



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

[REDACTED]  
Docket No. 5372-24  
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552  
(b) FY18 through FY22 MC Special Pay Guidance

Encl: (1) DD Form 149 w/attachments  
(2) Advisory Opinion by BUMED, [REDACTED]  
(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 retroactive entitlement the Health Professions Officer (HPO) Board Certification Pay and HPO Incentive Pay (IP) for Family Medicine from 2020-2022.

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 16 January 2025 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. In accordance with reference (b), eligibility for Residency IP begins 3-months after completing Internship, must be licensed, and attending Initial Residency. The effective date of IP shall be three months after completion of residency or fellowship, must be licensed, privileged and practicing specialty at time of submitting request. BCP eligibility is the later of, date of certification, date of license, and date assigned the qualifying specialty, or date reported to active duty. The 1-year rate (prorated monthly) for Initial Residency was \$8,000, the Family Medicine fully qualified IP annual rate (prorated monthly) was \$43,000, and the 1-year rate (prorated monthly) for BCP was \$6,000.

b. On 13 December 2011, Petitioner awarded a Bachelor of Science degree from the [REDACTED] University.

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

c. On 20 May 2017, Petitioner awarded a Doctor of Osteopathic Medicine degree from [REDACTED] University of Medicine and Biosciences. Additionally, Petitioner accepted an active commission.

d. On 31 May 2017, Petitioner reported to [REDACTED] for duty.

e. Petitioner completed internship from 1 July 2017 to 30 June 2018. Petitioner began Initial Residency in Family Medicine on 1 July 2018.

f. On 21 August 2018, Petitioner's Internship IP started.

g. On 19 September 2018, Petitioner issued a Physician License ([REDACTED]) from the State of [REDACTED] Medical Licensing Board with an expiration of 31 October 2025.

h. On 30 June 2020, Petitioner completed Initial Residency in Family Medicine.

i. On 8 July 2020, Petitioner reported to [REDACTED] for duty.

j. On 14 July 2020, Petitioner issued board certification ([REDACTED]) from the [REDACTED] with an expiration of 31 October 2025.

k. On 1 October 2022, Petitioner's BCP and Family Medicine IP started.

l. On 30 June 2024, Petitioner resigned her commission and discharged from naval service.

m. In the advisory opinion, attached as enclosure (2), the office having cognizance over the subject matter addressed in Petitioner's application has commented to the effect that the request has merit and warrants favorable action. The Program Manager confirmed Petitioner was eligible for Family Medicine IP in the of amount of \$43,000 from 30 September 2020 through 30 September 2022 but was paid the \$20,000 GMO rate from 1 July 2020 through 30 September 2022; therefore, only eligible for the difference between the two for the overlapping period.

## CONCLUSION

Upon review and consideration of all the evidence of record, and especially in light of the contents of enclosure (2), the Board finds the existence of an injustice warranting the following corrective action. In accordance with reference (b), Petitioner met the eligibility criteria for Residency IP from 30 September 2018 through 30 June 2020; Family Medicine IP from 30 September 2020 through 30 September 2022; and BCP from 14 July 2020 through 30 September 2022. However, due to administrative oversight, the aforementioned special pay packages were not properly processed, thereby rendering Petitioner ineligible for the incentives. Therefore, the Board determined that under these circumstances, relief is warranted.

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

## RECOMMENDATION

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

Petitioner submitted request for Residency IP, Family Medicine IP and BCP in a timely manner, and it was approved by cognizant authority.

This change will entitle Petitioner to Residency IP at an annual rate of "\$8,000" for the period of 30 September 2018 through 30 June 2020; Family Medicine IP at an annual rate of "\$43,000" from 30 September 2020 through 30 September 2022; and BCP with an annual rate of \$6,000 from 14 July 2020 through 30 September 2022.

Note: Petitioner is only eligible for the difference in pay for GMO IP and Family Medicine IP from 30 September 2020 through 30 September 2022. The Defense Finance and Accounting Service will conduct an audit of Petitioner's pay record to determine retroactive special pay entitlement.

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.

2/5/2025

[REDACTED]