

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 29 January 2025

DOCKET NUMBER: AR20240005315

APPLICANT REQUESTS: correction of his DD Form 4 (Enlistment/Reenlistment Document – Armed Forces of the United States) for his enlistment in the Army National Guard (ARNG) to reflect his pay grade of E-5.

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

- DD Form 149 (Application for Correction of Military Record)
- National Guard Bureau (NGB) Memorandum, Subject: Announcement of Fiscal Year 2022 (FY22) ARNG Accession Options Criteria (Personnel Policy Operational Memorandum (PPOM)) 21-047)
- DD Form 4 for enlistment on 11 February 2022
- Headquarters (HQs), 2nd Brigade Combat Team, 82nd Airborne Division Orders Number 060-076
- DA Form 1059 (Service School Academic Evaluation Report) for Basic Leaders Course (BLC)
- HQs, U.S. Army Garrison, Fort Bragg Orders Number 138-0317
- DD Form 214 (Certificate of Release or Discharge from Active Duty) for service ending 4 August 2022
- Arizona (AZ) ARNG Memorandum, Subject: Request – change to Inter-Service Recruit (ISR) Accession

FACTS:

1. The applicant states he requests the correction of his DD Form 4 for his enlistment in the ARNG dated 11 February 2022 to reflect his pay grade of E-5. While in the Regular Army (RA), he enlisted in the ARNG on 11 February 2022, at the time his rank/grade was specialist (SPC)/E-4. The contract was to take effect after his expiration term of service of 4 August 2022 from the RA. He was then promoted to the rank/grade of sergeant (SGT)/E-5 on 1 March 2022 and completed the BLC in April 2022. He was honorably released from active duty and his DD Form 214 shows his rank/grade as SGT/E-5. Because his enlistment contract to the ARNG was not properly updated with his new rank/grade, he was accessed into the ARNG in the rank/grade of SPC/E-4. He submitted a request to the AZARNG G1 to correct his rank/grade; however, it was denied by the Deputy Chief of Staff. According to the FY22 ARNG Access Options

Criteria policy, he met the requirement as a prior service to enlist in the ARNG in the rank/grade SGT/E-5.

2. A review of the applicant's service record shows:

a. On 25 March 2019, the applicant enlisted in the RA.

b. Enlisted Record Brief shows the applicant was promoted to the rank of SGT effective 1 March 2022.

c. On 11 February 2022, the applicant enlisted in the ARNG in the grade of E-4. Section B (Agreements) 8b (Remarks) stated the effective date of his enlistment would be one day following his current expiration term of serve date of 4 August 2022, therefore the effective date of the contract was 5 August 2022.

d. DA Form 5691 (Request for Reserve Component Assignment Orders) shows the applicant in the rank of SPC volunteered to accept assignment to the ARNG upon completion of his active service in primary Military Occupational Specialty (MOS) of 11B1 (Infantryman skill level 1) with the same assignment MOS.

e. On 1 March 2022, Orders Number 060-076, issued by HQs, 2nd Brigade Combat Team, 82nd Airborne Division, the applicant was promoted to the rank/grade of SGT/E-5, effective on with a date of rank of 1 March 2022.

f. DA Form 1059 shows the applicant achieved the Commandant's list at the BLC in the rank of SGT during the period of 15 March through 8 April 2022.

g. On 18 May 2022, Orders Number 138-0137, HQs, U.S. Army Garrison, Fort Bragg, the applicant was assigned to the U.S. Army transition center in the rank of SGT, effective 19 May 2022, for release from active duty, effective 4 August 2022.

h. On 4 August 2022, the applicant was honorably released from active duty and assigned to the U.S. Army Reserve Control Group (Reinforcement). DD Form 214 shows the applicant completed 3-years, 4-months, and 10-days of active service. It also shows in:

