



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

RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2023-03199

COUNSEL: NONE

HEARING REQUESTED: YES

APPLICANT'S REQUEST

She be eligible to receive Continuation Pay (CP) under the Blended Retirement System (BRS).

APPLICANT'S CONTENTIONS

She opted for BRS CP; however, her request was denied for not having sufficient retainability. Her Military Personnel Flight (MPF) extended her enlistment contract based on her original date of separation (DOS) and not based on her pay date. This resulted in her being seven days short of having the four years of retainability required for CP.

The applicant's complete submission is at Exhibit A.

STATEMENT OF FACTS

The applicant is an Air Force technical sergeant (E-6).

The Military Personnel Data System (MilPDS) shows the applicant's Pay Date (also referred to as the Pay Entry Base Date [PEBD]) is 24 May 2011. Since she had less than 12 years of service as of 31 December 2017, she was eligible to opt-in to the BRS and did so on 28 December 2018. Furthermore, under the BRS, the applicant was eligible for CP, provided her election was made prior to the 12th anniversary of her Pay Date (24 May 2023) and she obtained 48 months of retainability from the effective date.

On 14 February 2023, according to *Continuation Pay Statement of Understanding and Election*, the applicant requested CP, and on 30 March 2023, her commander approved her request.

On 20 April 2023, according to AF Form 1411, *Extension of Enlistment in the Air Force*, the applicant requested her enlistment be extended for a period of 12 months for the purpose of "GI Bill or Continuation Pay." On 28 Jun 23, her extension was approved with a DOS of 17 May 27.

On 1 August 2023, the applicant's CP request was denied due to insufficient retainability. On 4 August 2023, the applicant submitted a second AF Form 1411, requesting to extend her enlistment one additional month (13 months total) for the purpose of "GI Bill or Continuation Pay." On 14 October 23, her extension was approved with a DOS of 17 June 27.

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

APPLICABLE AUTHORITY/GUIDANCE

AFBCMR Docket Number BC-2023-03199

Controlled by: SAF/MRB

Limited Dissemination Control: N/A

POC: SAF.MRBC.Workflow@us.af.mil

[REDACTED]

Public Law 114-92, Fiscal Year (FY) 2016 National Defense Authorization Act (NDAA), Sections 631 through 635; amended in Public Law 114-80, FY 2017 National Defense Authorization Act. On 27 January 2017, the Deputy Secretary of Defense implemented guidance for the newly created retirement system for the Uniformed Services, which was enacted in the FY 2016 NDAA. This system, called the Blended Retirement System (BRS), combines the traditional legacy retirement pension, also known as a defined benefit, with a defined contribution benefit into a Thrift Savings Plan. The BRS went into effect on 1 January 2018. Service members of the active component with fewer than 12 years of service as of 31 December 2017, calculated from their PEBD (Pay Date), and members of the Air National Guard (ANG) or Air Force Reserve (AFR) who have accrued fewer than 4,320 points as of 31 December 2017, are grandfathered under the current retirement system but may opt-in to the BRS.

AFI 36-3012, *Military Entitlements*, Chapter 4, Continuation Pay; Personnel Services Delivery Guide (PSDG), *Blended Retirement System (BRS) Continuation (CP) Execution, Organization, and Responsibilities*. Members of the Uniformed Services, who are covered by the BRS, are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligated service. The amount is determined by applying a multiplier to the member's monthly base pay. For Regular Air Force Airmen, the multiplier is 2.5 and for ANG or AFR Airmen, the multiplier is 0.5. Service members eligible to receive CP must have completed not less than 8 and not more than 12 years of service, as computed from the member's PEBD. In addition, the member must complete the Statement of Understanding and Election (SOU), obtain commander's approval, and commit to a four year military service obligation. The election for CP must be made prior to the member's 12th year of service based on Pay Date but no earlier than 90 days in advance.

According to a myPers article, *Blended Retirement System Continuation Pay*, updated 12 March 2021, "Airmen will be notified of their potential eligibility for BRS CP and receive a BRS CP Election SOU via myPers messaging starting approximately 90 days prior to the potential BRS CP effective date." In addition, the myPers Continuation Pay Fact Sheet states notification for CP will start 60 days before a member's 12th year of service.

AIR FORCE EVALUATION

AFPC/DPMSSM (Special Pays) recommends granting the application. The applicant elected CP on 14 February 2023 and her commander approved the request on 30 March 2023. The applicant required 48 months of retainability from the anniversary of her 12-year Pay Date, which would extend her DOS to 24 May 2027. On 1 May 2023 the applicant informed AFPC she was awaiting her commander's signature on her retainability extension. On 22 May 2023, she stated she obtained the required retainability; however, the applicant's extended DOS was short of the date required for the full 48-month retainability requirement. Based on the documentation provided and analysis of the facts, there is evidence of an error or injustice. The applicant's commander approved her CP request prior to her 12-year Pay Date. In addition, the applicant provided supporting documentation from her MPF confirming the errors that occurred, and that she has since gained sufficient retainability for CP approval.

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 3 November 2023 for comment (Exhibit D) but has received no response.

FINDINGS AND CONCLUSION

- [REDACTED]
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 AFPC/DPMSSM and finds a preponderance of the evidence substantiates the applicant's contentions. The applicant was eligible for BRS CP and made a timely election to participate but failed to obtain full retainability within the required period. Evidence shows the applicant sought assistance from her MPF to comply with regulatory guidance and that confusion and errors in the administrative process delayed the applicant's efforts in obtaining sufficient retainability within the eligibility period. 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 on 30 March 2023, the applicant submitted a timely and effective Continuation Pay Statement of Understanding and Election to accept Continuation Pay in accordance with Public Law 114-80; her election for Continuation Pay was accepted; and the applicant received a 48-month active-duty service commitment in exchange for the approved Continuation Pay election.

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 1.5, considered Docket Number BC-2023-03199 in Executive Session on 8 February 2024:

[REDACTED], Panel Chair
[REDACTED], Panel Member
[REDACTED], Panel Member

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

- Exhibit A: Application, DD Form 149, w/atchs, dated 27 September 2023.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory opinion, AFPC/DPMSSM, w/atchs, dated 2 November 2023.
- Exhibit D: Notification of advisory, SAF/MRBC to applicant, dated 3 November 2023.

Taken together with all Exhibits, this document constitutes the true and complete Record of Proceedings, as required by DAFI 36-2603, paragraph 4.11.9.

5/9/2025

X [REDACTED]

Board Operations Manager, AFBCMR

Signed by: [REDACTED]

AFBCMR Docket Number BC-2023-03199