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

Career Corner

MARADMIN Update:

- 099/21:** Chg 3 to MCO 1900.16 Separation and Retirement Manual
- 104/21:** Fiscal Year (FY) 2022 Selected Marine Corps Reserve (SMCR) Warrant Officer (WO) Accession Bonus
- 140/21:** FY21 Active Reserve (AR) Aviator Short Tour Accession
- 146/21:** FY22 Enlisted to WO Reserve Selection Board
- 183/21:** FY21 SMCR Aviation Bonus
- 214/21:** Academic Year (AY) 2022 Class Dates for The Enlisted College Distance Education Training Weekend
- 215/21:** Convening of the FY 2022 Reserve Command Screening Board and Reserve Senior Leader Board
- 229/21:** FY23 U.S. Marine Corps Officer Promotion Selection Boards
- 245/21:** Chg 1 to MCO 1800.11a Policy and Procedures for Reserve Beyond 16 Years of Active Duty
- 252/21:** FY23 Active and Reserve Marine Attaché Selection Board
- 255/21:** Height/Weight Verification Requirements on Fitness Reports for all Marines
- 256/21:** AY 2022-23 Reserve Officer PME Board
- 283/21:** Reserve travel module phase 2 expansion to support travel claim settlement for orders that rate only mileage and per diem on first and last day
- 287/21:** FY22 dates and coordinating instructions for the SNCO Academy Reserve Component Schools
- 317/21:** FY 2022 AR Marine Corps Graduate Education Program Selection Board
- 326/21:** RC Enlisted Promotion Non-Selection Draw Case Codes (DCC) and Twice Failed Selection Policy Update

Junior Enlisted Performance Evaluation System (JEPES)

By MSgt R. Wilkinson

February 1, 2021 marked a new era for the evaluation of Marines from E-1 through E-4.

What changed? The JEPES replaces the old proficiency and conduct (Pro/Con) marks the Marine Corps used for many years. The Pro/Con system was a quarterly evaluation that used time in grade, composite scores, and command input.

The new JEPES is more transparent and is less subjective. It allows those Marines in the ranks of private through corporal to have more control over their own careers and allows them to see where they compare to their peers so they can better compete for promotion. Marines will now get a Performance Evaluation Score (PES) that will constantly update each month even if the Marine is not eligible for promotion.

The JEPES consists of four equally rated sections. 25% Warfighting (Rifle and Marine Corps Martial Arts Program (MCMAP)), 25% Physical Toughness (physical fitness test (PFT) and combat fitness test (CFT)), 25% Mental Agility (professional military education (PME) and Self-Education), and 25% Command Input (Character, Mission Accomplishment, and Leadership).

Why is this important to the individual Marine? 75% of their score is unbiased and is earned (Warfighting, Physical toughness, and Mental Agility). Only 25% of their score is subjected to evaluation from his/her chain of command (Command Input).

The Marines are now able to go on Marine Online and click on the “Performance” Tab. There, they will see Marine Reported On (MRO) Dashboard where they can see how they compare to their peers in their same rank and MOS. They can also see if they have been recommended for promotion. The system is somewhat similar to the view Sergeants and above sees in the Automated Performance Evaluation System (A-PES).

The new JEPES system is more responsive to an individual Marine since it is updated every month instead of every quarter. If a Marine is lacking in certain areas, he/she can monitor their performance and make changes along the way. As far as the command input score. It is now based on a 0.0 to 5.0 scale. A Marine who “meets expectations,” can fall anywhere between 2.0 and 3.0. This is a much larger scale compared to the old pro/con system where the same Marine would be between a 4.0 and 4.4. The significant change allows for those Marines who are “Go Getters” to stand out compared against those Marines who are just passing time. The Marine Corps is only as good as its people. If a Marine is willing to work hard, they should reap the benefits. The JEPES is a step in the right direction to help select the most qualified.

Further information can be found under the following MARADMINS 505/20, 025/21, 153/21, 179/21.



Active Reserve

By Maj C.E. Troken

The Active Reserve (AR) Program is always hiring!

What we do:

-A Title 10 program that facilitates the integration of the USMCR in the Total Force. The program is structured to enable the mobilization of the USMCR by organizing, administering, training, instructing, and recruiting for the Reserve Component.

