

ALARACT 367/2010

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

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

SUBJECT: ALARACT ARMY MEDICAL CORPS OFFICER SPECIAL PAY POLICY, PLAN,
AND RATES

REF/A/TITLE 37 USC/SECTIONS 301D, 302, 302F, 303A AND 303B//

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

REF/C/ASD(HA) MEMO/SUBJ: MEDICAL AND DENTAL OFFICER SPECIAL PAY
PLANS/30SEP10//

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

REF/E/AR 600-8-24/OFFICER TRANSFERS AND DISCHARGES/RAR 27APR10//

REF/F/AR 601-141/US ARMY HEALTH PROFESSIONS SCHOLARSHIP, FINANCIAL
ASSISTANCE, AND ACTIVE DUTY HEALTH PROFESSIONS LOAN REPAYMENT
PROGRAMS/19SEP06//

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1. (U) SUMMARY OF CHANGES. THIS MESSAGE IS EFFECTIVE 01 OCT 10, AND PRESCRIBES DEPARTMENT OF THE ARMY POLICY AND RATES GOVERNING THE MEDICAL OFFICER SPECIAL PAYS UNDER THE LISTED REFERENCES. THE FOLLOWING ARE HIGHLIGHTS TO POLICY, PLANS, AND RATES:

1.A. (U) DELAYED PAYMENTS. ALL INCENTIVE SPECIAL PAY (ISP), MULTI-YEAR INCENTIVE SPECIAL PAY (MISP), AND MULTI-YEAR SPECIAL PAY (MSP) AGREEMENTS MAY BE PAID DIRECTLY BY DEFENSE FINANCE AND ACCOUNTING SERVICE (DFAS)-INDIANAPOLIS CTR AND COULD EXPERIENCE A DELAY IN PAYMENT OF UP TO 90-DAYS UPON RECEIPT BY DFAS.

1.B. (U) IAW TITLE 37 USC AND DODI 6000.13, POLICY EMPHASIZES THAT ALL PHYSICIANS MUST POSSESS A CURRENT, UNRESTRICTED LICENSE (OR APPROVED DOD WAIVER) AS A PREREQUISITE TO ENTER INTO A MEDICAL ADDITIONAL SPECIAL PAY (MASP), ISP, MIS, AND MSP SPECIAL PAY AGREEMENT.

2. (U) PURPOSE. THIS MESSAGE PRESCRIBES DA POLICY GOVERNING SPECIAL PAYS FOR ACTIVE DUTY (AD) MEDICAL CORPS (MC) OFFICERS UNDER LISTED REFERENCES. VARIABLE SPECIAL PAY (VSP), BOARD CERTIFICATION PAY (BCP), AND MEDICAL ADDITIONAL SPECIAL PAY (MASP) ARE ENTITLEMENTS, WHILE ISP, MISP, AND MSP ARE DISCRETIONARY PAYS.

3. (U) DUTY STATUS FOR ELIGIBILITY. MC OFFICERS MUST BE ON AD, UNDER A CALL OR ORDER TO AD FOR A PERIOD OF NOT LESS THAN 1-YEAR IN ORDER TO BE ELIGIBLE TO RECEIVE ANY OF THE SPECIAL PAYS DESCRIBED BELOW. RESERVE MC OFFICERS SEE PARA 22.

4. (U) DEFINITIONS.

4.A. (U) BOARD CERTIFIED: A MC OFFICER IS CONSIDERED BOARD CERTIFIED THROUGH:

4.A.(1) (U) CERTIFICATION BY AN AMERICAN MEDICAL OR OSTEOPATHIC SPECIALTY EXAMINING BOARD RECOGNIZED BY THE AMERICAN BOARD OF MEDICAL SPECIALTIES OR THE ADVISORY BOARD FOR OSTEOPATHIC SPECIALTIES; OR

4.A.(2) (U) AWARD OF BOARD CERTIFICATION EQUIVALENCY UNDER PROCEDURES ESTABLISHED BY THE ARMY SURGEON GENERAL (TSG). BOARD CERTIFICATION EQUIVALENCY MAY BE ESTABLISHED FOR SPECIALTIES UNIQUE TO MILITARY MEDICINE FOR WHICH THERE IS A FORMAL POSTGRADUATE MEDICAL TRAINING PROGRAM OF NOT LESS THAN TWO ACADEMIC YEARS. SUCH EQUIVALENCY WILL BE DETERMINED THROUGH A FORMAL PROCESS, INCLUDING RECOMMENDATION OF A CREDENTIALS REVIEW BOARD AND ISSUANCE OF A BOARD CERTIFICATION EQUIVALENCY DOCUMENT TO SUCCESSFUL CANDIDATES.

4.B. (U) CREDITABLE SERVICE: FOR PURPOSES OF ENTITLEMENT TO SPECIAL PAY UNDER THIS MESSAGE, CREDITABLE SERVICE WILL BE COMPUTED BY ADDING:

4.B.(1) (U) ALL PERIODS OF MILITARY ACTIVE SERVICE AS A MEDICAL OFFICER, OR UNIFORMED MEDICAL OFFICER OF THE PUBLIC HEALTH SERVICE.

4.B.(2) (U) ALL PERIODS WHICH THE OFFICER SPENT IN INTERNSHIP OR RESIDENCY TRAINING DURING WHICH THE OFFICER WAS NOT ON ACTIVE DUTY, PROVIDED THAT:

4.B.(2) (A) (U) THE PERIOD OF TIME DOES NOT EXCEED THAT RECOGNIZED BY THE PERTINENT AMERICAN MEDICAL OR OSTEOPATHIC SPECIALTY EXAMINING BOARD AS NECESSARY FOR BOARD QUALIFICATION.

4.B.(2) (B) (U) THE INTERNSHIP OR RESIDENCY WAS COMPLETED, EXCEPT THAT CREDIT MAY BE GIVEN FOR TRAINING TERMINATED OR INTERRUPTED AS THE RESULT OF MILITARY OPERATIONAL REQUIREMENTS.

4.B.(3) (U) INTERNSHIP OR RESIDENCY IN A FOREIGN MEDICAL FACILITY MAY NOT BE INCLUDED UNLESS THE TRAINING IS ACCEPTABLE UNDER PRIVILEGING CRITERIA OF AN AMERICAN MEDICAL OR OSTEOPATHIC SPECIALTY EXAMINING BOARD.

4.C. (U) FULLY QUALIFIED: A PHYSICIAN WHO HAS COMPLETED A RESIDENCY TRAINING PROGRAM AND/OR IS BOARD CERTIFIED OR BOARD ELIGIBLE IN A MEDICAL SPECIALTY AND, IF INVOLVED IN INDEPENDENT PATIENT CARE, IS PRIVILEGED IAW AR 40-68, WITH APPLICABLE INTERIM CHANGES, TO PRACTICE MEDICINE IN THAT SPECIALTY BY A PRIVILEGING AUTHORITY.

4.D. (U) HEALTH PROFESSIONS PAY ENTRY DATE (HPPED): THE DATE DERIVED FROM THE COMPUTATION OF CREDITABLE SERVICE AS DEFINED IN SUBPARA 4.B. ABOVE.

