

## Appendix A

## AB and CWS-AB Rates

## AB Rates

Category	Specialty	AB 4-year Obligation
Nurse	Nurse	\$30,000
Pharmacy	Pharmacist	\$30,000
HSO	Physician Assistant	\$60,000
HSO or Scientist	Clinical Psychologist (PhD or PsyD)	\$60,000
Veterinary	Veterinarian	\$20,000

## CWS-AB Rates

MEDICAL CATEGORY CWS-AB RATES	
Medical Specialty	CWS-AB 4-year Obligation
Anesthesia	\$396,000
Neurosurgery	\$400,000
Diagnostic Radiology	\$364,000
General Surgery	\$400,000
Vascular Surgery	\$400,000
Pulmonary Medicine	\$292,000
Orthopedics	\$356,000
Otolaryngology	\$252,000
Emergency Medicine	\$276,000
Family Practice	\$252,000
Obstetrics/Gynecology	\$240,000
Psychiatry	\$272,000
Urology	\$280,000
Internal Medicine	\$240,000
Ophthalmology	\$200,000
Preventive Medicine	\$220,000
Pediatrics	\$220,000

DENTAL CATEGORY CWS-AB RATES	
Dental Specialty	CWS-AB 4-year Obligation
General Dentist	\$150,000
Oral and Maxillofacial Surgery	\$300,000
Comprehensive Dentistry	\$300,000
Endodontics	\$300,000
Prosthodontics	\$300,000

## Appendix B

## Medical Category IP and RB Pay Rates

MEDICAL	IP only 1 year rate (prorated monthly)					
Internship (FYGME)	\$1,200					
Initial Residency (PGY2)	\$8,000					
General Medical Officer (no residency)	\$20,000					
Flag Officer	\$20,000					
POST RESIDENT or FELLOW GRADUATE	Fully Trained IP only (without RB) 1 year rate (prorated monthly)	or	Fully Trained IP rate paid in conjunction with a 2, 3, or 4 year RB (prorated monthly)	RB 2-year rate (paid annually)	RB 3 year rate (paid annually)	RB 4 year rate (paid annually)
Aerospace Medicine	\$43,000		\$43,000	\$13,000	\$19,000	\$25,000
Anesthesiology	\$59,000		\$73,000	\$25,000	\$40,000	\$60,000
Cardiology – Adult/Peds	\$59,000		\$64,000	\$21,000	\$34,000	\$51,000
Dermatology	\$43,000		\$43,000	\$17,000	\$25,000	\$38,000
Emergency Medicine	\$49,000		\$53,000	\$17,000	\$26,000	\$40,000
Family Practice	\$43,000		\$43,000	\$17,000	\$25,000	\$38,000
Gastroenterology – Adult/Peds	\$49,000		\$52,000	\$22,000	\$33,000	\$50,000
General Internal Medicine	\$43,000		\$43,000	\$17,000	\$25,000	\$38,000
General Surgery	\$52,000		\$73,000	\$25,000	\$40,000	\$60,000
Neurology – Adult/Peds*	\$43,000		\$43,000	\$13,000	\$19,000	\$25,000
Neurosurgery	\$59,000		\$83,000	\$25,000	\$40,000	\$60,000
Obstetrics/Gynecology	\$54,000		\$54,000	\$17,000	\$25,000	\$35,000
Ophthalmology*	\$51,000		\$53,000	\$13,000	\$19,000	\$25,000
Orthopedics	\$59,000		\$73,000	\$17,000	\$33,000	\$50,000
Otolaryngology	\$53,000		\$58,000	\$17,000	\$25,000	\$33,000
Pathology*	\$43,000		\$43,000	\$13,000	\$20,000	\$30,000
Pediatrics	\$43,000		\$43,000	\$17,000	\$25,000	\$38,000
Physiatrist/Physical Medicine*	\$43,000		\$43,000	\$12,000	\$13,000	\$20,000
Preventive/Occupational Medicine	\$43,000		\$43,000	\$17,000	\$25,000	\$38,000
Psychiatry – Adult/Peds	\$43,000		\$43,000	\$17,000	\$28,000	\$43,000
Pulmonary Critical Care	\$46,000		\$49,000	\$21,000	\$31,000	\$45,000
Radiology – Diagnostic/Therapeutic	\$59,000		\$65,000	\$25,000	\$40,000	\$60,000
Urology	\$51,000		\$51,000	\$20,000	\$30,000	\$45,000
SUB SPEC CAT I – requires primary specialty in general surgery, or surgery specialties: cardio-thoracic, colon-rectal, oncology, pediatric, plastic, organ transplant, trauma/critical care, vascular, fellowship trained orthopedic.	\$59,000		\$80,000	\$23,000	\$36,000	\$55,000
SUB SPEC CAT II – nuclear medicine internist only	\$51,000		\$51,000	\$12,000	\$18,000	\$27,000
SUB SPEC CAT III – internal medicine/pediatric fellowship subspecialties in allergy, allergy/immunology, nephrology, hematology/oncology, neonatology	\$43,000		\$43,000	\$17,000	\$25,000	\$38,000
SUB SPEC CAT IV – all internal medicine and pediatric subspecialties not listed in subspecialty CAT I or III, and: infectious disease, rheumatology, geriatrics fellowship, endocrinology, clinical pharmacology, developmental pediatrics	\$43,000		\$43,000	\$17,000	\$25,000	\$38,000
SUB SPEC CAT V – fellowship trained in ophthalmology, otolaryngology, obstetrics-gynecology, urology	\$59,000		\$64,000	\$21,000	\$31,000	\$45,000

