

IN THE CASE OF: [REDACTED]

BOARD DATE: 9 December 2024

DOCKET NUMBER: AR20240002296

APPLICANT REQUESTS: retroactive payment of Health Professions Officer (HPO) Board Certification Pay (BCP) from 1 September 2021 to 30 September 2023.

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

- DD Form 149 (Application for Correction of Military Record)
- Verification of Certification
- Texas Board of Nursing - Temporary and Permanent (Post Exam) Licenses
- Memorandum, subject: Request for Health Professions Officer (HPO) Board Certification Pay (BCP)

FACTS:

1. The applicant states she is requesting back pay of \$6,000 for HPOBCP from 1 September 2021 to 30 September 2023.
2. A review of the applicant's service record shows:
  - a. Having had prior enlisted service in the United States Army Reserve (USAR) (5 February 1999 to 11 August 2013) and the Regular Army (RA) (28 May 2014 to 7 October 2015), the applicant was ordered to active duty and appointed as a RA commissioned officer in the Army Nurse Corps and executed an oath of office on 8 October 2015
  - b. On 1 September 2021 she was issued an Acute/Critical Care Nursing Certification from the American Association of Critical-Care Nurses.
  - c. The applicant's service record contains an Active Army Component HPO Retention Bonus (RB) agreement, which shows on 21 September 2021, she was approved for HPO RB at a rate of \$35,000.00, a year, effective 16 September 2021. Her specialty and Area of Concentration was shown as "Critical Care Nurse (8A) – Critical Care Nursing (66S)."
  - d. Her record is void of any additional HPO RB or BCP agreements.

e. The applicant is currently serving in the Regular Army.

3. The applicant provides:

a. Verification of Certification letter that shows she was issued an Acute/Critical Care Nursing Certification from the American Association of Critical-Care Nurses from 1 September 2021 to 31 August 2024.

b. A report from the Texas Board of Nursing - Temporary and Permanent (Post Exam) Licenses, dated 31 January 2024 that shows she has a current multistate license for Registered Nursing that was issued on 5 June 2023 and expires on 30 June 2025.

c. An Active Army Component HPO BCP agreement, which shows on 14 February 2024, she was approved for HPO BCP at a rate of \$6,000.00, a year (pro-rated monthly), effective 1 October 2023. Her specialty and Area of Concentration was shown as "Critical Care Nurse (8A) – Critical Care Nursing (66S)."

4. On 11 November 2024, the Chief, Army Medical Department Special Pay Branch, Office of the Surgeon General (OTSG), provided an advisory opinion for this case. The advisory opinion states the officer is ineligible to receive the requested incentive. The officer needs to meet the minimum requirements. The officer does not possess the 7T (Clinical Nurse Specialist) identifier. Further, the officer must have a post-baccalaureate degree as a Critical Care CNS (MS/DNP) or Adult/Med Surg CNS (MSN/DNP) and be certified via the required certification board listed in the HPO Pay Plan. The officer did not present any evidence to support their eligibility.

6. On 14 November 2024, the applicant was provided with a copy of the advisory opinion for comment or rebuttal. She did not provide a response.

#### BOARD DISCUSSION:

1. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found relief is not warranted.

2. The Board concurred with the conclusion of the advisory official that the applicant has not demonstrated that she is eligible for the incentive she seeks in that she has not established that she has a post-baccalaureate degree as a Critical Care CNS (MS/DNP) or Adult/Med Surg CNS (MSN/DNP) and is certified via the required certification board listed in the HPO Pay Plan. Based on a preponderance of the evidence, the Board determined the applicant is not authorized HPOBCP for the period 1 September 2021 to 30 September 2023.

BOARD VOTE:

Mbr 1      Mbr 2      Mbr 3

:	:	:	GRANT FULL RELIEF
:	:	:	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
■	■	■	DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

The evidence presented does not demonstrate the existence of a probable error or injustice. Therefore, the Board determined the overall merits of this case are insufficient as a basis for correction of the records of the individual concerned.

12/16/2024

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.

REFERENCES:

1. Title 10, U.S. Code, section 1552(b), provides that applications for correction of military records must be filed within 3 years after discovery of the alleged error or injustice. This provision of law also allows the ABCMR to excuse an applicant's failure to timely file within the 3-year statute of limitations if the ABCMR determines it would be in the interest of justice to do so.

2. Army Active Component HPO Special and Incentive Pay Plan, effective 1 January 2021 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//