



[REDACTED]

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

RECORD OF PROCEEDINGS

IN THE MATTER OF:

DOCKET NUMBER: BC-2025-01407

[REDACTED]

COUNSEL: NONE

HEARING REQUESTED: NOT INDICATED

APPLICANT’S REQUEST

She receive a \$15,000 reenlistment incentive bonus for fiscal year (FY) 2019.

APPLICANT’S CONTENTIONS

She should receive the reenlistment bonus for her Air Force Specialty Code (AFSC) of 1N0X1, All Source Intelligence Analyst, for her enlistment in the Air Force Reserve (AFR). Neither HQ RIO Det 3 nor ARPC informed her about the bonus when she reenlisted on 29 Jun 19. She only recently discovered she was eligible for an incentive bonus after assuming her new additional duty as the Unit Talent Management Coordinator (UTMC). HQ RIO Det 3 and the non-commissioned officer in charge (NCOIC) should have made her aware of her bonus eligibility when they sent her the Selective Retention Process paperwork on 10 Oct 18. The FY19 incentive list was released nine days earlier on 1 Oct 18, with effective dates from 1 Oct 18 to 30 Sep 19. Her reenlistment on 29 Jun 19 was within this window.

The applicant’s complete submission is at Exhibit A.

STATEMENT OF FACTS

The applicant is an AFR master sergeant (E-7) with an AFSC of 1N0X1.

On 1 Oct 18, the *Air Force Reserve Command FY19 Incentive List and Officer Incentive List* was published for the effective period of 1 Oct 18 to 30 Sep 19. It shows Duty AFSC 1N0X1 as eligible for varying incentive amounts from \$7.5K to \$15K depending upon length of the contract.

On 29 Jun 19, according to DD Form 4, *Enlistment/Reenlistment Document, Armed Forces of the United States*, the applicant reenlisted in the AFR for a period of six years.

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.

AIR FORCE EVALUATION

AFRC/A1KK, recommends partially granting the request and recommends the applicant be allowed to complete the bonus incentive application for FY19 bonus incentive consideration.

Based on the documentation provided by the applicant and analysis of the facts, there is evidence of an error or injustice. Although there is no evidence the applicant was notified of her eligibility

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to receive an incentive bonus and there is no evidence she applied for bonus consideration, there is evidence she may be eligible for a bonus incentive based on her reenlistment in an approved Duty AFSC listed on the FY19 Officer and Enlisted AFSC incentive list. On 29 Jun 19, the applicant reenlisted in the AFR for a period of six years in Duty AFSC of 1N071. According to the FY19 Officer and Enlisted AFSC incentive list, 1N071 was eligible for a FY19 bonus incentive consideration.

Air Force Instruction (AFI) 36-3012, *Military Entitlements*, dated 23 Aug 19, paragraph 2.5.6.1. states the HQ RIO Career Assistance Advisors (CAA) notifies members if they are within the six-month window of their expiration term of service (ETS) and otherwise eligible to receive an incentive.

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 3 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 AFRC/A1KK and finds a preponderance of the evidence substantiates the applicant's contentions. Based on the evidence, the applicant was eligible for a bonus incentive at the time of her reenlistment on 29 Jun 19 in AFSC 1N0X1 for six years. However, due to no fault of the applicant, she was not properly made aware of her eligibility for the bonus incentive as required by AFI 36-3012. Therefore, the Board recommends correcting the applicant's records as indicated below.
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 pertinent military records of the Department of the Air Force relating to APPLICANT be corrected to show on 29 Jun 19, she reenlisted in the Air Force Reserve for a period of six years and she was approved for an incentive bonus for her six year contract in the amount of \$15,000.

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-2025-01407 in Executive Session on 26 Jun 25:

[REDACTED], Panel Chair
[REDACTED], Panel Member

[REDACTED]

[Redacted]

[Redacted], Panel Member

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

- Exhibit A: Application, DD Form 149, w/atchs, dated 6 Jun 24.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory opinion, AFRC/A1KK, dated 22 May 25.
- Exhibit D: Notification of advisory, SAF/MRBC to applicant, dated 3 Jun 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.

9/5/2025

X [Redacted]

Board Operations Manager, AFBCMR
Signed by: USAF