



DEPARTMENT OF THE NAVY
COMMANDER NAVY RESERVE FORCE
1915 FORRESTAL DRIVE
NORFOLK VIRGINIA 23551-4615

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From: Commander, Navy Reserve Force
To: Navy Reserve Activities

Subj: FISCAL YEAR 2024 RECRUITING AND RETENTION INCENTIVES FOR
RESERVE COMPONENT HEALTH PROFESSIONS OFFICERS (HPO)

Ref: (a) Title 37 U.S. Code Section 335
(b) Department of Defense Instruction (DoDI) 1304.34, General Officer Bonus Authority
(c) DoDI 6000.13, HPO Bonus Authority
(d) Assistant Secretary of Defense (ASD) for Health Affairs (HA) Memorandum Health Professions Officer Special and Incentive Pay Plan dated 31 July 2023
(e) RESPERS M-1001.5, Navy Reserve Personnel Manual (RESPERSMAN)

Encl: (1) Recruiting and Retention Incentive Guidance for Selected Reserve HPOs
(2) Special Incentive Bonus Guidance for Selected Reserve Health Professions Officers on Critical Skill List
(3) Special Bonus for Retention of Selected Reserve Health Professions Officers in Critical Skill Shortages: Eligible Designators, Ranks, Subspecialties, and Amounts

1. Purpose. Effective immediately, the Department of the Navy authorizes monetary incentives for HPO critical skills to maintain readiness of the Reserve Component. The HPO recruiting and retention program targets specific subspecialties as designated in reference (d).

2. Policy. All program policies contained in RESPERS M-1001.5, Navy Reserve Personnel Manual (RESPERSMAN) Articles 1100-010, and 1100-040 remain in effect unless amended or amplified in this letter.

3. Terms. An officer applying for the bonus under the authority of 37 U.S. Code, Section 335 must meet the eligibility criteria as specified in references (a) through (e).

4. Timeline. Award levels decreased by this letter are effective 30 days from the date of this letter to allow processing of excising quotas / pre-certifications letters.

5. Points of Contact. Commander, Navy Reserve Forces Command Incentive Program Specialists at cnrfc_officer_in.fct@navy.mil.

J. B. MUSTIN

RECRUITING AND RETENTION INCENTIVE GUIDANCE FOR SELECTED RESERVE (SELRES) HEALTH PROFESSIONS OFFICERS (HPO)

1. Introduction. The Department of the Navy authorizes bonus pay for Selected Reserve (SELRES) officers. The Navy Reserve shall use the bonus program in the most cost-effective manner to support HPO force management objectives.

2. Reference Information

- a. Title 37 U.S. Code Section 332
- b. DoDI 1304.34 (July 11, 2016), "General Bonus Authority for Officers"
- c. DoDI 6000.13 (May 3, 2016), "Accession and Retention Policies, Programs, and Incentives for Military HPOs"
- d. Assistant Secretary of Defense for Health Affairs Memorandum Health Professions Officer Special and Incentive Pay Plan dated 31 July 2023

3. Program Guidance. Reserve incentive program requirements, responsibilities, and policy are found in RESPERSMAN 1100-010, Reserve Incentive Programs. Reserve Officer Incentives for HPOs specific guidance related to service obligations, eligibility, and application procedures, are found in RESPERSMAN 1100-040, Reserve Officer Incentives for HPO. All payments are taxable.

4. Final Adjudication Authority. CNRFC (N1) is the final adjudication authority for bonus program execution, to include eligibility, termination, and repayment. This does not include remission or waiver of indebtedness cases. Any request for remission or waiver of indebtedness will be adjudicated by proper authority in accordance with applicable statute, DoD regulations and Department of the Navy (DON) Guidance.

5. Contact Information

- a. For application questions: Commander, Navy Reserve Forces Command Incentive Program Specialists at cnrfc_officer_in.fct@navy.mil.
- b. Navy Reserve Homeport link: https://private.navyreserve.navy.mil/cnrfc/n-codes/n1/cnrfc_n112a/pages/n112a.aspx.
- c. RAMBO link: https://private.navyreserve.navy.mil/cnrfc/N-Codes/N1/N11/RAMBO/applications/rambo.aspx#.

SPECIAL INCENTIVE BONUS GUIDANCE FOR SELECTED RESERVE (SELRES) HEALTH PROFESSIONS OFFICERS (HPO) ON CRITICAL SKILL LIST

1. Introduction. The Department of the Navy authorizes a Special Bonus for Health Professions Officers (HPO). All HPO specialties identified by the Assistant Secretary of Defense for Health Affairs (ASD-HA) in the HPO Special and Incentive Pay Plan Memorandum are referred to as Critical Skill Shortages (CSS). The Navy Reserve shall use the bonus program in the most cost-effective manner to support force management objectives.

