

THE FISCAL YEAR 2024 SUBSEQUENT TERM ALIGNMENT PLAN SUBMISSION
GUIDELINES

1. Manpower Management Enlisted Assignments (MMEA) will begin processing reenlistment, extension, and lateral move (RELM) requests for Fiscal Year (FY) 2024 no later than (NLT) 1 June 2023. Due to the Commandant's emphasis on retaining talent and maturing the force, MMEA will prioritize and incentivize the highest-performing Marines as outlined in Talent Management 2030 (TM2030).

a. FY 2024 Subsequent Term Alignment Plan (STAP) Marines previously granted an out-year FY extension are still required to submit for reenlistment in FY 2024. MMEA may allow Marines with an approved extension to take effect based on STAP boatspace requirements on a case-by-case basis. These Marines with an End of Current Contract (ECC) prior to 30 April 2024 must request cancelation or modification of that extension prior to the effective date. Failure to do so may result in loss of reenlistment, Selective Retention Bonus Program (SRBP) eligibility, or both for FY 2024.

b. Early Submission (1 June 2023 - 31 August 2023):

(1) FY 2024 STAP Marines who have time-sensitive retention needs may submit a RELM request during this period. Examples of time-sensitive retention needs are as follows:

(a) Marines with Permanent Change of Station (PCS) orders reporting prior to 31 January 2024

(b) Special Duty Assignment (SDA) volunteers

(c) Marines with expiring SRB eligibility

(d) Any special circumstance that the Commanding Officer can justify

(2) MMEA does not use a "first come, first served" process. Marines approved during this period must have met the quality standards. To prevent unnecessary hardship on Marines and their families, Marines should only take actions associated with their PCS once their retention request has been approved.

c. Standard Submissions (1 September 2023 - 15 November 2023):

(1) During this period, MMEA will process RELMs submitted by FY 2024 Marines who did not meet the criteria to submit during the early submission period.

(2) The deadline for the standard submission period is 15 November 2023.

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d. Evaluation and Late Submission (16 November 2023 - 30 September 2024):

(1) On 15 November 2023, Primary Military Occupational Specialties (PMOSs) that receive more submissions than available boatspaces will be considered Fast-Filling Military Occupational Specialties (FFMs) and may be subject to the FY 2024 Enlisted Career Retention Board (ECRB).

(2) Throughout this period, MMEA will execute the ECRB for select PMOSs and process all late submissions based on the needs of the Marine Corps. PMOSs deemed FFMs at the close of the standard submission period will be published via the Total Force Retention System (TRFS) NLT 16 November 2023.

(3) It is essential for Career Planners to monitor the boatspace report daily and take swift action to return RELMs categorized as Pending Additional Information (PAI). Failure to provide requested documentation in a timely manner may result in Marines being removed from consideration on the STAP ECRB.

(4) On or about 1 December 2023, MMEA will convene the FY 2024 STAP ECRB. During the ECRB, senior enlisted representatives from the Fleet Marine Force (FMF) and the Supporting Establishment (SE) will determine the primary and alternate recipients of remaining boatspaces in all PMOSs deemed FFMs at the close of the standard submission period. The results of the FY 2024 STAP ECRB will be released via the TRFS.

(5) PMOSs that are not deemed an FFM may continue to submit RELMs until the end of the evaluation and late submission period as boatspace availability allows. These RELMs will be processed to retain the most qualified Marines.

(6) Marines who voluntarily submit after the established deadline should not expect a timely response. During this period, MMEA will closely coordinate with Manpower Plans and Policies (MPP) to determine if additional space is available. MMEA will work tirelessly to ensure qualified career Marines are afforded the opportunity to continue to serve. Should a boatspace not become available, the following outcomes are possible:

(a) Approval of a cross-FY extension. These decisions will allow Marines to compete for a boatspace in FY 2025.

(b) Disapproval due to lack of space. Marines denied for this reason are eligible to submit for the Commanding General's

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Retention Program (CGRP) or may submit for lateral move (LATMOV) into an open Military Occupational Specialty (MOS).

