

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 24 March 2025

DOCKET NUMBER: AR20240006898

APPLICANT REQUESTS:

- retroactive pay of Health Professions Officer (HPO) Board Certification Pay (BCP) from 17 November 2021 to 30 September 2023
- retroactive pay of Health Professions Officer (HPO) Incentive Pay (IP) from 24 October 2022 to 30 September 2023

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

- DD Form 149 (Application for Correction of Military Record)
- Memorandum; Subject: Request for Retroactive Approval of HPOIP
- Memorandum; Subject: Request for Retroactive Approval of HPOBCP
- Certification of Licensure
- American Board of Internal Medicine Verification of Certification Status
- DHA Form 165 (Graduate Medical Education Final Evaluation)
- Credentialing Document

FACTS:

1. The applicant states she is requesting retroactive pay of HPO BCP and HPO IP.

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

a. Having had prior enlisted service in the Army National Guard (ARNG), the applicant executed an Oath of Office and was appointed as a Reserve Commissioned Officer on 3 August 2012.

b. On 1 June 2016, she executed an Oath of Office and was appointed as a Regular Army Commissioned Officer in the Medical Corps.

c. In 2019, The American Board of Internal Medicine certified the applicant met the requirements of the Board and was certified as a diplomate in Internal Medicine.

d. On 31 July 2019 she successfully completed an Internal Medicine Residency from the U.S. Army Medical Department at Tripler Army Medical Center.

e. On 6 January 2021, she successfully completed the American Red Cross's Basic Life Support course.

3. The applicant provides:

a. Memorandum; Subject: Request for Retroactive Approval of HPOIP, with an effective date of 1 October 2024 that states the delay in execution of the applicant's HPO IP request is multi-factorial due to a permanent change of station (PCS) in 2021, transition and migration to health.mil Outlook based email, as well as an outside the continental United States (OCONUS) and maternity leave from 2022 to 2023.

b. Memorandum; Subject: Request for Retroactive Approval of HPOBCP, with an effective date of 1 January 2024 that states the delay in execution of the applicant's HPO BCP request is multi-factorial due to a permanent change of station (PCS) in 2021, transition and migration to health.mil Outlook based email, as well as an outside the continental United States (OCONUS) and maternity leave from 2022 to 2023.

c. Certification of Licensure, issued by the State of Nebraska Public Health Licensure Unit on 30 August 2017, that the applicant holds a valid license as an Osteopathic Physician and Surgeon, with an expiration date of 1 October 2024.

d. American Board of Internal Medicine (ABIM) Verification of Certification Status letter dated 30 September 2019 that shows the applicant is a certified as a physician with the Board and participates in Maintenance of Certification.

e. ABIM Nephrology Certification Examination Results letter dated 17 November 2021 that states the applicant successfully passed the ABIM 2021 Nephrology Certification Examination.

f. DHA Form 165 (Graduate Medical Education Final Evaluation) dated 18 August 2021 that shows the applicant successfully completed the Internal Medicine – Nephrology training program on 24 July 2021.

g. A partial unnamed document of pages 11 through 17 of a redacted form that shows a list of privilege items that the applicant is fully competent of.

4. On 28 February 2025, the Office of the Surgeon General (OTSG), Chief, Special Pay Branch, provided an advisory opinion for this case. The advisory opinion states:

a. The applicant has formally requested retroactive payment of the HPO BCP for 17 November 2021 through 30 September 2023 and HPO IP for the 24 October 2022 through 30 September 2023 timeframe. This opinion is issued after a review of supporting documentation, policy, special pay, and finance data to provide clear and concise guidance.

b. The applicant is not eligible to receive any additional HPO BCP payments. The applicant has received all monies eligible for the requested timeframe. The Officer is eligible to receive \$43,061.10 of the \$46,000 HPO IP. However, the applicant already received \$40,252.77 for the 24 October 2022 through 30 September 2023 timeframe and this amount must be deducted. As such, the applicant is eligible to receive a total of \$2,808.33 (\$43,061.10 - \$40, 252.77). Defense Finance Accounting Service will determine the exact arrears payment.

5. On 3 March 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 and all supporting documents, the Board determined partial relief was warranted. The applicant's contentions, the military record, and regulatory guidance were carefully considered. Based upon the available documentation, the facts and recommendation outlined in the OTSG advisory opinion, and the lack of any rebuttal of those facts submitted by the applicant, the Board concluded there was sufficient evidence to pay the applicant a total of \$2,808.33, the remainder she is eligible to receive.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

:	:	:	GRANT FULL RELIEF
:XXX	:XXX	:XXX	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 partial relief. As a result, the Board recommends that all Department of Army records of the individual concerned be corrected by paying the applicant a total of \$2,808.33, the remainder of her HPO BCP she is eligible to receive.
2. The Board further determined 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 paying any additional HPO BCP.

//SIGNED//

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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. Department of Defense 7000.14-R, Financial Management Regulation, Volume 7A, Chapter 5, establishes policy pertaining to Health Professions Special and Incentive Pay.
 - a. Paragraph 6.1.3. (Effective Date) states, the effective date of the Incentive Pay (IP) agreement will be calculated from the date the member completes the qualifying training plus 3 months.
 - b. Paragraph 6.2 (Eligibility) states, to be eligible for IP, an HPO must be: (1) Serving in an Active Component or Reserve Component of a Military Service and entitled to basic pay under Title 37, U.S. Code, section 204 or compensation pursuant to Title 37, U.S. Code, section 206; (2) Serving on Active Duty or in an active Reserve status in a designated health professional specialty; and (3) Eligible as prescribed in paragraph 2.4 (Eligibility).
 - c. Paragraph 6.3 (Amounts) states, annual payment amounts for IP contracts are listed in Tables 5-3 through 5-6 and paid in equal monthly payments. For the most current IP rates, see the Dental Corps IP/Retention Bonus (RB), Medical Corps IP/RB, Nurse Corps IP/RB, and Specialty IP/RB tables on DFAS.MIL.

2. Army Active Component HPO Special and Incentive Pay Plan, effective 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.

//NOTHING FOLLOWS//