
FISCAL YEAR 2023 SELECTIVE RETENTION BONUS PROGRAM AND FY23 BROKEN SERVICE SRB PROGRAM

Date Signed: 6/15/2022 | MARADMINs Number: 295/22

MARADMINs : 295/22

R 151130Z JUN 22

MARADMIN 295/22

MSGID/GENADMIN/CMC WASHINGTON DC MRA MP//

SUBJ/FISCAL YEAR 2023 (FY23) SELECTIVE RETENTION BONUS/(SRB)PROGRAM AND FY23 BROKEN
SERVICE SRB (BSSRB) PROGRAM//

REF/A/MSGID: DOC/CMC MRA MP/YMD: 20161021//

REF/B/MSGID: DOC/CMC MRA MP/YMD: 20161114//

REF/C/MSGID: DOC/DODI/YMD: 20201105//

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NARR/REF (A) IS MCO 7220.24P, SELECTIVE REENLISTMENT 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.//

GENTEXT/REMARKS./1. Purpose. This MARADMIN announces the SRB program and the BSSRB
program authorized for FY23. With the advent of several new SRB programs, Marines are
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 are
eligible for the FY23 SRB program. This will include:

1.a. Any regular component first term or career Marine with an End of Current Contract
(ECC) from 1 Oct 22 to 30 Sep 23.

1.b. Prior service regular component Marines who reenlist back into the active component
will only be allowed to reenlist after 1 Nov 22. Exceptions to this policy will be made
for individuals who qualify for and desire to reenlist into one of the targeted Primary
Military Occupational Specialties (PMOS) listed in the yearly submission goals promulgated
by HQMC. Prior service Marines with less than a 4-year break in service between regular
component contracts may be eligible to receive a BSSRB, if available.

1.c. First Term Marines with an ECC in FY24 selected for the FY24 Cohort Out-Of-Fiscal-
Year Early Reenlistment Program.

2. Background. Retaining our experienced and qualified Marines remains one of the
Commandant's highest priorities. Achieving retention goals is vital for shaping and
sustaining the Marine Corps' enlisted force.

3. Key elements of the FY23 SRB program.

3.a. FY24 Cohort Out-Of-Fiscal-Year Early Reenlistment Program Eligibility. Marines
approved for early reenlistment are eligible for FY23 SRB amounts detailed in this
MARADMIN. Those Marines who elect to reenlist early and accept a bonus amount from the
FY23 SRB are not eligible for an FY24 bonus if the FY24 amount is greater than FY23;
should a Marine's MOS rate a bonus of smaller amount in the FY24 SRBP, the Marine will

keep the full bonus amount accepted as an early reenlisted Marine in FY23.

3.b. Kicker Programs. The Marine Corps will institute seven SRB kickers in FY23: the FY23 Cohort In-Year Early Reenlistment Kicker, the FY24 Cohort Out-Of-Fiscal-Year Early Reenlistment Kicker, the Aircraft Maintenance Kicker, the Air Traffic Controller Kicker, the 72 Month Lateral Move (LM) Kicker, the 24 month FMF Squad Leader Kicker, and the 36 month FMF Squad Leader Kicker. Only one kicker may be obligated per Marine.

3.b.1. 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. (1) Example in dollars: An FY22 Zone A Cpl submits for reenlistment into PMOS 0311 on 8 Aug 22 for 48 months and is approved. $24,250(\text{bonus received}) = 16,250(4 \text{ year PMOS bonus amount}) + 8,000 (\text{Early Reenlistment Kicker})$.

3.b.2. FY24 Cohort Out-Of-Fiscal-Year Early Reenlistment Kicker. Marines in Zone A who submit for a minimum of 48 month reenlistment between 1 Jan 23 through 30 May 23 with a PMOS that is listed in paragraph 3.m, and 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 23 or when the allocated quota has been met, this Early Reenlistment Kicker will expire. (1) Example in dollars: A FY24 Zone A Cpl submits for reenlistment into PMOS 0311 on 4 Jan 23 for 48 months and is approved.

