



Docket No. 4470-25
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 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 May 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 2025 (FY25) Aircraft Maintenance Kicker.

2. The Board, consisting of [REDACTED], [REDACTED] and [REDACTED] reviewed Petitioner's allegations of error and injustice on 9 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 24 July 2017, Petitioner entered active duty.
- b. On 19 June 2018, Petitioner was assigned Primary Military Occupational Specialties (PMOS) 6218.
- c. On 28 May 2021, Petitioner was assigned ADMOS1 6016. On 14 February 2022, Petitioner was assigned ADMOS2 6017.
- d. On 1 March 2022, Petitioner reenlisted for 4 years and 5 months with an Expiration of Current Contract (ECC) of 31 July 2026 and received a zone A Selective Retention Bonus (SRB).

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e. On 24 July 2023, Petitioner entered zone B.

f. On 4 February 2024, Petitioner reenlisted for 5 years 7 months with an ECC of 3 September 2029.

g. 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 Maintenance Kicker. Staff sergeants and below in zones A & B within the 61xx, 62xx, 63xx, 6531 PMOSs 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 (NMOS) for qualification of: 6012-Safe For Flight Controller, 6016-Collateral Duty Inspector, 6017-Collateral Duty Quality Assurance Representative, 6018-Quality Assurance Representative, 6242-Flight Engineer, or 6516-Quality Assurance/Safety Observer; 2) reenlist for 48 months of additional obligated service. 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 6218LM, E-5 and above, which is capped at \$29,160 for 48 months of additional obligated service was authorized.

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 PMOSs 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).

i. On 22 January 2025, Petitioner's Careerist Active Duty Reenlistment request was submitted and approved by Headquarters, U.S. Marine Corps (HQMC) 3 February 2025. Approved MOS: 6218. Per MARADMIN 483/24 this Marine is eligible for a SRB estimated at \$29,160, less applicable state and government taxes. The maximum possible bonus for this reenlistment is \$29,160. Per MARADMIN 483/24 "this Marine is eligible for a [SRB] Kicker in the amount of \$24,000, less applicable state and government taxes. SNM must maintain requirements in accordance with MARADMIN 483/24."

j. On 4 February 2025, Petitioner reenlisted for 5 years 7 months with an ECC of 3 September 2030.

k. On 1 August 2025, Petitioner was promoted to Staff Sergeant/E-6.

CONCLUSION

Upon review and consideration of all the evidence of record, and especially in light of the

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contents of enclosure (2), the Board finds the existence of an injustice warranting the following corrective action. The Board concluded that on 22 January 2025, Petitioner's Careerist Active Duty Reenlistment request was submitted to HQMC requesting a 48-month reenlistment in PMOS 6218. Petitioner's reenlistment was approved on 3 February 2025 with approval for both the SRB and Aircraft Readiness Kicker; however, the Aircraft Readiness Kicker did not pay out to Petitioner because it was erroneously approved. On 4 February 2024, Petitioner reenlisted for 5 years and 7 months. The Board determined that during processing and at the time of approval, Petitioner met the requirements to rate the Aviation Maintenance Kicker. The Board determined this was an administrative error, therefore relief is warranted.

RECOMMENDATION

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

Petitioner's Enlistment/Reenlistment Document – Armed Forces of the United States (DD Form 4) executed on 4 February 2024 for a term of 5 years 7 months is null and void.

Paragraph B8b (Remarks) of the DD Form 4 executed on 4 February 2025 listed the following: REENLISTED FOR THE FOLLOWING INCENTIVE: ZONE B SRBP AMOUNT \$43,160 vice \$53,160. PER MARADMIN 483/24. This Marine is eligible for a SRB Kicker in the amount of \$14,000 vice \$24,000 less applicable state and government taxes. SNM must maintain requirements in accordance with MARADMIN 483/24.

Note: This change will entitle the member to a zone "B" SRB for MOS 6218LM, E-5, which is capped at \$29,160 for 48 months of additional obligated service. Remaining obligated service to 31 July 2026 will be deducted from SRB computation. Furthermore, this change will entitle the member to \$14,000 Aircraft Maintenance 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-entitled 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.

12/23/2025

[REDACTED]
Deputy Director

Signed by: [REDACTED]