

# FY13 SELECTED MARINE CORPS RESERVE (SMCR) ENLISTED RETENTION GUIDELINES

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MARADMINS Active Number: 187/13

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UNCLASSIFIED/

MARADMIN 187/13

MSGID/GENADMIN/CMC WASHINGTON DC MRA RA//

SUBJ/FY13 SELECTED MARINE CORPS RESERVE (SMCR) ENLISTED RETENTION GUIDELINES//

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NARR/REF A IS MARINE CORPS RESERVE ADMINISTRATION MANAGEMENT MANUAL. REF B IS ENLISTED RETENTION AND CAREER DEVELOPMENT MANUAL. REF C IS MILITARY OCCUPATIONAL SPECIALTIES MANUAL. REF D IS FY13 ASSIGNMENT POLICY LETTER. REF E IS FIELDING OF THE REQUIREMENTS, TRANSITION, AND MANPOWER MANAGEMENT SYSTEM (RTAMMS). REF F AND G ARE THE FY13 RETRAINING PROGRAMS. REF H IS THE FY13 SMCR STAFF SERGEANT BONUS. REF I IS POST 9-11 GI BILL TRANSFERABILITY OF EDUCATIONAL BENEFITS, ADMINISTRATION AND MANAGEMENT, ROLES AND RESPONSIBILITIES. REF J IS FY13 IDT TRAVEL REIMBURSEMENT. REF K IS MEMO-01. REF L SELECTED RESERVE PRIOR SERVICE ACCESSION PHASING AND INTERUNIT TRANSFER PROCEDURES.//

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GENTEXT/REMARKS/1. SITUATION

A. PURPOSE. THIS MARADMIN ESTABLISHES PROCEDURES FOR FISCAL YEAR (FY) 2013 SELECTED

MARINE CORPS RESERVE (SMCR) ENLISTED RETENTION EFFORTS FOR BOTH THE FIRST-TERM SMCR MARINES, KNOWN AS THE OBLIGOR ALIGNMENT PLAN (OAP), AND SUBSEQUENT-TERM SMCR MARINES, KNOWN AS THE PRIOR SERVICE ALIGNMENT PLAN (PSAP) AS DEFINED IN PARAGRAPH 3.D.(7) (A) AND (B) OF THIS MARADMIN. THE RESERVE ENLISTED FIRST TERM ALIGNMENT PLAN (OAP) AND SUBSEQUENT PRIOR SERVICE ALIGNMENT PLAN (PSAP) ARE ANALOGOUS, BUT NOT EXACT, TO THE ACTIVE COMPONENT FIRST TERM ALIGNMENT PLAN (FTAP) AND SECOND TERM ALIGNMENT PLAN (STAP). COLLECTIVELY THE RESERVE ENLISTED OAP AND PSAP CONSTITUTE THE SMCR ENLISTED ALIGNMENT MISSION AND WILL BE UTILIZED TO SHAPE THE RESERVE FORCE AS A WHOLE AND WITHIN INDIVIDUAL OCCUPATIONAL FIELDS (OCCFLD) AND GEOGRAPHIC PROXIMITY, AS WELL AS CREATE AND SUSTAIN MORE EQUITABLE AND TIMELY PROMOTION OPPORTUNITIES FOR SMCR ENLISTED MARINES.

B. BACKGROUND. THE COMMANDER MARINE FORCES RESERVE (COMMARFORRES) EMPHASIS ON SMCR RETENTION AS A FUNCTION OF COMMAND YIELDED AN UNPRECEDENTED LEVEL OF SMCR RETENTION SINCE FY10. CONTINUED RETENTION IS CRITICAL TO SHAPING THE SMCR ENLISTED CAREER FORCE FOR OPTIMAL ALIGNMENT OF INVENTORY TO REQUIREMENT, WHILE ALSO CONTRIBUTING TO MEETING KEY END STRENGTH REQUIREMENTS. ENSURING EVERY SMCR MARINE IS PROPERLY ASSIGNED TO A RESERVE BILLET IDENTIFICATION CODE (BIC) COMMENSURATE WITH THEIR GRADE AND MILITARY OCCUPATIONAL SPECIALTY (MOS) IS NECESSARY TO ENSURE THE OPERATIONAL READINESS OF OUR SMCR UNITS AND RESOLVE GEOGRAPHIC-SPECIFIC KEY LEADERSHIP SHORTFALLS, NOW AND IN THE FUTURE.

