



## CAREER MANAGEMENT TEAM QUARTERLY NEWSLETTER

### MARADMIN UPDATE

211/24 Call for Participation in the National Naval Officers Association and Association of Naval Services Officers Joint Symposium

205/24 Call for Participation in the 2024 Society of American Indian Government Employees National Training Program

188/24 FY24 Reserve SNCO Promotion Selection Board

178/24 Reserve Component Telecommute Policy Update

173/23 Results of the Fiscal Year 24-2 Active Reserve Program Officer Accession and Career Designation Boards

169/24 Announcement of the Active Reserve Direct Hire Process for Marine Corps Officers

166/24 Call for Participation in the 2024 Joint Women's Leadership Symposium

161/24 Solicitation of Policy Issues for Marine Corps Reserve Policy Board Calendar Year 2024

152/24 Convening of Academic Year 2024-2025 College of Distance Education and Training Command and Staff College and Expeditionary Warfare School Blended Seminar Program Selection Board for Reserve Officers

151/24 Call for Participation in the Inaugural Manpower and Reserve Affairs In-reach Training and Professional Development Conference

122/24 Female Marine Hosiery Requirement

094/24 Fiscal Year 2024 Selected Marine Corps Reserve Enlistment Bonus and Montgomery G.I. Bill-Selected Reserve Kicker

092/24 Intermin Guidance on the Implementation of Confidential Reporting Option for Sexual Harassment

063/24 FY24 2ND Quarter Marine Corps Reserve Instructor Pilot Selection Board

054/24 Fiscal Year 24-2 Active Reserve Program Officer Accession and Career Designation Boards

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### MARINE FORCES JAPAN

U.S. Marine Corps Forces Japan (MARFORJ) is seeking an 0102 and 4502 Captain/Major, and 0679/0699 SNCO 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 who are interested in joining the IMA can send their RQS, biography, and MBS to LtCol Montalvan ([jose.l.montalvan.mil@mail.mil](mailto:jose.l.montalvan.mil@mail.mil)) and 1stLt Lee ([jerry.t.lee6.mil@mail.mil](mailto:jerry.t.lee6.mil@mail.mil)). Administrative support for MARFORJ IMA will be provided by the Reserve Affairs Branch, G-1, III MEF ([iiimefreserveaffairs@usmc.mil](mailto:iiimefreserveaffairs@usmc.mil)).



# Reserve Component Telecommute Policy Update

Did you know that Your Commanding Officer, OIC, I-I, and/or Operational Sponsor may now direct/allow Reserve Marines to perform additional training periods (ATPs), Readiness Management Periods (RMPs), regularly scheduled inactive duty trainings (IDTs) and rescheduled inactive duty training (RIDT) periods in a telecommuting status upon request by the reserve Marine.

A few things to consider:

- IDTs need to be scheduled in drill manager in advance of the scheduled IDT period
- RIDTs and IDTs may be authorized to be performed in a telecommuting status under the following conditions:
  - Directed by the CO/OIC/I&I/OpSponsor in advanced of the IDT period
  - Requires a minimum of 4 hours of work for each scheduled IDT/RIDT/ATP/RMP period with no more than 2 IDT/RIDT periods in a single calendar day
  - Requires a completed DD Form 2946 (telework agreement) approved by CO/OIC/I&I/OpSponsor
  - Requires a completed telecommuting log sheet documenting duration and activity corresponding to the scheduled training plan for the identified training period
  - No more than 48 IDTs/RIDTs may be performed in a fiscal year
  - Engagement in individual physical training is not authorized in a telework status
  - Any drill executed in a telecommute status needs to be appropriately identified in DMM.

Need additional guidance? Refer to MARDMIN 178/24.

## Meet Your Mentors >>>>>

### Colonel Stephen M. Sarnecky GCE Mentor

Colonel Sarnecky was commissioned in the U.S. Marine Corps in December 2000.

Operational and command assignments include: platoon level commands, Assistant Fire Support Coordinator and Headquarters Battery Executive Officer with 3d Battalion 10th Marines; Battery Commander, Operations Officer and Battalion Executive Officer with 3d Battalion 14th Marines in addition to Battalion Commander for 3d Battalion 14th Marines; Executive Officer for 14th Marine Regiment.

