



UNITED STATES AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2024-02152

Work-Product

COUNSEL: NONE

HEARING REQUESTED: NO

APPLICANT'S REQUEST

1. He receive a \$15,000.00 non-prior service (NPS) enlistment bonus for Fiscal Year (FY) 2023 in the Air Force Reserve (AFR).
2. He be promoted to the grade of senior airman (E-4) based on the date he completed technical school.

APPLICANT'S CONTENTIONS

His recruiter offered him a bonus in the amount of \$15,000.00 for signing a six-year contract in the AFR. In addition, his recruiter had also informed him that he would enter as an airman first class (E-3) if he chose the six-year term. He was further told he would be eligible for the bonus and promotion to senior airman upon completion of technical school.

The applicant's complete submission is at Exhibit A.

STATEMENT OF FACTS

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

On 31 Oct 22, 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) 2T251, *Air Transportation*, career field and assigned to the 50th Aerial Port Squadron (APS) at March Air Force Base (AFB), CA. On the 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 of which six years were to be served in the AFR component.

On 30 Aug 23, a Certificate of Training, provided by the applicant, shows he successfully completed the Air Transportation Apprentice Course.

According to the "Air Force Reserve Officer and Enlisted Bonus Incentive Guide - FY23," AFSC 2T2X1, *Air Transportation*, is listed as a by-location eligible bonus for the Enlisted Incentive

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Program. While the locations list the 610th Air Operation Group (AOG) at March AFB, CA, it does not list the 50th APS.

On 1 Jul 24, according to the Report on Individual Personnel, the applicant was promoted to the grade of senior airman and continues to hold the AFSC of 2T2X1.

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 partially granting the application, stating there is evidence of an error or injustice in regards to the enlistment bonus, but no evidence to support an earlier promotion to the grade of senior airman.

On 31 Oct 22, the applicant enlisted in the pay grade of airman first class (E-3) 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 member as a NPS entry, enlisting in the 2T251 career field, and assigned to the 50th APS at March AFB, CA. The applicant successfully completed technical training in the Air Transportation Apprentice Course (2T2X1) on 30 Aug 23.

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 2T2X1 was listed as eligible for the By-Location Bonus for the 610th AOG at March AFB, CA. While both units were stationed at March AFB, the 50th APS fell under the 452nd Air Mobility Wing assigned to 4th Air Force, while the 610th AOG is assigned to 10th Air Force. AFRC/A1Y reached out to the local Wing Talent Management Consultant (WTMC) who confirmed this was an error by the recruiter and the 50th APS was not eligible for a By-Location Bonus.

The official military records and the documents submitted by the applicant show the recruiter informed him he was eligible for the incentive. Furthermore, the applicant obtained his 3-skill level and while his AFSC 2T2X1 was not in fact eligible for the by location bonus, had the applicant been properly advised on the eligible bonus specialties the applicant 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.

In regards, to the applicant's request for promotion to senior airman, the applicant was promoted to senior airman on 1 Jul 24, a month after he submitted his DD FM 149. In accordance with AFI 36-2502, *Enlisted Airman Promotion Demotion Program*, Chapter 8, *Air Force Reserve (AFR) Promotion Program*, paragraph 8.2. "Only the promotion authority may approve a promotion" and paragraph 8.15.1 "Promotions are effective the date of the promotion order and will not be retroactively granted." Table 8.1. *AFR Promotion Authorities*, Rule 1 states the Commander of

unit of assignment is the promotion authority for Amn through MSgt and Table 8.2. *Promotion Eligibility*, outlines the requirements for promotion to senior airman. In order to be eligible for promotion, a service member requires a 3-skill level, eight months' time-in-grade and one year of satisfactory service. Based on the applicant's Date of Rank of 31 Oct 22, the date the applicant completed technical training for his 3-skill level (30 Aug 23), and the date he would have obtained 1 year of satisfactory service (30 Oct 23), the applicant may have been eligible for promotion to senior airman as early as 31 Oct 23; however, promotion required approval from his commander and is at the discretion of his commander. The applicant has provided no evidence or supporting documentation from his commander that his promotion to senior airman on 1 Jul 24 was not intentional or was an administrative oversight. Therefore, there is no evidence of an error or injustice and AFRC recommends denying 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 in part. Specifically, the Board finds that the applicant enlisted in the AFR under the premise he would receive a bonus in exchange for a six-year enlistment in his AFSC 2T251. 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. However, for the remainder of the applicant's request, the evidence presented did not demonstrate an error or injustice, and the Board therefore finds no basis to recommend granting the applicant's request for an earlier promotion to senior airman. In this regard, the Board finds while the applicant graduated technical training on 30 Aug 23, he would not have met the time in grade or time in service requirements to be eligible for promotion to senior airman until 30 Oct 23. Furthermore, promotion is not automatic and is at the discretion of the commander and the applicant has provided no documentation from his commander that indicates his promotion to senior airman should be backdated to an earlier date. 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 2T2X1, *Air Transportation* in exchange for his initial six-year term of enlistment he entered into on 31 October 2022 in the Air Force Reserve.

However, regarding the remainder of the applicant’s request, the Board recommends informing the applicant the evidence did not demonstrate material error or injustice, and the application will only be reconsidered upon receipt of relevant evidence not already considered by the Board.

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-2024-02152 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 9 Jun 24.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory opinion, AFRC/A1Y, w/atchs, dated 14 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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