



**DEFENSE FINANCE AND ACCOUNTING SERVICE
ARLINGTON**

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MAR 19 2003



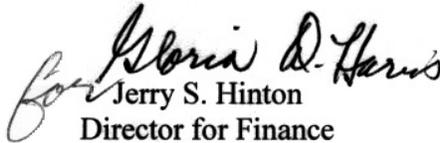
DFAS-DFM

**MEMORANDUM FOR OFFICE OF THE UNDER SECRETARY OF DEFENSE
(COMPTROLLER)(ODCFO)(FP)
DIRECTOR, MILITARY PAY OPERATIONS, DEFENSE
FINANCE AND ACCOUNTING SERVICE (PM/CL)**

**SUBJECT: Interim Change to the DoDFMR, Vol. 7A, Chapter 6, Regarding FY 2003
Specialty Changes and Annual Rate Increases for Dental Officer Special Pays
(DFAS Item L-69)**

Attached is Interim Change 11-03 to Chapter 6 of the DoDFMR, Vol. 7A. This change incorporates FY 2003 specialty changes and rate changes for dental officer special pays and is effective October 1, 2002, unless otherwise specified.

This is a routine change and the result of directed action. A draft of this change was not provided for comments. Assignment of the interim change number is your authority to initiate a procedural modification to implement this change. Use the attached to initiate the formal change to the DoDFMR, Volume 7A.


Jerry S. Hinton
Director for Finance

Attachment

As stated

**cc: OUSD(C)(ODCFO)(FP)
DASD (MPP)(Comp)
ODGC (F)
Service Liaisons
USCG/NOAA/PHS Liaisons
DFAS-DDM/CL
DFAS-PMA/CL
DFAS-PMJE/DE**

SPECIAL PAYS FOR DENTAL OFFICERS

1. Make the following changes to the Table of Contents:

a. Add a new section reference to read as follows:

“0609 Critical Skills Retention Bonus (CSRB)”

2. Replace paragraph 060202 with the following:

“060202. Rates Payable. See Table 6-1.

3. Replace paragraph 060302 with the following:

“060302. Rates Payable. See Table 6-2.

4. Replace paragraph 060405 and subparagraphs A, B, and C with the following:

“060405. Rates Payable. See Table 6-3.

5. Add new subparagraphs 060405.A and B to read:

“A. Subject to acceptance by the Secretary of the Military Department concerned (or designee), a dental officer with an existing ASP agreement may terminate that ASP agreement on or after the anniversary of their creditable service date to enter into a new one-year ASP agreement, if the new agreement results in a higher ASP rate due to the number of years served.

B. If eligible under subparagraph 060403, above, pay a monthly pro rata portion of the applicable annual amount for additional special pay. If service during any month is less than a full month, prorate on a daily basis.”

6. Revise the paragraph 060406 to read:

“060406. Time of Payment. Pay additional special pay annually at the beginning of each 12-month period, starting with the effective date of the written agreement. For dental officers eligible under subparagraph 060403, above, pay a monthly pro rata portion of the annual amount on a monthly basis, prorating on a daily basis for any month in which service is less than a full month.”

7. **Replace paragraph 060805.A with the following:**

A. The dental officer multiyear retention bonus is determined by the length of an agreement and the level, which depends upon the eligible specialties. Effective October 1, 2002, dental officers upon acceptance of a written service agreement by the Secretary of the Military Department concerned (or designee) shall be paid at the rates indicated for their specialty and length of their agreement. The amounts in Table 6-4 represent annual bonus payments to be paid on the anniversary date of the agreement.

8. **Add a new subparagraph 060805 C. to read:**

“C. Subject to acceptance by the Secretary of the Military Department concerned (or designee), a dental officer with an existing MRB service agreement may terminate that agreement to enter into a new MRB service agreement at the annual rate in effect at the time of the execution of the new agreement. The length of the new MRB agreement period must be equal to or longer than the original obligation period specified in the MRB agreement being terminated. Any unearned portion of the terminated agreement shall be recouped.

9. **Add new section 0609 to read:**

“0609 Critical Skills Retention Bonus (CSRB).

