

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 4 June 2025

DOCKET NUMBER: AR20240001241

APPLICANT REQUESTS: retroactive Health Professions Officer Incentive Pay (HPO IP) with an effective date of 1 January 2023, at the rate of \$46,000.00/per year vice \$43,000.00/per year.

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

- DD Form 149 (Application for Correction of Military Record)
- Email correspondence between the applicant, Retirement and Special Pay Division of her servicing S1, and the Army Medical Department (AMEDD) Special Pay Branch in regard to the processing of her HPOIP

FACTS:

1. The applicant did not file within the 3-year time frame provided in Title 10, U.S. Code, section 1552(b); however, the Army Board for Correction of Military Records (ABCMR) conducted a substantive review of this case and determined it is in the interest of justice to excuse the applicant's failure to timely file.

2. The applicant states:

- she is an Army physician at Walter Reed Army Medical Center and should have been eligible for increased pay under special category III upon completion of her contract
- she requested this pay increase from her special pay S1 back in January 2023 and subsequently sent multiple follow-on emails (and visited in person) without success
- the unit had a new (much more responsive) individual take over the S1 special pay position recently who emailed Office of the Surgeon General on her behalf regarding this HPOIP back pay, but she was informed she had to make the request through the Board, as it was a new fiscal year.

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

- On 25 November 2004 she was appointed as a Reserve Commissioned Officer for an indefinite term; she subsequently executed an Oath of Office the same day
- On 23 April 2009 she was appointed as a Reserve Commissioned Officer in the U.S. Army Reserve for an indefinite term
- Orders Number A-04-911396 dated 17 April 2009 ordered her to active duty with an effective date of 8 June 2009
- On 8 June 2009, she executed an Oath of Office in the Regular Army Medical Corps
- Nebraska Department of Health and Human Services License Details shows she was a licensed physician with a date of issuance of 20 October 2010, and expiration of 1 October 2014
- A Request for HPO IP which shows on 11 January 2019, she was approved for HPO IP at a rate of \$43,000.00, a year, prorated monthly, effective 1 January 2019; her specialty and Area of Concentration (AOC) was shown as "Pediatrics (CK) – Pediatrician (60P)"
- Officer Record Brief dated 27 November 2022, that shows in pertinent part, she holds the Primary AOC of 60Q9C (Pediatric Subspecialist) and Secondary AOC of 60P (Pediatric Physician)
- In a letter dated 9 May 2023, she was notified by the American Board of Pediatrics that she passed the 2023 Pediatric Hematology-Oncology Certifying Examination administered on 3 April 2023

4. On 21 November 2024, the Office of the Surgeon General, Chief, Army Medical Department Special Pay Branch, provided an advisory opinion for this case and stated:

a. The applicant requests retroactive HPO IP with an effective date of 1 January 2023.

b. A meticulous review of the relevant supporting documentation, special pay, and finance data confirms that she is eligible to receive retractive payment with the requested effective date.

c. Considering the above discussion, the applicant received the \$43,000.00 HPO IP, so the Defense Finance and Accounting Service (DFAS) must deduct it from the eligible additional funds. She is eligible for the \$46,000.00 HPO IP for the 1 January 2020 – 30 September 2023 timeframe = \$34,500.00. She received \$32,250.00 at \$43,000.00 per year for the 1 January 2023 – 30 September 2023 timeframe. This amount must be deducted (\$34,500.00 - \$32,250.00 = \$2,350.00). DFAS-Indiana will calculate the exact arrears payment with utmost accuracy, ensuring a fair and precise distribution of funds.

5. On 3 December 2024, the applicant was provided with a copy of the advisory opinion for comment or rebuttal. She did not provide a response.

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 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 petition, available military records and the Office of the Surgeon General Chief Army Medical Department- Special Pay Branch advisory opinion, the Board concurred with the OTSG advising official noting the applicant is eligible for the \$46,000.00 HPO IP for the 1 January 2020 – 30 September 2023 timeframe = \$34,500.00. The Board noted the applicant received \$32,250.00 at \$43,000.00 per year for the 1 January 2023 – 30 September 2023 timeframe. Therefore, the Board granted relief.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

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 Department of the Army records of the individual concerned be corrected by:

- showing the applicant timely submitted the appropriate request/form for payment of HPOIP (at the appropriate rate/year) for the period 1 January 2020 to 30 September 2023, and after the appropriate deductions (She received \$32,250.00 at \$43,000.00 per year for the 1 January 2023 – 30 September 2023 timeframe. This amount must be deducted (\$34,500.00 - \$32,250.00 = \$2,350.00)), she was paid \$2,350.00
- showing the appropriate office timely received his requests and authorized payment as a result of this correction

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.

REFERENCE

Department of Defense 7000.14-R, Financial Management Regulation, Volume 7A, Chapter 5, establishes policy pertaining to Health Professions Special and Incentive Pay.

a. 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).

b. 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/Retention Bonus (RB), Medical Corps IP/RB, Nurse Corps IP/RB, and Specialty IP/RB tables on DFAS.MIL.

c. Table 5-4A (Medical Corps IP and RB) shows that a Post Resident or Fellow Graduate in Subspecialty Category III (all internal medicine/pediatric fellowship-trained subspecialties not listed separately) are authorized IP in the amount of \$46,000.00; annually (prorated monthly).

//NOTHING FOLLOWS//