



DEPARTMENT OF THE NAVY

BOARD FOR CORRECTION OF NAVAL RECORDS

701 S. COURTHOUSE RD

ARLINGTON, VA 22204

██████████
Docket No. 10595-25

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) OPNAVINST 1900.4A
(c) COMNAVCRUITCOM msg 252100Z Jul 19

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 reflect an honorable discharge, back-pay from time in the Navy due to separation, and refund bonus.

2. The Board, consisting of ██████████, ██████████ and ██████████ reviewed Petitioner's allegations of error and injustice on 25 November 2025 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), active duty enlisted members must have completed at least six years of active duty service prior to separation.

b. Reference (c) applied to future Sailors initially classified or reclassified on or after 25 Jul 2019. Active Component (AC) recruits in any program that shipped during any fiscal year were eligible for a \$2,000 Enlistment Bonus for Physical Fitness Assessment (EBPFA) if they pass the baseline physical fitness assessment (normally conducted on P-5 day) with a score of Satisfactory-Medium. Additionally, AC recruits that earned a bachelor's degree or greater were eligible for \$8,000 Enlistment Bonus for College Credit (EBCC). EBPFA and EBCC are earned and payable upon graduation of Recruit Training Command (RTC) and may not be recouped due to reclassification or separation.

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- c. On 1 August 2013, Petitioner was awarded a Bachelor of Arts from the University of [REDACTED]
- d. On 10 October 2019, Petitioner enlisted in the Naval Reserve for a term of 8 years of which 4 years was considered an active duty obligation. NAVCRUIT 1133/52, Enlistment Guarantees - Annex "A" – listed Aerographers Mate (AG/SG) Class "A" School Guarantee, Enlistment Bonus for College Credit (EBCC) - \$8,000 Bonus and Enlistment Bonus for RTC PFA (EBPFA) - \$2,000 Bonus. Active Duty Service Date: 4 May 2020.
- e. On 4 May 2020, Petitioner entered active duty in paygrade E-3.
- f. On 30 June 2020, Petitioner's Master Military Pay Accounting record reflects \$10,000 enlistment bonus was processed for payment.
- g. On 3 July 2020, Petitioner completed Recruit Basic Military training.
- h. On 21 October 2021, Petitioner had a non-judicial punishment (NJP) held in violation of UCMJ Articles 91, 92 and 107. Awarded reduction in rank (RIR) to AGAA/E-2 and forfeiture of \$1,000.50 for two months.
- i. On 10 December 2021, Petitioner was notified that he would be processed for administrative separation based on commission of serious offence. Petitioner requested general court martial convening authority review the administrative separation, which was upheld on 18 January 2022.
- j. On 15 August 2022, Petitioner requested retention in naval service.
- k. On 10 March 2023, Petitioner was discharged Under Honorable Conditions (General) due to Misconduct – Serious Offense (JKQ) with an RE-4 reentry code and 2 years, 10 months and 7 days of active service.
- l. On 23 September 2023, the Naval Discharge Review Board (NDRB) determined Petitioner's discharge was proper as issued and that no change was warranted.
- m. On 31 October 2024, NDRB determined that Petitioner's discharge required change to Honorable, the narrative reason for separation changed to Secretarial Authority with a corresponding separation code of JFF, and the reentry code remained RE-4. Petitioner reissued DD Form 214, Certificate of Release or Discharge from Active Duty per NDRB decision on 31 January 2025.

CONCLUSION

Upon review and consideration of all the evidence of record the Board finds the existence of an error warranting the following corrective action. The Board concluded NDRB Discharge Characterization Change issued on 31 October 2024 awarded Petitioner an upgrade to reflect honorable service and the Navy reissued him a DD Form 214 accordingly. The Board found that

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Petitioner does not meet the eligibility criteria for separation pay in accordance with reference (b) and the NDRB findings did not overturn Petitioner's NJP, thereby rendering him ineligible for monetary compensation. However, the Board determined Petitioner met the criteria to retain EBCC and EBPFA after discharge in accordance with reference (c). Therefore, the Board determined that under this circumstance, partial relief is warranted.

RECOMMENDATION

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

Petitioner's EBCC and EBPFA indebtedness is rescinded in accordance with reference (c).

Note: The Defense Finance and Accounting Service will complete an audit of Petitioner's pay records to determine retroactive enlistment bonus entitlement, if any.

The part of Petitioner's request for corrective action that exceeds the foregoing is denied.

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.

12/31/2025

