



Work-Product

UNITED STATES AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2024-02227

Work-Product

COUNSEL: NONE

HEARING REQUESTED: NO

APPLICANT'S REQUEST

1. She be considered for promotion by a special board (SB) for the A0524A, CY24 Air Force Reserve (AFR) Lieutenant Colonel Position Vacancy (PV) Selection Board.
2. The AFBCMR perform a records review to confirm her correct Date of Rank (DOR) upon entering the Reserve. **(Not an Investigative Body).**

APPLICANT'S CONTENTIONS

She has completed over 16 years of Air Force service, to include 8 years of active duty, and was a captain for 6 years prior to separation. Following a break in service for time in the Individual Ready Reserve, she entered the AFR in Apr 17. Due to the retired active status list (RASL) requirement, she was not eligible for her initial Major promotion board until 2019, where she was selected and promoted to major with a date of rank (DOR) of 1 Oct 19. This DOR resulted in her missing the CY24 PV board eligibility Time in Grade (TIG) requirement by one (1) day. Additionally, her initial DOR upon entering the AFR was miscalculated several times. Due to her prior service time, her additional education, current assignment as Chief Nurse, she requests SB PV consideration in order to better align her career progression with that of her peers.

The applicant's complete submission is at Exhibit A.

STATEMENT OF FACTS

The applicant is an AFR Nurse Corps major (O-4).

On 22 Sep 07, according to the applicant's DD Form 214, *Certificate of Release or Discharge from Active Duty*, she was honorably separated [resignation] from active duty in the grade of captain (O-3) with the narrative reason for separation of "Force Shaping – VSP," and transferred to the AFR. She was credited with 8 years and 12 days of active service.

On 28 Apr 17, according to Reserve Order **Work-Product**, dated 26 Dec 17, she was relieved from assignment to HQ ARPC and assigned to the 932 AEROMED STG SQ. The order reflects the following: REMARKS: Your Date of Rank has been changed to 31 Mar 08 to account for your time in the Inactive Status List Reserve Section (ISLRS).

On 1 Oct 19, according to Reserve Order **Work-Product**, dated 1 Oct 19, she was promoted in the Reserve of the Air Force to the grade of Major (O-4) with a DOR and Effective DOR of 1 Oct 19.

AFBCMR Docket Number BC-2024-02227

Work-Product

Work-Product

On 19 Aug 24, according to ARPCM 23-17 (Change 1), *Calendar Year 2024 (CY24) Air Reserve Component (ARC) Selection Board Schedule with Key Board Events and Dates*, 21 Jul 23, Board U0524A, Lieutenant Colonel Position Vacancy, was scheduled to convene. According to Table, *Officer Promotion Eligibility Criteria, Air Force Reserve*, the eligibility criteria for a PV promotion to lieutenant colonel is a DOR of 30 Sep 19 and a Time In Grade (TIG) of five years.

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

APPLICABLE AUTHORITY/GUIDANCE

Air Force Instruction (AFI) 36-2504, *Officer Promotion, Continuation, and Selective Early Removal in the Reserve of the Air Force*, 4 Aug 23:

4.3. Eligibility Criteria. 4.3.1. Eligibility for PV promotion nominations to the grades of major and lieutenant colonel will be defined in the convening notice for each board. **(T-1)** The TIG requirement will be no earlier than the minimum TIG required by 10 USC § 14303, which is three years of service in grade before consideration for promotion or Federal recognition in the next higher grade. **(T-0)** See **Table 3.1** for TIG criteria. **Note:** Selected officers will pin on when they complete the Air Force Reserve time-in-grade requirement specified in the convening notice or public release date, whichever is later. **(T-0) Note:** A non-selection by a PV board does not count as a non-selection in the Military Personnel Data System (MilPDS). **(T-0)**

4.3.2. Captains and majors in the AFR are eligible for a PV promotion nomination if they meet the criteria below: 4.3.2.3. Complete the required TIG (Table 3.1) by the end of the fiscal year the board is held.

Table 3.1. Time in Grade.

Promotion To:	Mandatory (IPZ) Promotion Years In Grade (Note: 1)	<u>Vacancy Promotion</u> <u>Time-In-Grade</u> (Notes: 2 and 3)
First Lieutenant	2	N/A
Captain	2 (USAFR) / 5 (ANG)	N/A
Major	7	5
Lieutenant Colonel	7	5
Colonel	4	N/A
Notes:		
1. IPZ criteria could change based on service needs as determined during annual promotion planning.		
2. USAFR only.		
3. TIG cut-off for each PV board is 30 September of the year the board is held.		

11.3. Conditions That May Warrant an SSB. Grant SSBs for promotion consideration to the grade of captain through colonel based on: 11.3.1. Legal, Administrative, and Material Errors. Acting on behalf of SecAF, ARPC/PB may direct a SSB for an officer if at least one of the following is determined:

11.3.1.2. The board did not consider material information that should have been available in compliance with pertinent Air Force directives and policies.

