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**UNITED STATES AIR FORCE
BOARD FOR CORRECTION OF MILITARY RECORDS**

RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2022-03085

Work-Product

COUNSEL: NONE

HEARING REQUESTED: YES

APPLICANT'S REQUEST

Her Fiscal Year (FY) 2021 Consolidated Special Pay (CSP) Accession Bonus (AB) contract be approved, and she retroactively receive back-pay for the approved contract.

APPLICANT'S CONTENTIONS

On 21 May 21, the applicant signed the FY21 CSP AB contract, which was further endorsed by her recruiter on 24 May 21. She then commissioned on 18 Sep 21 and after completing her first year of service she noticed that she never received her bonus payment. On 25 Oct 21, she inquired on MyPers and was told that they had no record of receiving her contract and to contact the HQ Air Force Recruiting Office. When she contacted the recruiting office, they indicated that they did in fact complete and submit the paperwork correctly and that she would need to file a BCMR for assistance.

The applicant's complete submission is at Exhibit A.

STATEMENT OF FACTS

The applicant is an active duty Air Force Medical Nurse Corps captain (O-3).

On 21 May 21, according to the FY21 CSP AB Contract provided by the applicant she signed a four-year accession bonus for \$30,000 paid in equal annual amounts. On 24 May 21, the recruiting flight chief endorsed the request and recommended she receive the bonus in the qualifying Air Force Specialty Code (AFSC) 46N3, *Clinical Nurse*.

On 30 Aug 21, according to Special Order *Work-Product*, the applicant was ordered to active duty for an indefinite period with an effective date of duty on or after 18 Sep 21.

According to the applicant's Report on Individual Personnel, her primary AFSC is 46N3.

For more information, see the excerpt of the applicant's record at Exhibit B.

APPLICABLE AUTHORITY/GUIDANCE

Department of Defense Instruction (DoDI) 6000.13, *Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs)*, 30 Dec 15 (Chg 1, 3 May 16), Enclosure 3, 10 b. AB (Accession Bonus). Eligibility. To be eligible for AB, an individual must: (a) Be a graduate of an accredited school in a health profession. (b) Be qualified for appointment as a commissioned officer in a regular component (RC) or in an RC. An individual must accept an appointment as an HPO before payment of the bonus. (c) Be qualified in the specialty to which

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appointed. (d) Execute a written agreement to accept an appointment as an HPO of the Army, the Navy, or the Air Force to serve on AD in a regular component or in an active status in an RC in a health profession for a specified period. (e) At the time of appointment, have completed all SO for receipt of financial assistance from the DoD to pursue a course of study in a health profession. This includes, but is not limited to, participants and former participants of the Reserve Officers' Training Corps, AFHPSP, FAP, Uniformed Services University of the Health Sciences, and other commissioning programs. (f) Have been discharged from any Uniformed Service at least 24 months before execution of the written agreement to receive an AB, and no longer hold an appointment, if a former HPO. (g) Have been honorably discharged or released from any prior service. (2) Ineligibility. Individuals ineligible for AB include: (a) A current Service member. (b) A cadet who has completed or is completing a program for accession. (3) SO (Service Obligation). During the discharge of the SO associated with an AB, officers are eligible for IP and BCP, if applicable. Any SO incurred by these pays will be served concurrently.

USAF Fiscal Year 2021 Nurse Corps Consolidated Special Pay (CSP) Plan:

1.1. Purpose. To publish pay rates and policies for the FY21 Nurse Corps Consolidated Special Pay Plan. These instructions are effective 26 October 2020 and will remain until superseded by a new Special Pay Plan.

1.3. General Eligibility.

1.3.1. To be eligible for Special & Incentive (S&I) pay, an individual must be an officer of (or in case of accession bonus, agree to accept a commission into) the Air Force designated as a NC officer.

1.4. Administration.

1.4.1.1. All CSP pay types require a contract to initiate pay.

1.4.2.1. Contract may be effective as early as the first day of the month in which the officer signed the contract (no backdating to the previous month or further) as long as:

1.4.2.1.1. The officer was eligible on the date to be used as the effective date

1.4.2.1.2. The authorized endorser's signature is dated within 1-month of the officer's signature

1.4.2.1.3. The contract is submitted to myPers/received by AFPC Medical Special Pays within 2-months of the officer's signature.

1.4.3. Contract Signatures. Wet signatures are required. Contracts require ALL wet endorsements. Digital signatures are not permitted.

1.4.4.1. Contracts should be scanned and submitted via myPers no earlier than 60 days prior to the requested effective date.