(c) Disapproval with No Further Service (NFS). In accordance with reference (b) of the FY 2024 Enlisted Retention Guidelines, Marines whose performance or conduct warrant NFS will be disapproved and will not be eligible for CGRP, LATMOV, or a cross-FY extension.

2. STAP Reenlistment Incentives:

a. FY 2024 SRBP. FY 2024 SRBP information will be published via MARADMIN NLT 1 June 2023.

b. FY 2024 STAP Marines are encouraged to submit requests for Transfer of Educational Benefits (TEB) in conjunction with a reenlistment request in accordance with reference (c) of the FY 2024 Enlisted Retention Guidelines.

c. FY 2024 STAP Marines who wish to volunteer for an SDA must submit using the appropriate SDA with RELM request type. These requests may be submitted as early as 1 June 2023.

3. STAP LATMOV. STAP Marines are encouraged to request LATMOV when appropriate for their career development, regardless of the FY cohort. The adjudication of all LATMOV requests will be based on many factors, including an individual Marine's talent, PMOS health, time in grade, and the Commanding Officer's recommendation.

a. FY 2024 LATMOV Guidance

(1) MMEA will accept LATMOV requests no earlier than (NET) 16 September 2023 for FY 2024 STAP Marines. LATMOV opportunities are available in the following PMOSs: 0211, 0241, 0321, 0372, 0681, 1721, 1751, 2336, 3044, 4821, 5821, 6218, 6258, 6288, and 6338.

(2) Joint Strike Fighter (JSF) PMOSs are only open to Marines in the following PMOSs due to their similar training pipeline.

(a) 6218 PMOSs: 6212, 6213, and 6217

(b) 6258 PMOSs: 6252, 6253, and 6257

(c) 6288 PMOSs: 6282, 6283, and 6287

(d) 6338 PMOSs: 6313, 6332, 6333, 6337, and 6386

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(3) Due to force design, there are no reenlistment opportunities for STAP Sergeants and below in PMOS 1812 and 2146. Marines in these PMOSs can begin submitting for LATMOV to any PMOS beginning 1 September 2023. Staff Non-Commissioned Officers (SNCO) in these PMOSs may submit for reenlistment in their PMOS regardless of boatspace availability.

(4) FY 2024 STAP Marines who submit for a LATMOV will not generally be considered for retention in their PMOS.

4. Expanded Permanent Limited Duty (EPLD). STAP combat wounded Marines desiring retention in an EPLD status are subject to reference (e) of the FY 2024 Enlisted Retention Guidelines.

5. The submission period for SNCO reaccession via the Prior Service Enlistment Program (PSEP) will begin on 1 November 2023.

6. Out-Fiscal Year STAP Retention:

a. Marines with an ECC after FY 2024 may request an extension in order to obtain additional obligated service for TEB. Marines must be highly competitive to gain extensions for TEB that are greater than 12 months.

b. Marines with extensions on current contract who require obligated service that will exceed 48 months of extensions will be authorized to submit for early reenlistment on a case-by-case basis.

c. MMEA retains approval authority for all cross-FY extensions for FY 2024 Marines, effective upon the release of this message.

d. Out-Fiscal Year LATMOV Guidance

(1) STAP Marines with an ECC beyond FY 2024 may submit for LATMOV at any time and may request any PMOS.

(2) Future FY LATMOV adjudication will be based on the same criteria outlined in paragraph 3.a.(1).

(3) Sergeants in PMOSs that have historically been FFMs or are slow-to-promote are highly encouraged to submit for LATMOV.

(4) Marines who cannot gain the required obligated service for requested PMOSs due to service limits will likely receive unfavorable consideration.

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(5) Obligated service requirements for LATMOV will be determined based on the length of training required unless otherwise stated in reference (d) of the FY 2024 Enlisted Retention Guidelines.

(6) MMEA retains all exception to policy authority for LATMOV obligated service requirements.

(7) Future FY LATMOV requests are not eligible for the FY 2024 SRBP.