

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 12 March 2025

DOCKET NUMBER: AR20240006901

APPLICANT REQUESTS: correction of her DD Form 4 (Enlistment/Reenlistment Document Armed Forces of the United States), dated 27 March 2024, to show she reenlisted in the rank/grade of staff sergeant (SSG)/E-6 vice sergeant (SGT)/E-5 for entitlement to the Selective Reenlistment Bonus (SRB) at the higher grade.

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

- DD Form 149 (Application for Correction of Military Record)
- Self-authored statement
- Military Personnel (MILPER) Message Number 23-479 (SRB) Program
- DD Form 4
- Department of the Army Orders Number 7940612

FACTS:

1. The applicant states on 27 March 2024, she reenlisted for 6-years for a tier 10 SRB in the amount of \$53,700.00 in the rank of SGT. She was promoted with a special promotion to the rank of SSG on 25 April 2024 which was backdated to 1 December 2023 due to no fault of her own.

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

- a. On 11 March 2019, the applicant enlisted in the Regular Army (RA) for 4-years.
- b. On 11 March 2019, Orders Number 9070025, issued by the Military Entrance Processing Station, the applicant was assigned to Fort Jackson, SC for attendance at Basic Combat Training.
- c. On 2 October 2019, Orders Number 20275-135, issued by Headquarters (HQs), U.S. Army Maneuver Center of Excellence, the applicant was awarded the Parachutist badge with her Military Occupational Specialty (MOS) 68W (Combat Medic Specialist).
- d. On 30 March 2021, Orders Number 089-177, issued by HQs, U.S. Army Garrison Fort Bragg, the applicant was assigned to HQs and HQs Detachment, Student, 3rd

Battalion, 1st Special Warfare Training Group, Fort Bragg for the purpose of reclassification training into MOS 38B (Civil Affairs), the Soldier will attend 38B MOS training class 003-2021 during the period of 7 June 2021 through 7 June 2022.

e. DA Forms 1059 (Service School Academic Evaluation Report) shows the applicant achieved course standards at the course during the period of:

- 12 October 2021 through 14 January 2022 Civil Affairs Specialist Phase I
- 17 January through 25 March 2022 Civil Affairs Specialist Phase II
- 27 March through 19 April 2022 Civil Affairs Specialist (SLUSS-TILLER)
- 16 May through 14 November 2022 Basic Special Operations Language Arabic
- 21 through 23 November 2022 Civil Affairs Medical Sergeant
- 12 January through 11 October 2023 Special Operations Combat Medic Additional Skill Identifier W1
- 17 January through 13 March 2024 Civil Affairs Medical Sergeant

f. On 27 March 2024, the applicant reenlisted in the RA for 6-years in the rank/grade of SGT/E-5 with the reenlistment bonus control number [REDACTED].

g. DA Form 4789 (Statement of Enlistment to Retention Incentive) shows the applicant would receive a 38W bonus in the amount of \$53,700.00 for a service obligation of 2 March 2026 through 26 March 2030 in accordance with MILPER Message Number 23-479 tier 10 with her reenlistment in the rank of SGT.

h. On 27 March 2024, Orders Number 7684485, issued by the Department of the Army, the applicant was assigned to the HQs and HQs Company, 95th Civil Affairs, effective 29 April 2024 in an excess position in the rank of SGT.

i. On 25 April 2024, Orders Number 7940612, issued by the Department of the Army, the applicant was promoted to the rank/grade of SSG/E-6, effective 1 December 2023 due to her Civil Affairs Qualification Course.

j. On 29 April 2024, Orders Number 7684485.01, issued by the Department of the Army, amended the original orders which corrected the applicant's rank to SSG.

3. The applicant provides: MILPER Message Number 23-479 effective during the period of 21 November 2023 through 20 November 2024 states Soldiers reenlisting may be entitled to a SRB as depicted in paragraph 5. Soldier must currently possess the primary military occupational specialty (PMOS), rank and total active Federal service with the associated skill qualification identifier (SQI) or additional skill identifier (ASI) if any or be currently scheduled for training in the listed PMOS depicting a tier level in the table. Bonuses will not be paid until Soldiers have successfully graduated in the PMOS

and/or SQI or ASI that is associated with their bonus and if applicable been assigned to the specific location as identified. For MOS 38W tier 10 in the rank of SGT for 49 to 59 months the bonus was \$53,7000.00 and SSG for the same period the bonus was \$60,100.00. For 60 or more months the bonus was \$80,100.00 for SGT and \$90,000.00 for SSG.

