



Work-Product

UNITED STATES AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2024-00541

Work-Product

COUNSEL: Work-Product

HEARING REQUESTED: NO

APPLICANT'S REQUEST

His Duty Air Force Specialty Code (DAFSC) 2T2X1, *Air Transportation*, award date be backdated to match his (re)enlistment date, or earlier, in order to receive a FY 22 Enlisted Bonus Incentive.

APPLICANT'S CONTENTIONS

He planned on separating when his then current enlistment ended on 29 Apr 22. After speaking with his career advisor, he decided to instead retrain into the 2T2X1 AFSC for the primary reason the AFSC was eligible for an incentive bonus. When he reenlisted on 2 Apr 22, although he was still incumbent to the 2A656, *Aircraft Electrical and Environmental Systems*, AFSC, his unit was working on the paperwork to reassign him to the 2T2X1 AFSC; however, he was not moved into the new 2T2X1 AFSC until 1 Aug 22. Additionally, another factor for reenlisting on 2 Apr 22 was he required 36 months of retainability in order to retrain into the 2T2X1. When he finally moved into the 2T2X1 AFSC, he reported to his new squadron and was sent to technical school for training. Upon his return, he submitted his bonus application, but ARPC rejected the request because at the time of his 2 Apr 22 reenlistment he occupied his old AFSC and not the 2T2X1 bonus eligible AFSC.

He has done everything correctly and respectfully requests his bonus be approved based on his honorable service.

The applicant's complete submission is at Exhibit A.

STATEMENT OF FACTS

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

On 29 Apr 16, according to DD Form 1966, *Record of Military Processing – Armed Forces of the United States*, indicates the applicant was eligible to receive a Non-Prior Service Incentive Bonus for the AFSC 2A656. On this same date, according to DD Form 4, *Enlistment/Reenlistment Document – Armed Forces of the United States*, the applicant enlisted in the AFR for a period of six (6) years in the grade of Airman First Class (E-3).

On 1 Oct 21, *Air Force Reserve FY22 Officer and Enlisted Bonus Incentive Guide*, was published and lists DAFSC 2T2X1, 434 Air Refueling Wing (ARW), on the *Enlisted DAFSC By-Location List*. Additionally, DAFSC 2A6X6 was not listed on either the MAJCOM-Wide or By-Location lists.

On 2 Apr 22, according to DD Form 4, *Enlistment/Reenlistment Document – Armed Forces of the United States*, the applicant reenlisted in the AFR for a period of six (6) years in the grade of E-5.

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Controlled by: SAF/MRB
CUI Categories: Work-Product
Limited Dissemination Control: N/A
POC: SAF.MRBC.Workflow@us.af.mil

According to the Military Personnel Data System (MilPDS), at the time of his 2 Apr 22 reenlistment his DAFSC was 2A656.

On 1 Aug 22, according to AF IMT 3920, *Request for Reservist Voluntary Retraining*, provided by applicant, he requested to retrain into the AFSC 2T251 career field. Section II, *Unit Orderly Room Current Information*, reflects his DAFSC as 2A656. Section IV, *MPF Career Enhancement*, indicates the applicant is retraining into a bonus AFSC, but notes that “Retraining from a Bonus AFSC requires a continuation waiver from HQ AFRES/DPM. On this same date, according to MilPDS the applicant was awarded the AFSC 2T251.

On 5 Aug 22, according to AF IMT 4021, *Application for Incentive Participation*, provided by applicant, he requested a reenlistment incentive for DAFSC 2T231/2T271 for a date of enlistment of 2 Apr 22. Section 8, *Remarks*, reflects the following: “FY22, 2T2X1, Reenlistment Bonus, 6 Years, \$15K.”

