



QUARTERLY NEWSLETTER

CAREER MANAGEMENT TEAM

MARADMIN UPDATE

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MEET YOUR

COUNSELOR

MAJOR KAY

A native of Victorville, California, in 2011, Major Kay graduated with distinction from the United States Naval Academy with a Bachelor of Science in Applied Mathematics. Major Kay was selected to immediately attend graduate school at Stanford University, where he earned a Master of Science in Management Science and Engineering. Major Kay graduated with honors from The Basic School and attended Infantry Officer's Course in 2013.

Major Kay was assigned as a rifle platoon commander in 1st Bn 7th Marines. In 2014, he deployed with 1/7 to Afghanistan in support of Operation Enduring Freedom. Upon redeployment, he transferred to 3/7 where he served as Assistant Operations Officer and deployed to Iraq in 2015, in support of Operation Inherent Resolve.

In 2016, Major Kay was assigned as an instructor at the United States Naval Academy. He was responsible for teaching Calculus and Leadership to midshipmen, as well as recruiting and training midshipmen to commission as Marine Officers.

Major Kay transferred to the Reserves in 2019, where he served as Executive Officer for Delta Company, 4th



MAJOR ROBERT P. KAY

Reconnaissance Battalion, before transferring to 3rd Bn 25th Marines and serving as Executive Officer for Kilo Company, 3/25. He was Kilo Company Commander from September 2020 to July 2022.

Major Kay moved to 1st Bn 23d Marines in the Summer of 2022, where he served as an Assistant Operations Officer and then Battalion Executive Officer. At the end of 2023, he moved to Excess BIC to complete Command and Staff. Following PME, he assumed his current role as the GCE Officer Counselor for the Career Management Team. Major Kay is the recipient of the Navy and Marine Corps Commendation Medal (3 gold stars), Navy and Marine Corps Achievement Medal, Combat Action Ribbon, and various unit and deployment ribbons.

Major Kay and his wife Ellen live in Edmond, OK, with their children Robbie, Rosie, and McKenzie.



MARINE CORPS RESERVE POLICY BOARD (MCRPB) UPDATES

During its annual Joint Session, the Marine Corps Reserve Policy Board (MCRPB) and the National Navy Reserve Policy Board (NNRPB) collaborated on a range of ongoing and emerging issues. The NNRPB detailed their efforts on diverse topics such as Sailor For Life, Sanctuary Waiver, BDU uniform guidelines for travel, Frocking, SelRes OCONUS entitlements, TAP exceptions, and TAR Access to TAMP benefits. Concurrently, the MCRPB updated attendees on closed and new issues, highlighting the reduction in age for retirement pay policy and IRR Service Member CAC Issuance as potential areas of mutual interest. Among the discussed policy areas were Reserve access to MH Genesis, challenges with Flight Surgeon assignments, concerns within USNR and USMCR regarding Corpsman assignments to SMCR units, and IRR systems and benefits access.

Key issues reviewed included: Parity in Reserve Field Grade Promotions, requiring further research to determine if the problem is temporary or systemic, and whether it is advantageous to the USMCR. The Board closed the issue of awarding Reserve Retirement Points for travel time, but highlighted the need for policy alignment with 10 U.S. Code § 12731 for reducing retirement age. Other significant topics were parental leave parity for SMCR and IMA Marines, Reserve Marines' entitlement pay at Military Occupational Specialty School, and mitigating login frequency requirements for SMCR Marines in GCSS-MC, potentially being expanded to other programs of record.



Ongoing issues under monitoring for implementation included updates to the SMCR Medal, clarification on the need for MROWS orders for Appropriate Duty Orders (ADOs), medical care for LOD cases, and BAH for reservists. Additional discussions covered resolving disparities between enlisted and officer separations due to drug abuse, modifications to the Armed Forces Reserve Medal (AFRM), CAC issuance for Pre-Deployment IRR Service Members, and TS/SCI investigation obligations for RC Marines attending formal school. The session set the stage for further research, policy alignment, and collaborative resolution, emphasizing a commitment to addressing the needs and concerns of reserve personnel.