4. On 28 February 2025, in the processing of this case, the U.S. Army Human Resources Command provided an advisory opinion regarding the applicant's request to correct her reenlistment contract to change her rank to SSG with the subsequent change to her SRB. The advisory official stated in order to authorize an antedated or corrected copy, the contract must be determined to be defective, unfulfilled, fraudulent or erroneous. Because all the information on the contract is correct at the time of her reenlistment, corrections of the contract is outside the scope of their authority. Had the applicant's promotion order been published in a timely manner, she would have been eligible for the higher SRB rate, which is within the scope of the Army Board for Correction of Military Records to direct relief. In their opinion, the applicant was adversely affected due to the delay in publishing of the promotion orders and had that been accomplished correctly she would have reenlisted for a higher SRB at the time of her reenlistment.

5. On 3 March 2025, the Army Review Boards Agency, Case Management Division, provided the applicant the advisory opinion for review and comment.

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. Upon review of the applicant's request, military records and the U.S. Army Human Resources Command- Deputy Chief OMD advisory opinion, the Board concurred with the advising official finding had the promotion orders been timely published, the applicant would have been eligible for the higher SRB rate. The Board found that the applicant was adversely affected by this delay, which was outside her control, and that equity requires correction of her reenlistment contract to reflect the grade of SSG/E-6.

2. The Board noted the applicant successfully completed extensive Civil Affairs and language training, culminating in promotion orders to SSG/E-6 effective 1 December 2023. However, due to administrative delay, her promotion orders were not published until after her reenlistment contract was executed, resulting in her reenlistment being processed at the lower grade of SGT/E-5. Based on the one, the Board determined

correction was warranted to align the applicant's record with her actual date of rank, ensure proper entitlement to the SRB at the higher tier, and remedy the injustice caused by administrative error. Therefore, the Board granted relief.

BOARD VOTE:

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
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 the Army records of the individual concerned to show correction to the applicant's DD Form 4, dated 27 March 2024, that she reenlisted in the rank/grade of staff sergeant (SSG)/E-6 vice sergeant (SGT)/E-5 for entitlement to the Selective Reenlistment Bonus (SRB) at the higher grade.

//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. Title 37 USC, section 331 (General bonus authority for enlisted members), (a) The Secretary concerned may pay a bonus under this section to a person, including a member of the armed forces, who:

- enlists in an armed force
- enlists in or affiliates with a reserve component of an armed force
- reenlists, voluntarily extends an enlistment, or otherwise agrees to serve for a specified period in a designated career field, skill, or unit of an armed force
- under other conditions of service in an armed force

2. Department of Defense Instruction 1304.31 (Enlisted Bonus Program), established policy, assigns responsibility, and prescribes procedures for a bonus payment.

a. Paragraph 3.1b (Eligibility), the Secretaries of the Military Departments may pay a bonus to a person or member who signs an agreement with the Secretary of the Military Department concerned to serve on active duty or in an active status of a specified period.

b. 3.1d (Payment Amounts), bonus amounts paid in accordance with a written agreement will:

- be fixed upon acceptance of the agreement by the Secretary of the Military Department concerned and may only be paid prospectively
- not be paid for any period of service in which a bonus has already been paid
- not exceed the amounts for each bonus type
- be in addition to any other pay and allowance to which the person or member is entitled
- be determined by the Secretary of the Military Department concerned

3. Army Regulation (AR) 601-280 (Army Retention Program), prescribes criteria for the Army Retention Program and sets forth policies and command responsibilities for immediate continued service of enlistment of Soldiers currently serving in the Regular Army (RA). Paragraph 3-11 (Reenlistment ranks and periods), a. Unless otherwise prescribed by this regulation or by special directive, the rank, title, date of rank, and NCO or specialist status for Soldiers upon immediate reenlistment in the RA will be the same as that held on the day of immediate reenlistment.

4. AR 600-8-19 (Enlisted Promotions and Reductions), prescribes enlisted promotion and demotion (previously known as reduction) functions. Paragraph 3-7 (Special Promotion Categories), h. Civil affairs (RA only). Soldiers in CMF 38 (Civil Affairs),

provided otherwise qualified in accordance with paragraph 1-11, are eligible for promotion as follows: (2) A SPC and/or CPL who is contracted as PMOS 38W Civil Affairs Medical SGT will be automatically promoted to SGT upon successful completion of the SOCM portion of the Civil Affairs Medical SGT Qualification Course without board appearance. The promotion authority for promotion in this paragraph is the CG, U.S. Army John F. Kennedy Special Warfare Center and School. Promotion to SGT for Soldiers who are contracted into PMOS 38W is conditioned upon successful completion of the SOCM portion of the Civil Affairs Medical SGT Qualification Course; failure to complete the remainder of the Civil Affairs Medical SGT Qualification Course will result in an administrative demotion. If previously removed from a recommended list to SGT, the Soldier will be reinstated to that list. (3) Soldiers (SGTs) holding either 38R or 38W PMOS will be automatically promoted to SSG without board appearance on the first day of the following month when all of the following requirements have been met:

- MOS 38W Civil Affairs Medical SGT Qualification Course graduate
- Award of PMOS 38W
- 36-months time in service
- 6-months time in grade

(4) SGTs who are graduates of ALC prior to attending the PMOS 38W Civil Affairs Medical SGT Qualification Course are eligible for promotion in their PMOS during the course of instruction, as long as fully qualified for such promotion in their PMOS. Soldiers who are not graduates of ALC prior to attending the 38W Qualification Courses, who have been boarded and recommended for promotion in their previous PMOS, will be promoted to SSG the 1st calendar day of the following month upon successful completion of all phases of their respective course and awarded the CMF 38 PMOS. Promotion to SSG based on achieving a cutoff score in an MOS before award of a CMF 38 PMOS will not be delayed pending completion of the 38W CAQC. (5) Soldiers promoted under the Civil Affairs special promotion category and later reduced must appear before a promotion board and, if integrated into the recommended list, will be promoted to SGT/SSG the 1st day of the following month.

5. MILPER Message Number 23-479 (Selective Retention Bonus (SRB) Program, message announces changes to the RA SRB program. Any changes to the SRB program will be announced in a subsequent MILPER Message. The message is effective on 21 November 2023 through 20 November 2024. Soldiers reenlisting under this paragraph may be entitled to a lump sum, flat-rate, SRB payment as depicted in paragraph 5. Bonuses that are identified for a specific location must adhere to the rules in paragraph 6. Soldiers must currently possess a Primary Military Occupational Specialty (PMOS), rank, and Total Active Federal Service (TAFS) (if listed in the following table) with associated Skill Qualification Identifier (SQI) or Additional Skill Identifier (ASI), if any, or be currently scheduled for training in the listed PMOS, SQI or ASI depicting a tiered level in the following table. If already PMOS qualified and

receiving a training bonus; there is no requirement to be on assignment instructions (AI) to the listed location at the time of reenlistment; the only requirement is that they be scheduled for the critical skill shortage training listed for that location. Bonuses will not be paid until Soldiers have successfully graduated the PMOS and/or SQI or ASI that is associated with their bonus, and if applicable, been assigned to the specific location as identified in the table below:

MOS	SQI	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
35G					7	0	0	0
35G	P			75TH RANGER REGT	8	0	0	0
35G	P			AIRBORNE POSITION	0	4	0	0
35G	3			SFAB	0	9	9	0
35L		G9			10	10	9	9
35L					7	7	0	0
35L	P			75TH RANGER REGT	0	0	7	7
35M			CTLANG 2/2 DLPT		7	7	4	4
35M			CM, RU, KP, AZ, PF		10	10	8	8
35M	P			75TH RANGER REGT	10	10	10	10
35M	P			AIRBORNE POSITION	0	0	7	7
35N					8	0	0	0
35N		C2			10	10	10	10
35P			CTLANG 2/2 DLPT		7	7	5	5
35P			CM, RU, KP, AZ, PF		10	10	10	10
35P	P			75TH RANGER REGT	10	10	10	10
35P	P			AIRBORNE POSITION	0	0	7	7
35S					7	4	0	0
35S	P			75TH RANGER REGT	0	7	0	0
35T					8	3	0	0
35T	3			SFAB	0	9	9	0
36B					2	0	0	0
36B				160TH SOAR	0	4	4	0
36B	P			75TH RANGER REGT	9	9	9	9
37F					10	10	9	8
38R					3	3	3	0
38R	P			75TH RANGER REGT	0	0	8	8
38W					10	10	10	0

38Z		W4			0	0	0	5
42A					1	0	0	0
42A				160TH SOAR	7	0	0	0
42A	P			75TH RANGER REGT	8	8	6	6
42A	P			AIRBORNE POSITION	6	0	0	0
MOS	SQI	ASI	LANG	LOCATION	SL1	SGT	SSG	SFC
42A	3			SFAB	0	0	0	8
42R					4	0	0	0
46T					2	0	0	0
46V					2	0	0	0
51C					0	2	2	0
56M					1	0	0	0
56M	P			75TH RANGER REGT	9	9	0	0
56M	P			SP OPNS CMD	0	3	0	0
68A					8	4	3	3
68C					6	4	0	0
68D					4	0	0	0
68E					1	0	0	0
68E	P			SP OPNS CMD	8	0	0	0
68F					5	0	0	0
68H					6	0	0	0
68J	P			AIRBORNE POSITION	4	4	4	0
68K					10	6	0	0
68L					9	0	0	0
68P					5	3	0	0
68Q					6	0	0	0
68S					8	0	0	0
68T					3	0	0	0
68T	P			75TH RANGER REGT	0	0	5	0
68V					4	4	0	0
68W		W1			0	5	5	0
68W					5	0	0	0
68W		W1		160TH SOAR	0	8	0	0
68W		W1		75TH RANGER REGT	0	8	8	8
68W	3			SFAB	0	8	0	0
68Y					4	3	0	0
74D	P			75TH RANGER REGT	10	10	0	0
74D	P			AIRBORNE POSITION	6	6	0	0

