



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

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Docket No. 8765-23
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 6 February 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 Branch Head, Community Management Support Branch memorandum 1160 Ser B328/177 of 21 October 2023, which was previously provided to you for comment.

The Board determined that your personal appearance, with or without counsel, would not materially add to their understanding of the issues involved. Therefore, the Board determined that a personal appearance was not necessary and considered your case based on the evidence of record.

On 20 February 2020, you entered active duty for 4 years with an End of Active Obligated Service (EAOS) of 19 February 2024 and Soft EAOS of 19 February 2025.

In accordance with NAVADMIN 108/20 published on 15 April 2020, this NAVADMIN announced revised Selective Reenlistment Bonus (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.

On 24 June 2022, your Reporting Senior signed a Regular Evaluation Report and Counseling Record for the period of 16 July 2021 to 24 June 2022. This was a Promotion/Frothing report, and you received a Passed body composition assessment (BCA) but non-participation in the physical readiness tests (PRT) for other than medical waiver reasons, Early Promote, and Retention recommendations.

On 28 February 2023, your Reporting Senior signed a Regular Evaluation Report and Counseling Record for the period of 25 June 2022 to 28 February 2023. This was a Special report, and you received a “Passed” for both PRT and BCA, Must Promote, and Retention recommendations.

In accordance with FY23 SRB Award Plan (N13 SRB 002/FY23) published on 18 April 2023, a Zone “A” SRB with an award level of 0.5 (\$30,000 award ceiling) for the EM rate 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, Frothed, 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.

On 6 June 2023, your Reporting Senior signed a Regular Evaluation Report and Counseling Record for the period of 25 June 2022 to 6 June 2023. This was a Promotion/Frothing report, and you received a “Passed” for both PRT and BCA, Early Promote, and Retention recommendations.

On 20 September 2023, Deputy Chief of Naval Personnel notified you that you were authorized immediate in-rate reenlistment in the active component with an end date of January 2025.

On 20 September 2023, you signed a command career request (NPPSC 1160/1) requesting a 6-year reenlistment effective 28 September 2023 and to receive SRB Zone A. Your request was approved on 21 September 2023 by cognizant authority.

On 28 September 2023, you reenlisted for 6 years with an EAOS of 27 September 2029 and received a Zone A SRB.

You requested to receive the Pay for Performance SRB additional +0.5 Kicker; the Board, in its review of your entire record and application, carefully weighed all potentially mitigating factors, to include your assertions. However, the Board concluded that to be eligible for SRB Kicker, Sailors must have received two Early Promotes in block 45 of their three most recent periodic evaluations. Block 10 must be checked for periodic. No transfer, concurrent or special evaluations will apply. Although two of your three most recent evaluations had “Early Promote” checked in block 45, neither had “Periodic” checked in Block 10. Therefore, the Board

determined that you are not eligible for the +0.5 pay for performance SRB kicker. In this connection, the Board substantially concurred with the comments contained in the advisory opinion.

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,

2/9/2024

