

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 16 January 2024

DOCKET NUMBER: AR20230004872

APPLICANT REQUESTS: retroactive Health Professions Officer Incentive Pay (HPO IP) (residency) effective 1 June 2022.

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

- DD Form 149 (Application for Correction of Military Record)
- Leave and Earnings Statements, June through September 2022

FACTS:

1. The applicant states she has not received her incentive pay as a 61F from 1 June 2022 - present day. A memorandum has been sent to her commander for approval for back pay from 10 October 2022 to present day. However, due to crossover into prior fiscal year, she is submitting this application for back pay from 1 June 2022 to 30 September 2022, which is 4 months for total of \$400. In consideration of payment of IP under title 37, U.S. Code, section 335 and DoDI 6000.13, she has read the current Army Active Component Health Progressions Officer Special and Incentive pay Plan and she qualifies for the requested IP. She has one year retainability on active duty to activate this agreement from which it was supposed to begin on 1 June 2022. She is currently credentialed. She is practicing at a facility designated by the Army (Tripler Army Medical Center (AMC) in Honolulu, HI) in the specialty for which the IP is being paid (Internal medicine, 61F). The army agrees to pay IP at a rate of \$1,200 per year, prorated monthly.

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

a. The applicant was appointed a Regular Army medical service corps officer and executed an oath of office on 26 May 2018.

b. Following completion of medical school at the Uniformed Services University of the Health Sciences, and promotion to captain in May 2022, the applicant was assigned as an Internal Medicine Intern at Tripler AMC, HI in June 2022. She was enrolled in the internship program on 1 July 2022.

3. On 28 September 2023, the Office of The Surgeon General, Special Pay, provided an advisory opinion in the processing of this case. An advisory official restated the applicant’s request for retroactive Health Professions Officer Incentive Pay (HPO IP) effective, 20220601 and stated after review of supporting documentation, policy, special pay, and finance data, the advisory official stated the officer is ineligible for the requested date as they were not enrolled in the internship program until 20220701. As such, the officer is eligible to receive \$300.00 for the Intern HPO IP for the 20220701-20220930 timeframe. The exact arrears payment is determined by DFAS-IN.

4. The applicant was provided with a copy of this advisory opinion to give her an opportunity to provide a response/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 partially 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, 1 June 2022. The Board reviewed and agreed with the OTSG advisory official’s finding that the applicant was ineligible for the requested date as she was not enrolled in the internship program until 1 July 2022. As such, the Board agreed that the applicant is eligible to receive \$300 for the Intern HPO IP for the period 1 July 2022 to 30 September 2022. The exact arrears payment is determined by DFAS-IN.

BOARD VOTE:

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
:	:	:	GRANT FULL RELIEF
■	■	■	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
:	:	:	DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

1. The Board determined the evidence presented is sufficient to warrant a recommendation for partial 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 1 July 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

2. The Board further determined the evidence presented is insufficient to warrant a portion of the requested relief. As a result, the Board recommends denial of so much of the application that pertains to the payment of retroactive Health Professions Officer Incentive Pay (HPO IP) (residency) effective 1 June 2022.

[REDACTED]

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. For General Medical Officer , the incentive pay is \$20,000/year prorated monthly, for Initial Residency (Post Graduate Year 2) the rate is \$8,000/year, prorated monthly, and for Internship is \$1,200/year prorated monthly. 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//