



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

[REDACTED]
Docket No. 8471-23
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552
(b) MARADMIN 295/22, 15 Jun 22
(c) MARADMIN 557/22, 24 Oct 22

Encl: (1) DD Form 149 w/attachments
(2) Advisory Opinion by HQMC memo 5420 MMEA, 21 Nov 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 that Petitioner was eligible for and received a Selective Retention Bonus (SRB).

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 22 February 2024 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 6 August 2018, Petitioner entered active duty for 5 years with an End of Current Contract (ECC) of 5 August 2023.

b. In accordance with reference (b), this MARADMIN announces the SRB program and the Broken Service SRB (BSSRB) program authorized for FY23. With the advent of several new SRB programs, Marines are 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 reenlist on or after 14 June 2022 are eligible for the FY23 SRB program. This will include any regular component first term or career Marine with an ECC from 1 October 2022 to 30 September 2023.

Zone A applies to those active component Marines with 17 months to 6 years of active military service. Bonus payments are limited to one payment per Zone. Zone A lateral move Primary Military Occupational Specialties (PMOS) bonus payments are only authorized for those PMOS(s)

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designated with Lateral Move (LM). Marines who already hold a PMOS with a LM designator and are in Zone A will rate the PMOS bonus listed below. Zone A PMOS bonus payments for Marines who reenlist for at least 48 months obligated service are 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 6694LM, E-5, which is capped at \$40,000 for 48 months of additional obligated service was authorized.

c. On 1 September 2022, Petitioner was promoted to Sergeant/E-5.

d. In accordance with reference (c), this MARADMIN announces changes to MARADMIN 295/22 and remains in effect until 30 September 2023 or otherwise stated.

Background. Retaining quality, proven Marines in the right PMOS is critical to meet Fleet Marine Force mission requirements. The emergent Force Design 2030 capabilities and evolving retention environment requires Commanders to be actively involved in retention and lateral move efforts. This FY23 SRB plan will change to meet the developing personnel requirements. Other than the changes outlined in section 3, all authorities directed in reference (A) remain in effect. TFRS MESSAGE A66568, MCO 7220.24P, MCO 1130.808, and DODI 1304.31 contain amplifying information regarding the SRB program.

The following Zone A PMOSs are hereby designated, in addition to those outlined in reference (A), as LM eligible with respective bonuses: "...6694..." Furthermore, Marines in current and historical fast filling PMOSs: 0111, 0331, 1341, 1345, 2131, 2311, 3051, 3152, 3531, and 7041 are highly encouraged to seek lateral move opportunities to continue their Marine Corps service. LM prerequisite waivers will be considered for all proven Marines who request a LM. Marines should contact their unit career planner for more information on the LM process and all PMOSs eligible for LM.

e. On 1 February 2023, Petitioner's 1st Term Active Duty Lateral Move request was submitted requesting Lateral Move into 5794 PMOS. Petitioner's lateral Move into MOS 6694 was approved by HQMC on 3 March 2023.

f. On 8 March 2023, Petitioner reenlisted for 4 years with an ECC of 7 March 2027. "Reenlisted for the following incentive: I understand that this reenlistment contract is contingent upon successful completion of the training requirements for MOS 6694. Should I fail to complete the training requirement for MOS 6694, I may be reverted to my previous MOS or separated from the Marine Corps."

g. On 8 March 2023, Petitioner was assigned ADMOS1 0352 and assigned PMOS 6694 on 21 November 2023.

h. 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.

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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 first submitted for lateral move into PMOS 5974 on 1 February 2023. The PMOS was closed as it had reached its boat space cap, and Petitioner subsequently submitted for PMOS 6694 as an alternative and was approved on 3 March 2023. Petitioner executed a 48-month reenlistment on 8 March 2023. At the time of reenlistment, reference (c) authorized a Zone A SRB for 6694LM. The Board determined that due to administrative oversight, Petitioner was not paid the SRB.

RECOMMENDATION

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

Paragraph B8b (Remarks) of the enlistment/reenlistment document (DD Form 4) executed on 8 March 2023 for a term of 4 years, listed "REENLISTED THIS DATE FOR THE FOLLOWING INCENTIVE: PMOS 6694LM ZONE A SRBP \$40,000. I UNDERSTAND THAT THIS REENLISTMENT CONTRACT IS CONTINGENT UPON SUCCESSFUL COMPLETION OF THE TRAINING REQUIREMENTS FOR MOS 6694. SHOULD I FAIL TO COMPLETE THE TRAINING REQUIREMENT FOR MOS 6694, I MAY BE REVERTED TO MY PREVIOUS MOS OR SEPARATED FROM THE MARINE CORPS."

Note: This change, upon completion of MOS training, will entitle the member to a Zone "A" SRB for MOS 6694LM, E5 which is capped at \$40,000 for 48 months of additional obligated service. Remaining obligated service to 5 August 2023 will be deducted from SRB computation.

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.

3/4/2024

