



[REDACTED]

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

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**RECORD OF PROCEEDINGS**

**IN THE MATTER OF:**

**DOCKET NUMBER:** BC-2024-00979

[REDACTED]

**COUNSEL:** NONE

**HEARING REQUESTED:** YES

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**APPLICANT’S REQUEST**

He be eligible to receive a FY22 Non-Prior Service (NPS) Enlistment Bonus for his Duty Air Force Specialty Code (DAFSC) 1N4X1, *Cyber Intelligence Helper*.

**APPLICANT’S CONTENTIONS**

When he signed his enlistment contract, he was promised by the recruiter that he would receive a bonus for his chosen career field, 1N4X1. However, after successfully completing technical training school, he was informed that his DAFSC, 1N4X1, was not included in the FY22 Bonus Incentive Guide. As his contract, DD Form 1966, *Record of Military Processing – Armed Forces of the United States*, Section VI, *Remarks*, line 32a, specifically states he is eligible for the bonus, and he signed with the promise of receiving one, he believes the bonus should be granted.

The applicant’s complete submission is at Exhibit A.

**STATEMENT OF FACTS**

The applicant is an Air Force Reserve (AFR) senior airman (E-4).

On 1 Oct 21, *Air Force Reserve FY22 Officer and Enlisted Bonus Incentive Guide*, was published and DAFSC 14NX1 was not listed on either the MAJCOM-Wide or By-Location Bonus Eligibility lists.

On 31 Aug 22, according to DD Form 4, *Enlistment/Reenlistment Document – Armed Forces of the United States*, the applicant enlisted in the AFR for a period of eight (8) years. On that same date, according to DD Form 1966, Block 32, *Specific Option/Program Enlisted For, Military Skill, or Assignment to a Geographical Area Guarantees, A. Specific Option/Program Enlisted For (Completed by Guidance Counselor, MEPS Liaison NCO, etc, as specified by sponsoring service*, states “NPS/E-3/ A1 C/1N4 11/Cyber Intelligence Helper [REDACTED] NWS [REDACTED] AFB, [REDACTED]/Bonus and kicker eligible/XXXXXXXXXX”. Further, Subblock B, initialed by the applicant, states, “I Fully Understand That I Will Not Be Guaranteed Any Specific Military Skill Or Assignment To Geographic Area Except As Shown In Item 32.A. Above And Annexes Attached To My Enlistment/ Initials Reenlistment Document (DD Form 4).”

On 13 Sep 22, according to the *Air Force Reserve FY23 Officer and Enlisted Bonus Incentive Guide, Version 4*, dated 1 May 23, the AFR FY23 Officer and Enlisted Bonus Incentive List was approved by the Chief, AFR. DAFSC 1N4X1 was listed on the MAJCOM-Wide Bonus Eligibility lists. In addition, DAFSC 1N4X1 was identified as may being entitled to a \$20,000.00 bonus with a six (6) year contract.



[REDACTED]

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

## **APPLICABLE AUTHORITY/GUIDANCE**

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.

*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). a. *Non-Prior Service Enlistment*: An incentive granted to an individual with no prior military service enlisting in a bonus DAFSC as of the date of his/her enlistment for six years.

## **AIR FORCE EVALUATION**

AFRC/A1KK recommends denying the applicant's request. Based on the documentation provided by the applicant and analysis of the facts, there is no evidence of an error or injustice. The applicant did not meet the minimum NPS Enlistment incentive bonus eligibility as to qualify, a member's DAFSC must be documented as an approved incentive in the *FY22 AFR Officer and Enlisted Bonus Incentive Guide*. He enlisted in the AFR on 31 Aug 22 as a non-prior accession for a period of eight years. On page four (4) of his DD Form 1966, his recruiter did in fact annotate, "Bonus and kicker eligible." However, his DAFSC of 1N4X1 was not listed in the *FY22 AFR Officer and Enlisted Bonus Incentive Guide*.

In accordance with DAFI 36-3012, *Military Entitlements*, paragraph 5.4.2., NPS Enlistment. An incentive granted to a person who is enlisting in the AFR for a term of four or six years and meets the following criteria: 5.4.2.1. Has a total Reserve obligation of not less than eight years; 5.4.2.2. Successfully completes initial active duty for training; 5.4.2.3. Has a three-level control in the incentive AFSC; and 5.4.2.4. Enlists in an incentive DAFSC in effect on the DOE (date of enlistment).

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 6 Dec 24 for comment (Exhibit D), but has received no response.



**FINDINGS AND CONCLUSION**


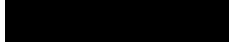
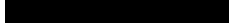
1. The application was timely filed.
2. The applicant exhausted all available non-judicial relief before applying to the Board.
3. After reviewing all Exhibits, the Board concludes the applicant is the victim of an error or injustice. While the Board notes the recommendation of AFRC/A1KK against correcting the record, the Board finds a preponderance of the evidence substantiates the applicant’s contentions. The Board finds the applicant enlisted in the AFR under the premise he would receive a bonus in exchange for an eight-year enlistment in his DAFSC 1N411. While the Board recognizes his AFSC was not technically on the eligibility list, this error is no fault of the applicant. Furthermore, the applicant’s DAFSC was listed on the FY23 critical skills list and had the applicant enlisted one-month later he would have otherwise received the bonus. As such, the Board finds it likely that the applicant’s recruiter was under the impression he was eligible for the bonus, but mistakenly had him enlist a month prior to the eligibility window. Regardless, the AFSC was considered a critical skill that the Air Force was willing to provide an incentive bonus and the applicant entered into a binding contract based on the promise of that bonus. Given he has fulfilled his obligation to meet all other eligibility requirements and the fact that the purpose of the bonus is to recruit and retain highly skilled airmen, the Board finds denying the bonus he was promised 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.
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 he was awarded a Fiscal Year 2022 Non-Prior Service Enlistment Bonus for his Air Force Specialty Code 1N411, Cyber Intelligence Helper, in exchange for his initial eight-year term of enlistment he entered into on 31 Aug 22 in the Air Force Reserve.

**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-2024-00979 in Executive Session on 14 Jan 25:

- , 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 18 Mar 24.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory Opinion, AFRC/A1KK, w/atch, dated 4 Dec 24.
- Exhibit D: Notification of Advisory, SAF/MRBC to Applicant, dated 6 Dec 24.



[Redacted]

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.

 Expired certificate

X

[Redacted]

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[Redacted]  
Board Operations Manager, AFBCMR  
[Redacted]

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