



DEPARTMENT OF THE NAVY

BOARD FOR CORRECTION OF NAVAL RECORDS

701 S. COURTHOUSE RD

ARLINGTON, VA 22204

██████████  
Docket No. 6026-25

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) MILPERSMAN 1131-050, 21 Jun 07  
(c) OPNAVINST 1420.1B, 14 Dec 09  
(d) OPNAVINST 1120.7A, 20 Apr 12  
(e) DODI 1310.02, 26 Mar 15

Encl: (1) DD Form 149 w/attachments  
(2) Advisory opinion by NPC memo 1412 PERS-80/0253, 14 Jul 25  
(3) Advisory opinion by NMLPDC (First Endorsement) ltr Ser, 4 Sep 25  
(4) 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 her naval record be corrected to show the effective date of commissioning was 12 December 2024 and received back pay.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 17 February 2026 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. In accordance with reference (b), the Medical Enlisted Commissioning Program (MECP) gives active duty enlisted personnel, including Full-Time Support (FTS), an opportunity to complete the requirements for a baccalaureate degree in nursing and earn a commission as a Nurse Corps officer. Obligation. a. Upon graduation, candidates will be commissioned as Ensign, Nurse Corps, United States Navy and incur a commissioned obligation of 8 years, 4 of which must be served on active duty. b. Candidates will be commissioned upon completion of MECP and must successfully complete Officer Indoctrination School.

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

b. In accordance with reference (c), upon successful completion of a baccalaureate or entry level master's degree in nursing (certified by the accredited college/university), the candidate will receive a permanent appointment in the grade of ensign in the NC, U.S. Navy, per section 12203 of reference (f), and under the guidance of reference (h). No subsequent reversion to an enlisted status is authorized. Commissioned officers must serve the minimum years active commissioned service per section 6323 of reference (f) to be eligible for retirement. Appointees incur an 8-year military service obligation upon commissioning, 4 of which must be served on active duty. Licensure. Appointment as an NC officer may occur prior to licensure; however, the NCLEX-RN must be taken at the first available opportunity following completion of the baccalaureate program.

c. In accordance with reference (d), appointment of officers in the Active Component (AC) and Reserve Component (RC) of the Nurse Corps (NC), under references (a) and (b), and in either component through lateral or interservice transfers under references (c) through (f). b. Voluntary recall of NC officers transferred to the active duty list (ADL). c. Award of entry grade credit on appointment in the NC under references (g), (h), and (i).

d. In accordance with reference (e), in accordance with the authority in DoD Directive (DoDD) 5124.02 (Reference (a)), this instruction reissues DoD Instruction (DoDI) 1310.02 (Reference (b)) to establish policy, assign responsibilities, and provide procedures for the original appointment of individuals, enlisted members, and officers as Regular or Reserve commissioned or warrant officers in or to the grades O-6 and below, pursuant to sections 531, 571(b), 12203, 12211, 12212, and 12241(b) of Title 10, United States Code (U.S.C.) (Reference (c)). SecDef [Secretary of Defense] Appointments. The SecDef will make all Regular and Reserve appointments of individuals, enlisted members, and officers in or to the grades identified in paragraphs 1b(1) and 1b(2) of this enclosure based on Presidential delegations in accordance with Executive Orders 12396, 13358, 13384, and 13598 (References (f), (g), (h), and (i)). This delegated authority of the SecDef may not be further delegated. (1) Individuals, enlisted members, and officers being appointed in or to the grades of warrant officer, W-1, through captain in the Regular Army, Air Force, and Marine Corps or in or to the grades of warrant officer, W-1, through lieutenant in the Regular Navy.

e. On 30 August 2024, [REDACTED] notified Naval Medical Leader and Professional Development Command that, "[i]t is anticipated that [REDACTED] will complete requirements for a Bachelor of Science in nursing (BSN) on December 6, 2024."

f. On 20 December 2024, Medical University of [REDACTED] issued a Transcript of Academic Record listing the following: Degree Received BS in Nursing, Date Conferred 20 December 2024.

g. On 28 January 2025, [REDACTED], Labor, Licensing and Regulation notified Petitioner that, "[w]e are pleased to notify you that you have been issued a permanent nursing license by examination. You have been assigned, Registered Nurse 000000 on 01/28 2025 which expires on 04/30/2026."

