



UNITED STATES MARINE CORPS
MARINE CORPS BASE HAWAII
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09 FEB 2010

MARINE CORPS BASE HAWAII POLICY LETTER 2-18

From: Commanding Officer, Marine Corps Base Hawaii
To: Distribution List

Subj: FORCE PRESERVATION COUNCIL (FPC) PROGRAM

Ref: (a) MCO 1500.60

1. Situation. This Policy Letter establishes policy for a standardized FPC for Marine Corps Base Hawaii (MCBH). Marines and Sailors experiencing extreme difficulty with stress can present a clear threat to the cohesion and mission readiness of our units and to themselves.

2. Mission. The goal of the FPC program is to optimize the potential of Marines and Sailors by identifying individual risk factors and applying holistic risk management measures in order to improve individual and unit readiness. To address this issue, units within Marine Corps Base Hawaii are directed to develop and implement FPC programs that promote the resiliency of our personnel.

3. Execution

a. Commander's Intent. Stress from personal or professional factors continues to be a leading cause of mishaps, incidents leading to suicidal events, and reckless behavior; this stress is not always readily visible to command leadership. Commanders, subordinate leaders, and peers must reinforce engaged leadership in order to gain the whole picture of each Marine's situation. These actions will assist in the identification of underlying problems or behaviors that may lead to mishap or injury. This will also assist the command in providing assistance and reference to external resources in order to improve personal and unit readiness.

b. Concept of Operations. Recurring FPCs will be conducted monthly through a tiered approach that reflects organizational structure and engaged leadership at all levels. The purpose of this effort is to protect our Marines and Sailors by establishing a clear, formalized process to elevate awareness and identification of at risk personnel to Commanding Officers. We will accomplish this through Headquarters Battalion and Marine Corps Air Station Kaneohe Bay conducting monthly FPCs which address human factors--that left unchecked--could result in reckless behavior; domestic or workplace violence; on or off-duty mishaps; or suicides. FPCs will assess individual Marines and Sailors identified as "at risk" by small-unit leaders due to known stressors. FPCs will ensure each Marine has the resources available to assist in overcoming these stressors to prevent future actions and behavior that lead to harmful incidents or mishaps.

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4. Administration and Logistics. Information developed by the unit FPCs that indicates medium to high risk for respective personnel will be reported to me, as the Commanding Officer of Marine Corps Base Hawaii. This information will provide situational awareness and allow me to assist subordinate commanders by prioritizing resources that enhance the care of our Marines and Sailors who are at greatest risk.

5. Command and Signal

- a. Command. This Policy is applicable to MCBH subordinate command's military personnel.
- b. Signal. This Policy is effective the date signed.



R. LIANEZ

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