

RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2024-02199

XXXXXX

COUNSEL: XXXXX

HEARING REQUESTED: NO

APPLICANT'S REQUEST

Her Nurse Corps (NC) Accession Bonus (AB) be approved by Headquarters, Air Force Recruiting Services Command (HQ AFRS) and forwarded to the Air Force Personnel Center (AFPC) for processing.

APPLICANT'S CONTENTIONS

When she and her recruiter's leadership both signed the AB contract on 14 Nov 22, she was never informed the AB funds might not be available to her prior to her attending Officer Training School (OTS) on 1 Aug 23. In Oct 22, she was selected to attend OTS, for a class starting in Jan 23, in the grade of first lieutenant (O-2); however, in Dec 22, she was notified that her previous recruiter had miscalculated her grade, as it should have been second lieutenant (O-1) vs first lieutenant (O-2). In addition, she was informed the correction to her grade would not be easy to fix as it had to go to congress to be corrected, and that she might lose her officer spot, so she elected to continue to work until Jul 23 in order to qualify as an O-2 and attend the Aug 23 OTS course.

The applicant's complete submission is at Exhibit A.

STATEMENT OF FACTS

The applicant is an Air Force Nurse Corps first lieutenant (O-2).

On 19 Oct 22, according to email *Officer Training School (OTS) – Course Enrollment for <applicant>*, provided by applicant, she was informed by the Holm Center that she was selected to attend OTS and scheduled for #MOTS-xxx course in class OTS-202x-02 with a reporting date of 10 Jan 23.

On 14 Nov 22, according to the *FY23 Consolidated Special Pay (CSP) Accession Bonus (AB) Contract*, Block 1f. *Date of Oath*, is blank. Block 2, *Special Pay Requested*, reflects the applicant requested a 4-year AB (paid as a single lump sum) in the amount of \$100,000 for the qualifying Air Force Specialty Code (AFSC) 46N3E. Block 3. *Conditions of Contract*, paragraph D, contains the condition that "All payments are subject to the availability of funds and state and federal taxes." On that same date, the Authorized Endorser, the Recruiting Flight Chief, signed and recommended her for the 4-year AB.

On 14 Dec 22, according to email *Officer Training School (OTS) – Reschedule Notice for <applicant>*, provided by applicant, she was notified by the Holm Center she was pulled from her previously scheduled OTS class and will receive additional notification when rescheduled.

On 3 Apr 23, according to email *Officer Training School (OTS) – Course Enrollment for <applicant>*, provided by applicant, she was notified by the Holm Center she has been rescheduled for the #MOTS course in class OTS-202x-05 with a reporting date of 1 Aug 23.

On 18 Jul 23, according to *DPAM Form 60, NC-AFRS – Constructive Service Computation*, reflects she was credited 2 years of CSC, equal to first lieutenant (O-2), to include; 1 year and 1 month of professional experience for the period of 1 Aug 18 – 30 Sep 20, and 11 months and 8 days for the period of 15 Sep 21 – 30 Jul 23.

On 31 Jul 23, according to AF Form 133, *Oath of Office (Military Personnel)*, she was appointed an O-2 in the Air Force Nurse Corps. On that same date, according to Special Order AHxxxx, dated 11 Jul 23, she was ordered to extended active duty and was scheduled to attend the Reserve Commissioned Officer Orientation (RCCO) (MOTS-003-R23-04C-2WK) from 1 Aug 23 – 15 Aug 23.

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

APPLICABLE AUTHORITY/GUIDANCE

United States Air Force Fiscal Year 2023 Nurse Corps Consolidated Special Pay (CSP) Plan (Final), Section 2. *Accession Bonus (AB)*. 2.1. *Eligibility*. To be eligible for AB, an officer must:

2.1.6. Execute a written agreement to accept a commission or appointment as an AF officer to serve on active duty for a specific period (3 or 4 years).

2.1.6.1. AB Amounts. NC officer accessions who meet conditions in paragraphs 2.1.1. through 2.1.7. of this pay plan are eligible for an AB payable for approved contracts in the amounts listed in Attachment 2, Table 1.

2.1.6.4. Authorized AB. Eligible individuals who sign a written agreement to serve on active duty or in an active status in exchange for receiving AB are authorized to receive AB. AB authorization is dependent on accession quota and needs of the AF. Otherwise, eligible accessions may be declined or not offered an AB. AF/SG1/8, Medical Force Management Division, determines AB quota. Accessions in excess of accession quota require AF/SG1/8 approval.

Table 1. Nurse Accession Bonus.

Medical Specialty AFSC	Quota*	Rate for a 4-Year Obligation
46N3	20	\$30,000
46N3E	5	\$100,000
46N3G	0	\$40,000
46Y3M	5	\$250,000
46Y3P	0	\$100,000

*Accession quotas are determined by AF/SG1/8 annually and AB funds may be re-allocated if additional requirements arise after approval of this pay plan. Re-allocated AB may not exceed the approved funding. AB in excess of approved funds require approval from SG1/8 and SAF/FM.

