



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

██████████
Docket No. 226-25
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO ██████████, USN,
XXX-XX-██████████

Ref: (a) Title 10 U.S.C. § 1552
(b) FY23 Navy AC MC Special Pay Guidance
(c) FY24 Navy AC MC Special Pay Guidance

Encl: (1) DD Form 149 w/attachments
(2) Advisory Opinion by ██████████
(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 her naval record be corrected to establish entitlement to Heath Professions Officer (HPO) Board Certified Pay (BCP) for the period of 1 July 2023 through 30 September 2023 and HPO Incentive Pay (IP) for the period of 1 October 2023 to 30 September 2024.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 3 July 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), the effective date of BCP is the date of commencement of active duty, of the date the officer becomes board certified in the specialty, whichever is later. The 1-year rate (Prorated monthly) for BCP was \$6,000.

b. Reference (c) indicated IP shall be calculated from the completion of the qualifying training plus three months. Qualifying training is defined as Medical School, Internship, Residency and Fellowship. An HPO must possess an unrestricted license (or approved waiver), and must be qualified in the specialty. Family Medicine fully qualified IP rate/year (with and without Retention Bonus) was \$43,000.

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

c. On 25 July 2016, Petitioner accepted a Reserve commission under the Armed Forces Health Professional Scholarship Program.

d. On 1 May 2020, Petitioner was awarded a Doctor of Medicine from the University of [REDACTED].

e. On 14 May 2020, Petitioner accepted an active commission and entered active duty on 28 May 2020.

f. On 1 June 2020, Petitioner reported to [REDACTED] for duty.

g. On 29 December 2021, Petitioner issued a medical license ([REDACTED]) from the American Board of Family Medicine with an expiration date of 28 February 2026.

h. On 1 July 2023, Petitioner received Board Certification from the American Board of Family Medicine ([REDACTED]). Additionally, Petitioner's Master Military Pay Account (MMPA) reflects General Medical Officer IP was processed for payment effective date of 1 July 2023.

i. On 3 July 2023, Petitioner detached [REDACTED] and reported to [REDACTED] on 10 July 2023 as a student on temporary duty. Followed by reporting to the [REDACTED] on 28 July 2023 for duty.

j. On 16 February 2024, Petitioner's MMPA reflects BCP was processed for payment effective 1 October 2023.

k. On 3 January 2025, Petitioner's MMPA reflects Family Medicine IP was processed for payment effective 1 October 2024.

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 eligibly criteria for BCP from 1 July 2023 through 30 September 2023 and Family Medicine IP from 1 October 2023 through 30 September 2024. However, due to administrative oversight, the special pay package was not submitted in a timely manner, thereby rendering Petitioner ineligible for the incentives during the aforementioned periods. 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 Board Certification Pay and Family Medicine Incentive Pay in a timely manner, and the requests were approved by cognizant authority.

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

This change will entitle Petitioner to BCP at an annual rate of \$6,000 for the period of 1 July 2023 through 30 September 2023 and Family Medicine IP at an annual rate of \$43,000 for the period of 1 October 2023 through 30 September 2024.

Note: The Defense Finance and Accounting Service will complete an audit of Petitioner's pay records to determine amount 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.

7/25/2025

[REDACTED]