



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

██████████
Docket No. 6260-24
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ██████████ USN,
XXX-XX-██████████

Ref: (a) Title 10 U.S.C. § 1552
(b), 17 Dec 18
(c) SRB Quota Shutdown Addendum to NAVADMIN 305/18

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by CMSB memo 1160 Ser B328/086, 11 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 his naval record be corrected to show Petitioner reenlisted on 27 February 2019 for 6 years and was eligible for and received a Selective Reenlistment Bonus (SRB).

2. The Board, consisting of ██████████ reviewed Petitioner's allegations of error and injustice on 14 January 2025 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 6 June 2011, Petitioner entered active duty.
- b. In June 2015, Petitioner was awarded Navy Enlisted Classification (NEC) E19A.
- c. On 18 February 2016, Petitioner reenlisted for 4 years with an End of Active Obligated Service (EAOS) of 17 February 2020.
- d. In August 2016, Petitioner was awarded NEC 803R.
- e. On 6 June 2017, Petitioner entered Zone B.

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f. Reference (b) corrected policy for Combat Zone Tax Exclusion and Early Promote Sailors and announced revised SRB award levels and reenlistment policy for active component and full time support and superseded NAVADMIN 302/18.

Sailors must have reenlisted within 180 days of their EAOS, except in the following cases: a. Nuclear-trained Sailors. b. Sailors who must obligated service to execute a permanent change of station move will be allowed to reenlist early any time within one calendar year of the detachment month, but not later than the date of detachment from the last intermediate duty station. c. Combat Zone Tax Exclusion and Early Promote Sailors who submitted SRB requests on or before the release of NAVADMIN 302/18 would be grandfathered under paragraph 5 of NAVADMIN 119/18.

Commands were required to submit SRB reenlistment requests to BUPERS-328 via Officer Personnel Information System or Standard Integrated Personnel System 35 to 120 days in advance of the requested reenlistment date of the Sailor. Requests submitted less than 35 days prior to the requested reenlistment date were rejected. However, commands may contact BUPERS-328 for waiver eligibility and procedures. Sailors must have had an approved SRB request before reenlisting. Furthermore, a Zone "B" SRB with an award level of 2.0 (\$30,000 dollar award ceiling) for the AO rate was authorized.

g. On 8 January 2019, Petitioner signed a command career request (NPPSC 1160/1) requesting a reenlistment effective 28 February 2019, and a Zone B Selective Reenlistment Bonus (SRB). Petitioner's request was approved by cognizant authority on 11 January 2019.

h. On 29 January 2019, BUPERS-33 notified Leadership that, "[e]ffective 29 January 2019, SRBs will be shut down for several skillsets...The shutdowns will go into effect for all reenlistments occurring 30 days from 29 January 2019, which is 28 February 2019... If the reenlistment date will occur at least 35 days from when it was originally requested, and still be within 180 days of the member's EAOS, then contact BUPERS 328 for concurrence and assistance in moving the request..."

i. Reference (c) as of 29 January 2019, SRB Levels Shutdown began. The Zone B SRB with an award level of 2.0 (\$30,000 dollar award ceiling) for the AO rate was scheduled to shutdown/change to 0.0 on 28 February 2019.

j. On 30 January 2019, Petitioner's Command Career Counselor notified Incentive Pay that, Petitioner routed his reenlistment request back on 8 January 2019 to his immediate chain of command requesting for a 28 February 2019 reenlistment date. On 15 January 2019, Petitioner received via email from his detailer as auto-generated in CMS-ID that he had been selected for PCS orders to [REDACTED] which would require him to obligated service and be qualified for early reenlistment for SRB purposes.

"In light of the very recent change in the SRB business rules as per the email below and due to unfortunate routing circumstances beyond the Sailor's control, we are respectfully requesting for an exception to policy with regards to the minimum 35-day submission of request lead time. A02's request was significantly delayed in getting routed to our triad

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for approval and had we received it sooner, the SRB request would have been submitted well within the 35-day timeline. ... A02 has also been advised that he may need to move his requested reenlistment date to 27 Feb vice 28 February 2019.”

k. On 11 February 2019, Petitioner was issued official change duty orders (BUPERS order: 0429) with required obligated service to October 2024, while stationed in NAVCRUITDIST, [REDACTED] with an effective date of departure of September 2019. Petitioner’s ultimate activity was [REDACTED] for duty with an effective date of arrival of 15 October 2019 with a Projected Rotation Date (PRD) of October 2024.

