



CAREER MANAGEMENT TEAM QUARTERLY NEWSLETTER

MARADMIN UPDATE

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413/24: FISCAL YEAR 2025 (FY25) RESERVE AFFAIRS PERSONNEL MANAGEMENT BRANCH (RAM) ACTIVE RESERVE MONITOR ROADSHOW
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Career Management Team Upcoming Webinars:

16 Oct 2024: Preparing for a Reserve Officer Board

Time: 1900-2000 EST

Target Audience: O3-O6, W1-CWO4

Presenter: LtCol Esposito, Officer Counselor

Dial In: 410-874-6743

Conf ID: 952 525 739#

29 Oct 2024: Preparing for a Reserve Enlisted Board

Time: 1900-2000 EST

Target Audience: E4-E8

Presenter: MSgt Gossett, Enlisted Counselor

Dial In: 410-874-6743

Conf ID: 142 944 293#

A Message from the Director, Reserve Affairs

Marines-

After a whirlwind summer and a successful end to FY24, I would like to take this opportunity to share the wealth of information that the Career Management Team has compiled for you in this newsletter. From a synopsis of relevant MARADMINs to content discussed at the latest Marine Corps Reserve Policy Board and great opportunities with Reserve Referral Credits, the Reserve Affairs team views this newsletter as a vehicle for delivering the latest and most relevant information to help you make informed decisions. The Corps is smarter and more capable than ever, and providing you with this information is of paramount importance to me as we collectively learn together.

I would also like to personally congratulate the Marine leaders who were selected and screened in what were incredibly deep FY25 command, senior leader, SNCO, and reserve PME boards. The quality and caliber of our future leaders within the reserve component continue to impress me, and it is incredible to see how many talented and capable leaders are emerging through our ranks

On another note of success: through your collective efforts, we closed the year with 32,576 Select Reserves—great news as we continue our multiyear journey to regrow a SELRES end strength of 36,800. All of us play a critical role in our retention efforts as the service becomes increasingly competitive and lethal through Force Design. We need to continue training and preparing within our MOSs, while also understanding and tapping into the other talents and skills the Marine Corps brings to the fight. We must be ready to augment the Active Component in times of crisis with any foe, particularly against near-peer competitors. Leaders, from commanders to small unit leaders, must continue to focus on realistic, challenging training as we prepare for the future fight. Our commitment to training, taking care of our Marines, and effective leadership will ensure we are ready, skilled, and capable of addressing any future challenges when our nation needs us.

I would also like to welcome Colonel Alexandra Gerbracht to Reserve Affairs as Deputy Director. Colonel Gerbracht comes from Marine Corps University, where she led a graduate-level leadership and warfighting curriculum at the Marine Corps Command and Staff College. She is an incredible asset to the team, and the Reserve Affairs Division enthusiastically welcomes her aboard.

Lastly- please remember that you can reach out to the Career Management Team at any time for a review of your record in preparation for boards or simply career guidance and mentorship. It is an honor to serve you as the Director, Reserve Affairs Division. If you have questions regarding policy, assignments, billet opportunities, or career counseling; please do not hesitate to reach out to the RA team. We are here and will do our best to support you and your Marines on your journey.

Semper Fidelis and Happy 249th!
MajGen Pierson

Marine Corps Reserve Policy Board (MCRPB) Corner

The Marine Corps Reserve Policy Board (MCRPB) held its Summer 2024 meeting on July 12 2024, convening remotely via Microsoft Teams. Chaired by MajGen Kelliher, the meeting gathered a diverse group of officers, senior enlisted members, and representatives from the across the Total Force.

Key Highlights and Updates:

MajGen Kelliher opened the meeting with a strong acknowledgment of the Marine Forces Reserve's (MARFORRES) contributions to the total force. He emphasized the importance of retention and expressed that the board's efforts play a crucial role in ensuring the well-being of the 30,000+ members of MARFORRES. He also addressed the ongoing challenges with pay, stressing that Marines often "vote with their feet," making it essential for leaders to enforce proper policies and take care of their Marines.

Reserve Affairs (RA) provided key updates, including developments on IDT travel reimbursement, recruiting, and end strength goals. Col Perazzo from RA shared positive news about a recent MARADMIN and the implementation of a new Direct Ascension Program (DAP) process, which is anticipated to support continued growth in end strength in the Reserve Component.

Key Issues Discussed:

Several key issues were deliberated during the meeting, with updates provided on topics such as BAH for reservists attending training, Armed Forces Reserve Medal (AFRM) modification, and challenges related to TS/SCI investigation obligations. Notably, the board discussed policies around TEB (Transfer of Education Benefits), emphasizing the need for revisions to mitigate administrative errors that could result in the loss of benefits for Marines.

Votes were conducted on three issues, leading to the closure of several longstanding topics, including the AFRM modification for Marines activated under 12304b and the requirement for Reservists to PCS to certain training courses.

