



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

[REDACTED]  
Docket No. 9998-24  
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED], USNR,  
[REDACTED]

Ref: (a) Title 10 U.S.C. § 1552  
(b) COMNAVCRUITCOMINST 1130.8J

Encl: (1) DD Form 149 w/attachments  
(2) Advisory Opinion by NRC, 10 Dec 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 establish authorization to access in paygrade E-3 under the Advanced Paygrade program.

2. The Board, consisting of [REDACTED], [REDACTED], and [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. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice, found that, before applying to this Board, he exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board made the following findings:

a. In accordance with reference (b), applicants with college-level foreign education who have satisfactorily completed the U.S. equivalent of 48 semester (72 quarter) hours of college may be enlisted in paygrade E-3.

b. Petitioner earned 50 semester hours from Alliance University at the end of the Fall 2020 term (9 September 2020 to 22 December 2020).

c. On 5 April 2024, Petitioner enlisted into the Naval Reserve for 8-years in paygrade E-1.

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[REDACTED]

d. Petitioner completed Initial Active Duty for Training from 2 May 2024 to 11 October 2024. Thereafter, Petitioner was released from active duty and transferred to the Navy Reserve as Engineman Fireman Recruit (ENFR)/E-1.

e. On 2 February 2025, Petitioner advanced to ENFA/E-2.

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.

## 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 Petitioner earned 50 semester hours from Alliance University prior to enlisting in the Navy Reserve, thereby meeting the criteria to enlist in paygrade E-3 in accordance with reference (b). Although the proper administrative requirements were not completed, the Board determined that under this circumstance, relief is warranted.

## RECOMMENDATION

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

Petitioner's enlistment documents (DD Form 4, Enlistment/Reenlistment Document and DD Form 1966, Record of Military Processing) are amended to reflect enlistment and accession in paygrade "E-3" vice "E-1."

This change will entitle Petitioner to pay and allowances in pay grade "E-3" effective 2 May 2024 (Active Duty Service Date).

Note: The change to the effective date of advancement to E-3 may also have affected Petitioner's E-4 advancement opportunity. If Petitioner was eligible for, but did not take the E-4 Navy Wide Advancement Examination (NWAE) because the above change had not occurred, the following procedures will apply to remediate that missed opportunity. If Petitioner was eligible for, but did not take the E-4 NWAE because the above change had not occurred, the following procedures will apply to remediate that missed opportunity. Petitioner should take the next available E-4 NWAE. Upon passing the examination, Petitioner should submit an exception to policy (ETP) to the Chief of Naval Operations (OPNAV N132) in accordance with Bureau of Naval Personnel Instruction 1430.16G. If all requirements are met for a missed exam and OPNAV N132 disapproves an ETP, Petitioner may reapply to this Board for consideration of advancement to E-4 retroactive to the date Petitioner would have advanced on the "missed" examination cycle. Petitioner must submit a DD Form 149, with at least a copy of worksheet for the missed cycle(s), command endorsement/recommendation, disapproved ETP and a copy of this letter. The Board will then determine whether the request for retroactive advancement will be approved.

A copy of this report of proceedings will be filed in Petitioner's naval record.

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[REDACTED]

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.

3/24/2025

