

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 7 February 2025

DOCKET NUMBER: AR20230012024

APPLICANT REQUESTS: payment of Health Professions Officer Incentive Pay (HPO IP), effective 1 July 2021.

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

- DD Form 149 (Application for Correction of Military Record)
- Applicant's memorandum, subject: Special Pay Correction
- Two memoranda, subject: Request for HPO IP
- Memorandum for Record (MFR), subject: Verification of Graduate Medical Education for [Applicant]
- Defense Finance and Accounting Service (DFAS) Form 702 (DFAS Military Leave and Earnings Statement)

FACTS:

1. The applicant states he is entitled to unpaid HPO IP based on his 30 June 2021 completion of a medical internship at Walter Reed National Military Medical Center (WRNMMC). He understands receiving this type of pay is standard practice for all Army resident physicians, and he is asking to be paid the difference in IP from 1 July 2021 to present. In support of his request, he provides memoranda, which include a 7 July 2021 MFR that verifies, on 30 June 2021, he successfully completed a Pediatric internship at WRNMMC.

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

a. On 14 April 2016, the applicant executed his oath of office as a U.S. Army Reserve commissioned officer. On 15 April 2016, he signed a U.S. Army Recruiting Command (USAREC) Form 601-37-28 (Department of the Army Service Agreement – F. Edward Hebert Armed Force Health Professions Scholarship Program (AFHPSP) in which he agreed to admission as a full-time student in an accredited graduate course of study in a health profession.

b. On 13 June 2018, the applicant successfully completed the Army Medical Department Basic Officer Leader Course. Effective 1 June 2020, the applicant entered

active duty to accept a Regular Army appointment. On 30 June 2021, he successfully completed a Pediatric internship. He continues his Regular Army service as a member of a unit at Fort Stewart, GA.

3. On 26 July 2024, the Office of The Surgeon General (OTSG) provided an advisory opinion.

a. After a meticulous review, OTSG found the applicant is indeed eligible for HPO IP at a rate of \$8,000 per year; he is not currently receiving this pay because a new agreement was never initiated.

b. "Considering the above discussion, the officer has met all the eligibility criteria. RESIDENCY HPO IP: The officer is eligible to receive \$666.66/month for 20210701-20230930, totaling \$17,999.82. However, the officer has already received \$100.00/month for the intern residency, totaling \$2,700.00. This amount must be deducted for the 20210701-20230930 timeframe. The total amount eligible, less the \$2,700.00 already received is \$15,299.82." DFAS will calculate the exact arrears payment.

4. On 12 July 2024, the Army Review Boards Agency sent the applicant a copy of OTSG's advisory opinion for his review and the opportunity to submit matters in response; the applicant did not respond.

#### BOARD DISCUSSION:

1. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found that relief was warranted. The Board carefully considered the applicant's record of service, documents submitted in support of the petition and executed a comprehensive and standard review based on law, policy and regulation. Upon review of the applicant's request, supporting military records, and the advisory opinion provided by the Office of The Surgeon General (OTSG), the Board concurred with the advising official's determination that the applicant is eligible for Health Professions Officer Incentive Pay (HPO IP) at a rate of \$8,000 per year. The Board found the applicant met all eligibility criteria but had not received the incentive due to the absence of a properly initiated agreement.

2. The Board noted, OTSG calculated the applicant's entitlement to Residency HPO IP from 1 July 2021 through 30 September 2023 at a monthly rate of \$666.66, totaling \$17,999.82. The applicant had previously received \$100.00 per month for intern residency, totaling \$2,700.00, which must be deducted from the overall entitlement. The resulting net amount is \$15,299.82, with final arrears payment to be determined by the Defense Finance and Accounting Service (DFAS). Based on the totality of evidence including verified eligibility, uninterrupted qualifying service, and the favorable advisory

opinion the Board agreed that the applicant is entitled to payment of HPO IP effective 1 July 2021. As such, relief is granted.

BOARD VOTE:

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
XXX	XXX	XXX	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 records of the individual concerned be corrected to show the applicant is entitled to payment of Health Professions Officer Incentive Pay (HPO IP), effective 1 July 2021 in the net amount \$15,299.82, with final arrears payment to be determined by the Defense Finance and Accounting Service (DFAS).

X //SIGNED//

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 (Pay and Allowances of the Uniformed Services), U.S. Code, section 335 (Special Bonus and Incentive Pay Authorities for Officers in Health Professions).

a. Health Professions Bonus. The Secretary concerned may pay a health professions bonus under this section to a person, including an officer in the uniformed services, who is a graduate of an accredited school in a health profession and who:

(1) Accepts a commission or appointment as an officer in a regular or reserve component of the uniformed services and agrees to serve on active duty in a regular component or in an active status within a reserve component in a health profession.

(2) Accepts a commission or appointment as an officer and whose health profession specialty is designated by the Secretary of Defense as a critically short wartime specialty.

(3) Agrees to remain on active duty or continue serving in an active status in a reserve component in a health profession.

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 is entitled to basic pay under section 204 (Entitlement) of this title or compensation under section 206 (Reserves; Members of National Guard: Inactive-Duty Training) of this title and is serving on active duty or in an active status in a designated health profession specialty.

2. Department of Defense Instruction (DODI) 6000.13 (Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs)) prescribes policies and procedures for the payment of health professions officers' incentives and bonuses. Paragraph 8 (General Provisions for Special Pay Programs) states:

a. The Secretary concerned will designate a separate manager for the Active Component and Reserve Component special pay programs. The Health Professions Special and Incentive Pay Plan will prescribe the amounts payable for each special pay and include a list of clinical specialty professional boards. Special pays for officers in a health profession are additional to any other pay or allowance to which an officer is entitled.

b. To be eligible to participate in a special pay program, an officer must sign a service agreement when required and not have reached the mandatory retirement or removal date due to age. The Secretary concerned may, upon acceptance of a written service agreement, pay a special pay to an eligible officer. All participants in a health professions special pay program must hold an appointment as a commissioned officer. To remain in the special pay program, a participant must have a current, valid, and unrestricted license or approved waiver and must maintain all licensing, credentialing, and specialty qualifications and meet privileging requirements.

//NOTHING FOLLOWS//