



CAREER MANAGEMENT TEAM QUARTERLY NEWSLETTER

MARADMIN UPDATE

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Prior Service Enlistment Program

The Prior Service Enlistment Program (PSEP) affords former active duty and Reserve Marines the opportunity to reenlist into the Active Component (AC). Manpower Management Enlisted Assignments (MMEA) Branch will screen each PSEP package to determine eligibility against overall health of the MOS.

Once MMEA approves a reenlistment, the Marine will begin their active duty period and be assigned Permanent Change of Station orders. All reenlistments will come with at least a 48-month obligation. Obligor and non-obligor Marines will enter active duty at the pay grade from their previous enlistments. Date of Rank may be adjusted to date of reenlistment. Marines currently serving in the Reserve Component (RC) will require a conditional release from the RC prior to submitting for reenlistment into the AC.

Prior active duty Marines reenlisting through PSEP with less than a 4-year break in service between regular component contracts may be eligible for monetary incentives. Applicants should refer to MARADMIN 278/23 for details. Marines interested in PSEP are encouraged to visit their local Recruiting Station and review Marine Corps Order 1130.80B.

Return to Active Duty Program

by: Maj Jon Arnold, CMT

In August, M&RA released a MARADMIN for updating their policy regarding the Return to Active Duty Program. The RAD was a sub-board under the Active Component's (AC) career designation board. RAD is no longer a sub-board but a rolling application process. What this means is that Marines can submit for RAD at any point, and MMOA-3 will immediately process and route their package for decision. Some key takeaways to the new RAD process are.

- Applicants approved for RAD will serve a minimum of 24-months in the AC
- Field grade officers are automatically career designated
- If selected for promotion in the RC, you will maintain your promotion selection but it may impact your timeline to RAD
- Can compete for command opportunities
- Marines twice passed for promotion in either component are ineligible to RAD

The process takes approximately 190-days because Reserve officers require "scrolling" into the Active Component. That approval is delegated to the Office of the Secretary of Defense for adjudication. If you are interested in applying for RAD, the application process is located in the below MARADMINS. For any additional questions, please contact MMOA-3 at SMBMANPOWEROFFICERPR@USMC.MIL.

References:

[MARADMIN 396/23: Announcement of the RAD Program for Marine Corps Officers](#)

[MARADMIN 586/23: Change 1 To The RAD Program for Marine Corps Officers](#)



U.S. Marine Corps recruits with Charlie Company, 1st Recruit Training Battalion, hike the Reaper, a Crucible event, at Marine Corps Base Camp Pendleton, California, Nov. 21, 2023. The Reaper is the final portion of the Crucible which marks the transformation of recruits to Marines. (U.S. Marine Corps photo by Cpl. Alexander O. Devereux)

Marine Corps Reserve Policy Board Update

Congratulations to our newly selected members that join the board officially on 1 January!

Col Cheryl Grosso

LtCol Mathison Hall

CWO2 Ignacio Juarezperez

SgtMaj Bryan Axelrod

Maj David Carpenter*

Maj Ismael Lopez*

MGySgt Jason Hart*

(*These Marines are all previous alternates that were voted on as regular members to complete their 3-year terms.)

This board is highly competitive with an amazing group of Marines that were reviewed! Each year, the board considers applicants based on what policy experience they may bring to the board and breadth of service in the reserve component, coupled with the board's need for balance and representation from various MSE's, MOS's, and ranks. If you applied and were not selected, do not be disheartened! Please apply again next year!

Do you have any policy issues that you think the board should consider? Keep an eye out for a MARADMIN in the next couple of months that will be the official call for issues, providing directions on how to submit your issue for consideration. Is there a policy that needs to be updated that will improve retention, efficiency, effectiveness, or lethality of our Corps? The board wants to hear from you!

Marine Forces Japan

U.S. Marine Corps Forces Japan (MARFORJ) is seeking talented field grade officers and staff noncommissioned officer to join the MARFORJ Individual Mobilization Augmentees (IMA) Detachment. Established in 2022 on Yokota Air Base, Tokyo, Japan, MARFORJ aids United States Forces Japan (USFJ) in the management of the U.S. - Japan Alliance and advises on the posture and employment of interoperable capabilities within the joint and bilateral environment. As the newest MARFOR, MARFORJ is OPCON to USFJ, ADCON to MARFORPAC, and coordinates with III MEF and MCIPAC for planning and exercises. Applicants that are interested in joining the IMA can send their RQS, biography, and MBS to LtCol Montalvan (jose.l.montalvan.mil@mail.mil). Administrative support for MARFORJ IMA will be provided by the Reserve Affairs Branch, G-1, III MEF (iiimefreserveaffairs@usmc.mil).



