

ALARACT 195/2010 ARMY SPECIAL PAY PLAN FOR LICENSED CLINICAL PSYCHOLOGIST(S), SOCIAL WORKERS, PHYSICIAN ASSISTANT(S), AND VETERINARIANS, DTG 262156Z JUN 10. This message prescribes DA policy governing Health Professions Officer (HPO) Consolidation of Special Pays (CSP) plan and rates for licensed clinical psychologist(s), licensed clinical social workers, physician assistant(s), and licensed veterinarians. See the message for specifics.

ALARACT 195/2010

DTG: P 262156Z JUN 10

THIS MESSAGE HAS BEEN SENT BY THE PENTAGON TELECOMMUNICATIONS CENTER ON BEHALF OF DA WASHINGTON DC//DASG-HSZ/DAMO-DASG//

THIS ALARACT MESSAGE IS SENT ON BEHALF OF THE SURGEON GENERAL//

SUBJECT: ALARACT ARMY SPECIAL PAY PLAN FOR LICENSED CLINICAL PSYCHOLOGIST(S), SOCIAL WORKERS, PHYSICIAN ASSISTANT(S), AND VETERINARIANS

REF/A/TITLE 37 USC/SECTIONS 204, 206, 301D, 335, 373 AND SUBCHAPTER I OF CHAPTER 5 OF TITLE 37/UNITED STATES CODE AS ENACTED BY SECTION 661 OF PUBLIC LAW 110-181/THE NATIONAL DEFENSE AUTHORIZATIONS ACT FOR FISCAL YEAR 2008/28JAN08//

REF/B/DODI 6000.13/MEDICAL MANPOWER AND PERSONNEL/30JUN97//

REF/C/DOD 7000.14-R, VOLUME 7A, CHAPTER 2/DEPARTMENT OF DEFENSE FINANCIAL MANAGEMENT REGULATION (FMR)/AS AMENDED//

REF/D/ASD(HA) MEMO/SUBJECT: DIRECTIVE-TYPE MEMORANDUM (DTM) 09-009, IMPLEMENTATION OF SPECIAL PAY FOR HEALTH PROFESSIONS OFFICERS (HPO)/23JUL09//

REG/E/ASD(HA) MEMO/SUBJECT: WAIVERS OF LICENSURE REQUIREMENT FOR QUALIFIED MILITARY PHYSICIAN ASSISTANT(S)/15JAN04//

REF/F/AR 40-68/CLINICAL QUALITY MANAGEMENT/22MAY09//

REF/G/AR 600-8-24/OFFICER TRANSFERS AND DISCHARGES/19NOV08//

REF/H/AR 601-141/U.S. ARMY HEALTH PROFESSIONS SCHOLARSHIP, FINANCIAL ASSISTANCE, AND ACTIVE DUTY HEALTH PROFESSIONS LOAN REPAYMENT PROGRAMS/19SEP06//

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1. (U) PURPOSE: THIS MESSAGE IS EFFECTIVE 01 OCT 09, AND DOES NOT EXPIRE UNLESS SUPERSEDED BY THE ASSISTANT (SEC)RETARY OF DEFENSE FOR HEALTH AFFAIRS (ASD(HA)). THIS MESSAGE PRESCRIBES DEPARTMENT OF THE ARMY POLICY GOVERNING HEALTH PROFESSIONS OFFICER (HPO) CONSOLIDATION OF SPECIAL PAYS (CSP) PLAN AND RATES FOR LICENSED CLINICAL PSYCHOLOGIST(S), LICENSED CLINICAL SOCIAL WORKERS, PHYSICIAN ASSISTANT(S), AND LICENSED VETERINARIANS. THIS SPECIAL PAY ENHANCES THE ABILITY TO SIZE, SHAPE, AND STABILIZE THE FORCE BY USING A MONETARY INCENTIVE TO SUPPORT THE RECRUITMENT AND RETENTION OF MENTAL HEALTH PROFESSIONALS, PHYSICIAN ASSISTANT(S), AND VETERINARIANS, WITH CRITICAL WARTIME SKILLS AND VALUABLE EXPERIENCE CRUCIAL TO ARMY MISSION SUCCESS TODAY AND READINESS TOMORROW. THE HPO CSP ADDRESSED IN THIS MESSAGE INCLUDES BOARD CERTIFICATION PAY (BCP), INCENTIVE PAY (IP), AND RETENTION BONUS (RB). THESE SPECIAL PAYS ARE CATEGORIZED AS DISCRETIONARY AND ARE NOT AN ENTITLEMENT.

2. (U) KEY (IN)FORMATION:

2.A. (U) UPON EXECUTING ANY AGREEMENT UNDER THE NEW HPO CSP (BCP, IP AND/OR RB) IN THIS MESSAGE, ALL CURRENT LEGACY SPECIAL PAYS CONSISTING OF NON-PHYSICIAN BOARD CERTIFICATION PAY (NPBCP), PSYCHOLOGY DIPLOMATE SPECIAL PAY, CLINICAL PSYCHOLOGIST CRITICAL SKILLS RETENTION BONUS (CSR), PHYSICIAN ASSISTANT CSR, VETERINARY MONTHLY SPECIAL PAY, AND VETERINARY ADDITIONAL SPECIAL PAY FOR BOARD CERTIFICATION, WILL BE TERMINATED THE DAY PRIOR TO ANY NEW BCP, IP AND/OR RB EFFECTIVE DATE. THIS MAY RESULT IN A RECOUPMENT OF UNSERVED PERIODS ALREADY PAID, OR RETROACTIVE PERIODS ALREADY PAID TO THE 01 OCT 09 EFFECTIVE DATE.

2.B. (U) HPO MUST HAVE SUFFICIENT RETENTION TO COMPLETE THE ACTIVE DUTY OBLIGATION (ADO) INCURRED BY THE IP OR RB AGREEMENT.

2.C. (U) ONCE PARTICIPATING IN THE NEW HPO CSP IN THIS MESSAGE, HPOS ARE NO LONGER ELIGIBLE FOR THE LEGACY SPECIAL PAYS. IF THE HPO IS NOT QUALIFIED OR CHOOSES NOT TO EXECUTE AN AGREEMENT FOR THE OBLIGATION REQUIRED OF THE IP OR RB, THE HPO MUST STAY UNDER THE CURRENT LEGACY SPECIAL PAYS UNTIL RELEASED FROM ACTIVE DUTY, RESIGNATION, RETIREMENT, OR 31 DEC 13, WHICHEVER IS EARLIER.

2.D. (U) DOD POLICY REQUIRES THAT ALL CLINICAL PSYCHOLOGIST(S), CLINICAL SOCIAL WORKERS, AND VETERINARIANS MUST POSSESS A CURRENT, VALID, (UNRESTR)ICTED LICENSE (OR APPROVED DOD WAIVER), AND PHYSICIAN ASSISTANT(S) MUST BE CERTIFIED BY THE NATIONAL COMMISSION ON CERTIFICATION OF PHYSICIAN ASSISTANTS (NCCPA), AS A PREREQUISITE AND FOR THE DURATION OF RECEIPT OF BCP, IP AND/OR RB.

2.E. (U) ANNUAL IP OR RB PAYMENTS FOR AGREEMENTS BEGINNING ON OR AFTER 1 OCT 09, WILL BE IN THE AMOUNTS INDICATED IN THIS MESSAGE. ALL SUBMITTED AGREEMENTS WITH AN EFFECTIVE DATE 01 OCT 09 THROUGH 30 JUN 10, MUST BE RECEIVED AT THE ARMY MEDICAL DEPARTMENT (AMEDD) SPECIAL PAY BRANCH, OFFICE OF THE SURGEON GENERAL (OTSG) WITHIN 60-DAYS OF THIS MESSAGE RELEASE DATE IN ORDER TO BE ACCEPTED AND PROCESSED WITH THAT EFFECTIVE DATE. ALL OTHER AGREEMENTS THEREAFTER MUST BE EXECUTED WITHIN 30-DAYS OF THE EFFECTIVE DATE; OTHERWISE, THE DATE OF SIGNATURE

IS THE EFFECTIVE DATE. ANY EXCEPTIONS TO THIS POLICY MUST INCLUDE COMMAND ENDORSEMENT EXPLAINING THE DELAY IN AGREEMENT EXECUTION.

2.F. (U) SUBSPECIALTIES OR ADDITIONAL SKILL IDENTIFIERS (ASI) OF THE PRIMARY SPECIALTY ARE INCLUDED WITH THE PRIMARY SPECIALTY.

