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UNITED STATES AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2024-03117

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COUNSEL: NONE

HEARING REQUESTED: NOT INDICATED

APPLICANT'S REQUEST

She receives Consolidated Special Pay (CSP) Board Certification Pay (BCP) for the period 1 July 2017 through 30 September 2023.

APPLICANT'S CONTENTIONS

She is board certified and has received BCP since approximately 2005. She recently discovered that this pay was discontinued sometime between 2016 and 2017. She requested her leave and earnings statements from the Defense Finance Accounting Service for that period in discrepancy to determine the possible issue for not receiving her appropriate pay. Unfortunately, their system only retains records for the past five years. She believes she is entitled to the BCP and is seeking a remedy for proper compensation.

The applicant's complete submission is at Exhibit A.

STATEMENT OF FACTS

The applicant is a currently serving Air Force lieutenant colonel (O-5).

On 21 May 2017, according to the form *Consolidation of Special Pays (CSP) Incentive Pay (IP) and/or Retention Bonus (RB) for MC, DC, and BSC*, the endorsing authority approved the applicant's special pay request for a four-year renegotiation of a new contract, effective date of 1 July 2017. Further, Block 3, *Conditions of Contract*, Section C., states "I understand that I will receive the multi-year, coupled IP rate of \$5,000 (IP) paid annually in equal monthly amounts, and/or the RB contract rate of \$20,000 (RB) paid annually upon execution of this contract and its subsequent anniversary dates as applicable and specified in the current pay plan. All payments are subject to the availability of funds and state and federal taxes".

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

AIR FORCE EVALUATION

AFPC/DPMSSM recommends denying the application. Based on the analysis of the facts, there is no evidence of an error or injustice on the part of the government. On 1 July 2013 the applicant did submit a fiscal year (FY) 2013 Consolidated Special Pay Contract to start her Incentive Pay

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(IP) and Retention Bonus (RB). On 25 May 2017 [sic], the applicant did submit a FY17 Consolidated Special Pay Contract to renegotiate her IP and RB. However, she did not submit a BCP contract under the new CSP program, therefore, her Legacy BCP stopped.

The applicant did not initiate her BCP during the transition from Legacy Medical Special Pay to Consolidate Special Pays. The applicant received Legacy BCP until 1 July 2017. In 2017, the Legacy Special Pays program fully transitioned to the CSP Program. All members were emailed via myPERS prior to the launch and instructed to resubmit all contracts to initiate pay. On 7 July 2017, the Defense Finance Accounting Service (DFAS) initiated a case management system (CMS) case to stop the members Legacy BCP as the applicant did not submit a Consolidated Special Pay BCP Contract.

In addition, on 16 August 2021, the applicant submitted a FY21 Consolidated Special Pay Contract to again, renegotiate her IP and RB. Also, on 11 October 2023, she submitted a FY23 Consolidated Special Pay Board Certification Pay (BCP) Contract to start her board certification pay.

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 7 October 2024 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 AFPC/DPMSSM and finds a preponderance of the evidence does not substantiate the applicant's contentions. The Board notes that the applicant submitted several requests for medical special pays and even submitted one in 2017 to renegotiate her IP and RB special pays via the new CSP program. As such, the applicant was aware of the new program, but never submitted a request to continue her BCP. In this regard, the Board finds that ultimately it was the applicant's responsibility to initiate her request for BCP and does not find an error or injustice on behalf of the Air Force that would warrant retroactively approving a contract. Therefore, the Board recommends against correcting the applicant's records.
4. The applicant has not shown a personal appearance, with or without counsel, would materially add to the Board's understanding of the issues involved.

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 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-2024-03117 in Executive Session on 10 Apr 25:

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el Chair
nel Member
Panel Member

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

- Exhibit A: Application, DD Form 149, w/atchs, dated 16 August 2024.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory Opinion, AFPC/DPMSSM, dated 7 October 2024.
- Exhibit D: Notification of Advisory, SAF/MRBC to Applicant, dated 7 October 2024.

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.

6/11/2025

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