



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

[REDACTED]
Docket No. 11437-24
Ref: Signature Date

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

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

Ref: (a) 10 U.S.C. § 1552
(b) Reserve Personnel Manual Article 1100-020, 6 Jun 22
(c) Fiscal Year 2024 Selected Reserve Enlisted Recruiting and Retention Incentives
Program, 2 Nov 23 (Revised on 1 Dec 23)

Encl: (1) DD Form 149 w/attachments
(2) DD Form 214, Certificate of Release or Discharge from Active Duty, 4 Jan 12
(3) History of Assignments Screen
(4) DD Form 214, Certificate of Release or Discharge from Active Duty, 5 Feb 15
(5) DD Form 4, Enlistment/Reenlistment Document, 25 Apr 24
(6) Inactive Duty Training Detail Review Screen
(7) Navy Reserve Recruiting Station, [REDACTED] email, subj: Bonus Page, 26 Apr 24
(8) Statement of Understanding and Election of Selected Reserve Bonus, NAVPERS
1070/613, Administrative Remarks, undated
(9) Commander, Navy Reserve Forces Command email, subj: Bonus, 13 Nov 24
(10) Commander, Navy Reserve Forces Command letter 5420 Ser N1/, subj: Advisory
Opinion ICO [Petitioner], 8 Jan 25
(11) Board for Correction of Naval Records email, subj: BCNR Application ICO
[Petitioner] Docket No [REDACTED], 17 Apr 25
(12) Petitioner email, BCNR Application ICO [Petitioner] Docket No [REDACTED], 21 May
2025

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 separate or retire from the Navy Reserve in light of not being eligible for
the Prior Service Enlistment Bonus.

2. The Board reviewed Petitioner's allegations of error or injustice on 24 June 2025 and,
pursuant to its governing policies and procedures, determined by a majority vote that the
corrective action indicated below should be taken on Petitioner's naval record. Documentary
material considered by the Board included enclosures; relevant portions of Petitioner's naval
records; and applicable statutes, regulations, and policies.

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3. Having reviewed all that evidence of record pertaining to Petitioner's allegations of error or injustice, the Board found as follows:

- a. Before applying to the Board, Petitioner exhausted all administrative remedies available under existing law and regulations with the Department of the Navy.
- b. Petitioner served on active duty from 6 January 1998 to 5 January 2012 and discharged as a Personnel Specialist Second Class (PS2)/E-5 with 14 years of active duty service due to reaching high year tenure. See enclosure (2).
- c. On 6 January 2012, Petitioner affiliated with the Navy Reserve in a drilling status as a PS2/E-5. See enclosure (3).
- d. Petitioner mobilized in support of OPERATION ENDURING FREEDOM from 22 February 2013 to 15 April 2015, released from active duty and transferred to the Navy Reserve. See enclosure (4).
- e. On 5 January 2018, Petitioner discharged from the Navy Reserve as a Personnel Specialist First Class (PS1)/E-6. See enclosure (3).
- f. On 25 April 2024, Petitioner enlisted in the Navy Reserve for 3 years as a PS1/E-6 after 6 years, 3 months, and 20 days break-in-service. Since reaffiliating, Petitioner has executed inactive duty training periods and annual training orders. See enclosures (3), (5) and (6).
- g. On 26 April 2024, Leading Petty Officer, Navy Reserve Recruiting Station, [REDACTED] emailed Petitioner indicating, “[p]ease [Please] fill out attached bonus pg [Page] 13 and email back. Thank you.” On an unknown date Petitioner signed “Statement of Understanding and Election of SELRES [Selected Reserve] Bonus (Prior Service Enlistment/Prior Service Affiliation Bonus)” NAVPERS 1070/613, Administrative Remarks (Page 13) indicating eligibility for a bonus. By signing this document, Petitioner acknowledged it “is NOT a legal binding document, but merely a Bonus Quota Reservation and that upon my check-in with my drilling site (Navy Reserve Center) I must sign the bonus contract (NAVRES [Navy Reserve] Incentive Agreement) which is a legal binding document.” The Page 13, provided to the Board, was not witnessed and/or dated by the verifying official. See enclosures (7) and (8).
- h. On 13 November 2024, in response to Petitioner’s inquiry, Commander, Navy Reserve Forces Command (COMNVRESFORCOM), Enlisted Bonus (N112) section advised Petitioner his bonus was rejected due to having over 20 years of service. See enclosure (9).
- i. By letter dated 8 January 2025, COMNAVRESFORCOM (N1) provided an advisory opinion for the Board’s consideration, and stated “that the member was not entitled to a prior service affiliation bonus due to the accumulation of over 16 years of TMS [total military service].” See enclosure (10).
- j. On 17 April 2025, Petitioner was provided enclosure (10) for an opportunity to make a statement and/or provide additional documentation. In his response, Petitioner provided a

