



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

██████████  
Docket No. 10808-24  
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) American Critical Care Nurse Certification website  
(c) FY23 Navy Active Duty Nurse Corps Special Pays Guidance

Encl: (1) DD Form 149 w/attachments  
(2) Advisory Opinion from CNRC, 5 Mar 25  
(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 Critical Care Nurse Accession Bonus in the amount of \$100,000.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 27 March 2027 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) the initial eligibility requirements for Critical Care Registered Nurse (Adult) includes having a current, unencumbered U.S. Registered Nurse (RN) or Advanced Practice Registered Nurse (APRN) license is required. An unencumbered license is not currently being subjected to formal discipline by the board of nursing in the state(s) in which the nurse is practicing and has no provisions or conditions that limit the nurse's practice. Provisions or conditions may include, but are not limited to, direct supervision of practice, drug administration limitations and/or practice area exclusions. Candidates must complete clinical practice hour requirements. The options include a Two-Year option – Practice as an RN or APRN for 1,750 hours in direct care of acutely/critically ill adult patients during the previous two years, with 875 of those hours accrued in the most recent year preceding the application.

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b. Reference (c) specified for the Critical Care Nurse Accession Bonus, eligibility consideration for limited quotas must include two or more years of full time clinical experience as a critical care registered nurse in the preceding two years before accession. To be considered working full time in this paragraph is working 36 hours per week. Relevant clinical experience must be obtained while working as a registered nurse; however, relevant experience can be obtained prior to a qualifying degree as define with the policy. Table 1 authorized an Accession Bonus for Critical Care Nursing for a 4-year obligation in the amount of \$100,000 (Paid in 4 annual installments of \$25,000).

c. On 12 March 2018, Petitioner awarded Bachelor of Science in Nursing Degree from [REDACTED].

d. On 14 June 2018, Petitioner issued a Registered Nurse unencumbered license (946111) from [REDACTED] with an expiration date of 30 April 2026.

e. On 1 March 2020, Petitioner issued Critical Care Registered Nurse Acute/Critical Care Nursing certification from the American Association of Critical Care Nurses. Certification expires on 28 February 2026 (Reference #2000440785).

f. On 8 December 2022, Petitioner signed NAVPERS 1131/133, Nurse Corps Active Duty, (2900) Service Agreement accepting a \$30,000 Accession Bonus for the Nurse Corps designator 2900 and a 4-year active duty obligation.

g. On 8 December 2022, Petitioner accepted an active commission and entered active duty on 21 January 2023.

h. On 1 February 2023, Petitioner's \$30,000 Accession Bonus was processed for payment.

i. 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 partial 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 met the eligibility criteria for the Critical Care Nurse Accession Bonus in accordance with references (b) and (c). Therefore, the Board determined under this circumstance, relief is warranted.

## RECOMMENDATION

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

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Petitioner's NAVCRUIT 1131/133, Nurse Corps Active Duty (2900) Service Agreement dated 8 December 2022 is amended to reflect Nurse Corps Sub-Specialty and designator "2900/1960" for an accession bonus of "\$100,000" upon appointment.

This change will entitle Petitioner to the Critical Care Nurse Accession Bonus in the amount of \$100,000. Note: Petitioner is only eligible for the difference in pay for \$30,000 Accession Bonus and the \$100,000 Critical Care Nurse Accession Bonus. The Defense Finance and Accounting Service will complete an audit of Petitioner's pay records to determine retroactive special payment entitlement.

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.

5/3/2025

[REDACTED]

Deputy Director

Signed by: [REDACTED]