



**DEPARTMENT OF THE NAVY**  
BOARD FOR CORRECTION OF NAVAL RECORDS  
701 S. COURTHOUSE ROAD, SUITE 1001  
ARLINGTON, VA 22204-2490

[REDACTED]  
Docket No. 4688-20  
Ref: Signature Date

From: Chairman, Board for Correction of Naval Records  
To: Secretary of the Navy

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED] USN,  
XXX-XX-7978

Ref: (a) Title 10 U.S.C. § 1552  
(b) NAVADMIN 272/19 dtd 2 Dec 19

Encl: (1) DD Form 149 w/attachments  
(2) CMSB memo 1160 Ser B328/104 dtd 9 Jul 20  
(3) Subject's naval record

1. Pursuant to the provisions of reference (a), Subject, hereinafter referred to as Petitioner, filed enclosure (1) with the Board for Correction of Naval Records (Board), requesting that his naval record be corrected to show Petitioner reenlisted on 11 April 2020, and was eligible for and received an Selective Reenlistment Bonus (SRB) with an award level of 1.5.

2. The Board, consisting of [REDACTED] and [REDACTED] reviewed Petitioner's allegations of error and injustice on 8 April 2021 and, pursuant to its regulations, determined that the corrective action indicated below should be taken on the available evidence of record. Documentary material considered by the Board consisted of the enclosures, relevant portions of Petitioner's naval record, and applicable statutes, regulations and policies.

3. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice, finds as follows:

a. Before applying to this Board, Petitioner exhausted all administrative remedies available under existing law and regulations within the Department of the Navy.

b. On 9 November 2016, Petitioner entered active duty for 4 years and signed an agreement to extend enlistment for an additional 12 months.

c. Petitioner's Evaluation Report and Counseling Record (E1-E6) for the period of 14 April 2017 to 15 July 2017 (Periodic) listed NOB for his promotion recommendation.

d. Petitioner's Evaluation Report and Counseling Record (E1-E6) for the period of 16 July 2017 to 28 February 2018 (Special) listed Early Promote for his promotion recommendation.

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED] USN,  
XXX-XX-[REDACTED]

e. Petitioner's Evaluation Report and Counseling Record (E1-E6) for the period of 16 July 2017 to 15 June 2018 (Promotion/Frocking) listed Must Promote for his promotion recommendation.

f. Petitioner's Evaluation Report and Counseling Record (E1-E6) for the period of 16 July 2018 to 15 June 2019 (Periodic), listed Must Promote for his promotion recommendation.

g. In accordance with reference (b) [2 December 2019], this NAVADMIN announces revised selective reenlistment bonus (SRB) award levels and reenlistment policy for Active Component (AC) and Full-Time Support (FTS), updates to the pay for performance pilot (a Sailor 2025 initiative) and changes to how future SRB award levels will be announced. Increased award levels are effective immediately and decreased levels are effective 30 days after the release of this NAVADMIN.

SRB reenlistment requests for AC must be submitted to the Community Management Support Branch (BUPERS-328) via Officer Personnel Information System (OPINS) or Navy Standard Integrated Personnel System (NSIPS) 35 to 120 days in advance of the requested reenlistment date for the Sailor. Finally, a zone "A" SRB with an award level of 1.5 (\$30,000 award ceiling) for the GSM rate was authorized.

Sailors are eligible for a +0.5 pay for performance SRB kicker contingent upon meeting all requirements specified in paragraph 6 below.

Sailors must reenlist within 270-days of their end of active obligated service (EAOS), except in the following cases: Nuclear-trained Sailors. Sailors who must obligate service (OBLISERV) to execute a permanent change of station move will be allowed to reenlist early any time within 1 Calendar Year of the detachment month, but not later than the date of detachment from the last intermediate duty station.

The pay for performance program is being piloted as part of the Navy's overall talent management process improvement effort called Sailor 2025. Sailor 2025 is modernizing personnel management and training policies and systems to more effectively identify, recruit and train talented people and manage the force while improving warfighting readiness. Eligibility and submission requirements are as follows: To be eligible. Sailors must: (1) Be in the EM, EN, GSM, MM(SW), DC, HT, MR, CSS or *AVIS* rating. (2) Have received two Early Promotes (EPs) in block 45 of their three most recent periodic evaluations. Block 8 may indicate REGULAR, FROCKED or SELECTED. Block 10 must be checked for periodic. No transfer, concurrent or special evaluations will apply. Evaluations are not limited to performance documented in the last three years. The intent is to evaluate the last three periodic evaluations, irrespective of how far back in a career that may go, so as not to limit eligibility to only those who have served at a single duty station for at least three years. (3) Have not received Non-Judicial Punishment within the last 3 years. (4) Have not failed any part of the physical fitness assessment in the last 3 years.

h. On 12 March 2020, FY20 SRB award plan (N13SRB 002/FY20), listed a zone "A" SRB with an award level of 0.5 (\$30,000 award ceiling) for the GSM rate.

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED] USN,  
XXX-XX-[REDACTED]

i. On 15 April 2020, Petitioner reenlisted for 4 years, and received an SRB with an award level of 0.5.

j. In correspondence attached as enclosure (2), the office having cognizance over the subject matter addressed in Petitioner's application has commented to the effect that the request has merit and warrants favorable action.

#### CONCLUSION

Upon review and consideration of all the evidence of record, and especially in light of the contents of enclosure (2), the Board finds the existence of an injustice warranting the following corrective action. The Board concluded that on or about 11 February 2020, Petitioner was within 270-days of his end of active obligated service and was eligible to reenlist. The publishing of FY20 SRB award plan (N13SRB 002/FY20) decreased Petitioner's SRB award level effective 11 April 2020. Petitioner reenlisted on 15 April 2020, therefore, he received the lower award. Furthermore, Petitioner was not eligible for a +0.5 pay for performance SRB kicker because he failed to have received two EPs in block 45 of his three most recent periodic evaluations.

#### RECOMMENDATION

That Petitioner's naval record be corrected, where appropriate, to show that:

The Petitioner was discharged and reenlisted on 9/10 April 2020, vice on 14/15 April 2020 for a term of 4 years.

Note: This change will entitle the member to a zone "A" SRB with an award level of 1.5 vice 0.5 (\$30,000 dollar award ceiling) for the GSM rate. Remaining obligated service to 8 November 2020 will be deducted from SRB computation.

A copy of this Report of Proceedings will be filed in Petitioner's naval record.

4. It is certified that a quorum was present at the Board's review and deliberations, and that the foregoing is a true and complete record of the Board's proceedings in the above-entitled matter.

5. Pursuant to the delegation of authority set out in Section 6(e) of the revised Procedures of the Board for Correction of Naval Records (32 Code of Federal Regulations, Section 723.6(e)), and having assured compliance with its provisions, it is hereby announced that the foregoing corrective action, taken under the authority of the reference, has been approved by the Board on behalf of the Secretary of the Navy.

5/11/2021

[REDACTED]

Signed by: [REDACTED]