



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

██████████
Docket No. 5579-24
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 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, 29 May 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 a Fiscal Year 2025 (FY25) Early Reenlistment Kicker Bonus (ERK) in the amount of \$15,000.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 21 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 3 May 2021, Petitioner entered active duty for 4 years with an Expiration of Current Contract (ECC) of 2 May 2025.

b. On 15 March 2022, Petitioner was assigned Primary Military Occupational Specialties (PMOS) 7212.

c. On 1 February 2023, Petitioner was promoted to Corporal/E-4.

d. In accordance with reference (b) announced the Selective Retention Bonus (SRB) Program, and the Broken Service SRB Program authorized for the FY24 retention campaign

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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.

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 7212, E-4, which is capped at \$18,500 for 48 months of additional obligated service was authorized.

e. In accordance with reference (c) the 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.

"Lateral Moves. The following PMOSs are open to lateral move for the Fiscal Year 2025 FTAP cohort beginning on 1 January 2024: 0211, 0321, 0372, 1751, 2336, 3044, 5821, and 7316. Marines do not have to be listed under paragraph 4 below to apply."
Petitioner was approved as of the release of this message: "... [REDACTED] E4/7212/1EG..."

"CRP requests will be submitted to CMC (MMEA) between 1 January 2024 and 31 March 2024."

f. On 19 March 2024, Petitioner signed a Reenlistment Extension Lateral Move Request (NAVMC 11537) for a 48-month reenlistment and Zone A SRB. On 22 March 2024, Petitioner's Commanding Officer recommended approval of his request.

g. On 5 April 2024, Petitioner's 1st Term Active Duty Reenlistment request was submitted and approved by Headquarters, U.S. Marine Corps (HQMC) on 16 April 2024. Approved MOS was 7212.

h. On 19 April 2024, Petitioner reenlisted for 5 years and 1 month with an ECC of 18 May 2029.

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

j. On 18 July 2024, Petitioner was assigned ADMOS1 0916.

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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 error warranting the following corrective action. The Board concluded that on 19 March 2024, Petitioner signed a NAVMC 11537 for a 48-month reenlistment and Zone A SRB. On 22 March 2024, Petitioner's commanding officer recommended approval of his request. In accordance with reference (b), after 31 March 24 or when the allocated quota has been met, the Early Reenlistment Kicker expired. On 5 April 2024, Petitioner's request was submitted to HQMC. On 16 April 2024, HQMC approved Petitioner's request and on 19 April 2024, Petitioner reenlisted for 5 years and 1 month and was not approved for the Early reenlistment Kicker. The board determined that timely submission on the part of Petitioner's command likely would have avoided this issue.

RECOMMENDATION

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

Petitioner's 1st Term Active Duty Reenlistment request was submitted on "31 March 2024" vice "5 April 2024" and approved by HQMC on 16 April 2024. Approved MOS was 7212.

Note: This change will entitle the member to a Zone "A" SRB for MOS 7212, E-4, which is capped at \$18,500 for 48 months of additional obligated service. Remaining obligated service to 2 May 2025 will be deducted from SRB computation. Furthermore, Petitioner is authorized the \$15,000 Early Reenlistment Kicker.

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.

11/25/2024

