

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 17 June 2025

DOCKET NUMBER: AR20240001294

APPLICANT REQUESTS: in effect, correction of his records to show:

- He enlisted in the Regular Army in the rank/grade of private first class (PFC)/E-3
- Retroactive pay and allowances

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

- DD Form 149 (Application for Correction of Military Record)
- DD Form 4 (Enlistment/Reenlistment - Document Armed Forces of the United States), which shows:
 - On 20 September 2021, he enlisted in the U.S. Army Reserve (USAR) Delayed Entry Program (DEP)
 - On 31 May 2022, he enlisted in the Regular Army in the pay grade of E-1
- High School Transcripts dated 2 June 2022, showing he completed 4 years of Junior Reserve Officers' Training Corps (JROTC)
- DA Form 4187 (Personnel Action) dated 8 August 2022, which shows the applicant was advanced to the rank/grade of PFC/E-3, effective 23 May 2022
- Athens Recruiting Company Memorandum dated 31 October 2023, wherein, the recruiter states, he was the applicant's recruiter in Commerce, GA; the applicant came to his office with three years of JROTC
 - three years of JROTC provides recruits with the rank of PFC/E-3 when enlisting in accordance with Army Regulation (AR) 601-210 (Regular Army and Reserve Components Enlistment Program)
- Senior Enlisted Leader Memorandum dated 9 December 2023, wherein, the Senior Enlisted Leader stated, the applicant was under the impression he would be enlisting as an E-3, which was confirmed by his recruiter and Department of Defense Instruction 1205.13 (Junior Reserve Officers' Training Corps Program); the applicant met the requirements for E-3

FACTS:

1. The applicant states:

- He enlisted in the Army after completing 4 years of JROTC in high school
- His recruiter told him he would be a PFC/E-3 upon entering active duty
- In accordance with (IAW) AR 601-210, he turned his high school transcripts in to show his participation in JROTC; however, he was shipped prior to the issue being resolved
- His first day of service was 23 May 2022, but he is still not receiving the correct pay
- His recruiter acknowledged the error with his contract and agrees that he was supposed to be an E-3 in the system
- The career counselor at Basic Combat Training attempted to resolve the issue but was unsuccessful
- The error was caused by his DD Form 4 showing E-1, instead of E-3; he was told to sign this form, and he did not know any better since he was following the instructions of his recruiter and the Military Entrance Processing Station personnel
- Since that day, he has tried to fix his records with multiple agencies to no avail; his records show he is an E-3, however, his pay has not changed

2. A review of the applicant's official records show:

- On 20 September 2021:
 - DD Form 1966 (Record of Military Processing – Armed Forces of the United States), item 22b (Education) and Section VI (Remarks) show the applicant completed 4 years of JROTC
 - DD Form 4 shows he enlisted in the USAR DEP
- On 31 May 2022, he enlisted in the Regular Army in the pay grade of E-1
- On 2 June 2022, DA Form 4187 shows the U.S. Army Recruiting Command (USAREC) Liaison submitted a personnel action which states the applicant's rank was erroneously entered on the DD Form 4, page 4, item 21a, because of an administrative error;
 - The liaison requested to change the applicant's pay grade to E-3 IAW AR 601-210, Chapter 2-18a(3), effective 31 May 2022
- An Enlisted Record Brief dated 21 November 2022 shows his rank as PFC/E-3 with a date of rank of 31 May 2022

- On 5 December 2023, Order Number 0006731672.00 demoted the applicant to the rank/grade of private/E-2, effective 1 December 2022
- On 6 June 2024, Order Number 0008376670.00 promoted the applicant to the rank/grade of specialist (SPC)/E-4, based on erroneous demotion, effective 1 May 2024
- On 2 July 2024, Order Number 0008686626.00 promoted the applicant again to the rank/grade of SPC/E-4, effective 2 July 2024
- On 10 February 2025, the applicant reenlisted in the rank of SPC/E-4

3. On 12 December 2024, Headquarters (HQ), U.S. Army Recruiting Command (USAREC), Chief, EEPD, Assistant Chief of Staff G-3, provided an email (advisory opinion) for this case and stated, after close review of the applicant's record, he found the following:

- The applicant enlisted in the DEP on 20 September 2021 in pay grade E-1
- He shipped for the Regular Army (accession date) 31 May 2022 in pay grade E-1
- High School Transcripts scanned in the applicant's record on 2 June 2022 show 4 years of JROTC which authorized advancement to PFC/E-3 IAW AR 601-210, Chapter 2-18a(5)
- USAREC Liaison, Mr. K_ M_, who is authorized to complete the advancement to PFC/E-3, did so on DA Form 4187 dated 2 June 2022; he is unsure why the applicant is not being paid for PFC/E-3 unless he never took the DA Form 4187 to Defense Finance and Accounting Service (DFAS)?
- There is another DA Form 4187 in the Army Review Boards Agency packet attached that shows it was completed by Captain F_ on 8 August 2022; the applicant's accession date was 31 May 2022, not 23 May 2022 as stated on the DA Form 4187
- The DA Form 4187 dated 2 June 2022, completed by Mr. K_ M_ was completed properly and the applicant should have been afforded the opportunity to obtain an appointment with DFAS to correct this issue
- IAW AR 601-210, Chapter 2-18a(17), the applicant had six months to produce documents for this advancement; the applicant was well within this six months

4. On 7 March 2025, the applicant was provided with a copy of the HQ USAREC email to allow for comments or rebuttal. He did not respond.

BOARD DISCUSSION:

After reviewing the application and all supporting documents, the Board determined relief was warranted. The applicant's contentions, the military record, and regulatory guidance were carefully considered. Based upon the facts outlined in the USAREC advisory opinion, the Board concluded there was sufficient evidence of an error or injustice warranting a change to the applicant's date of rank to PFC be adjusted to show 20 September 2021, and that all appropriate pay and allowances from that date be paid to the applicant.

BOARD VOTE:

Mbr 1 Mbr 2 Mbr 3

:XXX	:XXX	:XXX	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 Army records of the individual concerned be corrected by changing the applicant's DOR and EDOR to PFC to reflect 20 September 2021, and that all appropriate back pay and allowances be paid as a result of the change.

//SIGNED//

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.

REFERENCE:

AR 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). In pertinent part:

a. Paragraph 2-17 (Pay grade and date of rank) states, persons enlisting in the RA, USAR, or ARNG without PS will be enlisted in pay grade private/E-1. Exceptions are shown in paragraph 2-18. 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)."

b. Paragraph 2-18a (Enlistment pay grades for personnel without prior service) states, this paragraph applies to DEP, DTP, or ARNG applicants. The following explains who may enlist and when and at what pay grade. An applicant who —

- Has successfully completed 3 academic years of Junior ROTC (JROTC) may enlist at any time at pay grade private/E-3
- Has successfully completed 2 or more years of Senior ROTC (SROTC) may enlist at any time at pay grade E-3

c. Paragraph 2-18a(17) states, an applicant who lacks documentation required for advanced promotion under this paragraph at time of enlistment may submit supporting documents to the unit personnel officer at the Initial Entry Training installation or at the first unit of assignment within 6 months of enlistment. Documents must be original, certified, or evaluated, as required. College credit or course completion (includes JROTC and SROTC) must have occurred prior to the date of enlistment in the RA.

//NOTHING FOLLOWS//