



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

[REDACTED]  
Docket No. 3485-25  
Ref: Signature Date

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

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

Ref: (a) 10 U.S.C. § 1552  
(b) OPNAVINST 1160.8B: Selective Reenlistment Bonus (SRB) Program, 1 Apr 19  
(c) SECNAVINST 5420.193, Board for Correction of Naval Records, 19 November 1997

Encl: (1) DD Form 149, signed 14 March 2025  
(2) DD Form 4, Enlistment/Reenlistment Document – Armed Forces of the United States, 19 August 2016  
(3) NAVCRUIT 1132/52, Enlistment Guarantees, 19 August 2016 (Annex A to Enclosure (2))  
(4) NSIPS/ESR Contract Information, printed 8 August 2025  
(5) NAVPERS 1070/605, History of Assignments  
(6) BUPERS ORDER: 2281, Official Change Duty Orders for [Petitioner], 16 August 2021  
(7) BUPERS ORDER: 2281, Official Modification to Change Duty Orders for [Petitioner], 17 November 2021  
(8) BUPERS ORDER: 2281, Official Modification to Change Duty Orders for [Petitioner], 3 December 2021  
(9) Fiscal Year 2024 SRB Award Plan (N13 SRB/001/FY24), 3 October 2023  
(10) BUPERS ORDER: 3333, Official Change Duty Orders for [Petitioner], 29 November 2023  
(11) NAVPERS 1070/601, Immediate Reenlistment Contract, 22 December 2023  
(12) BUPERS ORDER: 1326, Official Change Duty Orders for [Petitioner], 1 May 2024  
(13) NAVPERS 1070/886, Member Data Summary, printed 8 August 2025  
(14) Fiscal Year 2025 SRB Award Plan (N12 SRB 001/FY25), dated 16 October 2024  
(15) BUPERS Memo 1160 Ser B328/100, subj: Request for Advisory Opinion in the case of [Petitioner], 4 April 2025  
(16) BCNR E-mail, subj: CUI BCNR APPLICATION ICO [PETITIONER] DOCKET NO 3485-25, sent Monday, April 7, 2025 @ 1:37 PM  
(17) Petitioner's E-mail, subj: Re: CUI BCNR APPLICATION ICO [PETITIONER] DOCKET NO 3485-25, sent Wednesday, May 28, 2025 @ 1:47:31 PM  
(18) BUPERS Memo 1160 Ser B328/154, subj: Request for Advisory Opinion in the case of [Petitioner], 4 June 2025

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

1. Pursuant to the provisions of reference (a), the Subject, hereinafter referred to as Petitioner, filed enclosure (1) with the Board for Correction of Naval Records, hereinafter referred to as the Board, requesting that his naval record be corrected as necessary to establish his eligibility to receive a Selective Reenlistment Bonus (SRB).<sup>1</sup>

2. A three-member panel of the Board convened in executive session on 18 December 2025 to review Petitioner's allegations of error or injustice pursuant to its governing policies and procedures on 18 December 2025 and determined by a majority vote that the corrective action recommended in paragraph 6 below should be taken upon Petitioner's naval record. Documentary material considered by the Board included the enclosures; relevant portions of Petitioner's naval record; and applicable statutes, regulations, and policies.

3. Factual Background. Following is the relevant factual background of Petitioner's case based upon review of his naval record and/or the matters submitted for the Board's consideration:

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 enlisted in the Navy with a four-year active duty service obligation on 19 August 2016. He also agreed to a two-year extension to that obligation pursuant to his participation in the Advance Technical Field Explosive Ordnance Disposal (ATF-EOD 6YO) Challenge Program and the associated \$8,000 enlistment bonus which came with that rate. See enclosures (2) and (3).

c. Petitioner entered active duty pursuant to the enlistment contract referenced in paragraph 3b above on 21 February 2017. See enclosure (2). As such, his original end of active obligated service (EAOS) date was 20 February 2021, with a Soft EAOS date of 20 February 2023 (pending the Navy's fulfillment of its ATF-EOD 6YO enlistment guarantee). See enclosure (4).

d. Upon completion of his initial entry training, which included explosive ordnance disposal (EOD) training at [REDACTED] and advanced training at [REDACTED] (i.e., fulfillment of his enlistment guarantee), Petitioner reported for his first duty assignment at [REDACTED] on 25 October 2017. See enclosure (5).

e. On 16 August 2021, Petitioner received permanent change of station (PCS) orders reassigning him to [REDACTED].<sup>2</sup> Execution of these orders required Petitioner to obligate himself to service through January 2025. See enclosures (6), (7), and (8).

---

<sup>1</sup> Specifically, Petitioner requested that his reenlistment date be changed to the date of his graduation from the [REDACTED] (31 July 2024) and that he receive full Zone B SRB for four years. He amended this request in his response to an advisory opinion (AO) to reflect that he reenlisted upon completion of his previous enlistment extension (21 December 2024).

<sup>2</sup> While his original PCS orders directed Petitioner to detach from [REDACTED] in November 2021 and report to [REDACTED] not later than 15 December 2021, those orders were subsequently amended twice to direct Petitioner to detach in December 2021 and to report to [REDACTED] not later than 15 January 2022.

