



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

[REDACTED]
Docket No. 5036-24
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] USMCR

Ref: (a) Title 10 U.S.C. § 1552
(b) MCO 1040R.31, 26 Jun 20

Encl: (1) DD Form 149 w/attachments
(2) Memorandum for the Record from CWO5 [A.G.F], 17 Jun 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 reenlisted in the United States Marine Corps Reserve on 8 December 2023 vice 23 December 2023 and that the record reflects no break in service.

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 14 November 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 25 July 2007, Petitioner enlisted in the U.S. Marine Corps Reserve for 8 years with an End of Service 24 July 2015.

b. Petitioner was released from active duty with an honorable character of service and were issued a DD Form 214, Certificate of Release or Discharge from Active Duty for the period of 28 August 2007 to 21 November 2007 upon completion of required active service.

c. On 8 December 2019, Petitioner reenlisted in the U.S. Marine Corps Reserve for 4 years a Reserve End of Current Contract (ECC) of 7 December 2023.

d. On 8 September 2023, Petitioner signed a Reserve Reenlistment Extension Lateral Move Request (NAVMC 11537A) for a 48-month reenlistment. On 3 December 2024, Petitioner's Commanding Officer recommended approval of his request. Additionally, the CO wrote in the Comments to Headquarters, U.S. Marine Corps (HQMC) (RA-RCT) section: "Requesting exemption

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to policy for [Petitioner] as the failures in processing his original request were due to no fault of his own. [Petitioner] reached numerous times to ensure everything was on track. The combination of failures on [REDACTED] chain of command, the career planner, and the complete lack of follow through/up culminated [Petitioner] not having his RRELM [Reserve Reenlistment Extension Lateral Move] submitted to TFRS [Total Force Retention System] in a timely manner. [Petitioner] is highly recommended for reenlistment in the United States Marine Corps.”

e. On 21 December 2023, Petitioner’s Careerist Reserve Duty Off Contract Accession request was submitted and approved by HQMC for 36 months.

f. On 23 December 2023, Petitioner reenlisted in the U.S. Marine Corps Reserve for 3 years a Reserve ECC of 22 December 2026.

g. In accordance with reference (b), “a. The Reserve career retention program is the key to achieving career force objectives within the Ready Reserve. The primary purpose of the program is to reenlist qualified Marines to meet the overall career force MOS requirements, and to retain the best qualified Marines to sustain appropriate career force experience levels. The primary enlisted career force objectives are: (1) To sustain a career force inventory within the Marine Corps Reserve by grade and MOS that supports staffing of all authorized career force billets with the highest quality Marines possible by applying the “whole Marine concept.” This career force inventory will be established for the three categories in the Ready Reserve: Active Reserve (AR), Selected Marine Corps Reserve (SMCR) and Individual Ready Reserve (IRR). (2) To provide career force Marines with “career equitability,” defined as equal promotion opportunity through the grade of Master Gunnery Sergeant/Sergeant Major. Marine Corps Reserve (MCR) promotion opportunities will continue to be determined by performance and organizational requirements.

h. “The career retention program, although designed to fulfill Marine Corps Retention objectives, should be focused on the individual Marine. Each organization/unit must: (1) Develop a retention strategy to facilitate the career development needs of each Marine. (2) Expedite personal service for all Marines by ensuring interviews and administrative requirements contained in this Order are promptly and properly executed. Timely submission of retention documents will ensure that each Marine receives the best opportunity to be retained. (3) Encourage Marines to remain active participants within the Selected Reserve in order to maintain MOS proficiency and competitiveness.”

i. On 17 June 2024, [REDACTED] wrote a memorandum for the record that “[c]ompleted re-enlistment package was submitted to career planner well before the end of contract, and continued correspondence was maintained to ensure there were no issues with re-enlistment. However, even with repeated contact to career planner section expressing concern and attempting to mitigate possible shortfalls, change in personnel resulted in poor hand-off and failure to enter reenlistment prior to the end of contract, even as they assured me that it was handled and there would be no issues. Shortfalls were then found and addressed, after the career planners failed to carry out the completed re-enlistment package was sent to the career planner on 12 Nov 2023 and the end of contract date was 07 Dec 2023. Follow up contact was made on 14 Nov 2023 and 20 Nov 2023 to express concern, and I was assured there were no issues, and re-enlistment would be completed by the end of the following week. Additional contact was attempted, but not answered until 11 Dec 2023; but I was again assured there was nothing to worry about. I was then notified of the failure on 15 Dec 2023.”

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“SNM did initiate the RELM process on or about September 2023. SNM, however, did not finish the RELM process (obtaining signatures from the command) until on or about 11 December 2023, 3 days after falling off contract. The RELM was initiated in TFRS on 20 December 2023 and finalized on 21 December 2023. SNM signed the reenlistment on 23 December 2023. According to all the documents provided and the information resident in MCTFS [Marine Corps Total Force System] the break in service is valid.”

CONCLUSION

Upon review and consideration of all the evidence of record, the Board finds the existence of an injustice warranting the following corrective action. The Board determined that Petitioner submitted his reenlistment package well before the end of his contract. The combination of failures on [REDACTED], [REDACTED] chain of command, and the career planner culminated in Petitioner not having his request submitted in a timely manner.

RECOMMENDATION

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

The record of discharge from the U.S. Marine Corps Reserve effective 7 December 2023, is rescinded.

Petitioner was discharged and reenlisted on 6/7 December 2023 vice on 22/23 December 2023 for a term of 3 years. Note: That any other entries affected by the Board’s recommendation be corrected.

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.

11/22/2024

