

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 28 February 2025

DOCKET NUMBER: AR20240005284

APPLICANT REQUESTS: constructive credit towards a promotion to major (MAJ)/O-4 for his 10 years of civilian experience as a dentist.

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

- DD Form 149 (Application for Correction of Military Record)
- Degree Certificate, 14 May 2014
- Resume, 23 October 2023

FACTS:

1. The applicant states he entered the U.S. Army Reserve (USAR) with 10 years of civilian experience as a dentist. His recruiter initially told him that he would enter as a MAJ/O-4 because of his experience as a doctor, but it never happened. He spoke with a talent manager and other officers when he arrived at the unit, but there was a lack of records or no record that they could find to support his request. Every doctor comes in as an O-3 right out of school. It has been 10 years, and he is not sure why he has to come on as O-3. He will not be eligible to be promotable until 2029 since he was commissioned as an O-3 last year. He has all the records from dental school and his curriculum vitae (CV) that show his civilian experience as a dentist. According to his talent manager, the Army does not have a record of it.

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

a. DD Form 214 (Certificate of Release or Discharge from Active Duty) shows the applicant entered active duty in the U. S. Marine Corps, this period on 20 January 2000 and was honorably released from active duty on 19 January 2004, for completion of required service.

b. On 4 January 2023, the applicant was appointed as a Reserve commissioned officer in the U.S. Army Dental Corps in the rank/grade of CPT/O-3 and executed an oath of office.

c. Statement for Commissioning Army Medical Department (AMEDD) Officer USAR dated 4 January 2023, indicates a service agreement between the United States Army and the applicant. The applicant acknowledged that he is commissioning for the Dental Corps in the Area of Concern of 63A (General Dentist) with no incentives. It also shows he acknowledged and understood that he would be commissioning into the Troop Program Unit (TPU) in the rank of captain (CPT). The applicant understood that this is the entire contract between him and the United States Army and that there are no oral or other agreements or understandings or representations affecting the contract or relating to his military service, except as otherwise specifically provided herein.

d. Memorandum, Subject: Recommendation for Reserve Army Appointment dated 28 February 2023, reflect in paragraph 3, AOC: 63A. USAR Grade: CPT. Constructive Service Credit of 7 June 2028 is awarded as of 4 January 2023. TPU assignment instructions are enclosed. Incentive applied for NONE.

e. DA Form 5074-1-R (Record of Award of Entry Grade Credit (Medical and Dental Officers)) dated by an approving official on 4 March 2023, shows a Doctor of Medicine in Dentistry was granted 14 May 2014 to the applicant, by Western University of Health Sciences, Pomona, California. It also shows in Part III (Computation of Entry Grad and Date of Rank) the grade for which credit qualifies for is O-3/CPT, his date of rank is 6 May 2020, and he was awarded 6 years, 7 months, and 28 days constructive credit.

f. Orders Number 0004608860 dated 1 May 2023, issued by the Department of the Army, hired, and gained the applicant as a civilian having prior experience in the position title of General Dental Office effective 4 January 2023.

g. DD Form 220 (Active Duty Report) shows the applicant was ordered to active duty on 30 June 2024 and was released from active duty on 23 July 2024<sup>12</sup> upon completion of AMEDD Direct Commission Course (DCC).

3. The applicant provides a Doctor of Medicine in Dentistry Degree certificate dated 14 May 2014 and his CV dated 23 October 2023.

4. On 12 February 2025, in the processing of this case Headquarters, USARC Chief, Officer Management Branch, provided an advisory opinion regarding the applicant's request to correct the calculation of his constructive service credit and concluded that further examination and rectification should be submitted to the Health Services Directorate at Human Resources Command.

5. On 19 February 2025, Headquarters, U.S. Army Recruiting Command (USAREC) Medical Service Program Manager, provided an advisory opinion which states:

a. Total entry credit awarded on the DA 5074-R for the applicant be updated to reflect his total constructive service credit authorized. The applicant's entry rank will not change as a result of this action.

b. Adjustment to his DA Form 5074-1-R professional work experience constructive credit to reflect the maximum credit authorized. Despite entering service at the same rank (O-3/CPT) as other entry-level Army dentists, the applicant's significant premilitary experience earns him a total of 7 years of constructive service credit. This credit fully qualifies him for his current rank, with an excess of 3 years. This excess credit grants the applicant an accelerated path to future promotions compared to his peers.

6. On 21 February 2025, the applicant was provided with a copy of the advisory opinions for comment or rebuttal.

BOARD DISCUSSION:

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. The Board reviewed and concurred with the U.S. Army Recruiting Command's advising official finding the applicant should be awarded 7 years of constructive service credit; 4 years for his basic qualifying degree and 3 years for his professional experience, qualifying him for his current rank.

BOARD VOTE:

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
:	:	:	GRANT FULL RELIEF
XX	:XX	:XX	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 he was awarded

7 years of constructive service credit.

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 qualifying service credit.



X //SIGNED//

CHAIRPERSON

Signed by:

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. DODI 6000.13 (Accession and Retention Policies, Programs, and Incentives for Military HPOs) states:

a. 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. 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.

c. Credit for master's and doctorate degrees in a health profession other than those listed in paragraph 1c(3)(a) (Doctor of Osteopathic Medicine, Doctor of Dental Surgery, Doctor of Dental Medicine, Doctor of Veterinary Medicine) of this enclosure 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.

d. Credit will be awarded for any period of advanced education in a health profession (other than medicine and dentistry) beyond the baccalaureate degree level that exceeds the basic education required for the appointment, if such advanced education will be directly used by the Military Department concerned.

e. Credit may only be given for experience in a health profession other than medicine or dentistry if such experience will be directly used by the Military Department concerned.

2. Army Regulation 135-101 (Appointment of Reserve Commissioned Officers for Assignment to Army Medical Department Branches) states:

a. 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 (a below (Medical Corps and Dental Corps), 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 DA Form 5074-R.

b. Table 3-1 (Constructive Service Credit) states for Medical Service Corps credit one year for each year (or school year) limited by level of degree. Credit for additional advanced degrees (see Table 3-4). Degree must add adjunctive skill to primary specialty and must contribute directly to performance in anticipated duty position. Table 3-3 shows Environmental Science Doctorate level credit 4 -years.

//NOTHING FOLLOWS//