIEF MANAGEMENT OFFICER  
ASSISTANT SECRETARIES OF DEFENSE  
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE  
DIRECTOR, OPERATIONAL TEST AND EVALUATION  
DIRECTOR, COST ASSESSMENT AND PROGRAM  
EVALUATION  
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE  
ASSISTANTS TO THE SECRETARY OF DEFENSE  
DIRECTOR, ADMINISTRATION AND MANAGEMENT  
DIRECTOR, NET ASSESSMENT  
DIRECTORS OF THE DEFENSE AGENCIES  
DIRECTORS OF THE DoD FIELD ACTIVITIES

SUBJECT: Directive-Type Memorandum (DTM) – 11-005, Implementation of Special Pay for General Dentists

References: (a) DoD Directive 5124.02, "Under Secretary of Defense for Personnel and Readiness (USD(P&R))," June 23, 2008  
(b) Sections 301e, 302b, 303(a), 335, 371, 373, and 374 of title 37, United States Code  
(c) DoD Instruction 6000.13, "Medical Manpower and Personnel," June 30, 1997  
(d) Chapter 2 of Volume 7A of DoD 7000.14-R, "Department of Defense Financial Management Regulations (FMRs)," as amended

Purpose. This DTM:

- In accordance with the authority in Reference (a), establishes policy, assigns responsibilities, and prescribes procedures by which the Military Departments may pay special bonus and incentive pay (IP) to officers in the Dental Corps of a Military Service or to officers designated as dental officers in accordance with Reference (b).
- Is effective upon its publication to the DoD Issuances Website; it shall be incorporated into DoD Instruction 6000.13 (Reference (c)). This DTM shall

expire effective ~~November 5, 2011~~ *August 5, 2012*. No agreement may be entered into pursuant to section 335 of Reference (b) after December 31, 2010, unless the authority is extended by Congress.

Applicability. This DTM applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD (hereinafter referred to collectively as the “DoD Components”).

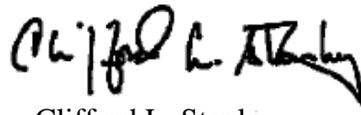
Definitions. See Glossary.

Policy. It is DoD policy that a compensation program be established and managed to provide the DoD Components with sufficient military medical personnel to meet all mission requirements.

#### Responsibilities

- Assistant Secretary of Defense for Health Affairs (ASD(HA)). The ASD(HA), under the authority, direction, and control of the Under Secretary of Defense for Personnel and Readiness, shall provide guidance to the Military Departments as necessary and monitor their compliance with the provisions of this DTM.
- Secretaries of the Military Departments. The Secretaries of the Military Departments shall:
  - Administer the procedures to implement special pay for general dentists under section 335 of Reference (b) in accordance with the Attachment.
  - Provide a written implementation plan to the ASD(HA) and provide guidance to the Defense Finance and Accounting Service within 60 days of the date of this DTM.

Releasability. UNLIMITED. This DTM is approved for public release and is available on the DoD Issuances Website at <http://www.dtic.mil/whs/directives>.



Clifford L. Stanley

Attachment:  
As stated

ATTACHMENT

PROCEDURES FOR IMPLEMENTATION OF SPECIAL PAY FOR  
GENERAL DENTISTS

1. ACCESSION BONUS (AB)

a. Eligibility. To be eligible for AB, an individual must:

(1) Be a graduate of an American Dental Association (ADA)-accredited school(s) 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 (will be appointed in the Dental Corps as a General Dentist).

(3) Have a current, valid, unrestricted license or approved waiver.

(4) Execute a written agreement to accept a commission or appointment as a dental officer of the Military Services to serve on active duty for a period of not less than 4 consecutive years. An individual who holds an appointment as a dental officer in either the Active or Reserve Component is not eligible for AB. A former Dental Corps officer who no longer holds an appointment or commission and is otherwise qualified and eligible must have been discharged from any uniformed service at least 24 months prior to executing the written agreement to receive AB.

(5) At the time of commission or appointment, have completed all mandatory service obligations if financial assistance was received from the DoD in order to pursue a course of study as a dentist. This includes, but is not limited to, participants and former participants of the Reserve Officers Training Corps, Armed Forces Health Professions Scholarship Program, Financial Assistance Program, and Uniformed Services University of the Health Sciences.

b. AB Amounts. General Dentists are considered a Critically Short Wartime Specialty pursuant to section 335(a)(2) of Reference (b). General Dentists who meet the conditions in subparagraphs 1.a.(1) through 1.a.(5) of this attachment are eligible for an AB payable for written agreements in the amount in Table 1.

