# RECORD OF PROCEEDINGS AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

IN THE MATTER OF:

DOCKET NUMBER: 97-02235

COUNSEL: None

HEARING DESIRED: Yes

#### APPLICANT REUUESTS THAT:

He be retired in the grade of master sergeant.

#### APPLICANT CONTENDS THAT:

He served in the grade of master sergeant for more than three years. He believes that he has earned retirement in that grade.

Applicant's complete submission is attached at Exhibit A.

#### STATEMENT OF FACTS:

The applicant is currently serving in the Regular Air Force in the grade of technical sergeant.

On 27 October 1994, after being medically evaluated, applicant was entered into Phase I of the Weight Management Program (WMP). He weighed 187% pounds, with a body fat measurement (BFM) of 32 percent. His maximum allowable weight (MAW) was 172.75 and his maximum body fat was 24 percent for men 30 years or older. He was 65.75 inches in height. Satisfactory progress in the WMP requires that a male lose 1 percent body fat per month or 5 pounds per month.

Between his entry on the WMP and 28 October 1996, applicant had four unsatisfactory BFM for which he received the following administrative action:

- 25 September 1995, Letter of Counseling: Gained 3 pounds and gained 6 percent body fat.
- 21 December 1995, Letter of Reprimand and Unfavorable Information File (UIF) established: gained 3 pounds and gained 2 percent body fat.

- 29 February 1996, Letter of Reprimand and UIF: lost ¼ pound and gained 1 percent body fat.
- 28 October 1996, Initiation of demotion action: gained 5 pounds and gained 3 percent body fat.

On 14 November 1996, applicant was notified by his squadron commander of his intent to recommend to the wing commander demotion action against him. The specific reasons for the action was his failure to maintain body fat standards as outlined in AFI 40-502, Air Force Weight Management Program. Applicant acknowledged receipt of the notification and nonconcurred with the proposed action. He submitted written matters in his own behalf, consulted with counsel and waived a personal hearing.

Applicant's demotion to technical sergeant was approved on 9 December 1996. He appealed the action; however, on 18 December 1996, the demotion authority approved the demotion.

EPR profile since 1994 reflects the following:

PERIOD ENDING	OVERALL EVALUATION
04 Jun 94	4
04 Jun 95	5
04 Jun 96	5
04 Jun 97	4 (Ref)

Applicant has an approved retirement date of 31 January 1998 in the grade of technical sergeant. He served a total of 20 years and 19 days of active service. In accordance with Title 10, United States Code, Section 8964, applicant will be advanced to the grade of master sergeant on 12 January 2008, which was the highest grade he satisfactorily held on active duty.

#### AIR FORCE EVALUATION:

The NCOIC, Commander's Program Branch, AFPC/DPSFC, reviewed this application and states that the WMP is a rehabilitative program designed to encourage safe, effective weight loss/body fat reduction, and closely replicates proven civilian weight loss programs. Individual's who allow themselves to exceed the MAW standard are subject to administrative actions that may reflect during and after their career. Administrative actions may consist of counseling, reprimands, denial of promotion, and ultimately involuntary separation. These actions support good order and discipline necessary for a strong military force. Based on the evidence provided, they recommend denial of applicant's request.

A complete copy of the evaluation is attached at Exhibit C.

The Retirement Ops Section, AFPC/DPPRR, also reviewed this application and states that applicant is correctly projected to retire in the grade of technical sergeant, which is the grade he is holding on the date of his retirement. There is an advancement statement an applicant's retirement order which advances him to the highest grade satisfactorily held at the 30-year point. No irregularities or injustices were discovered while reviewing the applicant's retirement actions. They recommend denial of applicant's request.

A complete copy of their evaluation is attached at Exhibit D.

#### APPLICANT'S REVIEW OF AIR FORCE EVALUATION:

On 27 October 1997, copies of the Air Force evaluations were forwarded to the applicant for review and response within 30 days. As of this date, no response has been received by this office.

