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# **Army National Guard Bureau Incentives Branch**

CPT Dustin W. Pack

August 2014

*The Right Number, Right People, Right Place and Right Care equal Personnel Readiness*



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# AGENDA

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Incentive Philosophy  
Available Incentives  
General Eligibility  
Service Obligation Planning  
Termination & Recoupment  
Exceptions to Policy  
Closing Comments

*The Right Number, Right People, Right Place and Right Care equal Personnel Readiness*



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# Incentive Philosophy

Branch	Authorized	Assigned	% Fill
ARMY MEDICAL SPECIALIST CORPS	1,028	859	83.56%
ARMY NURSE CORPS	490	591	120.61%
BEHAVIORAL SCIENCES	234	165	70.51%
DENTAL CORPS	266	316	118.80%
HEALTH SERVICES	988	1,286	130.16%
LABORATORY SCIENCES	2	3	150.00%
MEDICAL CORPS	682	640	93.84%
MEDICAL ENLISTED	14,743	13,367	90.67%
MEDICAL SERVICE CORPS	308	215	69.81%
MEDICAL SERVICE CORPS WARRANT	8	2	25.00%
PREVENTIVE MEDICINE SCIENCES	166	153	92.17%
VETERINARY CORPS	3	5	166.67%

Medical readiness is built on the foundation of a manned and qualified AMEDD force.

Incentives are used to persuade Health Professionals to begin or maintain affiliation with the Army National Guard. Incentives are proven to change the behavior of individuals.

We are most interested in acquiring and retaining skills listed on the Wartime Critical Skills Shortage List

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# Available Incentives

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# ARNG AMEDD Incentives Offered

- **Health Professional Special Pay (HPSP) \***

- Medical Corps, Dental Corps, Psychologist
  - \$25,000 per year for 3 year contract
  - \$20,000 per year for 2 year contract
  - \$15,000 for 1 year contract
- Physician Assistants, Clinical Psychiatrist and Social Workers
  - \$20,000 per year for 3 year contract
  - \$15,000 per year for 2 year contract
  - \$10,000 for 1 year contract
- Aero-Medical Evacuation Pilot
  - \$5,000 per year for 1,2 or 3 year contract

- **Health Professional Loan Repayment (HPLRP) \*\***

- Medical and Dental Corps, Psychiatrist
  - \$40,000 max payment per year
  - \$240,000 lifetime cap
- Physician Assistants, Clinical Psychologist and Social Workers
  - \$25,000 max payment per year
  - \$75,000 lifetime cap

- **Medical and Dental Stipend Program (MDSSP)**

- Typically a 1 to 4 year contract
  - \$2,178 per month
  - 1 year service obligation per 6 month period or part thereof
  - must be USAREC board approved for the stipend
  - available to medical and dental students

- **Specialized Training Assistance Program (STRAP)**

- Typically 1 to 4 year contract
  - \$2,178 per month
  - 1 year service obligation per 6 month period or part thereof
  - must be USAREC board approved for the stipend
  - available to Medical Corps (MC) only

**Notes:**

- AGR and Mil Techs are not eligible
- AMEDD Incentives are based on AOC's on the Critical Wartime Shortages and Substitutability List
- Incentives will not be offered if service obligation is past applicants Mandatory Removal Date (MRD)

\* Payment upfront then serve obligation year

\*\* Serve a year then receive payment -Taxes will be withheld prior to disbursement to lender



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# Special Pay

- Medical Corps, Dental Corps, Clinical Psychologist
  - \$25,000 per year for 3 year contract
  - \$20,000 per year for 2 year contract
  - \$15,000 for 1 year contract
  
- Physician Assistants, Psychiatrist, and Social Workers
  - \$20,000 per year for 3 year contract
  - \$15,000 per year for 2 year contract
  - \$10,000 for 1 year contract
  
- Aero-Medical Evacuation Pilot
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**\*\*Note Psychiatrist / Psychologist Difference\*\***



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# Health Professional Loan Repayment

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- Physician Assistants, Psychiatrist and Social Workers
  - \$25,000 max payment per year
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Serve a year then receive payment -Taxes will be withheld prior to disbursement to lender



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# Medical and Dental Stipend Program

- **Medical and Dental Stipend Program (MDSSP)**
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    - \$2,178 per month
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    - must be USAREC board approved
    - available to Medical Corps (MC) & Dental Corps (DC)





