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**UNITED STATES AIR FORCE  
BOARD FOR CORRECTION OF MILITARY RECORDS**

**RECORD OF PROCEEDINGS**

**IN THE MATTER OF:**

**DOCKET NUMBER:** BC-2024-03785

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**COUNSEL:** NONE

**HEARING REQUESTED:** NO

**APPLICANT’S REQUEST**

His reentry (RE) code of “4D” be corrected to “2X” in order to qualify for separation pay.

**APPLICANT’S CONTENTIONS**

His wing commander denied his reenlistment. This correction would accurately reflect this decision as outlined in DAFI 36-2606, *Military Separations*. This error has affected his entitlements to severance pay and his eligibility for future service. He was a career airman who had no reason to believe his extension would not be approved. There was a delay with his Military Personnel Flight (MPF) in submitting his AF Form 1411, *Extension of Enlistment in the Air Force* and his Individual Ready Reserve (IRR) paperwork after separation. When he contacted AFPC, he was directed to the AFBCMR for correction.

The applicant’s complete submission is at Exhibit A.

**STATEMENT OF FACTS**

The applicant is a former Air Force senior airman (E-4).

On 7 Jun 24, AF Form 1411 indicates the applicant’s commander recommended denial of his extension stating the applicant did not have a record of sustained timely performance, requiring frequent reminders to complete tasks. The applicant had a personnel information file (PIF) and multiple counseling memorandums for record (MFRs). On this same date, the applicant indicated he would appeal this decision. On 5 Jul 24, the appeal authority denied the applicant’s appeal for an extension of his enlistment. The appeal was denied stating the applicant had many opportunities to improve his performance but had not done so.

On 18 Jul 24, DD Form 214, *Certificate of Release or Discharge from Active Duty*, reflects the applicant was honorably discharged in the grade of senior airman (E-4) after serving 9 years and 12 days of active duty. He was discharged, with a narrative reason for separation of “Completion of Required Active Service” with a corresponding separation code of “KBK.” His RE code of “4D” denotes grade is SrA, completed at least 7 years total active federal military service (TAFMS), but fewer than 16 years TAFMS and is not currently selected for promotion to SSgt.

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Dated 9 Aug 24, Attachment 15, *Individual Ready Reserve Agreement-Conditional for Enlisted Separation Pay*, provided by the applicant, indicates he agreed to serve in the IRR for a period of not less than three years in order to receive separation pay.

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

## **AIR FORCE EVALUATION**

AFPC/DPMSSR recommends granting the application. Review of the Master of Personnel Record and discussion with the Reenlistments Office revealed the applicant was not denied reenlistment, therefore, RE code "2X" does not apply. Instead, the applicant attempted to apply for an extension to his enlistment contract to reach high year tenure (HYT) for his current grade. The extension request was disapproved by his commander and his group commander denied his appeal, thus forcing the applicant to separate from the Air Force before reaching HYT. In discussion with our Separation Policy, since the applicant was unable to reach HYT for his grade, his date of separation (DOS) put him close to the threshold for HYT. As a result, Separations Policy recommends the applicant's Separation Program Designator (SPD) code be changed to reflect "LCC" which changes the separation to reflect HYT and authorizes separation pay for the applicant. Furthermore, Separation Policy recommends the AFBCMR direct Defense Finance and Accounting (DFAS) to accept the IRR agreement the applicant signed and execute the separation 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 11 Jun 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 the victim of an error or injustice. The Board concurs with the rationale and recommendation of AFPC/DPMSSR and finds a preponderance of the evidence substantiates the applicant's contentions. The Board finds the applicant was unable to reach HYT for his grade due to the denial of the extension of his enlistment; however, his date of separation (DOS) put him close to the threshold for HYT. A change in the applicant's SPD code reflecting HYT would allow him to receive separation pay. However, the Board finds no reason to change the applicant's RE code as he was denied an extension of his current enlistment and this RE code accurately reflects his status at the time of

separation having completed at least nine years in the grade of senior airman without promotion selection and not authorized to reenlist or extend his enlistment. Furthermore, the Board finds his discharge was within the commander's discretion as he was counseled on multiple occasions for his substandard performance as indicated by his commander. Therefore, the Board recommends correcting the applicant's records as indicated below.

## RECOMMENDATION

The pertinent military records of the Department of the Air Force relating to APPLICANT be corrected to show:

- a. On 18 Jul 24, he was discharged with a separation code and corresponding narrative reason for separation of LCC (Reduction in Force).
- b. He was approved for Voluntary Separation Pay with a separation date of 18 Jul 24. He signed an Individual Ready Reserve Agreement/Statement of Understanding for Voluntary Separation Pay on 9 Aug 24 and as a result, DFAS is authorized to make payment.

However, regarding the remainder of the applicant's request, the Board recommends informing the applicant the evidence did not demonstrate material error or injustice, and the application will only be reconsidered upon receipt of relevant evidence not already considered by the Board.

## 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-2024-03785 in Executive Session on 18 Jul 25:

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Panel Chair

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Panel Member

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Panel Member

All members voted to correct the record. The panel considered the following:

- Exhibit A: Application, DD Form 149, w/atchs, dated 28 Aug 24.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory opinion, AFPC/DPMSSR, dated 21 May 25.
- Exhibit D: Notification of advisory, SAF/MRBC to applicant, dated 11 Jun 25.

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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.

9/1/2025

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Board Operations Manager, AFBCMR  
Signed by: USAF

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