



**DEPARTMENT OF THE NAVY**  
BOARD FOR CORRECTION OF NAVAL RECORDS  
701 S. COURTHOUSE ROAD, SUITE 1001  
ARLINGTON, VA 22204-2490

[REDACTED]  
Docket No. 4891-20  
Ref: Signature Date

From: Chairman, Board for Correction of Naval Records  
To: Secretary of the Navy

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED], USN,  
XXX-XX-[REDACTED]

Ref: (a) Title 10 U.S.C. § 1552  
(b) OPNAVINST 7220.17

Encl: (1) DD Form 149 w/attachments  
(2) BUMED memo 7220 Ser M1/20UM10057 of 9 Sep 20  
(3) Subject's naval record

1. Pursuant to the provisions of reference (a), Subject, hereinafter referred to as Petitioner, filed enclosure (1) with the Board for Correction of Naval Records (Board), requesting that his naval record be corrected to establish entitlement to the Health Professions Officer Incentive Pay (HPO IP) for the period of 23 August 2017 to 17 June 2020.

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED], reviewed Petitioner's allegations of error and injustice on 4 November 2021 and, pursuant to its regulations, determined that the corrective action indicated below should be taken on the available evidence of record. Documentary material considered by the Board consisted of the enclosures, relevant portions of Petitioner's naval record, and applicable statutes, regulations and policies.

3. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice, found that, before applying to this Board, he exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board made the following findings:

- a. On 19 January 2010, Petitioner was licensed as a [REDACTED] in the state of [REDACTED].
- b. On 18 February 2014, Petitioner was licensed as a [REDACTED] in the state of [REDACTED].
- c. On 9 June 2016, confirmed Petitioner met the Navy's credentialing requirements for entry into U.S. Naval Service as a [REDACTED].
- d. On 23 February 2017, Petitioner signed his oath of office into the U. S. Navy.

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e. On 29 April 2017, Petitioner entered active duty and assigned to [REDACTED] on temporary duty.

f. Petitioner was assigned to Navy Medical Center, [REDACTED] from 12 June 2017 through 14 July 2020. Petitioner began practicing as a [REDACTED] on 23 August 2017.

g. In correspondence attached as enclosure (2), the office having cognizance over the subject matter addressed in Petitioner's application has commented to the effect that the request has merit and warrants favorable action.

## CONCLUSION

Upon review and consideration of all the evidence of record, and especially in light of the contents of enclosure (2), the Board finds the existence of an injustice warranting the following corrective action. In accordance with reference (b), Petitioner met the eligibility criteria for HPO IP; however, because of administrative oversight, Petitioner's HPO IP package was not submitted accordingly; therefore, the Board felt that under these circumstances, relief is warranted.

## RECOMMENDATION

That Petitioner's naval record be corrected, where appropriate, to show that:

Petitioner submitted HPO IP request package in a timely manner, and was approved by cognizant authority.

This change will entitle Petitioner to HPO IP with an annual rate of \$5,000 for the period of 23 August 2017 to 17 June 2020. Note: Defense Finance and Accounting Service will conduct an audit of Petitioner's pay records to determine retroactive pay entitlement.

A copy of this Report of Proceedings will be filed in Petitioner's naval record.

4. It is certified that a quorum was present at the Board's review and deliberations, and that the foregoing is a true and complete record of the Board's proceedings in the above-entitled matter.

5. Pursuant to the delegation of authority set out in Section 6(e) of the revised Procedures of the Board for Correction of Naval Records (32 Code of Federal Regulations, Section 723.6(e)), and having assured compliance with its provisions, it is hereby announced that the foregoing corrective action, taken under the authority of the reference, has been approved by the Board on behalf of the Secretary of the Navy.

12/8/2021

[REDACTED]  
Deputy Director

Signed by: [REDACTED]