



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

██████████
Docket No. 9291-25
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552
(b) OPNAVINST 7220.17
(c) FY23 Navy AC MC Special Pay Guidance

Encl: (1) DD Form 149 w/attachments
(2) Advisory Opinion by BUMED, 28 Oct 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 reestablish retroactive entitlement to Health Professions Officer Incentive Pay (IP), and Board Certification Pay (BCP) for Obstetrics and Gynecology from 1 July 2023 to 31 July 2023.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 5 May 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. Reference (b) outlines the reasons why IP and BCP will be terminated; separation leave is not a listed reason. In accordance with reference (c), the 1-year rate (prorated monthly) for Obstetrics and Gynecology was \$54,000, and the 1-year rate (prorated monthly) for BCP was \$6,000.

b. On 21 April 2011, Petitioner accepted a Reserve commission and signed NAVCRUIT 1131/131, Armed Forces Health Professions Scholarship Program Service Agreement.

c. On 21 May 2015, Petitioner awarded Doctor of Medicine from ██████████.

Subj: REVIEW OF NAVAL RECORD ICO FORMER MEMBER [REDACTED]

[REDACTED], USN, XXX-XX-[REDACTED]

d. On 21 May 2015, Petitioner accepted an active commission. Petitioner entered active duty and reported to [REDACTED] for duty on 5 June 2015.

e. Petitioner completed Internship training in Obstetrics and Gynecology from 1 July 2015 to 30 June 2016.

f. Petitioner completed Residency training in Obstetrics and Gynecology from 1 July 2016 to 30 June 2019.

g. On 15 July 2016, [REDACTED] Department of Health Professions issued Petitioner initial license [REDACTED] that expired on 31 October 2024.

h. On 1 July 2019, Petitioner transferred from [REDACTED] and reported to [REDACTED] for duty on 6 July 2019.

i. Petitioner was initially certified in Obstetrics and Gynecology in 2021 by the American Board of Obstetrics and Gynecology.

j. On 13 April 2021, Petitioner's Master Military Pay Account (MMPA) reflects IP and BCP were processed for payment effective 1 April 2021.

k. On 18 July 2021, Petitioner transferred from [REDACTED] and reported to [REDACTED] for duty on 16 August 2021.

l. On 7 November 2022, [REDACTED] Medical Board issued Petitioner Obstetrics and Gynecology license (2022-02951) with a renewal date of 17 October 2026.

m. On 5 July 2023, Petitioner's MMPA reflects separation leave processed for the period 3 July 2023 to 31 July 2023.

n. Petitioner resigned her commission and was issued a DD Form 214, Certificate of Release or Discharge from Active Duty for the period of 4 June 2015 to 31 July 2023.

o. On 15 April 2025, Defense Finance and Accounting Service (DFAS) issued Petitioner debt notification for \$4,064.02 due to overpayment of special pays for the period 3 July 2023 to 31 July 2023.

p. On 7 May 2026, DFAS issued Petitioner notification indicating the debt has been paid in full, with no outstanding balance due.

q. 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 for the period of 2 July 2023 to 31 July 2023.

Subj: REVIEW OF NAVAL RECORD ICO FORMER MEMBER [REDACTED]

[REDACTED], USN, XXX-XX-[REDACTED]

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 IP and BCP from 3 July 2023 to 31 July 2023 in accordance with references (b) and (c). However, because of administrative oversight, Petitioner's special pays were erroneously terminated for the aforementioned period upon executing separation leave. Therefore, the Board determined that under these circumstances, partial relief is warranted.

RECOMMENDATION

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

Petitioner is entitled to continued payment of IP and BCP while on terminal leave during the period of 3 July 2023 to 31 July 2023.

Note: DFAS will conduct an audit of Petitioner's pay records to determine retroactive IP and BCP entitlement for the period of 3 July 2023 to 31 July 2023.

The part of Petitioner's request for corrective action that exceeds the foregoing is denied based on the actual period of special pay recoupment of 3 July 2023 to 31 July 2023.

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.

6/17/2026