4.E. (U) INITIAL RESIDENCY TRAINING: THAT PERIOD OF TIME IN RESIDENCY TRAINING BEFORE FORMAL COMPLETION OF AN OFFICER'S FIRST RESIDENCY THAT QUALIFIES THE OFFICER TO TAKE THE SPECIALTY BOARD, INCLUDING (IF A FIRST RESIDENCY) THOSE PROGRAMS DESIGNATED UNDER DEFINITION A, ABOVE, WHICH QUALIFIES THE OFFICER FOR BOARD CERTIFICATION EQUIVALENCY.

4.F. (U) INTERNSHIP, MEDICAL OR OSTEOPATHIC: THE FIRST YEAR OF GRADUATE MEDICAL EDUCATION, IMMEDIATELY FOLLOWING MEDICAL OR OSTEOPATHIC SCHOOL WHETHER A FORMAL INTERNSHIP OR THE FIRST YEAR OF A RESIDENCY. FOR THE PURPOSE OF VARIABLE SPECIAL PAY, THIS INCLUDES THE PERIOD DURING WHICH THE ACTIVE DUTY MEDICAL CORPS OFFICER IS WAITING TO BEGIN INTERNSHIP TRAINING AS WELL AS THE PERIOD IN WHICH SUCH AN OFFICER IS AWAITING SEPARATION BECAUSE OF FAILURE TO COMPLETE THAT TRAINING.

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

4.H. (U) RESIDENCY, MEDICAL OR OSTEOPATHIC: A FORMAL PROGRAM OF MEDICAL OR OSTEOPATHIC SPECIALTY OR SUBSPECIALTY TRAINING.

4.I. (U) SPECIALTY, MEDICAL OR OSTEOPATHIC: ANY SPECIALTY FOR WHICH THERE IS AN IDENTIFYING AREA OF CONCENTRATION (AOC).

5. (U) VARIABLE SPECIAL PAY (VSP) AND BOARD CERTIFIED PAY (BCP). PAID

ON A MONTHLY BASIS. VSP IS INITIATED WHEN INPROCESSING FINANCE UPON ENTRY ON ACTIVE DUTY. BCP IS INITIATED WHEN BOARD CERTIFICATION IS AWARDED AND SUPPORTING VERIFIED DOCUMENTS ARE TRANSMITTED VIA COMMAND PERSONNEL CHANNELS TO THE ARMY MEDICAL DEPARTMENT (AMEDD) SPECIAL PAY BRANCH, OFFICE OF THE SURGEON GENERAL (OTSG). ANNUAL RATES ARE BASED ON COMPLETED YEARS OF CREDITABLE SERVICE, AND COUNTED FROM THE HPPED (PARA 4.B. AND 4.D.), EXCEPT FOR INTERNS (PGY1) AND GENERAL OFFICERS WHO RECEIVE A FLAT VSP RATE. PLEASE NOTE, INTERNSHIP AS DEFINED IN PARA 4.F. APPLIES. BCP ELIGIBILITY IS DEFINED IN PARA 4.A.

YRS COMPL CRED SERV VSP ANNUAL RATE BCP ANNUAL RATE

INTERNS \$1,200 NOT APPLICABLE

LESS THAN 6-YEARS AND NOT

UNDERGOING AN INTERNSHIP \$5,000 \$2,500

6-YEARS BUT LESS THAN 8-YEARS \$12,000 \$2,500

8-YEARS BUT LESS THAN 10-YEARS \$11,500 \$2,500

10-YEARS BUT LESS THAN 12-YEARS \$11,000 \$3,500

12-YEARS BUT LESS THAN 14-YEARS \$10,000 \$4,000

14-YEARS BUT LESS THAN 18-YEARS \$9,000 \$5,000

18-YEARS BUT LESS THAN 22-YEARS \$8,000 \$6,000

22-YEARS OR MORE \$7,000 \$6,000

GENERAL OFFICERS \$7,000 PER YRS CRED SERV ABOVE

6. (U) MEDICAL ADDITIONAL SPECIAL PAY (MASP). PAID ANNUALLY TO MC OFFICERS WHO ARE NOT PARTICIPATING IN INTERNSHIP (PGY1) OR INITIAL RESIDENCY (PGY2) TRAINING. OFFICERS MUST POSSESS A CURRENT, UNRESTRICTED LICENSE OR HAVE AN APPROVED DOD WAIVER ISSUED UNDER THE PROVISIONS OF AR 40-68 WITH APPLICABLE INTERIM CHANGES. OFFICERS MUST MAINTAIN THE LICENSE OR WAIVER DURING THE PERIOD OF THE MASP AGREEMENT TO RETAIN ELIGIBILITY. FAILURE TO COMPLETE OR GRADUATE FROM INITIAL RESIDENCY TRAINING DISQUALIFIES A MC OFFICER FOR MASP UPON ENTRY INTO ANOTHER RESIDENCY PROGRAM. ENTITLEMENT TO PAY IS CONTINGENT UPON EXECUTION OF A LEGALLY BINDING WRITTEN AGREEMENT TO REMAIN ON ACTIVE DUTY FOR 1-YEAR BEGINNING ON THE EFFECTIVE DATE OF THE AGREEMENT (SEE PARA 15.). ANNUAL RATE REGARDLESS OF YEARS OF CREDITABLE SERVICE IS \$15,000/YEAR.

7. (U) DISCRETIONARY SPECIAL PAY RATES.

7.A. (U) THERE ARE THREE DISCRETIONARY PAYS FOR MC OFFICERS. THEY ARE THE INCENTIVE SPECIAL PAY (ISP), MULTI-YEAR INCENTIVE SPECIAL PAY (MISP), AND THE MULTI-YEAR SPECIAL PAY (MSP). SPECIAL PAYS REQUIRE LEGALLY BINDING WRITTEN AGREEMENTS ENTAILING ACTIVE DUTY OBLIGATIONS (ADO).

7.B. (U) PHYSICIAN SPECIALISTS HAVE DIFFERENT RATES FOR ISP ANNUAL AGREEMENTS VERSUS MISP AGREEMENTS LINKED TO MSP AGREEMENTS:

7.B.(1) (U) ANNUAL ISP AGREEMENT MUST BE EXECUTED FOR PAYMENT. ISP

CANNOT BE RENEGOTIATED UNLESS SPECIALTY RATE INCREASES OR OFFICER IS ENTERING INTO AN MISP LINKED TO MSP. ISP AGREEMENTS MAY ONLY BE EXECUTED ONE-TIME WITHIN A FISCAL YEAR.

7.B.(2) (U) THE ASD(HA) AUTHORIZED MISP AGREEMENTS IN CONJUNCTION WITH MSP AGREEMENTS, BECAUSE THE MISP RATE IS LOCKED IN FOR THE DURATION OF THE MSP AGREEMENT, UNLESS THE MSP AGREEMENT IS RENEGOTIATED. THEREFORE, ANY OFFICER WHO IS RENEGOTIATING THEIR MSP AGREEMENT FOR A COMBINED NEW HIGHER RATE (SEE PARA 17.C.), WILL ALSO EXECUTE A MISP AGREEMENT FOR THE SAME EFFECTIVE DATE AND DURATION AS THE MSP AGREEMENT. PLEASE NOTE, MISP ADO REMAINS CONCURRENT WITH AGREEMENT PERIOD, WHILE MSP ADO MAY BE CONSECUTIVE, DEPENDING ON OFFICER'S ELIGIBILITY STATUS.

