



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

██████████
Docket No. 1354-24
Ref: Signature Date

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

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

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

Encl: (1) DD Form 149 w/attachments
(2) Advisory Opinion by HQMC memo 5420 MMEA, 8 Mar 24
(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 her naval record be corrected to show Petitioner was eligible for and received the full Fiscal Year 2023 (FY23) E-5 Zone A Selective Retention Bonus (SRB) for PMOS 7236 in the amount of \$19,500 and the FY23 Cohort In-Year Early Reenlistment Kicker (ERK) in the amount of \$8,000.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 18 July 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 2 April 2018, Petitioner entered active duty for 5 years with an End of Current Contract (ECC) of 1 April 2023.

b. On 1 April 2022, Petitioner was promoted to Sergeant/E-5.

c. In accordance with reference (b), "[t]his MARADMIN announces the SRB program and the 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 Jun 22 are

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eligible for the FY23 SRB program. This will include: 1a. Any regular component first term or career Marine with an End of Current Contract (ECC) from 1 Oct 22 to 30 Sep 23.

FY23 Cohort In-Year Early Reenlistment Kicker. Marines in Zone A who submit for a minimum of 48-month reenlistment before 30 Sep 22 with a PMOS that is listed in paragraph 3.m, are subsequently approved, will rate an 8,000 dollar Early Reenlistment Kicker in addition to the PMOS bonus amount listed in paragraph(s) 3.m, 3.n, and 3.o. After 30 Sep 22, this Early Reenlistment Kicker will expire.

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. If they have received a Zone A PMOS bonus, or if no Zone A PMOS bonus is designated, they may be paid a Zone B PMOS bonus. Bonus payments are limited to one payment per Zone. Zone A lateral move PMOS bonus payments are only authorized for those PMOS(s) designated with 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 7236, E-5, which is capped at \$19,500 for 48 months of additional obligated service was authorized.

d. On 12 July 2022, Petitioner’s First Term Active-Duty Reenlistment request was submitted requesting a 48-month reenlistment, SRB, and Kicker. The request was approved by Headquarters, U.S. Marine Corps (HQMC) on 22 August 2022. Approval section states, “Note: A reenlistment of 4 years and 7 months, effective 09/01/2022, will result in SRB payment of \$19,500 for 48 months of additional obligated service”.

e. On 1 September 2022, Petitioner reenlisted for 4 years and 7 months with an ECC of 31 March 2027 and received a prorated Zone A SRB and no Early Reenlistment Kicker.

f. 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 error warranting the following corrective action. The Board concluded that HQMC approved Petitioner’s request to reenlist for 48 months of additional obligated service and receive the full Zone A SRB with Early Reenlistment Kicker, however due to administrative error and at no fault of Petitioner, her obligated service was calculated incorrectly, resulting in a prorated SRB and no Early Reenlistment Kicker.

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RECOMMENDATION

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

Petitioner's enlistment/reenlistment document (DD Form 4) executed on 1 September 2022 is for a term of 4 years and 8 months vice 4 years and 7 months.

Note: This change will entitle the member to a Zone "A" SRB for MOS 7236, E-5, which is capped at \$19,500 for 48 months of additional obligated service. Remaining obligated service to 1 April 2023 will be deducted from SRB computation. Additionally, Petitioner rates an 8,000 dollar FY23 Cohort In-Year Early Reenlistment Kicker.

That 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 titled 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.

7/29/2024