The Board reviewed, discussed, and voted on 31 packages from highly qualified applicants across the force, ultimately selecting five new members from the highly competitive applicant pool. These selections are being routed to the Secretary of the Navy for approval, and the selection announcement MARADMIN is expected in December 2025.

Appropriate duty Orders



WHAT YOU NEED TO KNOW ABOUT “APPROPRIATE DUTY” ORDERS

If you've ever heard the term “Appropriate Duty” orders and wondered what that means, you're not alone. These orders come up from time to time in the Reserve, and it's important to know when they apply, what they authorize, and how they work. Here's a quick rundown to help clear things up.

So, What Are Appropriate Duty Orders?

“Appropriate Duty” orders are a type of Inactive Duty for Training (IDT) order that allows a Reserve Marine to perform certain tasks, attend special events, or complete training in a non-pay status while still earning retirement credit points.

In plain terms, it's a way for Marines to do Reserve-related work or training that counts toward their participation or retirement, but without getting paid for that time.

You can find the official reference for these orders in Marine Corps Order (MCO) 1001R.1L W/ change 2, the Marine Corps Reserve Administrative Management Manual (MCRAMM).

When Are These Orders Used?

These orders are used in situations where the Marine's duty doesn't qualify for pay but still supports the mission or helps maintain readiness. Some examples include:

- Attending special events, ceremonies, or unit functions.
- Doing specific training to earn retirement points.
- Completing tasks or projects that support your unit but don't fall under paid drills.

- Participating in authorized duties that contribute to readiness, education, or administration.

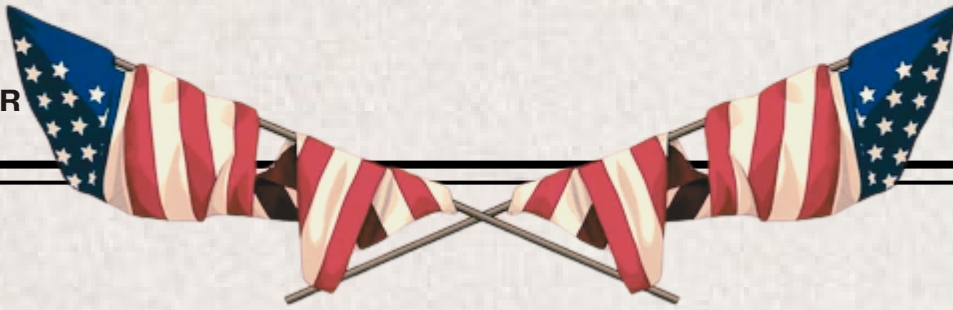
Basically, if it's a meaningful Reserve-related activity that doesn't require pay but still benefits your career or your unit, Appropriate Duty orders might be the right fit.

How Do They Work?

Here's the general process:

1. **Orders Issued:** The unit or admin team issues IDT orders marked as “Appropriate Duty.” They clearly say that the status is non-pay.
2. **Duty Performed:** The Marine completes the assigned task, training, or event.
3. **Credit Earned:** Even though no pay is involved, the Marine still gets retirement or participation credit (usually one point for at least four hours of work, with up to two points per day).
4. **Documentation:** The duty is recorded in the system so the Marine gets proper credit for participation or retirement.





A Few Key Things to Remember

- No pay or allowances are earned while under these orders.
- The duty still counts toward retirement or participation.
- Approval matters: Make sure the duty is authorized and properly documented before you start.
- Use the right codes: Admin staff must mark these correctly in MCTFS or MROWS so your record is accurate.
- Not a replacement for paid drills: These orders are for non-pay situations only.
- Always check the latest version of MCO 1001R.1L w/ Ch 2 to make sure the policy hasn't changed.

Tips for Marines and Leaders

- Ask before you act: If you're unsure whether something qualifies for Appropriate Duty, check with your unit admin or G-1.
- Be clear on expectations: Make sure you understand that these are non-pay orders before accepting them.

