



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

██████████  
Docket No. 9048-23  
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 15 November 2023, which was previously provided to you for comment.

The Board determined that your personal appearance, with or without counsel, would not materially add to their understanding of the issues involved. Therefore, the Board determined that a personal appearance was not necessary and considered your case based on the evidence of record.

On 9 March 2020, you entered active duty for 4 years with an End of Current Contract (ECC) of 8 March 2024. On 2 September 2021, you were promoted to Corporal/E-4.

In accordance with MARADMIN 295/22 published on 15 June 2022, This MARADMIN announced the Selective Retention Bonus (SRB) Program and the Broken Service SRB (BSSRB) program authorized for FY23. 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 14 June 2022 were eligible for the FY23 SRB program. This included 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. First Term Marines with exactly 6 years of active military service on the date of reenlistment may be paid a Zone A Primary Military Occupational Specialties (PMOS) bonus if they had not previously received a Zone A PMOS bonus. Bonus payments were limited to one payment per Zone. Zone A 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 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 would be calculated as per para 3.j). Furthermore, a Zone "A" SRB for MOS 0431LM, E-4, was not authorized.

MARADMIN 590/22 was published on 14 November 2022 to provide guidance for the Early Reenlistment Authority (ERA) program. The ERA creates an opportunity for First Term Marines to solidify future plans and take ownership of their career at an earlier decision point while providing the Marine Corps more return on investment on fully trained and capable Marines.

First Term Marines in the Fiscal Year 2024 (FY24) cohort are authorized to submit for reenlistment during the Fiscal Year 2023 (FY23) Enlisted Retention Campaign and be eligible to receive all FY23 reenlistment incentives per MARADMIN 185/22.

Marines may begin submitting for early reenlistment beginning 1 December 2022 and can expect to receive responses expeditiously with priority given to historically under-submitted PMOSs. The early reenlistment program will close on 28 April 2023 or upon execution of allotted boat-space quotas. FY24 Marines approved under ERA will be ineligible for FY24 SRBP incentives.

On 7 December 2022, you signed a Reenlistment Extension Lateral Move (RELM) Request (NAVMC 11537) for future retention. Petitioner's request was approved by cognizant authority on 10 December 2022.

On 14 December 2022, your First Term Active-Duty Lateral Move request was submitted and was approved by HQMC on 27 January 2023. Career Planner comments: "SNM is requesting an exception to policy to be screened for Lateral Move to MOS 0431 for FY24 Early Reenlistment Authority. SNM has recommendation letters attached from his OIC and █ SNM is currently deployed with the █ Est return is June 2023. SNM has stated that if lateral move isn't approved, he still wants to reenlist in PMOS."

On 5 February 2023, you were assigned ADMOS1 3521. On 5 February 2023, you reenlisted for 4 years with an ECC of 4 February 2027.

In accordance with MARADMIN 278/23 published on 31 May 2023, this MARADMIN announces the SRB Program and the BSSRB Program authorized for the FY24 retention campaign which begins 1 June 2023. Marines with an ECC from 1 October 23 to 30 September 24 are encouraged to thoroughly review the contents of this MARADMIN.

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. Furthermore, a Zone "A" SRB for MOS 0431LM/0441LM, E-4, which is capped at \$15,000 for 48 months of additional obligated service was authorized.

On 1 July 2023, you were promoted to Sergeant/E-5. On 27 September 2023, you were assigned PMOS 0441.

You requested reconsideration for the FY24 SRB outlined in MARADMIN 278/23, the Board, in its review of your entire record and application, carefully weighed all potentially mitigating factors, to include your assertions. However, the Board concluded that you requested to be screened for Lateral Move to MOS 0431 for FY24 Early Reenlistment Authority and if not selected for LM, you wished to reenlist early in your PMOS. In accordance with MARADMIN 590/22, the ERA Program states that Marines approved to reenlist under ERA will be eligible for FY 23 incentives and ineligible for FY24 incentives. You executed a reenlistment with Lateral Move under the ERA Program on 5 February 2023 and received no SRB because no Zone "A" SRB for MOS 0441LM, E-4, was authorized. Furthermore, because you reenlisted under the ERA Program, you are not eligible for FY24 incentives. Finally, in accordance with MARADMIN 278/23, in order to be eligible for the SRB for Lateral Move into PMOS 0431, your reenlistment must have been executed on or after 1 June 2023, therefore you were ineligible for SRB for your 5 February 2023 reenlistment. In this connection, the Board substantially concurred with the comments contained in the advisory opinion.

You are entitled to have the Board reconsider its decision upon submission of new matters, which will require you to complete and submit a new DD Form 149. New matters are those not previously presented to or considered by the Board. In this regard, it is important to keep in mind that a presumption of regularity attaches to all official records. Consequently, when applying for a correction of an official naval record, the burden is on the applicant to demonstrate the existence of probable material error or injustice.

Sincerely,

2/22/2024

