



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

[REDACTED]
Docket No. 2194-23
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-[REDACTED]

Ref: (a) Title 10 U.S.C. § 1552
(b) NAVADMIN 108/20, 15 Apr 20
(c) FY23 SRB Award Plan (N13SRB 001/FY23), 26 Oct 22

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by CMSB BUPERS-328, 20 Mar 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 her naval record be corrected to show Petitioner was eligible for and received a +0.5 pay for performance Selective Reenlistment Bonus (SRB) kicker.

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 30 March 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 25 February 2015 Petitioner entered active duty.
- b. On 8 February 2019, Petitioner reenlisted for 4 years with an End of Active Obligated Service (EAOS) of 7 February 2023.
- c. On 15 March 2020, Petitioner's Reporting Senior signed a Periodic Evaluation Report and Counseling Record for the period of 24 May 2019 to 15 March 2020 with a physical readiness of N. This was a Regular report and Petitioner received Promotable and Retention recommendations.

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d. In accordance with reference (b), announced revised SRB policy for Active Component and Full-Time Support, superseding NAVADMIN 272/19. Sailors must now have reenlisted within 365-days of their EAOS (as opposed to 270-days required in NAVADMIN 272/19), except in the case of Nuclear-trained Sailors who could have reenlisted at any point in the reenlistment zone, per guidance in OPNAVINST 1160.8B.

e. On 12 March 2021, Petitioner's Reporting Senior signed a Periodic Evaluation Report and Counseling Record for the period of 16 March 2020 to 15 March 2021 with a physical readiness of NN. This was a Regular report and Petitioner received Early Promote and Retention recommendations.

f. On 25 February 2022, Petitioner reenlisted for 4 years with an EAOS of 24 February 2026.

g. On 18 March 2022, Petitioner's Reporting Senior signed a Periodic Evaluation Report and Counseling Record for the period of 16 March 2021 to 15 March 2022 with a physical readiness of P. This was a Regular report and Petitioner received Early Promote and Retention recommendations.

h. On 22 June 2022, Petitioner transferred from [REDACTED] and arrived to [REDACTED] on 15 July 2022 for duty under instruction.

i. On 28 September 2022, Petitioner was issued official change duty orders (BUPERS order: [REDACTED]) with required obligated service to December 2026, while stationed at [REDACTED] [REDACTED], [REDACTED], [REDACTED] with an effective date of departure of October 2022. Petitioner's ultimate activity was [REDACTED], [REDACTED] for duty with an effective date of arrival of 30 November 2022, with a Projected Rotation Date (PRD) of December 2026.

j. In accordance with reference (c), FY23 SRB Award Plan (N13 SRB 001/FY23) a Zone "B" SRB with an award level of 0.5 (\$30,000 award ceiling) for the LN rate was listed. Furthermore, Sailors are eligible for a +0.5 pay for performance SRB kicker. To be eligible, Sailors must: 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, regardless 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. Have not received Non-Judicial Punishment within the last three years. Have not failed any part of the physical fitness assessment in the last three years. Commands must submit a Enlisted Personnel Action Request (NAVPERS 1306/7), requesting the SRB kicker, signed copies of the evaluations of the Sailor and a printout of their physical readiness information management system data to BUPERS-328 once their pre-certification has been submitted. This requirement is only for those who fall under the provisions of this note.

k. On 26 October 2022, Petitioner transferred from [REDACTED] and arrived to [REDACTED] on 7 November 2022 for duty.

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l. On 31 October 2022, Petitioner was issued official modification to change duty orders (BUPERS order: [REDACTED]) with required obligated service to December 2026, while stationed at [REDACTED], [REDACTED], [REDACTED] with an effective date of departure of October 2022. Petitioner's ultimate activity was [REDACTED], [REDACTED], [REDACTED] for duty with an effective date of arrival of 30 November 2022, with a PRD of December 2026.

m. On 26 October 2022, BCNR notified Secretary of the Navy that the following recommendations were approved: "Petitioner was discharged on 25 October 2022 and reenlisted on 26 October 2022 for a term of 6 years. Note: This change will entitle the member to a Zone "B" SRB with an award level of 0.5 (\$30,000 dollar award ceiling) for the LN rate. Remaining obligated service to 24 February 2026 will be deducted from SRB computation."

n. 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 corrective action. The Board previously granted Petitioner's request to reenlist on 26 October 2022 for a term of 6 years and receive a Zone B SRB, however, Petitioner's request for the pay for performance kicker was not addressed. Petitioner met the requirements for the pay for performance kicker outlined in reference (c); therefore, Petitioner is eligible to receive the +.5 pay for performance kicker in connection with her reenlistment on 26 October 2022.

RECOMMENDATION

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

Petitioner's NAVPERS 1306/7 was submitted, requesting the SRB kicker, signed copies of the evaluations of the Sailor and a printout of their physical readiness information management system data to BUPERS-328 once their pre-certification were submitted. Furthermore, the request was received and approved by cognizant authority.

Note: This change will entitle the member to an award level of a +0.5 pay for performance SRB kicker. Defense Finance and Accounting Service (DFAS) will complete an audit of Petitioner's records to determine if Petitioner is due any back pay.

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

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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.

4/5/2023