How to apply:

-Officers: AR Officer accession boards are held twice each fiscal year (Oct/Mar) and announced via MARADMIN. Each MARADMIN addresses eligibility criteria, package prep, etc.

-Enlisted: Sgts and below are able to apply to the AR Program by contacting their local Prior Service Recruiter (PSR) or Career Planner (CP). Each PSR or CP will walk the Marine through the process of applying and slating.

Benefits:

-Active Duty retirement after 20 years of active service

-TRICARE PRIME for the service member and their dependents

-Unique duty locations from I-Is to HQMC/Joint billets

Additional information links:

[AR Program FAQs](#) *CAC Enabled*

[AR Billets/Locations](#) *CAC Enabled*- Updated annually, subject to change from Force Design and availability subject to AR member rotations

[AR Program Video](#)- MarineNet Video for information on the AR Program/AR Monitoring
Any additional questions, email: joinar@usmc.mil

Unit Spotlight >>>



Joint Enabling Capabilities Command (JECC)

By Col W.A. Barnes

The Joint Enabling Capabilities Command (JECC) provides mission-tailored, joint capability packages to Combatant Commanders in order to facilitate the rapid establishment of Joint Force Headquarters, fulfill Global Response Force execution, and bridge joint operational requirements. The JECC is a subordinate command within US Transportation Command (USTRANSCOM) and is comprised of the Joint Communications Support Element (JCSE) and Joint Planning Support Element (JPSE). The JCSE deploys to provide in transit and early entry scalable command, control, communications, and computer (C4) support to Geographic Combatant Commands, Special Operations Command, and other agencies as directed. The JPSE deploys tailored teams comprised of joint planners, operators, logisticians, knowledge managers, public affairs, and intelligence specialist in order to accelerate the formation and increase the effectiveness of newly established Joint Force Headquarters. To rapidly deploy joint communications and planning teams, the JECC relies heavily upon Reserve Component service members,

which represent approximately 60% of the total force.

All JECC missions involve the integration of Active and Reserve Component staff and provide an opportunity for Reserve members to contribute their unique civilian career experiences in support of real-world missions.

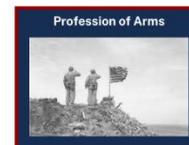
The JECC Marine Detachment currently includes a total of 16 reserve billets supporting JPSE and 9 reserve billets supporting JCSE. Reserve personnel who join the JECC can expect to deploy around the globe on a regular basis for short duration assignments of national importance serving as members of joint communications support teams or joint planning teams. The best advertisement for the JECC Marine Detachment comes from its former members who are quick to describe the career enhancing experience that comes from serving within a vibrant joint community that continuously supports operations around the globe.



The Commandant's Reading List

On 19 October 2020, General Berger communicated to the force the revamped Commandant's Reading List via ALMAR 023/20. In years past, Marine Corps Commandant's would publish their annual Commandant's Reading List with a breakdown, by rank, of what books they recommend the force to read. The list also included a Commandant's Choice section, which is his recommendation to all ranks.

The new reading list branches away from the traditional in that General Berger created six categories to select from instead of a by rank recommendation. The six categories are; Profession of Arms, Innovation, Leadership, Strategy, Foundational, and Commandant's Choice. The new reading list is also in line with his Commandant's Planning Guidance (CPG).



The Commandant's Reading List can be found at:
[Home - CMC Professional Reading Program 2020 - Research Guides at Library of the Marine Corps \(libguides.com\)](https://www.libraryofthemarinecorps.com/)



Navy Reserve Officer Training Course-Reserve (NROTC)

Beginning in 2020, NROTC now has a Reserve Option Service Agreement which forms the fourth commissioning source within the Reserve Officer Commissioning Program (ROCP). This commissioning source will form roughly 20 percent of Reserve officer accessions into the Marine Corps annually. Upon acceptance of commission, a Military Service Obligation (MSO) of eight-years begins in the Reserve Component of the Marine Corps from the date of appointment of commissioned grade. A minimum of seventy-two consecutive months will be in a Select Marine Corps Reserve (SMCR) unit from the completion of military occupational specialty (MOS)

school and check-in to the officer's SMCR unit. After successfully completing the seventy-two month obligation in a SMCR unit, the remainder of the service agreement served as a member of a SMCR unit, the IRR, as an IMA, or as the needs of the service may then require. The first cadre of 20 NROTC-R officers will be graduating from MOS school, serving on Professional Development Tours, and joining their SMCR units in 2021.

