

IN THE CASE OF: [REDACTED]

BOARD DATE: 21 October 2024

DOCKET NUMBER: AR20230005278

APPLICANT REQUESTS: in effect, advancement to the grade of private first class (PFC)/E3 effective on his Basic Active Service Date (BASD), 2 August 2022.

APPLICANT'S SUPPORTING DOCUMENT(S) CONSIDERED BY THE BOARD:

- DD Form 4 (Enlistment/Reenlistment - Document Armed Forces of the United States), page 4 of 4
- A letter issued by the National Eagle Scout Association, 23 February 2010
- An information paper issued by the United States Army Recruiting Command (USAREC), 8 April 2020

FACTS:

1. The applicant states, in effect, he is requesting advancement to the grade of PFC/E3 effective on his BASD, 2 August 2022.
 - a. At the time of enlistment when he was asked for his qualifications, he informed the guidance counselor along with the other staff, that he had obtained the rank of Eagle Scout, and was advised that this would not be a qualifying factor for enlistment in a higher grade. While in Advanced Individual Training (AIT), he discovered that other Soldiers had indeed enlisted at the grade of PFC/E3 due to their civilian qualification of the rank of Eagle Scout.
 3. After researching the matter, himself he realized that USAREC does in fact recognize the rank of Eagle Scout as a qualification for initial entry with the grade of PFC/E3. He discussed the issue with his leaders and his recruiting office, only to be told it is now too late, as there is no other way to correct the issue, and that he should seek relief with the ABCMR.
2. The applicant provides:
 - a. A letter issued by the National Eagle Scout Association, 23 February 2010, which shows he had attained the rank of Eagle Scout.

b. An information paper issued by USAREC, 8 April 2020, which shows the Army accepts service in a variety of civilian organizations under this updated policy, from Boy Scouts and Girl Scouts to Civil Air Force Air Patrol and Junior Reserve Officer Training Corps. Applicants can also refer other applicants and count completed college courses to qualify for the higher rank. Applicants are eligible for the rank of private first class for having achieved the Boy Scout Eagle certificate as a member of the Boy Scouts of America.

3. The applicant's service record reflects the following:

- a. He enlisted in the Regular Army on 2 August 2022.
- b. Three promotion action memorandums, show the following advancements:
 - 2 February 2023, promotion to private (PV2)/E2
 - 2 August 2023, promotion to PFC/E3
 - 1 April 2024, promotion to specialist (SPC)/E4
- c. Enlisted Record Brief (ERB), show in Section III (Service Data): his BASD is 2 August 2022.

4. On 12 March 2024 the United States Army Human Resources Command (HRC), rejected the request to provide an advisory opinion in regard to the applicant's request for advancement to the grade of PFC/E3, effective on his BASD.

a. HRC advised full relief is appropriate and this case should be redirected to the local command to complete. In accordance with Army Regulation 601-210 (Regular Army and Reserve Components Enlistment Program), paragraph 2-18 (Enlistment pay grades for personnel without prior service) a. (11) Has been awarded the Boy Scout Eagle certificate as a member of the Boy Scouts of America or the Sea Scout Quartermaster Award Certificate or the Venturing Scout Silver Award may enlist at any time at pay grade PV2/E2. A combination of these awards to enlist at pay grade PFC/E3 is not authorized.

b. On 30 July 2020, USAREC published an operational change to Army Regulation 601-210, updating promotions. PFC/E3 is authorized for the Boy Scout Eagle Certificate. HRC believes the unit commander and/or USAREC is authorized to adjust the date of rank (DOR), and they suggested the request be redirected accordingly.

5. On 31 July 2024, the Army Review Boards Agency provided the applicant a copy of the HRC recommendation for an opportunity to respond. He did not.

BOARD DISCUSSION:

1. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found relief was warranted.
2. The Board carefully considered the applicant's request, his record of service, the documentation of his Eagle Scout Award, HRC advising that full relief was warranted and the USAREC operational change to Army Regulation 601-210, updating promotions that was in place at the time on his enlistment. Based on a preponderance of evidence, the Board determined an error occurred and the requested relief was appropriate to correct that error.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

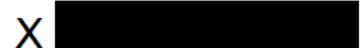
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	GRANT FULL RELIEF
:	:	:	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
:	:	:	DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

The Board determined that the evidence presented was sufficient to warrant a recommendation for full relief. As a result, the Board recommends that all Department of the Army records of the individual concerned be corrected to show:

- the applicant's promotion date/date of rank to PFC/E3 is effective on his BASD, 2 August 2022.
- That he is entitled to back pay from the date of his entry on to active duty thru the date prior to his promotion to PFC (1 August 2023), as a result of this correction.

4/28/2025

 XCHAIRPERSON


I certify that herein is recorded the true and complete record of the proceedings of the Army Board for Correction of Military Records in this case.

REFERENCES:

1. Army Regulation 15-185 (Army Board for Correction of Military Records), currently in effect, prescribes the policies and procedures for correction of military records by the Secretary of the Army acting through the ABCMR. The ABCMR begins its consideration of each case with the presumption of administrative regularity. The applicant has the burden of proving an error or injustice by a preponderance of the evidence.
2. Army Regulation 601-210 (Regular Army and Reserve Components Enlistment Program), prescribes eligibility criteria governing the enlistment of persons, with or without prior service (PS), into the Regular Army (RA), the U.S. Army Reserve (USAR), and the Army National Guard (ARNG). It provides policies and procedures to process applicants for enlistment in the RA Delayed Entry Program (DEP) and on delayed status, the USAR Delayed Training Program (DTP) and the ARNG Recruit Force Pool.
 - a. Pay grade and date of rank. Persons enlisting in the RA, USAR, or ARNG without PS will be enlisted in pay grade private E-1.
 - b. Authority for enlistment grade must be entered in the remarks section of DD Form 1966, to include a statement that the documents used to promote the Soldier have been

verified (for example, pay grade E-3 authorized per paragraph 2-18c, by guidance counselor name and rank).

c. Enlistment pay grades for personnel without prior service, further explains when an applicant has been awarded the Boy Scout Eagle certificate as a member of the Boy Scouts of America or the Sea Scout Quartermaster Award Certificate or the Venturing Scout Silver Award may enlist at any time at pay grade E-3.

d. Verification requirements for enlistment in higher grade. Applicant must provide the documentation to support enlistment in higher pay grade. Guidance counselors will verify required documents to justify higher pay grade. Recruiting personnel must examine all source documents for discernible evidence of tampering or alteration. Documents used to substantiate basic eligibility criteria will be legible, written in English, or officially translated to English.

e. Correction of term of enlistment, and other contract or record of enlistment errors. It may be discovered that an error was made during in-processing or at time of enlistment that resulted in an incorrect term of enlistment shown on DD Form 4 or other contract or record of enlistment errors on the DD Form 1966. Every effort will be made to correct the error in an applicable human resources system self-service application upon approval by the appropriate authority. For example, if an individual was enlisted at pay grade E-1, but provides bachelor's degree, the current commander has the authority to promote to E-4 under chapter 2 of this regulation and adjust DOR to date of enlistment if degree was earned prior to BASD. Document must be provided within 6 months of BASD. Cite policy and forward to finance office for action.

//NOTHING FOLLOWS//