

**FY 2020 ENLISTED RETENTION CAMPAIGN**

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SUBJ/FY 2020 ENLISTED RETENTION CAMPAIGN//

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GENTEXT/REMARKS/1. The Marine Corps primary enlisted career force objectives are to retain the most qualified force by grade and military occupational specialty (MOS) and support the staffing of all authorized career force billets while standardizing promotion tempo across all MOSs to match time-in-service targets. The Marine Corps begins execution of the FY 2020 Enlisted Retention Campaign on 5 July 2019.

2. Detailed FY 2020 Enlisted Retention Guidelines for the First Term Alignment Plan (FTAP) and Subsequent Term Alignment Plan (STAP) will be published via the Total Force Retention System (TFRS) (message A65850) and also available for download from the Enlisted Retention Manpower page under the references section.

3. Every First Term Marine, regardless of Tier status or perceived competitiveness, is highly encouraged to submit for retention. Each member of the chain of command, from unit leaders to service

headquarters, play a role in making a "whole Marine concept" determination of quality in the retention decision. For Fast-Filling MOSs (FFM), a more comprehensive review of those Marines competing for boatspaces is conducted in order to select the most qualified. As such, the value of comments from Commanders and senior enlisted cannot be overstated.

4. Concept of operations for FTAP and STAP is as follows:

4.a. FTAP effort will be in two phases:

4.a.1. Phase I: Phase I begins 5 July 2019. The purpose of Phase I is to initiate the submission and processing of retention requests. General submission goals against anticipated requirements will be determined and promulgated no later than early July to major commands for key MOSs that are historically slow-filling. Commands can utilize the submission goals to assist in formulating initial missions at the Major Subordinate Command (MSC) or unit level. Duty Station Incentives are in effect for Tiers I-III during this phase. As submissions are received, FFM boards will be conducted for Critical and High Deploying (HD) MOSs. MSCs are encouraged to request a brief from MMEA-1 for their key leaders outlining the FTAP retention process during the initial stages of this phase. Tier I and II Marines will be approved during this period: Tier III Marines will only be approved based on needs of the Marine Corps. During Phase I, Manpower Management Enlisted Assignments (MMEA) will conduct the FY 2020 MMEA Command Visit (Roadshows). During these visits to the major Marine Corps Installations, MMEA will approve Tier I and II Marines based on a percentage of the total MOS population on each installation against the MOS boatspace requirement. Phase I ends on 30 September 2019.

4.a.2. Phase II: Phase II begins 1 October 2019. The purpose of Phase II is to assess the progress of the FY retention effort, make required

adjustments, refine guidance, and continue processing retention requests. Headquarters Marine Corps (HQMC) will conduct an initial assessment of progress at the beginning of this phase. HQMC may publish the results of this assessment via MARADMIN to keep commands informed of the overall effort. If required, boatspaces in slow-filling MOSs will be specifically allocated in a retention mission assigned to major commands. MOSs will not be deemed an FFM after 1 October 2019. During this phase, MMEA-1 will conduct FFM boards for MOSs that are deemed FFM at the beginning of Phase II. The Prior Service Enlistment Program (PSEP) and Lateral Move submissions to select non-critical MOSs begin on 1 November 2019. Phase II ends on 30 September 2020.

4.a.3. Retention Assist Visits (RAV) may be conducted to assist commands with retention in specific MOSs when possible. HQMC anticipates a final FTAP assessment will be conducted on or about 1 June 2020. The final assessment will be used to make improvements to the retention process for the following year.

4.b. STAP effort will be in two phases:

4.b.1. Phase I: Phase I begins 5 July 2019. The purpose of Phase I is to initiate the submission, processing, and in some cases release of retention requests. Phase I is the prescribed submission window for STAP Marines, providing Headquarters Marine Corps (HQMC) the opportunity to assess the competitiveness of the STAP population. During Phase I, MMEA will process and approve quality Marines for reenlistment based on the needs of the Marine Corps but will not approve past 80 percent of the total FY 2020 MOS boatspace requirement. Lateral Move submissions for eligible MOSs, begin on 5 July 2019 and will continue through the remainder of the FY as needed. Prior Service Enlistment Program (PSEP) submissions begin on 1 November 2019. All Marines who do not submit for further service during Phase I will be

conveying that their intent is to exit the Marine Corps at their current EAS. This does not apply to Marines who are unable to submit beyond their control i.e. service limits, medical, and legal. MSCs are encouraged to request a brief from MMEA-1 for their key leaders outlining the STAP retention process during the initial stages of this phase. During this phase, MOSs that are identified as a FFM have the potential for MMEA to conduct boards. Requests submitted during this period that require or have a Commanding General (CG) endorsement/waiver will be held until Phase II. Phase I ends on 30 November 2019.

4.b.2. Phase II: Phase II begins 1 December 2019. The purpose of Phase II is to release the remaining reenlistment requests, assess the progress of the FY retention effort, and continue processing retention requests submitted after the 30 November 2019 deadline. Requests submitted during Phase II will be approved based solely on the needs of the Marine Corps. This does not apply to Marines who are unable to submit for reasons beyond their control: i.e. service limits, medical, and legal. During Phase II, MMEA-1 will conduct FFM boards for any MOS that were deemed a FFM at the conclusion of Phase I. Requests submitted during Phase I with a CG endorsement/waiver will be processed during this period.

4.c. Approvals are based on: needs of the Marine Corps, receipt of Permanent Change of Station Orders (PCSO), Critical MOSs, jeopardy, and/or CG endorsement/waiver.

5. Marines continue to make our Corps a prestigious organization by upholding the standards and traditions of the Marine Corps. As our service adapts with today's missions and the continually changing operating environment, Marines need to remain adaptable, aggressive and proactive in their professional development. Maintaining a "whole Marine concept" mindset will ensure that individuals remain competitive

for promotion and retention. Retaining our most qualified Marines will continue to be the strength of our Corps.

6. Commanding Officers and senior enlisted leaders will properly inform and counsel all FTAP and STAP Marines of any disapproved retention request from HQMC.

7. Release authorized by MajGen Craig C. Crenshaw, Director, Manpower Management Division.//

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