



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.

SHAPING THE FUTURE OF THE FORCE THROUGH POLICY

Deep within the Marsh Center on MCB Quantico, VA, the Manpower Policy Branch (MPO) serves a critical mission, advising the Commandant of the Marine Corps on key policies that govern military personnel. Our team develops, writes, and manages the directives that transportation, assignments, and personnel accommodations.

Our Policy Portfolios

To best serve the force, our branch is organized into three distinct policy portfolios. Each portfolio team manages a specific set of policies and engages in working groups to ensure those policies meet the needs of marines and their families.

- **Compensation & Benefits Portfolio:** This team manages all policies related to Marine Corps pay, allowances, and other financial entitlements. They oversee critical programs such as Special and Incentive and Bonus Pays, Basic Allowance for Housing (BAH), Basic Allowance For Subsistence (BAS), the Basic Needs Allowance (BNA), and the Blended Retirement System (BRS). Their work directly supports the financial well-being of all Marines and their families.

- **Assignments, Travel, & Transportation Portfolio:** This team oversees policies governing how and where Marines serve, impacting career progression and family relocation. They act as the Marine Corps' Service representative for the Joint Travel Regulation (JTR) and manage critical programs like the Marine Corps Higher Education Program. Their portfolio includes directives for personnel assignments, Permanent Change of Station (PCS) moves, and the Unit Deployment Program (UDP), reflecting their work as a key part of the Indo-Pacific Cell.
- **Personnel Accommodations Portfolio:** This team focuses on policies affecting a Marine's personal and professional life. They manage a wide range of directives vital to our Marines and families, including those for leave and liberty, religious accommodations, body art, and the transfer of education benefits. This team also oversees policies for parenthood and pregnancy, temporary medical modifications to grooming standards, and is responsible for executing executive orders aimed at preserving military readiness and excellence.

The Operations Section: Improving Fleet Support

In addition to these three policy-focused portfolios, our branch recently established an Operations Section. This section was specifically created to serve as the nerve center for MPO, improving our efficiency and driving down response times for Fleet support. It acts as the single point of entry for all official correspondence, ensuring that requests are properly formatted and routed so our policy experts can focus on their primary mission.

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How to Best Request Our Support

To ensure we can provide the most effective assistance, it is important to understand MPO's primary function. Our role centers on policy management, making key policy determinations, and processing formal Exceptions to Policy (ETP). We apply our expertise to these complex issues, rather than answering questions that can, and should, be addressed at the local level through a Marine's chain of command, administrative sections such as S-1 on IPACs, or the Marine Corps Administrative Analysis Team (MCAAT). To help us focus on this core mission, all personnel must follow the mandated four-step process for submitting requests:

1. Initiate an Administrative Action (AA) form, clearly articulating the circumstances and the specific policy determination or exception sought.
2. Attach all necessary supporting documentation, records, and evidence required to support the claim.
3. Route the package through the chain of command for formal endorsement before submission. This is a critical step.
4. Submit the complete, endorsed package to MPO via its SharePoint site.

Personnel operating outside the Marine Corps Enterprise Network (MCEN) who cannot access the SharePoint site may submit their packages by email to smb_hqmc_mpo@usmc.mil.

A Partnership for Readiness

This structured approach is about more than procedure; it's about partnership. By ensuring that requests arrive properly vetted and endorsed, the Fleet empowers MPO to dedicate its full expertise to the complex work of managing and developing the policies that shape the future of our Corps. This teamwork between the Fleet and MPO strengthens the entire institution, ensuring that we continue to build a lethal, effective, and resilient force for the challenges ahead.

The Department of War (DoW) is reinforcing its commitment to supporting the employment of military spouses through directives aimed at educating hiring managers and ensuring the active use of special hiring authorities. Several legal provisions are in place to facilitate the entry of military spouses into the federal workforce. These authorities provide avenues for noncompetitive appointments and priority consideration for eligible spouses. The goal is to reinforce a workforce that values the contributions and addresses the unique circumstances of military families. Military Spouse hiring authorities and preferences must be formally incorporated into strategic recruitment discussions between hiring managers and their servicing Human Resources Office.

Hiring Authorities:

Title 5, U.S.C. Noncompetitive Appointment Hiring Authority of Certain Military Spouses

Title 5, CFR 315.608 Noncompetitive Appointment Hiring Authority of Certain Former Overseas Employees

National Defense Authority Act for Fiscal Year 2020, Section 566 Pilot Program

Title 10, U.S.C 1784



MANPOWER EQUAL OPPORTUNITY BRANCH READINESS IMPERATIVE

Senior Equal Opportunity Advisor visits Okinawa Commands: Equal Opportunity is a "Readiness Imperative," Not Just a Rule

The Senior EOA of the Marine Corps, Master Gunnery Sergeant (MGySgt) Rodney D. Smith, appeared on the popular AFN Okinawa podcast, "The Eagle," to drive the message home. He was joined by Colonel Marc Walker, the Commanding Officer of Marine Corps Base Camp Butler, and the Sergeant Major, Sergeant Major Timothy Anderson.

In a clear and forceful message to leaders and troops across the Indo-Pacific, MGySgt Smith declared that Military Equal Opportunity is not simply a compliance requirement but a fundamental "readiness imperative." The statement was a major theme of a two-week leadership engagement with the III Marine Expeditionary Force.

Live on the air, the leaders stressed that a positive command climate is the bedrock of combat effectiveness. They argued that building cohesive teams directly translates to improved mission success on the battlefield. The Senior EOA was also on the ground supporting an Inspector General of the Marine Corps (IGMC) team inspection, signaling that MEO principles are being integrated and evaluated at every level of the Marine Corps. The visit served as a powerful reinforcement from the highest levels: equal opportunity is a core leadership responsibility, essential to the fundamental warfighting capabilities of the United States Marine Corps.



Okinawa "The Eagle" Podcast Team

EQUAL OPPORTUNITY ADVISOR (EOA) OF THE YEAR

Gunnery Sergeant (GySgt) Lindsey M. Dabdoub, Headquarters Battalion, 1st Marine Division, Camp Pendleton, CA, has been recognized as EOA of the year for calendar year 2025. GySgt Dabdoub's hard work and professionalism reflect the highest standards of the Marine Corps. Well done, and congratulations on this well-deserved recognition. GySgt Dabdoub will be formally recognized at the Marine Corps Association's Manpower & Reserve Affairs Awards Dinner on 9 April 2026.

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