



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

[REDACTED]  
Docket No. 5179-22  
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552  
(b) MILPERSMAN 1160-100  
(c) Career School Listing, 25 Sep 19  
(d) NAVADMIN 272/19, 2 Dec 19  
(e) NAVADMIN 108/20, 15 Apr 20  
(f) FY20 SRB Award Plan (N13 003/FY20), 30Apr20

Encl: (1) DD Form 149 w/attachments  
(2) Advisory opinion by CMSB (BUPERS-328), 19 Jul 22  
(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 her naval record be corrected to establish Petitioner reenlisted under Selective Training and Reenlistment (STAR) program and was advanced to Petty Officer Second Class/E-5 on 13 December 2019 vice 8 May 2020 and received a Selective Reenlistment Bonas award level of 10.0 vice 9.0.

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 23 February 2023 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. Before applying to this Board, Petitioner exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice finds as follows:

a. On 12 December 2017 Petitioner entered active duty, with an End of Active Obligated Service (EAOS) of 11 December 2021 and a EAOS of 11 December 2023.

b. On 1 February 2018 Petitioner completed recruit basic military training.

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c. On 3 February 2018 Petitioner was joined to [REDACTED] at [REDACTED], [REDACTED] for duty instruction.

d. On 5 June 2019 Petitioner was issued official change duty orders (BUPERS order: 1569), while stationed in [REDACTED], [REDACTED] with an effective date of departure of June 2019. Petitioner's ultimate activity was [REDACTED] at homeport [REDACTED], [REDACTED] for duty with an EDA of 24 July 2019.

e. In accordance with reference (b), the STAR program offers career designation to first term enlisted members who enlist or reenlist and thereby become eligible for the following career incentives: a. Guaranteed assignment to an appropriate Class "A" or "C" School (but not both). b. Possible advancement from petty officer third class (PO3) to petty officer second class (PO2) upon completion of a Class "C" School or a Class "C" School package, which is listed in the Career Schools Listing (CSL), MILPERSMAN 1510-020, and the latest NAVADMIN in effect on date of reenlistment, if otherwise eligible. c. Advancement to PO3 upon completion of Phase I of an Advanced Electronics Field (AEF) Class "A" School under automatic advancement procedures for the AEF program. d. Selective Reenlistment Bonus (SRB), if eligible (not guaranteed).

f. In accordance with reference (c), Rating/NEC MMN-160/N260 – Nuclear Propulsion Plant Operator- Engineering Laboratory Technician with an Obliserv of 6 years was listed with the following note: MPM 1160-100 OUTLINES the OBLISERV requirements for STAR program reenlistment.

g. On 8 October 2019 Petitioner received a Career Waypoints Reenlistment Status Notification letter authorizing reenlistment to February 2021.

h. On 25 October 2019 Petitioner submitted an Electronic Personnel Action Request (NAVPERS 1306/7) requesting to reenlist for STAR with a date of reenlistment of 13 December 2019 for a term of 6 years.

i. On 22 November 2019 Petitioner received a modification to official change duty orders (BUPERS order: 1569), while stationed in [REDACTED], [REDACTED] with an effective date of departure of December 2019. Petitioner's ultimate activity was [REDACTED] at homeport [REDACTED], [REDACTED] for duty with an EDA of 20 January 2020.

j. On 1 December 2019 Petitioner was awarded NEC N160- Nuclear Propulsion Plant Operator- Engineering Laboratory Technician

k. In accordance with reference (d), revised 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.

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[REDACTED]

Sailors must reenlist within 270-days of their end of active obligated service (EAOS), except in the following cases: a. Nuclear-trained Sailors. b. 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.

Commands are required to submit SRB reenlistment requests to BUPERS-328 via OPINS or NSIPS 35 to 120 days in advance of the requested reenlistment date of the Sailor. Requests submitted less than 35 days prior to the requested reenlistment date will be rejected. However, commands may contact BUPERS-328 for waiver eligibility and procedures. Furthermore, a zone "A" SRB for the MMN/N160 rate/NEC, 10.0 award level (100,000 dollar award ceiling) was available.

- l. On 14 February 2020 Petitioner was joined to the [REDACTED] for duty.
- m. On 3 March 2020 Petitioner submitted a Command Career request, NAVPERS 1160/1 for reenlistment on 17 April 2020.
- n. In accordance with reference (e), revised SRB policy for AC and FTS, superseding reference (a). Sailors must now reenlist within 365-days of their EAOS (as opposed to 270-days required in reference (a)), except in the case of Nuclear-trained Sailors who can reenlist at any point in the reenlistment zone, per guidance in NAVADMIN 272/19.
- o. In accordance with reference (f), FY20 SRB Award Plan (N13SRB 003/FY20) was published listing a zone "A" SRB with an award level of 9.0 (\$100,000 dollar award ceiling) for the MMN/N160 rate/NEC.
- p. On 8 May 2020 Petitioner reenlisted for 6 years with an EAOS of 7 May 2026.
- q. In the advisory opinion, 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 if the Command Career Counselor had submitted a STAR request to BUPERS-328 via OPINS properly in October 2019, Petitioner would have been approved for the STAR Program and reenlisted on 13 December 2019.

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[REDACTED]

## RECOMMENDATION

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

Petitioner was discharged and reenlisted on "12/13 December 2019" vice "7/8 May 2020" as "Career designated under MILPERSMAN 1160-100" for a term of 6 years.

Petitioner was advanced to Petty Officer Second Class/E-5 on 13 December 2019.

Note: This change will entitle the member to a zone "A" SRB with an award level of "10.0" vice "9.0" (\$100,000 award ceiling) for the MMN/N160 rate/NEC. Remaining obligated service to 11 December 2021 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.

3/3/2023

[REDACTED]