

Enclosure 4 Change 2, to Army Reserve Health Professions Officer Incentive (HPOI) Pay Plan for Fiscal Year (FY) 2018

MDSSP (Medical/Dental Student Stipend Program)

1. MDSSP is available only to medical and dental students. The student must be enrolled in good standing or have a firm unconditional written acceptance from an accredited professional school leading to a HQDA acceptable degree in medicine, osteopathic medicine, or dentistry in the United States or Puerto Rico. The school must be accredited by an agency or association that is on the list of nationally recognized accrediting agencies published by the Secretary of Education. A list of accredited institutions is maintained by the Department of Education at <http://ope.ed.gov/accreditation/>.
2. MDSSP obligors incur an obligation of one year for every six months (or part thereof) for which they receive the stipend. **For example a student receives stipend pay on 12 June 2017 through 15 June 2019. An accumulated two years and three day time period. The student will incur an obligation of five years.** The obligation period will begin immediately following their residency, fellowship or dental school completion, unless the individual elects to enter into the STRAP program for residency in an eligible specialty. In that event, the original MDSSP contract will be amended to reflect the STRAP contract.
3. MDSSP may be taken for any number of years during medical/dental school. However, if the applicant only desires to take MDSSP for a portion of the remaining medical/dental school period, the start date must be calculated from the medical/dental school end date. **For example, medical/dental school is a four-year program, ending June 2019, but the student only wants two years of MDSSP. The student is not authorized to start stipend until June 2017.**
4. The amount of the stipend payment shall be the same as the rate in effect for participants in the Armed Forces Health Professions Scholarship Program (AFHPSP).
5. Participants must be unconditionally accepted into the educational program for which they seek the stipend.
6. Students are appointed and coded with a primary AOC of 00E67 and branch of MS in TAPDB-R. Students will be assigned to the APMC for the duration of their attendance in medical/dental school. While assigned to the APMC, they are required to participate in accordance with all contractual requirements.
7. Medical/Dental students are not eligible for RCHPLRP until they are commissioned as a Medical Corps or Dental Corps Officer, have completed their MDSSP obligation and met eligibility requirements as identified in enclosure 1.

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8. Residency following MDSSP program.

a. All requirements in paragraphs 1 through 6 above must be met in order to be eligible.

b. An Officer who participates in the MDSSP incurs an obligation to serve one year in the SELRES for each period of six months, or part thereof, for which he or she receives financial assistance. This contractual obligation is incurred when the Officer signs the MDSSP Service Agreement and may extend beyond the Officer's statutory military service obligation incurred by law IAW USC Title 10, Chapter 37, Section 651 and AR 135-91.

(1) In the case of an MDSSP participant who enters into a subsequent agreement under STRAP to complete a training program designated by the Secretary of Defense as a specialty critically needed by the U.S. Army in wartime, the obligation incurred under MDSSP will be recalculated prior to the start of the STRAP Stipend Phase. The Obligation Phase of the MDSSP is reduced by one year for each year, or part thereof, for the amount of time for which the STRAP stipend is provided while completing his or her specialty training program. This in no way changes the obligation incurred under the STRAP agreement. In the event that the specialty training program is shorter in duration than the recalculated obligation incurred by MDSSP, the obligation incurred by the STRAP contract will start upon completion of the obligation incurred by the MDSSP contract. ***For example, Soldier received stipend for MDSSP from 25 May 2014 to 25 May 2017 (incurs a six year obligation). Soldier elects to contract for STRAP for residency from 01 July 2017 to 30 June 2020 (incurs a six year obligation). The MDSSP obligation is recalculated and reduced by 3 years (Period of time for which STRAP Stipend was taken), therefore the Soldiers obligation for both programs begin on 1 July 2020 resulting in a 9 year obligation, ending on 30 June 2029.*** Officers are further eligible to receive RCHPLRP while in the STRAP Stipend Phase for the remaining portion of their specialty training program.

