



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

[REDACTED]  
Docket No. 9304-24  
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 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 entitlement the Health Professions Officer (HPO) Incentive Pay (IP) for Neurology - Adult/PEDS from 1 November 2021 through 3 July 2024.

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 6 February 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 specialty IP begins three months after completion of residency or fellowship, must be licensed, privileged and practicing specialty at time of submitting request. Neurology - Adult/PEDS fully qualified IP annual rate (prorated monthly) was \$43,000.

b. On 8 May 2009, Petitioner awarded Bachelor of Science degree from the University of [REDACTED].

c. On 18 April 2011, Petitioner accepted a Reserve commission under the Armed Forces Health Professional Scholarship Program.

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- d. On 30 May 2015, Petitioner awarded Doctor of Osteopathic Medicine from the [REDACTED] of Osteopathic Medicine and accepted and active duty commission.
- e. Petitioner was assigned to [REDACTED] for duty from 8 June 2015 through 9 July 2016 and thereafter reported to [REDACTED] for duty.
- f. On 9 August 2016, Petitioner issued a Physician License ([REDACTED]) with a renewal date of 28 December 2025.
- g. On 21 June 2018, Petitioner detached [REDACTED] and reported to [REDACTED] for duty on 25 June 2018.
- h. On 1 July 2018, Petitioner began Initial Residency Training in Neurology and Residency IP started.
- i. On 31 July 2021, Petitioner completed Initial Residency Training in Neurology.
- j. On 1 August 2021, Petitioner's GMO IP in the amount of \$20,000 started.
- k. On 16 August 2021, Petitioner detached [REDACTED] and reported to [REDACTED] for duty on 20 August 2021.
- l. On 20 December 2021, Petitioner issued board certification (certificate number [REDACTED]) from the American Board of Psychiatry and Neurology, Inc.
- m. On 31 January 2022, Petitioner submitted request for retroactive HPO Board Certification Pay (BCP) with an effective date of 20 September 2021; BCP was started on 1 October 2021.
- n. On 4 July 2024, Petitioner's Neurology - Adult/PEDS IP started.
- o. 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 partial favorable action.

## 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 references (b) Petitioner met the eligibility criteria for Neurology- Adults/PEDS for the period 1 November 2021 through 3 July 2024. However due to improper counseling Petitioner did not submit a Neurology - Adult/PEDS IP package in a timely manner, rendering him ineligible to receive the retroactive special pay. The Board determined had Petitioner received adequate counseling, he would have followed the proper procedures to receive the incentive pay. Therefore, the Board determined that under these circumstances, relief is warranted.

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## RECOMMENDATION

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

Petitioner submitted request for Neurology- Adults/PEDS in a timely manner, and it was approved by cognizant authority.

This change will entitle Petitioner to "Neurology- Adults/PEDS IP " at an annual rate of "\$43,000" for the period of 1 November 2021 through 3 July 2024.

Note: Petitioner is only eligible for the difference in pay for GMO IP and Family Medicine IP from 1 November 2021 through 3 July 2024. The Defense Finance and Accounting Service will complete 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.

2/20/2025

