

DEPARTMENTS OF THE ARMY AND THE AIR FORCE  
NATIONAL GUARD BUREAU  
111 SOUTH GEORGE MASON DRIVE  
ARLINGTON, VA 22204-1382



NGB-ARS (135)

12 MAY 1998

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: (All States Log Number 198-0124) Army National Guard (ARNG) Medical Officer Incentive Programs for Fiscal Years 1998 and 1999

1. References.

- a. Title 10, United States Code, Sections 16201 and 16302.
- b. National Defense Authorization Act for Fiscal Year 1997 (Public Law 104-450), 22 January 1997, Section 613 and 614
- c. DoD memorandum, 2 March 1998, subject: Reserve Component Wartime Health Care Specialties with Critical Shortages
- d. DCSPER memorandum, 14 April 1998, subject: The Army Reserve Component Wartime Health Care Specialties Program Policy
- e. Army Regulation (AR) 135-7, 1 September 1994, Incentive Programs.

2. This memorandum provides policy guidance for health care professionals to participate in the following selected reserve medical incentive programs:

- a. Health Professionals Loan Repayment Program (HPLRP).
- b. Selected Reserve Recruitment Bonus Program.
- c. Specialized Training Assistance Program (STRAP).

3. The guidance and policy contained in this memorandum is effective immediately and will remain in effect through 30 September 1999 or until publication of the ARNG Medical Officer Incentive Programs for Fiscal Years 2000 and 2001.

4. **Enclosure 1** is the medical specialties authorized for Army National Guard (ARNG) Health Incentive Programs for FY98 and FY99.

- a. Participants in the Army National Guard incentive programs

(11)

NGB-ARS

SUBJECT: (All States Log Number I98-0124) Army National Guard (ARNG) Medical Officer Incentive Programs for Fiscal Years 1998 and 1999

may enroll in one program at a time. Participants must complete any contractual service obligation prior to starting an additional incentive program. Incentives will not be offered to overstrength personnel.

b. Personnel are eligible for incentive programs requiring Army National Guard participation, when qualified, when the position they are recruited for requires the specialty for which they will receive incentive benefits. Program participants must remain in the position to which the incentive applies in order to receive loan repayments, monthly stipend payments or annual bonus anniversary payments.

c. Surgeons who, in accordance with the Graduate Medical Education Directory, require completion of a General Surgery residency before sub-specialization. These specialties include Critical Care Surgery, Hand Surgery, Pediatric Surgery and Vascular Surgery.

d. Family Physician (61H), Emergency Physician (62A), and Internal Medicine may fill a specialty specific vacancy, a 62B Field Surgeon or 61N Flight Surgeon position.

e. Internal Medicine includes subspecialties which, based on the Graduate Medical Education Directory, require completion of an Internal Medicine residency prior to subspecialization. These specialties included the following: Cardiovascular Disease, Critical Care Medicine, Endocrinology, Gastroenterology, Geriatric Medicine, Hematology, Hematology & Oncology, Infectious Disease, Nephrology, Pulmonary Disease and Rheumatology. General Dentists are eligible to participate in the HPLRP and the Selected Reserve Bonus Program only.

g. Service members involuntarily transferred between ARNG units, to the Individual Ready Reserve (IRR) or to an Army Reserve Troop Program Unit as a result of force structure changes or force reduction actions, may be eligible to receive the benefits identified under their initial contract.

h. Service members who fail to complete any portion of their military service or contractual obligation in the Army National Guard are subject to recoument and other personnel action(s).

NGB-ARS

SUBJECT: (All States Log Number I98-0124) Army National Guard (ARNG) Medical Officer Incentive Programs for Fiscal Years 1998 and 1999

**5. Health Professionals Loan Repayment Program (HPLRP):**

a. See enclosure 1 for a list of specialties authorized for ARNG Health Incentive Programs.

b. Individuals who contract under the HPLRP will continue to have their loans repaid at the rate of \$3,000 per year up to a lifetime total of \$20,000.

**6. The Selected Reserve Recruitment Bonus Program:**

a. See enclosure 1 for a list of specialties eligible to receive Bonus under the ARNG Health Incentive Programs.

b. Individuals contracting for the Selected Reserve Recruitment Bonus Program for approved ARNG specialties will receive \$10,000 per year. Participants must choose one, two, or three years of affiliation with the ARNG at the time of application. Once applicants take their oath of office, they are ineligible to receive bonus.

c. Individuals receiving the bonus may not enroll in STRAP until the end of their final bonus year. Concurrent receipts of medical incentives are prohibited.

d. The following qualifications apply to specialties added with the expansion of the bonus program:

(1) 60C Preventive Medicine, 60W Psychiatry, 61H Family Physician, 61F Internist, 61M Orthopedic Surgeon, and 62A Emergency Medicine, must complete residency and meet all requirements for board candidacy in their specialty.

