



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

[REDACTED]  
Docket No. 1966-25  
Ref: Signature Date

[REDACTED]

Dear [REDACTED]

This is in reference to your application for correction of your naval record pursuant to Section 1552 of Title 10, United States Code. After careful and conscientious consideration of relevant portions of your naval record and your application, the Board for Correction of Naval Records (Board) found the evidence submitted insufficient to establish the existence of probable material error or injustice. Consequently, your application has been denied.

A three-member panel of the Board, sitting in executive session, considered your application on 11 September 2025. The names and votes of the members of the panel will be furnished upon request. Your allegations of error and injustice were reviewed in accordance with administrative regulations and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your application, together with all material submitted in support thereof, relevant portions of your naval record and applicable statutes, regulations, and policies. In addition, the Board considered the advisory opinion contained in Chief, Bureau of Medicine and Surgery (BUMED) memorandum 7220 Ser N1/25UN1-1224 of 1 May 2025, a copy of which was previously provided to you for comment.

In accordance with OPNAVINST 7220.17 published on 28 December 2005, [REDACTED] [REDACTED] is a discretionary bonus paid to [REDACTED] officers intended to alleviate the most severe shortfalls in dental specialties. [REDACTED] is additive to all other dental officer special pays.

**SUBMISSION REQUIREMENTS.** 1. Execute a written agreement, at Appendix 3-L, to remain on active duty for 2, 3, or 4 years beyond any existing active duty service obligation for dental education and training or a previous DOMRB agreement. 2. COs [Commanding Officer] must endorse and forward all requests for DOMRB to Chief, BUMED-M1C1 with a recommendation dated within 30 days of the requested effective date and ensure that the effective date on the agreement has been verified to be correct following this instruction. Appendix 3-L provides an example format for requesting approval of a DOMRB agreement. 3. To be eligible for a higher DOMRB rate at the announcement of each fiscal year's pay plan, dental officers with an existing DOMRB contract may be afforded the opportunity to terminate that contract to enter into a new DOMRB contract that would give them an equal or

longer active duty obligation as the existing DOMRB obligation. Any unearned portion of the DOMRB contract is recouped on a pro rata basis. The earliest contract effective date is 1 October of the fiscal year for which the pay plan is announced. Use the format in Appendix 3-M to request and endorse the termination and renegotiation of a DOMRB request.

On 1 June 2105, you signed an Armed Forces Health Professions Scholarship (AFHPS) Medical Students, Dental Students, and Medical Service Corps Students (1975X, 1985X, and 1995X) Service agreement. "Item 8: Active Duty Service Obligation (ADSO). I agree and understand: a. All HPSP program participants (except Clinical Psychology see below) : I will incur an eight-year service obligation for any participation in the program. That in return for 4 years of scholarship benefit in the AFHPS, I shall serve 4 years on extended active duty and serve 4 years in the Individual Ready Reserve (IRR), unless it is served on active duty or in the Selected Reserve."

On 1 June 2015, you signed an Officer Appointment Acceptance and Oath of Office (NAVPERS 1000/4) with a designator code of 1985 (An Unrestricted Line Officer under instruction in the Armed Forces Health Professions Scholarship Program (Dental)) in the inactive U.S. Naval Reserve listing block 13 (Permanent grade) ENS, block 14 (Permanent grade date) 1 June 2015, block 15 (Present Grade) ENS, and block 16 (Present grade date) 1 June 2015.

On 17 May 2019, you completed the course of study required of candidates for the degree of Doctor of Dental Surgery while you attended the University of [REDACTED]

On 17 May 2019, you transferred from [REDACTED] and arrived at [REDACTED] on 7 July 2019 for temporary duty.

On 28 May 2019, you were issued Official New Appointment Orders (1489), while residing at [REDACTED] Your intermediate (01) activity was [REDACTED] [REDACTED] for temporary duty under instruction with an effective date of arrival of 7 July 2019. Your ultimate activity was [REDACTED] [REDACTED] for duty with an effective date of arrival of August 2019 with a Projected Rotation Date (PRD) of August 2020.

On 21 June 2019, you signed an Officer Appointment Acceptance and Oath of Office (NAVPERS 1000/4) with a designator code of 2200 (Staff Corps Officer billet requiring Dental specialty) in the active U.S. Navy listing block 18 (Permanent grade) LT, block 19 (Permanent grade date) 17 May 2019, block 20 (Present Grade) LT, and block 21 (Present grade date) 17 May 2019.

Your Active Duty Service Date (ADSD) is 7 July 2019.

On 5 August 2019, [REDACTED] issued you a Dentist License with an expiration date of 30 November 2006.

On 9 August 2019, you transferred from [REDACTED] and arrived at [REDACTED] on 13 August 2019 for duty.