7.C. (U) OFFICERS SHALL BE PAID ISP, MISP, AND MSP AT THE RATE FOR THE SPECIALTY FOR WHICH THEY ARE MOST HIGHLY TRAINED AND PRIVILEGED TO PRACTICE, WHICH IS NORMALLY THEIR PRIMARY SPECIALTY DESIGNATION. IN ANY EVENT, ISP, MISP, AND MSP AGREEMENTS MUST BE EXECUTED FOR THE SAME SPECIALTY OR SUBSPECIALTY.

7.D. (U) UNEARNED ISP, MISP, AND MSP PAYMENTS MUST BE RECOUPED IN ACCORDANCE WITH TITLE 37 USC, SECTION 303A(3) AND DODFMR, VOLUME 7A, CHAPTER 2, AS OUTLINED GENERALLY IN PARA 19.

7.E. (U) ISP, MISP, AND MSP FOR SUBSPECIALTIES:

7.E.(1) (U) THE RATE OF PAY FOR ISP, MISP, AND MSP IS THAT OF THE BASIC SPECIALTY FOR ANY SUBSPECIALTY WITH A BASIC SPECIALTY OTHER THAN INTERNAL MEDICINE, PEDIATRICS, OR GENERAL SURGERY. SUCCESSFUL COMPLETION OF FORMAL FELLOWSHIP TRAINING IN THE SUBSPECIALTY IS REQUIRED TO BE ELIGIBLE FOR THE SUBSPECIALTY PAY.

7.E.(2) (U) ELIGIBILITY FOR SURGICAL SUBSPECIALTY PAY ALWAYS REQUIRES THE PHYSICIAN TO HOLD ONE OF THE SURGICAL SUBSPECIALTY AOCs. IN CASE OF SURGICAL SUBSPECIALTIES WITHOUT AN AOC, THE PHYSICIAN MUST HOLD THE AOC FOR GENERAL SURGERY (61J).

7.F. (U) THE TRISERVICE HEALTH PROFESSIONS WORKGROUPS, COMMITTEES, AND COUNCIL DEVELOPS THE ANNUAL ISP, MISP, AND MSP PAY PLAN CONSIDERING EACH SERVICE'S BUDGET, PHYSICIAN MANNING, CIVILIAN INCOME DATA, AND MILITARY HEALTH SYSTEM REQUIREMENTS, FOR APPROVAL BY THE ASSISTANT SEC DEF FOR HEALTH AFFAIRS (ASD(HA)).

7.G. (U) THE APPROVED ISP, MISP, AND MSP PLAN.

7.G.(1) (U) ISP WILL BE PAID IN TWO CATEGORIES, AS FOLLOWS:

7.G.(1)(A) (U) ISP RATE FOR OFFICERS NOT MSP ELIGIBLE (OBLIGATED FOR TRAINING OR LESS THAN EIGHT-YEARS CREDITABLE SERVICE FOR HPPED), OR MSP ELIGIBLE BUT NOT EXECUTING A MSP AGREEMENT, AND ALL MOBILIZED RESERVE COMPONENT (RC) MEDICAL OFFICERS.

7.G.(1)(B) (U) MISP RATE ONLY IN CONJUNCTION WITH ANY NEW 1, 2, 3, OR 4-YEAR MSP AGREEMENT.

7.G.(2) (U) THE 2, 3, OR 4-YEAR MSP WILL BE PAID AT DIFFERENT RATES BASED ON CATEGORY OR SPECIALTY.

7.G.(3) (U) ISP, MISP AND MSP ANNUAL RATES:

SPECIALTY ISP MISP W/MSP 2YR MSP 3YR MSP 4YR MSP
(\$000) (\$000) (\$000) (\$000) (\$000)

AEROSPACE MEDICINE/RAM (61N)	20	20	13	19	25
ANESTHESIOLOGY (60N)	36	50	25	40	60
CARDIOLOGY-ADULT(60H)/PEDS	36	41	21	34	51
DERMATOLOGY (60L)	20	20	17	25	38
EMERGENCY MED (62A)	26	30	17	26	40
FAMILY PRACTICE (61H)	20	20	17	25	38
GASTROENTERO-ADULT(60G)/PEDS	26	29	22	33	50
GENERAL INTERNAL MED (61F)	20	20	13	23	35
GENERAL SURGERY (61J)	29	50	25	40	60
NEUROLOGY (60V/60R)	20	20	13	19	25
NEUROSURGERY (61Z)	36	60	25	40	60
OB/GYN (60J)	31	31	17	25	35
OPHTHALMOLOGY (60S)	28	30	13	19	25
ORTHOPEDIC SURGERY (61M)	36	50	17	33	50
OTOLARYNGOLOGY (60T)	30	35	17	25	33
PATHOLOGY (61U)	20	20	13	20	30
PEDIATRICS (60P)	20	20	13	20	30
PHYSICAL MEDICINE (61P)	20	20	12	13	20
PREV/OCC MEDICINE (60C/60D)	20	20	13	20	30
PSYCHIATRY (60W/60U)	20	20	17	28	43
PULMONARY MEDICINE-ADULT(60F)/PEDS AND FELLOWSHIP TRAINED CRITICAL CARE (M4) OR INTENSIVE MEDICINE SPECIALIST-ADULT/PEDS	23	26	21	31	45
RADIOLOGY (61R/61Q)	36	42	25	40	60
UROLOGY (60K)	28	28	20	30	45
SUBSPECIALTY CATEGORY I (SEE NOTE 1)	36	57	23	36	55
SUBSPECIALTY CATEGORY II (SEE NOTE 2)	28	28	12	18	27
SUBSPECIALTY CATEGORY III (SEE NOTE 3)	23	26	12	17	25
SUBSPECIALTY CATEGORY IV (SEE NOTE 4)	20	20	13	19	25
SUBSPECIALTY CATEGORY V (SEE NOTE 5)	36	41	21	31	45

NOTE 1: SUBSPECIALTY CATEGORY I REQUIRES PRIMARY SPECIALTY AOC 61J OR AS LISTED: CARDIO-THORACIC SURGERY (61K), COLON-RECTAL SURGERY, ONCOLOGY SURGERY, PEDIATRIC SURGERY, PLASTIC SURGERY (61L), ORGAN TRANSPLANT, TRAUMA/CRITICAL CARE SURGERY (DESIGNATOR: FN), VASCULAR SURGERY (61W), AND FELLOWSHIP TRAINED ORTHOPEDIC SURGEONS.

NOTE 2: NUCLEAR MEDICINE PHYSICIANS (60B) ONLY.

NOTE 3: SUBSPECIALTY CATEGORY III: INCLUDES INTERNAL MEDICINE/PEDIATRIC FELLOWSHIP SUBSPECIALTIES IN ALLERGY, ALLERGY/IMMUNOLOGY (60M), NEPHROLOGY (61A), HEMATOLOGY/ONCOLOGY (61B), AND NEONATOLOGY.

NOTE 4: SUBSPECIALTY CATEGORY IV: INCLUDES ALL INTERNAL MEDICINE/PEDIATRIC SUBSPECIALTIES NOT LISTED IN SUBSPECIALTY CATEGORY I OR III OR LISTED SEPARATELY, TO INCLUDE INFECTIOUS DISEASE (61G), RHEUMATOLOGY (61D), GERIATRICS FELLOWSHIP TRAINING, ENDOCRINOLOGY, CLINICAL PHARMACOLOGY (61E), ACADEMIC INTERNAL MEDICINE, ADOLESCENT MEDICINE, DEVELOPMENTAL PEDIATRICS, AND ENDOCRINOLOGY (61C).