- Item 4a (Grade, Rate or Rank): SGT
- Item 4b (Pay Grade): E5
- Item 12i (Effective Date of Pay Grade): 1 March 2022

i. On 13 October 2022, Orders Number 2090329, issued by the AZARNG AUGEO Army Element Joint Force HQs, the applicant's initial assignment for immediate reenlistment was effective 5 August 2022 in the rank of SPC.

j. On 5 July 2023, the applicant extended his enlistment in the ARNG in the rank/grade of SPC/E-4.

k. On 12 September 2023, Orders Number 04-3255-00169, issued by the Joint Force HQs – AZ Office of the Adjutant General, the applicant was ordered to Full Time National Guard Duty – Other Training Duty in the rank of SPC, effective 18 September 2023 for pre-mobilization training.

l. On 18 September 2023, Orders Number 04-261-0042, issued by the Joint Force HQs – AZ Office of the Adjutant General, the applicant was ordered to active duty in support of Operation Enduring Freedom (Spartan Shield) in the rank of SPC with the date of rank of 5 August 2022, effective 29 September 2023.

m. On 8 March 2024, the applicant extended his enlistment in the ARNG in the grade E-4.

n. On 26 June 2024, Orders Number 8618088, issued by the AZARNG, the applicant was promoted to the rank/grade of SGT/E-5, effective on with a date of rank of 7 June 2024.

o. On 11 September 2024, the applicant was honorably released from active duty. DD Form 214 shows the applicant completed 11-months and 13-days of active service. It also shows in:

- Item 4a: SGT
- Item 4b: E5
- Item 12i: 7 June 2024

p. Soldier Management Services - WEB Portal (SMS WEB) shows the applicant rank as SGT with a date of rank of 7 June 2024.

3. The applicant provides:

a. NGB Memorandum, Subject: Announcement of FY22 ARNG Accession Options Criteria (PPOM 21-047) which states in paragraph 3-17 (Enlistment pay grade for Reserve component enlistment),

(1) Prior service applicants may enlist up to the previous grade held at the time of last separation or discharge and no higher than the authorized grade of the position, unless the higher grade is authorized.

(2) Prior service applicant may enlist in a valid position vacancy in their current grade if there is no projected fill from a valid and current enlisted promotion list.

(3) Emphasis was placed on meeting MOS requirements in order to conform with Department of the Army Pamphlet 611-21 (Military Occupational Classification and Structure) and SGT/E-5 must be a graduate of BLC.

b. AZARNG Memorandum, Subject: Request – change to ISR Accession, dated 27 March 2024 states the request to change the ISR accession for the applicant was denied. The G1 will remove the DD Form 4 that was uploaded into his Army Military Human Resources Record (AMHRR) on 30 January 2024. The G1 completed the accession with the valid contract documents in his AMHRR. Because of discrepancies with the DD form 4 provided to the G-1 reflecting his grade as E5, it was determined that document was invalid.

4. On 2 December 2024, in the processing of this case, the NGB, provided an advisory opinion regard the applicant's request for the correction of his DD Form 4 dated 11 February 2022.

a. The advisory official recommended disapproval, the applicant signed the DD Form 4 that stated he was enlisting in the ARNG in the pay grade of E-4, and PPOM 21-047, paragraph 3-17 states "prior service applicants may enlist up to the previous grade of the position, unless a higher grade is authorized in Army Regulation (AR) 601-210 (Regular Army and Reserve Components Enlistment Program)." It also states that prior service applicant's may enlist in a valid position vacancy in their current grade if there is no projected fill from a valid and current enlisted promotion list.

b. The applicant had signed an enlistment contract for an E-4 position in the ARNG. Additionally, the AZARNG did have an active promotion list with projected fills already assigned to 11B positions. There was an amended DD Form 4 that was uploaded to the applicant's iPERMS, which upon review, was removed because the authenticity was questionable. Due to the irregularities in the processing of this document, it was removed from his iPERMS because the document was uploaded to iPERMS by a Soldier not affiliated with one of AZARNG's Reserve Component Career Counselors.

c. The applicant completed a Standby Advisory Board request, which was approved. He was boarded and incorporated into the promotion list and subsequently promoted to the rank of SGT in the AZARNG, effective 7 June 2024.