$24,250(\text{bonus received}) = 16,250(4 \text{ year PMOS bonus amount}) + 8,000 (\text{Early Reenlistment Kicker})$.

3.b.3. Aircraft Maintenance Kicker. Corporals through Gunnery Sergeants in Zones A, B, or C with the PMOSs 6048, 6212, 6216, 6217, 6218, 6252, 6256, 6257, 6258, 6276, 6282, 6286, 6287, 6288, 6314, 6316, 6317, 6332, 6336, 6337, 6338, 6531, or 6591 are eligible if the following conditions are met. 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. Must be currently assigned to 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 dollar kicker in addition to the PMOS bonus amount listed in paragraph(s) 3.m,

3.n, and 3.o. If no PMOS bonus is listed in paragraph(s) 3.m,

3.n, and 3.o, the Marine rates a lump sum kicker of 20,000 dollars. MCCs Authorized for Aircraft Maintenance Kicker:

1V2, V6A, V6B, VR1, V80, V81, V83, V61, V63, VF1, VF2, VF3, VF4, VRA, VFG, VFB, VFD, VFE, V8A, V8B, V8C, 1J1, 1J2, 1J3, 1T6, 1TC, 1TS, 1TU, 1TV, 1TX, 1V3, S3C, S3F, S5J, UCK. (1) Example in dollars: A FY23 Zone A Cpl in MCC VF1 reenlists for 48 months into PMOS 6217 holding a current CDI qualification, the 6016 NMOS, and agrees to remain in the MCC VF1 for a minimum of 24 months (following the end of their current contract).

$20,000(\text{bonus received}) = 0(\text{PMOS bonus amount}) + 20,000(\text{Aircraft Maintenance Kicker})$. (2) Example in dollars: An FY23 Zone B SSgt in MCC 1TV reenlists for 48 months into PMOS 6258 holding a current CDQAR and agrees to Permanent Change of Assignment (PCA) orders to MCC V8A for a minimum of 24 months (following the end of their current contract).

$51,000 (\text{bonus received}) = 31,000(\text{PMOS bonus amount}) + 20,000 (\text{Aircraft Maintenance Kicker})$.

3.b.4. Air Traffic Controller Kicker. Any Zone A or B Marine who reenlists with the PMOS of 7257 and holds a NMOS of 7252, 7253, or 7254, who enters into a contract with the intent to gain one of the above mentioned NMOSs, for 48 months, will rate a 30,000 dollar Air Traffic Controller Kicker in addition to the PMOS bonus listed in paragraph 3.m. and 3.n. The awarding of 7252, 7253, or 7254 predicates the payment of the Air Traffic Controller Kicker. Marines who are in training beyond 30 Sep 23 will be authorized payment of the kicker once MCTFS shows they have been awarded the new NMOS. This does not

apply to Marines who lateral move into PMOS 7257. (1) Example in dollars: An FY23 Zone A Sgt reenlists into PMOS 7257 for 48 months, SMN agrees to gain the NMOS of 7253 at the time of reenlistment. $50,000(\text{bonus received}) = 20,000(\text{PMOS bonus amount}) + 30,000(\text{Air Traffic Controller Kicker})$.

3.b.5. 72 Month Lateral Move (LM) Kicker. Zone A Marines electing to LM in FY23 into PMOSs listed in paragraph 3.m with the LM designation, with the exception of 6218, 6258, 6288, 6338, and 7257, will be given the opportunity to reenlist for 72 months. Marines who execute a LM into one of these PMOSs for 72 months will rate a 40,000 dollar initiative in addition to the PMOS bonus listed in paragraph 3.m. The LM initiative may not be coupled with any other kicker. Marines with an ECC in FY24 who reenlist under the Early Reenlistment Program are not eligible for the 72 Month Lateral Move Kicker. (1) Example in dollars: An FY23 Zone A Sgt conducts LM into PMOS 0211 for 72 months.

$95,000(\text{bonus received}) = 55,000(\text{PMOS bonus amount}) + 40,000(72 \text{ Month LM Kicker})$.

