



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

██████████  
Docket No. 2842-24  
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) COMNAVCRUITCOMINST 1130.8M  
(c) COMNAVCRUITCOM msg 211603Z Aug 23

Encl: (1) DD Form 149 w/attachments  
(2) Advisory Opinion by NRC, 12 Jun 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 her naval record be corrected to establish authorization to access in paygrade E-3 under the Advanced Paygrade program and entitlement to Enlistment Bonus for Shipping (EBSHP).

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 3 October 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 the Petitioner's allegations of error and injustice, found that, before applying to the Board, she exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board made the following findings:

a. On 6 November 2023, Petitioner enlisted in the Naval Reserve for 8 years in paygrade E-1 with an Armed Forces Qualification Test (AFQT) of 23 and Active Duty Service Date (ADSD) of 28 November 2023. NAVCRUIT 1133/52, New Accession Training (NAT) Program Enlistment Guarantee – Annex "A" listed New Accession Training Boatswain's Mate (NAT/BM) with Class "A" School, and Navy Operational Support ██████████.

b. On 28 November 2023, Petitioner entered initial active duty for training in paygrade E-1.

c. On 9 February 2024, Petitioner completed Recruit Basic Military Training.

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED], USNR,  
XXX-XX-[REDACTED]

d. On 18 March 2024, International Education Evaluations Military Report reflects Petitioner earned U.S. equivalency of a Bachelor of Business Administration Degree in Business Management. Petitioner received Higher National Diploma from Ministry of Higher Education, [REDACTED] after completing 2 years of Management in 2017; U.S. equivalency of 2 years undergraduate credit. Additionally, Petitioner received a Bachelor of Science Degree from [REDACTED] after completing 3 years of Management in 2018, the U.S. equivalency of Bachelor of Business Administration degree in Business Management.

e. On 28 March 2024, Petitioner completed Boatswain's Mate "A" School.

f. On 10 April 2024, Petitioner was released from active duty and transferred to the Navy Reserve. Petitioner assigned to Reserve Support Unit [REDACTED] effective 11 April 2024.

g. Petitioner advanced to Boatswain's Mate Seaman Apprentice/E-2 effective 28 August 2024.

h. 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 partial favorable action for advancement to E-3.

## 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 error warranting the following corrective action. Petitioner met the criteria to access in paygrade E-3 in accordance with reference (b).<sup>1</sup> However, did not ship during the prescribed periods outline in reference (c),<sup>2</sup> thereby ineligible for EBSHP. Although the proper administrative requirements were not completed, the Board determined that under this circumstance, partial relief is warranted.

## RECOMMENDATION

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

Petitioner's enlistment documents (DD Form 4, Enlistment/Reenlistment Document and DD Form 1966, Record of Military Processing) are amended to reflect enlistment and accession in paygrade E-3 vice E-1.

This change will entitle Petitioner to pay and allowance in paygrade E-3 effective 28 November 2023.

---

<sup>1</sup> Applicants who satisfactorily completed the U.S. equivalent of 48 semester hours (72 quarter hours) of college credits may be enlisted in paygrade E-3.

<sup>2</sup> Applied to future Sailors (FS) initially classified or reclassified on or after 20 August 2023. Specifically, Reserve Component recruits entering the NAT Program in any rating that shipped between the months of August 2023 through September 2023 were eligible for EBSHP in the amount of \$20,000. Eligibility for EBSHP only existed while the FS was in the delayed entry program and was required to have an AFQT score greater than or equal to 31 to be eligible for EBSHP.

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED], USNR,  
XXX-XX-[REDACTED]

Note: The change to the effective date of advancement to E-3 may also have affected Petitioner's E-4 advancement opportunity. If Petitioner was eligible for but did not take the E-4 Navy Wide Advancement Exam (NWAE) because the above change had not occurred, the following procedures will apply to remediate that missed opportunity. Petitioner should take the next available E-4 NWAE. Upon passing the examination, Petitioner should reapply to this Board for consideration of advancement to E-4 retroactive to the date, Petitioner would have been advanced on the "missed" examination cycle(s). Petitioner must submit a DD Form 149, with at least a copy of worksheet for the missed cycle(s), command endorsement/recommendation, and a copy of this letter. The Board will then determine whether the request will be approved.

The part of Petitioner's request for corrective action that exceeds the foregoing is denied in accordance with reference (c) and enclosure (2).

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 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.

10/22/2024

[REDACTED]

Deputy Director

Signed by: [REDACTED]