- Track your points: Keep an eye on your retirement points to make sure they're credited properly.
- Document everything: The more clearly your order and duties are written up, the smoother things will go later.
- Stay updated: Policies around off-site IDT and telework have changed recently, so it's always good to verify the latest guidance.

Bottom Line

Appropriate Duty orders are a useful tool for keeping Marines engaged and earning credit without dipping into paid drill time. When used correctly, they help maintain readiness, participation, and career progression across the Reserve force.

If you're not sure whether a situation calls for these orders or how to process them, reach out to your unit admin team or G-1. They can walk you through it and make sure everything lines up with policy.

Reference: MCO 1001R.1K w/Change 2

[Link](#)



Photo by: Sgt. Neysa Huertas Quinones



6TH NAVAL GUNFIRE LIAISON COMPANY (ANGLICO)



Did you know that 6th Air Naval Gunfire Liaison Company (ANGLICO) is one of only three ANGLICO units in the Marine Corps Reserve, along with 3rd ANGLICO in Long Beach, California, and 4th ANGLICO in West Palm Beach, Florida?

Based at Joint Base Lewis-McChord, Washington, 6th ANGLICO stands at the forefront of Marine Forces Reserve, providing the lethal, agile, and integrated fires capability that defines the Marine Air-Ground Task Force. As part of the Total Force, the 6th ANGLICO supports the Marine Forces Reserve Command Vision to achieve and maintain readiness and agility while deploying combat-ready Marines whenever and wherever needed.

Official Mission

6th ANGLICO Mission: Provides the Marine Air-Ground Task Force Commander a liaison capability and ability to plan, coordinate, and employ multi-domain fires and effects across the competition continuum in support of joint and multinational forces.

Mission Essential Tasks: • Deploy Tactical Forces • Integrate MAGTF, Naval, Joint, and Multinational Fires and Effects • Control Supporting Arms • Maintain and Operate Joint C4 Systems • Establish Fires and Effects Liaisons to Joint and Multinational Forces.

Mission, Versatility, and Core Capabilities

6th ANGLICO's mission requires lethality, survivability, and mastery of multi-domain operations. Marines are trained to operate in small independent teams within complex and austere environments. They integrate effectively with joint and multinational forces to deliver precision fires in support of the commander's intent.

Close Air Support (CAS): Coordinating and controlling aircraft delivering ordnance near friendly forces. Naval Surface Fire Support (NSFS): Integrating naval gunfire to support ground maneuver and amphibious operations. Fire Support Coordination: Synchronizing air, naval, and ground fires to achieve decisive effects. Joint Terminal Attack Control (JTAC): Executing precision strikes and enabling joint fires across the battlespace. Joint C4 Systems and Digital Interoperability: Operating and maintaining secure, redundant networks to ensure command and control in any environment.



Photo by: Master Sgt. Latasha Esperon



Multi-Domain and Airborne Integration

6th ANGLICO continues to grow its digital and multi-domain capabilities through testing with Small Unmanned Aerial Systems (sUAS), counter-UAS (cUAS), digital fires, and multi-domain integration during drill periods and training events like UNITAS, Northern Strike, and Mountain Exercise. These efforts enhance situational awareness, target acquisition, and survivability, ensuring ANGLICO Marines can sense, strike, and communicate effectively across all domains of modern warfare.

In addition to these emerging capabilities, 6th ANGLICO maintains proficiency in Airborne operations, allowing Marines to insert rapidly into austere environments and establish liaison and fires coordination with joint and allied forces.

This combination of advanced fires integration, digital innovation, and Airborne capability is rare within the Reserve component. It reflects 6th ANGLICO's commitment to matching Active Component proficiency while delivering cutting-edge operational readiness to the Total Force. Training remains at the core of 6th ANGLICO. Everything is about training, and training is everything. Every repetition and after-action review allows one to become more capable and resilient. Marines must think critically, adapt swiftly, and refine their skills, understanding that true lethality comes from discipline and technical mastery.



