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MCO 1130.80A
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1 Oct 02

MARINE CORPS ORDER 1130.80A

From: Commandant of the Marine Corps
To: Distribution List

Subj: PRIOR SERVICE AND RESERVE AUGMENTATION ENLISTMENTS INTO THE REGULAR
MARINE CORPS

Ref: (a) MCO P1100.72 (MPPM ENLPROC)
(b) DoD Dir 1304.26 (QUALIFICATION STANDARDS FOR ENLISTMENT,
APPOINTMENT, AND INDUCTION)
(c) MCO P1040.31 (ENLISTED CAREER PLANNING AND RETENTION MANUAL)

Encl: (1) First Term Alignment Plan (FTAP) Broken Reenlistments
(2) Subsequent Term Alignment Plan (STAP) Broken Reenlistments
(3) Reservists Reenlisting on Active Duty
(4) Continuous Reenlistments
(5) Administrative and Logistical Requirements

1. Situation. In accordance with the references, this Order provides information and instructions for the administration of all personnel with prior active duty or reserve service who desire to reenlist into the regular Marine Corps. All former active duty Marines, Marine reservists, and other Armed Forces servicemembers reenlisting in the Marine Corps will be reenlisted in accordance with the provisions of this Order.

a. This Order consolidates previously issued policies regarding the process of reenlisting prior service and other Service personnel.

b. This Order places an emphasis on prior service personnel retaining the rank held from the previous enlistment; however, a servicemember's date of rank (DOR) will be adjusted depending upon the length of broken service. Occasionally, a servicemember's rank will be adjusted based upon the needs of the Marine Corps or for the purpose of establishing Military Occupational Specialty (MOS) credibility.

c. Finally, this Order integrates our prior service accession accounting methodology with our annual retention efforts.

2. Cancellation. MCO 1100.77, MCO 1130.55B, MCO 1130.58D, MCO 1130.63D, and MCO 1130.80.

3. Mission. Supplement active duty reenlistment efforts to maintain inventory requirements by reenlisting qualified former active duty Marines, Marine reservists, and other Armed Forces servicemembers into the active duty Marine Corps.

DISTRIBUTION STATEMENT A: Approved for public release; distribution is unlimited.

4. Execution

a. Commander's Intent and Concept of Operations

(1) Commander's Intent. This Order will afford former active duty Marines the opportunity to resume active service, afford reserve Marines the opportunity to serve on active duty, and other Service personnel the opportunity to reenlist in the Marine Corps in order to meet published manpower requirements.

(2) Concept of Operations. Enlisting prior service personnel benefits the Marine Corps in two ways. Primarily, the program assists the Deputy Commandant for Manpower and Reserve Affairs in meeting the MOS, skill and grade requirements of the Marine Corps and the overall end strength goal. Second, it assists Marine Corps Recruiting Command (MCRC) in meeting its yearly accession mission.

(a) Applicants must first be eligible for reentry into the Marine Corps per references (a) and (b) and agree to the provisions contained in this Order.

(b) The following groups of Marines are eligible for reenlistment under the provisions of this Order:

1 Broken Reenlistments. Broken reenlistments occur when prior service active component Marines reenlist back onto active duty after having been separated from the regular Marine Corps for more than 90 days.

a First Term Alignment Plan (FTAP). Former first term active duty sergeants and below who completed only one active duty enlistment will be processed for FTAP boatspaces per enclosure (1).

b Subsequent Term Alignment Plan (STAP). Former active duty Marine Corps SNCOs, former active duty Marine Corps subsequent term sergeants, Marine Corps Reserve SNCOs, and Marine Corps Officers desiring to revert back to the enlisted ranks will be processed in accordance with STAP guidelines per enclosure (2).

c Other Servicemembers with Previous Marine Corps Service. Other servicemembers with previous Marine Corps service desiring to reenlist in the Marine Corps will be processed in accordance with STAP guidelines per enclosure (2).

2 Reserve Marines without previous Active Duty Marine Corps Service. Members of the Selected Marine Corps Reserve (SMCR), Members of the Individual Ready Reserve (IRR), Active Reserve (AR) Marines, and Marines on Extended Active Duty (EAD) who have never completed an active duty enlistment will be processed per enclosure (3).