(2) In the case of an MDSSP participant who enters into a training program (residency and/or fellowship) not designated by the Secretary of Defense as a specialty critically needed by the U.S. Army in wartime or who enters into a training program that is critically short but declines to contract for STRAP, the obligation incurred under the MDSSP agreement begins upon completion of the residency and/or fellowship. ***For example, Soldier received stipend for MDSSP from 25 May 2014 to 25 May 2017 (incurs a six year obligation). Soldier enters into a residency and or fellowship program from 1 June 2017 to 30 June 2019 and declines STRAP. The Soldier's obligation begins on 1 July 2019, resulting in a 6 year obligation, ending on 30 June 2025.*** Officers who enter a non-CWSL residency or elect not to contract for STRAP will be managed by APMC during their internship year. Upon completion of the

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internship year, these Officers will be awarded the AOC of 62B-Field Surgeon and reassigned to an available unit vacancy to complete their obligation phase.

c. Unless the Officer is terminated early from the program and discharged of the contractual agreement obligation (Obligation Phase), the Obligor Phase will continue uninterrupted, once started, until one of the following is applicable:

(1) The obligation is fully satisfied or the Officer is separated sooner at the discretion of HQDA or its appointed representative.

(2) An additional incentive contract is initiated which would require a change to the obligation end date of the original contract.

(3) The SELRES contractual obligation is satisfied by service on Active Duty (AD) Army status.

d. Participants in the Obligor Phase are required to be a mobilization asset and meet the requirements for satisfactory participation in the SELRES per AR 135-91.

9. Statement of Understanding. Army policy currently provides that those Officers participating in MDSSP will not be available to local commanders, in meeting mobilization cross-leveling requirements unless the Surgeon General approves such action. In the event of war or national emergency, participants may be subject to being ordered to Active Duty as required by HQDA. In view of the foregoing, medical/dental school may be interrupted in order to meet those mobilization requirements described above.

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Pay Plan for Fiscal Year (FY) 2018

FY 2018 Army Reserve Health Professions Officer Incentive Pay Plan	Incentive							
	Special Pay Amount ²	Authorized Number of New Accessions Incentives ³	Special Pay - Accession Bonus	Special Pay - Retention Bonus	Nurse Specialty/Other Health Professions Training (STRAP) ⁴	MC or DC STRAP	Medical/Dental Student Stipend Program (MDSSP)	Health Professions Loan Repayment (HPLRP) ⁵
MEDICAL CORPS¹								
60C ⁷	\$25K	M + 39	X	X		X		\$40K/\$250K
60F	\$35K	M + 44	X	X		X		\$40K/\$250K
60J	\$25K	M + 53	X	X		X		\$40K/\$250K
60K	\$45K	M + 48	X	X		X		\$40K/\$250K
60N	\$40K	M + 47	X	X		X		\$40K/\$250K
60P	\$25K	M	X	X		X		\$40K/\$250K
60S	\$25K	M	X	X		X		\$40K/\$250K
60T	\$25K	M	X	X		X		\$40K/\$250K
60W	\$25K	M + 21	X	X		X		\$40K/\$250K
61F	\$25K	M + 26	X	X		X		\$40K/\$250K
61H	\$25K	M + 38	X	X		X		\$40K/\$250K
61J	\$50K	M + 219	X	X		X		\$40K/\$250K
61K	\$50K	M + 52	X	X		X		\$40K/\$250K
61M	\$50K	M + 232	X	X		X		\$40K/\$250K
61N ⁶	\$30K	N/A	X	X		X		\$40K/\$250K
61R	\$45K	M + 56	X	X		X		\$40K/\$250K
61Z	\$50K	M	X	X		X		\$40K/\$250K
62A	\$30K	M + 216	X	X		X		\$40K/\$250K
00E67		M					X	
DENTAL CORPS¹								
63A	\$25K	M	X	X		X		\$40K/\$250K
63B	\$25K	M	X	X		X		\$40K/\$250K
63D	\$25K	M + 7	X	X		X		\$40K/\$250K
63E	\$25K	M + 2	X	X		X		\$40K/\$250K
63F	\$25K	M	X	X		X		\$40K/\$250K
63H	\$20K	M + 4	X	X		X		\$40K/\$250K
63N	\$30K	M + 37	X	X		X		\$40K/\$250K
00E67		M					X	
VETERINARY CORPS¹								
64A	\$15K	M	X	X		N/A		\$20K/\$60K
64B	\$15K	M + 50	X	X		N/A		\$20K/\$60K
64C	\$15K	M + 5	X	X		N/A		\$20K/\$60K
64D	\$15K	M + 2	X	X		N/A		\$20K/\$60K
64F	\$15K	M	X	X		N/A		\$20K/\$60K
SPECIALIST CORPS¹								
65D	\$25K	M + 41	X	X	N/A			\$20K/\$60K
NURSE CORPS¹								
66B	\$15K	M + 1	X	X	X			\$20K/\$60K
66E	\$20K	M + 16	X	X	X			\$20K/\$60K
66F	\$25K	M + 543	X	X	X			\$20K/\$60K
66P	\$20K	M	X	X	X			\$20K/\$60K
66R	\$20K	M	X	X	X			\$20K/\$60K
66S	\$15K	M + 180	X	X	X			\$20K/\$60K
66T	\$15K	M	X	X	X			\$20K/\$60K
MEDICAL SERVICE CORPS¹								
67F	\$20K	M	X	X	N/A			\$20K/\$60K
67J	\$10K	M	X	X	N/A			\$20K/\$60K
71A	\$10K	M + 5	X	X	N/A			\$20K/\$60K
72B	\$15K	M + 8	X	X	N/A			\$20K/\$60K
72C	\$15K	M	X	X	N/A			\$20K/\$60K
73A	\$15K	M	X	X	X			\$25K/\$75K
73B	\$20K	M	X	X	X			\$40K/\$250K