2.G. (U) HPOS MAY ONLY SIGN IP AND RB AGREEMENTS FOR ONE SPECIALTY, EVEN IF THE HPO HOLDS QUALIFICATIONS IN TWO OR MORE SPECIALTIES. THE IP AND RB AGREEMENTS MUST BE FOR THE SAME SPECIALTY AND THE SAME EFFECTIVE DATE.

2.H. (U) DELAYED PAYMENTS: ALL AGREEMENTS WILL BE PAID DIRECTLY BY THE DEFENSE FINANCE AND ACCOUNTING SERVICE (DFAS)-INDIANAPOLIS CENTER AND COULD EXPERIENCE A DELAY IN PAYMENT OF UP TO 90-DAYS UPON RECEIPT BY DFAS. LES ENTRIES COULD INCLUDE TERMINOLOGY "SAVE PAY" OR "NUC OFF PAY", AMONGST OTHER TERMS IN DISPLAYING THE PAYMENTS. READ LES REMARKS FOR FURTHER DETAILS.

3. (U) DEFINITIONS:

3.A. (U) ARMY MEDICAL SERVICE CORPS (MS) OFFICER: AN OFFICER OF THE MEDICAL SERVICE CORPS OF THE ARMY WHO IS ON ACTIVE DUTY (AD) UNDER A CALL OR ORDER TO ACTIVE DUTY FOR A PERIOD OF NOT LESS THAN 1-YEAR.

3.B. (U) ARMY MEDICAL SPECIALIST CORPS (SP) OFFICER: AN OFFICER OF THE MEDICAL SPECIALIST CORPS OF THE ARMY WHO IS ON AD UNDER A CALL OR ORDER TO ACTIVE DUTY FOR A PERIOD OF NOT LESS THAN 1-YEAR.

3.C. (U) ARMY VETERINARY CORPS (VC) OFFICER: AN OFFICER OF THE VETERINARY CORPS OF THE ARMY WHO IS ON AD UNDER A CALL OR ORDER TO ACTIVE DUTY FOR A PERIOD OF NOT LESS THAN 1-YEAR.

3.D. (U) HEALTH PROFESSIONS OFFICER (HPO): ANY HEALTH PROFESSION PERFORMED BY OFFICERS WHO ARE: IN THE MEDICAL CORPS OF A UNIFORMED SERVICE OR DESIGNATED AS MEDICAL OFFICERS; IN THE DENTAL CORPS OF A UNIFORMED SERVICE OR DESIGNATED AS DENTAL OFFICERS; IN THE MEDICAL SERVICE CORPS OF A UNIFORMED SERVICE OR DESIGNATED AS MEDICAL SERVICE OFFICERS; IN THE MEDICAL SPECIALISTS CORPS OF A UNIFORMED SERVICE OR DESIGNATED AS MEDICAL SPECIALISTS; IN THE NURSE CORPS OF A UNIFORMED SERVICE OR DESIGNATED AS NURSES; IN THE VETERINARY CORPS OF A UNIFORMED SERVICE OR DESIGNATED AS VETERINARY OFFICERS.

3.E. (U) SPECIALTY: A HEALTH PROFESSION SPECIALTY FOR WHICH THERE IS AN IDENTIFYING ARMY SPECIALTY SKILL IDENTIFIER; ALSO CALLED AN AREA OF CONCENTRATION (AOC).

3.F. (U) HEALTH CARE PROVIDER (HCP): A MILITARY HPO (ACTIVE OR RESERVE COMPONENT) GRANTED PRIVILEGES TO DIAGNOSE, INITIATE, ALTER, OR TERMINATE HEALTH CARE TREATMENT REGIMENS WITHIN THE SCOPE OF HIS OR HER LICENSE, CERTIFICATION, OR REGISTRATION. INCLUDES PHYSICIANS, DENTISTS, NURSE PRACTITIONERS, NURSE ANESTHETISTS, NURSE MIDWIVES, PHYSICAL THERAPISTS, PODIATRISTS, OPTOMETRISTS, CLINICAL DIETITIANS, SOCIAL WORKERS, CLINICAL PHARMACISTS, CLINICAL PSYCHOLOGISTS, OCCUPATIONAL THERAPISTS, AUDIOLOGISTS, SPEECH PATHOLOGISTS, PHYSICIAN ASSISTANTS, OR ANY OTHER PERSON PROVIDING DIRECT PATIENT CARE AS MAY BE DESIGNATED BY THE ASD(HA).

3.G. (U) MULTI-YEAR PAY (MP): ANY MP OR RB FOR A 2, 3, OR 4-YEAR ADO REGARDLESS OF CORPS OR SPECIALTY. INCLUDES CSRB.

3.H. (U) GRADUATE PROFESSIONAL EDUCATION (GPE) ADO: ADO INCURRED AS A RESULT OF ATTENDING MILITARY-SPONSORED GPE (INCLUDES ONLY RESIDENCIES AND FELLOWSHIPS IN THEIR RESPECTIVE FIELDS).

3.I. (U) EDUCATION AND TRAINING ACTIVE DUTY OBLIGATION: AN OBLIGATION

INCURRED FOR, BUT NOT LIMITED TO, INITIAL ACCESSION ADO, ACCESSION BONUS (AB), RESERVE OFFICER TRAINING CORPS (ROTC), US MILITARY ACADEMY (USMA) OR EQUIVALENT, HEALTH PROFESSIONS LOAN REPAYMENT PROGRAM (HPLRP), HEALTH PROFESSIONS SCHOLARSHIP PROGRAM (HPSP), INTERAGENCY PHYSICIAN ASSISTANT PROGRAM (IPAP), GPE, SPONSORED SPECIALTY EDUCATION AND/OR TRAINING, OR EXISTING MP.

3.J. (U) CREDITABLE SERVICE: FOR PURPOSES OF HPO CSP, CREDITABLE SERVICE IS DEFINED AS ALL PERIODS OF ACTIVE DUTY SERVICE PERFORMED IN HPO SPECIALTY IN THE ARMY, NAVY, AIR FORCE, OR AS UNIFORMED OFFICER OF THE PUBLIC HEALTH SERVICE. OFFICIAL DOCUMENTATION OF PREVIOUS ACTIVE DUTY PERIODS (I.E., DD FORM 214) ARE REQUIRED.

3.K. (U) HEALTH PROFESSIONS PAY ENTRY DATE (HPPED): THE DATE DERIVED FROM THE COMPUTATION OF CREDITABLE SERVICE AS DEFINED, SUBTRACTED FROM THE HPOS CURRENT ENTRY ON ACTIVE DUTY (EAD) DATE. IF THIS IS THE HPOS FIRST TOUR ON ACTIVE DUTY, THE EAD DATE IS THE HPPED AND THERE IS NO CREDITABLE SERVICE.

4. (U) GENERAL ELIGIBILITY CRITERIA: MUST BE A COMMISSIONED HPO WHO IS A GRADUATE OF THE AMEDD OFFICER BASIC COURSE (OBC), AND FULLY QUALIFIED BY AWARD OF AREA OF CONCENTRATION (AOC) IN THE SPECIALTY. ADDITIONAL SPECIALTY SPECIFIC CRITERIA INCLUDE:

4.A. (U) CLINICAL PSYCHOLOGIST (AOC 73B):

4.A.(1) (U) MUST BE AN ARMY MS OFFICER.

4.A.(2) (U) MUST BE A GRADUATE OF AN AMERICAN PSYCHOLOGICAL ASSOCIATION (APA) ACCREDITED GRADUATE PROGRAM IN PSYCHOLOGY WITH A DOCTORATE IN CLINICAL OR COUNSELING PSYCHOLOGY, AND HAS COMPLETED A PSYCHOLOGY INTERNSHIP.

4.A.(3) (U) MUST POSSESS AND MAINTAIN A CURRENT, VALID, (UNREST)RICTED LICENSE (OR APPROVED DOD WAIVER), ALLOWING INDEPENDENT CLINICAL OR COUNSELING PSYCHOLOGY PRACTICE, ISSUED IN A STATE OF THE UNITED STATES, DISTRICT OF COLUMBIA, PUERTO RICO, OR A TERRITORY OF THE UNITED STATES.

4.A.(4) (U) AS A HCP, MUST BE CURRENTLY CREDENTIALLED AND PRIVILEGED, OR ACTIVELY SEEKING PRIVILEGES AT A MEDICAL TREATMENT FACILITY (MTF) IN THE SPECIALTY FOR WHICH THE IP AND/OR RB IS TO BE PAID.