Marines and candidates interested in the ROCP can contact program management at RAM-4@usmc.mil and those interested in NROTC-R can refer to the POC listed in MARADMIN 613/20.



How do you calculate your retirement pay?

The Defense Finance and Accounting Service (DFAS), uses the formulas listed in this portion of the newsletter to calculate Reserve retirement pay. The calculations will differ per Marine. MMSR-5 will check eligibility for Marines that qualify for receipt of retirement pay before the age of 60.

1) Final Pay: Applies if you entered military service before 8 Sep 1980.

a. Computation: $P/360 \times .025 \times B = \text{Monthly pay}$

P=Total number of retirement points
B=Basic Pay of the grade in which retired
(Uses the pay scale in the year you turn 60 years old).

The current base pay rates and retirement calculator are available at the following links:

<https://www.dfas.mil/militarymembers.html>
<https://militarypay.defense.gov/Calculators/>



Locating Total Points:

- Retirees will receive a true certified copy of their Career Retirement Credit Report (CRCR) in a retirement package.
- Retirees retirement orders state the total points in paragraph 3.
- For retirees with MOL access:
 - Upon retirement from the Reserve Component, the CRCR is no longer displayed in MOL.
 - A certified true copy of your CRCR is submitted for inclusion in your Official Military Personnel File (OMPF).
- If the CRCR is not in the OMPF, retirees can request a "clean" copy by emailing MMSR-5 at: smb.manpower.mmsr5@usmc.mil (include your electronic data interchange personal identifier (EDIPI)).

2) High-36 plan: Applies if you entered military service after 8 Sep 1980.

a. Computation: $P/360 \times .025 \times B = \text{Monthly pay}$

B=Basic Pay of the grade in which retired
(Using the pay scale in the year you turn 60 years old or the age when you are eligible for your retirement. You will need to estimate your base pay using an assumed annual increase rate).

3) Blended Retirement System (BRS):

Applies to members who opt-in to the BRS or entered military service after 1 Jan 2008.

a. Computation: $P/360 \times .020 \times B = \text{Monthly pay}$
B=Basic pay used is similar to High-36.

4) Final DD214 at retirement: SMCR, IMA, and IRR retirees do not receive a final DD214 (only if on Active Duty for 90+ days). The CRCR is the official document distinguishing a breakdown of ALL years of service in the Reserves including Active Duty time.

ENLISTED APPLICATIONS TO THE U.S. NAVAL ACADEMY

The United States Navy is seeking top performing, energetic Active and Reserve Marines and Sailors that demonstrate strong leadership for admission to the Naval Academy Class of 2026. Reference ALNAV 049/21 at:

<https://www.mynavyhr.navy.mil/Portals/55/Messages/ALNAV/ALN2021/ALN21049.txt?ver=GYDpPPbeJJYFSpacD5wp1Q%3d%3d>

Class of 2026 application deadline is 31 December 2021. The deadline for all completed application documents is 31 January 2022.

An applicant becomes an official candidate by submitting a preliminary application on-line at: <https://www.usna.edu/Admissions/>

Paragraph 2.a of the referenced ALNAV specifies the academic requirements and paragraph 2.e identifies the physical fitness standards for each applicant.

Additionally, applicants must not have passed their 23rd birthday on 1 July of the year of admission to USNA. Must not be married, pregnant, or have incurred obligations of parenthood.

For more information go to: <https://www.usna.edu/Admissions/Apply/Active-Duty-Service-Applicants.php>



ask the Counselors >>>

Q: Where do I stand compared to my peers?

A: Comparative information is located on the CMT website under the comparative assessment link.

