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

Career Corner

MARADMIN Updates:

- MARADMIN 605/20** Fiscal Year 2021 (FY21) Inactive Duty Training (IDT) Travel Reimbursement
- MARADMIN 713/20** Reserve Qualification Summary (RQS) NAVMC 10476
- MARADMIN 731/20** Physical Fitness Test, Combat Fitness Test, and Body Composition Program Advisory
- MARADMIN 739/20** FY21 Reserve Selected Marine Corps Reserve (SMCR) – Individual Ready Reserve (IRR) Staff Noncommissioned Officer (SNCO) Selection Board
- MARADMIN 754/20** COVID-19 Vaccine Guidance for Active and Reserve Components
- MARADMIN 768/20** Convening of the FY22 Reserve Chief Warrant Officer Promotion Board
- MARADMIN 772/20** Excess Billet Identification Code for SMCR Marines Enrolled in Non-resident Professional Military Education
- MARADMIN 008/21** Calendar Year 2021 Annual Tricare Reserve Select (TRS) Communication Plan
- MARADMIN 022/21** Policy for Professional Development Tours Funded by Reserve Affairs (RA)
- MARADMIN 033/21** Announcement of Primary Residence Update Requirement for all SMCR and Individual Mobilization Augmentee (IMA) Marines
- MARADMIN 044/21** Reserve Affiliation Composite Score Points Incentive
- MARADMIN 045/21** Reserve Officer Interservice Transfer into the RC of USMC
- MARADMIN 047/21** FY22 Enlisted to Warrant Officer (WO) Reserve Selection Board
- MARADMIN 075/21** Guidance on use of Masks and other Containment Measures for COVID-19

Reserve Retirement Maximize Your Time

By Col A.E. Theriot

This edition of the Career Management Team (CMT) Newsletter includes information and resources for you to manage your Reserve career and plan for a Reserve Retirement. No matter where you are in your career, it's never too early to consider the topics presented. There are critical elements every Reserve Marine should be tracking throughout their career from satisfactory participation to personal and transition readiness which directly impact Reserve Retirement eligibility.

Remember - no one cares more about your successful transition more than you do.

Reserve Marines must complete 20 satisfactory years to be eligible for a Reserve Retirement. A satisfactory year equates to earning a minimum of 50 Reserve Retirement Points (RRPs) each anniversary year. You can track your anniversary years and RRP's in your Career Retirement Credit Report on Marine online (MOL). Failure to earn 50 RRP's each anniversary year can jeopardize your eligibility for a Reserve Retirement. Failure to earn the minimum satisfactory years in your final grade directly impacts your grade at retirement and your retirement pay.

Retirement-eligible Reserve Marines must consider a Survivor Benefit Plan (SBP). The SBP is a personal financial decision as to how a Reserve Retirement-eligible Marine's surviving family members will receive Reserve retirement pay if the Reserve Marine passes away. For more information about the SBP visit: <https://www.dfas.mil/retiredmilitary/provide/sbp/>

The Separations and Retirement Branch at HQMC will notify Marines within a few months of earning your 20th satisfactory year, (so keep your contact information current in MOL). If you fail to elect a SBP, the decision will be made for you, it is recommended you make the decision.

All Marines should complete medical and dental screenings throughout their career. If you complete the required annual Physical Health Assessments (PHAs) and dental exams throughout your career, then the final physical and medical screening process will be much easier to complete. Accurate medical and dental records are also essential for Veterans Affairs (VA) benefit claims. Consult early with a Veterans Service Officer (VSO) for assistance with any VA benefit claims.

Finally, attending a Transition Readiness Seminar (TRS) is essential to successful transition to life as a Retired Marine. TRS can be completed remotely. Currently, Marines can elect to attend TRS virtually in a real-time webinar format or via an asynchronous self-paced brief. Regardless of the format, TRS requires transitioning Marines to complete an individual counseling and Capstone interview, as well as medical and dental final screenings.

