



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

[REDACTED]  
Docket No. 7880-25  
Ref: Signature Date

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

Subj: REVIEW OF NAVAL RECORD [REDACTED]  
[REDACTED] USMC

Ref: (a) Title 10 U.S.C. § 1552  
(b) MARADMIN 462/21, Mandatory COVID-19 Vaccination of Marine Corps Active And Reserve Components, 1 Sep 21  
(c) MARADMIN 733/21, Change 1 To Supplemental Guidance (2) To Mandatory COVID-19 Vaccination of Marine Corps Active and Reserve Components, 22 Dec 21  
(d) MARADMIN 278/23, Fiscal Year 2024 (FY24) Selective Retention Bonus (SRB) Program and FY24 Broken Service SRB (BSSRB) Program, 31 May 23  
(e) MARADMIN 164/24, Fiscal Year 2024 (FY24) Selective Retention Bonus (SRB) Program and FY24 Broken Service SRB (BSSRB) Program, 1 Apr 24  
(f) MARADMIN 483/24, Fiscal Year 2025 Selective Retention Bonus Program and Fiscal Year 2025 Broken Service Selective Retention Bonus Program, 9 Oct 24  
(g) Executive Order 14184, Reinstating Service Members Discharged Under the Military's COVID-19 Vaccination Mandate, of 27 Jan 25  
(h) Office of the Under Secretary of Defense memo, Updated Guidance on Correction of Military Records for Service Members Involuntarily Separated for Refusal to Comply with Coronavirus Disease 2019 Vaccination Requirements, 1 Apr 25  
(i) Office of the Under Secretary of Defense memo, Supplemental Guidance to the Military Department Discharge Review Boards and Boards for Correction of Military/ Naval Records Considering Requests from Service Members Adversely Impacted by Coronavirus Disease 2019 Vaccination Requirements, 7 May 25

Encl: (1) DD Form 149 w/attachments  
(2) Subject's naval record  
(3) HQMC, Performance Branch (MMPB), email 11 Aug 25

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 continuous service and receive back pay in accordance with reference (g).

2. The Board, consisting of [REDACTED] reviewed Petitioner's allegations of error and injustice on 12 August 2025 and pursuant to its regulations, determined that the corrective action indicated below should be taken on the available evidence of record.

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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 19 October 2020, Petitioner entered active duty for 4 years with an End of Current Contract (ECC) of 18 October 2024.

b. On 1 April 2021, Petitioner was promoted to Private First Class/E-2.

c. In accordance with reference (b), provided guidance to Marine Corps active and reserve components to implement Secretary of Defense (SECDEF)-directed mandatory Coronavirus Disease 2019 (COVID-19) vaccination of Department of Defense (DoD) service members. This MARADMIN cancels and replaces MARADMIN 754/20.

"3.a. Per refs (b)[ OSD MEMO, Mandatory Coronavirus Disease 2019 Vaccination of Department of Defense Service Members] and (c)[ALNAV 062/21 2021- 2022 Department of Navy Mandatory COVID-19 Vaccination Policy], all Marine Corps active and reserve component (Active Reserve, Selected Marine Corps Reserve, and Individual Mobilization Augmentee) service members shall be fully vaccinated against COVID-19, unless medically or administratively exempt. All non-exempt active component personnel will achieve full vaccination no later than 90 days from the date of ref (c), and all non-exempt reserve component personnel will achieve full vaccination no later than 120 days from the date of ref (c)."

"3.1. The provisions contained within paragraph 3.a of this MARADMIN constitute a lawful general order and any violation of these provisions is punishable as a violation of Article 92 of ref (i) [10 U.S.C. Chapter 47, Uniform Code of Military Justice]. Marines shall take action to fully immunize themselves against COVID-19 per ref (j) [U.S. Navy Regulations, paragraph 1144]. Paragraph 3.a is punitive and applies without further implementation. Commanders, commanding officers, and officers in charge shall issue appropriate orders to ensure that their Marines and Sailors are fully vaccinated. In accordance with Rule for Court Martial 306 of ref (n) [Manual for Courts Martial United States (2019 EDITION)], initial disposition authority for cases arising from COVID-19 vaccine refusals is withheld to the general court- martial convening authority level except that administrative counseling pursuant to paragraph 6105 of ref (k) [Marine Corps Order 1900.16 Chapter 2 (MARCORSEPMAN)] may be issued at the special court martial convening authority level."

