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Insights from the Career Management Team, Reserve Affairs (RA)

# Career Corner

## MARADMIN Update:

- 400/21:** Update to the Command Sponsored Leadership and Ethics Course and Corporals Course
- 404/21:** Forthcoming Changes to the Physical Fitness Test (PFT)
- 406/21:** Fiscal Year 22 Staff Non-Commissioned Officer Promotion Board Schedule and Policies
- 444/21:** Convening of the FY23 U.S. Marine Corps Reserve Colonel through Captain Unrestricted Reserve and Colonel through Captain Active Reserve Promotion Selection Boards
- 462/21:** Mandatory COVID-19 Vaccination of Marine Corps Active and Reserve Components
- 474/21:** Updated Enlisted PME Requirements by Grade
- 478/21:** Fiscal Year 2021-2022 Reserve Affairs Management Command Visit Virtual Roadshow
- 479/21:** Reserve Retirement Point Credit Due to Travel or Duty Restriction Caused By Coronavirus
- 498/21:** FY22 Reserve Command Screening Board and Reserve Senior Leader Board Results
- 491/21:** Fiscal Year 2022 Inactive Duty Training Travel Reimbursement
- 513/21:** National Domestic Violence Prevention Month
- 526/21:** Fiscal Year Marine Corps Reserve Retention Campaign

## Continuation Pay from the Blended Retirement System (BRS)

By Maj Liu

It is no secret the Marine Corps is the smallest service in the Department of Defense, but it is the best bang for the buck. Fiscally, if the Marine Corps gets a nickel, the Marine Corps Reserves receives a fraction of a penny from that nickel. However, this has not stopped the Marine Corps Reserves from investing a lot of pennies on retention bonuses. With force design in full swing, it is important to retain the critical talent found in the Reserve Component (RC).

Marines, DO NOT STOP reading, this article is NOT geared towards strictly aviators, cyber Marines, etc. This article is for ALL MARINES in the RC. Did you know you may qualify for one-time Continuation Pay (CP)? Are you enrolled in the Blended Retirement System? Are you approaching 12 years of service (YOS) from your Pay Entry Base Date (PEBD)? Are you sticking around for the next four years? If you have answered YES to all three questions, you qualify for CP that is applicable to both officers and enlisted! The amount of pay is a number factor (.5) times your monthly active duty pay. The bonus is approximately \$4,000 for officers and \$2,000 for enlisted Marines, and runs concurrent with any existing service obligation. For Active Component (AC) and

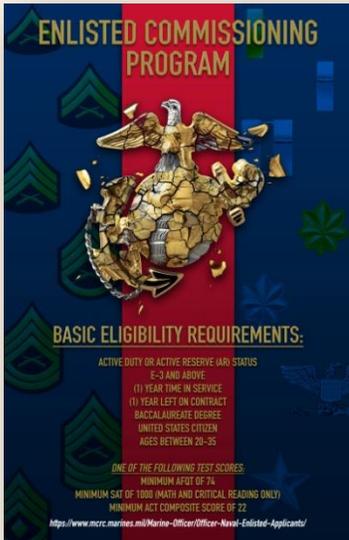
Active Reserve (AR), the amount of the bonus is a number factor (2.5) times your monthly pay, approximately \$20,000 for officers and \$10,000 for enlisted. To receive this bonus, Marines need to sign (witnessed by another Marine) their Statement of Understanding (SOU) accepting or declining CP BEFORE completing 12 YOS. Eligible Marines will receive a Marine Online Message at the 180-day and 30-day mark as a reminder. For Marines that miss the deadline, a petition for CP can be submitted to the Board Corrections Naval Records (BCNR).

The SOU must be submitted through your unit administrative section via Electronic Personnel Action Request (EPAR) in a timely fashion. You can choose to receive a single payment, as two, three, or four equal installments, or even as a Thrift Savings Plan contribution. Payment(s) will start within 30 days of completing 12 YOS. Reserve Affairs Policy, Plans and Programming (RAP) is currently working with Manpower Plans and Policy (MP) to explore the impacts of moving the number factor up (allowable to 13) and YOS down (allowable to 8 YOS) to help retention of critical talent within the Reserve Component. For more information, please see MARADMIN 663/19.



