



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

██████████  
Docket No. 479-24  
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  
(c) FY24 SRB Award Plan (N13 SRB 001/FY24), 3 Oct 23

Encl: (1) DD Form 149 w/attachments  
(2) Advisory Opinion by CMSB memo 1160 Ser B328/005, 17 Jan 24  
(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 the +.5 pay for performance Selective Reenlistment Bonus (SRB) kicker to contract.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 13 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 1 July 2019, Petitioner entered active duty for 4 years with an End of Active Obligated Service (EAOS) of 30 June 2023 and Soft EAOS (SEAOS) of 30 June 2024; "Training Five-Year Obligation Program for AM/5Y0 rating per current directives. I understand that this agreement becomes binding upon execution, and may not be canceled, except as set forth in MILPERSMAN Article 1160-040."

b. In accordance with reference (b) (15 April 2020), 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), 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 15 July 2021, Petitioner's Reporting Senior signed a Regular Evaluation Report and Counseling Record for the period of 1 March 2021 to 15 July 2021. This was a Periodic report and Petitioner received a No physical fitness assessment (PFA) conducted, Early Promote, and Retention recommendations.

d. On 14 June 2022, Petitioner's Reporting Senior signed a Regular Evaluation Report and Counseling Record for the period of 16 July 2021 to 15 June 2022. This was a Periodic report and Petitioner Passed both physical readiness tests (PRT) and body composition assessment (BCA), and received Must Promote and Retention recommendations.

e. On 15 July 2021, Petitioner's Reporting Senior signed a Regular Evaluation Report and Counseling Record for the period of 16 June 2022 to 15 June 2023. This was a Periodic report and Petitioner Passed both physical readiness tests (PRT) and body composition assessment (BCA), and received Early Promote and Retention recommendations.

f. On 28 October 2022, Deputy Chief of Naval Personnel notified Petitioner that he was authorized immediate in-rate reenlistment in the active component with an end date of February 2024.

g. On 6 September 2023, Petitioner was issued official change duty orders (BUPERS order: [REDACTED] with required obligated service to September 2028, while stationed in [REDACTED] [REDACTED] with an effective date of departure of January 2024. Petitioner's intermediate (01) activity was [REDACTED], [REDACTED], [REDACTED] for temporary duty under instruction with an effective date of arrival of 10 February 2024. Petitioner's ultimate activity was [REDACTED], [REDACTED] for duty with an effective date of arrival of 18 March 2024 with a Projected Rotation Date of September 2028.

h. On 12 September 2023, Petitioner signed a command career request (NPPSC 1160/1) requesting a 5-year reenlistment effective 24 November 2023 and to receive SRB Zone A. Petitioner's request was approved on 17 October 2023 by cognizant authority.

i. On 16 October 2023, Petitioner was issued official modification to change duty orders (BUPERS order: [REDACTED]) with required obligated service to September 2028, while stationed in [REDACTED] with an effective date of departure of January 2024. Petitioner's intermediate (01) activity was [REDACTED], [REDACTED], [REDACTED] for temporary duty under instruction with an effective date of arrival of 10 February 2024. Petitioner's ultimate activity was [REDACTED], [REDACTED], [REDACTED] for duty with an effective date of arrival of 18 March 2024 with a Projected Rotation Date of September 2028.

j. In accordance with reference (c), FY24 SRB Award Plan (N13 SRB 001/FY24), a Zone "A" SRB with an award level of 0.5 (\$30,000 award ceiling) for the AM 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, 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

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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.

k. On 24 November 2023, Petitioner signed an Administrative Remarks (NAVPERS 1070/613) for the following: "Entitled to 3RB based on the AM Rating/NEC OOQO, SRB Zone A, Award Level 0.5. The total SRB entitlement is \$6315.40. First installment of \$315770 will be deposited to your DDS account by EFT payment when the entitlement has posted to the Master Pay Account. A forementioned amounts do not reflect federal and state taxation. Member acknowledges that approval for advanced payment or remaining amount is not automatic but dependent on funds available and hardship relative to others requesting similar payment." Furthermore, it was signed by certifying official.

l. On 24 November 2023, Petitioner reenlisted for 5 years with an EAOS of 23 November 2028 and received a Zone A SRB.

m. On 22 January 2024, Petitioner transferred from [REDACTED].

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 the following corrective action. The Board concluded that on 24 November 2023, Petitioner reenlisted for 5 years and received a Zone A SRB. At the time of Petitioner's reenlistment request, Petitioner met the requirements in reference (c) to receive the .5 pay for performance SRB kicker. If the Command Career Counselor had submitted the required documents to BUPERS-328, the additional 0.5 SRB kicker would have been added to the Zone A SRB.

## 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 "A" SRB with an award level of 0.5 (\$30,000 award ceiling) for the AM rate and the +0.5 pay for performance SRB kicker. Remaining obligated service to 30 June 2023 will be deducted from SRB computation.

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

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.

2/20/2024

