



DEPARTMENT OF THE NAVY
BOARD FOR CORRECTION OF NAVAL RECORDS
701 S. COURTHOUSE ROAD, SUITE 1001
ARLINGTON, VA 22204-2490

[REDACTED]
Docket No. 3576-24
Ref: Signature Date

From: Chairman, Board for Correction of Naval Records
To: Secretary of the Navy

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED], USN,
XXX-XX-[REDACTED]

Ref: (a) Title 10 U.S.C. § 1552
(b) FY22 through FY24 Navy AC MSC Special Pay Guidance

Encl: (1) DD Form 149 w/attachments
(2) Advisory Opinion by BUMED, 21 May 24
(3) Subject's naval record

1. Pursuant to the provisions of reference (a), Subject, hereinafter referred to as Petitioner, filed enclosure (1) with the Board for Correction of Naval Records (Board), requesting that his naval record be corrected to establish entitlement the Physician Assistant Health Professions Officer (HPO) Incentive Pay (IP) for the period of 1 December 2021 to 31 December 2023.

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 21 November 2024 and pursuant to its regulations, determined that the corrective action indicated below should be taken on the available evidence of record. Documentary material considered by the Board consisted of the enclosures, relevant portions of Petitioner's naval record, and applicable statutes, regulations, and policies.

3. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice, found that, before applying to this Board, she exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board made the following findings:

- a. On 22 June 2009, Petitioner entered active duty in the U.S. Marine Corps.
- b. On 13 August 2021, Petitioner received a Master of Physician Assistant Studies from the University of [REDACTED]
- c. On 25 August 2021, Petitioner received certification from the National Commission on Certification of Physician Assistants.
- d. On 31 August 2021, Petitioner was honorably discharged from the U.S. Marine Corps to accept Commission or Warrant in another branch of service.
- e. On 1 September 2021, Petitioner accepted an active duty commission in U.S. Navy and reported to [REDACTED] for temporary duty as a student.

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f. On 29 October 2021, Petitioner detached [REDACTED] and reported to [REDACTED] for duty.

g. On 10 November 2021, Petitioner received a Physician Assistant License (# [REDACTED]) with an expiration of 30 June 2025.

h. Petitioner's Master Military Pay Account reflects IP began on 1 January 2024.

CONCLUSION

Upon review and consideration of all the evidence of record, the Board finds the existence of an error warranting the following corrective action. In accordance with reference (b),¹ Petitioner met the eligibility criteria for Physician Assistant HPO IP from 1 December 2021 to 31 December 2023. However, because of administrative oversight, Petitioner's special pay was not appropriately processed. Although the proper administrative requirements were not completed, the Board determined, under this circumstance, relief is warranted.

RECOMMENDATION

That Petitioner's naval record be corrected, where appropriate, to show that:

Petitioner submitted Physician Assistant HPO IP request package in a timely manner, and it was approved by cognizant authority.

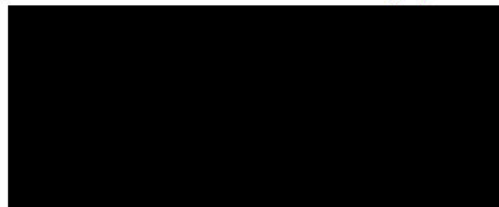
This change will entitle Petitioner to Physician Assistant HPO IP at the annual rate of \$5,000 for the period of 1 December 2021 to 31 December 2023. Note: The Defense Finance and Accounting Service will conduct an audit of Petitioner's pay records to determine amounts due, if any.

A copy of this report of proceedings will be filed in Petitioner's naval record.

4. It is certified that a quorum was present at the Board's review and deliberations, and that the foregoing is a true and complete record of the Board's proceedings in the above titled matter.

5. Pursuant to the delegation of authority set out in Section 6(e) of the revised Procedures of the Board for Correction of Naval Records (32 Code of Federal Regulations, Section 723.6(e)), and having assured compliance with its provisions, it is hereby announced that the foregoing corrective action, taken under the authority of the reference, has been approved by the Board on behalf of the Secretary of the Navy.

12/16/2024



¹ The effective date of IP shall be calculated from the completion of the qualifying training plus three months. Fully qualified IP rate per year (with and without retention bonus) was \$5,000.