

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 19 February 2025

DOCKET NUMBER: AR20240005918

APPLICANT REQUESTS: Exception to Policy (ETP) to receive Health Professions Officer (HPO) Board Certification Pay (BCP) effective 18 October 2022 through 30 September 2023.

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

- DD Form 149 (Application for Correction of Military Record)
- American Board of Emergency Medicine (ABEM) certificate
- ABEM notification
- Request for HPO BCP
- E-mail regarding HPO BCP

FACTS:

1. The applicant states she requests an ETP to receive retroactive HPO BCP effective 18 October 2022 through 30 September 2023. She is a board certified emergency medicine physician who completed her board certification on 22 September 2022 and was officially board certified as of 18 October 2022. Her HPO BCP had been initiated but she is missing a portion of the back pay for the period of 18 October 2022 through 30 September 2023. She had received a portion of her backpay for the previous 16-months at \$500.00 per month approximately \$6,000.00.

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

a. On 13 June 2014, the applicant executed her oath of office and was appointed a Medical Service Corps officer in the Regular Army in the rank of second lieutenant.

b. Four DA Form 1059 (Service School Academic Evaluation Reports) which shows the applicant exceeded course standards for Medical School during the period of 28 August 2014 through 18 May 2018.

c. DA Form 5074-R (Record of Award of Entry Grade Credit (Medical and Dental Officers)) dated 19 January 2018 shows the applicant was credited 4-years constructive credit for her Medical Doctor degree from the Uniformed Service University of the

Health Service she attended during the period of 1 August 2014 through 19 May 2018 which qualified her for entry grade credit as a captain.

d. Uniformed Services University of the Health Sciences shows the applicant was awarded her Doctor of Medicine degree on 19 May 2018.

3. The applicant provides:

a. ABEM certificate which shows the applicant is certified in the specialty of Emergency Medicine as of 18 October 2022 which expires on 31 December 2027.

b. The request for HPO BCP dated 4 March 2024 which shows the applicant entered into her HPO BCP agreement effective 1 January 2024 to be paid \$8,000.00 per year to be prorated monthly for her certification as an Emergency Medicine – Emergency Physician. She understood her HPO BCP will expire when her certification expires and must resubmit her recertification documentation with a new HPO BCP agreement.

c. E-mail from Brook Army Medical Center and Madigan Army Medical Center informing the applicant she would have to submit a request for retroactive pay to the Army Board for Corrections of Military Records.

4. On 21 January 2025, in the processing of this case, the Office of the Surgeon General provided an advisory opinion regarding the applicant's request for retroactive HPO BCP. The advisory official stated the applicant formally requested retroactive HPO BCP, effective 18 October 2018. A review of her supporting documents, policy and finance data was determined she is eligible to receive \$6,000.00 HPO BCP for the period of 18 October 2022 through 30 September 2023; for the period of 18 October through 30 December 2022 = \$1,216.66 and for the period of 1 January 2023 through 30 September 2023 = \$4,500.00, for a total of \$5,716.66. The Defense Finance and Accounting Service will determine the exact arrears.

5. On 6 February 2025, the Army Review Boards Agency Case Management Division provided the applicant the advisory opinion for review and comment. The applicant has not responded.

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 record and the Office of the Surgeon General advisory opinion, the Board concurred with the advising opine finding the applicant was eligible for retroactive HPO BCP totaling \$5,716.66 for the period 18 October 2022 through 30 September 2023. This includes \$1,216.66 for the period 18 October through 30 December 2022 and \$4,500.00 for the period 1 January through 30 September 2023.

2. The Board noted, the applicant was appointed as a Medical Service Corps officer in the Regular Army on 13 June 2014 and successfully completed medical school, earning her Doctor of Medicine degree from the Uniformed Services University of the Health Sciences on 19 May 2018. She was subsequently credited with four years of constructive service credit and appointed as a captain. The Board agreed, based on the advising opine, there is sufficient evidence to grant relief for exception to policy (ETP) to receive Health Professions Officer (HPO) Board Certification Pay (BCP) effective 18 October 2022 through 30 September 2023. Defense Finance and Accounting Service (DFAS) will determine the exact arrears.

BOARD VOTE:

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
XXX	XXX	XXX	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 authorized retroactive HPO BCP totaling \$5,716.66 for the period 18 October 2022 through 30 September 2023. This includes \$1,216.66 for the period 18 October through 30 December 2022 and \$4,500.00 for the period 1 January through 30 September 2023. Defense Finance and Accounting Service (DFAS) will determine the exact arrears.

X //SIGNED//

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 37 USC, section 335 (Special bonus and incentive pay authorities for officers in health professions), (c) Board Certification Incentive Pay. The Secretary concerned may pay board certification incentive pay under this section to an officer in a regular or reserve component of a uniformed service who: (1) is entitled to basic pay under section 204 of this title or compensation under section 206 of this title; (2) is board certified in a designated health profession specialty or skill; and (3) is serving on active duty or in an active status in such designated health profession specialty or skill.
2. Department of Defense Instruction 6000.13 (Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs)), to establish policy, assign responsibilities, and prescribe procedures for: a. Military Department payment of incentives and bonuses to HPOs pursuant to section 335 of Title 37, USC, Paragraph 10 f. Board Certification Pay. To be eligible for BCP, an HPO must: (1) Be entitled to basic pay under section 204 of Reference (c) or compensation under section 206 of Reference (c). (2) Have a post-baccalaureate degree in a clinical specialty. A post-master's certificate acceptable to the Secretary concerned can satisfy this requirement. (3) Be certified by a professional board in a designated health profession

clinical specialty. (4) Be serving on AD or in an active status in the specialty of the board certification.

3. Department of Defense Financial Management Regulation 7000.14, Volume 7a (Military Pay Policy - Active Duty And Reserve Pay), prescribes the criteria for determining creditable service for military members; provides examples for computing valid creditable service; states periods of service that are not creditable for pay purposes; cites conditions for the payment of military pay entitlements; explains the computation of leave and conditions for leave accrual; and provides for situations where enlistments are not valid. Chapter 5 (Health Professions Officer (HPO) Special And Incentive Pay), to establish policy pertaining to Health Professions Special and Incentive) Pay. Paragraph 5.0 (Board Certification Pay (BCP)), eligibility

- serving in an Active Component (AC) or RC of a Military Service and entitled to basic pay
- 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 or a post master's certificate acceptable to the Secretary concerned can satisfy this requirement)
- certified by a professional board in a designated health profession clinical specialty

//NOTHING FOLLOWS//