



UNITED STATES MARINE CORPS
26TH MARINE EXPEDITIONARY UNIT
PSC BOX 20084
CAMP LEJEUNE, NC 28542-0084

MEUO 1500.1A
CO

JAN 22 2021

26TH MARINE EXPEDITIONARY UNIT ORDER 1500.1A

From: Commanding Officer, 26th Marine Expeditionary Unit
To: Distribution List A

Subj: FORCE PRESERVATION ORDER

Ref: (a) MCO 1500.60 (Force Preservation Program)
(b) II MEF Leaders Force Preservation Handbook (5th ed., 2017)
(c) SECNAVINST 5211.5F (DON Privacy Program)
(d) DOD 6025.18-R (DOD Health Information Privacy)
(e) DODI 6490.08 (Command Notification Requirements to Dispel Stigma in Providing Mental Health Care to Service Members)
(f) OPNAVINST 3750.6S (Naval Aviation Safety)
(g) NAVMC 2795 (User's Guide to Counseling)
(h) MCO 1500.58 (Marine Corps Mentoring Program)
(i) MCO 1720.2 (Suicide Prevention Program)
(j) MCO 1752.5C (Sexual Assault Prevention and Response)
(k) MEUPol20 06-20 (Sexual Assault)
(l) MCO 5300.17A (Substance Abuse Program)
(m) MEUPol20 07-20 (Substance Abuse)
(n) MCO 5580.3 (Violence Prevention Program)
(o) MARADMIN 464/20

Encl: (1) 26th MEU Counseling Worksheet
(2) Force Preservation Council Briefing Slide
(3) Force Preservation Council Supplementary Slide
(4) Force Preservation Contact Log
(5) Force Preservation Council Meeting Minutes
(6) Designation to Receive Protected Health Information

1. Situation. Regardless of rank or experience, every Marine and Sailor will encounter challenges throughout his or her career, both on and off duty. Some of these challenges will quickly test and build resiliency and character while others may either temporarily or permanently degrade individual performance and our overall combat readiness. Concerned and engaged leadership makes the difference—it directly influences esprit de corps, unit morale, and our collective readiness. It is critical for leaders at all levels to understand the challenges and stressors that Marines and Sailors are experiencing in the personal, professional, physical, and social aspects of their lives. Leaders, at all levels, shall have a bias for action and immediately render assistance to a Marine or Sailor in need. Our readiness as a rapid response force is a function of leadership—everything we do counts and contributes to the team's combat readiness. This includes taking care of our families and ensuring every Marine or Sailor is physically, mentally, and spiritually fit; ready to deploy on short notice, and accomplish the mission. Force Preservation is a by-product and subset of leadership which is based on traditional Marine Corps leadership, mentorship, and counseling principles, which inherently include elements of risk assessment and mitigation.

2. Cancellation. This order cancels MEUO 1500.1 published 28 February 2017.

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3. Mission. Establish a 26th Marine Expeditionary Unit (MEU) Force Preservation concept and construct, in accordance with the references, that assists leaders in identifying and understanding challenges and stressors encountered by their Marines and Sailors and applying engaged leadership, mentorship, counseling, and appropriate resources in order to optimize the potential performance, readiness, and welfare of each Marine and Sailor.

4. Execution

a. Commander's Intent

(1) Purpose. Force Preservation shall be guided by the Marine Corps leadership principle "know your Marines (and Sailors) and look out for their welfare." Continuous and proactive involvement by leadership at all levels is essential to identify and mitigate the stressors that often affect the daily lives and performances of our Marines and Sailors. Moreover, leadership is essential to each service member's professional development. Force Preservation is intended to optimize the potential of every Marine and Sailor through conscious, consistent, and engaged leadership.

(2) Method. Through comprehensive and confidential monthly Force Preservation Councils, leaders will identify challenges, stressors, and opportunities for personal and professional development on an individual level for all Marines and Sailors within the command. Utilizing tools provided by this order as well as the Command Individual Risk and Resiliency Assessment System (CIRRAS), leaders will identify and assess risk levels, implement plans to mitigate those risks, and all levels in the chain of command will assist in the supervision of their execution. Further, leaders are expected to identify pathways for both personal as well as professional development for their Marines and Sailors. Only through both mitigating identified challenges as well as positively assisting our Marines and Sailors to achieve their goals can we hope build a resilient, ready, and capable force.

(3) Endstate

(a) Improved leadership engagement throughout the command.

(b) Implementation of appropriate assistance and external resources, as necessary.

(c) Marines and Sailors developed to their highest potential, personally and professionally.