NOTE 5: SUBSPECIALTY CATEGORY V: INCLUDES PHYSICIANS WHO ARE FELLOWSHIP TRAINED IN OPHTHALMOLOGY (60S), OTOLARYNGOLOGY (60T), OB/GYN (60J), AND UROLOGY (60K).

8. (U) BASIC ELIGIBILITY CRITERIA FOR ISP, MISP, AND MSP.

8.A. (U) MUST BE BELOW THE GRADE OF 0-7.

8.B. (U) BOARD CERTIFICATION OR COMPLETION OF A FORMAL TRAINING PROGRAM DURING WHICH THE PHYSICIAN FULFILLED THE TRAINING LEADING TO BOARD CERTIFICATION AS REQUIRED BY THE AMERICAN MEDICAL ASSOCIATION (AMA) OR THE AMERICAN OSTEOPATHIC ASSOCIATION (AOA) SPECIALTY EXAMINING BOARD IN THE SPECIALTY FOR WHICH PAYMENT IS MADE.

8.C. (U) POSSESSION OF A CURRENT, UNRESTRICTED LICENSE, OR AN APPROVED DOD WAIVER ISSUED UNDER THE PROVISIONS OF AR 40-68 WITH APPLICABLE INTERIM CHANGES. THE LICENSE OR WAIVER MUST BE MAINTAINED DURING THE PERIOD OF THE ISP, MISP, AND MSP AGREEMENT TO RETAIN ELIGIBILITY.

8.D. (U) BEING PRIVILEGED TO THE BASIC STANDARDS OF THE SPECIALTY IAW AR 40-68, QUALITY ASSURANCE ADMINISTRATION, WITH APPLICABLE INTERIM CHANGES, WITHOUT PREJUDICIAL RESTRICTION OF CLINICAL PRIVILEGES FOR ALL PHYSICIANS RECEIVING ISP, MISP, AND MSP.

8.E. (U) NEW ENTRANTS OR REENTRANTS INTO THE ISP, MISP, AND MSP PROGRAM MUST BE APPROVED BY ARMY MEDICAL DEPARTMENT (AMEDD) SPECIAL PAY BRANCH/OFFICE OF THE SURGEON GENERAL (OTSG) THROUGH COORDINATION WITH THE MEDICAL CORPS BRANCH, HEALTH SERVICES DIVISION (HSD), OFFICER PERSONNEL MANAGEMENT DIRECTORATE (OPMD), HUMAN RESOURCES COMMAND (HRC), FORT KNOX, KY.

9. (U) ADDITIONAL ELIGIBILITY CRITERIA FOR ISP AND MISP.

9.A. (U) THE PHYSICIAN MUST 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. THE COMMANDER MAY APPROVE RECOMMENDATIONS FOR ISP PAYMENTS TO FULLY QUALIFIED PHYSICIANS, WHO ARE:

9.A.(1) (U) ASSIGNED TO POSITIONS REQUIRING A SUBSTANTIAL PORTION OF TIME

PERFORMING MILITARY UNIQUE DUTIES UNDER ADVERSE CONDITIONS, OR

- 9.A.(2) (U) IN REMOTE LOCATIONS OUTSIDE THE UNITED STATES, OR
- 9.A.(3) (U) THAT PRECLUDE THE ABILITY TO SPEND APPROPRIATE TIME IN A CLINICAL SETTING.
- 9.B. (U) ISP/MISP ENTITLEMENT AND GRADUATE MEDICAL EDUCATION (GME):
- 9.B.(1) (U) INITIAL SPECIALTY QUALIFICATIONS MUST BE COMPLETED BEFORE THE BEGINNING OF THE FISCAL YEAR FOR WHICH PAYMENT WILL BE MADE EXCEPT THAT,
- 9.B.(2) (U) OFFICERS WHO GRADUATE OUT OF CYCLE (NOT AT THE END OF JUNE) FROM INITIAL RESIDENCY TRAINING, AND IF NOT THE FAULT OF THE MEDICAL OFFICER, THE EFFECTIVE DATE OF ISP SHALL BE THE COMPLETION OF THE QUALIFYING TRAINING PLUS 3-MONTHS. THIS WILL KEEP CONSISTENCY IN THE CALCULATION OF THE ISP ELIGIBILITY DATE.
- 9.B.(3) (U) OFFICERS IN FELLOWSHIP OR SECOND RESIDENCY TRAINING WHO FULFILLED ISP QUALIFYING CRITERIA IN AN ISP APPROVED SPECIALTY, REMAIN ELIGIBLE FOR ISP IN THAT SPECIALTY DURING THEIR FELLOWSHIP OR SECOND RESIDENCY TRAINING PERIOD.
- 9.C. (U) CREDENTIALLED AND PRIVILEGED FELLOWS IN HEMATOLOGY/ONCOLOGY, AEROSPACE MEDICINE (RAM), OR PULMONARY DISEASE TRAINING ARE ELIGIBLE AFTER COMPLETION OF THE SECOND YEAR OF TRAINING (THIRD YEAR FELLOWS) TO EXECUTE AN ISP AGREEMENT IN THEIR FELLOWSHIP SPECIALTY.
10. (U) ADDITIONAL ELIGIBILITY CRITERIA FOR MSP.
- 10.A. (U) HAS EIGHT OR MORE YEARS OF CREDITABLE SERVICE AT THE TIME OF AGREEMENT EXECUTION (CREDITABLE SERVICE WILL BE COMPUTED BASED ON THE HEALTH PROFESSIONS PAY ENTRY DATE (HPPED) AS DEFINED IN PARA 4.); OR
- 10.B. (U) HAS COMPLETED ANY ACTIVE DUTY SERVICE COMMITMENT INCURRED FOR MEDICAL EDUCATION AND TRAINING; AND
- 10.C. (U) HAS COMPLETED OR WILL COMPLETE INITIAL RESIDENCY TRAINING BY 01 OCT OF THE FY IN WHICH THE MSP AGREEMENT IS EXECUTED.
11. (U) EVALUATION OF ELIGIBILITY. INFORMATION PERTAINING TO PRIVILEGING, LICENSURE AND PRACTICE ARE LIMITED AT OTSG AND IS PRIMARILY AVAILABLE IN THE FIELD. ALTHOUGH OTSG WILL REVIEW INFORMATION AS AVAILABLE, THE COMMANDER WILL EVALUATE EACH REQUESTING OFFICER FOR SATISFACTION OF ALL QUALIFYING CRITERIA. CERTIFICATION AND TRAINING REQUIREMENTS WILL ALSO BE VERIFIED LOCALLY. SUBMISSION OF A RECOMMENDATION TO TERMINATE ENTITLEMENT TO THE PAY, BASED ON FAILURE TO COMPLY WITH ELIGIBILITY CRITERIA OR OTHER SIGNIFICANT EVIDENCE, IS NOT RESTRICTED TO THE PERIOD IMMEDIATELY PRIOR TO ENTRY INTO A NEW AGREEMENT, BUT MAY BE MADE AT ANY TIME AS APPROPRIATE (SEE PARA 18.).
12. (U) ADO FOR ISP AND MISP. ADO IS EQUAL TO THE LENGTH OF THE AGREEMENT AND IS SERVED CONCURRENTLY WITH ANY EXISTING OBLIGATION, TO INCLUDE MSP AGREEMENTS.

