



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

[REDACTED]
Docket No. 3246-25
Ref: Signature Date

[REDACTED]

Dear [REDACTED],

This is in reference to your application for correction of your naval record pursuant to Section 1552 of Title 10, United States Code. After careful and conscientious consideration of relevant portions of your naval record and your application, the Board for Correction of Naval Records (Board) found the evidence submitted insufficient to establish the existence of probable material error or injustice. Consequently, your application has been denied.

A three-member panel of the Board, sitting in executive session, considered your application on 30 September 2025. The names and votes of the members of the panel will be furnished upon request. Your allegations of error and injustice were reviewed in accordance with administrative regulations and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your application, together with all material submitted in support thereof, relevant portions of your naval record and applicable statutes, regulations, and policies. In addition, the Board considered the advisory opinion contained in Chief of Naval Personnel memorandum 7220 Ser N130/25U0224 of 15 April 2025, which was previously provided to you for comment.

On 23 March 2016, you transferred from [REDACTED] and arrived at [REDACTED] on 23 March 2016 for duty.

On 24 July 2018, you were issued official change duty orders [REDACTED] with required obligated service to May 2022, while stationed in [REDACTED] with an effective date of departure of November 2018. Your ultimate activity was [REDACTED] [REDACTED] for duty with an effective date of arrival of 21 December 2018 with a Projected Rotation Date (PRD) of May 2022.

On 16 November 2018, you transferred from [REDACTED] and arrived at [REDACTED] on 17 December 2018 for duty.

On 16 August 2021, you were issued official change duty orders (BUPERS order [REDACTED], while stationed in [REDACTED] with an effective date of departure of November 2021.

Your ultimate activity was [REDACTED] for duty with an effective date of arrival of 30 December 2021 with a PRD of December 2024.

In accordance with Policy Decision Memorandum (PDM) 002-21: Sea Duty Incentive Pay (SDIP) Program published on 25 October 2021, “SDIP is governed by the AIP authority contained in reference (d) [ASN(M&RA) memo of 21 Dec 18 (NOTAL)] but is a separate program. Under SDIP, all existing pay, personnel, assignment and distribution policies remain applicable except where otherwise stated in this PDM, the SDIP implementing NAVADMIN and/or subsequent OPNAV N13 guidance.”

“Designated ratings, pay grades and skills will be eligible to extend beyond their prescribed sea tour (PST) or projected rotation date (PRD) (whichever occurs later) under one of the following guidelines: (1) SDIP-Back-To-Back (SDIP-B). Qualified Sailors voluntarily continue sea duty service beyond their PST by a minimum of 12 months and a maximum of 48 months, based upon DOD area or minimum activity tour length. Upon approval for SDIP-B, the Sailor will be assigned in accordance with enlisted distribution policy (EDP) by requisition priority to a valid SDIP billet onboard a ship, submarine or at an aviation squadron designated as Type 2/4 sea duty for rotational purposes.”

“The Sailor must be approved for SDIP, via Navy Message, prior to being selected and posted for follow-on PCS [Permanent Change of Station] transfer orders. Once selected and posted to a billet, the Sailor is no longer eligible for SDIP. If a Sailor is posted to a billet and then subsequently received modified orders to an SDIP eligible billet, PERS-40DD may approve an SDIP request submitted by that Sailor based on the needs of the Navy.”

“SDIP requests will originate at the Sailor’s current command, prior to being selected or posted to a billet for follow-on orders or a separate extension becoming effective. Requests consist of a completed application NAVPERS 1306/7 with command endorsement. In applying for SDIP, a Sailor must: a. Specifically indicate: Which option is being requested (i.e., SDIP-B, SDIP-C or SDIP-E), the number of months desired, the requested detachment month, as applicable. b. Submit the SDIP application to the rating detailer within the following timelines: (1) SDIP-B requests must be received by the detailer 14 to 16 months prior to PST completion date/PRD, whichever occurs later.”

On 30 November 2021, you transferred from [REDACTED] and arrived at [REDACTED] on 30 November 2021 for duty.

On 17 July 2024, SDIP Eligibility Chart states, Notes: 10. Applies to E-7, E-8, and E-9 Sailors of all ratings. Sailors who were selected for promotion via the Senior Enlisted Advancement to Position program are not authorized this incentive until they have served the SEA2P tour. Sailors whose specific skillset is represented elsewhere on this eligibility chart are authorized the higher of the two SDIP rates.

On 11 September 2024, you reenlisted for 2 years with an End of Active Obligated Service (EAOS) of 10 September 2026.

