



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

██████████
Docket No. 8218-23
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 15 February 2024. 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 17 October 2023, which was previously provided to you for comment.

On 14 July 2014, you entered active duty. On 13 January 2015, you were assigned Primary Military Occupational Specialties (PMOS) 0441. On 17 October 2017, you reenlisted for 4 years with an End of Current Contract (ECC) of 16 October 2021. On 1 July 2018, you were promoted to Sergeant/E-5.

In accordance with MARADMIN 344/21 published on 2 July 2021, This MARADMIN announced the Selective Retention Bonus (SRB) program and the Broken Service SRB (BSSRB) program authorized for FY22. 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, E, F, and G) who reenlisted on or after 7 July 2021 were eligible for the FY22 SRB program. This included any regular component first term or career Marine with an ECC from 1 October 2021 to 30 September 2022.

Marines in Zones A, B, and C who submitted for a minimum of 48-month reenlistment between 7 July 2021 through 30 September 2021 with a PMOS that is listed in section(s) 3.1,

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 2021, this Early Reenlistment Kicker expired.

Zone B applies to those active component Marines with 6 to 10 years of active military service. Marines with exactly 10 years of active service on the date of reenlistment may have been paid a Zone B PMOS bonus if they had not previously received a Zone B PMOS bonus. If they had received a Zone B PMOS bonus, or if no Zone B PMOS bonus was designated, they may have been paid a Zone C PMOS bonus if available. Zone B lateral move PMOS bonus payments were only authorized for those PMOS(s) designated with LM. Marines who already held a PMOS with a LM designator and were in Zone B rated the PMOS bonus listed below. Zone B 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 "B" SRB for MOS 0431, E-5 and below, which was capped at \$10,800 for 48 months of additional obligated service was authorized.

On 13 July 2021, your Careerist Active Duty Reenlistment request was approved by HQMC on 29 January 2022 for MOS 0431.

On 3 August 2021, you signed an agreement to extend enlistment for 10 months with an End of Active Service (EAS) of 16 August 2022 in order to obligate service to allow time for HQMC to make a decision on a submitted reenlistment request.

On 5 February 2022, you reenlisted for 4 years and 5 months with an ECC of 4 July 2026 and received a Zone B SRB.

On 1 November 2022, you were promoted to Staff Sergeant/E-6.

You requested reinstatement of SRB rated at the time of reenlistment, the Board, in its review of your entire record and application, carefully weighed all potentially mitigating factors, to include your assertions. You assert that at the time of reenlistment, you qualified for SRB and early reenlistment kicker; however, one was stripped, and one was only partial due to service limits for your rank. Additionally, you have picked up rank since then and are no longer restricted by rank. However, the Board concluded that in accordance with MARADMIN 344/21, FY22 Zone B Sgts with the PMOS 0431 may be eligible for a SRB, in the amount of \$10,800 before taxes, if they execute a 48-month reenlistment. Reenlistment must occur on or after 7 July 2021 for a minimum of 48 months of obligated service to get the full PMOS bonus amount. Furthermore, Marines in Zone B who submit for a minimum of 48 months between 7 July 2021 and 20 September 2021 will rate an \$8,000 Early Reenlistment Kicker in addition to the PMOS SRB. You reenlisted on 5 February 2022 for 4 years and 5 months reenlistment with a prorated SRB. In order for you to receive the maximum SRB, your reenlistment would have had to be for 4 years and 7 months. In order for you to receive the early reenlistment kicker, your SRB must have been maximized. At the time of reenlistment, you could not obligate more service due to service limitations for Sergeant. Finally, your promotion to Staff Sergeant did not occur until 10 months after the reenlistment was executed. This circumstance does not support a retroactive

