



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

[REDACTED]
Docket No. 1510-25
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO
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, 22 Feb 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 the Fiscal Year 2024 (FY24) Aircraft Maintenance Kicker.

2. The Board, consisting of [REDACTED], [REDACTED], and [REDACTED] reviewed Petitioner's allegations of error and injustice on 9 September 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 October 2010, Petitioner entered active duty.
- b. On 23 January 2012, Petitioner was assigned Primary Military Occupational Specialty (PMOS) 6176. On 17 October 2018, Petitioner was assigned ADMOS1 8411. On 1 October 2020, Petitioner was assigned ADMOS2 6171.
- c. On 25 October 2020, Petitioner entered zone C.
- d. On 1 November 2020, Petitioner was promoted to Staff Sergeant/E-6.

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e. On 4 September 2021, Petitioner reenlisted for 4 years with an Expiration of Current Contract (ECC) of 3 September 2025.

f. On 1 November 2021, Petitioner transferred from [REDACTED] and joined [REDACTED] on 2 December 2021 for duty.

g. In accordance with reference (b), announces 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 were 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 PMOS 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: "...VM5..." 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 6176, E-6, which is capped at \$5,500 for 48 months of additional obligated service was authorized.

h. In accordance with 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).

i. On 17 July 2024, Petitioner's Careerist Active Duty Reenlistment request was submitted.

j. In accordance with reference (d), 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 Maintenance Kicker. Staff sergeants and below in zones A & B within the 61xx, 62xx, 63xx, 6531 Primary Military Occupational Specialties (PMOS) are eligible and will rate a \$14,000 kicker in addition to the PMOS bonus amount listed in paragraph(s)

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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 NMOS for 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.. 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 6176, E-6, which is capped at \$19,000 for 48 months of additional obligated service was authorized.

k. On 18 October 2024, Petitioner's Careerist Active Duty Reenlistment request was approved. Approved MOS: 6176.

l. On 23 October 2024, Petitioner reenlisted for 4 years and 11 months with an ECC of 22 September 2029 and received a zone C SRB.

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 error warranting the following corrective action. The Board concluded that on 25 October 2020, Petitioner entered zone C. On 17 July 2024, Petitioner submitted a 48 month reenlistment in PMOS 6176. At that time, a zone C SRB and Aircraft Maintenance Kicker were authorized in accordance with reference (b). In accordance with enclosure (2), it was held due to lack of funding available for the SRB. On 9 October 2024, reference (d) was published and did not authorize an Aircraft Maintenance Kicker for zone C. Petitioner's reenlistment was ultimately approved on 18 October 2024 and executed on 23 October 2024 with approval for zone C SRB. The Board determined that availability of SRB funding likely would have prevented this issue.

RECOMMENDATION

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

Petitioner was discharged and reenlisted on 17/18 July 2024 vice 22/23 October 2024 for a term of 5 years and 2 months vice 4 years and 11 months. Note: This change will entitle the member to a zone C SRB for MOS 6176, E-6, which is capped at \$5,500 for 48 months of additional obligated service. Furthermore, this change will entitle the member to \$25,000 Aircraft Maintenance Kicker. Defense Finance and Accounting Service (DFAS) will complete an audit of Petitioner's pay records to determine amounts due, if any.

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

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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.

11/17/2025

