

MMOA ROAD SHOW BRIEF

Fall 2003





Road Show Mission

- To communicate
 - With you face to face
 - With the Marine Corps' leadership
- To get your feedback
- To provide information to help you and your Officers
 - Participate in the assignments process
 - Achieve career goals



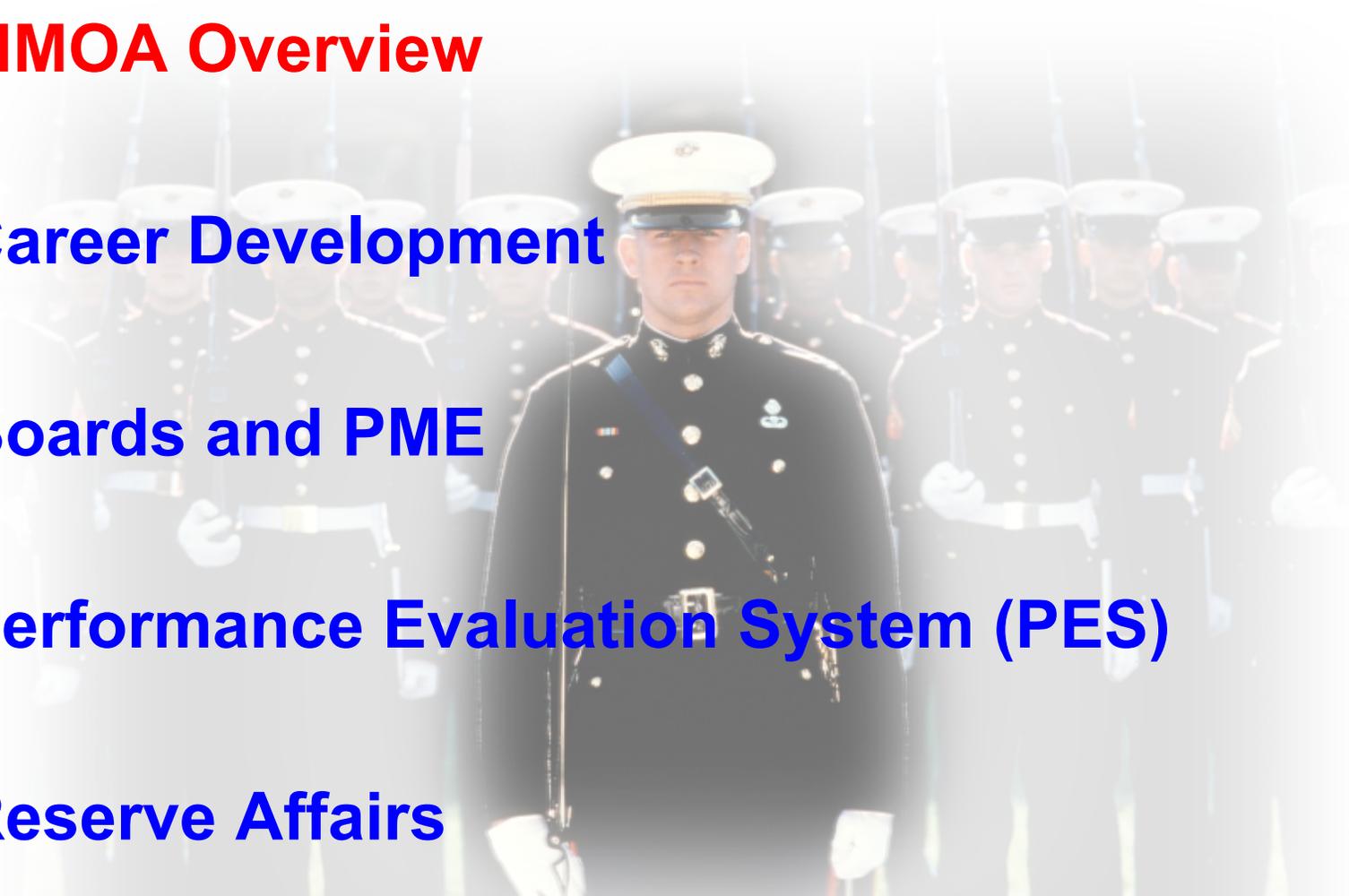
What's Hot in Manpower

- Orders out earlier
 - Stop loss/move and late board results delayed orders
- Promotion Selection Board dates
 - Earlier this year – September (Col - Maj)
- Web-based orders
 - On-line
- Competitive augmentation board – Jan 04
 - Directed lateral move – 03, 08, 18
- Regular commission
 - FY05 All Officers will be given a regular commission