¹ Authorized for officers holding a critical skill AOC including those filling a command or immaterial position who would have otherwise been eligible 60A, 63R, 64Z, 65X, 66N and 67D.

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 600.13, and Service policy.

³ Maximum number of new accession authorized to receive incentives, M = USAREC Mission for the fiscal year (FY); M+X = USAREC FY Mission plus maximum amount of overproduction authorized to receive incentives; U = Unlimited.

⁴ Nurse specialty training includes those programs leading to either a Master of Science in Nursing or a Doctorate of Nursing Practice (DNP) as applicable. Only personnel pursuing their initial qualifying degree are eligible. Personnel who are already licensed/qualified with an MSN and are pursuing their DNP are not authorized STRAP. Since these individuals are already licensed/qualified they would be eligible for either the Special Pay or HPLRP.

⁵ HPLRP- First amount is maximum per year. Second amount is lifetime maximum. Services are authorized to offer and pay less than the annual maximum amount.

⁶ Authorized for specialties filling a 61N authorization and as a secondary AOC that is on the CWSL and have completed residency training.

⁷ 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.

Attachment 5

RESERVE COMPONENT (RC) HEALTH PROFESSIONS SPECIAL AND INCENTIVE
PAY PLAN

Table 1:

Medical Corps	ARNO	USAR	LSNR	ANG	USAFR	RC Health Professions Incentives			
	Eligibility					AB Annual Rate ¹	RB Annual Rate ²	Stipend ³	RC HPLRP Annual/Lifetime Rate ⁴
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	\$35K	\$35K	See note	\$40K/\$250K
Emergency Services/Emergency Medicine		62A	16P0/16P1	44EX	44E3A	\$30K	\$30K	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	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	16R0/16R1	44MX	44MX	\$25K	\$25K	See note	\$40K/\$250K
Nephrology			16R1			\$25K	\$25K	See note	\$40K/\$250K
Obstetrician and Gynecologist		60J	15E0/15E1	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	60W	16X0/16X1		44PX	\$25K	\$25K	See note	\$40K/\$250K
Radiologist, Diagnostic		61R	16Y0/16Y1			\$45K	\$45K	See note	\$40K/\$250K
Radiologist, Special Procedures					44RXB	\$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			16U0/16U1			\$25K	\$25K	See note	\$40K/\$250K
Urologist		60K			45UX	\$45K	\$45K	See note	\$40K/\$250K
Nurse Corps	Eligibility					AB Annual Rate ¹	RB Annual Rate ²	Stipend ³	RC HPLRP Annual/Lifetime Rate ⁴
Clinical Nurse, Critical Care		66S	1960	46NXE	46NXE	\$15K	\$15K	See note	\$20K/\$60K
Clinical Nurse, Obstetrics				46NXG	46NXG	\$15K	\$15K	See note	\$20K/\$60K
Flight Nurse				46FX	46FX	\$20K	\$20K	See note	\$20K/\$60K
