



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

██████████
Docket No. 11342-24
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 23
(c) MARADMIN 164/24, 1 Apr 24

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by HQMC memo 5420 MMEA, 3 Dec 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 Fiscal Year 2024 (FY24) Air Traffic Controller Kicker.

2. The Board, consisting of ██████████ reviewed Petitioner's allegations of error and injustice on 10 April 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 26 October 2020, Petitioner entered active duty for 5 years with an Expiration of Current Contract (ECC) of 25 October 2025.

b. On 8 November 2021, Petitioner was assigned PMOS 7257.

c. On 1 November 2022, Petitioner was promoted to Corporal/E-4.

d. Reference (b) announced the Selective Retention Bonus (SRB) Program, and the Broken Service SRB Program authorized for the FY24 retention campaign which began on 1 June 2023. Marines with an ECC from 1 October 23 to 30 September 24 are encouraged to

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED]

[REDACTED] USMC

thoroughly review the contents of this MARADMIN. Air Traffic Controller Kicker. A Marine in zone A, B, or C, who reenlists for 48 months with the PMOS of 7257, who holds a NMOS of 7252, 7253, or 7254, or enters into a contract with the intent to gain one of the above mentioned NMOSs, will rate a \$30,000 Air Traffic Controller Kicker. This kicker is in addition to the PMOS bonus listed in paragraphs 6.a, 6.b, and 6.c. The awarding of NMOSs 7252, 7253, or 7254 predicates the payment of the Air Traffic Controller Kicker. Marines who are in training beyond 30 September 24 will be authorized payment of the kicker once the Marine Corps Total Force System (MCTFS) shows they have been awarded the new NMOS. 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. Furthermore, a zone "A" SRB for MOS 7257LM, E-4, which is capped at \$33,000 for 48 months of additional obligated service was authorized.

e. On 19 October 2023, Air Traffic Control Facility Officer notified Director, Installation Personnel Administrator Center that "[Petitioner] has successfully completed the requirements and demonstrated the operational proficiency for qualification in the Military Occupational Specialty (MOS) designator 7252 as prescribed in reference (a) [NAVAIR 00-80T-114, ATC NATOPS]. Assign [Petitioner] a Necessary MOS designation of 7252 per reference (b) [NAVMC 1200. IE, MOS Manual]."

f. Reference (c) announced changes to reference (b). 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).

g. On 27 June 2024, Petitioner's First Term Active Duty Reenlistment request was submitted and approved by Headquarters, U.S. Marine Corps (HQMC) on 25 September 2024.

h. On 30 September 2024, Petitioner reenlisted for 5 years and 1 month with an ECC of 29 October 2029.

i. On 1 November 2024, Petitioner was promoted to Sergeant/E-5.

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 19 October 2023, Petitioner was awarded NMOS 7252. On 27 June 2024, Petitioner submitted a FY24 48-month reenlistment in PMOS 7257 to HQMC, meeting all requirements for the Air Traffic Controller Kicker in accordance with reference (b). However, due to administrative oversight by HQMC, the reenlistment was only approved for the zone A SRB for PMOS 7257.

Subj: REVIEW OF NAVAL RECORD ICO [REDACTED]

[REDACTED] USMC

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 30 September 2024 listed the following: Reenlisted for the following incentive: Zone A SRBP amount \$33,000, and \$30,000 Air Traffic Controller Kicker vice zone A SRBP amount \$33,000.

Note: This change will entitle the member to a \$30,000 Air Traffic Controller Kicker.

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.

4/18/2025

