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# FISCAL YEAR 2024 SELECTIVE RETENTION BONUS (SRB) PROGRAM AND FY24 BROKEN SERVICE SRB PROGRAM

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SUBJ/FISCAL YEAR 2024 (FY24) SELECTIVE RETENTION BONUS (SRB) PROGRAM AND FY24  
BROKEN SERVICE SRB (BSSRB) PROGRAM//

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NARR/REF (A) IS MCO 7220.24P, SELECTIVE RETENTION BONUS PROGRAM. REF (B) IS MCO  
1130.80B, PRIOR SERVICE AND RESERVE AUGMENTATION ENLISTMENTS INTO THE REGULAR  
MARINE CORPS. REF (C) IS DODI 1304.31, ENLISTED BONUS PROGRAM. REF (D) IS DOD  
7000-14-R, FINANCIAL MANAGEMENT REGULATION VOLUME 7A, CHAPTER 9. REF (E) IS  
MARADMIN 064/23, FISCAL YEAR 2024 ENLISTED RETENTION CAMPAIGN.//

GENTEXT/REMARKS/1. Purpose. This MARADMIN announces 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.

2. Background. Retaining our most experienced and qualified Marines remains one  
of the Commandant's highest priorities. Retention goals are vital for shaping  
and sustaining the Marine Corps' enlisted force. Recent efforts put forth by  
commands and their teams during FY23 proved successful, resulting in a higher  
retention rate than in previous years. It is imperative that we build upon this  
success and continue to prioritize retaining our most valuable asset - talented

Marines.

3. Eligibility. Marines who reenlist on or after 1 June 23 are eligible for the FY24 SRB. Eligibility includes:

3.a. Any regular component first-term or career Marine with an ECC from 1 October 23 to 30 September 24. FY23 Marines with an ECC between 1 June 23 and 30 September 23 are no longer eligible for an SRB.

3.b. FY25 Early Reenlistment Authority (ERA) Program first-term Marines with an ECC from 1 October 24 to 30 September 25 who reenlist upon commencement of the program. The ERA Program is set to begin 1 December 23.

3.c. Prior service regular component Marines who reenlist back into the active component with less than a 4-year break in service between regular component contracts are eligible to receive a BSSRB, per reference (C), in the amounts outlined in section 6.

4. Kicker Programs. The Marine Corps has six SRB kickers in FY24. Eligibility for these kickers are outlined in paragraphs 4.a. – 4.f.

Kicker	Amount	Rank	Eligibility Para.
Aircraft Maintenance Kicker	\$25,000	E7 & Below	4.a
Air Traffic Controller Kicker	\$30,000	E7 & Below	4.b
72 Month Lateral Move (LM) Kicker	\$40,000	E5 & Below	4.c
24-month FMF Infantry Kicker	\$20,000	E5 & Below	4.d
36-month FMF Infantry Kicker	\$27,000	E5 & Below	4.e
FY25 Early Reenlistment Kicker	\$15,000	E5 & Below	4.f

4.a. Aircraft Maintenance Kicker. Gunnery Sergeants and below in Zones A, B, or C within the 61xx, 62xx, 63xx, 6531 Primary Military Occupational Specialties (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 (NMOS) and current qualification of: 6012-Safe For Flight (SFF) Controller, 6016-Collateral Duty Inspector (CDI), 6017- Collateral Duty Quality Assurance Representative (CDQAR), 6018-Quality Assurance Representative (QAR), or 6242-Flight Engineer; 2) reenlist for 48 months; and 3) must be currently assigned to the below 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 Maintenance Kicker: 036, 1HK, 1HL, 1HN, 1HT, 1J1, 1J2, 1J3, 1JA, 1JD, 1JJ, 1JH, 1JN, 1JS, 1JV, 1JW, 1JX, 1T3, 1T5, 1T6, 1T9, 1TC, 1TN, 1TQ, 1TS, 1TV, 1V1, 1V2, 1V3, 1V4, G87, S3C, S3F, S4G, S6C, S6D, S6E, S6F, S7L, UCL, V61, V63, V6A, V6B, V80, V81, V82, V8A, V8B, V8E, VF1, VF2, VF3, VF4, VFB, VFD, VFE, VFG, VH1, VHA, VHB, VHC, VHD, VHE, VLA, VLB, VLC, VLD, VM1, VM2, VM3, VM5, VM6, VMA, VMB, VMC, VMD, VMH, VMJ, VR1, VRA.

