



DEPARTMENT OF THE NAVY
BOARD FOR CORRECTION OF NAVAL RECORDS
701 S. COURTHOUSE RD
ARLINGTON, VA 22204

██████████
Docket No. 3758-25
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) FY22 through FY24 Navy AC MC Special Pay Guidance

Encl: (1) DD Form 149 w/attachments
(2) BUMED ltr 7220 Ser N1/25UN11264 of 9 May 25
(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 retroactive entitlement to General Medical Officer (GMO) Incentive Pay (IP) from 30 September 2022 through 30 September 2024.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 22 January 2026 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), once an individual has executed an IP agreement for a specific rate, there is no requirement to submit another IP request/agreement, unless the officer loses eligibility, or becomes eligible for a different IP rate. The effective date for GMO IP is 3-months after completion of internship. Additionally, the guidance specified the 1-year rate (prorated monthly) for GMO IP is \$20,000.

b. On 30 August 2017, Petitioner accepted a Reserve commission and signed NAVCRUIT 1131/131, Armed Forces Health Professions Scholarship Program Service Agreement.

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c. On 15 May 2021, Petitioner awarded Doctor of Osteopathic Medicine from [REDACTED], accepted an active commission on 22 May 2021, entered active duty, and reported to [REDACTED] for duty.

d. Petitioner completed internship training in Internal Medicine from 1 July 2021 to 30 June 2022.

e. On 13 July 2022, [REDACTED] issued [REDACTED] ([REDACTED]).

f. On 14 December 2022, Petitioner detached [REDACTED] and reported to [REDACTED] for duty under instruction on 4 January 2023 to 2 March 2023.

g. On 9 March 2023, Petitioner reported to [REDACTED] for duty.

h. On 27 December 2024, Petitioner's Master Military Pay Account reflects 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. The Board concluded that Petitioner met the eligibility criteria for GMO IP in accordance with reference (b). However, because of administrative oversight, Petitioner's IP package was not processed in a timely manner, therefore, the Board determined under this circumstance, relief is warranted

RECOMMENDATION

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

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

This change will entitle Petitioner to "GMO IP" at an annual rate of "\$20,000" for the period of 30 September 2022 through 30 September 2024.

Note: The Defense Finance and Accounting Service will conduct an audit of Petitioner's pay records to determine retroactive GMO IP entitlement, 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-entitled matter.

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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.

2/26/2026

