



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

██████████  
Docket No. 11746-24  
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO ██████████  
XXX XX ██████████ 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, 4 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's reenlistment on 20 September 2024 was for Lateral Move (LM) into Primary Military Occupational Specialty (PMOS) 0441 vice 0411 and that he was eligible for and received a zone A Selective Retention Bonus (SRB).

2. The Board, consisting of ██████████, ██████████, and ██████████ reviewed Petitioner's allegations of error and injustice on 1 May 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 25 January 2021, Petitioner entered active duty for 4 years with an Expiration of Current Contract (ECC) of 24 January 2025.

b. 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. Zone A applied 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

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zone A PMOS bonus. Furthermore, a zone "A" SRB for MOS 0441LM, E-4, which is capped at \$15,000 for 48 months of additional obligated service was authorized.

c. 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).

d. On 13 May 2024, Petitioner's First Term Active Duty LM request was submitted requesting LM to PMOS 0441. Under Send Back to Career Planner Chronological History, the following is listed: On 8 August 2024, "[n]o school seats available, please provide alternative MOS that SNM is qualified for." On 8 August 2024, "SNM would like to be routed for lateral move to 0441, 5831 (if not selected for 0411)." Under Responses, it shows the following entries: On 20 August 2024, "[a]pproval of 0411 LM not other" and on 19 September 2024, "[r]erouting for 0441 LM consideration vice 0411," and on 19 September 2024, PMOS 0441 was approved. However, on 19 September 2024, the RELM was approved for MOS: 0411.

e. On 1 September 2024, Petitioner was promoted to Corporal/E-4.

f. On 20 September 2024, Petitioner reenlisted for 4 years and 5 months with an ECC of 19 February 2029. Furthermore, block B8b (Remarks): "I understand that this reenlistment contract is contingent upon successful completion of the training requirements for MOS 0411. Should I fail to complete the training requirements for MOS 0411, I may be reverted to my previous MOS or separated from the Marine Corps."

g. On 20 September 2024, Petitioner was assigned PMOS 0400, and ADMOS1 3381.

## 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 13 May 2024, Petitioner's command submitted a 48-month reenlistment to LM to PMOS 0441. Subsequently, the Career Counselor noted that Petitioner requested 0411, or 5831 due to 0441 not having any more school seats available. Petitioner was approved to LM to PMOS 0411 by Headquarters, U.S. Marine Corps. In accordance with enclosure (2), prior to Petitioner acknowledging the PMOS 0411 LM approval, Petitioner's unit Career Counselor requested for Petitioner to be reconsidered for PMOS 0441 due to reallocations for the PMOS 0441. On 19 September 2024, Petitioner was in receipt of a positive recommendation from the 04XX PMOS monitor but was reapproved with an erroneous PMOS 0411 listing with no zone A SRB. Petitioner executed a 48-month reenlistment with LM to PMOS 0411 on 20 September 2024. The Board determined that Petitioner's reenlistment should have been approved as a 48-month reenlistment with LM to PMOS 0441 with a zone A SRB.

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## RECOMMENDATION

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

Paragraph B8b (Remarks) line 4 of the DD Form 4/1 executed on 20 September 2024 listed the following: "Reenlisted for the following incentive: zone A for PMOS 0441 with an SRBP of \$15,000. Furthermore, I understand that this reenlistment contract is contingent upon successful completion of the training requirements for MOS 0441. Should I fail to complete the training requirements for MOS 0441. I may be reverted to my previous MOS or separated from the Marine Corps."

Note: This change may entitle the member to a zone "A" SRB for MOS 0441LM, E-4, upon completion of training, which is capped at \$15,000 for 48 months of additional obligated service. Remaining obligated service to 24 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.

5/8/2025