4.b. Air Traffic Controller Kicker. A Marine in zone A, B, or C, who reenlists

for 48 months with the PMOS of 7257, who holds a NMOS of 7252, 7253, or 7254, or enters into a contract with the intent to gain one of the above mentioned NMOSs, will rate a \$30,000 Air Traffic Controller Kicker. This kicker is in addition to the PMOS bonus listed in paragraphs 6.a, 6.b, and 6.c. The awarding of NMOSs 7252, 7253, or 7254 predicates the payment of the Air Traffic Controller Kicker. Marines who are in training beyond 30 September 24 will be authorized payment of the kicker once the Marine Corps Total Force System (MCTFS) shows they have been awarded the new NMOS.

4.c. 72-Month Lateral Move (LM) Kicker. Zone A Marines electing to LM in FY24 into PMOSs 0211, 0372, 2336, 3044, 1751, 5821, and 7316 will be given the opportunity to reenlist with a LM for 72-months and a kicker. Marines who execute a LM into one of these PMOSs for 72-months will rate a \$40,000 incentive in addition to the PMOS bonus listed in paragraph 6.a.

4.d. The 24-month FMF Infantry Kicker. First term 0311, 0313, 0321, 0331, 0341, and 0352 Sergeants and below (at the time of approval) who are currently assigned to one of the below MCCs, reenlist for 48 months, and agree to remain in a specified MCC for the first 24 months (following the end of their current contract), will rate a \$20,000 Fleet Marine Force (FMF) Infantry Kicker at time of reenlistment execution in addition to the PMOS bonus amount listed in paragraph 6.a. A draw case code will accompany the reenlistment making Marines who accept the terms of the contract ineligible for Headquarters United States Marine Corps (HQMC) Special Duty Assignment (SDA) Selection Team (HSST) screening during the first 24 months of the contract. Marines who accept the 24-month FMF Infantry Kicker are subject to the terms of bonus recoupment as outlined in section 4. MCC designations are based on the needs of the Marine Corps. If no PMOS bonus is listed in paragraph 6.a, the Marine rates a lump sum kicker of \$20,000. MCCs authorized for the 24-month FMF Infantry Kicker: 1GR, 1GS, 1GT, 1R1, 1R4, 1R2, 1R5, 1R3, 1R6, V11, V12, V13, V14, V15, V16, V17, V18, V21, V22, V24, V25, V26, V27, V28, V31, V32, V34, V35, V36, V37.

4.e. The 36-Month FMF Infantry Kicker. First term 0311, 0313, 0321, 0331, 0341, and 0352 Sergeants and below (at the time of approval) who are currently assigned to one of the below MCCs, reenlist for 48 months, and agree to remain in a specified MCC for the first 36 months (following the end of their current contract), will rate a \$27,000 FMF Infantry Kicker at the time of reenlistment execution in addition to the PMOS bonus amount listed in paragraph 6.a. A draw case code will accompany the reenlistment, making Marines who accept the terms of the contract ineligible for HSST screening during the first 36 months of the contract. Marines who accept the 36-month FMF Infantry Kicker are subject to the terms of bonus recoupment as outlined in section 4. MCC designations are based on the needs of the Marine Corps. If no PMOS bonus is listed in paragraph 6.a, the Marine rates a lump sum kicker of \$27,000. MCCs authorized for the 36 Month FMF Infantry Kicker: 1GR, 1GS, 1GT, 1R1, 1R4, 1R2, 1R5, 1R3, 1R6, V11, V12, V13,

V14, V15, V16, V17, V18, V21, V22, V24, V25, V26, V27, V28, V31, V32, V34, V35, V36, V37.

4.f. FY25 ERA Program Kicker. FY25 ERA Program eligible Marines, per paragraph 5, in Zone A who submit for a minimum of a 48-month reenlistment between 1 December 23 and 31 March 24 with a PMOS listed in paragraph 6.a and are subsequently approved, will rate a \$15,000 Early Reenlistment Kicker in addition to the PMOS bonus amount listed in paragraph 6.a and associated skill kicker in paragraph 4. After 31 March 24 or when the allocated quota has been met, this Early Reenlistment Kicker will expire.

