

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 27 March 2025

DOCKET NUMBER: AR20240010610

APPLICANT REQUESTS: reconsideration of his previous request to correct his retirement orders and DD Form 214 (Certificate of Release or Discharge from Active Duty) to reflect retirement at the rank of first sergeant (1SG)/E-8 vice master sergeant (MSG)/E-8.

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

- DD Form 149 (Application for Correction of Military Record)
- Self-authored letter from Colonel (COL) Retired [REDACTED] - previously served as the Raleigh Recruiting Battalion Commander 2011-2013; the applicant served as one of his 1SGs from 2012 – 2015; references Army Regulation 614-200 (Enlisted Assignments and Utilization Management) as granting him the authority to laterally appoint the applicant to a 1SG position
- Self-authored letter from COL Retired [REDACTED] - previously served as the Raleigh Recruiting Battalion Commander from 2013 – 2015; the applicant served as one of his 1SGs during this period; he is aware of the guidance wherein he could award the "M" identifier to the applicant via DA Form 4187 (Personnel Action), however he does not recall receiving a request during his tenure; had such a request been submitted he would have approved it

FACTS:

1. Incorporated herein by reference are military records which were summarized in the previous consideration of the applicant's case by the Army Board for Correction of Military Records (ABCMR) in Docket Number AR20230007792 on 27 March 2024.

2. The applicant states in pertinent part that:

- the inappropriate actions of his predecessors prompted his short notice reassignment to the Winston Salem Recruiting Company as the 1SG
- upon his arrival, the former 1SG and several other senior noncommissioned officers were reassigned to various other units pending disciplinary action
- the management of these issues contributed to the oversight of his leadership to ensure that he was awarded the "M" identifier

- the "M" identifier was reflected on his evaluations, so he assumed the appropriate actions had been taken to update his records

3. A review of the applicant's available service records reflects the following:

- On 17 November 1993 – the applicant enlisted in the Regular Army
- On 19 July 2012 (Orders Number 201-21) – promoted the applicant to the rank/grade of MSG/E-8 with a 1 August 2012 date of rank
- On or about 10 January 2012 – the applicant was assigned as the 1SG, Winston Salem Recruiting Company
- On 27 October 2014 (Orders Number 300-0162) – reassigned the applicant to the Fort Bragg transition center at the rank of MSG pending separation processing; retired rank – MSG
- On 31 July 2015 – retired from military service; DD Form 214, item 4a./b. (Grade, Rate or Rank/Pay Grade) reflects: MSG/E-8; item 14 (Military Education) void of the First Sergeants Course

4. A review of the applicant's most recent Enlisted Record Brief (3 August 2015) Section I (Assignment Information) is void of the "M" Special Qualification Identifier (SQI); Section VI (Military Education) is void of the First Sergeant's Course. Likewise, there is no evidence he was awarded Special Qualification Identifier (SQI) "M."

5. On 27 March 2024, Docket Number AR20230007792, the Board denied the applicant's request noting that upon review of his petition and available military records, the Board determined that his records are absent evidence of his completion of the First Sergeant Course. Likewise, there is no evidence that he was awarded the SQI "M" (First Sergeant) (which is awarded upon successful completion of the First Sergeant Course). The Board noted the applicant's evaluations showing he served as a first sergeant. However, the Board determined based on regulatory guidance he did not meet the criteria for correction of his retirement orders and DD Form 214 to reflect that he retired as a 1SG vice a MSG.

BOARD DISCUSSION:

After reviewing the application, all supporting documents, and the evidence found within the military record, the Board found that relief was warranted. The applicant's contentions, the military record, and regulatory guidance were carefully considered. The Board determined the applicant provided sufficient evidence and supporting documentation to show he held the rank of 1SG/E-8 at the time of his retirement and therefore, granted relief.

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 the Army records of the individual concerned be corrected by:

- Correct his retirement Orders Number 300-0162 to reflect the rank of 1SG vice MSG
- Amend his DD Form 214, for the period ending 31 July 2015 to reflect that he retired as a 1SG vice a MSG.

X //SIGNED//

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 (AR) 635–200 (Personnel Separations, Active Duty Enlisted Administrative Separations) provides the policies, procedures, and authority for separation of Soldiers upon expiration term of service (ETS) or fulfillment of active-duty obligation, and the general provisions governing the separation of Soldiers before ETS or fulfillment of active-duty obligation to meet the needs of the Army and its Soldiers. Chapter 12 (Retirement for Length of Service) provide the policies and procedures for voluntary retirement of Soldiers because of length of service. Paragraph 12–17 (Grade Title on Retired List of Former First Sergeants) provides that Noncommissioned officers holding the grade of master sergeant at retirement, whose records show successful service as first sergeant, will be placed on the retired list in the grade title, first sergeant. The following are the only criteria for such placement on the retired list:

- the Soldier must be serving in and retiring in the grade of MSG
- the Soldier must possess special qualification identifier "M"
- the Soldier must have served as first sergeant in grade of MSG; no minimum time period is specified. Service in the duty action of first sergeant while in the grade of SFC does not meet this requirement

2. AR 614-200 (Enlisted Assignments and Utilization Management), provides guidance on the selection of enlisted Soldiers for assignment, utilization, reclassification, details, transfers, and training as implemented by Department of Defense Instruction 1315.18.

a. Paragraph 8-23 (Lateral Appointments to First Sergeant) provides that Commanders, (LTC and above) may authorize Soldiers in the grade of MSG to be laterally appointed to 1SG upon assignment to an authorized 1SG position within their command. Training required in paragraph 8–21 remains applicable upon lateral appointment. Lateral appointments will be announced by DA Form 4187 or by informal memorandum. The effective date will be the date the Soldier assumes 1SG duties. The date of rank will remain unchanged.

b. Paragraph 8-21 (Awarding the Skill Qualification Identifier "M") provides that the award of the SQI "M" will be made based on the criteria in DA Pam 611–21, table 12–1. Approval authority for award of the SQI "M" will remain with the Soldier's battalion commander (or equivalent), and the Personnel Support Battalion will publish orders awarding the SQI.

c. Paragraph 8-22 (Required Training) provides that all Active Army first time 1SGs will attend the First Sergeants Course (FSC) prior to assumption of duties. All Soldiers selected to fill 1SG positions will attend the FSC. In the event emergency requirements preclude sending a Soldier to FSC prior to assuming 1SG duties, the Soldier must attend FSC within 6-months of assuming 1SG duties. Waiver authority for this deferred

school attendance is delegated to the first General Officer in the Soldier's chain of command.

//NOTHING FOLLOWS//