



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

██████████  
Docket No. 754-23  
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 30 March 2023. 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 by Headquarters, U.S. Marine Corps (HQMC) MMEA of 27 February 2023,

On 10 June 2013, you entered active duty for 5 years with an End of Current Contract (ECC) of 9 June 2018. On 3 October 2014, you were assigned ADMOS1 0313.

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.

NMOS 72 Month Initiative. Any Zone A Marine who reenlisted with the Necessary Military Occupation Specialty (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 18



following: “Highly recommend for promotion and retention. Excellent candidate for lateral transfer to 1711 Cyberspace Exploitation Operator MOS.”

On 18 September 2020, your Reporting Senior ██████████ signed a Grade Change USMC Fitness Report (NAVMC 10835A) for the period of 1 April 2020 to 21 August 2020 acknowledging the following: “Highly recommend for promotion and retention. Continue to invest in this Marine. Excellent candidate for lateral transfer to 17xx cyberspace warfare career field.”

On 1 August 2020, you were promoted to Staff Sergeant/E-6. On 26 July 2021, you were assigned Primary Military Occupational Specialties (PMOS) 2629.

In accordance with MARADMIN 399/21 published on 3 August 2021, The Deputy Commandant for Information (DC I) conducted a Cyber Occupational Field (OccFld) Operational Planning Team to evaluate the force generation process and challenges associated with creating a professional cyber workforce. As a result of the analysis, the working group realigned skillsets and Military Occupational Specialty (MOS) structure to streamline the force generation process and improve the sustainability of the cyberspace workforce. The new MOS structure will be updated in Reference (A) and will include the deletion of the 1711 Primary Military Occupational Specialty (PMOS), the updating of the 1721 PMOS, and the creation of the 1712, 1713, 1722, and 1723 Necessary MOSs (NMOS). The following changes are approved in coordination with Training and Education Command (TECOM).

On 26 January 2022, your Reporting Senior signed an Annual USMC Fitness Report (NAVMC 10835A) for the period of 1 January 2021 to 31 December 2021 acknowledging the following: “A must for promotion with increased levels of responsibility in analyst role. Directed Comment: Sect A, Item 6a: MRO was subject of Dean's List academic achievement from ██████████.”

On 15 February 2023, ██████████ Commanding Officer, ██████████ ██████████ notified Enlisted Assignment Monitor MMEA-24 that, “██████████ checked in as a Sgt during a time when we were critically low on intel analysts. He also came to us as a 26xx right around the time when the 17xx OccFld stood up, so he was slated as a TDNA before he arrived. Once he checked in, he was immediately enrolled in ██████████'s first 3 month-long cohort training which ran him through all of the pipeline courses for DNEA, TDNA, and TAR. Once he returned to the team, we employed him right away in our analysis troop and did not send him to RIOT/FORGE. At least not for the one year that I was there as his OIC. I can't speak for what happened after I left.”

You requested that you be paid the \$40,000 that was offered as part of your reenlistment bonus per MARADMIN 350/17 for the 72 Month NMOS 2612 initiative without the awarding of the NMOS of 2612. The Board, in its review of your entire record and application, carefully weighed all potentially mitigating factors, to include your assertions. MARADMIN 350/17 states that the awarding of the NMOS 2612 predicates the payment of the NMOS 72 month initiative. Marines who are in training beyond 30 September 2018 will be authorized payment of the SRB once MCTFS shows they have been awarded the new NMOS. Furthermore, in