4.B. (U) CLINICAL SOCIAL WORKER (AOC 73A):

4.B.(1) (U) MUST BE AN ARMY MS OFFICER.

4.B.(2) (U) BE A GRADUATE OF AN ACCREDITED GRADUATE SCHOOL OF SOCIAL WORK WITH A MASTER'S DEGREE IN SOCIAL WORK.

4.B.(3) (U) MUST POSSESS AND MAINTAIN A CURRENT, VALID, (UNREST)RICTED LICENSE (OR APPROVED DOD WAIVER), ALLOWING INDEPENDENT CLINICAL SOCIAL WORK PRACTICE, ISSUED IN A STATE OF THE UNITED STATES, DISTRICT OF COLUMBIA, PUERTO RICO, OR A TERRITORY OF THE UNITED STATES.

4.B.(4) (U) AS A HCP, MUST BE CURRENTLY CREDENTIALLED AND PRIVILEGED, OR ACTIVELY SEEKING PRIVILEGES AT A MTF IN THE SPECIALTY FOR WHICH THE IP AND/OR RB IS TO BE PAID.

4.C. (U) PHYSICIAN ASSISTANT (AOC 65D):

4.C.(1) (U) MUST BE AN ARMY SP OFFICER.

4.C.(2) (U) MUST BE A GRADUATE OF A PHYSICIAN ASSISTANT TRAINING PROGRAM ACCREDITED BY THE ACCREDITATION REVIEW COMMISSION ON EDUCATION FOR THE PHYSICIAN ASSISTANT (ARC-PA) OR ITS PREDECESSORS, AND ACCEPTABLE TO THE SURGEON GENERAL.

4.C.(3) (U) WAIVED FROM REQUIRED STATE LICENSURE WHILE SERVING IN

UNIFORMED SERVICE CAPACITY PER REFERENCE E.

4.C.(4) (U) MUST POSSESS AND MAINTAIN A CURRENT CERTIFICATION BY THE NATIONAL COMMISSION ON CERTIFICATION OF PHYSICIAN ASSISTANTS (NCCPA).

4.C.(5) (U) AS A HCP, MUST BE CURRENTLY CREDENTIALLED AND PRIVILEGED, OR ACTIVELY SEEKING PRIVILEGES AT A MTF IN THE SPECIALTY FOR WHICH THE IP AND/OR RB IS TO BE PAID.

4.D. (U) VETERINARIAN (AOC SERIES 64):

4.D.(1) (U) MUST BE AN ARMY VC OFFICER.

4.D.(2) (U) MUST BE A GRADUATE OF A VETERINARY COLLEGE ACCREDITED BY THE AMERICAN VETERINARY MEDICAL ASSOCIATION (AVMA); FOREIGN VETERINARY GRADUATES MUST HAVE PASSED THE EDUCATION COUNCIL OF FOREIGN VETERINARY GRADUATES EXAMINATION TO BE ELIGIBLE.

4.D.(3) (U) MUST POSSESS AND MAINTAIN A CURRENT, VALID, (UNREST)RICTED LICENSE (OR APPROVED DOD WAIVER), TO PRACTICE VETERINARY MEDICINE IN A STATE OF THE UNITED STATES, DISTRICT OF COLUMBIA, PUERTO RICO, OR A TERRITORY OF THE UNITED STATES.

5. (U) EVALUATION OF ELIGIBILITY:

5.A. (U) IN GENERAL, AN RB RECIPIENT WILL BE A HPO WHO HAS DEMONSTRATED PERFORMANCE AND WARRANTS RETENTION OF THAT OFFICER ON ACTIVE DUTY. DENIAL OF PAY BASED ON OTHER THAN FAILURE TO SATISFY THE ELIGIBILITY CRITERIA LISTED IN PARAGRAPH 4 ABOVE WILL BE ON AN EXCEPTIONAL BASIS. CIRCUMSTANCES MUST CLEARLY INDICATE THAT ACTIONS HAVE BEEN OR WILL BE INITIATED WHICH WOULD DENY THE HPO FURTHER PRACTICE, SPECIALTY DESIGNATION, OR CONTINUED ACTIVE SERVICE. FAILURE TO MAINTAIN HEIGHT AND WEIGHT STANDARDS, OR FAILURE TO PASS THE ARMY PHYSICAL FITNESS TEST MUST BE ADDRESSED THROUGH COMMAND PROGRAMS, AND DOES NOT WARRANT DENIAL OF SPECIAL PAYS.

5.B. (U) INDIVIDUAL RESPONSIBILITY: THE SUCCESS OF THE SPECIAL PAY PROGRAM IN PAYING ONLY THOSE HPOS WHO ARE AUTHORIZED TO RECEIVE IT IS THE RESPONSIBILITY OF BOTH THE REQUESTING HPO AND THEIR COMMANDER.

5.C. (U) COMMANDER'S EXPANDED RESPONSIBILITY: ENTRANTS AND REENTRANTS INTO THE SPECIAL PAY PROGRAM WILL BE REVIEWED FOR PARTICIPATION. THERE WILL BE NO AUTOMATIC CENTRAL REVIEW OF EACH POTENTIAL RECIPIENT. IT IS INCUMBENT UPON THE COMMANDER TO REMAIN CONSTANTLY AWARE OF THE STATUS OF THOSE HPOS FOR WHOM THEY SERVE AS SPECIAL PAY AGREEMENT APPROVAL AUTHORITY. THE COMMANDER WILL EVALUATE EACH REQUESTING HPO FOR SATISFACTION OF ALL ELIGIBILITY CRITERIA. A RECOMMENDATION TO TERMINATE AUTHORIZATION TO THE PAY MAY BE MADE AT ANY TIME BASED ON FAILURE TO SATISFY QUALIFYING CRITERIA OR SIGNIFICANT EVIDENCE THAT THE HPO SHOULD BE DENIED FURTHER PRACTICE AS A HPO OR FURTHER RETENTION ON ACTIVE DUTY. SUBMISSION OF A RECOMMENDATION TO TERMINATE AUTHORIZATION MAY BE DONE AT ANY TIME. SUBMISSION OF A RECOMMENDATION TO TERMINATE AUTHORIZATION IS NOT (REST)RICTED TO THE PERIOD IMMEDIATELY PRIOR TO THE ENTRY INTO A NEW AGREEMENT.

5.D. (U) (IN)FORMATION PERTAINING TO HPOS CURRENT, VALID, (UNREST)RICTED LICENSE (OR APPROVED DOD WAIVER) AND PRIVILEGES IS LIMITED AT HQDA, AND IS PRIMARILY AVAILABLE IN THE FIELD. ALTHOUGH HQDA WILL REVIEW (IN)FORMATION AS AVAILABLE, THE COMMANDER WILL EVALUATE EACH REQUESTING HPO FOR SATISFACTION OF ALL QUALIFYING CRITERIA.

6. (U) BOARD CERTIFICATION PAY (BCP):

6.A. (U) THE FOLLOWING SPECIALTIES ARE DESIGNATED AS ELIGIBLE FOR THE

HPO BCP AT THE ANNUAL RATE OF \$6,000/YEAR; PAID IN EQUAL MONTHLY INSTALLMENTS:

6.A.(1) (U) CLINICAL PSYCHOLOGY (AOC 73A).

6.A.(2) (U) SOCIAL WORK (AOC 73B).

6.A.(3) (U) PHYSICIAN ASSISTANT (AOC 65D).

6.A.(4) (U) VETERINARIAN (AOC SERIES 64).

6.B. (U) BCP ELIGIBILITY: TO BE ELIGIBLE FOR BCP, A HPO MUST:

6.B.(1) (U) HAVE A POST-BACCALAUREATE DEGREE (MASTER'S DEGREE OR HIGHER) IN THE HPOS CLINICAL SPECIALTY.

6.B.(2) (U) BE CERTIFIED BY AN APPROVED CLINICAL SPECIALTY PROFESSIONAL BOARD (NOT A STATE BOARD) IN THE HPOS CLINICAL SPECIALTY:

6.B.(2)(A) (U) PSYCHOLOGY (DIPLOMATE) FROM THE AMERICAN PSYCHOLOGICAL ASSOCIATION, AMERICAN BOARD OF PROFESSIONAL PSYCHOLOGY.