Meet your Mentors >>>

Colonel Francisco Delgado

Career Management Team OIC / GCE Mentor

Commissioned in May 1995 his first tour was with Echo, Golf and Fox Batteries in 2d Bn, 11th Marines. In June 1998, he assumed duties as the Officer Selection Officer (OSO) El Paso, Texas. Serving in that capacity until February 2001 when Captain Delgado resigned his active duty commission. In August 2002, he joined the Marine Corps Reserve as the S-4, Current Operations Officer and later Regimental Fire Direction Officer at 14th Marines. Major Delgado deployed to Combined Joint Task Force Horn of Africa (CJTF-HOA) in September 2005 where he served as a Country Desk Officer in the J3 before being selected to serve as the Country Coordination Element (CCE) in Uganda.

Afterwards, he transferred to Delta Battery, 2d Battalion, 14th Marines serving as Executive Officer and Battery Commander as they transitioned from the M198 howitzer to the M142, High Mobility Artillery Rocket System (HIMARS). In January 2009, Major Delgado led Rocket Battery D on deployment to Helmand Province, Afghanistan initially serving under the Special Purpose Marine Air Ground Task Force – Afghanistan. Following mobilization, he served as the 2d Battalion, 14th Marines Liaison Officer before becoming the Battalion Executive Officer. From August 2012 through November 2014 he served as Operations Officer (S-3) at 14th Marines then briefly as the Regimental Logistics Officer (S-4). In August 2015, he assumed command of 2d Battalion, 14th Marines.



In October 2017, Colonel Delgado joined Reserve Affairs (RA) serving as the Marine Corps Reserve, Ground Combat Element (GCE) Mentor and in April 2021 he assumed the additional duties as OIC of the newly formed Career Management Team within RA.

Meet Your Counselors >>>

Master Sergeant Troy Campbell

Career Management Team SNCOIC / AR Counselor

MSgt Campbell is coming to the Career Management Team from Training and Education Command where he served as the Reserve Program Chief. He went to boot camp at Marine Corps Recruit Depot Parris Island on 28 Dec 1998. Upon graduating MSgt Campbell attended the Basic Combat Engineer Course and after graduating in June of 1999 checked into C Co, 4th Combat Engineer BN. MSgt Campbell joined the AR program in January of 2000 and was stationed with MASS-6. After conducting a lateral move into the 0451 (Air Delivery Specialist) MOS in January of 2003 he received orders to Co D, 4th Reconnaissance Bn in Albuquerque, New Mexico. MSgt Campbell spent the next 11 years with 4th Reconnaissance Bn between Co D and B in Smyrna, GA. During this time he deployed to Iraq with 1st Force Reconnaissance Company and attended numerous schools to

include Static-line Jumpmaster, Military Free Fall Jumpmaster, Pathfinder, Foreign Weapons Instructor, Marine Corps Instructor of Water Survival (MCIWS), and all resident PME courses.

In August of 2014, MSgt Campbell joined Marine Corps Recruiting Command and worked in the G-3 as the Reserve Procurement Chief. Selected for MSgt in February of 2017, MSgt Campbell received orders back to 4th Reconnaissance BN for duty as the BN Paraloft Chief. MSgt Campbell transferred to Training and Education Command in July of 2020 to be the Reserve Program Chief. MSgt Campbell checked into Reserve Affairs in June on 2021 to be the SNCOIC of the Career Management Team. With over 22 years of experience, MSgt Campbell is well versed in matters concerning the Reserve Component and is excited to be a part of the Career Management. Team.





Reporting Senior (RS) - What you need to know

By LtCol K. Harwell

As a Marine Corps Officer, one of the most basic leadership responsibilities is to take care of your Marines. It is critical that each RS not only understand their own RS profile and relative value for respective ranks, but also write with purpose and focus on qualitative/quantitative substantial content that will appropriately place and rank Marines accordingly. As officers, we must not lose sight of the importance and attention that must be given to these reports. All too often, we see fitness reports (fitreps) with comments that do not align with the scores, have delays in processing, and frankly, seem to be a last minute “check in the box”. We also hear from the Marine Reported On (MRO) that the reports were not fairly evaluated because the RS did not properly understand and account for their RS profile and relative values. This article will be the first in a series that will begin to walk you through the fundamental information and guidance on all facets of the fitrep process and structure. This piece focuses on the RS.

Performance evaluation is continuous, powerful, and one of the most critical responsibilities for officers. No other product more directly determines the outcome of a Marine’s career than the fitrep. It remains the primary tool we use to determine promotion and retention. Few things can harm your professional reputation faster than a demonstrated lack of concern or proficiency with the fitrep process.

