

IN THE CASE OF: [REDACTED]

BOARD DATE: 14 March 2024

DOCKET NUMBER: AR20230006386

APPLICANT REQUESTS: Exception to Policy (ETP) to receive Health Professions Officer (HPO) Board Certification Pay (BCP) effective 21 July through 30 September 2022.

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

- DD Form 149 (Application for Correction of Military Record)
- DD Form 149 (Hardcopy)
- San Diego State University diploma
- American Board of Physical Therapy Specialties Certificate

FACTS:

1. The applicant states in effect, he requests an ETP to receive retroactive HPO BCP for the period of 21 July through 30 September 2022. When he joined the Army as a direct commissioned officer on 21 July 2022, he was a board certified Physical Therapist. He completed his initial training at Fort Sill, OK, and was assigned to Fort Leavenworth, KS, at Munson Army Health Center. While at Fort Sill, he was advised to apply for his HPO BCP upon arrival at his first permanent duty assignment. When doing so, his unit Human Resources professional told him that he could only receive HPO BCP for the current fiscal year. His license and board certifications are current.

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

a. On 22 May 2020, the applicant was awarded a Doctor of Physical Therapy (DPT) Degree from [REDACTED].

b. DA Form 5074-R (Record of Award of Entry Grade Credit (Health Service Officers)) shows the applicant was granted his DPT on 22 May 2020 from [REDACTED]. He completed his Orthopedic Physical Therapy Residency at the [REDACTED] Division of Physical Therapy during the period of 1 September 2020 through 1 September 2021.

c. On 10 May 2022, Orders Number 0522-130-SG10-7, issued by the U.S. Army Human Resources Command (HRC), appointed the applicant in the Regular Army in the Medical Specialist Corps in the rank of captain.

d. On 10 May 2022, Orders Number A-05-200441, issued by HRC, ordered the applicant to active duty to fulfill his active duty requirement in a voluntary indefinite status, effective 21 July 2022.

3. The applicant provides:

a. [REDACTED] diploma which shows the applicant completed his Doctor of Physical Therapy degree on 22 May 2020.

b. American Board of Physical Therapy Specialties Certificate shows the applicant was granted certification as a board certified clinical specialist in Orthopaedic Physical Therapy on 1 July 2022.

4. On 24 October 2023, in the processing of this case, the Office of the Surgeon General provided an advisory opinion regarding the applicant's request for retroactive HPO BCP effective 21 July 2022. The advisory official stated after review of the applicant's documents and finance records it was determined he was eligible to receive HPO BCP effective 21 July 2022. The applicant is eligible to received HPO BCP for the period of 21 July through 30 September 2022 in the amount of \$1,166.66. The exact arrears amount will be determined by the Defense Finance and Accounting Service.

5. On 26 October 2023, the Army Review Boards Agency, Case Management Division provided the advisory opinion for review and comment. On 26 October 2023, the applicant responded via e-mail stating he did not have any additional comments.

BOARD DISCUSSION:

1. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found relief is not warranted.

2. The Board concurred with the conclusion of the advisory official that the applicant was authorized HPO BCP for the period 21 July through 30 September 2022. The Board determined his record should be corrected to show a timely request for HPO BCP was submitted and approved and he should be paid HPO BCP for the period in question.

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 to show a timely request for HPO BCP was submitted and approved for the period 21 July through 30 September 2022. As a result of this correction, the applicant should be paid HPO BCP for this period at the applicable rate.

6/25/2024

X

CHAIRPERSON

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. Title 37 United States Code (USC), section 335 (Special bonus and incentive pay authorities for officers in health professions), (b) Health Professions Incentive Pay. The Secretary concerned may pay incentive pay under this section to an officer in a regular or reserve component of a uniformed service who: (1) is entitled to basic pay under section 204 of this title or compensation under section 206 of this title; and (2) is serving on active duty or in an active status in a designated health profession specialty or skill. (e) (Maximum Amount and Method of Payment), (1) Maximum amount. The Secretary concerned shall determine the amounts of a bonus or incentive pay to be paid under this section. Board certification incentive pay under subsection (c) may not exceed

\$6,000.00 for each 12-month period an officer remains certified in the designated health profession specialty or skill.

2. Department of Defense Instruction 6000.13 (Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs)), to establish policy, assign responsibilities, and prescribe procedures for: a. Military Department payment of incentives and bonuses to HPOs pursuant to section 335 of Title 37, USC, Paragraph 10 f. Board Certification Pay. To be eligible for BCP, an HPO must: (1) Be entitled to basic pay under section 204 of Reference (c) or compensation under section 206 of Reference (c). (2) Have a post-baccalaureate degree in a clinical specialty. A post-master's certificate acceptable to the Secretary concerned can satisfy this requirement. (3) Be certified by a professional board in a designated health profession clinical specialty. (4) Be serving on AD or in an active status in the specialty of the board certification.

//NOTHING FOLLOWS//