



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

[REDACTED]  
Docket No. 6936-24  
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED]  
[REDACTED] USMC

Ref: (a) Title 10 U.S.C. § 1552  
(b) MARADMIN 278/23, 31 May 23  
(c) MARADMIN 164/24, 1 Apr 24

Encl: (1) DD Form 149 w/attachments  
(2) Advisory opinion by HQMC memo 5420 MMEA, 8 Jul 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 that he was eligible for and received a Fiscal Year 2024 (FY24) Primary Military Occupational Specialty (PMOS) 4421 Zone "A" Selective Retention Bonus (SRB).

2. The Board, consisting of [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 8 October 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 June 2018, Petitioner entered active duty.
- b. On 4 April 2019, Petitioner was assigned Primary Military Occupational Specialties (PMOS) 4421.
- c. On 16 July 2021, Petitioner reenlisted for 4 years with an Expiration of Current Contract (ECC) of 15 July 2025.
- d. On 1 July 2022, Petitioner was promoted to Sergeant/E-5.

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e. In accordance with reference (b), this MARADMIN announces the SRB Program, and the Broken Service SRB 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.

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 4421, E-5 and above, which is capped at \$15,750 for 48 months of additional obligated service was authorized.

f. In accordance with reference (c), this MARADMIN announces changes to reference (a) [MARADMIN 278/23]. This update to the FY24 SRB Program supports the Service’s evolving retention culture based on Fleet Marine Force requirements, providing Marines with proven performance and desired skills an opportunity to reenlist earlier in their careers.

This MARADMIN broadens the reenlistment eligible population and provides amplified kicker information as detailed below: 3.a.(1). Marines whose expiration of current contract is in FY24 and FY25 (1 October 2023 to 30 September 2025).

g. On 13 May 2024, Petitioner’s Careerist Active-Duty Reenlistment request was created by Petitioner’s Career Planner. Staff Non-Commissioned Officer in Charge (SNCOIC) Section states that, “SNM has 5 years and 10 months as of 15 May 2024. Submit prior to 6-year mark, request bonus.”

h. On 6 June 2024, Petitioner’s Careerist Active-Duty Reenlistment request was submitted and approved by Headquarters, U.S. Marine Corps (HQMC) on 25 June 2024. Furthermore, Petitioner’s PMOS was 4421.

i. On 25 June 2024, Petitioner entered Zone B.

j. On 27 June 2024, Petitioner reenlisted for 5 years and 1 month with an ECC of 26 July 2029.

## 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 agreed that Petitioner met the requirements for a FY24 PMOS 4421 Zone “A” SRB. On 13 May 2024, Petitioner’s Careerist Active-Duty Reenlistment request was created by Petitioner’s Career Planner with comments by the SNCOIC that Petitioner had nearly 6 years of service and to request bonus. Petitioner’s request was approved on 25 June 2024, the same date Petitioner entered Zone B. Petitioner reenlisted on 27 June 2024 without

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SRB, as there was no SRB authorized for Zone B. The Board agreed with enclosure (2)<sup>1</sup> that timely processing by HQMC would have prevented this issue.

RECOMMENDATION

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

Petitioner was discharged and reenlisted on 22/23 June 2024 vice on 26/27 June 2024 for a term of 5 years and 1 months.

Note: This change will entitle the member to a Zone “A” SRB for MOS 4421, E-5 and above, which is capped at \$15,750 for 48 months of additional obligated service. Remaining obligated service to 15 July 2025 will be deducted from SRB computation.

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.

10/15/2024



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<sup>1</sup> In the advisory opinion, attached as enclosure (2), the office having cognizance over the subject matter addressed Petitioner’s application and commented that, “[t]imely processing on the part of this headquarters likely would have prevented this issue” and recommended approval.