Supporting establishment and joint assignments include: Joint Planner (Fires), Joint Enabling Capabilities Command; Fires and Effects Officer, MAGTF Staff Training Program, Training and Education Command and; Executive and Operations Officer, Recruiting Station New Jersey, Marine Corps Recruiting Command.

Colonel Sarnecky has deployed in support of: Operation Iraqi Freedom; Landing Force 6th Fleet - 26th Marine Expeditionary Unit; CJTF-HOA.

Colonel Sarnecky holds a Bachelors of Arts in Criminal Justice with minors in History and Political Science from Stockton University and is a graduate of the Amphibious Warfare School, Marine Corps Command and Staff College, and the Air War College. Colonel Sarnecky resides in New Jersey and is married with four children.



# Marine Corps Reserve Policy Board (MCRPB) Corner

The Marine Corps Policy Reserve Board held its latest session on April 25-26, 2024, in Quantico, VA, to address critical issues affecting Marine Corps policy and reserve affairs. The meeting aimed to review the new problems received since the last annual report, provide updates on outstanding issues from previous meetings, deliberate on action items, and plan for future sessions.

## Key Highlights:

**Reserve Affairs Update:** Manpower and Reserve Affairs (M&RA) delivered a crucial update from Reserve Affairs, underscoring the imminent publication of the new Marine Corps Reserve Administrative Management Manual (MCRAMM), slated for March 2026. The discussion also revolved around the substantial increase in incentive funds for FY24, from \$22 million to \$45 million. Furthermore, updates on IDT travel reimbursement and advocacy for increased maximum reimbursement amounts were shared, keeping the audience well-informed and involved in these issues.

**Reserve Forces Policy Board Presentation:** Col Megow-Jones, the Senior Policy Advisor for Marine Forces Reserve on the Reserve Forces Policy Board (RFPB), provided insights into the RFPB's purpose, composition, and processes. The presentation discussed status updates on IDT reimbursement, Duty Status Reform, and the permeability between reserve and active components.

**2023 MCRPB Annual Report Review:** The board discussed several ongoing issues, including Reservist Contribution Limits to the Blended Retirement System (BRS), Reduced Age Retirement Benefits, and Legal Services for Reservists. Notably, significant progress was achieved on the Reserve Component statement of service and upcoming changes to the Marine Corps Separation Manual (MARCORSEPMAN) to address disparities in separations due to drug abuse. This progress should instill a sense of accomplishment in the audience, knowing that their efforts are yielding positive results.

**Closure of Old Issues:** The board voted to close two issues: Legal Services for Reservists continued after deactivation and Rental Car for IMA. Both issues were closed after a majority vote. Regarding the rental cars to support IMA participants, MARADMIN 337/23 was published, empowering commands with the discretion to support.

**New Issues Consideration:** Seven new issues were submitted for consideration during the meeting. The board accepted two issues for further investigation: AFRM Modification and IRR Service Member CAC Issuance.

The meeting concluded with the board setting a clear path for future actions and updates, ensuring that all directives discussed would be implemented and that on-going issues would continue to be worked and monitored, maintaining the momentum of progress made during the spring meeting.

Want to join to MCRPB and work on making positive change within the Reserve Component? Be on the lookout for New Member Applications this summer via MARADMIN.

Maj Ismael R. Lopez  
MCRPB Outreach Committee



## **Reserve Officer Command Screening and Professional Military Education Boards!**

**Greetings and Salutations:**

**The MARADMINs for the upcoming Reserve Command Screening Boards (RCSB), Reserve Senior Leader Board (RSLB)/MARADMIN 252/24, Reserve Officer Professional Military Education (RPME) Board, and the Active Reserve Graduate Education Program (AR GEP) Board either have been published or will be published soon. What does this mean for you and your career?**

**Apply!**

**To review previous solicitation messages, board precepts, and board trends for the RCSB/RSLB, please visit the following website:**