13. (U) ADO FOR MSP.

13.A. (U) CONSECUTIVE ADO. CONSECUTIVE ADO BEGINS AFTER EXPIRATION OF THE ADO INCURRED FOR INITIAL ADO (ROTC, USMA, HPSP, HPLRP, USUHS, ETC.), MEDICAL EDUCATION AND TRAINING (MED ED/TNG), GRADUATE MEDICAL EDUCATION (GME), AND/OR PREVIOUS MSP AGREEMENTS TERMINATED TO RECEIVE A HIGHER COMBINED MISP AND MSP RATE. RECIPIENTS WITH AN INITIAL OR MED ED/TNG ADO MUST BE EXPLICITLY AWARE THAT THEIR MSP PAYMENTS AND ADO ARE NOT SYNCHRONIZED. MSP PAYMENTS ARE MADE ANNUALLY UPON EXECUTION OF THE WRITTEN AGREEMENT WHILE THE ACTUAL ADO PERIOD CAN BE ONE OR MORE YEARS LATER. FOR EXAMPLE: A RECIPIENT COULD HAVE A 2-YEAR AGREEMENT FROM 01 APR 05 THRU 31 MAR 07 WITH RECEIPT OF MSP PAYMENTS ON 01 APR 05 AND 01 APR 06 BUT, BASED ON A MED ED/TNG ADO IN EFFECT ON THE MSP AGREEMENT EXECUTION DATE, WHICH DOES NOT TERMINATE UNTIL 30 SEP 05, THE MSP ADO PERIOD WILL NOT BEGIN UNTIL 01 OCT 05 AND END ON 30 SEP 07.

13.B. (U) CONCURRENT ADO. THE ADO FOR MSP IS SERVED CONCURRENTLY WITH THE MSP AGREEMENT PERIOD WHEN OFFICERS, OTHERWISE ELIGIBLE FOR MSP, ARE NOT OBLIGATED FOR INITIAL ADO OR ED/TNG AT THE TIME OF MSP AGREEMENT EXECUTION.

13.B.(1) ANY MED ED/TNG ADO INCURRED AT A DATE LATER THAN THE MSP AGREEMENT EXECUTION DATE WILL NOT EXTEND, BUT WILL RUN CONCURRENTLY WITH SUCH AGREEMENT; HOWEVER, IT MIGHT AFFECT FUTURE MSP AGREEMENTS/ADO PERIODS.

13.B.(2) (U) ADO FOR MASP, ISP/MISP, PROMOTION, PCS, OBC, OAC, CGSOC, AWC, PHD, MASTERS, NON-MEDICAL MILITARY SCHOOLING, ETC. WILL RUN CONCURRENTLY WITH ANY MSP OBLIGATION.

14. (U) AUTOMATIC VOLUNTARY RETENTION.

14.A. (U) PARTICIPATION IN THE MASP, ISP, MISP, AND MSP CONSTITUTES A VOLUNTARY RETENTION PROGRAM FOR OFFICERS WITH A SEPARATION DATE THAT WOULD NOT ALLOW TIME TO COMPLETE THE PROPOSED ADO PERIOD. UNLESS A WAIVER IS OBTAINED, AN OFFICER 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 OFFICER 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 US ARMY, OR FOR OFFICERS WHO QUALIFY UNDER PROVISIONS OF CHAPTER 2, SECTION IV (PROCESS VOLUNTARY REFRAD DUE TO HARDSHIP), AR 600-8-24. AN OFFER TO REPAY THE FULL SUM OF THE MASP, ISP, MISP, AND MSP FUNDS DOES NOT CONSTITUTE A BASIS FOR EARLY TERMINATION OF AN AGREEMENT.

14.B. (U) AN AGREEMENT MAY NOT EXTEND BEYOND A LEGISLATED MANDATORY SEPARATION OR RETIREMENT DATE FOR AGE OR SERVICE, UNLESS SUBJECT OFFICER'S SEPARATION OR RETIREMENT HAS BEEN DEFERRED IN ADVANCE OF

AGREEMENT EXECUTION OR THE OFFICER IS IN A RETIRED RECALL STATUS. ENTERING INTO AN AGREEMENT WITHOUT FIRST OBTAINING THE NECESSARY WAIVERS WILL VOID THE AGREEMENT AND THE OFFICER WILL BE SUBJECT TO FULL RECOUPMENT.

15. (U) AGREEMENT EFFECTIVE DATE. UPON MEETING ALL ELIGIBILITY CRITERIA REQUIREMENTS, THE EFFECTIVE DATE MAY BE ESTABLISHED ON ANY DATE THAT THE OFFICER DESIRES TO ESTABLISH AS THEIR EFFECTIVE DATE. THE OFFICER MAY SIGN THE AGREEMENT 90-DAYS IN ADVANCE, BUT NOT LATER THAN 30-DAYS FROM THE EFFECTIVE DATE. AGREEMENTS SIGNED AFTER THAT DATE WILL BE EFFECTIVE UPON THE DATE OF SIGNATURE.

16. (U) AGREEMENT PROCEDURES AND APPROVAL AUTHORITY.

16.A. (U) REQUESTS FOR MASP, ISP, MISP, AND MSP WILL BE PREPARED WITHOUT DEVIATION, IN THE ORIGINAL MEMORANDUM AGREEMENT FORMAT AS DISSEMINATED THROUGHOUT COMMAND PERSONNEL CHANNELS. AN AGREEMENT FORMAT COPY IS AVAILABLE FROM THE AMEDD SPECIAL PAY BRANCH, OTSG UPON REQUEST.

16.B. (U) ELIGIBLE OFFICERS WHO DECLINE SPECIAL PAY AGREEMENTS, OR BASED ON A PERSONAL ASSESSMENT OF FAILURE TO MEET THE MINIMUM QUALIFYING CRITERIA, SHOULD COMPLETE A STATEMENT FOR EACH PAY DECLINED.

16.C. (U) THE COMMANDER WILL APPROVE THE AGREEMENT IF THEY DETERMINE THAT THE OFFICER MEETS ALL ELIGIBILITY CRITERIA AS OUTLINED ABOVE. IF THE COMMANDER DETERMINES THAT THESE CRITERIA HAVE NOT BEEN MET, THEY WILL DISAPPROVE THE AGREEMENT.

16.D. (U) WHILE THE LOCAL APPROVAL AUTHORITY FOR MASP, ISP, MISP, AND MSP AGREEMENTS IS NORMALLY THE COMMANDER OR ACTING COMMANDER, A FIELD GRADE COMMANDER IS REQUIRED IN ALL CASES. WHERE THE COMMANDER IS A COMPANY GRADE OFFICER, THE NEXT COMMANDER IN THE CHAIN WILL SERVE AS THE APPROVAL AUTHORITY.

16.E. (U) COMMANDERS OF MEDICAL TREATMENT FACILITIES (MTF) WILL APPROVE AGREEMENTS FOR OFFICERS ASSIGNED TO THE MTF.

