



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

██████████
Docket No. 8949-25
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-80/0382, 9 Sep 25
(3) Advisory opinion by NMLPDC ltr 25/494, 28 Oct 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 Petitioner was commissioned on 14 December 2024 and received back pay.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 19 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. 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. On 25 May 2010, Petitioner enlisted in the United States Naval Reserve for 8 years.

d. 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).

e. 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))....Sec[W] [Secretary of War] Appointments. The SecW 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 SecW 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.

f. On 29 August 2024, Anderson University notified Navy Medicine Leadership & Professional Development Command (NML&PDC) that “[w]e anticipate [Petitioner] will complete course requirements for a Bachelor of Science in Nursing (BSN) on December 13, 2024.”

g. On 8 January 2025, [REDACTED] issued Petitioner a Nursing License with an expiration date of 26 March 2026.

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 9 September 2010 to 10 February 2025 upon accepting commission or warrant in same branch of service.

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

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, block 21 (Present Grade Date) 11 February 2025, block 23 (Type of Duty) Active, and block 26 (Branch) USN. Furthermore, Petitioner and witness signed on 11 February 2025.

j. On 21 February 2025, Office of the Chief of Naval Operations notified Secretary of War that "Mr. Secretary, request you sign TAB A, an appointment scroll containing the names of 20 enlisted members, beginning with Joseph E. Almeida, 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 War 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...[Petitioner]..."

l. On 23 April 2025, [REDACTED] issued a Transcript of Academic Record listing the following: Credential Status Awarded. Credential BSN – Bachelor of Science in Nursing. Completion Date 13 December 2024.

m. On 25 April 2025, Petitioner was issued official new appointment orders (BUPERS order: 1155) while stationed in [REDACTED] with an effective date of departure of May 2025. Petitioner's intermediate (01) activity was [REDACTED] for temporary duty under instruction with an effective date of arrival of 4 May 2025. Petitioner's intermediate (02) activity was [REDACTED] for temporary duty under instruction with an effective date of arrival of 9 June 2025. Petitioner's

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

ultimate activity was [REDACTED] for duty with an effective date of arrival of July 2025 with a PRD of July 2028.

n. On 12 June 2025, Commanding Officer, Naval Medical Leader and Professional Development Command wrote a supporting statement for this Board stating the following: "...This 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...

[Petitioner] completed program requirements in December 2024 and his degree was conferred on 13 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 War (OSW) on 11 March 2025 and Oath of Office signed 11 February 2025. As a result, [Petitioner] experienced a delay in their official commissioning dates and subsequent receipt of officer pay and entitlements...The member was originally slated to commission 14 December 2024, attend Officer Development School (ODS) in March 2025 but have been delayed to June 2025...

It is respectfully requested that the BCNR approve the correction of the commissioning date to reflect the original intended date of 14 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."

CONCLUSION

Upon review and consideration of all the evidence of record, and especially in light of the contents of enclosure (3), the Board finds the existence of an injustice warranting the following corrective action. The Board determined that Petitioner completed program requirements in December 2024 and his degree was conferred on 13 December 2024. Due to no fault of Petitioner, an error in submitting the scroll for commissions to the appropriate authority delayed the commissioning process. The Scroll was signed by the OSW on 11 March 2025, and Oath of Office signed 11 February 2025. As a result, Petitioner experienced a delay in his official commissioning date and subsequent receipt of officer pay and entitlements. In accordance with references (b) and (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. Additionally, reference (d) states for eligibility, a member "...Must be a graduate of a school of nursing accredited by the National League for Nursing Accrediting Commission or the Commission on Collegiate Nursing Education that conferred a nursing baccalaureate or an advanced nursing degree." Therefore, the Board concluded that under this circumstance, relief is warranted. The Board determined that the commissioning date will be 13 December 2024, the date the degree was conferred vice the requested date of 14 December 2024.

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

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) 13 December 2024 vice 11 February 2025, block 20 (Present Grade) Ensign, block 21 (Present Grade Date) 13 December 2024 vice 11 February 2025, block 23 (Type of Duty) Active, and block 26 (Branch) USN. Furthermore, Petitioner and witness signed on 13 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.

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.

5/27/2026

