



UNITED STATES MARINE CORPS  
1ST MARINE LOGISTICS GROUP, FMF  
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GruBul 1040

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28 JUN 2022

GROUP BULLETIN 1040

From: Commanding General  
To: Distribution List

Subj: FISCAL YEAR 2023 ENLISTED RETENTION CAMPAIGN PLAN

Ref: (a) MCO 1040.31  
(b) MARADMIN 185/22 FY 23 Enlisted Retention Campaign  
(c) Current Fiscal Year Enlisted Retention Guidelines  
(d) MARADMIN 295/22 FY 23 Selective Retention Bonus Program  
(e) FY 23 Command Retention Mission  
(f) MARADMIN 271/22 FY23 Commandant's Retention Program  
(g) MARADMIN 289/22 FY24 RS Preference for recruiting Duty SDA Volunteer  
(h) MARADMIN 628/20 SDA Pay, AIP, and VSI for FY21

1. Situation. Per the references (a) through (h), this plan establishes the retention mission and incentives for the Fiscal Year (FY) 2023 retention year.

2. Mission. Per reference (c), all First Term Alignment Plan (FTAP) and Subsequent Term Alignment Plan (STAP) Marines with an end of active (EAS) and/or end of current contract (ECC) between 1 October 2022 and 30 September 2023 will be given an opportunity to submit for retention. During FY23, 1st Marine Logistics Group (1st MLG) leaders will reinforce the importance of enlisted retention programs to retain the most qualified Marines to meet the needs of the Marine Corps.

3. Execution

a. Commanders Intent. Leaders at all levels must actively engage with their enlisted Marines to ensure we retain the best and brightest for 1st MLG and the Marine Corps.

b. Concept of Operations. This Bulletin provides the Regimental and Battalion Commanders with their retention goals while reinforcing the importance of interviews, timelines, and retention missions. It also establishes incentives to all Marines within the 1st MLG regarding retention.

(1) Retention. Per the references, retaining our best Marines is vital to building and sustaining our enlisted career force. According to the Commandants Planning Guidance, talent management is vital in keeping the Marines we need to stay and separating those who are not performing to standards. We will accomplish this by focusing on the retention process at every level of command. Educating command leadership as well as with interviews aimed at providing all eligible Marines with comprehensive information and leadership regarding the opportunities for further service.

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(a) FTAP submission: FTAP rate of 28 percent across each military occupational specialties (MOS) should be each command's goal. This fiscal year's command retention mission will be published via separate correspondence. The subordinate unit career planners have their by name FY23 beginning population.

(b) STAP submission: STAP rate of 50 percent across each MOS should be each command's goal. This fiscal year's command retention mission will be published via separate correspondence. The subordinate unit career planners have their by name FY23 beginning population.

(c) Senior Enlisted Alignment Program (SEAP): SEAP Marines are Zone E or primary MOS (PMOS) of 8999, not subject to boat space caps and will be processed until 30 September 2023.

(d) Commandant's Retention Program (CRP). The Commandant's Retention Program (CRP) will begin 7 July 2022 and ends 31 July 2022. Officers and staff noncommissioned officers at all levels are encouraged to read reference (f) in it's entirely as it aims to retain our "best and brightest" Marine across the Force.

(e) Quality Marine Identification (QMI). The intent of the QMI program is to afford those deserving Marines a boat space who did not receive a boat space in their PMOS due to keen competition or uncontrollable circumstances.

(f) FY24 Early Reenlistment Authority (ERA). Beginning 1 January 2023, first term Marines with an ECC between 1 October 2023 to 30 September 2024 may request reenlistment under the early reenlistment authority (ERA). Further details regarding ERA will be released no later than December 2023

(g) Commanding General Retention Program. The Commanding General may request an additional boatspace in a Marine's PMOS once the PMOS reaches 100 percent executed.

(h) FTAP/STAP Brief. MLG wide FTAP/STAP briefs will be conducted with a target audience of FTAP/STAP Marines with an ECC between 1 October 2022 and 30 September 2023. Information passed during this brief included, but is not limited to the following: Explanation of submission timelines, reenlistment pre-requisites, boat spaces, CRP, Reenlistment incentives, enlisted career retention boards, lateral moves, waiver process, QMI, CGRP, CRP, and CRM.

(i) Special Duty Assignment (SDA). Command leadership is encouraged all eligible Marines to volunteer for SDA per reference (g) and notify them of the updated SDA incentives information contained in reference (h).

(2) Incentives. The primary incentive for meeting our retention goals is the continued strengthening of our MLG and our Corps, making us better and more effective warfighters. Additionally, all commands are authorized the below incentives. Incentives listed in this correspondence are applicable to Marines in 1st MLG units only. Marines temporarily assigned to 1st MLG who reenlist while attached may take advantage of these incentives while within 1st MLG only. The incentives will not transfer to any other command.

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(a) Local Reenlistment Incentives

1. FY 2023 Marines who reenlist are authorized a 96 hour liberty period. Commanders are also encouraged to develop incentive program within their retention campaign plan.

2. Requests for special liberty will be prepared via Marine-On-Line through the unit administration chief. Special liberty must be used within three month from the reenlistment date unless the unit commander determines that extenuating circumstances prevented compliance with the three month requirement.

(b) Career Planner Incentives

1. Certificate of Appreciation will be awarded by the Commanding General in May 2023 to the unit Career Planners in recognition of their hard work and dedication for supporting the 1st MLG retention mission. In order to receive this Certificate of Appreciation the Career Planner must have served the majority of the FY with that unit, achieved over 80% interview completion, as well as 80% of all interviews completed within the prescribed timeframe and have a submission rate of 25% FTAP and 40% STAP by 1 April 2023.

2. Regimental and Battalion Commanders will grant each Career Planner that receives a Certificate of Appreciation from the Commanding General for FY23 a 96 hour special liberty period. Career planning SNCOICs and commanders are also encouraged to develop regimental incentive policies which will recognize subordinate career planners for their specific achievements.

4. Administration and Logistics. Points of Contact concerning this correspondence is Master Sergeant Christopher McBride or Gunnery Sergeant William Koepe at 760-725-5854 or via email at christopher.r.mcbrid@usmc.mil or william.koepe@usmc.mil.

5. Command and Signal.

a. Command. This Bulletin is applicable to all 1st MLG's major subordinate elements.

b. Signal. This Bulletin is effective upon signature and remains so until the FY 2024 Retention Campaign Plan is signed.



P. N. FRIETZE

Distribution: A