



UNITED STATES MARINE CORPS
MARINE CORPS RECRUITING COMMAND
3280 RUSSELL ROAD
QUANTICO, VA 22134-5103

IN REPLY REFER TO

1610
A
20 Apr 99

COMMANDING GENERAL'S POLICY LETTER 6-99

From: Commanding General

SUBJ: COMPLIANCE WITH MARINE CORPS ORDER (MCO) P1610.7E,
PERFORMANCE EVALUATION SYSTEM (PES)

1. In his guidance on the new fitness report, the Commandant states that, "...the completion of this report is one of an officer's most critical responsibilities. Inherent in this duty is the commitment of each Reporting Senior and Reviewing Officer to ensure the integrity of the system..." It is incumbent, therefore, on every Reporting Senior and Reviewing Officer within MCRC to diligently manage the processing of this document, one vital to the careers of our Marines.

2. The Performance Evaluation System Order, MCO P1610.7E, dated 8 December 1998, provides specific guidance as to the completion of the new report. It establishes the Reviewing Officer as the "critical link" in the reporting chain, tasked with ensuring adherence to policy, and with the responsibility for all subordinate performance evaluation activities.

3. Using arbitrary criteria as a basis for marking the performance-anchored ratings scales in sections D, E, F, and G of the new report is unacceptable and contrary to the Commandant's guidance. For example, a policy wherein block E would be marked under section D for Mission Accomplishment (Performance and Proficiency), only if a Marine achieves a net production percentage above 2.46 is prohibited. Similarly, it is not in compliance to stipulate that a Marine with a net production percentage of 2.00-2.45 would be marked in block D of the same section. Another example would be to dictate that any Marine with MCRD/DEP attrition of less than 10%/15% receive a marking in block E of section F (Developing Subordinates).


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