

FISCAL YEAR 2023 SUBSEQUENT TERM ALIGNMENT PLAN SUBMISSION GUIDELINES

1. Due to 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).

2. Phase I (7 July 2022 - 15 September 2022):

a. Only Subsequent Term Alignment Plan (STAP) Marines who meet the following criteria may submit a Reenlistment, Extension, Lateral Move (RELM) request in Phase I:

(1) Marines with permanent change of station (PCS) orders reporting prior to 31 January 2023.

(2) Special Duty Assignment (SDA) volunteers.

(3) Marines with other time-sensitive obligated service requirements.

b. CMC (MMEA) does not use a "first-come, first-served" process. Marines approved during this period must meet the highest quality standards. For approval, Marines must meet the following criteria:

(1) Recommended for approval by their Commanding Officer.

(2) Be an evaluated as top 40% by their Commanding Officer.

(3) Have no jeopardy on current contract. For the purposes of retention, jeopardy is defined as any 6105 counseling, Non-Judicial Punishment (NJP), courts-martial conviction, or convictions in a civilian court.

(4) Have no passes for promotion to the next rank.

(5) Must be competitive with the average primary selectees from historical STAP Enlisted Career Retention Board (ECRB) results.

c. Regardless of perceived eligibility or competitiveness, Marines who meet the above criteria should submit during this phase. If a Marine does not meet the above standards, PCS orders could be modified or canceled. As a reminder, issuance of PCS orders does not guarantee approval of a Marine's reenlistment. To prevent unnecessary hardship on Marines and their families, Marines should not take actions associated with their PCS until their retention request has been approved.

3. Phase II (16 September 2022 - 15 November 2022):

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a. During this phase, CMC (MMEA) initiates the submission and processing of RELMs submitted by Fiscal Year 2023 (FY23) Marines who did not meet the criteria to submit during Phase I.

b. CMC (MMEA) may approve RELMs during this phase for Marines who meet the following criteria:

(1) Recommended for approval by their Commanding Officer.

(2) Be an evaluated as top 40% by their Commanding Officer.

(3) Have no jeopardy on current contract. For the purposes of retention, jeopardy is defined as any 6105 counseling, NJP, courts-martial conviction, or convictions in a civilian court.

(4) Have no passes for promotion to the next rank.

c. Approvals through this phase will not exceed 70% of the total PMOS boatspace requirement by enlistment zone. For historically Fast Filling Military Occupational Specialties (FFM), CMC (MMEA) will not approve more than 50% of the total boatspace requirement by enlistment zone.

d. Most STAP Marines should expect a response after 16 November 2022 in Phase III.

e. At the end of Phase II, CMC (MMEA) will suspend approving reenlistments until the STAP ECRB is completed for all Primary Military Occupational Specialty (PMOS) classified as FFMs.

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

a. Every PMOS has the potential to become an FFM. A PMOS is considered an FFM when it receives more submissions than there are boatspaces available prior to the end of Phase II. FY23 STAP Marines in every PMOS must submit for reenlistment before 16 November 2022 to secure their opportunity to compete for a boatspace on the FY23 STAP ECRB.

b. On or about 1 December 2022, CMC (MMEA) will convene the FY 23 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 Phase II. The results of the FY23 STAP ECRB will be released via the Total Force Retention System (TFRS).

c. Historic FFM. Based on historical STAP submission results, a select list of PMOSs are classified as Historic FFMs. Approvals for these PMOSs will not exceed 50% of the total boatspace requirement, by

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enlistment zone, prior to the execution of the ECRB. This is done due to the high level of competition expected on the ECRB. The following PMOSs are Historic FFMs: 0111, 0411, 0511, 0621, 0631, 0811, 0848, 0861, 1142, 1161, 1171, 1316, 1341, 1345, 1371, 1391, 2111, 2131, 2147, 2311, 3051, 3152, 3381, 3432, 3521, 3531, 4133, 4421, 4821, 5831, 6042, 6046, 6073, 6113, 6153, 6212, 6317, 6432, 6469, 6492, 6531, 6541, 6842, 7011, 7051.

d. CMC (MMEA) will publish a listing of all FFMs via TFRS at the end of Phase II. 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 ECRB.

e. Commanding General's Retention Program (CGRP):

(1) Commanding Generals 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. CGRP allocations should be utilized judiciously. CGRP requests should be submitted through standard routing procedures via the chain of command.

(2) Execution process for the FY23 CGRP will be published via MARADMIN during Phase III.

5. STAP Reenlistment Incentives:

a. Selective Reenlistment Bonus Program (SRBP). FY23 SRBP information will be published via MARADMIN on or about 1 June 2022.

b. FY23 STAP Marines are encouraged to submit requests for Transfer of Educational Benefits (TEB) in conjunction with a reenlistment request in accordance with (IAW) reference (c).

c. FY23 STAP Marines who wish to volunteer for a Special Duty Assignment (SDA) must submit using the appropriate SDA w/Reenlistment Extension Lateral Move (RELM) request type. These requests may be submitted in Phase I.

6. STAP Lateral Moves (LATMOV):

a. CMC (MMEA) will accept LATMOV requests no earlier than 16 September 2022 for the following PMOSs: 0211, 0241, 0321, 0372, 0681, 1721, 1751, 2336, 3044, 4133, 5821, 6218, 6258, 6288, and 6338.

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

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(1) 6218 PMOSs: 6212, 6217, 6222, and 6227

(2) 6258 PMOSs: 6252 and 62571121

(3) 6288 PMOSs: 6282 and 6287

(4) 6338 PMOSs: 6317, 6332, and 6337

c. 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 16 September 2022. Staff Non-Commissioned Officers (SNCO) in these PMOSs may submit for reenlistment in their PMOS regardless of boatspace availability.

d. Marines who are unable to gain the required obligated service for requested PMOSs due to service limits will likely receive unfavorable consideration.

e. Obligated service requirements for LATMOV will be determined based on the length of training required unless otherwise stated in reference (d).

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

g. Marines who submit for a LATMOV will not be considered for retention in their PMOS.

7. Expanded Permanent Limited Duty (EPLD). STAP combat wounded Marines desiring retention in an EPLD status are subject to reference (e).

8. The submission period for SNCO reaccession via the Prior Service Enlistment Program (PSEP) will begin on 1 November 2022.

9. Out-Fiscal Year STAP Retention:

a. Marines with an Expiration of Current Contract after FY23 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 extension(s) 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. FY23 Marines who were previously granted an out-year FY extension are still required to submit for reenlistment in FY23. On a

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case-by-case basis, CMC (MMEA) may allow Marines with an approved extension to take effect based on STAP boatspace requirements.

d. Marines who were previously granted an out-year FY extension with an ECC prior to 30 June 2023 must request cancelation or modification of that extension prior to the effective date. Failure to do so may result in loss of reenlistment and/or SRBP eligibility for FY23.

e. CMC (MMEA) retains approval authority for all cross FY extensions for FY23 Marines, effective upon the release of this message.