



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

██████████  
Docket No. 365-24  
Ref: Signature Date

████████████████████  
████████████████████  
████████████████████

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 27 June 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 B328/004 of 11 January 2024.

On 26 July 2011, you entered active duty. On 12 November 2019, you reenlisted for 4 years with an end of active obligated Service (EAOS) of 11 November 2023.

In accordance with NAVADMIN 108/20 published on 15 April 2020, “[t]his 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.”

On 7 December 2020, your Reporting Senior certified your Regular Evaluation Report and Counseling Record for the period of 19 February 2020 to 15 November 2020. This was a Periodic regular report, and you received a Promotable recommendation.

On 26 July 2021, you entered Zone C.

On 14 December 2021, your Reporting Senior certified your Regular Evaluation Report and Counseling Record for the period of 16 November 2020 to 15 November 2021. This was a Periodic regular report, and you received a Must Promote recommendation.

On 7 December 2022, your Reporting Senior certified your Regular Evaluation Report and Counseling Record for the period of 16 November 2021 to 15 November 2022. This was a Periodic regular report, and you received an Early Promote recommendation.

On 30 August 2023, you signed an agreement to extend enlistment for 10 months with a SEAOS of 11 September 2024 in order to match EAOS with projected rotation date of September 2024.

In accordance with FY24 SRB Award Plan (N13 SRB 001/FY24) published on 3 October 2023, a Zone "C" SRB with an award level of 0.5 (\$30,000 award ceiling) for the YN 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."

On 1 November 2023, you were issued official change duty orders ██████████ with required obligated service to April 2027, while stationed in ██████████ with an effective date of departure of March 2024. Your ultimate activity was ██████████ for duty with an effective date of arrival of 10 April 2024 with a projected rotation date of April 2027.

On 10 November 2023, you reenlisted for 4 years with an EAOS of 9 November 2027 and received a Zone C SRB.

On 6 December 2023, your Reporting Senior certified your Regular Evaluation Report and Counseling Record for the period of 16 November 2022 to 28 September 2023. This was a Promotion/Frocking regular report, and you received an Early Promote recommendation.

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 the SRB Kicker, Sailors must have received two Early Promotes in block 45 of their three most recent periodic evaluations and Block 10 must be checked "Periodic". No transfer, concurrent or special evaluations will apply. Although two of your three most recent evaluations had "Early Promote" checked in Block 45, the evaluation of the period ending 28 September 2023 did not have "Periodic" checked in Block 10. Therefore, the Board determined that you are not eligible for the +0.5 performance SRB Kicker. In this connection, the Board substantially concurred with e 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,

7/3/2024

