

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 11 July 2025

DOCKET NUMBER: AR20240002139

APPLICANT REQUESTS: his Date of Rank (DOR) for promotion to the rank/grade of staff sergeant (SSG)/E-6 retroactively changed and backdated from 7 February 2022 to 13 March 2021.

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

- DD Form 149 (Application for Correction of Military Record)
- Orders Number 080-025 dated 21 March 2019, promoted the applicant to the rank/grade of sergeant (SGT)/E-5, effective on with a DOR of 13 March 2019
- Orders Number 283-031 dated 10 October 2019, ordered the applicant to full-time National Guard duty in an Active Guard/Reserve (AGR) status for 3 years with a report date on 16 October 2019
- DA Form 705 (Army Physical Fitness Test (APFT) Scorecard) dated 18 October 2019, showing he passed the APFT
- Certificate of Training dated 1 February 2020, which shows he completed the Distributed Leader Course (DLC) II
- Personnel Action Tracker – Exception to Policy (ETP) for enlisted promotion, effective date 1 December 2020, containing remarks stating on:
  - 22 January 2021 – service member [applicant] not on Order of Merit List (OML) return without action
  - 13 May 2021 – quality assurance/control; printed prepped for battalion commander
  - 24 May 2021 – emailed to brigade for further processing
  - 30 June 2021 – placed on AGR tracker as of 23 June 2021
  - 2 August 2021 – on AGR tracker "pending review" status
- Orders Number 344-018 dated 9 December 2020, assigned the applicant to duty position Advanced Culinary Noncommissioned Officer (NCO), Military Occupational Specialty (MOS) 92G30 (Food Service Specialist), and paragraph-line number 202-02, AGR Position Grade E-6, effective 1 December 2020
- Order Number 0000869361.00 dated 9 December 2020, changed the applicant's duty position to paragraph/line number 202/02, Advanced Culinary NCO, effective 1 December 2020

- DA Form 1059 (Service School Academic Evaluation Report) dated 5 February 2021, which shows he completed the Culinary Specialist course
- Orders Number 074-008 dated 15 March 2021, which shows he was ordered on active duty in an AGR status to report to "CDR, FSC 386th Engineer Battalion, TXARNG", in a position grade of E-6, with a report date on 1 April 2021; the purpose shows AGR permanent change of station
- Exception to Policy for Enlisted Promotions Checklist showing the documents he enclosed
- DA Form 4187 (Personnel Action) dated 27 April 2021, which shows he submitted a promotion ETP request for temporary promotion in accordance with (IAW) National Guard Bureau (NGB), Army National Guard (ARNG)-HRH memo Revised Consolidated ETPs Concerning ARNG Enlisted Promotions During the Coronavirus
- DA Form 4856 (Developmental Counseling Form) dated 27 April 2021, which shows the applicant was counseled regarding his ETP request for enlisted promotion based on the inability to attend the required Professional Military Education (PME) for promotion due to travel and training restrictions as a result of COVID-19; the applicant agreed he would complete MOS 92G Advanced Leader Course no later than 1 December 2022
- Order Number 0001261354.00 dated 1 July 2021, which changed his duty position to Advanced Culinary NCO, effective 1 July 2021
- DA Form 1059 dated 29 August 2021, showing he completed the 92G Advanced Leaders Course (ALC) on 29 August 2021
- Personnel Action Request Dashboard screenshot showing his special promotions request was cancelled on 1 April 2022
- DA Form 1559 (Inspector General (IG) Action Request) dated 5 May 2022, showing he requested IG assistance with his promotion to the rank of SSG; the entire DA Form 1559 can be reviewed and considered within the supporting documents
- Order Number 0001994203.00 dated 18 August 2022, promoted the applicant to rank/grade of SSG/E-6, effective 7 February 2022
- Office of the IG letter dated 18 August 2022, which states, the IG office was informed that the applicant's promotion order had been published with an effective date of 7 February 2022; at that time his request was considered complete, and the case would be closed
- AGR Required Enlisted Promotion Packet Checklist showing the status of required forms and documents
- AGR Soldier Reassignment/Transfer Action Information for Orders document showing the applicant's pertinent data
- Medical Protection System - Individual Medical Readiness document showing the applicant's medical readiness information and data

FACTS:

1. The applicant did not file within the 3-year time frame provided in Title 10, U.S. Code, section 1552(b); however, the Army Board for Correction of Military Records (ABCMR) conducted a substantive review of this case and determined it is in the interest of justice to excuse the applicant's failure to timely file.
2. The applicant states, in part:
  - His current E-6 DOR is 7 February 2022, and he strongly believes it should be backdated effective 13 March 2021
  - By 13 March 2021, he had completed DLC and was Duty MOS Qualified in his assigned paragraph/line number, which was an E-6 92G position
  - He submitted a Personnel Policy Operational Memorandum (PPOM) packet to be promoted, without PME completion, which was denied 6 months later as he was erroneously not listed on the OML due to a Human Resources systems blackout
  - He completed ALC 29 August 2021 and was still not given a promotion for his paragraph/line number due to Brigade S1 personnel "U5" coding him, which kept him off the OML yet again
  - He is seeking to retroactively back dated to his promotion to either honor the PPOM packet submitted or at least give him the DOR effective upon ALC completion
  - He wrote a quote from his IG complaint made on a DA Form 1559 dated 5 May 2022 (which can be reviewed in its entirety within the supporting documents)
  - He is now serving in an E-7 position for which he boarded and cannot promote until he has 36 months time in grade
  - He must wait until February of 2022; however, if his records were corrected, he would be able to get an E-7 DOR backdated
  - His full-time officer in charge has directed him to complete this record correction packet request in order to be fully qualified in his position
3. A review of the applicant's service record shows:
  - On 30 June 2014, the applicant enlisted in the Texas ARNG (TXARNG)
  - On 27 October 2014, he entered active duty for training
  - DD Form 214 (Certificate of Release or Discharge from Active Duty) shows he was released from active duty training and was transferred to his TXARNG unit on 21 April 2015; item 11 (Primary Specialty) shows he was awarded MOS 88M (Motor Transport Operator)
  - On 26 September 2018, he completed the Basic Leader Course
  - On 21 March 2019, Orders Number 080-025 promoted the applicant to the rank of SGT, effective on with a DOR of 13 March 2019

- On 10 October 2019, Orders Number 283-031, ordered the applicant to FTNG duty in an AGR status for 3 years with a report date on 16 October 2019
- On 1 February 2020, he completed DLC II
- On 5 February 2021, he completed the Culinary Specialist course
- On 11 February 2021, he completed DLC III
- On 7 May 2021, Order Number 0001166126.00 changed the applicant's Primary MOS to 92G, effective 5 February 2021
- On 29 August 2021, the applicant completed Culinary Specialist ALC
- On 10 August 2022, Orders Number 222-1606 continued the applicant's AGR Tour in AGR position grade E-6 with an active duty commitment from 16 October 2022 to 29 June 2026
- On 18 August 2022, Order Number 0001994203.00 promoted the applicant to the rank/grade of SSG/E-6, effective 7 February 2022
- On 2 May 2024, the applicant completed Culinary Specialist Senior Leader Course
- On 11 February 2025, Order Number 0021862891.00 promoted the applicant to the rank/grade of sergeant first class (SFC)/E-7, effective 7 February 2025
- On 7 May 2025, he extended for 1 year which changed his expiration term of service to 29 June 2029

4. On 4 June 2025, the NGB, Chief, Special Actions Branch provided an advisory opinion for this case and recommended partial approval. The NGB official stated:

a. The applicant, a member of the TXARNG, requests DOR adjustment to his SSG promotion. The applicant claims he completed all the necessary requirements IAW Army Regulation (AR) 600-8-19 (Enlisted Promotions and Reductions), to include Personnel Policy Operational Memorandum 21-008 to be promoted on 13 March 2021.

b. He states that he had completed the DLC on 13 March 2021 and was duty MOS qualified in his assigned paragraph/line number of 92G in a SSG position. He additionally states he had submitted a promotion packet to be promoted without PME in accordance with PPOM 21-008. The applicant claims his promotion packet was erroneously not listed on the OML due to a Human Resources system blackout.

c. The applicant later completed the ALC on 29 August 2021 but was still not promoted to SSG because he had been "U5" coded by the brigade S1. U5 coded means that the applicant had not yet completed the required PME for the next higher grade and therefore cannot be promoted to the next higher grade until the require PME is completed.

d. AR 600-8-19, section 1-29, dated 16 May 2019 (Noncommissioned Officer Professional Development System requirement for promotion), states that SSD/DLC2 is

an eligibility requirement for recommendation to SSG, and graduation of ALC is a promotion requirement to SSG.

e. PPOM 21-008 (AR), paragraph 7, states that the requirements to complete the requisite PME course listed AR 600-8-19, to qualify for promotion pin-on for the ranks of SSG/E-6, and SFC/E-7, were temporarily suspended. Additionally, the temporary suspension does not diminish the importance of completing required PME to sustain a professional corps, and it does not relieve NCOs from ultimately completing the appropriate level of PME required for the grade to which promoted.

f. A review of the applicant's claim was conducted by the TXARNG AGR services office and the Enlisted Personnel Management Branch and concluded that they found no evidence to support the applicant's claim due to the following.