6.B.(2)(B) (U) SOCIAL WORK (DIPLOMATE IN CLINICAL SOCIAL WORK) FROM THE AMERICAN BOARD OF EXAMINERS IN CLINICAL SOCIAL WORK, AMERICAN BOARD OF EXAMINERS IN CLINICAL SOCIAL WORK, OR THE NATIONAL ASSOCIATION OF SOCIAL WORKERS, COMPETENCE CERTIFICATION COMMISSION.

6.B.(2)(C) (U) PHYSICIAN ASSISTANT (BOARD CERTIFIED) FROM THE NATIONAL COMMISSION ON CERTIFICATION OF PHYSICIAN ASSISTANTS.

6.B.(2)(D) (U) VETERINARIANS (BOARD CERTIFIED) FROM ANY ONE OF SEVERAL SPECIFIC SPECIALTY BOARDS CERTIFIED BY THE AMERICAN VETERINARY MEDICAL ASSOCIATION (AVMA).

6.B.(3) (U) IF ALSO A HCP, THE HPO MUST POSSESS A CURRENT, VALID, (UNRESTRICTED) LICENSE (OR APPROVED DOD WAIVER), AS A PREREQUISITE AND FOR THE DURATION OF RECEIPT OF BCP.

6.B.(4) (U) MOBILIZED, RECALLED, AND ACTIVE DUTY FOR SPECIAL WORK (ADSW) RESERVE COMPONENT (RC) HPOS ARE ELIGIBLE FOR BCP IF THEY ARE SERVING MORE THAN 30-CONSECUTIVE DAYS ON ACTIVE DUTY, AND NOT FOR TRAINING. NO BCP AGREEMENT IS REQUIRED.

6.C. (U) THE EFFECTIVE DATE OF BCP ELIGIBILITY IS THE LATEST OF THE FOLLOWING:

6.C.(1) (U) THE DATE OF COMMENCEMENT OF ACTIVE DUTY, OR

6.C.(2) (U) THE DATE THE HPO BECOMES BOARD CERTIFIED IN THE SPECIALTY, OR

6.C.(3) (U) THE DATE THE POST-BACCALAUREATE DEGREE IN THE HPOS CLINICAL SPECIALTY IS AWARDED.

6.D. (U) CERTIFICATION INTERRUPTED BY CONTINGENCY OPERATIONS: AN HPO WHOSE ATTAINMENT OF BOARD CERTIFICATION OR RECERTIFICATION IS INTERRUPTED BY CONTINGENCY OPERATIONS IS ELIGIBLE FOR RETROACTIVE BCP WHEN:

6.D.(1) (U) THE HPO WHO OTHERWISE MEETS THE ELIGIBILITY REQUIREMENTS, BUT DUE TO DEPLOYMENT TO A CONTINGENCY OPERATION WAS UNABLE TO COMPLETE THE BOARD CERTIFICATION REQUIREMENTS, WHO THEN COMPLETES THE BOARD CERTIFICATION OR RECERTIFICATION REQUIREMENTS BEFORE THE END OF THE 180-DAY PERIOD FOLLOWING DEPLOYMENT (EXTENDED FOR SUCH ADDITIONAL TIME AS THE SECRETARY OF DEFENSE DETERMINES TO BE APPROPRIATE), IS ELIGIBLE FOR RETROACTIVE BCP.

6.D.(2) (U) THE RETROACTIVE BCP SHALL BEGIN ON THE DATE ON WHICH THE MEMBER WAS DEPLOYED IN SUPPORT OF A CONTINGENCY OPERATION AND END ON THE DATE OF OBTAINING THE CERTIFICATION OR RECERTIFICATION, OR 180-DAYS POST-DEPLOYMENT, WHICHEVER IS SHORTER.

6.E. (U) BCP PROCEDURES:

6.E.(1) (U) HPO MUST EXECUTE A NON-BINDING WRITTEN AGREEMENT, WITH A COPY OF THE BOARD CERTIFICATE OR A COPY OF THE BOARD LETTER OF NOTIFICATION OF CERTIFICATION, FOR A PERIOD OF NOT LESS THAN 1-YEAR DURATION AND VALID FOR AS LONG AS THE CERTIFICATION, BOARD, OR DIPLOMATE IS IN AN ACTIVE AND UNEXPIRED STATUS.

6.E.(2) (U) HPO MUST SUBMIT AN AGREEMENT AND A COPY OF THE BOARD CERTIFICATION NOTIFICATION OF EACH SUCCESSFUL RECERTIFICATION. FAILURE TO DO SO WILL RESULT IN TERMINATION OF THE BCP. IF THE BOARD CERTIFICATION EXPIRES OR THE PAYMENT OF BCP HAS TERMINATED DUE TO EXPIRATION OF THE BOARD CERTIFICATION, A NEW AGREEMENT INCLUDING ALL SUPPORTING DOCUMENTS IS REQUIRED FOR RESUMPTION OF BCP.

6.E.(3) (U) COMMANDERS WILL VERIFY THE HPOS' ELIGIBILITY, ENDORSE THE BCP AGREEMENT, AND FORWARD THE ENDORSED BCP AGREEMENT TO THE AMEDD SPECIAL PAY BRANCH/OTSG.

6.E.(4) (U) TERMINATION: BCP WILL BE TERMINATED UPON EXPIRATION OF THE BOARD CERTIFICATE OR UPON LOSS OF CERTIFICATION, SEPARATION FROM ACTIVE DUTY, OR DEATH.

7. (U) INCENTIVE PAY (IP):

7.A. (U) THE FOLLOWING SPECIALTIES ARE DESIGNATED AS ELIGIBLE FOR THE HPO IP AT THE FOLLOWING ANNUAL RATES:

7.A.(1) (U) CLINICAL PSYCHOLOGY (AOC 73A): \$5,000/YEAR.

7.A.(2) (U) PHYSICIAN ASSISTANT (AOC 65D): \$5,000/YEAR.

7.A.(3) (U) VETERINARIANS (AOC SERIES 64):

7.A.(3)(A) (U) DURING INITIAL TRAINING OR DISCHARGING INITIAL TRAINING ADO: \$2,500/YEAR.

7.A.(3)(B) (U) FULLY QUALIFIED, BOARD ELIGIBLE: \$5,000/YEAR.

7.B. (U) IP EFFECTIVE DATE:

7.B.(1) (U) NO EARLIER THAN UPON COMPLETION OF QUALIFYING TRAINING PLUS THREE MONTHS, AND DATE OF PRIVILEGING OR LICENSURE AS A HPO, WHICH EVER COMES LAST.

7.B.(2) (U) NOT EARLIER THAN 01 OCT OF THE FISCAL YEAR FOR WHICH THE IP PLAN IS APPROVED, IF NOT UNDER AN RB AGREEMENT.

7.B.(3) (U) HPOS WHO DO NOT HAVE AT LEAST 1-YEAR OF ACTIVE DUTY REMAINING ARE NOT ELIGIBLE FOR IP, AND IP AGREEMENTS WILL NOT BE PRORATED FOR PERIODS OF LESS THAN 1-YEAR. FOR ANY REQUESTS WHERE THE MEMBER HAS LESS THAN 1-YEAR OF ACTIVE DUTY REMAINING FROM THE EFFECTIVE DATE OF IP PAYMENT, EXECUTION OF IP AGREEMENT BY THE HPO WILL BE CONSIDERED ACCEPTANCE OF THE 1-YEAR ADO.

7.C. (U) IP ELIGIBILITY AND PROCEDURES: IN ADDITION TO ALL GENERAL ELIGIBILITY CRITERIA:

7.C.(1) (U) HPO MUST EXECUTE A BINDING WRITTEN IP AGREEMENT TO REMAIN ON ACTIVE DUTY FOR A PERIOD OF NOT LESS THAN 1-YEAR BEGINNING ON THE AGREEMENT EFFECTIVE DATE, AND IF NOT UNDER A RB AGREEMENT, MAY ENTER INTO A NEW 1-YEAR IP AGREEMENT AT THE RATE LISTED. IP AGREEMENTS MUST BE FOR AT LEAST 1-YEAR AND RUN CONCURRENT WITH ALL OTHER ADOS.

7.C.(2) (U) HPO MAY ONLY SIGN ONE IP AGREEMENT FOR ONE SPECIALTY, EVEN IF THE HPO HOLDS QUALIFICATIONS IN TWO OR MORE SPECIALTIES.

7.C.(3) (U) TERMINATION OF A CURRENT IP AGREEMENT PRIOR TO ITS EXPIRATION CAN ONLY BE PERFORMED IN CONJUNCTION WITH A NEW HIGHER RATE IP, A NEW LONGER OBLIGATION IP AGREEMENT, OR UPON EXECUTION OF A NEW RB AGREEMENT.