(d) No preventable death of a Marine or Sailor.

b. Concept of Operations

(1) Engaged Small Unit Leadership

(a) The main effort of Force Preservation is small unit leaders (Officers-in-Charge, Staff Noncommissioned Officers-in-Charge, Noncommissioned Officers, Next Person in Chain of Command) exercising decisive, engaged, and informed leadership based on Marine Corps leadership, mentorship, and counseling principles; every Marine and Sailor of the 26th MEU deserves such leadership.

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(b) Leaders at all levels must seek a holistic view of every one of their Marines and Sailors. The intent should be identifying professional development opportunities as well as challenges and stressors, in order to develop plans to resolve or meet them at the lowest level in the chain of command. Simultaneously, leaders are tasked with keeping the rest of the chain of command informed. If leaders are unable to mitigate the challenges at their level, they will elevate them in the chain of command until they reach the Force Preservation Council (FPC) for consideration and action.

(c) Identifying Challenges, Stressors, and Opportunities. When a Marine or Sailor checks into a section, small unit leaders will provide an initial counseling and fill out the Counseling Worksheet, enclosure (1), and the Force Preservation briefing slide, enclosure (2), identifying challenges and stressors for that particular Marine or Sailor as well as their goals and achievable opportunities for personal and professional development. This assessment is continuous and small unit leaders will review and update the briefing slide prior to the monthly FPC meeting.

(d) Initial Classification. Based on the identified challenges and stressors, and the Marine or Sailor's individual ability to manage those challenges and stressors, the small unit leader will make an initial assessment of the Marine or Sailor, and use the corresponding color on the briefing slide banner.

1. High Risk (Red). A Marine or Sailor will be classified as "High Risk" when there is an immediate risk to self, others, or the unit. It includes personnel who are identified as suicidal, severely depressed, manifest violent tendencies, are pending special or general court-martial, or have committed any serious civil or Uniform Code of Military Justice violations.

2. Medium Risk (Orange). A Marine or Sailor will be classified as "Medium Risk" when there is a manifestation of significant personal or professional issues (to include non-judicial punishment) that adversely impact performance and readiness, and that requires assistance. Personnel with polypharmacy or an alcohol related incident may be classified as "Medium Risk."

3. Elevated Risk (Yellow). A Marine or Sailor will be classified as "Elevated Risk" when there are challenges and stressors that warrant close supervision and monitoring, but that do not rise to the level of "Medium." All new joins (those that have joined the unit within 60 days) and personnel with an End of Active Service (EAS) date within six months, including Temporary Additional Duty (TAD) personnel, and individuals returning from deployment will be classified as "Elevated Risk" for at least the first FPC meeting since checking into the unit or returning from deployment. New check-ins may be re-assigned to "low risk" assuming 60 days pass without incident.

4. Low (Green). Unless categorized as "High," "Medium," or "Elevated" Risk all personnel are considered "low," recognizing that all human beings are subject to personal and professional challenges and stressors and thus still merit engaged leadership.

(e) Initial Engagement Plan. After identifying challenges, stressors, and opportunities for a Marine or Sailor and assigning an initial

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classification, the small unit leader will develop a tailored engagement plan for that individual Marine or Sailor. Engaged leadership is continuous; small unit leaders should not wait for the next FPC meeting to begin implementation of the initial engagement plan, including informing the chain of command and coordinating for assistance and external resources. The following engagement tools are an initial, minimum baseline for each classification level:

1. High Risk. At a minimum, leaders shall ensure daily engagement (an engagement is any meaningful, personal interaction, such as a phone call or face-to-face conversation) between the small unit leader (normally the Next Person in Chain of Command) and the Marine or Sailor, to include a detailed discussion of any liberty or leave plans. The onus is on the leader to engage with the Marine or Sailor. Using enclosure (4) as an example, this engagement will be documented in a contact log and kept with the individual's counseling worksheets. In cases of a suicide attempt or ideation, the small unit leader will contact the Marine or Sailor after work hours, during liberty and leave, and document all engagements. The MEU Executive Officer (XO) shall receive weekly updates from section OICs, track performance, and review all out of bounds (OOB), special liberty, and leave requests. MSE XO's shall provide updates to the MEU XO on high risk personnel weekly.

2. Medium Risk. At a minimum, leaders shall ensure weekly engagement between the small unit leader and the Marine or Sailor, to include a detailed discussion of any liberty or leave plans. The onus is on the leader to engage with the Marine or Sailor. Using enclosure (4) as an example, this engagement will be documented in a contact log and kept with the individual's counseling worksheets. The MEU XO shall receive weekly updates from section OICs, track performance, and review all out of bounds (OOB), special liberty, and leave requests. MSE XO's shall provide updates to the MEU XO on medium risk personnel weekly.

