

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 15 November 2024

DOCKET NUMBER: AR20240002302

APPLICANT REQUESTS: payment for:

- basic allowance for Housing (BAH) in the rank/grade of lieutenant colonel (LTC)/O-5 beginning 1 July 2021
- 2 years constructive credit for her degree from Massachusetts Institute of Technology (MIT) in Nuclear Science and Engineering
- Health Professions Officer Incentive Pay (HPO IP) for Post-Graduate Years 2 and 3 (\$8,000.00 per year)
- a video/telephonic appearance before the Board

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

- DD Form 149 (Application for Correction of Military Record)
- Self-Authored Statement
- DD Form 214 (Certificate of Release or Discharge from Active Duty) for the period ending 6 August 2017
- U.S. Army Human Resources Command (HRC) Orders Number A-04-100345
- HRC Orders Number 0421-110-SG20-18
- DA Form 71 (Oath of Office – Military Personnel), 2 June 2021
- Email Correspondence, U.S. Army Medical Center of Excellence, 30 June 2021
- Email Correspondence, Army Military Pay Office, 13 December 2023
- Excerpt from Department of Defense (DoD) Financial Management Regulation (FMR) 7000.14-R, Volume 7A (Military Pay), Chapter 1, paragraph 3.3 (Saved Pay and Allowances)
- Defense Finance and Accounting Service (DFAS) Save/Saved Pay Question and Answer
- DoD FMR 7000.14-R, Volume 7A, Chapter 5, Table 5-4a (HPO IP)
- Memorandum for Surgeon General of the Army, subject: Request for HPO IP, 24 March 2023
- Email Correspondence, re: [Applicant] Pay Issue, 16 January 2024
- Excerpt from Army Regulation (AR) 135-101 (Appointment of Reserve Commissioned Officer for Assignment to Army Medical Department Branches)

- DA Form 5074-R (Record of Award of Entry Grade Credit (Medical and Dental Officers)), 8 December 2020
- U.S. Military Academy, Memorandum, Subject: Nuclear Medical Science Degree for [Applicant], 14 December 2023
- Email Correspondence, Medical Education Program Manager, 27 April 2021

FACTS:

1. The applicant did not file within the 3-year time frame provided in Title 10, U.S. Code (USC), section 1552(b); however, the Army Board for Correction of Military Records (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 she was accepted to West Point in 1996 and she graduated in May of 2000 with a Bachelor of Science degree in Environmental Science. At which time she was commissioned in the Regular Army (RA), and she served at multiple installations including a 12-month deployment to Iraq. While on active duty, she completed her Master of Science at MIT in Nuclear Engineering which included a follow-on assignment as an instructor at West Point for 3 years. She was promoted to the rank of LTC in February 2017 and her active duty service culminated at Fort Belvoir, Virginia as a Nuclear Scientist.

a. The Army approached her regarding participation in the Health Profession Scholarship Program (HPSP) to complete medical school and service as a doctor in the Army, which she elected to do. She attended medical school at Georgetown University and graduated in June 2021. She was ordered to active duty in the rank/grade of major (MAJ)/O-4. The Army took into consideration her prior service but not her degree. She should receive 4 years of credit for her medical degree and one-half a year credit for each year of active duty she previously served. She completed 17 years, 2 months, and 10 days of active serve, which equals to 8 years, 7 months, and 5 days of service credit for a total of 12 years, 7 months, and 5 days. However, she was not granted constructive credit for her Master of Science degree in Nuclear Engineering from MIT. In accordance with the regulation, she should receive 2 years constructive credit, thus giving her a total of 14 years, 7 months, and 5 days of constructive credit. She has provided a memorandum from the head of the Department of Physics and Nuclear Engineering at West Point which clarifies her degree from MIT meets the requirements for a degree in Nuclear Medical Science.

b. She had pay issues for several months which caused stress on her and her family both financially but also mentally. Some of her pay issues were finally resolved: however, in accordance with the financial management regulation saved pay policy should have been applied to the amount of BAH she receives, beginning when she reentered active duty on 1 July 2021, she should be paid BAH at the LTC rate as this

was her highest grade she obtained when she was discharged in 2017 to enter the HPSP. The same policy that grants her and others saved pay for base pay should also apply to her BAH allowance. She should not have to suffer a pay cut for entering into a program offered by the Army.

c. Upon completion of her medical degree, she entered active duty to complete her residency beginning on 6 July 2022 during which time she was entitled to HPO IP in the amount of \$8,000.00 per year to be prorated monthly when she signed her contract on 6 July 2022. Thus far she has not received any of her HPO IP.

