

RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2023-01100

XXXXXXXXXXXXXXXXXX

COUNSEL: NONE

HEARING REQUESTED: YES

APPLICANT'S REQUEST

1. His rank after he initially entered the Air National Guard (ANG) be changed from airman basic (E-1) to reflect a higher grade of airman first class (E-3) based on his award of the Eagle Scout Badge.
2. He receive all appropriate backpay and benefits based on the corrected rank.

APPLICANT'S CONTENTIONS

Upon enlistment, he provided an Eagle Scout Badge certificate which was sent to the Force Support Squadron along with his enlistment paperwork; however, the Eagle Scout certificate was not processed at any point to allow him to receive the rank and pay of airman first class.

The applicant's complete submission is at Exhibit A.

STATEMENT OF FACTS

The applicant is a currently serving ANG airman first class (E-3).

On 4 March 2022, according to DD Form 4, *Enlistment/Reenlistment Document*, the applicant enlisted in the ANG in the grade of airman basic.

On 9 May 2022, according to an Eagle Scout Badge certificate, provided by the applicant, he was certified as an Eagle Scout.

On 28 June 2022, according to DD Form 214, *Certificate of Release or Discharge from Active Duty*, the applicant entered a period of active duty service to complete basic military training and technical training. On 25 January 2023 he was discharged and released back to the Arkansas ANG in the grade of airman basic.

According to a pull from the Military Personnel Database System (MilPDS), the applicant was promoted to the grade of airman on 15 June 2023, and airman first class on 15 December 2023.

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

APPLICABLE AUTHORITY

AFMAN 36-2032, *Military Recruiting and Accessions*, dated 27 September 2019:

Table 3.1. Entry Grade Determination for Non-Prior Service Enlistees. Rule 10, If the applicant is a recipient of the Boy Scout Eagle Award or Girl Scout Gold Palm the enlistment grade authorized is airman (E-2). The rule references Note 1, every effort is made to ensure the applicant is enlisted into the appropriate grade at the time of the enlistment process; and Note 2, an individual enlisted in their senior year of high school is enlisted in the grade of airman basic, but an exception to policy may

be authorized. Upon graduation from high school and receipt of the diploma or transcripts, the individual may be promoted to the grade reflected in Column B, with an effective date of graduation. For RegAF these actions are completed prior to entry into BMT. For AFR and ANG, these actions may be completed up until BMT graduation date.

AFI 36-2502, *Enlisted Airman Promotions and Demotion Programs*, dated 16 Apr 2021:

10.1.1.1. The fact a member meets each of the eligibility criteria outlined in this instruction does not automatically guarantee promotion to the next higher grade. Meeting minimum eligibility criteria only indicates that a member can be considered eligible for promotion. Promotion is not a reward for past performance, but recognition of the member's potential to successfully serve in the higher grade.

10.1.4.4. Commanders:

10.1.4.4.1. Serve as the recommendation authority for all enlisted promotions. (T-3).

10.1.4.4.2. Ensure their personnel meet all promotion criteria as outlined in this instruction prior to promotion. (T-3).

Table 10.1. Eligibility Criteria for ANG Enlisted Promotions. Rule 2 states, a service member is eligible for promotion to Airman First Class (E-3) when they have reached at least 12 months Time in Service (TIS) and 6 months Time in Grade (TIG). The rule references Note 4, Time-in-service/time-in-grade is computed from the date the member enters initial active duty training status. The source document for determining initial active duty training is the initial active duty training order or a completed DD Form 214, *Certificate of Release or Discharge from Active Duty*. For members having a break- in-training, their time-in-service/time-in-grade will continue during the period of break.

AIR FORCE EVALUATION

NGB/A1PP recommends granting the application. The applicant enlisted into the Arkansas ANG on 3 March 2022. An email with the Eagle Scout certificate was submitted to the 188th Wing (188th WG) recruiting representative on 6 June 2022. The correspondence identified the applicant had a Basic Military Training date of 28 June 2022. The 188th WG recruiting representative sent the Eagle Scout certificate to the 188th Force Support Squadron (188th FSS) on 23 April 2023. The email stated the applicant should be awarded the rank of airman first class. The 188th FSS informed the recruiting representative the requested action could not be completed because the applicant's BMT date had passed.