(1) The applicant was eligible for promotion in Fiscal Year (FY) 2020, however he was listed as "NO DLC/SSD-2 [Structured Self-Development] or missing date". The SSD2 was not updated in Integrated Personnel and Pay System – Army (IPPS-A) before the cutoff time.

(2) The applicant claimed that he was U5 coded, however the TXARNG found no evidence of that.

(3) There was no evidence that the applicant submitted an admin correction personnel action request (PAR) in IPPS-A requesting an update of his PME to show DLC-2 completion.

(4) The TXARNG confirms that the applicant completed DLC-2 in February 2020, and the certificate was added to his records, but not into IPPS-A until September 2021 with an effective date of 1 February 2020.

(5) The TXARNG additionally confirms that the applicant did submit a promotion packet that was put on hold until FY22 OML. The applicant did populate in FY22 and was promoted to SSG in February 2022.

g. A review of the applicant's claim was also conducted by the ARNG Enlisted Policy Branch, and they concluded the following.

(1) The applicant completed ALC on 29 August 2021 and should be promoted to SSG if he was considered for promotion. The promotion to SSG upon completion of ALC is based on PPOM 21-061 and AR 600-8-19.

(2) The ARNG Enlisted Policy Branch finds that there is some evidence to support the applicant's primary request to be promoted to SSG with an earlier DOR per

PPOM 21-008 which allows the Soldier to be promoted to SSG without completion of PME due to the Coronavirus outbreak. The DOR would be the date the ETP was approved. A counseling statement (DA Form 4856) dated 27 April 2021, and a personnel action request (DA Form 4817) dated 27 April 2021 in the applicant's ABCMR claim requesting an ETP per PPOM 21-008 support the applicant's claim of a DOR adjustment.

h. It is the recommendation of this office that the applicant's request to have his DOR adjusted be partially approved. The applicant's request to have his DOR adjusted with an earlier date of 13 March 2021 per PPOM 21-008 was denied due to the applicant not being on an OML, however the applicant's second request date of 29 August 2021 should be taken into consideration and recommended as approval as the applicant was fully PME qualified per AR 600-8-19 when the applicant completed ALC.

i. The opinion was coordinated with the TXARNG AGR Services office, TXARNG enlisted personnel office, and the ARNG Enlisted Personnel branch.

5. On 10 June 2025, the applicant was provided with a copy of the NGB advisory opinion, correspondence, and communication to allow for comments or rebuttal. He did not respond.

#### BOARD DISCUSSION:

1. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found that partial relief was warranted. The applicant's contentions, the military record, and regulatory guidance were carefully considered. The Board concurred with the National Guard Bureau's advising official to grant the applicant a DOR for promotion to SSG with a DOR of 29 August 2021 noting the following:

a. The applicant was eligible for promotion in FY 2020, however he was listed as "NO DLC/SSD-2 [Structured Self-Development] or missing date". The SSD2 was not updated in Integrated Personnel and Pay System – Army (IPPS-A) before the cutoff time.

b. The applicant claimed that he was U5 coded, however the TXARNG found no evidence of that.

c. There was no evidence that the applicant submitted an admin correction PAR in IPPS-A requesting an update of his PME to show DLC-2 completion.

d. The TXARNG confirms that the applicant completed DLC-2 in February 2020, and the certificate was added to his records, but not into IPPS-A until September 2021 with an effective date of 1 February 2020.

e. The TXARNG additionally confirms that the applicant did submit a promotion packet that was put on hold until FY22 OML. The applicant did populate in FY22 and was promoted to SSG in February 2022.

2. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found that the portion of the applicant's request to adjust his DOR to 31 March 2021 was not warranted. The Board carefully considered the applicant's record of service, documents submitted in support of the petition, and executed a comprehensive review based on law, policy, and regulation. The evidence of record and documents provided by the applicant does not support his contention to justify correcting Department of the Army records to show his DOR for SSG as 31 March 2021.

