

U.S. DEPARTMENT OF HEALTH  
AND HUMAN SERVICES

PERSONNEL POLICY MEMORANDUM



PPM 08-008  
EFFECTIVE DATE: 29 January 2008

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By Order of the Acting Assistant Secretary for Health:

Donald Wright, MD, MPH

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

SUBJECT: Dental Officer Accession Bonus

1. Effective immediately, Section F. of [CC22.2.7](#), "Accession Bonus," and Personnel Policy Memorandums (PPMs) [07-008](#), [07-009](#), and [08-005](#) dated 4 August 2007, 15 August 2007, and 13 December 2007 respectively, are amended to provide that individuals eligible to receive the Dental Officer Accession Bonus (DOAB) shall be paid an accession bonus of \$75,000. The terms and conditions governing the payment of the DOAB set forth in [37 USC 302\(h\)](#) and CC22.2.7 shall continue to apply with the exceptions that:
  - a. Subject to the procedures for processing the DOAB in CC22.2.7, an individual who holds an appointment in the Commissioned Corps of the U.S. Public Health Service (Corps) or in one of the reserve components of the Armed Forces is not eligible for an accession bonus; and
  - b. During the DOAB 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 DOAB, without approval of the Assistant Secretary for Health (ASH), in consultation with the Surgeon General (SG) and OPDIV/STAFFDIV/non-HHS organization Head. For example, if an officer is paid a DOAB while assigned to the Food and Drug Administration (FDA), the officer will not be transferred to the National Institutes of Health without approval of the ASH, in consultation with the SG and FDA Commissioner.
2. 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 shall be paid either as a single \$75,000 lump-sum payment or in two equal installments of \$37,500. The installment approach shall only be available to officers assigned to either the Indian Health Service (IHS) or Federal Bureau of Prisons (BOP). Prior to using the installment method, the Director, Office of Commissioned Corps Operations (OCCO), shall issue a Personnel Operations Memorandum (POM) authorizing the use of the installment method consistent with the provisions of this PPM. The Director, OCCO, shall collaborate with the Chief Dental Officer; Director, Office of Commissioned Corps Force Management (OCCFM); and the Director, Compensation

Branch, Office of Commissioned Corps Support Services, Program Support Center, in issuing the POM. Until the installment method is implemented through a POM, the DOAB will be paid to officers assigned to IHS or BOP as a lump sum payment.

- a. When a \$75,000 lump sum payment is used to pay the dental accession bonus, the terms and conditions set forth in CC22.2.7 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.
  - b. 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 \$37,500 lump-sum payment in a regularly-scheduled salary payment; and
    - (2) The second installment of the dental accession bonus will be paid as a \$37,500 lump-sum payment within 60 days of the officer completing his/her 24<sup>th</sup> month of obligated service as a dental officer in the Corps.
  - c. 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.
3. This PPM shall remain in effect until rescinded.

/s/  
Donald Wright, MD, MPH  
Acting Assistant Secretary for Health