7.C.(4) (U) IF IN AN RB AGREEMENT, HPO SHALL ALSO ENTER AN IP

AGREEMENT FOR THE SAME SPECIALTY AT THE AMOUNT LISTED. THE HPO WOULD CONTINUE IP ELIGIBILITY AT THAT RATE FOR EACH ACTIVE YEAR OF THE RB AGREEMENT. ANY RENEGOTIATION OF EITHER THE IP OR RB WOULD REQUIRE SIGNING A NEW IP AND RB AGREEMENT WITH A NEW EFFECTIVE DATE, EQUAL OR LONGER OBLIGATION, AT THE RATE IN EFFECT AT THE TIME THE NEW AGREEMENT IS SIGNED.

7.C.(5) (U) EACH HPO ACCEPTING IP MUST MAINTAIN ALL ELIGIBILITY CRITERIA THROUGHOUT THE PERIOD OF THE AGREEMENT. COMMANDERS MUST FORWARD A REQUEST TO TERMINATE IP FOR ANY HPO WHO FAILS TO MAINTAIN ELIGIBILITY.

7.C.(6) (U) COMMANDER MAY APPROVE REQUESTS FOR IP PAYMENTS TO FULLY QUALIFIED HPOS ASSIGNED TO POSITIONS REQUIRING A SUBSTANTIAL PORTION OF TIME PERFORMING MILITARY UNIQUE DUTIES, UNDER ADVERSE CONDITIONS, OR THAT PRECLUDE THE ABILITY TO SPEND APPROPRIATE TIME IN A CLINICAL SETTING.

7.C.(7) (U) MOBILIZED, RECALLED, AND ADSW RC HPOS ARE ELIGIBLE FOR IP IF THEY ARE SERVING MORE THAN 30-CONSECUTIVE DAYS ON ACTIVE DUTY, AND NOT FOR TRAINING. NO IP AGREEMENT IS REQUIRED.

8. (U) RETENTION BONUS (RB):

8.A. (U) THE FOLLOWING SPECIALTIES ARE DESIGNATED AS ELIGIBLE FOR THE HPO RB AT THE FOLLOWING ANNUAL RATES PER AGREEMENT LENGTH:

8.A.(1) (U) LICENSED CLINICAL PSYCHOLOGIST:

8.A.(1)(A) (U) \$10,000 EACH YEAR FOR A 2-YEAR OBLIGATION.

8.A.(1)(B) (U) \$15,000 EACH YEAR FOR A 3-YEAR OBLIGATION.

8.A.(1)(C) (U) \$20,000 EACH YEAR FOR A 4-YEAR OBLIGATION.

8.A.(2) (U) PHYSICIAN ASSISTANT:

8.A.(2)(A) (U) \$10,000 EACH YEAR FOR A 2-YEAR OBLIGATION.

8.A.(2)(B) (U) \$15,000 EACH YEAR FOR A 3-YEAR OBLIGATION.

8.A.(2)(C) (U) \$20,000 EACH YEAR FOR A 4-YEAR OBLIGATION.

8.A.(3) (U) LICENSED VETERINARIAN:

8.A.(3)(A) (U) \$2,500 EACH YEAR FOR A 2-YEAR OBLIGATION.

8.A.(3)(B) (U) \$3,750 EACH YEAR FOR A 3-YEAR OBLIGATION.

8.A.(3)(C) (U) \$5,000 EACH YEAR FOR A 4-YEAR OBLIGATION.

8.B. (U) RB ELIGIBILITY AND PROCEDURES. IN ADDITION TO ALL GENERAL ELIGIBILITY CRITERIA, RB/IP COMBINATION IS AUTHORIZED TO HPOS IN DESIGNATED SPECIALTIES TO SUPPORT DESIRED STAFFING LEVELS BY SPECIALTY. TO BE ELIGIBLE FOR RB/IP, A HPO MUST:

8.B.(1) (U) BE BELOW THE GRADE OF O-7 AND EITHER;

8.B.(1)(A) (U) HAVE COMPLETED ADO INCURRED FOR ACCEPTANCE OF AN ACCESSION BONUS (AB);

8.B.(1)(B) (U) HAVE COMPLETED ANY ADO INCURRED FOR GPE OR SPONSORED SPECIALTY EDUCATION AND/OR TRAINING; OR

8.B.(1)(C) (U) IF HPO HAS A GPE OR SPONSORED SPECIALTY EDUCATION AND/OR TRAINING ADO, THEN HPO MUST HAVE AT LEAST 8-YEARS OF CREDITABLE SERVICE (DETERMINED FROM THE HPPED) AS AN HPO IN THE RESPECTIVE SPECIALTY.

8.B.(2) (U) HAVE COMPLETED GOVERNMENT SPONSORED INITIAL TRAINING BEFORE 1 OCT OF THE YEAR IN WHICH INITIAL TRAINING IS COMPLETED.

8.B.(3) (U) HAVE SIGNED A WRITTEN AGREEMENT TO REMAIN ON ACTIVE DUTY AS AN HPO FOR 2, 3, OR 4-YEARS, AND THE AGREEMENT IS APPROVED BY THE COMMANDER.

8.C. (U) RB PROCEDURES:

8.C.(1) (U) BASED ON SERVICE UNIQUE REQUIREMENTS, THE ARMY MAY DECLINE TO OFFER RB TO ANY SPECIALTY THAT IS OTHERWISE ELIGIBLE, OR MAY RESTRICT THE LENGTH OF AN RB AGREEMENT FOR A SPECIALTY TO LESS THAN 4-YEARS. ADDITIONALLY, THE ARMY MAY RESTRICT THE LENGTH OF THE RB AGREEMENT FOR HPOS REACHING STATUTORY LIMITS DUE TO AGE, TOTAL ACTIVE DUTY SERVICE, OR COMMISSIONED SERVICE.

8.C.(2) (U) REQUESTING HPO EXECUTES A WRITTEN AGREEMENT.

8.C.(3) (U) SUBJECT TO ACCEPTANCE BY THE ARMY, AN HPO WITH AN EXISTING RB AGREEMENT MAY TERMINATE THAT AGREEMENT TO ENTER INTO A NEW RB AGREEMENT WITH A LONGER OBLIGATION AT THE ANNUAL RATE IN EFFECT AT THE TIME OF EXECUTION OF THE NEW RB AGREEMENT. THE NEW OBLIGATION PERIOD SHALL NOT RETROACTIVELY COVER ANY PORTION OR PERIOD UNDER THE OLD AGREEMENT THAT WAS ALREADY EXECUTED.

8.C.(4) (U) HPOS WHO ENTER INTO A RB AGREEMENT MUST ALSO ENTER INTO AN IP AGREEMENT FOR THE SAME SPECIALTY AT THE AMOUNT LISTED. THE HPO WILL CONTINUE IP ELIGIBILITY AT THAT RATE FOR EACH ACTIVE YEAR OF THE RB AGREEMENT. ANY RENEGOTIATION OF EITHER THE RB OR IP WILL REQUIRE EXECUTING A NEW RB AND IP AGREEMENT AT THE ANNUAL RATE IN EFFECT AT THE TIME THE NEW AGREEMENT IS SIGNED WITH A LONGER OBLIGATION. THE RB AGREEMENT CANNOT BE SIGNED WITHOUT THE LINKED IP AGREEMENT.

8.C.(5) (U) HPOS MAY ONLY SIGN ONE RB AGREEMENT FOR ONE SPECIALTY, EVEN IF THE HPO HOLDS QUALIFICATIONS IN TWO OR MORE SPECIALTIES. THE RB AND IP AGREEMENTS MUST BE IN THE SAME SPECIALTY WITH THE SAME EFFECTIVE DATE.

8.C.(6) (U) PRIOR MULTI-YEAR PAYS (MP): AN HPO WITH AN EXISTING MP OR CSR, OR AN RB AGREEMENT AS AUTHORIZED IN THIS MESSAGE, MAY TERMINATE THAT AGREEMENT TO ENTER INTO A NEW RB AGREEMENT WITH AN EQUAL OR LONGER OBLIGATION, AT THE RB ANNUAL RATE IN EFFECT AT THE TIME OF EXECUTION OF THE NEW RB AGREEMENT. THE NEW OBLIGATION PERIOD SHALL NOT RETROACTIVELY COVER ANY PORTION OR PERIOD THAT WAS COVERED UNDER THE OLD AGREEMENT.