3.b.6. Infantry Squad Leader Initiatives. The Marine Corps will institute two reenlistment/retention initiatives targeting Marines to serve as Sergeant, Infantry Squad Leaders during their subsequent retention action supporting the Fleet Marine Forces Squad Leader program: the 24 month FMF Squad Leader Kicker and the 36 Month FMF Squad Leader Kicker. Only one Sergeant Squad Leader Initiative may be authorized per Marine.

3.b.6.a. The 24 Month FMF Squad Leader Kicker. FTAP 0311, 0331, 0341, and 0352 Corporals and Sergeants (at the time of approval) who are currently assigned to one of the below MCCs who 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 13,000 dollar FMF Squad Leader Kicker at time of reenlistment execution in addition to the PMOS bonus amount listed in paragraph 3.m. A draw case code will accompany the reenlistment making Marines who accept the terms of the contract ineligible for HSST screening during the first 24 months of the contract. Marines who accept the 24 Month FMF Squad Leader 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 3.m the Marine rates a lump sum kicker of 13,000 dollars. MCCs authorized for the 24 Month FMF Squad Leader Kicker: 1GR, 1GS, 1GT, V11, V12, V13, V14, V15, V16, V17, V18, V21, V22, V23, V24, V25, V26, V27, V28, V31, V32, V33, V34, V35, V36, V37, V38. 1) Example in dollars: A FY23 Zone A Cpl in MCC V11 reenlists for 48 months into PMOS 0311, and SNM agrees to remain in an authorized MCC for a minimum of 24 months (following the end of their current contract). $29,250(\text{bonus received}) = 16,250(\text{PMOS bonus amount}) + 13,000(24 \text{ Month FMF Squad Leader Kicker})$. (2) Example in dollars: An FY23 FTAP Cpl 0331 in MCC V35 conducts LM for 48 months into PMOS 0311, and agrees to remain in the MCC V35 for a minimum of 24 months (following the end of their current contract). $13,000(\text{bonus received}) = 0(\text{PMOS bonus amount}) + 13,000(24 \text{ Month FMF Squad Leader Kicker})$.

3.b.6.b. The 36 Month FMF Squad Leader Kicker. FTAP 0311, 0331, 0341, and 0352 Corporals and Sergeants (at the time of approval) who are currently assigned to one of the below MCCs who 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 20,000 dollar FMF Squad Leader Kicker at time of reenlistment execution in addition to the PMOS bonus amount listed in paragraph 3.m. 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 Squad Leader 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 3.m the Marine rates a lump sum kicker of 20,000 dollars. MCCs authorized for the 24 Month FMF Squad Leader Kicker: 1GR, 1GS, 1GT, V11, V12, V13, V14, V15, V16, V17, V18, V21, V22, V23, V24, V25, V26, V27, V28, V31, V32, V33, V34, V35, V36, V37, V38. 1) Example in dollars: An FY23 Zone A Sgt in MCC V11 reenlists for 48 months into PMOS 0331, and SNM agrees to remain in an authorized MCC for a minimum of 36 months (following the end of their current

contract). 37,000(bonus received) = 17,000(PMOS bonus amount) + 20,000(36 Month FMF Squad Leader Kicker). (2) Example in dollars: An FY23 FTAP Sgt 0311 in MCC V11 conducts LM for 48 months into PMOS 0331, and agrees to remain in the MCC V11 for a minimum of 36 months (following the end of their current contract). 20,000(bonus received) = 0(PMOS bonus amount) + 20,000(36 Month FMF Squad Leader Kicker).

3.c. Lateral Moves. LM PMOS(s) are listed under paragraph(s) 3.m, 3.n, and 3.o 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 lateral move 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 Sep 23 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 lateral move 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.

3.c.1 Aviation Lateral Moves. Any reenlistment eligible Marine in Zone 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 72 Month LM Initiative. F-35 like PMOS(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

3.c.2 5974 Tactical Data Systems Technician Lateral Moves. Any reenlistment eligible Marine in Zone A, B, and C holding a 5974 PMOS like PMOS, will rate the PMOS bonus payment when they gain the PMOS. Like PMOS(s) eligible to lateral move to 5974 are as follows: 5951, 5952, 5953, 5954.