Photo by: Master Sgt. Latasha Esperon



Photo by: Master Sgt. Latasha Esperon

Operational Impact and Real-World Missions

Aligned with the Marine Forces Reserve Command Vision, which emphasizes integration, modernization, and agility, 6th ANGLICO demonstrates operational reach and relevance through both CONUS and OCONUS training opportunities that expand global readiness.

Recent and upcoming missions include:

- Freedom Shield (Republic of Korea): Enhancing alliance interoperability and refining fire-support coordination with combined U.S.-ROK forces.
- Katana Strike (Japan): Executing distributed command-and-control operations and live-fire integration alongside host-nation and joint partners.
- UNITAS (SOUTHCOM): Integrating joint fires and enabling partner-nation amphibious operations during the world's longest-running maritime exercise.
- Arctic Edge (Alaska): Operating in extreme cold-weather environments to test communications, mobility, and fires coordination.
- Resolute Dragon (Japan): Partnering with III MEF and Japan Ground Self-Defense Force elements to refine littoral fires and expeditionary C2 operations.



Whether operating alongside allies overseas or conducting distributed training at home, 6th ANGLICO embodies the principle of One Team, ensuring U.S. and partner forces can shoot, move, and communicate as a cohesive element.

Ready, Relevant, and Responsive

The Marines of 6th ANGLICO live by a philosophy of LEGACY, an ethos built on Lethality, Excellence, Growth, Accountability, Commitment, and You.

Lethality and Survivability: Marines train to dominate the fight, remain disciplined in signature management, and preserve life through advanced medical readiness.

Everything is Training: Every evolution is a chance to improve, and training is never interrupted once it begins. **Growth Mindset:** Warfare evolves constantly.

Integrating sUAS, digital fires, and mesh communication network experimentation reflects 6th ANGLICO's commitment to adapting, innovating, and staying ahead. **Always Do the Right Thing:** Integrity and accountability define the unit in and out of uniform. **Commitment to the Team:** Success comes from trust, cross-training, and a shared sense of purpose. **You:** Every Marine is responsible for their development and readiness, taking initiative to prepare for the next challenge.



U.S. Army photo by Sgt. Adam Parent

This philosophy attracts Marines who seek challenge, innovation, and purpose within a close-knit team of professionals who integrate technology with tactics. 6th ANGLICO continues to strengthen the Marine Corps' strategic depth and operational agility through relentless training, modernization, and OCONUS engagement.

Whenever the nation calls, 6th ANGLICO is ready to answer.



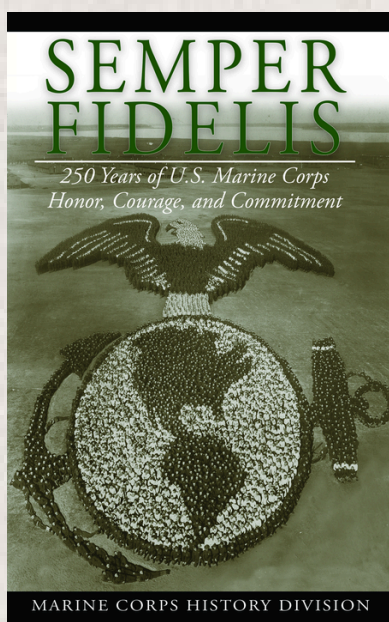
Photo by: Sgt. Gunnar Rice



FIELD HISTORY BRANCH: FY25 YEAR IN REVIEW

As Fiscal Year 2025 comes to a close, the Marine Corps History Division's Field History Branch (FHB) reflects on a year marked by growth, transition, and continued commitment to preserving the Corps' legacy.

After more than two decades without a comprehensive history written by the Marine Corps itself, the History Division released *Semper Fidelis: 250 Years of U.S. Marine Corps Honor, Courage, and Commitment* to commemorate the Corps' 250th anniversary. While several privately published works have explored aspects of Marine Corps history, this is the first official, full-length history produced by the Corps since 2003—and the first complete account authored by Marines since 1969. The 180-page volume traces the Corps' story from 1775 to 2025, highlighting its enduring values of honor, courage, and commitment. A digital version is now available on the [Marine Corps History Division Publications Website](#), with details on ordering hard copies forthcoming.



