



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

[REDACTED]
Docket No. 1960-22
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED]

Ref: (a) Title 10 U.S.C. § 1552
(b) FY19 MSC Special Pay Guidance
(c) FY20 Navy Active Component MSC Special Pay Guidance
(d) FY21 Navy Active Component MSC Special Pay Guidance

Encl: (1) DD Form 149 w/attachments
(2) BUMED memo 7220 Ser M1/22UM10010 of 27 Apr 22
(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 her naval record be corrected to establish entitlement to retroactive Health Professional Officers (HPO) Incentive Pay (IP) and HPO Board Certified Pay (BCP) through 30 September 2021.

2. The Board, consisting of [REDACTED] reviewed Petitioner's allegations of error and injustice on 26 May 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, she exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board made the following findings:

a. On 10 July 2017 Petitioner enlisted for a term of 8 years under the Health Service Collegiate Program.

b. On 20 May 2018 Petitioner earned a Bachelor of Science Degree from [REDACTED] and on 17 August 2019 earned a Master of Science, Physician Assistant Degree, from [REDACTED]. On 3 September 2019 Petitioner was certified as a Physician Assistant by the National Commission on Certification of Physician Assistants.

c. On 4 September 2019 Petitioner commissioned in U.S. Navy and entered Active Duty and was assigned to [REDACTED] Marine Division [first permanent duty station] for duty on 23 October 2019.

d. On 9 September 2021, Petitioner submitted requests for retroactive HPO IP and HPO BCP; [REDACTED] Marine Division favorably endorsed the request on the same day.

CONCLUSION

Upon review and consideration of all the evidence of record, and especially in light of the contents of enclosure (2)¹, the Board finds the existence of an injustice warranting the following corrective action. In accordance with references (b) through (d)², Petitioner met the eligibility criteria for Physician Assistant HPO IP and HPO BCP. However, the Service disapproved Petitioner's requests for retroactive entitlement because of late submission. Although the proper administrative requirement were not completed in a timely manner, 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 and HPO BCP requests in a timely manner; cognizant authority approved both requests.

This change will entitle Petitioner to HPO IP with an annual rate of \$5,000 for the period of 17 November 2019 to 30 September 2021, and HPO BCP with an annual rate of \$6,000 for the period of 4 September 2019 to 30 September 2021.

Note: Defense Finance and Accounting Service will conduct an audit of Petitioner's pay records to determine retroactive special 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.

7/15/2022

[REDACTED]

Deputy Director

[REDACTED]

¹ 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 partial favorable action.

² References (b) through (d), the effective date of HPO IP shall be calculated from the completion of the qualifying training plus three months. Payment of HPO BCP is effective on the date of commencement of active duty, or the date the officer becomes board certified in the specialty, whichever is later.