# Marine Corps Commissioning Programs

By GySgt Lambaria



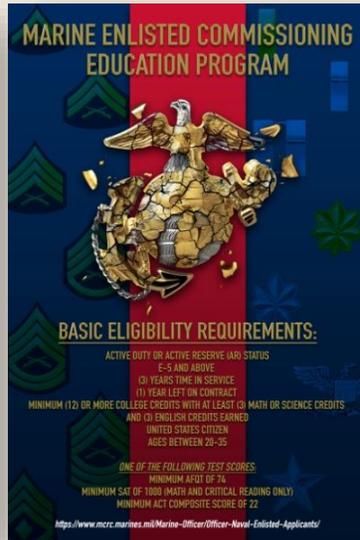
**ENLISTED COMMISSIONING PROGRAM**

**BASIC ELIGIBILITY REQUIREMENTS:**

ACTIVE DUTY OR ACTIVE RESERVE (AR) STATUS  
E-3 AND ABOVE  
(1) YEAR TIME IN SERVICE  
(1) YEAR LEFT ON CONTRACT  
BACCALAUREATE DEGREE  
UNITED STATES CITIZEN  
AGES BETWEEN 20-35

ONE OF THE FOLLOWING TEST SCORES:  
MINIMUM AFOT OF 74  
MINIMUM SAT OF 1000 (MATH AND CRITICAL READING ONLY)  
MINIMUM ACT COMPOSITE SCORE OF 22

<https://www.mcr.mil/Marine-Officer/Officer-Naval-Enlisted-Applicants/>



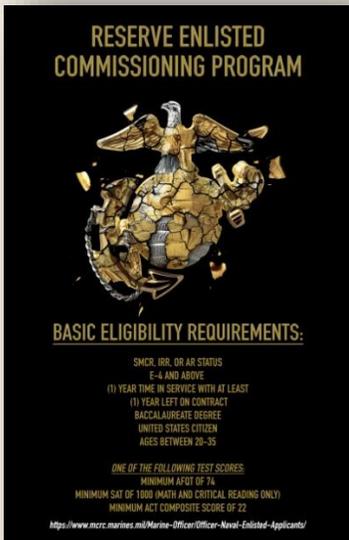
**MARINE ENLISTED COMMISSIONING EDUCATION PROGRAM**

**BASIC ELIGIBILITY REQUIREMENTS:**

ACTIVE DUTY OR ACTIVE RESERVE (AR) STATUS  
E-5 AND ABOVE  
(3) YEARS TIME IN SERVICE  
(1) YEAR LEFT ON CONTRACT  
MINIMUM (12) OR MORE COLLEGE CREDITS WITH AT LEAST (2) MATH OR SCIENCE CREDITS AND (2) ENGLISH CREDITS EARNED  
UNITED STATES CITIZEN  
AGES BETWEEN 20-35

ONE OF THE FOLLOWING TEST SCORES:  
MINIMUM AFOT OF 74  
MINIMUM SAT OF 1000 (MATH AND CRITICAL READING ONLY)  
MINIMUM ACT COMPOSITE SCORE OF 22

<https://www.mcr.mil/Marine-Officer/Officer-Naval-Enlisted-Applicants/>



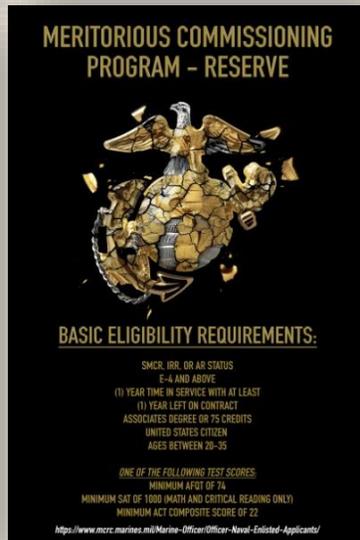
**RESERVE ENLISTED COMMISSIONING PROGRAM**

**BASIC ELIGIBILITY REQUIREMENTS:**

SMCR, IRR, OR AR STATUS  
E-4 AND ABOVE  
(1) YEAR TIME IN SERVICE WITH AT LEAST  
(1) YEAR LEFT ON CONTRACT  
BACCALAUREATE DEGREE  
UNITED STATES CITIZEN  
AGES BETWEEN 20-35

ONE OF THE FOLLOWING TEST SCORES:  
MINIMUM AFOT OF 74  
MINIMUM SAT OF 1000 (MATH AND CRITICAL READING ONLY)  
MINIMUM ACT COMPOSITE SCORE OF 22

<https://www.mcr.mil/Marine-Officer/Officer-Naval-Enlisted-Applicants/>



**MERITORIOUS COMMISSIONING PROGRAM - RESERVE**

**BASIC ELIGIBILITY REQUIREMENTS:**

SMCR, IRR, OR AR STATUS  
E-4 AND ABOVE  
(1) YEAR TIME IN SERVICE WITH AT LEAST  
(1) YEAR LEFT ON CONTRACT  
ASSOCIATES DEGREE OR 75 CREDITS  
UNITED STATES CITIZEN  
AGES BETWEEN 20-35