16.F. (U) AGREEMENTS FOR ELIGIBLE MTF COMMANDERS WILL BE APPROVED BY THE NEXT SENIOR AMEDD COMMANDER IN THE CHAIN

16.G. (U) FOR MEDICAL OFFICERS ASSIGNED TO NON-MTF ORGANIZATIONS, THE APPROVAL AUTHORITY MAY BE BRANCH IMMATERIAL. ADVICE OF A SENIOR MEDICAL OFFICER SHOULD BE OBTAINED WITH REGARD TO REQUIRED PRIVILEGING AND PATIENT CARE DUTIES.

16.H. (U) THE CHIEF, MEDICAL CORPS BRANCH, HEALTH SERVICES DIVISION (HSD), OFFICER PERSONNEL MANAGEMENT DIRECTORATE (OPMD), HUMAN RESOURCES COMMAND (HRC), WILL APPROVE AGREEMENTS FOR OFFICERS FOR WHOM NO OTHER APPROPRIATE AUTHORITY CAN BE IDENTIFIED.

16.I. (U) ALL AGREEMENTS WILL MAY BE SUBMITTED VIA LEGIBLE EMAIL SCAN OR MAILED; NO FAXES. A SUBMISSION TRANSACTION WILL BE TRANSMITTED

ELECTRONICALLY THROUGH MEDICAL OPERATIONAL DATA SYSTEM (MODS) TO THE AMEDD SPECIAL PAY BRANCH, OTSG, TO VERIFY ELIGIBILITY, AUTHORIZED RATES, VOLUNTARY RETENTION PROGRAM, ADO, AND COORDINATION WITH THE MEDICAL CORPS BRANCH, HSD, OPMD, HRC. UPON VERIFICATION OF AGREEMENT DATA, THE AMEDD SPECIAL PAY BRANCH, OTSG WILL AUTHORIZE PAYMENT BY TRANSMITTING PAY AUTHORITY TO DFAS.

17. (U) AGREEMENT RENEGOTIATION.

17.A. (U) RENEGOTIATION OF SPECIAL PAY AGREEMENTS SOLELY FOR THE PURPOSE OF CHANGING THE ANNIVERSARY DATE TO COINCIDE WITH ANOTHER SPECIAL PAY AGREEMENT DATE OR A RESIGNATION/RELEASE FROM ACTIVE DUTY DATE IS NOT AUTHORIZED.

17.B. (U) MASP AGREEMENT AND MANDATORY/CAREER RETIREMENT. MC OFFICERS WITH AN APPROVED MANDATORY OR VOLUNTARY (AFTER COMPLETING AT LEAST 20 YEARS OF ACTIVE SERVICE) RETIREMENT MAY RENEGOTIATE THEIR FINAL 12-MONTH MASP AGREEMENT TO COINCIDE WITH THEIR RETIREMENT DATE AND THE UNEARNED PORTION OF THIS AGREEMENT WILL BE RECOUPED ON A PRO RATA BASIS. MASP CANNOT BE RENEGOTIATED FOR ANY OTHER REASON.

17.C. (U) ISP, MISP, AND MSP AGREEMENTS. AN OFFICER WHO WANTS TO RENEGOTIATE AN EXISTING ISP, MISP, AND MSP AGREEMENT TO RECEIVE A NEW HIGHER ISP, OR COMBINED MISP AND MSP RATE MUST HAVE THE ONGOING ISP, OR MISP AND MSP AGREEMENTS TERMINATED PRIOR TO THE EFFECTIVE DATE OF THE FUTURE ISP, OR MISP AND MSP AGREEMENTS. THE DURATION OF THE NEW AGREEMENTS MUST BE EQUAL TO OR LONGER THAN THE OBLIGATION REMAINING ON THE TERMINATED ISP, OR MISP AND MSP AGREEMENTS.

17.C.(1) (U) PER ASD(HA) INSTRUCTIONS, THIS RULE ALSO APPLIES FOR THOSE SPECIALTIES WHERE THE MISP RATE INCREASES, BUT THE MSP CATEGORY/RATE REMAINS THE SAME.

17.C.(2) (U) IN CASE THE OFFICER'S SPECIALTY IS NO LONGER ELIGIBLE FOR MISP AND MSP, BUT THE NEW FY ISP RATE DEPICTS AN INCREASE THAT PROVIDES MORE MONEY THAN THE OFFICER'S CURRENT COMBINED MISP AND MSP RATES, THE ONGOING MISP AND MSP AGREEMENTS MUST BE TERMINATED IN ORDER TO RECEIVE THE HIGHER ISP RATE. UNEARNED MISP AND MSP WILL BE RECOUPED IN ACCORDANCE WITH TITLE 37 USC SECTION 303A(E) AS OUTLINED GENERALLY IN PARA 19. THE NEW ISP AGREEMENT MUST HAVE AN EQUAL OR LONGER OBLIGATION DURATION THAN THE TERMINATED MISP AND MSP AGREEMENTS.

17.C.(3) (U) ISP, MISP, AND MSP AGREEMENTS MAY ONLY BE EXECUTED ONE-TIME WITHIN A FISCAL YEAR.

18. (U) TERMINATION OF SPECIAL PAYS.

18.A. (U) AUTOMATIC TERMINATION.

18.A.(1) (U) ALL SPECIAL PAY AGREEMENTS DESCRIBED IN THIS MESSAGE WILL TERMINATE UPON DEATH OR UPON SEPARATION FROM ACTIVE DUTY, WHERE APPROVED OR DIRECTED BY THE US ARMY.

18.A.(2) (U) MASP - ENTITLEMENT TO MASP WILL BE TERMINATED ON THE DAY

PRIOR TO ENTRY INTO INITIAL RESIDENCY TRAINING (PGY2).

18.A.(3) (U) ALL SPECIAL PAY AGREEMENTS DESCRIBED IN THIS MESSAGE MAY BE DISAPPROVED BY THE COMMANDER OR TERMINATED BY THE SURGEON GENERAL (TSG) IF THE MEDICAL OFFICER AOC DESIGNATION IS REMOVED; FAILS TO POSSESS A CURRENT, UNRESTRICTED LICENSE (OR APPROVED WAIVER); 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, AS DETERMINED BY THE COMMANDER (SEE PARA 9A).

18.B. (U) OPTIONAL TERMINATION. TSG HAS THE AUTHORITY TO DISAPPROVE OR TERMINATE ENTITLEMENT TO MASP, ISP, MISP, AND MSP AT ANY TIME. TERMINATIONS ARE ACCOMPLISHED THROUGH REVIEW PROCEEDINGS APPROVED BY TSG. A COMMANDER MAY RECOMMEND TO TSG THAT AN OFFICER'S RECORDS BE EVALUATED FOR TERMINATION OF ENTITLEMENT TO MASP, ISP, MISP, AND MSP BASED ON UNPROFESSIONAL CONDUCT AND/OR MEDICAL INCOMPETENCE. A RECOMMENDATION CAN BE MADE WHEN AN OFFICER 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. IN CASE THE OFFICER RETAINS PRIVILEGES AND IS UTILIZED AS A GENERAL MEDICAL OFFICER, ENTITLEMENT TO MASP, IF DEEMED APPROPRIATE BY THE COMMANDER, MAY BE RETAINED. A RECOMMENDATION TO TERMINATE ENTITLEMENT WILL ALSO BE MADE IN ALL CASES WHERE EVIDENCE CLEARLY EXISTS THAT THE OFFICER SHOULD BE DENIED FURTHER PRACTICE IN THE APPLICABLE SPECIALTY OR BE CONSIDERED FOR RELEASE FROM ACTIVE DUTY.