The MCRPB will meet again this fall in early September in the National Capital Region. The Fall meeting will feature a joint session with the Navy Reserve Policy Board at the Pentagon. Additionally, the board will work on selecting new members for Fiscal Year 2025.

This productive meeting marks another step forward in the ongoing mission of the MCRPB to support and enhance the readiness and well-being of Marine Corps Reservists across the force.

Major Ismael R. Lopez
MCRPB Outreach Committee

In the Spotlight: 4th Law Enforcement Battalion (FHG)

Beginning in this Newsletter issue, we will highlight a different unit from across the Marine Corps Reserve. In this issue, we learn about 4th Law Enforcement Battalion from Force Headquarters Group (FHG).

The FHG Mission is to provide the total force with intelligence, communications, supporting arms liaison, civil affairs, military advisors, and law and order capabilities as directed. Additionally, the FHG provides support to the mobilization and processing of reserve units, individual augments, and all members of the Marine Corps individual ready reserve.

The 4th Law Enforcement unit consists of over 700 Marines and Sailors with the mission to conduct policing, detention operations, and support to security and mobility operations in order to support the Marine Expeditionary Force and designated commanders across the range of military operations.

The HTC is located in Albuquerque, New Mexico; however, the unit has seven additional locations spanning from Lexington, Kentucky to Anchorage, Alaska, with other locations in Allentown, Pennsylvania; Dayton, Ohio; Billings, Montana; Wahpeton, North Dakota; and Camp Pendleton, California. The unit consists of five line companies and a headquarters company; three of the companies are located at split sites, which means the Company Executive Officer is also a Detachment Commander.

In FY24, the unit executed a number of high priority OCONUS exercises, including Native Fury (Saudi Arabia), Eager Lion (Jordan), Balikatan (Philippines), as well as ITX 4-25. FY25 promises to be even more rewarding with countless high priority OCONUS and CONUS exercises, including Eager Lion (Jordan), African Lion (Morocco), Balikatan (Philippines), Native Fury (Saudi Arabia), Bright Star (Egypt), Intrepid Maven (Jordan), Northern Strike (Michigan), Arctic Edge (Alaska), Tradewinds (Caribbean), and two iterations of ITX. Additionally, the unit will deploy 50 Marines to Naval Station Guantanamo Bay Cuba in August 25 and February 26.

As one of the largest units in FHG, 4th Law Enforcement Battalion carries the flag as THE maneuver element conducting missions from squad to company sized elements, and battalion (-). It is increasingly focused on developing relationships with MLG and MAW units, including CLB 453 and MWSS 471, in addition to active component units. Security and mobility operations is an enduring mission, and the battalion is committed to rigorous field training to ensure it can execute route reconnaissance and security to both convoys and airfields.

Officers with a background in any combat arms, combat support, or logistics MOSs would be well suited to the military police occupation specialty. The schoolhouse is three months long and is in Fort Leonard Wood, Missouri.

The unit is currently seeking an Adjutant to join its ranks, and actively recruiting all law enforcement professionals and/or those who desire a career in law enforcement in all locations. If you are interested in this or other opportunities with this battalion, contact Major Matthew Saam at matthew.j.saam.mil@usmc.mil.



Deactivation of Regional Cultural Studies Program

- MARADMIN 360/24 announces the deactivation of the Regional and Cultural Studies Program (RCSP).
- RCSP was rescinded as a Professional Military Education requirement effective 19 March 2021 but has remained available on the MarineNet learning platform as an incentivized, optional PME opportunity.
- Effective 30 July 2024, the RCSP curriculum has been deactivated and is no longer accessible for further enrollment or completion on MarineNet.
- All RCSP-related data fields displayed in the Marine Online (MOL) Personal Reports section, including regional assignments and RCSP completion flag, are now obsolete.
- RCSP courseware is currently undergoing a comprehensive update cycle and is expected to be available for optional enrollment by all Department of the Navy (DoN) personnel on the Navy e-Learning (NeL) management system in Fiscal Year 2025.

For additional information on the RCSP, please refer to MARADMIN 360/24.

Meet Your Mentors >>>>>

Colonel Paul “Sulee” Lee

ACE Mentor

Col Paul Lee is a graduate of Virginia Military Institute with a BS in Mechanical Engineering. He commissioned May 2000 and completed the Basic School Dec 2000. Col Lee reported to Pensacola FL in Jan 2001 to begin Aviation Flight Training and received his designation of Naval Aviator in May 2002.

Col Lee spent his active-duty fleet time with HMH-361 in Miramar. He completed 3 deployments while on active duty: One 31st MEU (2003) and two Iraqi deployments (2004 and 2006). Col Lee held billets including S4a, Schedules Officer, Aviation Safety Officer, Quality Assurance Officer. Col Lee then reported to HMHT-302 as a Flight Instructor holding billets of Aviation Safety Officer and Pilot Training Officer.

