



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

██████████
Docket No. 8420-25
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 1306-611
(c) BUPERSINST 1430.16G

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by OPNAV N132, 10 Oct 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 reflect retroactive advancement to Hospital Corpsman Third Class (HM3)/E-4 effective 8 October 2024; and compare the September 2025 (Cycle 268) Navy Wide Advancement Examination (NWAE) to the missed March 2025 (Cycle 267) NWAE.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 14 May 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. The Board, having reviewed all the facts of record pertaining to Petitioner's allegations of error and injustice, found that, before applying to this Board, he exhausted all administrative remedies available under existing law and regulations within the Department of the Navy. The Board made the following findings:

a. In accordance with reference (b), Professional Apprenticeship Career Track (PACT) Sailors who obligate service for 24 months beyond their current expiration of active obligated service are then eligible for advancement to pay grade E-4 with endorsement from their commanding officer or officer-in-charge (CO/OIC). PACT Sailors designated via "A" School will be advanced to paygrade E-4 upon completion of all required training for that rating.

b. Reference (c) specifies that CO/OIC are authorized to submit exception to policy (ETP) requests with Command Immediate Superior in Command endorsement within 6 months after the exams limiting date. The September exam limiting date is 30 June of the next year.

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Examples of reasons for requesting an ETP include the inability to participate in the advance exam.

c. On 27 April 2021, Petitioner enlisted in the Navy for 8 years, of which 3 years is considered an active duty obligation. Active Duty Service Date (ADSD): 9 September 2021. Petitioner's DD Form 1966, Record of Military Processing indicates he enlisted under the PACT program.

d. On 30 July 2021, Petitioner signed NAVCRUIT 1133/52, Enlistment Guarantees – Annex "B" reflecting reclassification to the Advanced Technical Field Aircrew – Rescue Swimmer (ATF/AIR 6YO) Challenge Program. The Classifier signed the form on 2 August 2021. ADSD changed to 8 November 2021.

e. On 8 November 2021, Petitioner entered active duty in paygrade E-3, completed pipeline training on 14 July 2022 and detached Naval Air Technical Training Center on 15 July 2022.

f. On 27 July 2022, Petitioner reported to the [REDACTED] for duty in the rate of Airman (AN)/E-3.

g. On 11 December 2023, Petitioner issued BUPERS Order: 3453 (Official Change Duty Orders) to Navy Medicine Training Center (NMTC), Hospital Corpsman (HC) [REDACTED] for temporary duty under instruction at Hospital Corpman Basic.

h. On 24 August 2023, Petitioner issued notification from Bureau of Naval Personnel indicating authorization for advancement to paygrade E-4 via the PACT program effective upon graduation from Hospital Corpsman "A" school with CO/OIC endorsement and a required obligated service of November 2027.

i. On 7 June 2024, Petitioner detached the [REDACTED] and reported to [REDACTED] on 22 June 2024 as a student on temporary duty.

j. On 8 October 2024, Petitioner completed Hospital Corpsman Basic and signed NAVPERS 1070/621, Agreement to Extend Enlistment for 11 months to incur sufficient obligated service for accelerated advancement under the PACT program.

k. On 12 November 2024, Petitioner issued BUPERS Order: 3453 (Official Modification to Change Duty Orders reflecting additional intermediate activities for temporary duty and ultimate activity of Navy Medicine Readiness and Training Command (NMRTC), [REDACTED] for duty.

l. On 14 November 2024, Petitioner detached [REDACTED] and reported to [REDACTED] 30 November 2024 for duty.

m. On 2 January 2025, Petitioner completed Professional Military Knowledge-Eligibility Exam for E-5.

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n. On 8 January 2025, Petitioner advanced to HM3/E-4 with a time-in-rate date (TIR) of 1 January 2025. Petitioner signed NAVPERS 1070/621, Agreement to Extend Enlistment for 2 months to incur sufficient obligated service to execute BUPERS Order 3453 dated 12 November 2024. Navy Standard Integrated Personnel System reflects Soft Contract End Date of 7 November 2027.

o. Petitioner issued a Periodic evaluation for the period of 8 June 2024 to 15 June 2025 and received a Must Promote promotion recommendation.

p. In September 2025, Petitioner participated in Cycle 268 NWAE and passed, but did not advance to HM2/E-5.

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 Petitioner met the criteria for advancement to HM3/E-4 effective 8 October 2024 in accordance with reference (b). However, Petitioner is still within the window to submit an ETP to have a standard score comparison of his Cycle 268 NWAE to the missed Cycle 267 NWAE per reference (c). Therefore, the Board determined that under these circumstances, partial relief is warranted.

RECOMMENDATION

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

Petitioner advanced to HM3/E-4 effective 8 October 2024 vice 8 January 2025 with a TIR date of 1 July 2024 vice 1 January 2025.

Note 1: The Defense Finance and Accounting Service will conduct an audit of Petitioner pay records to determine retroactive pay and allowances entitlement, if any.

Note 2: The change to the effective date of advancement to E-4 may also have affected Petitioner's E-5 advancement opportunity. If Petitioner was eligible for, but did not take the E-5 NWAE because the above change had not occurred, the following procedures will apply to remediate that missed opportunity. Petitioner should submit an ETP to the Chief of Naval Operations (OPNAV N132) in accordance with reference (c). If all requirements are met for a missed exam and OPNAV N132 disapproves an ETP, Petitioner may reapply to this Board for consideration of advancement to E-5 retroactive to the date Petitioner would have advanced on the "missed" examination cycle. Petitioner must submit a DD Form 149, with at least a copy of worksheet for the missed cycle, command endorsement/recommendation, disapproved ETP and a copy of this letter. The Board will then determine whether the request for retroactive advancement will be approved.

The part of Petitioner's request for corrective action that exceeds the foregoing is denied in accordance with reference (c).

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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.

5/22/2026

