



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

[REDACTED]
Docket No. 8586-23
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552
(b) NAVADMIN 108/20, 15 Apr 20
(c) FY23 SRB Award Plan (N13 SRB 002/FY23), 18 Apr 23

Encl: (1) DD Form 149 w/attachments
(2) Advisory Opinion by CMSB memo 1160 Ser B328/172, 18 Oct 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 show Petitioner received "Pay for Performance" Selective Reenlistment Bonus (SRB) .5 multiplier kicker.

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 6 February 2024 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 5 August 2013, Petitioner entered active duty.
- b. In October 2014, Petitioner was awarded Navy Enlisted Classification O52A.
- c. On 4 August 2019, Petitioner reenlisted for 4 years with an End of Active Obligated Service (EAOS) of 3 August 2023 and received a Zone A SRB.
- d. On 5 August 2019, Petitioner entered Zone B.
- e. In accordance with reference (b), this NAVADMIN 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),

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

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.

f. On 8 December 2020, Petitioner's Reporting Senior signed a Regular Evaluation Report and Counseling Record for the period of 20 June 2020 to 15 November 2020. This was a Periodic report and Petitioner received a No physical fitness assessment (PFA) conducted during reporting period, Must Promote, and Retention recommendations.

g. On 17 November 2021, Petitioner's Reporting Senior signed a Regular Evaluation Report and Counseling Record for the period of 16 June 2020 to 15 November 2021. This was a Periodic report and Petitioner received a No PFA conducted during reporting period, Early Promote, and Retention recommendations.

h. On 8 December 2022, Petitioner's Reporting Senior signed a Regular Evaluation Report and Counseling Record for the period of 16 November 2021 to 15 November 2022. This was a Periodic report and Petitioner received a "Passed" for both physical readiness tests (PRT) and body composition assessments (BCA), Early Promote, and Retention recommendations.

i. In accordance with reference (c), FY23 SRB Award Plan (N13 SRB 002/FY23), a Zone "B" SRB with an award level of 6.5 (\$90,000 award ceiling) for the SB/O52A rate/NEC was listed.

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.

j. On 14 July 2023, Petitioner reenlisted for 4 years with an EAOS of 13 July 2027 and received a Zone B SRB.

k. On 14 August 2023, Petitioner was issued official change duty orders (BUPERS order: 2913) while stationed in [REDACTED], [REDACTED], [REDACTED] with an effective date of departure of February 2024. Petitioner's ultimate activity was [REDACTED] for duty with an effective date of arrival of 15 March 2024 with a Projected Rotation Date (PRD) of May 2027.

l. On 20 November 2023, Petitioner's Reporting Senior signed a Regular Evaluation Report and Counseling Record for the period of 16 November 2022 to 15 September 2023. This was a Promotion/Frocking report and Petitioner received a "Passed" for both PRT and BCA, Early Promote, and Retention recommendations.

m. 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.

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

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 on 14 July 2023, Petitioner reenlisted for 4 years and received a Zone B SRB. At the time of reenlistment, Petitioner met the requirements to receive the +0.5 pay for performance SRB kicker under reference (c), however the Command Career Counselor did not submit the request to BUPERS-328 for processing. Petitioner would have been approved for the additional +0.5 award level and received a 7.0 award level rather than 6.5 award level.

RECOMMENDATION

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

Command submitted a NAVPERS 1306/7, Enlisted Personnel Action Request, 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. Petitioner's request was approved by cognizant authority.

Note: This change will entitle the member to a Zone "B" SRB with an award level of 6.5 (\$90,000 award ceiling) for the SB/O52A rate/NEC and the +0.5 pay for performance SRB kicker. Remaining obligated service to 3 August 2023 will be deducted from SRB computation.

The Defense Finance and Accounting Service will complete an audit of Petitioner's pay records to determine Petitioner's pay entitlements.

That a copy of this report of proceedings 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.

2/9/2024

