



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

██████████
Docket No. 7901-25
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO FORMER MEMBER ██████████, USNR, XXX-XX-██████████

Ref: (a) Title 10 U.S.C. § 1552
(b) Title 10 U.S.C. § 12731
(c) MILPERSMAN 1160-120, 8 May 18

Encl: (1) DD Form 149 w/attachments
(2) 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 he was affiliated with the Navy Reserve vice discharged.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 14 April 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. 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 4 September 2001 to 3 September 2009 upon completion of required active service. Furthermore, the following was listed: Block 2 (Department, Component and Branch) Navy-USN. Block 4a (Grade, Rate or Rank) MA3. Block 4b (Pay Grade) E4. Block 12i (Effective Date of Pay Grade) 16 June 2008. Block 18 (Remarks) Separation Payment \$21,297.60. Block 26 (Separation Code) JBK – Separation Pay Eligible Yes (10%). Block 27 (Reentry Code) RE-6 (Ineligible or denied reenlistment due to High Year Tenure (HYT)).

b. On 10 December 2009, Petitioner reenlisted in the U.S. Navy Reserve for 3 years with an Expiration of Reserve Enlistment (EREN) of 9 December 2012.

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c. On 4 November 2012, Petitioner reenlisted in the U.S. Navy Reserve for 6 years with an EREN of 3 November 2018.

d. Petitioner was released from active duty and transferred to the Navy Reserve 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 26 September 2014 to 4 November 2014 upon completion of required active service. Furthermore, the following was listed: Block 2 (Department, Component and Branch) Navy- USNR. Block 4a (Grade, Rate or Rank) MA2. Block 4b (Pay Grade) E5. Block 12i (Effective Date of Pay Grade) 16 April 2013.

e. On 12 May 2015, Petitioner reenlisted in the U.S. Navy for 4 years with an End of Active Obligated Service (EAOS) of 11 May 2019.

f. On 15 March 2018, Petitioner reenlisted in the U.S. Navy for 3 years with a EAOS of 14 March 2021.

g. In accordance with reference (b), (a) Except as provided in subsection (c), a person is entitled, upon application, to retired pay computed under section 12739 of this title, if the person—(1) has attained the eligibility age applicable under subsection (f) to that person; (2) has performed at least 20 years of service computed under section 12732 of this title; (3) in the case of a person who completed the service requirements of paragraph (2) before April 25, 2005, performed the last six years of qualifying service while a member of any category named in section 12732(a)(1) of this title, but not while a member of a regular component, the Fleet Reserve, or the Fleet Marine Corps Reserve, except that in the case of a person who completed the service requirements of paragraph (2) before October 5, 1994, the number of years of such qualifying service under this paragraph shall be eight; and (4) is not entitled, under any other provision of law, to retired pay from an armed force or retainer pay as a member of the Fleet Reserve or the Fleet Marine Corps Reserve.

h. In accordance with reference (c), Purpose. The HYT policy is a vital and effective force management tool utilized to properly size and shape the Active Component (AC) and the Reserve Component (RC). HYT management is regulated by establishing standardized length of-service (LOS) gates by pay grade balanced with a waiver process to enable the Navy to retain the right number of members. As one of the Navy's key enlisted force management tools, the HYT policy facilitates viable career paths and advancement opportunities across all pay grades and LOS spectrums. The standardized HYT gates allow members greater flexibility to stay Navy within a stabilized force. Through this measured process, the Navy enhances quality throughout the continuum of service...

BUPERS-32 enlisted community managers and NAVPERSCOM (PERS-913) are empowered to approve or disapprove HYT requests submitted by commands. Commands can request additional reviews of those decisions in the form of an exception to policy from OPNAV (N13)...

Maximum Years of Service for an E-5 is 16 years of active duty service...

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USNR (SELRES, IRR (VTU and ASP)), and USNR-S1, E-5: Eligible for an HYT waiver to serve in the SELRES, USNR S1, or VTU NTE 20 TYQS [Total Years of Qualifying Service].

i. On 14 March 2021, Navy Standard Integrated Personnel System (NSIPS)/Electronic Service Record (ESR) shows a 10-month agreement to extend enlistment with a Soft EAOS (SEAOS) of 14 January 2022.

j. 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 12 May 2015 to 14 January 2022 upon completion of required active service. Furthermore, the following was listed: Block 2 (Department, Component and Branch) Navy- USN. Block 4a (Grade, Rate or Rank) MA2. Block 4b (Pay Grade) E5. Block 12i (Effective Date of Pay Grade) 12 May 2015.

k. On 20 January 2022, Petitioner was issued official separation orders (BUPERS order: 0202) while stationed in [REDACTED] with an effective date of departure of January 2022. Furthermore, the following was listed: Sailor's Home of Record: [REDACTED], US. Sailor's Place of Entry to Active Duty (Plead) [REDACTED] US. Place Elected for Travel: [REDACTED], US. SPD: KBK. Character Of Service: Honorable. Effective Date of Separation: 25 January 2022.

l. On 12 July 2025, Navy Personnel Command issued a Statement of Service for Navy Reserve Retirement for the period of 15 August 2001 to 14 January 2022. Furthermore, the following was listed: Qualifying Years of Service: 20 years, 1 month, and 24 days. Total Retirement Points Creditable for Pay: 6213. Date Eligible for Notification of Eligibility (NOE) for Retired Pay: 9 December 2021.

CONCLUSION

Upon review and consideration of all the evidence of record, the Board finds the existence of an injustice warranting the following corrective action. The Board concluded that on 14 January 2022, Petitioner was discharged from active duty upon completion of required active service. At that time, Petitioner had 16 years of total active duty service and 20 years, 1-month, and 24 days of qualifying service. The Board noted Petitioner was more than likely discharged with 16 years of active duty service in paygrade E-5 due to HYT in accordance with reference (c). However, Petitioner had over 20 years of qualifying service towards a non-regular retirement and would have qualified under reference (b) to request a non-regular retirement if he had affiliated with the reserves vice discharged. In accordance with reference (c), the HYT for E-5 in the SELRES is 20 years if approved for a waiver. The Board agreed that Petitioner should have been advised to request a HYT waiver in order to affiliate with the reserves, then request to be transferred to the Retired Reserve awaiting pay at age 60. Furthermore, such request likely would have been approved due to the Petitioner already having just over 20 qualifying years of service. Therefore, under this circumstance, relief is warranted.

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RECOMMENDATION

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

Prior to his discharge, Petitioner requested a HYT waiver to BUPERS-32 for the purpose of transfer to the Navy Reserve and it was approved.

Petitioner's Certificate of Release or Discharge from Active Duty (DD Form 214) with a separation date this period of 14 January 2022 listed the following: Block 23 (Type of Separation) Released from active duty and transferred to the Navy Reserve vice Discharged.

Petitioner was transferred to the Retired Reserve, without pay, effective 31 January 2022 in the rank/Pay Grade of MA2/E-5.

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.

4/25/2026

