



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

██████████
Docket No. 1553-23
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552
(b) FY20 through FY22 Navy AC MSC Special Pay Guidance

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by BUMED, 21 Apr 23
(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 to retroactive Health Professional Officers (HPO) Incentive Pay (IP) from 1 December 2020 through 30 September 2022. Additionally, Petitioner request HPO Board Certified Pay (BCP) from 23 September 2020 through 30 September 2022.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 27 April 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. On 1 September 2020, Petitioner received a Master of Health Services from ██████████
██████████.

b. On 8 September 2020, Petitioner initially certified as a Physician Assistant by the National Commission on Certification of Physician Assistants; certification remains valid until 31 December 2024.

c. On 22 September 2020, Petitioner discharged to accept commission in same branch of service.

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d. On 23 September 2020, Petitioner commissioned in U.S. Navy and reported to [REDACTED], for duty under instruction on 10 October 2020.

e. On 12 November 2020, Petitioner detached [REDACTED] and reported to [REDACTED] for duty.

f. On 1 October 2022, Petitioner started to receive HPO IP and HPO BCP.

g. In the advisory opinion, 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),¹ Petitioner met the eligibility criteria for Physician Assistant HPO IP and HPO BCP. However, because of administrative oversight, Petitioner's special pays 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:

Petitioner submitted HPO IP and HPO BCP request packages in a timely manner, and both were approved by cognizant authority.

This change will entitle Petitioner to Physician Assistant HPO IP with an annual rate of \$5,000 for the period of 1 December 2020 to 30 September 2022, and HPO BCP with an annual rate of \$6,000 for the period of 23 September 2020 to 30 September 2022.

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.

¹ Reference (b), the eligibility date of HPO IP shall be calculated from the completion of the qualifying training plus three months. Entitlement to HPC 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. Additionally, reference (b) specified fully qualified IP rate/year (with or without retention bonus) was \$5,000 and the 1-year (prorated monthly) for BCP was \$6,000.

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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.

5/9/2023

[REDACTED]

Deputy Director

Signed by: [REDACTED]