

U.S. DEPARTMENT OF HEALTH
AND HUMAN SERVICES

PERSONNEL POLICY MEMORANDUM



PPM 08-001
EFFECTIVE DATE: 04 October 2007

By Order of the Acting Deputy Assistant Secretary for Health (Science and Medicine):

Anand K. Parekh, MD, MPH

TO: All Regular and Reserve Corps Dental Officers on Extended Active Duty

SUBJECT: Dental Special Pay

1. Additional Special Pay.
 - a. Effective immediately, a dental officer who is entitled to variable special pay under [37 USC 302b\(2\)](#) or 302b(3) is entitled to additional special pay for any 12-month period during which an agreement executed under 37 USC 302b(b) is in effect with respect to the officer. This repeals the requirement that dental officers cannot receive additional special pay while undergoing dental internship or residency training (See [37 USC 303a](#) and Section D.2.c of [CC22.2.2](#), "Dental Officer Additional Special Pay"). Payment of additional special pay while in training or internship shall be effective no earlier than the date of this PPM.
 - b. Subject to the revisions stated in this PPM, any additional terms and conditions for receiving additional special pay set forth in CC22.2.2 shall remain in effect. Effective immediately, additional special pay shall be paid annually at the beginning of the 12-month period for which the dental officer is entitled to such payment based on applicable years of creditable service.
2. Dental Accession Bonus ([37 USC 302h](#)).
 - a. Pursuant to [PPM 07-008](#) and [PPM 07-009](#), the dental accession bonus was raised to \$60,000 in exchange for an individual's agreement to accept a commission as a dental officer in the Commissioned Corps of the U.S. Public Health Service (Corps) and remain on active duty for a period of not less than 4 years (37 USC 302h). During such obligation period, an officer will not be permanently reassigned or transferred outside the Department of Health and Human Services (HHS) Operating Division (OPDIV)/Staff Division (STAFFDIV) or non-HHS-organization which paid the accession bonus, without approval of the Assistant Secretary of Health in consultation with the Surgeon General and OPDIV/STAFFDIV/non-HHS organization Head.

- b. Consistent with the approach taken with dental officers on program limited tours and to ensure that HHS and non-HHS programs are able to properly budget for the new dental accession bonus amount while managing their recruitment and workforce needs, the bonus will now be paid either as a single \$60,000 lump-sum payment or in two equal installments of \$30,000. For officers assigned to either the Indian Health Service (IHS) or Federal Bureau of Prisons (BOP), the only payment method will be two equal installments. The payment method for all other OPDIVs/STAFFDIVs/non-HHS organizations will be single lump sum.
- c. When a \$60,000 lump sum payment is used to pay the dental accession bonus, the terms and conditions set forth in [CC22.2.7](#), "Accession Bonus," shall continue to apply, such as those addressing eligibility, requirement to sign a 4-year contract to serve on extended active-duty with the Corps, and termination.
- d. When the installment method is used to pay the dental accession bonus for a 4-year service obligation, the same terms and conditions set forth in [CC22.2.7](#) shall apply as when the bonus is paid in a single lump sum payment with the exception that:
 - (1) The first installment of the dental accession bonus will be paid as a \$30,000 lump-sum payment in a regularly-scheduled salary payment; and
 - (2) The second installment of the dental accession bonus will be paid as a \$30,000 lump-sum payment within 60 days of the officer completing his/her 24th month of obligated service as a dental officer in the Corps.
- e. Subject to the revisions stated in this PPM, any additional terms and conditions for receiving the dental accession bonus set forth in [CC22.2.7](#) shall remain in effect. For example, officers voluntarily terminating their 4-year contract prior to the expiration date as a result of separation from active duty shall be divested of entitlements for travel and transportation allowances, shipment of household goods, and transfer of, use of, or payment for unused annual leave, and their commissions will be terminated.
- f. This PPM shall remain in effect until further notice subject to statutory authorization for the dental accession bonus.

/s/

Anand K. Parekh, MD, MPH
Acting Deputy Assistant Secretary for Health
(Science and Medicine)