#### THE BOARD CONCLUDES THAT:

- 1. The applicant has exhausted all remedies provided by existing law or regulations.
- 2. The application was timely filed.
- 3. Insufficient relevant evidence has been presented to demonstrate the existence of probable error or injustice. After reviewing the evidence submitted with this appeal, we are not persuaded that the applicant should be retired in the grade of master sergeant. It appears that the commander used the correct rehabilitative measures that were available to help the applicant make satisfactory progress in the Weight Management Program (WMP). Individuals who allow themselves to exceed their allowable weight are subject to administrative actions that may negatively affect their careers. Therefore, in the absence of persuasive evidence that the applicant's failure to maintain weight standards resulting from factors over which he had no control, we find no compelling basis to recommend granting the relief sought in this application.
- 4. The applicant's case is adequately documented and it has not been shown that a personal appearance with or without counsel will materially add to our understanding of the issue(s) involved. Therefore, the request for a hearing is not favorably considered.

#### THE BOARD DETERMINES THAT:

The applicant be notified that the evidence presented did not demonstrate the existence of probable material error or injustice; that the application was denied without a personal appearance; and that the application will only be reconsidered upon the submission of newly discovered relevant evidence not considered with this application.

The following members of the Board considered this application in Executive Session on 13 January 1998, under the provisions of AFI 36-2603:

Mrs. Barbara A. Westgate, Panel Chair

Mr. Robert W. Zook, Member

Mr. Allen Beckett, Member

The following documentary evidence was considered:

Exhibit A. DD Form 149, dated 9 July 1997, w/atchs.

Exhibit B. Applicant's Master Personnel Records,

Exhibit C. Letter, AFPC/DPSFC, dated 7 Oct 97.

Exhibit D. Letter, AFPC/DPPRR, dated 15 Oct 97.

Exhibit E. Letter, AFBCMR, dated 27 Oct 97.

BARBARA A. WESTGATE

Panel Chair



# DEPARTMENT OF THE AIR FORCE HEADQUARTERS AIR FORCE PERSONNEL CENTER RANDOLPH AIR FORCE BASE TEXAS



E 7 OCT 1997

MEMORANDUM FOR SAF/MIBR

FROM: HQ AFPC/DPSFC

550 C Street West, STE 37 Randolph AFB TX 78150-4739

SUB 3 [ Application for Correction of Military Records

**Requested Action:** The applicant requests he be reinstated to the rank of Master Sergeant and pay grade of E-7 on retirement.

**Basis for Request:** The applicant contends since he served in the rank of Master Sergeant for more than 3 years and that he earned retirement at that grade.

**Discussion:** Maintaining Air Force weight standards is **an** individual responsibility. Exceeding Air Force weight standards increases a person's risk of serious health problems, thereby impacting on the individual's and the Air Force's mission readiness.

Commanders make every effort to assist individuals in their quest to maintain their weight and body fat standards. A medical evaluation, diet counseling(s), 90-day exercise program, and monthly checks are provided as rehabilitative support for individuals who exceed weight and body fat standards. It is never an easy decision for commanders to take administrative action against a member of their organization, and is only done as a last recourse. Outstanding performance of duty, while commendable, does not justify a waiver of weight standards.

The WMP is **a** rehabilitative program designed to encourage safe, effective weight loss/body fat reduction, and closely replicates proven civilian weight loss programs. Individual's who allow themselves to exceed the Maximum Allowable Weight (MAW) standard are subject to administrative actions that may reflect during and after their career. Administrative actions may consist of counseling, reprimands, denial of promotion, and ultimately involuntary separation. These actions support good order and discipline necessary for a strong military force.

Commanders perform random weigh-ins and ensure all personnel within their organization are weighed or body fat measured at least once a year. In addition to this, commanders are required to perform weight or body fat measurements or both during changes in status such as PCS/PCA, promotions and appointments, **TDY** and reenlistments. The

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circumferential measurement, mandated by the Department of Defense, is the technique used by orderly room weight managers to perform the body fat measurement.

Facts: Member was enrolled in the WMP on 27 Oct 94 at 32 percent body fat. This was eight percent over the standard body fat measurement for his age group. Member failed to lose the required 5 pounds or 1 percent body fat on following four separate occasions resulting in the commander taking the following administrative actions:

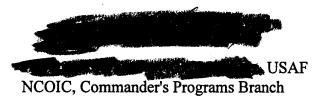
**19** Sep **95** - Letter of Counseling

21 Dec 95 - LOR and established an Unfavorable Information File (UIF)

29 Feb 96 - LOR and UIF

28 Oct 96 - Demotion to Technical Sergeant effective 9 Dec 96

**Recommendation:** Deny request. AFI **40-502, The Weight Management Program,**Table **1,** allows commanders to select appropriate administrative actions for failure in the **WMP**.