Col Lee transitioned to the Marine Corps Reserve in 2009, spending 2 years in the IRR before joining HMH-772. He deployed with HMH-772 in 2012 on UDP. Col Lee held billets of DoSS, and OPSO during his tour with HMH-772. He then filled a one year IMA billet with MARCORSYSCOM before being selected for Command and returning to HMH-772. Following a successful command tour Col Lee assumed a role with HQMC aviation as the Reserve Assault Support Coordinator before assuming the role of detachment OIC.

Col Lee is a graduate of Naval Post Graduate School with a MS in Systems Engineering.

Col Lee resides with his family outside of Fredericksburg VA. Wife Alicia, kids: Sophie, Scarlett, Henry. He is a financial advisor with Edward Jones.



Reserve Referral Credit!

Did you know that in accordance with MARADMIN 314/24 Marines in the Ready Reserve are eligible to receive reserve referral credit?

Such credit includes meritorious promotions, bonus points toward promotion, earning non-paid Inactive Duty Training (IDT) points, and award credit for providing recruiting support.

Using reserve retirement points awarded for membership and referrals, a reserve Marine may remain a satisfactory participant and potentially be credited with a qualifying year of service toward a reserve retirement.

For additional details refer to the fact sheet below and MARADMIN 314/24.

Reserve Referral Credit Fact Sheet

The MARADMIN provides details for Reserve Component (RC) Marines on earning referral credits, which support the Commandant's call for Total Force involvement in recruiting. Eligible Marines in the Ready Reserve can gain credits through referrals leading to enlistments or commissions, potentially earning meritorious promotions, bonus points for promotion, non-paid Inactive Duty Training (IDT) points, and award recognition. The eligibility covers various categories within the Ready Reserve, and the credits can contribute to a satisfactory year of service for reserve retirement.



Eligibility:

Includes Active Reserve (AR), Selected Marine Corps Reserve (SMCR), Individual Mobilization Augmentee (IMA), and Individual Ready Reserve (IRR) Marines.

Meritorious Promotion:

Pvt to PFC: One referral leading to a contract.

PFC to LCpl: Two referrals leading to contracts.

Exclusions: Marines on specific recruiting duties (PTAD, PRASP, RRA).

Recruiting Promotion Points:

LCpls and Cpls: 20 points per contracted referral, max 100 points per evaluation period.

Reserve Referral Retirement Credit:

10 non-paid IDT points per referral, max 40 points/year.

6 non-paid IDT points for PS IRR Marine affiliations, max 36 points/year.

Referral Awards:

Commanders encouraged to recognize Marines' efforts with various commendations.

Referral Submission Process:

Referrals submitted through Marines.com or local RS, requiring detailed information.

Referral Credit Reporting:

RS drafts referral letters and tracks data, ensuring proper credit after certain conditions are met.

The MARADMIN applies to the Reserve Component, supporting their participation in recruiting activities and recognizing their contributions.

Gray Belt

8 Book reports

40 JEPES points

Max Marine Net points

**2 Referrals
is equivalent to**

For More Information:

MARADMIN 314/24

STAY MARINE!

Planning Ahead: PME for Reserve Officers

by Major Taylor Adams

As a Reserve officer, timing is crucial when it comes to professional military education (PME) and promotion boards. Ensuring that you've completed the required PME courses well in advance of your promotion board is essential to maintaining career progression. Below will provide a brief overview of the timeframes for completing Expeditionary Warfare School and Command and Staff College—so that reserve officers can plan accordingly.

Expeditionary Warfare School

- **Resident School:** This is a one-year fulltime program that runs from July to June. Note: This is a board-selected course, reserve officers must apply to be considered.
- **Blended Seminar:** A five-month course that blends online and in class instruction with summer and winter start dates. Note: This is a board-selected course, reserve officers must apply to be considered.
- **Weekend Seminar:** A two-year program that takes place one weekend per month, in-person from October to May each year.
- **Weekday/Online Seminar:** A two-year program from September to May that allows officers to complete their PME requirements through in-person or online weekly sessions.

Command and Staff College

- **Resident School:** This is a one-year fulltime program, that runs from July to June. Note: This is a board-selected course, reserve officers must apply to be considered.
- **Blended Seminar:** A 12-month course that blends online and in class instruction with summer and winter start dates This is a board-selected course, reserve officers must apply to be considered.
- **Weekend Seminar:** Like EWS, the weekend format for CSC spans two years, with classes running in-person, one weekend per month from October to May each year.
- **Weekday/Online Seminar:** A two-year program from September to May that allows officers to complete their PME requirements through in-person or online weekly sessions

Key Planning Considerations

Reserve officers should plan early and carefully select the PME format that aligns with their personal and professional schedules. If you have questions about enrolling in these programs or need assistance with planning, contact Major Taylor Adams, at taylor.adams@usmcu.edu, or reach out to your geographic academic region point of contact found on the Marine Corps University CDET webpage. By understanding the time commitments involved and reaching out for guidance, you can position yourself for success when it's time for promotion.



