



Work-Product

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

RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2024-03887

Work-Product

COUNSEL: Work-Product

HEARING REQUESTED: YES

APPLICANT’S REQUEST

Re-assessment of his Constructive Service Credit (CSC) upon entry into the United States Space Force (USSF).

APPLICANT’S CONTENTIONS

His background and education is directly relevant to the operational needs of the Space Force and should be considered under Title 10 USC 20203 paragraph (2) (b). Not counting advanced degrees and certifications, at the time of the initial CSC awarded per 10 USC 533, he had in excess of three (3) years of verifiable one-for-one commercial experience in cyber security, digital forensics, network security, and other relevant fields of work. He also had conservatively, 10 years of commercial experience, plus time for specialized training for his CISSP certification, and another year on obtaining his master’s in computer science, emphasis in Cybersecurity Engineering, degree which he completed after being commissioned. In addition to the stated experience that was not counted in the initial CSC computation, he has also served in other highly technical cybersecurity, relevant engineering, and leadership roles, to include Lead Engineer and Cyber Engineering Operations Security Manager for Fortune 500 companies to include L3 Harris and Charter Spectrum Communications.

Of primary concern, when he was assessed by the CSC board in 2022, he was given very pointed feedback about why he was only assessed as a 3-year first lieutenant (O-2). One member of the board stated point blank, “you didn’t graduate from the Academy, and we didn’t like that.” Additional feedback was given that the CSC decision was influenced by a Twitter/X profile with little or no military interest. Lastly, he was told that the USSF was looking for individuals with commercial experience, and that “you don’t have commercial experience.” This is factually untrue as he has service as a senior cyber executive, Chief Information Security Officer of a global financial tech firm building global cybersecurity threat hunt programs and authoring compliance policies. Further his deep technical and management experience has even been recognized at the state-level within the Work-Product Attorney General’s office, leading to a role as an Adjunct Professor of Cybersecurity and Data Privacy at Work-Product College of Law for the past five years.

There seems to be a stark contrast with his professional background, compared to other CSC candidates who matriculated through the cyber direct commissioning program with the same or higher grade.

The applicant’s complete submission is at Exhibit A.

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STATEMENT OF FACTS

The applicant is a Space Force captain (O-3).

On 21 Nov 22, the applicant signed AF Form 56, *Application & Evaluation for Training Leading to a Commission in the United States Air Force*.

On 6 Jan 23, according to Special Order *Work-Product* dated 29 Dec 22, the applicant, then a first lieutenant (O-2), was ordered to proceed to attend the Officer Training School (OTS) course. On that same date, according to Addendum to AF Form 133, *Oath of Office (Military Personnel)*, he swore an oath as a first lieutenant in the Regular Space Force.

On 26 Jun 23, according to DPAM Form 60, *Constructive Credit Computation*, he received Grade Credit of 3 years, 0 months and 0 Days (03-00-00) for Work Experience Credit given per HQ/SF Board Members. This is equal the grade of O-2 with 03-00-00 years of constructive service credit.

On 30 May 24, according to Special Order *Work-Product* dated 4 Jun 24, he was promoted to the permanent grade of captain in the USSF with the effective date of rank (DOR) of 30 May 24.

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

10 USC 20203: *Original appointments: service credit.* (b) Credit for Education, Training, and Experience. (1) Under regulations prescribed by the Secretary of the Air Force, the Secretary shall credit a person who is receiving an original appointment in a commissioned grade in the Space Force and who has advanced education, training, or special experience with constructive service for such education, training, or experience in a particular officer career field as designated by the Secretary of the Air Force, if such education, training, or experience is directly related to the operational needs of the Space Force.

10 U.S. Code § 533 - *Service credit upon original appointment as a commissioned officer*

(b)(1) Under regulations prescribed by the Secretary of Defense, the Secretary of the military department concerned shall credit a person who is receiving an original appointment in a commissioned grade (other than a commissioned warrant officer grade) in the Regular Army, Regular Navy, Regular Air Force, Regular Marine Corps, or Space Force and who has advanced education or training or special experience with constructive service for such education, training, or experience as follows:

(A) One year for each year of advanced education beyond the baccalaureate degree level, for persons appointed, designated, or assigned in officer categories requiring such advanced education or an advanced degree as a prerequisite for such appointment, designation, or assignment. In determining the number of years of constructive service to be credited under this clause to officers in any professional field, the Secretary concerned shall credit an officer with, but with not more than, the number of years of advanced education required by a majority of institutions that award degrees in that professional field for completion of the advanced education or award of the advanced degree.

(D) Additional credit as follows: (i) For special training or experience in a particular officer field as designated by the Secretary concerned, if such training or experience is directly related to the operational needs of the armed force concerned.

Assistant Secretary of the Air Force Memorandum, *Regular Air Force (RegAF) Direct Commission Program and Constructive Service Credit Program for the Cyberspace Warfare Operations (17X) Career Field*, dated 6 May 22.

