



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

██████████
Docket No. 6687-25
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO ██████████, USN,
██████████

Ref: (a) Title 10 U.S.C. § 1552
(b) OCNO memo 1040 Ser N13/024, 10 Feb 23
(c) NAVADMIN 055/23, 27 Feb 23

Encl: (1) DD Form 149 w/attachments
(2) Advisory Opinion by OCNO memo 1530 Ser N133D/310, 17 Jun 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 her naval record be corrected to show that Petitioner reenlisted for 3 years on 25 June 2025 vice 5 May 2025 and extended for 3 months vice 4 months on 11 May 2025 and was eligible for and received the Zone 1, Enlisted Supervisor Retention Pay (ESRP).

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 5 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. On 5 June 2012, Petitioner entered active duty.

b. In July 2018, Petitioner was awarded Navy Enlisted Classification (NEC) N24S. In March 2019, Petitioner was awarded NEC 803R.

c. On 25 June 2021, Petitioner reenlisted for 5 years with an End of Active Obligated Service (EAOS) of 24 June 2026.

d. On 5 June 2022, Petitioner entered Zone C.

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

e. On 16 December 2022, Petitioner was advanced to EMN1/E6.

f. In December 2023, Petitioner was awarded NEC N33Z.

g. On 1 December 2023, Petitioner was issued official homeport shift orders (BUPERS order [REDACTED]) while stationed aboard [REDACTED], [REDACTED], [REDACTED] with an effective date of departure of August 2024. Petitioner's ultimate activity was [REDACTED], [REDACTED], [REDACTED] for duty with an effective date of arrival of 1 August 2024 with a projected rotation date (PRD) of August 2025.

h. On 21 March 2025, CHNAVPERS/OPNAV/N133D3 notified Command Career Counselor (CCC) [REDACTED] that, "[a]ll ESRP reups must add minimum 24 months past SEAOS. NSIPS ESRP request denied. Resubmit. Earliest he can do a 3 yr reup is 250625."

i. On 7 April 2025 Petitioner was issued official change duty orders (BUPERS order [REDACTED]) with required obligated service to September 2028 while stationed aboard [REDACTED], [REDACTED], [REDACTED] with an effective date of departure of August 2025. Petitioner's ultimate activity was [REDACTED], [REDACTED], [REDACTED] for duty with an effective date of arrival of 30 September 2025 with a PRD of September 2028.

j. On 5 May 2025, Petitioner reenlisted for 3 years with an EAOS of 4 May 2028.

k. On 11 May 2025, Petitioner signed an agreement to extend enlistment for 4 months with a Soft EAOS of 4 September 2028 in order to incur sufficient obligated service to execute BUPERS order [REDACTED].

l. On 13 August 2025, Petitioner was issued official modification to change duty orders (BUPERS order [REDACTED]) with required obligated service to October 2028 while stationed aboard [REDACTED], [REDACTED], [REDACTED] with an effective date of departure of September 2025. Petitioner's ultimate activity was [REDACTED], [REDACTED], [REDACTED] for duty with an effective date of arrival of 27 October 2025 with a PRD of October 2028.

m. On 30 August 2025, [REDACTED] issued you an Administrative Remarks (NAVPERS 1070/613) listing the following: "30AUG2025: In consideration of assignment to [REDACTED], being unable at this time to incur additional obligated active service without potential monetary loss, I agree to an active duty obligation for 1 month to gain the total OBLISERV required by BUPERS Order [REDACTED] until SEP2028. I agree to reenlist/extend when eligible for a period of 1 MONTH, and understand that if I do not EXTEND, these orders may be canceled. This NAVPERS 1070/613 agreement is not valid for transfer to any overseas area, including Hawaii and Alaska." Furthermore, no signatures from Petitioner and witness are present.

n. On 29 September 2025, Petitioner transferred from [REDACTED] and arrived to [REDACTED] for duty on 27 October 3025.

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

o. On 16 November 2025, Petitioner was advanced to ENMC/E-7.

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 on 5 June 2022, Petitioner entered Zone 1. On 7 April 2025 Petitioner was issued orders 0975 with required obligated service to September 2028. On 15 May 2025, Petitioner reenlisted for 3 years and was denied ESRP due to not meeting the minimum obligated service of 24 months past Soft EAOS. At that time, references (b)¹ and (c)² authorized an ESRP. The Board determined that Petitioner was incorrectly counseled to reenlist for SRB without knowing that her request for SRB was denied. Therefore, the Board determined under this circumstance, relief is warranted.

RECOMMENDATION

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

Petitioner was discharged and reenlisted on 24/25 June 2025 vice 4/5 May 2025 for a term of 3 years.

Petitioner executed an agreement to extend enlistment (NAVPERS 1070/621) on 25 June 2025 vice 11 May 2025 for at term of 3 months vice 4 months.

Note: This change will entitle the member to a Zone 1 ESRP with an award level of 8.0 for the EMNSW/N24S rate/NEC. Remaining obligated service to 24 June 2026 will be deducted from ESRP computation. Furthermore, calculation should be addressed to the ESRP Program Manager N133D3. For questions regarding ESRP contact 703-604-5502 or email nxaq_nl33d3@navy.mil.

¹ To designate ESRP as a selective retention bonus and to issue policy guidance and program direction for the administration of the ESRP Program per references (a) through (f). This Policy Memorandum is a complete revision, should be reviewed in its entirety, and takes effect on 1 April 2023. Program Description. The ESRP program is a flexible incentive program tailored to meet the retention goals of specific skill sets. ESRP reenlistment time in service eligibility zones are defined as follows: a. Zone 1: Greater than or equal to 10 years of naval service but less than 14 years of naval service. In order to ensure maximum base pay rates are used in bonus calculations for future Zone 2 and Zone 3 reenlistments, it is recommended that the Service Member be at least three days into this zone prior to reenlisting. b. Zone 2: Greater than or equal to 14 years of naval service but less than 17 years of naval service. In order to ensure maximum base pay rates are used in bonus calculations for future Zone 3 reenlistment, it is recommended that the Service Member be at least two days into this zone prior to reenlisting. c. Zone 3: Greater than or equal to 17 years of naval service but less than 23 years of active service. It is recommended that the Service Member be at least one day into this zone prior to reenlisting to ensure maximum base pay rate is used in bonus calculations.

² Announces an updated nuclear ESRP policy memorandum, reference (a). This ESRP policy memorandum and NAVADMIN message supersedes references (b) and (c) effective 1 April 2023. ESRP Zone 1 and Zone 2 award level (AOS computation stops at the completion of 16 YOS for Zone 1 and 18 YOS for Zone 2): Rating PNEC Zone 1 Zone 2/ EMNSW N24S 8.0 4.5.

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

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.

2/11/2026

