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c. Sanctuary. In accordance with reference (i), AR Marines who have completed at least 18, but less than 20 years of active service for retirement eligibility purposes are afforded protections from involuntary separation or release from active duty. Within the restrictions provided in statute, enlisted Marines on the AR program who have attained 18 years active duty will be retained under 10 U.S.C. § 12686, unless otherwise provided in statutory authority. Enlisted AR Marines who meet these provisions may not be voluntarily discharged, denied reenlistment, or released from active duty without their consent.

d. Conditional/Early Release. AR program personnel are hired to fill valid structure billets for a prescribed period. Additionally, Career Designation status and reenlistments of contract support program grade shaping, PMOS career progression needs, and billet rotation planning. Enlisted personnel who request early/conditional release from the AR Program can have a detrimental effect on these initiatives and more importantly, unit readiness. Enlisted AR members requesting early/conditional release must meet all conditions outlined in references (i). Additionally, it is the policy of HQMC (RAM) that requests for Conditional Release from the AR Program for Return to Active Duty (RAD), Inter-service transfer or officer commissioning programs will receive favorable consideration when submitted within six-months of the member's end of active service date. Requests for early release for other reasons will be considered on a case-by-case basis as an exception to policy provided sufficient justification and/or extenuating conditions exist and which support the intent of the early release policy. Requests for early release will be submitted to HQMC (RAM) via the chain of command and MSC. Only HQMC (RAM) is authorized to approve conditional release from the AR Program for AR Marines regardless of program or service for which applying.

e. Unsatisfactory Performance or Misconduct. Separation from the RC due to unsatisfactory performance or misconduct is governed by reference (i). Separation authorities will ensure that HQMC (RA) is on the distribution list for enlisted personnel separation letters when an AR Marine is separated. Marines may be denied continued service in the AR Program if their record reflects unsatisfactory performance or misconduct.

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f. Separations Pay. The conditions applicable to the payment of separation pay to AR Marines are contained in references (b), (c) and (i).

23. Retirement

a. Active Federal Retirement. AR Marines become eligible for an active federal service retirement and benefits for the highest grade held when they have achieved 20 qualifying years of active service, and have achieved promotional TIG TOS requirements. Per reference (i), TIG and TOS waiver requests may be submitted to HQMC (MMSR) for consideration.

b. Marines who reach 30 years of active service will be retired. Marines who achieve 20 or more years of active service will be transferred to the Fleet Marine Corps Reserve (FMCR). Neither transfer to the FMCR or retirement is automatic. Marines must make a formal request for either course in accordance with the provisions of reference (i).

APPENDIX A

TERMS AND DEFINITIONS

1. Active Reserve (AR). Marines who are part of the Selected Reserve on full-time active duty under Title 10 U.S.C. § 10211, § 12301(d) or § 12310 for the purpose of organizing, administering, recruiting, instructing, or training the RC.
2. Career Designation. Designation that represents career force status of Marines on the AR program who, through competitive advancement, may earn a military retirement after a minimum of 20 years of active federal military service. Career designated personnel will fill AR career force billets.
3. Career Force Billet. AR billets requiring grades and MOS's established in sufficient quantities that permit grade shaping under guidelines similar to the AC skill grade flow rates. These billets will allow reservists to progress through positions of increasing responsibility and skill requirements appropriate to the grade held. Additionally, career force billets provide the individual Marine the opportunity for career designation, retention on the AR program and potentially an active federal service retirement.
4. Career MOS (CMOS). Four-digit AR-unique code used to identify a specific competitive category for promotion. Each CMOS is comprised of several feeder MOSs. CMOSs enable grade shaping for career progression.
5. Full-Time Support (FTS). Members of the RC or AC, Non-Dual Status Technician (NDST), and civilian personnel, assigned to organize, administer, instruct, recruit and train, maintain supplies, equipment, and aircraft, and perform other functions required on a daily basis in the execution of operational missions and readiness preparation as authorized in Title 5, Title 10, and Title 32.
6. Incumbent. An officer or enlisted Reservist selected to the AR program, currently on active duty, and assigned to an AR billet. There are three types of AR incumbents:
 - a. Career Incumbents are incumbents who have been career designated.

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b. Limited Tour Incumbents are incumbents contracted to fill specific AR billets for which no career path can be developed.

c. Initial Tour Incumbents are incumbents who are filling career force billets who will be eligible to request career designation.

7. Individual Mobilization Augmentee (IMA). An individual member of the Selected Reserve who receives training and is pre-assigned to an AC organization, the Selective Service System, or a Federal Emergency Management Agency (FEMA) billet that must be filled to meet the requirements of the organization to support mobilization (including pre- and/or post-mobilization) requirements, contingency operations, operations other than war, or other specialized or technical requirements. IMAs train with these organizations on a regular/scheduled basis. The IDT requirement can vary from 0 to 48 Inactive Duty for Training (IDT) periods per year. A minimum of 12 days Annual Training (AT) (13 including travel) is required of all IMAs.

8. Individual Ready Reserve (IRR). A trained manpower pool of Ready Reservists who are not in the Selected Reserve. The IRR consists of (1) Marines who have had training and served previously in the AC or in the Selected Reserve and have some period of Military Service Obligation remaining (MSO), (2) Marines who have completed their MSO and are in the IRR by choice, and (3) Marines of the Delayed Entry program.