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statement disagreeing with the findings of the advisory opinion and changed his initial petition request to the Board “to be separated or retired from the Navy Reserves, as my reenlistment decision was made under inaccurate information regarding bonus eligibility.” See enclosures (11) and (12).

MAJORITY CONCLUSION

Upon careful review and consideration of all the evidence of record, the Majority of the Board found sufficient evidence of an injustice warranting corrective action.

The Majority found no error in Petitioner not receiving the Prior Service Enlistment Bonus in accordance with reference (b)¹ as Petitioner exceeded the TMS criteria.

Although the Board found no error with Petitioner not receiving the Prior Service Enlistment Bonus, it found an injustice. Specifically, the Board surmised that Petitioner relied on his recruiter to determine the eligibility criteria for the bonus as he did not have enough knowledge on the subject matter. The Board concluded Petitioner received inadequate guidance on the eligibility of the Prior Service Enlistment Bonus, as evident by enclosure (7), whereby the recruiter asserted Petitioner’s eligibility by providing him enclosure (8) to sign. Therefore, the Board believed that Petitioner should not have to fulfill his 3 year enlistment term under these circumstances, and determined that relief is warranted.

MAJORITY RECOMMENDATION

In view of the above, the Majority recommends that the following corrective action be taken on Petitioner’s naval record:

Petitioner’s DD Form 4, Enlistment/Reenlistment Document dated 25 April 2024 is amended to reflect a 2 year vice 3 year term.²

That a copy of this report of proceedings be filed in Petitioner’s naval record.

MINORITY CONCLUSION

Upon careful review and consideration of all the evidence of record, the Minority of the Board found insufficient evidence of any error or injustice warranting relief.

¹ Reference (b) the criteria for enlisted personnel to receive a Prior Service Enlistment Bonus includes having less than 16 years of TMS. TMS is defined as all periods of military service in commissioned, warrant, flight officer, or enlisted status. This date is adjusted for breaks in service.

Reference (c) Reserve enlisted incentives specific guidance related to include service obligations, eligibility, and application procedures are found in reference (b). Additionally, reference (c) specified that Sailors in any specialty/rating that enlisted for 3 years were eligible for a Tier 1, \$20,000 bonus with an initial payment of \$10,000 and two anniversary payments of \$5,000.

² Upon changing the term to 2 years, Petitioner may request to retire if eligible, through the appropriate Navy process, should he desire to do so.

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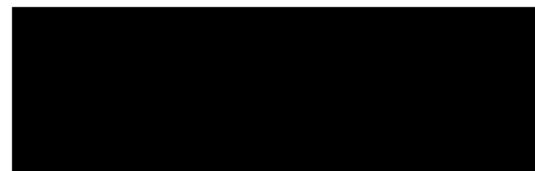
The Minority did not concur with the Majority conclusion that there existed an injustice. In this regard, the Minority concluded that the Navy Reserve enlisted bonus policy clearly outlines the criteria to receive a Prior Service Enlistment Bonus. Additionally, the Minority noted Petitioner provided insufficient evidence of being promised a bonus prior to enlisting and/or affiliating in the Navy Reserve on 25 April 2024. Moreover, the documentation provided by the Petitioner was not signed or dated by a verifying official but nevertheless plainly specified it was not a legal binding document and that a bonus contract would need to be signed upon check-in with the Navy Reserve Center. Therefore, under these circumstances, the Minority determined that relief is not warranted.

MINORITY RECOMMENDATION

In view of the above, the Minority recommends that no corrective action be taken on 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. The foregoing action of the Board is submitted for your review and action.

7/11/2025



ASSISTANT GENERAL COUNSEL (MANPOWER AND RESERVE AFFAIRS) DECISION:

X Majority Recommendation Approved (Grant Relief – I concur with the Majority conclusion and therefore direct the corrective action recommended by the Majority above.)

 Minority Recommendation Approved (Deny Relief – I concur with the Minority conclusion and therefore direct that no corrective action be taken on Petitioner's naval record.)