74D	3			SFAB	0	6	5	0
74D	P			SP OPNS CMD	0	8	7	0
88H					2	0	0	0
88K					2	2	0	0

5. The following table lists the SRB amounts associated with paragraph 4 of this message:

TIER LEVEL	RANK	12 TO 23 MONTHS	24 TO 35 MONTHS	36 TO 47 MONTHS	48 TO 59 MONTHS	60 OR MORE MONTHS
TIER 1	PFC	\$2,000	\$2,100	\$2,300	\$2,900	\$4,400
	SPC	\$2,000	\$2,200	\$2,500	\$3,200	\$4,800
	SGT	\$2,100	\$2,300	\$2,700	\$3,500	\$5,300
	SSG/SFC	\$2,100	\$2,400	\$3,100	\$3,900	\$5,900
TIER 2	PFC	\$2,000	\$2,500	\$3,300	\$4,300	\$6,400
	SPC	\$2,000	\$2,600	\$3,600	\$4,600	\$6,900
	SGT	\$2,100	\$2,700	\$3,900	\$5,100	\$7,600
	SSG/SFC	\$2,100	\$2,800	\$4,400	\$5,700	\$8,600
TIER 3	PFC	\$2,200	\$2,800	\$4,700	\$6,100	\$9,200
	SPC	\$2,300	\$3,100	\$5,200	\$6,600	\$9,900
	SGT	\$2,400	\$3,400	\$5,600	\$7,300	\$10,900
	SSG/SFC	\$2,500	\$3,800	\$6,400	\$8,300	\$12,400
TIER 4	PFC	\$2,600	\$4,100	\$6,700	\$8,700	\$13,200
	SPC	\$2,700	\$4,400	\$7,400	\$9,500	\$14,300
	SGT	\$2,800	\$4,800	\$8,200	\$10,500	\$15,700
	SSG/SFC	\$2,900	\$5,500	\$9,200	\$11,800	\$17,700
TIER 5	PFC	\$3,000	\$5,800	\$9,700	\$12,500	\$18,800
	SPC	\$3,100	\$6,400	\$10,600	\$13,700	\$20,500
	SGT	\$3,300	\$7,100	\$11,600	\$15,000	\$22,500
	SSG/SFC	\$3,700	\$7,800	\$13,000	\$16,900	\$25,300

TIER 6	PFC	\$3,400	\$7,300	\$11,400	\$17,900	\$26,800
	SPC	\$3,700	\$7,900	\$12,500	\$19,600	\$29,300
	RANK	12 TO 23 MONTHS	24 TO 35 MONTHS	36 TO 47 MONTHS	48 TO 59 MONTHS	60 OR MORE MONTHS
	SGT	\$4,100	\$8,800	\$13,700	\$21,600	\$32,300
	SSG/SFC	\$4,600	\$9,800	\$15,400	\$24,100	\$36,100
TIER 7	PFC	\$4,300	\$9,200	\$13,500	\$25,700	\$38,500
	SPC	\$4,700	\$9,900	\$14,700	\$28,000	\$41,800
	SGT	\$5,200	\$11,100	\$16,200	\$30,800	\$46,100
	SSG/SFC	\$5,800	\$12,400	\$18,200	\$34,600	\$51,700
TIER 8	PFC	\$4,700	\$10,200	\$15,800	\$32,100	\$48,000
	SPC	\$5,200	\$11,100	\$17,300	\$35,000	\$52,300
	SGT	\$5,700	\$12,300	\$19,000	\$38,600	\$57,700
	SSG/SFC	\$6,500	\$13,700	\$21,400	\$43,200	\$64,700
TIER 9	PFC	\$5,300	\$11,400	\$18,700	\$40,200	\$60,100
	SPC	\$5,800	\$12,400	\$20,400	\$43,800	\$65,400
	SGT	\$6,400	\$13,600	\$22,500	\$48,200	\$72,100
	SSG/SFC	\$7,200	\$15,300	\$25,100	\$54,100	\$80,900
TIER 10	PFC	\$5,900	\$12,600	\$22,000	\$44,700	\$66,800
	SPC	\$6,500	\$13,700	\$23,900	\$48,700	\$72,800
	SGT	\$7,200	\$15,200	\$26,400	\$53,700	\$80,100
	SSG/SFC	\$7,900	\$16,900	\$29,600	\$60,100	\$90,000
TIER 99	PFC	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
	SPC	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
	SGT	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
	SSG/SFC	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000

//NOTHING FOLLOWS//