2. MISSION. NLT 1 MAY 2013, THE MARINE CORPS BEGINS EXECUTION OF THE FY13 SMCR ENLISTED ALIGNMENT MISSION IN ORDER TO MEET THE REQUIREMENTS OF THE SMCR ENLISTED CAREER FORCE.

### 3. EXECUTION

A. COMMANDER'S INTENT. RETAINING MARINES WITH PROVEN PERFORMANCE AND DEMONSTRATED POTENTIAL, CONSISTENT WITH MANPOWER REQUIREMENTS PROVIDED IN THE AUTHORIZED STRENGTH REPORT, WILL BE ACCOMPLISHED BY FOCUSING ON THE RETENTION AND ALIGNMENT PROCESS AT EVERY LEVEL OF COMMAND. THE DESIRED END STATE IS TO MEET RETENTION AND ALIGNMENT REQUIREMENTS AND ENSURE ALL MARINES ELIGIBLE TO CONTINUE DRILLING IN FY13 HAVE KNOWLEDGE OF CONTINUED PARTICIPATION OPTIONS SPECIFIC TO THEIR QUALIFICATIONS. PERSONAL INTERACTION IS PARTICULARLY IMPORTANT FOR FIRST-TERM MARINES, WITH SPECIFIC EMPHASIS ON BILLET MATCH AND HIGH DEMAND-LOW DENSITY (HD-LD) MOS.

B. CONCEPT OF OPERATIONS. CONDUCT FY13 RETENTION AND ALIGNMENT EFFORTS IN THREE PHASES:

(1) PHASE I REQUIRES UNITS TO INTERVIEW EACH ELIGIBLE FIRST-TERM (OAP) MARINE AND/OR SUBSEQUENT-TERM (PSAP) MARINE IDENTIFIED FOR REALIGNMENT AND SUPPLY HIM/HER WITH INFORMATION ON ALL PARTICIPATION OPPORTUNITIES WITHIN THE SELECTED RESERVE (SELRES). THIS IS ALREADY UNDERWAY FOR SUBSEQUENT-TERM (PSAP) MARINES.

(2) PHASE II REQUIRES UNITS TO EXECUTE THE RETENTION PLAN DETERMINED FROM THE RESULTS OF THE INTERVIEW ELECTIONS. UNITS NOT ABLE TO ASSIGN OAP OR PSAP MARINES TO A BIC

MATCH WITHIN THEIR UNIT OR A FIRST-TERM (OAP) MARINE TO AN FY13 "BOAT SPACE" EXCESS BIC INDICATOR OF "EX013", WILL FACILITATE TRANSFER OF THESE MARINES TO OTHER OPPORTUNITIES, RECLASSIFICATION (LATMOVE) TO FILL A VACANT BIC, OR TRANSFER THE MARINE INVOLUNTARILY TO THE INDIVIDUAL READY RESERVE (IRR). SMCR UNITS ARE REQUIRED TO VALIDATE ALL EXCESS MARINES IDENTIFIED DURING PHASE I USING THE REQUIREMENTS, TRANSITION, AND MANPOWER MANAGEMENT SYSTEM (RTAMMS). PHASE II WILL BE COMPLETE FOR FIRST TERM (OAP) MARINES NLT 27 JUL 2013 OR THE INDIVIDUAL MARINE'S MANDATORY DRILL PARTICIPATION STOP DATE, WHICHEVER IS LATER. FOR THE SUBSEQUENT TERM (PSAP) MARINE, PHASE II IS ALREADY UNDERWAY FOR THOSE CAREER MARINES IDENTIFIED DURING THE FIRST AND SECOND QUARTERS AND WILL OCCUR NLT 90 DAYS FROM MARFORRES NOTIFICATION (OF ONE OF THE FOUR ANNUAL REALIGNMENT CYCLES) FOR NON-OBLIGOR MARINES.