3.d. Career Progression. Career Progression PMOS(s) are listed under paragraph(s) 3.m and 3.n 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 who request Career Progression reenlistment may submit for reenlistment immediately and do not have to wait until their current PMOSs boatspaces are closed out prior to requesting a Career Progression PMOS boat space. Bonus payment for Career Progression 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 Sep 23 will be authorized payment of the PMOS bonus once MCTFS shows they have been awarded the new PMOS. Marines who fail to complete required Career progression 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. (1)Example: A Zone B 0311 Sergeant, selected for promotion to Staff Sergeant may request a Career Progression reenlistment for PMOS 0369 upon registration for Infantry Unit Leaders Course. (2)Example: A Zone C 2841 Staff Sergeant with orders to MCC K9R to attend Electronics Maintenance Technician Course may request a Career Progression reenlistment for PMOS 2862.

3.e. Boatspace caps will only be exceeded in exceptional cases and upon approval by CMC(MPP-20). Reenlistments approved in excess of boatspace caps per PMOS may rate a bonus if available funding exists and is authorized by CMC (MPP-20). There are a limited number of Aircraft Maintenance Kicker, Air Traffic Controller Kicker, and FMF Squad Leader Kicker allocations per PMOS. If the number of submissions exceeds the number of allocations, the

most qualified Marines, determined by MMEA, will be assigned and will rate the appropriate bonus.

3.f. Marines are encouraged to reenlist early in the FY23 retention campaign. In most cases, bonuses, to include all kickers and initiatives, will be suspended as boatspace requirements are met. For example, once the FY23 Zone A 1721 requirement has been met, if an additional FY23 Zone A 1721 Marine is allowed to reenlist, that Marine would not receive a bonus.

3.g. PMOS bonus authority is granted for service in the PMOS. As of the 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 reenlists prior to the DTG of release of the selection MARADMIN will receive a PMOS bonus of 30,000 dollars. Also, 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 30,000 dollars.

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.

3.h. Expiration of current contract (ECC) eligibility. ECC is to be used vice end of active service (EAS) to determine PMOS bonus eligible reenlistments. First term PMOS bonus eligible reenlistments are limited to those Marines with an ECC from 1 Oct 22 to 30 Sep 23. Career force PMOS bonus eligible reenlistments are limited to Marines who have reenlisted at least once and for those Marines with an ECC from 1 Oct 22 to 30 Sep 23.

3.i. 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 initiative the Marine selects (if any).

3.j. Obligated service and computation of PMOS bonus. The PMOS bonus dollar amount is impacted by the number of months of obligated service for which the Marine reenlists.

Obligated service is defined as the time between the Marine's ECC at 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 initiative 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 obligated service. Marines who reenlist for less than 36 months of additional obligated service, excluding any initiatives addressed in this bulletin, 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 bulletin. The kickers listed in paragraph(s) 3.b.1, 3.b.2, 3.b.3, 3.b.4 and 3.b.6 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 Mar 23 and is reenlisting with an effective date of 16 Mar 23 will be required to reenlist for 48 months in order to rate the full 48 month PMOS bonus payment. (2) Example: A Marine whose ECC is 15 Mar 23 and is reenlisting with an effective date of 14 Mar 23 will be required to reenlist for 49 months in order to rate the full 48 month PMOS bonus payment. (3) Example in dollars: 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 Cpl in Zone A decides to reenlist for 39 months of obligated service, his ECC is 15 Dec 22 prior to reenlistment, and after reenlistment his ECC is 15 Mar 25. The PMOS bonus authorized will be as follows: $39 \text{ months} / 48 \text{ months} \times 12,500 = 10,156$. Final determination of all bonus recoupment amounts will be made by a disbursing office or the

Defense Finance Accounting Service. (4) Example in dollars: A Sgt 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.

3.k. SRB payment caps. Per ref (A), no Marine will exceed 380,000 dollars in career SRB payments. (1) Example in dollars: A Zone A Sgt who successfully LMs into 0211 on a 72 month contract will receive 95,000. That Marine will only rate a total of 285,000 in future bonuses regardless of the amounts published in future SRB Bulletins.

