



DEPARTMENT OF THE NAVY

BOARD FOR CORRECTION OF NAVAL RECORDS

701 S. COURTHOUSE RD

ARLINGTON, VA 22204

[REDACTED] Docket No. 3349-25

Ref: Signature Date

[REDACTED]  
[REDACTED]  
[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 (the 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 11 December 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 Branch Head, Community Management Support Branch memorandum 1160 Ser B328/094 of 3 April 2025, which was provided to you for comment.

On 24 October 2012, you entered active duty.

In June 2019, you were awarded Navy Enlisted Classification (NEC) 841A.

In accordance with NAVADMIN 108/20 published on 15 Apr 20, announced revised Selective Reenlistment Bonus (SRB) policy for Active Component and Full Time Support, superseding NAVADMIN 272/19. Sailors must have reenlisted within 365 days of their End of Active Obligated Service (EAOS) (as opposed to 270 days required in NAVADMIN 272/19), except in the case of Nuclear-trained Sailors who could have reenlisted at any point in the reenlistment zone, per guidance in OPNAVINST 1160.8B.

In August 2020, you were awarded NEC S05A.

On 11 June 2021, you reenlisted for 4 years with and EAOS of 10 June 2025.

In August 2022, you were awarded NEC S07A.

On 24 October 2022, you entered zone C.

In accordance with FY23 Reserve SRB Award Plan (N13 SRB 001/FY23) published on 26 October 2022, a zone C SRB with an award level of 0.5 (\$30,000 award ceiling) for the LS TAR rate was listed.

On 28 October 2022, you were issued official change duty orders (BUPERS order: 3012), requiring obligated service to March 2026 while stationed at [REDACTED] [REDACTED] with an effective date of departure of March 2023. Your ultimate activity was [REDACTED] for duty with an effective date of arrival of 30 April 2023 and a projected rotation date of March 2026.

On 12 December 2022, Navy Standard Integrated Personnel System (NSIPS)/Electronic Service Record shows a 9-month agreement to extend enlistment with a Soft EAOS of 10 March 2026.

On 31 March 2023, you transferred from [REDACTED] and arrived at [REDACTED] for duty on 14 April 2023.

In accordance with FY23 Reserve SRB Award Plan (N095/N13 SRB 002/FY23) published on 1 May 2023, a zone C SRB with an award level of 0.5 (\$30,000 award ceiling) for the LS TAR rate was listed.

In accordance with Training and Administration of the Reserve SRB Award Plan published on 1 October 2024, a zone C SRB with an award level of 0.5 (\$30,000 award ceiling) for the LS TAR rate was eliminated effective 1 October 2024. Reenlistments on or after the effective date of 1 October 2024 will not be eligible for SRB. Furthermore, “[f]or reductions and eliminations, it may still be possible to move a previously submitted SRB reenlistment to a date prior to the effective date of the reduction or elimination. If the request was submitted on, or before 25 SEP 2024, it may still meet 35 days from original request submission to the adjusted date of execution. As long as the newly adjusted reenlistment date is also within 365 days of the member’s EAOS, or the member is in receipt of unexecuted PCS orders with an unmet OBLISERV, it may be possible to move it. Contact BUPERS 328 for assistance in validating eligibility.”

NSIPS shows SRB History Effective Date: 19 September 2024 and SRB type: FTS SRB.

On 9 December 2024, you signed a Command Career Request (NPPSC 1160/1) requesting a 3 year reenlistment effective date of 10 January 2025 and a zone C SRB. Furthermore, your request was approved by cognizant authority on 19 December 2024.

On 23 December 2024, you reenlisted for 4 years with an EAOS of 22 December 2028.

On 23 December 2024, [REDACTED] issued you an Administrative Remarks (NAVPERS 1070/613) listing the following: Entitled to SRB based on the LS rating, zone C, award level 0.5. Total entitlement: \$7749.50. First installment is \$3,874.75. Member has acknowledged that entitlement to SRB must continue in order to receive subsequent Installments.

Commander, Navy Reserve Forces Command notified Director, Military Personnel Plans and Policy Division (OPNAV N13) via Navy pay and Compensation Policy Branch (OPNAV N130) that "Summary. Per OPNAVINST 1160.8, LS1 [D] submitted a reenlistment request on 19 September 2024 with a reenlistment date of 23 December 2024. The [SRB] precertification request was submitted to the SRB desk via [NSIPS] on 19 September 2024, 95 days prior to requested reenlistment date and was subsequently approved as noted on enclosure (2). During the first week of October, my Command Career Counselor (CCC) received notification of updates to the SRB award levels. She reviewed the new Training and Administration of the Reserve (TAR) SRB award level table and confirmed in her Career Information Management System (CIMS) account that the SRB was still showing "approved." My CCC understood that as long as the SRB remained approved in NSIPS, the member would remain eligible. However, my CCC overlooked the effective date of an SRB elimination noted in the SRB award plan's color chart. This led to the unintentional loss of eligibility for [REDACTED] through no fault of her own. The discrepancy became apparent after [REDACTED] reenlisted on 23 December 2024 and did not receive payment for the SRB. Upon review, it was determined that the SRB eligibility had been impacted by the SRB elimination's effective date, which my CCC had failed to account for.

Causes/Corrective Actions. I conducted a fact finding investigation to determine the root cause of the oversight and loss of SRB eligibility. The TAR SRB award level table was released on approximately 25 September 2024, with the TAR Logistics Specialist SRB award level being eliminated effective 1 October 2024. Due to the time constraint, my command would have had five days to make the adjustment on [REDACTED] reenlistment to retain SRB eligibility. However, my CCC was not made aware of the SRB updates until the first week of October as noted in paragraph one. Additionally, my CCC was not properly trained as she had not attended the CCC training course but was scheduled to attend 16 November 2024-16 December 2024. My CCC has since successfully graduated, and I have implemented the addition of SRBs on my command's monthly report for further oversight. This issue occurred through no fault of the member, and I am confident it will not reoccur."

You requested to receive a zone C SRB for your reenlistment of 23 December 2024. The Board, in its review of your entire record and application, carefully weighed all potentially mitigating factors, to include your assertions. However, the Board concluded that in accordance with Training and Administration of the Reserve SRB Award Plan, the last date to reenlist for SRB was 30 September 2024. Your SRB precertification was submitted on 19 September 2024. Although this was within the required 35-120 days prior to the requested reenlistment date of 23 December 2024, it was only 5 days prior to the cutoff date of 30 September 2024. Furthermore, in accordance with Training and Administration of the Reserve SRB Award Plan, moving the reenlistment date was possible if the request was submitted on or before 25 September 2024 and if it still met 35 days from original request submission to the adjusted date of execution. The Board determined that your request was submitted prior to 25 September

2024, however it did not meet the 35 day requirement, therefore you are ineligible for SRB. In this connection, the Board substantially concurred with the comments contained in the 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,

12/19/2025



Deputy Director  
Signed by: [REDACTED]