5. FY25 ERA Program Eligibility. Marines approved for an early reenlistment are eligible for FY24 SRB amounts detailed in this MARADMIN. Those Marines who elect to reenlist early and accept a bonus amount from the FY24 SRB are not eligible for a FY25 bonus if the FY25 amount is greater than FY24; should a Marine's MOS rate a bonus of smaller amount in the FY25 SRB, the Marine will keep the full bonus amount accepted as an early reenlisted Marine in FY24.

6. PMOS Bonus Eligibility. Bonus payments are limited to one payment per Zone. Marines who already hold a PMOS with a LM/Career Progression (CP) designator and are in Zones A through C will rate the PMOS bonus listed below. Additionally, LM/CP PMOS bonus payments are only authorized for those PMOS(s) designated with LM/CP by zone. Zone 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 8.d).

6.a. Zone A PMOS Bonus Eligibility. 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.	PMOS	E3	E4	E5 &
Above				
0211LM	-	64,000	65,000	
0231	14,000	15,000	15,750	
0241LM	21,060	33,813	33,813	
0261	17,250	19,000	19,750	
0311	17,000	18,000	18,630	
0313LM	17,000	18,000	18,630	
0321LM	53,500	55,500	57,750	
0331	17,000	18,000	18,630	
0341	17,000	18,000	18,630	
0352	17,000	18,000	18,630	
0372LM	-	57,750	60,000	
0431LM	12,000	15,000	15,750	
0441LM	12,000	15,000	15,750	

0451LM	12,000	15,000	15,750
0481	12,000	15,000	15,750
0621	12,000	15,000	15,750
0627	12,000	15,000	15,750
0631	12,000	15,000	15,750
0671	12,000	15,000	15,750
0844	11,000	12,000	12,750
0847	11,000	12,000	12,750
0861	11,000	12,000	12,750
1361	12,000	12,000	12,750
1391	12,000	12,000	12,750
1721	53,500	55,000	57,750
1751LM	-	64,000	65,000
1833	12,000	15,000	15,750
1834	12,000	15,000	15,750
2131	9,250	10,500	11,750
2141	12,000	15,000	15,750
2147	12,000	15,000	15,750
2161	12,000	15,000	15,750
2171	12,000	15,000	15,750
2336LM	-	55,000	57,750
2621	28,000	31,000	31,750
2631	28,000	31,000	31,750
2641	28,000	31,000	31,750
2651LM	28,000	31,000	31,750
2831	12,000	15,000	15,750
2841	12,000	15,000	15,750
2847	12,000	15,000	15,750
2871	12,000	15,000	15,750
2874CP	-	15,000	15,750
2887	12,000	15,000	15,750
3044LM	-	33,000	34,000
3152	9,250	10,500	11,750
3432	12,000	15,000	15,750
4421	12,000	15,000	15,750
5821LM	32,000	33,000	34,000
5939	32,000	33,000	34,000
5948	27,000	28,500	29,070
5952	27,000	28,500	29,070
5953	27,000	28,500	29,070
5954	27,000	28,500	29,070
5974LM	32,000	33,000	34,000

5979	32,000	33,000	34,000
6042	12,000	15,000	15,750
6073	12,000	15,000	15,750
6074	12,000	15,000	15,750
6092	12,000	15,000	15,750
6114	12,000	15,000	15,750
6116	17,500	19,000	19,500
6124	9,250	10,500	11,750
6132	32,000	33,000	34,000
6156	9,250	10,500	11,750
6173	9,250	10,500	11,750
6176	9,250	10,500	11,750
6212	34,000	35,700	37,000
6216	17,500	19,000	19,500
6217	34,000	35,700	37,000
6218LM	34,000	35,700	37,000
6222	34,000	35,700	37,000
6227	34,000	35,700	37,000
6252	34,000	35,700	37,000
6256	17,500	19,000	19,500
6257	34,000	35,700	37,000
6258LM	34,000	35,700	37,000
6276	17,500	19,000	19,500
6282	34,000	35,700	37,000
6287	34,000	35,700	37,000
6288LM	34,000	35,700	37,000
6314	17,500	19,000	19,500
6316	9,250	10,500	11,750
6317	34,000	35,700	37,000
6332	34,000	35,700	37,000
6336	9,250	10,500	11,750
6337	34,000	35,700	37,000
6338LM	34,000	35,700	37,000
6423	9,250	10,500	11,750
6432	9,250	10,500	11,750
6541	9,250	10,500	11,750
6694	45,000	47,500	50,000
6842	9,250	10,500	11,750
7212	17,500	18,500	19,500
7236	27,000	28,500	29,070
7242	17,500	18,500	19,500
7257LM	32,000	33,000	34,000

7314	9,250	10,500	11,750
7316LM	32,000	33,000	34,000

6.b. Zone B PMOS Bonus Eligibility. 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.

