



## 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

CG

OCT 21 2009

### POLICY LETTER 05-09

From: Commanding General  
To: Distribution List

Subj: FISCAL YEAR 2010 RETENTION INCENTIVE PLAN

Ref: (a) MCO P1050.3H  
(b) MARADMIN 0330/09

1. Situation. To set policy for the FY10 Retention Incentive Plan for the I Marine Expeditionary Force (I MEF).
2. Mission. Commanders, staff noncommissioned officers (SNCOs), and career retention specialists (CRSs) are encouraged to use the re-enlistment incentives provided in this policy letter to help re-enlist fiscal year (FY) 2010 first term and career Marines in order to preserve the long-term strength and readiness of both I MEF, and the Marine Corps.
3. Execution. Our most valuable asset is the individual Marine. As we have reached the end strength requirement of 202K in support of the commandant's guidance, we face new challenges for the FY10 retention campaign. In order to meet those challenges, we are required to use aggressive and imaginative methods to retain the MEF's Marines. To that end, commanders are authorized the following incentive measures:

a. Permissive Temporary Additional Duty (PTAD). The reference authorizes delegation of PTAD authority. Prepare PTAD orders using the format provided by Marine Corps regulations. Cite this policy and paragraphs 5002.1.a and 5002.2.f of the reference as authorization. Maintain an accurate record of the orders issued. The following criteria apply:

(1) All first term Marines, regardless of end of active service (EAS) or FY, who re-enlist during FY10 (1 October 2009 through 30 September 2010) may receive up to (21) days PTAD.

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(2) All career Marines, regardless of EAS or FY, who re-enlist during FY10 (1 October 2009 through 30 September 2010) may receive up to (15) days PTAD.

Par. (3) and (4) were deleted

b. PTAD for Recruiter Assistance.

(1) Sergeant's and below who re-enlist during FY10 may receive up to (30) days PTAD for the purpose of recruiter assistance.

(2) Per the reference, Marines who assist the recruiter while TAD as a recruiter's assistant are authorized (5) days of annual leave in addition to the (30) days PTAD, if they obtain an applicant who enlists into the Marine Corps Delayed Entry Program.

c. Headquarters Marine Corps Sponsored School Seats. The following are school seat incentives that are offered during FY10:

CID # A030CG1 Army Airborne School

(1) Procedures for obtaining Headquarters Marine Corps (HQMC) sponsored re-enlistment incentive formal school assignments will be published in a future MARADMIN. CRS's should submit all requests through their respective major subordinate command (MSC) CRS staff noncommissioned officer in charge (SNCOIC).

4. Administration and Logistics.

a. PTAD. Marines will have (6) months from the date of re-enlistment to execute PTAD. Deployed Marines will have an additional (3) months for a total of up to (9) months after returning from deployment to execute PTAD orders. Marines who execute permanent change of station (PCS) or permanent change of assignment (PCA) orders prior to taking advantage of this incentive may lose it. 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.

b. Local command incentives can not be listed on the Marine's re-enlistment contract (DD Form 4). Only HQMC sponsored incentives (e.g. Selective Re-enlistment Bonus



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Program, duty station preference or formal school seat) may be listed in section 8.b of the contract.

c. Marines re-enlisting for I MEF local command incentives must understand these incentives are only valid if used at their parent command, or at a command where their re-enlistment was executed. Local incentives not utilized at the parent, or re-enlisting command, may be lost.

5. Command and Signal.

a. The I MEF CRS administers the Career Retention Program on behalf of the commanding general for all I MEF Marines.

b. The I MEF CRS can be reached at (760)-846-0235.

6. End State. The commitment, dedication and sacrifice that our Marines make on a daily basis is well deserving of a greater sense of freedom, authority, and privilege. It is our duty as leaders to grant them the freedoms that are warranted by their maturity and devotion to duty. In order to meet the manpower requirements and intent set forth by the Commandant of the Marine Corps, commanders are encouraged to reward our most important asset, "The Marine", by providing re-enlistment incentives listed in this policy letter, along with any additional incentives that exist within the guidelines and scope of command.

  
G. M. RYAN  
Chief of Staff

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