2. Reference Information

- a. Title 37 U.S. Code Section 332
- b. DoDI 1304.34 (July 11, 2016), "General Bonus Authority for Officers"
- c. DoDI 6000.13 (May 3, 2016), "Accession and Retention Policies, Programs, and Incentives for Military HPOs"
- d. Health Professions Officer Special and Incentive Pay Plan dated 31 July 2023 authorizes incentives for Critical Skill Shortage of Reserve Component Health Professional Specialites.

3. Program Guidance. Reserve incentive program requirements, responsibilities, and policy are found in RESPERSMAN 1100-010, Reserve Incentive Programs. Reserve Officer Incentives for HPOs specific guidance related to service obligations, eligibility, and application procedures, are found in RESPERSMAN 1100-040, Reserve Officer Incentives for HPO. All payments are taxable.

4. Amplifying Guidance. If ASD (HA) Memorandum designating Reserve Component Wartime Health Care Specialties with Critical Shortages is superseded while this letter is in effect, SSPs that do not appear on the most recent version of the ASD (HA) Memorandum will no longer be eligible for the incentives offered, and any outstanding incentive agreements will be cancelled.

5. Final Adjudication Authority. CNRFC (N1) is the final adjudication authority for bonus program execution, to include eligibility, termination and repayment. This does not include remission or waiver of indebtedness cases. Any request for remission or waiver of indebtedness will be adjudicated by proper authority in accordance with applicable statute, DoD regulations and Department of the Navy (DON) Guidance.

6. Contact Information

a. For application questions: Commander, Navy Reserve Forces Command Incentive Program Specialists at cnrfc_officer_in.fct@navy.mil.

b. Navy Reserve Homeport link: https://private.navyreserve.navy.mil/cnrfc/n-codes/n1/cnrfc_n112a/pages/n112a.aspx.

Enclosure (2)

c. RAMBO link: <https://private.navyreserve.navy.mil/cnrfc/N-Codes/N1/N11/RAMBO/applications/rambo.aspx#/>.

Recruiting and Retention Incentives for Selected Reserve (SELRES) Health Professions Officers Eligible Designators, Rank, Subspecialties (SSP), Additional Qualification Designation (AOD), and Amounts

OFFICER AFFILIATION BONUS (Active Component to Reserve Component, Navy Veterans (NAVETS) and Other Service Veterans (OSVETS) Note1)

Designator	Rank	SSP	Incentive Amount
MEDICAL CORPS (2105)	CDR and Below	Any	\$10,000 Lump Sum
NURSE CORPS (2905)	LCDR and Below	1910, 1976	
DENTAL CORPS (2205)	LCDR and Below	1700	

OFFICER ACCESSION BONUS (DIRECT COMMISSION OFFICER (DCO) Note 2)

Designator	Rank	SSP	Incentive Amount
MEDICAL CORPS (2105)	CDR and Below	Any	\$12,000 Lump Sum
NURSE CORPS (2905)	LT and Below	1910	
NURSE CORPS (2905)	LCDR and Below	1976	
DENTAL CORPS (2205)	LCDR and Below	1700	

CRITICAL WARTIME SPECIALTIES BONUS (Note 3)

