



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

██████████
Docket No. 7857-24
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 295/22, 15 Jun 22

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by HQMC memo 5420 MMEA, 13 Aug 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 Petitioner was eligible for and received the Selective Retention Bonus (SRB) Program Kicker in his reenlistment contract.

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 19 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 4 September 2018, Petitioner entered active duty for 5 years with an End of Current Contract (ECC) of 3 September 2023.

b. On 1 June 2020, Petitioner was promoted to Corporal/E-4.

c. On 7 January 2022, Petitioner was assigned ADMOS1 6016.

d. In accordance with reference (b) announced the SRB program and the Broken Service SRB program authorized for FY23. With the advent of several new SRB programs, Marines are encouraged to thoroughly review the contents of this bulletin.

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First Term Marines (Zone A) and career Marines (Zone B, C, D, E, F, and G) who reenlist on or after 14 Dun 22 are eligible for the FY23 SRB program. This will include: i.a. Any regular component first term or career Marine with an ECC from 1 Oct 22 to 30 Sep 23.

FY23 Cohort In-Year Early Reenlistment Kicker. Marines in Zone A who submit for a minimum of 48-month reenlistment before 30 Sep 22 with a Primary Military Occupational Specialties (PMOS) that is listed in paragraph 3.m, are subsequently approved, will rate an 8,000-dollar Early Reenlistment Kicker in addition to the PMOS bonus amount listed in paragraph(s) 3.m, 3.n, and 3.o. After 30 Sep 22, 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. If they have received a Zone A PMOS bonus, or if no Zone A PMOS bonus is designated, they may be paid a Zone B PMOS bonus. Bonus payments are limited to one payment per Zone. Zone A lateral move PMOS bonus payments are only authorized for those PMOS(s) designated with LM. Marines who already hold a PMOS with a LM designator and are in Zone A will rate the PMOS bonus listed below. Zone A PMOS bonus payments for Marines who reenlist for at least 48 months obligated service are authorized as listed below in dollars (bonuses for Marines who reenlist for 36 to 47 months obligated service will be calculated as per para 3.j). Furthermore, a Zone "A" SRB for MOS 6258LM, E-4, which is capped at \$32,000, and E-5 which is capped at \$35,000 for 48 months of additional obligated service was authorized.

e. On 29 July 2022, Petitioner's First Term Active Duty Lateral Move request was submitted and approved by Headquarters, U.S. Marine Corps (HQMC) on 3 October 2022. Approved MOS was 6258.

f. On 1 October 2022, Petitioner was promoted to Sergeant/E-5.

g. On 7 October 2022, Petitioner reenlisted for 4 years and 11 months with an ECC of 6 September 2026 in the pay grade of E-4. Furthermore, "[r]eenlisted for the following incentive: Zone A SRBP amount \$40,000. Per MARADMIN 295/22, this Marine is eligible for a [SRB] estimated at \$32,000 less applicable State and Government taxes. Per MARADMIN 295/22, this Marine is eligible for a [SRB] Kicker in the amount of \$8,000 less applicable state and Government taxes."

h. On 15 November 2022, Petitioner was assigned ADMOS2 6252.

i. On 23 February 2023, Petitioner was assigned PMOS 6258.

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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 noted that on 7 October 2022, Petitioner reenlisted for 4 years and 11 months. He was also authorized a Zone A SRB in the amount of \$32,000 and an \$8,000 Kicker. Due to system error the \$8,000 Early Reenlistment Kicker did not pay out. Petitioner only received the \$32,000 SRB for PMOS 6258. Additionally, Petitioner was selected for promotion to sergeant while the request was pending at HQMC. The reenlistment was approved prior to the promotion reflecting. The Board determined that Petitioner was promoted to sergeant on 1 October 2022, and rates the higher Zone A SRB in the amount of \$35,000 before taxes for the grade of E-5 in addition to the unpaid Early Reenlistment Kicker in the amount of \$8,000 before taxes.

RECOMMENDATION

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

Petitioner's enlistment/reenlistment document (DD Form 4) executed on 7 October 2022 for a term of 4 years and 11 months listed a pay grade of E5 vice E-4.

Note: This change will entitle the member to a Zone "A" SRB for MOS 6258LM, E-5 which is capped at \$35,000 for 48 months of additional obligated service. Remaining obligated service to 3 September 2023 will be deducted from SRB computation. Additionally, Petitioner rates an 8,000-dollar FY23 Cohort In-Year Early Reenlistment Kicker. Finally, the Defense Finance and Accounting Service will complete an audit of Petitioner's pay records to determine amounts due, if any.

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

[REDACTED]

Deputy Director

Signed by: [REDACTED]