



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

██████████
Docket No. 4861-23
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552
(b) FY23 Navy AC MC Special Pay Guidance

Encl: (1) DD Form 149 w/attachments
(2) Advisory Opinion by BUMED, 8 Aug 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 retroactive entitlement to General Internal Medicine Health Professional Officers Incentive Pay (HPO IP) beginning 30 September 2022.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 19 September 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 8 May 2015, 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.

b. On 18 May 2019, Petitioner received Doctor of Medicine from ██████████. On 28 May 2019, Petitioner signed NAVPERS 1000/4, Officer Appointment Acceptance and Oath of Office for an active duty commission. On 3 June 2019, Petitioner entered active duty, and reported to NMTE Portsmouth for duty.

c. On 1 July 2020, Petitioner commenced Internal Medicine Residency.

d. On 9 December 2020, ██████████ Department of Health Professions issued Petitioner Medicine License.

e. On 30 June 2022, Petitioner completed residency.

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f. Petitioner's Master Military Pay Account reflects IP was processed effective 25 May 2023.

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 General Internal Medicine HPO IP. However, because of administrative oversight, Petitioner's IP package was not processed in a timely manner, the Board determined under this circumstance, relief is warranted

RECOMMENDATION

That Petitioner's naval record be corrected, where appropriate, to show that:

Petitioner submitted General Internal Medicine HPO IP request package in a timely manner, and was approved by cognizant authority.

This change will entitle Petitioner to General Internal Medicine HPO IP with an annual rate of \$43,000 for the period of 30 September 2020 through 24 May 2023. Note: The Defense Finance and Accounting Service will conduct an audit of Petitioner's pay records to determine retroactive General Internal Medicine HPO IP 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.

10/2/2023

[REDACTED]

Deputy Director

Signed by: [REDACTED]

¹ Reference (b), Specialty Incentive Pay eligibility is three months after completion of residency or fellowship, must be licensed, and reported to next command where privileged and practicing specialty, and continue to remain licensed, privileged and practicing from the date forward to be eligible for incentive pay. General Internal Medicine are entitled to HPO IP in the amount of \$43,000 per year.