



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

██████████
Docket No. 3703-23
Ref: Signature Date

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Dear ██████████,

This is in reference to your application for correction of your naval record pursuant to Section 1552 of Title 10, United States Code. After careful and conscientious consideration of relevant portions of your naval record and your application, the Board for Correction of Naval Records (Board) found the evidence submitted insufficient to establish the existence of probable material error or injustice. Consequently, your application has been denied.

A three-member panel of the Board, sitting in executive session, considered your application on 11 January 2024. The names and votes of the members of the panel will be furnished upon request. Your allegations of error and injustice were reviewed in accordance with administrative regulations and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your application, together with all material submitted in support thereof, relevant portions of your naval record and applicable statutes, regulations, and policies. In addition, the Board considered the advisory opinion contained in Commander, Navy Reserve Forces Command (CNRFC) letter 5420 Ser N1/555 of 10 July 2023, which was previously provided to you for comment.

You requested to remove eight unauthorized absence (UA) inactive duty training (IDT) periods from your drill history because you believe it may affect future chances for advancement as it has impacted your ability to receive a retention bonus. The Board, in its review of your entire record and application, carefully weighed all potentially mitigating factors, to include your assertions. The Board concluded that Bureau of Naval Personnel Instruction 1001.39 (series) outlines the criteria for satisfactory participation. Included in the criterion is members must attend 40 of 48 scheduled IDT periods per fiscal year. Failure to attend scheduled drill periods without prior rescheduling and/or approval for an excused absence results in the IDT being processed as UA. The Fiscal Year 2022 Recruiting and Retention Incentives for Reserve Component Health Professions Officers (HPO) outlines the participation criteria for the HPO retention bonus. Specifically, one of the criteria indicate that unsatisfactory participation and failure to serve satisfactorily in the Selected Reserve, for the entire year for which payment is made, shall result in termination of member's special bonus eligibility.

A review of your record indicates that you were commissioned in the Navy Reserve on 14 June 1997, which began your anniversary year. Prior to anniversary year 14 June 2002 to 13 June 2003, you earned five qualifying years of service toward non-regular retirement and promoted to Lieutenant Commander/O-4 effective 1 April 2002. Your IDT periods for 1/2 March 2003 (4 periods), 5/6 April 2003 (4 periods) and 3/4 May 2003 (4 periods) were adjudicated as UA. Thereafter, you promoted to Commander/O-5 effective 1 August 2008. The Board determined that your request to rescind the UA periods is untimely and that you failed to provide sufficient evidence to warrant a change to your record. In this connection, the Board substantially concurred with the comments contained in the advisory opinion. Additionally, CNRFC notified the Board that you were approved for \$105,000 retention bonus and it was processed on 27 June 2023; you have since received two of the three \$35,000 (before taxes) payments.

You are entitled to have the Board reconsider its decision upon submission of new matters, which will require you to complete and submit a new DD Form 149. New matters are those not previously presented to or considered by the Board. In this regard, it is important to keep in mind that a presumption of regularity attaches to all official records. Consequently, when applying for a correction of an official naval record, the burden is on the applicant to demonstrate the existence of probable material error or injustice.

Sincerely,

1/24/2024

