

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 16 January 2024

DOCKET NUMBER: AR20230004626

APPLICANT REQUESTS: retroactive payment of Health Professions Officer Incentive Pay (HPO IP), effective 24 March 2022.

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

- DD Form 149 (Application for Correction of Military Record)
- Privileged Provider Information Report
- Diploma, Master of Physician Assistant Studies
- State License

FACTS:

1. The applicant states she graduated Physician Assistant school (IPAP) 2/4/2022. She became NCCPA board-certified on 2/25/2022. She was credentialed and privileged at Womack Army Community Hospital on 3/24/2022 at Fort Bragg, NC. She was enrolled in special pay for Board Certification pay but was unaware it was a separate process to enroll in special pay for Incentive Pay. Her local Special Pay Clerk said she can grant her Incentive Pay back pay to the beginning of the fiscal year, October 2022, but to recoup back pay beyond the fiscal year, March to October 2022, that she needed to file for a pay correction here. Per HPO special pay guidelines, she is entitled to incentive pay from the day she became a privileged provider which was 3/24/2022.

2. Review of the applicant's service records shows:

a. Having had prior enlisted service in addition to a Senior Reserve Officer's Training Corps contract, the applicant was appointed a Reserve commissioned officer and executed an oath of office on 8 October 2015.

b. She earned a Master of Physician Assistant Studies on 17 December 2021.

c. She was appointed a Regular Army commissioned officer, Army Medical Specialist Corps, on 20 July 2021. She was certified and issued a Physician Assistant license on 25 February 2022.

d. She was credentialed and privileged at Womack Army Community Hospital, Fort Bragg (Liberty), NC on 24 March 2022.

3. The Office of The Surgeon General (OTSG) provided an advisory opinion in the processing her case. An OTSG official restated her request for retroactive Health Professions Officer Incentive Pay (HPO IP), effective 20220324, and stated based on review of the supporting documentation, policy, special pay, and finance data, the applicant was eligible (met all requirements) to receive the \$5,000/yr. HPO IP effective 20220324-20220930. The Officer is eligible to receive the HPO IP (\$5,000.00/yr.) totaling \$2,597.22 for the above time frame. The exact arrears payment is determined by DFAS-IN.

4. The applicant responded to the advisory opinion by email indicating she had reviewed the advisory opinion and agrees with it. She also inquired about the next step and/or when to expect processing of the pay.

#### 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 applicant's contentions, the military record, and regulatory guidance were carefully considered. The applicant requests retroactive Health Professions Officer Incentive Pay (HPO IP) (residency) effective, 24 March 2022. The Board reviewed and agreed with the OTSG advisory official's finding that the applicant was eligible (met all requirements) to receive the \$5,000/yr. HPO IP effective 20220324-20220930. The applicant is eligible to receive the HPO IP (\$5,000.00/yr.) totaling \$2,597.22 for the above time frame. The exact arrears payment is determined by DFAS-IN.

BOARD VOTE:

Mbr 1      Mbr 2      Mbr 3

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

BOARD DETERMINATION/RECOMMENDATION:

The Board determined the evidence presented is 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 by:

- showing the applicant timely submitted the appropriate form/contract for eligibility for payment of Health Professions Officer (HPO) Incentive Pay (IP) at the appropriate rate for the period 24 March 2022 to 30 September 2022
- showing the appropriate office timely received and approved her request for payment, less any interim HPO IP the applicant may have already received

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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.

REFERENCES:

1. DODI 6000.13 defines HPO (Health Professions Officer) as officers designated as a medical officer, dental officer, veterinary officer, medical service officer or biomedical sciences officer, medical specialist, or a nurse.

2. DOD 7000.14-R, Financial Management Regulation, Volume 7A, Chapter 5 authorizes various incentive pays for a variety of medical specialties. HPO Incentive Pay (IP) is authorized for certain specialties at the rate of \$5,000/year. Eligibility date begins not earlier than upon completion of qualifying training and date of privileging or licensure as an HPO. The HPO must execute a binding written IP agreement to remain on active duty beginning on the agreement effective date.

//NOTHING FOLLOWS//