



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

[REDACTED]  
Docket No. 8928-24  
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552  
(b) MARADMIN 064/23, 6 Feb 23  
(c) MARADMIN 278/23, 31 May 23

Encl: (1) DD Form 149 w/attachments  
(2) Advisory opinion by HQMC memo 5420 MMEA, 5 Sep 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 her naval record be corrected to show that Petitioner was eligible for and received a Fiscal Year 2024 (FY24) Zone B E-6 Selective Retention Bonus (SRB) for lateral move into Primary Military Occupational Specialty (PMOS) 0681.

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 26 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 28 October 2013, Petitioner entered active duty.
- b. On 20 May 2014, Petitioner was assigned an ADMOS1 0311. On 30 November 2018, Petitioner was assigned an ADMOS2 8156.
- c. On 1 February 2021, Petitioner was advanced to Staff Sergeant/E-6.
- d. On 1 February 2022, Petitioner reenlisted for 2 years with an Expiration of Current Contract (ECC) of 31 January 2024.

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e. On 10 February 2022, Petitioner signed an agreement to extend enlistment for 4 months with an End of Active Service (EAS) of 31 May 2024 in order to obligate service for Permanent Change of Station (PCS) orders to [REDACTED].

f. On 8 November 2022, Petitioner signed an MOS 0681 Lateral Move Interview Questionnaire Form (US Department of Defense, USMC, MC-0681) listing the following Interviewer's Observation "SNM has a very good attitude with a well-versed skill in communicating to senior leaders. She knows the direction in the Marine Corps that she wants to go and is hungry to achieve it. I feel as though the Marine would be an easy transition into the MOS of 0681. SNM would like to wait until after the birth of her child in April to submit a RELM for lateral move and reenlistment. I enthusiastically endorse the Marine to lateral move upon submission." Interview certified form on 16 November 2022.

g. In accordance with reference (b) the Marine Corps opens opportunities for reenlistment on 1 June 2023 with the execution of the FY24 Enlisted Retention Campaign. The FY24 Enlisted Retention Campaign is designed to meet retention goals by ensuring retention of the best and most qualified Marines. Four retention programs will be implemented for FY24; Commandant's Retention Program (CRP), Command Retention Mission (CRM), Commanding General's Retention Program (CGRP), and the Early Reenlistment Authority (ERA) Program...STAP Marines requesting LATMOVE may submit a request NET 16 September 2023.

h. On 9 February 2023, Petitioner was assigned PMOS 0681.

i. In accordance with reference (c) announced 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 B applies to those active component Marines with 6 to 10 years of active military service. Marines with exactly 10 years of active service on the date of reenlistment may be paid a Zone B PMOS bonus if they have not previously received a Zone B PMOS bonus. Furthermore, a zone "B" SRB for MOS 0681LM, E-6 and above, which is capped at \$45,000 for 48 months of additional obligated service was authorized. Zone C applies to those active component Marines with 10 to 14 years of active military service. Marines with exactly 14 years of active service on the date of reenlistment may be paid a Zone C PMOS bonus if they have not previously received a Zone C PMOS bonus. Furthermore, a zone "B" SRB for MOS 0681LM, E-6, which is capped at \$10,000 for 48 months of additional obligated service was authorized.

j. On 18 September 2023, Petitioner signed a Reenlistment Extension Lateral Move Request (NAVMC 11537) for a 48-month reenlistment and Zone B SRB. On 25 July 2023, Petitioner's Commanding Officer recommended approval of her request.

k. On 18 September 2023, Petitioner's Careerist Active Duty Lateral Move request was submitted requesting a 48-month reenlistment into PMOS 0681 and a Zone B SRB in the amount of \$45,000.

l. On 28 October 2023, Petitioner entered Zone C.

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m. On 19 November 2023, Petitioner's request was approved by Headquarters, U.S. Marine Corps (HQMC). Approved PMOS was 0681. Zone C SRB in the amount of \$10,000 was authorized. On 21 November 2023, Petitioner reenlisted for 4 years and 3 months with an ECC of 20 February 2028.

#### 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 submitted her request for a 48-month reenlistment and lateral move to HQMC on 18 September 2023, meeting all requirements for the Zone B SRB in accordance with reference (c). On 28 October 2023, Petitioner entered Zone C. In accordance with enclosure (2), Petitioner's request was held due to lack of funding for the SRB. On 19 November 2023, Petitioner's request was approved, and on 21 November 2023, Petitioner reenlisted for 4 years and 3 months. Petitioner received a Zone C SRB which was substantially lower than the Zone B SRB she was eligible for. The Board determined that availability of SRB funds likely would have prevented this issue.

#### RECOMMENDATION

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

Petitioner was discharged and reenlisted on 25/26 October 2023 vice on 20/21 November 2023 for a term of 4 years and 4 months vice 4 years and 3 months. Note: This change will entitle the member to a Zone "B" SRB for MOS 0681LM, E-6 and above, which is capped at \$45,000 for 48 months of additional obligated service. Remaining obligated service to 31 January 2024 will be deducted from SRB computation.

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.

12/1/2024

[REDACTED]

Deputy Director

Signed by: [REDACTED]