



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

[REDACTED]
Docket No. 4635-22
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED]
[REDACTED] USMC

Ref: (a) Title 10 U.S.C. § 1552
(b) MARADMIN 306/20 of 27 May 20
(c) MARADMIN 376/20 of 30 Jun 20

Encl: (1) DD Form 149 w/attachments
(2) HQMC memo 5420 MMEA of 20 Jul 22
(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 show Petitioner was eligible for and received the Early Reenlistment Kicker.

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED], reviewed Petitioner's allegations of error and injustice on 4 August 2022 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, finds as follows:

a. Before applying to this Board, Petitioner exhausted all administrative remedies available under existing law and regulations within the Department of the Navy.

b. On 5 June 2017, Petitioner entered active duty for 5 years with an End of Current Contract (ECC) of 4 June 2022.

c. In accordance with reference (b), in order to retain the highest quality Marines, the Commandant of the Marine Corps approved the authority for highly qualified FY22 cohort Marines to reenlist during the FY21 Enlisted Retention Campaign per MARADMIN 612/19.

The authority to conduct early reenlistments will allow a select number of computed Tier 1 FY22 FTAP Marines to submit for reenlistment one year prior to their eligibility period.

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Under Early Reenlistment Authority, select FY22 cohort Marines, if computed Tier 1 Marines with no jeopardy on current contract, were allowed to reenlist as early as July 2020 during the FY21 Enlisted Retention Campaign. Additionally, these Marines were eligible for any reenlistment incentives available to the FY21 cohort.

Marines who were approved for early reenlistment rated the FY21 Selective Retention Bonus Program (SRBP) incentives. FY22 Marines approved under the FY21 Early Reenlistment Authority were ineligible for FY22 SRBP incentives.

d. In accordance with reference (c), this bulletin announced the SRB program and the Broken Service SRB (BSSRB) program authorized for FY21. 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 7 July 2020 were eligible for the FY21 SRB program. This included any regular component first term or career Marine with an ECC from 1 October 2020 to 30 September 2021.

Marines in Zones A, B, and C who submitted for a 48 month reenlistment between 7 July 2020 through 30 September 2020 with a Primary Military Occupational Specialties (PMOS) that is listed in section(s) 3.l, 3.m, and 3.n, and were subsequently approved, rated an 8,000 dollar Early Reenlistment Kicker in addition to the PMOS bonus amount listed in section(s) 3.l, 3.m, and 3.n. After 30 September 2020, this Early Reenlistment Kicker expired.

Zone A applies to those active component Marines with 17 months to 6 years of active military service. First term Marines with exactly 6 years of active military service on the date of reenlistment may be paid a Zone A PMOS bonus if they have not previously received a Zone A PMOS bonus. If they have received a Zone A PMOS bonus, or if no Zone A PMOS bonus is designated, they may be paid a Zone B PMOS bonus. Bonus payments are limited to one payment per Zone. Zone A lateral move PMOS bonus payments are only authorized for those PMOS(s) designated with LM. Marines who already held a PMOS with a LM designator and were in Zone A rated the PMOS bonus listed below. Zone A PMOS bonus payments for Marines who reenlisted for at least 48 months obligated service were authorized as listed below in dollars (bonuses for Marines who reenlisted for 36 to 47 months obligated service were calculated as per para 3.i). Furthermore, a zone "A" SRB for MOS 6842, E-4 which was capped at \$7,200, for 48 months of additional obligated service was authorized.

e. On 14 August 2020, Petitioner submitted a Reenlistment Extension Lateral Move (RELM) Request (NAVMC 11537) in order to reenlist for 4 years in PMOS of 6842.

f. On 5 October 2020, Petitioner's 1st Term Active Duty Early Reenlistment request was submitted, and was approved by HQMC on 6 November 2020.

g. On 20 November 2020, Petitioner reenlisted for 5 years and 7 months with an ECC of 19 June 2026.

h. On 2 May 2021, Petitioner was promoted to Sergeant/E-5 with a PMOS of 6842.

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i. In correspondence attached as enclosure (2), the office having cognizance over the subject matter addressed in Petitioner's application has commented to the effect that the request has merit and warrants favorable action.

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's early reenlistment request began well before the 30 September 2020 deadline for the FY21 Early Reenlistment Kicker. However, due to an extended processing time and at no fault of Petitioner, the request was not submitted to HQMC until after the deadline. This circumstance supports a retroactive payment of the FY21 Early Reenlistment Kicker.

RECOMMENDATION

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

Paragraph 8b (Remarks) of the DD Form 4/1 executed on 20 November 2020, listed "REENLISTED FOR THE FOLLOWING INCENTIVE: \$8,000 EARLY REENLISTMENT KICKER." Note: All other enlistment guarantees remain the same.

Note: This change will entitle the member an \$8,000 Early Reenlistment Kicker.

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-entitled 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.

8/16/2022