Over the past year, FHB's field historians deployed globally, conducting more than 170 oral history interviews across commands including III MEF, FMF Pacific, MCRC, and several MEUs. These collections captured firsthand insights on Force Design 2030 implementation, the Defense Policy Review Initiative (DPRI), and operational lessons from deployed and returning units.

The Branch also expanded archival efforts, cataloging over 2,000 entries, auditing historical files, and assisting in digitizing legacy materials to enhance access for researchers and Marines interested in their unit's history. FHB personnel further represented the detachment at Modern Day Marine 2025, collaborated with the Joint History and Research Office and MARFOREUR/AF, and supported Staff Assistance Visits to I and II MEF, as well as virtual outreach to MARFORRES units.

Through the dedication of its Marines, whether collecting history in the field or preserving it in the archives, the Field History Branch continues to uphold its mission to "record, preserve, and disseminate the cumulative, operational, and institutional experience of the Marine Corps."



THIS QUARTER'S "LITTLE KNOWN" CORPS HISTORICAL FACT

This was shared with me by a colleague and friend:

"I was sitting in a DC hotel lobby about 15 years ago reading the Wall Street Journal just waiting for a meeting to begin. This older gentleman sat down across from me and said, "Anything interesting in the news today?" I was disinterested – you know I'm not one given to chitchat. But he was my elder, so I still gave a respectful answer "You know – same old stuff ... world is falling apart." But I took zero interest in engaging with him. Ten minutes later, a woman comes and gets him and says "Mr. Lucas, they're ready for you." He was apparently the keynote speaker at the American Legion convention in DC.

Every day that I'm cocky enough to think I don't suck, I remember this story to level set me. What could I have learned from him if I'd taken 15 min. to chat? Everyone has a story. Don't ever assume they don't."

The individual he was talking to was Jacklyn Harold "Jack" Lucas (February 14, 1928 – June 5, 2008) was an American Marine in World War II who was awarded the Medal of Honor at the age of 17 years as a private first class in the Marine Corps during the Battle of Iwo Jima.

Lucas is legendary.

Jacklyn "Jack" Lucas was a World War II Marine who became the youngest recipient of the Medal of Honor since the Civil War for his extraordinary heroism during the Battle of Iwo Jima. His story is marked by an initial determination to serve that defied his young age, a selfless act of valor, and a long life that continued to be full of unbelievable close calls.

Joining the Marines at age 14

Born in Plymouth, North Carolina, in 1928, Lucas was just 14 when he was inspired to join the war effort after the attack on Pearl Harbor. To enlist in the Marine Corps Reserve, the burly teenager forged his mother's signature and bribed a notary to falsify his age on his documents.

The stowaway of Iwo Jima

After serving in the United States and Hawaii, a 17-year-old Lucas, eager to see combat, went AWOL and stowed away on a troopship bound for the Pacific theater in January 1945. He turned himself in before the 30-day window to be charged with desertion, and was reassigned as a rifleman in time for the invasion of Iwo Jima.

