

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 1 November 2024

DOCKET NUMBER: AR20240002102

APPLICANT REQUESTS: retroactive entitlement to Health Professions Officer Board Certification Pay (HPOBCP) effective 14 October 2021 through 1 January 2024.

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

- DD Form 149 (Application for Correction of Military Record)
- Email correspondence, Subject: K___ Board Pay
- Letter, American Board of Pediatrics Notification
- General Pediatrics Certifying Exam Results
- Four Leave and Earnings Statements (LES) (February 2022, June 2022, January 2023, and December 2023)

FACTS:

1. The applicant states she emailed her S1 on 2 December 2021, after she received notification of passing her certification boards and provided the appropriate documentation. However, she never received a contract for her updated special pay and did not receive the additional special pay that she believes she was entitled to from 14 October 2021 through 1 January 2024.

2. A review of the applicant's record shows:

a. On 9 May 2014, the applicant was appointed as a Reserve commissioned officer in the Medical Service Corps and executed an oath of office.

b. Orders Number 43-1-A-157, issued by the U.S. Army Human Resources Command on 13 June 2014 ordered her to active duty and appointed her in the Regular Army.

c. Uniformed Services University of the Health Sciences Transcript dated 8 June 2018 shows the applicant graduated with a Doctor of Medicine degree on 19 May 2018.

d. On 22 September 2021, the applicant endorsed a Request for HPO Incentive Pay at a rate of 43,000.00, a year, paid on a prorated monthly basis in area of concentration

60P (Pediatrician). The request was endorsed by the approval authority on 5 October 2021.

3. The applicant provides:

a. An email from the applicant dated 2 December 2021 states that she received notification that she passed her Pediatrics Board and now qualify for board certification pay. She attached a copy of her medical license and the notification.

b. Letter, from the American Board of Pediatrics, dated 2 December 2021, that informed the applicant that she has successfully passed the 2021 General Pediatrics Certifying Examination administered on 13 October 2021.

c. Score Report from the American Board of Pediatrics Certifying Exam that shows how the applicant scored amongst other applicants.

d. Four LES' dated February 2022, June 2022, January 2023, and December 2023 that show the applicant received SAVE Pay in the amount of \$3,853.33.

4. On 5 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 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 for above time frame totaling \$12,283.33 (14 October 2021-31 December 2021 = \$283.33; 1 January 2022-31 December 2022 = \$6,000.00; 1 January 2023-31 December 2023 = \$6,000.00). DFAS-IN determines the exact arrears payment.

5. On 11 September 2024, the applicant's case was placed on hold for 14 days and she was provided a copy of the advisory opinion and afforded an opportunity to respond. The applicant did not provide any new evidence or 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 review based on law, policy, and regulation. The Board found the evidence confirms the applicant was eligible to receive the HPOBCP for the period 14 October 2021 through 1 January 2024. The Board reviewed and concurred with the Office of the Surgeon General (OTSG) advising official finding

the applicant eligible to receive retroactive payment for the HPOBCP at \$6,000.00/year for above time frame totaling \$12,283.33 (14 October 2021-31 December 2021 = \$283.33; 1 January 2022-31 December 2022 = \$6,000.00; 1 January 2023-31 December 2023 = \$6,000.00). The Board defers to the Defense Finance and Accounting Service (DFAS) for calculation of 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 applicant timely submitted the appropriate request/form for payment of HPOBCP (at the appropriate rate/year) for the period 14 October 2021 to 31 December 2021
- showing the applicant timely submitted the appropriate request/form for payment of HPOBCP (at the appropriate rate/year) for the period 1 January 2022 to 31 December 2022
- showing the applicant timely submitted the appropriate request/form for payment of HPOBCP (at the appropriate rate/year) for the period 1 January 2023 to 31 December 2023
- showing the appropriate office timely received her requests and authorized payment as a result of this correction

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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//