l. On 27 February 2019, Petitioner was issued official modification to change duty orders (BUPERS [REDACTED] with required obligated service to June 2024, while stationed in [REDACTED] with an effective date of departure of May 2019. Petitioner’s ultimate activity was [REDACTED] for duty with an effective date of arrival of 15 June 2019 with a Projected Rotation Date (PRD) of June 2024.

m. On 12 June 2019, Petitioner reenlisted for 6 years with an EAOS of 11 June 2025.

n. On 13 June 2019, Petitioner transferred from [REDACTED] and arrived to [REDACTED] on 14 June 2019 for duty.

o. In June 2023, Petitioner was awarded NEC D08A.

p. On 7 January 2024, Deputy Commander, Carrier [REDACTED] notified BCNR that “[i]t has come to my attention that [Petitioner] was improperly advised by Navy Recruiting [REDACTED], that he could not reenlist without hard copy orders. [Petitioner] was less than 6 months from his Projected Rotation Date (PRD), advised to wait for his orders, which delayed the routing process through the chain of command. This resulted in the member missing the opportunity to reenlist for a Selective Reenlistment Bonus (SRB). Therefore, [Petitioner] missed the opportunity to reenlist within the targeted SRB window. [Petitioner] can provide corroborating correspondence between his Command Career Counselor and other entities that validates this request.

[Petitioner’s] timeline of the details are stated in paragraphs 2-3: In January 2019, while attached to Navy Recruiting District (NRD) Jacksonville, [Petitioner] was informed, in order to reenlist and receive a Zone B SRB, he would be required to have been selected for orders. On January 8, 2019, [Petitioner] completed his Command Career Request (NPPSC 1160/1) and forwarded the request to those next in the routing process. On the same day, [REDACTED] Commanding Officer added the reenlistment ceremony to the command Outlook calendar and sent an invitation to [Petitioner].

On January 11, 2019, [Petitioner’s] Division Leading Chief Petty Officer forwarded his Command Career Request to his Division Officer. On January 15, 2019, [Petitioner] was selected for follow-on orders to [REDACTED] that would require him to obligated service until 2024. On January 24 2019, the [REDACTED] acting Command Career Counselor (CCC) inquired about the status of [Petitioner’s] Command Career Request indicating

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that they had not received it. The CCC was next in the routing process after the Division Officer. On January 29, 2019, Zone B SRB for the Aviation Ordnanceman rating closed. On January 30, 2019, the acting CCC sent an email to BUPERS requesting an exception to policy. [Petitioner] was verbally informed at a later time that the request was denied.

I believe [Petitioner] was subject to a leadership failure, administrative negligence, and an ill advisement from a non-rated Command Career Counselor which resulted in the loss of [Petitioner] receiving a SRB. This sends the wrong message. We should do our best to keep faith with those who choose to continue service. Despite of this disappointing oversight, [Petitioner] has continued his service to our country, and I have the utmost confidence that he deserved his reenlistment with a SRB.”

q. On 10 June 2024, Petitioner reenlisted for 4 years with an EAOS of 9 June 2028 and received a Zone C SRB.

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 6 June 2017, Petitioner entered Zone B. On 8 January 2019, Petitioner signed a NPPSC 1160/1 requesting a reenlistment effective 28 February 2019, and a Zone B SRB. Petitioner’s request was approved by cognizant authority on 11 January 2019. At the time, Petitioner was eligible for a Zone B 2.0 level SRB for the AO rate in accordance with reference (b). On 29 January 2019, SRB levels shutdown began with a shutdown date of 28 February 2019. On 12 June 2019, Petitioner reenlisted for 6 years and was ineligible for SRB in accordance with reference (c). The Board determined that if the CCC had submitted the SRB precertification request by 24 January 2019, the request would have been submitted prior to the shutdown and Petitioner would have been eligible to reenlist on 27 February 2019 for 6 years and receive a Zone B SRB.

RECOMMENDATION

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

Petitioner was discharged and reenlisted on 26/27 February 2019 vice on 11/12 June 2019 for a term of 6 years.

Note: This change will entitle the member to a Zone “B” SRB with an award level of 2.0 (\$30,000 award ceiling) for the AO rate. Remaining obligated service to 17 February 2020 will be deducted from SRB computation.

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.

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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.

1/23/2025

