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UNITED STATES AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

ADDENDUM TO RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2022-02302-2

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COUNSEL: NONE

HEARING REQUESTED: YES

APPLICANT'S REQUEST

The Board reconsider her request for the following:

1. She be awarded three years of constructive service credit (CSC) for her professional experience as a registered nurse prior to her commissioning.
2. Her date of rank (DOR) and effective date for promotion to the grade of major (O-4) be 10 Mar 18 and her DOR and effective date for promotion to first lieutenant (O-2) and captain (O-3) be backdated accordingly for the CSC.
3. Her total years service date (TYSD) be backdated to 10 Mar 10.

RESUME OF THE CASE

The applicant is a currently serving Air National Guard (ANG) major (O-4).

On 28 Mar 23, the Board considered and denied her request to correct her service dates and DOR. The Board noted the applicant provided employment verification letters for the period of 2002 to 2014; however, the letters did not state she was employed full-time as required for the additional service credit for professional experience.

For an accounting of the applicant's original request and the rationale of the earlier decision, see the AFBCMR Letter and Record of Proceedings at Exhibit F.

On 4 Mar 04, the applicant requested reconsideration of her request. The applicant provides new evidence from former employers dated 26 Oct 23 and 31 Oct 23 stating she was employed full-time.

The applicant's complete submission is at Exhibit G.

AIR FORCE EVALUATION

NGB/AIPO recommends granting the request. The evidence supports the applicant had verified full-time professional work experience which qualifies for additional service credit. Had the package been submitted correctly during the time of the original appointment, the applicant would have been awarded the correct service credit.

The complete advisory opinion is at Exhibit I.

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AFBCMR Docket Number BC-2022-02302-2

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APPLICANT'S REVIEW OF AIR FORCE EVALUATION

The Board sent a copy of the advisory opinion to the applicant on 18 Jun 24 for comment (Exhibit J) but has received no response.

ADDITIONAL AIR FORCE EVALUATION

NGB/AIPO provides a revised advisory recommending partial grant of the applicant's request. NGB/AIPO was able to verify the applicant's full-time professional work experience, which qualifies for additional service credit based on full time employment. The applicant's DOR for promotion to the grade of O-4 of 10 Mar 18 is the earliest date that can be awarded. The applicant was promoted under the nominative process of Position Vacancy (PV), which is a four year time in grade minimum requirement. The effective DOR for pay will remain the same as 26 May 22. There was not a previous PV promotion board that the applicant missed. Therefore, only the DOR can be adjusted. Promotion adjustment for the grade of O-3 of 10 Mar 14 will have a new effective DOR due to falling under the mandatory promotion program. Under the mandatory promotion, the DOR and effective date subsequently match because they are based on mandatory years' time in grade.

Should the Board grant the request, NGB/AIPO recommends the following corrections:

First Lieutenant (O-2): DOR 10 Mar 12, effective 10 Mar 13.

Captain (O-3): DOR 10 Mar 14, effective date 10 Mar 14.

Major (O-4): DOR 10 Mar 18, effective date 26 May 22.

The applicant will also require new federal recognition and promotion orders reflecting the correction.

The complete advisory is at Exhibit K.

APPLICANT'S REVIEW OF AIR FORCE EVALUATION

The Board sent a copy of the advisory opinion to the applicant on 4 Aug 24 for comment (Exhibit L) but has received no response.

AIR FORCE EVALUATION

NGB/AIP in a revised advisory opinion recommends partial grant of the applicant's request. There is evidence to support errors occurred. NGB/AIPO was able to find evidence the applicant had verified full-time professional work experience, which qualifies for service credit based on full-time employment. While additional service credit can be awarded, there is not sufficient evidence to award the full three years of professional work experience. Based on the supplemental documentation and recalculation, awarded service credit is 1 year, 10 months and 13 days, which makes the applicant's TYSD 27 Apr 11. The applicant's second lieutenant (O-1) DOR is 27 Apr 11. The applicant's DOR for promotion to the grade of O-4 of 27 Apr 19 is the earliest date that can be awarded. The applicant was promoted under the nominative process of Position Vacancy (PV), which is a four year time in grade minimum. The effective DOR for pay will remain the same of 26 May 22. There was not a previous PV promotion board that the applicant missed, therefore, only the DOR can be adjusted because of the service credit adjustment being awarded. Promotion adjustment for the grade of captain (O-3) to 27 Apr 15, will have a new effective DOR, due to falling under the mandatory promotion program. Under mandatory promotion, DOR and

effective DOR subsequently match because they are based on mandatory years' time in grade. Should the Board elect to grant, the applicant's dates would be projected as follows:

TYSD: 27 Apr 11.