Each Reserve Marine's career and personal planning timeline is different, so the information and resources provided in this Newsletter are general in nature. If you have specific questions or concerns, please reach out to the CMT or the offices provided in this Newsletter.



Retirement Roadmap >>> 20+ Years: Know what to do the last year

By MSgt P. Torres

As you enter your transition period, the process for retirement depends on your Reserve affiliation, Active Reserve (AR), SMCR, IMA or IRR. This article provides basic information and resources for retirement.

SMCR, IMA, and IRR Marines submit a request to transfer to the retired Reserve, and AR Marines submit an Appendix J, (4-14 months before your End of Active Service (EAS)). If outside these dates, attach an Administrative Action (AA) form with justification. MMSR-5 checks retirement eligibility, and if eligible, you will receive a notification in MOL.

Active Reserve Program:

1) Setup your Initial and pre-separation counseling (18-24 months before EAS)

Contact your local transitional assistance office. They will assist you in completing:

- A self-assessment, register for eBenefits, create an Individual Transition Plan, build or update your resume, and create a financial planning worksheet and a gap analysis worksheet.

2) Attend TRS (12-14 months before EAS)

- You can attend up to two versions of this course depending on location, base support, and COVID-19 restrictions.

<https://usmc-mccs.org/services/career/transition-readiness/>

<https://www.militaryonesource.mil/military-life-cycle/separation-transition/>

3) Request electronic copies of medical and dental records (6-8 months before EAS)

This streamlines the record screening when you make an appointment with a local VSO.

<https://www.ebenefits.va.gov/ebenefits/vso-search>

4) Conduct your Capstone Review (4-6 months before EAS)

- Schedule medical and dental appointments.
- Complete your Survivor benefit Plan.

<https://militarypay.defense.gov/Benefits/Survivor-Benefit-Program/>

▪ Submit your VA Benefits Claim via VSO (Benefits Delivery at Discharge (BDD) Claim 90-180 days prior to EAS).

<https://www.va.gov/disability/file-disability-claim-form-21-526ez/introduction>

▪ Prepare your transition and leave plan with your chain of command.

▪ Contact your local IPAC for transition checkout procedures (minimum of 20 working days prior to departure).

Individual Ready Reserve:

Requests require Marine Corps Individual Reserve Support Activity (MCIRSA) endorsement.

▪ Scan, upload request via EPAR in MOL, and forward to MFR Customer Service Center (CSC).



Selected Marine Corps Reserve:

Request requires an O5 command endorsement, or O6 if there is not an O5.

- Your administrative section submits the request via unit diary.
- **TRS is optional but highly encouraged.
- It is optional, but recommended you coordinate with a VSO for filing a VA benefits claim.

Individual Mobilization Augmentee:

Request requires OpSponsor or up to O5 command endorsement.

- Submit the request form to the OpSponsor, they will endorse, and you submit an EPAR via MOL to MFR CSC.
- **TRS is optional but highly encouraged.
- It is optional, but recommended you coordinate with a VSO for filing a VA benefits claim.

For additional information refer to:

MCO 1900.16, Chapter 3 – Separation and Retirement Manual
MMSR-5 <https://www.manpower.usmc.mil/webcenter/portal/MMSR>
<https://usmc-mccs.org/cycle/transition/>

**TRS can provide information and resources to better educate you on the SBP.



Satisfactory Year: How to Earn Points?

By MSgt J. Vasquez

The RRP system is the method used for awarding credit to Reserve Marines for duty served. Marines earn points by completing Active Duty such as mobilization or active duty operational support (ADOS) orders, Annual Training (AT), Inactive Duty Training (IDT), Extended Active Duty (EAD), or while on the AR program.

A Marine needs to earn a minimum of 50 points per their anniversary year towards a satisfactory year for retirement. Marines can earn additional retirement points by completing Additional Training Periods (ATPs), Associate Duty, Appropriate Duty, and referral retirement points.

