



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

██████████
Docket No. 3754-25
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO ██████████, USN,
XXX-XX-██████████

Ref: (a) Title 10 U.S.C. § 1552
(b) NAVADMIN 108/20, 15 Apr 20
(c) MILPERSMAN 1160-100, 13 Feb 23
(d) FY24 Selective Reenlistment Bonus (SRB) Award Plan (N13 SRB 001/FY24),
3 Oct 23
(e) Career School Listing (CSL), 1 Nov 23
(f) FY24 SRB Award Plan (N13 SRB 001/FY24), 16 Oct 24
(g) CSL, 23 Oct 24

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by CMSB memo 1160 Ser B328/109, 16 Apr 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 show Petitioner reenlisted under Selective Training and Reenlistment (STAR) program and was advanced to Petty Officer Second Class.

2. The Board, consisting of ██████████, ██████████ and ██████████ reviewed Petitioner's allegations of error and injustice on 2 December 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. Before applying to this Board, Petitioner exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice finds as follows:

a. On 22 January 2020, Petitioner entered active duty for 4 years with an End of Active Obligated Service (EAOS) of 21 January 2024 and a Soft EAOS of 21 January 2025.

b. In accordance with reference (b), announced revised SRB policy for Active Component and Full Time Support, superseding NAVADMIN 272/19. Sailors must have reenlisted within

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365 days of their 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.

c. In June 2020, Petitioner was awarded Navy Enlisted Classification (NEC) E38A.

d. On 12 June 2020, Petitioner transferred from [REDACTED] and arrived at [REDACTED] on 13 June 2020 for duty.

e. In accordance with reference (c), the STAR Program offers career designation to first term enlisted Sailors who reenlist and thereby become eligible for the following career incentives: a. Guaranteed assignment to an appropriate "C" school. b. Possible advancement from petty officer third class to petty officer second class upon completion of a Class "C" School or a "C" School package, which is listed in NAVEDTRA 10500 and the CSL. Most updated CSL will be located on the MyNavy HR Web page. c. SRB, if eligible (not guaranteed).

Guidelines for Submitting Applications. a. STAR Program applications will be sent to BUPERS-328 via (NSIPS). STAR requests should be submitted at least 60 days in advance of the desired reenlistment date. When STAR approval is received, send SRB request in precertification format and reference the STAR approval message in remarks section. b. All STAR requests must be approved by BUPERS-328. STAR requests could be disapproved due to current rating's E-5 manning posture constraints.

Reenlistment for the STAR Program. a. Sailors will be required to effect reenlistment within 6 months of the date of STAR authorization, and prior to attending "C" School, with the exception of those Sailors attending or who have completed a CSL "C" School.

Automatic Advancement. a. Automatic advancement to E-5 may only be authorized when the eligibility requirements contained in reference (c) have been met and the Sailor has served 1-year in pay grade E-4 from effective date of advancement.

f. On 16 June 2023, Petitioner was advanced to AO3/E4.

g. In accordance with reference (d), FY24 SRB Award Plan (N13 SRB 001/FY24), a zone A SRB with an award level of 0.5 (\$30,000 award ceiling) for the AO rate is listed.

h. In accordance with reference (e), rating-NEC All-803R (Production Recruiter) with an OBLISERV of 4/5/6 years was listed with the following notes: "...5. Must have completed screening and been selected for Force Recruiting program prior to STAR approval. 6. Must reenlist for 4, 5, or 6 years IAW source rating requirements per COMNAVCRUITCOMINST 1130.8M. (ex. BM initial enlistment requirement is 5 years, member would have to OBLISERV 5 additional years for STAR approval)..."

i. On 19 January 2024, Petitioner reenlisted for 5 years with a Soft EAOS of 18 January 2029 and received a zone A SRB.

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j. On 27 September 2024, Petitioner was issued official change duty orders (BUPERS order: [REDACTED] while stationed in [REDACTED] with an estimated date of departure of January 2025. Petitioner's intermediate (01) activity was [REDACTED] for temporary duty under instruction with an estimated date of arrival of 25 January 2025. To include 33 days at ENRO Class: 50601 Conv: 27 January 2025, GRAD: 28 February 2025, ENEC: 803R. Petitioner's ultimate activity was [REDACTED] for duty with an estimated date of arrival of 28 March 2025, with a projected rotation date of April 2028.

k. In accordance with reference (f), FY25 SRB Award Plan (N13 SRB 001/FY25), a zone A SRB with an award level of 0.5 (\$30,000 award ceiling) for the AO rate is listed.

l. In accordance with reference (g), rating-NEC All-803R (Production Recruiter) with an OBLISERV of 4/5/6 years was listed with the following notes: "...4. Must have completed screening and been selected for Force Recruiting program prior to STAR approval. 5. Must reenlist for 4, 5, or 6 years IAW source rating requirements per COMNAVCRUITCOMINST 1130.8M. (ex. BM initial enlistment requirement is 5 years, member would have to OBLISERV 5 additional years for STAR approval)."

m. On 1 January 2025, Petitioner transferred from [REDACTED] and arrived at [REDACTED] on 25 January 2025 for temporary duty.

n. In February 2025, Petitioner was awarded NEC 803R.

o. On 28 February 2025, Petitioner transferred from [REDACTED] and arrived to [REDACTED] on 3 March 2025 for duty.

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 per reference (c), to be eligible for the STAR Program, the member must be on their first enlistment; reenlist for 4/5/6 years and reenlist prior to having 6 years of continuous active Naval Service. Additionally, Sailors will be required to effect reenlistment within 6 months of the date of STAR authorization, and prior to attending "C" School. On 27 September 2024, Petitioner was issued orders 2714, earning NEC 803R, which is listed in reference (g) as being eligible for the STAR Program, with an expected graduation date of 28 February 2025. Petitioner had already reenlisted on 19 January 2024 and received a zone A SRB. The Board determined that Petitioner is ineligible to designate that reenlistment as a STAR reenlistment because there is no indication that he completed screening and been selected for Force Recruiting program prior to reenlistment. The Board agreed that Petitioner should have been advised that for a STAR reenlistment, he should have waited to reenlist until orders were published. Furthermore, the Board concluded that if a STAR request had been submitted to BUPERS-328 after he received orders 2714, under that circumstance, it would have been approved. On 30 December 2024, Petitioner would have been eligible to

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reenlist for 6 years under the STAR Program, receive a zone A SRB, and be advanced to E-5 upon gaining the NEC.

RECOMMENDATION

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

Petitioner executed an immediate reenlistment contract (NAVPERS 1070/601) on 30 December 2024 vice 19 January 2024 for a term of 6 years vice 5 years listing Career designated under MILPERSMAN 1160-100.

Petitioner was advanced to AO2/E-5 on 28 February 2025.

Note: This change will entitle Petitioner to a zone "A" SRB with an award level of "0.5" (\$30,000 award ceiling) for the AO rate. Remaining obligated service to 21 January 2025 will be deducted from SRB computation. The Defense Finance and Accounting Service will complete an audit of Petitioner's pay records to determine amounts due, if any.

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.

12/16/2025