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

a. On 27 May 2000, the applicant executed her oath of office at West Point, NY, and was appointed a Reserve commissioned officer in the rank/grade of second lieutenant (2LT)/O-1 in the Military Intelligence Corps.

b. Officer Record Brief shows the applicant held a Master in Science in Nuclear Engineering from MIT and a Doctor of Medicine from George Washington University.

c. On 19 June 2009, the applicant was awarded a degree of Master of Science in Nuclear Science and Engineering from MIT. The transcript stated the applicant was admitted as a regular student for the summer term in 2007 from the U.S. Military Academy.

d. On 23 November 2009, Orders Number 327-026, issued by HRC, the applicant was promoted to the rank/grade of MAJ/O-4 in the RA, effective 1 December 2009.

e. Air Force Institute of Technology transcripts shows the applicant earned a Bachelor of Science degree in May 2000 from the U.S. Military Academy. It also shows the applicant attended the Air Force Institute of Technology in 2014 successfully completing three courses in Nuclear Weapons.

f. On 18 January 2017, Orders Number 018-016, issued by HRC, the applicant was promoted to the rank/grade of LTC/O-5 in the U.S. Army, effective 1 February 2017.

g. On 22 May 2017, Orders Number 142-0001, issued by the U.S. Army Garrison, Fort Belvoir, the applicant was assigned to the U.S. Army transition point for discharge from the active component, effective 6 August 2017.

h. On 6 August 2017, the applicant was honorably discharged from active duty for miscellaneous/general reasons. Her DD Form 214 shows the applicant completed 17 years, 2 months, and 10 days of active service. It also shows in items:

- 4a (Grade, Rate or Rank): LTC
- 4b (Pay Grade): O5
- 12i (Effective Date of Pay Grade): 1 February 2017
- 18 (Remarks): service member is entering the U.S. Army Health Professions Scholarship Program and upon completion of her medical degree will return to active duty

i. On 7 August 2017, the applicant executed her oath of office and was appointed as a Reserve commissioned officer in the rank/grade of 2LT/O-1.

j. On 6 October 2017, Orders C-10-712829, issued by HRC, the applicant was appointed and assigned to the U.S. Army Reserve Control Group (Officer Active Duty Obligor), effective 7 August 2017.

k. On 25 July 2018, Orders T-07-819606, issued by HRC, the applicant was ordered to Active Duty for Training (ADT) for HPSP. Orders T-07-819606A01, dated 26 November 2018 amended Orders T-07-819606 to show the applicant is paid in the grade of O-5 with over 17 years of creditable service.

l. On 9 August 2019, Orders T-08-924443, issued by HRC, the applicant was ordered to ADT for HPSP. The additional instructions state the applicant is paid in the grade of O-1 with 2 years or less creditable service. On 25 February 2020, Orders T-08-924443A01, issued by HRC, amended Orders T-08-924443 to show the applicant is paid as O-5 with over 17 years of creditable service.

m. On 5 June 2020, Orders T-06-004359, issued by HRC, the applicant was ordered to ADT for HPSP. The additional instructions state the applicant is paid in the grade of O-1 with 2 years or less creditable service.

- on 25 June 2020, Orders T-06-004359A01, issued by HRC, amended Orders T-06-004359 to show the applicant is paid O1E with 17 years under the provision of section 523B National Defense Authorization Act 2008
- on 28 August 2020, Orders T-06-004359A02, issued by HRC, amended Orders T-06-004359 to show the applicant is paid basic pay of O-5 with 17 years under the provisions of section 523B National Defense Authorization Act 2008

n. On 16 October 2020, Orders T-10-018407, issued by HRC, the applicant was ordered to ADT for HPSP. The additional instructions state the officer is paid in the grade of O-1 with over 3 years of creditable service. Service member is authorized basic pay in the grade of O-1 with 17 years of service under the provisions of section 523B National Defense Authorization Act 2008.