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

APPLICABLE AUTHORITY/GUIDANCE

Air Force Reserve FY22 Officer and Enlisted Bonus Incentive Guide, 1 Oct 22, Section 1, General Information: *Enlisted Incentive Program*: In accordance with Title 37 U.S.C. Chapter 5, Section 331, the enlisted bonus program was authorized to support recruiting and retention efforts in critical skills, career fields, units or grades. There are three primary types of enlisted bonuses: 1) enlistment (non-prior service, affiliation, and prior service); 2) reenlistment (retention); and 3) retraining. Every enlisted bonus requires a written agreement specifying the bonus DAFSC, the amount and the period of obligated service. Enlistment and reenlistment bonuses directly correlate with length of contract and will range from \$7,500 to \$15,000 based on the term of enlistment and paid out over a total of 3-6 years. For the AFR, enlisted bonuses under this program are limited to traditional and individual reservist and eligibility for annual payment requires satisfactory participation. If an Airman fails to complete the terms of their contract, it is possible that recoupment actions could be taken under the provisions of Title 37 U.S.C. Chapter 5, Section 303a (e). d. Reenlistment (Retention): An incentive granted to a member who voluntarily reenlists in the AFR in a bonus DAFSC as of the date of the reenlistment. Airmen must reenlist within six months of current expiration term of service (ETS) when they are not currently receiving an incentive. Current bonus recipients must reenlist within 30 days of their ETS to maintain future bonus eligibility.

Section 5. *Fiscal Year 2022 Critical Skills List for Incentive Bonuses*. Incentives were granted as either MAJCOM-Wide or By-Location.

BY-LOCATION DAFSC BONUS ELIGIBILITY LIST

2T2X1	Air Transportation	434 Air Refueling WG, Grissom ARB, IN
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Department of the Air Force Instruction (DAFI) 36-3012, *Military Entitlements*, Chapter 5, *Air Reserve Component (ARC) Incentive Program*:

5.4. Enlisted Incentive Types and Eligibility Criteria. An enlistment bonus is authorized for individuals who enlist in an ARC for a specific period and, if applicable, for service in an AFSC that is experiencing critical personnel shortages as designated by the Secretary concerned.

5.4.4. Reenlistment. An incentive granted to a member who voluntarily reenlists in the AFR and meets the following criteria:

5.4.4.3. Reenlists in a bonus AFSC in effect on the date of reenlistment.

5.4.6. Retraining. **An incentive granted to a member already assigned to a unit in a non-incentive AFSC** to retrain and later reenlist into an incentive AFSC and meets the following criteria:

5.4.6.1. Enlists for a period of three, four, five, or six years.

5.4.6.2. Is retraining into an incentive DAFSC in effect on the date retraining is approved, that is, date entered Training Status Code M, E. Refer to Attachment 22 of DAFI 36-2670, *Total Force Development* for Training Status Code definitions.

Department of Defense Instruction (DoDI) 1304.31, *Enlisted Bonus Program*, paragraph 4.2, the affiliation bonus authorized in accordance with Section 331(a)(2) of Title 37, U.S.C., provides a monetary incentive that may be offered to encourage a person or member to affiliate with the Selected Reserve of a Military Service. Specifically, the bonus is authorized when the person or member affiliates with the Selected Reserve of a Military Service and agrees to serve for a specified period of obligated service in accordance with Paragraph 3.1.b.(1). Any skill, unit, or pay grade so designated must be a skill, unit, or pay grade for which there is a critical need for personnel in the Selected Reserve of the Ready Reserve of a Military Service, as determined by the Secretary of the Military Department concerned.

Air Force Instruction (AFI) 36-2606, *Reenlistment and Extension Of Enlistment in the United States Air Force*, Chapter 8, *Reenlistments (AFR Only)*, 8.7. Erroneous Enlistment/Reenlistment Documents Returned for Correction. There are two types of erroneous reenlistment documents. The first consists of contractual errors made in violation of this publication, such as the reenlistment of ineligible Airmen. The second is administrative, involving typographical errors, strikeovers, misspellings, or erroneous computation of required retainability.