(3) PHASE III REQUIRES HQMC TO VALIDATE AND MARFORRES TO APPROVE OAP AND PSAP MARINES IDENTIFIED AS AN FY13 BOAT SPACE EXCESS BIC INDICATOR (EX013), MARINES NOT VALIDATED OR APPROVED WILL BE TRANSFERRED TO THE IRR NLT 26 SEP 2013.

#### C. TASKS

(1) COMMANDER, MARINE FORCES RESERVE (COMMARFORRES)

(A) EXECUTE A COMMAND CONTINUATION/RETENTION PROGRAM THAT ENSURES 100 PERCENT CONTACT WITH FIRST-TERM MARINES (OAP) COMPLETING THEIR INITIAL DRILLING OBLIGATION WITH AN SMCR UNIT DURING FY13 AND ELIGIBLE TO CONTINUE DRILLING WITH THEIR UNIT. FIRST-TERM MARINES (OAP) ARE THE FOCUS OF MAIN EFFORT SINCE THEY WILL REQUIRE MORE INFORMATION ON OPPORTUNITIES TO REMAIN AFFILIATED IN THE SELRES AND/OR PURSUE A CAREER IN THE RESERVE COMPONENT. FIRST-TERM MARINES (OAP) WILL BE IDENTIFIED BY HQMC (RAP) AND LISTS FORWARDED TO MARFORRES AC/S G-1 (MANPOWER). LISTS WILL BE SENT TO THE UNITS FOR ACTION. IF A CAREER PLANNER IS UNAVAILABLE, THE MOST SENIOR LEADERSHIP AVAILABLE AT THE SITE WILL COUNSEL IDENTIFIED MARINES. SUBSEQUENT-TERM (PSAP) MARINES WILL BE IDENTIFIED BY HQMC (RAP), AND COUNSELED BY THE MOST SENIOR LEADERSHIP AVAILABLE AT THE UNIT.

(B) NLT 01 JUNE 2013, COUNSEL AND FORWARD ELECTRONIC COPIES OF MANPOWER MANAGEMENT COUNSELING WORKSHEETS FOR FIRST-TERM (OAP) MARINES IAW WITH REALIGNMENT PROCEDURES PROVIDED BY COMMANDER, MARINE FORCES RESERVE. ALL FIRST-TERM (OAP) MARINES MUST BE COUNSELED. THOSE LISTED AS "MATCH" NEED NO FURTHER ACTION FOR CONTINUED RETENTION, BUT COUNSELING MUST BE COMPLETED AND THE FORM SUBMITTED TO MFR\_MANPOWER(AT)USMC.MIL. THOSE LISTED AS "NO MATCH" MUST BE COUNSELED REGARDING OPTIONS FOR CONTINUED PARTICIPATION:

1. ASSIGNMENT TO A BIC COMMENSURATE TO PMOS/RANK REQUIREMENTS (IF AVAILABLE).
2. ASSIGNMENT TO AN "EXCESS" BOAT SPACE OF "EX013". IN NO CASE WILL A MARINE NOT HAVING A PMOS/RANK COMBINATION NEEDED AS A UNIT REQUIREMENT BE CONSIDERED FOR AN "EXCESS" BOAT SPACE. MARINES ASSIGNED "EX013" WILL BE AUTHORIZED TO REMAIN AFFILIATED WITH THE UNIT FOR A PERIOD OF AT LEAST 12 MONTHS BEYOND HIS OR HER RESPECTIVE MDSD BUT NLT 30 SEP 2014. MARINES HAVING MDSD GREATER THAN 12 MONTHS PRIOR TO THE CURRENT DATE, ASSIGNED TO "EX013" WILL BE CONSIDERED AN INVALID ASSIGNMENT AND SUBJECT TO PSAP

ALIGNMENT DURING SUBSEQUENT TERM PSAP CYCLES BEGINNING NLT 01 OCT 2014. VALIDATION BY MARFORRES G-1 AND CMC (RAP) IS REQUIRED PRIOR TO APPROVING A DEFERMENT FOR FY14.