3.l. Years of service (YOS) calculation. To determine a Marine's years of active military service the armed forces active duty base date (AFADBD) will be used for all Marines.

3.m. 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. 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).

PMOS	E3	E4	E5
0211LM	53,000	53,500	55,000
0231	10,400	12,500	13,000
0241LM	30,250	32,500	32,500
0261	15,500	17,250	19,000
0311	15,750	16,250	18,000
0313	15,750	17,000	18,000
0321LM	53,000	53,500	54,000
0331	14,500	15,750	17,000
0341	14,500	15,750	17,000
0352	15,750	17,000	18,000
0372LM	53,000	53,500	54,000
0431	5,300	6,100	6,900
0451	6,900	7,800	8,700
0521	45,900	48,600	51,300
0621	6,400	7,200	8,000
0627	6,400	7,200	8,000
0631	6,400	7,200	8,000
0671	6,400	7,200	8,000
0861	3,100	3,800	4,500
1721LM	29,000	32,000	35,000
1751LM	-	48,600	51,300
1833	8,200	9,100	10,000
2141	8,200	9,100	10,000
2147	5,900	6,700	7,500
2161	4,400	5,200	6,000
2171	5,900	6,700	7,500
2336LM	53,000	53,500	54,000
2621	9,200	10,100	11,000
2631LM	19,440	21,060	22,680
2641	8,200	9,100	10,000

2651LM	16,000	17,750	19,500
2871	7,400	8,200	9,000
2874	7,400	8,200	9,000
3044LM	-	20,000	24,300
3152	9,250	10,500	11,750
5821LM	-	-	30,250
5939	-	21,000	28,500
5948	-	21,000	23,500
5952	-	21,000	21,000
5953	-	21,000	21,000
5954	-	21,000	21,000
5974LM	-	21,000	28,500
5979	-	21,000	28,500
6074	2,000	3,000	3,500
6124	-	10,500	11,750
6132	-	9,100	10,000
6156	-	5,000	5,500
6212	-	32,000	35,000
6216	-	9,100	10,000
6217	-	32,000	35,000
6218LM	-	32,000	35,000
6252	-	32,000	35,000
6257	-	32,000	35,000
6258LM	-	32,000	35,000
6276	-	14,250	15,000
6282	-	32,000	35,000
6287	-	32,000	35,000
6288LM	-	32,000	35,000
6317	-	32,000	35,000
6332	-	32,000	35,000
6336	-	7,500	8,000
6337	-	32,000	35,000
6338LM	-	32,000	35,000
6423	-	6,400	7,200
6432	-	3,200	4,000
6694	36,000	38,500	40,000
6842	5,600	6,400	7,200
7212	15,500	17,500	19,500
7236	15,500	17,500	19,500
7257LM	17,500	18,750	20,000
7314	7,600	8,800	10,000

3.m.1. First term Marines who have been promoted out of their FTAP PMOSs qualify for the bonus payment of their prior PMOS if one is offered. For example, if a first term Marine holding PMOS 0311 is promoted to SSgt (and thus his/her PMOS is changed to 0369) prior to reenlisting, he/she will qualify for the 0311 PMOS bonus payment.

3.n. 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. If they have received a Zone B PMOS bonus, or if no Zone B PMOS bonus is designated, they may be paid a Zone C PMOS bonus if available.

Zone B 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 B will rate the PMOS bonus listed below. Zone B 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).