Marines can earn points by completing civilian and online military courses. MarineNet offers courses to earn Reserve points, link below. Refer to MCO 1001R.1L, chapter 4 for information on Reserve Points.

<https://www.marinenet.usmc.mil/MarineNet/Links/Points.aspx>

Retirement Pay >>>

How do you calculate your retirement pay?

By MSgt F. M. Rivas (MMSR-5)

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).

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.

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:

a. Retirees will receive a true certified copy of your CRCR in the retirement package.

b. Retirees retirement orders state the total points in paragraph 3.

c. For retirees with MOL access:

(1) Upon retirement from the SMCR, IMA, or IRR, the CRCR is no longer displayed in MOL.

(2) A certified true copy of your CRCR is submitted for inclusion in the Marine's Official Military Personnel File (OMPF).

d. If the CRCR is not resident in the OMPF, retirees can request a "clean" copy by emailing the MMSR-5 organizational inbox at: smb.manpower.mmsr5@usmc.mil (include your electronic data interchange personal identifier (EDIPI)).

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.

Blended Retirement System (BRS)

By MSgt J. Vasquez

<<<Retirement System

To become vested in the Service Automatic, 1%, Contribution, you must complete two years of service. You are considered fullyvested after completing two years of service.

Under the BRS, the service member has extra choices on the payout of their retirement pension. One of these choices is the Lump sum option.

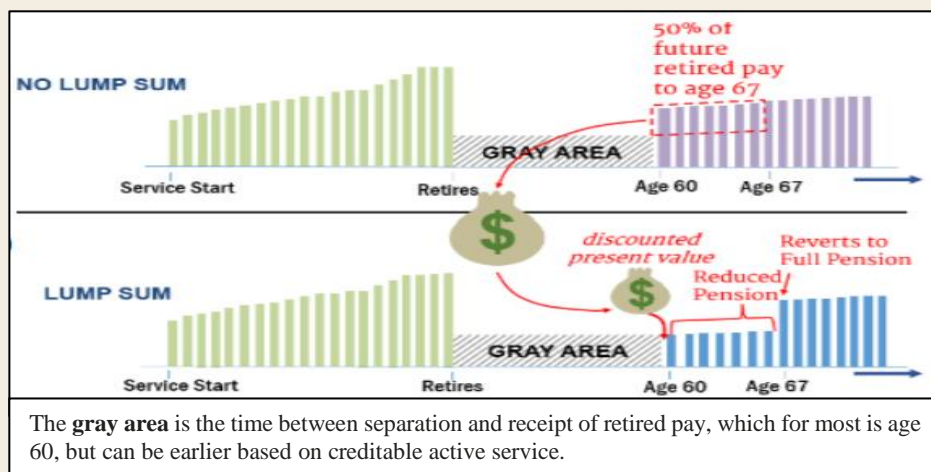
The lump sum option is a feature of the BRS, which gives service members who qualify for retired pay, the option to elect either a 25% or 50% discounted portion of their monthly retired pay as a lump sum in exchange for reduced monthly retirement pay.

Monthly retirement pay returns to the full amount when the service member reaches their full Social Security retirement age, which for most is at age 67.

The BRS combines the pension element of the legacy system with the portability and flexibility of a 401(k). This is similar to what your counterparts in the civilian industry encounter. If you joined the military after Jan 1, 2018 then you are automatically enrolled in BRS. Junior Marines can start compounding their gains over time by taking advantage and maximizing their contributions.

Matching contributions. Under the BRS, you may receive up to 4% in Service Matching Contributions, on top of the Service Automatic, 1%, Contribution based on the attached chart. Automatic and matching contributions continue through the end of the pay period until you reach 26 years of service.

Vesting. Being vested means having ownership. You are always vested in (entitled to) your own contributions and their earnings. If you opted into the BRS, you are immediately vested in the Service Matching Contributions and their earnings.