o. On 8 December 2020, the applicant was awarded 4 years of credit for her Doctor of Medicine degree from Georgetown University. The applicant was not awarded credit for her advanced education beyond her basic qualifying degree for her Master of Science from MIT. She was awarded 8 years, 7 months, and 5 days of prior service credit. Her total for entry grade credit was 12 years, 7 months, and 5 days which qualified her for the rank of MAJ.

p. On 20 April 2021, Orders 0421-110-SG20-18, issued by HRC, the applicant was appointed in the RA Medical Corps in the rank of captain effective on the date she executed her oath of office.

q. On 20 April 2021, Orders A-40-100345, issued by HRC, the applicant was ordered to active duty in the rank of MAJ to accept a RA appointment, effective 2 June 2021. The additional instructions state the applicant was eligible for appropriate Medical Corps incentive pay. Her date of rank was to be adjusted based on constructive credit of 12 years, 7 months, and 5 days and her respective entry grade would be calculated based on the entry grade credit awarded upon appointment.

r. On 6 July 2022, the applicant requested HPO IP in the amount of \$8,000.00 per year to be prorated on a monthly basis for her specialty in General Surgery which was approved on 24 March 2023.

4. The applicant provides:

a. DA Form 71 which shows the applicant was appointed a RA commissioned officer in the Medical Corps in the rank of MAJ, effective 2 June 2021.

b. Email dated 30 June 2021 regarding the applicant providing the appropriate forms for in-processing.

c. Email dated 13 December 2023 which provided the response from the DFAS which stated that the applicant only received saved pay for her base pay because she is a medical student. The only Soldiers that qualify for saved pay for BAH are those who are enlisted and become warrant officers or a commissioned officer or a warrant officer that becomes a commissioned officer. Commissioned officer that become a warrant officer do not qualify for saved pay because they voluntarily accepted a demotion. The only exception for saved pay is when accepting a demotion is for base pay for medical student.

d. Excerpt from DoD FMR 7000.14-R, Volume 7A, chapter 1, paragraph 3.3 (Saved Pay and Allowances), subparagraph 3.3.3 (Prior Service Medical Students) states members selected to participate as Doctor of Medicine Students who have prior active service in a pay grade with years of service greater than the rate of a 2LT will be

authorized saved pay for the basic pay rater of the former grade. The member will receive the former pay rate until the date occurring before or after graduation or participation in the program, that the member's actual grade and years of service basic pay exceeds the former grade rate. This saved pay only applies to basic pay. The member's other pay entitlements will be paid at the member's actual grade and years of service. Except for prior service Doctor of Medicine Student, a member entitled to saved pay is not authorized pay for one grade and allowance for another grade. BAH may be continued as an item of saved pay and will be paid whenever it is not forfeited because a member is assigned to government quarters. Paragraph 5.0 (BAH) states if a service member is demoted or loses authority for BAH, then the service member's BAH rate protection at the current amount stops when the eligibility to BAH for the given Military Housing Association or county cost group ends. The current BAH rate at the current duty location becomes the service member's new protected BAH rate.

e. Response from DFAS to the applicant question "What is saved pay and who is entitled to receive it?" If an enlisted member accepts an appointment as an officer or if a warrant officer accepts an appointment as a commissioned officer, Saved Pay (or "Save Pay") will offset any differences in pay if the enlisted or warrant officer pay was greater.

f. Excerpt from the DoD FMR 7000.14-R which shows a medical corps officer in residency receives HPO IP in the amount of \$8,000.00 per year and in an internship received the amount of \$1,200.00 per year.

g. E-mail dated 5 January 2024 which states the Office of the Surgeon General intends to approve her HPO IP but is subject to availability of funds but if DFAS does not approve payment being it was for a fiscal year 2022 contract, they would look into changing the dates to start on 1 September 2023.

h. Excerpt from AR 135-101, chapter 3 states the maximum entry grade credit for an appointment in the medical corps is 14-years. The Secretary of the Army or designee may waive the maximum credit limit in the situations where serious inequities would otherwise result. A basic qualifying degree for a Doctor of Medicine which credit is only for the highest degree achieved in a particular field, credit should be 4-years. Constructive credit for an active duty commissioned service should be one-half year per each year of service. It also states credit for a qualifying degree or discipline in Nuclear Medical Science for a master's level credit is 2-years. This includes degrees in health physics, radiobiology, radiological physics, nuclear physics and biophysics.

