

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 27 February 2025

DOCKET NUMBER: AR20240006016

APPLICANT REQUESTS: retroactive pay of Health Professions Officer (HPO) Board Certification Pay (BCP) from 3 March 2022 through 31 December 2023.

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

- DD Form 149 (Application for Correction of Military Record)
- National Certification Corporation - Maternal Newborn Nursing Certification

FACTS:

1. The applicant states she requests retroactive pay of Health Professions Officer (HPO) Board Certification Pay (BCP) from 3 March 2022 through 31 December 2023 in the amount of \$6,000.00 per year to be prorated monthly. She was not aware of the additional payment incentive available to her.

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

a. On 17 September 2014, she enlisted in the United States Army Reserve (USAR) as a cadet in the Reserve Officers' Training Corps (ROTC).

b. Orders Number 341-1 issued by the Department of Military Science and Leadership at North Dakota State University, 7 December 2018 discharged her from the USAR to accept commission in the United States Armed Forces with an effective date of 13 December 2018.

c. Orders Number 345-060 issued by Headquarters, United States Army Cadet Command, 11 December 2018 she was ordered to active duty in the Army Nurse Corps upon her acceptance of appointment in the USAR on 9 March 2019.

d. Memorandum; Subject: Appointment as a Reserve Commissioned Officer of the Army under Title 10, United States Code 12203 dated 14 December 2018 appointed her as a Reserve of the Army Officer. She subsequently executed an Oath of Office on DA Form 71 (Oath of Office – Military Personnel) on 12 March 2019.

e. Orders Number 233-061 issued by Headquarters, U.S. Army Human Resources Command (AHRC) on 20 August 2020 promoted her to the rank of first lieutenant/O-2 with a date of rank of 12 September 2020.

f. On 3 March 2022 she was issued a certification in Maternal Newborn Nursing via the National Certification Corporation that is valid through 15 March 2025.

g. Orders Number 4094809 issued by the Department of the Army on 28 February 2023 promoted her to the rank of captain/O-3 with a date of rank of 1 March 2023.

3. On 6 February 2025, the Office of the Surgeon General, Chief, Special Pay Branch, provided an advisory opinion for this case. The advisory opinion states after a review of supporting documentation, policy, special pay, and finance data to provide clear and concise guidance, the applicant is ineligible to receive the retroactive payment for the requested timeframe. This decision is based on the established policy, stating that the officer does not possess the required post-baccalaureate degree as a Clinical Nurse Specialist and lacks the necessary 7T identifier. Consequently, the total eligible amount is \$0.00.

4. On 7 February 2025, the applicant was provided with a copy of the advisory opinion for comment or rebuttal. She did not provide a response.

BOARD DISCUSSION:

After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found that relief was not 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. Upon review of the applicant's petition, available military records, and the advising official from the Office of the Surgeon General, the Board concurred with the advising official finding the applicant ineligible based on the applicant not possessing the required post-baccalaureate degree as a clinical nurse specialist and lacks the necessary 7T identifier. The Board concluded there was no error or injustice and denied relief.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

:	:	:	GRANT FULL RELIEF
:	:	:	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
:XX	:XX	:XX	DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

The evidence presented does not demonstrate the existence of a probable error or injustice. Therefore, the Board determined the overall merits of this case are insufficient as a basis for correction of the records of the individual concerned.



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.

REFERENCE

1. Army Active Component HPO Special and Incentive Pay Plan, effective 1 January 2022 and 1 January 2023 states:

a. A HPO any health profession performed by officers who are in the Medical Corps of a Uniformed Service or designated as Medical Officers; in the Dental Corps of a Uniformed Service or designated as Dental Officers; in the Medical Service Corps of a Uniformed Service or designated as Medical Service Officers; in the Medical Specialists Corps of a Uniformed Service or designated as Medical Specialists; in the Nurse Corps of a Uniformed Service or designated as Nurses; in the Veterinary Corps of a Uniformed Service or designated as Veterinary officers.

b. To be eligible for the HPOBCP, an HPO must execute a BCP agreement, and have at least one-year retainability on Active Duty beginning on the effective date:

- be certified by an approved recognized clinical specialty professional board (not a State board) in the clinical specialty/Area of Concentration (AOC) as listed in the pertinent section of Table 2
- the effective date of the HPOBCP agreement is the date the HPO becomes board certified in the clinical specialty/AOC

c. HPOBCP is paid on a prorated monthly basis and all Active Component HPOs must execute a written HPOBCP agreement, with a copy of the board certificate.

d. HPOBCP is paid at a rate of \$6,000.00 per year; prorated monthly.

2. 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.

3. 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.

4. 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//