9. Limited Tour Designation. Designation given to reservists on the AR program who are contracted to fill a specific AR billet, for a set length of time, and for which no career path can be developed.

10. Limited Tour Billet. Limited tour billets do not have a career path and cannot be grade shaped. These AR billets will be filled by limited tour personnel.

11. Primary MOS (PMOS). Used to identify the primary skills and knowledge of a Marine.

12. Ready Reserve. Those units and individuals of the RC liable for active duty in time of war or national emergency. The Ready Reserve of the Marine Corps consists of the Selected Reserve and the IRR.

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13. Selected Reserve. That part of the Marine Corps Ready Reserve consisting of members of Selected Marine Corps Reserve Units, Individual Mobilization Augmentees, and members serving in the AR Program.

APPENDIX B

ACTIVE RESERVE OFFICER CAREER PATHS

1. Unrestricted AR Officer Career paths

Table B1: 0180 Projected Career Path
Table B2: 0202 Projected Career Path
Table B3: 0302 Projected Career Path
Table B4: 0402 Projected Career Path
Table B5: 0602 Projected Career Path
Table B6: 1302 Projected Career Path
Table B7: 3002 Projected Career Path
Table B8: 3404 Projected Career Path
Table B9: 4302 Projected Career Path
Table B10: 4402 Projected Career Path
Table B11: 6602 Projected Career Path
Table B12: 72XX Projected Career Path
Table B13: 75XX Projected Career Path

2. AR Warrant Officer Career Paths

Table B14: 0170 Projected Career Path
Table B15: 6004 Projected Career Path
Table B16: 6502 Projected Career Path

Table B-1.--0180 Projected Career Path

Active Reserve (AR) Officer Career Roadmap			
PMOS: 0180			
Formal School	Adjutant, Marine Corps Combat Service Support School, Camp Johnson		
Critical Skills	Manpower Officer, IMA Management, Personnel Officer, Legal Admin		
Key Billets	Adjutant (Bn or Squadron), Manpower Officer (MFR), RAM/RAP, RLO (G-1) Joint Duty, MARFOR's, or MEF's		
Projected Career Path			
<u>RANK</u>	<u>BILLET</u>	<u>UNIT TYPE</u>	<u>PME</u>
1stLT PMOS Specific (Desired)	Adjutant Admin Officer	MACG-48, MAG-41, 4 th Supply Battalion	EWS (Non-resident)
8006 Assignments	Actions Officer Aide-de-Camp	MMPR, MCRC, M4L MFR	
Capt PMOS Specific (Desired)	Adjutant Admin Officer	MAG-41, 4 th Supply Battalion, HQ MFR	EWS (Non-resident) EWS (Resident)
8006 Assignments	Actions Officer Aide-de-Camp	MMPR, MCRC, M4L MFR, WWR MFR	
Maj PMOS Specific (Desired)	Manpower (Ops) Systems Analyst Adjutant	RA, HQ MFR MI	ILS (Non-resident) ILS (Resident)
8006 Assignments	Ops Officer Manpower Officer Action Officer OIC RLO	RSU (Camp Lejeune, Miramar) RSU (Camp Lejeune), MFR RA , TECOM PSR (MCRC) MARFOR's	

Table B-2.--0202 Projected Career Path

Active Reserve (AR) Officer Career Roadmap			
PMOS: 0202			
Formal School	MAGTF Intel Officers Course (0202 Designator)		
Critical Skills	Intelligence Officer, IMA Management		
Key Billets	Reserve Requirements Manager, Res Intel Program Manager, Ops Officer, Joint Duty		
Projected Career Path			
<u>RANK</u>	<u>BILLET</u>	<u>UNIT TYPE</u>	<u>PME</u>
1stLT PMOS Specific (Desired) 8006/7 Assignments	Res Req Mgr Prod Task Mgr/MCIA LNO Asst OpsO	CE (I,II,III MEF) ISB, MFR MCRC	EWS (Non-resident)
Capt PMOS Specific (Desired) 8006/7 Assignments	Res Req Mgr Prod Task Mgr/MCIA LNO Actions Officer Aide-de-Camp	CE (I,II,III MEF) ISB, HQ MFR, OLA MCRC, M4L MFR, WWR MFR	EWS (Non-resident) EWS (Resident)
Maj PMOS Specific (Desired) 8006/7 Assignments	Res Req Mgr Prod Task Mgr/MCIA LNO Operations Officer Reserve CapO (IOP) Action Officer OIC RLO H&S CO, Site Support	CE (I,II,III MEF) ISB, MFR ISB, MFR MCIA RA, TECOM, MFR G3/G5 PSR (MCRC) MARFOR's 23 ^d , 24 th , 25 th Marines	ILS (Non-resident) ILS (Resident)

<p>LtCol PMOS Specific (None Available) 8006/7 Assignments</p>	<p>Action Officer</p>	<p>WWR, OSD, SecNav, OLA, CE (I,II,III MEF), MARFOR's, Joint Duty</p>	<p>SLC (Non-resident) SLC (Resident)</p>
	<p>RLO</p>	<p>CE (I,II,III MEF), MARFOR's, Joint Duty</p>	