



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

[REDACTED]
Docket No. 9435-24
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, 30 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 a Fiscal Year 2024 (FY24) Selective Retention Bonus (SRB) for Primary Military Occupational Specialty (PMOS) 3537.

2. The Board, consisting of [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 3 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 18 March 2013, Petitioner entered active duty. On 12 December 2013, Petitioner was assigned PMOS 3531. On 15 October 2018, Petitioner was assigned ADMOS1 0551. On 20 March 2019, Petitioner was assigned ADMOS2 0531.

b. On 21 January 2021, Petitioner reenlisted for 4 years with an Expiration of Current Contract (ECC) of 20 January 2025 and joined Monitored Command Codes (MCC) 938 for duty as a Recruiter (MOS 8411) on 2 December 2021. Petitioner was promoted to Staff Sergeant/E-6 on 1 October 2022.

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c. In accordance with reference (b) announced the SRB Program, and the Broken Service SRB Program authorized for the FY24 retention campaign which began 1 June 2023. Marines with an ECC from 1 October 23 to 30 September 24 were encouraged to thoroughly review the contents of this MARADMIN.¹

d. In accordance with reference (c) 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).

e. On 17 May 2024, Petitioner signed a Reenlistment Extension Lateral Move Request (NAVMC 11537) for a 48-month reenlistment in PMOS PSCO Attached MCC 1CG. MOS was 3531. Petitioner's Commanding Officer recommended approval of his request on 7 June 2024.

f. On 6 June 2024, Petitioner was issued Marine Corps Basic Order for involuntary assignment. "[t]his Marine: will attend the following intermediate destination(s): [REDACTED] getting there by 29 Jul 2024 to attend class motor transport staff noncommissioned officer operations [REDACTED] class # is 2024040 for 4 weeks."

"Upon COMPTEMINS DIR SNM further proceed and RFPOR not later than 23 Sep 2024 to [REDACTED] A monitored command code ICG for duty. Current editions of Marine Corps Orders 1300.8, 4650.30, 5512 4, 1000.6, and Bureau Of Medicine And Surgery Instruction 6320.1 may apply. Travel chargeable per Marine Corps Order P7301.104. ensure service records and health records accompany Marine.

Date designated direct and transfer Marine to proceed and report not earlier than 29 Jul 2024 and report not later than 23 Sep 2024 to [REDACTED] for duty in billet MOS 3531. Per MCO 1300.8 Subject Named Marine must have 2 years obligated service upon arrival at the gaining duty station. These orders are not authority to extend reenlist except in accordance with MCO 1040.31. if SNM does not have sufficient obligated service to comply with the prescribed tour length and will not extend reenlist, do not detach SNM and notify MMEA via naval

¹ 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). CP PMOS(s) are listed under paragraph(s) 6.b. and 6.c. with the CP designation. These PMOSs were 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.

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message within 20 days of receipt of orders. Ensure service record, health record, dental record, and copies of orders accompany the Marine for relocation.”

g. On 22 July 2024, Petitioner’s Careerist Active Duty Reenlistment request was submitted and approved by Headquarters, U.S. Marine Corps (HQMC) on 26 July 2024. Approved MOS was 3531. No SRB was authorized. Petitioner reenlisted on 27 July 2024 for 4 years and 6 months with an ECC of 26 January 2029 and transferred on 28 July 2024 and joined to MCC KF3 on 30 July 2024 for school.

h. On 23 August 2024, Petitioner met all requirements and has completed the program of instruction prescribed for Motor Transport Staff Non-Commissioned Officer Operations Course 2024040.

i. On 29 November 2024, this Board notified HQMC that, “I am looking at the RELM on [Petitioner] and it shows the submitted date as 22 July 24, the reenlistment date as 27 Jul 24, but the approved date as 5 Sep 2024. How is that possible? Petitioner provided a copy of the RELM but on that it lists the approved date as 26 July 2024. Why is the approved date listing as 2 months after reenlisting?”

j. On 4 December 2024, HQMC notified this Board that, “the 5 Sep date reflects an attempted adjustment to add authorization for the CP bonus (I’m told it didn’t work and that SNM was advised to submit for BCNR). The approval date was adjusted back to 26 July afterwards to fall in line with the reenlistment date. Corrected TFRS screen is attached.”

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 SRBs. These Marines were required to reenlist on or after 1 June 2023 for a minimum of 48 months of obligated service to get the full PMOS bonus amount. The PMOS 3537 also carried the CP designation, which allowed Marines to earn the bonus if they held a feeder PMOS, possessed the intended MOS, and were registered for the PMOS Producing Course. On 17 May 2024, Petitioner signed a NAVMC 11537 requesting a 48-month reenlistment in PMOS 3531. At that time, Petitioner was a production recruiter and was exempt from registering for the PMOS Producing Course in accordance with reference (b). On 6 June 2024 Petitioner was registered for the PMOS Producing Course. On 22 July 2024 4th Marine Corps District Headquarters submitted a FY25 48-month reenlistment for Petitioner in PMOS 3531. On 26 July 2024 Petitioner was approved for a 48-month reenlistment by HQMC without the CP SRB. The Board determined that prior to the approval of his reenlistment request, Petitioner did not possess PMOS 3537, however Petitioner was registered for the PMOS Producing Course. Thus, 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”

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RECOMMENDATION

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

Paragraph B8b (Remarks) Enlistment/Reenlistment Document – Armed Forces of the United States (DD Form 4) executed on 27 July 2024 listed the following: Reenlisted for the following incentive: Zone C SRBP amount \$20,000.

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 20 January 2025 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.

12/11/2024