18.C. (U) PROCEDURES FOR TERMINATION:

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

18.C.(2) (U) THE RECOMMENDATION AND REBUTTAL, OR A STATEMENT THAT THE OFFICER DOES NOT INTEND TO REBUT, WILL BE FORWARDED TO THE CHIEF, AMEDD SPECIAL PAY BRANCH, OTSG.

18.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.

18.C.(4) (U) A COMMANDER WHO RECEIVES AN AGREEMENT FOR APPROVAL, BUT IS AWARE OF POTENTIALLY DISQUALIFYING INFORMATION PERTAINING TO AN OFFICER WILL DISAPPROVE THE AGREEMENT AND, IF REQUIRED, INITIATE ACTION RECOMMENDING IMMEDIATE TERMINATION OF ANY EXISTING AGREEMENT.

18.C.(5) (U) A RECOMMENDATION TO TERMINATE ENTITLEMENT TO MASP, ISP, MISP, AND MSP SHOULD BE FORWARDED TO THE CHIEF, 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.

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

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

19. (U) RECOUPMENT OF UNEARNED PAYMENTS.

19.A. (U) AN OFFICER WHO FAILS TO MAINTAIN THE ELIGIBILITY REQUIREMENTS STATED WITHIN, OR DOES NOT COMPLETE THE OBLIGATION PERIOD FOR WHICH THE PAY IS INTENDED (ADSO), OR WHOSE PAY IS TERMINATED AS STATED ABOVE, WILL BE SUBJECT TO THE REPAYMENT PROVISION OF TITLE 37 USC, SECTION 303A(E), AND DODFMR, VOLUME 7A, CHAPTER 2, AS OUTLINED GENERALLY BELOW.

19.B. (U) RENEGOTIATED MISP AND MSP AGREEMENTS WITH CONSECUTIVE SERVICE OBLIGATIONS - MISP AND MSP AMOUNTS ALREADY PAID FOR THE TERMINATED AGREEMENT PERIOD WILL BE RECOUPED ON A PRO RATA BASIS.

19.C. (U) TERMINATION OF ENTITLEMENT TO MISP AND MSP WITH CONSECUTIVE ADO. MISP AND MSP AMOUNTS ALREADY PAID FOR THE TERMINATED AGREEMENT PERIOD WILL BE RECOUPED ON A PRO RATA BASIS.

19.D. (U) TERMINATION OF ENTITLEMENT TO MASP, ISP, MISP, AND MSP WITH CONCURRENT OBLIGATION. UNEARNED BONUS PAYMENTS WILL BE RECOUPED ON A PRO RATA BASIS.

19.E. (U) AS AN EXCEPTION TO SUBPARAS 19.B. AND 19.C. RECOUPMENT IS WAIVED UNDER THE FOLLOWING CIRCUMSTANCES:

19.E.(1) (U) DEATH OR DISABILITY THAT IS NOT THE RESULT OF MISCONDUCT OR WILLFUL NEGLECT AND NOT INCURRED DURING A PERIOD OF UNAUTHORIZED ABSENCE.

19.E.(2) (U) SEPARATION FROM THE ARMY WHEN REQUIRED BY OPERATION OF LAW, BY DOD REGULATION OR DIRECTED BY THE ARMY, OR WHEN A WAIVER OF RECOUPMENT HAS BEEN APPROVED BY THE SEC ARMY.

19.F. (U) A DISCHARGE IN BANKRUPTCY UNDER TITLE 11, USC, SHALL NOT RELEASE AN OFFICER FROM AN OBLIGATION TO REIMBURSE THE US GOVERNMENT REQUIRED UNDER THE TERMS OF A MASP, ISP, MISP, AND MSP 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 OFFICER HAD AGREED TO SERVE ON ACTIVE DUTY. THIS APPLIES TO ANY CASE COMMENCED UNDER TITLE 11 AFTER 30 SEP 85.

20. (U) ADMINISTRATION OF ENTITLEMENT DATA.

20.A. (U) CHIEF, MEDICAL CORPS BRANCH, HSD, OPMD, HRC, WILL ENSURE THE

HPPED IS INCLUDED IN A MC OFFICER'S INITIAL ORDER BRINGING THEM ONTO ACTIVE DUTY. THE MC BRANCH WILL ALSO ENSURE THE FOLLOWING INFORMATION IS MAINTAINED WITHIN THE TOTAL OFFICER PERSONNEL MANAGEMENT SYSTEM (TOPMIS): MEDICAL EDUCATION AND TRAINING INFORMATION, BOARD CERTIFICATION, AND ACTIVE DUTY OBLIGATION DATES INCURRED FOR TRAINING AND SPECIAL PAYS.

20.B. (U) CHIEF, AMEDD SPECIAL PAY BRANCH, OTSG, WILL:

20.B.(1) (U) PROVIDE DFAS WITH APPLICABLE PAY ADJUSTMENT DATA UPON COMPLETION OF RESIDENCY TRAINING FOR OFFICERS WHO ENTER ACTIVE DUTY DURING RESIDENCY TRAINING, AND ELIGIBILITY OR TERMINATION DATES FOR BCP, MASP, ISP, MISP, AND MSP.

20.B.(2) (U) MAINTAIN MODS ELIGIBILITY ROSTERS BASED ON TOPMIS DATA.

20.B.(3) VERIFY MASP, ISP, MISP, AND MSP AGREEMENTS APPROVED BY THE OFFICER'S COMMANDER FOR ELIGIBILITY AND CORRECT RATES, COORDINATION WITH HRC, AND AUTHORIZE RELEASE FOR PAYMENT.

20.C. (U) US ARMY RECRUITING COMMAND (USAREC), MEDICAL CORPS BRANCH, WILL INCLUDE IN ENTRY ON ACTIVE DUTY (EAD) ORDERS FOR EACH MC OFFICER ACCESSION, THE YEARS, MONTHS AND DAYS OF CREDITABLE SERVICE FOR COMPUTATION OF THE HPPED, AND THE OFFICER'S ELIGIBILITY FOR SPECIAL PAYS.

21. (U) PAYMENT PROCEDURES. THE AMOUNT DUE FOR A 1-YEAR AGREEMENT IS PAYABLE IN A LUMP SUM AFTER APPROVAL OF THE AGREEMENT AND SUBMISSION TO DFAS. IN CASES OF MISP AND MSP, THE AMOUNT DUE WILL BE PAID IN EQUAL ANNUAL INSTALLMENTS. THE INITIAL ANNUAL INSTALLMENT WILL BE PAID AFTER APPROVAL OF THE AGREEMENT AND SUBMISSION TO DFAS. PAYMENT OF SUBSEQUENT INSTALLMENTS WILL BE AUTHORIZED FOR PAYMENT ON THE ANNIVERSARY OF THE EFFECTIVE DATE OF THE AGREEMENT. RENEGOTIATIONS OF MASP, ISP, MISP, AND MSP INVOLVE AN AUDIT AND POSSIBLE RECOUPMENT OF OFFICER'S MILITARY PAY ACCOUNT, AND COULD EXPERIENCE A DELAY IN PAYMENT OF UP TO 90-DAYS UPON RECEIPT BY DFAS.