ONE OF THE FOLLOWING TEST SCORES:  
MINIMUM AFOT OF 74  
MINIMUM SAT OF 1000 (MATH AND CRITICAL READING ONLY)  
MINIMUM ACT COMPOSITE SCORE OF 22

<https://www.mcr.mil/Marine-Officer/Officer-Naval-Enlisted-Applicants/>

**The Warrant Officer Program (WOP)**, is designed to for enlisted technical specialists who have a high knowledge base and are capable of duties related to their perspective MOS.

For more information visit the Marine Corps Recruiting Command's (MCRC) website below as well as review the two listed Marine Corps Orders.

<https://www.mcr.mil/Marine-Officer/Officer-Naval-Enlisted-Applicants/>

- **MCO 1040.42B:** Enlisted to Warrant Officer with Accession to Limited Duty Officer Program
- **MCO 1040.43B:** Enlisted to Officer Programs



## Reduced Retirement Age; What you need to know

By MSgt Wilkinson

I think it is safe to say that retirement is something we all look forward to. Is there a way to receive your retirement sooner?

On Active Duty, once you complete at least 20 years of active service, a pension becomes immediate. Some Active-Duty/Active Reserve Marines (with discretion) can currently apply for the Temporary Early Retirement Authority (TERA) Program. None of those apply to the Drilling Reservist (SMCR/IMA). Payment is not received until the age of 60 unless the following circumstances apply.

The National Defense Authorization Act (NDAA) of 2008 allowed the Reserve Component to receive benefits before age 60, but no sooner than age 50 for qualified active service. Let me preface, the time Marines serve on Active Duty prior to joining the Reserves DOES NOT count toward a reduced age. When a Marine transitions into a reserve status (i.e., IRR/SMCR/IMA) and was called to active duty whether it was by an involuntary recall or voluntarily after January 28, 2008, every 90 days will deduct 3 months off from age 60. Under this Act, those 90 days must be within that fiscal year. For instance, let's say a Marine was called to Active Duty for 90 days.

If 60 of those days were in fiscal year 2009 and the other 30 was in fiscal year 2010, the Marine WOULD NOT rate that three-month reduction from age 60.

The good news is that under the National Defense Authorization Act of 2015, the benefits were expanded. Under this Act, it removed the requirement for the 90 days to be performed within the same fiscal year.

If that same Marine above was activated in fiscal year 2015 for 60 days and those other 30 days rolled over into fiscal year 2016, the Marine WOULD rate a three-month reduction from age 60.

Marines often ask about the 2-week Annual Training and Drills. Those do not count as qualified service. Also, the reduction a Marine may earn for retired pay does not reduce the age for eligibility for health care under 10 USC 1074 (b). The eligibility for health care will continue to be 60 years of age. Further details can be found under DoD Instruction 1215.07 Service Credit for Non-Regular Retirement as well as MMSR-5 (Reserve Retirement and Separation Section).

# Reserve Officer Career Progression

By Col Delgado

Reserve officer career progression in the Select Marine Corps Reserves (SelRes) has developed greatly since the early 2000s. Prior to billet identification code (BIC) alignment, military occupational specialty (MOS) and rank requirements were loose and served as a suggestion rather than an enforceable requirement. Under the BIC alignment, career progression, MOS credibility and officer development (e.g. PME, ADOS) have become expectations for continuing to serve.

The Reserve officer world can be very complex. Competing interests of civilian careers, family, and civilian education combined with the dutiful demands of SelRes participation, ADOS, and PME can make for some intense career decisions. Here are three factors you should consider when making those decisions. First, you must candidly assess what your goal is. Promotion? Command? Serving on a Senior Staff? Just serving honorably? Second should be an honest self-assessment of your capacity and commitment. Having all been through a crucible of training we understand that “grit and desire” are powerful, but as leaders of Marines, those characteristics cannot solely overcome the constraint of time. If you are progressing through the ranks of our Corps, it is likely you are also progressing through the ranks of your civilian career. You have to be honest with your ability to fulfill the responsibilities of the billet. You owe that to yourself, your family, the organization, and your Marines. Third, as your career progresses it will require additional sacrifice. You will find yourself missing weekend events, taking time off from work and you can expect to travel in order to find progressive billets. With few exceptions, you will not be able to “homestead”. If you desire to advance in responsibility and be competitive on boards, be prepared to go to where the billets are found.

