



DEPARTMENT OF THE NAVY

BOARD FOR CORRECTION OF NAVAL RECORDS

701 S. COURTHOUSE RD

ARLINGTON, VA 22204

██████████  
Docket No. 7147-25

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 through FY25 Navy AC MC Special Pay Guidance

Encl: (1) DD Form 149 w/attachments

(2) Advisory Opinion by BUMED, 13 Aug 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 Health Professions Officer Incentive Pay (IP) for Residency from 30 September 2023 through 17 June 2025.

2. The Board, consisting of ██████████ ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 19 February 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 Residency IP is 3-months after completion of internship, and must be licensed, and attending Initial Residency.. Additionally, the guidance specified the 1-year rate (prorated monthly) for Residency IP is \$8,000.

b. On 24 August 2018, Petitioner accepted a Reserve commission and signed NAVCRUIT 1131/131, Armed Forces Health Professions Scholarship Program Service Agreement.

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- c. On 14 May 2022, Petitioner awarded Doctor of Medicine from [REDACTED].
- d. On 16 May 2022, Petitioner accepted an active commission. Petitioner entered active duty and reported to [REDACTED] for duty on 26 May 2022.
- e. Petitioner completed internship training in Emergency Medicine from 1 July 2022 to 30 June 2023.
- f. On 15 August 2023, State of California Department of Consumer Affairs issued Petitioner [REDACTED]
- g. On 30 July 2025, Petitioner's Master Military Pay Account reflects IP was processed for payment effective 18 June 2025.
- h. 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.

## 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 Residency IP from 30 September 2023 to 17 June 2025 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 Residency IP, in a timely manner, and it was approved by cognizant authority.

This change will entitle Petitioner to Residency IP at an annual rate of \$8,000 for the period of 30 September 2023 through 17 June 2025.

Note: The Defense Finance and Accounting Service will conduct an audit of Petitioner's pay records to determine retroactive Residency 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 titled 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.

3/25/2026

