

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 26 March 2024

DOCKET NUMBER: AR20230007625

APPLICANT REQUESTS: in effect, retroactive entitlement to Health Professions Officer Incentive Pay (HPO IP) (residency) and HPO Board Certification Pay (HPO BCP) paid out in fiscal year (FY) 2021.

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

- DD Form 149 (Application for Correction of Military Record)
- Bachelor of Science Diploma, dated 14 August 2020
- Master of Physician Assistant Studies Diploma, dated 13 August 2021
- Interservice Physician Assistant Program (IPAP) Diploma, dated 4 October 2021
- Physician Assistants National Certification, dated 28 October 2021
- Application for Clinical Privileges/Medical Staff Appointment, 20 December 2021

FACTS:

1. The applicant states he was unaware the HPO BCP and HPO IP were afforded to military healthcare providers and he did not create a packet to initiate the pay action until FY23. He was licensed and credentialed to provide medical care and treatment in October and December 2021, respectively.

2. The applicant provides the following documents:

a. His diplomas for completion of the following:

- Bachelor of Science, 14 August 2020
- Master of Physician Assistant Studies, 13 August 2021
- IPAP, 4 October 2021

b. A certificate which shows the applicant completed the Physician Assistants National Certifying examination and was initially certified on 28 October 2021.

c. An Application for Clinical Privileges/Medical Staff Appointment shows on 20 December 2021 the applicant was granted privileges to work, or continue working, in a military treatment facility or otherwise within the Military Healthcare System.

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

a. The applicant's service record is void of his appointment order and/or DA Form 71 (Oath of Office); however, his Officer Record Brief shows he was appointed as a Regular Army commissioned officer on 21 October 2014.

b. A DA Form 1059 (Service School Academic Evaluation Report) shows he successfully completed the Chemical, Biological, Radiological, and Nuclear (CBRN) Basic Officer Leadership Course (BOLC) on 21 May 2015.

c. A DA Form 1059 shows on 21 August 2020, the applicant successfully completed Phase 1 of 2 of the IPAP course and was awarded a Bachelor of Science degree.

d. Order 0621-166-SG15-19, dated 15 June 2021 shows he was appointed as a Regular Army commissioned officer in the Medical Specialist Corps on the execution of his oath of office. The service record was void of his DA Form 71.

e. A DA Form 1059 shows on 1 October 2021, the applicant successfully completed Phase 2 of the IPAP course.

4. On 16 November 2023, the Chief, Special Pay Branch, Office of The Surgeon General, rendered an advisory opinion in the processing of this case. He stated the applicant requests retroactive HPO IP/HPO BCP on the earliest effective dates. A review of the supporting documentation, policy, special pay, and finance data shows the [applicant] was eligible to receive the HPO IP and HPO BCP. The [applicant] is eligible to receive the HPO IP (\$5,000/yr) in the amount of \$3,902.77 for the 20211220-20220930 timeframe. The [applicant] is also eligible to receive the HPO BCP (\$6,000.00/yr) for the 20211028-20220930 timeframe, in the amount of \$5,533.33. The exact arrears payment is determined by Defense Finance and Accounting Service.

5. On 22 November 2023, the advisory opinion was forwarded to the applicant for his acknowledgment and/or response. The applicant has not provided a response to date.

6. By law, to be eligible for HPO IP, an HPO BCP, the applicant must be: Serving in an Active component or Reserve component of a military service and entitled to basic pay under 37 USC 204 or compensation pursuant to 37 USC Section 206; serving on active duty or in an active Reserve status in a designated health professional specialty

**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 is essentially requesting retroactive payment of HPO IP and HPO BCP on the earliest effective dates. A review of the supporting documentation, policy, special pay, and finance data shows the applicant was eligible to receive the HPO IP and HPO BCP. The Board agreed with the advisor official's finding the applicant is eligible to receive the HPO IP (\$5,000/year) in the amount of \$3,902.77 for the 20211220-20220930 timeframe. The applicant is also eligible to receive the HPO BCP (\$6,000.00/year) for the 20211028-20220930 timeframe, in the amount of \$5,533.33. The exact arrears payment is determined by Defense Finance and Accounting Service.

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 that the evidence presented was 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 request/form for payment of HPO IP for the period 20211220-20220930 timeframe
- Showing the applicant timely submitted the appropriate request/form for payment of HPO BCP (\$6,000.00/year) for the 20211028-20220930 timeframe
- Showing the appropriate office timely received his request and authorized payment as a result of this correction

[Redacted Signature]

[Redacted Title]

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[Redacted Name]

[Redacted Title]

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 7000.14-R, Financial Management Regulation, Volume 7A, Chapter 5 (Health Professions Officer (HPO) Special and Incentive Pay). The purpose of this chapter is to establish policy pertaining to Health Professions Special and Incentive (HPS&I) Pay. Paragraph 6.0 (Incentive Pay) provides in pertinent part; the effective date of the IP agreement will be calculated from the date the member completes the qualifying training plus 3 months. To be eligible for IP, an HPO must be: Serving in an AC or RC of a Military Service and entitled to basic pay under 37 USC Section 204 or compensation pursuant to 37 USC Section 206; serving on AD or in an active Reserve status in a designated health professional specialty; and be eligible as prescribed in paragraph 2.4.
2. Title 37 United States Code, section 335 (Special Bonus Incentive Pay) states the Secretary of the Army may pay Health Professions Incentive Pay to an officer in a Regular or Reserve Component of a uniformed service who is entitled to basic pay under section 204 of this title or compensation under section 206 of this title and is serving on active duty or in an active status in a designated health profession specialty or skill. Health Professions bonus paid may not exceed \$100,000.00 for each 12-month period of obligated service. To receive a bonus under this section, an officer determined to be eligible for the bonus shall enter into a written agreement with the Secretary concerned that specifies, the amount of the bonus; the method of payment of the bonus under subsection (e)(2) (lump sum or installments); the period of obligated service; whether the service will be performed on active duty in an active status in or in a Reserve Component.
3. Department of Defense 7000.14-R (Financial Management Regulation) provides:
  - a. To be eligible for Board Certification Pay (BCP) payable at a rate of \$6,000.00 annually (prorated monthly), Health Professions Officers must:
    - meet the eligibility criteria itemized in paragraph 050204
    - be serving in an Active Component (AC) or an Reserve Component (RC) of a Military Service and entitled to basic pay under Title 37, USC, section 204 or compensation pursuant to 37 USC, Section 206
    - be serving on active duty or in an active Reserve status in a designated health professional clinical specialty
    - have a post-baccalaureate degree in a clinical specialty (a post Master's certificate acceptable to the Secretary concerned can satisfy this requirement)
    - be certified by a professional board in a designated health profession clinical specialty

b. To be eligible for Incentive Pay (IP) as a 61H at a rate of \$43,000.00 (per year), an HPO must be:

- serving in an AC or RC of a Military Service and entitled to basic pay
- serving on Active Duty or in an active Reserve status in a designated health professional specialty
- the effective date of the IP agreement will be calculated from the date the member completes the qualifying training plus 3 months

//NOTHING FOLLOWS//