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# Specialized Training Assistance Program

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    - must be USAREC board approved
    - available to Medical Corps (MC) only



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# General Eligibility

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# General Eligibility

- AGR and Mil Techs are not eligible; ADOS is eligible
- AMEDD Incentives are based on authorized substitute AOC's on the Critical Wartime Shortages and Substitutability List.
- Incentives will not be offered if service obligation is past applicants Mandatory Removal Date (MRD)



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# Obligation Planning

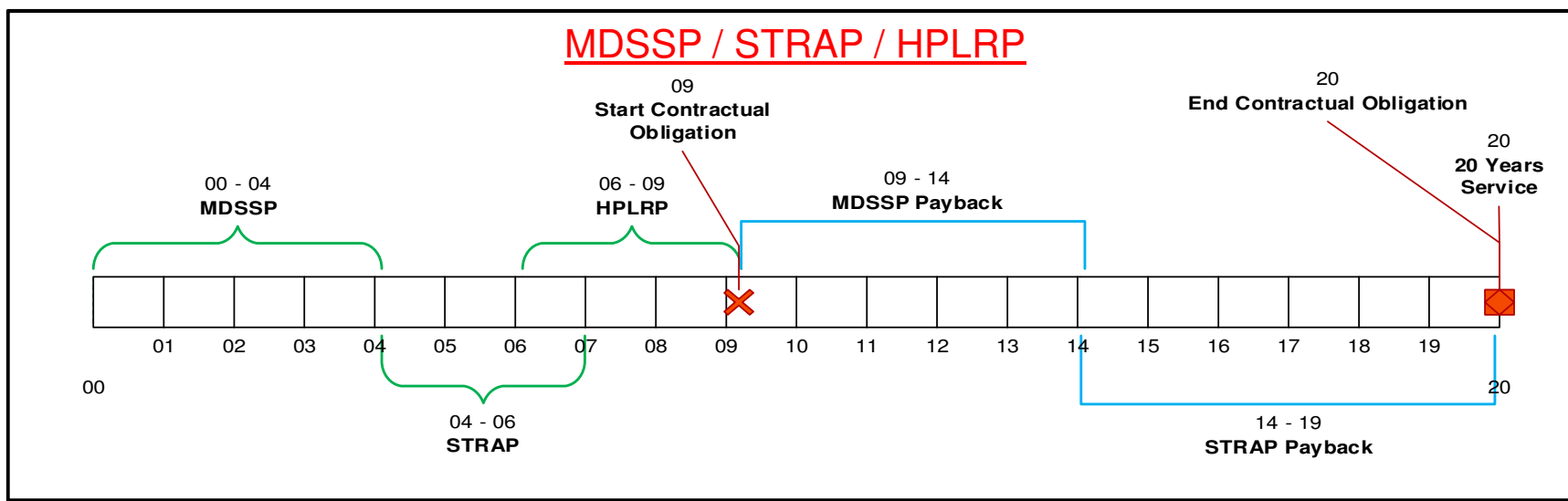
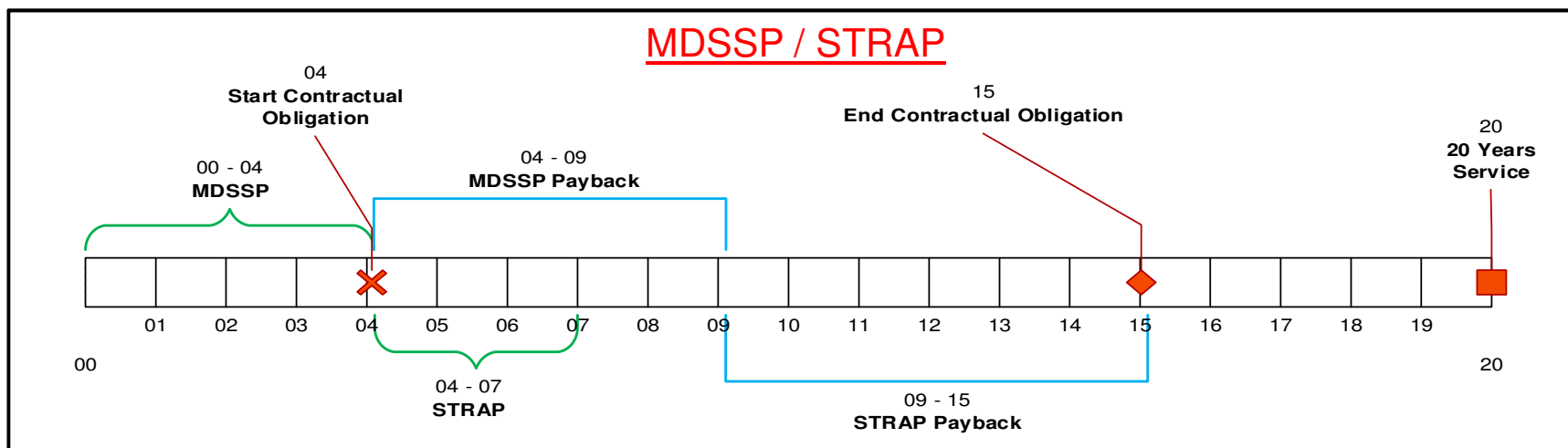
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# Medical Student

