



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

[REDACTED]
Docket No. 9698-24
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) FY23 and 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 to Health Profession Officer (HPO) Incentive Pay (IP) for Family Medicine from 28 February 2023 through 19 August 2024.

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 20 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, he 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. Family Medicine fully qualified IP annual rate (prorated monthly) was \$43,000.

b. On 11 May 2011, Petitioner awarded Bachelor of Science degree in from [REDACTED].

c. On 22 November 2011, Petitioner accepted a Reserve Commission under the Armed Forces Health Professional Scholarship Program.

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- d. On 10 May 2015, Petitioner awarded a Doctor of Medicine from the [REDACTED] of Medicine.
- e. On 14 May 2015, Petitioner accepted an active duty commission.
- f. On 30 May 2015, Petitioner entered active duty.
- g. On 27 July 2016, Petitioner issued a Medical License ([REDACTED]) with an expiration date of 31 October 2025.
- h. On 1 June 2020, Petitioner Residency IP started.
- i. Petitioner completed Residency Training in Family Medicine from 1 July 2020 to 30 November 2022.
- j. On 1 December 2022, Petitioner's General Medical Officer (GMO) IP started.
- k. On 25 January 2023, Petitioner submitted GMO IP request with an effective date of 1 March 2023.
- l. On 20 August 2024, Petitioner's Family Medicine IP started.
- 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 under separate correspondence confirmed Petitioner received GMO IP before entering Residency.

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 error warranting the following corrective action. In accordance with reference (b) Petitioner met the eligibility criteria for Family Medicine HPO IP from 28 February 2023 through 19 August 2024. However, due to administrative oversight, the special pay package was not properly processed, thereby rendering Petitioner ineligible for the incentive. Therefore, the Board determined that under this circumstance, relief is warranted.

RECOMMENDATION

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

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

This change will entitle Petitioner to Family Medicine IP at an annual rate of "\$43,000" for the period of 28 February 2023 through 19 August 2024.

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Note: Petitioner is only eligible for the difference in pay for GMO IP and Family Medicine IP from 28 February 2023 through 19 August 2024. The Defense Finance and Accounting Service will complete an audit of Petitioner's pay records to determine amounts due.

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.

3/21/2025

[REDACTED]