8.C.(7) (U) HPOS WHO ENTER INTO RB AGREEMENTS LOCK IN AT THE RB AND IP RATES IN EFFECT FOR THAT FISCAL YEAR. SHOULD FUTURE REASSESSMENTS CAUSE AN INCREASE IN THE RB OR IP RATE FOR A SPECIALTY, AN HPO MAY TAKE ADVANTAGE OF THE INCREASE ONLY BY SIGNING A NEW RB AND IP AGREEMENT AT THE RATE IN EFFECT FOR THE NEW FISCAL YEAR PAY PLAN, WITH AN EQUAL OR LONGER ADO.

8.C.(8) (U) AT THE ANNOUNCEMENT OF A NEW FISCAL YEAR PAY PLAN, HPOS WHO RECEIVE RB UNDER A PREVIOUS PAY PLAN ARE NOT ELIGIBLE TO RECEIVE IP AT THE NEW RATES WITHOUT RENEGOTIATION OF A NEW RB AND IP AGREEMENT AS SPECIFIED.

8.C.(9) (U) AN ADO FOR EDUCATION AND TRAINING, AND PREVIOUS MP/CSR/RB AGREEMENTS SHALL BE SERVED BEFORE SERVING ANY NEW RB ADO. RB/IP RECIPIENTS WITH A REMAINING EDUCATION AND TRAINING OBLIGATION SHOULD BE EXPLICITLY AWARE THAT IN MANY CASES THE RB/IP PAYMENTS AND ADO MAY NOT BE SYNCHRONIZED.

8.C.(10) (U) THE RB/IP PAYMENTS ARE PAYABLE UPON EXECUTION OF THE WRITTEN AGREEMENT, AND ANNUALLY ON THE ANNIVERSARY DATE OF THE RB/IP AGREEMENT EFFECTIVE DATE FOR THE REMAINING YEARS OF THE RB/IP AGREEMENT, WHILE AN ADO MAY EXTEND BEYOND THE EXPIRATION OF THE RB/IP PAYMENTS.

8.C.(11) (U) WHEN NO EDUCATION AND TRAINING ADO EXISTS AT THE TIME OF

AN RB AGREEMENT EXECUTION, THE RB ADO SHALL BE SERVED CONCURRENTLY WITH THE RB AGREEMENT PERIOD AND ALL NON-EDUCATION AND TRAINING ADOS. ALSO, IF THE RB AGREEMENT IS EXECUTED BEFORE THE START DATE OF GPE TRAINING AND NO OTHER EDUCATION AND TRAINING ADO EXISTS, THE RB ADO SHALL BE SERVED CONCURRENTLY WITH THE RB AGREEMENT PERIOD (E.G., BOTH THE GPE ADO AND RB/IP ADO RUN TOGETHER). HOWEVER, IF THE RB AGREEMENT IS EXECUTED ON OR AFTER THE START DATE OF GPE TRAINING, THE HPO IS OBLIGATED FOR THE FULL GPE ADO, AND THE RB ADO SHALL BEGIN 1-DAY AFTER THE GPE ADO IS COMPLETED. THE ADO TO BE SERVED IS CONSECUTIVE OR AN ADDITIVE OBLIGATION.

8.C.(12) (U) ONCE AN HPO BEGINS TO SERVE AN RB ADO, THEY SHALL SERVE IT CONCURRENTLY WITH ANY OTHER EXISTING OBLIGATIONS FOR BCP, IP, GPE INCURRED AFTER THE EFFECTIVE DATE FOR THAT PARTICULAR RB AGREEMENT, PROMOTION, NON-CLINICAL DOCTORATE OR MASTER'S DEGREE, AND NON-MEDICAL MILITARY SCHOOLING. ALL RB ADOS RUN CONSECUTIVELY WITH HEALTH PROFESSIONAL LOAN REPAYMENT PROGRAM (HPLRP) OBLIGATIONS, REGARDLESS OF WHEN HPLRP IS TAKEN.

8.C.(13) (U) RB/IP ADO IS BINDING UPON EXECUTION OF RB/IP AGREEMENT AND ACCEPTANCE.

9. (U) AUTOMATIC VOLUNTARY RETENTION:

9.A. (U) PARTICIPATION IN THE IP AND/OR RB CONSTITUTES A VOLUNTARY RETENTION PROGRAM FOR HPOS WITH A SEPARATION DATE THAT WOULD NOT ALLOW TIME TO COMPLETE THE PROPOSED ADO PERIOD. UNLESS A WAIVER IS OBTAINED, AN HPO PARTICIPATING IN THESE PROGRAMS WILL NOT BE RELEASED FROM ACTIVE DUTY BEFORE FULFILLING THE TERM OF CONTINUOUS ACTIVE DUTY AGREED TO BY EXECUTION OF AN AGREEMENT, EVEN IF THAT ADO WILL EXTEND THE HPO BEYOND 20 YEARS ACTIVE FEDERAL SERVICE. REQUESTS FOR RESIGNATION, RELEASE FROM ACTIVE DUTY, OR VOLUNTARY RETIREMENT WILL BE DISAPPROVED EXCEPT WHEN CONSIDERED TO BE IN THE BEST INTEREST OF THE U.S. ARMY, OR FOR RC HPOS WHO QUALIFY UNDER PROVISIONS OF CHAPTER 3, SECTION IV (HARDSHIP), AR 600-8-24. AN OFFER TO REPAY THE FULL SUM OF THE IP AND/OR RB FUNDS DOES NOT CONSTITUTE A BASIS FOR EARLY TERMINATION OF AN AGREEMENT.

9.B. (U) AN AGREEMENT MAY NOT EXTEND BEYOND A LEGISLATED MANDATORY SEPARATION OR RETIREMENT DATE FOR AGE OR SERVICE, UNLESS SUBJECT HPOS SEPARATION OR RETIREMENT HAS BEEN DEFERRED IN ADVANCE OF AGREEMENT EXECUTION OR THE HPO IS IN A RETIRED RECALL STATUS. SUCH AN AGREEMENT IS ERRONEOUS AND SUBJECT TO FULL RECOUPMENT.

10. (U) AGREEMENT PROCEDURES AND APPROVAL AUTHORITY:

10.A. (U) THE AMEDD SPECIAL PAY BRANCH/OTSG WILL PROVIDE RELEASE OF THE BCP, IP, AND RB AGREEMENTS TO MILITARY PERSONNEL OFFICES UPON RELEASE OF THIS MESSAGE. REQUESTS FOR BCP, IP, AND RB WILL BE PREPARED BY THE SUPPORTING MILITARY PERSONNEL OFFICE IN MEMORANDUM FORMAT, WITHOUT DEVIATION TO CONTENT, AS PROVIDED THROUGH PERSONNEL CHANNELS BY THE AMEDD SPECIAL PAY BRANCH/OTSG.

10.B. (U) THE COMMANDER WILL APPROVE THE AGREEMENT IF THEY DETERMINE THAT THE HPO MEETS ALL ELIGIBILITY CRITERIA AS DISCUSSED ABOVE. IF THE COMMANDER DETERMINES THAT THESE CRITERIA HAVE NOT BEEN MET, DISAPPROVAL OF THE BCP, IP AND/OR RB AGREEMENT WILL BE INDICATED WITH THE RATIONALE FOR DISAPPROVAL.

10.C. (U) WHILE THE LOCAL APPROVAL AUTHORITY FOR BCP, IP AND/OR RB AGREEMENTS IS NORMALLY THE COMMANDER OR ACTING COMMANDER OF THE HPO, A

FIELD GRADE COMMANDER IS REQUIRED IN ALL CASES. WHERE THE COMMANDER IS A COMPANY GRADE OFFICER, THE NEXT FIELD GRADE COMMANDER IN THE CHAIN WILL SERVE AS THE APPROVAL AUTHORITY.

10.D. (U) COMMANDERS WILL APPROVE AGREEMENTS FOR HPOS ASSIGNED TO THE MTF.

10.E. (U) AGREEMENTS FOR ELIGIBLE MTF COMMANDERS WILL BE APPROVED BY THE NEXT SENIOR AMEDD COMMANDER IN THE CHAIN OF COMMAND.

10.F. (U) FOR HPOS ASSIGNED TO NON-MTF ORGANIZATIONS, THE APPROVAL AUTHORITY MAY BE BRANCH IMMATERIAL. THE ADVICE OF A SENIOR HPO SHOULD BE OBTAINED WITH REGARD TO REQUIRED PRIVILEGING AND PATIENT CARE DUTIES.

