

IN THE CASE OF: [REDACTED]

BOARD DATE: 31 October 2024

DOCKET NUMBER: AR20240001608

APPLICANT REQUESTS: retroactive payment of his Health Profession Officer Board Certification Pay (HPO BCP) for the period 13 July 2023 – 30 September 2023.

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

- DD Form 149 (Application for Correction of Military Record)
- Bachelor of Science Degree Diploma, 7 May 2022
- Orders Number A-03-300070, 8 March 2023
- Master of Physician Assistant Studies Degree Diploma, 6 May 2023
- Interservice Physician Assistant Program Completion Certificate, 14 December 2020 to 9 June 2023
- The National Commission on Certification of Physicians Assistant Certificate, 13 July 2023
- Orders Number 0006182688.01, 12 October 2023

FACTS:

1. The applicant states the error to his military records is an issue with his HPO BCP. The board certification letter from the National Commission on Certification of Physician Assistants is attached and his board certification is dated 13 July 2023. He did not get his HPO BCP for the period of 13 July 2023 through 30 September 2023, per Office of the Surgeon (OTSG) guidance, and still needs to get paid for the period. The OTSG guidance stated all Fiscal Year (FY) 2023 agreements effective 1 October 2022 through 30 September 2023, must be generated before 1 October 2023. If not, the effective date will be on or after 1 October 2023. If not generated before 1 October 2023 and the provider is eligible, they will have to request the pay through the Army Board for Correction of Military Records (ABCMR). He had a long Temporary Duty as he attended Basic Officer Leader Course (BOLC) and Tactical Combat Medical Care Course from July to late September. He completed a Permanent Change of Station (PCS) to outside the continental United States and completed installation inprocessing for two weeks, so his HPO BCP application was delayed and the hospital's S1 advised him to request the pay through the ABCMR.

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

a. He enlisted in the Regular Army (RA) on 1 May 2017, for 6 years and continued service through reenlistments.

b. Orders Number A-03-300070 issued by the U.S. Army Human Resources Command dated 8 March 2023 and amended by Orders Number A-03-300070A01 dated 20 April 2023, ordered the applicant to active duty to attend BOLC phase I and II and to fulfill indefinite active duty requirements.

c. Orders Number 124-0002 dated 4 May 2023 issued by Headquarters, Tripler Army Medical Center, ordered the applicant to the transition point for transition processing and discharge from the RA. With additional instructions that his discharge from active duty will be concurrent with his acceptance as a direct commissioned officer of the Army for an indefinite term following the date of discharge on these orders.

d. DD Form 214 (Certificate of Release or Discharge from Active Duty) for the period ending 8 June 2023, shows he was honorably released from active duty for acceptance of commission or warrant in the Army.

e. On 9 June 2023, the applicant was appointed as a RA commissioned officer in the Specialty Corps and executed an oath of office.

f. DA Form 5074 (Record of Award of Entry Grade Credit (Health Service Officers)) shows the Master's Degree of Physician Assistant was conferred on the applicant on 9 June 2023, by the University [REDACTED] Medical Center.

g. DA Form 71 (Oath of Office), indicate the applicant was appointed as a Regular Army Medical Specialist Corps commissioned officer and executed an oath of office on 9 June 2023.

h. The applicant completed the Interservice Physician Assistant Program hosted by Joint Base San Antonio, Fort Sam Houston, TX, from 14 December 2020 to 9 June 2023.

i. On 13 July 2023, the National Commission on Certification of Physician Assistants declared the applicant was initially board certified and completed the Physician Assistant National Certifying Examination.

j. The applicant's unofficial transcript printed on 26 July 2023 show the following degrees and the conferred dates:

- Bachelor of Science – 7 May 2022
- Master of Physician Assistant Studies – 6 May 2023

k. Orders Number 0006182688 dated 12 October 2023 and issued by the Department of the Army, ordered the applicant to PCS to Camp Humphreys, Korea, with a report date of 28 September 2023 as a Physician Assistant.

l. The available service record is void of the Surgeon General Memorandum requesting HPO BCP.

m. The applicant remains on active duty.

3. The applicant provides:

- a. A copy of his Bachelor of Science diploma conferred by the University [REDACTED], Medical Center – College of Allied Health Professions on 7 May 2022.
- b. A copy of his Master of Physician Assistant Studies diploma conferred by the University [REDACTED], Medical Center – College of Allied Health Professions on 6 May 2023.

4. On 10 September 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 states:

a. The applicant has formally requested retroactive payment of the HPO BCP effective 13 July 2023.

b. An Advisory 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 \$1,316.66.00 for 13 July 2023 – 30 September 2023. The Defense Finance and Accounting Service – Indianapolis (DFAS-IND) will calculate the exact arrears payment.

5. On 12 September 2024, the applicant was provided a copy of the advisory opinion for comment. On 12 September 2024, the applicant responded to the advisory acknowledging receipt of the case and concurring with the memorandum that indicated the opine from OTSG. The opine stating the applicant is eligible to receive \$1,316.66.00 for 13 July 2023 – 30 September 2023, and DFAS-IND will calculate the exact arrears payment.

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 applicant's contentions, the military record, and regulatory guidance were carefully considered. The

applicant requests retroactive payment of the Health Profession Officer Board Certification Pay (HPO BCP) effective 13 July 2023. The Board reviewed and agreed with the advisory official's determination that 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 \$1,316.66.00 for 13 July 2023 – 30 September 2023. DFAS-IN will calculate the exact arrears payment.

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 Health Profession Officer (HPO)/Applicant submitted timely request for Health Profession Officer Board Certification Pay (HPO BCP) for the period 13 July 2023 – 30 September 2023
- showing the HPO's request was approved by the appropriate office and paying him any HPO BCP Resident HPO at the appropriate rate, as a result of this correction

10/31/2024

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:

Army Active Component HPO Special and Incentive Pay Plan, effective 1 January 2020 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//