PMOS	E5	E6 & Above
0211LM	48,600	51,300
0231	29,160	32,400
0241	21,600	27,000
0261	21,600	27,000
0321	32,400	35,000
0363CP	17,000	18,500
0369CP	17,000	18,500
0372LM	53,000	55,000
0431LM	15,000	17,000
0441LM	15,000	17,000
0451LM	15,000	17,000
0481	15,000	17,000
0629CP	25,500	27,000
0639CP	25,500	27,000
0679CP	43,000	45,000
0681LM	-	45,000
0861	15,000	-
0871CP	-	17,000
1142	7,500	8,600
1341	15,000	17,000
1371	7,500	8,600
1391	15,000	17,000
1721	51,000	53,000
1751LM	51,000	53,000
1833	15,000	17,000
1834	15,000	17,000
2141	15,000	17,000
21447	15,000	17,000
2171	15,000	17,000
2336	48,600	51,300
2629CP	15,000	17,000
2651	15,000	17,000
2862CP	13,500	15,250
2874	13,500	15,250
2887	7,500	8,600

3044	24,300	27,000
3152	15,000	17,000
3451	7,500	8,600
3529CP	7,500	8,600
5769CP	7,500	8,600
5821	28,750	30,250
5939	27,000	28,500
5948	13,000	14,500
5951	10,000	11,500
5952	13,000	14,500
5953	10,000	11,500
5954	10,000	11,500
5974LM	32,400	35,000
5979	32,400	35,000
6042	10,000	11,500
6116	15,000	17,000
6123	15,000	17,000
6132	15,000	17,000
6173	15,000	17,000
6174	15,000	17,000
6176	15,000	17,000
6212	29,160	32,400
6216	29,160	32,400
6217	29,160	32,400
6218LM	29,160	32,400
6222	28,000	31,000
6227	28,000	31,000
6252	28,000	31,000
6256	15,000	17,000
6257	28,000	31,000
6258LM	28,000	31,000
6276	15,000	17,000
6282	28,000	31,000
6286	28,000	31,000
6287	28,000	31,000
6288LM	28,000	31,000
6314	15,000	17,000
6316	11,250	12,500
6317	28,000	31,000
6326	28,000	31,000
6332	28,000	31,000
6336	29,160	32,400



6337	28,000	31,000
6338LM	28,000	31,000
6423	11,250	12,500
6694	28,000	31,000
6842	11,250	12,500
7051	11,250	12,500
7212	22,200	23,750
7236	22,200	23,750
7257	24,300	27,000
7314	24,300	27,000
7316LM	24,300	27,000

6.c. Zone C PMOS Bonus Eligibility. 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.

PMOS	E6	E7 & Above
0211	30,000	35,000
0231	32,400	30,000
0241	19,500	21,000
0321	13,500	15,000
0363CP	13,500	15,000
0369CP	13,500	15,000
0372	42,500	45,000
0411	27,500	30,000
0431	12,150	-
0441	12,150	-
0481	12,150	-
0491LM/CP	12,150	13,500
0629CP	10,000	12,000
0639CP	32,400	30,000
0679CP	42,500	45,000
0681LM	10,000	12,000
0848	10,000	12,000
0871	10,000	12,000
1141	10,000	-
1371	10,000	12,000
1721	51,300	53,000
1751	51,300	53,000
1799	-	53,000
1833	6,500	8,000
1834	6,500	8,000
2141	10,000	12,000

