

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 28 October 2024

DOCKET NUMBER: AR20240001434

APPLICANT REQUESTS: correction of his record to show he was paid Health Professions Officer Board Certification Pay (HPOBCP) for the period 1 July 2023 – 30 September 2023.

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

- DD Form 149 (Application for Correction of Military Record)
- The University of the State of New York Education Department Office of the Professions Registration Certificate
- Letter, The American Board of Pathology, 23 June 2023
- Memorandum, Subject: Request for HPO BCP, 23 October 2023
- Leave and Earnings Statement (LES), for the period of 1 – 31 October 2023
- Email correspondence, Subject: Board Specialty Pay

FACTS:

1. The applicant states he has been board certified in Anatomic and Clinical Pathology since 3 June 2023, however, his BCP only began as of 1 October 2023. He additionally states that administrative process initiating the BCP did not allow for backpay prior to 1 October 2023, due to the start of the new fiscal year. As a result, he is requesting back pay in the amount of \$500.00 per month for the months of July, August, and September 2023.

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

- a. DA Form 5074 (Award of Entry Grade Credit (Medical and Dental Officers)) shows the degree of Medical Doctor was conferred on the applicant on 18 May 2019, by the Uniformed Services University of the Health Sciences.
- b. On 18 May 2019, the applicant was appointed as a Regular Army Medical Corps commissioned officer and executed an oath of office.

3. The applicant provides:

- a. Registration Certificate Number: [REDACTED], issued by the University of the State of New York Education Department Office of the Professions that affirms he is registered to practice in New York State through 31 May 2024 as a physician.
- b. Letter, from the American Board of Pathology, dated 23 June 2023, that informs the applicant that he has successfully passed the Spring 2023 combined Anatomic Pathology and Clinical Pathology certification examination.
- c. Memorandum, Subject: Request for HPOBCP showing the applicant requested HPOBCP in the amount of \$6,000.00/year prorated monthly. It was not endorsed by the senior commander.
- d. LES for the period of 1 – 31 October 2023, that shows a paid entitlement of SAVE Pay in the amount of \$666.66.
- e. Email correspondence from 12 -22 October 2023, between the applicant and his servicing Finance Clerk and S1, regarding the request for BCP.

4. On 20 August 2024, in the processing of this case an advisory opinion was obtained from the Office of the Surgeon General, Chief, Army Medical Department, Special Pay Branch, that opined in pertinent part, this opinion is issued after a review of supporting documentation, policy, special pay, and finance data, with the aim of providing clear and concise guidance. The applicant is eligible to receive retroactive payment for the HPO BCP at \$6,000.00/year. (\$500.00 per month) effective 1 July 2023. The applicant is eligible to receive \$1,500.00 for 1 July 2023 through 30 September 2023. Defense Finance and Accounting Service – Indianapolis (DFAS-IND) will calculate the exact arrears payment.

5. On 21 August 2024, the applicant's case was placed on hold for 14 days and he was provided a copy of the advisory opinion and afforded an opportunity to respond. To date, the applicant has not responded.

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 petition, available military records and Office of the Surgeon General-Army Medical Department, Special Pay Branch advising official, the Board concurred with the advising official recommendation for approval finding the applicant is eligible to receive retroactive payment for the HPO BCP at \$6,000.00/year.

(\$500.00 per month) effective 1 July 2023. The Board noted, the applicant is also eligible to receive \$1,500.00 for 1 July 2023 through 30 September 2023. The Board determined based on the advising opine relief is warranted.

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 the applicant is eligible to receive retroactive payment for the HPO BCP at \$6,000.00/year. (\$500.00 per month) effective 1 July 2023. The applicant is eligible to receive \$1,500.00 for 1 July 2023 through 30 September 2023. Exact arrears compensation is to be determined by Defense Finance and Accounting Service – Indianapolis (DFAS-IND).

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:

Army Active Component HPO Special and Incentive Pay Plan, effective 1 January 2019 states:

- a. A HPO any health profession performed by officers who are in the Medical Corps of a Uniformed Service or designated as Medical Officers; in the Dental Corps of a Uniformed Service or designated as Dental Officers; in the Medical Service Corps of a Uniformed Service or designated as Medical Service Officers; in the Medical Specialists Corps of a Uniformed Service or designated as Medical Specialists; in the Nurse Corps of a Uniformed Service or designated as Nurses; in the Veterinary Corps of a Uniformed Service or designated as Veterinary officers.
- b. Credentialed. A qualification held by a HPO constituting evidence of qualifying education, training, licensure, experience, current competence, etc.
- c. To be eligible for the HPOBCP, an HPO must:
 - execute a BCP agreement, and have at least one-year retainability on Active Duty beginning on the effective date
 - be certified by an approved recognized clinical specialty professional board (not a State board) in the clinical specialty/Area of Concentration (AOC) as listed in the pertinent section of Table 2
 - the effective date of the HPOBCP agreement is the date the HPO becomes board certified in the clinical specialty/AOC
- d. HPOBCP is paid on a prorated monthly basis and all Active Component HPOs must execute a written HPOBCP agreement, with a copy of the board certificate.
- e. HPOBCP is paid at a rate of \$6,000.00 per year; prorated monthly.

//NOTHING FOLLOWS//