3. INTER-UNIT TRANSFER TO AN AVAILABLE BIC COMMENSURATE WITH THE INDIVIDUAL'S PMOS/RANK COMBINATION.

4. TRANSFER TO AN INDIVIDUAL MOBILIZATION AUGMENTEE (IMA) DET BIC (IF QUALIFIED AND IF AVAILABLE)

5. RECLASSIFICATION TO ANOTHER PMOS (IF ELIGIBLE) AND ASSIGNMENT TO A BIC WITHIN THE UNIT OR TRANSFER TO ANOTHER UNIT HAVING AN AVAILABLE BIC.

6. TRANSFER TO THE INDIVIDUAL READY RESERVE (IRR) AT MDS.

(C) WITHIN 30 DAYS OF IDENTIFICATION OF SUBSEQUENT-TERM (PSAP) MARINES (FIRST IDENTIFICATION ONLY) DURING ONE OF THE FOUR ANNUAL ALIGNMENT CYCLES, COUNSEL AND FORWARD ELECTRONIC COPIES OF MANPOWER MANAGEMENT WORKSHEETS IAW WITH PROCEDURES PROVIDED BY COMMANDER, MARINES FORCES RESERVE. COUNSELING WILL OCCUR NLT THE FIRST UNIT DRILL PERIOD FOLLOWING NOTIFICATION. PSAP MARINES IDENTIFIED ON A SUBSEQUENT REALIGNMENT CYCLE MUST BE ALIGNED WITHIN 14 DAYS, OR WILL BE INVOLUNTARILY TRANSFERRED TO THE INDIVIDUAL READY RESERVE (IRR).

(D) PROVIDE COMMAND SUPPORT TO ASSIST IN THE SUBMISSION OF TIMELY, ACCURATE AND COMPLETION OF RETRAINING, INCENTIVE, AND/OR REENLISTMENT REQUESTS IAW REFS (B), (F), (G), AND (H) TO HQMC (RCT)

(E) SCREEN MARINES FOR HD-LD LATERAL MOVE ELIGIBILITY AND ASSIST IN FILLING THESE CRITICAL MOS NEEDS AVAILABLE IN THE SELRES. IMA AND SMCR UNIT DRILLING VACANCIES CAN BE VIEWED IN RTAMMS UNDER THE "SEARCH BICS/MARINES" FEATURE

(F) ENCOURAGE FY13 OAP/PSAP MARINES NOT ASSIGNED AS A RESERVE BIC MATCH AND/OR QUALIFIED TO FILL AN IN-UNIT VACANCY TO RECLASSIFY (LATMOVE), CONDUCT AN INTER-UNIT TRANSFER, OR PURSUE OTHER RESERVE OPPORTUNITIES.

(G) ENCOURAGE MARINES IN THE GRADE OF GUNNERY SERGEANT AND ABOVE TO FILL RESERVE BICS WHICH WILL QUALIFY THEM FOR IDT TRAVEL REIMBURSEMENT ENTITLEMENTS WHEN NO OTHER VACANT RESERVE BIC COMMENSURATE WITH THEIR GRADE AND MOS IS AVAILABLE WITHIN 150 MILES.

(H) ENCOURAGE STAFF SERGEANTS TO APPLY FOR THE (DOLLAR SIGN) 20,000 AFFILIATION BONUS. ENCOURAGE CORPORALS AND SERGEANTS TO APPLY FOR THE (DOLLAR SIGN) 15,000 ENLISTED AFFILIATION BONUS (EAB).

(I) NOTIFY QUALIFIED FY13 OAP MARINES THAT THEY MAY CONSIDER RECLASSIFICATION (LATMOVE), IF ELIGIBLE, TO RETAIN ASSIGNMENT IN THEIR DUTY STATION PREFERENCE. ENSURE MARINES ARE AWARE OF THE 60 POINT COMPOSITE SCORE BONUS FOR REENLISTMENT AND AGREEING TO ACCEPT AN ADDITIONAL YEAR DRILLING OBLIGATION IN A MATCHING RESERVE BIC.

4. COORDINATING INSTRUCTIONS

A. CMC (RCT) IS THE SOLE REENLISTMENT DECISION AUTHORITY.

B. CMC (RAP) IS THE SOLE AUTHORITY FOR E8 AND ABOVE FOR SUBSEQUENT-TERM (PSAP) REALIGNMENT CYCLE DEFERMENT REQUESTS. REQUESTS FOR DEFERMENT MUST BE ENDORSED BY THE MSC CG AND COMMARFORRES AND MUST ARRIVE FOR ADJUDICATION NLT 15 DAYS PRIOR TO THE END

OF THE SPECIFIC CYCLE. REQUESTS ARRIVING AFTER THAT DATE WILL NOT BE CONSIDERED.

