



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

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12 Nov 2025

**COMNAVRESFOR NOTICE 6000**

From: Commander, Navy Reserve Force

Subj: **FISCAL YEAR 2026 SELECTED RESERVE HEALTH PROFESSIONS OFFICERS IN CRITICAL WARTIME SPECIALTIES RECRUITING AND RETENTION INCENTIVES**

Ref: (a) Assistant Secretary of Defense for Health Affairs Memorandum Health Professions Officer (HPO) Special and Incentive Pay Plan dated 10 September 2025  
(b) RESPERS M-1001.5  
(c) Title 37 U.S. Code Section 335  
(d) DoD Instruction 6000.13 of 3 May 2016  
(e) DoD Instruction 1304.34 of 11 July 2016

Encl: (1) Fiscal Year (FY) 2026 SELRES Critical Wartime Specialties Incentive Pay Chart

1. **Purpose.** The Department of the Navy (DON) authorizes monetary incentives for HPOs with critical wartime skills to maintain readiness of the Reserve Component (RC). The HPO recruiting and retention program targets specific Critical Wartime Subspecialties (CWS) as designated in reference (a). These incentives are designed to encourage accession, affiliation, and retention of health professionals with critical skills for specified periods of obligated service to meet Selected Reserve (SELRES) personnel requirements in the most cost-effective manner to support force management objectives. This notice is effective as of its signature date.

2. **Introduction.** The DON authorizes a special bonus for HPOs. All HPO specialties identified by the Assistant Secretary of Defense for Health Affairs in the HPO Special and Incentive Pay Plan Memorandum are referred to as Critical Skill Shortages. The Navy Reserve shall use the bonus program in the most cost-effective manner to support force management objectives.

3. **Policy.** All program policies contained in reference (b), articles 1100-010 and 1100-040, remain in effect unless amended or amplified in this notice. These articles provide guidance; responsibilities for SELRES personnel, Navy Reserve Activities (NRA), and Echelon IV commands; and amplifying information on HPO incentives, such as service obligation, eligibility and application procedures.

4. Amplifying Guidance. If reference (a) is superseded while this letter is in effect, subspecialties that do not appear on the most recent version of reference (a) will no longer be eligible for the incentives offered, and any outstanding incentive agreements will be cancelled.

5. Terms. Incentives outlined within this policy are governed by references (a) through (e).

6. Timeline. For award levels decreased by enclosure (1), existing quotas and pre-certification letters may be grandfathered under the previous policy up to 30 days after the effective date of this letter. Incentives will be processed in accordance with the policy in effect at the time of accession, affiliation, retention, or renegotiation.

a. Bonus agreements should/shall be executed based on the applicable effective date. The effective date for all incentives described in the policy are as follows:

(1) Accession/Affiliation: Effective date indicated on Navy Personnel (NAVPERS) 1200/1, Ready Reserve Transfer Request Service Agreement.

(2) Special pay in lieu of Accession/Affiliation: Effective date indicated on NAVPERS 1200/1, Ready Reserve Transfer Request Service Agreement.

(3) Retention/Renegotiation: Effective date is the date of endorsement by the member, as indicated on the Written Agreement.

b. NRAs are responsible for ensuring incentive agreements are executed or declined by the SELRES within 90 days after the member's first Inactive Duty Training period. In accordance with reference (b), members declining to accept the bonus will sign a declination NAVPERS 1070/613. The NRA will process all signed agreements and declinations within 5 days of receipt.

7. Bonus Payout Structure. Bonuses will be paid according to the pay chart in enclosure (1). All payments are taxable.

a. CWS Bonus is paid annually.

b. Eligibility for anniversary payments is contingent upon the member maintaining satisfactory participation in the designator and/or specialty for each year of the bonus contract.

c. Members who affiliate to fulfill a contractual SELRES service obligation are ineligible for bonuses until the contracted SELRES service obligation is complete.

d. Per reference (b), the request to renegotiate must occur within 60-days prior to the due date of the 2nd or 3rd installment. The effective date of the new agreement will coincide with the due date of the 2nd or 3rd installment. Renegotiations will be paid out based on the new due date(s).

