

Attachment 5
RESERVE COMPONENT (RC) HEALTH PROFESSIONS SPECIAL AND INCENTIVE
(HPS&I) PAY PLAN

Table 1:

Critical Skill ¹	ARNG	USAR	USNR	ANG	USAFR	RC Health Professions Incentives				RC HPLRP Annual/Lifetime Rate ⁴				
						AB Annual Rate ²	RB Annual Rate ²	Stipend ³	RC HPLRP Annual/Lifetime Rate ⁴					
MEDICAL CORPS	Eligibility													
Aerospace Medicine Specialist				48AX	48AX					\$30K	\$30K	See note	\$40K \$250K	
Anesthesiologist		60N	15B0/15B1	45AX	45AX					\$40K	\$40K	See note	\$40K \$250K	
Critical Care/Pulmonary Disease Medicine/Cardiology		60F	16R1	44YX	44YX					\$50K	\$50K	See note	\$40K \$250K	
Emergency Services/Emergency Medicine		62A	16P0/16P1	44EX	44EX					\$40K	\$40K	See note	\$40K \$250K	
Family Medicine, Family Practice		61H	16Q0/16Q1	44FX	44FX					\$25K	\$25K	See note	\$40K \$250K	
Field Surgeon/General Practice Medicine	62B ⁵		15F0							\$25K	\$25K	See note	\$40K \$250K	
Flight Surgeon, Aviation/Aerospace/GMO, Aviation/Aerospace Res Trained	61N ⁶		15A0/15A1	48GX/48RX	48GX/48RX					\$30K	\$30K	See note	\$40K \$250K	
Gastroenterology			16R1							\$25K	\$25K	See note	\$40K \$250K	
Infectious Disease			16R1							\$25K	\$25K	See note	\$40K \$250K	
Internist		61F ⁷	16R0/16R1	44MX	44MX					\$25K	\$25K	See note	\$40K \$250K	
Nephrology			16R1							\$25K	\$25K	See note	\$40K \$250K	
Neurologist		60V								\$25K	\$25K	See note	\$40K \$250K	
Obstetrician and Gynecologist		60J			45GX	45GX				\$25K	\$25K	See note	\$40K \$250K	
Ophthalmology		60S								\$25K	\$25K	See note	\$40K \$250K	
Otorhinolaryngologist		60T								\$25K	\$25K	See note	\$40K \$250K	
Pediatrician		60P			44KX	44KX				\$25K	\$25K	See note	\$40K \$250K	
Preventive Medicine		60C ⁵								\$25K	\$25K	See note	\$40K \$250K	
Psychiatrist	60W		16X0/16X1		44PX	44PX				\$25K	\$25K	See note	\$40K \$250K	
Radiologist, Diagnostic		61R	16Y0/16Y1							\$45K	\$45K	See note	\$40K \$250K	
Radiologist, Special Procedures										\$50K	\$50K	See note	\$40K \$250K	
Surgeon, Colon Rectal			15C1							\$50K	\$50K	See note	\$40K \$250K	
Surgeon, Critical Care/Trauma			15C1							\$50K	\$50K	See note	\$40K \$250K	
Surgeon, General		61J	15C0/15C1	45SX	45SX					\$50K	\$50K	See note	\$40K \$250K	
Surgeon, Neurological		61Z	15D0/15D1							\$50K	\$50K	See note	\$40K \$250K	
Surgeon, Orthopedic		61M	15H0/15H1	45BX	45BX					\$50K	\$50K	See note	\$40K \$250K	
Surgeon, Plastic			15C1							\$50K	\$50K	See note	\$40K \$250K	
Surgeon, Thoracic/Cardiovascular		61K	15C1							\$50K	\$50K	See note	\$40K \$250K	
Surgeon, Vascular/Peripheral			15C1							\$50K	\$50K	See note	\$40K \$250K	
Undersea Medicine		60W	16U0/16U1							\$25K	\$25K	See note	\$40K \$250K	
Urologist		60K			45UX	45UX				\$45K	\$45K	See note	\$40K \$250K	
NURSE CORPS	Eligibility										AB Annual Rate ²	RB Annual Rate ²	Stipend ³	RC HPLRP Annual/Lifetime Rate ⁴
Clinical Nurse, Critical Care		66S	1960	46NXI	46NXE					\$20K	\$20K	See note	\$20K \$60K	
Clinical Nurse, Obstetrics					46XNG					\$15K	\$15K	See note	\$20K \$60K	
Flight Nurse				46FX	46FX					\$20K	\$20K	See note	\$20K \$60K	
Mental Health Nurse		66C			46PX					\$17.5K	\$17.5K	See note	\$20K \$60K	
Midwife			1981							\$15K	\$15K	See note	\$20K \$60K	
Nurse Anesthetist		66F	1972		46YXI					\$25K	\$25K	See note	\$20K \$60K	
Nurse Practitioner, Acute Care										\$20K	\$20K	See note	\$20K \$60K	
Nurse Practitioner, Family		66P		46YXI	46YXI					\$20K	\$20K	See note	\$20K \$60K	
Nurse Practitioner, Mental Health		66R	1973							\$20K	\$20K	See note	\$20K \$60K	
Nurse Practitioner, Pediatric			1974							\$15K	\$15K	See note	\$20K \$60K	
Nurse Practitioner, Women's Health					46YXA					\$15K	\$15K	See note	\$20K \$60K	
Operating Room Nurse		66E	1950		46SX					\$20K	\$20K	See note	\$20K \$60K	
Public Health Nurse		66B								\$15K	\$15K	See note	\$20K \$60K	
Trauma Nurse/Emergency		66T		46NXJ	46NXJ					\$15K	\$15K	See note	\$20K \$60K	

