



- Reserve Exit & Retention Survey pg. 1
- Continuation Pay pg. 2
- Meet your Mentors pg. 3
- Toys for Tots pg. 4
- Unit Spotlight pg. 5
- Marine Family Resources pg. 6
- Director, RA Comments pg. 7

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

Career Corner

MARADMIN Update:

- 013/22:** Marine Corps Ready Reserve Enlisted Career Force Controls Program
- 026/22:** FY23 Enlisted to Warrant Officer Reserve Selection Board
- 071/22:** Change to RC Marines serving on ADOS for more than three years with in the preceding four-year period (1095 RULE)
- 077/22:** FY22 Active Reserve Career Recruiter Affiliation Bonus
- 078/22:** FY22 Active Reserve Enlisted Accession Bonus
- 079/22:** FY22 SMCR Enlisted Affiliation Bonus
- 084/22:** CY23 Continuation Pay Program for Blended Retirement System Participants
- 110/22:** CY22 Annual Tricare Reserve Select Communication Plan
- 117/22:** FY22 Active Reserve Enlisted Career Force Controls Program
- 134/22:** Uniform Board 219 and 220 results and Maternity Uniform Development Update
- 156/22:** FY24 Active and Reserve Marine Attaché Selection Board Announcement
- 164/22:** AY23 Class Dates for the Enlisted College Distance Education Program Weekend Seminars
- 165/22:** Officer PME Blended Seminar Program FY2022-2023 Seat Allocation Assignments
- 176/22:** Closure of the CDET Learning Resource Centers
- 191/22:** AY23 Class Dates for the Enlisted College Distance Education Seminar Programs
- 192/22:** Convening of AY2022-2023 CDET CSC and EWS Blended Seminar Program Selection Board for Reserve Officers
- 193/22:** Inactive Duty Training Travel Reimbursement Update
- 198/22:** Application Process for Reserve Officers Applying to the CDET CSC and EWS Funded Weekend Seminar Program
- 203/22:** SMCR Aviator Assignment Policy
- 229/22:** Revised Guidance for Management of System Authorization Access Request
- 232/22:** Convening of FY2023 RCSB & RSLB

U.S. MARINES

YOUR FEEDBACK CAN CHANGE POLICY AT EVERY STAGE OF YOUR MARINE CORPS JOURNEY.



PARTICIPATION IN THE EXIT AND MILESTONE LONGITUDINAL SURVEY (EMLS) ALLOWS YOUR VOICE TO BE HEARD!

Reserve Exit (MARADMIN 554/19): <https://go.max.gov/dod/ReserveExit>

Reserve Retention (MARADMIN 411/20): <https://go.max.gov/dod/ReserveRetention>

Questions/Comments? Contact your local career retention specialist or contact the Principal Investigator at 703-784-9370 or surveys@usmc.mil

Continuation Pay Multipliers Double for CY23!

Maj Liu



Starting in Calendar year 2023 due to an increase in multipliers, the Marine Corps is DOUBLING the dollar amount of Continuation Pay (CP) offered to the Blended Retirement System (BRS) for ALL Marines!

Accepting CP does NOT reduce or affect a Marine's retirement pay at the end of 20 years of service (YOS). To receive this retention bonus, Marines need to complete NAVMC 11908 and accept CP BEFORE entering 12 YOS. CP is a ONE-time opportunity; Marines that missed the deadline and entered 12 years of service, decline CP, or not enrolled in BRS are not be eligible. Eligible Marines will receive a reminder via Marine Online Message at the 180-day and 30-day mark.

For more details, you can contact the Manpower Policy Branch (MPO) at (703) 784-9386 or MPO@usmc.mil.

Additional information can be found at https://www.manpower.usmc.mil/webcenter/portal/MPO/pages_compensation



JUST THE FACTS | CONTINUATION PAY 2023

Retaining experienced and highly skilled Marines is important to sustain our force end-strength to win our Nation's battles. MARADMIN 084/22 announced increased CP rates for Marines who complete 12 years of service during calendar year 2023.

WHAT IS CONTINUATION PAY?

Continuation Pay (CP) is a cash incentive for Blended Retirement System (BRS) participants offered during the midpoint of a Marine's career in exchange for an additional service commitment of four years.