5. Program-Specific Criteria. Qualifying advanced education, specialized training, and/or experience are limited as follows:

5.2. Experience: Qualifying experience is limited to the following areas: cyber operations, software development/engineering, systems development/engineering, capability development, computer programming/engineering, security engineering, network security, industrial control system security, incident response, risk and compliance, cyber governance, data science/analytics, machine learning, electrical/electronic engineering, cryptography, quantum physics, mathematics, forensic analysis, malware programming, reverse engineering, system/network exploitation, and/or operational research.

5.3. Specialized training. Qualifying specialized training is limited to the following: electronics theory, information technology, wired and wireless telecommunications, computer networking, cloud architectures, information assurance, data links management, spectrum operations, scripting, operational and tactical planning, supervisory control and data acquisition systems, vulnerability assessment techniques, operating system environments, programming, scripting, exploitation techniques, threat actor life cycle, malware components and techniques, mission and terrain analysis techniques, capability pairing, integrating intelligence, large force employment, and operational planning and governing cyberspace operations directives, procedures and tactics.

6. *Constructive Service Credit*. Applicant will be evaluated by a review board to determine eligibility for award of constructive service credit (see Enclosure).

6.1. Award of constructive service credit is recommended by the review board and approved by the 17X Career Field Manager. Constructive service credit may be awarded for the below, contingent upon operational needs.

6.1 . 1. Prior Commissioned Service Credit as per enclosure rule 1.

6.1 .2. Advanced Education. Credit for advanced education may be granted through 30 Sep 25 in accordance with 10 U.S.C. § 533(b)(1)(D)(ii).

6.1.3. Special Training and/or Experience: Award credit for special training and/or experience identified in paragraphs 5.2 - 5.3 according to enclosure rules 2 and 3.

6.2. Total entry grade credit granted may not exceed that required for the person to receive an entry grade of Colonel.

AIR FORCE EVALUATION

HQSF/COO 17S CFM 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. The applicant was accurately assessed during the Constructive Service Credit Board on 3 May 22 – 5 May 22. The board consisted of 10 personnel including four 17S Cyber Officer Colonels, that scored the records of approximately 20 applicants for six available FY22 slots. The board considered the applicants' total amount of experience and how it applied to the USSF 17S Cyber Career Field. The candidates were graded on a 6 – 10 scale based on experience, education and certifications. In addition, the board also considered the following:

- a. What can the member bring to the USSF 17S Career Field on the first day of service?
- b. Does the member have strong technical background with shown leadership strengths?
- c. Does the applicant have the relevant cyber experience today or will the member require training in the future?

He accepted a commission as a first lieutenant and signed AF Form 56, *Application & Evaluation For Training Leading To A Commission In The United States Space Force*, on 21 Nov 22. Since 2022, he has requested four different 17S Career Field Managers (three colonels, one of which was a voting member of the CSC board, and a lieutenant colonel) to review his case under CSC criteria and all have reviewed his case and agree with the decision from the CSC board members that he should enter the service as a first lieutenant with 3 years of service. On 30 May 24, approximately 14 months after commissioning in the Space Force, he was promoted to the grade of Captain.

The applicant highlighted 10 USC 20203 Original Appointment: Service Credit, section (3) that states. “The amount of constructive service credit an officer under this subsection may not exceed the amount required in order for the officer to be eligible for an original appointment in the *grade of Colonel* {emphasis added}. The member did not have the experience of education to enter the service in the grade of Colonel and he also did not have the leadership roles equivalent to a 17S Cyber Field Grade Officer. The military grade was applied based on the candidate's ability to grow into a certain grade and to allow the member to gain experience in the Space Force before meeting any type of promotion, or leadership board. He received one (1) year of CSC credit for a Bachelor of Science Degree in Business Management and he did not have an Advanced Academic Degree at the time the CSC Board met in May 22. However in 2024, two years after he signed the Commissioning Contract, he did receive an Advanced Academic Degree. While he had five (5) years of industry experience not all was relevant to a 17S Cyber Officer performing Information Technology or Cybersecurity roles.

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 16 May 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 HQSF/COO 17S CFM and finds a preponderance of the evidence does not substantiate the applicant’s contentions. The applicant contends that his background, to include professional work experience and education, should have resulted in a Constructive Service Credit determination greater than three (3) years and as such he should have received a direct commission in the Space Force in any grade higher than first lieutenant. However, the Board determines that his educational and professional experience was accurately assessed by the Constructive Service Credit Board when they determined his academic degree and professional experience and credentials relevant to the 17S Cyber Officer career field was sufficient to be awarded three (3) years of service credit. Furthermore, the Board finds that the applicant accepted that grade determination when he swore his oath of office and was appointed as a first lieutenant. 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

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-2024-03887 in Executive Session on 31 Jul 25:

Work-Product	Panel Chair
Work-Product	Panel Member
Work-Product	Panel Member

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

- Exhibit A: Application, DD Form 149, w/atchs, dated 12 Nov 24.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory Opinion, HQSF/COO 17S CFM, dated 12 May 25.
- Exhibit D: Notification of Advisory, SAF/MRBC to Applicant, dated 16 May 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.

2/25/2026

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Board Operations Manager, AFBCMR

Signed by: *Work-Product*

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