



Work-Product

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

RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2024-00008

Work-Product

COUNSEL: Work-Product

HEARING REQUESTED: NO

APPLICANT'S REQUEST

1. She receive Pay and Points in order to be credited with one (1) year of satisfactory service for Retention/Retirement (R/R) 23 Aug 16 – 22 Aug 17.
2. Her Date of Rank (DOR) to the grade of staff sergeant (E-5) be backdated to 23 Aug 20 to include all backpay and entitlements.

APPLICANT'S CONTENTIONS

She enlisted in the Work-Product Air National Guard (Wo...ANG) on 23 Aug 16 and was assigned to the student flight while awaiting to attend basic military training. The Work...th Fighter Wing (Work...FW) directed student flight members not to report for regularly scheduled drills (RSDs) or sent them home after only performing two RSD periods when the rest of the unit was scheduled to complete the normal four RSD periods. Because of this, she did not receive a satisfactory year for her R/R anniversary period of 23 Aug 16 - 22 Aug 17. In addition, on 4 Sept 20 she was informed she did not meet time in grade/service (TIG/TIS) requirements for promotion to staff sergeant due to the unsatisfactory year of service.

The applicant's complete submission is at Exhibit A.

STATEMENT OF FACTS

The applicant is an Air National Guard (ANG) staff sergeant (E-5).

On 23 Aug 16, according to DD Form 4, *Enlistment/Reenlistment Document, Armed Forces of the United States*, the applicant enlisted in the ANG for a period of eight (8) years in the grade of E-3, of which six (6) years is an Active Service Obligation, and two (2) years will be served in the Reserve component.

On 16 Aug 17, according to DD Form 214, *Certificate of Release or Discharge from Active Duty*, dated 6 Jul 18, she entered initial training: Basic Military Training (14 weeks); Tactical Aircraft Maintenance course (22 weeks); and Mission Essential Skills Training (8 weeks). She was credited with 10 months and 23 days of net active service this period (16 Aug 17 – 8 Jul 18).

On 16 Aug 19, according to AF Form 2096, *Classification/On-The-Job Training Action*, the applicant was promoted to the grade of senior airman (E-4).

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According to Special Order **Work-Pro...**, dated 17 Oct 21, the applicant was promoted in the **Wor...** ANG and Reserve of the Air Force, to the grade of staff sergeant (E-5) effective and with a DOR of 17 Oct 21.

According to the Point Credit Accounting Reporting System (PCARS) report, she was credited with the following Active Duty (AD), Inactive Duty for Training (IDT), membership (MBR), and retirement points from 2016 thru 2023.

R/R Year	AD	IDT	MBR	ECI	Retirement	Satisfactory Service (Year)
*23 Aug 16 – 22 Aug 17	7	18	15	0	40	000000
23 Aug 17 – 22 Aug 18	320	38	15	0	365	010000
23 Aug 18 – 22 Aug 19	218	28	15	0	261	010000
23 Aug 19 – 22 Aug 20	366	0	15	44	366	010000
23 Aug 20 – 22 Aug 21	365	0	15	0	365	010000
23 Aug 21 – 22 Aug 22	365	0	15	0	365	010000
23 Aug 22 – 22 Aug 23	365	0	15	0	365	010000

***Unsatisfactory Years**

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

APPLICABLE AUTHORITY/GUIDANCE

According to Air Force Instruction (AFI) 36-2502, *Enlisted Airman Promotion and Demotion Programs*:

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.

10.1.11. Commanders:

10.1.11.1. Will serve as the recommendation authority for all enlisted promotions. **(T-3)**.

10.1.11.2. Will 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, Table 10.1., Eligibility Criteria for ANG Enlisted Promotions, Rule 4, Promotion to E-5 requires a TIS of at least 48 months (4 Years) and a TIG of at least 12 months (1 year). Additionally, the rule references Note 3, Time-in-service computations for all promotions will be based on satisfactory years of service for retirement:

AIR FORCE EVALUATION

NGB/A1P, recommends partially granting the request. Based on the documentation provided by the applicant and analysis of the facts, there is evidence of an error or injustice. The **Wor...** FW practice of limiting Student Flight participation, sporadic cancellations, and failure to reschedule unit training assemblies is an injustice to the applicant. She enlisted in the **Wor...** ANG on 23 Aug 16 and was assigned to the Student Flight. The **Wor...** FW directed Student Flight members not to report

and sent them home without providing points for regularly scheduled drills. Due to the inconsistencies in attendance from her leadership's direction, she did not receive credit for a satisfactory year of service for her R/R period of 23 Aug 16 – 22 Aug 17.

In regard to her request to backdate her DOR to E-5, NGB/A1P recommends denying the request indicating her request for a backdated promotion is untimely. NGB/A1P references Department of the Air Force Instruction (DAFI) 36-2603, *Air Force Board of Correction for Military Records (AFBCMR)*, paragraph 3.5, Meeting Time Limits. Applicants must file an application within 3 years after the error or injustice was discovered, or, with due diligence, should have been discovered. Timeliness is not measured strictly from the date of the action/event the applicant alleges makes them a victim of an error or injustice but is measured from the date of when the error or injustice was discovered or should have been discovered by the applicant with reasonable diligence.

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 11 Mar 24 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 NGB/A1P and finds a preponderance of the evidence substantiates the applicant's contentions in part. The Board finds the unit's practice of limiting participation, sporadic cancellations, and failure to reschedule unit training activities an injustice as she was not afforded the opportunity to earn sufficient participation points in order to be credited with a satisfactory year of service. The Board notes had she received a satisfactory year of service for her 2017 Retention/Retirement year she would have been eligible to be promoted as she would have met the promotion eligibility criteria within AFI 36-2502, *Enlisted Airman Promotion and Demotion Programs*. However, the Board also notes promotions are not automatic, as the commander is both the recommending and approving authority. In this regard, it is unclear whether the applicant's commander would have authorized the applicant to be promoted to staff sergeant on the date she became eligible. However, for the remainder of the applicant's request, the evidence presented did not demonstrate an error or injustice, and the Board therefore finds no basis to recommend granting that portion of the applicant's request. 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 she was credited with an additional 10 non-paid inactive duty training points for Retirement/Retention year of 23 Aug 16 – 22 Aug 17.

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-2024-00008 in Executive Session on 24 Sep 24:

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 9 Dec 23.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory opinion, NGB/A1P, dated 21 Feb 24.
- Exhibit D: Notification of advisory, SAF/MRBC to applicant, dated 11 Mar 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.

12/16/2024

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Board Operations Manager, AFBCMR

Signed by: Work-Product