AIR FORCE EVALUATION

AFRS/A3OCM recommends denying the request. Based on the documentation provided by the applicant and analysis of the facts, there is no evidence of an error or injustice on the part of HQ AFRS for not submitting her incomplete AB contract. ABs are allocated by HQ AFRS and given out on a first come first serve basis by order of OTS class dates. AB contracts cannot be turned into Special Pays without an "Oath Date," which was blank on her contract; therefore, since she did not have an "Oath Date," her contract was not submitted, and the allocation of Critical Care bonuses were given to members who were commissioned in Jan [2023] and Mar [2023]. For FY23, the NC CSP Pay Plan initially had five Critical Care (AFSC: 46N3E) allocations. Those members who "shipped" to OTS in Jan – Mar received an allocated bonus. In Apr 24, HAF Special Pays approved a re-allocation of unused money and subsequently they were able to allocate nine more Critical Care ABs. Those who received these "shipped" to OTS in Jun and Jul. In FY23, a total of 14 out of 21 eligible 46N3Es received an AB.

The applicant was scrolled as an O-2 and the scroll was approved on 27 Sep 22. On 6 Oct 22 she was selected to initially attend OTS for the 10 Jan 23 class. On 3 Nov 22, pre-commissioning documents were turned into AFPC to validate rank [sic] and submit for orders. On 14 Nov 22, the Fight Chief endorsed the contract, and the Recruiter/Flight Chief prematurely uploaded her AB contract in AFRISS-TF before either were notified by their Program Manager at HQ AFRS the applicant was being allocated for a bonus. On 13 Dec 22, AFPC noted that based on her work history she would receive total work credit for one year and eight months which would require her to be re-scrolled as a second lieutenant. Since she had to be re-scrolled, she was removed from the Jan 23 OTS class. On 14 Dec 22, her recruiter initiated an expedited request for the applicant to be re-scrolled in the grade of second lieutenant (O-1), which would have been approved in roughly 60 days, the Feb 23 timeframe. However, the applicant and her recruiter, per comments in AFRISS-TF, discussed the best way forward would be to not request a correction to O-1, but to wait for an Aug 23 OTS date, which by then she would qualify for O-2 per work experience. This decision caused her to miss the Mar 23, Apr 23, and Jun 23 OTS classes.

The applicant is one of seven other Critical Care Nurses (AFSC 46N3E) who did not receive an accession bonus due to the amount of approved allocations. ABs are a recruiting sales tool used to attract new talent and given to members who "ship" to OTS the quickest to fill seat allocations. Although it was not her fault that she was scrolled incorrectly and needed to be re-scrolled, the decision not to expedite the re-scroll and instead work full-time until she earned the work experience to be an O-2 was a decision that placed her in the last OTS class of FY23. It should be noted that historically, no Health Profession Officers are allocated for an AB in the last OTS class of a fiscal year because the allocations have already been identified, those members have "shipped" to OTS, and all contracts have been submitted to AFPC Special Pays for the Fiscal Year.

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 13 Feb 25 for comment (Exhibit D), and the applicant replied on 12 Mar 25 (Exhibit E). In her response, she again contends the decision not to expedite the re-scroll and work full-time until she gained the work experience to be accessed as a first lieutenant was directly influenced by her recruiter. He informed her that to correct the scroll, it would need to go all the way to congress and that by doing so, she might lose her slot. She believed him and to avoid the chance of not becoming a nurse in the Air Force, she chose to continue to work for another seven months to gain work credit.

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 not the victim of an error or injustice. The Board concurs with the rationale and recommendation of AFRS/A3OCM and finds a preponderance of the evidence does not substantiate the applicant's contentions. While it is not due to the fault of the applicant that she was initially mis-scrolled as a first lieutenant instead of a second lieutenant, the Board notes the applicant made the decision to delay her OTS class in order to gain the necessary work experience to keep her scroll as a first lieutenant. In addition, the Board notes accession bonuses are allocated by HQ AFRS and given out on a "first come, first serve" basis by order of OTS class dates. While the applicant was one of seven who did not receive an accession bonus based on this allocation, the Board determines her situation to be no different than similarly situated officers. Therefore, the Board recommends against correcting the applicant's records.

RECOMMENDATION

The Board recommends informing the applicant the evidence did not demonstrate material error or injustice, and the Board will reconsider the application only upon receipt of relevant evidence not already presented.

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-2024-02199 in Executive Session on 8 Apr 25:

, Panel Chair
, Panel Member
, Panel Member

All members voted against correcting the record. The panel considered the following:

Exhibit A: Application, DD Form 149, w/atchs, dated 17 Jun 24.
Exhibit B: Documentary evidence, including relevant excerpts from official records.
Exhibit C: Advisory Opinion, AFRC/A3OCM, w/atchs, dated 20 Jan 25.
Exhibit D: Notification of Advisory, SAF/MRBC to Applicant, dated 13 Feb 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.

X

Board Operations Manager, AFBCMR