C. SGTMAJ, RA DIV IS THE SOLE AUTHORITY FOR THE ASSIGNMENT OF 8999 MARINES.

D. MARFORRES IS DELEGATED AUTHORITY TO APPROVE DEFERMENT REQUESTS (PSAP GENERATED) FOR GUNNERY SERGEANT AND BELOW FOR A PERIOD OF SIX MONTHS, UNLESS CURRENTLY ON ADOS OR MOBILIZATION ORDERS. MARINES CURRENTLY ON ACTIVE DUTY WILL BE AUTOMATICALLY DEFERRED NOT TO EXCEED THE PERIOD OF ACTIVE DUTY.

E. ALL FIRST TERM (OAP) MARINES NOT ASSIGNED AS A RESERVE BIC MATCH OR AS AN EXCESS BIC INDICATOR CODE OF "EX013" BY THE UNIT COMMANDER, SHALL BE INVOLUNTARILY TRANSFERRED TO THE INDIVIDUAL READY RESERVE NLT 27 JUL 2013 OR THEIR MANDATORY DRILL PARTICIPATION STOP DATE, WHICHEVER IS LATER. FIRST TERM (OAP) MARINES PENDING IUT TO ANOTHER SMCR UNIT OR IMA MUST BE JOINED AND CORRECTLY ASSIGNED PRIOR TO 27 JUL 2013 OR MDS, WHICHEVER IS LATER IAW REF (L). FIRST TERM (OAP) MARINES PENDING RECLASSIFICATION MUST BE APPROVED FOR RECLASSIFICATION AND NEW BASIC MOS AND INTENDED MOS REPORTED RENDERING THE ASSIGNMENT AS A MATCH PRIOR TO 27 JUL 2013 OR MDS, WHICHEVER IS LATER. NO FIRST TERM (OAP) MARINE WILL REMAIN ASSIGNED TO AN SMCR UNIT BEYOND MDS UNLESS A BIC MATCH OR "EX013." PSAP DEFERMENTS ARE EXCLUDED FROM THIS AND ARE AUTHORIZED TO REMAIN AT CURRENT SMCR UNIT.

F. MARINES IDENTIFIED AS INCORRECTLY ASSIGNED OR NOT VALIDATED FOR AN EBI OF "EX013" DURING PHASE III WILL BE INVOLUNTARILY TRANSFERRED TO THE IRR NLT 26 SEP 2013 UNLESS THE DISCREPANCY IS IDENTIFIED AND ADJUDICATED TO AN IUT, RETRAINING ACTION, OR BIC REASSIGNMENT.

G. ALL SUBSEQUENT TERM PSAP MARINES NOT ASSIGNED AS A RESERVE BIC MATCH, SHALL BE INVOLUNTARILY TRANSFERRED TO THE INDIVIDUAL READY RESERVE NLT 90 DAYS FROM MARFORRES NOTIFICATION BY CMC (RAP), UNLESS SOONER APPROVED FOR REASSIGNMENT INTO A MATCHING BIC, IUT, RETRAINING, VOLUNTARY TRANSFER TO THE IRR, OR TEMPORARILY DEFERRED.

H. THE FOLLOWING DEFINITIONS ARE ESTABLISHED:

(1) FIRST TERM OAP MARINE: A RESERVE MARINE ON HIS-HER INITIAL CONTRACT OF DRILLING OBLIGATION. FY13 OAP MARINES HAVE A MANDATORY DRILL PARTICIPATION STOP DATE BETWEEN 01 OCT 2012 AND 30 SEP 2013.

(2) SUBSEQUENT TERM PSAP MARINE: ENLISTED RESERVE MARINES WHO HAVE SUCCESSFULLY COMPLETED THEIR DRILLING OBLIGATION PRIOR TO FY13 OR PREVIOUSLY SERVED IN THE ACTIVE COMPONENT AND WHO DO NOT HAVE A REMAINING DRILLING OBLIGATION. THE FOCUS OF SUBSEQUENT TERM PSAP REALIGNMENT IS THOSE MARINES NOT CLASSIFIED AS A RESERVE BIC MATCH, EXCESS BIC INDICATOR "EX004" OR "EX006". FY13 SUBSEQUENT TERM PSAP MARINES DO NOT HAVE A CURRENT DRILLING OBLIGATION.