10.G. (U) THE CHIEF OF THE HPOS CORPS BRANCH, HEALTH SERVICES DIVISION (HSD), HUMAN RESOURCES COMMAND (HRC), WILL APPROVE AGREEMENTS FOR HPOS FOR WHOM NO OTHER APPROPRIATE AUTHORITY CAN BE IDENTIFIED.

10.H. (U) ALL ORIGINAL AGREEMENTS, UPON APPROVAL BY THE APPROPRIATE AUTHORITY, WILL BE TRANSMITTED AS ORIGINALS OR VIA LEGIBLE EMAIL SCAN (NO FAXES), TO THE AMEDD SPECIAL PAY BRANCH/OTSG TO COORDINATE VERIFICATION OF AUTHORIZED RATES, VOLUNTARY RETENTION PROGRAM, ADO STATUS, AND VERIFICATION OF ELIGIBILITY. THE AMEDD SPECIAL PAY BRANCH, UPON VERIFICATION OF AGREEMENT DATA, AUTHORIZES THE BONUS PAYMENT BY TRANSMITTING PAY DATA TO DFAS.

11. (U) AGREEMENT RENEGOTIATION:

11.A. (U) GENERAL: RENEGOTIATION OF IP AND/OR RB AGREEMENTS SOLELY FOR THE PURPOSE OF CHANGING THE ANNIVERSARY DATE TO COINCIDE WITH ANOTHER SPECIAL PAY AGREEMENT DATE, OR A RETIREMENT, RESIGNATION, OR RELEASE FROM ACTIVE DUTY DATE IS NOT AUTHORIZED.

11.B. (U) IP AGREEMENT AND MANDATORY/CAREER RETIREMENT: HPOS WITH AN APPROVED MANDATORY OR VOLUNTARY (AFTER COMPLETING AT LEAST 20-YEARS OF ACTIVE SERVICE) RETIREMENT MAY RENEGOTIATE THEIR FINAL 1-YEAR IP AGREEMENT TO COINCIDE WITH THEIR RETIREMENT DATE AND THE UNEARNED PORTION OF THIS AGREEMENT WILL BE RECOUPED ON A PRO RATA BASIS.

11.C. (U) SHOULD A HPO WITH AN EXISTING OBLIGATED 1, 2, 3, OR 4-YEAR IP AND/OR RB AGREEMENT WANT TO RENEGOTIATE THEIR AGREEMENT TO RECEIVE A NEW HIGHER RATE OR LONGER OBLIGATION 1, 2, 3, OR 4-YEAR IP AND/OR RB AGREEMENT, THEY MAY TERMINATE THEIR EXISTING AGREEMENT PRIOR TO EXPIRATION IN ORDER TO EXECUTE A NEW AGREEMENT. THIS RENEGOTIATED IP AND/OR RB AGREEMENT WILL HAVE A NEW EFFECTIVE DATE. UNEARNED IP AND/OR RB WILL BE RECOUPED IN ACCORDANCE WITH OUTLINED PROCEDURES. THE DURATION OF THE NEW AGREEMENTS MUST BE EQUAL TO OR LONGER THAN THE OBLIGATION REMAINING ON THE TERMINATED IP AND/OR RB AGREEMENTS.

11.D. (U) AT NO TIME MAY ANY RENEGOTIATED IP AND/OR RB AGREEMENT REDUCE THE LENGTH OF AN EXISTING ADO.

12. (U) TERMINATION OF SPECIAL PAYS:

12.A. (U) AUTOMATIC TERMINATION:

12.A.(1) (U) ALL SPECIAL PAYS IN THIS MESSAGE WILL BE TERMINATED UPON DEATH OR UPON SEPARATION FROM ACTIVE DUTY, WHERE APPROVED OR DIRECTED BY THE US ARMY.

12.A.(3) (U) ALL SPECIAL PAY AGREEMENTS IN THIS MESSAGE MAY BE DISAPPROVED BY THE COMMANDER OR TERMINATED BY THE SURGEON GENERAL IF THE HPO: FAILS TO POSSESS A CURRENT, (UNREST)RICTED LICENSE (OR APPROVED DOD WAIVER); FAILS TO MAINTAIN PRIVILEGES TO PRACTICE; OR FAILS TO BE ENGAGED IN THE PRACTICE OF THE SPECIALTY FOR WHICH PAYMENT

IS MADE FOR A SUFFICIENT TIME DURING THE AGREEMENT PERIOD TO ALLOW FOR THE FULL MAINTENANCE OF PROFESSIONAL SKILLS IN THAT SPECIALTY.

12.B. (U) OPTIONAL TERMINATION: THE SURGEON GENERAL HAS THE AUTHORITY TO DISAPPROVE OR TERMINATE AUTHORIZATION TO BCP, IP AND/OR RB AT ANY TIME. TERMINATIONS ARE ACCOMPLISHED THROUGH REVIEW PROCEEDINGS APPROVED BY TSG. A COMMANDER MAY RECOMMEND TO TSG THAT AN HPOS RECORDS BE EVALUATED FOR TERMINATION OF AUTHORIZATION TO BCP, IP AND/OR RB BASED ON UNPROFESSIONAL CONDUCT AND/OR SPECIALTY INCOMPETENCE. A RECOMMENDATION CAN BE MADE WHEN AN HPO DOES NOT MEET THE SPECIFIC ELIGIBILITY CRITERIA OR, IF INVOLVED IN INDEPENDENT PATIENT CARE, HAS LOST PRIVILEGES OR HAS PREJUDICIAL RESTRICTIONS PLACED UPON HIS PRACTICE IAW AR 40-68. A RECOMMENDATION TO TERMINATE AUTHORIZATION WILL ALSO BE MADE IN ALL CASES WHERE EVIDENCE CLEARLY EXISTS THAT THE HPO SHOULD BE DENIED FURTHER PRACTICE IN THE APPLICABLE SPECIALTY OR BE CONSIDERED FOR RELEASE FROM ACTIVE DUTY.

12.C. (U) PROCEDURES FOR TERMINATION:

12.C.(1) (U) THE COMMANDER WILL NOTIFY THE HPO IN WRITING AND PROVIDE 10-CALENDAR DAYS TO SUBMIT A REBUTTAL.

12.C.(2) (U) THE RECOMMENDATION AND REBUTTAL OR A STATEMENT THAT THE HPO DOES NOT INTEND TO REBUT WILL BE FORWARDED TO THE AMEDD SPECIAL PAY BRANCH/OTSG.

12.C.(3) (U) THE COMMANDER WILL ALSO SUBMIT THE DATA UPON WHICH THE EVALUATION IS BASED TO INCLUDE ANY OBJECTIVE DATA AVAILABLE IN REGARD TO PRIVILEGES, PRACTICE WITHIN THE SPECIALTY, OR OTHER CRITERIA LEADING TO THE RECOMMENDATION FOR TERMINATION OF AUTHORIZATION.

12.C.(4) (U) A COMMANDER WHO RECEIVES AN AGREEMENT FOR APPROVAL, BUT IS AWARE OF POTENTIALLY DISQUALIFYING (IN)FORMATION PERTAINING TO AN HPO WILL DISAPPROVE THE AGREEMENT AND, IF REQUIRED, INITIATE ACTION RECOMMENDING IMMEDIATE TERMINATION OF ELIGIBILITY OF EXISTING AGREEMENTS.

12.C.(5) (U) A RECOMMENDATION TO TERMINATE AUTHORIZATION TO BCP, IP AND/OR RB SHOULD BE FORWARDED TO THE AMEDD SPECIAL PAY BRANCH/OTSG AT ANY TIME CIRCUMSTANCES WARRANT SUCH ACTION. A COMMANDER SHOULD NOT WAIT TO TAKE ACTION UNTIL A NEW AGREEMENT IS SUBMITTED FOR APPROVAL.

12.C.(6) (U) THE EFFECTIVE DATE OF TERMINATION OF AUTHORIZATION WILL BE THE DATE ON WHICH TSG APPROVES THE RECOMMENDATION. FULL AUTHORIZATION TO THE PAY EXISTS UNTIL THAT DATE.

12.C.(7) (U) THE HPO WHOSE AUTHORIZATION HAS BEEN TERMINATED BY TSG MAY SUBMIT AN APPEAL THRU THEIR COMMANDER TO THE AMEDD SPECIAL PAY BRANCH/OTSG. PROCESSING THE REQUEST FOR APPEAL SHOULD BE BASED ON SUBSTANTIVE CHANGES OR ADDITIONS TO THE RECORD. THE AMEDD SPECIAL PAY BRANCH/OTSG WILL REFER ALL SUCH CASES TO TSG FOR ADJUDICATION. THE DECISION OF THE SURGEON GENERAL IS FINAL.

