



# MANPOWER PLANS + POLICY DISPATCH

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**Update to the Total Force: Informing Active and Reserve Marines, Sailors, and Civilians on Manpower Policy reform and talent management efforts.**

## ANNOUNCEMENTS

### 2025 MARINE CORPS TALENT MANAGEMENT SYMPOSIUM

Held at the Alfred M. Gray Research Center, Marine Corps University aboard MCB Quantico from 19-20 February, MP Division hosted the Marine Corps' 2025 Talent Management Symposium, bringing together representatives from the Fleet Marine Force, Supporting Establishment, Marine Forces Reserve, and HQMC to discuss the Service's current and future talent management initiatives, programs, and policies.

Participants engaged with Senior Leaders, received updates from HQMC program managers, and engaged in discussions providing vital feedback on talent management initiatives, programs, and policies in execution across the Marine Corps Total Force.



*SgtMaj Carlos Ruiz, SgtMaj of the Marine Corps addresses the 2025 Marine Corps Talent Management Symposium. Photo by Cpl Anthony Ramsey*

**MODERATOR**  
Col Meghan Kennerly  
MP Division

**PANELISTS**  
MajGen Ryan Rideout – Dir, MM Division  
MajGen Jason Woodworth – COM, MCICOM  
SgtMaj Jacob Reiff – CSEL M&RA  
SgtMaj Peter Siaw – CSEL I MEF



*Left to Right: MajGen Ryan Rideout, MajGen Jason Woodworth, SgtMaj Jacob Reiff, SgtMaj Peter Siaw Participate in a Senior Leader Panel at the 2025 Marine Corps Talent Management Symposium. Photo by Cpl Anthony Ramsey*

An executive summary of this symposium is featured on the MP Division webpage.

Please scan the QR code or use the link below to access the [Executive Summary](#):



## ONGOING REFORM EFFORTS

### MP SPONSORED OPTs

#### PES REFORM OPT

**Dates:** 23 Jan – 1 Apr 2025

**Location:** Virtual / MCB Quantico

**Reference:** AMHS message released 10 Jan 2025: Performance Evaluation System Reform Problem Framing

#### CIVILIAN HUMAN RESOURCES OPT

**Dates:** TBD

**Location:** Virtual / MCB Quantico

**Reference:** AMHS message released 13 Jan 2025: Fiscal Year 2025 Civilian Human Resources Operational Planning Team

## **Marine Corps Announces Major Updates to Leave and Liberty Entitlements: Enhancements to Rest and Recuperation, Parental Leave, and Convalescent Leave**

The Marine Corps has announced major updates to its leave and liberty entitlements, aimed at supporting the well-being of its service members and their families. The updates include expanded benefits for Rest and Recuperation (R&R), Military Parental Leave, and Convalescent Leave, and are designed to enhance Marines' personal health, family time, and work-life balance.

### **1. Enhanced Rest and Recuperation (R&R) Leave**

The Marine Corps is strengthening its commitment to family well-being by expanding its Rest and Recuperation (R&R) leave policy. The updated policy aims to provide Marines with more opportunities to rest, recharge, and reconnect with loved ones, making R&R leave more accessible and flexible. This is especially important for those deployed overseas, where R&R leave can help alleviate the physical and mental stresses of service. To support this effort, the policy includes a streamlined list of authorized destinations for R&R duty, as outlined in the Joint Travel Regulations (JTR) Supplement.

### **2. Expansion of Parental Leave Benefits**

The Military Parental Leave Program (MPLP) has been significantly expanded to provide all eligible Marines with up to 12 weeks of parental leave. This policy applies to Marines who are on active duty or reserve Marines who have executed active-duty orders for 12 months consecutive, and who have given birth, adopted a child, or welcomed a child through long-term foster care. As part of a broader Department of Defense initiative, this policy aims to support military families and promote bonding time during the early months of a child's life. Marines can take parental leave at any time within the first 12 months after birth or adoption/placement of a minor child, giving the Marines and the command flexibility and allowing Marines to take leave without worrying about adverse impacts on their career.

### **3. Strengthening Convalescent Leave Policies**

The Marine Corps is also enhancing its Convalescent Leave policy, which is designed to support Marines recovering from illness, injury, or surgery. The updated policy now authorizes birthing parents to receive maternity convalescent leave as recommended by a military medical provider and approved by their commanding officer. This convalescent leave is separate from parental leave, allowing birthing parents time to heal separate from the time to bond with baby. The updated policy underscores the Corps' commitment to ensuring that all Marines, regardless of the reason for their leave, have sufficient time to recover and return to their duties at peak readiness.

