



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

█
Docket No. 7828-20
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO █ USN,
XXX-XX-█

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

Encl: (1) DD Form 149 w/attachments
(2) BUMED memo 7220 Ser M1/20UM10074 of 14 Jan 21
(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 her naval record be corrected to establish entitlement to Health Professions Officer Incentive Pay (HPO IP) from 1 October 2017 through 1 July 2019.

2. The Board, consisting of █ and █ reviewed Petitioner's allegations of error and injustice on 24 August 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, she exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board made the following findings:

a. Petitioner reported to █ Military Medical Center (█) on 19 July 2017.

b. Petitioner received Board Certification in Pathology on 7 August 2017.

c. On 8 August 2017, Petitioner provided █ Special Pay Coordinator with a copy of her Board Certification.

d. On 8 September 2017, █ Special Pay Coordinator advised Petitioner that the effective date of incentive pay was changed to the date of her "credentials and privileges were approved (2 August)."

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XXX-XX-[REDACTED]

e. On 29 July 2019, [REDACTED] Special Pay Coordinator notified Petitioner of entitlement to HPO IP for Pathology that should have been processed upon completion of residency.

f. 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. Petitioner met the basic eligibility criteria to receive HPO IP in accordance with reference (b); however, her Command failed to process the incentive correctly. Although the proper administrative requirements were not completed, 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 the HPO IP for Pathology request in a timely manner; the request was received and approved by cognizant authority.

This change will entitle Petitioner to HPO IP for Pathology with an annual rate of \$43,000 effective 1 October 2017 to 1 July 2019. 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.

10/7/2021

[REDACTED]

Deputy Director

Signed by: [REDACTED]