"This MARADMIN is applicable to the Marine Corps total force. This MARADMIN remains in effect until canceled."

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[REDACTED] USMC

d. On 27 October 2021, Commanding Officer issued Petitioner an Administrative Remarks (NAVMC 118(11)) listing the following: "Counseled this date concerning the following deficiencies: On or about September 14, 2021, you refused an available inoculation, specifically a COVID-19 inoculation using a U.S. Food and Drug Administration licensed and approved COVID- 19 vaccine, prescribed for all service members by the Secretary of Defense on 24 August 2021 and required pursuant to the lawful orders of the Secretary of the Navy and the Commandant of the Marine Corps contained in ALNAV 062/21 and MARADMIN 462/21. You are required to submit to this inoculation pursuant to Article 1144 of the U.S. Navy Regulations. This counseling is required per paragraph 6203.7f of MCO 1900.16 CH 2.

On September 3, 2021, I issued you a written order directing you to submit to inoculation for COVID-19 or to request an administrative or medical exemption to vaccination within ten calendar days. You have failed to comply with this order, in violation of Article 92, UCMJ."

e. On 27 October 2021, Commanding Officer issued Petitioner an Administrative Remarks (NAVMC 118(11)) listing the following: "Counseled this date concerning the following deficiencies: On 20210914 you were formally counseled for violating a lawful order and refusing an available and prescribed inoculation, specifically a COVID-19 inoculation using a U.S. Food and Drug Administration licensed and approved COVID-19 vaccine. Having been advised of specific recommendations for corrective action and having been afforded a reasonable opportunity to take such action, you have continued to refuse to receive the prescribed COVID-19 vaccine inoculation."

f. On 6 December 2021, [REDACTED] notified Commandant of the Marine Corps (MMRP-20), Headquarters, U.S. Marine Corps (HQMC) that "Readdressed and forwarded for filing in accordance with section 6311 of MCO 1900.16 CH2.

I have carefully reviewed the respondent's Separation History and Physical Examination (SHPE) and determined that no medical condition had an effect on the performance or conduct resulting in the basis for separation.

The recommendation that the Respondent be administratively discharged from the United States Marine Corps is approved. By copy of this letter, the Respondent's Commanding Officer is directed to take those administrative steps necessary to effect subject Marine's separation within 5 working days from the date of receipt of this letter under the following criteria: a. Characterization of Service: General (under Honorable conditions), b. Authority for Discharge: MARCORSEPMAN, par.6210.6, c. Separation Code: JKM1 - MISCONDUCT (OTHER), d. Reenlistment Code: RE-4."

g. Petitioner was discharged with an honorable character of service and was issued a Certificate of Release or Discharge from Active Duty (DD Form 214) for the period of 19 October 2020 to 10 December 2021 for misconduct (other).

h. On 9 December 2021, Commanding General, Marine Corps Installations West notified

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Petitioner that “[p]er the provisions of reference (a), effective 2359, 10 December 2021, you will be discharged from The United States Marine Corps. You may proceed to your home of record or to any other place you may elect.”

i. In accordance with reference (c) (22 December 2021), announced a change to the Supplemental Guidance (2) to Mandatory COVID-19 Vaccination of Marine Corps Active and Reserve Components.

“Change to reference (c) [MARADMIN 612/21, Supplemental Guidance (2) To Mandatory Covid-19 Vaccination of Marine Corps Active and Reserve Components]. Paragraph 8.b. is amended to change the reentry code of “RE- 4” to reflect “RE-3P.” Paragraph 8.b. is modified to read Enlisted Marines separated from active duty on the sole basis of failure to comply with MARADMIN 462/21 will receive a reentry code of “RE-3P” per ref (e) [Marine Corps Order 1900.16, Separation and Retirement Manual (MARCORSEPMAN)]. Commanders shall document the assignment of an RE-3P reenlistment code with a page 11 counseling entry signed by both the Marine and the Commander per paragraph 4006.3.d. of reference (f) [Marine Corps Order P1470.12K, Marine Corps Individual Records Administration Manual (IRAM)].” “This MARADMIN applies to the Total Force and is effective upon release.”

j. In accordance with reference (d), announced the Selective Retention Bonus (SRB) Program and the Broken Service SRB (BSSRB) Program authorized for the FY24 retention campaign which begins 1 June 2023. Marines with an Expiration of Current Contract (ECC) from 1 October 23 to 30 September 24 are encouraged to thoroughly review the contents of this MARADMIN.