3 Continuous Reenlistments. Continuous reenlistments occur when prior service active component Marines reenlist back onto active duty after having been separated for more than 24 hours but not more than 90 days. Continuous reenlistments will be processed per enclosure (4).

4 Other Servicemembers without previous Marine Corps Service.

Personnel from other Services without any previous Marine Corps service desiring to reenlist in the Marine Corps are accessed into the first term Marine Corps and must complete recruit training per reference (a). Other Service personnel who possess a compatible entry-level Marine Corps skill may request to have MOS training waived by CMC (MMEA-1/8) after recruit training. All other Service enlistees will be entitled to a complete initial issue of uniforms as prescribed in the current edition of MCO P10120.28.

(c) Age Restriction. Per reference (b), the maximum age for a prior service enlistee is determined by adding the individual's years of prior service to thirty-five. For the purposes of quickly determining if an applicant meets the age restriction, this Order uses a constructed age. Subtract the active duty prior service period (YY MM DD) from the actual age (YY MM DD) of the applicant at the time of reenlistment to determine the constructed age. No applicant will be considered whose constructed age exceeds thirty-five (35) years of age. This restriction ensures that applicants may retire with twenty years of active service before reaching the age of fifty-five.

Example 1:	Actual Age	YY MM DD	
	Prior Active Service	37 11 04	
	Constructed Age	- 04 00 00	
		33 11 05	Eligible
Example 2:	Actual Age	YY MM DD	
	Prior Active Service	41 11 04	
	Constructed Age	- 06 00 15	
		35 10 20	Not Eligible

b. Subordinate Element Missions

(1) Deputy Commandant for Manpower and Reserve Affairs (DC M&RA).
DC M&RA is the main effort.

(a) Director, Manpower Plans and Policy Division (MP).
Establish flexible reenlistment policies in order to meet Manpower requirements.

(b) Director, Personnel Management Division (MM)

1 Reenlist high quality former Marines expeditiously and as needed in order to meet the retention goals of the Marine Corps.

2 Ensure all reenlistments are accounted for in the Marine Corps Total Force System (MCTFS).

3 Make proper request formats, forms, and chain of command information available to CG MCRC and prior service Marines.

(2) CG MCRC

(a) Support the main effort by recommending qualified former Marines for reenlistment and access other Service personnel in order to meet your annual accession mission.

(b) Coordinate work-flow efficiency with the main effort.

(c) Ensure the main effort receives accurate and timely reenlistment information.

(d) Ensure all required information is captured in the Marine Corps Recruiting Information Support System (MCRISS) whether or not the enlistment contract counts as accession credit.

(e) Provide administrative and logistical assistance to personnel transferring to active duty per enclosure (5).

(3) Field Commanders

(a) Support the main effort by ensuring Marines and former Marines are aware of opportunities to reenlist per reference (c).

(b) Provide administrative and logistical assistance to Marines transferring to active duty per enclosure (5).

c. Coordinating Instructions. Career Retention Specialists with questions concerning this Order should contact CMC (MMEA-6). Recruiting stations will forward questions to CG MCRC (G-3) via the chain of command.

5. Administration and Logistics. Unit diary considerations and uniform requirements are contained in enclosure (5).

6. Command and Signal

a. Signal. This Order is effective 1 October 2002.

b. Command. This Order is applicable to the Marine Corps Total Force.



GARRY L. PARKS
Deputy Commandant for
Manpower and Reserve Affairs

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Copy to: 7000110 (52)
8145005 (2)

FIRST TERM ALIGNMENT PLAN (FTAP) BROKEN REENLISTMENTS

1. Eligibility

a. Applicants must fit one of the below categories:

(1) Former First Term Active Duty Sergeants or Corporals

(2) Former First Term Active Duty Lance Corporals. Former active duty Marines discharged as lance corporals may be submitted only on a case-by-case basis. Reenlistment requests must contain reasonable justification as to why the Marine was discharged as an E-3 or why it is in the best interest of the Marine Corps to reenlist the Marine. For example: the Marine originally enlisted on a three year contract vice a four or five year contract and did not have sufficient time to attain corporal; or the Marine possesses a critically short skill that requires no retraining.

