

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 30 May 2025

DOCKET NUMBER: AR20240008713

APPLICANT REQUESTS: retroactive payment of Health Professions Officer Incentive Pay (HPO IP) effective 1 September 2019.

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

- DD Form 149 (Application for Correction of Military Record)
- Self-authored Statement

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 began the in-processing for her civilian-sponsored urology residency on 7 June 2019, at the University of Texas, SA, where she was assigned to the 187th Battalion Army Medical Department (AMEDD) Student Detachment unit at Fort Sam Houston
- She received her Texas Physician-in-Training medical license in Spring 2019, which was effective from 1 July 2019 to 30 June 2024, coinciding with the end of her training
- As the only Army resident in her class, her training was financed by the Army, while her immediate supervisor was in the U.S. Air Force and was not able to provide guidance on pay expectations and practices during her five-year training period; she relied on her human resources manager for assistance with her pay
- She experienced a delay in receiving her pay for three months following her in-processing, mainly due to multiple incorrect uploads of her documents upon her arrival
- the human resources manager mistakenly failed to upload her medical school diploma, which has resulted in a delay of 6 to 12 months for her promotion to

major, as the Army lacked the necessary proof of her medical school graduation despite her nearing the completion of her urology residency

- She was never informed that she was eligible for a \$1,200.00 bonus upon completion of her internship; additionally, she was not made aware that she was also eligible for a bonus following her second year of training
- in August 2021, she was assigned a new human resources manager, who also did not inform her about the bonus for which she was eligible
- In early 2023, she attended an interdisciplinary event where she spoke with a Brooke Army Medical Center (BAMC) resident who helped her identify some of the benefits she had not received, including special pay
- She subsequently inquired about the special pay but was constantly met with no response for many years
- Upon graduation in late 2024 she addressed her issues with a different human resources manager who instructed her on how to properly petition for the bonus she was previously unaware of and told that there had been a widespread problem within the unit for years
- it was not until she arrived at Fort Cavazos on 15 July 2024 that she was made aware she was owed retroactive pay of HPO IP

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

- On 6 July 2015 she was appointed as a Reserve commissioned officer in the U.S. Army Reserve (USAR) for an indefinite term
- On 8 July 2015 she executed an Oath of Office as a Reserve commissioned officer
- Orders Number A-03-900267 dated 15 March 2019 ordered her to active duty in the Regular Army, effective 3 June 2019
- An official transcript from the University of Wisconsin-Madison shows she received a Doctor of Medicine degree on 31 May 2019
- Her Officer Record Brief dated 27 November 2022 shows, in part, she became a urology resident on 12 June 2019
- A Certificate of Graduate Medical Education from the University of Texas Health Science Center at San Antonio shows she successfully completed a residency in urology from 1 July 2019 through 30 June 2024
- A Request for HPO IP which shows on 21 October 2024, she was approved for HPO IP at a rate of \$52,000.00, a year, prorated monthly, effective 1 October 2024; her specialty and area of concentration was shown as "Urology (CP) – Urologist (60K)"
- She remains on active duty

4. On 6 May 2025, the Office of the Surgeon General, Chief, AMEDD Special Pay Branch, provided an advisory opinion for this case and stated:

a. The applicant participated in the Health Professions Scholarship Program from 8 July 2015 through 31 May 2019, when she graduated from the Rosalind Franklin University of Medicine and Sciences, Chicago, Illinois.

b. She was selected for civilian Department of Defense-sponsored residency training at the University of Texas – San Antonio (UTSA) and attended training there from 1 July 2019 – 30 June 2024. While at UTSA, she was assigned to the Training and Doctrine Medical Center of Excellence, at Joint Base San Antonio for administrative oversight, management, and accountability.

c. The applicant was reassigned to Fort Cavazos on 15 July 2024 following completion of her training as a urologic surgeon.

d. She was unaware that medical officers are entitled to special incentive pay, at an annual rate of \$1,200.00 payable monthly during the second and subsequent years of post-graduate training. Following a major revision to the special pay program in 2017, medical officers are required to request the special pay (formerly known as "medical pay" through an incentive pay contract. Prior to 2017, medical pays based on longevity (Health Professions Pay Entry Date) were automatically paid to the officer.

e. The current policy for medical incentive pays specify entitlement to such pay begins 3 months after the qualifying event. For first year pay (\$100/month) the qualifying event is graduation from medical school. Therefore, she first became eligible for incentive pay as of 1 September 2019. She became eligible for resident-level (2nd year post-graduate training and beyond) incentive pay as of 1 October 2020 (3 months after completing her internship). She became eligible for fully trained urology special pay as of 1 October 2024. Each change in special pay rate requires the officer to complete a new incentive pay contract. She executed a urology staff officer IP effective 1 October 2024.

f. The applicant would have been entitled to HPOIP in the followings amounts, had she executed her contracts when first eligible:

(1) First year graduate medical education: 1 September 2019 – 30 September 2020 (13 months): \$1,300.00

(2) Second – fifth year graduate medical education: 1 October 2020 – 30 September 2024 (48 months): \$32,000.00

g. The applicant performed medical duties as a physician in training as required during the period while in graduate medical education at UTSA to receive HPOIP. Had she been made aware of the requirement to complete a contract to initiate pay, she would certainly have done so.

h. Recommendation: full relief, in the amount of \$1,300.00 for the 13 months the applicant was qualified for first year graduate medical education pay (paragraph 5a), and \$32,000.00 for the 48 months she was qualified for second and subsequent year graduate medical education pay (paragraph 5b) prior to becoming qualified for staff urologist special pay.

5. On 7 May 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 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 outlined in the OTSG advisory and the lack of any rebuttal submitted by the applicant, the Board concluded there was sufficient evidence to grant full relief, in the amount of \$1,300.00 for the 13 months the applicant was qualified for first year graduate medical education pay, and \$32,000.00 for the 48 months she was qualified for second and subsequent year graduate medical education pay prior to becoming qualified for staff urologist special pay.

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 HPOIP in the amount of \$1,300.00 for the 13 months the applicant was qualified for first year graduate medical education pay, and \$32,000.00 for the 48 months she was qualified for second and subsequent year graduate medical education pay prior to becoming qualified for staff urologist special pay.

//SIGNED//

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 10, U.S. Code (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 7000.14-R, Financial Management Regulation, Volume 7A, Chapter 5 (Health Professions Officer (HPO) Special and Incentive Pay). The purpose of this chapter is to establish policy pertaining to Health Professions Special and Incentive (HPS&I) Pay. Paragraph 6.0 (Incentive Pay) provides in pertinent part; the effective date of the Incentive Pay (IP) agreement will be calculated from the date the member completes the qualifying training plus 3 months. To be eligible for IP, an HPO must be: Serving in an Active Component or Reserve Component of a Military Service and entitled to basic pay under Title 37, USC, section 204 or compensation pursuant to Title 37, USC, section 206; serving on Active Duty or in an active Reserve status in a designated health professional specialty; and be eligible as prescribed in paragraph 2.4. Table 5-4 (Medical Corps IP and Retention Bonus) shows an internship urologist is authorized HPO IP at a rate of \$1,200.00 per year prorated monthly and a post resident urologist is authorized HPOIP at a rate of \$51,000.00 prorated monthly.

//NOTHING FOLLOWS//