



DEPARTMENT OF THE NAVY
BOARD FOR CORRECTION OF NAVAL RECORDS
701 S. COURTHOUSE RD
ARLINGTON, VA 22204

Docket No. 638-25
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552
(b) COMNAVCRUITCOM msg 011404Z Dec 23
(c) COMNAVCRUITCOM msg 291600Z May 24
(d) COMNAVCRUITCOM msg 271517Z Jun 25

Encl: (1) DD Form 149 w/attachments
(2) Advisory Opinion by NRC, 26 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 eligibility for \$25,000 Enlistment Bonus for Shipping (EBSHP) and that the remaining bonuses remain in place.

2. The Board, consisting of [REDACTED], [REDACTED] and [REDACTED] reviewed Petitioner's allegations of error and injustice on 16 September 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. Reference (b) applied to future Sailors initially classified or reclassified (change in ship, program or rate) on or after 3 December 2023. Active Component (AC) recruits in the Machinist's Mate Submarines (MMS) program that shipped October through September of any fiscal year (FY) were eligible for \$10,000 Enlistment Bonus for Source Rate (EBSR) upon graduation from "A" or "C" school. AC recruits in any program that shipped October through September of any FY that earned a bachelor's degree or greater were eligible for \$8,000 Enlistment Bonus for College Credit (EBCC). AC recruits in the MMS program that shipped November 2023 through February 2024 were eligible for \$25,000 EBSHP upon graduation of Recruit Training Command (RTC). EBSHP may not be recouped due to reclassification or separation. Future Sailors must have an Armed Forces Qualification Test (AFQT) score greater than or equal to 31 to be eligible for EBSHP.

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

b. Reference (c) applied to future Sailors initially classified or reclassified on or after 29 May 2024. For reclassification that occurred while in delayed entry program, the classifier must apply the enlistment bonus that is in effect the day of the reclassification. AC recruits in the MMS program that shipped October through September of any FY were eligible for \$10,000 EBSR upon graduation from "A" or "C" school and those that shipped May 2024 through September 2024 were eligible for \$25,000 EBSHP upon graduation of RTC. EBSHP may not be recouped due to reclassification or separation. Future Sailors must have an AFQT score greater than or equal to 31 to be eligible for EBSHP. This message did not outline EBSR eligibility for the Machinist Mate (MM) rating. Additionally, EBCC was not an authorized incentive.

c. Reference (d) applied to future Sailors initially classified or reclassified on or after 29 June 2025. For Service members reclassified while attending training, the EBSR is determined by the current effective message. If EBSHP, EBCC, Enlistment Bonus for High School, or Enlistment Bonus for AFQT are listed in the older contract, they are transferred to the new contract. This message did not outline EBSR eligibility for the Yeoman/Yeoman Submarine (YN/YNS) rating or authorize EBCC.

d. In May 2014, Petitioner graduated from [REDACTED].

e. On 19 April 2024, Petitioner enlisted in the Navy for 8 years of which 4-years is considered an active duty obligation. NAVCRUIT 1133/52, Enlistment Guarantees – Annex "A" listed Machinist's Mate (MMS/5YO) Class "A" School Guarantee T+X (SUBVOL) that required a voluntary extension of 12 months; Enlistment Bonus for Source Rate (EBSR) - \$10,000 Bonus; and Enlistment Bonus for College Credit (EBCC) - \$8,000 Bonus. Petitioner's NAVCRUIT 1133/102, Enlistment Bonus Statement of Understanding, Page 1 of 2 and DD Form 1966, Record of Military Processing replicate the aforementioned incentives. DD Form 1966 reflect an Active Duty Service Date (ADSD) of 19 September 2024 and AFQT score of 61. The Personalized Recruiting for Immediate and Delayed Enlistment Modernization (PRIDE Mod) II RTC Job Sale Order Review indicates Petitioner was eligible for and accepted EBSHP - \$35,000 Bonus, and EBSR - \$10,000 Bonus but declined \$8,000 EBCC.

f. On 13 June 2024, Petitioner's PRIDE Mod II Manage Applicant screen reflects reclassification to the MM rate and ADSD changed to 20 June 2024. NAVCRUIT 1133/52, Enlistment Guarantees was not issued.

g. On 14 June 2024, Petitioner's PRIDE Mod II Manage Applicant screen reflects reclassification to the MMS rate and ADSD changed to 30 July 2024. NAVCRUIT 1133/52, Enlistment Guarantees was not issued.

h. On 30 July 2024, Petitioner signed NAVCRUIT 1133/102, Enlistment Bonus Statement of Understanding, Page 2 of 2 outlining eligibility for \$10,000 EBSR and \$35,000 EBSHP based on reference (c) and entered active duty in paygrade E-3.

i. On 23 August 2024, issued BUPERS Order: [REDACTED] (Official Change Duty Orders) as a MMS.

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

j. On 10 October 2024, Petitioner completed Recruit Basic Military Training and his Master Military Pay Account (MMPA) reflects \$8,000 enlistment bonus was processed for payment.

k. On 12 October 2024, Petitioner detached [REDACTED], [REDACTED] and reported to Naval [REDACTED], [REDACTED] for temporary duty.

l. On 14 April 2025, Petitioner issued BUPERS Order: [REDACTED] (Official Modification to Change Duty Orders) as Fireman; five intermediate activities and ultimate activity of [REDACTED] ([REDACTED]).

m. On 1 July 2025, Petitioner issued BUPERS Order: [REDACTED] (Official Modification to Change Duty Orders) as Seaman; eight intermediate activities with last stop at [REDACTED], [REDACTED] to attend [REDACTED] school.

n. 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 for Petitioner to receive \$25,000 EBSHP.

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 that NAVPERS 1133/52, Enlistment Guarantees were not issued during the multiple times Petitioner reclassified to other ratings/programs to capture the \$25,000 EBSHP entitlement in accordance with references (b) through (d). However, the Board determined due to his reclassification to the MM rate, Petitioner lost his eligibility to the EBCC in accordance with reference (c). Although the proper administrative requirements were not completed, the Board determined that in these circumstances, partial relief is warranted.

RECOMMENDATION

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

Petitioner issued NAVCRUIT 1133/52, Enlistment Guarantee - Annex "E" to DD Form 4 dated 19 April 2024, signed on 1 July 2025 and listed Option 1: Yeoman (YN/4YO) Class "A" School Guarantee T+X (SUBVOL); and Option 2: Enlistment Bonus for Shipping (EBSHP) - \$25,000 Bonus.

This change entitles Petitioner to receive \$25,000 EBSHP upon completion of RTC on 10 October 2024.

Note: The Defense Finance and Accounting Service will complete an audit of Petitioner's pay records to determine retroactive enlistment bonus entitlement.

The part of Petitioner's request for corrective action that exceeds the foregoing is denied in accordance with reference (c).

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

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.

11/21/2025