22. (U) SPECIAL PAY FOR RESERVE COMPONENT (RC) MEDICAL OFFICERS.

22.A. (U) UNDER 37 USC 302(H), ELIGIBLE MEDICAL OFFICERS ON ACTIVE DUTY UNDER A CALL OR ORDER TO ACTIVE DUTY FOR LESS THAN 1-YEAR ARE ENTITLED TO SPECIAL PAY AT THE RATE OF \$450 PER MONTH FOR EACH MONTH OF ACTIVE DUTY, INCLUDING ACTIVE DUTY IN THE FORM OF ANNUAL TRAINING (AT) OR ACTIVE DUTY FOR TRAINING (ADT). THE AMOUNT WILL BE PRORATED FOR PERIODS LESS THAN 1-MONTH. THIS PAY IS INITIATED BY MEDICAL OFFICER'S RC UNIT. CURRENT DFAS PROCEDURES REQUIRE RC UNIT TO PROCESS A FINANCE TRANSACTION "A28" CHANGING THE "MDVO CODE" TO AN "E".

22.B. (U) UNDER 37 USC 302F, RESERVE MEDICAL OFFICERS SERVING ON ACTIVE DUTY UNDER CONDITIONS PRESCRIBED IN SUBSECTION (B) OF SECTION 302F, ARE ENTITLED TO VSP, BCP, MASP, AND ISP AT THE RATES SPECIFIED IN THIS MESSAGE. PAYMENTS SHALL BE PAID MONTHLY AND AMOUNTS SHALL BE

PRORATED FOR PERIODS LESS THAN 1-MONTH. RESERVE MEDICAL OFFICERS RECEIVING MASP OR ISP UNDER SECTION 302F ARE NOT REQUIRED TO EXECUTE A WRITTEN AGREEMENT TO REMAIN ON ACTIVE DUTY FOR 1-YEAR.

22.C. (U) RESERVE MEDICAL OFFICERS SERVING ON ACTIVE DUTY AND RECEIVING SPECIAL PAY UNDER THE AUTHORITY OF 37 USC 302F, ARE NOT ENTITLED TO THE SPECIAL PAY UNDER 37 USC 302(H).

22.D. (U) REQUEST FOR SPECIAL PAY DURING MOBILIZATION REQUIRES SUBMISSION OF FOLLOWING DOCUMENTATION: ACTIVE DUTY ORDERS; INTER-FACILITY CREDENTIALS TRANSFER AND PRIVILEGING BRIEF (ICTPB); AND PREVIOUS EXTENDED ACTIVE DUTY PERIODS AS AN OFFICER IN YOUR SPECIALTY (DD 214, ARPC 249-2-E, NGB 23). CONSOLIDATE DOCUMENTATION AND FORWARDED TO: HQDA, AMEDD SPECIAL PAY BRANCH/OTSG, ATTN: DASG-HRP, 5109 LEESBURG PIKE, FALLS CHURCH, VA 22041-3258.

22.E. (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 RETROACTIVE, ON PRORATED BASIS, STARTING AFTER FIRST 30-CONSECUTIVE DAYS OF MOBILIZATION.

23. (U) POCS:

23.A. (U) HQDA POCS FOR QUESTIONS RELATING TO THESE SPECIAL PAYS IS:

23.A.(1) (U) PHYSICIANS LAST NAME "A" THRU "K": MRS PATRICE JOHNSON, AMEDD SPECIAL PAY BRANCH, OTSG; COM: 703-681-3276, DSN: 761-3276; EMAIL: PATRICE.D.JOHNSON@US.ARMY.MIL.

23.A.(2) (U) PHYSICIANS LAST NAME "L" THRU "Z": MR LARRY ELDER, AMEDD SPECIAL PAY BRANCH, OTSG; COM: 703-681-2990, DSN: 761-2990; EMAIL: LARRY.ELDER@US.ARMY.MIL.

23.A.(3) (U) MAILING ADDRESS: HQDA OTSG, ATTN: DASG-HRP, 5109 LEESBURG PIKE, FALLS CHURCH, VA 22041-3258.

23.B. (U) ARMY MEDICAL OFFICER SPECIALTY MANAGEMENT, MEDICAL CORPS BRANCH, HEALTH SERVICES DIVISION (HSD), OFFICER PERSONNEL MANAGEMENT DIRECTORATE (OPMD), HUMAN RESOURCES COMMAND (HRC), FORT KNOX, KY, IS AS FOLLOWS:

23.B.(1) (U) SPECIALTY (AOC): PULMONARY (60F), GASTROENTEROLOGY (60G), CARDIOLOGY (60H), DERMATOLOGY (60L), ALLERGY-IMMUNOLOGY (60M), ANESTHESIOLOGY (60N), NEPHROLOGY (61A), HEMATOLOGY/ONCOLOGY (61B), ENDOCRINOLOGY (61C), RHEUMATOLOGY (61D), CLINICAL PHARMACOLOGY (61E), INTERNAL MEDICINE (61F), INFECTIOUS DISEASE (61G), CRITICAL CARE (M4); MAJ AMY JENSIK, COM: 502-613-6497, DSN: 983-6497; EMAIL: AMY.JENSIK@US.ARMY.MIL.

23.B.(2) (U) SPECIALTY (AOC): PREVENTIVE MEDICINE (60C), OCCUPATIONAL MEDICINE (60D), OPHTHALMOLOGY (60S), AVIATION MEDICINE/RAM (61N), FIELD MEDICINE (62B), SPECIAL OPERATIONS; MAJ MICHAEL DAKE, COM: 502-613-6496, DSN: 983-6496; EMAIL: MICHAEL.DAKE@US.ARMY.MIL.

23.B.(3) (U) SPECIALTY (AOC): OBSTETRICS/GYNECOLOGY (60J), PEDIATRICS

(60P), PEDIATRIC SUB SPECIALTIES (60Q), CHILD NEUROLOGY (60R), CHILD PSYCHIATRY (60U), NEUROLOGY (60V), PSYCHIATRY (60W), PATHOLOGY (61U); MAJ LUCINDA DUNCAN, COM: 502-613-6500, DSN: 983-6500; EMAIL: LUCINDA.DUNCAN@US.ARMY.MIL.

23.B.(4) (U) SPECIALTY AOC: UROLOGY (60K), OTOLARYNGOLOGY (60T), GENERAL SURGERY (61J), THORACIC SURGERY (61K), PLASTIC SURGERY (61L), ORTHOPEDIC SURGERY (61M), PHYSIATRY (61P), PERIPHERAL VASCULAR SURGERY (61W), NEUROSURGERY (61Z); MAJ MARCELLA FEDDES, COM: 502-613-6505, DSN: 983-6505; EMAIL: MARCELLA.FEDDES@US.ARMY.MIL.

23.B.(5) (U) SPECIALTY (AOC): NUCLEAR MEDICINE (60B), FAMILY PRACTICE (61H), THERAPEUTIC RADIOLOGY (61Q), DIAGNOSTIC RADIOLOGY (61R), EMERGENCY MEDICINE (62A); MAJ AVERY DAVIS, COM: 502-613-6508, DSN: 983-6508; EMAIL: AVERY.DAVIS@US.ARMY.MIL.

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

24. (U) EXPIRATION DATE: 31 DEC 15.