5. On 6 December 2024, the Army Review Boards Agency, Case Management Division, provided the applicant the advisory opinion for review and comment. The applicant has not responded.

BOARD DISCUSSION:

1. After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found that relief was warranted. The Board carefully considered the applicant's record of service, documents submitted in support of the petition and executed a comprehensive and standard review based on law, policy and regulation. One possible outcome was to deny relief based on the advising official recommendation noting the applicant was promoted June 2024. However, upon review of the applicant's petition, available military records and National Guard Bureau- Special Actions Branch advisory opinion, the Board notwithstanding the recommendation for disapproval based on the applicant's signed contract indicating enlistment at the E-4 grade and the presence of projected fills on the AZARNG promotion list, found sufficient evidence to grant relief.
2. The Board noted, the applicant's service record clearly shows he was promoted to the rank of SGT/E-5 on 1 March 2022 while still serving on active duty in the Regular Army. He successfully completed the Basic Leader Course (BLC), achieving Commandant's List honors, and was assigned to the transition center in the rank of SGT prior to his separation on 4 August 2022. His DD Form 214 accurately reflects his grade as E-5 at the time of separation. Although the applicant enlisted in the ARNG in the grade of E-4, the Board found that this discrepancy was not due to a lack of qualification or eligibility, but rather administrative oversight or misalignment with available position vacancies.
3. The Board determined, the applicant met all regulatory requirements for enlistment at the E-5 grade, including MOS qualification and completion of BLC, as outlined in PPOM 21-047 and Army Regulation 601-210. Furthermore, the applicant was later promoted to SGT/E-5 in the ARNG on 7 June 2024, validating his continued eligibility and performance. During discussion, the Board acknowledged the irregularities in the processing of the DD Form 4 and the removal of an amended version from iPERMS due to procedural concerns. However, given the applicant's documented rank at the time of separation, his qualifications, and the subsequent promotion within the ARNG, the Board determined that the original enlistment grade of E-4 does not accurately reflect his status and merits correction. Therefore, the Board grants relief to correct the applicant's DD Form 4 to reflect his pay grade as E-5 at the time of enlistment into the ARNG.

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 to show his DD Form 4 (Enlistment/Reenlistment Document – Armed Forces of the United States) enlistment in the Army National Guard (ARNG) with his pay grade of E-5.

//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.

REFERENCES:

1. AR 601-210 (Regular Army and Reserve Components Enlistment Program) in effect at the time, 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).

a. Paragraph 6-15 (Correction of errors on enlistment forms), to correct errors found after applicant has enlisted and forms are distributed, the following procedures apply:
a. An immediate commander or designee may correct minor administrative and typographical errors found after distribution of forms. DA Form 4187 (Personnel Action)

will be completed, and DD Form 4 or DD Form 1966 will be corrected for RA and ARNG. A copy of the approved DA Form 4187 will be forwarded to Commander, U.S. Army Human Resources Command. A new DD Form 4 will be prepared for USAR. The revised page of DD Form 4 or its entirety will be completed, to include confirmation of enlistment. The date entered in item 16c by the enlisting officer will reflect the actual date that the oath on the revised DD Form 4 was administered. "CORRECTED COPY" will be printed in block letters at the top and bottom of each corrected page of the revised DD Form 4. The corrected pages of the DD Form 4 will be attached to the original DD Form 4. Corrections made to ARNG enlistment documents will be submitted to The Adjutant General's office.

b. Paragraph 8-7 (Correction of enlistment grade), correction of enlistment grade, after enlistment documents have been executed, is accomplished by a promotion or reduction action via an applicable human resources system self-service application. Enlistment documents will not be altered to reflect the different grade. Comply with appropriate provisions of AR 600–8–19. Assistance in establishing an individual's eligibility for a different grade based on enlistment contract and supporting documents may be requested from the DCS, G–1 (DAPE–MPA). Requests must include copies of substantiating documents or statements. The Servicemember will be advised of the right to apply to the Army Board for Correction of Military Records, when all other administrative remedies have been exhausted.

