

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]
[REDACTED]

BOARD DATE: 4 August 2023

DOCKET NUMBER: AR20230001772

APPLICANT REQUESTS: Health Professions Officer Board Certification Pay (HPO BCP) effective 1 October 2020.

APPLICANT'S SUPPORTING DOCUMENT(S) CONSIDERED BY THE BOARD:

- DD Form 149 (Application for Correction of Military Record)
- Email communication, 3 November 2022
- Memorandum, Subject: Request for HPO BCP, 3 November 2022

FACTS:

1. The applicant states she has been eligible for the HPO BCP since 1 October 2020. The original request/paperwork was never filed. She is requesting that her record be updated and that backpay for her "HPO BCP" be given. The original request for HPO BCP was never filed/lost during COVID-19 minimal staffing mandates.

2. A review of the applicant's military record shows the following:

- a. She enlisted in the U.S. Army Reserves (USAR) as a cadet on 25 August 2004.
- b. On 31 August 2004, DA Form 597-3 (Army Senior Reserve Officers' Training Corps (ROTC) Scholarship Cadet Contract) shows she enrolled as an ROTC Scholarship Cadet at Texas Christian University (TCU).
- c. She obtained her Bachelor of Science in Nursing from TCU on or about 13 May 2006.
- d. DA Form 71 (Oath of Office - Military Personnel) shows she was appointed as a Reserve commissioned officer and executed an oath office on 30 June 2006.
- e. Orders Number 188-3-A-2159 published by Headquarters, U.S. Army Cadet Command, ordered the applicant to active duty, effective 8 July 2006.

f. DA Forms 1059 (Service School Academic Evaluation Report) show she achieved course standards for the following courses:

- Army Medical Department (AMEDD) Officer Basic Leaders Course
29 November 2006
- Emergency Nursing Course, 24 November 2010

g. On 21 November 2011 and 16 September 2015, she was approved for Specialty Registered Nurse Incentive Special Pay in the amount of \$20,000 a year, for 4-years, paid in a one-time lump sum each year of the agreements as a Certified Emergency Nurse.

h. Multiple documents show the applicant was licensed as a Registered Nurse on 13 June 2006 with an expiration date of 13 July 2022. She was also certified as an Adult-Gerontology Acute Care Nurse Practitioner on 1 October 2020 with an expiration date of 30 September 2025. Her American Nurses Credentialing Certification Card shows her certification is valid from 8 October 2020 to 7 October 2025.

3. The applicant provides:

a. Email communication dated 3 November 2002, between her and the Brooke Army Medical Center G-1, Senior Human Resources Specialist, AMEDD HPO Special Pay discussing her request for HPO BCP. The applicant was informed that she had been eligible for BCP since 1 October 2020, and the monies will need to be petitioned via the Army Board for Corrections of Military Records.

b. Memorandum, Subject: Request for HPO BCP, dated 3 November 2022, which shows she requested HPO BCP in the amount of \$6,000.00 a year paid on a monthly basis in area of concentration 66T (Emergency Nursing).

4. On 30 April 2023, the Office of The Surgeon General (OTSG), Chief, Special Pay Branch, provided an advisory opinion for this case and stated:

a. The applicant requests retroactive payment for the HPO BCP at \$6,000.00/year, effective 1 October 2020, the date of HPO BCP certification.

b. A review of the applicant's submitted documentation, special pay and finance records indicate that although eligible on 1 October 2020, the HPO BCP contract was not initiated until 4 October 2022. As such, the Officer is eligible to receive \$12,050.00 (1 October 2020-30 September 2021); \$6,000.00; 1 October 2021-3 October 2022: \$6,050.00). The exact arrears payment is calculated by Defense Finance and Accounting Service-Indianapolis.

5. On 4 May 2023, the applicant was provided a copy of the OTSG advisory opinion for comments and/or rebuttal. She did not respond.

BOARD DISCUSSION:

After reviewing the application, all supporting documents and the evidence found within the military record, the Board found that relief was warranted. The Board carefully considered applicant's contentions, the military record regulatory guidance and other supporting documentation as provided. The Board agreed that the applicant was eligible for HPO BCP special pay. However, all monies due would be based on the date the contract was initiated, 4 October 2022. Based on the preponderance of evidence available for review, the Board determined the evidence presented sufficient to warrant a recommendation for partial relief.

BOARD VOTE:

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| █ | █ | █ | GRANT FULL RELIEF |
| : | : | : | GRANT PARTIAL RELIEF |
| : | : | : | GRANT FORMAL HEARING |
| : | : | : | DENY APPLICATION |

BOARD DETERMINATION/RECOMMENDATION:

The Board determined the evidence presented was sufficient to warrant a recommendation for relief. As a result, the Board recommends that all Department of the Army records of the individual concerned be corrected to show she was eligible for the following:

- \$6,000.00 for the period 1 October 2020 – 30 September 2021
- \$6,050.00 for the period 1 October 2021 – 3 October 2022

The exact amount of which to be determined by DFAS.

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I certify that herein is recorded the true and complete record of the proceedings of the Army Board for Correction of Military Records in this case.

ADMINISTRATIVE NOTE(S): N/A

REFERENCES:

1. Department of Defense Financial Management Regulation, Volume 7A section 050501 states to be eligible for HPO BCP a member must be serving in an Active Component or Reserve Component of a Military Service and entitled to basic pay under Title 37, United States Code (USC), section 204 or compensation pursuant to Title 37, USC, section 206; Serving on active duty or in an active Reserve status in a designated health professional specialty. Have a post-baccalaureate degree in a clinical specialty and be certified by a professional board in a designated health profession clinical specialty. Section 050502 states HPO BCP is payable in an amount of \$6,000.00, to be prorated monthly.

2. Department of Defense Instruction (DODI) 6000.13, currently in effect, states special pays for officer in a health profession are additional to any other pay or allowance to which the officer is entitled. To be eligible, an officer must sign an agreement that specifies the amount of the bonus and method of payment, as well as the period of obligated service for the pay. The participant must have a current, valid, and unrestricted license, and must maintain all licensing, credentialing, specialty qualifications, and privilege requirements. The special pay may be terminated if the officer fails to fulfill the conditions of the agreement, or by the Secretary concerned for reasons such as a loss of privileges, Court-martial conviction, or failure to maintain a current, unrestricted license.

//NOTHING FOLLOWS//