PMOS	E5 & Below	E6 & Above
0211LM	48,600	51,300
0231	29,160	32,400
0241LM	21,600	27,000
0261	21,600	27,000
0321	24,300	27,000
0363CP	10,000	14,000
0369CP	10,000	14,000
0372LM	50,000	53,000
0431	10,800	12,150
0451	10,800	12,150
0481	10,000	11,250
0521	34,020	37,800
0629CP	9,200	10,250
0639CP	25,500	27,000
0679CP	43,000	45,000
0681LM	-	35,000
0861	6,000	7,200
1721LM	48,600	51,300
1751LM	34,020	37,800
1833	6,500	8,000
2171	9,600	10,800
2336	48,600	51,300
2621	11,000	-
2631	11,750	-
2862CP	13,500	15,250
2874	13,500	15,250
2887	7,500	8,600
3044LM	24,300	27,000
3152	7,500	8,600
5821LM	28,750	30,250
5939	15,000	18,500
5948	13,000	14,500
5951	13,000	14,500
5952	13,000	14,500
5953	10,000	11,500
5954	10,000	11,500
5974	15,000	18,500
5979LM	15,000	18,500
6116	9,100	10,000
6123	6,200	7,100
6132	3,500	4,500
6173	6,200	7,000
6174	6,200	7,000
6212	29,160	32,400
6217	29,160	32,400
6218LM	29,160	32,400
6252	28,000	31,000
6256	6,200	7,000
6257	28,000	31,000

6258LM	28,000	31,000
6276	11,250	12,500
6282	28,000	31,000
6287	28,000	31,000
6288LM	28,000	31,000
6316	11,250	12,500
6326	6,200	7,000
6332	6,200	7,000
6336	28,000	31,000
6337	28,000	31,000
6338LM	28,000	31,000
6423	8,800	10,000
6694	28,500	30,000
7212	22,200	23,750
7257	24,300	27,000
7314	9,250	10,500

3.o. 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. Zone C 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 C will rate the PMOS bonus listed below. Zone C 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).

PMOS	E6	E7 & Above
0211	27,500	30,000
0231	19,500	21,000
0241	13,000	14,600
0321	13,500	15,000
0363CP	8,000	12,000
0369CP	8,000	12,000
0372	27,500	30,000
0431	12,150	-
0629CP	4,500	5,400
0679CP	42,500	45,000
0681	10,000	12,000
1721	51,300	53,000
1799	-	43,500
1833	6,500	8,000
2336	27,500	30,000
2862CP	15,250	16,750
3044	20,000	24,300
5939	17,500	-
5951	11,000	12,500
5952	11,000	12,500
5953	8,500	9,500
5954	8,500	9,500
5974	18,500	12,500
5979LM	18,500	12,500
6173	5,500	6,000
6174	5,500	6,000
6212	16,740	18,360

6217	16,740	18,360
6218	16,740	18,360
6252	16,740	18,360
6256	5,500	6,000
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	5,500	6,000
6336	16,740	18,360
6337	16,740	18,360
6338	16,740	18,360
6694	11,500	12,500
8412LM	-	10,000

3.p. 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. Zone E 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).

PMOS	E7 & ABOVE
0372	50,000

3.q. 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. Zone F 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).

PMOS	E8 & ABOVE
0372	50,000
1799	50,000

3.r. 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. Zone G 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). Marines in Zone G will only be paid for obligated service up to the 28th year of active service. For example, an 0372 MSgt with 26 years and 1 month of active service reenlists for 36 months. The maximum bonus amount this Marine can receive is prorated to 23 months per paragraph 3.j ($23/48 \text{ months} * 50,000 = 23,958$ dollars) which will bonus the Marine up until the 28th year of active service.

PMOS	E8 & ABOVE
0372	50,000
1799	50,000

4. Recoupment policy.

4.a. Marines who receive an SRB payment will be required to serve in a billet requiring the PMOS or skill for which he/she received the bonus payment, unless he/she serves 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).

4.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 a SRB.

4.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 in dollars: A 3112 SSgt in Zone C who reenlisted for 48 months of obligated service during FY21 and received a 9,000 PMOS bonus payment is entitled to keep his/her entire PMOS bonus payment if he/she applies for and is selected to become a career recruiter during FY23. (2) Example in dollars: An 0431 SSgt in Zone B who reenlisted for 48 months of obligated service during FY21 and received a 10,000 PMOS bonus payment is entitled to keep his/her entire PMOS bonus payment if he/she applies for and is selected to MECEP during FY23.