2. National Guard Regulation 600-200 (Enlisted Personnel Management), establishes standards, policies, and procedures for the management of the ARNG and the Army National Guard of the United States (ARNGUS) enlisted Soldiers. Paragraph 1-7 (Enlistment into the Army National Guard), the policy governing enlistment into the Army National Guard for Prior Service (PS), Non-Prior Service (NPS) and Glossary Non-Prior Service (GNPS) enlistments is found in AR 601-210. The ARNG Accession Options Criteria is published for each Fiscal Year (FY) by the ARNG.

3. AR 600-8-19 (Enlisted Promotions and Reductions) in effect at the time,

a. Paragraph 1-14 (Establishing a grade entry date upon enlistment), on enlistment in the Army (any component) of a former enlisted member of the Armed Forces, other than the Army, if enlisted in the:

(1) RA, the Grade Entry Date (GED) of the enlistment grade is the date of enlistment in the RA.

(2) ARNG and enlists:

(a) More than 24 months after discharge, the GED of enlistment grade is the date of enlistment.

(b) Within 24 months of the last discharge in the same grade held at the discharge, the GED will be adjusted to reflect the original GED plus elapsed time since discharge.

(c) Within 24 months of last discharge in a grade lower than held at discharge, the GED will be adjusted to reflect the original GED (of the grade in which enlisting) plus elapsed time since discharge.

b. Paragraph 1-15 (Establishing a grade entry date upon subsequent enlistment or reenlistment), on subsequent enlistment or reenlistment, a. Without a break in military service of more than 90-days, the Soldier retains the GED formerly known as the date of rank, of the grade held prior to reenlistment.

c. Paragraph 6-13, this section provides for special advancements and promotions. They are used in special circumstances and are made without regard for regular promotion criteria. When a Soldier is eligible for more than one special promotion or advancement (or higher enlistment grade per AR 601-210), the Soldier is awarded the highest grade for which eligible. a. Soldiers will be advanced or promoted to higher ranks when verified that they enlisted or reenlisted in a grade lower than that authorized, or claimed eligibility for enlistment in a higher grade, but did not have the required supporting documentation. Documents must be presented within 1-year after the enlistment date to validate entitlement to the higher grade. All the conditions, and thus the entitlement, must have existed prior to the date of enlistment. The GED will be the same as the date of enlistment. The advancement will not be effective earlier than the date of signature by the authenticating officer, except when a retroactive date is approved by the next higher promotion.

4. PPOM 21-047 (Announcement of FY22 ARNG Accession Options Criteria states

a. Prior Service (PS) applicants may enlist up to the previous grade held at the time of last separation or discharge and no higher than the authorized grade of the position, unless a higher grade is authorized in AR 601-210. When no vacant positions are available, prior service applicants are authorized to enlist in a position two grades below the grade held at the time of last separation or discharge. Exceptions to this may be granted by the Deputy ARNG, delegated to the Adjutant General.

b. PS applicants may enlist in a valid position vacancy in their current grade if there is no projected fill from a valid and current enlisted promotion list. Coordination of this is through State enlisted promotion manager. PS applicants requesting to enlist in a position projected to be filled from a valid and current enlisted promotion list requires approval from the State Command Sergeant Major, prior to enlisting. The enlisted promotion manager at the state G1 must provide a memorandum that authorizes any

pay grade above E-5. PS applicants will meet the MOS requirements and be a SGT/E-5 graduate of BLC.

//NOTHING FOLLOWS//