Outline

- **MMOA Overview**
- **Career Development**
- **Boards and PME**
- **Performance Evaluation System (PES)**
- **Reserve Affairs**



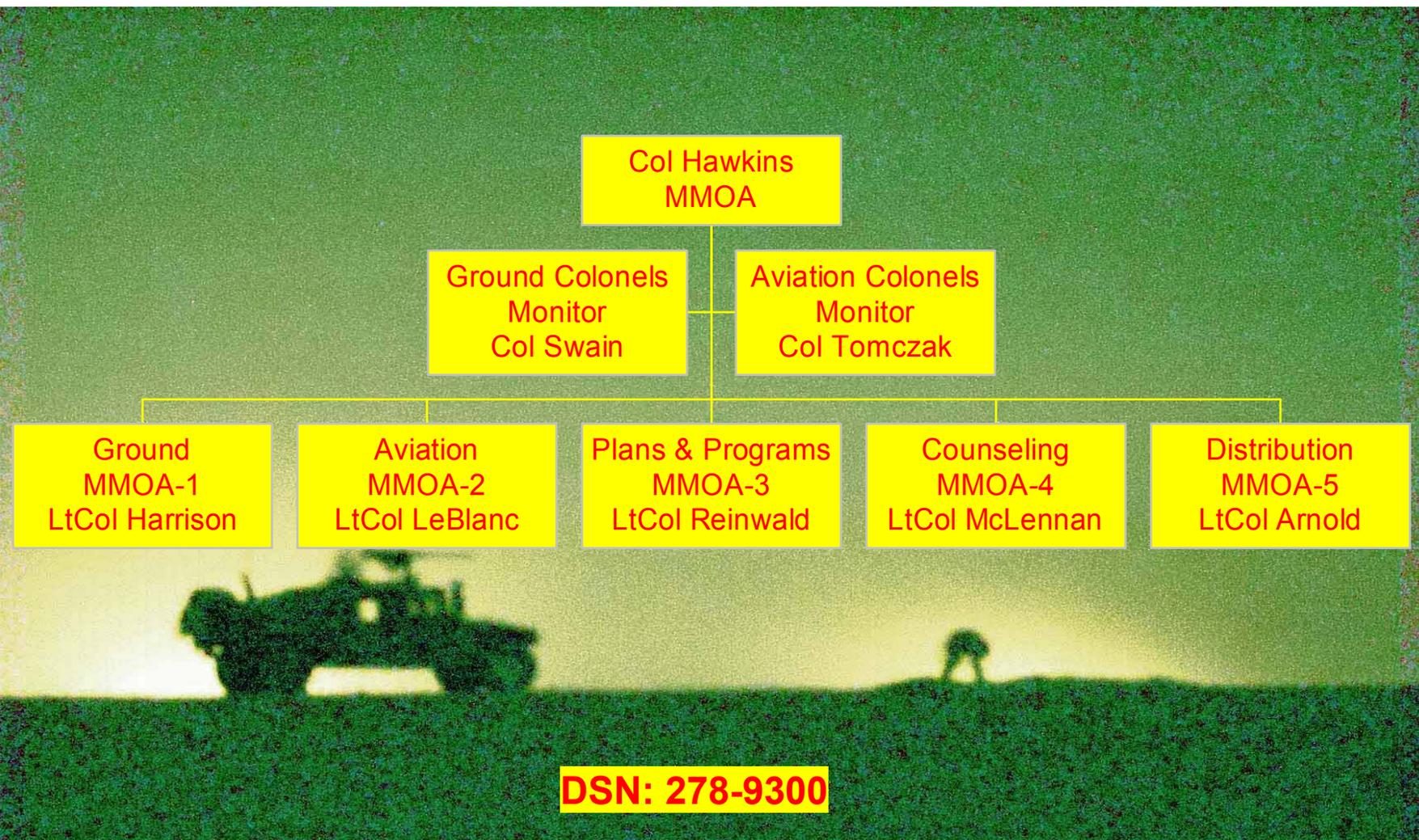


Personnel Management Div

- Enlisted Assignments
 - Col Frasier-Darling
 - DSN 278-9217
- Officer Assignments
 - Col Hawkins
 - DSN 278-9300
- Promotions
 - Col Freund
 - DSN 278-9700
- Awards
 - Mr. Mackey
 - DSN 278-9210
- Separations & Retirements
 - Mr. Rathbun
 - DSN 278-9304
- Evaluation Review
 - Mrs. Hayman
 - DSN 278-9204
- Support Branch
 - Mr. Swarens
 - DSN 278-5674