3. Elevated Risk. At a minimum, small unit leaders shall engage with their Marine or Sailor weekly. The onus is on the leader to engage with the Marine or Sailor. Using enclosure (4) as an example, this engagement will be documented in a contact log and kept with the individual's counseling worksheets.

4. Low. At a minimum, leaders shall conduct standard counseling pursuant to references (g) and (h). Lance Corporals and below will receive an initial counseling within 30 days of checking into the unit, with subsequent counseling at least every month; Corporals and above will receive an initial counseling within 30 days of checking into the unit, with subsequent counseling at least every three months.

5. Other potential leadership tools include more frequent counseling sessions, restricting leave and liberty times and travel distances, filling out an Operational Risk Management (ORM) assessment, and filling out a daily plan for the Marine or Sailor.

(2) Force Preservation Council (FPC)

(a) The 26th MEU FPC will conduct a monthly meeting, at a minimum, on a day and time determined by the Sergeant Major. In preparation for the meeting, small unit leaders will forward all the Force Preservation briefing slides for their Marines and Sailors to the Sergeant Major for

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compilation. The MEU CO shall receive a hard copy of the FPC slide deck no later than one day prior to the FPC.

(b) Briefed to FPC. Those Marines and Sailors classified as "High," "Medium," or "Elevated" Risk will be briefed to the FPC by their small unit leaders. Although low risk Marines and Sailors may not always be briefed to the FPC, leaders should be ready to discuss them and slides should annotate how we are helping them achieve their goals and continue their professional development. Marines and Sailors with the following circumstances are required to be briefed to the FPC:

1. Any substance abuse related incident.
2. Risk from polypharmacy.
3. Mental health history (discussed between the Commanding Officer and the Medical Officer prior to the FPC) that includes history of psychiatric hospitalization, past drug or alcohol rehabilitation, history of outpatient mental health treatment, or history of psychotropic medications for treatment of mental health conditions.
4. Incidents of domestic violence or intimate partner violence, child abuse, escalating marital problems, or legal custody of dependents cases.
5. Financial problems such as significant debt, bankruptcy, repossession, or loss of home.
6. Life-threatening health issue for self, dependents, or family members.
7. Pending legal or administrative separation from the service.
8. Any breaches of the law or Uniform Code of Military Justice (UCMJ).
9. Irresponsible behavior causing danger or potential danger to themselves or others.

(c) Identify and Understand Challenges, Stressors, and Opportunities. The small unit leader will brief the challenges, stressors, goals, and opportunities for each particular Marine or Sailor. The intent is for the FPC, using their experience and expertise, to gain a comprehensive understanding of the challenges and stressors affecting the Marine or Sailor, ensure their professional and personnel development, and ensure information is shared across FPC members, and to identify the true root stressors versus mere symptoms. For instance, an alcohol related incident may be a symptom of other stressors (marital or operational) and some FPC members may be aware of the alcohol related incident but not the other stressors. Additionally, leaders should discuss the individuals' long-term goals and the actions take to achieve them.

(d) Evaluate Classification. Upon understanding the challenges and stressors, the FPC will evaluate the initial classification and the Commanding Officer will determine the official classification level.

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(e) Recommend Leadership Engagement Plan. The FPC members will use their leadership experience and subject matter expertise to recommend modifications or additions to the initial engagement plan for all individuals not at a "low" risk level. The purpose of the FPC meeting is to develop an appropriately tailored engagement plan for each individual Marine or Sailor.

(3) Follow Through

(a) Leadership Engagement Plan. After the FPC meeting, the Officer-in-Charge, working with his or her subordinate leaders as applicable, will draft a tailored Leadership Engagement Plan for personnel with "elevated" and above risk for weekly follow-up with the XO.

(b) Counseling Worksheet. Utilizing the Leadership Engagement Plan, small unit leaders will counsel the Marine or Sailor using the standard 26th MEU counseling worksheet, enclosure (1), as a template. During the counseling, the small unit leader will emphasize that the purpose of the FPC is to assist the Marine or Sailor in identifying challenges as well as opportunities; the FPC is not a punitive measure nor is it a performance and conduct counseling.

(c) Implement and Monitor Leadership Engagement. The small unit leader will implement the engagement plan, continuously assessing the effectiveness of the plan in addressing the challenges. The small unit leader will keep the chain of command and key staff members informed of any changes in circumstances that may require changes in the engagement plan.

