

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: ██████████

BOARD DATE: 23 February 2024

DOCKET NUMBER: AR20230005518

APPLICANT REQUESTS: retroactive Health Professions Officer Board Certification Pay (HPOBCP), for the period 1 August 2021 to 30 September 2022.

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

- DD Form 149 (Application for Correction of Military Record)
- Request for HPOBCP, dated 4 May 2023
- State Board of Registered Nursing - Nursing License
- Adult-Gerontology Clinical Nurse Specialist Certificate
- Board Certification Verification
- License Verification

FACTS:

1. The applicant states she was eligible for HPOBCP on 1 August 2021 to 30 September 2022. Her current BCP agreement starts on 1 October 2022 to 31 July 2026. She is requesting HPOBCP retroactive pay of 13 months in the amount of \$6,500.00 (\$6,000.00 annually/\$500.00 prorated monthly) per Fiscal Year 2022 HPO Special Pay Plan. There was a delay from the U.S. Army Human Resources Command (HRC) to assign ASI (Additional Skill Identifier) on her ORB (Officer Record Brief) to meet policy packet requirements for specialty pay and when documents were submitted to unit pay official, the supporting documents were uploaded to system, but no specialty pay contract was generated.

2. A review of the applicant's service records shows:

a. She executed an oath of office on 10 October 2007 and was appointed a commissioned officer of the Army.

b. She served in a variety of assignments and was promoted to major, Nursing Corps, on 1 August 2017.

3. On 29 November 2023, the Office of The Surgeon General (OTSG), Special Pay Branch, provided an advisory opinion in the processing of this case. A review of

supporting documentation, policy, special pay, and finance data shows the officer was eligible (met all requirements) to receive the \$6,000/year HPOBCP. The officer is eligible to receive the HPOBCP totaling \$7,000.00 for 1 August 2021 to 1 October 2022 (20210801-20211230; \$2,500.00; 20220401-20220930; \$4,500.00). The exact arrears payment is determined by DFAS-IN.

4. The applicant was provided with a copy of this advisory opinion and given an opportunity to respond. She responded via email agreeing with the advisory opinion, that she is eligible to receive the HPOBCP totaling \$7,000.00 for 1 August 2021 to 1 October 2022.

#### BOARD DISCUSSION:

1. 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.

2. The Board found the evidence confirms the applicant was eligible to receive the HPOBCP for the period 1 August 2021 to 1 October 2022 and concurred with the advisory provided by the U.S. Army Human Resources Command. The Board determined the applicant should be paid the incentive. The Board defers to the Defense Finance and Accounting Service (DFAS) for calculation of payment.

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 paying the applicant the HPOBCP for the period 1 August 2021 to 1 October 2022 at the applicable rate.

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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. 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//