2171	10,000	12,000
2336	27,500	30,000
2629	27,500	30,000
2862CP	15,250	16,750
2874	10,800	12,500
3044	20,000	24,300
3451	20,000	24,300
3537CP	20,000	24,300
4421	7,500	8,600
4591	24,300	24,000
5769CP	9,500	8,500
5831	10,800	12,500
5939	17,500	-
5951	11,000	12,500
5952	11,000	12,500
5953	8,500	9,500
5954	8,500	9,500
5974LM	18,500	12,500
5979	32,400	35,000
6173	5,500	6,000
6174	5,500	6,000
6176	5,500	6,000
6212	16,740	18,360
6217	16,740	18,360
6218	16,740	18,360
6222	16,740	18,360
6227	16,740	18,360
6252	16,740	18,360
6256	10,000	11,500
6257	16,740	18,360
6258	16,740	18,360
6282	16,740	18,360
6287	16,740	18,360
6288	16,740	18,360
6316	10,000	11,500
6317	16,740	18,360
6324	10,000	11,500
6326	16,740	18,360
6332	16,740	18,360
6336	16,740	18,360
6337	16,740	18,360
6338	16,740	18,360

6483	10,000	11,500
6591	-	11,500
6694	11,500	12,500
7212	15,000	17,000
7236	15,000	17,000
7242	15,000	17,000
7257	15,000	-
7314	10,000	11,500
7316LM	15,000	17,000
8412LM	15,000	15,000

6.d. Zone D PMOS Bonus Eligibility. Zone D applies to those active component Marines with 14 to 18 years of active military service. Marines with exactly 18 years of active service on the date of reenlistment may be paid a Zone D PMOS bonus if they have not previously received a Zone D PMOS bonus.

PMOS	E7 & ABOVE
0372	45,000
0491	17,000
8412	17,000

6.e. Zone E PMOS Bonus Eligibility. Zone E applies to those active component Marines with 18 to 20 years of active military service. Marines with exactly 20 years of active service on the date of reenlistment may be paid a Zone E PMOS bonus if they have not previously received a Zone E PMOS bonus.

PMOS	E8 & ABOVE
0372	55,000
1795	55,000
1799	55,000
8412	35,000

6.f. Zone F PMOS Bonus Eligibility. Zone F applies to those active component Marines with 20 to 24 years of active military service. Marines with exactly 24 years of active service on the date of reenlistment may be paid a Zone F PMOS bonus if they have not previously received a Zone F PMOS bonus.

PMOS	E8 & ABOVE
0372	55,000
1795	55,000
1799	55,000
8412	40,000

6.g. Zone G PMOS Bonus Eligibility. Zone G applies to those active component Marines with 24 to 28 years of active military service. Marines with exactly 28 years of active service on the date of reenlistment may be paid a Zone G PMOS bonus if they have not previously received a Zone G PMOS bonus. No SRB payment will be paid after the Marine's 28th year of active service.

PMOS	E8 & ABOVE
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0372	50,000
1795	50,000
1799	50,000
8412	45,000

7. LM and CP designated PMOSs.

7.a. LM PMOSs are listed under paragraphs 6.a, 6.b, and 6.c with the LM designation. These PMOSs are authorized bonus payments to Marines who execute a LM in conjunction with a reenlistment in their respective Zones. Marines who request LM into a PMOS may submit for reenlistment immediately and do not have to wait until their current PMOSs boatspaces are closed out prior to requesting a LM boatspace. Bonus payment for LM PMOSs will not be made at the time of reenlistment but upon successful completion of PMOS training and subsequent award of the PMOS. Bonus payment will be based upon the FY SRB authorized at the time of reenlistment. Marines who are in training beyond 30 September 24 will be authorized payment of the PMOS bonus once MCTFS shows they have been awarded the new PMOS. Laterally moving Marines who fail to complete required LM PMOS training will be re-designated or administratively separated according to the needs of the Marine Corps and will receive no bonus, even if the PMOS the Marine is reclassified into is eligible to receive one.

