



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

██████████  
Docket No. 2944-24  
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552  
(b) MARADMIN 278/23, 31 May 23  
(c) MARADMIN 622/23, 11 Dec 23

Encl: (1) DD Form 149 w/attachments  
(2) Advisory Opinion by HQMC memo 5420 MMEA, 28 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 his naval record be corrected to show Petitioner was eligible for and received the full Fiscal Year 2024 (FY24) Selective Retention Bonus (SRB) Zone A for Primary Military Occupational Specialties (PMOS) 0671 and FY25 Early Reenlistment Kicker.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 25 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 24 May 2021, Petitioner entered active duty for 4 years with an Expiration of Current Contract (ECC) of 23 May 2025.

b. In accordance with reference (b), "[t]his MARADMIN announces the [SRB] Program and the Broken Service SRB (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."

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“FY25 ERA Program Kicker. FY25 ERA Program eligible Marines, per paragraph 5, in Zone A who submit for a minimum of a 48-month reenlistment between 1 December 23 and 31 March 24 with a PMOS listed in paragraph 6.a and are subsequently approved, will rate a \$15,000 Early Reenlistment Kicker in addition to the PMOS bonus amount listed in paragraph 6.a and associated skill kicker in paragraph 4. After 31 March 24 or when the allocated quota has been met, 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.” Furthermore, a Zone “A” SRB for MOS 0671, E-4, which is capped at \$15,000 for 48 months of additional obligated service was authorized.

c. In accordance with reference (c), “[t]he Commandant's Retention Program (CRP) recognizes our most talented first term Marines by offering them a streamlined reenlistment process along with meaningful incentives to stay Marine and continue our legacy. The Marines selected for the CRP represent the very best in performance and professional competency. These Marines have embodied the whole Marine concept throughout their enlistments, placing themselves in the top echelons of their [PMOS].”

“The Commandant of the Marine Corps takes great pleasure in congratulating the Marines listed below as selectees for the CRP. As part of their selections, these Marines are approved to bypass the twenty-step reenlistment process and have priority access to their PMOS monitor for unit assignment choice. Marines selected for CRP are also eligible for monetary incentives as outlined in reference [MARADMIN 278/23].”

“The following selectees are approved as of the release of this message (for proper order, read left to right): “...NAME/GD/PMOS/PMCC[...][REDACTED] [...]”

d. On 3 January 2024, Petitioner’s First Term Active-Duty SDA w/Reenlistment/MSG Duty request was submitted and approved by HQMC on 15 February 2024. Career Planner Comments: “SNM is requesting 48 month reenlistment in PMOS with assignment to MSG WS Duty...Rates Zone A \$15,000 & \$15,000 ERK.”

e. On 23 February 2024, Petitioner reenlisted for 5 years and 3 months with an ECC of 22 May 2029 and received a prorated Zone A SRB.

f. On 1 June 2024, Petitioner was promoted to Sergeant/E-5.

g. 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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[REDACTED] USMC

## 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 Petitioner requested a reenlistment for 48 months of additional obligated service with a Zone A SRB and Early Reenlistment Kicker. However, due to administrative error, Petitioner's reenlistment contract did not reflect 48 months of additional obligated service, resulting in Petitioner receiving a prorated Zone A SRB and no Kicker.

## RECOMMENDATION

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

Petitioner enlistment/reenlistment document (DD Form 4) executed on 23 February 2024 was for a term of 5 years and 4-month vice 5 years and 3 months.

Note: This change will entitle the member to a Zone "A" SRB for MOS 0671, E-4, which is capped at \$15,000 for 48 months of additional obligated service was authorized. Remaining obligated service to 23 May 2025 will be deducted from SRB computation. Additionally, Petitioner rates an \$15,000-dollar FY25 Early Reenlistment Kicker.

Note: The Board for Correction of Naval Records (BCNR) will not take any action with the Defense Finance and Accounting Service for the SRB payment. Petitioner's SRB payment will not be funded by the BCNR's Claims Line of Accounting (LOA). HQMC will secure funding via unexecuted SRB funds and will use their LOA to pay the SRB payment.

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.

8/12/2024

