



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3000 MARINE CORPS PENTAGON
WASHINGTON DC 20350-3000

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FEB 20 2020

MEMORANDUM

From: Commandant of the U.S. Marine Corps
To: Assistant Commandant of the U.S. Marine Corps

Subj: DIRECTED ACTIONS IN SUPPORT OF THE COMMANDANT'S PLANNING
GUIDANCE (CPG) IMPLEMENTATION

1. In July 2019 I released my Commandant's Planning Guidance (CPG). Although I'm confident work is underway to implement some key elements of the document, I also assess that we now need an increased focus on certain topical areas of the CPG. We need to sustain momentum, and my intent with this memorandum is to reengage on implementation of selected items within the CPG. Listed below are those specified tasks I am prioritizing for immediate execution. I am directing your office to supervise execution of these selected actions, while the Director, Marine Corps Staff continues his supervision of all other CPG-related tasks.

2. In accordance with the tasks identified below, I request your confirmation NLT 29 February that each task has been planned, in execution, or action complete. For those tasks below that have been completed, I ask that you compile a consolidated document identifying the applicable released MCO, MARADMIN or ALMAR and approving authority. For tasks below not yet initiated and implemented, I trust in your determination of the responsible staff agency. Finally, I would like an in-person update on the CPG-related tasks outlined below NLT 30 days from now.

a. (DC M&RA) Identify all active duty 2P and 2P+ officer and enlisted Marines who are currently eligible for 15 or 20 year retirements, and provide a recommendation for their continuation on active duty or separation. Recommendations for retention must include a positive endorsement from the first LtGen in the Marine's chain of command. All recommendations for retention should be forwarded to the ACMC for final decision. I will work with the Secretary of the Navy as required if additional authorities are necessary. All individuals retired will be provided standard transition and separation periods. Complete initial screening and continuation/separation recommendations NLT 15 April 2020.

b. (DC M&RA) Review and update as necessary Service policies for enlistment and officer candidacy that by default disqualifies any applicant with a previous conviction for sex or gender-based violence, to include domestic violence. Include provisions for granting of waivers, by exception. NLT than 15 March 2020 report back to me on the number of individuals enlisted or accessed over the previous 4 years who would have been disqualified by this policy.

c. (DC M&RA) Identify the costs associated with implementing a new one-year paid maternity leave policy, along with benefits and risks, and make a formal recommendation.

d. (DC M&RA) Establish a new policy requiring medical professionals to provide expectant mothers a Limited Duty note specifying appropriate restrictions based on their condition of

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pregnancy. That policy should also include guidance limiting access to that information beyond the pregnant Marine's officer-in-charge or commanding officer.

e. (DC M&RA) Revise current parental leave policy to include parental leave for adoptive parents, to include same-sex couples.

f. (DC M&RA) Determine the opportunities, risks, and costs associated with raising the minimum AFQT for enlistment to 40 within the next 6 months, and provide a formal recommendation. Provide any evidence-based analysis that indicates this could irreparably damage recruiting efforts or operational readiness.

g. (DC M&RA) Establish a new policy raising the minimum GT score for 0311s to 100 within the next 6 months unless there is any evidence-based analysis that suggests irreparable damage to our recruiting effort or operational readiness.

h. (DC M&RA) Provide recommendations on feasibility of identifying and recruiting for return-to-active-duty selected female Marines currently in the SMCR, with a focus on previously gender-restricted units and MOSs. Provide recommendations on any supporting incentives for this effort.

i. (DC M&RA) Provide recommendations on feasibility of identifying and recruiting for return-to-active-duty selected female Marines currently in the IRR, with a focus on previously gender-restricted units and MOSs. Provide recommendations on any supporting incentives for this effort.

j. Release an ALMAR seeking qualified active duty female company-grade volunteers for the opportunity to attend the Infantry Officers Course and follow-on assignment to Infantry Battalions upon successful completion. Provide a full report to me on the results of this effort along with recommendations for follow-on efforts to include additional lateral moves for qualified female Marines seeking careers in previously restricted MOS.

k. Consolidate all personnel/manpower management within M&RA. Release an ALMAR stating that M&RA is the only element within HQMC authorized to conduct individual personnel management and occupational field management. All structured billets associated with the performance of these duties shall be reallocated and transferred to M&RA. Personnel currently performing these duties but not currently assigned to M&RA should receive associated PCS/PCA orders to M&RA within FY21.

l. Consolidate all structure and billets pertaining to Requirements Development from across the HQMC staff under the Deputy Commandant Combat Development and Integration (DC CDI). Release an ALMAR stating that DC CDI is the only element with HQMC authorized to conduct requirements development for all elements of the MAGTF. All personnel aligned to structured billets associated with the performance of these duties but not currently assigned to DC CDI should receive associated PCS/PCA orders within FY21.

m. Consolidate all structure and billets pertaining to programming and fiscal resourcing from across the HQMC staff under the Deputy Commandant Program and Resourcing (DC P&R). Release an ALMAR stating that DC P&R is the only element with HQMC authorized to conduct program resourcing for all elements of the MAGTF. All personnel aligned to structured billets

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associated with the performance of these duties but not currently assigned to DC P&R should receive associated PCS/PCA orders within FY21.

n. Re-publish policy that mandates a Directed Comment Fitness Report for any / all Marines relieved for cause or reassigned based on loss of confidence in ability to perform assigned tasks in billet. So-called "soft reliefs" must be stopped.

o. Provide a recommendation on continuation or cancellation of incentive and flight pay for the remaining CH-46 pilots in the total force who have not transitioned to a different type/model/series aircraft.

p. Eliminate non-observed academic fitness reports at all resident PME schools. Include in all Academic fitness reports mandatory comments stating the MRO's academic standing. Issue appropriate directive to impact AY20 student population.

q. Provide a recommendation on establishment of a new policy directing the completion of Master's Degree Program if selected for Resident Command & Staff College.

r. Direct the removal of all Confederate-related paraphernalia from Marine Corps Installations.

s. Provide a recommendation on revision of current policies regarding both command screening and selection and Sergeant Major slating processes. Consider a mixture of officers and SNCOs in each process.

t. Provide a policy recommendation on changes to composition of Reserve promotion, command, and school selection boards. Options should include a change in board composition to ensure no less than 50% board representation from the Active Component.

u. Identify the opportunities, risks, and costs of implementing a new policy whereby no less than 25% of all future RS CO selectees will come from aviation MOSs. Make a formal recommendation on policy changes.

3. Please communicate with me directly if there is any confusion with the directed tasks, policy changes, or actions above, to allow me to provide additional clarification or expectation of implementation. Identify for me any items listed above that the OPR concludes they lack the necessary authorities. Please communicate those directly to me, and I will seek an additional legal review and/or request the additional authorities from the appropriate entity. I would like each of these tasks and any future round of directed actions from me, briefed during future Executive Offsites by the appropriate OPR.

4. While I am aware of the good work already being done across the force in support of the CPG implementation, this memorandum is provided to focus that effort on those matters most important to me for immediate implementation.



David H. Berger

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