On 18 February 2020, you were issued Official Change Duty Orders (0490), while stationed in [REDACTED] with an effective date of departure of July 2020. Your ultimate activity was [REDACTED] for duty with an effective date of arrival of July 2020 with a PRD of July 2020.

On 10 August 2020, you transferred from [REDACTED] and arrived at [REDACTED] on 10 August 2020 for duty.

On 2 March 2022, you were issued Official Change Duty Orders (0612), while stationed in [REDACTED] with an effective date of departure of July 2022. Your ultimate activity was [REDACTED] for duty with an effective date of arrival of July 2022 with a [REDACTED] of July 2025.

On 12 July 2022, you transferred from [REDACTED] and arrived at [REDACTED] on 18 July 2022 for duty.

In accordance with NAVADMIN 249/23 published on 16 October 2023, this NAVADMIN announces the continuation of authority granted in Section 335, Title 37, U.S. Code, DoDI 6000.13, and OPNAVINST 7220.17.

Submission of requests for FY24 special and incentive pays may begin upon release of this NAVADMIN in line with reference (c) [OPNAVINST 7220.17] and specific FY24 medical department special pay guidance.

In accordance with NAVADMIN 198/24 published on 25 September 2024, this NAVADMIN announces the continuation of authority granted in Section 335, Title 37, U.S. Code, DoDI 6000.13, and OPNAVINST 7220.17.

Submission of requests for FY25 special and incentive pays may begin upon release of this NAVADMIN in line with reference (c) [OPNAVINST 7220.17] and specific FY25 medical department special pay guidance.

On 19 April 2024, you notified Continued Service Agreement Coordinator, Navy Medicine Readiness and Training Command Portsmouth that "I am enquiring about a 2 year retention bonus that I did not receive. I joined in July 2019, and my obligation was completed in 2023. My end of tour date is July 2025. How do I go about receiving this retention bonus?"

On 1 April 2025, you submitted an Active Duty Health Professions Officer Retention Bonus (RB)/Incentive Pay (IP) Agreement to Chief, BUMED.

On 30 June 2025, your Master Military Pay Account (MMPA) listed the following (RB HPO CSP Retention Bonus): "RB HPO CSP RETENTION BONUS\* ENTRY-OPEN-DT 250422 20 04 2 CNTRL-CODE 0 EFF-DATE 250419 AMT-ANL-PAYMT 16,000.00 ENTLMT-MED-DEN-BONUS 32,000.00 MED-DEN-BONUS-PD-TO-DATE 32,000.00 MED-INCNTV-PAY-CODE Y EFF-DATE-OBL 250419 NO-DAYS-ENTLMNT-ASP-ISP-MSP-CRNA 0720 ASP-ISP-MSP-CRNA-STOP-DATE 260418 PMT-INDICATOR 2 FY24 AMT-INSTLMT-PMT

16,000.00 FY 25 AMT-INSTLMT-PMT 16,000.00 FY00 AMT-INSTLMT-PMT0.00 FY00  
AMT-INSTLMT-PMT0.00 FY00 AMT-INSTLMT-PMT0.00 FY00 AMT-INSTLMT-PMT 0.00  
INSTMT-NR 2."

You requested to receive a Retention Bonus (RB) with an effective date of July 2023 to July 2025, the Board, in its review of your entire record and application, carefully weighed all potentially mitigating factors, to include your assertions. However, the Board noted that in accordance with the Submission requirements listed in OPNAVINST 7220.17, you must execute a written agreement, to remain on active duty for 2, 3, or 4 years beyond any existing active duty service obligation for dental education and training or a previous [REDACTED] agreement. Your CO must endorse and forward all requests for [REDACTED] with a recommendation dated within 30 days of the requested effective date and ensure that the effective date on the agreement has been verified to be correct following this instruction. You assert that you attempted communication several times to receive pay and you received no response or guidance. The Board concluded that your active duty service obligation was 6 July 2023 and the emails that you submitted in support of your case show that the earliest you inquired about the RB was 19 April 2024. Furthermore, no request for the RB was received at BUMED until your application was submitted to the Board and your MMPA shows that you have received it. The Board determined that although you have served for 2 years after your ADSO, you did not show your intention to request the RB until 19 April 2024, therefore a change to your record is not warranted.

You are entitled to have the Board reconsider its decision upon submission of new matters, which will require you to complete and submit a new DD Form 149. New matters are those not previously presented to or considered by the Board. In this regard, it is important to keep in mind that a presumption of regularity attaches to all official records. Consequently, when applying for a correction of an official naval record, the burden is on the applicant to demonstrate the existence of probable material error or injustice.

Sincerely,

9/19/2025

[REDACTED]