Table 1. Annual AB Pay

|                 | Dollar Amount per Year for a: |                      |                      |
|-----------------|-------------------------------|----------------------|----------------------|
|                 | 2-Year<br>Obligation          | 3-Year<br>Obligation | 4-Year<br>Obligation |
| General Dentist | \$0                           | \$0                  | \$37,500             |

c. Service Obligations. During the discharge of the service obligation associated with AB, individuals are eligible for IP. 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 AB. The Secretary of the Military Department concerned may, upon acceptance of the written agreement described in section 5 of this attachment, pay AB to an eligible individual in the amount in Table 1 for a 4-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 Secretary of the Military Department concerned may decline to offer AB to a General Dentist. Once the agreement is entered into, General Dentists are only authorized to enter other special pay agreements under consolidation of special pays as defined in section 335 of Reference (b).

## 2. IP

a. Eligibility. A General Dentist is eligible for IP if he or she:

(1) Is serving as a General Dentist, unless terminated pursuant to section 6 of this attachment.

(2) Executes a written agreement to remain on active duty beginning on the date the contract is executed.

(a) For active duty for a period of not less than 1 year.

(b) For Reserve Component for a period of mobilization or Active Duty for Special Work (ADSW) exceeding 30 days.

(3) Possesses an unrestricted license (or approved waiver), and is qualified as a General Dentist. Subject to acceptance by the Secretary of the Military Department concerned, a General Dentist must be currently credentialed and privileged at a military treatment facility as a General Dentist. The Secretary of the Military Department concerned may also approve recommendations for IP payments to General 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.

b. Monthly Payments. Monthly IP payments for contracts beginning 60 days after the signature date of this DTM shall be paid in the amount established by the Secretary of the Military Department concerned not to exceed the amount in Table 2, as further explained in section 5 of this attachment.

Table 2. Annual IP Pay

|                 | Total IP, Fully Qualified<br>(Paid in the monthly amount of \$1,666.66) |
|-----------------|---|
| General Dentist | \$20,000  |

c. Not Under RB Agreement. Subject to acceptance by the Secretary of the Military Department concerned, a General Dentist who is eligible for but not under an existing RB agreement and who is no longer obligated under a previous IP agreement may enter into a new IP agreement at the rate in Table 2. IP agreements must be for at least 1 year or as determined in the Health Affairs Special Pay Plan.

d. Under RB Agreement. General Dentists who enter a RB contract may also enter an IP contract at the amount in Table 2. General Dentists who elect this option shall continue IP eligibility at that rate for each active year of the RB contract. Any renegotiation of either the RB or IP shall require signing a new RB contract (at the annual rate in effect at the time the new contract is signed) with an equal or longer obligation.

e. Completion of Qualifying Training. The effective date of IP shall be calculated from the completion of the qualifying training plus 3 months.

### 3. RB

a. Eligibility. To be eligible for RB, a General Dentist must:

(1) Be below the grade of O-7.

(2) Have completed either:

(a) Any active duty service commitment incurred for dental education, training, or accession obligation; or

(b) The active duty service obligation for AB. An individual eligible for AB may decline the AB and accept the RB.

(3) Have completed General Dentist qualification prior to the beginning of the fiscal year during which a written agreement is executed.

(4) Have executed a written agreement, accepted by the Secretary of the Military Department concerned, to remain on active duty as a Dental Officer for 2, 3, or 4 years.

(5) Have a current valid unrestricted license or approved waiver and be credentialed, privileged, and practicing as a General Dentist. The Secretary of the Military Department concerned may also approve recommendations for RB payments to General 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.

b. Service-Unique Requirements. Based on Service-unique requirements, the Secretary of the Military Department concerned may decline to offer RB to General Dentists or may restrict the length of an RB contract to less than 4 years.

c. Prior Multiyear Pay (MP) or RB. Subject to acceptance by the Secretary of the Military Department concerned, a General Dentist with an existing MP pursuant to section 301e of Reference (b), or with an RB contract as authorized in this DTM, 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. An officer may not receive a special pay under both subchapter I and subchapter II of chapter 5 of Reference (b) for the same activity, skill, or period of service.

d. Active Duty Service Obligations (ADSOs). ADSOs for RB shall be established in accordance with subparagraphs 3.d.(1) through 3.d.(3) 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 an 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 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, the General Dentist is obligated for the full residency period and the RB ADSO shall begin 1 day after the fellowship ADSO is completed. Once a General Dentist has begun to serve an RB ADSO, he or she shall serve it concurrently with any existing ADSO, including obligations for other special pay agreements or medical education and training obligations incurred after the execution date for that particular RB contract.