Learn more about the BRS and its benefits at: <http://militarypay.defense.gov/BlendedRetirement>

Remedial and Special Selection Boards

By LtCol C. Esposito

Marines often ask questions about having material removed from their OMPF and what to do if they are passed for promotion. There are remedial processes for enlisted and officers. The Enlisted Remedial Selection Board (ERSB) and the Special Selection Board (SSB) for officers are similar in nature. The ERSB process is outlined in the Promotions Manual Marine, Corps Order (MCO) P1400.32D w/ CH 2 Paragraph 3602.4. The SSB procedures are governed by Title 10 U.S. Code Section 628 and outlined in the Secretary of the Navy Instruction (SECNAVINST) 1402.1 and MCO P1400.31C.

Private First Class (PFC) – Sergeant (Sgt)

Remedial consideration is afforded to the grades of PFC through Sgt for administrative errors, which delayed or prevented a Marine from promotion selection. Due diligence requires that requests for remedial considerations must be submitted within one year from the date of error or injustice with exceptions made for unusual circumstances and in the interest of fairness.

Missing information from a Marine's OMPF is not sufficient grounds to grant a Marine remedial consideration for promotion.

Staff Non-commissioned Officers (SNCO)

All remedial SNCO promotions are reviewed by the ERSB. Remedial consideration for promotion is granted on a case-by-case basis with consistency and fairness in mind.

The Marine must identify the "error or injustice" prior to and "act with due diligence to take/attempt corrective action prior to the convening date of the original selection board". The remedial request must detail this.

Per MCO P1400.32D w/ CH 2, due diligence is exemplified by the Marine demonstrating the below factors:

- Prior to the board, the Marine periodically reviewed their record.
- Reviewed their record with a career counselor, at a reasonable time prior to the board.
- Marine took reasonable steps to ensure their OMPF reflected all updated fitness reports, commendatory material, PME completion certificates, and other documentation prior to the board.
- Relied on a department or section of the Marine Corps to ensure accuracy of their official record.
- The nature of any error in the official record that went undetected was such that a reasonably prudent Marine would not have detected it.
- Marines operational or training commitments prevented detecting or correcting errors in their official record prior to the board.

If an error is discovered and corrected following the adjournment of the board, the Marine must provide reasons why it was not completed prior to the board convening.

The burden for maintaining an accurate record relies solely on the individual Marine. In light of this, the need for Marines to review their records on a regular basis for accurate or missing information is crucial. The Marine needs to monitor the timely submission of their own fitness report by their Reporting Senior and Reviewing Officer prior to the convening date of the Board.

In the application, there is a detailed process for requesting an ERSB or SSB. The Marine needs to identify the steps they have taken to update or remove material from their record. Common examples that do not normally constitute a basis for granting remedial consideration are missing fitness reports, fitness report date gaps or late submissions, and inaccurate information in an OMPF or Master Brief Sheet (MBS). Marines who believe they are eligible for remedial selection can find the request instructions in MCO and on the CMT webpage. https://www.manpower.usmc.mil/webcenter/portal/CMT/pages_cmtdocumentsresources

The CMT provides career counseling that will assist greatly to help identify areas of concern in a record, so the Marine can correct these issues before the promotion board. The CMT encourages Marines to contact them well in advance of any selection board.

For more information about these boards, contact the Manpower Management Promotion Branch, Enlisted Promotion Section (MMPR-2) at 703-784-9718 or Officer Promotion Section (MMPR-1) at 703-784-9705/06/07.



Defense Travel System

A New Era of Government Travel



By MSgt K. Owens

This article will discuss the basics of the Defense Travel System-Reserve (DTS-R) and provide references for additional information. The DTS-R is not a separate Defense Travel System (DTS) system. It is a way to differentiate between Reserve and Active Duty travel within DTS. DTS-R is a profile specifically for Reservists in ALL services.

That being said, a Reservist may have up to two DTS profiles. The main difference between the two is the addition of an "R" after your social security number (SSN), creating a 10-digit profile. A Reservist will always have a 10-digit (R) profile, but may have a 9-digit Active Duty profile, if on active duty orders for 180+ days (i.e. ADOS, mobilization, or civil service (if applicable)).

