

Zone 1: Greater than or equal to 10 years of naval service, but less than 14 years of naval service. Recommend that the member be at least three days into this zone prior to reenlisting for an ESRP bonus.

Zone 2: Greater than or equal to 14 years of naval service, but less than 18 years of naval service. Recommend that the member be at least two days into this zone prior to reenlisting for an ESRP bonus.

Zone 3: Greater than or equal to 18 years of naval service, but less than 23 years of naval service. Recommend that the member be at least one day into this zone prior to reenlisting for an ESRP bonus.

ESRP Zone 1 compensation may be calculated through the 16th year of service. ESRP Zone 2 compensation will be calculated no further than the 18th year of service. ESRP Zone 3 compensation will be calculated no further than the 23rd year of service.”

On 10 July 2013, SSN 756 SCRANTON issued you an Administrative Remarks (NAVPERS 1070/613) listing the following: “Reenlisted this date, entitled to SRB based on ET/3363, SRB Zone B. The total SRB entitlement is \$90,000.00 First installment is \$45,000.00.” On 10 July 2013, you reenlisted for 6 years with an EAOS of 9 July 2019 and received a Zone B SRB. On 7 November 2014, you signed an agreement to extend enlistment for 7 months with a Soft EAOS of 9 February 2020 due to CONSUBPAY.

In accordance with NAVADMIN 237/15 published on 9 October 2015. “Summary. Enlisted Supervisor Retention Pay (ESRP) is a targeted retention pay intended to encourage the continued service of highly trained and experienced nuclear-trained Sailors and reward those who continue to serve in the nuclear enlisted community’s most challenging at-sea billets. Award Multiples. Increased ESRP award levels are effective immediately. The new multiples are listed below. The changes from previous multiples are shown in parentheses.” Furthermore, a zone “Zone 1” SRB with an award level of 9.5 for the ETSS (NUC) 3363 rate/NEC was authorized.

On 6 December 2015, you entered Zone 1. In February 2016, you were awarded NEC 805A (Legacy NEC 9502). On 10 February 2016, ██████████ issued you an Administrative Remarks (NAVPERS 1070/613) listing the following: “Reenlisted this date for 6 years Entitled to ESRP based on ETNC/3363 RATE RATING/NEC SRB Zone T Award Level “095” total SRB entitlement is \$84,135 79 First installment of \$42,067.89 authorized for payment. Member acknowledges that approval of advance or remaining amount payment is not automatic but dependent on funds available and hardship relative to others requesting similar payment.” On 10 February 2016, you reenlisted for 6 years with an EAOS of 9 February 2022.

On 21 February 2018, you were issued official change duty orders (BUPERS order: 0528) while stationed in ██████████ with an effective date of departure of August 2018. Your ultimate activity was ██████████ for duty with an effective date of arrival of 14 September 2018 with a projected rotation date (PRD) of January 2022. On 13 March 2018, you were issued official modification to change

duty orders (BUPERS order: 0528) while stationed in ██████████
██████████ with an effective date of departure of June 2018. Your ultimate activity was ██████████
██████████ for duty with an effective date of arrival of 20 July 2018
with a PRD of January 2022. On 8 June 2018, you transferred from ██████████ and
arrived to ██████████ on 17 July 2018 for duty.

On 6 December 2019, you entered Zone 2. On 1 January 2020, you reenlisted for 5 years with
an EAOS of 31 December 2025.

In April 2021, you were awarded NEC N32Z (Legacy NEC 3302). On 15 April 2021, you were
issued official change duty orders (BUPERS order: 1051) while stationed in ██████████
██████████ with an effective date of departure of October 2021. Your intermediate
(01) activity was ██████████ for temporary duty under instruction with an
effective date of arrival of 15 November 2021. Your ultimate activity was ██████████
██████████ for duty with an effective date of arrival of 5 March 2022 with a PRD of March 2025. On 8
October 2021, you transferred from ██████████ and arrived to ██████████ on
16 November 2021 for duty. On 5 March 2022, you transferred from ██████████ and
arrived to ██████████ on 5 March 2022 for duty.

On 25 April 2024, you provided a rebuttal to the advisory opinion. You explained, “[f]or the last
few years, my command and the nuclear program, in general, has been tirelessly working to
ensure we are doing right by our Sailors. Specifically, we have been correcting the monetary
compensation for Sailors who were improperly counseled and encouraged to sign lengthy
extensions in lieu of appropriate reenlistments which would cover the same, or similar, time
periods. This has been an outstanding initiative to provide these Sailors with due compensation
for service time already being served. With that in mind and at the behest of my command, I
decided to request a review and adjustment of my record for similar injustices related to my own
reenlistment schedule which had a profound monetary impact on all downstream contracts, to
include both ESRP Zone 1 and ESRP Zone 2.”

You requested that your ESRP Zone 1 from February 2016 be evaluated for additional bonus pay
to \$100,000 maximum; the Board, in its review of your entire record and application, carefully
weighed all potentially mitigating factors, to include your assertions. You assert that the nuclear
program is helping Sailors by correcting monetary compensation to those who were improperly
counseled, stating that, “[i]n these cases, the improper counseling was identified as the injustice.”
You are requesting the Board evaluate this injustice through the same lens it would for our
current Sailors receiving poor counseling on extensions. The Board determined that your
situation is very different from those Sailors that the nuclear program is working to help.
Changes in policy that occurred after your 6-year reenlistment in 2013 obviously do not apply to
you. The Board will not comment further than this on these cases due to privacy issues: the
nuclear program is actively helping those Sailors yet recommend that your request be denied.
You state that you only needed to reenlist for 5 years on 10 July 2013 to “max out” the SRB, but
you were counseled to reenlist for 6 years, which impacted your reenlistments and bonuses
downstream. The Board determined that you may not have been required to reenlist for 6 years
in July 2013; however, you not only agreed to reenlist for 6 years, but over a year later you also
signed an extension for 7 months for CONSUBPAY. Therefore, the Board concluded the

counseling you received was not improper and that a change to your record is not warranted. In this connection, the Board substantially concurred with the comments contained in the aforementioned 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,