AIR FORCE EVALUATION

ARPC/DPATI recommends denying the request. Based on the documentation provided by the applicant and analysis of the facts, there is no evidence of an error or injustice. On 2 Apr 22, the applicant was occupying an AFSC of 2A6X6 and receiving a non-prior service bonus incentive when he elected to reenlist for six (6) years to obtain the retainability to retrain into the 2T2X1 career field. On 5 Oct 23, he completed and routed his reenlistment bonus application to his Wing Talent Management Consultant to review for accuracy and for further routing to ARPC Incentives Division for review and processing, who in turn, disapproved the application for the reason the applicant did not reenlist in a new AFSC eligible for the FY22 incentive bonus.

Therefore, in accordance with DAFI 36-3012, the applicant does not meet the eligibility criteria for an incentive bonus.

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 1 Apr 24 for comment (Exhibit D), but has received no response.

ADDITIONAL AIR FORCE EVALUATION

AFRC/A1Y recommends granting the request. Based on the information provided by the applicant and analysis of the facts, there is evidence of an error or injustice. The applicant's determination to reenlist was from the advisement of the Wing Talent Management Consultant (WTMC), "that is the member reenlisted and was willing to retrain into an incentive eligible DAFSC, the member would receive a \$15,000 payout for a six-year reenlistment." The applicant needed to gain retainability in order to retrain into a new AFSC (2T2X1) and reenlist prior to his ETS per DAFI 36-2608, paragraph 8.1.5. He could not retrain until Aug 22. He should not be held liable for the mismatched AFSC at the time of reenlistment due to retraining date limitations. He followed the advisement of the WTMC and assumed the date of enlistment and retraining would align, therefore making him eligible for the bonus incentive. He trusted and followed the advisement of the WTMC, which shows intent of his determination to reenlist was based on a promised incentive.

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 5 Nov 24 for comment (Exhibit F), 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 not the victim of an error or injustice. While the Board takes notice of competing recommendations, the Board concurs with the rationale and recommendations of ARPC/DPATI and finds a preponderance of the evidence does not substantiate the applicant's contentions. The applicant reenlisted in order to retrain into a bonus eligible AFSC, but in accordance with DAFI 36-3012, in order to be eligible for a Retraining Bonus a member must not be assigned to a unit in an incentive AFSC. In this regard, the applicant was already assigned to an AFSC that was currently receiving a bonus and was therefore ineligible to receive a retraining bonus. Furthermore, to be eligible for a reenlistment bonus, a member must be occupying a position that is authorized a bonus and reenlist within 30 days from their current Expiration Term of Service (ETS). As such, the applicant's AFSC of 2A656 was no longer a bonus eligible AFSC in FY22. Although it is unclear if the applicant was miscounseled, the Board notes the documentation provided by the applicant which appear to indicate his WTMC supported his request for a bonus, are dated four to six months after his reenlistment. In view of the foregoing, the Board finds the applicant did not meet the eligibility criteria for the bonus incentive. Therefore, the Board recommends against correcting the applicant's record.

RECOMMENDATION

The Board recommends informing the applicant the evidence did not demonstrate material error or injustice, and the Board will reconsider the application only upon receipt of relevant evidence not already presented.

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-2024-00541 in Executive Session on 26 Nov 24:

Work-Product	Panel Chair
Work-Product	Panel Member
Work-Product	Panel Member

All members voted against correcting the record. The panel considered the following:

- Exhibit A: Application, DD Form 149, w/atchs, dated 8 Feb 24.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory Opinion, ARPC/DPATI, dated 26 Mar 24.
- Exhibit D: Notification of Advisory, SAF/MRBC to Applicant, dated 1 Apr 24.
- Exhibit E: Advisory Opinion, AFRC/A1Y, dated 1 Nov 24.
- Exhibit F: Notification of Advisory, SAF/MRBC to Applicant, dated 4 Nov 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.

12/5/2024

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Board Operations Manager, AFBCMR	
Signed by: USAF	