

IN THE CASE OF: [REDACTED]

BOARD DATE: 12 September 2024

DOCKET NUMBER: AR20230015160

APPLICANT REQUESTS: removal of his Enlisted Record Brief (ERB), 21 November 2022, from his Army Military Human Resource Record (AMHRR).

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

- DD Form 149 (Application for Correction of Military Record under the Provisions of Title 10, U.S. Code, Section 1552)
- ERB

FACTS:

1. The applicant states his ERB, 21 November 2022, is improperly coded and has negatively impacted his career. His ERB contains an adverse action flag code "FA," which is delay of promotion or consideration for removal from promotion in accordance with Army Regulation 600-8-2 (Suspension of Favorable Personnel Actions (Flag)). He has never received a counseling or a DA Form 268 (Report to Suspend Favorable Personnel Actions (Flag)) for the erroneous flag. He would like the ERB removed from his AMHRR to prevent any further hindrance to his career.
2. He enlisted in the Regular Army on 10 October 2012.
3. Headquarters, 101st Airborne Division (Air Assault) Sustainment Brigade, Orders 272-14, 29 September 2015, promoted him to the rank/grade of sergeant/E-5 effective 1 October 2015.
4. 1st Stryker Brigade Combat Team, 1st Armored Division, Orders 361-20, 27 December 2017, promoted him to the rank/grade of staff sergeant/E-6 effective 1 January 2018.
5. His ERB, 21 November 2022, shows flag code "FA" with a starting date of 5 March 2021 and no expiration date.

6. His AMHRR does not contain a DA Form 268 (Report to Suspend Favorable Personnel Actions (Flag)) showing a flag was initiated against him for a delay of promotion or removal from a promotion selection list.
7. On 5 February 2024, he was honorably discharged by reason of completion of required active service. His DD Form 214 (Certificate of Release of Discharge from Active Duty) shows he completed 11 years, 3 months, and 26 days of net active service.

BOARD DISCUSSION:

1. After reviewing the application, all supporting documents, and the evidence found within the applicant's military records, the Board found relief is warranted.
2. The Board found the presence of the ERB in the applicant's AMHRR showing he was flagged is unjust considering there is no other documentation in his AMHRR related to a flagging action that would explain the entry on the ERB. The Board determined the ERB should be removed from the applicant's AMHRR.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

■	■	■	GRANT FULL RELIEF
:	:	:	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
:	:	:	DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

The Board determined the evidence presented is sufficient to warrant a recommendation for relief. As a result, the Board recommends that all Department of the Army records of the individual concerned be corrected by removing from his AMHRR the ERB with a brief date of 21 November 2022.

3/4/2025

X

CHAIRPERSON

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 600-8-2 (Suspension of Favorable Personnel Actions (Flag)) prescribes the policies, operating rules, and steps governing the suspension of favorable personnel actions referred to as "flag."

a. Paragraph 2-9 states only officers authorized to direct initiation of a flag may direct removal of a flag unless otherwise directed by this regulation or the Commander, U.S. Army Human Resources Command. Rules for removing a flag pending delay of promotion or removal (Headquarters Department of the Army initiated) from a command, promotion, or school selection list states the Headquarters, Department of the Army, agency responsible for imposing the flag will remove the flag upon receipt of a decision from the appropriate authority.

b. Table 2-1 (Reason Codes) shows reason code "F" represents "Delay of promotion or removal from a selection list (Headquarters, Department of the Army, initiated)."

c. Table 2-2 (Report Type Codes) shows report code "A" represents "Initial Report."

2. Army Regulation 600-8-104 (Army Military Human Resource Records Management) prescribes Army policy for the creation, utilization, administration, maintenance, and disposition of the AMHRR. The personnel record review consists of ensuring that data on the record brief is correct and supporting documents required for filing in the AMHRR are present in the interactive Personnel Electronic Records Management System before updating entries on the record brief. The list of documents required for filing in the

AMHRR will be updated regularly and found in Department of the Army Pamphlet 600-8-104 (Army Military Human Resource Records Management).

3. Department of the Army Pamphlet 600-8-104 (Army Military Human Resource Records Management), paragraph 5-1, states the individual record brief, also known as the ERB or any version of a Soldier's individual record brief (hereafter known as the record brief), is a one-page summary of the Soldier's qualifications and career history. The record brief is a living document that is frequently updated. Each record brief is a snapshot of the Soldier's career as it was at the time the record brief was produced.

//NOTHING FOLLOWS//