



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

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Docket No. 6310-24  
Ref: Signature Date

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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 1 October 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 23 June 2024, 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 23 May 2016, you entered active duty for 4 years with an End of Current Contract (ECC) of 22 May 2020. On 1 July 2019, you were promoted to Sergeant/E-5.

In accordance with MARADMIN 380/19 published on 3 July 2019, “[t]his bulletin announces the SRB [Selective Retention Bonus] program, and the BSSRB [Broken Service SRB] program authorized for FY20. 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 and E) who reenlist on or after 5 July 2019 are eligible for the FY20 SRB program. This will include: ... a. Any regular component first term or career Marine with an [ECC] from 1 Oct 19 to 30 Sep 20.”

On 16 July 2019, your First Term Active-Duty Reenlistment request was submitted requesting a 48-month reenlistment. It was approved by HQMC on 23 July 2019 in approved Primary Military

Occupational Specialty (PMOS) 0671. Furthermore, you were not eligible for SRB. On 1 August 2019, you reenlisted for 4 years with an ECC of 31 July 2023.

On 28 October 2019, your Careerist Active-Duty Lateral Move request was submitted and approved by HQMC on 12 February 2020 for lateral move into PMOS 1721. Furthermore, Bonus Text states that, "...SNM is authorized to extend for a period of 33 months for obligated service...Lateral Move MOS 1721 effective upon extension". Finally, Under Send Back to CP Chronological History, it states that on 27 December 2019, "Please advise Marine that if approved, SNM does not rate SRBP as he is a FY-23 Marine" and on 30 December 2019, "SNM has been briefed that he will not rate the \$50,000 Lateral Move Bonus due to him being a FY-23 Marine."

On 13 February 2020, you were assigned ADMOS1 0671.

In accordance with DoD 7000.14-R Financial Management Regulation, Volume 7A, Chapter 9 "[t]he Secretary of the Military Department concerned may designate a unit, grade, or impose such other condition or conditions of service with respect to the SRB, as determined necessary to mitigate a significant current or projected personnel shortage or changing force structure requirements. An SRB based on unit, grade, or such other condition or conditions of service are subject to USD (P&R) approval. The member must:

Serve in a pay grade E-3 or higher; Reenlist for a period of at least 3 years or voluntarily extend an enlistment for a period of at least 1 year on active duty; Execute a written agreement with the Secretary of the Military Department concerned that specifies the: Amount of the bonus; Method of bonus payment - lump sum amount or periodic installments; Period of obligated service; and Designated military skill, career field, unit, or grade, or such other condition or conditions of service imposed by the Secretary of the Military Department concerned.

Agree to serve for a specified period in at least one of the following reenlistment or extension categories: A designated military skill, Career field, Unit, Grade, or Other condition or conditions imposed by the Secretary of the Military Department concerned; Meet skill qualification prior to payment of the SRB for a member transferring into a designated military skill; Qualify under any additional eligibility criteria prescribed by the Secretary of the Military Department concerned."

On 13 February 2020, you signed an agreement to extend enlistment for 33 months with an End of Active Service of 30 April 2026 in order to have obligated service to lateral move to MOS 1721.

In accordance with DoDI 1304.31, "[t]he Secretaries of the Military Departments may pay a bonus under the EBP (in accordance with Section 331 of Title 37, U.S.C.) to persons or members, as appropriate, to support recruiting and retention efforts in designated military skills, career fields, units, or grades, or to meet some other condition or conditions of service imposed by the Secretary of the Military Department concerned."

"Pursuant to Paragraph 3.1.a., the Secretaries of the Military Departments may pay a bonus to a person or member who:

Signs an agreement with the Secretary of the Military Department concerned to serve on active duty or in an active status for a specified period: In a designated military specialty or skill, career

field, unit, grade; or to meet other condition(s) imposed by the Secretary of the Military Department concerned.

Successfully completes training and becomes qualified in a designated skill or career field, if completion of such training and technical qualification forms the basis for which the bonus is paid.

Qualifies pursuant to any additional eligibility criteria prescribed by the Secretary of the Military Department concerned. Meets the additional eligibility criteria outlined in Section 4 for each bonus type (i.e., enlistment, affiliation, reenlistment, retention, or transfer).”

On 18 August 2021, you were assigned PMOS 1721. On 8 November 2022, you were assigned ADMOS2 8015. On 1 March 2023, you were promoted to Staff Sergeant/E-6.

You requested eligibility for the Retention Bonus in accordance with DoD 7000.14-R FMR Volume 7A, Chapter 9 and DODI 1304.31, the Board in its review of your entire record and application, carefully weighed all potentially mitigating factors, to include your assertions. You assert that having meticulously reviewed both regulations and assessed your performance against the stipulated criteria, you are confident in asserting your qualification for the retention bonus. However, the Board concluded that both references you cite also give authority to the Secretary of the Military Department concerned to determine additional eligibility criteria for SRB. MARADMIN 380/19 states that Marines with an ECC between 1 October 2019 to 30 September 2020 would be eligible for the FY-20 SRB program. At the time of your Lateral Move request, your ECC was 31 July 2023. As such, the Board determined that you were not eligible to receive the FY-20 SRB for your Lateral Move extension, that the denial of your SRB request was compliant with both DoD FMR and DoDI 1304.31. In this connection, the Board substantially concurred with the comments contained in the aforementioned advisory opinion and concluded that a change to your record is not warranted.

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,

10/7/2024

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