DENTAL CORPS	Eligibility			AB Annual Rate ²	RB Annual Rate ²	Stipend ³	RC HPLRP Annual/Lifetime Rate ⁴
	63A	63B	63H				
Dental Officer, Clinical/General	63A	1725		\$25K	\$25K	See note	\$40K/\$250K
Dentist, Comprehensive	63B	1725		\$25K	\$25K	See note	\$40K/\$250K
Endodontist	63E			\$25K	\$25K	See note	\$40K/\$250K
Oral & Maxillofacial Surgeon	63N	1750		\$30K	\$30K	See note	\$40K/\$250K
Periodontist				\$25K	\$25K	See note	\$40K/\$250K
Prosthodontist	63F			\$25K	\$25K	See note	\$40K/\$250K
Public Health Dentist	63H			\$20K	\$20K	See note	\$40K/\$250K
MSC/BSC/SP	Eligibility			AB Annual Rate²	RB Annual Rate²	Stipend³	RC HPLRP Annual/Lifetime Rate⁴
Aeromedical Evacuation Officer	67J			\$10K	\$10K	N/A	\$20K/\$60K
Audiologist	72C			\$15K	\$15K	N/A	\$20K/\$60K
Clinical Laboratory/Biomedical Laboratory Science		1865	43TX	\$10K	\$10K	N/A	\$20K/\$60K
Clinical Psychologist	73B			\$20K	\$20K	See note	\$40K/\$250K
Entomologist	72B			\$15K	\$15K	N/A	\$20K/\$60K
Health Services Administration				\$10K	\$10K	N/A	\$20K/\$60K
Microbiologist	71A			\$10K	\$10K	N/A	\$20K/\$60K
Optometrist	67F			\$20K	\$20K	N/A	\$20K/\$60K
Patient Administration		1801		\$10K	\$10K	N/A	\$20K/\$60K
Physical Therapist			42BX	\$20K	\$20K	N/A	\$20K/\$60K
Physician Assistant	65D	1893	42CX	\$25K	\$25K	N/A	\$20K/\$60K
Plans/Ops/Medical Intel		1805		\$15K	\$15K	N/A	\$20K/\$60K
Public Health Officer			43HX	\$15K	\$15K	N/A	\$20K/\$60K
Social Worker	73A			\$15K	\$15K	See note	\$25K/\$75K
Student Medical/Dental (MDSSP)	00E67	Yes	Yes	N/A	N/A	See note	N/A
VETERINARY CORPS	Eligibility			AB Annual Rate²	RB Annual Rate²	Stipend³	RC HPLRP Annual/Lifetime Rate⁴
Veterinary Clinical Medicine		64F		\$15K	\$15K	N/A	\$20K/\$60K
Veterinary Laboratory Animal Medicine		64C		\$15K	\$15K	N/A	\$20K/\$60K
Veterinary Pathology				\$15K	\$15K	N/A	\$20K/\$60K
Veterinary Preventive Medicine		64B		\$15K	\$15K	N/A	\$20K/\$60K
Veterinary Service Officer	64A	64A		\$15K	\$15K	N/A	\$20K/\$60K

¹ Authorized for officers holding a critical skill including those filling a command or immaterial position who would have otherwise been eligible. Amounts only apply to services with a critical shortage specialty identified under eligibility.

² The amount listed for accession bonus (AB) and retention bonus (RB) represents the annual amount authorized for new agreements signed during the period of the pay plan. The length of new contracts will be subject to law; DoDI 6000.13, and Service policy.

³ The monthly stipend amount shall be the same as the monthly stipend amount in effect for participants in the Armed Forces Health Professions Scholarship Programs published annually by the Assistant Secretary of Defense for Health Affairs.

⁴ The first number represents the maximum annual amount authorized by specialty. The second number represents the maximum total amount authorized by specialty. The Services are authorized to offer and pay less than the annual maximum amount for RC HPLRP.

⁵ Army only: 62B substitutable specialties include all MC AOCs except 60B, 60W, 61Q, 61R, and 61U. 60C substitutable specialty includes 60D in accordance with Army Regulation 601-142, Army Medical Department Professional Filler System.

⁶ Army only: Authorized for specialties filing a 61N authorization and upon award of 61N as a secondary AOC.

⁷ Army only: 61F substitutable specialty includes 61G in accordance with Army Regulation 601-142, Army Medical Department Professional Filler System.

Table 1 continued.

Table 2: AFFILIATION BONUS FOR THE RC¹

The Secretary concerned may pay an affiliation bonus up to \$10,000 to eligible officers in exchange for a 3-year service obligation in the Selective Reserves. The affiliation bonus for RC HPOs will be administered in accordance with DoDI 1304.34.

Footnotes:

¹ Must be a graduate of an accredited school in his or her clinical specialty.