



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

██████████
Docket No. 18-24
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552
(b) FY23 Recruiting and Retention Incentives for Reserve Component Health
Professions Officers

Encl: (1) DD Form 149 w/attachments
(2) Advisory Opinion by CNRFC, 21 Oct 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 establish eligibility for Fiscal Year 2023 (FY23) Health Professions Officer Retention Bonus effective 30 July 2023.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 5 December 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. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice, found that, before applying to this Board, he exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board made the following findings:

a. In accordance with reference (b), General Surgery Medical Corps Officers in paygrades Captain and below with subspecialty 15C0 were eligible for FY23 Critical Wartime Specialties Retention Bonus (RB) in the amount of \$75,000 annually.

b. On 3 June 2020, Petitioner signed NAVRES Officer Incentive Agreement, Special Pay for Selected Reserve Healthcare Professionals in Critical Skills Shortage Specialties Written Agreement for the Navy Reserve agreeing to a 3-year Selected Reserve obligation for \$75,000 annually.

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c. On 30 July 2020, Petitioner signed NAVCRUIT 1131/161, Navy Reserve Officer Medical Corps (2105) Service Agreement, and NAVPERS 1000/4, Officer Appointment Acceptance and Oath of Office. Petitioner assigned to Selected Reserve unit as a Lieutenant Commander/O-4 Medical Corps Officer with subspecialty 15C0.

d. Petitioner's \$75,000 Fiscal Year 2020 Critical Wartime Specialties Accession Bonus (AB) was processed for payment on 16 July 2021, 4 August 2021, and 1 June 2022.

e. In July 2023, Petitioner initiated a request for the FY23 Critical Wartime Specialties Retention Bonus; the request was erroneously denied due to applying the incorrect policy regarding Petitioner's AB obligation.

f. On 29 July 2024, Petitioner signed NAVRES Officer Bonus/Incentive Agreement, Officer Bonus/Incentive Agreement for the Navy Reserve agreeing to a 3-year Selected Reserve obligation for \$75,000 annually.

g. On 11 September 2024, Petitioner's initial \$75,000 RB was processed for payment.

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 Petitioner met the eligibility criteria for a FY23 Critical Wartime Specialties Retention Bonus in accordance with reference (b). However, as a result of policy misinterpretation, Petitioner was denied the bonus until Fiscal Year 2024. Therefore, the Board determined that under this circumstance relief is warranted.

RECOMMENDATION

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

Petitioner signed NAVRES Officer Bonus/Incentive Agreement, Officer Bonus/Incentive Agreement for the Navy Reserve on "30 July 2023" vice "30 July 2024," and the Bonus was approved by cognizant authority.

This change will entitle Petitioner to \$75,000 FY23 Critical Wartime Specialties Retention Bonus annually for 3 years effective 30 July 2023. Note: Contact [REDACTED], Commander, Navy Reserve Forces Command (N1C2) concerning payment adjustment.

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 titled 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

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XXX-XX-[REDACTED]

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.

1/2/2025