(3) Obligations for RB may be served concurrently with any other service obligation, to include IP, Board Certified Pay, promotion, non-clinical doctorate degree, master's degree, and non-clinical doctorate or master's degree, and non-medical military schooling.

(4) During the discharge of the service obligation associated with the Health Professional Loan Repayment Program (HPLRP), individuals are eligible for RB. The RB ADSO is consecutive to all HPLRP obligations.

e. Annual Pay Amounts for Multiyear RB. Annual payment amounts for multiyear RB contracts shall be in the amounts in Table 3. The RB shall be paid annually on the anniversary date of contract.

Table 3. Annual RB Pay

|                 | Discharging an Initial ADSO (1 Year) | 2 Years  | 3 Years  | 4 Years  |
|-----------------|--------------------------------------|----------|----------|----------|
| General Dentist | \$0                                  | \$13,000 | \$19,000 | \$25,000 |

4. WRITTEN AGREEMENT FOR BONUS OR PAY. To receive a bonus or pay as authorized by this DTM, a General Dentist determined to be eligible for the bonus or pay shall enter into a written agreement with the Secretary of the Military Department concerned that specifies:

- a. The amount of the bonus or pay.
- b. The method of payment of the bonus or pay.
- c. The period of obligated service for the bonus or pay.
- d. The type or conditions of the service.

e. The circumstances that may result in termination of the agreement and repayment of any unearned portion of the bonus or pay if the officer fails to fulfill the conditions for the bonus or pay, to include an unfulfilled service obligation or eligibility requirement in accordance with Reference (a), section 373 of Reference (b), and Chapter 2 of Volume 7A of DoD 7000.14-R (Reference (d)).

#### 5. PAYMENT

a. IP shall be paid monthly. All other health professions bonus or pay pursuant to this DTM may be paid in a lump sum, monthly payments, or in periodic installments as determined by the Secretary of the Military Department concerned. Upon acceptance by the Secretary of the Military Department concerned, 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 Table 2.

b. A General Dentist who enters into a written agreement with the Secretary of the Military Department concerned who specifies conditions for receipt of a bonus or pay described in this DTM is eligible to the full amount of the bonus or pay earned for fulfilling the conditions for such bonus or pay. Specified conditions may include a service obligation and the eligibility requirement described in this DTM.

6. TERMINATION AND REPAYMENT OF ELIGIBILITY TO BONUS OR PAY

a. Any failure to fulfill the conditions specified in an agreement may result in termination of the agreement and the member's repayment of any unearned portion of a bonus or pay in accordance with section 373 of Reference (b) and Reference (d).

b. If a bonus or pay is terminated, the officer may be paid, on a pro rata basis, the portion actually earned.

c. The Secretaries of the Military Departments shall establish regulations that specify the conditions and procedures under which termination and repayment may take place, consistent with Reference (b). Any written agreement shall be consistent with such regulations.

GLOSSARY

PART I. ABBREVIATIONS AND ACRONYMS

|         |   |
|---------|---|
| AB      | accession bonus                                   |
| ADA     | American Dental Association                       |
| ADSO    | Active Duty Service obligation                    |
| ADSW    | Active Duty for Special Work                      |
| ADS(HA) | Assistant Secretary of Defense for Health Affairs |
| DDS     | Doctor of Dental Surgery                          |
| DMD     | Doctor of Dental Medicine                         |
| DTM     | Directive-type memorandum                         |
| HPLRP   | Health Professional Loan Repayment Program        |
| IP      | incentive pay                                     |
| MP      | multiyear pay                                     |
| RB      | Retention bonus                                   |

PART II. DEFINITIONS

These terms and their definitions are for the purpose of this DTM.

AB. Bonus paid upon accession pursuant to paragraph (a)(2) of section 335 of Reference (b).

creditable service. Includes all periods that an officer has served on active duty as a Dental Corps officer, and all periods spent in graduate dental education training programs while not on active duty.

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.

general dentist. Dental grouping for which the Army area of concentration identifier is 63A, the Navy subspecialty code is 1700, and the Air Force specialty code number is 47GX, or 47G3, or 47G3C.

IP. Bonus paid in recognition of licensure authorized under paragraph (b) of section 335 of Reference (b).

multi-year pay. Pay given for obligated service of 2, 3, or 4 years.

RB. A bonus paid to obligate an officer for a specified period of time (2, 3, or 4 years) authorized under paragraph (a)(3) of section 335 of Reference (b).