



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

[REDACTED]  
Docket No. 6697-22  
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) FY19 MC Special Pay Guidance  
(c) FY20 Navy Active Component MC Special Pay Guidance  
(d) FY21 Navy Active Component MC Special Pay Guidance  
(e) FY22 Navy Active Component MC Special Pay Guidance

Encl: (1) DD Form 149 w/attachments  
(2) Advisory Opinion by OCNO N130, 10 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 his naval record be corrected to establish retroactive entitlement to Health Professional Officers Incentive Pay (HPO IP) and Health Professions Officer Board Certified Pay (HPO BCP).

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] 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, he exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board made the following findings:

a. In accordance with references (b) through (e), 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.

b. On 1 May 2009, Petitioner graduated from [REDACTED] University with a Bachelor of Science.

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c. On 4 November 2010, Petitioner signed NAVPERS 1000/4, Officer Appointment Acceptance and Oath of Office for an inactive duty commission and also signed NAVCRUIT 1131/131, Armed Forces Health Professions Scholarship Program Service Agreement.

d. On 18 May 2014, Petitioner graduated from [REDACTED] Institute of Technology College of Osteopathic Medicine with a Doctor of Osteopathic Medicine Degree.

e. On 19 May 2014, Petitioner signed NAVPERS 1000/4, Officer Appointment Acceptance and Oath of Office for an active duty commission.

f. Petitioner's Active Duty Service Date is 7 June 2014.

g. Petitioner reported to [REDACTED] for duty from 9 June 2014 through 2 July 2018. Petitioner completed Internship Training in Psychiatry from 1 July 2014 to 30 June 2015 and Residency Training from 1 July 2015 to 30 June 2018.

h. On 3 August 2018, Petitioner reported to [REDACTED] for duty.

i. On 18 December 2018, American Board of Psychiatry and Neurology notified Petitioner of passing the Psychiatry certification examination on 24 September 2018.

j. On 27 December 2018, Petitioner submitted a request to BUMED for HPO BCP from 25 September 2018.

k. On 18 August 2020, Petitioner detached [REDACTED] and reported to [REDACTED] on 19 August 2020 for duty.

l. 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 references (b) through (e), Petitioner met the eligibility criteria for Psychiatry HPO IP and HPO BCP. However, because of administrative oversight, Petitioner's incentive were not appropriately processed. Although the proper administrative requirement 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:

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Petitioner submitted Psychiatry HPO IP and 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" HPO IP annual rate of "\$20,000" for the period of 29 September 2018 through 30 June 2022 and HPO BCP with an annual rate of \$6,000 from 25 September 2018 to 30 June 2022.

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.

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