Medical Skill	Rank	SSP	AOD	RC Health Professions Incentives			
MEDICAL CORPS				AB Annual Rate	RB Annual Rate	TMS Stipend	RC HIPLRP Annual/Lifetime Rate
Aviation Medicine	CAPT and Below	15A		\$35K	\$35K	Yes	\$40K \$250K
Anesthesiology	CAPT and Below	15B		\$40K	\$40K	Yes	\$40K \$250K
General Surgery	CAPT and Below	15C0		\$75K	\$75K	Yes	\$40K \$250K
Surgeon, Critical Care	CAPT and Below	15C1	62C	\$75K	\$75K	Yes	\$40K \$250K
Surgeon, Thoracic Cardiovascular	CAPT and Below	15C1	6CD	\$75K	\$75K	Yes	\$40K \$250K
Surgeon, Colon Rectal	CAPT and Below	15C1	6CE	\$75K	\$75K	Yes	\$40K \$250K
Surgeon, Vascular Peripheral	CAPT and Below	15C1	6CI	\$50K	\$50K	Yes	\$40K \$250K
Surgeon, Trauma	CAPT and Below	15C1	6CM	\$75K	\$75K	Yes	\$40K \$250K
Surgeon, Neurological	CAPT and Below	15D		\$50K	\$50K	Yes	\$40K \$250K
Ophthalmology	CAPT and Below	15G		\$25K	\$25K	Yes	\$40K \$250K
Surgeon, Orthopedic	CAPT and Below	15H		\$75K	\$75K	Yes	\$40K \$250K
Urology	CAPT and Below	15J		\$45K	\$45K	Yes	\$40K \$250K
Emergency Medicine	CAPT and Below	16P		\$50K	\$50K	Yes	\$40K \$250K
Critical Care	CAPT and Below	16R1	62C	\$60K	\$60K	Yes	\$40K \$250K
Pulmonology	CAPT and Below	16R1	6RR	\$50K	\$50K	Yes	\$40K \$250K
Cardiology	CDR and Below	16R1	6RG	\$50K	\$50K	Yes	\$40K \$250K
Family Medicine	CDR and Below	16Q		\$25K	\$25K	Yes	\$40K \$250K
Infectious Disease	CAPT and Below	16R1	6RP	\$25K	\$25K	Yes	\$40K \$250K
Internal Medicine	CDR and Below	16R0		\$25K	\$25K	Yes	\$40K \$250K
Nephrology	CDR and Below	16R1	6RQ	\$25K	\$25K	Yes	\$40K \$250K
Undersea Medicine	CDR and Below	16U		\$25K	\$25K	Yes	\$40K \$250K
Psychiatry	CDR and Below	16X		\$25K	\$25K	Yes	\$40K \$250K
Radiology	CDR and Below	16Y		\$45K	\$45K	Yes	\$40K \$250K
NURSE CORPS				AB Annual Rate	RB Annual Rate	TMS Stipend	RC HIPLRP Annual/Lifetime Rate
Psychiatric Nurse	CDR and Below	1930		\$17.5K	\$17.5K	No	\$20K \$60K
Trauma Nurse-Emergency	CDR and Below	1945		\$20K	\$20K	No	\$20K \$60K
Operating Room Nurse	CDR and Below	1950		\$20K	\$20K	No	\$20K \$60K
Clinical Nurse, Critical Care	CDR and Below	1960		\$25K	\$25K	No	\$20K \$60K
Nurse Anesthetist	CDR and Below	1972		\$30K	\$30K	Yes	\$20K \$60K
Nurse Practitioner, Mental Health	CDR and Below	1973		\$20K	\$20K	No	\$20K \$60K
Nurse Practitioner, Pediatric	CDR and Below	1974		\$15K	\$15K	No	\$20K \$60K
Nurse Practitioner, Family	CDR and Below	1976		\$20K	\$20K	No	\$20K \$60K

Recruiting and Retention Incentives for Selected Reserve (SELRES) Health Professions Officers Eligible Designators, Rank, Subspecialties (SSP), Additional Qualification Designation (AOD), and Amounts

Critical Skill	Rank	SSP	AOD	RC Health Professions Incentives			
DENTAL CORPS				AB Annual Rate	RB Annual Rate	TMS Stipend	RC HPLRP Annual/Lifetime Rate
Dentist, Comprehensive	CAPT and Below	1725		\$30K	\$30K	Yes	\$40K-\$250K
Oral & Maxillofacial Surgeon	CAPT and Below	1750		\$35K	\$35K	Yes	\$40K-\$250K
MEDICAL SERVICE CORPS				AB Annual Rate	RB Annual Rate	TMS Stipend	RC HPLRP Annual/Lifetime Rate
Medical Logistics Administration	CDR and Below	1802		\$10K	\$10K	No	\$20K-\$60K
Information Systems	CDR and Below	1803		\$10K	\$10K	No	\$20K-\$60K
Plans Ops/Medical Intel	CDR and Below	1805		\$15K	\$15K	No	\$20K-\$60K
Clinical Psychologist	CDR and Below	1840		\$20K	\$20K	No	\$20K-\$60K
Physician Assistant	CDR and Below	1893		\$25K	\$25K	No	\$20K-\$60K

(1) Reserve component prior service affiliation eligibility as outlined by DoDI 1304.34. Member must be serving in the regular component, in the Ready Reserve, or have served previously served as a commissioned officer and was released under honorable conditions (AC to RC, NAVET, OSVET).

(2) Reserve component accession bonus eligibility requirements as outlined by DoDI 1304.34. Members initial receipt of an appointment DCO.

(3) HPOs listed on CWS list can receive a reserve component accession, affiliation, or retention bonus. Eligibility requirements are outlined in DoDI 6000.13, specifically:

(a) Affiliation Bonus (AB) RC Accession Bonus eligibility, member must have been discharged at least 24 months before execution of the written agreement, and no longer hold an appointment.

(b) (ABRC) RC Affiliation Bonus eligibility, member must have been discharged from the Uniformed Service as evidenced by providing an original or certified DD Form 214 (Certificate of Release or Discharge from Active Duty) and be qualified in the specialty in which they agree to serve.

(c) (RB) RC Retention Bonus may be taken in lieu of an AB referenced in section (b) above. It may be given multiple times in an officer's career.

(d) Where the letter * is the last character of a SSP code, it indicates any character is acceptable in that place.

(e) RC HPLRP may be only taken if there is no contract in place for an Accession or AB or Special Pay referenced in the above sections (1) through (3).