Second Lieutenant (O-1): DOR 27 Apr 11, Effective DOR 10 Mar 13.

First Lieutenant (O-2): DOR 27 Apr 13, Effective DOR 27 Apr 13.

Captain (O-3): DOR 27 Apr 15, Effective DOR 27 Apr 15.

Major (O-4): DOR 27 Apr 19; Effective DOR 26 May 22.

The complete advisory opinion is at Exhibit M.

APPLICANT'S REVIEW OF AIR FORCE EVALUATION

The Board sent a copy of the advisory opinion to the applicant on 17 Dec 24 for comment (Exhibit N) but has received no response.

FINDINGS AND CONCLUSION

1. The application was timely filed.
2. The applicant exhausted all available non-judicial relief before applying to the Board.
3. After reviewing all Exhibits, the Board concludes the applicant is the victim of an error or injustice. The Board concurs with the rationale and recommendation of NGB/A1P in the revised additional advisory dated 13 Dec 24 and finds a preponderance of the evidence substantiates the applicant's contentions in part. Specifically, the applicant has provided evidence to substantiate her full-time professional work experience, which is sufficient to qualify for additional service credit. However, there is insufficient evidence to award the full three years of CSC the applicant requests. Therefore, the Board recommends correcting the applicant's records as indicated below.
4. The applicant has not shown a personal appearance, with or without counsel, would materially add to the Board's understanding of the issues involved.

RECOMMENDATION

The pertinent military records of the Department of the Air Force relating to APPLICANT be corrected to show:

- a. Her total years service date (TYSD) is 27 Apr 11.
- b. Her date of rank (DOR) for Second Lieutenant (O-1) is 27 Apr 11, with effective date of 10 Mar 13.
- c. Her DOR for First Lieutenant (O-2) is 27 Apr 13, with effective date of 27 Apr 13.
- d. Her DOR for Captain (O-3) is 27 Apr 15, with effective date of 27 Apr 15.
- e. Her DOR for Major (O-4) is 27 Apr 19, with effective date of 26 May 22.
- f. New federal recognition and promotion orders be published reflecting the corrections.

However, regarding the remainder of the applicant's request, the Board recommends informing the applicant the evidence did not demonstrate material error or injustice, and the application will only be reconsidered upon receipt of relevant evidence not already considered by the Board.

CERTIFICATION

The following quorum of the Board, as defined in Department of the Air Force Instruction (DAFI) 36-2603, *Air Force Board for Correction of Military Records (AFBCMR)*, paragraph 2.1, considered Docket Number BC-2022-02302-2 in Executive Session on 18 Dec 24 and 17 Jan 25:

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| Work-Product | Panel Chair |
| Work-Product | Panel Member |
| Work-Product | Panel Member |

All members voted to correct the record. The panel considered the following:

- Exhibit F: Record of Proceedings, w/ Exhibits A-E, dated 17 Oct 23.
- Exhibit G: Application, DD Form 149, w/atchs, dated 4 Mar 04.
- Exhibit H: Documentary evidence, including relevant excerpts from official records.
- Exhibit I: Advisory Opinion, NGB/AIPO, dated 19 May 24
- Exhibit J: Notification of Advisory, SAF/MRBC to Applicant, dated 18 Jun 24.
- Exhibit K: Advisory Opinion, NGB/AIPO, dated 19 May 24.
- Exhibit L: Notification of Advisory, SAF/MRBC to Applicant, dated 4 Aug 24.
- Exhibit M: Advisory Opinion, NGB/AIP, w/atchs, dated 13 Dec 24.
- Exhibit N: Notification of Advisory, SAF/MRBC to Applicant, dated 17 Dec 24.

Taken together with all Exhibits, this document constitutes the true and complete Record of Proceedings, as required by DAFI 36-2603, paragraph 4.12.9.

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