i. U.S. Military Academy, Memorandum, Subject: Nuclear Medical Science Degree for the applicant states the applicant's Master of Science degree from MIT in Nuclear Science and Engineering constitutes a Nuclear Medical Science degree. This memorandum supports the applicant's request for the correction of her constructive credit calculation when she transitioned from an active duty operational officer into the

AMEDD after earning her Doctor of Medicine degree. The applicant was an assistant professor in the U.S. Military Academy Department of Physics and Nuclear Engineering during the period of 2009 through 2012. This department educated future Army officers in the areas of physics and Nuclear Engineering. AR 135-101, table 3-3 states Nuclear Medical Science includes degrees in health physics, radiological physics, nuclear physics and biophysics. The applicant's degree in Nuclear Science and Engineering included coursework including nuclear physics, health physics, and radiological physics with additional specialization in nuclear detection. Her degree encompasses the specialties listed in AR 135-101 and more. She was Course Director for seven courses: Classical Physics, Electromagnetism, Health Physics, Nuclear Physics, Radiation Detection, Nuclear Weapons Design and Effects, and Nuclear Detector Research while assigned to the department.

j. Email dated 27 April 2021 states the applicant's orders were corrected to reflect her correct number of years for constructive credit of 12-years, 7-months, and 5-days and the rank of MAJ. Constructive credit is not awarded for additional advanced degrees. The applicant would have to petition the Army Board for Correction of Military Records for consideration to be awarded additional degrees.

5. On 1 October 2024, in the processing of this case, the Deputy Chief of Staff G-1, provided an advisory opinion regarding the applicant's request to receive BAH in the rank of LTC, an additional 2 years constructive credit, and HPO IP. The advisory official recommends disapproval of the applicant's request. For officers who volunteer to participate in the HPSP, the basic pay the applicant was receiving at the time of accepting the scholarship for the program, is paid at the saved pay rate if it is more than what is paid based on the officer's grade during the program. Her orders show only basic pay was saved pay to be paid at the LTC rate. No other pay or allowances were listed or paid at the saved pay rate for the previous grade. Her years of service are correct per the Department of the Army Form 1506 (Statement of Service) with the pay date listed as 22 March 2004. Her HPO IP is being paid at the rate of \$8,000.00 per year which is prorated monthly at the \$666.66.

6. On 2 October 2024, the Army Review Boards Agency, Case Management Division, provided the applicant the advisory opinion for review and comment.

7. The applicant responded on 30 October 2024 with an e-mail dated 8 May 2021 which stated her constructive credit should be based on 12 years, 7 months, and 5 days and appointed in the rank of MAJ.

BOARD DISCUSSION:

1. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found that partial 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.

a. BAH. Deny. Upon review of the applicant's petition, available military records, and the Deputy Chief of Staff G-1 advisory opinion, the Board determined there is insufficient evidence to support the applicant's entitlement to Basic Allowance for Housing (BAH) at the grade/rank of LTC/O-5. The evidence shows only basic pay is saved pay at the LTC/O-5 rate and no other pay and allowances are listed or paid at the saved rate.

b. Constructive Credit. Grant. Upon review of the applicant's petition, available military records, and the United States Military Academy memorandum, the Board determined there is sufficient evidence to support 2 years of constructive credit based on her master's degree from Massachusetts Institute of Technology (MIT) in Nuclear Science and Engineering.

c. HPOIP. Grant. Upon review of the applicant's petition, and available military records, the Board concluded the applicant is receiving HPOIP.

2. The applicant's request for a personal appearance hearing was carefully considered. In this case, the evidence of record was sufficient to render a fair and equitable decision. As a result, a personal appearance hearing is not necessary to serve the interest of equity and justice in this case.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

: : : GRANT FULL RELIEF

█ █ █ GRANT PARTIAL RELIEF

: : : GRANT FORMAL HEARING

: : : DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

1. 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 to show she was awarded 2 years of constructive service credit for her educational experience from 6 June 2007 to 5 June 2009.