**[https://www.manpower.usmc.mil/wordpress/?reserve\\_marine=test-reserve-marine-page/test-reserve-marine-child-page/personnel-management-ram/programs-and-boards-ram-3/reserve-officer-command-screening-program](https://www.manpower.usmc.mil/wordpress/?reserve_marine=test-reserve-marine-page/test-reserve-marine-child-page/personnel-management-ram/programs-and-boards-ram-3/reserve-officer-command-screening-program)**

**Reserve Affairs has received additional quotas for this year's RPME Board, so plan accordingly. To review previous solicitation messages, board precepts, and board trends for the RPME and AR GEP Boards, please visit the following website:**

**[https://www.manpower.usmc.mil/wordpress/?reserve\\_marine=test-reserve-marine-page/test-reserve-marine-child-page/personnel-managment-ram/programs-and-boards-ram-3/reserve-officer-pme-2](https://www.manpower.usmc.mil/wordpress/?reserve_marine=test-reserve-marine-page/test-reserve-marine-child-page/personnel-managment-ram/programs-and-boards-ram-3/reserve-officer-pme-2)**

**Reviewing the historical records of these boards can help in your preparation for applying to any of these career-enhancing opportunities.**

**It is highly recommended to request a career counseling prior to applying for consideration. To request a review of your record, please contact the Career Management Team at [CMT2@usmc.mil](mailto:CMT2@usmc.mil).**

### **Ask the Counselors**

**Q: I am approaching service limitations and have never been looked at for promotion, what are my options?**

**A: An Extension Waiver may be an option**

**MARADMIN 499/20 provides information about Enlisted Career Force Controls (ECFC) program and provides guidance for waiver submission and other requirements.**

# Career Management Team Staff

Col Jenny Storm -Branch Head

## CMT Mentors

Col Paul Lee (ACE)  
Col Stephen Sarnecky (GCE)

## Officer Career Counselors

LtCol Christopher Esposito (GCE)  
LtCol Ramona Van Irvin (LCE)  
Maj Jordan Millikan (ACE)

## Operations Section

LtCol Nicole Johansen (OpsO)  
Maj Staci Reno (A OpsO)

## Enlisted Career Counselors

MGySgt Michael Dunn (SNCOIC)  
MSgt Jessica Browning (CE/GCE)  
MSgt Keith Issac (CE/GCE)  
MSgt Sergio Hermosillomurillo (LCE)  
MSgt Eddy Gossett (LCE)

## Center Desk

Maj Jonathan Arnold (Deputy Branch Head)  
MSgt Shane Fisher (SNCOIC)  
Sgt Jordan Tarnowske (Admin)

## Career Management Team Hails

Col Paul Lee (ACE Mentor)  
Col Stephen Sarnecky (GCE Mentor)  
Maj Staci Reno (A OpsO)  
Sgt Jordan Tarnowske (Admin)

Welcome to the Career  
Management Team!

## Career Management Team Farewells

### Retirements

Col Andrew Aylward (35 years)  
Col Samuel Dibianca (30 years)

Congratulations on your hard-  
earned retirements!

### Transfers

Col David Ashe  
Maj Maggie Seymour  
MGySgt Justin Sanders  
GySgt Marcos Lambaria  
Sgt Maria CastoClark (Admin)

# CMFR's Comments

As a longtime drilling Reserve Marine, I understand what we bring to the table in terms of manpower, experience, and talent. On a larger scale, it is evident just how important the work we do is for the Marine Corps Total Force. The Active Component (AC) can better accomplish the service's mission with a ready, relevant, and responsive Reserve Component (RC). Working with Force Sergeant Major, SgtMaj Edwin A. Mota and Command Master Chief, CMDCM Michael T. Mussett, our main job is to understand what our people need, find the resources, and make sure our Marines and Sailors are fully prepared for active-duty mobilization during war, national emergencies, and global military operations.