(d) Re-brief. The small unit leader will brief the Marine or Sailor during the monthly FPC meeting until the challenges have been satisfactorily resolved in the determination of the Commanding Officer, upon the recommendation of the small unit leader, such that the Marine or Sailor is then classified as "low." The briefing slide should indicate in bold, blue text any updates to a previously submitted slide.

(4) Prepare. FPC members will identify trends or upcoming events that may trigger unique challenges and stressors and recommend unit wide training to develop individual resiliency and prepare all Marines and Sailors to make reasonable decisions.

c. Tasks

(1) Small Unit Leaders [Officers-in-Charge (OIC), Staff Non-commissioned Officers-in-Charge (SNCOIC), Non-Commissioned Officers (NCO), and Next Person in Chain of Command]

(a) Provide engaged leadership to Marines and Sailors, keeping chain of command informed.

(b) Fill out the briefing slides and keep them up to date. Enclosure (3), the supplementary side, will be required at the FPC for all Marines that are high or medium risk. This document will also be forwarded to the XO. The subject Marine's OIC/SNCOIC should be ready to brief the slide and the Leadership Engagement Plan.

(c) Send briefing slides to the Sergeant Major no later than 72 hours prior to the monthly FPC meeting.

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(d) Attend monthly FPC meetings when Marines or Sailors are being briefed.

(e) Draft Force tailored engagement plans for Marines and Sailors with risk levels above "low". These plans will be discussed weekly between the OIC and the XO.

(f) Counsel Marines or Sailors using 26th MEU counseling worksheet; implement and monitor leadership engagement plan.

(g) Ensure Marines and Sailors are assigned mentors pursuant to reference (h). Marines and Sailors shall not be designated as mentors if they are assigned to medium or high risk status.

(2) Sergeant Major

(a) Schedule the monthly FPC meeting, notifying FPC members of date and location.

(b) Request small unit leaders submit their briefing slides; compile briefing slides into a single slide deck; review briefing slides; provide copy of briefing slides to the Commanding Officer no later than one day prior to the FPC meeting.

(c) During the first part of the FPC, brief force preservation trends within II Marine Expeditionary Force (MEF) and the Marine Corps.

(d) During the second part of the FPC, provide recommendations and guidance based on experience and expertise.

(e) Register with and update CIRRAS as applicable.

(f) When an enlisted Marine or Sailor classified as "High" or "Medium" detaches from the 26th MEU, ensure a responsible transfer of FPC information to the gaining unit verbally as well as utilizing CIRRAS as applicable.

(3) FPC Members

(a) Attend the FPC and provide recommendations based on experience and expertise.

(b) Follow up to connect Marines and Sailors with external resources, as required.

(c) As required, maintain a CIRRAS account and update as applicable.

(4) XO

(a) Attend FPC and provide recommendations based on experience and expertise.

(b) When a Marine or Navy officer classified as "High" or "Medium" detaches from the 26th MEU, ensure a responsible transfer of FPC information to the gaining unit through CIRRAS as well as verbal contact with the gaining unit's XO.

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(c) Receive weekly updates from OICs/MSE XO's on all personnel not designated as "low risk." The FPC satisfies one of these weekly occasions.

(d) Maintain a CIRRAS account and update as applicable.

(5) Major Subordinate Elements

(a) Major subordinate elements (MSE) shall establish and conduct their own FPCs, consistent with the references and this order.

(b) MSE commanders will inform the MEU Commanding Officer of any Marine or Sailor classified as "high" or "medium", or if a Marine or Sailor's category has changed from "high" or "medium" to a lower level. MSE's shall also provide weekly updates on personnel designated as high or medium risk to the MEU XO.

(c) Human Factors Councils (HFC) required in aviation units, per reference (f), are an independent process established specifically by and for the aviation community. The FPC process is not intended to replace or interfere with the HFC. Aviation units have the latitude to tailor the FPC process to be mutually supportive with the HFC, as long as the requirements and intent of both guiding references are met. Aviation Commanders will inform the MEU CO of any pilot or aircrew considered high risk or in a high or medium FPC category.

(6) Individual Service Members. As Marines and Sailors, we have an enduring and implied responsibility to "take care of our fellow Marine or shipmate." This means we have an inherent obligation to help, i.e., to identify and make aware to our chain of command any stressors or observed moderate or high-risk behavior of a fellow service member.

d. Coordinating Instructions

(1) Responsible Transfer of Personnel. Pursuant to references (a), the commander of the losing unit is responsible for providing the gaining commander with relevant FPC information. Pursuant to reference (c), CIRRAS shall be used to provide electronic hand-off of force preservation information. The MEU XO will confirm the gaining unit has received the handoff with the gaining unit's XO.