7.b. Aviation Lateral Moves. Any reenlistment eligible Marine in Zones A, B, and C holding an F-35 like PMOS, will rate the F-35 PMOS bonus payment when they gain the F-35 PMOS. An F-35 LM will not rate the Aircraft Maintenance Kicker. F-35 like MOS(s) are as follows:

- (1) Like 6218 PMOS(s): 6212, 6217, 6222, and 6227
- (2) Like 6258 PMOS(s): 6252 and 6257
- (3) Like 6288 PMOS(s): 6282 and 6287
- (4) Like 6338 PMOS(s): 6317, 6332, and 6337

7.c. Career Progression. CP PMOS(s) are listed under paragraph(s) 6.b. and 6.c. with the CP designation. These PMOSs are authorized bonus payments to Marines who hold a feeder PMOS, possess the intended MOS (IMOS), and are registered for the PMOS producing course. Marines currently serving on a Special Duty Assignment (SDA) or slated to attend an SDA are exempt from the class registration requirement due to the inability to register or attend the PMOS producing course. Marines who request CP reenlistment may submit for reenlistment immediately and do not have to wait until their current PMOSs boatspaces are closed out prior to requesting a CP PMOS boat space. Bonus payment for CP PMOSs will not be made at the time of reenlistment but upon successful completion of PMOS training and subsequent award of the PMOS. Bonus payment will be based upon the FY SRB authorized at the time of reenlistment. Marines who are in training beyond 30 September 24 will be authorized payment of the PMOS bonus once MCTFS shows they have been awarded the new PMOS. Marines who fail to complete required CP PMOS training will be re-designated or

administratively separated according to the needs of the Marine Corps and will receive no bonus, even if the PMOS the Marine is reclassified into is eligible to receive one. Marines must complete training prior to the end of their new contract for the bonus to be awarded. (1) Example: A Zone B 0311 Sergeant, selected for promotion to Staff Sergeant may request a CP reenlistment for PMOS 0369 upon registration for the Infantry Unit Leaders Course. (2) Example: A Zone C 2841 Staff Sergeant with orders to MCC K9R to attend the Electronics Maintenance Technician Course may request a CP reenlistment for PMOS 2862.

#### 8. Administrative Elements.

8.a. Boatspace caps will only be exceeded upon approval by Commandant of the Marine Corps (CMC) Manpower Plans, Policy, and Budget (MPP). Reenlistments approved in excess of boatspace caps per PMOS may rate a bonus if available funding exists and is authorized by CMC (MPP). If the number of submissions exceeds the number of allocations, the most qualified Marines, determined by Manpower Management Enlisted Assignments (MMEA), will be assigned and will rate the appropriate bonus. Marines are encouraged to reenlist early in the FY24 retention campaign.

8.b. PMOS bonus authority is granted for service in the PMOS. As of the date time group (DTG) of the MARADMIN announcing approved selections to First Sergeant/Master Sergeant, Marines selected to First Sergeant will not be eligible to receive a PMOS bonus. Marines eligible for promotion to First Sergeant/Master Sergeant who execute reenlistment prior to the release of the selection MARADMIN will receive a PMOS bonus if eligible. Example: A Zone C 0372 Gunnery Sergeant who is eligible for promotion and reenlists prior to the DTG of the release of the selection MARADMIN will receive a PMOS bonus of \$55,000. Additionally, a Zone C 0372 Gunnery Sergeant who is selected to Master Sergeant and reenlists after the DTG of the release of the selection MARADMIN will receive a PMOS bonus of \$55,000. However, a Zone C 0372 Gunnery Sergeant who is selected to First Sergeant and reenlists after the DTG of the release of the selection MARADMIN is no longer eligible to receive a PMOS bonus.

8.c. Flat Rate PMOS Bonus. The pre-tax flat rate PMOS bonus amounts authorized are based on the Marine's reenlistment Zone, the Marine's grade on the date of reenlistment, the PMOS for which the Marine is reenlisting, and the kicker or incentive the Marine selects (if any).

8.d. Obligated Service and Computation of PMOS Bonus. The PMOS bonus dollar amount is impacted by the number of months of additional obligated service for which the Marine reenlists. Obligated service is defined as the time between the Marine's ECC at the time of reenlistment and the ECC of the Marine's new contract immediately after reenlistment. Marines who are not eligible for the 72-month reenlistment incentive must reenlist for a minimum of 48 months of additional obligated service to get the full PMOS bonus. On a case-by-case basis, CMC (MMEA-1) may authorize reenlistment periods of less than 48 months,