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

f. Petitioner departed [REDACTED] on 17 December 2021 and reported for duty at [REDACTED] pursuant to the PCS orders discussed in paragraph 3e above on 6 January 2022. See enclosure (5).

g. On 24 February 2022, Petitioner extended his original enlistment for an additional 10 months, thus adjusting his EAOS date to 20 December 2024. See enclosure (4).

h. The Fiscal Year (FY) 2024 SRB Award Plan was published on 3 October 2023, establishing a Zone B SRB with an award level of 3.0 (\$45,000 maximum) for the CB/B17A rate/naval enlisted classification (NEC).<sup>34</sup> See enclosure (9).

i. On 29 November 2023, Petitioner received PCS orders directing him to detach from [REDACTED] in December 2023, and to report to the [REDACTED] in [REDACTED], not later than 16 February 2024, for attendance at the Basic Engineering Diver course from 16 February 2024 to 1 August 2024.<sup>5</sup> These orders specified that obligated service to December 2024 was required for their execution. See enclosure (10).

j. On 22 December 2023, Petitioner reenlisted for four years. This action adjusted his EAOS date to 21 December 2027. See enclosures (4) and (11).

k. Petitioner departed [REDACTED] on 3 January 2024 and reported for duty at the [REDACTED] pursuant to the PCS orders discussed in paragraph 3i above on 10 January 2024. See enclosure (5).

l. On 1 May 2024, Petitioner received PCS orders directing him to detach from [REDACTED] in August 2024 and to report to [REDACTED], not later than 1 September 2024. See enclosure (12).

m. Petitioner was awarded NEC B17A effective 1 August 2024 upon completion of the Basic Engineer Diver course at [REDACTED]. See enclosure (13).

n. Petitioner departed [REDACTED] on 1 August 2024 and reported for duty at [REDACTED] pursuant to the PCS orders discussed in paragraph 3l above on 3 September 2024. See enclosure (5).

o. The FY 2025 SRB Award Plan was published on 16 October 2024, establishing a Zone B SRB with an award level of 2.0 (\$45,000 maximum) for the CB/B17A rate/NEC. See enclosure (14).

---

<sup>3</sup> NEC B17A designates the Underwater Construction Technician Basic within the Navy Seabee Construction Diver program.

<sup>4</sup> Having achieved six years of active service as of 21 February 2023, Petitioner was considered to be a Zone B Sailor in accordance with reference (b).

<sup>5</sup> Petitioner was directed to report to the [REDACTED] transaction service center on or about [REDACTED] prior to beginning the Basic Engineer Diver course on [REDACTED]

#### 4. Procedural Background.

a. Petitioner submitted a DD Form 149 to the Board in April 2025 requesting the corrective action discussed in paragraph 1 above.<sup>6</sup> Specifically, he noted that he was not awarded a Zone B SRB for his reenlistment in December 2023,<sup>7</sup> and that he should have completed an obligation of service to train (OTT) in order to satisfy the service obligation necessary to complete his training at [REDACTED] and achieve the B17A NEC.<sup>8</sup> Accordingly, Petitioner requested that his record be corrected to reflect that he did not reenlist in December 2023, but rather than he did so upon his graduation from [REDACTED] with NEC B17A so that he would qualify for the SRB referenced in paragraph 3j above. See enclosure (1).

b. By memorandum dated 4 April 2025, Petitioner's Community Management Support Branch Head (BUPERS-328) provided an AO for the Board's consideration, recommending disapproval of Petitioner's request. BUPERS-328 noted that Petitioner's EAOS date upon receipt of his orders assigning him [REDACTED] to attain NEC B17A was 20 December 2024 (see paragraph 3g above) and that his rate at that time was Equipment Operator (EO). Since there was not Zone B SRB for EO available in the FY 2024 SRB Award Plan referenced in paragraph 3h above, BUPERS-328 would not have approved an OTT. He further advised that Petitioner is not eligible for SRB at this time. See enclosure (15).

c. A copy of the AO referenced in paragraph 4b above was provided to Petitioner for comment via e-mail on 7 April 2025. He was provided 30 days to submit any comments in response to this AO. See enclosure (16).

d. By e-mail dated 28 May 2025, Petitioner provided a response to the AO referenced in paragraph 4b above. He acknowledged that he had enough obligated service to complete the Basic Engineering Diver course to attain NEC B17A, and that he did not need an OTT for this purpose. However, he insisted that his former command at [REDACTED] should not have advised him to reenlist in December 2023 for this purpose and instead should have advised him to wait until he had obtained the B17A NEC. Accordingly, he amended his request to have his reenlistment date changed to 21 December 2024 and to receive SRB for NEC B17A. See enclosure (17).

e. By memorandum dated 4 June 2025, BUPERS-328 provided another AO to the Board in light of Petitioner's response to its previous AO, referenced in paragraph 4d above. This AO advised that Petitioner would have been eligible for the Zone B, CB/B17A, 2.0 award level SRB

---

<sup>6</sup> Petitioner signed his DD Form 149 on 14 March 2025, but it was not received by the Board until 3 April 2025.