“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.” Furthermore, a Zone “A” SRB for MOS 0411, was not authorized.

k. On 21 February 2024, Petitioner reenlisted for 4 years with an ECC of 20 February 2028.

l. In accordance with reference (e) (1 April 2024), announced changes to MARADMIN 278/23. This update to the Fiscal Year (FY) 2024 Selective Retention Bonus (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).”

m. On 1 October 2024, Petitioner was promoted Lance Corporal/E-3.

n. In accordance with reference (f) (9 October 2024), announced the Selective Retention Bonus (SRB) Program and the Broken Service SRB (BSSRB) Program authorized for enlisted Marines reenlisting in Fiscal Year 2025 (FY25). Marines with an Expiration of Current Contract (ECC) from 10 October 2024 to 30 September 2025 are encouraged to thoroughly review the contents of this MARADMIN.

“ 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.” Furthermore, a Zone “A” SRB for MOS 0411, was not authorized.

o. In accordance with reference (g), “Section 1. Purpose and Policy. On August 24, 2021, the Secretary of Defense mandated that all service members receive the COVID-19 vaccine. The Secretary of Defense later rescinded the mandate on January 10, 2023. The vaccine mandate was an unfair, overbroad, and completely unnecessary burden on our service members. Further, the military unjustly discharged those who refused the vaccine, regardless of the years of service given to our Nation, after failing to grant many of them an exemption that they should have received. Federal Government redress of any wrongful dismissals is overdue.

Sec. 2. *Redress*. Consistent with the policies announced in section 1 of this order, the Secretary of Defense or the Secretary of Homeland Security, as appropriate, shall take all necessary action permitted by law to: make reinstatement available to all members of the military (active and reserve) who were discharged solely for refusal to receive the COVID— 19 vaccine and who request to be reinstated; enable those service members reinstated under this section to revert to their former rank and receive full back pay, benefits, bonus payments, or compensation; and allow any service members who provide a written and sworn attestation that they voluntarily left the service or allowed their service to lapse according to appropriate procedures, rather than be vaccinated under the vaccine mandate, to return to service with no impact on their service status, rank, or pay.”

p. In accordance with reference (h) (1 April 2025), provided updated guidance and procedures (Attachment 1) to implement Executive Order (EO) 14184, “Reinstating Service Members Discharged Under the Military's COVID-19 Vaccination Mandate,” January 27, 2025 and Secretary of Defense Memorandum, “Providing Remedies for Service Members and Veterans Negatively Impacted by the Department's Defunct Coronavirus Disease 2019 Vaccination Mandate Based Executive Order,” February 6, 2025. This updated guidance replaces Office of the Under Secretary of Defense for Personnel and Readiness Memorandum, “Correction of Military' Records for Service Members Involuntarily Separated for Refusal to Comply With COVID-19 Vaccination Requirements,” February 7, 2025 (hereby rescinded).

“As directed by the Secretary of Defense, the Department of Defense shall take all actions necessary to make reinstatement available to all members of the military (Active and Reserve Components) who were discharged solely for refusal to receive the Coronavirus disease 2019 (COVID-19) vaccine and who request to be reinstated. The

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Secretaries of the Military Departments will process reinstatements for individuals either involuntarily discharged or those who voluntarily left the service or allowed their service to lapse, rather than be vaccinated under the vaccine mandate, consistent with this guidance. In cases where the Service member was involuntarily separated (EO, sec. 2(a) and (b)), the Secretaries of the Military Departments will contact such Service members and make available to them reinstatement via the Boards for Correction of Military/Naval Records (BCM/NRs) process. The BCM/NRs should exercise their broad discretion to order all appropriate retroactive corrections of the Service member's record as described in Attachment 2.”

q. In accordance with reference (i), “[t]he Secretary of Defense has taken decisive action to execute the President's guidance to correct this injustice: (1) All former Service members discharged solely for refusing to receive the COVID-19 vaccine may pursue reinstatement in the military, and be considered for eligibility to receive backpay; and (2) Former Service members who attest that they voluntarily left the military or allowed their service to lapse according to appropriate procedures due to the military's previous COVID-19 vaccination mandate may pursue a return to military service.”

