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FM COMDT COGARD WASHINGTON DC
TO ALCOAST
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UNCLAS
ALCOAST 038/25
SSIC 7220

SUBJ: SPECIAL PAYS FOR HEALTH PROFESSIONS OFFICERS

A. 37 U.S.C. Section 335, Special bonus and incentive pay
authorities for officers in health professions

B. USCG Consolidation of Special Pays for Health Professions
Officers

C. Coast Guard Pay Manual, COMDTINST 7220.29D

1. This ALCOAST announces the implementation of special pay rates
for Health Professions Officers (HPOs) for Fiscal Year (FY) 2025,
in accordance with REFs (A) through (C).

2. HPO Special Pays include accession bonus (AB), accession bonus
for critical wartime skills (AB-CWS), retention bonus (RB),
incentive pay (IP), and board certification pay (BCP). HPO must
meet and maintain eligibility criteria prescribed by REF (B).

3. For Active Duty (AD) Coast Guard (CG) HPOs, all requirements
outlined in REFs (B) through (C) must be met when requesting an RB
and/or IP. Additionally, RB and IP rates for CG HPOs may vary as per
REF (B), Pay Table 1 on page 14. REFs (A) and (B) along with the HPO
Special Pay Agreement request can be found at the following links:

a. REF (A):

(Copy and Paste URL Below into Browser)

[https://uscode.house.gov/view.xhtml?path=/prelim@title37/chapter5/
subchapter2&edition=prelim](https://uscode.house.gov/view.xhtml?path=/prelim@title37/chapter5/subchapter2&edition=prelim)

b. REF (B):

(Copy and Paste URL Below into Browser)

[uscg.sharepoint-mil.us/sites/cg1121/Documents/Forms/AllItems.aspx?id
=%2Fsites%2Fcgl1121%2FDocuments%2FCG_HSOC_Pay Plan_2023%2Epdf&parent
=%2Fsites%2Fcgl1121%2FDocuments](uscg.sharepoint-mil.us/sites/cg1121/Documents/Forms/AllItems.aspx?id=%2Fsites%2Fcgl1121%2FDocuments%2FCG_HSOC_Pay_Plan_2023%2Epdf&parent=%2Fsites%2Fcgl1121%2FDocuments)

c. HPO Special Pay Agreement request:

(Copy and Paste URL Below into Browser)

[uscg.sharepoint-mil.us/sites/cg1121/Documents/Forms/AllItems.aspx?id
=%2Fsites%2Fcgl1121%2FDocuments%2FHPO_Special_Pay_Agreement_Fillable%
2Epdf&parent=%2Fsites%2Fcgl1121%2FDocuments](uscg.sharepoint-mil.us/sites/cg1121/Documents/Forms/AllItems.aspx?id=%2Fsites%2Fcgl1121%2FDocuments%2FHPO_Special_Pay_Agreement_Fillable%2Epdf&parent=%2Fsites%2Fcgl1121%2FDocuments)

d. Officers are eligible for a new RB contract only after
completing at least 4 years as a commissioned CG HPO and fulfilling
all primary training and service commitment requirements. However,
they may qualify for IP pay under REF (B) if they meet the
continuous service requirement of one year or more. IP HPO agreement
contracts must be updated if an HPO requests a new retention bonus
or returns to an IP only contract.

4. AD CG HPOs who meet the privileging requirements and attend a

secondary training program approved by COMDT (CG-1K21), may continue to receive RB payments if they are under an existing RB contract prior to the start of the program. A new RB and/or IP contract may be initiated when the HPO returns to active duty, provided the officer meets all requirements as outlined in REF (B) and has completed all prior primary training and service obligations.

5. Direct Commissioned Active-Duty CG HPOs are eligible to request an AB in conjunction with IP or CSW pay upon commissioning, in accordance with REF (B) and follow rates listed in REF (B), Pay Table 1 on page 14. To qualify, the HPO must commit to a minimum of four years of active-duty service and meet all Coast Guard privileging standards. The AB cannot be combined with the Retention Bonus (RB).

6. AD and Reserve (RSV) CG HPOs become eligible to receive Board Certified Pay (BCP) once they are privileged and serving in an active-duty capacity in accordance with REF (B). BCP is a privilege for both RSV and AD HPOs serving on active duty and does not require a formal HPO contract. The new BCP rate, as reflected in REF (B) Pay Table 1 on page 14, will begin 01OCT2024, and will be reviewed annually at the start of each fiscal year.

7. Submissions for FY-25 special pay rates for Retention Bonus (RB) and/or Incentive Pay (IP) may begin on 01OCT2024 and will be renewed annually each fiscal year, as outlined in this ALCOAST. New RB and/or IP bonus contracts will become effective on the date signed, provided the HPO meets all qualifications as defined in REF (B).

All special pays and BCP for HPOs must be approved by the respective Force Manager or COMDT (CG-1K2). The unit SPO or respective Force Manager must notify the Pay and Personnel Center (PPC) by submitting a trouble ticket along with the required supporting documentation to PPC-DG-CustomerCare@uscg.mil. It remains the HPOs responsibility to track and request special pays or request a new bonus contract.

8. Existing RB and/or IP contracts may not be altered or renewed before the HPO's anniversary date. A new contract is required to qualify for the updated FY-25 special pay rates, as specified in this ALCOAST. Submission guidance can be found in REF (B).

9. This message will be cancelled on 27 JAN 2026.

10. POC: For questions regarding general program administration and the application process please email, HQS-SMB-CG-Medical-Program-Managers@uscg.mil, for PHS Officers and Physicians. For questions about the Physician Assistant (PA) program, please contact LCDR B. Metcalf, PA Force Manager at Bridget.A.Metcalf@uscg.mil.

11. RADM Paul Jung, Assistant Commandant for Health, Safety, and Work-Life (CG-1K), sends.

12. Internet release is authorized.