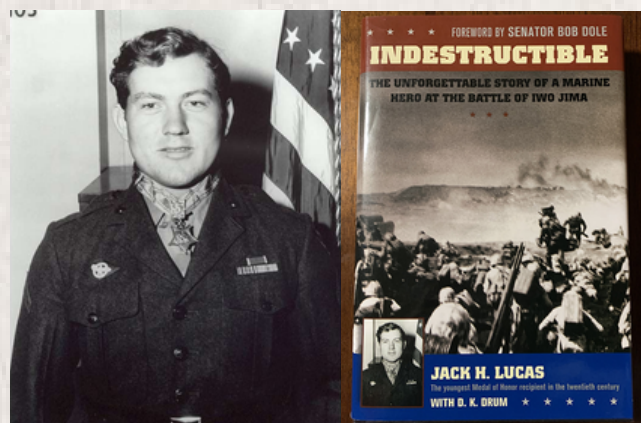
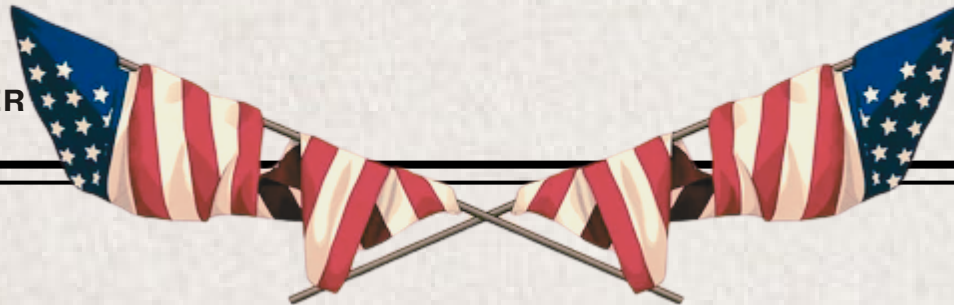


Photo by: National World War II Museum



A selfless act of valor

The day after landing on Iwo Jima, on February 20, 1945, Lucas and three other Marines were ambushed by Japanese soldiers. When two grenades landed in their trench, Lucas yelled "Grenade!" and threw himself on top of them, shoving a fellow Marine out of the way.

Lucas was severely wounded, with one grenade exploding and riddling his body with over 250 pieces of shrapnel. Miraculously, the other grenade turned out to be a dud. Lucas was believed to be dead but was discovered still breathing and rushed for treatment. He underwent 21 surgeries over eight months to recover from his wounds.

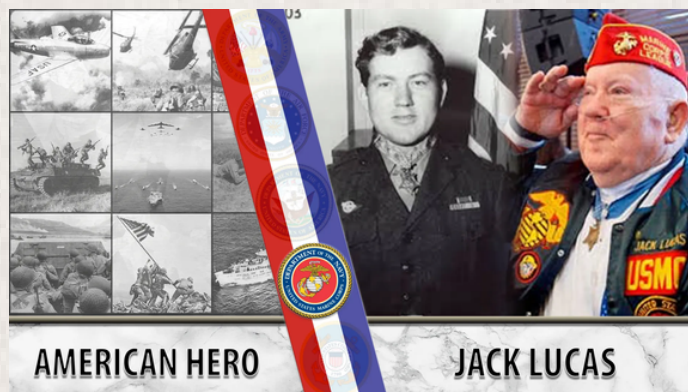


Photo by: Veterans Affairs News

Post-war life and the nickname "Indestructible"

For his actions, Lucas received the Medal of Honor from President Harry S. Truman on October 5, 1945. His harrowing war story was only one of several brushes with death:

A fall from 3,500 feet: In 1961, Lucas enlisted in the U.S. Army at age 33 to face his fear of heights by becoming a paratrooper. During a training jump, both his main and reserve parachutes failed. He plunged 3,500 feet but survived with minor injuries by rolling upon impact, earning him the nickname "Indestructible".

Escaping murder: He survived a house fire set by a former wife who was attempting to murder him.

Later years: Lucas wrote a memoir titled *Indestructible* and died of cancer in 2008 at the age of 80. In 2023, the Navy commissioned the Arleigh Burke-class destroyer USS Jack H. Lucas in his honor.



Marines of the 27th Regiment prepare to move inland on Iwo Jima, February 19, 1945. Photo by: Naval History and Heritage Command.



NAVIGATING RESERVE RETIREMENT – WHAT YOU SHOULD KNOW

Retirement in the Reserve component isn't just about reaching a certain age or rank. For Marines in the Reserve, especially those in the Marine Forces Reserve (MFR), understanding how retirement eligibility, points, and pay work is key to smart career planning. Here's a breakdown of how Reserve retirement works, what you need to do, and why it matters.

What is "Reserve Retirement"?