Honor Your Employer: Nominate for the 2025 Secretary of Defense Freedom Award

The 2025 Secretary of Defense Freedom Award nomination season opens soon, meaning Guard and Reserve service members across the nation can submit their exceptional employers for national recognition beginning October 1 until December 31.

Nominations for the Freedom Award must come from a Guard or Reserve service member, or their family members, employed by the organization they are nominating. Service members can nominate large and small employers from a broad cross-section of America, including health, transportation, hospitality, entertainment, banking, service, and security, as well as from federal, state and local government agencies.

The Freedom Award is the highest honor the Department of Defense awards to employers for supporting National Guard and Reserve employees. The finalists chosen exemplify what it means to go above and beyond federal requirements in support of military employees.

Nominate your supportive employer today! www.FreedomAward.mil
The nomination form takes about 10-15 minutes to complete. Just click "Nominate Employer" on the FreedomAward.mil homepage to share how your employer supports you and fellow military employees.

Nominations must be submitted by Dec. 31, 2024.

Thank you for your service,
The Freedom Award Team

Your Insights Matter!

Interested in authoring an article for the Career Management Team's Quarterly Newsletter?

Have relevant reserve information, updates, advertisements that you'd like to share across the reserve community?

Reach out to us, we'd love to hear your inputs!

CMT2@usmc.mil or staci.l.reno@usmc.mil

Honoring the Fallen: Increasing Reserve Component participation in Funeral Honors

by Major Coston Smauley

One year ago, I wrote an article for the Quarterly Career Management Team Newsletter with a focus on the story behind Funeral Honors Details (FHD). This duty is embodied in the ceremony that provides closure and solace to families while reinforcing the Corps' unwavering support. While the personal and professional rewards of participating in FHDs are undeniable, a closer examination of the data reveals an urgent need for increased participation across the Reserve Component (RC) of the Marine Corps.

Data provided by the USMC Casualty Assistance Branch paints a stark picture of the current FHD landscape. On average, nearly 56 honors are conducted daily, necessitating the support of between 168 and 616 Marines, of which the majority of positions are filled by Active Component, Active Reserve & Inspector Instructor (AC/AR I&I) Marines. With that, only an average of 13.2 FHDs are requested for RC Marines daily. This disparity places an undue strain on our I&I staffs and highlights a critical gap in support.

On 18 June 2024, LtGen Anderson briefed the Senate Appropriations Committee of the following; "During FY23, I-I and Reserve Site Support staffs supported over 75% of the 468 active casualty calls performed by the Marine Corps, and Marine Corps Reserve units performed 94% of the 20,475 total funeral services provided by the Marine Corps for former Marines." As of 30 July 2024, a total of 16,965 Funeral Honors have been performed, and 4,541 FHDs were authorized with an overwhelming majority - 3,931 - fulfilled by enlisted reserve Marines. These figures underscore a broader trend, and this data unequivocally demonstrates the disproportionate impact on Marine Forces Reserve (MFR), and particularly on I&I staffs.

The implications of this data are profound. The current FHD model places an excessive burden on the limited pool of I&I Marines, impacting operational readiness. By distributing the responsibility more equitably, we can alleviate strain on overextended units, enhance the overall effectiveness of the FHD program, and ensure that every Marine has the opportunity to participate in this essential duty.

It is imperative that we expand Reserve Marine participation in FHDs to create a more balanced and sustainable system. By doing so, we not only honor the memory of our fallen comrades but also strengthen the fabric of our Corps. The data is clear: increased RC support for FHDs is not merely desirable; it is essential for maintaining the core values and traditions of the Marine Corps.

Marines of all ranks are encouraged to reach out to their closest Home Training Center (HTC) and speak with the I&I 1stSgt, who is typically the FHD lead for each site. Alternatively, Marines can search the [MFR Homepage](#).

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



MARINE FOR LIFE NETWORK

MARINE FOR LIFE NETWORK

Connecting transitioning Marines and their family members to education resources, employment opportunities, and other Veterans services that aid in their career and life goals outside of military service.

ONCE A MARINE,
ALWAYS A MARINE!

Marine for Life Network can guide your search for:



Career & Technical
Opportunities



Educational
Opportunities



Entrepreneurial
Endeavors

NETWORKING IS KEY

Linked in



Our online network utilizes LinkedIn to help Marines network with one another and connect with employers who want to hire Marines.

Face to Face Network



We focus on connecting Marine Veterans to local and national resources, as well as encouraging networking through Marine For Life events and meet ups.