(3) BIC MATCH: A MARINE WHO HAS BEEN CLASSIFIED AS A BILLET MATCH IAW REF (D).

(4) INTER-UNIT TRANSFER (IUT) MARINE: A MARINE WHO IS APPROVED AND EXECUTES A TRANSFER BETWEEN UNITS IAW REF (K) BY THE GAINING UNIT COMMANDER TO BE ASSIGNED A BIC MATCH. IN NO CASE WILL MARINES WITHOUT THE GRADE AND MOS APPROPRIATE QUALIFICATIONS BE APPROVED FOR AN IUT FOR THE PURPOSE OF AVOIDING ALIGNMENT REQUIREMENTS.

(5) REALIGNMENT CYCLE: THE MARFORRES PROCESS OF INDIVIDUAL IDENTIFICATION, COUNSELING, AND ELECTION (ICE) FOR MARINES IDENTIFIED FOR ALIGNMENT AT A CAREER DECISION POINT OR DUE TO FORCE STRUCTURE REVIEW GROUP (FSRG) AND/OR BASE RE-ALIGNMENT AND CLOSURE (BRAC) DECISIONS.

(6) BOAT SPACE: AN AVAILABLE CONTINUATION OPPORTUNITY SPECIFIED BY RESERVE RUC FOR FIRST TERM OAP MARINES CLASSIFIED AS A BIC MATCH OR EBI "EX013". THE BOAT SPACE ALLOCATION MAY BE EXCEEDED TO ALLOW THE CONTINUED AFFILIATION OF MARINES ASSIGNED AS A BIC MATCH IN EXCESS OF REQUIREMENTS. AN OAP MARINE CLASSIFIED AS EBI "EX013" WILL NOT NORMALLY BE AUTHORIZED A BOAT SPACE RESULTING IN THE MARINE CORPS EXCEEDING BOAT SPACES FOR A SPECIFIC RESERVE RUC. OAP MARINES CLASSIFIED AS EBI "EX002", "EX003", "EX005", AND "EX006" WILL NOT BE APPROVED FOR CONTINUATION AND/OR A BOAT SPACE. OAP MARINES MUST BE A BIC MATCH OR EBI "EX013." UNITS MAY ONLY ASSIGN MARINES "EX013" IF THE MARINE IS A BIC-MATCH TO ANY REQUIREMENT ON THE UNIT'S T/O. SUBSEQUENT TERM PSAP MARINES IDENTIFIED FOR ALIGNMENT ARE NOT PROVIDED BOAT SPACES. SUCCESSFUL ASSIGNMENT TO A BIC MATCH THROUGH THE MARFORRES REALIGNMENT CYCLE WILL BE CONSIDERED AUTHORITY FOR CONTINUED AFFILIATION. A LIST OF STEADY STATE MANPOWER CONTINUATION REQUIREMENTS BY RESERVE RUC ARE AVAILABLE AT:WWW.MANPOWER.USMC.MIL; ENTER KEYWORDS "OAP CONTINUATION REQUIREMENTS" IN THE SEARCH BOX. UNITS ARE ENCOURAGED TO CONSIDER THE TOTAL NUMBER OF OAP MARINES REQUIRED TO CONTINUE IN THEIR UNIT PER RESERVE RUC PRIOR TO ASSIGNING AN EBI OF "EX013." APPROVING A NUMBER GREATER THAN THAT LISTED PER RESERVE RUC IN THE OAP CONTINUATION REQUIREMENTS DOCUMENT PROVIDED ON THE MRA WEBSITE WILL NEGATIVELY IMPACT FUTURE COHORT OPPORTUNITIES.