1.4.4.2. Individual officers must submit their own contract to myPers to ensure appropriate tracking and payment.

1.4.4.3. Contract submissions are only accepted via the myPers website. Contracts should not be emailed to the organizational email box, faxed, or sent via USPS. NC contracts must be submitted to: https://mypers.af.mil/app/answers/detail/a_id/29362

2.1. Eligibility. To be eligible for AB, an officer must:

2.1.7. Execute a written agreement to accept a commission or appointment as an AF officer to serve on active duty for a specific period (3, or 4-years).

2.1.7.1. AB Amounts. NC officer accessions who meet conditions in paragraphs 2.1.1. through 2.1.7. of this pay plan are eligible for an AB payable for approved contracts in the amounts listed in Attachment 2, Table 1.

2.1.7.4. Authorized AB. Eligible individuals who sign a written agreement to serve on active duty or in an active status in exchange for receiving AB are authorized to receive AB. AB authorization is dependent on accession quota and needs of the AF. Otherwise eligible accessions may be declined or not offered an AB. AF/SG1/8, Medical Force Management Division, determines AB quota. Accessions in excess of accession quota require AF/SG1/8 approval.

**ATTACHMENT 2:
NURSE CORPS OFFICER SPECIAL PAY TABLES**

**Table 1
Nurse Accession Bonus**

| AFSC | Quota | 3-Year Bonus Amount | 4-Year Bonus Amount |
|---------------|-------|---------------------|---------------------|
| 46N3E 46N3 | 50 | \$20,000 | \$30,000 |
| 46Y3M | 2 | n/a | \$250,000 |

AIR FORCE EVALUATION

AFRS/RSO recommends granting the application. In 2021 the applicant worked with a Health Professions (HP) recruiter to join the Air Force in 2021 and because of her experience and education, she qualified for and was offered a \$30K Accession Bonus (AB) in exchange for signing a four-year contract. On 4 Mar 21, the applicant was selected to enter the Air Force and a scroll was approved on 17 Mar 21; however, due to a delay with a medical waiver and a re-scroll on 25 Aug 21 for an increase in rank, the only option was to ship her into the Air Force with only 35 days left in the Fiscal Year. According to their database and the Air Force Recruiter Information Support System (AFRISS), the bonus contract was loaded and annotated that the Program Manager was aware of the bonus request. While there is no reason to believe that the contract wasn't delivered to Special Pays at AFPC, it is highly likely that the finite amount of bonus funds was no longer available; however, AFRS admits that there is no way to verify if this was in fact the case.

Based on the documentation provided by the applicant and analysis of the facts, it appears that due to multiple delays in her recruiting process (awaiting SG waiver and re-scrolling), the AB program

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she fell under most likely ran out of funds prior to her actual entrance to active duty (EAD); however, it is also clear that the applicant was fully qualified for this bonus and followed every step required in good faith for it to be awarded. If funding had still been available, AFRS/RSO would fully support the request.

The complete advisory opinion is at Exhibit C.

APPLICANT’S REVIEW OF AIR FORCE EVALUATION

The Board sent a copy of the advisory opinion to the applicant on 18 Sep 23 for comment (Exhibit D), but has received no response.

The applicant’s complete response is at Exhibit E.

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 AFRS/RSO and finds a preponderance of the evidence substantiates the applicant’s contentions. The Board notes that on 21 May 21, the applicant signed the FY21 CSP AB contract and on 24 May 21 the applicant’s recruiter verified the applicant’s eligibility and endorsed the contract. While it is impossible to verify whether funds were still available to pay out the bonus when the applicant entered active duty, there were obviously administrative processing and tracking issues with the applicant’s AB contract. As a new officer accession, the Board believes that the applicant acted in good faith to join the Air Force in exchange for the bonus, was told that she would receive the bonus, and that the administrative delays or processing errors are no fault of the applicant. Therefore, the Board believes that in this case the Air Force has a fiduciary responsibility to honor the contract and 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 that:

- a) On 18 September 2021, the applicant entered into a four-year Consolidated Special Pay (CSP) Accession Bonus (AB) Contract for her Air Force Specialty 46N3, Clinical Nurse, in accordance with DoDI 6000.13 and the USAF Fiscal Year 2021 Nurse Corps Consolidated Special Pay Plan.
- b) She receive all back pay associated with the approved Accession Bonus.

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-2022-03085 in Executive Session on 16 Sep 23 and 3 Oct 23:

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Work-Product [Redacted] Panel Chair
Work-Product [Redacted] Panel Member
Work-Product [Redacted] Panel Member

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

- Exhibit A: Application, DD Form 149, w/atchs, dated 24 Nov 22.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory opinion, AFRS/RSO, dated 14 Sep 23.
- Exhibit D: Notification of advisory, SAF/MRBC to applicant, dated 18 Sep 23.

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.

[Redacted]

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