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

RECORD OF PROCEEDINGS

IN THE MATTER OF:

Work-Product

DOCKET NUMBER: BC-2024-01326

COUNSEL: NONE

HEARING REQUESTED: NO

APPLICANT’S REQUEST

He be promoted to the rank of sergeant (E-5) and awarded proper compensation.

APPLICANT’S CONTENTIONS

He was selected for promotion to E-5 during the Sep 22 promotion cycle with a line number of 3. He was unable to promote to E-5 prior to his retirement date due to improper communication and information from his unit, which ultimately led to him not being able to fulfill the role as sergeant from Sep 22 to Jul 23. Per Air Force Instruction (AFI) 36-2502, *Enlisted and Officer Promotions*, Table 2.1. Minimum Eligibility Requirements for Promotion, attending Airman Leadership School (ALS) is not a requirement for members of the United States Space Force (USSF) to promote to the grade of E-5. He was also not given proper compensation for the transition from E-4 to E-5 from Sep 22 to Sep 23 of approximately \$9,814.20 (before taxes).

The applicant’s complete submission is at Exhibit A.

STATEMENT OF FACTS

The applicant is a retired Space Force specialist 4 (E-4).

On 1 Oct 14, according to DD Form 214, *Certificate of Release or Discharge from Active Duty*, the applicant entered the Regular Air Force, and on 7 Feb 21, he was discharged in the rank/grade of senior airman/E-4.

On 8 Feb 21, according to DD Form 4, *Enlistment/Reenlistment Document – Armed Forces of the United States*, the applicant enlisted in the Space Force in the grade of E-4.

According to DAF Form 910, *Enlisted Performance Report (AB/Spcl thru TSgt)*, issued for the period 13 Sep 22 through 31 Jan 23, Block 3, *Rank* reflects Sergeant (select).

On 16 Jul 23, according to DD Form 214, the applicant was discharged in the grade of E-4.

On 17 Jul 23, according to Special Order Work-Product dated 2 Jun 23, the applicant was permanently disability retired in the grade of E-5.

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

AIR FORCE EVALUATION

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AFPC/DPMSPP (Enlisted Promotions) recommends granting the application. The applicant entered into the Air Force on 1 Oct 14 and separated on 7 Feb 21. He enlisted into the USSF on 8 Feb 21. The applicant's rank converted to SP4 in the USSF, which is equivalent to senior airman/E-4 in the Air Force. There was no change concerning the effective date of rank. Per disability memo, officials within the Office of the Secretary of the Air Force approved the applicant's retirement under provisions of 10 United States Code, Section 1201. The applicant was medically retired from the USSF on 16 Jul 23. According to the applicant's promotion testing history, he was selected for supplemental promotion during the 22S5 cycle. He contends an error stemming from improper communication and information from his unit led to him not being able to fulfill his role as Sergeant from Sep 22 to Jul 23.

In accordance with memorandum for USSF Personnel, dated 26 May 22, from SF/S1: 1. While the Space Force continues to develop Guardian-centric professional military education (PME) that is distinct from the Air Force, there will be fewer opportunities to attend PME during the transition period. Consequently, enlisted Guardians are not required to complete the PME course commensurate with their rank in order to promote. Guardians will attend the appropriate course when scheduled. As PME is a fundamental link in a Guardian's deliberate development, this paradigm shift operationalizes the Space Force's talent management focus on both professional development and work-life balance by providing greater flexibility in a Guardian's career progression. 2. This is an exception to AFI 36-2502. The following requisites from Table 1.1. do not apply to Guardians: a. Rule 1, if the promotion is to E-5, ALS is required prior to the promotion increment month.

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 31 Oct 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 AFPC/DPMSPP and finds a preponderance of the evidence substantiates the applicant's contentions. 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 he was promoted to the grade of sergeant (E-5), effective and with a date of rank of 1 Sep 22.

CERTIFICATION

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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-2024-01326 in Executive Session on 19 Dec 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 5 Apr 24.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory opinion, AFPC/DPMSPP, w/atch, dated 24 Oct 24.
- Exhibit D: Notification of advisory, SAF/MRBC to applicant, dated 31 Oct 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.

6/3/2025

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Board Operations Manager, AFBCMR
Signed by: Work-Product

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