Marines must accept or decline CP before they reach 12 years of service. CP is in addition to any other pays and allowances. Electing to receive CP will not impact your future retirement pension payment.

HOW MUCH CP WILL I RECEIVE?

Payments are based on active duty basic pay, at the over 12 years basic pay rate. In 2023, Active Component and Active Reserve (AR) Marines will receive 5.0 times monthly basic pay and Selected Reserve (non-AR) Marines will receive 1.0 times.

Recipients can elect to receive a lump sum or annual installments (equal payments over 2, 3, or 4 years). Payments will be paid within 30 days of reaching 12 years of service. Remember, the amount you receive is generally subject to income tax.

		MONTHLY BASIC PAY		MULTIPLIER	=	AMOUNT
ACTIVE DUTY AND ACTIVE RESERVE	E6	\$4,226	X	5.0	=	\$21,130
	O4	\$8,285	X	5.0	=	\$41,425
SELECTED RESERVE	E6	\$4,226	X	1.0	=	\$4,226
	O4	\$8,285	X	1.0	=	\$8,285

WHAT STEPS SHOULD I TAKE?

1. Complete the Continuation Pay Financial Education Action Point (FEAP) via the Marine's installation Personal Financial Manager (PFM).
2. Complete NAVMC Form 11905 (Active Duty) or Form 11908 (Active and Selected Reserve).
3. Submit form to unit admin via EPAR in Marine Online (MOL), before you reach 12 years of service.
4. Verify progress in MOL>personal info>TSP/BRS.

Here's what it looks like.



Promotional Board Opportunities

By: LtCol Esposito

The Promotions Branch located at MCB Quantico has monthly promotional Board Member opportunities for the one-day Enlisted Remedial Selection Board (ERSB). To be designated as a "Voting Board Member", you must currently hold the rank of 1stSgt/MSgt, SgtMaj/MGySgt, CWO3 and above, or Major through Colonel. The Enlisted Remedial Selection Boards convene one day per month, typically the third Thursday of each month from 0800 to 1600. Enlisted Remedial Selection Boards are convened in order to afford Enlisted Marines a promotional opportunity that have been passed over for promotion, but requested (and were granted) remedial promotion consideration. This is a great opportunity for those that wish to gain promotional board experience. Please contact MSgt Cyrus Williams, Enlisted Promotions Chief, via email (cyrus.j.williams1@usmc.mil) or via telephone (703) 784-9720.



Meet Your Mentors >>>>>>

Colonel David Ashe

CMT Logistics Command Element Mentor

Commissioned in the summer of 1996, Col Ashe attended The Basic School following his passing of the Virginia Bar exam in 1998. Following graduation from The Basic School, Col Ashe attended the Naval Justice School in fall 1998. After graduation, he reported to Camp Pendleton and served as a Legal Assistance and Defense Counsel until May of 2000.

Within 48-hours of the 9/11 attacks, Col Ashe arrived in New York City, and for several days he was part of the Bucket Brigades searching for survivors.

In March 2002, Col Ashe deployed to Camp Doha, Kuwait and served as SJA to the CJTF - Consequence Management. In March 2003, he deployed to Iraq with I MEF (FWD) Command Element; and, by April 2003, Col Ashe became one of the first of five Judge

Advocates assigned at the battalion level. For the remainder of the deployment, Col Ashe served with 2nd Battalion, 5th Marines.

Upon his return to CONUS at the end of 2003, he entered the Reserve Component. From 2003 to 2008, Col Ashe served as a Law of Armed Conflict instructor. From 2009 through 2012, Col Ashe served the Commandant's Civilian Counsel Office as a Fiscal Law Attorney and then was selected to serve with NATO until Sep 2016.

At the time, Col Ashe helped create a new Reserve billet, which assisted the Disability Evaluation System where Wounded Warriors are processed for medical separation and medical retirement. From Sep 2017 to May 2020, Col Ashe served as the Branch Head for the Operational Law Section of the Commandant's SJA office.



Col Ashe re-structured the branch and added 10 additional SJA billets to the branch.

Col Ashe has been published in the Marine Corps Gazette for operational law matters. In 2022, Colonel Ashe transferred to his current assignment with the Career Management Team in Quantico, Virginia.

