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30 Dec 1997



THE ASSISTANT SECRETARY OF DEFENSE

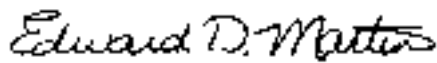
WASHINGTON, DC 20301-1200

MEMORANDUM FOR: SECRETARY OF THE ARMY
SECRETARY OF THE NAVY
SECRETARY OF THE AIR FORCE

SUBJECT: Implementation Policy for the Dental Officer Multiyear Retention Bonus (DOMRB)

The attached [implementation policy](#) for the DOMRB is established in accordance with section 617 of the National Defense Authorization Act for Fiscal Year 1998 and title 37, United States Code, section 301e. The earliest date of eligibility is November 18, 1997. However, the effective date for individual dental officers will be the date of execution of the written DOMRB service agreement.

Health Affairs point of contact for special pays is LCDR Griffitts, 681-8910.



Edward D. Martin, M.D.
Acting Assistant Secretary of Defense

cc:
ASD(FMP)
Surgeon General of the Army
Surgeon General of the Navy
Surgeon General of the Air Force
PHS
DFAS

HA Policy 98-005

DENTAL OFFICER MULTIYEAR RETENTION BONUS (DOMRB)

- A. **PURPOSE.** To promulgate policy for the implementation of the DOMRB, in accordance with 37 U.S.C. section 301e, as added by section 617 of the National Defense Authorization Act for Fiscal Year 1998.
- B. **APPLICABILITY.** The provisions of this policy memorandum apply to the Office of the Secretary of Defense and the Military Departments.

C. **TERMS AND DEFINITIONS**

1. **Dental Corps Officer.** An officer of the Dental Corps of the Army or Navy, or an officer of the Air Force designated as a dental officer.
2. **Creditable Service.** Includes all periods that the officer spent in graduate dental educational (GDE) training programs while not on active duty and all periods of active duty as a dental corps officer.
3. **Residency.** A GDE training program 12 months or greater, excluding general practice residency (GPR) or the 12-month advanced education general dentistry (AEGD).
4. **Specialty.** Dental specialty for which there is an Army area of concentration identifier, a Navy subspecialty code greater than 1700 with non-"S" suffix (or additional qualification designator equivalent), or an Air Force specialty code number.

D. **BASIC POLICY**

1. An eligible dental officer who executes a written agreement to remain on active duty for two, three, or four years after completion of any other active duty service commitment may, upon acceptance of the written agreement by the Secretary of the military department concerned, be authorized to receive a DOMRB. The Secretary concerned (or designee) may, based on Service unique requirements, decline to offer DOMRB to any specialty that is otherwise eligible, or restrict the length of a DOMRB contract for a specialty to less than four years.
2. The annual DOMRB payment authorized shall not exceed the following:
 - a. \$14,000 for a four-year written agreement
 - b. \$8,000 for a three-year written agreement
 - c. \$4,000 for a two-year written agreement
3. A Tri-Service board shall be established to develop the annual DOMRB pay plan, which shall be submitted to the Assistant Secretary of Defense (Health Affairs) for approval.

E. **ELIGIBILITY**

1. A dentalcorps officer below the grade of O-7, who:
 - a. Has at least eight years of creditable service, or has completed any active duty service

commitment incurred for dental education and training;

- b. Has completed initial residency training, or is scheduled to complete initial residency training before September 30 of the fiscal year in which the officer enters into the DOMRB written service agreement, and;
 - c. Has a dental specialty in oral and maxillofacial surgery.
2. In addition, the tri-Service board may include in the annual DOMRB pay plan a recommendation to the ASD(HA) to extend the bonus authority to dental officers other than oral and maxillofacial surgeons based on demonstrated need. The criteria used as the basis for such a recommendation shall be equitably determined and consistently applied.

F. ACTIVE DUTY OBLIGATION

1. Active duty obligations (ADO) for dental education and training will be served prior to serving the ADO for the DOMRB. The DOMRB ADO is then served after any other existing ADO for dental education and training has been completed.
2. When there is no dental education and training ADO in existence at the time of a DOMRB agreement execution, the ADO for DOMRB is served concurrently with the DOMRB agreement period and all non-education and training ADOs. Also, if the DOMRB agreement is executed prior to the starting date of fellowship training, and there is no other education and training ADO, the DOMRB ADO is served concurrently with the DOMRB agreement period. However, if the DOMRB agreement is executed on or after the starting date of the fellowship training, the dental officer is obligated for the full fellowship period, and the DOMRB ADO will begin one day after the fellowship ADO is completed. Once a dental officer has begun to serve the DOMRB ADO, it will be served concurrently with any existing ADO, including obligations for other special pay agreements or dental education and training obligations incurred after the execution date for this particular DOMRB agreement.

G. TERMINATION OF ENTITLEMENT TO SPECIAL PAY. The Secretary of the Military Department concerned may terminate at any time a dental corps officer's DOMRB. Reasons for termination may include: loss of privileges, Courts Martial convictions, violations of the Uniform Code of Military Justice, or for reasons that are in the best interest of the Military Department concerned. If the DOMRB is terminated, the unserved portion shall be recouped on a pro rata basis. The Military Departments shall establish regulations that specify the conditions and procedures under which termination may take place. The regulations and conditions for termination shall be included in the written service agreement for the DOMRB.

H. REFUNDS

1. Prorated refunds shall be required for sums paid under this section if the officer who has received the payment fails to complete the total period of active duty specified in the agreement, as conditions and circumstances warrant.

2. An obligation to reimburse the United States imposed under paragraph H.1. is for all purposes a debt owed to the United States.
3. A discharge in bankruptcy under title 11, U.S.C., that is entered less than five years after the termination of an agreement under this section does not discharge the member signing such an agreement from a debt arising under such agreement or under paragraph H.1. This paragraph applies to any case commenced under title 11 after the date of the enactment of the National Defense Authorization Act for Fiscal Year 1998.

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