### **4. A Stronger Commitment to Marine Corps Families**

These significant policy updates reflect the Marine Corps' ongoing dedication to supporting its service members and their families. By enhancing R&R, Parental Leave, and Convalescent Leave, the Corps is addressing the critical needs of its Marines, fostering a stronger, more resilient force. These updates ensure that Marines can maintain their physical and mental health while also nurturing the important relationships with their families.

Marines are encouraged to reach out to their command and personnel offices to better understand how these new entitlements will apply to their individual situations. With these changes, the Marine Corps is reinforcing its commitment to the well-being of its members, helping to create a more supportive and balanced environment for all service members.



For more information, please reference MARADMIN 383/24 at the following link.  
[MARADMIN 383/24](#)

# COMMON SUPERVISOR MISTAKES REGARDING CIVILIAN EEO COMPLAINTS

## BACKGROUND

Supervisors have many challenges and responsibilities. One major responsibility is practicing and embracing Equal Employment Opportunity (EEO). Accepting EEO as an essential component of a supervisor's work culture is critical in developing a high-performance organization. Understanding and implementing EEO principles is integral towards developing a leadership style and personnel system that integrate performance management, synergy and emotional intelligence. Employing EEO principles are paramount to high-employee morale and mission success. For some supervisors, EEO is regarded as a supervisor's worse nightmare. This may be attributed to the known consequences for not complying with Federal EEO laws or not contacting the servicing EEO office for guidance. Below is a list of common mistakes made by supervisors regarding EEO compliance. It is our hope that this information provides you with a resource on how best to follow the spirit and letter Of Federal EEO laws to develop and maintain a high-performance organization.

## COMMON MISTAKES

- 1. EEO not contacted.** Supervisors more often do not contact their EEO office for guidance until it is too late.
- 2. Inconsistency.** No favoritism; just fairness. This is particularly significant when disciplining, recording/tracking the mistakes of only one employee.
- 3. Avoidance/Denial.** Conflict needs to be addressed. An environment for non-tolerance of unlawful discrimination must be created.
- 4. Lack of Clarity.** Employees must understand supervisor's expectations and their policies for promotions, training, leave, etc.



- 5. Pre-judging.** Listen to the complaint without editorializing. Accept feedback. Do not comment on the potential consequences of filing an EEO complaint.
- 6. Public Humiliation.** Avoid addressing issues in an open forum. This extends to ensuring that morale boosters are "appropriate" and do not include offensive language.
- 7. Timeliness.** Address concerns in a timely manner, i.e., requests associated with reasonable accommodation, work-related injuries, performance appraisals, leave or tour of duty.
- 8. Deadlines.** Agencies risk reprimand from the EEOC when deadlines for data requests associated with processing complaints are ignored. This includes failing to meet the terms of Negotiated Settlement Agreement.



For more information, please reference the EEO webpage at the following link. [EEO FAQs](#)

# PERFORMANCE EVALUATION SYSTEM REFORM

## BACKGROUND

In 1998, the Marine Corps implemented a major overhaul of the Performance Evaluation System (PES).

Over the last two decades the PES has evolved incrementally, and in 2021, we implemented Junior Enlisted PES (JEPES) which provides a more holistic approach to evaluating our junior Marines but without direct compliment to the PES.

While these systems currently provide the required information to support talent management, the expansion of individual Marines' duties, new military occupational specialties, and more complex manpower requirements in the last few decades necessitate a holistic review of performance evaluations for all ranks.

## OBJECTIVES

- Identify shortfalls across the three broad categories of officer, enlisted, active component, and reserve component populations.
- Identify complex systems interactions across orders, policies, and procedures that impact assignments, promotions, and retention.

## CURRENT EFFORTS

A holistic review of the PES began with a MPP led operational planning team (OPT) that kicked-off on 24 January 2025.

The OPT is executing in-depth problem framing covering the three broad categories that ARE COMMON over ANY Marine's career lifecycle:

1. Counseling (roles, responsibilities, policy, and practice)
2. Training and Education (roles, responsibilities, policy, and practice)
3. Evaluation tools (FITREPS, JEPES report) / IT systems (Automated PES, JEPES Dashboard, Digital Board Room, Master Brief Sheet)

## ENDSTATE

M&RA will provide a comprehensive review of performance evaluation NLT the June 2025 Executive Offsite, to identify the characteristics that cultivate talent management through the service's orders, policies, and procedures.

The OPT aims to achieve its objectives through a series of problem framing sessions, IT systems modifications, and training and education opportunities.

Output(s) will include an operational approach with recommendations for desired future state of the service's holistic PES.



## MP LEADERSHIP

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