BOARD VOTE:

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
::	:	:	GRANT FULL RELIEF
XX	:XX	:XX	GRANT PARTIAL RELIEF
::	:	:	GRANT FORMAL HEARING
	:	:	DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

1. The Board determined the evidence presented is sufficient to warrant partial relief. As a result, the Board recommends that all Department of the Army and Army National Guard records of the individual concerned be corrected by issuing promotion orders with an effective date and DOR of 29 August 2021 with applicable back pay and allowances.

2. The Board further determined that the evidence presented is insufficient to warrant a portion of the requested relief. As a result, the Board recommends denial of so much of the application that pertains to amending his date of rank and effective date of rank to 13 March 2021.



X //signed

CHAIRPERSON

Signed by:

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. Title 10, U.S. Code, section 1552(b), provides that applications for correction of military records must be filed within 3 years after discovery of the alleged error or injustice. This provision of law also allows the ABCMR to excuse an applicant's failure to timely file within the 3-year statute of limitations if the ABCMR determines it would be in the interest of justice to do so.

2. AR 600-8-19 (Enlisted Promotions and Reductions) dated 16 May 2019, prescribes the enlisted promotions and reductions function of the military personnel system. In pertinent part:

a. Paragraph 1-14 (Date of rank and effective date) states, on advancement, promotion, reduction, and grade restoration, the DOR for advancement and promotion to a higher grade is the date specified in the instrument of promotion or, when no date is specified, is the date of the instrument of promotion. The DOR and effective date will be the same, unless otherwise directed by this regulation. If the effective date is prior to the date of the promotion instrument in the case of Soldiers being promoted to the ranks of SGT and SSG: the promotions section will initiate a DA Form 4187 or memorandum to the promotion authority, explaining the specific reason for the delay. The DA Form 4187 or memorandum will be signed by the Commander or designated representative. Once the promotion authority approves the request, he or she will indicate the approval on a DA Form 4187 or memorandum to the promotions section. The promotions section will then publish the promotion order. The promotion order will cite, along with other applicable authority, DA Form 4187 or the memorandum. DA Form 4187 or memorandum and promotion instrument will be filed in the Army Military Human Resource Record.

b. Paragraph 1-29 (Noncommissioned Officer Professional Development System requirement for promotion and conditional promotion) states, except for promotions completed under the provisions of paragraphs 1-18, 1-19, 1-20, 1-22, 3-5, and 8-3, Soldiers (all components) must complete the following professional military education (PME) courses:

- Completion of SSD/DLC 2 is an eligibility requirement for recommendation to SSG
- Graduation of the Advanced Leaders Course is a promotion requirement to SSG.

c. The Deputy Chief of Staff, G1 may announce Army-wide suspension to the PME requirements outlined in this paragraph when circumstances (such as operational environment, funding, and training capacity) warrant.

d. Paragraph 1-36 (Temporary promotion) states, the DCS, G-1 may, during specified periods designated in writing, authorize temporary promotions to the grade of SGT and above. A temporary promotion is a promotion to the next higher grade that terminates on a specified date unless an established requirement is met. A temporary promotion authorized under this provision will remain until such time the condition is met, at which point the promotion is permanent, or the promotion expires, whichever occurs first. Temporary promotions that expire require the Soldier to revert to their former grade.

3. NGB Memorandum – Subject: Revised Consolidated Exceptions to Policy Concerning ARNG Enlisted Promotions During the Coronavirus (COVID-19) Outbreak (PPOM Number 21-008) dated 17 February 2021, states the ARNG G1, in close coordination with the ARNG Command Sergeant Major, extends the following temporary changes to minimize delayed promotion eligibility due to travel and training restrictions established to protect the force and preserve readiness (reference 1c, Headquarters, Department of the Army memorandum (Temporary Suspension of PME Requirements for ARNG NCO, 23 March 2020), as a result of COVID-19. In pertinent part:

a. Paragraph 7 (Promotion without requisite PME) states, pursuant to the authority set forth in reference 1c the requirement to complete the requisite PME course, listed in reference 1b (AR 600-8-19), paragraph 1-29a, to qualify for promotion pin-on for the ranks of SSG/E6, and SFC/E7, is temporarily suspended.

(1) Soldiers must be selected for and serving in a higher graded position as a result of a Select, Train, Educate and Promote selection or competed for and was selected as a result of a State Wide Vacancy Announcement.

(2) Soldiers are otherwise eligible for promotion for the grade being promoted to in accordance with reference 1b.

b. During this period of suspension, Soldiers are eligible for promotion to the rank of SSG/E-6, and SFC/E-7, without regard to PME completion.

//NOTHING FOLLOWS//