## DEPARTMENT OF THE AIR FORCE

HEADQUARTERS AIR FORCE PERSONNEL CENTER RANDOLPH AIR FORCE BASE TEXAS

15 Oct 97



#### MEMORANDUM FOR SAF/MIBR

FROM: HQ AFPC/DPPRR

550 C Street West, Suite 11 Randolph AFB TX 78150-4713

SUBJECT: Application for Correction of Military Records

Requested Action. The applicant is requesting to be reinstated to the rank of master sergeant and pay grade of E-7 on retirement.

Basis for Request. The applicant contends since he served in the rank of master sergeant for more than 3 years, he deserves to be retired in that grade.

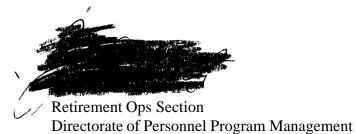
#### Facts.

- a. The applicant was demoted to the grade of technical sergeant effective and with a date of rank of 9 Dec 96 (Atch 1). Applicant failed to make satisfactory progress in the Weight Management Program and administrative demotion action was initiated in accordance with AFI 36-2503, Administrative Demotion of Airman.
- b. The applicant applied for retirement to be effective 1 Feb 98 (Atch 2). Section 8961, Title 10, United States Code, (Atch 3) states: "Unless entitled to a higher retired grade under some other provision of law a regular or reserve of the Air Force who retires other than for physical disability retires in the regular or reserve grade that he holds on the date of his retirement." In the applicant's case, the grade is technical sergeant.
- c. The applicant's retirement order, DAFSO AC-014238, 15 Aug 97 (Atch 4), reflects he will be relieved from active duty on 31 Jan 98 and retired 1 Feb 98 with 20 years, 05 months, and 23 days for basic pay and 20 years, 00 days, and 19 days active service for retirement in the grade he holds on the date of retirement - technical sergeant. It also reflects that applicant served in the grade of master sergeant as the highest grade held on active duty. There is indication on the retirement order that applicant will be advanced to the grade of master sergeant on 12 January 2008. This action is correct as member was approved for advancement by the Secretary of the Air Force on 6 Aug 97 (Atch 5). This action is in accordance with Section 8964, Title 10, United States Code (Atch 6), which provides for enlisted members to be advanced (when their active service plus service on the retired list totals 30 years) on the retired list to the

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highest grade in which they served on active duty satisfactorily as determined by the Secretary of the Air Force.

<u>Recommendation</u>. Denial. Applicant is correctly projected to retire in the grade of technical sergeant, which is the grade he is holding on the date of his retirement. There is an advancement statement on applicant's retirement order which advances him to the highest grade satisfactorily held at the 30-year point. No irregularities or injustices were discovered while reviewing the applicant's retirement actions.



#### Attachments

- 1. Special Order AA-001,24 Dec 96
- 2. AF Form 1160, 11 Jun 97
- 3. Title 10, U.S.C., Section 8961
- 4. Retirement Order AC-014238, 15 Aug 97
- **5.** SAF Personnel Council Memo, 6 Aug 97
- 6. Title 10, U.S.C., Section 8964

#### No orders wen published in this series in FY 96

# DEPARTMENTOFTHE AIR FORCE 78TH MISSION SUPPORT SQUADRON ROBINS AIR FORCE BASE GEORGIA 31098-2232

SPECIAL ORDER

24 Dec 96

GA 31098, is demoted from permanent grade of Master Sergeant to the permanent grade of Technical Sergeant effective and with a date of rank of 9 Dec 96. AUTHORITY: AFI 36-2503.