b. Reenlistment Eligibility (RE) Code. Former Marines must be assigned a RE Code of RE-1A or RE-1B. Marines who were discharged for humanitarian reasons (with an RE-3H code) must have their humanitarian situation resolved and then contact CMC (MMER) to have the RE-3H code removed before applying. The current edition of SECNAVINST 5420.193 contains additional instructions for correcting military records.

c. Applicants cannot have received separation pay or Voluntary Separation Incentive/Special Separation Benefit (VSI/SSB).

2. Policy

a. Time Frame. Applicants may only reenlist from 1 January through 30 September each fiscal year. Active duty first term Marines have the first opportunity to take an FTAP boatspace from 1 October through 31 December. Marines accepted for reenlistment per this enclosure enter the career force. Exceptions to this policy will be made for individuals who qualify for and desire to reenlist into one of the critically short MOSs listed in the yearly FTAP/STAP Execution Guidance MARADMIN.

b. Accession Credit. Marines reenlisted per this enclosure count for accession credit.

c. FTAP Processing. Marines may only be applied toward an open FTAP boatspace. Once the FTAP is closed, CMC (MMEA-6) will accept no reenlistment packages. Exceptions to this policy will be identified by CMC (MPP-20) and published by CG MCRC.

(1) Primary MOS. To avoid retraining costs, Marines should reenlist in their PMOS as much as possible. If the PMOS has attained the annual FTAP target, CMC (MMEA-6) will entertain lateral move choices.

(2) Lateral Moves (Corporal and Above Only). If the Marine's PMOS is closed out at the FTAP and if the Marine meets the basic prerequisites for the lateral move MOS, Marines may lateral move into another MOS which still

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has open FTAP boatspaces. Marines who are ordered to lateral move training in excess of 20 weeks are eligible for permanent change of station (PCS) moves. In such cases, the family members of these Marines are authorized to accompany their sponsors to the training location. The current editions of MCO P1000.6, MCO P1300.8, and the Joint Federal Travel Regulations provide amplifying instructions.

(3) If the Marine's PMOS is closed and the Marine is not qualified for any other MOS with open boatspaces, the Marine may not reenlist.

d. FTAP Credit. CMC (MMEA-6) will credit major subordinate commands with FTAP boatspace credit on a fair-share basis.

e. Pay Grade and Promotions

(1) Broken reenlistment Marines return to active duty at the pay grade from the previous enlistment.

(2) Date of Rank (DOR)

(a) Marines off active duty 90 to 180 days retain half time in grade (TIG) from previous enlistment. For example, if TIG at initial separation was one year, a Marine will reenlist in grade per this enclosure with six months TIG.

(b) The DOR for Marines off active duty over 180 days will be the date of reenlistment.

(3) The Marine's Armed Forces Active Duty Base Date (AFADBD) will be reconstructed to account for the days spent off active duty. The Pay Entry Base Date (PEBD) will also be reconstructed if the Military Service Obligation (MSO) has expired. The MSO is the total mandatory active duty and reserve military service (frequently four years active duty followed by four additional years in the Reserves).

(4) The Marine must complete the minimum TIG and time in service (TIS) requirements for promotion to either corporal or sergeant prescribed in the current edition of MCO P1400.32. Once minimum TIG and TIS has been reached during the current enlistment, TIG and TIS from the first enlistment may be included to manually compute the composite score. If, after manual computation, the composite score meets or exceeds the cutting score for either corporal or sergeant in a given quarter, the Marine should submit a remedial promotion request via the chain of command to CMC (MMPR-2).

(5) The Marine's entire record will be used in future promotion and retention decisions.

f. Term of Enlistment. All reenlistments will be for 48 months.

ENCLOSURE (1)

g. Bonus Eligibility

(1) Marines may be eligible for a Broken Service Selective Reenlistment Bonus (BSSRB) at the time of reenlistment. If BSSRBs are available, it will be announced in the yearly MCBul 7220 (SRB MARADMIN).

