

UNITED STATES AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

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RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2024-02776

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COUNSEL: Work-Product

HEARING REQUESTED: Work...

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APPLICANT'S REQUEST

He receive a reenlistment bonus in the amount of a \$7,500 lump sum payment.

APPLICANT'S CONTENTIONS

ARPC determined he was ineligible for a reenlistment bonus due to having 15 years, 10 months, and 4 days of service based on his pay date of 11 Dec 07 and his reenlistment date of 15 Oct 23. ARPC clarified that eligibility requires having no less than 5 and no more than 11 years of service, based on the pay date. He reenlisted on 15 Oct 23, and the most current guidance in effect at the time was the Fiscal Year 2024 (FY24) Incentive Guide, Version 1 and his Written Agreement Enlisted Reenlistment Incentive, both dated 5 Oct 23, and updated by HQ AFRC/A1KK and HQ ARPC/DPA.

Version 1 of the Incentive Guide lists his Air Force Specialty Code (AFSC), Avionics Test Station, Components, and Electronic Warfare Systems (2A0X1), on the Critical Skills List, making him eligible for a \$7,500 lump sum bonus with a 3-year contract. The 5 Oct 23 version of the Written Agreement he signed indicates in Section A, line 3 that he has "a minimum of 5 years of service but less than 20 years of total service (based on pay date) at the time of reenlistment." According to the terms of the Written Agreement, he qualifies for the \$7,500 lump sum bonus as he meets the required total service time.

Additionally, the Written Agreement and the Incentive Guide reference Department of the Air Force (DAFI) 36-3012, *Military Entitlements*, dated 6 Apr 23. Paragraph 5.3.3, specifies that at the time of reenlistment, the member signs an Incentive Agreement outlining the terms of the contract that entitle the member to an incentive. Since he meets all criteria, including service time requirements in the Written Agreement, dated 5 Oct 23, he qualifies for the bonus. Furthermore, DAFI 36-3012, paragraph 5.4.4.5, states the reenlistment criteria for service time is "no more than 20 years of total service based on pay date at the time of reenlistment." He has exhausted all administrative remedies, and was advised by the Wing Talent Management Consultant (WTMC) and his leadership to file an appeal through the AFBCMR.

The applicant's complete submission is at Exhibit A.

STATEMENT OF FACTS

The applicant is a currently serving Air Force Reserve (AFR) technical sergeant (E-6).

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On 23 Dec 16, according to DD Form 214, *Certificate of Release or Discharge from Active Duty*, the applicant was discharged from the Regular Air Force. He was credited with 9 years and 13 days of active duty service.

On 24 Dec 16, according to DD Form 4, *Enlistment/Reenlistment Document – Armed Forces of the United States*, the applicant enlisted in the AFR for a period of 4 years.

On 8 Nov 20, according to DD Form 4, the applicant reenlisted in the AFR for a period of 3 years.

On 15 Oct 23, according to DD Form 4, provided by the applicant, he reenlisted in the AFR for another 3-year period.

On 16 Jan 24, according to the *Enlisted Reenlistment Incentive Checklist*, provided by the applicant, the WTMC, initialed a statement on the checklist indicating she verified the Military Personnel Data System report that the “applicant has more than 6 years but less than 20 years of total service (based on pay date) at the time of reenlistment.”

According to the *Written Agreement Enlisted Reenlistment Incentive* form, dated 9 Jan 24, provided by the applicant, he acknowledged he met the criteria of having a minimum of 5 years of service but less than 20 years of total service (based on pay date) at the time of reenlistment.

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

APPLICABLE AUTHORITY/GUIDANCE

DAFI 36-3012, *Military Entitlements*, paragraph 5.2, states the AFR is authorized to utilize incentive programs to attract and retain quality Airmen. FY guidance shall be published annually to establish incentive programs to be offered. FY guidance messages shall also identify incentive amounts, payment schedules, incentive eligible AFSCs, and program specifics as deemed necessary. Refer to HQ AFRC/A1KK and HQ ARPC/DPAT and the Personnel Services Delivery Guide (PSDG) for specific, detailed procedures for incentive processes.

Per paragraph 5.4.4, an incentive granted to a member who voluntarily reenlists in the Air Force Reserve and meets the following criteria:

a. Reenlists within 6 months of current Expiration Term of Service (ETS) when not currently receiving an incentive or reenlists within 30 days from current ETS when currently receiving an incentive. CAUTION: When reenlisting a member who is potentially eligible to receive a reenlistment incentive, ensure the reenlistment takes place “within” the 6-month timeframe and not one day “after” the ETS. Must have a minimum of 6 years of service based on pay date to reenlist for 3, 4, or 5 years. Note: If a member has an incentive, reenlistment more than 30 days before their ETS requires a waiver from AFRC/A1KK prior to reenlistment unless they are reenlisting to transfer education benefits. Although reenlistment for the G.I. Bill can take place at any time, it does not automatically make a member eligible for a reenlistment bonus.

b. Reenlists according to AFI 36-2606, *Reenlistment and Extension of Enlistment*, in the United States Air Force.

c. Reenlists in a bonus AFSC in effect on the date of reenlistment.

