

REVISION OF MCO 1610.7 PERFORMANCE EVALUATION SYSTEM

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SUBJ/REVISION OF MCO 1610.7 PERFORMANCE EVALUATION SYSTEM (SHORT TITLE: PES)//

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AMPN/REF A IS MCO P1610.7A, PERFORMANCE EVALUATION SYSTEM.//

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GENTEXT/REMARKS/1. This MARADMIN announces the revision of ref (a), the Performance Evaluation System order. Effective the date of MCO 1610.7B, MCO 1610.7A is cancelled. The current version is MCO 1610.7B.

2. The revision contains numerous changes reflecting current laws and regulations, as well as recent changes to multiple Marine Corps orders and policies. All Marines, but especially reporting officials, should review the revised order.

3. Summary of Changes.

(1) Chapter 1: Added "Diversity and Equal Opportunity" paragraph.

(2) Chapter 2: Clarified "Seniority Issues" paragraph.

(3) Chapter 3: Moved adverse related items (drug, alcohol, violence reporting) from chapter 3 to chapter 5.

(4) Chapter 3: Removed the requirement to provide a directed comment for the omission of "AN/AR" reports.

(5) Chapter 3: Clarified "AR" reporting requirements.

(6) Chapter 3: Clarified the "Exception to Policy" paragraph for observed reports of less than ninety days.

(7) Chapter 3: Authorized "Extended" "EN" reports.

(8) Chapter 4: Added "Marines Executing Unique Billets" paragraph.

(9) Chapter 4: Amended "Commendatory Material" paragraph.

(10) Chapter 4: Moved adverse related items ("Derogatory Material" "Disciplinary Action", not recommended for promotion, etc.) from chapter 4 to chapter 5.

(11) Chapter 4: Clarified "PFT/CFT" reporting scenarios, added vignettes to illustrate various situations.

(12) Chapter 4: Updated height, weight, body fat reporting guidance for pregnant/postpartum Marines, and Marines diagnosed with a new/worsening condition.

(13) Chapter 4: Removed the requirement to provide a directed comment for "NMED".

(14) Chapter 4: Removed the requirement to comment on section A, item 8h "Status" for extended reports and reports where the Marine is not recommended for promotion.

(15) Chapter 4: Added U.S. Space Force to Service Abbreviations.

(16) Chapter 4: Clarified "Directed Comments" definition, consolidated "Directed Comments", and updated "Unacceptable Comments" paragraph.

(17) Chapter 5: Reformatted the chapter. Consolidated all adverse items from the order into chapter 5. Clarified the routing process and the RS, RO, and 30S responsibilities.

(18) Chapter 6: Cancelled waivers in perpetuity. Added the requirement for reporting officials requesting a waiver to provide an updated request each time the order is written and/or revised.

(19) Chapter 6: Clarified the "Remedial Promotion" paragraph. Added vignettes.

(20) Chapter 6: Amended "Combat" report criteria.

(21) Chapter 8: Clarified the responsibility to conduct annual PES training, paragraph

4. Added examples of effective training topics.

(22) Chapter 9: Clarified the commanding officers responsibility to educate Marines annually on the PES.

(23) Appendix A: Updated the active component Sgt/SSgt/LtCol/Col/BGen and the reserve/active reserve Sgt/SSgt/GySgt/1stSgt/MSgt/Maj/LtCol/Col/BGen annual reporting period end date.

(24) Appendix F: Revised the "RS Checklist".

(25) Appendix G: Updated format.

4. The changes to the end dates of the AN/AR reporting period are effective immediately. Marines who recently received an AN/AR report will receive another AN/AR report in accordance with the schedule published in MCO 1610.7B. Marines will receive abbreviated AN/AR reports.

5. This order is published electronically and may be accessed online via the marine corps publications electronic library: [http:\(slash\)\(slash\)www.marines.mil/news/publications/electroniclibrary.aspx](http://www.marines.mil/news/publications/electroniclibrary.aspx).

6. Fitness report processing shall be conducted in accordance with MCO 1610.7B, effective 05 Jun 2023.

7. This MARADMIN is applicable to the Marine Corps Total Force.

8. Release authorized by LtGen James F. Glynn, Deputy Commandant, Manpower and Reserve Affairs.//