

IN THE CASE OF: [REDACTED]

BOARD DATE: 2 May 2024

DOCKET NUMBER: AR20230009977

APPLICANT REQUESTS: exception to policy to receive retroactive Health Professions Officer Incentive Pay (HPO IP) (residency) effective, 1 July through 30 September 2022.

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

- DD Form 149 (Application for Correction of Military Record)
- Department of Commerce and Consumer Affairs (DDCA) – [REDACTED] Professional Vocational Licensing
- Headquarters (HQs), Tripler Army Medical Center Memorandum, Subject: Administrative Leave and Extension in Training for Captain (CPT) [REDACTED] (the applicant)
- HQs, Tripler Army Medical Center Memorandum, Subject: Authorization for Temporary Duty and Written Instructions for Resident Educational Assignment at a Participating Site
- Defense Travel System (DTS) Travel Authorization
- Tripler Army Medical Center letter

FACTS:

1. The applicant requests retroactive HPO IP for the period 1 July through 30 September 2022 in the amount of \$8,000.00 per year to be paid prorated monthly for her Area of Concentration (AOC) 60W (Psychiatry) and \$43,000.00 per year following completion of her Psychiatry Residency. Due to changes in the HPO Special Pay and IP program and challenging medical needs related to the birth of her child, she did not receive the appropriate HPO IP for the requested period.

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

a. On 4 August 2014, the applicant executed her oath of office and was appointed a Reserve commissioned officer in the rank/grade of second lieutenant (2LT)/O-1.

b. On 15 August 2014, Orders Number C-08-411408, issued by the U.S. Army Human Resources Command (HRC), the applicant was appointed in the rank of 2LT

and assigned to the U.S. Army Reserve Control Group (Officer Active Duty Obligor), effective 4 August 2014.

c. DA Form 1059 (Service School Academic Evaluation Report) shows the applicant achieved course standards for the Army Medical Department Basic Officer Leadership Course during the period of 13 June through 25 July 2015.

d. On 26 March 2018, Orders Number A-03-800266, issued by HRC, ordered the applicant to active duty, effective 1 June 2018, to accept a Regular Army appointment.

e. On 18 May 2018, the applicant was awarded her Doctor of Medicine degree from the University of Utah.

f. On 1 June 2018, the applicant executed her oath of office and was appointed a Regular Army commissioned officer in the Medical Corps in the rank/grade of CPT/O-3.

g. On 1 July 2018, the State ██████████ Department of Commerce and Consumer Affairs Professional and Vocational Licensing issued the applicant her license.

h. On 5 September 2018, the applicant requested and was approved for the Army to pay her \$1,200.00 per year HPO IP to be prorated monthly in AOC 60W.

i. On 2 August 2019, the applicant requested and was approved for the Army to pay her \$8,000.00 per year HPO IP to be prorated monthly in AOC as a 60.

3. The applicant provides:

a. The DDCA Professional Vocational Licensing screenshot which shows the applicant was licensed as a Physician effective 15 May 2020.

b. HQs, Tripler Army Medical Center Memorandum, Subject: Administrative Leave and Extension in Training for CPT ██████████ (the applicant) wherein a request was submitted by the applicant's general medical education program director to place the applicant on administrative leave due to extraordinary caregiver requirements.

c. HQs, Tripler Army Medical Center Memorandum, Subject: Authorization for Temporary Duty and Written Instructions for Resident Educational Assignment at a Participating Site wherein a request was submitted for the applicant to attend a child and adolescent psychiatry rotation at the Queens Medical Center from 5 September – 9 October 2022.

d. DTS Travel Authorization which authorized the applicant travel from ██████████ to ██████████  
██████████

e. Tripler Army Medical Center letter dated 6 July 2023, which stated the applicant successfully completed her Psychiatry Residency during the period of 1 July 2018 through 30 June 2022. She also completed her first year of Child and Adolescent Psychiatry Fellowship training and her first year of Psychiatry Residency training concurrently during the period of 1 July 2021 through 30 June 2022.

4. On 1 February 2024, in the processing of this case, the Office of the Surgeon General provided an advisory opinion regarding the applicant's request to be paid HPO IP upon graduation from Residency effective 1 July 2022. The advisory official stated a review of the applicant's documents and service record determined she met the eligibility criteria to be awarded HPO IP in the amount of \$8,000.00 per year (residency) for the period of 1 July through 30 September 2022 with \$1,999.98 to be deducted. She is eligible to received \$43,000.00 per year for the period of 1 July through 30 September 2022 which equates to \$10,750.00. The total she is eligible to received is \$10,750.00 - \$1,999.98 = \$8,750.02. The exact arrears are to be determined by the Defense Finance and Accounting Service.

5. On 9 February 2024, the Army Review Boards Agency, Case Management Division, provided the applicant the advisory opinion for review and comment.

6. On 5 March 2024, the applicant responded via e-mail, stating she agreed with the advisory opinion, and she provided the American Board of Psychiatry and Neurology, Incorporated letter dated 5 March 2024 which stated the applicant was certified in Psychiatry and she met the requirement for the certification on 19 September 2023.

#### BOARD DISCUSSION:

1. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found relief is warranted.

2. The Board concurred with the conclusion of the advisory official that the evidence confirms the applicant was eligible for HPO IP for the period 1 July to 30 September 2022. The Board determined the record should be corrected to show she contracted to receive HPO IP for this period and she should be paid the incentive for this period in accordance with the program's rules.

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 showing she was authorized HPO IP at the applicable rate for the period 1 July to 30 September 2022. As a result of this correction, she should be paid HPO IP for this period in accordance with the program's rules.

9/16/2024

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CHAIRPERSON

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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.

REFERENCE:

Department of Defense Financial Management Regulation, Volume 7A, Chapter 5 states, to be eligible for IP, an HPO 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 AD or in an active Reserve status in a designated health professional specialty. Table 5-4 shows a psychiatrist in initial residency is authorized HPO IP in the amount of \$8,000.00 per year/prorated monthly. A fully qualified psychiatrist is authorized HPO IP in the amount of \$43,000.00 per year/prorated monthly.

//NOTHING FOLLOWS//