

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 4 June 2025

DOCKET NUMBER: AR20240001488

APPLICANT REQUESTS: retroactive payment of her Health Professions Officer (HPO) Board Certification Pay (BCP) from 13 October 2022 through 30 September 2023.

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

- DD Form 149 (Application for Correction of Military Record)
- Virginia Department of Health Professions License Lookup dated 12 April 2023 that shows the applicant held an Osteopathic Medicine license from 27 July 2020 through 30 September 2024
- The American Board of Pediatrics Certifying Examination Results dated 6 December 2022 that shows the applicant passed the 2022 General Pediatrics Certifying Examination administered on 12 October 2022, along with a report of her performance
- The American Board of Pediatrics Verification of Certification that shows the applicant was certified in General Pediatrics in 2022
- Email Correspondence; Subject: Board Passing Specialty Pay Inquiry, dated 6 December 2022, in which the applicant notified her S1 representative that she passed her Pediatric Boards, and inquired what was required to receive the specialty pay
- Request for HPO BCP; in which the applicant requests HPO BCP in Area of Concentration (AOC) 60P (Pediatrics (CK) - Pediatrician) in the amount of \$6,000.00 a year, paid on a monthly basis, effective 13 October 2022; it is endorsed by the applicant on 19 December 2023, and approval authority on 26 December 2023
- Memorandum; Subject: Request for Retroactive Approval of HPO BCP dated 19 December 2023 that requests an exception to policy to approve the applicant's HPO BCP request due to a delay in action from the previous special pay technician, due to no fault of the applicant
- Email Correspondence; Subject: [Applicant] HPOBCP and ETP dated 2 January 2024 from the applicant's Human Resources Specialist to the Army Medical Department (AMEDD) Special Pay Branch that asks for the appeal process for the applicant's HPO BCP request; in which the response was to petition the Army Board for Correction of Military Records (ABCMR) as they cannot authorize payments for previous fiscal years

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 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:

- her HPO BCP request was sent to her S1 on 6 December 2022, following the notification of her board certification
- she took the exam on 13 October 2022
- a request for retroactive approval for HPOBCP with an exception to policy signed and approved by her commander was processed, however, she was notified by the AMEDD Special Pay Branch that payments cannot be authorized for previous fiscal years, and the earliest effective date is 1 October 2023
- her initial request for HPOBCP was initiated in December 2022

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

- On 24 July 2015 she was appointed as a Reserve Commissioned Officer in the U.S. Army Reserve (USAR) for an indefinite term; she executed an Oath of Office on 11 August 2015
- Orders Number A-03-900236 dated 13 March 2019 ordered her to active duty with a report date of 1 June 2019, with a minimum active duty service obligation of 48 months
- Request for HPO BCP in which the applicant requests HPO BCP in AOC 60P in the amount of \$6,000.00 a year, paid on a monthly basis, effective 13 October 2022; it is endorsed by the applicant on 19 December 2023, and approval authority on 26 December 2023
- Request for HPO BCP in which the applicant requests HPO BCP in AOC 60P in the amount of \$8,000.00 a year, paid on a monthly basis, effective 1 January 2024 and expiring on 31 December 2033; it is endorsed by the applicant on 30 January 2024, and approval authority on 8 February 2024

4. On 11 November 2024, the Office of the Surgeon General, Chief, Special Pay Branch, provided an advisory opinion for this case. The advisory opinion states after a review of supporting documentation, policy, special pay, and finance data to provide clear and concise guidance, the applicant is eligible to receive the requested incentive for the 13 October 2022 through 31 December 2023 timeframe. She is eligible to receive \$7,300.00 (\$1,300.00; 14 October 2022 through 30 December 2022; 1 January 2023 through 31 December 2023; \$6,000.00) Defense Finance and Accounting Service-Indiana will determine the exact arrears payment.

5. On 14 November 2024, the applicant was provided with a copy of the advisory opinion for comment or rebuttal. She provided a response in essence concurring with the advisory opinion.

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- Special Pay Branch advisory opinion, the Board concurred with the OTSG advising official noting the applicant is eligible to receive the requested incentive for the 13 October 2022 through 31 December 2023. Therefore, the Board granted relief.

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

- showing the applicant timely submitted the appropriate request/form for payment of HPOBCP (at the appropriate rate/year) for the period 13 October 2022 through 31 December 2023
- showing the appropriate office timely received her 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

Army Active Component HPO Special and Incentive Pay Plan, effective 1 January 2023 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. 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/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
- c. 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.
- d. HPOBCP is paid at a rate of \$6,000.00 per year; prorated monthly.

//NOTHING FOLLOWS//