## (Incentive Obligation Timeline)

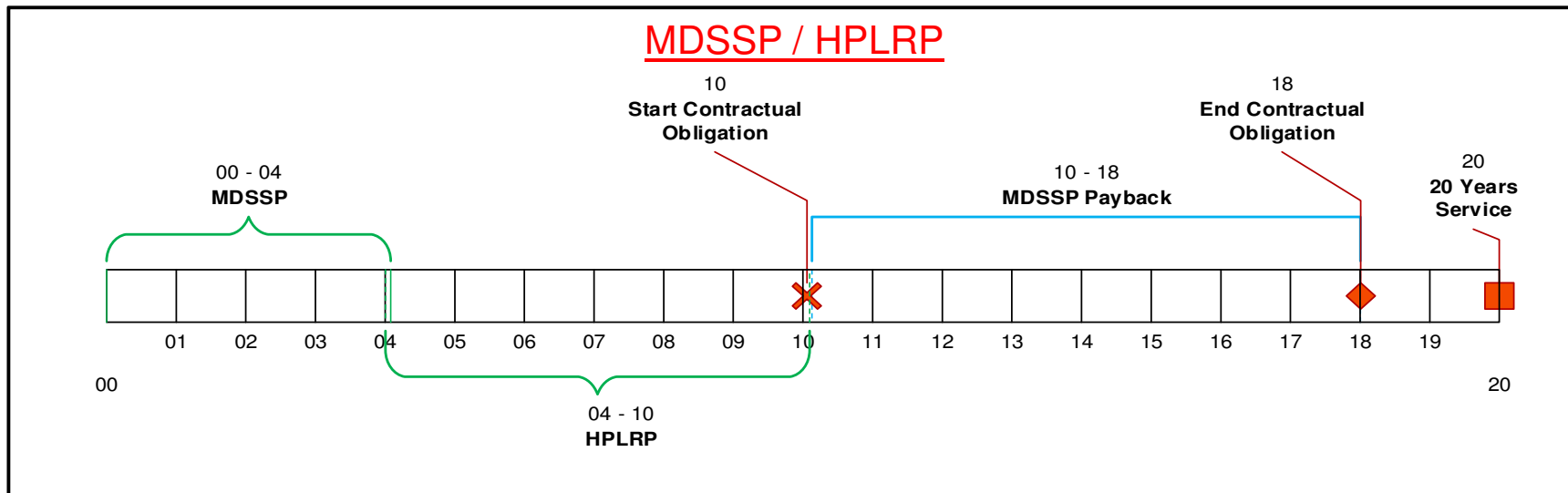
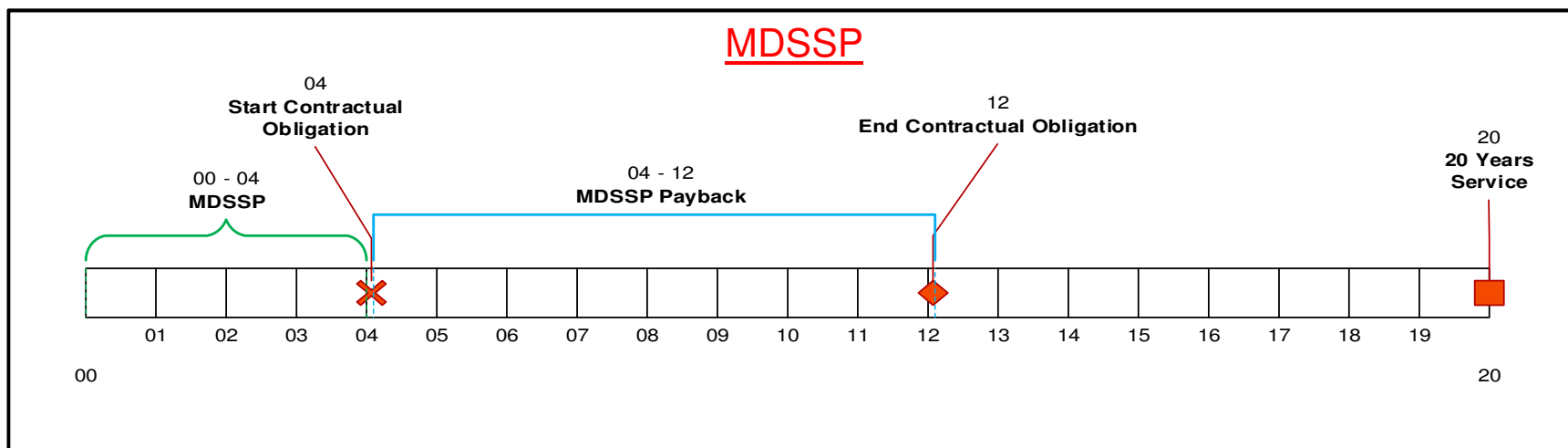