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

h. Petitioner was discharged with an Honorable character of service and was issued a Certificate of Release or Discharge from Active Duty (DD Form 214) for the period of 6 October 2010 to 10 February 2025 upon accepting commission or warrant in same branch of service.

i. On 10 February 2025, Petitioner's Officer Appointment Acceptance and Oath of Office (NAVPERS 1000/4) was issued listing the following: Block 3 (Designator) 2900, block 18 (Permanent Grade) Ensign, block 19 (Permanent Grade Date) 11 February 2025, block 20 (Present Grade) Ensign, and block 21 (Present Grade Date) 11 February 2025. Furthermore, Petitioner signed and was witnessed on 11 February 2025.

j. On 21 February 2025, Office of the Chief of Naval Operations notified Secretary of Defense that "Mr. Secretary, request you sign TAB A, an appointment scroll containing the names of 20 enlisted members, beginning with [REDACTED], whom I recommend for appointment to the grade of ensign in the Regular Navy.

In line with section 531 of title 10, U.S. Code, these original appointments require your approval.

The enlisted members listed on TAB A will be accessed through the Medical Enlisted Commissioning Program. It is anticipated that the enlisted members will successfully complete the accession program requirements and qualifications prior to appointments being tendered. If a named enlisted member subsequently fails to meet the requirements of the commissioning program, or is otherwise found ineligible, the enlisted member will not be granted an original appointment. The earliest date of appointment is February 28, 2025.

Relevant systems of records maintained in the Department of the Navy pertaining to these enlisted members have been queried and reveal no adverse information or substantiated misconduct that would impact suitability for appointment. To the best of my knowledge, there are no planned or ongoing investigations or inquiries into matters that constitute alleged adverse information on the part of these enlisted members. This package is submitted late for processing due to administrative delay of the accessions source."

k. On 11 March 2025, Secretary of Defense signed the scroll and stated that, "I hereby appoint the following named enlisted members to the grade indicated in the Regular Navy under title 10, U.S.C., section 531 : Ensign.. [REDACTED] ..."

l. On 5 May 2025, Petitioner was issued official new appointment orders (BUPERS order: 1255) while stationed in [REDACTED] with an effective date of departure of June 2025. Petitioner's intermediate (01) activity was [REDACTED], [REDACTED] for temporary duty under instruction with an effective date of arrival of 8 June 2025. Petitioner's ultimate activity was [REDACTED] for duty with an effective date of arrival of August 2025 with a PRD of August 2028.

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

m. On 9 June 2025, Petitioner was issued official modification to new appointment orders (BUPERS order: 1255) while stationed in [REDACTED] with an effective date of departure of August 2025. Petitioner's intermediate (01) activity was [REDACTED] [REDACTED] for temporary duty under instruction with an effective date of arrival of 24 August 2025. Petitioner's ultimate activity was [REDACTED] for duty with an effective date of arrival of October 2025 with a PRD of October 2028.

n. On 12 June 2025, Commanding Officer, Naval Medical Leader and Professional Development Command notified Board for Correction of Naval Records that, "[t]his letter serves to provide a formal statement in support of the Board for Correction of Naval Records (BCNR) in the case of [Petitioner], graduate of the Medical Enlisted Commissioning Program (MECP), who was delayed in commissioning and not receiving officer pay due to an administrative error.