2. The Board further determined that the evidence presented is insufficient to warrant a portion of the requested relief. As a result, the Board recommends denial of so much of the application that pertains to any additional relief in excess of the above.

█

█ █

█

█

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, USC, 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 Directive 2015-32 (Changes to the Grade Determination System for Army Medical Department (AMEDD) Officers), effective immediately, the criteria for determining the entry grade of Reserve officer will be the same as the criteria for Regular Army officers (Formerly known as Reserve component officer called to active duty in the AMEDD. The Director of Human Resources/G1 for The Surgeon General updates the criteria at least annually and published for each Corps. U.S. Army Recruiting Command's Health Services Division will be responsible for computing the entry grade credit.

3. Army Regulation (AR) 135-101 (Appointment of Reserve Commissioned Officer for Assignment to Army Medical Department Branches) prescribes policy, procedures, and eligibility criteria for appointment in the Reserve Components of the Army, with or without concurrent active duty, in the six branches of the Army Medical Department (AMEDD).

a. Paragraph 3-1 (Entry grade credit for Reserve appointment grade determination), grade and date of rank upon original appointment and assignment to an AMEDD branch will be determined by the number of years of entry grade credit awarded. Except as limited by maximum credit limits 14-years, entry grade credit granted will be the sum of constructive service credit and credit for prior active commissioned service. Entry grade credit awarded to AMEDD officers upon-appointment or assignment will be recorded on one of the following forms: DA Form 5074-R (Record of Award of Entry Grade Credit (Medical and Dental Officers)) for Medical Corps (MC) or Dental Corps (DC) officers. Constructive service credit will be granted for periods of professional training and experience accrued after receipt of the basic qualifying degree.

b. Paragraph 3-2 (Determination of entry grade for officers not ordered to active duty), the grade of an individual appointed as a Reserve officer without concurrent call to active duty will be determined by comparing the entry grade credit awarded with the phase points shown below.

Table ERR

Entry grade credit	Grade
Less than 3 years	Second Lieutenant
3 years or more, but less than 7 years	First Lieutenant

7 years or more, but less 14 years	Captain
14 years or more, but less than 21 years	Major
21 years or more, but less than 23 years	Lieutenant Colonel
23 or more years	Colonel or Lieutenant Colonel determined by HQDA

Authorized credit in excess of the minimum required for appointment to the appropriate grade shown above will be used to adjust the date of rank within that grade.

c. Paragraph 3-3 (Determination of entry grade for officers ordered to active duty), Criteria for determining the grade of RC officers ordered to active duty in an AMEDD corps will be updated at least annually and published in the DA Circular 601 series for the appropriate corps. Authorized credit in excess of the minimum required for appointment to the appropriate grade in that circular will be used to adjust the date of rank within that grade. (See figs 3-1 and 3-2.)

d. Paragraph 3-4 (Transition credit), persons may be granted entry grade credit under this regulation as it, was in effect on 14 September 1981 if, on that date, they were taking part in a program leading to:

- Appointment and assignment as a medical, dental, or health services officer, and
- crediting of years of service

The grade and date of rank (DOR) upon appointment will be determined in accordance with laws and regulations in effect on the date of appointment. For persons appointed under this regulation, service credit accumulated since the previous appointment (as measured under rules in effect after 15 September 1981) may be added to the above service credit.

e. Table 3-1 (Constructive Service Credit)