The fiscal year 2000 National Defense Authorization Act introduced a new flexible retention tool. Specific uses and/or limitations will be published as an addendum to the ASD (HA) FY 2003 Dental Officer Special Pay Plan.

10. Insert the following new table 6-1, 6-2, 6-3, and 6-4.

VARIABLE SPECIAL PAY (VSP) FOR DENTAL OFFICERS		
R U L E	A	B
	If the officer	then the monthly rate payable is
1	is an intern or has less than 3 years of creditable service	\$250.00
2	has 3 but less than 6 years of creditable service and is not an intern	\$583.33
3	has 6 but less than 8 years of creditable service	\$583.33
4	has 8 but less than 12 years of creditable service	\$1,000.00
5	has 12 but less than 14 years of creditable service	\$833.33
6	has 14 but less than 18 years of creditable service	\$750.00
7	has 18 or more years of creditable years	\$666.67
8	is serving in a pay grade above 0-6, regardless of the years of creditable service	\$583.33

Table 6-1. Variable Special Pay (VSP) for Dental Officers

BOARD CERTIFIED PAY (BCP) FOR DENTAL OFFICERS		
R U L E	A	B
	If the officer has	then the monthly rate payable is
1	less than 10 years of creditable service	\$208.33
2	10 but less than 12 years of creditable service	\$291.67
3	12 but less than 14 years of creditable service	\$333.33
4	14 but less than 18 years of creditable service	\$416.67
5	18 or more years of creditable service	\$500.00

Table 6-2. Board Certified Pay (BCP) for Dental Officers

ADDITIONAL SPECIAL PAY (ASP) FOR DENTAL OFFICERS		
R U L E	A	B
	If eligible under paragraph 060403, a dental officer with	then the rates payable for each 12 month is
1	less than 3 years of creditable service	\$4,000.00
2	at least 3, but less than 10 years of creditable service	\$6,000.00
3	at least 10 or more years of creditable service	\$15,000.00

Table 6-3. Additional Special Pay (ASP) for Dental Officers

DENTAL OFFICER MULTIYEAR RETENTION BONUS SPECIALTIES AND LEVELS					
R U L E	A	B	C		
	If the eligible specialty is	and the Level is	and the officer signs an agreement for		
			2 years (note)	3 years (note)	4 years
1	oral-maxillofacial surgeons	1	\$8,000.00	\$10,000.00	\$14,000.00
2	comprehensive/operative dentistry				
3	endodontics				
4	orthodontics				
5	oral pathology/oral diagnosis/oral medicine				
6	pediatric dentistry				
7	periodontics				
8	prosthodontics				
9	public health dentistry				
10	temporomandibular dysfunction (TMD)				
11	dental research	2	\$6,000.00	\$8,000.00	\$12,000
12	advanced clinical practice (ACP) trained in exodontia				
13	ACP trained in endodontics				
14	ACP trained in general dentistry				
15	ACP trained in periodontics				
16	ACP trained in prosthodontics				
17	Exodontia (ACP)				
18	Endodontics (ACP)				
19	General Dentistry (ACP)				
20	Peridontics (ACP)				
21	Prosthodontics (ACP)				

NOTE:

Amount increased in Fiscal Year 2003.

Table 6-4. Dental Officer Multiyear Retention Bonus Specialties and Levels**11. Revise the bibliography as follows:**

<u>Paragraph</u>	<u>Citation</u>
060202	ASD (HA) Memo, August 9, 2002
060302	ASD (HA) Memo, August 9, 2002
060505	ASD (HA) Memo, August 9, 2002
060405.A.	ASD (HA) Memo, August 9, 2002
060405.B.	ASD (HA) Memo, August 9, 2002
060406	ASD (HA) Memo, August 9, 2002
060805.A	ASD (HA) Memo, August 9, 2002

060805.C.	ASD (HA) Memo, August 9, 2002
Table 6-1	ASD (HA) Memo, August 9, 2002
Table 6-2	ASD (HA) Memo, August 9, 2002
Table 6-3	ASD (HA) Memo, August 9, 2002
Table 6-4	ASD (HA) Memo, August 9, 2002