My number-one priority is Global Force Management (GFM). We must ensure success when we send our most valuable asset – our Marines and Sailors – to support active forces in any clime and place while also returning home safely. Marine Forces Reserve (MARFORRES) continues to seek opportunities to deploy worldwide to meet any Combatant Commander's requirements. To prepare for this, every exercise and annual training event serves as a mobilization rehearsal, from individual augments for CYBERCOM to battalion-and squadron-levels integrating with the AC Marine Expeditionary Forces. Equally important is the Total Force integration once those reserve forces are deployed. MARFORRES will continue to align with Plans, Policies, and Operations (PP&O) and ensure the service conducts Total Force exercises that include the activation, integration, and deployment of reserve units.

To have mobilization-ready Marines, we must recruit and retain more Reserve Marines and Sailors in our formations. The service desires to return RC end strength to 36,800 Marines. Thus, we should see additional resourcing for the reserve affiliation and retention bonuses to ensure our reserve recruiters and the Direct Affiliation Program (DAP) are fully successful in attracting and retaining the most talented individuals. We can also assist the Marine Corps Recruiting Command by identifying those in our communities who seek to earn the title Marine – growing the force within proximity of our drill sites.

When it comes to equipping, we are working with Congress to obtain funding via National Guard and Reserve Equipment Appropriations (NGREA) to secure the additional resources needed for modernized equipment. In the meantime, we will embrace and take care of the “legacy” equipment we have as it enables the reserve force to take GFM deployments and exercises with our allies and partner nations from the AC. A balanced approach to concurrent and proportional modernization in the reserve gives the service time and space for the AC to transition to modernized aircraft and vehicles.

Our Commandant recently published guidance, MAINTAIN MOMENTUM, calling to “maximize the potential of our reserve” and to “forge a lethal Total Force that is greater than the sum of its parts.” Considering all that is going on in the world and the direction of our Corps, it is an exciting time to be a U.S. Marine and wear our uniform, whether active or reserve. MARFORRES has the talent, we have the support of the service, and we have a great deal of work to do over the next few years of my command to ensure our Marine Corps Reserve and its Marines and Sailors are prepared and ready to activate when the nation calls. I can think of no greater honor and look forward to serving alongside you.

Fight's On,

Leonard F. Anderson IV  
Lieutenant General, U.S. Marine Corps  
Commander, Marine Forces Reserve

# Pregnancy, Parenthood, Parental Leave, & Reserve Entitlements

Congratulations! You're growing your family. Among the excitement and expanding "to do" list, be sure to familiarize yourself with the official Marine Corps policies that govern your rights, responsibilities, and available support. A great place to start is MCO 5200.12F - Marine Corps Policy on Pregnancy and Parenthood and MARADMIN 111/23 - Update to the Pregnancy Notification policy. Once your bundle of joy has arrived, be sure to complete the required paperwork to add them as a dependent.

Did you know that as a reservist you rate parental leave? If you have served on ADOS for 12 months, MARADMIN 051/23 - Expansion of the Marine Corps Military Parental Leave Program applies to you. Otherwise, MARADMIN 523/22 - Forthcoming Changes to Reserve Component Parental Leave Policy governs the leave policies for reservists. Make sure to check the MCO 1610.7B - Professional Evaluation System manual [specifically Chapter 3 Paragraph 13.D(10)] for guidance on FitRep writing for pregnancy.

Need other reproductive health support? You may be eligible for allowances as outlined in MARADMIN 110/23 - Non-Covered Reproductive Health Care Permissive Temporary Additional Duty and Travel Allowances. Keep in mind, that policies surrounding pregnancy, arrival, and post-partum are always evolving, so check the MARADMINS and the resources for Women's Health provide by Navy Medicine (<https://www.med.navy.mil/Navy-and-Marine-Corps-Force-Health-Protection-Command/Womens-Health/>) for any updated guidance and support.

## *CMT Center Desk POC*

(703) 784-0557

(703) 784-0583

OMB: CMT2@usmc.mil

Website: [https://www.manpower.usmc.mil/wordpress/?reserve\\_marine=test-reserve-marine-page/test-reserve-marine-child-page/career-management-team-cmt](https://www.manpower.usmc.mil/wordpress/?reserve_marine=test-reserve-marine-page/test-reserve-marine-child-page/career-management-team-cmt)