

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 6 November 2024

DOCKET NUMBER: AR20240003425

APPLICANT REQUESTS: an extension of the Health Professional Loan Repayment (HPLR) Program.

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

- DD Form 149 (Application for Correction of Military Record)
- Email correspondence with the U.S. Army Medical Department (AMEDD) Professional Management Command (APMC), Incentives Manager

FACTS:

1. The applicant states:

a. APMC – Incentives is unfortunately unable to submit an exception to policy to the U.S. Army Reserve Command (USARC), G-1, if your HPLR extension request was not submitted prior to your program completion date. USARC, G-1 is aware that APMC – Incentives sometimes needs additional time to complete all HPLR extensions and will normally approve HPLR exception to policy requests. The HPLR was not accomplished per his contract during the time of his Specialized Training Assistance Program (STRAP) period. He would like to apply for the HPLR that was not accomplished prior to APMC changing his duty military occupational specialty (MOS) from 66S (Critical Care Nurse) to 66F (Nurse Anesthetist).

b. The period of HPLR was not fully explained nor properly accomplished by APMC staff during his STRAP obligation. He feels the contract he signed for commission to the U.S. Army Reserve (USAR) made the HPLR award clear and after exhausting all communication through the chain of the command at APMC, Ms. K\_ N\_, is now referring him to the ABCMR.

2. The applicant provides email correspondence, which shows:

a. On 27 February 2022, Ms. K\_ N\_, the Incentives Manager for AMEDD, APMC, provided the applicant with instructions on how to request HPLR payment.

b. On 24 August 2022, APMC – Incentives Section, sent the healthcare professionals an email instructing them to contact APMC – Incentives for all initial incentive inquiries, and stated APMC – Incentives would escalate to the U.S. Army Human Resources Command (HRC) – Fort Knox or USARC if additional assistance was required. It also stated that due to increased volume, to allow 5-7 business days for a response.

c. On 31 October 2022, Ms. K\_N sent an email to the medical professionals stating she was made aware that many of them had not received an email response within 3-5 business days. She stated during the months of October and November, the Incentives Section ensures all medical dental students and STRAP residency officers are prepared to receive appointment orders and submit for STRAP stipend payments, and she requested that they send a courtesy text to follow up with their inquiry.

d. On 22 February 2023, APMC – Incentives sent an email stating HPLR incentive was available during STRAP residency stipend phase for payment with valid participation. It stated that they must be receiving STRAP stipend to qualify to receive HPLR and APMC – Incentives is responsible for ensuring the HPLR is properly added to their Incentive Records. It further states that after HPLR is properly added to their records, the HPLR office assists with ensuring they properly apply, and all promissory notes are uploaded, and stated to contact the HPLR help desk for inquiries regarding payment dates and provided HPLR instructions.

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

a. USAREC Form 601-37-24 (STRAP Enrollment Verification), dated 29 July 2020, which certified that the applicant was enrolled and in good standing as full-time at the University of Michigan – Flint Doctor of Nursing Anesthesia Practice. The program start date was 31 August 2020, and the anticipated program completion date was 12 May 2023. Upon graduation or completion, the degree title: Doctor of Nursing Anesthesia Practice.

b. Statement of Commissioning AMEDD Officer USAR, dated 12 March 2021, which shows the applicant acknowledged that in connection with his commission in the Reserve he was commissioning for the Army Nurse Corps and area of concentration (AOC) 66S (Critical Care Nursing), with the following incentives: STRAP and HPLRP. He understood he would commission into the AMEDD Professional Management Command in the rank of first lieutenant (1LT). The Health Professions Loan Repayment Agreement section shows in:

(1) Section II (Eligibility): The Surgeon General, United States Army determined that the applicant was qualified for service in critical specialty 66S, and he understood

he must remain in the Selected Reserve (SELRES) in good standing to obtain loan repayments.