Gunnery Sergeant Marcos Lambaria

CMT Enlisted Career Counselor

GySgt Lambaria graduated from recruit training at MCRD San Diego in 2003, and served 14 years on Active Duty. GySgt Lambaria joined the CMT after serving with the Marine Corps Individual Ready Support Activity group as a Transition Readiness Advisor aboard MCAS New River and MCB Camp Lejeune.

His primary MOS is 1141 Electrician, which has progressed into an 1169 Utilities Chief. He has previously served with the 2nd & 3rd Marine Divisions, 3rd Marine Aircraft Wing, and Marine Corps Training & Education Command. In 2004, he was transferred to Okinawa, Japan where he served as an Electrician with Combat Assault Battalion aboard Camp Schwab and Section Head with Headquarters & Service Battalion aboard Camp Courtney. In 2006, GySgt Lambaria returned to CONUS to serve as the Platoon Sergeant & Section Chief for MWSS-373. While serving with TECOM & the Marine Corps Engineer School he held billets as an Instructor, Course Chief, and a Curriculum Developer. GySgt Lambaria completed his active duty service as the Utilities Chief for 2nd Combat Engineer Battalion in 2017.

GySgt Lambaria has more than 18 years of military experience split between active duty, IRR, SMCR, and IMA. His significant understanding of the importance in preparation for an advancing Marine Corps career or transitional success of Active and Reserve Components have prepared him well as a Career Counselor for the Career Management Team.



Toys for Tots 75th Anniversary

Toys for Tots Event, Marine Corps Reserve, circa 1951

By: Office of Marine Forces



Seventy-five years ago, a simple act of kindness turned into a Nation-wide flagship children's Christmastime charity and much more.

The idea of the Toys for Tots Program began in 1947 at the helm of Marine Corps Reserve Major Bill Hendricks. Major Hendricks' wife, Diane, was the inspiration behind the Program after she asked Major Hendricks to deliver a few handcrafted dolls to an agency that supported children in need. When Major Hendricks reported to his wife that he could not find an agency for the handcrafted dolls, Diane encouraged her husband to "start one"!

Major Hendricks and the Marines in his Reserve unit collected over 5,000 toys in 1947 and delivered them to children in need around Los Angeles. Seeing the impact that delivering toys to children in need had created around the community, the

Commandant of the Marine Corps, General Clifton B. Cates, directed all Marine Corps Reserve units to implement a Toys for Tots campaign in 1948—which transformed the Program into a National Community Action Program.

For over seven decades, the program has evolved and grown exponentially having delivered hope and the magic of Christmas to over 281 million less fortunate children. Now, in our 75th year, the Marine Corps Reserve Toys for Tots Program also provides support year-round to disadvantaged children experiencing challenges and exceptional circumstances, thus sending a message of hope beyond the holiday season.

Toys for Tots began supporting children among the Navajo Nation from the program's start creating the foundation of the Toys for Tots Native American Program, which was formalized in 1980. Each year, 180,000+ Native American children living on remote reservations across the United States receive toys and books leaving a positive impact and assisting in the development of these children.

The Toys for Tots Literacy Program, established in 2008, offers our nation's most economically disadvantaged children the ability to compete academically and to succeed in life by providing them direct access to books and educational resources that will enhance their ability to read and communicate effectively. Since 2008, Toys for Tots has distributed over 47 million books to children and with each book distributed, we are hoping to be one-step closer to breaking the cycle of poverty.

In recent years, Toys for Tots has distributed millions of toys to children in need during the spring and summer months. These children and their families were facing adversity and exceptional circumstances including pandemic related challenges, natural disaster recovery, and other extenuating events. Toys for Tots also provided toys and gifts to 17,000 Afghanistan refugee children now living in the United States.

