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UNITED STATES AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE MATTER OF:

Work-Product

DOCKET NUMBER: BC-2023-00646

COUNSEL: Work-Product

HEARING REQUESTED: NO

APPLICANT'S REQUEST

He receive a Reserve Component Affiliation Bonus.

APPLICANT'S CONTENTIONS

In November 2021, while transferring from active duty to the Air Force Reserve (AFR), his recruiter informed him he was eligible for an Affiliation Bonus. He met all eligibility criteria and completed the paperwork in a timely manner. However, his Reserve unit rejected his application indicating he did not qualify due to multiple personnel indicators.

The applicant's complete submission is at Exhibit A.

STATEMENT OF FACTS

The applicant is an AFR staff sergeant (E-5).

On 18 August 2015, according to DD Form 4, *Enlistment/Reenlistment Document – Armed Forces of the United States*, the applicant enlisted in the AFR Delayed Entry/Enlistment Program for eight years (four years of active duty and four years to be served in a Reserve Component).

On 15 December 2015, according to DD Form 4, the applicant enlisted in the Regular Air Force for six years in the grade of airman first class (E-3).

On 10 May 2021, according to AF IMT 1288, *Application for Ready Reserve Assignment*, the applicant requested an AFR assignment under PALACE FRONT in Air Force Specialty Code (AFSC) 2A674, *Aircraft Fuel Systems*. On 19 August 2021, the Air Force Personnel Center Palace Chase Office (AFPC/DP2SSR) recommended approval of the application.

On 30 September 2021, according to *Air Force Reserve FY22 Officer and Enlisted Bonus Incentive Guide*, the Commander, Air Force Reserve approved the AFR FY22 Officer and Enlisted Bonus Incentive List. The list reflects duty AFSC (DAFSC) 2A6X4, *Aircraft Fuel Systems*, as eligible for the Affiliation Bonus.

On 14 December 2021, according to DD Form 214, *Certificate of Release or Discharge from Active Duty*, the applicant was honorably released from active duty in the grade of E-5 and transferred to the AFR with a Reserve Obligation Termination Date of 17 August 2023. He received a separation code and corresponding narrative reason for separation of MBK, *Completion of Required Active Service*, and credit for six years of active duty service.

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On 2 April 2022, according to DD Form 4, the applicant reenlisted in the AFR for six years in the grade of E-5.

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

AIR FORCE EVALUATION

AFRC/A1KK (Force Management) recommends granting the request. Based on the documentation provided and analysis of the facts, there is evidence of an error or injustice. According to Department of Defense Instruction (DoDI) 1304.31, *Enlisted Bonus Program*, paragraph 4.2, the Affiliation Bonus provides a monetary incentive that may be offered to encourage a member to affiliate with the Selected Reserve. Specifically, the bonus is authorized when a member affiliates with the Selected Reserve of a Military Service and agrees to serve for a specified period of obligated service and meets specified criteria.

Additionally, Department of the Air Force Instruction (DAFI) 36-3012, *Military Entitlements*, Chapter 5, paragraph 5.4.5, states an affiliation incentive may be granted to a qualified member who transfers directly from the Regular Air Force or Individual Ready Reserve without a break in service. Eligibility criteria also includes but is not limited to: enlists for a period of three, four, five, or six years; is being assigned duty in an incentive AFSC in effect on the member's effective date of change of strength accountability assignment and possesses at least a three-level control AFSC (CAFSC) or second AFSC in that duty; has completed or was released early under honorable conditions from active-duty obligation and has a Reserve obligation under 10 USC § 651, Members required service, or 50 USC § 3806 6(d) (1) of the Military Selective Service Act; has not previously participated in any active Reserve program; is not affiliating under the Palace Chase Program; has less than six years of total military service; and has not received an enlistment, retention, or transfer bonus for the same period of time as an affiliation bonus.

The applicant met some but not all established criteria and was determined to be ineligible for the incentive bonus. More specifically, the applicant had less than six years or more time-in-service, he participated in training assemblies from January to April 2022 prior to reenlisting in the AFR, and did not reenlist during the required timeframe. AFRC noted the requirement for having less than six years of service is an administrative error in the instruction and will be corrected during the next revision. They further noted the applicant was denied inclusive eligibility information and his unit failed to provide timely processing guidance for the incentive bonus. In addition, the applicant's unit failed to provide justification for executing his reenlistment contract four months after he affiliated into the AFR on 15 December 2021.

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 20 November 2023 for comment (Exhibit D) 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 AFRC/A1KK and finds a preponderance of the evidence substantiates the applicant's contentions. The Board notes the applicant's servicing unit failed to provide eligibility and processing guidance in a timely manner and executed his reenlistment contract four months after he affiliated into the AFR on 15 December 2021. Had it not been for the lack of guidance and delayed reenlistment, the applicant would have otherwise met all eligibility criteria to receive the Affiliation Bonus. Therefore, the Board recommends correcting the applicant's records as indicated below.

RECOMMENDATION

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

a. His AFR reenlistment contract, dated 2 April 2022, be declared void and removed from his records.

b. On 15 December 2021, he reenlisted in the AFR for a period of six years and was approved to receive a Reserve Component Affiliation Bonus.

CERTIFICATION

The following quorum of the Board, as defined in DAFI 36-2603, *Air Force Board for Correction of Military Records (AFBCMR)*, paragraph 2.1, considered Docket Number BC-2023-00646 in Executive Session on 14 December 2023:

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 A: Application, DD Form 149, w/atchs, dated 3 March 2023.

Exhibit B: Documentary evidence, including relevant excerpts from official records.

Exhibit C: Advisory Opinion, AFRC/A1KK, dated 17 November 2023.

Exhibit D: Notification of Advisory, SAF/MRBC to Applicant, dated 20 November 2023.

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.

12/26/2024

X

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Board Operations Manager, AFBCMR

Signed by: Work-Product

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