For each of us, our Marine Corps career is filled with difficult decision points. More than ever, it is truly a personal journey and requires a regular reassessment of priorities. In the Reserves, we have the added challenge and the benefit of not having a monitor to direct us to a billet and with that, the impact of each decision is amplified. The Career Management Team Mentors are here to assist you throughout the journey, ask the hard questions and support you in making the best decisions.

## Unit Spotlight >>>

### I MEF Information Group (MIG)

By Col Massey

Reserve detachment support can bring their Active component real operational value, it just requires innovation, the I MEF Information Group (MIG) IMA is working towards just that. This growing IMA is composed of 5 officers and 7 enlisted Marines working to segment the MIG staff through the direction of projects across the 6 functional areas of Operations Information Environment (OIE). The MIG plays a critical role for the MEF Commander’s ability to see, understand, and shape the operational environment. When the detachment formed in September of 2020 it delved into ways to add value without becoming an administrative burden to our Active counterparts. The detachment has developed a dozen separate projects across 3 major areas of focus, developing professional military education (PME), Reserve integration in operations and exercises, and special research. Our turn-key events and programs work to improve the operational capability of the MIG staff. Det officers are recommended to be top secret/sensitive compartmented information (TS/SCI) eligible and can range across any MOS.

To accomplish our mission the MIG staff and the IMA detachment manage their active list of ongoing projects, drill and annual training dates, and required annual training. The MIG headquarters provides the access and hardware, as needed, with administrative support provided by the MEF Reserve Liaison Office. The unit’s Marines work independently and remotely, when necessary, to facilitate the competition of projects maintaining deliverable timelines. This focus on value-based Reserve integration brings the unique talents found throughout the Reserve force to support the MIG and its larger OIE efforts across I MEF.





# EDUCATION BENEFITS TO RESERVE COMPONENT MARINES

By Mr. MacMillan

Marine Reservists know that there are secondary voluntary education (VoEd) opportunities available and military education benefits to help fund those opportunities, but it is likely they may not know exactly what is available.

Marine Corps directives established over 60 years ago, credentialed installation VoEd centers. Each Marine Corps installation VoEd staff offers a wide array of services and information to assist Reservists in finding the career program that is the right fit and the most efficient way to fund this program (dispelling any notion that the 'Education office is just a TA processing center!').

Reservists have the Montgomery GI Bill-Selected Reserve – Chapter 1606 – to assist with funding education and training, in addition to all civilian financial aid resources. Ch 1606 is one of several GI Bill options found on the Education and Training page of the VA website. There are a number of tabs within this "Education and Training" page, including this link, which provides a number of eligible programs usable under Ch 1606 benefits: <https://www.va.gov/education/about-gi-bill-benefits/how-to-use-benefits/>.

The references to 'fulltime student status' roughly translate to taking four or more classes during a traditional academic term (fulltime), three classes (3/4 time), two classes (1/2 time), etc., though each school defines 'fulltime student status' in its own way. The amounts assume school is in session the entire month, pro-rated during such times as holiday, spring, or summer breaks. These pay directly to the Reservist, leaving the Marine to pay all tuition and school expenses. The monthly payment for a fulltime student currently stands at \$407; for a 3/4-time student, \$305; for a half-time student, \$203.00; and for a less than half-time student, \$101.75.

Any Reservist who experiences activated status begins building Time in Service (TIS) towards a Post-9/11 GI Bill benefits (Chapter 33). Ninety days TIS earns 50% of Ch 33 benefits, twelve months earns 60%, and each six months thereafter earns an additional 10% until 100% of benefits are earned with three years TIS.

Chapter 33 benefits pay differently, and usually far more generously than Chapter 1606. It is possible for Reservists to have both GI Bill options, but only one option is usable at a time. Reservists can utilize combined GI Bill options for a maximum of 48 months. The following link may provide assistance for those with two GI Bill options to consider: <https://www.va.gov/gi-bill-comparison-tool>

This is where GI Bill regulations get complicated and where the VoEd staff expertise becomes critical. The staff member can lay out factors to help a Reservist make a fully informed decision as to the best GI Bill option. An additional factor is that anytime Ch 1606 is used, the Reservist can switch to Ch 33, but once in Ch 33, there can be no switching to Ch 1606.

The key to the Reservist's ability to make informed decisions pertaining to education career programs and funding them at zero to low cost is through the communication with the Marine Corps VoEd Center. A VoEd Center is never more than a phone call away: (703) 784-9550; the Education Section is poised to assist in any way!