(a) When Marines or Sailors that are assessed as "High" or "Medium," or have a significant history of assessment as "High" or "Medium," receive Permanent Change of Station (PCS) or Permanent Change of Assignment (PCA), the MEU XO, in coordination with the Sergeant Major, will ensure data is accurately recorded in CIRRAS.

(b) When Marines or Sailors attach to the 26th MEU, the MEU XO, in coordination with the Sergeant Major, will ensure CIRRAS information on the individual is accessible.

(c) The transfer of a Marine or Sailor classified as "High" or "Medium" within CIRRAS either detaching or attaching, will always include a phone conversation between the Sergeant Major or XO and the point of contact at the other unit. The XO or Sergeant Major will backbrief the Commanding Officer once the handoff is complete.

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(d) All new joins will be instructed about Force Preservation during their check in and New Join brief.

(e) Each time an individual is transferred within the 26th MEU, or has a significant change of leadership, the losing leaders will brief the gaining leaders about the Marine or Sailor's FPC status and provide current, relevant FPC information.

(2) Force Preservation Council Meetings. The 26th MEU FPC will meet monthly, at a minimum. The FPC meetings will consist of two separate events.

(a) The first event will consist of a discussion of overall trends from within II MEF and the Marine Corps. This discussion will not be specific to individual Marines or Sailors. All permanent FPC members, OICs, and SNCOICs will be present and afforded the opportunity to discuss relevant issues and concerns to the command as a whole.

(b) The FPC will then consider individual Marines and Sailors by section in a separate discussion with a reduced FPC panel. The permanent members and the subject Marine or Sailor's OIC, SNCOIC, and NCO are the only individuals present during that section's discussion.

(3) Force Preservation Council Membership. FPC membership is limited to those individuals, as determined by the Commanding Officer, with a need to know confidential force preservation information and leadership experience and/or subject matter expertise on external resources. Personnel listed in sections (4)-(6) as "on call" may join the FPC as required. When decomposited or a role is gapped, the XO or Sergeant Major will ensure a substitute with requisite subject matter expertise is temporarily sourced by an MSE, the MEF Information Group (MIG), the installation, or II MEF. FPC membership includes:

- (a) Commanding Officer
- (b) Executive Officer
- (c) Sergeant Major
- (d) Chaplain
- (e) Deployment Readiness Coordinator (DRC)
- (f) Military and Family Life Consultant (MFLC)
- (g) Staff Judge Advocate
- (h) Medical Officer
- (i) Substance Abuse Control Officer (SACO)
- (j) Base Family Advocacy Representative
- (k) Marine or Sailor's OIC
- (l) Marine or Sailor's SNCOIC

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(m) Marine or Sailor's NCO

(4) Suicide. The prevention of or response to situations involving a suicide attempt or ideation will be in accordance with reference (i) and involve the Suicide Prevention Program Officer, who will be on call to provide subject matter expertise.

(5) Sexual Assault. Consistent with references (j) and (k), the FPC will avoid identifying victims of sexual assault during FPC meetings. If a sexual assault victim exhibits challenges and stressors, the FPC shall address those factors and leadership engagement plan separately. Specific information related to a sexual assault may be discussed during the monthly Sexual Assault Prevention and Response (SAPR) Case Management Group and shall not be discussed during the FPC.

(6) Violence Prevention. As per reference (n), cases involving warning signs and indicators of potential violence shall be reported to the Violence Prevention Officer (VPO) who can be assigned to the Force Preservation Council. The VPO will provide on call subject matter expertise during initial inquiries, threat assessments, and the FPC process to help gather information and develop preventative courses of action.

5. Administration and Logistics

a. II MEF Leaders Force Preservation Handbook. Reference (b) contains useful information on Force Preservation related programs, resources, and points of contact within II MEF.

b. FPC Meeting Minutes. The MEU XO, as the recorder, shall document and maintain records of monthly FPC meetings using enclosure (5). Documentation and records, maintained by the XO, shall only provide the date convened, location of the FPC, and FPC attendance.

c. Personally Identifying Information (PII). The generation, collection, or distribution of personally identifiable information shall be in accordance with the Privacy Act of 1974, as amended, per reference (c). Ensure compliance with pertinent PII regulations in the handling, storing, collection, and processing of FPC related information. Any unauthorized review, use, disclosure, or distribution is prohibited and punishable according to the Uniform Code of Military Justice (UCMJ).

d. Protected Health Information (PHI). The PHI of service members is only disclosed to, or used by, military commanders when explicitly permitted by law and current Departmental directives. Reference (d) provides guidance on the use and disclosure of PHI for Armed Forces personnel. Additionally, enclosure (2) of reference (e) lists the appropriate occasions for provider disclosure of mental health-related PHI to commanders. Only the minimal amount of information necessary to satisfy the purpose of the disclosure will be shared. Such information lawfully disclosed to a commander shall be further disclosed only to FPC members who are designated in writing by the commander, enclosure (6), and who are required to carry out official duties related to force preservation measures.

e. Confidentiality. All force preservation related actions will be conducted, and documents guarded, with strict confidentiality.

