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# UNITED STATES AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

## RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2024-02136

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COUNSEL: NONE

HEARING REQUESTED: NO

### APPLICANT'S REQUEST

He receives a \$15,000.00 non-prior service (NPS) enlistment bonus for Fiscal Year (FY) 2023 in the Air Force Reserve (AFR).

### APPLICANT'S CONTENTIONS

He is requesting to receive the bonus associated with his Air Force Specialty Code (AFSC) 3E032, *Electrical Power Production*. While in-processing at his base from technical school, he was told that he was eligible for the bonus based on his enlistment paperwork. He also met other airmen at his technical school that received the same bonus.

The applicant goes onto state that because he has shared custody of his son and not full custody, his request for family separation pay was denied. In this regard, receiving this bonus will help his family financially and provide the needed childcare for his son.

The applicant's complete submission is at Exhibit A.

### STATEMENT OF FACTS

The applicant is a AFR senior airman (E-4).

On 13 May 23, DD Form 1966, *Record of Military Processing-Armed Force of the United States*, signed by the applicant and the recruiter, indicates the applicant is eligible for an incentive bonus. The form further shows the applicant was a NPS entry, enlisting as an airman first class in the Air Force Specialty Code (AFSC) 3E0X2 career field and assigned to the [Work...] Air Wing (AW), Civil Engineering Squadron (CES) at [Work-Product] (SFB), [Work...]. On this same date, according to DD Form 4, *Enlistment/Reenlistment Document – Armed Forces of the United States*, the applicant reenlisted in the AFR for a period of eight years in the pay grade of airman first class (E-3) of which six years were to be served in the AFR component.

On 4 Mar 24, according to DD Form 214, *Certificate of Uniformed Service*, the applicant was honorably discharged after completing a period of active duty service from 2 Oct 23 – 4 Mar 24. According to Block 12, *Specialty*, the applicant's AFSC shows 3E032, which indicates he obtained his 3-skill level.

According to the "Air Force Reserve Officer and Enlisted Bonus Incentive Guide – FY23," AFSC 3E0X2, is listed as a By-location eligible bonus for the Enlisted Incentive Program but does not

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show the [Wor...] AW as an approved location. However, it does list the AFSC 3E0X1, *Electrical Systems*, as an eligible bonus for the [Wor...] AW.

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 based on evidence of an error and injustice. On 13 May 23, the applicant signed a DD Form 4, with an eight-year military service obligation and six years of participation in the AFR. On the same date, both the applicant and the recruiter signed a DD Form 1966, indicating a "Yes" election for an incentive bonus. The DD Form 1966 identifies the applicant as a NPS entry, enlisting in the AFSC 3E0X2 career field and assigned to the [Wor...] AW. The applicant successfully completed technical training in the Electrical Power Production Apprentice Course on 4 Mar 24.

Per AFI 36-3012, *Military Entitlements*, dated 23 Aug 19, paragraph 5.4.2. *Non-Prior Service 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: paragraph 5.4.2.1; "Has a three-level control in the incentive AFSC"; and paragraph 5.4.2.3 "enlists in an incentive duty Air Force specialty code (DAFSC) in effect on the DOE." In accordance with the FY23 AFR Officer and Enlisted Bonus Incentive Guide Version 4, AFSC 3E0X2 was listed for the By-Location Bonus, but did not list the [Wor...] AW as an eligible location; however, AFSC 3E0X1, *Electrical Systems*, for the [Wor...] AW was listed. In this regard, it is possible the applicant's recruiter made a mistake and thought his AFSC 3E0X2, which is similar to 3E0X1 was listed as an eligible AFSC under the [Wor...] AW.

The official military records and the documents submitted by the applicant show the recruiter informed him he was eligible for the incentive. Specifically, the DD Form 1966 shows he was eligible for the incentive in AFSC 3E0X2. Furthermore, had the applicant been properly advised on the eligible bonus specialties he may have chosen a different bonus eligible AFSC. Regardless, the Air Force recruiter told the applicant he would receive a bonus for his enlistment in his current AFSC, the applicant signed a contract based on this information, and the applicant would otherwise meet all eligibility requirements associated with a NPS Enlistment incentive approval (i.e. obtained his 3-level). Therefore, AFRC recommends granting this portion of the applicant's request.

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

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applicant enlisted in the AFR under the premise he would receive a bonus in exchange for a six-year enlistment in his AFSC 3E0X2. While the Board recognizes his AFSC was not technically on the By-location eligibility list, this error is no fault of the applicant. Given he has fulfilled his obligation to meet all other eligibility requirements and the fact that the purpose of the bonus is to 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. As such, the Board finds sufficient evidence to justify granting the applicant's request for a NPS enlistment bonus. 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 awarded a Fiscal Year 2023 Non-Prior Service Enlistment Bonus for his Air Force Specialty Code 3E0X2, *Electrical Power Production*, in exchange for his initial six-year term of enlistment he entered into on 13 May 2023 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-2024-02136 in Executive Session on 8 Apr 25:

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 4 Jun 24.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory opinion, AFRC/A1Y, w/atchs, dated 22 Jan 25.
- 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.

4/15/2025

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