



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

██████████  
Docket No. 9961-24  
Ref: Signature Date

██████████  
██████████  
██████████

Dear ██████████

This is in reference to your application for correction of your naval record pursuant to Section 1552 of Title 10, United States Code. After careful and conscientious consideration of relevant portions of your naval record and your application, the Board for Correction of Naval Records (Board) found the evidence submitted insufficient to establish the existence of probable material error or injustice. Consequently, your application has been denied.

A three-member panel of the Board, sitting in executive session, considered your application on 6 February 2025. The names and votes of the members of the panel will be furnished upon request. Your allegations of error and injustice were reviewed in accordance with administrative regulations and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your application, together with all material submitted in support thereof, relevant portions of your naval record and applicable statutes, regulations, and policies. In addition, the Board considered the advisory opinion contained in Office of Naval Personnel memorandum 7220 Ser N130/24U1001 of 11 December 2024, which was previously provided to you for comment.

In accordance with Policy Decision Memorandum (PDM) 002-21: Sea Duty Incentive Pay (SDIP) Program of 25 October 2021, “(2) SDIP-Curtailment (SDIP-C). Qualified Sailors voluntarily curtail shore duty assignments by a minimum of six months prior to their original Projected Rotation Date (PRD) to return to sea duty. Minimum activity tour lengths apply. However, approved Sailors will receive the incentive pay based only on the number of months their shore duty was curtailed. Only in rare, case-by-case determination, will Sailors be eligible for SDIP-C before first meeting the minimum activity tour length requirements established by MILPERSMAN Articles 1300 and 1306. Upon approval for SDIP-C, the Sailor will be assigned in accordance with Enlisted Distribution Policy (EDP) by requisition priority to a valid SDIP billet onboard a ship, submarine or at an aviation squadron designated as Type 2/4 sea duty for rotational purposes.”

“The Sailor must be approved for SDIP, via Navy Message, prior to being selected and posted for follow-on PCS transfer orders. Once selected and posted to a billet, the Sailor is no longer eligible for SDIP. If a Sailor is posted to a billet and then subsequently received

modified orders to an SDIP eligible billet, PERS-40DD may approve an SDIP request submitted by that Sailor based on the needs of the Navy.”

“Specific eligibility requirements for the SDIP-B, SDIP-C and SDIP-E:

(2) SDIP-C. The Sailor must be serving in a permanent shore duty assignment that is designated as shore duty for purposes of rotation (in line with MILPERSMAN 1306-102 of reference (f)) Their rating and pay grade must be listed on the current SDIP Eligibility Chart. Sailors may not receive compensation for both AIP and SDIP for the same month. Sailors serving back-to-back shore tours or on existing extensions of shore duty are not eligible for SDIP-C.”

On 2 February 2009, you transferred from ██████████ and arrived to ██████████  
██████████ on 17 April 2009 for duty.

On 6 January 2012, you transferred from ██████████ and arrived to ██████████  
██████████ on 1 February 2012 for duty.

On 3 June 2015, you transferred from ██████████ and arrived to ██████████  
July 2015 for duty.

On 12 January 2018, you transferred from ██████████ and arrived to ██████████ on 26  
January 2018 for duty.

In accordance with MILPERSMAN 1306-141, published on 16 January 2020, “VSDP [Voluntary Sea Duty Program] is open to all ratings and all pay grades volunteering to curtail shore duty and return to sea, extend at- sea, or accept back-to-back sea duty orders as part of VSDP; however, for those Sailors on shore duty beyond normal shore tour (as determined by SSF), in a limited duty status or holding a nuclear Navy enlisted classification (NEC) (33XX), and per paragraph 5 restrictions requests for VSDP will not be approved.

On 13 December 2021, you were issued official change duty orders (BUPERS order: 3471) while stationed in ██████████ with an effective date of departure of February 2022. Your ultimate activity was ██████████  
██████████ for duty with an effective date of arrival of 30 March 2022 with a PRD of March 2025.

On 2 February 2022, you were issued official modification to change duty orders (BUPERS order: 3471) while stationed in ██████████ with an effective date of departure of June 2022. Your ultimate activity was ██████████  
██████████ for duty with an effective date of arrival of 31 July 2022 with a PRD of July 2025.

On 8 July 2022, you transferred from ██████████ and arrived at ██████████ on 4  
August 2022 for duty.

In accordance with Sea Duty Incentive Pay Authorization for Senior Enlisted Personnel Participating in the Senior Enlisted Return to Sea Program, published on 4 November 2022, “[t]his memorandum establishes Sea Duty Incentive Pay (SDIP) eligibility for senior enlisted personnel in paygrades E-7 to E-9 participating in the return to sea initiative. In line with SDIP policy, Sailors who opt to extend their current at-sea assignment at least twelve months, select a concurrent assignment at sea, or curtail a shore assignment for a period of six months or greater to return to sea, will receive a lump sum payment corresponding to the number of months they extend or curtail....”

On 8 February 2023, COMNAVPERSCOM notified ██████████ ██████████ that “...Your voluntary request to curtail shore duty and return to sea duty with SDIP, contained in Ref a [Your request to Curtail shore duty and return to sea duty with Sea Duty Incentive Pay (SDIP), 31 January 2023)], has been carefully reviewed but regrettably must be disapproved. Pursuant to the criteria outlined in Ref b [Policy decision memo for the SDIP program, 25 October 2021], sailors serving back-to-back shore tours or on existing extensions of shore duty are not eligible for SDIP-C. You reported to shore duty in Apr 2009 with a 36-month tour and a PRD of Jan 2012. After completing the shore assignment, you remained on shore duty with a current PRD of Jul 2025. In view of your initial shore tour completion date of Jan 2012, you are requesting to curtail shore duty on back-to back shore tours, and you are not eligible for shore duty curtailment with SDIP. Based on this fact, your request to curtail shore duty and return to sea duty with SDIP is disapproved. It is highly recommended that you contact your CCC, rating detailer or view the ██████████ website for additional information and guidance...”

