

FISCAL YEAR 2023 FIRST TERM ALIGNMENT PLAN SUBMISSION GUIDELINES

1. CMC (MMEA) will begin processing Reenlistment, Extension, and Lateral Move Requests (RELM) for Fiscal Year 2023 (FY23) First Term Alignment Plan (FTAP) Marines no later than (NLT) 7 July 2022. In line with the Commandant's emphasis on retaining talent and maturing the force, CMC (MMEA) will focus retention approvals in a three-phased approach designed to prioritize and incentivize the highest performing Marines as outlined in Talent Management 2030 (TM2030).

a. Phase I (7 July 2022 - 31 July 2022):

(1) Commandant's Retention Program (CRP) Guidelines

(a) Prior to Phase I, CMC (MMEA) will select the highest performing FY23 FTAP Marines per Primary Military Occupational Specialty (PMOS), accounting for up to 50% of available boatspaces, to receive a conditional approval for reenlistment.

(b) The CRP allows the highest qualified Marines to undergo an expedited reenlistment process which reduces administrative impediments in accordance with (IAW) TM2030.

(c) The Marines awarded these conditional approvals will be exclusively processed during Phase I and be prioritized for all retention incentives.

(d) CMC (MMEA) will publish amplifying guidance regarding CRP execution and the list of CRP selectees via MARADMIN on or about 15 June 2022.

(2) Critical FTAP Lateral Moves (LATMOV)

(a) CMC (MMEA) will allow LATMOV submissions no early than 1 June 2022 for the following critical PMOSs: 0211, 0241, 0311, 0321, 0372, 1721, 1751, 2336, 2611, 2631, 2651, 3044, 4133, 4821, 5821, 6218, 6258, 6288, 6338, and 7257. CMC (MMEA) will not release decisions on these requests until after the release of the FY23 Selective Reenlistment Bonus Program (SRBP).

(b) Requests for LATMOV into PMOSs 0211, 0241, 0321, 0372, 1721, 2336, 2611, 2631, 2651, and 5821 will require a minimum reenlistment term length of 60 months due to the length of associated training pipelines. All other LATMOV requests will require a 48-month reenlistment.

b. Phase II (1 August 2022 - 15 September 2022):

(1) During Phase II, CMC (MMEA) will initiate the processing of FY23 FTAP RELMs for all eligible Marines who have not executed reenlistment under the CRP. CMC (MMEA) may approve up to 70 percent

FISCAL YEAR 2023 FIRST TERM ALIGNMENT PLAN SUBMISSION GUIDELINES

of available boatspaces per PMOS by the end of Phase II. All PMOSs that receive more submissions than available boatspaces will be deemed a Fast-Filling Military Occupational Specialty (FFM).

(2) The submission deadline for consideration on the FY23 FTAP Enlisted Career Retention board (ECRB) is 15 September 2022. PMOSs that receive more submissions than available boatspaces after 15 September 2022 will not be considered FFMs.

c. Phase III (16 September 2022 - 30 September 2023):

(1) PMOSs deemed FFMs at the close of Phase II will be announced via the Total Force Retention System (TFRS) NLT 16 September 2022. 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 receiving unfavorable consideration on the FTAP Enlisted Career Retention Board (ECRB).

(2) PMOSs that are not deemed an FFM may continue to submit RELMs until the end of Phase III and as boatspace availability allows. These RELMs will be processed to ensure that the most qualified Marines are retained.

(3) On or about 1 October 2022, CMC (MMEA) will convene the FY23 FTAP Enlisted Career Retention Board (ECRB).

(4) The ECRB will be composed of senior enlisted representatives from the Fleet Marine Force (FMF) and Supporting Establishment (SE) that will determine the primary and alternate recipients of remaining boatspaces in all PMOSs deemed an FFM at the close of Phase II. CMC (MMEA) will release RELM approvals for Marines selected as primaries on the ECRB on or about 15 November 2022.

2. FTAP Reenlistment Incentives:

a. SRBP. FY23 SRBP information will be published by CMC (MPP) via MARADMIN on or about 1 June 2022.

b. Duty Station Incentive (DSI). DSIs will be authorized throughout the FY23 Retention Campaign and are critical drivers to retaining talented Marines. PMOS Monitors will consider each request, assign DSIs IAW paragraph (2), and return the requests with a specific Monitored Command Code (MCC).

(1) DSI Priority. TM 2030 outlines a manpower system in which high-performing Marines are prioritized for the most challenging and

FISCAL YEAR 2023 FIRST TERM ALIGNMENT PLAN SUBMISSION GUIDELINES

consequential billets. The three-phased approach outlined in the FY23 Retention Campaign focuses the use of DSIs to meet this objective.