(1) FPC information will only be accessible to and used by those with a need to know for their official duties.

(2) All FPC materials will contain a 'For Official Use Only Privacy Sensitive' statement.

(3) A Privacy Act cover sheet will accompany any FPC documents with PII.

(4) FPC briefing slides and worksheets will not be stored in unrestricted share drives or on unrestricted share point sites.

(5) Only Section Officers-in-Charge and Staff Non-Commissioned Officers-in-Charge can view and manipulate the briefing slides or have access to any password protected FPC material.

(6) Any email with FPC material will be encrypted and password protected.

(7) Any printed hard copies will be accounted for and such documents will be shredded when no longer needed. The MEU XO will maintain copies of the most current FPC slides and notes from the previous FPC.

6. Command and Signal

a. Command. This order is applicable to the 26th MEU, including MSEs when composited. It is not applicable to civilian employees.

b. Signal. This order is effective on the date signed.


D. W. SAMPSON

Distribution List: A



26th Marine Expeditionary Unit
Counseling Worksheet

Name: _____ Rank: _____ EDIPI: _____

Billet: _____ MOS: _____

Date: _____

Type of Counseling: Initial ___ Monthly ___ Quarterly ___ FPC ___ FPC Level _____
(Only if FPC Counseling)

Agenda/Subjects Discussed:

Major Accomplishments/Billet Description:

Strengths/Areas for Improvement:

Future Goals and Actions:

Leadership Engagement Plan:

Marine/Sailor Counseled (Print/sign): _____ **Date:** _____

Leader Counseling (Print/Sign): _____ **Date:** _____

Agenda Items

Counseling Discussion Topics:

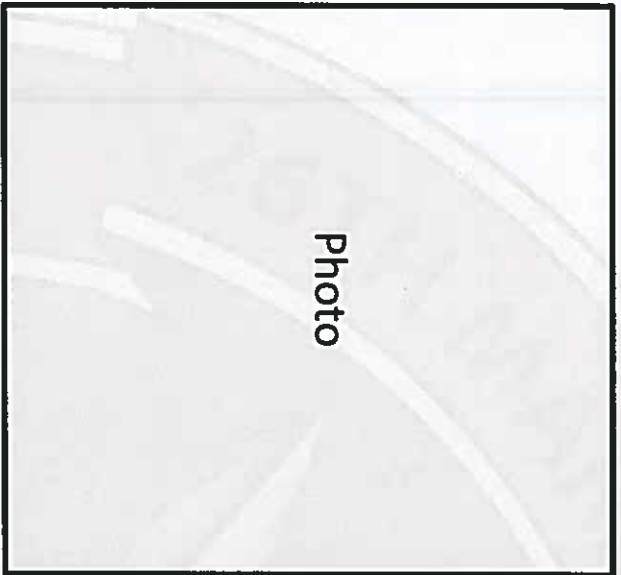
Comments/Initials

- o Marital Status/Relationships/Marriage
- o Children/Step-Children/Caregiver (parent)
- o Family Issues/Concerns (EFMP)
- o Financial Situation/Stability
- o Off Duty Activities/Hobbies
- o Driver's License/Motor Vehicle Info
- o Motorcycle/ATV use Requirements
- o Off Duty Employment (2nd Job) Requirements
- o Single Marine Program
- o Drive Safe Policies (Arrive Alive)
- o Hand Guns/Personal Weapons Use Policy
- o Leave and Liberty Policy
- o Force Preservation/Mentorship Program
- o Drug & Alcohol Policy
- o Suicide Prevention
- o Hazing & Sexual Assault/Harassment
- o Domestic Violence Program
- o Available Resources (MCCS/FAP/N MCRS/Chaplain/FRO)
- o Off-Duty Education Policy

