

## Key Terms for Fiscal Year 2023 Enlisted Retention Guidelines

1. Boatspace: An available reenlistment opportunity within a specific Primary Military Occupational Specialty (PMOS).
2. Closed 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 10% of Marines in the current cohort by PMOS. Conditional approvals sent from HQMC directly to the highest performing Marines in each PMOS.
5. Commanding General's Retention Program (CGRP): "QMI for STAP". Commanding Generals have the ability to retain quality Marines who did not receive a boatspace on the STAP ECRB. 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 from the ECRB due to significant/sustained misconduct.
6. Critical MOS: A PMOS which is anticipated to have higher boatspaces available than submissions or is a non-accession level PMOS.
7. Early Reenlistment Authority (ERA) Program: A program that authorizes qualified 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.
9. Fast-Filling MOS (FFM): A PMOS that traditionally has more Reenlistment, Extension, Lateral Move (RELM) requests for reenlistment than there are boatspaces.
10. Fiscal Year 2023 (FY23) First Term Alignment Plan (FTAP) Marine: A Marine on their initial enlistment contract with an Expiration of Current Contract (ECC) between 1 October 2022 and 30 September 2023.
11. FY23 Senior Enlisted Alignment Plan (SEAP) Marine: Staff Sergeant and above who has 18 or more years of active service and/or possess the intended MOS or PMOS of 8999, has previously taken a FTAP boatspace, and has an ECC from 1 October 2022 through 30 September

2023. These Marines do not count against boatspace allocations for retention purposes.

12. FY23 Subsequent Term Alignment Plan (STAP) Marine: Corporal through Master Gunnery Sergeant/Sergeant Major with less than 18 years of active service, who has previously reenlisted, taken a FTAP boatspace, and has an ECC from 1 October 2022 through 30 September 2023.

13. High Year Tenure (HYT): A grade shaping policy which applies to Gunnery Sergeants, Master Sergeants and First Sergeants who have been twice passed for promotion and must transfer to the Fleet Marine Corps Reserve (FMCR) prior to reaching service limits.

14. Local Command Authority (LCA) Extension: A Commanding Officer's authority to extend Marines within the FY until 30 August 2023.

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

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

17. Quality Marine Initiative (QMI) Program: A program designed to retain quality Marines who did not receive a boatspace on the FTAP ECRB. 100 total boatspaces authorized for Commanding General endorsed Tier I - Tier III Marines. Limit of 10 per PMOS.

18. Service Limit: A policy which 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 FMCR.