FOR THE **COMMANDER** 

VSAF

**NCOIC.** Enlisted Promotions

DISTRIBUTION

- 1-DPMPZ
- 1 DPMPE
- 1 DPMPS
- i UNIT
- 1 MEMBER
- 1 HQ AFPC

AA - 001

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Axch 1

#### MILITARY RETIREMENT ACTIONS

(THIS FORM IS SUBJECT TO THE PRIVACY ACT OF 1974)

(Instructions on reverse)

AUTHORITY: Title 10, U.S.C. Chapters 33, 59, 63, 65, 67, 69, 71, 835, 859, 863, 865, 867, 869; 10 U.S.C. 8012, 44 U.S.C. 3101; and EO 9397. PRINCIPAL PURPOSE: To process the application for retirement; request waiver of retirement restriction, change of month or withdraw approved application and similar ections.  ROUTINE USES: Used for establishing date of retirement, determining retired grade, preparing documents including retirement order, and evaluating information justifying a waiver request. The SSAN is used for identification.  DISCLOSURE IS VOLUNTARY: Refusal to divulge information may delay or half further processing of the case, preclude proper evaluation of a					
hardship struction, and jeopardize member's entitlement to retired pay benefits. SSAN is necessary to ensure positive identification.  COMPLETED BY INDIVIDUAL AND CBPO					
1. COMPLETED ST INDIVIDUAL AND COPO  1. MANE (Last, First, Middle Initial)  2. SSAN  3. GRADE					
				TSGT	
4. UMIT OF ASSIGNMENT		S. PLACE RETIREMENT DESIRED		S. HIGHEST ACTIVE	
	and a second	ROBINS AFB, GA		MSGT	
T. EXTRAORDINARY HEROISM ENTITLEMENT (Airmon only)  8. CURRENT RESE					
CLAIMED CLAIMED			MA NOT APPLICABLE		
			). RESERVE STATUS (Check applicable box)		
A. X VOLUNTARY RETIREMENT		A. PLACEMENT ON USAF RESERVE RETIRED LIST 18 ACKNOWLEDGED			
C. CHANGE APPROVED DATE OF RETIREMENT  C. WITHDRAW APPROVED RETIREMENT		B. CURRENT ASSIGNMENT TO RETIRED RESERVE IS			
C. WITHORAN APPROVED RETIREMENT  D. RETIRE ON MANDATORY DATE (Officers only)		C. TRANSFER TO RETIRED RESERVE IS ACKNOWLEDGED			
E. BASE OF CHOICE (Specify)		D. TREQUEST FOR DISCHARGE FROM REGULAR AIRMAN STATUS			
I have read AFR 35-7, paragraph 2-6, 3-2d and Chapter 7 and understand the effects of the requested action. I request approval of the actions checked in Items 9 and 10 above.					
EFFECTIVE DATE OF ACTION	ION DATE APPLICANT SIGNED		SIGNATURE OF APPLICANT		
1 5-1 00					
1 Feb 98	11 Jun 97				
II.	· ACTION	BY UNIT			
Member is subject to conditions or restrictions as shown in APR 35-7, Table 2-1 or Table 2-2.  X Yes No					
10.JUL97 Commander Caro (Circle appropriate code(a))					
13A, PTI. 988 98A 98B 98D  B. WAIVER COOKS: 21 22 23 24 29 26 27 28 29 30 31 32 33 34 28 36 37 38 39 40  C. SPECIAL PROGRAM IDENTIFIER. 89 70 71 72 73 74 78 76 77 88 91 33 00  14A. RESTRICTIONS  B. DOCUMENTATION  15. CLEARED FOR					
APR 39-7, TABLE 2-2 (Cite specific rule(s))		T NOT REQUIRED		ENTRY INTO APOS	
		TTACHED (liemize in "Remarks" section)		X YES NO	
16 Jul 97 K					
SPOUSE:					
PERMISSIVE TDY/TERMINAL LEAVE START DATE:					
DUTY PHONE:					
U MAILING DDRE					
I S N THAT I MUS ONTA DAYS TO MY LEAVE START DAT TO CHEDULE MY ES AND SBP BRIEFING. I ALSO UNDERST THAT I MUST ATTEND A RETIREMEN BRIEFING NLT 9 DAYS PRIOR [ MY LEAV RETIREMENT BRIEFINGS ARE HELD THE 3T FRIDAY OF EACH MONTH, 0900 3 BLDG 905, ROOM 240.					