The 10-digit profile will reside in the member's Reserve Organization (R-Org), while their 9-digit profile will reside in their active duty or civil service organization. The "R" profile is the profile you will tend to use for official government travel. Ideally, your Government Travel Credit Card (GTCC) should reside in your DTS-R profile. This is important because the organization processing your official government travel will also oversee your GTCC and incorporate your DTS-R profile into their DTS organizational hierarchy.

For additional guidance, MCO 4600.40B governs the GTCC program and MCO 4650.39A provides policy for the use of the DTS. You can access the DTS-R guide at: <https://www.quantico.marines.mil/LinkClick.aspx?fileticket=P3taie4vkRg%3d&portalid=147>

Traveler Action:

If the Marine Reserve Order Writing System (MROWS) orders do not specifically state that DTS will be used, DO NOT create DTS Orders.

If the MROWS Orders state DTS will be used, ensure the steps below are taken prior to signing the authorization/orders:

- 1) After adding the line of accounting (LOA) to the authorization, select the three dots to the right of LOA and then select "Edit".
- 2) Scroll down to Account 5 and in the "CC" block you will see: ##### MROWS.
- 3) Replace the seven pound signs (#####) with the 7-digit MROWS tracking number, but leave the word "MROWS" at the end. Ensure you have a total of 12 digits (7 numbers and the word MROWS), then save the changes.

Switching between Civilian/Contractor & Military Reserve Account:

1) You can use just one Common Access Cards (CAC), civilian/military, to access multiple DTS accounts. If you are logged into your civilian/contractor DTS account, you can switch to your Reserve "R" profile by selecting the dropdown arrow next to your name and clicking the "RESET PROFILE" button as shown in examples.

Pay attention to the "Organization" listed below your name to ensure you are working with the correct profile. Marine Corps policy does not allow Reserve "R" profiles to reside in non-Reserve (non-R) organizations. All R-Orgs must contain the letter "R" at the end of the "Organization" name.

2) DTS will prompt you to confirm you want to reset the user ID. Click the "RESET PROFILE" button. DTS will automatically terminate the session associated with your Civilian/Contractor account.

3) Click the "Home" button in the upper left corner to display the "Log In to DTS Page". Note: If the "RESET PROFILE" button does not display, below your name, you only have one account.

4) To activate/switch to your Reserve Profile, click the Log In button, accept the policy and ethics, and enter your CAC PIN when prompted. When the "Activate account" page is displayed, enter your 9-digit SSN (No dashes or spaces), and place a check mark in the block to the left of "Member of the Reserves or National Guard", then click "Activate account".

5) Once logged into the system, click on your name and it should display your R-Org name ending with an "R". To further validate you are working with your "R" profile, click on the "My Profile" link under your name. Your personal information should display and you can verify the profile has an "R" at the end of your SSN (i.e. ###-##-1234R).

6) Repeat the process but do not check the block labeled "Member of the Reserves or National Guard" to return to your civilian or contractor account.

Example 1: DTS Code 1 (DM6105MCCDCHQCDDCG) is the parent organization and should not contain "R" profiles.

Example 2: DTS Code 2 (DM6105MCCDCHQCDDCGR) is created as a Sub-Organization under DTS Code 1 (DM6105MCCDCHQCDDCG) because the T/O contains 5 IMA billets. The sub-organization DTS Code 2 (DM6105MCCDCHQCDDCGR) will only contain "R" profiles for IMA Marines only.

Example 3: When an IMA Marine activates (ADOS-PCS). The activating unit uses a non-Reserve 9-digit DTS profile for any TDY/TAD.

Travel Management Company (TMC)- (known as CTO in the org setup):

1) Due to contractual obligations, HQMC Installation and Logistics (I&L) directed Marine Forces Reserve (MFR) Distribution Management Office (DMO) and Travel Management Company (TMC) handle all Reserver travel. The information to populate these fields is below.