(2) Marines are eligible for SRBs upon subsequent reenlistments if a bonus is offered in their MOS. MCBul 7220 defines SRB zones.

h. Separation Pay. If otherwise eligible, Marines will be eligible for separation pay if involuntarily separated per the current edition of MCO P1900.16.

3. Process

a. Former Marines who desire to reenlist must contact their recruiter for instructions. Requests will be processed as quickly as possible.

b. Application instructions and proper chain of command endorsements will differ depending upon status at the time of application.

SUBSEQUENT TERM ALIGNMENT PLAN (STAP) BROKEN REENLISTMENTS

1. Eligibility

a. Applicants must fit one of the below categories:

(1) Former Active Duty SNCOs. Applicants must have successfully completed their last active duty enlistment.

(2) Former Active Duty Subsequent Term Sergeants. Applicants must have successfully completed at least one active duty enlistment.

(3) Marine Corps officers and former Marine Corps officers who wish to revert back to the enlisted ranks.

(4) Other Service officers and enlisted personnel who were once active duty Marines.

b. RE Code. Former Marines must be assigned a RE Code of RE-1A or RE-1B. Marines who were discharged for humanitarian reasons (with an RE-3H code) must have their humanitarian situation resolved and then contact CMC (MMER) to have the RE-3H code removed before applying. The current edition of SECNAVINST 5420.193 contains additional instructions for correcting military records. Note: former officers will not have a RE-Code.

c. Applicants cannot have received separation pay or VSI/SSB.

2. Policy

a. Time Frame. Requests for reenlistment may be submitted at any time. Applicants who have been considered and disapproved for reenlistment per this enclosure may resubmit for consideration after a period of one year.

b. Accession Credit. Marines reenlisted per this enclosure count for accession credit.

c. STAP Processing

(1) Former Active Duty and Reserve Staff Noncommissioned Officer and Officer Enlistment/Reenlistment Evaluation Selection Board. CMC (MM) is the approval authority for former Marines in the above categories with the exception of subsequent term sergeants. CMC (MMEA) will convene the subject board as needed to recommend reenlistment to the approval authority. This Board will recommend those qualified in all respects for reenlistment to ensure equity and quality within the enlisted ranks. Reenlistment approval will be in the best interests of the Marine Corps.

(2) Former Active Duty Subsequent Term Sergeants. The reenlistment decision for former subsequent term sergeants will be based upon the needs of the Marine Corps for that particular rank and MOS. Former Marines must not reach service limits for sergeants within 48 months of reenlistment. Current

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service limits and other force management policies are published annually in MCBul 5314 (Enlisted Career Force Controls Program MARADMIN).

(3) Primary MOS. To avoid retraining costs, Marines should reenlist in their PMOS as much as possible. If the Marine's PMOS is balanced compared to current manpower requirements, CMC (MMEA-6) will entertain lateral move choices.

(4) Lateral Moves. Marines who meet the basic prerequisites may lateral move into another MOS that is under strength compared to current manpower requirements. Marines who are ordered to lateral move training in excess of 20 weeks are eligible for PCS moves. In such cases, the family members of these Marines are authorized to accompany their sponsors to the training location. The current editions of MCO P1000.6, MCO P1300.8, and the Joint Federal Travel Regulations provide amplifying instructions.

d. STAP Credit. CMC (MMEA-6) will credit major subordinate commands with STAP target credit on a fair-share basis.

e. Pay Grade and Promotions

(1) As much as possible, broken reenlistment Marines will return to active duty at the pay grade from the previous enlistment. However, the Former Active Duty and Reserve Staff Noncommissioned Officer and Officer Enlistment/Reenlistment Evaluation Selection Board will determine appropriate grade and DOR to which the individual should be appointed/reappointed.

(2) The Marine's AFADBD will be reconstructed to account for the days spent off active duty. The PEBD will also be reconstructed if the Military Service Obligation (MSO) has expired.

(3) The Marine's entire record will be considered in future promotion and retention decisions.

f. Term of Enlistment. All reenlistments will be for 48 months.

g. Bonus Eligibility

(1) Marines may be eligible for a BSSRB at the time of reenlistment. If BSSRBs are available, it will be announced in the yearly MCBul 7220 (SRB MARADMIN).