Getting it wrong destroys faith in the process and the officer corps. The audience for a fitrep is NOT the MRO; it is the selection board. In essence, fitreps are letters of recommendation.

The RS Profile/RS List reside in your OMPF and serves as a guide in preparation and execution for completing a fitrep. The reporting profile is a list of all fitrep scores an RS recorded for a particular rank. The RS List is a by name and rank rollup of everyone an RS wrote a fitrep on. The RS Profile/List are constantly updated and maintained by Headquarters Marine Corps (HQMC) as part of a RS’s OMPF.

Referencing the RS Profile/List allows an RS to ensure current reports are accurately ranked against historical reports of the same grade. You do not just recreate the rankings each time. When writing a report, you are not simply comparing the MRO to recent reports; you are comparing the MRO to every report you submitted for Marines of the same rank. That means you are comparing them to Marines who have long since moved past that rank or even active duty. Fitreps are a comparison of past and present performances, not people.

The RS should use specific verbiage that appropriately corresponds with the markings for the report.

Complementing the score and ranking of the report, the comments provided by the RS on a report serve to summarize the MRO’s performance during the reporting period. RS’s should strive to connect qualitative performance examples to match the scores and provide substantial quantitative metrics that justify the scores for the reporting period. Section I Comments should be well thought out sentences, not bullets. Additionally, the comments section is not a place for the RS to show their intelligence by using words that may or may not require a dictionary/thesaurus by board members to understand what the RS is saying. Among other relevant information, comments should reflect a) demonstrated proficiency in execution of assigned duties b) demonstrated leadership ability c) endorsement for promotion, PME, and increased responsibility. Any adverse comment renders the entire report adverse.

Example, for a Top performer: “An absolute must for promotion”, “My highest recommendation for promotion”. Example, for a Middle of the Pack performer: “Highly recommended for promotion”, “Promote at first opportunity”, “Strongly recommended for promotion”. Example, for a Weak performer: “Recommended for promotion”, “Promote with peers”, “Promote”, and saying nothing or having excessive “white space” in the comments section speaks volumes to the board. Example, for a Complimenting the score and ranking of the report, the comments provided by the RS on a report serve to summarize the MRO’s performance during the reporting period. The RS should use specific verbiage that appropriately corresponds with the scores for the report.

The fitrep process can take time and has several variables, so being proactive at every level is key in timely and accurate completion. It is the responsibility of the MRO (know when your reports are due for your rank) to have a completed an accurate MROW submitted to the RS in a timely fashion, with that said, the RS should provide leadership to his/her Marines by routinely counseling and discussing Fitrep timelines, processes, and expectations. One document that provides detail on the performance evaluations of every Marine is the Master Brief Sheet (MBS) located within the OMPF which is easily accessed through Marine Online. Many Marines do not have a clear understanding of the MBS performance section. Of note, two fitreps items where we routinely see errors are the reporting occasion and non-observed reports. The RS needs to work with MRO to identify and ensure the correct occasion is listed and RS’s need to properly understand when a report can be extended or non-observed. The PES Manual is the primary resource and guide for questions regarding these items. The Career Management Team at Reserve Affairs routinely provides counseling and is available to walk Marines through all portions upon request.

This article has covered high level details around fitreps and RS responsibilities. You are highly encouraged to spend more time crafting your Fitreps, engaging with your MRO’s, and accurately portraying the performance of your MRO by clearly understanding your respective RS profile and relative values. Every Marine deserves your best in this matter!

For additional information regarding the Performance Evaluation System (PES) visit the Manpower Management Records and Performance (MMRP) Branch at:

<https://www.manpower.usmc.mil/webcenter/portal/MMRP30>

Reporting Senior Fitness Report List LTCOLIAMA STICKLER

SSN: XXX-XX-0001

As of: 20160221

MRO SSN (Last Four)	Last Name	From Date	To Date	Occ	FitRep Avg
MSGT					
0002	MARINE 1	01-Jul-14	19-Mar-15	TR	3.3
0003	MARINE 2	01-Jan-15	05-Jun-15	TR	3.23
0004	MARINE 3	21-Sep-13	15-Jul-14	CH	3.23

Average By MRO Grade: 3.26

MSgt V's parting thoughts...