P.L. 85-861, \$1(195), 72 Stat. 1540; Sept. 1986, P.L. 99-348, \$204(c), 100 Stat. 698; 31; Cet. 6, 1994, P.L. 103-387, \$635(cX1),

rervice: voluntary retiree commissioned officers

ng whether an officer of the n 8911, 8918, or 8924 of this by adding—
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ed as a member of the Army

r Marine Corps that may be pility of an officer of the Navy

ng whether a medical officer red under section 8911, 8918, vice are computed by adding 'l service performed as a congeon, or contract physician, and to take and change station

ng whether a dental officer of l under section 8911, 8918, or c are computed by adding to rvice as a contract dental sur-

359, PL 86-197, f1(8), 73 Stat 426, Nov

17(a), Dec. 12, 1980, 94 Stat.

01(1), Aug. 21, 1957, 71 Stat.

y: law applicable -ed under this chapter is entiapter 871 of this title.

#### CHAPTER 869—RETIRED GRADE

8961. General rule.
8962. Higher grade for service in special positions.
[8963. Repealed.]

[8963. Repealed.]
 8964. Higher grade after 30 years of service: warrant officers and enlisted mem-

bers. Restoration to former grade: retired warrant officers and enlisted mem-

8966. Retired lists.

#### \$8961. General rule

(a) The retired grade of a regular commissioned officer of the Air Force who retires other than for physical disability, and the retired grade of a reserve commissioned officer of the Air Force who retires other than for physical disability or for nonregular service under chapter 1223 of this title, is determined under section 1370 of this title.

(b) Unless entitled to a higher retired grade under some other provision of law, a Regular or Reserve of the Air Force not covered by subsection (a) who retires other than for physical disability retires in the regular or reserve grade that he holds on the date of

his retirement.

(Aug. 10, 1956, ch. 1041, 70A Stat. 554; Dec. 12, 1980, P.L. 96-513, \$504(19), 94 Stat. 2917; Oct. 5, 1994, P.L. 103-337, \$1674(c)(2), 108 Stat. 3016.)

#### \$8962. Higher grade for rervice in special poeitionr

(a) Upon retirement, a commissioned officer of the Air Force who has served (1) as Chief of Staff to the President, (2) as Chief of Staff of the Air Force, (3) as a senior member of the Military Staff Committee of the United Nations, or (4) as Surgeon General of the Air Force in the grade of lieutenant general may, in the discretion of the President, be retired, by and with the advice and consent of the Senate, in the highest grade in which he served on active duty.

(b) Upon retirement, any permanent professor of the United States Air Force Academy whose grade is below brigadier general, and whose service as such a professor has been long and distinguished, may, in the discretion of the President, be retired in the

grade of brigadier general.

(Aug. 10, 1956, ch. 1041, 70A Stat. 554; Sept. 2, 1968, P.L. 85-861, \$1(197), 73 Stat. 1641; Oct. 22, 1965; P.L. 89-288, \$6, 79 Stat. 1050; Sept. 8, 1980, P.L. 96-343; \$13(b)(1), (2), 94 Stat. 1191; Dec. 12, 1980, P.L. 96-513, \$504(20), 94 Stat. 2917.)

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Arch 3



## DEFAFTMENT OF THE: A!k FORCE WASHINGTON

3.45141 CADERS NO. AC+014238

15 AUG 97

ROPINS AFR GA 31098

PRESENTINE OF JAN 98 YOU ARE RELIEVED FROM ACTIVE DUTY, ORGANIZATION AND ETATION OF ASSIGNMENT. RETIRED EFFECTIVE Of FEE 98 PER AFT 36-3203 IN JAADE OF TEG.

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REMARKS: EFFECIFIE to Jan 2009 THE ABOVE NAMED INDIVIDUAL IS ADVANCED TO THE GRADE OF MASTER SERGEANT ON THE USAF RETIRED LIST BY REASON OF COMPLETING A TOTAL OF 30 YEARS ACTIVE SERVICE FULLS SERVICE ON THE RETIRED LIST ON 11 JAN 2008. AUTHORITY: 10 USD 8564.

