



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

██████████
Docket No. 9362-24
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO ██████████
██████████ USMC

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

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by HQMC memo 5420 MMEA, 17 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 his naval record be corrected to show that Petitioner was eligible for and received Fiscal Year 2024 (FY24) Zone C Primary Military Occupational Specialty (PMOS) 3537 Career Progression Selective Retention Bonus (SRB).

2. The Board, consisting of ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 12 December 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 13 November 2012, Petitioner entered active duty.
- b. On 4 June 2015, Petitioner was assigned ADMOS1 3536.
- c. On 8 September 2016, Petitioner reenlisted for 4 years with an Expiration of Current Contract (ECC) of 7 September 2020.
- d. On 27 September 2018, Petitioner executed an agreement to extend enlistment for 38 months with an End of Active Service (EAS) of 7 November 2023.
- e. On 21 October 2020, Petitioner was assigned ADMOS2 8411 (Recruiting).

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[REDACTED] USMC

- f. On 8 December 2020, Petitioner transferred from Monitored Command Codes [REDACTED] and joined to [REDACTED] on 22 December 2023 for duty.
- g. On 1 October 2022, Petitioner was promoted to Staff Sergeant/E-6.
- h. In accordance with reference (b) 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 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 "C" SRB for MOS 3537CP, E-6, which is capped at \$20,000 for 48 months of additional obligated service was authorized.

Career Progression. CP PMOS(s) are listed under paragraph(s) 6.b. and 6.c. with the CP designation. These PMOSs are authorized bonus payments to Marines who hold a feeder PMOS, possess the intended MOS, and are registered for the PMOS producing course. Marines currently serving on a Special Duty Assignment (SDA) or slated to attend an SDA are exempt from the class registration requirement due to the inability to register or attend the PMOS producing course. Marines who request CP reenlistment may submit for reenlistment immediately and do not have to wait until their current PMOSs boat spaces are closed out prior to requesting a CP PMOS boat space. Bonus payment for CP PMOSs will not be made at the time of reenlistment but upon successful completion of PMOS training and subsequent award of the PMOS. Bonus payment will be based upon the FY SRB authorized at the time of reenlistment. Marines who are in training beyond 30 September 24 will be authorized payment of the PMOS bonus once MCTFS shows they have been awarded the new PMOS. Marines who fail to complete required CP PMOS training will be re-designated or administratively separated according to the needs of the Marine Corps and will receive no bonus, even if the PMOS the Marine is reclassified into is eligible to receive one. Marines must complete training prior to the end of their new contract for the bonus to be awarded.
- i. On 28 October 2023, Petitioner's Careerist Active-Duty Reenlistment request was submitted and approved by Headquarters, U.S. Marine Corps (HQMC) on 5 December 2023. Approved MOS was 3531. No SRB was authorized.
- j. On 30 October 2023, Petitioner executed an agreement to extend enlistment for 9 months with an EAS of 7 August 2024.
- k. On 8 December 2023, Petitioner reenlisted for 4 years with an ECC of 7 December 2027.
- l. On 21 May 2024, Petitioner Logistics Operations School, certified that this Marine met all requirements and completed the program of instruction prescribed for Motor Transport Staff Non-Commissioned Officer Operations Course. Furthermore, Petitioner was assigned PMOS 3537.

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 injustice warranting the following corrective action. The Board concluded that FY24 Zone C Staff Sergeants with PMOS 3537 were eligible for \$20,000 SRB. These Marines must reenlist on or after 1 June 2023 for a minimum of 48 months of obligated service to get the full PMOS bonus amount. PMOS 3537 also carries the Career Progression designation, which allows Marines to earn the bonus if they hold a feeder PMOS, possess the intended MOS, and are registered for the PMOS producing course. On 28 October 2023, Petitioner submitted a FY24 48-month reenlistment in PMOS 3531 from 12th Marine Corps District Headquarters as a production recruiter. On 5 December 2023, Petitioner was approved for a 48-month reenlistment by HQMC without the Career Progression SRB authorized. On 8 December 2023, Petitioner executed a 48-month reenlistment. The Board determined that though Petitioner did not possess PMOS 3537, reference (b) states Marines currently serving on a SDA or slated to attend an SDA are exempt from class registration requirement. Petitioner was serving as a production recruiter at the time of approval, therefore making him exempt from class registration and gaining PMOS 3537. Moreover, Petitioner did register and attended the PMOS producing course, earning the required PMOS 3537 on 21 May 2024. Therefore, the Board agreed with enclosure (2) that, "[t]his situation merits a retroactive payment of the FY24 Zone C SRB in the amount of \$20,000...."

RECOMMENDATION

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

Petitioner's enlistment/reenlistment document (DD Form 4) executed on 8 December 2023 is for a term of 4 years and 8 months vice 4 years. Note: This change will entitle the member upon completion of training to a Zone "C" SRB for MOS 3537CP, E-6, which is capped at \$20,000 for 48 months of additional obligated service. Remaining obligated service to 7 August 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.

12/17/2024

[REDACTED]