

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 11 March 2025

DOCKET NUMBER: AR20240006899

APPLICANT REQUESTS: Exception to Policy (ETP);

- to receive retroactive Health Professions Officer (HPO) Board Certification Pay (BCP), effective August 2020 through September 2023 and;
- to receive retroactive HPO Retention Bonus (RB) for August 2020 through September 2023

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

- DD Form 149 (Application for Correction of Military Record)
- Western University of Health Sciences Doctor of Nursing transcripts
- Western University of Health Sciences Master in Science Nursing transcripts
- American Academy of Nurse Practitioners National Certification Board
- Application for Clinical Privileges, 15 April 2021
- E-mail regarding HPO RB
- Application for Clinical Privileges, 16 March 2022
- Application for Clinical Privileges, 25 September 2023
- Board of Registered Nurses License
- State of California (CA) License
- Centralized Credentials Quality Assurance System (CCQAS)

FACTS:

1. The applicant did not file within the 3-year time frame provided in Title 10, U.S. Code (USC), section 1552(b); however, the Army Board for Correction of Military Records (ABCMR) conducted a substantive review of this case and determined it is in the interest of justice to excuse the applicant's failure to timely file.

2. The applicant states as a licensed, credentialed and board certified Family Nurse Practitioner, she is entitled to receive HPO RB in the amount of \$15,000.00 per year for 3-years during the period of August 2020 through August 2023. Additionally, she is entitled to receive HPO BCP in the amount of \$6,000.00 annually for the period of August 2020 through August 2023. During her eligibility period she attempted to reach

out to the incentives branch to get her incentives processed and was erroneously informed that she no longer qualified for them.

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

a. With prior U.S. Army Reserve (USAR) enlisted service; on 23 October 2006, the applicant executed her oath of office and was appointed as a Reserve commissioned officer in the rank of second lieutenant.

b. On 26 March 2007, Orders Number C-03-709021, issued by the U. S. Army Human Resources Command (AHRC), the applicant was assigned to a USAR Troop Program Unit, effective 23 October 2006 due to appointment.

c. The University of North Carolina at Charlotte awarded the applicant a Bachelor of Science in Nursing on 11 August 2010.

d. DA Form 1059 (Service School Academic Evaluation Report) shows the applicant achieved course standards for the Army Medical Department Basic Officer Leader Course during the period of 24 September through 19 October 2010.

e. On 1 August 2014, the Western University of Health Science awarded the applicant her Master in Science for Nursing/Family Practitioner.

f. The American Academy of Nurse Practitioner National Certification Board certified the applicant as a Family Nurse Practitioner during the period of 15 October 2014 through 14 October 2029.

g. On 6 December 2018, Orders Number UO-340-0115, issued by Headquarters, 807th Medical Deployment Command, the applicant was ordered to active duty in support of Operation Enduring Freedom (Spartan Shield), effective 21 March 2019.

h. On 25 February 2020, the applicant was honorably released from active duty. DD Form 214 (Certificate of Release or Discharge from Active Duty) shows the applicant completed 11-months and 5-days of active service.

i. On 29 July 2020, Orders Number R-07-002563, issued by AHRC, the applicant was ordered to active duty in an Active Guard/Reserve (AGR) status, effective 24 August 2020.

j. The Texas Board of Nursing issued the applicant a license as a Registered Nurse, effective 8 May 2020, with the expiration of 30 June 2025 and licensed as an Advanced Practice Registered Nurse-Certified Nurse Practitioner, effective 10 July 2020, with an expiration date of 30 June 2025.

k. On 6 June 2024, the applicant requested to received HPO RB as a Family Nurse Practitioner licensed in CA and TX. She agreed to serve 6-years of continuous active duty obligation to begin 23 August 2023 to receive \$35,000.00 a year.

4. The applicant provides:

a. Western University of Health Sciences transcripts with shows the applicant was awarded a degree in the Doctor of Nursing Practice and Master in Sciences in Nursing and Family Practice on 1 August 2014.

b. On 15 April 2021, the applicant was granted clinical privileges and medical staff appointment in Family Nurse Practitioner at Womack Army Medical Center, Fort Bragg, NC, to expire 14 April 2022.

c. E-mail dated 1 November 2021; the applicant was informed by AHRC that as an AGR Soldier she was not eligible for any Reserve incentives when she inquired about not receiving her HPO RB for anniversary year 2021.

d. On 16 March 2022, the applicant was granted clinical privileges and medical staff appointment in Family Nurse Practitioner at Womack Army Medical Center, Fort Bragg, NC to expire 15 March 2023.

e. On 25 September 2023, the applicant was granted clinical privileges and medical staff appointment in Family Nurse Practitioner at Landstuhl Regional Medical Center to expire 31 July 2025.

f. The Certification Board of Registered Nurses shows the applicant was licensed as a Registered Nurse, Nurse Practitioner and Nurse Practitioner until 31 July 2024.

g. The Department of Consumer Affairs State of CA shows the applicant was licensed as a Nurse Practitioner Furnishing, Nurse Practitioner and a Registered Nurse which expired on 31 July 2022.

5. On 28 February 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 and HPO RB. The advisory official stated the applicant is eligible to receive HPO BCP for the period of 24 August 2020 through 6 October 2023 in the amount of \$18,716.62 and \$45,000.00 for HPO RB. The total amount eligible was \$63,716.62 to be determined by the Defense Finance and Accounting Service.

6. On 3 March 2025, the Army Review Boards Agency, Case Management Division, provided the applicant the advisory opinion for review and comment.

BOARD DISCUSSION:

After reviewing the application and all supporting documents, the Board determined relief was warranted. The applicant's contentions, the military record, and regulatory guidance were carefully considered. Based upon the available documentation, the findings and recommendations found within the OTSG advisory opinion, and the lack of any rebuttal of those findings and recommendations submitted by the applicant, the Board concluded there was sufficient evidence to pay the applicant HPO BCP in the amount of \$18,716.62 and \$45,000.00 for HPO RB. The total amount eligible was \$63,716.62 to be determined by the Defense Finance and Accounting Service.

BOARD VOTE:

Mbr 1    Mbr 2    Mbr 3

: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 Army records of the individual concerned be corrected by paying the applicant HPO BCP in the amount of \$18,716.62 and \$45,000.00 for HPO RB. The total amount eligible was \$63,716.62 to be determined by the Defense Finance and Accounting Service.

//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. Title 10, USC, section 1552(b), provides that applications for correction of military records must be filed within 3 years after discovery of the alleged error or injustice. This provision of law also allows the ABCMR to excuse an applicant's failure to timely file within the 3-year statute of limitations if the ABCMR determines it would be in the interest of justice to do so.

2. 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, 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//