



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

██████████  
Docket No. 148-23  
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD OF ██████████ ██████████  
XXX XX ██████████ USMC

Ref: (a) Title 10 U.S.C. § 1552  
(b) MARADMIN 380/19, 3 Jul 19

Encl: (1) DD Form 149 w/attachments  
(2) Advisory Opinion by HQMC (MMEA), 17 Jan 23  
(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 received the Squad Leader OpFor Kicker in the amount of \$20,000 vice \$8,000.

2. The Board, consisting of ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 26 January 2023 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. On 7 December 2015 Petitioner entered active duty for 4 years with an end of current contract (ECC) of 6 December 2019, and was assigned Primary Military Occupational Specialties (PMOS) 0311 on 12 May 2016. On 13 May 2016 he joined ██████████  
██████████ (██████████) for duty.

b. In accordance with reference (b), announced the Selective Retention Bonus (SRB) program and the Broken Service SRB (BSSRB) program authorized for FY20. 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 2019 were eligible for the FY20 SRB program. This included any

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regular component first term or career Marine with an ECC from 1 October 2019 to 30 September 2020.

First Term Alignment Program (FTAP) 0311 Corporals and Sergeants (at the time of submission) who were currently assigned to one of the below Monitored Command Codes (MCC)s who reenlist for 48 months, and agreed to remain in a specified MCC for the first 36 months (following the end of their current contract), rated a \$20,000 dollar OpFor kicker at time of reenlistment execution in addition to the PMOS bonus amount listed in section 3.m. A draw case code will accompany the reenlistment making Marines who accept the terms of the contract ineligible for HSST screening during the first 36 months of the contract. Marines who accepted the Squad Leader OpFor Kicker were subject to the terms of bonus recoupment as outlined in section 2.j. MCC designations were based on the needs of the Marine Corps. Marines reenlisting with the 0351 PMOS were eligible for the 0311 SRB bonus as well as the Squad Leader OpFor Kicker bonus. MCCs Authorized for the Squad Leader OpFor Kicker: "V14...V38".

Zone A applies to those active component Marines with 17 months to 6 years of active military service. 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 reenlist for 36 to 47 months obligated service will be calculated as per para 3.j). Furthermore, a Zone "A" SRB for MOS 0311, E-4, which was capped at \$7,200 for 48 months of additional obligated service, was authorized.

c. On 27 August 2019 Petitioner's 1st Term Active Duty SDA w/reenlistment/MSG duty request was submitted and approved by Headquarters, U.S. Marine Corps (HQMC) on 18 September 2019. On 19 September 2019 he reenlisted for 4 years and 3 months with an ECC of 18 September 19 December 2023. Petitioner received a Zone "A" SRB. On 19 February 2020 Petitioner joined [REDACTED] [REDACTED] for duty and was promoted to Sergeant/E-5 on 1 May 2020.

d. In the advisory opinion, 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 on 27 August 2019, Petitioner submitted a 48-month reenlistment with a Zone A SRB request to HQMC. Petitioner was approved for a 48-month reenlistment with a Zone A SRB in the amount of \$7,200 in MOS 0311 and Squad Leader OpFor Kicker in the amount of \$20,000. Petitioner was assigned to [REDACTED] at the time of reenlistment and was issued orders to [REDACTED]. Both Petitioner's present and future commands were authorized MCCs for the kicker. Petitioner reenlisted for 48 additional months on 19 September 2019. Due to a communication error between the Marine Corps Total Forces System (MCTFS) and the Total Force Retention System (TFRS), Petitioner was awarded the incorrect kicker

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amount. MCTFS shows an authorized kicker amount of \$8,000 while TFRS reflects the accurate amount of \$20,000.

RECOMMENDATION

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

MCTFS and the TFRS, reflect that Petitioner was authorized and awarded the Squad Leader OpFor Kicker in the amount of \$20,000 vice \$8,000.

Note: This change will entitle Petitioner to the Squad Leader OpFor Kicker in the amount of \$20,000 vice \$8,000.

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.

2/2/2023

[REDACTED]

Deputy Director

[REDACTED]