



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

██████████
Docket No. 12326-24
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 483/24, 9 Oct 24
(c) MARADMIN 610/24, 17 Dec 24

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by HQMC memo 5420 MMEA, 13 Jan 25
(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 zone A Selective Retention Bonus (SRB) in the amount of \$33,500.

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

b. On 15 October 2021, Petitioner was assigned Primary Military Occupational Specialties (PMOS) 6176. On 15 April 2024, Petitioner was assigned ADMOS1 6016.

c. On 15 November 2021, Petitioner transferred from ██████████ and joined to ██████████ on 10 December 2021 for duty.

d. On 1 June 2024, Petitioner was promoted to Sergeant/E-5.

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

e. In accordance with reference (b), announced the SRB Program, and the Broken Service SRB Program authorized for enlisted Marines reenlisting in FY25. Marines with an ECC from 10 October 2024 to 30 September 2025 were encouraged to thoroughly review the contents of this MARADMIN. Aircraft Readiness Kicker. Staff sergeants and below in zones A or B within the 61xx, 62xx, 63xx, 6531 PMOS are eligible and will rate a \$24,000 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 \$24,000. The following conditions must be met: 1) must possess at least one NMOS and qualification of: 6012-SFF Controller, 6016-CDI, 6017-CDQAR, 6018- QAR, 6242-Flight Engineer, or 6516-Quality Assurance/Safety Observer; 2) reenlist for 48 months of additional obligated service; and 3) must be currently assigned or execute orders to the following 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 Readiness Kicker: "...VH1..." 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 6176, E-5, which is capped at \$23,500 for 48 months of additional obligated service was authorized.

f. On 21 November 2024, Petitioner was assigned ADMOS2 6171.

g. On 13 November 2024, Petitioner's First Term Active Duty Reenlistment request was submitted and approved by Headquarters, U.S. Marine Corps (HQMC) on 9 December 2024. Approved MOS 6176.

h. In accordance with reference (c), announced changes to reference (b). The update to the FY25 SRB Program supports the Service's multi-cohort retention efforts, Fleet Marine Force requirements, and provides Marines with proven performance and desired skills an opportunity to reenlist earlier in their careers. This MARADMIN broadens the reenlistment eligible population, updates specified PMOS eligibility, and SRB amounts as detailed below: 3.a. Marines whose expiration of current contract is within FY25 and FY26 (1 October 2024 to 30 September 2026). 3.b. Marines submitting for reenlistment in the following PMOS will now receive the SRB amounts listed below as applicable upon reenlistment... Furthermore, a zone "A" SRB for MOS 6176, E-5 and above, which is capped at \$33,500 for 48 months of additional obligated service was authorized.

i. On 19 December 2024, Petitioner reenlisted for 4 years and 6 months with an ECC of 18 June 2028 and received a zone A SRB and Aircraft Readiness Kicker.

j. On 19 December 2024, Career Counselor for [REDACTED], [REDACTED] notified the Board that "I am the unit Career Counselor for [REDACTED] [REDACTED] aboard [REDACTED]. This letter is to inform the board members that it is my fault entirely that [REDACTED] missed out on an additional \$10,000 for his reenlistment bonus. I interpreted the new MARADMIN 610/24 as those that have not yet submitted would rate the new bonus, while those that were already submitted and approved fell into the old MARADMIN

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

483/24 bonus amount. Please accept this statement as an apology as well as a chance to allow [REDACTED] to be rewarded with the full amount of what he deserves.”

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 Petitioner’s reenlistment request was submitted to HQMC on 13 November 2024. It was approved on 9 December 2024 and ultimately executed on 19 December 2024. Reference (c), effective just the day before, increased the SRB amount for zone A E-5 PMOS 6176 from \$23,500 to \$33,500. Had this been identified before execution, HQMC would have adjusted the authorized bonus on Petitioner’s behalf.

RECOMMENDATION

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

Paragraph B8b (Remarks) of the DD Form 4 executed on 19 December 2024 for a term of 4 years and 6 months, listed the following “REENLISTED FOR THE FOLLOWING INCENTIVE: “ZONE A SRBP AMOUNT \$57,500” vice “ZONE A SRBP AMOUNT \$47,500.”

Note: This change will entitle the member to a zone A SRB for PMOS 6176 which is capped as “\$33,500” vice “\$23,500” for 48 months of additional obligated service. Remaining obligated service to 25 May 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.

6/11/2025

[REDACTED]

Deputy Director

Signed by: [REDACTED]