#### I. OAP/PSAP INCENTIVES:

(1) RETRAINING: THE FORMAL PROCESS OF RECLASSIFYING DRILLING RESERVE MARINES VIA A HQMC SANCTIONED AND FUNDED PROGRAM IAW REF (F) AND (G). RETRAINING MAY BE AUTHORIZED IN CONJUNCTION WITH AN MOS LATERAL MOVE, IUT, BILLET RE-ASSIGNMENT, DIRECT AFFILIATION, OR PRIOR SERVICE RECRUITING PROGRAM. RETRAINING ENCOMPASSES NECESSARY MOS (NMOS) AND AVIATION TRANSITION/CONVERSION TRAINING PROGRAMS. MARINES ATTENDING ACTIVE DUTY FOR TRAINING FOR A PERIOD OF GREATER THAN FIVE WEEKS WILL INCUR A DRILLING OBLIGATION IAW REF (G). CMC (RCT) WILL CONSIDER ALL MOS RETRAINING REQUESTS BASED ON THE NEEDS OF THE MARINE CORPS.

(2) CAREER PROGRESSION TRAINING: THE PROCESS OF ATTENDING FOLLOW-ON OCCUPATIONAL FIELD (OCCFIELD) REQUIRED TRAINING SOLELY DUE TO SELECTION OR PROMOTION TO STAFF NON-COMMISSIONED OFFICER GRADES. FUNDING OF CAREER PROGRESSION TRAINING IS NORMALLY THE RESPONSIBILITY OF COMMARFORRES (G3-T) AND IS PRIORITIZED TOWARDS MARINES ASSIGNED AS A BILLET MATCH OR TO BECOME A BILLET MATCH. MARINES ATTENDING ACTIVE DUTY FOR TRAINING FOR A PERIOD OF GREATER THAN FIVE WEEKS WILL INCUR A DRILLING OBLIGATION IAW REF (A).

(3) SELECTIVE RESERVE INCENTIVE PROGRAM (SRIP): A COMPREHENSIVE PROGRAM OF MONETARY INCENTIVES FOCUSED ON ATTRACTING AND/OR RETAINING HIGHLY QUALIFIED MARINES IN A BILLET MATCH TO FILL CRITICAL SHORTFALLS. FY13 INCENTIVES RANGE FROM 10,000 TO 20,000 DOLLARS

BASED ON GRADE, MOS, UNIT, AND BIC WITH CERTAIN AVIATORS QUALIFYING FOR A THREE YEAR INCENTIVE AS HIGH AS 45,000 DOLLARS. ELIGIBLE MARINES ACCEPTING A MONETARY INCENTIVE WILL INCUR A DRILLING OBLIGATION OF AT LEAST THREE YEARS.

(4) INACTIVE DUTY TRAINING (IDT) TRAVEL REIMBURSEMENT: A TRAVEL ENTITLEMENT AUTHORIZED TO GUNNERY SERGEANTS, MASTER SERGEANTS, FIRST SERGEANTS, MASTER GUNNERY SERGEANTS, SERGEANTS MAJOR, ALL WARRANT OFFICER RANKS, ALL COMPANY GRADE OFFICER RANKS, MAJORS AND CERTAIN CMC ASSIGNED LIEUTENANT COLONEL COMMANDERS BASED ON DISTANCE, BILLET MATCH CRITERIA, AND ASSIGNED UNIT.

(5) 60 POINT COMPOSITE SCORE BONUS: UP TO 60 POINTS ADDED TO A MARINE'S CUTTING SCORE FOR ELIGIBLE OAP AND NON-OBLIGOR CORPORALS ASSIGNED AS A BIC MATCH AND INCURRING AN ADDITIONAL ONE YEAR DRILLING OBLIGATION.

J. MARINES INVOLUNTARILY TRANSFERRED TO THE IRR UNDER THIS PROVISION WILL NOT BE CONSIDERED FOR INVOLUNTARY SEPARATION PAY.

K. COMBAT INJURED MARINES DESIRING CONTINUATION IN AN EXPANDED PERMANENT LIMITED DUTY (EPLD) STATUS ARE GUIDED BY REF B.

5. ADMINISTRATION AND LOGISTICS. OMITTED.

6. COMMAND AND SIGNAL. OMITTED.

7. RELEASE AUTHORIZED BY MAJGEN R. C. MCMILLIAN, DIRECTOR, RESERVE AFFAIRS DIVISION.//