



Docket No. 7008-24
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD IC0

Ref: (a) Title 10 U.S.C. § 1552
(b) NAVADMIN 108/20, 15 Apr 20
(c) FY22 SRB Award Plan (N13 SRB 005/FY22), 23 Sep 22

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by CMSB memo 1160 Ser B328/028, 16 Feb 23
(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 show that Petitioner was eligible for and received a +0.5 pay for performance Selective Reenlistment Bonus (SRB) Kicker.

2. The Board, consisting of [REDACTED] reviewed Petitioner's allegations of error and injustice on 18 March 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 19 November 2019, Petitioner entered active duty for 4 years with an End of Active Obligated Service (EAOS) of 18 November 2023 with a Soft EAOS of 18 November 2025.

b. Reference (b) 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.

c. In May 2020, Petitioner was awarded Navy Enlisted Classification (NEC) H0A1.

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[REDACTED]

d. On 9 July 2020, Petitioner's Reporting Senior signed a Periodic/Not Observed Evaluation Report and Counseling Record for the period of 8 May 2020 to 15 July 2020. Petitioner received an NOB promotion recommendation.

e. On 31 October 2020, Petitioner transferred from [REDACTED] and arrived to [REDACTED] AUG on 31 October 2020 for duty.

f. On 6 August 2021, Petitioner's Reporting Senior signed a Periodic/Regular Evaluation Report and Counseling Record for the period of 16 July 2020 to 15 July 2021. Petitioner received an Early Promote promotion recommendation.

g. On 1 April 2022, PFA Cycle 1 2022 started and ended on 30 September 2022 listing the following: BCA Non-Participant/PRT Non-Participant.

h. On 28 March 2022, Petitioner was issued official change duty orders (BUPERS order: 0872) with required obligated service to November 2025, while stationed in [REDACTED] with an effective date of departure of June 2022. Petitioner's intermediate (01) activity was [REDACTED] for temporary duty under instruction with an effective date of arrival of 8 June 2022. Petitioner's ultimate activity was [REDACTED] for duty with an effective date of arrival of 30 November 2022 with a projected rotation date (PRD) of November 2025.

i. On 27 May 2022, Petitioner was issued official modification to change duty orders (BUPERS order: 0872) with required obligated service to April 2027, while stationed in [REDACTED] with an effective date of departure of October 2022. Petitioner's intermediate (01) activity was [REDACTED] for temporary duty under instruction with an effective date of arrival of 15 October 2022. Petitioner's ultimate activity was [REDACTED] for duty with an effective date of arrival of 15 April 2023 with a PRD of April 2027.

j. On 14 June 2022, Petitioner's Reporting Senior signed a Periodic/Regular Evaluation Report and Counseling Record for the period of 16 June 2021 to 15 June 2022. Petitioner received an Early Promote promotion recommendation.

k. Reference (c) FY22 SRB Award Plan (N13 SRB 005/FY22) a zone "A" SRB with an award level of 2.0 (\$45,000 award ceiling) for the IT 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. Commands must submit a NAVPERS 1306/7, Enlisted Personnel Action Request, requesting the SRB kicker, signed copies of the evaluations of the

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Sailor and a printout of their physical readiness information management system data to BUPERS-328 once their pre- certification has been submitted. This requirement is only for those who fall under the provisions of this note.

l. On 13 October 2022, [REDACTED] issued Petitioner an Administrative Remarks (NAVPERS 1070/613) listing the following: "Entitled to SRB based on the IT3 Rating/NEC 0000. SR8 Zone A. Award Level 2.5. The total SRB entitlement is \$30,399.25. First installment of \$15,199.63 will be deposited to your DOS account by EFT payment when the entitlement has posted to the Master Pay Account."

m. On 13 October 2022, Petitioner reenlisted for 6 years with an EAOS of 12 October 2028 and received a Zone A SRB.

n. On 14 October 2022, Petitioner transferred from [REDACTED] and arrived to [REDACTED] on 15 October 2022 for temporary duty.

o. On 1 February 2023, PFA Cycle 1 2023 started and ended on 30 November 2023 listing the following: BCA Non-Participant/PRT Non-Participant.

p. In March 2023, Petitioner was awarded NEC 746A.

q. On 10 March 2023, Petitioner transferred from [REDACTED] and arrived to [REDACTED] on 24 March 2023 for duty.

r. On 24 May 2023, Chairman, Board for Correction of Naval Records notified Secretary of the Navy that the Board reviewed Petitioner's allegations of error and injustice on 18 May 2023 and recommended that Petitioner's naval record be corrected to show that Petitioner's naval record be corrected, where appropriate, to show that "Petitioner's immediate reenlistment contract (NAVPERS 1070/601) executed on 13 October 2022 was for a term of 6 years with an EAOS of 12 October 2028. Note: This change will entitle the member to an 8 Zone "A" SRB with an award level of 2.0 (\$45,000 dollar award ceiling) for the IT rate. Remaining obligated service to 18 November 2023 will be deducted from SRB computation. Defense Finance and Accounting Service will complete an audit of Petitioner's records to determine if Petitioner is due any back pay."

s. On 1 February 2024, PFA Cycle 1 2024 started and ended on 30 November 2024 listing the following: BCA Pass/PRT Non-Participant.

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 13 October 2022, Petitioner reenlisted for 6 years, and was awarded a Zone A, IT, 2.0 award level SRB. At that time, Petitioner met the requirements for the Pay for Performance Kicker +0.5, in accordance with reference (c). The Board determined that if the Command Career Counselor had submitted the documentation as

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required to BUPERS-328 in a timely manner, she would have been awarded the additional 0.5 award level pay for performance SRB kicker.

RECOMMENDATION

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

Petitioner's NAVPERS 1306/7 was submitted, requesting the SRB kicker, with signed copies of the evaluations of the Sailor and a printout of their physical readiness information management system data to BUPERS-328 once their pre-certification was submitted. Furthermore, the request was received and approved by cognizant authority.

Note: This change will entitle Petitioner to a +0.5 pay for performance SRB kicker. The Defense Finance and Accounting Service will complete an audit of Petitioner's pay records to determine amounts due, if any.

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.

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.

3/31/2025

[REDACTED]