\* An officer who is fully trained in Neurology, Ophthalmology, Pathology, or Physical/Rehabilitation Medicine and whose last entry on active duty is prior to 28 January 2018 is paid at the General Internal Medicine rate of IP and RB.

## Appendix C

## Dental Category IP and RB Pay Rates

DENTAL	Fully Trained IP only (without RB) 1 year rate (prorated monthly)	or	Fully Trained IP rate paid in conjunction with a 2, 3, or 4 year RB (prorated monthly)	RB 2-year rate (paid annually)	RB 3 year rate (paid annually)	RB 4 year rate (paid annually)
Flag Officer	\$20,000					
General Dentist (no board)	\$20,000		\$20,000	\$13,000	\$19,000	\$25,000
Advanced Clinical Practice (ACP) – General Dentistry, Exodontia, Endodontics, Periodontics, Prosthodontics	\$25,000		\$25,000	\$18,000	\$27,000	\$35,000
Comprehensive Dentistry FSBGD (FedSerBoardGenDentistry); ABGD (AmerBoard Gen Dentistry); Accredited Residency for General Dentistry: ADV-GPR, AEGD, Comprehensive FSBGD	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Endodontics	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Oral Pathology/Oral Diagnosis/Oral Medicine	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Orthodontics	\$25,000		\$25,000	\$25,000	\$38,000	\$52,000
Pedodontics	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Periodontics	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Prosthodontics	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Public Health Dentistry	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Temporomandibular Dysfunction (TMD)/ Orofacial Pain	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Dental Research	\$25,000		\$25,000	\$25,000	\$38,000	\$50,000
Oral Maxillofacial Surgery	\$55,000		\$75,000	\$25,000	\$38,000	\$50,000

## Appendix D

## All Other Categorical IP and RB Pay Rates

Category	Specialty	Fully Trained IP only (without RB) 1 year rate (prorated monthly)	RB 2-year rate (paid annually)	RB 3 year rate (paid annually)	RB 4 year rate (paid annually)
Nurse	Nurse Practitioner (all board certified specialties)	\$0	\$10,000	\$15,000	\$20,000
	Certified Registered Nurse Anesthetist (CRNA)	\$15,000	\$10,000	\$20,000	\$35,000
HSO	Optometrist	\$1,200	\$5,000	\$8,000	\$10,000
	Physician Assistant	\$0	\$10,000	\$15,000	\$20,000
HSO and Scientist	Psychologist	\$0	\$10,000	\$15,000	\$20,000
Pharmacy	Pharmacist	\$15,000	\$0	\$0	\$0
Veterinary	Veterinarian	\$5,000	\$2,500	\$3,750	\$5,000