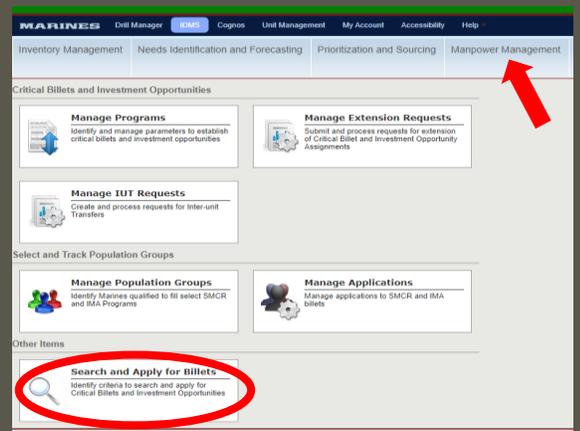
Look for future newsletters to cover the many education programs and financial aid options available to Reservists. Regarding any financial aid option: always read the fine print (and, contact the VoEd office!).

ask the Counselors >>>

**Q:** How do I find my next billet?

**A:** Marines can search and apply for open billets via the Inventory Development and Management System (IDMS) in the Requirements, Training, & Manpower Management System (RTAMMS).

<https://rtamms.mceits.usmc.mil/dashboard/dashboard.faces>



# WHERE DID ALL THE ADOS OPPORTUNITIES GO?

- In recent history, Contingency Operations (CO) funding has been a primary means by which Reserve Marines have been provided Individual Augmentee (IA) ADOS opportunities.
- Beginning in Fiscal Year 2022, the Marine Corps will be substantially reducing funding for ADOS-CO opportunities, making them virtually non-existent. Reserve Marines will have noticeably fewer opportunities to go on active duty orders.
- Reserve Marines should be prepared for a higher degree of competition when seeking ADOS opportunities, and should ensure they have completed all pre-ADOS requirements before volunteering for an opportunity.

One of the benefits of being a member of the Marine Corps Reserve community is the flexibility offered through ADOS opportunities, with the ability to be selective with the types of Individual Augmentee (IA) billets a reservist would like to fill on active duty orders, and some degree of control over timing in filling these billets. As reserve Marines we are constantly balancing our personal and professional lives with our continuing military careers, and ADOS opportunities enable us to remain engaged in the Marine Corps, gain and sharpen skills within or outside of our MOS, and build meaningful connections with other Marines throughout the service.

In recent history, Contingency Operations (CO) funding has been a primary means by which reserve Marines have been provided IA ADOS opportunities, and the service has come to rely on reservists to voluntarily fill these IA billets, CONUS and around the globe. In fact, more than half of the Marine Corps IA billets are filled by reserve members (ranging from SMCR, IMA, and IRR Marines). However, there are about to be a significant changes which will drastically reduce the number of IA opportunities that will be available to Reserve Marines.

The Marine Forces Reserve Sourcing Cell maintains oversight for advertising and sourcing Reserve Marines for active duty opportunities. To date, we have seen a 60% reduction in the number of active duty opportunities, and we expect to see these opportunities continue to dwindle as Gaining Force Commands (GFC) finalize their Fiscal Year 2022 budgets.

While ADOS-CO opportunities appear to be going away, we are starting to see GFCs move the funding to support these opportunities under ADOS-AC or ADOS-RC orders; however, these opportunities are still substantially fewer than in previous years.

With these reductions occurring, it is likely that the remaining ADOS opportunities will become highly competitive. Reserve Marines seeking ADOS opportunities should review the available billets report early and often ([IA Opportunities \(marines.mil\)](http://IA_Opportunities_(marines.mil))). Most of the Marine Corps' ADOS opportunities are posted in this report, which is updated multiple times a week. Additionally, these Marines should ensure that their pre-ADOS requirements are completed prior to requesting to volunteer for an opportunity. These requirements include:

- You have a working / credentialed CAC card, with the ability to access the MCEN as well as a working .mil email address.
- You have a current government travel charge card (GTCC).
- Completed a PHA within the last 12 months.
- Completed an HIV blood draw within the past 24 months.
- Current and up-to-date RQS.
- Your employment, education, and personal information is up-to-date in MOL.

## In The Next Issue

- FY22 SMCR/AR SNCO Board
- Unit Spotlight
- 1stSgt or MSgt?
- Retirement
- Reserve Education Opportunities
- Topic Ideas... If there is a topic, you wish the CMT to cover, email your suggestions to our OMB email.



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