- e. SELRES HPO CWS Accession Bonuses are paid as annual rates for Direct Commission Officer appointments in the Navy Reserve after successful completion of Officer Development School.
8. Final Adjudication Authority. Office of the Chief of Naval Operations (OPNAV) N0951 is the final adjudication authority for Recruiting and Retention Incentives for RC HPOs. Eligibility, termination and repayment inquiries will be routed to OPNAV N0951 via Commander, Navy Reserve Force N1. 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, Department of Defense regulations and DON Guidance.
9. Points of Contact. Members should contact the Bonus Program Representative at their respective Navy Reserve Activity. Navy Reserve Activities shall direct any execution or policy concerns to their immediate superior in command's Manpower and Personnel Support representative.
10. Records Management. Records created as a result of this instruction, regardless of the media and format must be managed per Secretary of the Navy Manual 5210.1 of September 2019.
11. Cancellation Contingency. This notice is in effect for 1 year or until it is superseded by another notice.



R. S. LOFGREN  
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Release and distribution:

This notice is cleared for public release and is available electronically only via COMNAVRESFOR Website at <https://www.navyreserve.navy.mil/Resources/Official-RESFOR-Guidance/Notices/>

## FY26 SELRES CRITICAL WARTIME SPECIALTIES INCENTIVE PAY CHART

Critical Skill			Bonus Amount	Incentive Eligibility		Stipend	RC HPLRP
MEDICAL CORPS (2105)	SSP	AQD	Annual Rate	AB Eligible Rank	RB Eligible Rank	TMS	Annual/Lifetime Rate
Aviation Medicine	15A		\$40K	LCDR and Below	CAPT and Below	Yes	\$40K/\$250K
Anesthesiology	15B		\$50K	CDR and LCDR	CAPT and Below	Yes	\$40K/\$250K
General Surgery	15C0		\$75K	CDR and LCDR	CAPT and Below	Yes	\$40K/\$250K
Surgeon, Critical Care	15C1	62C	\$75K	CAPT and Below	CAPT and Below	Yes	\$40K/\$250K
Surgeon, Thoracic/Cardiovascular	15C1	6CD	\$75K	CDR and LCDR	CAPT and Below	Yes	\$40K/\$250K
Surgeon, Colon/Rectal	15C1	6CE	\$75K	CDR Only	CAPT and Below	Yes	\$40K/\$250K
Surgeon, Vascular/Peripheral	15C1	6CI	\$50K	CAPT and CDR	CAPT and Below	Yes	\$40K/\$250K
Surgeon, Trauma	15C1	6CM	\$75K	CDR Only	CAPT and Below	Yes	\$40K/\$250K
Surgeon, Neurological	15D		\$75K	CAPT and CDR	CAPT and Below	Yes	\$40K/\$250K
Surgeon, Plastic	15C1	6CJ	\$50K	CDR Only	CAPT and Below	Yes	\$40K/\$250K
Ophthalmology	15G		\$25K	CAPT and Below	CAPT and Below	Yes	\$40K/\$250K
Surgeon, Orthopedic	15H		\$75K	CDR and LCDR	CAPT and Below	Yes	\$40K/\$250K
Urology	15J		\$45K	CAPT and CDR	CAPT and Below	Yes	\$40K/\$250K
Occupational Medicine	15K		\$40K	CDR and LCDR	CAPT and Below	Yes	\$40K/\$250K
Preventative Medicine	15K		\$40K	CDR and LCDR	CAPT and Below	Yes	\$40K/\$250K
Emergency Medicine	16P		\$50K	CDR and Below	CAPT and Below	Yes	\$40K/\$250K
Critical Care	16R1	62C	\$60K	CAPT and Below	CAPT and Below	Yes	\$40K/\$250K
Pulmonology	16R1	6RR	\$60K	CAPT and CDR	CAPT and Below	Yes	\$40K/\$250K
