



[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-2024-02001**

[REDACTED]

**COUNSEL: NONE**

**HEARING REQUESTED: YES**

**APPLICANT’S REQUEST**

His reenlistment date be changed to reflect 5 Sep 23 and he be eligible to receive the Fiscal Year (FY) 2023 reenlistment incentive bonus.

**APPLICANT’S CONTENTIONS**

He transferred from the Air National Guard (ANG) to the Air Force Reserve (AFR) in Jun 23 with the understanding that he would be eligible for a \$15,000 bonus incentive for his Air Force Specialty Code (AFSC) 3F2X1, *Education and Training*. His recruiter told him he was eligible for the bonus and when he in-processed in Aug 23 he was eligible to reenlist. He contacted the career advisor to coordinate the reenlistment; however, no action was taken to execute his reenlistment before the end of FY23. Because he was not given the opportunity to reenlist until Nov 23, he lost the incentive. He made the attempts to reenlist, but the date was not in his control and the error was made by others who did not prioritize the benefits he was otherwise eligible for.

The applicant’s complete submission is at Exhibit A.

**STATEMENT OF FACTS**

The applicant is a AFR staff sergeant (E-5), serving in AFSC 3F2X1.

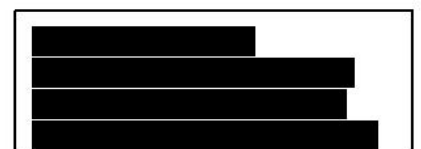
On 25 Feb 21, according to DD Form 4, *Enlistment/Reenlistment Document – Armed Forces of the United States*, the applicant reenlisted in the ANG for a period of three years, thus establishing an Expiration Term of Service (ETS) of 24 Feb 24.

On 30 Sep 22, the “Air Force Reserve Officer and Enlisted Bonus Incentive Guide – FY23” was published. The guide lists AFSC 3F2X1 as a MAJCOM wide bonus eligible critical AFSC for the Enlisted Incentive Program. The FY23 bonus eligibility list remained valid through 30 Sep 23.

On 31 May 23, according to Special Order **Work-Product**, dated 10 Aug 23, the applicant was honorably discharged from the ANG and on 1 Jun 23 was transferred to the AFR.

On 5 Nov 23, according to DD Form 4, the applicant reenlisted in the AFR for a period of six years.

According to the applicant’s Report on Individual Personnel, he was serving in AFSC 3F2X1 during the period he was eligible to reenlist for an incentive bonus.



[REDACTED]

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

### **AIR FORCE EVALUATION**

AFRC/A1Y recommends granting the application stating there is evidence of an error or injustice. On 31 May 23, the applicant transferred from the ANG to the AFR. The applicant's ETS was on or about 25 Feb 24 and in accordance with DAFI 36-2606, *Reenlistment and Extension of Enlistment*, paragraph 8.1.2.6, "Members being assigned to the Selected Reserve from the IRR, ARPC, who are within 6 months of ETS," are eligible for reenlistment. In addition, in accordance with DAFI 36-3012, *Military Entitlements*, paragraph 5.4.4. An incentive is granted to a member who voluntarily reenlists in the AFR, if they reenlist "within six months of current ETS when not currently receiving an incentive or reenlists within 30 days from current ETS when currently receiving an incentive" and "reenlists in a bonus AFSC in effect on the date of reenlistment." As such, the applicant, was not currently serving on a bonus and was within six months of his ETS beginning in Aug 23, which made him eligible to reenlist in FY23 in AFSC, 3F2X1, for a \$15,000 reenlistment incentive. However, he reenlisted in FY24 on 5 Nov 23 and AFSC 3F2X1 was no longer listed as a bonus eligible AFSC.

The applicant has submitted supporting documentation demonstrating he attempted to reenlist in FY23 to be eligible for the incentive. In addition, it is more likely than not that the applicant transferred to the AFR based on the fact that he was eligible for the bonus. Given the applicant had just transferred from the ANG to the AFR and the evidence provided by the applicant shows his attempts to enlist as early as September, HQ AFRC/A1Y supports adjusting the applicant's enlistment date to 5 Sep 23, which would qualify him for the incentive.

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 27 Jan 25 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 AFRC/A1Y and finds a preponderance of the evidence substantiates the applicant's contentions. The Board finds the applicant transferred from the ANG to the AFR in a bonus eligible career field and was within the window of eligibility to reenlist for award of the bonus; however, due to an administrative oversight he reenlisted after the expiration of the FY23 critical skills bonus list. Furthermore, the Board notes the purpose of the AFR Incentive Program is to retain our talented and skilled Airmen and denying the applicant a bonus he was eligible for and 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.

[REDACTED]

**RECOMMENDATION**

The pertinent military records of the Department of the Air Force relating to APPLICANT be corrected to show:

- a. His reenlistment, effective 5 November 2023, be void and removed from his records.
- b. On 5 September 2023, the applicant reenlisted for a period of six (6) years in Air Force Specialty Code 3F2X1, *Education and Training*, and he receive consideration for an incentive bonus under the Fiscal Year 2023 Air Force Reserve Incentive Program.

**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-2024-02001 in Executive Session on 27 Mar 25:

- [REDACTED] Panel Chair
- [REDACTED] Panel Member
- [REDACTED] Panel Member

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

- Exhibit A: Application, DD Form 149, w/atchs, dated 2 Jun 24.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory opinion, AFRC/A1Y, dated 18 Dec 24.
- Exhibit D: Notification of advisory, SAF/MRBC to applicant, dated 27 Jan 25.

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.

9/12/2025

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[REDACTED]