(a) Phase I. DSI priority belongs solely to the highest qualified Marines offered conditional approvals for reenlistment in support of the CRP. These Marines will be able to request up to (5) prioritized MCCs for DSI.

(b) Phase II. FTAP standard submissions may be approved up to 70 percent per PMOS. These high-performing Marines will receive DSI priority.

(c) Phase III. Marines approved for reenlistment on the FTAP ECRB and remaining Marines in non-FFM PMOSs will receive the remaining DSI priority.

(2) DSI Prerequisites. Standard FTAP Marines requesting a 36-month or greater reenlistment in their PMOS may submit up to three duty station preferences in conjunction with their request. Marines requesting a Special Duty Assignment (SDA) must request a 48-month reenlistment with additional obligated service if required. DSIs will be returned within approved reenlistment requests. Assignments are issued based on several factors, including but not limited to the needs of the Marine Corps, billet vacancies, and Marine preference.

(3) Marines requesting a DSI must have a minimum of 24 months on station at the time of approval. Marines with less than 18 months on station may request a deferred geographic location option (MCC YAB).

(4) Marines that submit a standard reenlistment request between 7 July 2022 and 15 September 2022 will input at least one of the following installations or geographical locations: Camp Pendleton, Miramar, San Diego, 29 Palms, Yuma, Camp Lejeune, Cherry Point, New River, Beaufort, Parris Island, Quantico, Hawaii, Okinawa, or Iwakuni.

3. FTAP LATMOV Guidelines:

a. CMC (MMEA) will accept LATMOV requests for all PMOSs with remaining boatspaces beginning 1 October 2022. The below restrictions apply:

(1) School seat availability will dictate LATMOV approvals.

(2) CMC (MMEA) will make the final determination on all LATMOV requests.

(3) All LATMOV requests will require a 48-month reenlistment.

FISCAL YEAR 2023 FIRST TERM ALIGNMENT PLAN SUBMISSION GUIDELINES

b. Marines are reminded that any non-critical PMOS LATMOV does not qualify for the 72-month Lateral Move Initiative.

c. PMOSs that require formal school training, information regarding school seat dates, orders, or funding guidance will be sent to the Unit Career Planner via TFRS. Funding letters will generally be generated through the Marine Corps Training Information Management System (MCTIMS). Marines attending PMOS schools that are greater than 120 days will be funded via permanent change of station (PCS) orders.

d. Due to the limited availability of LATMOV school seats, Marines who have executed a LATMOV should contact CMC (MMEA) via their Unit Career Planner prior to a unit deployment.

4. Quality Marine Identification (QMI) Program Guidelines:

a. Commanding Generals (CG) or equivalent may request an additional boatspace in a Marine's PMOS once the PMOS reaches 100 percent executed. A PMOS is considered 100 percent executed when all available boatspaces have been filled for the FY. QMI allocations should be utilized judiciously. QMI requests should be submitted through standard routing procedures via the chain of command.

b. Execution process for the FY23 QMI program will be published via MARADMIN during Phase III.

5. Early Reenlistment Authority (ERA) Program Guidelines:

a. Computed Tier I and II FY24 Marines with an ECC between 1 October 2023 and 30 September 2024 may be eligible for early reenlistment or LATMOV during FY23. Only the following critical PMOSs will be eligible for a LATMOV in conjunction with early reenlistment: 0211, 0321, 0372, 1721, 1751, 2336, and 5821 during FY23.

b. Marines requesting reenlistment via this program will be approved for a minimum of 48 months of additional obligated service.

c. ERA coordinating instructions and eligibility requirements will be published via MARADMIN on or about 1 January 2023.

6. Prior Service Enlistment Program (PSEP) Submission Guidelines:

a. In order to provide Marines the best opportunity to reenlist in their PMOS, the submission period for PSEP requests will begin on 1 November 2022. Marines are highly encouraged to submit PSEP requests due to the ongoing requirement to fill critical manpower shortfalls.

b. PSEP requests will only be considered for PMOSs with available boatspaces.

FISCAL YEAR 2023 FIRST TERM ALIGNMENT PLAN SUBMISSION GUIDELINES

7. Out-Fiscal Year FTAP Retention Guidelines:

a. FY23 FTAP Marines who have an Expiration of Active Service after FY23 due to being granted a cross FY extension are still required to submit for reenlistment in FY23.

b. CMC (MMEA) retains approval authority for all cross FY extensions for FY23 Marines.

c. Requests for LATMOV from Marines who do not have an Expiration of Current Contract (ECC) in FY23 will only be processed on a case-by-case basis.