Cardiology	16R1	6RG	\$50K	CDR Only	CAPT and Below	Yes	\$40K/\$250K
Family Medicine	16Q		\$25K	LCDR Only	CAPT and Below	Yes	\$40K/\$250K
Infectious Disease	16R1	6RP	\$25K	CDR Only	CAPT and Below	Yes	\$40K/\$250K
Internal Medicine	16R0		\$25K	N/A	CAPT and Below	Yes	\$40K/\$250K
Nephrology	16R1	6RQ	\$25K	CDR Only	CAPT and Below	Yes	\$40K/\$250K
Undersea Medicine	16U		\$25K	CDR and Below	CAPT and Below	Yes	\$40K/\$250K
Psychiatry	16X		\$35K	CAPT and Below	CAPT and Below	Yes	\$40K/\$250K
Radiology	16Y		\$45K	LCDR Only	CAPT and Below	Yes	\$40K/\$250K
NURSE CORPS (2905)	SSP	AQD	Annual Rate	AB Eligible Rank	RB Eligible Rank	TMS	Annual/Lifetime Rate
Medical/Surgical	1910		\$25K	CDR and Below	CDR and Below	No	\$20K/\$60K
Maternal/Infant	1920		\$15K	CDR and Below	CDR and Below	No	\$20K/\$60K
NICU	1964		\$15K	CDR/LCDR/LT	CDR and Below	No	\$20K/\$60K
Psychiatric Nurse	1930		\$17.5K	CDR and Below	CDR and Below	No	\$20K/\$60K
Trauma Nurse/Emergency	1945		\$20K	CDR and Below	CDR and Below	No	\$20K/\$60K
Operating Room Nurse	1950		\$25K	CDR and Below	CDR and Below	No	\$20K/\$60K
Clinical Nurse, Critical Care	1960		\$35K	CDR and Below	CDR and Below	No	\$20K/\$60K
Nurse Anesthetist	1972		\$30K	CDR and Below	CDR and Below	Yes	\$20K/\$60K
Nurse Practitioner, Mental Health	1973		\$20K	CDR/LCDR/LT	CDR and Below	No	\$20K/\$60K
Nurse Practitioner, Pediatric	1974		\$15K	CDR and LCDR	CDR and Below	No	\$20K/\$60K
Nurse Practitioner, Family	1976		\$20K	CDR and Below	CDR and Below	No	\$20K/\$60K
DENTAL CORPS (2205)	SSP	AQD	Annual Rate	AB Eligible Rank	RB Eligible Rank	TMS	Annual/Lifetime Rate
Dentist, Comprehensive	1725		\$30K	LCDR and Below	CAPT and Below	Yes	\$40K/\$250K
Prosthodontics	1769		\$30K	CDR and Below	CAPT and Below	Yes	\$40K/\$250K
Oral & Maxillofacial Surgeon	1750		\$45K	CAPT/CDR/LCDR	CAPT and Below	Yes	\$40K/\$250K
MEDICAL SERVICE CORPS (2305)	SSP	AQD	Annual Rate	AB Eligible Rank	RB Eligible Rank	TMS	Annual/Lifetime Rate
Medical Logistics Administration	1802		\$15K	CDR and Below	CDR and Below	No	\$20K/\$60K
Information Systems	1803		\$10K	LT Only	CDR and Below	No	\$20K/\$60K
Plans/Ops/Medical Intel	1805		\$15K	CDR/LCDR/LT	CDR and Below	No	\$20K/\$60K
Clinical Psychologist	1840		\$20K	CDR/LCDR/LT	CDR and Below	No	\$20K/\$60K
Industrial Hygiene	1861		\$10K	LCDR and LT	CDR and Below	No	\$20K/\$60K
Medical Lab Sciences	1865		\$15K	CDR and Below	CDR and Below	No	\$20K/\$60K
Physician Assistant	1893		\$25K	CDR and Below	CDR and Below	No	\$20K/\$60K
(1) 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) (AB Column) 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) (AB Column) 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 Column) 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) RCHPLRP 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).							
(2) Accession bonuses are a 4-year service obligation with a 3-year annual rate payout.							
(3) RC Special Pay in Lieu of Accession/Affiliation is an Accession/Affiliation (AB Column) bonus incentive with a 4-year service obligation.							