(2) Section III (Repayments):

- The eligibility date will be determined based upon the effective date of orders assigning him to the SELRES. Each complete satisfactory year of service performed under the agreement establishes an anniversary date. On each anniversary date, he will initiate a request for repayment on eligible loans.
- He understood that it was his responsibility to notify his unit of loans he has secured, and he will furnish his unit copies of each promissory note.
- Sixty days prior to anniversary date, he will coordinate with his unit to process the necessary documentation to confirm loan repayment status and initiate repayment procedures.
- He understood that total program repayments for all years will not exceed the maximum lifetime amount authorized of \$60,000.00.
- He further understood that when participating in the STRAP, he must participate satisfactorily in a SELRES status for eligibility to receive HPLR incentive.
- He understood that he may use the HPLR throughout his military career as long as he does not have a contractual obligation remaining for another incentive or transfer to the Individual Ready Reserve.
- Payments will be made until either the student loan(s) is (are) retired or the annual ceiling is reached.
- Payments are made annually on or after his loan repayment anniversary date, beginning one year after he signs the HPLRP addendum that accompanies his contract or the date his assignment orders are published (whichever is later).

(3) Section IV (Termination): He understood that his eligibility will continue unless terminated because he becomes an unsatisfactory participant or transfer to a specialty not designated as a critical specialty (section II of the agreement).

c. DA Form 71 (Oath of Office – Military Personnel), which shows he took the oath of office and was appointed as a Reserve commissioned officer, as a 1LT/O-2 on 12 March 2021.

d. Orders C-05-105258, issued by HRC, Fort Knox, KY on 17 May 2021, show he was reassigned to the Army Reserve Medical Command, STRAP, for the reason of appointment, effective 12 March 2021. The orders show he was further attached to APMC.

e. Orders Number 0006676057.00, issued by the Department of the Army on 29 November 2023, show his AOC changed to MOS 66F (Nurse Anesthetist), effective 28 September 2023, by reason of completion of formal training.

**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 and available military records, the Board determined there is sufficient evidence to support the applicant's contentions for an extension of the Health Professional Loan Repayment (HPLR) Program. The Board determined based on the USAREC Form 601-37-24 (STRAP Enrollment Verification), dated 29 July 2020, which certified that the applicant was enrolled and in good standing as full-time at the University of Michigan – Flint Doctor of Nursing Anesthesia Practice, meeting the necessary requirements as outlined within the enrollment. Based on the preponderance of evidence and coordination with the Army Professional Management Command (APMC), Incentives Manager (APMC) staff during his STRAP obligation, the Board granted relief

**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 to show the applicant is authorized an extension of the Health Professional Loan Repayment (HPLR) Program.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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:

Army Regulation 135-7 (Army National Guard and Army Reserve Incentive Programs) Chapter 7 established a single reference for incentives authorized within the Army National Guard and the Army Reserve and applies to the Army National Guard and the United States Army Reserve. Chapter 7 states the Health Professionals Loan Repayment (HPLR) Program is designed to repay designated loans secured by eligible commissioned officers of the Medical Corps (MC) and Army Nurse Corps (ANC) assigned to the Selected Reserve.

- a. To apply for participation in the HPLR Program, the eligible officer will complete DA Form 5536-R (Selected Reserve Incentive Program Health Professionals Loan Repayment Program Agreement), the agreement should be executed on assignment to the Selected Reserve or thereafter on meeting all eligibility criteria. The anniversary date for the repayment of loans is based on the date the officer completes the agreement. Each complete satisfactory year of Selected Reserve Service performed under the terms of the agreement will establish the anniversary for repayment of eligible loans.
- b. The officer is responsible for notifying his or her unit commander of loans secured and furnishing copies of each promissory note. The officer will coordinate his or her repayment schedule with the unit commander. The officer must initiate repayment application 60 days before the anniversary date.

c. HPLR Program eligibility will be terminated if the officer becomes an unsatisfactory participant under Army Regulation 135-91 (Service Obligations, Methods of Fulfillment, Participation Requirements, and Enforcement Provisions), is separated from the Selected Reserve for any reason including voluntary entry on active duty in the Active Army, transfers to a medical/nursing specialty not designated as a critical specialty (an exception is when the officer is transferred involuntarily at the direction of the National Guard Bureau or Office of the Chief, Army Reserve), is not currently licensed or certified in the critical medical/nursing specialty designated in the agreement, or accepts a permanent civilian position where membership in the Selected Reserve is a condition of employment.

//NOTHING FOLLOWS//