Credit			
	MC	DC	ANC, AMSC, MSC, VC
1. Basic qualifying degree: a. M.D., D.O., D.D.S., or D.M.D. b. Degrees in table 3-3. (Credit is given only for the highest degree achieved in a particular field.)	4 years. NA	4 years. NA	NA As specified in table 3-3.
2. Credit for successful completion of internship or first-year graduate medical education which is approved by American Medical Association (AMA) or American Osteopathic Association (AOA) and is the functional equivalent of an internship.	1 year.	NA	NA
3. Credit for GPE: a. GME in a specialty required, approved by AMA or AOA, and creditable toward certification. b. Successful completion of approved postgraduate education in dentistry or dental specialty in which assigned and creditable toward certification. c. Successful completion of postgraduate education (see table 3-5) in specialty in which assigned and creditable toward certification. Credit may not exceed that required for certification in the specialty.	1 year for each year. NA NA	NA 1 year for each year. NA	NA NA See table 3-5.
4. Credit for additional advanced degrees (see table 3-4). Degree must add adjunctive skills to primary specialty and must contribute directly to performance in anticipated duty position. Credit is awarded based on full-time equivalent education up to 24 months for a master's degree or up to 36 months for a doctorate. Additional degree must not have been earned concurrently with primary credential. Credit includes time spent in attainment of lower degree. No additional credit will be given for more than one degree in a single field.	1 year for each year (or school year) limited by level of degree.		1 year for each year (or school year) limited by level of degree.
5. Full-time experience not otherwise credited as a practicing physician, osteopath, or dentist after qualifying degree. (See notes 2 and 4 below.)	½ year for each year of experience, up to a maximum of 3 years.	NA	
★6. Additional credit in unusual cases based on special education or professional experience in the specialty in which assigned when experience is accrued after qualifying degree and licensure, if applicable. Unusual case determination will be made by TSG or designee. Experience of ½ year or less earns no credit. (See notes 2, 5, and 6.)	1 year for each year of special experience. Maximum credit must be earned in item 5 above before granting experience credit under this paragraph.	½ year for each year of education or experience up to a maximum of 3 years credit.	
Notes:			
1. Qualifying periods of less than 1 full year will be proportionately credited except where noted otherwise; a period of time will be counted only once; periods of time spent as a commissioned officer either in an active status or on active duty will not be counted; valid requirement must exist for utilization.			
2. Except in unusual cases, no credit will be given for practice outside States of the United States, District of Columbia, Puerto Rico or a US territory. Periods of full-time practice in Canada are creditable for MC and DC.			
3. USMA, USAFA, and USNA graduates may not receive credit for any qualifying education, experience, or service obtained prior to academy graduation.			

Figure TABLE 3-1. Constructive Service Credit

f. Table 3-2 (Computation of Prior Active Commissioned Service Credit)

	<i>Credit</i>	
	<i>MC, DC</i>	<i>ANC, AMSC, MSC, VC</i>
1. Commissioned service, either on active duty or in an active status while in an educational program which would otherwise qualify for constructive service credit under table 3-1.	See note 3.	See note 3.
2. Extended active duty commissioned service in the specialty in which being appointed.	1 year for each year.	1 year for each year.
3. Active commissioned service, other than on extended active duty, or commissioned service in an active status, in the specialty in which being appointed.	1 year for each year.	$\frac{1}{2}$ year for each year.
4. Extended active commissioned service in other than the specialty in which being appointed.	$\frac{1}{2}$ year for each year.	$\frac{1}{2}$ year for each year.
5. Active commissioned service, not on extended active duty, or commissioned service in an active status, in other than the specialty in which being appointed.	$\frac{1}{2}$ year for each year.	$\frac{1}{4}$ year for each year.
6. Commissioned service, either on active duty or in an active status, when neither constructive service credit nor credit under 1 above is authorized.	N/A	1 year for each year.

Notes:

1. Graduates of USMA, USAFA, or USNA will receive no credit for any qualifying education, experience, or service obtained prior to academy graduation.

2. A period of time will be counted only once.

3. An individual who completes an educational program which would qualify for constructive service credit under item 2, 3, or 4 of table 3-1 while a commissioned officer either on active duty or in an active status will be treated as having "constructive service credit" for the period during which he or she pursued that education program. An individual who completes an educational program for the basic qualifying degree under item 1 of table 3-1 while a commissioned officer either on active duty or in an active status will be treated as having "constructive service credit" of the full amount specified in item 1 of table 3-1. Periods treated as "constructive service credit" under this note will not be treated as "prior active commissioned service" in the computation of credit.

