



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

██████████
Docket No. 5877-23
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) FY21 and FY22 Navy AC MSC Special Pay Guidance

Encl: (1) DD Form 149 w/attachments
(2) Advisory Opinion by BUMED, 15 Sep 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 her naval record be corrected to establish retroactive entitlement to the Clinical Psychologists Health Professions Officer Incentive Pay (HPO IP) from February 2021 to October 2022.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 28 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, she 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 reference (b), the eligibility date of HPO IP shall be calculated from the completion of the qualifying training plus three months. Fully qualified IP rate per year (with or without retention bonus) was \$5,000.

b. In May 2014, Petitioner earned a Bachelor of Arts in Psychology from ██████████
██████████.

c. On 15 August 2019, Petitioner accepted regular commission.

d. On 1 September 2019, Petitioner awarded a Doctorate of Philosophy with a major in Counseling/Psychology from the ██████████.

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e. On 13 September 2019, Petitioner entered active duty.

f. Petitioner was assigned to [REDACTED], [REDACTED] for temporary duty from 14 September 2019 to 18 October 2019. Thereafter, Petitioner reported to [REDACTED] for duty on 21 October 2019.

g. On 11 September 2020, Petitioner awarded License [REDACTED] as a Clinical Psychologist with an expiration of 30 June 2024.

h. On 3 November 2020, Psychology Training Director, [REDACTED] verified Petitioner completed the one-year [REDACTED] training from 21 October 2019 to 3 November 2020 in Clinical Psychology.

i. On 19 February 2021, Petitioner detached [REDACTED] and reported to [REDACTED] for duty on 1 March 2021.

j. Petitioner's Master Military Pay Account reflects HPO IP began on 17 October 2022.

k. 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), Petitioner met the eligibility criteria for Clinical Psychologist HPO IP from 3 February 2021 through 16 October 2022. However, because of administrative oversight, Petitioner's special pay was not appropriately processed. Although the proper administrative requirements were not completed, the Board agreed, under this circumstance, relief is warranted.

RECOMMENDATION

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

Petitioner submitted Clinical Psychologist HPO IP request package in a timely manner, and was approved by cognizant authority.

This change will entitle Petitioner to Clinical Psychologist HPO IP at the annual rate of \$5,000 for the period of 3 February 2021 through 16 October 2022.

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

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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.

10/14/2023