Remember your influence: The moment you earned the title Marine, you joined the ranks of thousands of heroes before you and the world is watching. Everyone you come in contact with sees you through a different lens, and rightfully so. This isn't a burden to run from but to embrace. It's a call to a higher standard that we set every day for ourselves. It's easy to forget this as our perception or expectations have been diminished. Remember our actions or inaction can hurt or heal, inspire or infuriate, build or break down. Be intentional about which way we choose.

Keep proper perspective: Be grateful. Embrace the suck because it can always be worse. Somewhere out there it's raining, bullets are flying and people are dying. Health is a blessing, be grateful for it. This last year or so of pandemic should have proven that so appreciate the good.

Strive to be better: Success is founded on past failures, and failures are just opportunities to get better. Keep moving forward and keep seeking self-improvement.

To my junior Marines- embrace the lessons you learn both good and bad because they are what will mold you into the leader you will be. Don't hold grudges and seek out guidance from leadership you admire. If you don't find any, then look harder and don't be so critical-chew the meat and spit out the bones. Everyone has a lesson to share just be open to hear. Listen, learn, and then lead.

To my officer corps - the burden of command is difficult but remember you are not in it alone. Trust your Marines. Times have changed and you may not be the smartest person in the room, and if you are, then have the wisdom to receive insight from others. Trust your SNCOs even if you have been burned in the past, chances are they have been burned by an officer as well-people cannot rise or fall to the level expectations without the opportunity and trust. The great thing about the Marine Corps is we get a fresh start every PCS, so please don't carry baggage from the past into the unit.

To my SNCO brothers and sisters - Be humble. The junior Marines already look up to you and your officer corps want to lean on you. Pride will blind you of your flaws and stop you from being honest with yourself. It will cause you to judge others quickly and without empathy. Lastly, build up the SNCO comradery and stick together. We are notorious for kicking our own when we fall, this is a shame but can be restored with time.

It's been a great ride and I'm grateful for the past 26 years in the Corps. Thank you to all the great men and women I have had the honor to serve with and for the countless others I haven't had the pleasure.

Semper Fidelis Marines

with an Ooh-Rah and Errrr attached

MSgt Justino Vasquez
Career Management Team

Sergeant Major's Message:

SgtMaj Carlos A. Ruiz
Sergeant Major
Marine Forces Reserve



Marines! Revealed this calendar year, a new Junior Enlisted Performance Evaluation System (JEPES) designed and developed by Headquarters Marine Corps specifically for you.

JEPES is an entirely new way for Junior Marines and leaders to view a near-real-time performance. JEPES is a fundamental step-change in the evolution of evaluating Marine's capabilities and not an incremental improvement on the old Pro/Con system. Marines will be ranked near-real-time against their peers across Warfighting, Physical Toughness, Mental Agility, and Command Input. As you increase your score in each objective and one subjective category, you will level up, and your opportunity to become a select grade and rank-up increases.

No more secrets and no more confusing, hand-calculated, algorithms; Marines will receive a monthly PES Score which is a composite of four equally weighted categories. Warfighting (Rifle and MCMAP), Physical Toughness (PFT/CFT), Mental Agility (PME and Self-Education), and Command Input (Subjective marks in the areas of Character, Mission Accomplishment, and Leadership). Additionally, commands will evaluate Marines in the areas of Individual Character, MOS &/or Mission Accomplishment, and Leadership utilizing a scale from 0.0 to 5.0. Previously the "average" Marine under the PRO/CON system was 4.0 to 4.4, the equivalent in JEPES is a Marine who "meets expectations" and is marked 2.0 to 3.0.

I challenge every Marine to take control of your future, aggressively compete to maintain an edge on your peers, review the references, and get promoted!

MARADMIN 505/20 and MCO 1616.1



In The Next Issue

- FY22 SMCR/AR SNCO Board
 - Reduced Retirement Age
 - Commissioning Programs
 - Unit Spotlight
 - Meet your Mentor
 - 1stSgt or MSgt?
 - Reserve Education Opportunities
- Topic Ideas... If there is a topic, you wish the CMT to cover, email your suggestions to the CMT at the email below.



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