Figure TABLE 3-2. Computation of Prior Active Commissioned Service Credit

g. Table 3-3 (Credit for Qualifying Degree or Discipline)

Degree of discipline	Doctorate level credit		Master's level credit	Baccalaureate level credit
	4 years	3 years ^a	2 years	1 year ^a
Audiology	X		X	
Biochemistry	X		X	
Clinical Laboratory	X		X	
Engineering (Health-related)	X		X ⁴	X
Entomology	X		X	
Environmental Science	X		X ⁴	X
Immunology	X		X	
Microbiology	X		X	
Nuclear Medical Science ^a	X		X	
Nursing	X		X	
Optometry		X		
Parasitology	X		X	
Pharmacy (PhD)	X			
Pharmacy (Master's or Doctor of Pharmacy)			X	
Pharmacy				X
Physiology	X			
Podiatry		X		
Psychology (Experimental)	X			
Psychology (Clinical)	X			
Sanitary Engineering	X		X ⁴	X
Social Work	X		X	
Veterinary Medicine (DVM)		X		

Notes:

1. No credit is authorized unless reflected by an "X" in the column.
2. Additional credit of 1 year may be granted when the number of years of baccalaureate education completed by 75% or more of the students entering the discipline concerned exceeds by 1 or more years the minimum number of years of pre-professional education required by a majority of institutions which award degrees for the profession concerned. Determination is based on an annual survey of students entering professional school. This credit may be awarded only when the above requisites apply to the applicant's year of entry into such school and only if the applicant actually attained the additional 1 or more years of pre-professional education. (See DA Cir 601 series for survey results.)
3. Only if 5-year baccalaureate program is required and completed.
4. If 5-year baccalaureate program is required and completed prior to entry into a 1-year master's program, then a maximum of 2 year's credit is authorized. If 5-year baccalaureate program is required and completed prior to entry into a 2-year master's program, then a maximum of 3 year's credit is authorized.
5. Includes degrees in health physics, radiobiology, radiological physics, nuclear physics, and biophysics.

Figure TABLE 3-3. Credit for Qualifying Degree or Discipline

h. Table 3-4 (Credit for Additional Advanced Degrees)

Advanced degrees earned in the specialties listed below may qualify for additional constructive credit.

Anatomy
Audiology¹
Bacteriology
Basic science²
Biochemistry
Clinical laboratory science
Dietetics¹
Education²
Environmental health
Immunology
Medical entomology
Medical laboratory sciences
Military environmental sanitation¹
Microbiology
Nuclear medical science
Nursing specialties¹
Occupational therapy¹
Optometry¹
Parasitology
Pharmacy¹
Physical therapy¹
Physiology
Psychology¹
Public health
Rehabilitative psychology¹
Sanitary engineering¹
Veterinary medical specialties¹
Virology
Other specialties as approved by the Secretary of the Army or designee on a case-by-case basis

Notes:

1. Not for MC and DC unless approved by the Secretary of the Army or designee on a case-by-case basis.

2. MC and DC only, unless approved by the Secretary of the Army or designee on a case-by-case basis.

Figure TABLE 3-4. Credit for Additional Advanced Degrees

4. Title 10 United States Code (USC), section 533 (Service credit upon original appointment as a commissioned officer), a(2) The Secretary of Defense shall prescribe regulations, which shall apply uniformly among the Army to authorize the Secretary of the military department concerned to limit the amount of prior active commissioned service with which a person receiving an original appointment may be credited, or to deny any such credit, in the case of a person who at the time of such appointment is credited with constructive service. (b) (1) under regulations prescribed by the Secretary of Defense, the Secretary of the military department concerned shall credit a person who is receiving an original appointment in a commissioned grade (other than a

commissioned warrant officer grade) in the Regular Army and who has advanced education or training or special experience with constructive service for such education, training, or experience as follows: (A) one year for each year of advanced education beyond the baccalaureate degree level, for persons appointed, designated, or assigned in officer categories requiring such advanced education or an advanced degree as a prerequisite for such appointment, designation, or assignment. In determining the number of years of constructive service to be credited under this clause to officers in any professional field, the Secretary concerned shall credit an officer with, but with not more than, the number of years of advanced education required by a majority of institutions that award degrees in that professional field for completion of the advanced education or award of the advanced degree. (B) (i) Credit for any period of advanced education in a health profession (other than medicine and dentistry) beyond the baccalaureate degree level which exceeds the basic education criteria for appointment, designation, or assignment, if such advanced education will be directly used by the armed force concerned. (d) (1) Constructive service may not be credited under subsection (b) for education, training, or experience obtained while serving as a commissioned officer (other than a warrant officer) on active duty or in an active status. However, in the case of an officer who completes advanced education or receives an advanced degree while on active duty or in an active status and in less than the number of years normally required to complete such advanced education or receive such advanced degree, constructive service may, subject to regulations prescribed under subsection (a)(2), be credited to the officer under subsection (b)(1)(A) to the extent that the number of years normally required to complete such advanced education or receive such advanced degree exceeds the actual number of years in which such advanced education or degree is obtained by the officer.

