

IN THE CASE OF: [REDACTED]

BOARD DATE: 7 November 2024

DOCKET NUMBER: AR20230006535

APPLICANT REQUESTS:

- in effect, correction of his record to show he was paid Health Professions Officer Incentive Pay (HPO IP) at \$1,200 per year from June 2021 through May 2023
- Optometry Specialty Pay of \$100 per month from May 2023 to present

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

- DD Form 149 (Application for Correction of Military Record)
- Orders A-05-100568, 5 May 2021 (Ordered to Active Duty)
- Optometry License, 28 May 2021
- DA Form 4187 (Personnel Action), 18 April 2023
- Memorandum, reference: Arrival Date, 18 April 2023
- Email, reference: Optometry Special Pay Question, 14 May 2023
- Soldier Talent Profile, 23 May 2023

FACTS:

1. The applicant states he is an optometrist in the Army. According to his U.S. Army Human Resources Command (AHRC) representative, he is entitled to \$1,200 per year in optometry specialty pay. He entered the Army as a direct commission in June 2021 but has not received any of the \$1,200 per year specialty pay. He would like to be back paid for his time from June 2021 through May 2023 and he would like to start receiving the optometry specialty pay of \$100 per month from here on out. He believes it was not added into his pay when he in-processed at Joint Base Lewis-McChord since optometry is such a small profession and is not well known. He did not know about the HPO IP when he direct commissioned but every optometrist in the Army he has talked to says he should be receiving it and needs to be back paid for the time he was not paid.

2. The applicant provides the following documents:

a. Orders A-05-100568, published by AHRC, 5 May 2021 which ordered him to active duty with a report date of 21 June 2021. His area of concentration (AOC) is 67F (Optometry).

b. ██████████ Department of Commerce Active License, Optometrist which is effective 28 May 2021 and expires on 30 September 2024.

c. DA Form 4187 (Personnel Action), 18 April 2023, shows he is requesting optometry specialty pay. The request was approved by the battalion S-1 noncommissioned officer.

d. Email from the 67F AHRC representative, 14 May 2023 states in pertinent part, he should be receiving optometry specialty pay (\$1,200/annually paid monthly).

3. The applicant's service record contains the following documents:

a. College transcripts, which show his majors were Post Baccalaureate Pre-Health and Exercise Science. His ██████████ transcript, 20 December 2017, shows he took classes in optometry.

b. DA Form 71 (Oath of Office - Military Personnel) shows he took the oath of office as a Reserve Commissioned Officer on 13 April 2018.

c. Order 0521-125-SG05-04, published by AHRC, 5 May 2021, shows he was appointed in the Regular Army Medical Service Corps effective on the execution of the oath of office.

d. DA Form 1059 (Service School Academic Evaluation Report) shows he completed the Army Medical Department Basic Officer Leader Course from 7 October 2021 through 3 December 2021.

e. His service record is void of a signed HPO IP contract and documentation showing he is licensed in optometry.

4. On 10 May 2023, the Office of The Surgeon General responded to a request for information, stating the special pay branch is unable to provide an advisory opinion as they do not have the required documents to do so. Further, the documents were requested from the applicant but never received. A screen shot of the tasker states the tasker was returned without action pending proof of credentialing in 2021.

BOARD DISCUSSION:

After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found that relief was not warranted. The Board carefully considered the applicant's record of service, documents submitted in support of the petition and executed a comprehensive review based on law, policy, and regulation. Upon review of the applicant's petition, available military records, and the information

provided by the Office of the Surgeon General, the Board denied relief. The Board determined the applicant has not provided the appropriate evidence and/or documentation to the appropriate office for relief, making it incomplete for submission and approval. The Board recommends the applicant complete the required application in its entirety and submit through the appropriate organization for processing. The Board concluded there was no error or injustice and denied relief.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

: : : GRANT FULL RELIEF

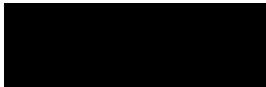
: : : GRANT PARTIAL RELIEF

: : : GRANT FORMAL HEARING

■ ■ ■ DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

The evidence presented does not demonstrate the existence of a probable error or injustice. Therefore, the Board determined the overall merits of this case are insufficient as a basis for correction of the records of the individual concerned.



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.

REFERENCE:

Department of Defense Financial Management Regulation, Volume 7A (Health Professions Special (HPS) and Incentive Pay (IP) Plan) provides that subject to acceptance by the Secretary of the Army, a Health Professions Officer (HPO) who is eligible for and not in an existing Retention Bonus agreement, and who is no longer obligated pursuant to a previous IP agreement, may enter into a new 1-year IP agreement at the rate in the HPS&IP plan. IP agreements must be for at least 1 year and cannot be prorated. Optometrists are entitled to the \$1,200.00 (annually) prorated monthly.

//NOTHING FOLLOWS//