



THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, DC 20301-1200

OCT 28 1996

**MEMORANDUM FOR:** SECRETARY OF THE ARMY  
SECRETARY OF THE NAVY  
SECRETARY OF THE AIR FORCE

**SUBJECT:** Policy for Special Pay for Dental Officers

The attached [policy guidance for dental officer special pay](#) is established in accordance with section 615 of the National Defense Authorization Act for Fiscal Year 1997 and title 37, United States Code, section 302b.

The FY97 Defense Authorization Act, signed into law September 23, 1996, authorized increases in variable special pay, additional special pay, and board certified pay for dental officers. It also established the special pay for reserve dental officers.

The new dental officer special pay rates and the reserve special pay are effective October 1, 1996. The Service Secretaries shall ensure their implementing guidance is promulgated within ten working days upon receipt of this memorandum, with a copy to Health Affairs.

*Edward D. Mattos*  
Stephen C. Joseph, M.D., M.P.H.

Attachment:  
As stated

cc:  
Assistant Secretary of Defense (Force Management Policy)  
Assistant Secretary of Defense (Reserve Affairs)  
Surgeon General of the Army  
Surgeon General of the Navy  
Surgeon General of the Air Force  
Defense Finance and Accounting Service

**HA POLICY 97-008**

## DENTAL OFFICER SPECIAL PAY

**A. General Eligibility.** To be eligible for variable special pay, additional special pay, or board certified pay, an individual must be an officer of the Dental Corps of the Army or the Navy or an officer of the Air Force designated as a dental officer; and be on active duty under a call or order to active duty for a period of not less than one year.

**B. Variable Special Pay (VSP).** Eligible officers are entitled to VSP, paid monthly, at the following annual rates:

1. \$3,000 if undergoing dental internship training or has less than three years of creditable service.
2. \$7,000 with at least three but less than six years of creditable service and not undergoing dental internship training.
3. \$7,000 with at least six but less than 10 years of creditable service.
4. \$6,000 with at least 10 but less than 14 years of creditable service.
5. \$4,000 with at least 14 but less than 18 years of creditable service.
6. \$3,000 with 18 or more years of creditable service.
7. \$1,000 for those in a pay grades above O-6.

**C. Additional Special Pay (ASP).** An officer entitled to VSP, and not undergoing dental internship or residency training, is entitled to ASP at the following rates for any 12-month period during which the officer executes a written agreement to remain on active duty for a period of not less than one year beginning on the date the officer accepts the award of ASP. ASP shall be paid annually at the beginning of the 12-month period for which the officer is entitled to such payment.

1. \$4,000 with less that three years of creditable servic
2. \$6,000 with at least three but less than 14 years of creditable servic
3. \$8,000 with at least 14 but less than 18 years of creditable servic
4. \$10,000 with 18 or more years of creditable servic

**D. Board Certified Pay (BCP).** An officer entitled to VSP who is board certified is entitled to BCP, paid monthly, at the following annual rates:

1. \$2,500 with less than 10 years of creditable service.
2. \$3,500 with at least 10 but less than 12 years of creditable service.
3. \$4,000 with at least 12 but less than 14 years of creditable service.
4. \$5,000 with at least 14 but less than 18 years of creditable service.
5. \$6,000 with 18 or more years of creditable service.

**E. Special Pay for Reserve Dental Officers**

1. Eligible dental officers on active duty under a call or order to active duty for less than one year are entitled to special pay at the rate of \$350 a month for each month of active duty, including active duty in the form of annual training, active duty for training, and active duty for special work. The amount will be prorated for periods less than one month.
2. Under 37 USC 302f, reserve dental officers serving on active duty under conditions prescribed in subsection (b) of section 302f, are entitled to VSP, ASP, and BCP at the rates specified in paragraphs B., C., and D. Payments shall be paid monthly and amounts shall be prorated for periods less than one month. Reserve dental officers receiving ASP under section 302f are not required to execute a written agreement to remain on active duty for at least one year.
3. Reserve dental officers serving on active duty and receiving special pay under the authority of paragraph E.2. and 37 USC 302f, are not entitled to the special pay described in paragraph E.1.

**F. Creditable Service.** Includes all periods which the officer spent in dental internship or residency training while not on active duty and all periods of active service in the Dental Corps of the Army or Navy, as an officer of the Air Force designated as a dental officer.

**G. Termination of ASP.** In accordance with 37 USC 302b, the Secretary of each military department will prescribe regulations to terminate an officer's entitlement to ASP. Reasons for termination shall include, but not necessarily be limited to: loss of privileges, Courts Martial convictions, and violations of the Uniform Code of Military Justice. If entitlement to ASP is terminated, the officer shall be paid, on a pro-rata basis, the portion served up to the official date of the ruling of the adverse action that is the reason for termination.

**H. Recoupment.** An officer who voluntarily terminates service on active duty before the end of the period for which an ASP payment was made shall refund to the United States the unserved portion of that payment.

I. **Bankruptcy.** A discharge in bankruptcy under title 11 shall not release a person from an obligation to reimburse the United States required under the terms of an agreement for receipt of ASP if the final decree of the discharge in bankruptcy was issued within a period of five years after the last day of a period which such person had agreed to serve on active duty. This subsection applies to a discharge in bankruptcy in any proceeding which begins after September 30, 1985.

J. The Secretary of each Military Department shall establish procedures to make determinations regarding internship or residency training and board certification for purposes of awarding special pay.