(2) Marines are eligible for SRBs upon subsequent reenlistments if a bonus is offered in their MOS. MCBul 7220 defines SRB zones.

h. Separation Pay. If otherwise eligible, Marines will be eligible for separation pay if involuntarily separated per the current edition of MCO P1900.16.

ENCLOSURE (2)

3. Process

a. Former Marines who desire to reenlist must contact their recruiter for instructions. Requests will be processed as quickly as possible.

b. Application instructions and proper chain of command endorsements will differ depending upon status at the time of application.

RESERVISTS REENLISTING ON ACTIVE DUTY

1. Eligibility

a. Applicants must fit one of the below categories:

(1) Obligated Reserve Marines (SMCR, AR, or EAD). These are Marines with remaining obligated reserve service.

(2) Nonobligated Reserve Marines (SMCR, IRR, AR, or EAD). These are Marines who have completed their obligated reserve service.

b. Marines must never have been on active duty (except for AR Marines and Marines who have performed active duty for training such as ADSW, EAD, AT, drills, boot camp, MOS school).

2. Policy

a. Time Frame. Requests for reenlistment may be submitted at any time.

b. Accession Credit

(1) Obligated Reserve Marines who reenlist do not count as an accession credit.

(2) Nonobligated Reserve Marines who reenlist will count as an accession credit.

c. FTAP and STAP Processing

(1) Obligated Reserve Marines

(a) Marines will be reenlisted into the active duty first term force based upon the needs of the Marine Corps at the time of application. Marines must compete for a FTAP boatspace at the end of their active duty enlistment.

(b) Marines may not lateral move into another MOS.

(2) Nonobligated Reserve Marines

(a) Sergeants will be processed for reenlistment onto active duty per FTAP guidelines contained in enclosure (1).

(b) SNCOs will be processed for reenlistment onto active duty per STAP guidelines contained in enclosure (2).

d. FTAP and STAP Credit. CMC (MMEA-6) will credit major subordinate commands with FTAP and STAP credit on a fair-share basis.

ENCLOSURE (3)

e. Pay Grade and Promotions

(1) Obligated Reserve Marines. The Marine will enter active duty at the pay grade from the previous enlistment. DOR will be the date of reenlistment.

(2) Nonobligated Reserve Marines

(a) Sergeants. The Marine will enter active duty at the pay grade from the previous enlistment. DOR will be the date of reenlistment.

(b) SNCOs. As much as possible, the Marine will enter active duty at the pay grade from the previous enlistment. The Former Active Duty and Reserve Staff Noncommissioned Officer and Officer Enlistment/Reenlistment Evaluation Selection Board will determine appropriate grade and DOR to which the individual should be appointed/reappointed.

(3) The Marine's entire record will be considered in future promotion and retention decisions.

f. Term of Enlistment. Reenlistments will be for 48 months.

g. Bonus Eligibility

(1) Nonobligated Reserve Marines may be eligible for a BSSRB at the time of reenlistment. If BSSRBs are available, an announcement will be made in the yearly MCBul 7220 (SRB MARADMIN).

(2) Marines are eligible for SRBs upon subsequent reenlistments if a bonus is offered in their MOS. MCBul 7220 defines SRB zones.

h. Separation Pay. If otherwise eligible, Marines will be eligible for separation pay if they are involuntarily separated per the current edition of MCO P1900.16.

3. Process

a. Former Marines who desire to reenlist must contact their recruiter for instructions. Requests will be processed as quickly as possible.

b. Application instructions and proper chain of command endorsements will differ depending upon status at the time of application.

c. Marines who have been mobilized may apply for reenlistment in the regular Marine Corps, but must be released from their mobilization orders by CMC (MPP-60) before effecting the reenlistment.