13. (U) RECOUPMENT OF UNEARNED PAYMENTS:

13.A. (U) RENEGOTIATED IP AND/OR RB AGREEMENTS. PRO RATA RECOUPMENT OF IP AND/OR RB AMOUNTS ALREADY PAID FOR THE AGREEMENT PERIOD NOT YET ELAPSED IS REQUIRED. RECALCULATION OF THE REMAINING ADO MAY OCCUR.

13.B. (U) TERMINATION OF IP AND/OR RB WITH CONCURRENT ADO: UNEARNED PAYMENTS WILL BE RECOUPED BY THE US GOVERNMENT ON A PRO RATA BASIS.

13.C. (U) AS AN EXCEPTION, RECOUPMENT IS WAIVED UNDER THE FOLLOWING CIRCUMSTANCES:

13.C.(1) (U) DEATH OR DISABILITY THAT IS NOT THE RESULT OF MISCONDUCT

OR WILLFUL NEGLECT AND NOT INCURRED DURING A PERIOD OF UNAUTHORIZED ABSENCE.

13.C.(2) (U) SEPARATION FROM THE ARMY BY OPERATION OF LAW OR REGULATION OF DOD OR THE ARMY, OR WHEN A WAIVER OF RECOUPMENT WAS APPROVED BY THE SECRETARY OF THE ARMY.

13.D. (U) A DISCHARGE IN BANKRUPTCY UNDER TITLE 11, USC, SHALL NOT RELEASE AN HPO FROM AN OBLIGATION TO REIMBURSE THE US GOVERNMENT REQUIRED UNDER THE TERMS OF A BCP, IP AND/OR RB AGREEMENT, IF THE FINAL DECREE OF THE DISCHARGE IN BANKRUPTCY WAS ISSUED WITHIN A PERIOD OF 5-YEARS AFTER THE LAST DAY OF A PERIOD WHICH THE HPO HAD AGREED TO SERVE ON ACTIVE DUTY. THIS APPLIES TO ANY CASE COMMENCED UNDER TITLE 11 AFTER 29 NOV 89, IAW 37 U.S.C. SEC 302E.

14. (U) ADMINISTRATION OF AUTHORIZATION DATA.

14.A. (U) US ARMY HUMAN RESOURCES COMMAND (HRC), OFFICER PERSONNEL MANAGEMENT DIRECTORATE (OPMD), HEALTH SERVICES DIVISION (HSD), APPROPRIATE CORPS BRANCH WILL ENSURE THE HEALTH PROFESSIONS PAY ENTRY DATE (HPPED) IS INCLUDED IN A HPOS INITIAL ORDER BRINGING THEM ONTO ACTIVE DUTY. THE APPROPRIATE CORPS BRANCH WILL ALSO ENSURE THE FOLLOWING (IN)FORMATION IS MAINTAINED WITHIN THE TOTAL OFFICER PERSONNEL MANAGEMENT SYSTEM (TOPMIS): SPONSORED SPECIALTY EDUCATION AND/OR TRAINING (IN)FORMATION, BOARD CERTIFICATION, AND ADO DATES INCURRED FOR TRAINING AND SPECIAL PAYS.

14.B. (U) AMEDD SPECIAL PAY BRANCH/OTSG WILL:

14.B.(1) (U) PROVIDE DFAS WITH APPLICABLE PAY DATA UPON EXECUTION OF AN APPROVED BCP, IP, AND/OR RB AGREEMENT.

14.B.(2) (U) MAINTAIN ELIGIBILITY ROSTERS IN COORDINATION WITH HRC, OPMD, HSD, APPROPRIATE CORPS BRANCH.

14.B.(3) (U) VERIFY BCP, IP, AND/OR IP AGREEMENTS APPROVED BY THE HPOS COMMANDER FOR ELIGIBILITY AND CORRECT RATES, AND AUTHORIZE FINAL RELEASE FOR PAYMENT.

14.C. (U) US ARMY RECRUITING COMMAND (USAREC), HEALTH SERVICES DIRECTORATE WILL INCLUDE IN ENTRY ON ACTIVE DUTY (EAD) ORDERS FOR EACH HPO ACCESSION, THE YEARS, MONTHS, AND DAYS OF CREDITABLE SERVICE FOR COMPUTATION OF THE HPPED, AND THE HPOS ELIGIBILITY FOR SPECIAL PAYS.

15. (U) PAYMENT PROCEDURES. THE AMOUNT DUE FOR A 1-YEAR AGREEMENT IS PAYABLE IN A LUMP SUM AFTER APPROVAL OF THE AGREEMENT. PAYMENT BY DFAS MAY TAKE UP TO 90-DAYS. IN CASES OF IP AND/OR RB, THE AMOUNT DUE WILL BE PAID IN EQUAL ANNUAL INSTALLMENTS. THE INITIAL ANNUAL INSTALLMENT WILL BE PAID AFTER APPROVAL OF THE AGREEMENT. PAYMENT BY DFAS MAY TAKE UP TO 90-DAYS. PAYMENT OF SUBSEQUENT INSTALLMENTS WILL BE AUTHORIZED FOR PAYMENT ON THE ANNIVERSARY OF THE EFFECTIVE DATE OF THE AGREEMENT. RENEGOTIATIONS OF IP AND/OR RB INVOLVE AN AUDIT AND POSSIBLE RECOUPMENT OF THE HPOS MILITARY PAY ACCOUNT, AND COULD EXPERIENCE A DELAY IN PAYMENT OF UP TO 90-DAYS UPON RECEIPT BY DFAS.

16. (U) SPECIAL PAY FOR RESERVE COMPONENT (RC) HPOS:

16.A. (U) MOBILIZED, RECALLED, AND ADSW RC HPOS ARE ELIGIBLE FOR BCP AND IP IF THEY ARE SERVING MORE THAN 30-CONSECUTIVE DAYS ON ACTIVE DUTY, AND NOT FOR TRAINING, AT THE RATES SPECIFIED IN THIS MESSAGE. PAYMENTS SHALL BE PAID MONTHLY AND AMOUNTS SHALL BE PRORATED FOR PERIODS LESS THAN 1-MONTH. RC HPOS ARE NOT REQUIRED TO EXECUTE A WRITTEN AGREEMENT TO REMAIN ON ACTIVE DUTY FOR AT LEAST 1-YEAR.

16.B. (U) REQUEST FOR SPECIAL PAY REQUIRES DOCUMENTATION OF ACTIVE

DUTY ORDERS, INTER-FACILITY CREDENTIALS TRANSFER AND PRIVILEGING BRIEF (ICTPB), AND PREVIOUS EXTENDED ACTIVE DUTY PERIODS (DD 214, ARPC 249-2-E, NGB 23). CONSOLIDATE DOCUMENTATION BY UNIT AND FORWARDED TO: HQDA, AMEDD SPECIAL PAY BRANCH/OTSG, ATTN: DASG-HRP, 5109 LEESBURG PIKE, FALLS CHURCH, VA 22041-3258.

16.C. (U) AMEDD SPECIAL PAY BRANCH/OTSG DETERMINES ELIGIBILITY BASED ON CRITERIA AND RATES SPECIFIED IN THIS MESSAGE, PROVIDING INDIVIDUAL RATES AUTHORIZED TO RC DFAS-INDIANAPOLIS CENTER FOR PAYMENT. RC DFAS PAYS ON PRORATED BASIS STARTING AFTER FIRST 30-CONSECUTIVE DAYS, RETROACTIVE TO ENTRY DATE.

17. (U) POCS:

17.A. (U) THE HQDA POC FOR QUESTIONS RELATING TO THESE SPECIAL PAYS IS MS. MARSHALL, AMEDD SPECIAL PAY BRANCH.

17.A.(1) (U) COM: 703-681-1209, DSN: 761.

17.A.(2) (U) THE MAILING ADDRESS IS: HQDA OTSG, ATTN: DASG-HRP, 5109 LEESBURG PIKE, FALLS CHURCH, VA 22041-3258.

17.B. (U) HQDA AOC-CAT: SURGEON ACTION OFFICER, COM: 703-693-4821, DSN: 223-4821, EMAIL: OTSG.AOCCAT@CONUS.ARMY.MIL.

18. (U) EXPIRATION DATE: 30 SEP 14.