SY OFFICE OF THE BEISSTAR OF THE AIR FORCE

DEAM I. EKMIMIRI, UN ODU, USAF CHISF ADDIRAMENTA N BIFARATIONS DIV DISTRIBUTION: B-AIRMAN SERVICINS MRF/RERS RELOCATIONS 78 MSS ROBINS AFR GA (MTC)

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Arch 4



# DEPARTMENT OF THE AIR FORCE WASHINGTON DC



6 AUG 1997

# ACTION of the SECRETARYOF THE AIR FORCE

The Secretary of the Air Force finds Technical Sergeant (E-6)

d y in the 1

grade of Master Sergeant (E-7) within the meaning of Section 8964,

Title 10, United States Code, and directs the member's advancement to that grade on the Retired List effective the date of completion of all required service.

Colone, USA, Director SAF Personnel Council

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[\$8963. Repealed, P.L. 99-145, \$1301(d)(2)(A), Nov. 8, 1985, 99 Stat. 736]

08064. Higher grade after 30 years of service: warrant officers and enlisted members

(a) Each retired member of the Air Force covered by subsection (b) who is retired with less than 30 years of active service is entitled, when his active service plus his eervice on the retired list to tale 30 years, to be advanced on the retired list to the highest grade in which he served on active duty satisfactorily (or, in the case of a member of the National Guard, in which he served on full-time duty satisfactorily), as determined by the Secretary of the

(b) This section applies to-(1) warrant officers of the Air Force;

(2) enlisted members of the Regular Air Force; and

(3) reserve enlisted members of the Air Force who at the time of retirement, are serving on active duty (or, in the case of members of the National Guard, on full-time duty).

(Aug 10, 1966, ch. 1041, 70A Stat 555; Sept. 2, 1958, P.L. 85-861, § 1(198A), 72 Stat 1541; P.L. 98-525, § 553(c), Oct. 19, 1984, 98 Stat. 2528; Dec 4, 1987, P.L. 100-180, § 512(c), 101 Stat 1090.)

48966. Restoration to former grade: retired warrant officers and enlisted members

Each retired warrant officer or enlisted member of the Air Force who has been advanced on the retired list to a higher commissioned grade under section 8964 of this title, and who applies to the Secretary of the Air Force within three months after his advancement, shall, if the Secretary approves, be restored on the retired list to his former warrant-officer or enlisted status, aa the

(Aug 10, 1966,ch 1041, 70A Stat. 666, Dec 4, 1987, PL 100-180, \$512(d)(3), 101 Stat. 1090) **\$8966.** Retired lists

(a) The Secretary of the Air Force shall maintain a retired liat containing the name of each retired commissioned officer of the Regular Air Force.

(b) The Secretary shall maintain a retired list containing the

name of—

(1) each person entitled to retired pay under any law providing retired pay for commissioned officers of the Air Force, other than of the Regular Air Force; and

(2) each retired warrant officer or enlisted member of the

**Air** Force who is advanced to a commissioned grade.

(c) The Secretary shall maintain a retired list containing the

name of each retired warrant officer of the Air Force.

(d) "he Secretary shall maintain a retired list containing the name of each retired enlisted member of the Regular Air Force.

(Aug. 10, 1966, ch. 1041, 70A Stat 556 Sept. 2, 1958, PL 85-861, §1(199), 72 Stat 1541; Dec. 4, 1987, PL 100-180, §512(d)(3), 101 Stat. 1090)

#### CHAPTER 871—COMPUI

Computation of retired pay. Recomputation of retired pay to 8992.

§ 8991. Computation of retired

(a) COMPUTATION.

(1) FORMULA.—The mon tled to such pay under this ing-

(A) the member's re section 1406(e) or 1407 c

(B) the retired pay 1409 of this title for th member under section 1

(2) ADDITIONAL 10 PERC BERS CREDITED WITH EXTRAwho is retired under section by the Secretary of the Air in the line of duty, the mem' by 10 percent of the amoun (but to not more than 75 pe which the computation of st retary's determination as to sive or all purposes. (b) GENERAL RULES.—

(1) USE OF MOST FAVORA otherwise be entitled to retire one formula in subsection (a this title, he is entitled to be that is most favorable to him

(2) ROUNDING TO NEXT L puted under subsection (a), rounded to the next lower mu

(Aug. 10, 1966, ch. 1041, 70A Stat. 556; [amen. 99-348, § 204(a), July 1, 1986, 100 Stat. 697; 108 Stat. 2789.]

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