Mental Health Nurse					46PX	\$17.5K	\$17.5K	See note	\$20K/\$60K
Midwife			1981			\$15K	\$15K	See note	\$20K/\$60K
Nurse Anesthetist		66F	1972	46YXM	46YXM	\$25K	\$25K	See note	\$20K/\$60K
Nurse Practitioner, Acute Care				46YXC		\$20K	\$20K	See note	\$20K/\$60K
Nurse Practitioner, Family	66P	66P		46YXH	46YXH	\$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

Table 1 continued:

DENTAL CORPS	Eligibility					AB Annual Rate ²	RB Annual Rate ²	Stipend ³	RC HPLRP Annual/Lifetime Rate ⁴
Dental Officer, Clinical/General	63A	63A		47GX	47GX	\$25K	\$25K	See note	\$40K/\$250K
Dentist, Comprehensive		63B	1725	47GXA	47GXA	\$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		63D				\$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 Rate ²	RB Annual Rate ²	Stipend ³	RC HPLRP Annual/Lifetime Rate ⁴
Aeromedical Evacuation Officer	67J	67J				\$10K	\$10K	N/A	\$20K/\$60K
Audiologist		72C				\$15K	\$15K	N/A	\$20K/\$60K
Clinical Laboratory/Biomedical Laboratory Science				43TXA		\$10K	\$10K	N/A	\$20K/\$60K
Clinical Psychologist	73B	73B				\$20K	\$20K	See note	\$40K/\$250K
Entomologist		72B				\$15K	\$15K	N/A	\$20K/\$60K
Health Services Administration				41AX		\$10K	\$10K	N/A	\$20K/\$60K
Microbiologist		71A				\$10K	\$10K	N/A	\$20K/\$60K
Optometrist		67F		42EX		\$20K	\$20K	N/A	\$20K/\$60K
Patient Administration			1801			\$10K	\$10K	N/A	\$20K/\$60K
Physician Assistant	65D	65D		42GX	42GX	\$25K	\$25K	N/A	\$20K/\$60K
Plans/Ops/Medical Intel			1805			\$15K	\$15K	N/A	\$20K/\$60K
Public Health Officer				43HX	43HX	\$15K	\$15K	N/A	\$20K/\$60K
Social Worker	73A	73A				\$15K	\$15K	See note	\$25K/\$75K
Student Medical/Dental (MDSSP)	00E67	00E67	Yes	Yes	Yes	N/A	N/A	See note	N/A
VETERINARY CORPS	Eligibility					AB Annual Rate ²	RB Annual Rate ²	Stipend ³	RC HPLRP Annual/Lifetime Rate ⁴
Veterinary Clinical Medicine		64F				\$15K	\$15K	N/A	\$20K/\$60K
Veterinary Laboratory Animal Medicine		64C				\$15K	\$15K	N/A	\$20K/\$60K
Veterinary Pathology		64D				\$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 Program as published annually by 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 award amount for RC HPLRP.

⁵ Army only: 62B substitutable specialties include all MCAOCs 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 filling a 61N authorization and upon award of 61N as a secondary AOC.

Table 2: AFFILIATION BONUS FOR THE RC (ABRC)¹

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 Selected Reserve. The affiliation bonus for RC HPOs will be administered in accordance with DoDI 1304.34. An officer may not receive an affiliation bonus and a HPO bonus (accession or retention) for the same period of obligated service.

Footnotes:

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