

RECORD OF PROCEEDINGS
AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

IN THE MATTER OF:

DOCKET NUMBER: BC-2012-00938
COUNSEL: NONE
HEARING DESIRED: NO

APPLICANT REQUESTS THAT:

1. He be awarded two Weighted Airman Promotion System (WAPS) points for his Air Force Recruiting Ribbon.
2. He be considered by the 2011 Master Sergeant Promotion Cycle (11E7) promotion board.

APPLICANT CONTENDS THAT:

1. When he became a recruiter in 2006, the agreement/promise was to be awarded two additional WAPS points due to the career field being critically manned. He performed recruiting duty from 2006 to 2010; placed 49th in his command and worked an extra year of duty. There was no mention of the recruiter points going away and he was never personally informed of this fact or presented with a statement of understanding. However, he tested for cycle 11E7 and it was not until after the results were released that he realized that he missed the cutoff for promotion by less than two points. Had he received the two points for becoming a recruiter, he would have been promoted. He believes that he and other recruiters that were in a similar situation were treated unfairly.
2. The Air Force should have made the decision of changing this policy to be effective for future recruiting goals in the recruiting career field and provided a definitive date of implementation rather than affecting personnel currently serving in that duty.
3. He notes that the Air Force and Military websites and Professional Development Guides (PDGs) continue to state that the recruiter ribbon is worth 2 points toward WAPS testing.

In support of his request, the applicant provides excerpts from the Military Personnel Data System (MilPDS), to include his WAPS Score Notice.

His complete submission, with attachments, is at Exhibit A.

STATEMENT OF FACTS:

The applicant is currently serving in the Regular Air Force on active duty in the grade of technical sergeant (E-6).

The applicant was considered for promotion to the grade of master sergeant during the 11E7 cycle; however, he was not selected. The required score for selection in his AFSC was 310.73 and his score was 309.41. He missed promotion by 1.32 points.

The remaining relevant facts pertaining to this application are contained in the letter prepared by the appropriate office of the Air Force, which are at Exhibit B.

AIR FORCE EVALUATION:

AFPC/DPSOE recommends denial. They note that Air Force leadership made a decision that current and past recruiters would no longer receive WAPS points for the recruiter ribbon effective 1 Jan 10. Further, in 2004, the WAPS and Senior Non-Commissioned Officers Promotion Program (SNCOPP) Revalidation recommended eliminating the award of WAPS points to recruiters. An enlisted promotions team met with representatives from AETC/A1, AFRS/A1, and AFRS/CCC to develop a final implementation plan. On 9 Mar 05, AF/CC approved the recommendation and a proposed final promotion cycle plan was presented to be implemented. Although the applicant states that there are websites and PDGs that list the recruiter ribbon as having weighted points toward promotion, these sites and documents are not recognized as official military sources.

The complete DPSOE evaluation is at Exhibit B.

APPLICANT'S REVIEW OF AIR FORCE EVALUATION:

1. The applicant believes that it was an injustice to take away the recruiters points. Just because a decision was made, it does not mean it was the right one. He volunteered to become a recruiter because of the two additional points and did an additional year of recruiting duty because of this benefit. He and his family have been greatly affected by this because he could have been promoted to master sergeant during the 11E7 cycle.

2. It would have made more sense to phase the points out of recruiting based on the new recruiter accessions; therefore, the Air Force would not have put themselves in the position of taking

something away from their enlisted personnel that was promised. Finally, if 1 Jan 10 was the final phase out date, then the AIG 8106 Field Message, Fact Sheet for 11E5/6/7 dated 18 Nov 10 from AFPC/DPSOE, that was sent out Air Force wide, should not have included the recruiter ribbon for 2 points.

The applicant's complete submission, with attachments, is at Exhibit D.

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 error or injustice. We took notice of the applicant's complete submission in judging the merits of the case and do not find that it supports a determination that he be awarded two WAPS points for his Air Force Recruiting ribbon. The applicant indicates that he was never personally informed that WAPS points would not be awarded to recruiters and feels the points were unjustly taken away. However, a decision was made by Air Force leadership for a final phase out date of 1 Jan 10 and there has been no evidence presented which shows that the decision was improper or contrary to any law or Air Force policy. While we note the applicant's personal disagreement with the action, in our view the change in policy did not cause him to be the victim of error or injustice and he has not shown that he has been treated any differently than others similarly situated. While it does appear the Field Message Fact Sheet sent out in November 2010 incorrectly referenced the recruiter ribbon as being worth two points, we consider this to be harmless error. Therefore, we concur with the opinion and recommendation of the Air Force office of primary responsibility and adopt its rationale as the basis for our determination the applicant is not the victim of an error or injustice. Accordingly, we find no basis to act favorably on his request.

THE BOARD DETERMINES THAT:

The applicant be notified that the evidence presented did not demonstrate the existence of 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 AFBCMR Docket Number BC-2012-00938 in Executive Session on 21 Aug 12, under the provisions of AFI 36-2603:

Panel Chair
Member
Member

The following documentary evidence was considered:

- Exhibit A. DD Form 149, dated 4 Mar 12, w/atchs.
- Exhibit B. Letter, AFPC/DPSOE, dated 2 May 12.
- Exhibit C. Letter, SAF/MRBR, dated 11 May 12.
- Exhibit D. Letter, Applicant, undated, w/atchs.

Panel Chair