



Work-Product

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

### RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2024-00295

Work-Product

COUNSEL: NONE

HEARING REQUESTED: NO

### APPLICANT'S REQUEST

His Fiscal Year 2023 aviation bonus (AvB) in the amount of \$35,000 in exchange for a one-year service contract be approved.

### APPLICANT'S CONTENTIONS

He requests his AvB be extended for an additional year to match the extension on his Air Guard Reserve (AGR) tour which was extended from a three-year tour to a four-year tour. On 6 Dec 22, he inquired on how to continue his current AvB of \$35,000. He was told he had to reapply for AvB and was unaware of the blanket Exception to Policy (ETP), dated 26 Sep 22 would authorize an AvB extension to his current contract. In Jan 22, he reached out to his local pay office who confirmed that with the extension of his AGR tour he would also receive an extended AvB contract. On 31 Dec 23, he again inquired with his pay office to ensure he would be paid his bonus; however, he learned the information he was given by the pay office in Jan 22 was incorrect. He was denied an extension of his AvB due to improper notice on how to achieve that end point, but he has met all criteria through the completion of his one-year extended AGR tour.

The applicant's complete submission is at Exhibit A.

### STATEMENT OF FACTS

The applicant is an Air Force Reserve (AFR) major (O-4).

According to the documents provided by the applicant and Air Reserve Personnel Center (ARPC)/DPAT:

On 8 Dec 19, the applicant signed an "Aviation Bonus (AvB) Program Agreement" for FY19 and requested a three-year AvB in the amount of \$35,000. On 14 Jan 20, the AvB agreement was approved by ARPC with a start and end date of 16 Dec 19 through 16 Dec 22.

On 10 Dec 19, Special Order **Work-Product** was published and ordered the applicant to extended active duty in accordance with 10 USC 12310 for a three-year term assignment effective 16 Dec 19.

On 26 Sep 22, AFRC/A3 issued a "Blanket Exception to Policy for AvB Extension to Match AGR Order Extension" memorandum. The memorandum served as a blanket ETP approval for any AGR personnel requesting to extend their current three- or four-year AvB agreement by a minimum of 12 months beyond the current AvB agreement expiration date. It further states members must have AGR tour extension orders in hand at the time of the request.

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On 3 Nov 22, Special Order **Work-Product** was amended to extend the applicant's active duty assignment with a date of separation (DOS) of 31 Dec 23.

According to the applicant's DD Form 214, *Certificate of Release or Discharge from Active Duty*, he was honorably discharged after completing a period of active duty service from 16 Dec 19 through 31 Dec 23. He was credited with 4 years and 15 days of net active service.

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

## AIR FORCE EVALUATION

ARPC/DPAT recommends granting the application. The applicant requests he be awarded payment of \$35K for his FY23 AvB agreement for which he was supposed to receive on 16 Dec 23. ARPC/DPATI acknowledges the injustice on behalf of the applicant, who, through his unwavering dedication and service, were eligible for payment under the AvB program. However, due to Air Force errors he did not receive the AvB payments.

The AvB program, designed to retain and recruit fully qualified and experienced aviators for time served in the AFR, was not able to honor several aviators as intended. In Sep 23, the Defense Finance and Accounting Service (DFAS) notified ARPC/DPATI they could not make payments under flawed AvB contract extensions that incorporated the terms of an existing contract into a contract for future service. In response, DPATI conducted an internal audit of records for the AFR AvB program. As a result of this audit, DPATI identified multiple aviators who have been adversely affected. These individuals, despite their belief in the validity of their contracts, have experienced denial of payment.

ARPC's audit identified three categories of errors relating to the AvB program, for which DFAS refuses to make AvB payments. These categories are as follows:

1. The aviator attempted to extend/renege an AvB but signed a new contract after the prior contract had expired.
2. The aviator requested an AvB extension under the authority of an ETP from AFRC/A3.
3. ARPC committed administrative errors when reviewing and approving AvB contracts.

Based on ARPC's internal audit and analysis of the facts, there is evidence an error or injustice has occurred. These highly skilled aviators successfully and faithfully executed their assigned duties. They remained qualified for AvB contract extensions, but DFAS denied payment due to ARPC's errors in administering the AvB contract extension process. Granting the AvB payment will ensure both the applicant and the AFR receive what was originally intended: a well-deserved bonus paid to these critically needed aviators for a term of service to which both parties believed they had agreed.

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 Sep 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 ARPC/DPAT and finds a preponderance of the evidence substantiates the applicant's contentions. The Board notes in good faith the applicant extended his AGR tour by an additional one-year and in exchange for his extended service the Air Force agreed and informed the applicant that he would receive a bonus. However, due to procedural and administrative errors with the execution of the AvB program, the applicant has not received the bonus for which he has earned. Furthermore, the Board notes the purpose of the AvB program is to retain our talented and skilled Airmen and denying the applicant a bonus he earned would not only be a detriment to the applicant, but the Air Force as well. 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) The applicant's Fiscal Year (FY) 2019 Aviation Bonus (AvB) be amended to reflect an agreement length of 48 months with effective dates 16 December 2019 through 15 December 2023 and a competent authority approved the agreement at the annual rate of \$35,000.
- b) He receive all associated payments not already received based on the amended Aviation Bonus (AvB) agreement.

### 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-2024-00295 in Executive Session on 24 Sep 24:

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

- Exhibit A: Application, DD Form 149, w/atchs, dated 7 Dec 23.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory opinion, ARPC/DPAT, w/atchs, dated 20 Aug 24.
- Exhibit D: Notification of advisory, SAF/MRBC to applicant, dated 3 Sep 24.

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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.

2/13/2025

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