

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 15 January 2025

DOCKET NUMBER: AR20240004688

APPLICANT REQUESTS: retroactive Health Professions Officer Board Certification Pay (HPO BCP), effective 19 June 2023.

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

- DD Form 149 (Application for Correction of Military Record)
- Registered Nurse Anesthetist Certification issued 19 June 2023

FACTS:

1. The applicant states she became board certified as a Nurse Anesthetist on 19 June 2023 and she still has not received board certification pay that is prorated monthly. During inprocessing at Walter Reed National Military Medical Center (WRNMMC) in July 2023 she contacted the special pay S1 staff to request board certification pay and she submitted all requested documents and followed up on a monthly basis. In September 2023, the special pay staff member that was assisting her was replaced and she continued to follow up on BCP. In 2024 the new rates increased, and she submitted a Health Professions Officer Incentive Pay (HPOIP) request for the new rate increase to \$8,000.00. On 25 January 2024, she inquired again about BCP for 2023. The special pay S1 staff member sent her an email with various options and asked her how she would like to correct her pay; she responded and assumed he would handle it. On 1 March 2024, she re-read the email and saw a hyperlink that he provided that brought her to this application and she is now applying on her own.

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

a. The applicant was honorably released by the Department of Homeland Security U.S. Coast Guard on 7 October 2018 and on 8 October 2018, she was appointed as a Reserve Commissioned Officer and executed an oath of office.

- b. DA Form 5074-1-R (Record of Award of Entry Grade Credit (Health Services Officers)) dated 18 July 2019 shows the degree of Bachelor of Science in Nursing was granted to the applicant on 9 March 2017, by Thomas Edison State University.
- c. Statement for Commissioning Army Medical Department (AMEDD) Officer United States Army Reserve (USAR) dated 5 June 2019, where she acknowledged that she was commissioning for the Army Nurse Corps and Area of Concentration (AOC) 66S- (Critical Care Nursing) with the following incentives: Health Professionals Loan Repayment Program (HPLRP) and she would be commissioned into the Troop Program Unit (TPU) in the rank of first lieutenant (1LT).
- d. On 20 December 2019, the applicant was appointed as a Reserve commissioned officer and executed an oath of office.
- e. Statement for Commissioning AMEDD Officer United States Army – Active Duty dated 20 December 2019, where she acknowledged that she was commissioning for the Army Nurse Corps and AOC 66S with the following incentives: Long Term Health Education and Training (LTHET) Certified Registered Nurse Anesthetists (CRNA) Doctorate Degree Program and she would be commissioned in the Regular Army in the rank of first lieutenant (1LT).
- f. On 5 January 2020, the applicant was appointed as a Regular Army – Army Nurse Corps commissioned officer and executed an oath of office.
- g. Orders Number 173-046, dated 22 June 2022, issued by Headquarters, U.S. Army Human Resources Command (AHRC), shows she was promoted to the rank/grade of captain (CPT)/O-3, with a date of rank of 1 July 2022.
- h. DA Form 1059 (Service School Academic Evaluation Report) dated 12 June 2023, shows the applicant completed her final year of the 3-year US Army Graduate Program in Anesthesia Nursing.
- i. Orders Number 233-0001 dated 20 August 2024, issued by U.S. Army Garrison Fort Detrick Army Element, WRNMMC, released her from active duty, effective 6 January 2025.
- j. Order Number 0009987509 dated 28 October 2024, issued by Department of the Army, assigned her to the USAR Control Group (Reinforcement) in the Individual Ready Reserve, effective 7 January 2025.
- k. DD Form 214 (Certificate of Release or Discharge from Active Duty) shows that the applicant entered active duty this period on 5 January 2020 and was honorably released from active duty on 6 January 2025 for completion of required active service.

3. The applicant provides a copy of her Registered Nurse Anesthetist Certification issued on 19 June 2023 by the National Board of Certification and Recertification for Nurse Anesthetists.

4. On 10 December 2024, in the processing of this case an advisory opinion was obtained from the Office of the Surgeon General, Chief, AMEDD, Special Pay Branch, that is opined in pertinent part:

a. The applicant has formally requested retroactive payment of the HPO BCP, effective date, 19 June 2023.

b. This opinion is issued after a review of supporting documentation, policy, special pay, and finance data to provide clear and concise guidance. The applicant is eligible to receive the requested incentive effective 23 June 2023. The applicant is eligible to receive \$3,133.33 for the 23 June 2023 – 31 December 2023 timeframe. Defense Finance and Accounting Service – Indianapolis (DFAS-IN) will determine the exact arrears payment.

5. On 19 December 2024, the applicant was provided a copy of the advisory opinion for comment or rebuttal. She did not respond.

#### BOARD DISCUSSION:

1. 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, available military records and the Office of the Surgeon General, Chief, AMEDD, Special Pay Branch advisory opinion, the Board concurred with the advising official recommendation for approval finding the applicant is eligible to receive the requested incentive effective 23 June 2023. The opine noted the applicant is eligible to receive \$3,133.33 for the 23 June 2023 – 31 December 2023 timeframe.

2. The Board determined based on the advising official opine, there is sufficient evidence to support the applicant's contentions for retroactive Health Professions Officer Board Certification Pay (HPO BCP), effective 19 June 2023. Based on this, the Board granted relief.

BOARD VOTE:

Mbr 1      Mbr 2      Mbr 3

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	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 is eligible to receive the requested incentive effective 23 June 2023. The applicant is also eligible to receive \$3,133.33 for the 23 June 2023 – 31 December 2023 timeframe.

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 37 United States Code (USC), Section 335 (Special Bonus and Incentive Pay for Officers in Health Professions) states requests for discretionary category of HPOBCP are initiated by the officer through their command's supporting personnel office. If board certification renewals are issued, they must also be submitted to ensure HPOBCP continues uninterrupted. Receipt of monthly HPOBCP can be verified by the officer by reviewing their monthly leave and earnings statement entitlements column.

2. Department of Defense Financial Management Regulation 7000.14, Volume 7A states to be entitled to HPO BCP, HPOs must:

- Be serving in an Active Component (AC) or Reserve Component of a Military Service and entitled to basic pay under 37 USC, section 204 or compensation pursuant to 37 USC, section 206;
- Be serving on AD or in an active Reserve status in a designated health professional clinical specialty;
- Have a post-baccalaureate degree in a clinical specialty (a post Master's certificate acceptable to the Secretary concerned can satisfy this requirement); and
- Be certified by a professional board in a designated health profession clinical specialty

The amount payable is \$8,000.00 per year prorated monthly.

//NOTHING FOLLOWS//