On 23 September 2024, you were issued official change duty orders (BUPERS order: [REDACTED]) with required obligated service to November 2027, while stationed in [REDACTED] with an effective date of departure of October 2024. Your ultimate activity was [REDACTED] [REDACTED] for duty with an effective date of arrival of 30 November 2024 with a PRD of November 2027. "Member selected via the Active Duty Enlisted Advancement-To- Position (A2P) Program. Frocking is authorized 30 days prior to transfer from the losing command. The advancement date will be effective upon check-in at the ultimate duty station and the ultimate duty station is responsible for submitting the applicable advancement entries."

On 23 September 2024, cognizant authority approved your request for SDIP-B that you signed on 5 February 2024. Electronic Personnel Action Request (NAVPERS 1306/7) requested the following: "Active: Respectfully request SDIP-B for 36 months." Date Available: Earliest 1 October 2024 and Latest 30 November 2024.

On 2 October 2024, you were advanced to AWOCS/E-8.

On 2 October 2024, you transferred from [REDACTED] and arrived at [REDACTED] on 2 October 2024 for duty.

On 8 October 2024, you notified PERS-40 Incentive Pays, Sea Duty Incentive Program Manager that, "Sorry to bother you, but I'm trying to get my SDIP-B sorted out. I submitted SDIP-E last May when I extended with the case number of 04142260, but routed an SDIP-B with the case number of 04726002 that was declined. I've attached what it currently shows, but it looks like my PRD is off as well as the total months. I originally was approved on my SDIP-E to shift my PRD from DEC25 to APR25. I submitted a new 36 month SDIP-B for my new orders that I was trying to execute this month, and should have put my PRD at NOV27. I think there may be a clerical error, as it should be NOV27 vice AUG25, correct?"

On 9 October 2024, PERS-40 Incentive Pays, Sea Duty Incentive Program Manager notified you that, "Looks like your SDIP-E was approved on 5/10/24 for dates JAN2025-MAY2026. The SDIP is set and the amount does not go up or down and get recouped as eligibility changes as long as the member remains at sea in an SDIP eligible billet. The DMEI did an auto cancel of everyone's SDIP's and we had to resubmit the ones with approved SDIP's back in the system. Once the previously approved SDIP has been executed and paid, then you will be able to submit another SDIP request for review"

On 15 November 2024, Navy Standard Integrated Personnel System/Electronic Service Record shows a 14-month agreement to extend enlistment with a Soft EAOS of 10 November 2027.

On 5 February 2025, SDIP Eligibility Chart states, "E-7, E-8, and E-9 Sailors of all ratings who were selected for promotion via the Senior Enlisted Marketplace (SEM) are not authorized this incentive until they have served and completed their SEM tour."

On 7 February 2025, you were issued official change duty orders [REDACTED] while stationed in [REDACTED] with an effective date of departure of February 2025. Your ultimate activity was [REDACTED] for duty with an effective date of arrival of 7 February 2025 with a PRD of November 2027.

On 7 February 2025, you transferred from [REDACTED] and arrived at [REDACTED] on 7 February 2025 for duty.

You requested the payment of SDIP-B for 30 months for the period of May 2025 to November 2027. The Board, in its review of your entire record and application, carefully weighed all potentially mitigating factors, to include your assertions. You assert that, “[u]nder the previous SDIP eligibility guidance, I was fully eligible for SDIP-B. A policy change occurred during this process, removing SEM members from SDIP eligibility. My request was submitted and denied before the change. I believe my case should be reviewed under the prior criteria for fairness due to factors outside of my control.” However, the Board concluded that, on 23 September 2024, you were issued BUPERS order [REDACTED], which state, “Member selected via the Active Duty Enlisted Advancement-To- Position (A2P) Program.” In accordance with the July 2024 SDIP Eligibility Chart that you submitted in support of your request, “Notes: 10. Applies to E-7, E-8, and E-9 Sailors of all ratings. Sailors who were selected for promotion via the Senior Enlisted Advancement to Position program are not authorized this incentive until they have served the SEA2P tour.” Therefore, the Board determined that you were ineligible for SDIP-B for BUPERS order: [REDACTED] and a change to your record is not warranted. In this connection, the Board substantially concurred with the comments contained in the aforementioned advisory opinion.

You are entitled to have the Board reconsider its decision upon submission of new matters, which will require you to complete and submit a new DD Form 149. New matters are those not previously presented to or considered by the Board. In this regard, it is important to keep in mind that a presumption of regularity attaches to all official records. Consequently, when applying for a correction of an official naval record, the burden is on the applicant to demonstrate the existence of probable material error or injustice.

Sincerely,

11/17/2025

[REDACTED]