



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

██████████
Docket No. 7581-23
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO ██████████, USN,
XXX-XX-██████████

Ref: (a) Title 10 U.S.C. § 1552
(b) NAVADMIN 108/20, 15 Apr 20
(c) FY23 SRB Award Plan (N13 SRB 001/FY23), 26 Oct 22

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by CMSB BUPERS-328, 12 Apr 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 ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 5 October 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 13 November 2019, Petitioner entered active for 4 years with an EAOS of 12 November 2023 and SEAOS of 12 November 2024.

b. In accordance with reference (b), this NAVADMIN announced revised SRB policy for AC and FTS, 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.

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c. On 23 June 2021, Petitioner signed a Regular Evaluation Report and Counseling Record for the period of 10 January 2020 to 15 June 2021. This was a Periodic report and she received an Early Promote recommendation.

d. On 31 August 2022, Petitioner signed a Regular Evaluation Report and Counseling Record for the period of 16 June 2021 to 15 March 2022. This was a Periodic report and she received an Early Promote recommendation.

e. In accordance with reference (c), FY23 SRB Award Plan (N13 SRB 001/FY23) a Zone "A" SRB with an award level of 3.5 (\$75,000 award ceiling) for the ETV 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.

f. On 13 January 2023, Petitioner reenlisted for 5 years with an EAOS of 12 January 2028. Furthermore, Petitioner received a Zone A SRB.

g. 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 Petitioner reenlisted on 13 January 2023 for 5 years, and was awarded a Zone A, ETV, 3.5 award level SRB. Petitioner met the requirements for the Pay for Performance Kicker 0.5. kicker. If the Command Career Counselor had submitted a request for SRB Kicker, she would have been awarded a 4.0 award level SRB rather than a 3.5 award level.

RECOMMENDATION

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

Petitioner's NAVPERS 1306/7 was submitted, requesting the SRB kicker, with 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 was submitted. Furthermore, the request was received and approved by cognizant authority.

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Note: This change will entitle Petitioner to a +0.5 pay for performance SRB kicker. Defense Finance and Accounting Service 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 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.

10/14/2023

[REDACTED]

Deputy Director

Signed by: [REDACTED]