



UNITED STATES MARINE CORPS
I MARINE EXPEDITIONARY FORCE
U. S. MARINE CORPS FORCES, PACIFIC
BOX 555300
CAMP PENDLETON, CA 92055-5300

IN REPLY REFER TO:

1040

CARP

JUL 30 2014

POLICY LETTER 5-14

From: Commanding General
To: Distribution List

Subj: FISCAL YEAR 2015 (FY15) RETENTION INCENTIVE PLAN

Ref: (a) MCO 1050.3J
(b) MCO 1040.31

1. Purpose. To establish policy for the FY15 Retention Incentive Plan for the I Marine Expeditionary Force (MEF).
2. Cancellation. Policy Letter 6-13.
3. Information. Commanders, Officers, Staff Noncommissioned Officers (SNCO's), and Career Planners are encouraged to use the reenlistment incentives provided in this Policy Letter to help retain FY15 First Term Alignment Plan (FTAP) and Career Marines Subsequent Term Alignment Plan (STAP) in order to preserve the long-term strength and readiness of both I MEF and the Marine Corps.

a. Our most valuable asset is the individual Marine. In order to retain our best and brightest we will use aggressive and imaginative methods or programs. To that end, Commanders must be actively engaged and use all available tools to meet our retention goals. Commanders are authorized but not required to grant, the following incentive measures:

(1) Permissive Temporary Additional Duty (PTAD). Reference (a) authorizes delegation of PTAD authority. Prepare PTAD orders using the format provided by Marine Corps regulations, cite this policy Chapter 5; paragraph 1.b.(1) and Chapter 5, paragraph 1.c.(7) of the reference as authorization. Maintain an accurate record of the orders issued. The following criteria apply:

(2) All First-term Marines, regardless of end of active service (EAS), end of current contract (ECC) or fiscal year (FY), who re-enlist during FY15 (1 October 2014 through 30 September 2015) may receive and be authorized (21) days PTAD.

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b. All Career Marines regardless of end of active service (EAS), end of current contract (ECC) or FY, who reenlist during FY15 (1 October 2014 through 30 September 2015) may receive up to 15 days PTAD.

4. Scope. Marines may be authorized to take PTAD any time after the date of reenlistment. Deployed Marines may be authorized to take PTAD anytime after return from deployment. Marines who execute Permanent Change of Station (PCS)/Permanent Change of Assignment (PCA) orders prior to taking advantage of this incentive may lose this PTAD incentive. Commanders are encouraged to provide their Marines every opportunity to execute PTAD prior to departing their command however, request for modification of order should not be done for the sole purpose of allowing a Marine to take PTAD. PTAD must be complete prior to 30 September 2015.

a. Local Command Incentive can not be listed on the Marine's reenlistment contact (DD Form 4). Only Headquarters Marine Corps (HQMC) sponsored incentive (SRBP, Duty Station or School Seat) may be listed in section 8.b of the contract.

b. Reenlisting Marines must understand these incentives are only valid if used at their parent command, or at a command where their reenlistment was executed. Local incentives not utilized at the parent or reenlisting command, may be lost.

c. All Marines must understand, final authority to grant PTAD rests with unit's Commanding Officer and will be authorized on a case by case basis.

5. Certification

a. The I Marine Expeditionary Force Career Planner Staff Noncommissioned Officer in Charge (SNCOIC) administers the Career Planning Program on behalf of the Commanding General.

b. The I MEF Career Planner SNCOIC can be reached at (760) 763-3881.



M. J. GOUGH
Chief of Staff

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