In addition... “Other Service members, who remained in service and requested religious, administrative, or medical accommodations related to the COVID-19 vaccine requirement, may still have adverse information in their records connected to those requests. To remedy these harms, on April 23, 2025, the Secretary of Defense directed the Under Secretary of Defense for Personnel and Readiness to issue additional guidance to the Military Department Review Boards concerning the review of requests from Service members and former Service members adversely impacted by the COVID-19 vaccine mandate. I hereby direct the following:

The Secretaries of the Military Departments will, through their Boards for Correction of Military / Naval Records (BCM/NRs), continue to apply the guidance contained within reference (b), which my office issued to facilitate the reinstatement or return of eligible individuals who wish to continue their military service.

Within 15 calendar days of the date of this memorandum, the Secretaries of the Military Departments will rescind references (c), (d), and (e) and distribute the attached guidance to their Discharge Review Boards (DRBs) and BCM/NRs in their place.

The BCM/NRs should carefully consider claims by individuals who filed formal requests for administrative or medical accommodation, including requests for religious accommodation, related to the Department's previous COVID-19 vaccine mandate, yet continued to serve. Adverse actions in a Service member's records solely associated with their refusal to take a COVID-19 vaccination or seek an exemption from that COVID-19 vaccine mandate should be removed...”

r. On 9 August 2025, the Board requested clarification as to Petitioner’s eligibility to the rank of Corporal/E-4 and Sergeant/E-5 from HQMC. On 11 August 2025, the Performance Branch

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(MMPB), HQMC notified the Board that, "SNM would have been eligible for LCpl on 20211201, Cpl on 20221201, and Sgt on 20241101. I cannot tell if they would of met the score due to missing data."

## CONCLUSION

Upon review and consideration of all the evidence of record, the Board finds the existence of an injustice warranting the following corrective action. Upon review and consideration of all the evidence of record, and especially in light of the contents of references (g), (h), and (i), the Board finds the existence of an injustice warranting the following corrective action. The Board determined that on 10 December 2021, Petitioner was discharged for misconduct (other) due to refusing to comply with reference (b). On 21 February 2024, Petitioner reenlisted for 4 years in paygrade E-2. Petitioner's record currently shows a break in service and his DOR to Private First Class is listed as 21 February 2024. In accordance with reference (e), the Secretary of Defense or the Secretary of Homeland Security, as appropriate, shall take all necessary action permitted by law to: make reinstatement available to all members of the military (active and reserve) who were discharged solely for refusal to receive the COVID-19 vaccine and who request to be reinstated; enable those service members reinstated under this section to revert to their former rank and receive full back pay, benefits, bonus payments, or compensation. The Board determined that Petitioner reentered the Marine Corps prior to the release of reference (d), however he was discharged solely for refusal to receive the COVID-19 vaccine. The Board found it would be unjust to treat Petitioner differently than those who are reinstated after its release, therefore relief is warranted.

## RECOMMENDATION

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

Petitioner's discharge from the U.S. Marine Corps effective 10 December 2021, is rescinded.

Petitioner's AFADBD is 19 October 2020 vice 29 December 2022.

Petitioner's Private First Class/E-2 DOR is 1 April 2021 vice 21 February 2024.

Petitioner's Lance Corporal/E-3 DOR is 1 December 2021 vice 1 October 2024.

Note: Upon correction to Petitioner's dates of rank, Petitioner would have been eligible for consideration for promotion to Corporal on 1 December 2022. HQMC (MMPB) will determine when Petitioner would have met all requirements and promote him accordingly. Furthermore, Petitioner would have met the Time in Service for promotion to Sergeant on 1 November 2024. HQMC (MMPB) will determine when Petitioner would have met all requirements for promotion to Sergeant and promote him accordingly.

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Note: HQMC is directed to scrub Petitioner's record and remove any and all references to Petitioner's discharge, including but not necessarily limited to his DD Form 214 and the documents related to his administrative separation process for COVID-19. Furthermore, any other corrections affected by the Board's decision be corrected.

Note: The Defense Finance and Accounting Service will complete an audit of Petitioner's pay record 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.

8/20/2025

