



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

██████████  
Docket No. 6978-21  
Ref: Signature Date

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

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

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

Encl: (1) DD Form 149 w/attachments  
(2) BUMED ltr 7220 Ser M1/21M10056 of 21 Dec 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 that his naval record be corrected to establish entitlement retroactive Psychiatry Health Professional Officers Incentive Pay (HPO IP) and Health Professions Officer Board Certified Pay (HPO BCP). Petitioner specified HPO IP from 25 November 2018 to 30 September 2020 and HPO BCP from 24 September 2018 to 30 September 2020.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 6 January 2022 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 27 May 2010, Petitioner graduated from ██████████ and ██████████ University with a Bachelor of Arts and Bachelor of Science.

b. On 5 November 2010, Petitioner enlisted under the Health Services Collegiate Program for a term of 8-years and entered active duty.

c. On 15 May 2015, Petitioner signed NAVPERS 1000/4, Officer Appointment Acceptance and Oath of Office for an active duty commission.

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

d. On 24 May 2014, Petitioner graduated from University of [REDACTED] at [REDACTED] with a Doctor of Medicine Degree.

e. Petitioner was assigned to Officer Training Command as a student under temporary duty from 15 June 2014 through 18 July 2014.

f. Petitioner was assigned to NHTR [REDACTED] for duty from 19 July 2014 through 4 August 2015 and NMTE [REDACTED] from 4 August 2015 through 1 September 2018; residency from 26 August 2015 to 25 August 2018.

g. On 12 September 2018, Petitioner reported to USNMRTC [REDACTED] for duty.

h. On 24 September 2018, American Board of Psychiatry and Neurology certified Petitioner in Psychiatry.

i. 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 Psychiatry HPO IP and Psychiatry HPO BCP. However, the Service disapproved Petitioner's request packages for retroactive entitlement because of late submission. Although Petitioner did not complete the proper administrative requirements, 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 Psychiatry HPO IP and Psychiatry HPO BCP request packages in a timely manner, and both were approved by cognizant authority.

This change will entitle Petitioner to Psychiatry HPO IP with an annual rate of \$43,000 vice General Medical Officer annual rate of \$20,000 for the period of 25 November 2018 through 30 September 2020 and Psychiatry HPO BCP with an annual rate of \$6,000 from 24 September 2018 to 30 September 2020.

Note: Defense Finance and Accounting Service will complete an audit of Petitioner's records to determine retroactive HPO IP and HPO BCP entitlement.

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

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

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.

2/7/2022

[REDACTED]

Deputy Director

Signed by: [REDACTED]