Background. There were 15 MECP graduates who successfully completed all requirements and graduated from the program in December 2024. [Petitioner] completed program requirements on 20 December 2024. An error in submitting the scroll for commissions to the appropriate authority delayed the commissioning process. Scroll was signed by the Office of the Secretary of Defense (OSD) on 11 March 2025 and Oath of Office signed 11 February 2025. As a result, these officers have experienced a delay in their official commissioning dates and subsequent receipt of officer pay and entitlements.

Impact: This administrative error has resulted in financial and professional hardship for the 15 affected members, who have fulfilled all obligations and requirements. The member was originally slated to commission 12 December 2024, attend Officer Development School (ODS) in March 2025 but have been delayed to June 2025.

Request. It is respectfully requested that the BCNR approve the correction of the commissioning date to reflect the original intended date of 12 December 2024 and grant retroactive Officer Pay from the corrected commissioning date. This correction will address the financial and professional impact on the affected members and rectify the administrative error.

Supporting Evidence. Program completion, Signed Scroll, and Signed Oath of Office are provided to substantiate this request.

The Navy places a high value on fairness and accountability. Correcting this administrative error and ensuring the affected officers receive the compensation and recognition they deserve in keeping with these principles. Your consideration of this request is greatly appreciated."

o. On 22 August 2025, Petitioner transferred from [REDACTED] and reported to [REDACTED] on 23 August 2025 for temporary duty.

p. On 26 September 2025, Petitioner transferred from [REDACTED] and reported to [REDACTED] on 26 October 2025 for duty.

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

q. On 20 October 2025, Naval Medical Leader and Professional Development Command (NMLPDC) notified BCNR that, "...Director, Officer Programs performed an internal review to determine what happened, culminating in NMLPDC DFA receiving the multiple emails sent which contained the commissioning information for the 15 personnel in question. DFA discovered that Enlisted Commissioning Program Manager had sent the scrolls to NMFDC in October/November 2024 via an email distro list, but never received confirmation. DFA discovered they were being sent to a "dead" email distro."

"30 Days was the max number of days that oath of office could have been backdated by PERS-8. Recommendation was to have the members request BCNR to correct their records and commissioning dates to when the members met program requirements for commissioning, in the case of [Petitioner], 20 December 2024."

r. On 10 February 2026, Program Manager, Enlisted Commissioning Programs, Naval Medical Leader and Professional Development Command notified Board for Correction of Naval Records that "Yes, the NCLEX is usually completed within 45 days of the student graduating. Students have 2 attempts at the NCLEX exam. It is required for commission because they wouldn't be licensed to practice without passing. We have not had any failures (forecasting this to be a potential question)."

## CONCLUSION

Upon review and consideration of all the evidence of record, and especially in light of the contents of enclosures (2) and (3), the Board finds the existence of an injustice warranting the following partial corrective action. The Board concluded that Petitioner's Bachelor of Science Degree in Nursing was conferred on 20 December 2024 and she should have been commissioned on that date in accordance with references (b) and (c). However, the submission of the scroll for approval was delayed due to an administrative error, causing an injustice to Petitioner. Therefore, the Board agreed that under this circumstance, relief is warranted. The Board disagrees with Petitioner's assertion that she should have been commissioned on 12 December 2024 because Petitioner's degree of Bachelor of Science Degree in Nursing was not conferred until 20 December 2024.

## RECOMMENDATION

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

Petitioner's Officer Appointment Acceptance and Oath of Office (NAVPERS 1000/4) was issued listing the following: Block 3 (Designator) 2900, block 18 (Permanent Grade) Ensign, block 19 (Permanent Grade Date) 20 December 2024 vice 11 February 2025, block 20 (Present Grade) Ensign, and block 21 (Present Grade Date) 20 December 2024 vice 11 February 2025. Furthermore, Petitioner signed and was witnessed on 20 December 2024 vice 11 February 2025.

Note: That any other entries affected by the Board's recommendation be corrected. Furthermore, Defense Finance and Accounting Service will complete an audit of Petitioner's pay records to determine amounts due, if any.

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

That no further changes be made to Petitioner's naval record.

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.

2/26/2026

