



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3280 RUSSELL ROAD
QUANTICO, VIRGINIA 22134-5103

IN REPLY REFER TO:
1201
RA

OCT 05 2015

From: Commandant of the Marine Corps (RA)
To: Commander, Marine Forces Reserve

Subj: SELECTED MARINE CORPS RESERVE BILLET IDENTIFICATION CODE
(BIC) ASSIGNMENT AND MANAGEMENT POLICY

Ref: (a) MARADMIN 062/13
(b) MCO 1000.6 (ACTSMAN)

Encl: (1) Eligible PMOS and/or grade substitutions
(2) Excess BIC Indicator (EBI) definition list

1. Every effort will be made to ensure personnel are assigned to valid BICs commensurate with their grade and MOS. Assignments may be made one grade above/below the grade required by the BIC, with the exception of Reserve colonels and sergeants major/first sergeants, who will only be assigned to BICs requiring the grade of O-6 or to an approved 8999 billet. Additional exceptions are provided in enclosure (1). All drilling reserve BIC assignments must be reported using the Inventory Development and Management System (IDMS). Reference (a) provides additional guidance regarding exception requests outside the scope of this policy letter.

2. Personnel possessing a PMOS within the same occupational field may be assigned a BIC with similar MOS qualifications when no vacancy exists for their grade/MOS (e.g., an 0321 filling an 0311 BIC, per the substitutions listed in enclosure (1)). A Marine serving in a BIC as an acceptable MOS substitution does not preclude approval for CMC (RCT) funded retraining.

3. Per reference (b), Reserve Marines will be aligned with their PMOS in the same occupational field as their respective Billet MOS. Therefore, unless covered by an existing substitution rule in enclosure (1), enlisted Marines with an additional MOS that is the PMOS for the BIC they are filling will have the appropriate additional MOS run as a PMOS; officers will have their additional MOS run as a PMOS by HQMC (RAM).

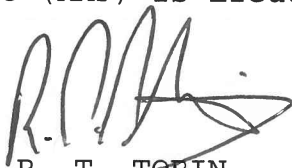
4. Two Marines are not authorized to fill the same BIC except during a 90-day turn over period in conjunction with HQMC-

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directed assignments. The outgoing Marine will be assigned an excess BIC identifier of "EX009" per enclosure (2).

5. Per reference (b), in situations where two Marines of the same grade and MOS belong to a unit where only one BIC is open, the Marine with the greater remaining obligated service (shown in IDMS) shall be run in the BIC, the other Marine will be run in excess. Marines with an expiring mandatory drill stop date during the current FY will be considered the same as a non-obligor. Marines rendered ineffective due to legal, medical, or pending administrative separation will be reported as excess per enclosure (2).

6. The point of contact at CMC (RAP) is Lieutenant Colonel Tony Licari at (703) 784-0514.



R. T. TOBIN
Director
Reserve Affairs Division

Enlisted Marines				
Billet MOS	Billet Grade	Marine's PMOS	Marine's Grade	Remarks
Must Match PMOS	Pvt - LCpl	Must Match BMOS	Pvt - LCpl	Paygrades E1s-E3s interchangeable for assignment purposes.
0111		0171		
0211		0212		
02xx	MSgt	0291	MGySgt	
0233		0211, 0231, 0241, 0261		
0239		0211, 0231, 0241, 0261		
0291	MGySgt	02xx	MSgt	
0311	Sgt	0369	SSgt	
0311		0313, 0321		
0317		0311, 0321, 0331, 0341, 0351, 0352, 0369, 0372		
0323, 0324, 0326		0321, 0372		
0351 or 0352		0351 or 0352		
0369	SSgt	0311, 0331, 0341, 0351, 0352	Sgt	
0477		0451, 0491, 1371, 2181, 3043, 3537		
0491	GySgt	0431, 0471, 0481	SSgt	
0612 or 0613	Sgt	0619	SSgt	
0619	SSgt	0612, 0613	Sgt	
0629	SSgt	0621, 0622, 0623, 0627, 0628	Sgt	
0652 or 0653		0651		
0651	Sgt	0659	SSgt	
0659	SSgt	0651, 0656	Sgt	
0688		0651		
0699	MSgt	0619, 0629, 0659	GySgt	
0811 or 0814		0811 or 0814		
0842, 0844, 0847	Sgt	0848	SSgt	
0848	SSgt	0842, 0844, 0847	Sgt	
1169	GySgt	1141, 1142, 1161, 1171	SSgt	
1341 or 1342		1341 or 1342		
1316, 1341, 1345	SSgt	1349	GySgt	
1349	GySgt	1316, 1341, 1345	SSgt	
1371	GySgt	1361	SSgt	
2111	GySgt	2181	MSgt	
2112		2111		
2149	MSgt	2141, 2146, 2147	GySgt	
2621 or 2651		2621 or 2651		
2621 or 2651		0212		
2831		2834		
2834	Sgt	2831	Cpl - Sgt	
2841		2844, 2846		
2862	Sgt-SSgt	2841, 2847	Sgt	