For Reserve Marines, retirement under the non-regular retirement system means you've earned at least 20 "qualifying years" of service, and then you're eligible for retired pay when you reach age 60 (or sometimes earlier under special conditions). Unlike Regular active-duty retirement, where you retire and begin drawing pay immediately, Reserve retirement often involves entering the "Gray Area" (waiting until retirement pay begins) and ensuring you've met the point-system requirements.

How Do You Qualify?

Here are the main qualification components:

- 20 qualifying years of service: For Reserve retirement, you must accumulate at least 20 years in which you earned enough retirement points (typically 50 or more per year).



Photo by: [Cpl. Antonio Garcia](#)

- Creditable service for last years: For the Marine Corps Reserve, the policy states that at least the final eight years of your qualifying service must be as a member of a Reserve component.
- Retired pay begins at age 60: Generally, you'll begin receiving your Reserve retired pay upon reaching age 60. There are exceptions if you performed certain active duty service after 28 Jan 2008, allowing the age to be reduced by 3 months for each aggregate 90 days of qualifying active duty.
- Points system matters: Retirement "years" are calculated differently for Reserves — they're based on points earned (from drills, annual training, active duty, membership) divided by a set number (commonly 360) to determine "equivalent years."



Photo by: [Sgt. Dean Gurule](#)



What Does the Pay Look Like?

Understanding how your retired pay is computed helps you plan:

- There are two main base pay calculation methods for reserve retirement: the “Final Pay” plan and the “High – 36” (or “High-36” in some cases) plan.
- The multiplier is generally 2.5% times the number of equivalent years of service (for those under the legacy system). For example, if your points convert to 25 years equivalent, then $25 \times 2.5\% = 62.5\%$ of the base pay.
- The base pay amount used is the monthly basic pay for your highest grade and years of service at the date retired—pay begins (for the Final Pay method) or the average of your highest 36 months (for the High-36 method) in the applicable plan.

Key Administrative Steps & Considerations

- “Notice of Eligibility” (NOE): Once you hit 20 qualifying years, you’ll receive a letter notifying you of eligibility. Your unit and admin section should track this.
- Update your records: Ensure all your retirement points are accurate, your address/contact info is correct, and your participation history is properly documented.
- As a reservist eligible for retirement, you’ll need to decide your SBP/RC–SBP election (for dependents’ annuity) as part of the process.
- Health care and TRICARE for Gray-Area retirees: If you enter the Retired Reserve awaiting pay at age 60 (Gray Area), you may be eligible for TRICARE Retired Reserve coverage for yourself and eligible family members.
- Survivor Benefit Plan (SBP) for Reserves:
- Ceremony and transition planning: Even though pay might start later, you can plan a retirement ceremony and handle the administrative transition ahead of time.



Photo by: [Cpl. Enge You](#)



What This Means for You & Your Career

- Plan early: Treat your Reserve retirement like a long-term goal. Track your points, stay engaged, and verify your service years.
- Maximize opportunities: Additional training, mobilizations, or active-duty time can help earn points and may reduce the age when pay starts if you meet statutory conditions.
- Know the difference between retirement and separation: Leaving the Reserve without meeting 20 qualifying years means you may not qualify for retired pay — though you may be eligible for other benefits.
- Coordinate with your unit admin/CMO: Don't wait until year 20 to ask questions. Your unit Career Management team, Admin/Manpower section, or MMSR-5 (for Reserve retirements) can help guide you.
- Communicate with your family: Retirement decisions involve SBP elections and affect family entitlements, so it's smart to include them in planning.
- Use the resources: The Marine Corps Retirement Guide (NAVMC 2642) is a solid reference.

Bottom Line

Retirement in the Reserve is a real, valuable goal but it works differently than active-duty retirement. By earning points, accumulating the necessary service, staying in your Reserve component, and planning ahead for the Gray Area period, you set yourself up for the benefits you've earned. Start now, stay on top of your record, and lean on your Reserve admin and Career Management Team to guide you. Semper Fidelis.



Photo by: Lance Cpl. David Brandes

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