-
- o Performance of Regular Duties
 - o Performance of Collateral Duties
 - o Proficiency in MOS/Billet Assignment
 - o Leading Subordinates
 - o Developing Subordinates
 - o Ensuring Well-Being of Subordinates
 - o Initiative & Attention to Detail/Duty
 - o Setting the Example
 - o Physical Fitness/Personal Appearance
 - o Cooperation/Team Work
 - o Communication Skills
 - o Judgment/Decision Making Ability
 - o Loyalty
 - o Annual Training Requirements (UMAPIT/Rifle/PFT/CFT/HT/WT)
 - o EPME/Marine Net Requirements (LCpl Seminar/Cpls Crs)
 - o Professional Reading Program Requirement (Book Reports)
 - o Professional Growth (Advancement/Boards)
 - o Uniform Regulations/Personal Gear Requirements
(Initial inventory conducted/Accountability/Serviceability)
 - o MOS & Combat/Tactics T&R Requirements
 - o Barracks Regulations/Home Visitation Policy (Health/Welfare)
 - o Awards Program Opportunities
 - o Disciplinary Infractions/Misconduct (EMI) Policy

Current Risk: Low

Recommended Risk: High



Photo

Basic Information

Rank/Name:	Rank Last Name, First Name
Immediate Leader:	NCO or above
Section/Schedule:	S-shop, special staff section, etc. / Day or Night schedule
MOS:	PMOS and BMOS as applicable, MOS Description
Age:	Fill in
Education:	Highest Level Complete / PME for Promotion
POB/Hometown:	Location from where individual born and identifies from
HT / WT:	Inches / Pounds from last HT/WT
PFT/CFT/MCMA/PLang:	Score/Score/Belt/Add'l Language Skills
Time in Service/Grade:	Years / months, Years / months
EAS/PCS:	Date of EAS or expected move date
Deployment Info:	Type/Dates
Spouse/Sig Other:	N/A or Name (wife/gf), (sep) as applicable; If dual-mil, unit of spouse
Children:	Name (age), location if not local or living with
Housing/Roommates:	Location / # of Roommates, DOD (w/unit) or civilian
Motorcycle/ Years:	N/A or Type of Bike / Years riding / BRC/ARC as applicable

Future Goals/Milestones

Goal 1
Goal 2

Challenges/Stressors

Relevant Medical
Status/History
Pending Issues: N/A
NJP/Court Martial/Incidents:
None
Additional Challenges /
Stressors

Leadership Engagement Plan

Challenges: what is the plan of action to address and monitor? If elevated, when is a reduction forecast?
For any personnel medium or above, second slide required
Goals/Milestones: If low/no stressors, what is the plan to achieve milestones?

UNCLASSIFIED//FOUO – PRIVACY SENSITIVE

Enclosure (2)

Current Risk: High

Recommended Risk: Medium

Rank LName, FName

Make Decisions/Implement Controls

utilizing:

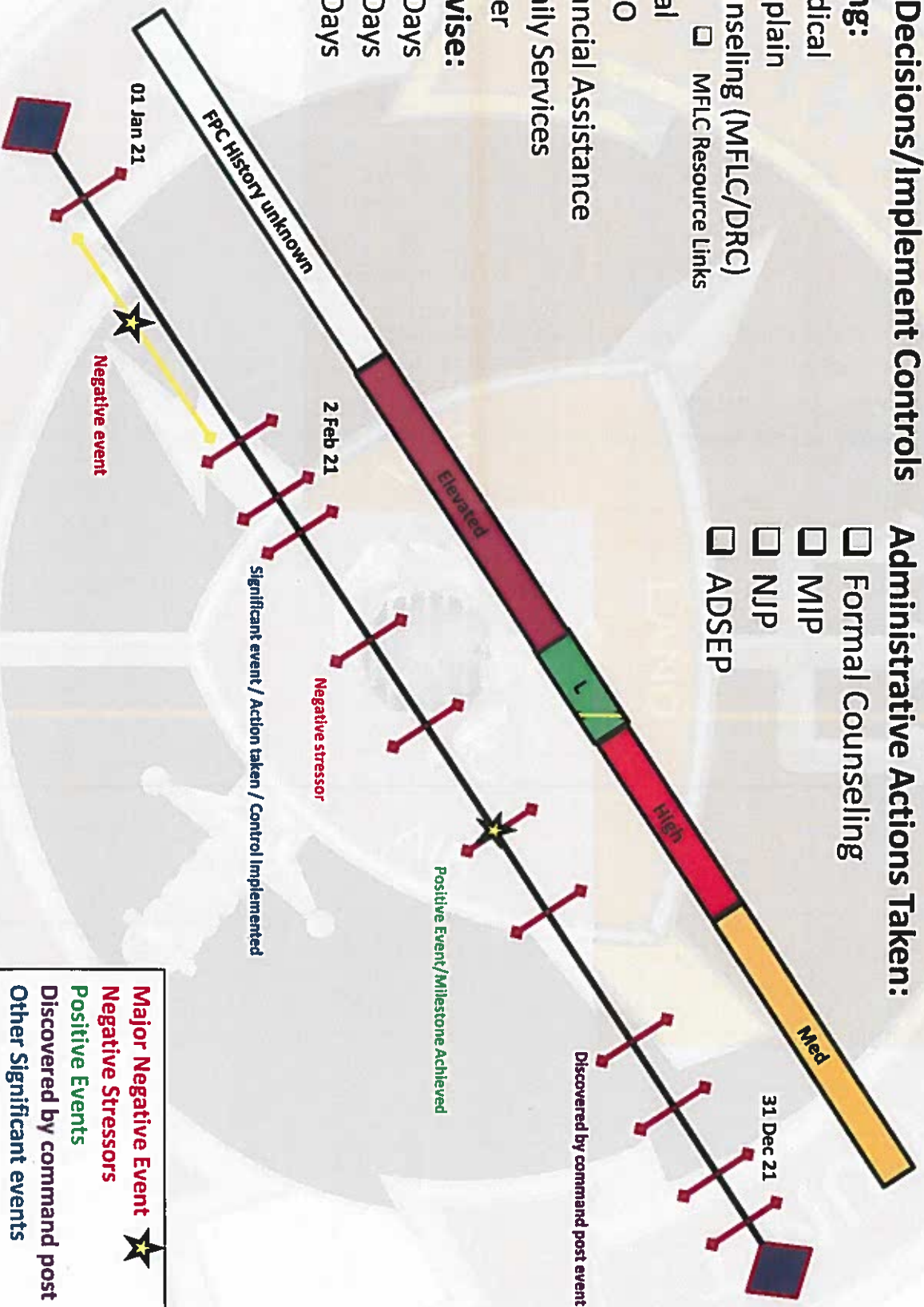
- Medical
- Chaplain
- Counseling (MFLC/DRC)
 - MFLC Resource Links
- Legal
- SACO
- Financial Assistance
- Family Services
- Other

Supervise:

- 30 Days
- 60 Days
- 90 Days

Administrative Actions Taken:

- Formal Counseling
- MIP
- NJP
- ADSEP



Major Negative Event ★
Negative Stressors
 Positive Events
 Discovered by command post event
 Other Significant events

UNCLASSIFIED//FOUO – PRIVACY SENSITIVE

Updated: DD MMM YYYY

Enclosure (3)

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UNITED STATES MARINE CORPS
26TH MARINE EXPEDITIONARY UNIT
PSC BOX 20084
CAMP LEJEUNE, NC 28542-0084

IN REPLY REFER TO:
1500
OIC
[Date]

From: [Officer in Charge]
To: [Rank First M. Last EDIPI/MOS USMC/USN]

Subj: FORCE PRESERVATION

Ref: (a) MCO 1500.60
(b) II MEFO 1300.1
(c) 26 MEUO 1500.1

1. Regardless of rank or experience, every Marine and Sailor will encounter challenges throughout his or her career, both on and off duty. Some of these challenges will quickly test and build resiliency and character while others may either temporarily or permanently degrade individual performance, readiness, or welfare.
2. Force Preservation supports engaged leadership that identifies challenges that affect the daily lives and performances of Marines and Sailors and provides appropriate assistance intended to optimize the potential of every individual.
3. You are a priority to this command. We will expend time, effort, and resources to ensure your well-being and success. Specifically, [insert tailored leadership engagement plan].
4. There is absolutely no negative connotation associated with receiving Force Preservation assistance. It is not a punitive measure. The sole purpose of Force Preservation is to set you up for success, both personally and professionally.

[OFFICER IN CHARGE]

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Enclosure (4)



26th MEU Force Preservation Council Meeting Minutes

On _____ (date) at _____ (location),
the 26th Marine Expeditionary Unit (MEU) Force Preservation Council (FPC) conducted a meeting in
accordance with MCO 1500.60, II MEFO 1300.1, and MEUO 1500.1.

Recorder: _____

Members Present:

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Pursuant to the orders, FPC Meeting Minutes shall only provide the date convened, location of the FPC, and FPC attendance. These records shall be maintained for three years and are subject to inspection by the Inspector General.

The Ground Safety Officer will report completion of FPCs quarterly via the Warrior Preservation Status Report (WPSR) through the chain of command (II Marine Expeditionary Force). The intent is to capture the date of completion and not the findings.