

RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2024-02231

XXXXXXXXXXXX

COUNSEL: XXXXXXXXXX

HEARING REQUESTED: NO

APPLICANT'S REQUEST

His Consolidated Special Pay (CSP) Accession Bonus (AB) Contract be honored and he receives his 4-year AB payment in the amount of \$30,000.

APPLICANT'S CONTENTIONS

When he applied to the Air Force, he was offered an AB in the amount of \$30,000 as part of the recruitment process. In Nov 23, he was informed the contract was complete and he would be receiving the bonus. Contingent on receiving this bonus, he entered active duty in Jan 24. However, upon completion of training he did not receive the AB, and his recruiter was unaware of any changes. In May 24, he was informed that, despite no errors during the recruitment process or on the bonus application, he would not be receiving the bonus. Had he been informed that he would not be receiving the bonus, he would have reconsidered his commission or the timing of his training. He was diligent in following all the processes and procedures, as his recruiter did, to submit all necessary paperwork correctly and on time. In addition, he attended Officer Training School (OTS) as early as possible to ensure he remained eligible for the bonus.

The applicant's complete submission is at Exhibit A.

STATEMENT OF FACTS

The applicant is an Air Force Biomedical Services Corps (BSC) captain (O-3).

On 19 Oct 23, according to the *Consolidated Special Pay (CSP) Accession Bonus (AB) Contract*, Block 1f, *Date of Oath*, reflects 12 Jan 24. Block 2, *Special Pay Requested*, reflects the applicant requested a 4-year AB (paid as a single lump sum). 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 23 Oct 23, the Authorized Endorser, the Recruiting Flight Chief, signed and recommended him for the 4-year AB.

On 13 Jan 24, according to AF Form 133, *Oath of Office (Military Personnel)*, he was appointed an O-3 in the Air Force Biomedical Services Corps. On that same date, according to Special Order AH-XXXX, dated 25 Nov 23, he was ordered to extended active duty and scheduled to attend OTS Course (MOTS-00X-8WK) from 16 Jan 24 – 15 Mar 24.

On 15 Mar 24, according to DAF Form 475, *Education/Training Report*, he successfully completed all OTS course requirements.

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 2024 Biomedical Sciences Corps Consolidated Special Pay (CSP) Plan, Section 2. Accession Bonus (AB). 2.1. *Eligibility.* To be eligible for AB, an officer must:

2.1.4.1. 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).

2.1.4.2. AB Amounts. BSC officer accessions who meet conditions in paragraphs 2.1.1. through 2.1.4. of this pay plan are eligible for an AB payable for approved contracts in the amounts listed in Attachment 2, Table 1.

2.1.4.5. 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. Accession Bonus (CSP). (Specialties eligible for the AB. Total value paid for a 3 or 4 year ADSC.)

CLINICAL SPECIALTY	AFSC	Quota	3-Year Annual Bonus Amount	4-Year Annual Bonus Amount
Pharmacist	43P3	2	n/a	\$30,000
Physician Assistant	42G3	2	\$37,500	\$60,000
Psychologist	42P3	3	\$42,500	\$65,000
Public Health Officer	43H3	4	\$22,500	\$40,000
Social Worker	42S3	9	\$18,750	\$30,000
Physical Therapist	42B3	5	n/a	\$30,000
Laboratory Officer	43T	5	n/a	\$30,000

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 as the applicant was removed from the list of individuals who were authorized to receive an AB well in advance of his scheduled departure to OTS. Further, there is no injustice as his Active Duty Service Commitment (ADSC) was never adjusted to incur an additional year since no bonus was paid, allowing him to separate or request a Retention Bonus on schedule.

He was initially scheduled to receive one of five AB allocations based upon his departure date as AB's are allocated on a "first come, first serve" basis. However, on 17 Nov 23, another individual volunteered to depart for OTS early when a vacancy became available, which pivoted the allocation to them. On that same date, this was updated on the Accession Bonus Allocation Tracker and his AB contract was never submitted for execution allowing approximately 60 days' notice to the applicant he would not be receiving the bonus.

Annually, AFRC is in the position to distribute ABs as allocated from the office of Medical Retention and Special Pays Branch, Air Force Medical Agency. These bonuses are published in

both the amounts and quantities offered by career field. In this case, Special Pays offered five bonuses for new Physical Therapists (Air Force Special Code (AFSC) 42B1) while the accession goal was sixteen new providers. This is typically the situation year after year leaving AFRS to decide who will and will not get a bonus. The applicant was told by his recruiting team that as the fifth person in line he was going to receive a bonus and scheduled for departure to OTS in mid-Jan 24. Sometime after this initial messaging, a “seat” becomes vacant in the Dec 23 OTS class and an individual stepped forward to leave earlier than expected to fill the void. This individual was a Physical Therapist, meaning they were now departing for OTS before the applicant, thus removing and replacing him on the list of authorized individuals for the bonus. The Accession Bonus Allocation Tracker was updated on 17 Nov 23 to reflect this change and was available for all AFRS recruiters to view. Although they are not aware of whether his recruiter informed him of this change, this allowed ample time for the applicant to decide if he wanted to still join the Air Force. The applicant will only serve a 3-year option (ADSC) as a provider and will be eligible for Retention Bonus opportunities if he chooses to pursue them.

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) 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 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. 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-2024-02231 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 24 Jun 24.
Exhibit B: Documentary evidence, including relevant excerpts from official records.
Exhibit C: Advisory Opinion, AFRC/A3OCM, dated 21 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