



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

[REDACTED]  
Docket No. 11088-24  
Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552  
(b) MARADMIN 278/23, 31 May 23  
(c) MARADMIN 164/24, 1 Apr 24  
(d) MARADMIN 483/24, 9 Oct 24

Encl: (1) DD Form 149 w/attachments  
(2) Advisory opinion by HQMC memo 5420 MMEA, 14 Nov 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 Petitioner was eligible for and received the Fiscal Year 2024 (FY24) Aircraft Maintenance Kicker in the amount of \$25,000 before taxes.

2. The Board, consisting of [REDACTED], [REDACTED] and [REDACTED] reviewed Petitioner's allegations of error and injustice on 13 March 2025 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 12 September 2011, Petitioner entered active duty.
- b. On 3 November 2014, Petitioner was assigned Primary Military Occupational Specialties (PMOS) 6276.
- c. On 24 June 2015, Petitioner transferred from [REDACTED] ([REDACTED]) and arrived to [REDACTED] on 23 October 2021 for duty.
- d. On 1 May 2020, Petitioner was promoted to Staff Sergeant/E-6.

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e. On 15 October 2020, Petitioner reenlisted for 4 years with an Expiration of Current Contract (ECC) of 14 October 2024.

f. On 12 September 2021, Petitioner entered zone C.

g. On 2 December 2021, Petitioner transferred from [REDACTED] and arrived to [REDACTED] on 2 December 2021 for duty.

h. Reference (b) announced the Selective Retention Bonus (SRB) Program, and the Broken Service SRB (BSSRB) 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.

“Aircraft Maintenance Kicker. Gunnery Sergeants and below in zones A, B, or C within the 61xx, 62xx, 63xx, 6531 Primary Military Occupational Specialties are eligible and will rate a \$25,000 kicker in addition to the PMOS bonus amount listed in paragraph(s) 6.a, 6.b, and 6.c. If no PMOS bonus is listed, the Marine rates the lump sum kicker of \$25,000. The following conditions must be met: 1) must possess at least one Necessary MOS (NMOS) and current qualification of: 6012-Safe For Flight (SFF) Controller, 6016-Collateral Duty Inspector (CDI), 6017- Collateral Duty Quality Assurance Representative (CDQAR), 6018-Quality Assurance Representative (QAR), or 6242-Flight Engineer; 2) reenlist for 48 months; and 3) must be currently assigned to the below Monitored Command Codes (MCC), and agree to remain in a specified MCC for the first 24 months (following the end of their current contract). MCCs authorized for the Aircraft Maintenance Kicker: “...S3F...VR1...”

“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, no zone “C” SRB for MOS 6276, E-6, was authorized.

i. On 1 February 2024, Petitioner was assigned ADMOS1 6242.

j. Reference (c) announced changes to reference (a). 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).

k. On 3 April 2024, Petitioner’s Careerist Active-Duty Reenlistment request was submitted requesting a 48 month reenlistment in PMOS 6276. Career Planner Comments: “SNM is on FY25 HSST. SNM has no preference. SNM has no previous requests. SNM rates Aircraft Maintenance Kicker amounting 25000 FOR NMOS 6242.”

l. On 25 September 2024, Petitioner’s Careerist Active-Duty LCA request was submitted requesting a 2 month extension. Career Planner Comments: “SNM is FY25 requesting 2-month

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extension. SNM has pending reenlistment with EAS of 10/14/2024. Previous request TFRS-13967235.” Headquarters, U.S. Marine Corps (HQMC) approved the request on 27 September 2024. Approved MOS: 6276.

m. On 2 October 2024, Petitioner signed an agreement to extend enlistment for 2 months with an End of Active Service (EAS) of 14 December 2024 in order to wait for response from HQMC.

n. Reference (d) announced the SRB Program and the BSSRB Program authorized for enlisted Marines reenlisting in FY25. Marines with an ECC from 10 October 2024 to 30 September 2025 are encouraged to thoroughly review the contents of this MARADMIN.

“Aircraft Maintenance Kicker. Staff sergeants and below in zones A & B within the 61xx, 62xx, 63xx, 6531 Primary Military Occupational Specialties are eligible and will rate a \$14,000 kicker in addition to the PMOS bonus amount listed in paragraph(s) 5.a and 5.b. If no PMOS bonus is listed, the Marine rates the lump sum kicker of \$14,000. The following conditions must be met: 1) must possess at least one Necessary MOS (NMOS) for qualification of: 6012-Safe For Flight (SFF) Controller, 6016-Collateral Duty Inspector (CDI), 6017-Collateral Duty Quality Assurance Representative (CDQAR), 6018-Quality Assurance Representative (QAR), 6242-Flight Engineer, or 6516-Quality Assurance/Safety Observer; 2) reenlist for 48 months of additional obligated service.”

“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 6276, E-6, which is capped at \$19,000 for 48 months of additional obligated service was authorized.

o. On 18 October 2024, Petitioner’s y Reenlistment request, submitted was approved by HQMC. Approved MOS: 6276.

p. On 22 October 2024, Petitioner reenlisted for 4 years and 2 months with an ECC of 21 December 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 injustice warranting the following corrective action. The Board concluded that on 3 April 2024, Petitioner submitted his 48-month reenlistment and Aircraft Maintenance Kicker request. The request was delayed as he was considered for assignment to SDA. Once disapproved for SDA in July 2024, Petitioner became eligible for the Lump Sum Aircraft Maintenance Kicker under reference (b). However, in accordance with enclosure (2), Petitioner’s reenlistment request was held further *due to lack of SRB funds*. Petitioner was ultimately approved on 18 October 2024, reenlisted on 22 October 2024, and received the PMOS 6276 zone C SRB of \$19,000 under reference (d). As a zone C Marine, he did not rate the Aircraft Maintenance Kicker under the new MARADMIN and PMOS

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6276 did not rate a bonus under reference (b). The Board determined that availability of SRB funding would have resulted in a higher payment via the FY24 Lump Sum Aircraft Maintenance Kicker. Therefore, the Board determined that relief is warranted.

#### RECOMMENDATION

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

Petitioner was discharged and reenlisted on 21/22 July 2024 vice 21/22 October 2024 for a term of 4 years and 5 months vice 4 years and 2 months.

Note: This change will entitle the member to \$25,000 Aircraft Maintenance Kicker vice a zone "C" SRB for MOS 6276, E-6, which is capped at \$19,000 for 48 months of additional obligated service.

Note: Any payments resulting from the Board's action will not be funded by the Board's Claims Line of Accounting (LOA). The Board will not take any action with the Defense Finance and Accounting Service, DFAS- Indianapolis/COR/Claims, for this correction. HQMC will secure funding via unexecuted funds and will use their LOA to pay any payments to Petitioner and coordinate with DFAS-Cleveland for any payments that may be due.

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.

3/21/2025

[REDACTED]