



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

[REDACTED]
Docket No. 689-23
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552
(b) NAVAMIN 049/20, 26 Feb 20

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by CMSB (BUPERS-328), 31 Jan 23
(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 establish Petitioner was eligible for and received the Critical Skills Retention Bonus Phase Three.

2. The Board, consisting of [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 11 July 1994, Petitioner entered active duty.
- b. On 1 July 2000, Petitioner was awarded NEC's O26A/O23A.
- c. On 16 Jun 2015, Petitioner was awarded the rank of Master Chief Petty Officer/E9.
- d. On 26 May 2017, Petitioner reenlisted for 5 years with an End of Active Obligated Service (EAOS) of 25 May 2022.
- e. On 31 May 2017, petitioner agreed to extend 2 months to extend Critical Skills Retention Bonus eligibility, with a Soft End of Active Obligated Service (SEAOS) of 24 July 2022.

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f. In accordance with reference (b), this NAVADMIN cancels NAVADMIN 012/17 and announces the renewal of Naval Special Warfare (NSW) Senior Enlisted and Chief Warrant Officer (CWO) Critical Skills Retention Bonus (CSRB) program. The NSW CSRB is part of the overarching effort of the Navy to size, shape, and stabilize the force.

This bonus is authorized under Title 37 USC 355. Specific critical Navy enlisted classifications (NEC) and approved award levels have been prescribed by the Office of the Secretary of Defense. Naval Special Warfare Enlisted Community Manager (BUPERS-324) will act as the NSW CSRB program manager. All applications for this bonus will be submitted to the program manager for processing and tracking. By law, a member may receive no more than 200,000 dollars in CSRB monies over a career. Selective Reenlistment Bonus awards are not included in that cap. The eligibility criteria stated in this NAVADMIN can be reduced at any time by the program manager based on the needs of the NSW community.

NSW senior enlisted Service Members with NECs 026X or 052X, in paygrades E-7 and above, and CWOs with designators 7151 and 7171, who have between 20 and 28 years of active service, shall be eligible to apply for the NSW CSRB, but must also meet the following eligibility criteria: a. be serving on active duty in a regular component, and b. have the favorable recommendation of the commanding officer (CO) for receipt of NSW CSRB.

Contract Terms. NSW CSRB contract lengths, payments, and active-duty service obligations are outlined below. a. Members may sign a contract in their 19th year of service (YOS). CSRB payments begin at 20 YOS. Enlisted members may contract to their HYT mark. E7s are eligible to contract to 24 YOS. E8s and CWO2/CWO3s are eligible to contract to 26 YOS. E9s and CWO4/CWO5s are eligible to contract to 30 YOS. If a member serves a partial year, that year will be prorated pursuant to the bonus amount of that year. Specific bonus amounts are graduated pursuant to year of service. (1) Phase One NSW CSRB. Member must be CWO2 7151/7171 or E7 (select) or above O26A/O52X to apply for a Phase One Bonus. Phase Three corresponds with E9 HYT and encompasses 26 to 30 YOS. Members will have the opportunity to receive up to 40,000 dollars in retention bonuses for Phase Three contracts. At a minimum, members must contract through 30 YOS.

Program Execution a. Members should submit requests for NSW CSRB to the program manager 60 to 180 days prior to entering into a NSW CSRB contract via their chain of command. If operational commitments limit the ability to submit CSRB applications via this manner, commands should submit requests through their immediate superior in the chain of command who can submit the request to the program manager. b. Upon acceptance of a members agreement by the program manager, the amount of the bonus becomes fixed and the member incurs a firm service obligation. c. Service Members will receive the bonus in a lump sum payment, effective from the date of contract execution.

g. On 26 June 2022, Petitioner reenlisted for 2 years with an EAOS of 26 June 2025

h. 12 July 2022, Petitioner crossed into his 28th year of active service.

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i. 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 action. The Board concluded that the Petitioner reenlisted due to an approaching EAOS and to continue receiving pay and benefits without the benefits of CSRB.

RECOMMENDATION

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

Petitioner was discharged and reenlisted on "11/12 May 2017" vice "25/26 May 2017" for a term of 5 years and agreed to extend 2 months with a SEAOS of 11 July 2022.

Petitioner was discharged and reenlisted on "10/11 July 2022" vice "26/26 June 2022" for a term of 2 years with an EAOS of 10 July 2024.

Note: This change will entitle the member to a second award of the Critical Skills Retention bonus in the amount of \$20,000. Defense Finance and Accounting Service will complete an audit of Petitioner's records to determine amount that the Petitioner is entitled to for the CRSB.

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.

3/2/2023

[REDACTED]
Deputy Director
[REDACTED]