



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

██████████
Docket No. 10639-24
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
(d) ESRP Policy memo, 10 Feb 23
(c) NAVADMIN 055/23, 27 Feb 23
(d) OPNAVINST 1160.8B, 1 Apr 19
(e) FY24 SRB Award Plan, 15 Apr 2024

Encl: (1) DD Form 149 w/attachments
(2) Advisory Opinion by OPNAV N133D, 22 Nov 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 to establish entitlement to the Zone 1, Enlisted Supervisory Retention Pay (ESRP).

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 27 February 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), ESRP reenlistment in Zone 1: Greater than or equal to 10 years of naval service but less than 14 years of naval service. Criteria for ESRP includes but not limited to meeting all eligibility requirements to reenlist for a minimum of 3 years, the terminal date of the new reenlistment contract must be at least 24 months past the existing enlistment contract obligation (end of active obligated service (EAOS) or EAOS as extended (Soft EAOS), whichever is later). ESRP is not authorized for enlistment contract extensions. Additionally, the policy indicates a service member cannot exceed combined Selective Reenlistment Bonus (SRB) and ESRP payment totaling \$360,000 in a career.

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b. Reference (c) specifies only Service members assigned with an active supervisor Navy Enlisted Classification (NEC) listed in the message are eligible to reenlist for ESRP. In addition, Service members must hold a current security clearance or be in an open status for a new investigation. To encourage career progression and provide incentive for continued superior at-sea-service, supplementary eligibility requirements remain in place for each ESRP zone. Specifically, members must be assigned an active nuclear supervisory NEC. ESRP Zone 1 award level for EMNSS/N14S with at least 24 months additional obligated service is 8.0.

c. Reference (d) indicates eligibility for a Zone C bonus is for Service members that have completed 10 years but not more than 14 years. However, reference (e) stipulated that reenlistment compensation for Zones 1 through Zone 3 nuclear trained Sailors holding a nuclear supervisor NEC shall be provided under the ESRP.

d. On 7 February 2014, Petitioner issued Secret clearance.

e. On 10 June 2014, Petitioner entered active duty.

f. On 21 July 2017, Petitioner reenlisted for 6 years and received a Zone A SRB.

g. On 1 September 2019, Petitioner awarded the Submarine Nuclear Propulsion Plant Supervisor – Electrical NEC N14S.

h. On 10 June 2021, Petitioner reenlisted for 5 years and received a Zone B SRB. Thereafter, Petitioner reenlisted for 6 years on 1 December 2023.

i. On 10 June 2024, Petitioner entered Zone 1 for ESRP.

j. In correspondence 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 would have met the eligibility criteria for the ESRP once he crossed over 10 years of active service in accordance with references (b) and (c). Although Petitioner did not complete the appropriate administrative requirements, the Board determined he reenlisted prematurely due to receiving inadequate counseling, therefore determined that under this circumstance, relief is warranted.

RECOMMENDATION

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

Petitioner reenlisted on "11 June 2024" vice "1 December 2023" for 6 years.

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Note: This change will entitle Petitioner to Zone 1 ESRP. Contact ESRP Program Manager at [REDACTED] or email nxag_n133d3@navy.mil for questions regarding ESRP bonus calculation and payments.

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.

3/8/2025

[REDACTED]

Deputy Director

Signed by: [REDACTED]