

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 5 September 2025

DOCKET NUMBER: AR20240008289

APPLICANT REQUESTS: Exception to Policy (ETP):

- To receive retroactive Health Professions Officer (HPO) Board Certification Pay (BCP), effective 1 September 2021 and;
- To receive retroactive HPO Retention Bonus (RB) for 1 September 2021
- a personal appearance before the Board

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

- DD Form 149 (Application for Correction of Military Record)
- Chamberlain College of Nursing transcripts, 24 April 2016
- American Academy of Nurse Practitioners Certification Board certification

- U.S. Army Human Resources Command (AHRC) Memorandum for Record, 27 September 2019, Subject: Award of Classification Identifiers for Army Medical Department (AMEDD) Officers shows the applicant was awarded:
 - Primary Area of Concentration (AOC): 66P (Family Nurse Practitioner)
 - Secondary AOC: 66H (Medical-Surgical Nurse)
 - Skill identifier: M9 (Case Management Nurse)

- AHRC Orders Number R-04-100516, 14 April 2021
- Department of the Army Orders Number 6845099, 19 December 2023, shows on 18 March 2024, the applicant was assigned to the Office of the Chief of the Army Reserve as the Health Services Branch Chief
- National Council of State Boards of Nursing (NCSBN) License Verification Report

FACTS:

1. The applicant did not file within the 3-year time frame provided in Title 10, U.S. Code, 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:

- She requests to be paid \$6,000.00 HPO BCP effective 1 September 2021
- She requests to be paid HPO RB for 3-years effective 1 September 2021
- The Active Guard Reserve (AGR) incentives can be located in the Army Active Component Health Professions Officers Special and Incentive Pay Plan, effective 1 January 2021
- She was not informed that she was eligible to the HPO BCP and HPO RB when she transitioned into the AGR program
- She was only informed that she would have to forfeit her Reserve incentive upon entering the AGR program
- She served as a licensed provider in her AGR role and provided medical services to Reserve and AGR Soldiers

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

- With enlisted U.S. Army Reserve (USAR) service, on 3 June 2006, she was licensed as a Registered Nurse by the Alabama Board of Nursing after she fulfilled the requirements of the law governing the licensure of nurses
- On 12 August 2008, she executed her oath of office and was appointed a Reserve commissioned officer
- On 26 October 2008, she was awarded a Bachelor of Science in Nursing by Chamberlain College of Nursing
- On 28 October 2008, she received constructive credit for 4-months and 29-days for professional experience to give her a date of rank of 13 March 2008
- On 12 August 2008, she was assigned to the USAR Troop Program Unit (TPU) by Orders Number C-11-818879, 4 November 2008
- DA Form 1059 (Service School Academic Evaluation Report) shows she achieved course standards for the AMEDD Basic Officer Leaders Course during the period of 31 July through 24 August 2009
- She was ordered to active duty for operational support on several occasions
- On 14 September 2013, she was assigned to the USAR Control Group (Reinforcement) by Orders Number 13-227-00067, 15 August 2013
- On 20 October 2014, she was assigned to the USAR TPU by Orders Number C-10-414593, 20 October 2014
- On 24 April 2016, she was awarded a Master of Science in Nursing/Family Nurse Practice by Chamberlain College of Nursing
- On 20 March 2018, she was certified as a Family Nurse Practitioner by the American Academy of Nurse Practitioners National Certification Board
- The NCSBN verified she was licensed in:

- Georgia as a Practical Nurse on 3 July 2003
 - Alabama as a Registered Nurse on 3 June 2006
 - Georgia as a Registered Nurse on 4 June 2008
 - California as Registered Nurse on 6 January 2009
 - New York as a Registered Nurse on 26 March 2009
 - Alabama as a Certified Nurse Practitioner on 17 October 2018
 - Alabama as a Practical Nurse on 13 March 2021
 - Tennessee as a Certified Nurse Practitioner on 10 August 2023
 - Texas as a Certified Nurse Practitioner on 1 September 2023
- Alabama Board of Nursing verified she had an active license as a Registered Nurse during the period of 3 June 2006 through 31 December 2020 and a Certified Registered Nurse Practitioner during the period of 17 October 2018 through 31 December 2020
 - On 1 September 2021, she was ordered to active duty in AGR status in the AOC 66H for a period of 3-years which was amended to read the active duty commitment was indefinite by Orders Number R-04-100516, 14 April 2021
 - On 28 August 2021, she was awarded a Doctor in Nursing Practice by Chamberlain University
 - On 4 March 2024, she requested and was approved for HPO RB in Family Nurse Practitioner licensed in Alabama effective 18 March 2024 with a 6-year continuous active duty obligation to be paid \$35,000.00 per year
4. On 22 May 2025, in the processing of this case, the Office of the Surgeon General provided an advisory opinion regarding the applicant's request for an ETP for retroactive HPO BCP and HPO RB. The advisory official stated the applicant was eligible for the \$6,000.00 HPO BCP and \$35,000.00 HPO RB for the period of 1 September 2021 through 31 August 2024, for a total amount of \$48,027.67. The Defense Finance and Accounting Service will calculate the exact arrears amount.
5. On 29 May 2025, the Army Review Boards Agency Case Management Division provided the applicant the advisory opinion for review and comment.
6. On 2 June 2025, the applicant responded stating the advisory opinion recommended approval of HPO RB at the \$25,000.00 annual tier for the period of 1 September 2021 through 31 August 2024. However, she believed it does not accurately reflect her eligibility and was based on guidance that did not consider her full qualifications at the time she entered the AGR program.

