



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

██████████  
Docket No. 3176-22  
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO ██████████  
██████████

Ref: (a) Title 10 U.S.C. § 1552  
(b) FY18 MC Special Pay Guidance  
(c) FY19 MC Special Pay Guidance  
(d) FY20 Navy AC MC Special Pay Guidance  
(e) FY21 Navy AC MC Special Pay Guidance

Encl: (1) DD Form 149 w/attachments  
(2) Advisory Opinion by BUMED Itr 7220 Ser M1/22UM10021, 29 Nov 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 the Subspecialty Category V Health Professions Officer Incentive Pay (HPO IP).

2. The Board, consisting of ██████████ reviewed Petitioner's allegations of error and injustice on 12 January 2023 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 ██████████ Department of the Navy. The Board made the following findings:

a. In accordance with references (b) through (e), physicians who are Fellowship trained in Obstetrics-Gynecology are entitled to Subspecialty Category V HPO IP in the amount of \$59,000 per year; Obstetrics-Gynecology without Fellowship training receive \$54,000.

b. On 21 May 2005, Petitioner signed NAVPERS 1000/4, Officer Appointment Acceptance and Oath of Office and entered active duty.

c. On 18 June 2017, Petitioner graduated from ██████████ University with a Master of Public Health.

d. On 30 June 2017, Petitioner received certification for fulfilling the duties of Fellow in Family Planning.

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED]  
[REDACTED]

e. On 13 November 2017, Petitioner was Certified from the American Board of Obstetrics and Gynecology.

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. In accordance with reference (b), Petitioner met the eligibility criteria to receive the Subspecialty Category V HPO IP at the rate of \$59,000, however, she received Obstetrics-Gynecology HPO IP for \$54,000. 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 request for Subspecialty Category V HPO IP in a timely manner, and was approved by cognizant authority.

This change will entitle Petitioner to "Subspecialty Category V" HPO IP with an annual rate of "\$59,000" vice "Obstetrics-Gynecology" HPO IP at the annual rate of "\$54,000" for the period of 1 October 2017 to 30 September 2021.

Note: Defense Finance and Accounting Service will complete an audit of Petitioner's records to determine the difference in HPO IP entitlement due.

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.

1/24/2023

[REDACTED]

Deputy Director

[REDACTED]