CONTINUOUS REENLISTMENTS

1. Eligibility

a. Applicants must be former active duty Marines separated for more than 24 hours but not more than 90 days. The 90 day period begins the day following the date of discharge/release from active duty and ends at midnight 90 days from the date of discharge/release from active duty.

b. RE Code. Former Marines must be assigned a RE Code of RE-1A or RE-1B. Marines who were discharged for humanitarian reasons (with an RE-3H code) must have their humanitarian situation resolved and then contact CMC (MMER) to have the RE-3H code removed before applying. The current edition of SECNAVINST 5420.193 contains additional instructions for correcting military records.

c. Applicants cannot have received separation pay or VSI/SSB.

2. Policy

a. Time Frame

(1) FTAP. Marines in competition for an FTAP boatspace may only reenlist from 1 January through 30 September each fiscal year. Active duty first term Marines have the first opportunity to take an FTAP boatspace from 1 October through 31 December.

(2) STAP. Marines being considered per STAP guidelines may reenlist at any time.

b. Accession Credit. Marines reenlisted per this enclosure count for accession credit.

c. FTAP and STAP Processing. Continuous reenlistment Marines are processed for reenlistment per current FTAP or STAP guidelines as if they were still on active duty.

d. FTAP and STAP Credit. CMC (MMEA-6) will credit major subordinate commands with FTAP and STAP credit on a fair-share basis.

e. Pay Grade and Promotions

(1) The Marine will enter active duty at the pay grade from the previous enlistment.

(2) The Marine's AFADBD and DOR will be reconstructed to account for the days spent off active duty. The PEBD will also be reconstructed if the MSO has expired.

(3) The Marine's entire record will be used in future promotion and retention decisions.

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f. Term of Enlistment. All reenlistments will be for 48 months.

g. Bonus Eligibility. Continuous reenlistment Marines may receive full Selective Reenlistment Bonus (SRB) if offered at the time of reenlistment.

h. Separation Pay. If otherwise eligible, Marines will be eligible for separation pay if involuntarily separated per the current edition of MCO P1900.16.

3. Process. Marines who desire to reenlist must contact their local recruiter as soon as possible for more information and instructions. All requests will be processed as quickly as possible.

ENCLOSURE (4)

ADMINISTRATIVE AND LOGISTICAL REQUIREMENTS

1. CG MCRC and Field Commanders will provide administrative and logistical assistance for personnel transferring to active duty.

2. Administrative

a. All reenlistees per this Order will be processed through the Military Entrance Processing Command (MEPCOM).

b. Service and Health Records. Depending on the servicemember's status at the time of reenlistment, the service and health records may be locally available (i.e., at an SMCR unit) or they may be archived.

(1) CG MCRC. If the records are available, ensure the service record book and health record accompany the servicemember upon transfer.

(2) Gaining Unit. If the records were not available at the time of reenlistment, contact CMC (MMSB-12) for instructions to obtain the service record book and health record.

c. Unit Diary. Per the current edition of MCO P1080.40, ensure appropriate accession unit diary entries are completed prior to transferring the Marine to the active duty command. For tracking purposes, Marines receive a Program Enlisted For (PEF) code of "PZ."

d. Join Audit. Immediately complete a join audit per the current editions of MCO P1070.12 and MCO P1080.40 to ensure that Marines do not incur a financial hardship and that their MCTFS records are accurate. Pay particular attention to the grade, date of rank, effective date, PEBD, and AFADBD date. If necessary, contact the Management Information Systems Support Office (MISSO) for assistance.

3. Logistical

a. The current edition of the Joint Federal Travel Regulations defines those individuals entitled to transportation of family members and household goods at Government expense. Permanent change of station orders, issued to all reenlistees who are authorized transportation of family members and of household goods at Government expense, will list the home of record.

b. Marines are required to maintain their initial uniform issue per the current edition of MCO P10120.28 until 90 days after the completion of their MSO (total of mandatory Reserve and Active duty service). Marines returning to active duty who have remaining obligated service and do not have a complete uniform issue upon reenlistment will replace missing uniform items at their own expense. To limit undue financial hardship, local commanders will initiate a Combined Individual Clothing Requisition and Issue Slip (NAVMC 604/604B) and provide Marines the option of liquidating the uniform expense over a 12 month period. However, commanders with special court martial convening authority may waive this requirement if circumstances warrant (i.e., the loss of the uniforms not the fault of the Marine).

ENCLOSURE (5)