



DEPARTMENT OF THE NAVY
BOARD FOR CORRECTION OF NAVAL RECORDS
701 S. COURTHOUSE RD
ARLINGTON, VA 22204

██████████
Docket No. 3871-25
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD ICO ██████████
XXX XX ██████████ 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 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 B Selective Retention Bonus (SRB) and FY25 Aircraft Readiness Kicker.

2. The Board, consisting of ██████████, ██████████ and ██████████ reviewed Petitioner's allegations of error and injustice on 8 January 2026 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 3 November 2014, Petitioner entered active duty.
- b. On 18 July 2015, Petitioner was assigned Primary Military Occupational Specialties (PMOS) 6216.
- c. On 25 March 2016, Petitioner was assigned ADMOS1 0933. On 18 July 2019, Petitioner was assigned ADMOS2 6016.
- d. On 3 November 2020, Petitioner entered Zone B.

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e. On 16 July 2021, Petitioner reenlisted for 4 years with an Expiration of Current Contract (ECC) of 15 July 2025.

f. On 1 March 2022, Petitioner was promoted to Staff Sergeant/E6.

g. In accordance with reference (b), announced the 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. Zone B applies to those active component Marines with 6 to 10 years of active military service. Marines with exactly 10 years of active service on the date of reenlistment may be paid a Zone B PMOS bonus if they have not previously received a Zone B PMOS bonus. Furthermore, a Zone B SRB for MOS 6216, E6 and above, which is capped at \$32,400 for 48 months of additional obligated service was authorized.

h. In accordance with reference (c), 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).

i. On 17 June 2024, Petitioner's Careerist Active Duty Reenlistment request was submitted for a 48 month reenlistment.

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 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; "...G87..." VRA. Zone B applies to those active component Marines with 6 to 10 years of active military service. Marines with exactly 10 years of active service on the date of reenlistment may be paid a Zone B PMOS bonus if they have not previously received a Zone B PMOS bonus. Furthermore, a Zone B SRB for MOS 6216, E6 and above, which is capped at \$32,400 for 48 months of additional obligated service was authorized. 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

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C SRB for MOS 6216, E6, which is capped at \$16,740 for 48 months of additional obligated service was authorized.

k. On 30 October 2024, Petitioner's Careerist Active Duty Reenlistment request was approved by Headquarters, U.S. Marine Corps (HQMC). Approved MOS: 6216.

l. On 3 November 2024, Petitioner entered Zone C.

m. On 4 November 2024, Petitioner reenlisted for 4 years and 9 months with an ECC of 3 August 2029.

n. On 6 December 2024, Petitioner transferred from [REDACTED] and joined to [REDACTED] on 24 December 2024 for duty.

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 17 June 2024, Petitioner's command submitted a Careerist Active Duty Reenlistment requesting a 48-month reenlistment in PMOS 6216. At the time of submission, Petitioner was eligible for a Zone B SRB in accordance with reference (b). On 9 October 2024, reference (d) was published which authorized the PMOS 6216 SRB and Aircraft Readiness Kicker. HQMC approved the request on 30 October 2024. In accordance with enclosure (2), Petitioner's reenlistment was delayed due to lack of SRB funding. On 3 November 2024, Petitioner entered Zone C. On 4 November 2024, Petitioner reenlisted for 4 years and 9 months. 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 31 October/1 November 2024 vice 3/4 November 2024 for a term of 4 years and 9 months.

Note: This change will entitle the member to a Zone B SRB for PMOS 6216, E6 & Above, which is capped at \$32,400 for 48 months of additional obligated service. Remaining obligated service to 15 July 2025 will be deducted from SRB computation. Furthermore, this change will entitle the member to a \$24,000 Aircraft Readiness Kicker.

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

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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.

1/16/2026

[REDACTED]

Deputy Director

Signed by: [REDACTED]