- d. Is not reenlisting for retainability under the Palace Chase Program.
- e. Has no more than 20 years of total service based on pay date at the time of reenlistment.

f. Is required to be a satisfactory participant in the AFR. A Traditional Reservist cannot have more than four unexcused absences and must have performed three consecutive authorized four-period Unit Training Assembly (UTA) attendances. This requirement can be met in any combination of UTA attendance immediately before or after the date of reenlistment. Two four-period UTAs performed after the date of reenlistment would meet the participation requirement. An Individual Reservist must have served satisfactorily during the prior FY without an FY participation waiver (all 24/48 Inactive Duty Training periods must have been completed). Once the participation requirement has been met, the date of entitlement for the incentive is the date of reenlistment.

PSDG - Air Force Reserve Officer and Enlisted Incentive Guide – FY24, Version 1, dated 1 Oct 23, paragraph 5, states AFRC/A1KK manages and establishes guidelines for the administration of the AFR bonus programs and establishes bonus programs offered, criteria and payment amounts.

Paragraph 9. AFR Enlisted Bonus Program:

d. Retention Bonus (Reenlistment): A bonus granted to an Airman reenlisting for at least 3 years. Airmen must reenlist within 6 months of current ETS when they are not currently receiving a bonus. Current bonus recipients must reenlist within 30 days of their ETS to maintain future bonus eligibility.

The AFR is offering a tiered approach to retention (reenlistment) bonus eligibility. The FY24 retention approach is significantly different from previous years. To be eligible for a reenlistment bonus, an Airman must meet the following parameters:

- a. Airman must be reenlistment eligible.
- b. Must be in the grade of E-5 through E-7, regardless of Duty Air Force Specialty Code (DAFSC).
- c. *Have no less than 5 and no more than 10 years of service, based on pay date.**
- d. Bonus is paid lump sum/up front.
- e. Members reenlisting into a critical skills DAFSC may be eligible for a \$7,500 bonus, with a 3-year contract, paid up front/lump sum.
- f. Members enlisting into a non-critical skills DAFSC may be eligible for a \$5,000 bonus, with a 3-year contract, paid up front/lump sum.

AIR FORCE EVALUATION

ARPC/DPAT (Education and Incentives) recommends denying the application. They received the applicant's incentive application via myFSS (Force Support Squadron) on 16 Jan 24 through the applicant's servicing WTM. Upon review, they identified the applicant's pay date on the Career

Data Brief as 11 Dec 07. In accordance with FY24 PSDG, Version 4, Section 9e: Retention Bonuses (Reenlistment), members must have no less than 5 and no more than 11 years of service, based on pay date (not 1 day more than 11 years). The supporting documentation provided to their office indicates the applicant has 15 years, 10 months, and 4 days of service, rendering the applicant ineligible for the FY24 retention bonus according to the official FY24 PSDG.

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 8 Oct 24 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 applicant contends when he reenlisted on 15 Oct 23, he met eligibility criteria for a reenlistment bonus based on DAFI 36-3012 in effect at the time and the Written Agreement he signed months after he reenlisted. However, the Board disagrees and concurs with the rationale and recommendation of ARPC/DPAT, finding a preponderance of the evidence does not substantiate the applicant's contentions. More specifically, DAFI 36-3012 outlines basic eligibility criteria for incentive programs and authorizes the AFR to publish guidance during each FY, establishing specific criteria for Reserve incentive programs. The instruction directs Reserve members to AFRC, ARPC, and the PSDG for specific, detailed incentive criteria. The FY24 PSDG Incentive Guide, Version 1, published by AFRC and ARPC, established a specific period of service (based on pay date) of at least 5 years, but not more than 10 years, to qualify for a retention bonus. Subsequently, the FY24 PSDG Incentive Guide was updated to Version 4, changing the service period to at least 5 years, but not more than 11 years, to qualify for a retention bonus. The Written Agreement signed by the applicant and the WTMC appears to reflect general or basic eligibility similar to that outlined in DAFI 36-3012; however, the authority for specific eligibility criteria for AFR retention programs is the FY24 PSDG Incentive Guide. Based on the eligibility criteria published in the FY24 PSDG Incentive Guide Version 1 and Version 4, the applicant's 15 years of service (based on pay date) exceeded the range of service time allowed for FY24, rendering him ineligible for a retention bonus. 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

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The following quorum of the Board, as defined in DAFI 36-2603, *Air Force Board for Correction of Military Records (AFBCMR)*, paragraph 2.1, considered Docket Number BC-2024-02776 in Executive Session on 30 May 25:

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Panel Chair

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Panel Member

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Panel Member

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

Exhibit A: Application, DD Form 149, w/atchs, dated 4 Aug 24.

Exhibit B: Documentary evidence, including relevant excerpts from official records.

Exhibit C: Advisory Opinion, AFPC/DPAT, w/atchs, dated 24 Sep 24.

Exhibit D: Notification of Advisory, SAF/MRBC to Applicant, dated 8 Oct 24.

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.

8/25/2025

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Board Operations Manager, AFBCMR

Signed by: USAF

AFBCMR Docket Number BC-2024-02776

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