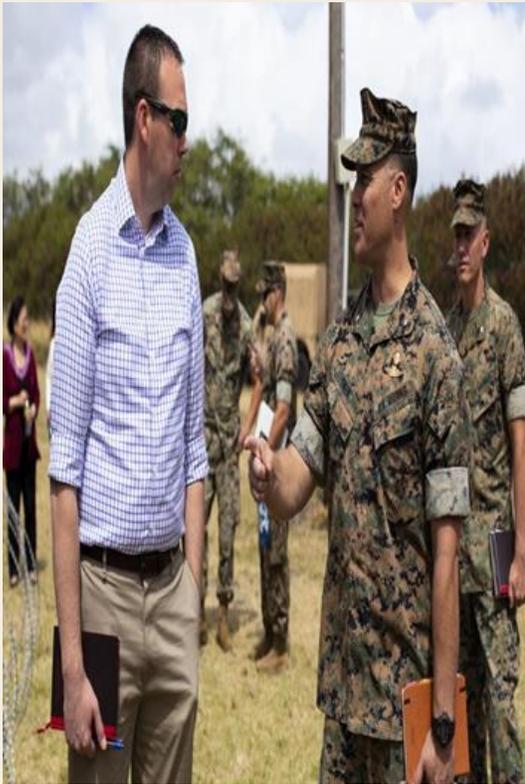
As our Nation has faced the many challenges and national crises over the past 75 years, the American public has never let Toys for Tots down allowing our Marines and volunteers to support millions of children year after year. 2021 was no different. Toys for Tots distributed a record 22.4 million toys to nearly 8.8 million less fortunate children!

Since the Marine Toys for Tots Program began in 1947 with a single hand-knitted doll, we have distributed 627 million toys to over 281 million children. We have adapted and overcome many challenges, but always accomplished the mission. We are 75 years strong!

Emergency Preparedness Liaison Officers (EPLO):

SME's for the Home Game

By: Col Windel



Emergency Preparedness Liaison Officers (EPLO's) are the Marine Corps' subject matter experts on Defense Support of Civil Authority (DSCA) and Homeland Defense. The EPLO team is a MARFORNORTH IMA detachment that supports all ten Federal Emergency Management Agency (FEMA) regions spread across the Continental United States, Puerto Rico, United States Virgin Islands, and Alaska. Each region is supported with an O6 and two O5's that generally live in or near the region. The region team supports the Army Defense Coordinating Officer (CDO) for the region and liaisons back to MARFORNORTH, Marine Forces supporting DSCA, and Homeland Defense. They also deploy with Marine Corps Commanders supporting DSCA as advisors on policy and procedures.

EPLO's will generally plan for a training year by attending the DCO's battle assemblies, meeting and establishing relationships with state, local and National Guard emergency management teams, and teaching the region's Marine Forces about DSCA response. They will often spend a good portion of their Reserve time supporting actual missions.

If you see Marine Forces in the news supporting any FEMA emergency, that was coordinated by an EPLO. To ensure the Marine Corps is never late to support DSCA or homeland defense, EPLO's are often first on the scene. When hurricanes form in the gulf, EPLO's from the region prepare and often deploy before landfall. During major events with high security risk like

political party national conventions or even the Super Bowl, EPLO's are manning the emergency management centers. Marine Corps EPLO's coordinated several of the COVID vaccination centers throughout the country and Operation Allies Welcome for Afghanistan refugees.

Being an EPLO takes a more flexible schedules as a Reservist, but it's rewarded with actual mission that benefit Americans in need.



Upcoming CMT unit briefs:

- MARFORCYBER IMA DET
- Reserve Judge Advocate Refresher Training
- Marine4Life
- MAGTF Staff Training Program IMA Det

If you would like us to visit and provide your unit or IMA det a CMT brief, please contact us at

SMB_MANPOWER_CAC@usmc.mil

ask the Counselors >>>

Q: I am a newly promoted Sergeant, how do I learn to read and understand my Master Brief Sheet (MBS)?

A: Your Reporting Senior (RS) should be the primary individual to teach you about your MBS; however, the CMT can answer any MBS/OMPF questions you have. Also ref, MMRP webpage <https://www.manpower.usmc.mil/webcenter/portal/MMRP30>

