



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

██████████
Docket No. 2141-25
Ref: Signature Date

██████████
██████████
██████████

Dear ██████████,

This is in reference to your application for correction of your naval record pursuant to Section 1552 of Title 10, United States Code. After careful and conscientious consideration of relevant portions of your naval record and your application, the Board for Correction of Naval Records (Board) found the evidence submitted insufficient to establish the existence of probable material error or injustice. Consequently, your application has been denied.

A three-member panel of the Board, sitting in executive session, considered your application on 18 September 2025. The names and votes of the members of the panel will be furnished upon request. Your allegations of error and injustice were reviewed in accordance with administrative regulations and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your application, together with all material submitted in support thereof, relevant portions of your naval record and applicable statutes, regulations, and policies. In addition, the Board considered the advisory opinion contained in in Headquarters, U. S. Marine Corps memorandum ██████████, which was previously provided to you for comment.

On 30 May 2017, you entered active duty.

On 11 June 2018, you were assigned Primary Military Occupational Specialties (PMOS) 6323.
On 10 January 2020, you were assigned ADMOS1 6053.

On 3 August 2021, you reenlisted for 4 years with an end of current contract (ECC) of 2 August 2025.

On 28 February 2022, you were transferred from Monitored Command Code (MCC) ██████████ and joined MCC ██████████ on 1 March 2022 for duty.

On 4 March 2022, you were assigned ADMOS2 6016.

On 30 May 2023, you entered zone B.

In accordance with MARADMIN 278/23 published on 31 May 2023, 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 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 and current qualification of: 6012-Safe For Flight Controller, 6016-Collateral Duty Inspector, 6017- Collateral Duty Quality Assurance Representative, 6018-Quality Assurance Representative (QAR), or 6242-Flight Engineer; 2) reenlist for 48 months; and 3) must be currently assigned to the below MCCs, 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: “...1HL...1HT...”

On 4 March 2024, your Reenlistment Extension Lateral Move Request (NAVMC 11537) for a 48-month reenlistment was certified by your Career Planner and was approved by cognizant authority on 5 April 2024. Furthermore, block 32 (Remarks) listed the following: “SNM has been selected for the FY25 HSST. SNM requires reenlistment with request.”

On 6 March 2024, Captain ██████████ notified FY24, Headquarters Marine Corps Special Duty Assignment Screening Team that “[m]y name is Captain ██████████, writing as the officer in charge (OIC) of the ██████████ Division on behalf of ... ██████████. Four of my seven QAR have been identified on the FY25 Headquarters Marine Corps Special Duty Assignment Screening Team Process (HSST).”

“The importance of the HSST is not lost on me or my Marines. We fully understand that we serve at the pleasure of the President, and that the needs of the Marine Corps come first over our desires. However, I believe it to be prudent to voice concerns when alternatives benefit our organization. While these special duty assignments undeniably need top-tier Marines, ██████████ (██████████) cannot afford to lose its most senior qualifications during this time of transition. Gapping these QARs from ██████████ would remove Marines that have been in the program since the integration at ██████████ and developmental testing at ██████████ (██████████).

Within months, we will be sending the core cadre over to ██████████ (██████████). By sending these Marines on a special duty assignment at this time, we risk removing critical knowledge from the fleet for years. Additionally, this is not a question of whether or not these Marines want to serve. These Marines desire to re-enlist at ██████████, ██████████ and ██████████ to keep the program progressing in the right direction. Specifically with these four Marines, the Marine Corps will receive a greater return on investment by allowing them to remain in the aviation community for their next enlistment. I am more than happy to elaborate on each Marine individually.”

In accordance with MARADMIN 164/24 published on 1 April 2024, announced changes to MARADMIN 278/23. 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).”

On 7 April 2024, your Careerist Active Duty SDA w/ reenlistment/ HSST request was submitted to Headquarters, U. S. Marine Corps (HQMC) and was approved on 6 August 2024. Approved MOS: 6323. SDA Message Text: “...This request for assignment to Special Duty is approved. PCSO forthcoming via separate correspondence assigning SNM to BRC 4-25 (MCC ██████). SNM's transfer will be effective during APRIL 2025...”

On 9 August 2024, you reenlisted for 5 years with an ECC of 8 August 2029.

On 1 September 2024, you were promoted to Staff Sergeant/E-6.

In accordance with MARADMIN 483/24 published on 9 October 2024, 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 PMOS 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 for qualification of: 6012-Safe For Flight Controller, 6016-Collateral Duty Inspector, 6017-Collateral Duty Quality Assurance Representative, 6018-QAR, 6242-Flight Engineer, or 6516-Quality Assurance/Safety Observer; 2) reenlist for 48 months of additional obligated service.”

On 1 July 2025, you were transferred from MCC ██████ to MCC ██████ for duty.

You requested to receive the Aircraft Maintenance Kicker in the amount of \$14,000 under MARADMIN 483/24. The Board, in its review of your entire record and application, carefully weighed all potentially mitigating factors, to include your assertions. You assert that due to required SDA package submission timeline, you had to submit early for reenlistment and as a result, you lost out on the FY25 Aircraft Maintenance Kicker you were eligible for. The Board concluded that you were identified for HSST screening and on 7 April 2024, you submitted your Careerist Active Duty SDA w/ reenlistment/ HSST request to HQMC. HQMC approved you for Recruiting Duty and you reenlisted on 9 August 2024. MARADMIN 483/24 was not published until 9 October 2024. The Board determined that you were required to submit for SDA and based on the needs of the Marine Corps, you were assigned to Recruiting Duty. Furthermore, you reenlisted prior to the release of MARADMIN 483/24 and are not eligible for incentives

authorized in it. In this connection, the Board substantially concurred with the comments contained in the aforementioned advisory opinion.

You are entitled to have the Board reconsider its decision upon submission of new matters, which will require you to complete and submit a new DD Form 149. New matters are those not previously presented to or considered by the Board. In this regard, it is important to keep in mind that a presumption of regularity attaches to all official records. Consequently, when applying for a correction of an official naval record, the burden is on the applicant to demonstrate the existence of probable material error or injustice.

Sincerely,

9/29/2025