these Marines will be eligible for a PMOS bonus at a prorated amount, as long as the reenlistment period includes at least 36 months of additional obligated service. Marines who reenlist for less than 36 months of additional obligated service, excluding any initiatives addressed in this MARADMIN, are not eligible for any PMOS bonus. Marines will rate the PMOS bonus applicable to their Zone, their grade, and their MOS as authorized in this MARADMIN. The kickers listed in section 4 of this MARADMIN are only available to 48-month contracts. No prorated amounts on kickers or initiatives will be authorized. (1) Example: A Marine whose ECC is 15 March 24 and is reenlisting with an effective date of 16 March 24 will be required to reenlist for 48 months to rate the full 48-month PMOS bonus payment. (2) Example: A Marine whose ECC is 15 March 24 and is reenlisting with an effective date of 14 March 24 will be required to reenlist for 49 to rate the full 48-month PMOS bonus payment. (3) Example: Marines reenlisting for other than 48 months of obligated service will rate the number of months of obligated service/48 months x the PMOS bonus authorized rounded to the nearest dollar. A 0231 Corporal in Zone A decides to reenlist for 39 months of obligated service, their ECC is 15 December 23 prior to reenlistment, and after reenlistment their ECC is 15 March 26. The PMOS bonus authorized will be as follows:  $39 \text{ months} / 48 \text{ months} \times \$14,000 = \$11,375$ . (4) Example: A Sergeant in Zone A reenlists into the 2631 PMOS and reenlists for 60 months of obligated service at time of reenlistment. The PMOS bonus authorized will be limited to the full 48-month PMOS bonus amount of \$22,680. Final determination of all bonus recoupment amounts will be made by a disbursing office or the Defense Finance Accounting Service.

8.e. SRB Payment Caps. Per reference (a), no Marine will exceed \$360,000 in career SRB payments. Example: A Zone A sergeant who successfully LMs into 0211 on a 72-month contract will receive \$105,000. That Marine will only rate a total of \$255,000 in future bonuses regardless of the amounts published in future SRB MARADMINs.

8.f. Years of Service Calculation. To determine a Marine's years of active military service, the Armed Forces Active-Duty Base Date will be used for all Marines.

#### 9. Recoupment Policy.

9.a. Marines who receive an SRB payment will be required to serve in a billet requiring the PMOS or skill for which they received the bonus payment, unless they serve in an authorized out-of-skill assignment, or a waiver is granted by the Secretary of the Navy. Failure to complete this requirement may result in recoupment of the unearned portion of the Marine's reenlistment bonus as stated in reference (a).

9.b. Marines with an approaching ECC, who are awaiting the results of a board leading to an officer program or Marines who intend to submit for an officer program should request an extension of their current contract vice

reenlistment. Marines who reenlist or extend solely to gain sufficient obligated service to participate in a program leading to a commissioned or warrant officer status are not entitled to an SRB.

9.c. Marines who reenlist in their PMOS or skill, then subsequently apply to and are accepted into a program that will change their PMOS or skill or lead to a commission, are not subject to any recoupment of SRB. The term "apply" is defined as the date on a Marine's cover letter requesting consideration for one of these type programs. (1) Example: A 0629 Staff Sergeant in Zone C who reenlisted for 48 months of obligated service during FY22 and received a \$4,500 PMOS bonus payment is entitled to keep their entire PMOS bonus payment if they apply for and are selected to become a career recruiter during FY24. (2) Example: An 0431 Staff Sergeant in Zone B who reenlisted for 48 months of obligated service during FY22 and received a \$12,150 PMOS bonus payment is entitled to keep their entire PMOS bonus payment if they apply for and are selected to the MECEP during FY24.

9.d. Marines who apply for a program which will change their PMOS or lead to a commission, then subsequently reenlist within their PMOS will not normally be considered eligible for an SRB and are subject to recoupment of the unearned portion of any SRB payment received. The term "apply" is defined as the date on a Marine's cover letter requesting consideration for one of these type programs. (1) Example: An 0861 Staff Sergeant in

10. Coordinating Instructions. The FY24 SRB Program Statement of Understanding, is available for download from the Total Force Retention System and the Enlisted Retention Manpower page. References (a) through (d) contain amplifying instruction for the execution of enlisted bonus payments.

11. If SRB funds are obligated faster than currently planned or a change in retention requirements is necessary, HQMC will suspend or terminate the FY24 SRB Program as needed prior to 30 September 2024.

12. This MARADMIN is not applicable to the Marine Corps Reserve.

13. Release authorized by LtGen James F. Glynn, Deputy Commandant for Manpower and Reserve Affairs.//