Highlight on Resources

By: Ms. Lorei

- **The Marine and Family INFORMATION, REFERRAL AND RELOCATION PROGRAM (IR&R)** connects service members and their families to resources and programs that support them during their mobile military lifestyle. The program is the primary conduit of relocation support, including the Marine Corps Sponsorship Program. (Refs. MCO 1754.10A and MCO 1320.11G).
- **Military OneSource** has replaced DSTRESS and is available 24/7 to you and your family. Call 1-(800) 342-9647 or go to <https://www.militaryonesource.mil> to access OCONUS calling features and Line Chat options.
- **Library Resources** DoD MWR Digital Libraries has launched <https://dodmwrlibraries.org>. Resources include: Genealogy; research databases; encyclopedias; scholastic subjects for elementary age; foreign language lessons; eBooks; Audio Books; digital magazines; streaming movies and music, test preparation, study guides, job search and interview help; resume builder; and much more. Use the digital Collection (A-Z) list and chose the Marines Access button under each resource. If you have Questions, email usmclibraries@usmc.mil and include your name & location.
- **Spouse Scholarship and Family Retreats** The National Military Family Association is a non-profit providing resources to active duty and Reserve military members and their families including Spouse scholarships and Operation Purple Family retreats. Go to <https://www.militaryfamily.org> for more details.
- **Economic Security Resources** to support service members dealing with Food Insecurity:
 - Military leaders Economic Security Kit can be downloaded at:
 - <https://www.militaryonesource.mil/leaders-service-providers/economic-security/>
 - SNAP (Supplemental Nutrition Assistance Program)
 - <https://www.fns.usda.gov/snap/supplemental-nutrition-assistance-program>
- **Exceptional Family Member Program (EFMP)** Activated Reservists enrolled in EFMP will be managed by their geographically assigned Marine Corps EFMP office; however, service members may also receive resources/support from sister service locations that may be more physically accessible if they desire in-person support. To find the nearest installation go to <https://www.installations.militaryonesource.mil>.
- **MOVE.MIL** has been replaced by <https://www.militaryonesource.mil/moving-housing/moving/pcs-and-military-moves/>. Marines can visit the site and create or update an account in the Defense Personal Property System (DPS).
- **Plan My Move** allows you to create personalized moving checklists and save them for future moves. <https://planmymove.militaryonesource.mil/>

For more program and resource information contact: MARFORRES MCCS at 1-(866) 305-9058; tracy.touchard@usmc.mil and/ or HQMC IR&R PM Lucinda Lorei at Info_Referral@usmc.mil.





From the General...



“All good things must come to an end.”

MajGen Helen G. Pratt
Director, Reserve Affairs

As I come to the end of my serving thirty-five years in the Marine Corps, I want to reflect on what it means to be a Marine. My focus has always been on the people with whom I have had the honor to meet and serve. My most treasured memories are of the selfless Marines who worked hard, regardless of recognition; they held their ground, behaved with courage, strove for the moral high ground, and solved problems. My Dad, a Marine for twenty-three years, instilled in me an understanding of tradition, pride, and discipline. He did not just speak Marine; he exuded it. He desired to be part of an elite team, to make a difference in the world, to contribute to those in the community around him, and to have the Corps’ best interests at heart. Decades later, I see in new recruits this same yearning and desire to seek the challenge of becoming a part of something much bigger than themselves. The pride of the Marines Corps is on display daily. All you have to do is drive anywhere in the US where you can see the number of Marine Corps Emblems on bumpers, windshields, or license plates. When we see the Eagle, Globe, and Anchor (on a car, shirt, hat, tattoo), we react with an enthusiastic “oorah!” a sense of camaraderie, and often we approach and speak to whomever is displaying our hard earned symbol. My siblings, who are not even Marines, do it every time — with unbelievable pride.



July 9th, 2018 San Benito, Guatemala – Visit to school restoration project while 4th MLG CG.

As a Marine Reservist, I have had the best of both worlds. I am allowed to serve my country and, at the same time, to contribute to my community. My mantra has always been “When needed, I show; when I’m not, I go.” I have made sure that I am ready (physically, mentally, and spiritually) at a moment’s notice to deploy wherever required. I cherish the fact that previous wars were fought and won by many Reservists. The knowledge of our past contributions is powerful, and we must revere our successes. We need to be a superior “total force” and not forget the ultimate price many, regardless of duty status, have paid. As I leave Reserve Affairs (RA), I would like to express my sincere gratitude to the RA team for the support they provide to our Reservists writ large and our active duty counterparts within M&RA. You have all had a tremendous impact on our Reserve Marines and the total force.

It is time to “step off smartly,” and, in doing so, I thank every Marine — those from yesterday, those serving today, and those who will come tomorrow.

“To the rear.....MARCH!”

Pratt out. Semper Fi.

In The Next Issue

- Unit Spotlight
- SMCR Support to II MEF
- IA Opportunities
- Talent Management Engagement Platform
- Topic Ideas... If there is a topic, you wish the CMT to cover, email your suggestions to our OMB email.



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