



**DEPARTMENT OF THE NAVY**  
BOARD FOR CORRECTION OF NAVAL RECORDS  
701 S. COURTHOUSE ROAD, SUITE 1001  
ARLINGTON, VA 22204-2490

██████████  
Docket No. 4025-22  
Ref: Signature Date

██████████  
██████████  
██████████

Dear ██████████:

This is in reference to your application for correction of your naval record pursuant to Section 1552 of Title 10, United States Code. After careful and conscientious consideration of relevant portions of your naval record and your application, the Board for Correction of Naval Records (Board) found the evidence submitted insufficient to establish the existence of probable material error or injustice. Consequently, your application has been denied.

A three-member panel of the Board, sitting in executive session, considered your application on 8 December 2022. The names and votes of the members of the panel will be furnished upon request. Your allegations of error and injustice were reviewed in accordance with administrative regulations and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your application, together with all material submitted in support thereof, relevant portions of your naval record and applicable statutes, regulations, and policies. In addition, the Board considered the advisory opinion contained in Headquarters, U. S. Marine Corps (HQMC) memorandum 5420 MMEA of 7 November 2022, a copy of which was previously provided to you for comment.

On 20 May 2013, you entered active duty for 5 years with an End of Current Contract (ECC) of 19 May 2018. On 18 March 2015, you were awarded ADMOS1 2715.

In accordance with MARADMIN 350/17 published on 5 July 2017. This bulletin announced the Selective Retention Bonus (SRB) program and the Broken Service SRB (BSSRB) program authorized for FY18. With the advent of several new SRB programs, Marines were encouraged to thoroughly review the contents of this bulletin. First term Marines (Zone A) and Career Marines (Zone B, C, D, and E) who reenlisted on or after 5 July 2017 were eligible for the FY18 SRB program. This included any regular component first term or career Marine with an ECC from 1 October 2017 to 30 September 2018.

The Marine Corps instituted two 72-month reenlistment initiatives in FY18: The Lateral Move (LM) 72 Month Initiative and the Necessary Military Occupation Specialty (NMOS) 72 Month Initiative. Only one 72-month reenlistment initiative was authorized. 72-month reenlistment initiatives may not be coupled with any kicker program.

Zone A Marines electing to LM in FY18 into PMOSs listed in section 3.1 with the LM designation, were given the opportunity to reenlist for 72 Months. Marines who executed a LM into one of these Primary Military Occupational Specialties (PMOSs) for 72 months rated a 40,000 initiative in addition to the bonus listed in section 3.1.

Any Zone A Marine who reenlisted with the NMOS of 2612, or any Zone A Marine, who entered into a contract with the intent to gain the 2612 NMOS, for six years, rated a 40,000 initiative in addition to the bonus listed in section 3.1. The awarding of the NMOS 2612 predicated the payment of the NMOS 72 month initiative. Marines who were in training beyond 30 September 2018 were authorized payment of the SRB once Marine Corps Total Force System (MCTFS) shows they have been awarded the new NMOS. An FY18 Zone A Cpl reenlisted into PMOS 2631 for 72 months, SMN completed training and was awarded the 2612 NMOS. \$44,750 (bonus received) = \$4,750 (4 year bonus amount) + \$40,000 (72 Month NMOS Initiative).

On 25 September 2017, your 1<sup>st</sup> Term Active Duty Reenlistment was submitted, and was approved by HQMC on 20 October 2017. On 1 November 2017, you reenlisted for 6 years with an ECC of 31 October 2023. On 21 January 2022, you signed an agreement to extend enlistment for 4 months with an End of Active Service (EAS) of 29 February 2024 in order to obligate for promotion. On 1 February 2022, you were promoted to Staff Sergeant/E-6, and you were awarded PMOS 2629.

On 9 August 2022, HQMC notified BCNR that you are a 2629. You were reenlisted for the 2612 initiative with the following language in TFRS-13368683: "SNM request for NMOS 2612 72mo initiative approved. SNM must obtain NMOS 2612 in order to receive kicker. Based on NAVMC 1200.1C, SNM must graduate Joint Cyber Analysis Course (JCAC) and obtain the NMOS of 2611. Furthermore, SNM must complete certification standards outlined in section 2.4 of National Security Agency Document TAO.ROC\_PS02\_495\_V4.0 signed 11 May 2016. MOS 2612 assigned upon approval of Director Intelligence (IOP). If, at any point in training pipeline, SNM fails to meet the requirements to obtain NMOS 2612 (and is deemed unfit to continue training for NMOS 2612), SNM will NOT be granted NMOS 2612 kicker."

From WebMASS orders and assignment history, you were sent to Monitored Command Codes (MCC) U30 to attend JCAC and successfully graduated in 2019. At this point, you should have been assigned to a unit in ██████████ under the NSA to begin your training pipeline. You were instead assigned to ██████████ never assigned to an MCC where you would have an opportunity to participate in and complete the required training.

Did the Marine complete the training to earn the NMOS? No. Did HQMC afford this Marine the opportunity to attend the training and earn the NMOS? Also no.

You requested to be paid the \$40,000 SRB kicker tied to your 72-month reenlistment/LM into NMOS 2612; the Board, in its review of your entire record and application, carefully weighed all potentially mitigating factors, to include your assertions. The Board agreed that you graduated Joint Cyber Analysis Course (JCAC) in 2019; however, you were not assigned to an MCC where