On 28 February 2023, you submitted an Electronic Personnel Action Request (NAVPERS 1306/7), requesting “Active: R/R early return to sea, IAW VSDP (MPM-1306-141).” There is no approval from cognizant authority or detailer.

On 20 December 2023, you transferred from ██████████ and arrived to ██████████ ██████████ on 21 January 2024 for temporary duty.

On 24 May 2023, you were issued official change duty orders (BUPERS order: 1443) with required obligated service to February 2027, while stationed in ██████████ ██████████ with an effective date of departure of December 2023. Your intermediate (01) activity was ██████████ for temporary duty under instruction with an effective date of arrival of 20 January 2024. Your ultimate activity was ██████████ for duty with an effective date of arrival of 5 February 2024 with a PRD of February 2027.

On 16 October 2023, you were issued official modification to change duty orders (BUPERS order: 1443) with required obligated service to February 2027, while stationed in ██████████ with an effective date of departure of December 2023. Your intermediate (01) activity was ██████████ for temporary duty under instruction with an effective date of arrival of 20 January 2024. Your ultimate activity was ██████████ for duty with an effective date of arrival of 5 February 2024 with a PRD of February 2027.

On 2 February 2024, you transferred from ██████████ and arrived to ██████████ on 5 February 2024 for duty.

On 5 October 2024, you notified BCNR that “[t]he SDIP SEA DUTY CURTAILMENT DISAPPROVAL (Encl a.) is based off of the SDIP Policy Decision Memorandum (PDM) 002-21 (Encl b.), Para 6.c.(2)(b), dated 25 Oct 21. SVM’s request was submitted under reference, Senior Enlisted SDIP Memo (Encl c.) dated, 4 Nov 22. Per the PDM 002-21, Pg. 1, Para 1. This policy is effective as of the date issued and will remain in effect until superseded or modified by a subsequent policy memorandum, instruction or message.” The Senior Enlisted SDIP Memo supersedes PDM 002-21. The Memo states: “Sailors who... curtail a shore assignment for a period of six months or greater to return to sea, will receive a lump sum payment corresponding to the number of months they extend or curtail.” When SVM Contacted the PERS POC, to discuss the SDIP denial, and query about the Voluntary Sea Duty Program (VSDP) instead, SVM was informed that he was not eligible to return to sea under either program, per the MILPERSMAN 1306-141 VSDP (Encl d) Para 3.a. “for those Sailors on shore duty beyond normal shore tour (as determined by SSF), requests for VSDP will not be approved.” When SVM submitted the VSDP Request, contrary to PERS advice, and it was approved. SVM negotiated, took sea duty orders, and has been serving onboard the ██████████ since February 2024. SVM checked into ██████████ on 09JUL22, on 36-month orders to July of 2025. SVM checked onboard the ██████████ on 05FEB24, which equals 17 Months of curtailed shore duty. The error is not approving SDIP based off the Senior Enlisted SDIP Memo (Encl c.). The injustice is approving the option to allow the SVM to return to sea without the incentive.”

You requested approval for SDIP-C for a period of 17 months, the Board in its review of your entire record and application, carefully weighed all potentially mitigating factors, to include your assertions. You assert that when you submitted the VSDP request, contrary to PERS advice that you would not be eligible, it was approved. Additionally, because you subsequently accepted orders to sea duty and curtailed your shore duty for 17 months, the “error” is not approving SDIP based off the Senior Enlisted SDIP Memo, and the injustice is approving the option to allow you to return to sea without the incentive. However, the Board concluded that although you submitted NAVPERS 1306/7 requesting early return to sea in accordance with VSDP (MPM-1306-141), that request was not endorsed by your command. In accordance with MILPERSMAN 1306-141, “for those Sailors on shore duty beyond normal shore tour (as determined by SSF) ...requests for VSDP will not be approved.” Therefore, the Board determined that you were not eligible for VSDP under MILPERSMAN 1306-141 and there is no error because there is no evidence that you were approved. Furthermore, you were ineligible for SDIP-C under the “Senior Enlisted SDIP Memo” because it states that the incentive was “In line with SDIP policy [Decision Memorandum 002-21: SDIP Policy].” In accordance with Decision Memorandum 002-21: SDIP Policy, Sailors serving back-to-back shore tours or on existing extensions of shore duty are not eligible for SDIP-C. You served onboard shore duty commands for 14 years before receiving orders to a sea duty command, therefore you were ineligible for the incentive under both references. The Board found no injustice that the Navy “allowed you to return to sea” without the incentive, as you were aware of your ineligibility before you submitted NAVPERS 1306/7. In this connection, the Board substantially concurred with the comments contained in the advisory opinion.

You are entitled to have the Board reconsider its decision upon submission of new matters, which will require you to complete and submit a new DD Form 149. New matters are those not previously presented to or considered by the Board. In this regard, it is important to keep in mind that a presumption of regularity attaches to all official records. Consequently, when applying for a correction of an official naval record, the burden is on the applicant to demonstrate the existence of probable material error or injustice.

Sincerely,

2/12/2025

