

IN THE CASE OF: [REDACTED]
[REDACTED]

BOARD DATE: 5 September 2024

DOCKET NUMBER: AR20230015290

APPLICANT REQUESTS: retroactive entitlement to Health Professions Officer Incentive Pay (HPO IP) effective 14 April 2023.

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

- DD Form 149 (Application for Correction of Military Record)
- [REDACTED] Department of Health Professions Medical License, 29 April 2019
- National Capital Consortium - Residency Training in Internal Medicine/Psychiatry certificate of completion, 14 January 2023
- Request for Health Professions Officer (HPO) Incentive Pay (IP), 7 November 2023
- Department of Defense (DoD) 7000.14-R, Financial Management Regulation (FMR), Volume 7A, Chapter 5 (HPO Special and IP), April 2023

FACTS:

1. The applicant states:

a. She became eligible for physician incentive pay of \$43k annually with an effective date of 14 April 2023. The DoDFMR specifies the active duty medical provider will receive IP based on the effective date which is calculated from the date the member completes the qualifying training plus three months. Her incentive pay contract was dated 1 October 2023 and she was advised it could not be back-paid from the effective date if that period was in the prior Fiscal Year (FY). She would like to request the incentive pay she was eligible for from 14 April to 30 September 2023.

b. She was told back-pay from FY2023 will require review by the Army Review Boards Agency. According to DoDFMR 7000.14-R, Volume 7A, Chapter 5, paragraph 6.1.3, the effective date of the IP agreement will be calculated from the date the member completes the qualifying training plus 3 months.

2. A review of the applicant's official records show the following:

a. DA Forms 71 (Oath of Office - Military Personnel) show:

- 17 August 2016, she was appointed as a Reserve commissioned officer and executed her oath of office
- 10 June 2017, she was appointed in the Regular Army Medical Corps, in the rank/grade of captain/O-3 and she executed her oath of office

b. On 22 July 2017, DA Form 1059 (Service School Academic Evaluation Report) shows she completed the Army Medical Department (AMEDD) Basic Officer Leader Course (Health Professions Scholarship Program - Reserve Component).

3. In support of her request the applicant provides:

a. [REDACTED] Department of Health Professions Medical License dated 29 April 2019, which shows she was issued her medical license on 29 April 2019 with an expiration date of 31 December 2024.

b. National Capital Consortium - Residency Training in Internal Medicine/Psychiatry certificate of completion dated 14 January 2023, which shows she completed residency training in Internal Medicine/Psychiatry.

c. A Request for HPO IP agreement approved on 7 November 2023, which shows she requested HPO IP in the amount of \$43,000.00 a year; paid on a monthly basis in her specialty and Area of Concentration (AOC): "Psychiatry (DC) - Psychiatrist (60W)."

d. DoDFMR 7000.14-R, Volume 7A, Chapter 5 (HPO Special and IP), dated April 2023, which establishes policy pertaining to Health Professions Special and Incentive Pay. It shows her specialty and AOC was authorized \$43,000.00 a year paid on a monthly basis.

4. On 20 May 2024, the Office of the Surgeon General (OTSG), Chief, AMEDD Special Pay Branch Human Resources, G-1, provided an advisory opinion for this case and stated:

a. The applicant requests the HPO IP effective date be amended to reflect the date she graduated from the prescribed Residency, 14 April 2023.

b. A review of the relevant supporting documentation, special pay, and finance data indicate the following: The applicant is currently in an HPO IP agreement effective 1 October 2023. However, the applicant met all eligibility criteria for the requested effective date. The Officer received the \$8,000.00/year Residency HPO IP and payment received for the 14 April 2023-30 September 2023 timeframe must be deducted from the total amount eligible.

c. Per the above discussion, the applicant met all the eligibility criteria. Residency HPO IP: she received \$666.66/month for 14 April 2023-30 September 2023. 14 April 2023-30 September 2023: Received \$377.77; 1 May 2023-30 September 2023: Received \$3,333.30; Total Residency HPO IP received = \$3,711.07. This will be deducted from any HPOIP owed to her. Specialty HPO IP: she requests HPO IP for 14 April 2023-30 September 2023. 14 April 2023-30 April 2023 = \$2,030.48; 1 May 2023-30 September 2023 = \$17,916.65; The total amount the applicant is eligible to receive is = \$19,947.13. $\$19,947.13 - \$3,711.07 = \$16,236.06$ is the total amount she is eligible to receive. The exact arrears payment will be calculated by Defense Finance and Accounting Service-Indianapolis.

5. On 14 June 2024, the applicant was provided with a copy of the OTSG advisory opinion for comments or rebuttal. She did not respond.

BOARD DISCUSSION:

1. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found relief was/was not warranted. The applicant's contentions, the military record, and regulatory guidance were carefully considered.
2. The Board concurred with the conclusion of the advisory official that the applicant was authorized HPO IP for the period 14 April 2023 to 30 September 2023. The Board determined the applicant's record should be corrected to show she had an approved HPO IP agreement 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 had an approved HPO IP agreement for the period 14 April 2023 to 30 September 2023. As a result of this correction, she should be paid HPO IP for this period in accordance with the program's rules.

2/26/2025

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.

REFERENCE:

DoDFMR 7000.14-R, Volume 7A, Chapter 5 establishes policy pertaining to Health Professions Special and Incentive Pay.

a. Paragraph 6.1.3. (Effective Date) states, the effective date of the Incentive Pay (IP) agreement will be calculated from the date the member completes the qualifying training plus 3 months.

b. Paragraph 6.2 (Eligibility) states, to be eligible for IP, an HPO must be: (1) Serving in an Active Component or Reserve Component of a Military Service and entitled to basic pay under Title 37, U.S. Code, section 204 or compensation pursuant to Title 37, U.S. Code, section 206; (2) Serving on Active Duty or in an active Reserve status in a designated health professional specialty; and (3) Eligible as prescribed in paragraph 2.4 (Eligibility);

c. Paragraph 6.3 (Amounts) states, annual payment amounts for IP contracts are listed in Tables 5-3 through 5-6 and paid in equal monthly payments. For the most current IP rates, see the Dental Corps IP/RB, Medical Corps IP/RB, Nurse Corps IP/RB, and Specialty IP/RB tables on DFAS.MIL.

d. Table 5-4 (Medical Corps IP and Retention Bonus) shows that a Psychiatry/Psychiatrist specialty and Area of Concentration post resident graduate or

fellow is authorized the fully qualified IP rate in the amount of \$43,000.00 a year; paid on a prorated monthly basis.

//NOTHING FOLLOWS//