

IN THE CASE OF: [REDACTED]

BOARD DATE: 29 March 2024

DOCKET NUMBER: AR20230007949

APPLICANT REQUESTS: retroactive payment of Health Professions Officer Board Certification Pay (HPO BCP), effective the date of board certification.

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

- DD Form 149 (Application for Correction of Military Record)
- American Board of Urology Certification, 22 April 2022
- Email from servicing HR Office

FACTS:

1. The applicant states he became board-certified in February 2022. He was told he needed a record ACFT (Army Combat Fitness Test) as well as height/weight to receive board certification pay. At the time, there were no record ACFT or height/weight due to COVID delaying the implementation. This kept him from receiving a little over a year's worth of board certification pay. The criteria required to receive board certification pay was impossible due to no record ACFTs being offered during this period. A record ACFT was not offered at Fort Belvoir Community Hospital until April 2023.

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

a. He was appointed a Reserve commissioned officer of the Army and executed an oath of office on 10 June 2010. He completed the Army Medical Department Basic Officer Leader Course.

b. He entered active duty on 5 June 2014 and served in a variety of assignments. He was promoted to major in May 2020.

c. He provides a letter, dated 22 April 2022, certifying him as a Diplomate of the American Board of Urology, lasting 10 years.

3. On 18 January 2024, the Office of The Surgeon General (OTSG), Army Medical Department (AMEDD) Special Pay Branch provided an advisory opinion based on policy, plan, procedures, and rates. The advisory official restated the applicant's request

for retroactive Health Professions Officer Board Certification Pay (HPO BCP), effective 20220201. A review of supporting documentation, policy, special pay, and finance data, the Officer was eligible (met all requirements) to receive \$6,000/yr. HPO BCP, effective 20220422. The Officer is eligible to receive the incentive in the amount totaling \$5,000.00 for the 20220422-20230421 timeframe. The exact arrears payment is determined by DFAS-IN.

4. The applicant was provided with a copy of this advisory opinion. He did not respond.

BOARD DISCUSSION:

The applicant's contentions, the military record, advisory opinion, and regulatory guidance were carefully considered. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board concurred with the OTSG advisory opinion and found that relief was warranted.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

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| █ | █ | █ | 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:

- a. correcting the record to show the applicant was entitled to Health Professions Officer Board Certification Pay (HPO BCP), effective 20220201.
- b. correcting the record to show the applicant was eligible for and met all the requirements for Health Professions Officer Board Certification Pay (HPO BCP) effective 22 April 2022.
- c. paying him Health Professions Officer Board Certification Pay for the period 22 April 2022 to 21 April 2023; Defense Finance and Accounting Service will determine the exact arrears of payment.

6/6/2024

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, section 335 states the Secretary concerned may pay board certification incentive pay under this section 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 in a designated health profession specialty or skill. 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); the period of obligated service; whether the service will be performed on active duty or in an active status in a Reserve Component; DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5
2. DoD 7000.14-R, Financial Management Regulation, Volume 7A, Chapter 5, states in para 0506, Board Certified Pay, (BCP), sib-para 050601. Entitlement An officer who is entitled to variable special pay under section 0504 and who has a current, valid, unrestricted license or approved waiver and is board certified in accordance with the DoDI 6000.13 is entitled to BCP. BCP monthly rates are shown in Table 5-4.
3. Army Regulation 37-104-4, (Military Pay and Allowances Policy) states, only the Director, DFAS-IN may make settlement actions affecting the military pay accounts of soldiers as a result of correction of records by the Army Board for Correction of Military Records (ABCMR) per provisions of AR 15-185.

//NOTHING FOLLOWS//