Based on the documentation provided by the applicant and analysis of the facts, there is evidence of an error or injustice. In accordance with AFMAN 36-2032, dated 27 September 2019, Table 3.1, Rule 10. "If the applicant is recipient of the Boy Scout Eagle Award, the enlistment grade authorized is E-2/airman." Furthermore, under the Fiscal Year 2022 Strength Management Initiatives, dated 1 October 2021, the applicant entered into an Air Force Specialty that was identified under the Non-Prior Critical Skills Promotion Program. As such, AFMAN 36-2032, Table 3.1, Rule 5 states, "If a member is nonprior service and enlists under the Critical Skills Promotion program as part of the fiscal year recruiting and retention initiatives for the fiscal year in which the applicant enlists then the rank of Airman First Class/E-3 is authorized." Therefore, NGB/A1PP recommends correcting the applicant's record to reflect that he receives the grade of airman first class when he initially enlisted in the Air National Guard.

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 12 June 2023 for comment (Exhibit D) but has received no response.

AIR FORCE EVALUATION

NGB/A1PP provided an updated advisory and recommends partially granting the applicant's request to change the applicant's date of rank to the grade of airman based on the award of the Eagle Scout Badge. In this regard, the applicant was not eligible for the rank of airman first class upon enlistment; however, in accordance with AFMAN 36-2032, the applicant is eligible for the enlistment grade of airman with a date of rank of 9 May 2022, the date he was awarded the Eagle Scout Badge.

The complete advisory opinion is at Exhibit E.

APPLICANT'S REVIEW OF AIR FORCE EVALUATION

The Board sent a copy of the advisory opinion to the applicant on 18 July 2024 for comment (Exhibit F). The applicant responded indicating he was scheduled to enlist as an airman first class on 4 March 2022. Recruiters assured him that with his high school diploma and Eagle Scout certificate, he would enter as an airman first class - despite him providing his Eagle Scout certificate prior to his basic training. This discrepancy came to light during basic training, where his paperwork incorrectly listed him as E-1. Further review of his enlistment documents revealed that he was incorrectly listed as enlisting in the 1N4X1 role, which did not exist at Ebbing Air National Guard Base in Fiscal Year 2022 (FY22). Instead, only the 1N4X2 field was listed. The Critical Skills Promotion Program for FY22 included 1N4X1A and 1N4X1B roles, which were reclassified effective 1 October 2022. The AFECD published on 31 October 2022 renamed 1N4X1A to 1N4X1 and deleted 1N4X1B, redesignating it as 1N4X2. Consequently, he should have enlisted as an E-3 under the 1N4X2 role, rather than E-1 under 1N4X1.

The complete response is at Exhibit G.

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. While the Board notes the recommendation of NGB/A1PP recommending a partial grant to change the applicant's date of rank to the grade of airman based on the award of the Eagle Scout Badge, the Board finds a preponderance of the evidence substantiates the applicant's contentions. The Board notes the applicant enlisted in the Air Force Reserve on 4 March 2022 in Air Force Specialty Code 1N4X2, which was identified under the Non-Prior Critical Skills Promotion Program. Therefore, since the applicant enlisted under the Critical Skills Promotion program then the rank of Airman First Class/E-3 at time of enlistment is authorized. 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 that:

1. On 4 March 2022, he enlisted for six (6) years and 0 months in the 1N4X2 Air Force Specialty Code (AFSC) in the grade of E-3 rather than E-1.
2. He receive all pay and benefits associated with the corrected enlistment grade and AFSC.

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-2023-01100 in Executive Session on 15 August 2023 and 12 November 2025:

, Panel Chair
, Panel Member
, Panel Member

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

Exhibit A: Application, DD Form 149, w/atchs, dated 5 April 2023.
Exhibit B: Documentary evidence, including relevant excerpts from official records.
Exhibit C: Advisory opinion, NGB/A1PP dated 8 June 2023.
Exhibit D: Notification of advisory, SAF/MRBC to applicant, dated 12 June 2023.
Exhibit E: Advisory opinion, NGB/A1PP dated 7 June 2024.
Exhibit F: Notification of advisory, SAF/MRBC to applicant, dated 18 July 2024.
Exhibit G: Applicant's Response dated 15 August 2024.

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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Board Operations Manager, AFBCMR