5. Department of Defense Instruction 6000.13 (Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs)), Entry Grade Credit. A prospective HPO's entry grade and rank within grade will be determined by the number of years of entry grade credit awarded on original appointment, designation, or assignment as an HPO.

a. Prior Commissioned Service Credit. Credit for prior service as a commissioned officer, other than as a commissioned warrant officer, will be granted to recognize previous commissioned experience, while maintaining cognizance of the level of professional knowledge, skill, and experience required at specific grade levels of each health profession. Credit will be awarded equitably and consistently. (Constructive Service Credit), this credit is awarded to a person who begins commissioned service after obtaining the additional education, training, or experience required for appointment, designation, or assignment as an HPO. The designation will be to the same grade and date of rank comparable to that attained by officers who begin commissioned service after getting a baccalaureate degree and serve for the period of time it would take to obtain the additional education. Constructive service credit will only

be used to determine initial grade, rank in grade, and service in grade for promotion eligibility.

b. The Secretary concerned may grant constructive service credit to an officer on AD or in an active status who completes an advanced education program that would qualify for credit under paragraph 1c(3) of this enclosure in less than the number of years normally required to complete such a program. The amount of constructive service credit that may be awarded is the difference between the number of years normally required to complete the education program and the number of years in which the program is completed by the officer. One year of constructive service credit will be granted for each year of graduate level education toward the first professional degree completed when that degree is required for appointment in the professional specialty being entered. The maximum number of years of constructive service credit that may be awarded under this provision is the number of years of graduate level education required by a majority of institutions that award degrees in that professional field. Credit for master's and doctorate degrees in a health profession may be awarded based on actual full-time equivalent education of up to 2-years for a master's degree and up to 4-years for a doctorate degree. Credit may not include time spent in attainment of baccalaureate or other lower degrees. No additional credit may be given for more than one advanced degree in a single field or closely related field. The total credit allowed for both a master's and a doctorate degree may not exceed the maximum allowed for a doctorate.

6. Department of Defense Financial Management Regulation 7000.14-R, Volume 7A,

a. Paragraph 2.1.5. (Constructive Service), some medical and dental officers are entitled to extra credit for longevity purposes to reflect the time spent in medical or dental school. Medical and dental officers must meet one or more of the following criteria to be entitled to the constructive credit. Medical and dental officers, who meet the criteria in subparagraph 2.1.5.1, are entitled to 4-years of constructive service credit. Also, those medical officers who have completed a medical internship or its equivalent, or who entered military status while serving such an internship, are entitled to a fifth year of constructive service credit. Where a member is entitled to service credit for a period covered by the constructive credit, reduce the constructive service credit by an amount equal to the actual service credit.

c. Paragraph 3.3.3. (Save Pay) for Prior Service Medical Students. Members selected to participate as Doctor of Medicine students at the USUHS, or in the AFHPSP and FAP, who have prior active service, including members who have had a break in service, in a pay grade with years of service greater than the rate of second lieutenant or ensign, will be authorized saved pay for the basic pay rate of the former grade. The former basic pay rate will be increased on 1 January of each year by the average percentage increase authorized for that year. The member will continue to receive the

former pay rate until the date, occurring before or after graduation or participation in the program, that the member's actual grade and years of service basic pay rate exceeds the former grade rate. This saved pay provision applies only to basic pay. The member's other pay entitlements will be paid at the member's actual grade and years of service.

d. Chapter 5 states a Post Graduate physician is authorized HPO IP at a rate of \$8,000.00 per year prorated monthly.

7. AR 15-185 (ABCMR) prescribes the policies and procedures for correction of military records by the Secretary of the Army, acting through the ABCMR. The ABCMR may, in its discretion, hold a hearing or request additional evidence or opinions. Additionally, it states in paragraph 2-11 that applicants do not have a right to a hearing before the ABCMR. The Director or the ABCMR may grant a formal hearing whenever justice requires.

//NOTHING FOLLOWS//