GDS: AA-Sabre PCC: J580
Ticket PCC: J580
Company Code: -J580-DTS MARFORRES

Point of Contact Information:
Alamo Travel is: 1-866-593-5509

**MCCDC, Comptroller Division
Travel Support Branch
Commercial: (703) 784-2412/2411
DSN: 278-2412/2411
Fax: (703) 784-2413**

<https://www.quantico.marines.mil/Resources/Defense-Travel-System-DTS-/References/>

For DTS Training and Resources refer to their website:

<https://www.defensetravel.dod.mil/site/training.cfm>





Naval Reserve Officers Training Corps-Reserve (NROTC-R)

Beginning in 2020, NROTC offers a Reserve Option Service Agreement that forms the fourth commissioning source for the Reserve Officer Commissioning Program (ROCP). This commissioning source will form roughly 20 percent of Reserve officer accessions into the Marine Corps, annually. The NROTC program offers scholarships for select universities and colleges across the country. Requirements, eligibility, and the application process are found in MARADMIN 613/20. Upon acceptance of a commission, a Military Service Obligation (MSO) of eight-years begins in the Marine Corps Reserve from the date of appointment of commissioned grade.

A minimum of seventy-two consecutive months will be in a SMCR unit from the completion of MOS school and check-in to the officer's SMCR unit.

After successfully completing the seventy-two-month obligation in an SMCR unit, officers can serve the remainder of the service agreement as a member in an SMCR unit, the IMA program or the IRR, or as the needs of the service may then require.

Marines interested in the NROTC-R scholarship program can communicate with the point of contact in MARADMIN 613/20. Marines interested in a Marine Corps Reserve commission may contact the ROCP Program Manager at RAM-4@usmc.mil.

Regional and Culture Studies Program (RCSP), Formerly the Regional, Culture, and Language Familiarization (RCLF)

By MSgt T. Guerrero



Per MARADMIN 227/20, the RCSP now replaces the RCLF. The PME requirements stated within MARADMIN 348/19 are still applicable and integral to being PME complete for grade. Beginning in FY22, RCSP complete for grade will be briefed during enlisted promotion boards, and may be briefed during officers promotion boards. The picture below illustrates each learning block broken down per rank requirements.

I wasn't assigned a region, am I exempt? Officers commissioned as second lieutenants before 1 April 2009, warrant officers appointed before 1 February 2011, and Marines promoted to sergeant before 1 October 2012 within the active component or 1 May 2013 within the reserve component are grandfathered out of the RCSP program and exempt from these courses. Grandfathered Marines are encouraged to study a specific RCSP region and complete all culture blocks.

How do I enroll?

You can enroll in the RCSP via MarineNet under the Language and Culture tab in the Course Catalog. The program is a building block model, so before beginning Block 1A, Marines must first complete the Regional and Culture Studies 101.

Blocks	Regional and Culture Studies 101	Block 1A	Block 1B	Block 2A	Block 2B
Cognitive	Introduction	Identify	Apply	Analyze	Strategic Evaluation
RCSP Education Continuum	RCSP Introduction Brief Regional Assignment	RCSP MarineNet Coursework, Culture General, Region Specific (17 Regions)	RCSP MarineNet Coursework, Region Specific (17 Regions)	RCSP MarineNet Coursework, Region Specific (5 COCOM-centered Regions)	Leadership Curriculum
Cross-Cultural Competence Objectives	Introduction to Operational Culture Overview of the RCSP	Introduction to Op Culture components Identify aspects of Op Culture as they relate to the assigned region	Apply Op Culture considerations to the tactical scenario in the assigned region	Analyze how culture considerations impact military operations & assess techniques for aligning culturally appropriate & mission effective behavior	Evaluate the impact of Operational Culture on operational and strategic planning
Ace recommended credits for RCSP Curriculum: 3 lower division and 3 upper divisions					
Curriculum Progression	Arabian Pen and Gulf Balkans Central Africa Central America Central Asia East Africa	Levant North Africa Northeast Asia Sahel South America South Asia	Southeast Asia Southern Africa Trans-Caucasus West Africa West South Asia	USAFRICOM USCENTCOM USEUCOM USINDOPACOM USSOUTHCOM	Strategic Evaluation

