

Key Terms for Fiscal Year 2024 Enlisted Retention Guidelines

1. Boatspace: An available reenlistment opportunity within a specific Primary Military Occupational Specialty (PMOS).
2. Closed Military Occupational Specialty (MOS): A PMOS in which no boatspaces remain.
3. Command Retention Mission (CRM): Retention mission assigned by Headquarters Marine Corps (HQMC) to Major Subordinate Command (MSC) commanders for retention of Marines in historically under-submitted PMOSs.
4. Commandant's Retention Program (CRP): A program designed to target retention of the top Marines in the current cohort by PMOS. Conditional approvals are sent from HQMC directly to the highest-performing Marines in each PMOS.
5. Commanding General's Retention Program (CGRP): Commanding Generals have the ability to retain quality First Term Alignment Plan (FTAP) and Subsequent Term Alignment Plan (STAP) Marines who did not receive a boatspace. Designed for Marines who have unique or intangible talents that are not necessarily apparent in the Marine's service record or contractual history. Not applicable to STAP Marines who received a "No Further Service" determination due to significant, sustained misconduct.
6. Critical MOS: A PMOS that is anticipated to have higher boatspaces available than submissions or is a non-accession level PMOS. The determination of classifying a PMOS as a critical MOS is made by Manpower Plans and Policies (MPP).
7. Early Reenlistment Authority (ERA) Program: A program that authorizes qualified FTAP Marines to reenlist a fiscal year earlier. There are a limited number of boatspaces available for this program. Marines approved for ERA are eligible for all applicable fiscal reenlistment incentives.
8. Enlisted Career Retention Board (ECRB): A board comprised of members from the Fleet Marine Force (FMF), Supporting Establishment (SE), and HQMC, which evaluates and selects Marines for reenlistment in Fast-Filling MOSs (FFMs).
9. Fast-Filling MOS (FFM): A PMOS that traditionally has more RELM requests for reenlistment than there are boatspaces.
10. Fiscal Year (FY) 2024 FTAP Marine: A Marine on their initial enlistment contract with an Expiration of Current Contract (ECC) between 1 October 2023 and 30 September 2024.
11. FY 2024 Senior Enlisted Alignment Plan (SEAP) Marine: Staff Sergeant and above with 18 or more years of active service or

possessing the intended MOS or PMOS of 8999, has previously taken a STAP boatspace and has an ECC from 1 October 2023 through 30 September 2024. These Marines do not count against boatspace allocations for retention purposes.

12. FY 2024 STAP Marine: Corporal through Master Gunnery Sergeant/Sergeant Major with less than 18 years of active service, who has previously reenlisted, taken an FTAP boatspace, and has an ECC from 1 October 2023 through 30 September 2024.

13. Local Command Authority (LCA) Extension: A Commanding Officer's authority to extend Marines within the FY until 30 August 2024.

14. Open MOS: A PMOS in which a boatspace exists.

15. Prior Service Enlistment Program (PSEP): A program through which prior service enlisted Marines may enter the active component of the Marine Corps.

16. Service Limit: A policy that ensures Marines who have reached a certain year of service in their current grade without being selected for promotion are either separated or transferred to the Fleet Marine Corps Reserve (FMCR).

17. Slow-Filling MOS: A PMOS which historically has remaining boatspaces at the end of the primary submission period.