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# Dental Student

## (Incentive Obligation Timeline)



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# Exceptions to Policy

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# Closing Comments

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# AMEDD

## (AMEDD Email Box)

[ng.ncr.ngb-arng.mbx.amedd-incentives@mail.mil](mailto:ng.ncr.ngb-arng.mbx.amedd-incentives@mail.mil)

- Direct your questions in regards to HPLR, STRAP, Special Pay and STRAP to the AMEDD Incentives Inbox
- Inbox is monitored daily by the AMEDD team above. It is our objective to respond to all inquiries in this inbox within 72 hours
- Training / NGB Visits: We host State visits as requested for training and/or communication purposes. If you would like to request a visit to NGB with the AMEDD team please contact 1LT Nicole Ono.



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# Officer Incentives

## (GKO WebSites)

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AMEDD Website

[https://gkoportal.ng.mil/arng/G1/D03/HRM-I/SitePages/1\)%20Health%20Professional%20Incentives,%20Officer%20\(HPIO\).aspx](https://gkoportal.ng.mil/arng/G1/D03/HRM-I/SitePages/1)%20Health%20Professional%20Incentives,%20Officer%20(HPIO).aspx)

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# GKO Website

## (Subscriptions)

- For the most current Incentive information please reference our newsletter and subscribe the GKO AMEDD webpage.
- How to subscribe to the webpage:
  - Go to Webpage link: [https://gkoportal.ng.mil/arng/G1/D03/HRM-/SitePages/5\)%20Incentives%20Oversight%20Home%20Page.aspx?InitialTabId=Ribbon%2EDocument&VisibilityContext=WSSTabPersistence](https://gkoportal.ng.mil/arng/G1/D03/HRM-/SitePages/5)%20Incentives%20Oversight%20Home%20Page.aspx?InitialTabId=Ribbon%2EDocument&VisibilityContext=WSSTabPersistence)
  - Click on one of the section you want to subscribe to. Example: 1) Health Professional Incentives, Officer (HPIO)
  - Hover to the right of 1) Health Professional Incentives, Officer HPIO
  - Click on drop down menu, click “alert me”
  - Box opens up, make selections if needed and click OK



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# Incentives Newsletter

<https://gkoportal.ng.mil/arng/G1/D03/HRM-I/Lists/StateTerritory%20POC%20List/AllItems.aspx>

Add your POC information to receive the monthly newsletter

SFC Ines Ventura  
[ines.ventura.mil@mail.mil](mailto:ines.ventura.mil@mail.mil)



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# HRM-I Initiatives

- **Publishing FY15 AMEDD Policy**
  - In review pending recent GAO findings
- **Improve Processes with in GIMS**
- **AMEDD Incentives Field SOP/Handbook**
- **Publishing of updated NGR 600-7**
  - With AMEDD Chapter



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# QUESTIONS



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# Officer Incentives

## (Points of Contacts)

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CPT Dustin Pack  
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