<sup>7</sup> Petitioner misstated the date of his reenlistment. While he stated that he reenlisted on 17 December 2023, his signature on enclosure (11) reflects that he reenlisted on 22 December 2023.

<sup>8</sup> In accordance with paragraph 16f(1) of reference (b), a member who receives orders to attend training to gain a qualifying SRB NEC but who lacks the required obligated service to complete training may apply for OTT. To be eligible to apply for OTT, completion of the requested school must occur after the current inoperative extension (i.e., Soft EAOS). If approved for OTT, the member will be allowed to extend his enlistment through the school graduation date. The member must agree to obligate service to meet the graduation date for the SRB rating, NEC, or skill and then reenlist after the new rating, NEC, or skill is attained or rating conversion is completed. The new rating, NEC, or skill must also be designated for award of an SRB at the time of the OTT agreement.

if he had waited until his previous EAOS date to reenlist rather than reenlisting in December 2023. See enclosure (18).

5. Conclusions.<sup>9</sup>

a. Before applying to the Board, Petitioner exhausted all administrative remedies available under existing law and regulations with the Department of the Navy.

b. The Board found no error in Petitioner's ineligibility for a Zone B SB/B17A SRB. When Petitioner reenlisted on 22 December 2023, his rate was EO. There was no Zone B SRB approved at that time for Sailors in that rate. Additionally, Petitioner's EAOS at that time was 21 December 2024, so he did not require any additional obligated time to attain the NEC B17A. Accordingly, Petitioner simply did not qualify for receipt of an SRB when he reenlisted.

c. While unanimously finding no error in Petitioner's ineligibility for an SRB, the Board could not reach a consensus regarding whether the circumstances of his ineligibility constituted an injustice warranting corrective action.

(1) *Majority Conclusion.* The Majority of the Board found an injustice in the circumstances of Petitioner's ineligibility for the SRB. As noted above, Petitioner need not have reenlisted on 22 December 2023 to attain sufficient obligated service to complete his dive training and attain NEC B17A. As such, the Majority believed it likely that he would not have done so at that time if he had known better and/or received better advice. Since Petitioner apparently did not receive such advice, the Majority found sufficient evidence of an injustice warranting corrective action.

(2) *Minority Conclusion.* The Minority of the Board found insufficient evidence of an injustice in the circumstances of Petitioner's ineligibility for the SRB. No one forced Petitioner to reenlist on 22 December 2023 and he was at the time a petty officer with over six years of service. He also knew that he was going to receive the training necessary to attain NEC B17A and that his training would be complete during FY 2024, and the availability of a Zone B SRB for Sailors with that NEC in FY 2024 was published and available to him. Finally, the Majority noted that Petitioner could not have known that a Zone B SRB would still be available for SB/B17A during FY 2025, so it was not obvious that Petitioner would have waited until the end of his EAOS to reenlist if he knew about the SRB. Ultimately, the Minority believed that Petitioner was responsible for his own career decisions, and found no injustice in that those decisions made him ineligible for a SRB.

6. Recommendations.

a. *Majority Recommendation.* Based upon its conclusions as discussed in paragraph 5 above, the Majority of the Board recommends that the following corrective action be taken upon Petitioner's naval record:

---

<sup>9</sup> Except as stated in paragraph 5c below, the Board's conclusions were unanimous.

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

(1) That Petitioner's naval record be corrected as necessary to reflect that he did not execute his four-year reenlistment on 22 December 2023, but rather that he continued to serve pursuant to the enlistment extension that he executed on 22 February 2022 and that he reenlisted effective 21 December 2024 under the same terms as his 22 December 2023 contract. This action will result in a change to Petitioner's current EAOS date.

(2) That Petitioner's naval record be corrected as necessary to reflect that he properly submitted a complete request for SRB reenlistment at least 35 days but no more than 120 days prior to his adjusted reenlistment date discussed in paragraph 6a(2) above in accordance with reference (b), and that this request was approved in a timely manner. This correction is intended to establish Petitioner's retroactive eligibility for the Zone B CB/B17A SRB that he would have received if he had been approved for SRB reenlistment pursuant to the FY 2025 SRB Award Plan.

(3) That a copy of this record of proceedings be filed in Petitioner's naval record.

b. *Minority Recommendation.* Based upon its conclusions as discussed in paragraph 5 above, the Minority of the Board recommends that no corrective action be taken upon Petitioner's naval record.

7. 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.

8. The foregoing action of the Board is submitted for your review and action in accordance with Sections 6e(1)(a) and 6e(1)(b) of Attachment (1) to reference (c).

2/25/2026

[REDACTED]

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

ASSISTANT GENERAL COUNSEL (MANPOWER AND RESERVE AFFAIRS) DECISION:

- ☐ MAJORITY Recommendation Approved (Grant Relief – I concur with the Majority conclusion and therefore direct the corrective action recommended by the Majority in paragraph 6a 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.)

