



DEPARTMENT OF THE NAVY

BOARD FOR CORRECTION OF NAVAL RECORDS

701 S. COURTHOUSE RD

ARLINGTON, VA 22204

[REDACTED] Docket No. 3374-25

Ref: Signature Date

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

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

Ref: (a) Title 10 U.S.C. § 1552
(b) MARADMIN 295/22, 15 Jun 22

Encl: (1) DD Form 149 w/attachments
(2) Advisory opinion by HQMC memo 5420 MMEA, 8 Apr 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) and Early Reenlistment Kicker.

2. The Board, consisting of [REDACTED], [REDACTED] and [REDACTED] reviewed Petitioner's allegations of error and injustice on 11 December 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 14 January 2019, Petitioner entered active duty with an End of Current Contract (ECC) of 13 January 2023.

b. On 21 November 2019, Petitioner was assigned Primary Military Occupational Specialties (PMOS) 3152.

c. On 12 January 2022, Petitioner was assigned ADMOS1 3112.

d. On 1 July 2022, Petitioner's First Term Active Duty Reenlistment w/Overseas Extension (Tour Conversation) request was submitted to Headquarters, U.S. Marine Corps (HQMC) requesting a 48 month reenlistment and zone A SRBP of \$10,500.

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e. On 8 September 2022, Petitioner's First Term Active Duty Reenlistment w/Overseas Extension (Tour Conversation) request was approved. Approved MOS: 3152.

f. On 28 September 2022, Petitioner reenlisted for 4 years with an ECC of 27 September 2026.

g. On 1 February 2023, Petitioner was promoted to Sergeant/E5.

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 1 July 2022, Petitioner's First Term Active Duty Reenlistment w/Overseas Extension was submitted to HQMC requesting a 48-month reenlistment in PMOS 3152. At that time, Petitioner was eligible for a zone A SRB and Early Reenlistment Kicker in accordance with reference (b),¹ however due to administrative error, Petitioner's request was approved without SRB or Early Reenlistment Kicker. The Board determined that relief is warranted.

RECOMMENDATION

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

Petitioner's enlistment/reenlistment document (DD Form 4) executed on 28 September 2022 was for a term of 4 years and 4 months vice 4 years.

Note: This change will entitle the member to a zone A SRB for MOS 3152, E-4, which is capped at \$10,500 for 48 months of additional obligated service. Remaining obligated service to

¹ Announced the SRB program and the BSSRB program authorized for FY23. With the advent of several new SRB programs, Marines were encouraged to thoroughly review the contents of this bulletin. First term Marines (zone A) and career Marines (zone B, C, D, E, F, and G) who reenlist on or after 14 Jun 22 were eligible for the FY23 SRB program. This will include: 1.a. Any regular component first term or career Marine with an ECC from 1 Oct 22 to 30 Sep 23. FY23 Cohort In-Year Early Reenlistment Kicker. Marines in zone A who submit for a minimum of 48 month reenlistment before 30 Sep 22 with a PMOS that is listed in paragraph 3.m, are subsequently approved, will rate an 8,000 dollar Early Reenlistment Kicker in addition to the PMOS bonus amount listed in paragraph(s) 3.m, 3.n, and 3.o. After 30 Sep 22, this Early Reenlistment Kicker will expire. 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. If they have received a zone A PMOS bonus, or if no zone A PMOS bonus is designated, they may be paid a zone B PMOS bonus. Bonus payments are limited to one payment per zone. Zone A lateral move PMOS bonus payments are only authorized for those PMOS(s) designated with LM. Marines who already hold a PMOS with a LM designator and are in zone A will rate the PMOS bonus listed below. Zone A PMOS bonus payments for Marines who reenlist for at least 48 months obligated service are authorized as listed below in dollars (bonuses for Marines who reenlist for 36 to 47 months obligated service will be calculated as per para 3.j). Furthermore, a zone A SRB for MOS 3152, E-4, which is capped at \$10,500 for 48 months of additional obligated service was authorized.

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13 January 2023 will be deducted from SRB computation. Furthermore, this change will entitle the member to an \$8,000 FY23 Cohort In-Year Early Reenlistment Kicker. The Defense Finance and Accounting Service 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 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.

12/18/2025

