



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

[REDACTED]
Docket No. 7963-24
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552
(b) COMNAVCRUITCOMINST 1130.8L, 30 Jun 21

Encl: (1) DD Form 149 w/attachments
(2) Advisory Opinion by NRC ltr 1133 Ser N35, 15 Oct 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 show Petitioner's term of enlistment was 3 years vice 4 years as a Professional Apprenticeship Career Track (PACT) Sailor.

2. The Board, consisting of [REDACTED] reviewed Petitioner's allegations of error and injustice on 11 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. Reference (b) provides male and female applicants a USN enlistment without guaranteed Navy Class "A" School assignment. PACT is designed to enlist Sailors into a monitored general apprenticeship program that provides apprentice level formal training and on the job training leading to a viable career field within two years on board their first permanent duty station. There are three authorized career tracks within the PACT Program: a. Surface/Seaman (S-PACT) b. Aviation/Airman (A-PACT) c. Engineering/Fireman (E-PACT). "Terms of Enlistment. All applicants are enlisted for three years active duty. Future Sailors being reclassified into PACT will retain a four enlistment. Note: DEP discharging a Future Sailor for the sole purpose of enlisting him/her for three years is not authorized."

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b. On 31 August 2021, Petitioner was issued a Professional Apprenticeship Career Track (PACT) Program Enlistment Guarantees (NAVCRUIT 1133/53) listing the following: "ACKNOWLEDGEMENT: In connection with my enlistment into the United States Navy, I hereby acknowledge that: a. I am enlisting into the U.S. Navy for an active-duty period of 3 years. I am enlisting with the following guarantees and understanding: Option (1) Engineering/Fireman Professional Apprenticeship Career Track (PACT) Program Guarantee."

c. On 31 August 2021, Petitioner was issued an Enlistment/Reenlistment – Document Armed Forces of the United States (DD Form 4) block B8 listed the following: "I am enlisting/reenlisting in the United States (*list branch of service*) NAVY this date for 8 years 0 months and 0 weeks beginning in pay grade E-1 of which 3 years 0 months and 0 weeks is considered an Active Duty Obligation, and 5 years 0 months and 0 weeks will be served in the Reserve Component of the Service in which I have enlisted." Furthermore, block F20a listed the following "I request to be discharged from the Delayed Entry/Enlistment Program (DEP) and enlisted in the Regular Component of the United States (*list branch of service*) Navy for a period of 4 years and 0 weeks. No changes have been made to my enlistment options OR if changes were made, they are recorded on Annex(es)."

d. On 5 October 2021, Navy Standard Integrated Personnel System (NSIPS)/Electronic Service Record (ESR) shows a 4-year enlistment in the active component with an End of Active Obligated Service (EAOS) of 4 October 2025.

e. On 4 March 2024, BCNR notified Petitioner that, "After a pre-board discussion with my supervisor, the soonest you can separate will be 6/4/2025. Please be advised this is not guaranteed until it is presented to the Board, and a final decision is made. I need your response to this email agreeing or disagreeing with the recommended date..."

f. 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 favorable action.

g. On 5 March 2025, Petitioner notified BCNR that, "I will accept the 6/4/2025 separation date."

CONCLUSION

Upon review and consideration of all the evidence of record, the Board finds the existence of an injustice warranting the following corrective action. The Board concluded that Petitioner was classified into the Fireman PACT program with a 3-year enlistment on 31 August 2021. Petitioner accessed onto active duty on 5 October 2021, which would result an end of active-duty service obligation as of 5 October 2024. However, an error is noted on page 4/4 item 20a of DD Form 4 which reflects enlistment for 4 years vice 3 as annotated in item B8. The Board determined that the correct EAOS should reflect 4 October 2024. The Board noted that Petitioner's EAOS had already passed by the time her case was adjudicated, therefore Petitioner agreed to an 8-month extension, making her new EAOS 4 June 2025.

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RECOMMENDATION

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

Petitioner's DD Form 4 executed on 31 August 2021, block F20a listed "I request to be discharged from the Delayed Entry/Enlistment Program (DEP) and enlisted in the Regular Component of the United States (*list branch of service*) Navy for a period of 3 years and 0 weeks." vice "I request to be discharged from the Delayed Entry/Enlistment Program (DEP) and enlisted in the Regular Component of the United States (*list branch of service*) Navy for a period of 4 years and 0 weeks."

Petitioner executed an 8-month agreement to extend enlistment (NAVPERS 1070/621) operative on 5 October 2024. Note: This will establish a new EAOS of 4 June 2025 and Soft EAOS (SEAOS) of 4 June 2025.

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.

3/21/2025