11.3.2. Pursuant to Formal Appeal. The AFBCMR can grant SSBs when they determine an officer's non-selection for promotion resulted because of an error or injustice in the officer's record.

11.3.3. Responsibility to Exercise Reasonable Diligence. Do not grant an SSB if, by exercising reasonable diligence, the officer should have discovered the error or omission and taken corrective action before the originally scheduled board convened.

10 U.S. Code § 14303 - Eligibility for consideration for promotion: minimum years of service in grade. (b) Officers in Pay Grades O-3 and Above.—Subject to subsection (d), an officer who is on the reserve active-status list of the Army, Air Force, or Marine Corps and holds a permanent appointment in a grade above first lieutenant, or who is on the reserve active-status list of the Navy in a grade above lieutenant (junior grade), may not be considered for selection for promotion to the next higher grade, or examined for Federal recognition in the next higher grade, until the officer has completed the following years of service in grade: **(1)** Three years, in the case of an officer of the Army, Air Force, or Marine Corps holding a permanent appointment in the grade of captain, major, or lieutenant colonel or in the case of a Reserve officer of the Navy holding a permanent appointment in the grade of lieutenant, lieutenant commander, or commander.

ARPCM 23-17 (Change 1), Calendar Year 2024 (CY24) Air Reserve Component (ARC) Selection Board Schedule with Key Board Events and Dates, 21 Jul 23:

Officer Promotion Eligibility Criteria

Air Force Reserve					
Promotion To:	PV		Mandatory		Board Dates
	DOR	TIG	DOR	TIG	
1st Lt/Capt			31-Mar-23* 30-Sep-23**	2yrs	Does not apply *First Half /**Second Half
Maj	30-Sep-19	5yrs	30-Sep-18	7yrs	22 – 27 Jan 24 - USAFR Line/Nonline
Lt Col	30-Sep-19	5yrs	30-Sep-18	7yrs	19 - 28 Aug 24 - USAFR Line/Nonline
Col			30-Sep-20	4yrs	21 – 27 Oct 24 - USAFR Line/Nonline

*TIG refers to pin on for promotion, not eligibility for a promotion board. Officers may meet a promotion board prior to their TIG.

AIR FORCE EVALUATION

ARPC/PB recommends denying the request. The request for a special board for U0524A, CY24 USAFR Lieutenant Colonel Line and Nonline PV board should be denied as she was not eligible based on her time in grade (TIG) and/or DOR. Per AFI 36-2504, paragraph 4.3, the eligibility for PV nominations to the grades of major and lieutenant colonel will be defined in the convening notice for each board. Time in Grade (TIG) requirements will be no earlier than the minimum TIG required by 10 USC § 14303. According to ARPCM (Change 1), *CY24 Air Force Reserve Line and Nonline Lieutenant Colonel Promotion Selection Boards Convening Notice*, dated 5 Mar 24, paragraph 3, *Eligibility Factors*; a. *Date of Rank (DOR) Criteria and Boards IDs*; for Board ID U0524A, Lieutenant Colonel Position Vacancy (PV), the [eligible] DOR was 30 Sep 19 or earlier. The applicant's DOR is 1 Oct 19. Therefore, the applicant did not have the required five years

TIG, nor the DOR to be eligible for the CY24 USAFR Lieutenant Colonel PV boards. However, based on the above eligibility factors, the applicant would be eligible for the CY25 USAFR Lieutenant Colonel PV board.

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 9 Sep 24 for comment (Exhibit D), but has received no response.

FINDINGS AND CONCLUSION

1. The application was timely filed.
2. The applicant did not exhaust 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 ARPC/PB and finds a preponderance of the evidence does not substantiate the applicant's contentions. While the Board notes the applicant missed the Position Vacancy promotion DOR "cut-off" date by one day, the Board finds her situation to be no different from similarly situated officers. With respect to the applicant's request for a records review to confirm her correct Date of Rank (DOR) upon entering the Reserve, the Board is not an investigative body, and the onus is on the applicant to provide evidence of an error or injustice. As such, the Board finds the applicant has not established her DOR upon entering the Air Force Reserve was miscalculated. Therefore, lacking any corroborating evidence to the contrary, the Board finds the applicant's DOR was correctly calculated. Therefore, the Board recommends against correcting the record.

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-2024-02227 in Executive Session on 11 Feb 25:

Work-Product

III, 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 21 Jun 24.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory Opinion, ARPC/PB, w/atchs, dated 21 Aug 24.
- Exhibit D: Notification of Advisory, SAF/MRBC to Applicant, dated 9 Sep 24.

AFBCMR Docket Number BC-2024-02227

Work-Product

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

Work-Product

AFBCMR Docket Number BC-2024-02227

Work-Product