



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

██████████
Docket No. 9682-24
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552
(b) NAVADMIN 108/20, 15 Apr 20
(c) FY24 SRB Award Plan (N13 SRB 003/FY24), 12 Aug 24

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by CMSB memo ██████████
(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 that Petitioner was eligible for and received a +0.5 pay for performance Selective Reenlistment Bonus (SRB) Kicker.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 29 April 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 September 2017, Petitioner entered active duty for 4 years with an End of Active Obligated Service (EAOS) of 5 September 2021 with a Soft EAOS of 5 September 2022.

b. In July 2018, Petitioner was awarded Navy Enlisted Classification (NEC) L03A.

c. Reference (b) announced 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.

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- d. In October 2020, Petitioner was awarded NEC L23A.
- e. On 2 October 2020, Petitioner reenlisted for 5 years with an EAOS of 1 October 2025 and received a zone A SRB.
- f. On 1 April 2022, PFA Cycle 1 2022 started and ended on 30 September 2022 listing the following: BCA Pass/PRT Pass and on 1 February 2023, PFA Cycle 1 2023 started and ended on 30 November 2023 listing the following: BCA Pass/PRT Pass.
- g. On 15 March 2023, Petitioner's Reporting Senior signed a Periodic/Regular Evaluation Report and Counseling Record for the period of 16 March 2022 to 15 March 2023. Petitioner received an Early Promote promotion recommendation.
- h. On 6 September 2023, Petitioner entered zone B.
- i. On 1 February 2024, PFA Cycle 1 2024 started and ended on 30 November 2024 listing the following: BCA Pass/PRT Pass.
- j. On 11 March 2024, Petitioner's Reporting Senior signed a Periodic/Regular Evaluation Report and Counseling Record for the period of 16 March 2023 to 15 March 2024. Petitioner received an Early Promote promotion recommendation.
- k. In May 2024, Petitioner was awarded NEC 8CFL.
- l. On 1 July 2024, Petitioner was issued official change duty orders (BUPERS order: [REDACTED]) with required obligated service to December 2027, while stationed in [REDACTED] with an effective date of departure of November 2024. Petitioner's ultimate activity was [REDACTED] for duty with an effective date of arrival of 31 December 2024 with a projected rotation date of December 2027.
- m. On 13 September 2024, Petitioner reenlisted for 6 years with an EAOS of 12 September 2030 and received a zone B SRB.
- n. On 18 November 2024, Petitioner transferred from [REDACTED] and arrived at [REDACTED] on 25 November 2024 for duty.

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 September 2024, Petitioner reenlisted for 6 years, and was awarded a zone B, HM/L23A, 3.5 award level SRB. At that time, Petitioner met the requirements for the Pay for Performance Kicker +0.5, in accordance with reference (c).¹ The Board determined, had the Command Career Counselor submitted the documentation as

¹ FY24 SRB Award Plan (N13 SRB 003/FY24), a zone "B" SRB with an award level of 3.5 (\$60,000 award ceiling) for the HM/L23A rate/NEC was listed. Furthermore, Sailors are eligible for a +0.5 pay for performance SRB

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required to BUPERS-328 in a timely manner, Petitioner 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:

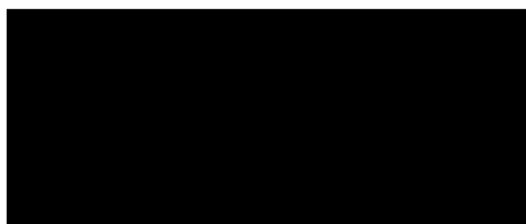
Petitioner's NAVPERS 1306/7 was submitted, requesting the SRB kicker, with signed copies of the evaluations of the Sailor and a printout of their physical readiness information management system data to BUPERS-328 once their pre-certification was submitted. Furthermore, the request was received and approved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

5/12/2025



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 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.