When she entered the AGR program on 1 September 2021, she met the eligibility requirements for \$35,000.00 per year HPO RB, including board certification, qualifying AOC, unrestricted license and full time AGR. Base on the guidance she received from

AHRC, she was advised to request \$15,000.00 tier due to the initial 3-years AGR tour. However, there is no published policy indicating that tour length restricts eligibility for a higher HPO RB rate. She has been since approved for the \$35,000.00 per year HPO RB in Fiscal Year 2023. She respectfully requests: the currently proposed 3-year HPO RB contract at \$15,000.00 per year rate not initiated and her current \$35,000.00 per year HPO RB contract to be corrected and backdated to 1 September 2021 for a total contract period of 1 September 2021 through 31 August 2027. This correction would align her HPO RB payments with the proper tier and timeframe based on her eligibility from the beginning of her AGR service.

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 review based on law, policy, and regulation. The Board reviewed and concurred with the Office of the Surgeon General finding she met the requirements for the \$6,000.00 HPO BCP and \$35,000.00 HPO RB for the period of 1 September 2021 through 31 August 2024, for a total amount of \$48,027.67. The Board defers to the Defense Finance and Accounting Service for calculation of payment.
2. The applicant's request for a personal appearance hearing was carefully considered. In this case, the evidence of record was sufficient to render a fair and equitable decision. As a result, a personal appearance hearing is not necessary to serve the interest of equity and justice in this case.

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 the Army records of the individual concerned be corrected by:

- showing the applicant timely submitted the appropriate request/form for payment of HPO BCP (at the appropriate rate/year) for the period 1 September 2021 through 31 August 2024
- showing the applicant timely submitted the appropriate request/form for payment of HPO RB (at the appropriate rate/year) for the period 1 September 2021 through 31 August 2024
- showing the appropriate office timely received his requests and authorized payment as a result of this correction

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 10, U.S. Code, 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. 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,

a. Paragraph 10e (Retention Bonus), To be eligible for an RB, an HPO must: (a) Be below the grade of O-7. (b) Meet one of the following requirements: 1. Have completed any AD or reserve duty service commitment incurred for any and all pre-commissioning education and training; 2. Have completed the SO for an AB (an individual eligible for an AB may decline the AB and accept the RB); or (c) Have completed qualification for the specialty or subspecialty for which the RB is being paid before the beginning of the fiscal year during which a written agreement is executed. (d) Enter into a written agreement to remain on AD or in an active status in the RC as an HPO for 2, 3, or 4-years, which is accepted by the Secretary concerned.

b. 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.

a. 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

b. Paragraph 7.0 (Retention Bonus), eligibility; the Secretary concerned may pay an RB to HPOs based on their clinical specialty or subspecialty regardless of their ability to spend appropriate time in a clinical setting. To be eligible for an RB, an HPO must:

- Meet the eligibility criteria itemized in paragraph 2.3;
- Have completed qualifications for the specialty or subspecialty for which the RB is being paid before the beginning of the fiscal year during which a written agreement is executed;
- Enter into a written agreement, accepted by the Secretary concerned, to remain on AD or in an active status in an RC as an HPO for 2, 3, 4, or 6-years;
- Be below the grade of O-7; and
- Meet one of the following requirements:
 - Have completed any AD or reserve duty service commitment incurred for any and all pre-commissioning education and training; or
 - Have completed the service obligation for an AB (an individual eligible for an AB may decline the AB and accept the RB)

5. Army Regulation 15-185 (ABCMR) prescribes the policies and procedures for correction of military records by the Secretary of the Army, acting through the ABCMR. Paragraph 2-9 contains guidance on the burden of proof. It states the ABCMR begins its consideration of each case with the presumption of administrative regularity, which is that what the Army did was correct. ABCMR members will review all applications that are properly before them to determine the existence of an error or injustice; direct or recommend changes in military records to correct the error or injustice, if persuaded that material error or injustice exists and that sufficient evidence exists on the record. The ABCMR will decide cases on the evidence of record. It is not

an investigative body. The ABCMR may, in its discretion, hold a hearing. Applicants do not have a right to a hearing before the ABCMR. The Director or the ABCMR may grant a formal hearing whenever justice require.

//NOTHING FOLLOWS//