(2) 63A General Dentist. Licensure by the State.

(3) 65D Physician Assistant. Licensure, if required by the State, and the National Commission on Certification of Physician Assistants (NCCPA) certification.

e. All participants must meet criteria for appointment as a commissioned officer in the Army National Guard of the United States (ARNGUS) and as a Reserve of the Army.

10  
NGB-ARS

SUBJECT: (All States Log Number I98-0124) Army National Guard (ARNG) Medical Officer Incentive Programs for Fiscal Years 1998 and 1999

f. Participants must come directly from civilian life. Prior service members must be discharged prior to 28 April 1989. However, NGB will consider waivers on a case-by-case basis for current service members of all categories of the active and reserve forces.

**7. New Specialized Training Assistance Program (STRAP):**

a. STRAP is available only to ARNG health care specialties listed on Enclosure 1.

b. The opportunity for Army Nurse Corps personnel with less than a baccalaureate degree to receive STRAP stipend will be phased out. Effective 1 October 1998, all personnel applying for the STRAP must possess a Bachelors of Science Degree in Nursing (BSN) to be eligible to receive the stipend.

c. The maximum payment under the STRAP is currently \$913 per month. Participants must complete the military service obligation (MSO) incurred by participation in the STRAP, prior to the start of any additional incentive program. Increases in the monthly stipend occur annually on 1 July.

d. Participants must be unconditionally accepted into the educational program that they seek funding. Applicants must complete all pre-requisite requirements when they submit their application for consideration.

e. Students must attend scheduled ARNG weekend drills for the duration of their authorized stipend phase IAW the ARNG Flexible Training Policy or at the discretion of the unit commander.

f. Exception to policy is granted to authorize payment to those Health Professionals recruited under the authorized ARNG specialties in All States Log Number P97-0036, dated 18 March 1997, prior to the implementation of this policy. Applicants with less than a BSN are authorized until 30 September 1998.

**8. Mobilization Status of STRAP Participants:**

a. Officers participating in STRAP must sign with name and social security number a witnessed Certificate of Understanding Concerning Mobilization Status, and forward a copy through the chain of command for inclusion in their OMPF.

NGB-ARS

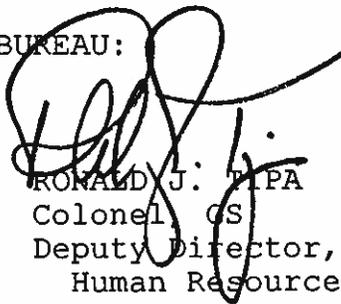
SUBJECT: (All States Log Number I98-0124) Army National Guard (ARNG) Medical Officer Incentive Programs for Fiscal Years 1998 and 1999

"Statement of Understanding":

b. Army policy currently provides those officers participating in STRAP will not be available to local commanders, or to the Director, Army National Guard, in meeting mobilization cross-leveling requirements unless the Surgeon General approves such action. In the event of war or national emergency, participants will be subject to order to active duty as required by Headquarters, Department of the Army. In view of the foregoing, your training may be interrupted in order to meet those mobilization requirements described above.

9. Point of contact is Major Kent, at DSN 327-7144, commercial 703-607-7144 or e-mail: kenth@ngb-arng.ngb.army.mil.

FOR THE CHIEF, NATIONAL GUARD BUREAU:



RONALD J. TIPA  
Colonel, GS  
Deputy Director, ARNG  
Human Resources

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**Specialties Authorized for ARNG Health Incentive  
Programs  
FY98 and FY99**

**HEALTH PROFESSIONAL RECRUITMENT BONUS PROGRAM (HPRBP)**

60C	Preventive Medicine
60W	Psychiatry
61F	Internal Medicine
61H	Family Practice
61M	Orthopedic Surgeon
62A	Emergency Physician
63A	General Dentist
65D	Physician Assistants
66F	Nurse Anesthetists

**SPECIALIZED TRAINING ASSISTANCE PROGRAM (STRAP)**

60C	Preventive Medicine
60W	Psychiatry
61F	Internal Medicine
61H	Family Practice
61M	Orthopedic Surgeon
62A	Emergency Physician
66H8A	Critical Care Nurse

**HEALTH PROFESSIONALS LOAN REPAYMENT PROGRAM (HPLRP)**

60C	Preventive Medicine
60W	Psychiatry
61F	Internal Medicine
61H	Family Practice
61M	Orthopedic Surgeon
62A	Emergency Physician
63A	General Dentist
65D	Physician Assistants
66H8A	Critical Care Nurse
66F	Nurse Anesthetists

ENCLOSURE 1