4.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 in dollars: An 0861 SSgt in Zone B applies to become a career recruiter on 1 Jan 23, reenlists for 48 months of obligated service on 1 Mar 23 receiving a 7,200 PMOS bonus payment, and is accepted/assigned as a career recruiter on 1 Jun 23 would have the unexpired portion of obligated service recouped. Recoupment details: 45 months unexpired obligated service/48 months original obligated service x 7,200 PMOS bonus payment received: 6,750 total recoupment. Final determination of all SRB recoupment amounts will be made by a disbursing office or the Defense Finance Accounting Service.

4.e. Marines who receive the Aircraft Maintenance Kicker must maintain or advance their qualification during the 24 month period (following the end of their current contract) that they are attached to a designated MCC. MCC designations are based on the needs of the Marine Corps. Marines are only eligible for PCA/PCS orders to MCCs listed in paragraph 3.b.3 during the first 24 months of their FY23 reenlistment, with one exception. Marines are only eligible to be reassigned to an MCC not listed if they are assigned, per the needs of the Marine Corps, by M&RA in support of their PMOS in a billet in which they use their previously earned qualification(s). Marines will retain their bonus if they are reassigned to a different MCC, listed or not, during their first 24 months, as long as their designation is not revoked. Commanding Officers of the MCCs listed in 3.b.3 will submit a monthly roster confirming the Marines under the contract hold a qualification to DC Aviation via Aviation Sustainment Branch (ASB-33). Marines who do not maintain and utilize their qualifications during the entire 24 month period will be communicated to CMC (MPP-20) via ASB and will be subject to recoupment of the unearned portion of the Aircraft Maintenance Kicker. Only the Aircraft Maintenance Kicker will be subject to recoupment, not the PMOS bonus amounts listed in paragraphs 3.m, 3.n, and 3.o. (1) Example in dollars: A 6338 SSgt in Zone B with a CDQAR qualification reenlists for 48 months of obligated service, 24 of which will be served at MCC VLA. SNM loses their CDQAR qualification 5 months into their 24 month service requirement. SNM's name is annotated on the VLA's monthly roster indicating the loss of qualification. Recoupment details: 19 months unexpired obligated service/24 months original obligated service x 20,000 = 15,833.33 recouped. Final determination of all SRB recoupment amounts will be made by a disbursing office or the Defense Finance Accounting Service.

5. FY22 12 Month Extension Initiative.

5.a. First Term and Subsequent Term Marines in the below PMOSs with an EAS in FY22 are eligible to apply for a 12 month cross-FY extension up to 12 months. Marines who apply will be eligible to submit for reenlistment in the FY23 retention campaign. PMOSs authorized for a 12-month extension are: 0211, 0321, 0352, 0521, 2841, 2147, 5821, 6073, 6074, 6156, 6212, 6217, 6252, 6257, 6282, 6287, 6317, 6332, or 6337.

5.a.1. Marines who extend into the FY23 retention campaign that submit for reenlistment will be eligible for any monetary and non-monetary incentives available with the FY23 retention campaign.

5.a.2. FY22 Marines with MOSs listed in paragraph 5.a, who still have reenlistment boatspaces remaining for FY22, are still encouraged to submit for 48-month reenlistments.

5.b. Active enlisted Marines may begin submitting for the extensions upon release of this MARADMIN.

5.c. Marines requesting a 12 extension must meet all retention prerequisites and cannot have been denied further service by CMC (MMEA) due to adversity.

6. Coordinating Instructions. The FY23 SRB program statement of understanding (SOU), is available for download from the total force retention system (TFRS) and the enlisted retention manpower page. References (a) through (c) contain amplifying instruction for the execution of enlisted bonus pays.

7. If SRB funds are obligated faster than currently planned or a change in retention requirements is necessary, HQMC will suspend or terminate the FY23 SRB program as needed prior to 30 Sep 2023.

8. This bulletin is not applicable to the Marine Corps Reserve.

9. This bulletin cancels on 30 Sep 23.

10. Release authorized by LtGen David A. Ottignon, Deputy Commandant for Manpower and Reserve Affairs.//