3044		3048		
3052		3051		
3381		3372		
3451		3432		
3521	Sgt	3529	SSgt	
3522		3521		
3524		3521, 1142, 2141, 2146, 2147		
3526		3521, 3529		
3537		3529		
3533		3531		
3534		3531		
3536		3521, 3529, 3531		
3537	SSgt	3531	Sgt	
3538		3521, 3529, 3531, 3537		
4313		4341, 4671		
4341		4313		
4421		4422		
4821		ANY		
5711		5731		
58xx		58xx		
5951		6493		
60xx, 61xx, 62xx	GySgt	6019	MSgt	Must possess BMOS as a skill designator
6012		Occfield: 60xx, 61xx, 62xx, 63xx, 64xx, 65xx		
6019	MSgt	Must be feeder MOS for BMOS	GySgt	
6023		6122, 6123, 6124, 6216, 6222, 6223, 6227		
6033		6062, 6092, 615x, 625x		
6043		6092		
6049		6046		
6114		6174		
6226		6216		
6242		6276		
6276		7382		
63xx or 64xx	GySgt	6391	MSgt	Must possess BMOS as a skill designator
6391	MSgt	Must be feeder MOS for BMOS	GySgt	
6469	SSgt	6461, 6462, 6463, 6466, 6467, 6484	Sgt	
6531	SSgt	6591	GySgt	Must possess 6531 skill designator
6541	SSgt	6591	GySgt	Must possess 6541 skill designator
6591	GySgt	6531, 6541	SSgt	
6694	MSgt	6694	SSgt	
7252, 7253, 7254		7257		
7277		7212, 7236, 7242, 7257, 7291		

7291	MSgt	7252, 7253, 7254, 7257	GySgt	
8621		0231, 0311, 0369, 0621, 0629		
8641		28xx, 59xx		
8711		0311, 0321, 0369, 0811, 1833, 4341		

Restricted Officers				
Billet MOS	Billet Grade	Primary MOS	Present Grade	Remarks
0210	WO1-CWO2	0210	Any	
3010		3002	Capt	
3102	Any	3102	Any	
5702		5701		
5902		5910, 5950, 5970		
5910, 5950, 5970		5910, 5950, 5970		
6604		6002, 6602	Co Gde	
6877		6802		
LDO	Capt	Must be feeder MOS for BMOS	WO1 - CWO5	
0430, 2102, 2340, 2802, 5902, 6004, 6502	Capt, Maj	ANY	Capt, Maj	
Must Match PMOS	CWO3	Must Match BMOS	WO1	
Must Match PMOS	CWO3	Must Match BMOS	CWO5	

Unrestricted Officers				
Billet MOS	Billet Grade	Primary MOS	Present Grade	Remarks
0202		0203, 0206, 0204, 0207		
0203, 0206, 0204, 0207		0202		
0302		0203	Capt/Maj	Major 0202s with a first additional MOS of 0203 may fill captain 0302 billets
0302 or 0203*		0203, 0302, 0307, 0370		*Recon UICs Only: M14701, M14703, M14705, M14706, M14707, M14710, M14712, M14713, M14717, M28352, M73010
0303	Maj	0302	Capt/Maj	
0402 or 3002		0402 or 3002		
0477		0402, 3002, 1302		
0505		ANY		
0530		ANY		Must have 0530 skill designator
0603		0602		
6002, 6602	Maj /LtCol	6002, 6602	Maj /LtCol	
7202	Maj	7204, 7208, 7210, 7220	Capt	
7204, 7208, 7210, 7220	Capt	7202	Maj	

7315		75xx		Must have 7315 skill designator
7502		0302, 0307, 0802, 1802, 1803, 75xx		Officers with a skill designator of 7502 or 8002 have priority assignment
7502	Lt	75xx	Lt-Maj	
75xx*	LtCol and below	75xx*	LtCol and below	*PMOS must exactly match billet MOS. UICs M00242, M00245, M01130, M01233, M01234, M01485, M01764, M01772, M01773, M01778, M03017, M04161, M04780, M04801, M05774, M09933, M20123, M83181, M83219, M84222
7557 or 7556		7557 or 7556		
Must Match PMOS	Capt	Must Match BMOS	2ndLt	

1. EX001: Obligor MOS and grade match, no available structure.
2. EX002: Obligor MOS match/grade mismatch, no available structure.
3. EX003: Obligor MOS mismatch, no available structure.
4. EX004: Non-obligor MOS and grade match, no available structure.
5. EX005: Non-obligor MOS match/grade mismatch, no available structure.
6. EX006: Non-obligor MOS mismatch, no available structure.
7. EX007: Marine pending admin sep, structure is available and commander desires replacement recruiting effort
8. EX008: Obligor pending medical separation, structure is available and commander desires replacement recruiting effort.
9. EX009: Non-obligor pending matter rendering them ineffective, structure is available and commander desires replacement recruiting effort. Outgoing Marines in conjunction with a HQMC-directed assignment are also designated this EBI.
10. EX015: FY15 OAP, MOS and grade match, no available structure, and approved to remain in current SMCR unit for a period not to exceed 30 SEP 2016.
11. EX016: FY16 OAP, MOS and grade match, no available structure, and approved to remain in current SMCR unit for a period not to exceed 30 SEP 2017.