EAD Recruiting Incentives

To maximize the Total Force recruitment effort, the Marine Corps Recruiting Command (MCRC) is actively seeking corporals to gunnery sergeants interested in the Extended Active Duty (EAD) Program. EAD Recruiters would assist recruiters at the various stations throughout the United States to assess those that want to earn The Title. Marines interested in this opportunity would earn the following incentives.

Pay Increase

- \$20,000 lump sum, first come/first serve (Comes with 36-month obligation, 24 of those months are on ADOS as an EAD Recruiter)
- Special Duty Pay \$375
- Base Allowance for housing (BAH)
- Tricare

Location Choice

- Choose which Recruiting Station (RS) you would like to serve!

Marines interested in the EAD Program should contact their local Active Reserve (AR) Career Planner or local Marine Recruiting office.

MARADMIN 192/23: Extended Active Duty Recruiting Incentive Program

Reserve Leadership Collective Symposium

The Reserve Leadership Collective is set to host the inaugural Marine Corps Reserve Officer Leadership Symposium in Grand Prairie, Texas, on March 9-10, 2024. This event promises to bring together a diverse array of leaders from across the Reserves, fostering an environment of knowledge exchange, collaboration, and strategic planning. This event is limited in seating to the first 160 Marine Officers. All attendees are responsible for covering the full cost of the event.

The Reserve Leadership Collective grew from a desire to establish a forum to connect Marine Reserve Officers together, to share the knowledge and insight gained through the unique challenges of Reserve service and to pass that knowledge on to Direct Reserve Commission Officers and Transitioning Active Duty Officers. This event's genesis was the desire to take the connection and camaraderie of the digital forum to a physical one.

The moderators of the RLC are pleased to host this symposium as we strive to improve the communication and information sharing within the reserves through a platform of support, collaboration and education in order to be Ready, Relevant and Responsive.

Please ensure that you sign up via the QR code to ensure your spot is reserved.

This Symposium is not an official USMC event, thus the views presented are those of the speaker or author and do not necessarily represent the views of DOD, DON, USMC, M&RA, or MFR.

[Link to the Reserve Leadership Collective Facebook Page --->](#)



Current Fiscal Policy and Its Effects on Reserve Monetary Retention Incentives

by: GySgt Jose A. Gonzalez, Reserve Affairs Division

Due to ongoing financial constraints stemming from the Continuing Resolution (CR) and the delayed Congressional approval of the 12th Annual Appropriation Bill, Reserve Affairs is navigating the Fiscal Year 2024 (FY24) Retention Campaign amidst limited funding authorizations. This financial constraint affects the disbursement of Reserve Component retention incentives, as outlined in the Marine Administrative messages released earlier in the year. Consequently, disbursement of approved FY24 monetary incentives have been restricted to existing and additional funds which continue to be gradually released for obligation. New applications for retention incentive approvals have also been put on hold until additional resources are allocated.

Recognizing the potential impact of delayed payments on retention, Reserve Affairs has extended the authority for Commanders to extend Marines seeking an FY24 monetary incentive until August 30, 2024. This extension aims to alleviate pressure related to imminent enlistment expirations, provide Marines with additional time to meet realistic processing expectations, and to uphold our commitment to eligible Marines, their Commanders, and Senior Enlisted Advisors.

As congressional leaders continue working towards a bipartisan appropriation bill, Reserve Affairs will keep providing unit Career Planners and Prior Service Recruiters with the latest information through the Total Force Retention System. Marines currently eligible for a reserve incentive are encouraged stay in contact with their Career Planners/Prior Service Recruiters for updates and to apply early. Additionally, Marines are urged to apply for an extension and submit for any eligible incentives or be prepared to do so once a fiscal agreement is reached. Retention incentives will be promptly distributed on a first-come, first-served basis upon the immediate signing of an appropriation bill and funding authorization. It is also crucial to note that all reserve incentives are subject to the finite nature of authorized funds.

Ref: MARADMIN 385/23, MARADMIN 393/23, MARADMIN 394/23, MARADMIN 520/23, TFRS Message R66986

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