For information about the RCSP and frequently asked questions, please refer to the Marine Corps University website at:

<https://www.usmcu.edu/CRSS/Education/RCSP/>

Materials and workbooks for RCSP via MarineNet are at:

<https://portal.marinenet.usmc.mil/content/mnet-portal/en/library/Folder.5.html>

The Center for Regional and Security Studies (CRSS) library is at:

<https://portal.marinenet.usmc.mil/content/mnet-portal/en/library.3.html>

ask the Counselors

Q: *I was passed twice for promotion and continuation, is there any way to continue my service?*

A: *Marines may submit an Administrative Action (AA) form requesting a waiver of mandatory transfer to IRR. Reference to MARADMIN 303/19 for details.*

finalthoughts...

"The successful warrior is the average man,
with laser-like focus." ~ Bruce Lee

Guidance from the General...

LtGen David G. Bellon
Commanding General
Marine Forces Reserve



Marines –

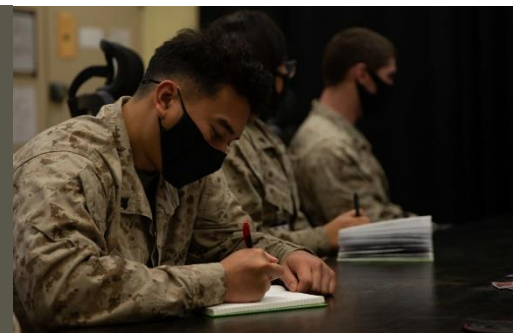
This issue was intended to layout critical information on how you either achieve a full twenty-year retirement or maximize your future potential under the Blended Retirement System. While this is essential information for you and your family, what we do not do a good enough job of explaining is how enduring service within the reserves builds wealth measured in ways beyond decimal points.

I understand how difficult it is to balance the complicated life of a “professional reservist.” By that I mean, a Marine serving within the reserve component makes the necessary sacrifices to consistently meet the standards while also developing themselves personally and professionally so that they are able to maintain credibility in their rank. Having spent almost 24 years of my total service as a reservist, it is almost impossible to describe the intricacies of balancing family, civilian profession and continued service as a Marine to anyone other than a fellow Marine who is walking the same path.

What I can share with 100% certainty is that the sacrifices ultimately add up to wealth in ways that you will not understand until you are nearer the end of your service. We are part of a values and standards based organization that simply compels us to be better versions of ourselves than we might be willing to be on our own; both mentally and physically. Meeting the physical standards required of a true leader of Marines gets harder and harder as we age and other aspects of our lives become more complicated. Continuing to develop the required depth of our professional knowledge is equally essential to maintaining legitimacy in our ranks, and proves exceptionally difficult the more senior we become. All of this competes for the precious bandwidth that we have left for civilian professions and personal lives.

It is at the far end of our service when we look to the left and right and take stock in the profound relationships that we have forged along the way with those who have endured and sacrificed along with us over our careers; and then look in the mirror behind us to see who we might have helped to come and to take our place in the ranks that the complete value of a full career is ultimately realized.

This is my way of reminding you that your “irrational call to service” will build wealth in ways that you simply might not understand in the moment. Endure Marines; your continued service is vital to our success and will pay off in ways that will truly make you a wealthy person.



coming soon >>>

In The Next Issue

- *Career Progression: Finding your next billet*
- *Junior Enlisted Performance Evaluation System (JEPES)*
- *Active Reserve Program*
- *Meet the Mentors & Career Counselors*
- *Managing your profile: What RS/ROs need to know*

Topic Ideas... If there is a topic, you wish the CMT to cover, email your suggestions to the CMT at the email below.



Reserve Affairs

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