

IN THE CASE OF: [REDACTED]

BOARD DATE: 21 April 2025

DOCKET NUMBER: AR20240008462

APPLICANT REQUESTS: payment of his Health Professions Officer (HPO) Inceptive Pay (IP) from 12 October 2023 through 31 December 2023

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

- DD Form 149 (Application for Correction of Military Record)
- Virginia Department of Health Professions License
- Letter from American Board of Pediatrics
- Record Brief

FACTS:

1. The applicant states, in pertinent part:

- The Office of The Surgeon General (OTSG) was processing an application for the new increased board certification pay
- They were unable to process two HPO IP requests at the same time
- The pay that was owed to him was not paid
- He met the requirements as a board certified pediatrician on 12 October 2023
- He believes he should be paid as such

2. The applicant provides and his service record shows:

- On 11 May 2016, he took the oath of office as a Reserve Commissioned Officer
- On 7 May 2020, he was appointed in the Regular Army Medical Corps
- On 6 July 2021, he requested payment of HPO IP as a pediatrician at the rate of \$8,000 per year (prorated) his continuous active duty would be effective 1 July 2021
- On 9 December 2021, he received [REDACTED] Department of Health Professions license with an expiration date of 31 May 2026
- On 5 December 2023, he received a letter from the American Board of Pediatrics stating he passed the 2023 General Pediatrics Certifying Examination

3. On 16 April 2025, the Chief, Special Pay Branch, OTSG, provided an advisory opinion, which states, the applicant requested HPO IP effective 12 October 2023. He is eligible to receive the \$6,000 HPO IP for 12 October 2023 through 30 December 2023. He is eligible to receive \$1,316.66.

4. On 16 April 2025, the advisory opinion was provided to the applicant to allow him the opportunity to respond. He did not respond.

BOARD DISCUSSION:

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 and available military record, the Chief, Special Pay Branch, OTSG, advisory opinion, the Board concurred with the advisory official recommendation for approval, finding the applicant was eligible for HPO BCP at the rate of \$6,000.00 for the period of 12 October 2023 through 31 December 2023 per year and HPO IP at the rate of \$1,316.66 0.00 per year for. Evidence of record shows the applicant met all eligibility requirements. The Board determined there was sufficient evidence to grant relief.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	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 all Department of the Army records of the individual concerned be corrected by providing the applicant with payment of his HPO BCP at the rate of \$6,000.00 for the period of 12 October 2023 through 31 December 2023 per year and HPO IP at the rate of \$1,316.66 0.00 per year for. The exact arrears payment will be determined by Defense Finance and Accounting Service.

X 

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//