MMOA Overview





Ground Officer Assignment Section





Company Grade Ground Officer Assignment Section

Head Company Grade
Maj Suttee

01/11/13/21/34/41
Capt Edwards

04/30/35
Capt Sanders

08/15/18/31/33/43/44
46/55/58/99/25
Maj Escamilla

02/06/23/25/26/28/40
Capt Hastings

03/57
Capt Lacroix

DSN: 278-9272



Aviation Officer Assignment Section





Plans, Programs & Support Section



DSN: 278-9284



Counseling & Evaluation Section





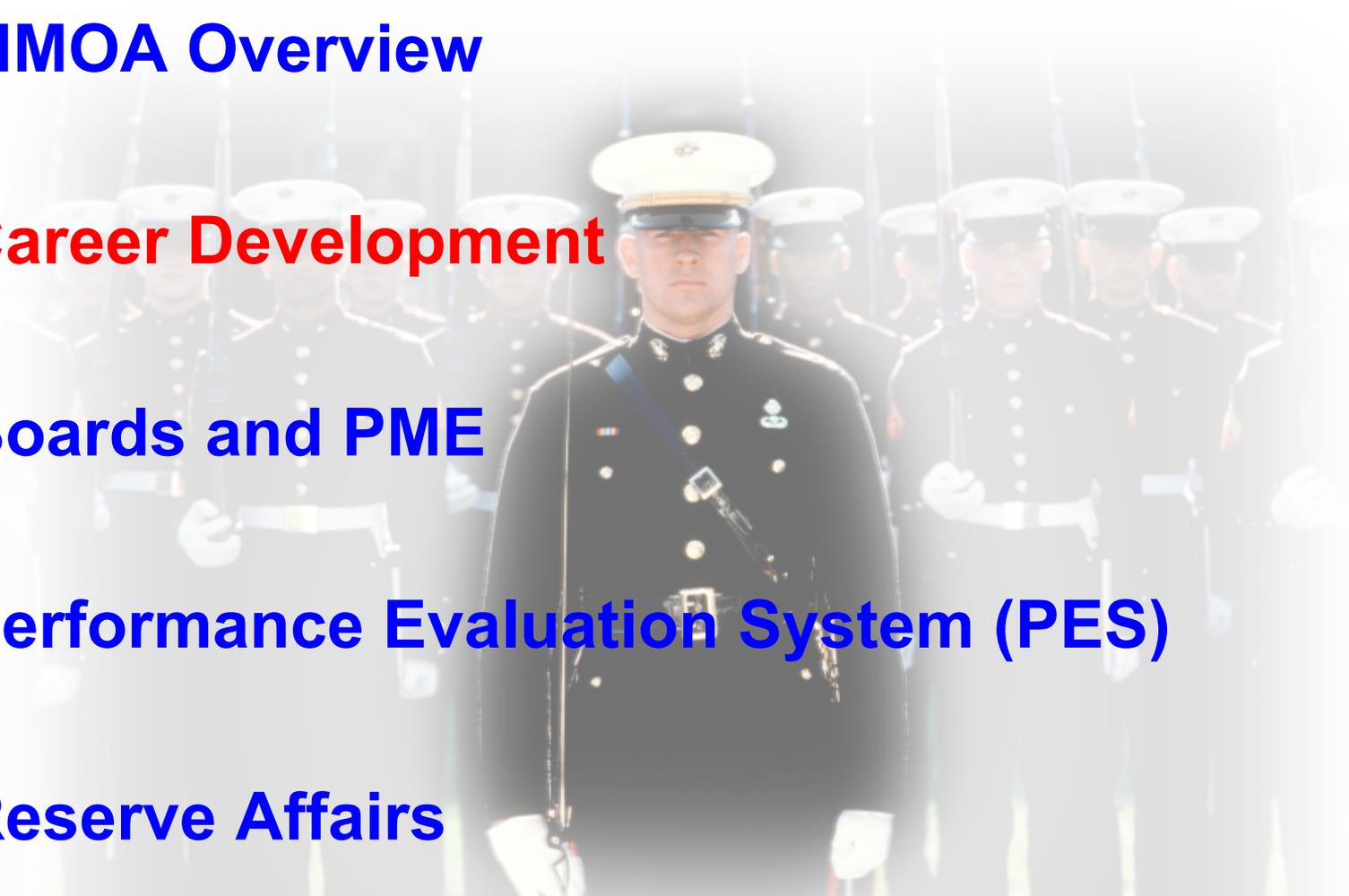
Distribution Section





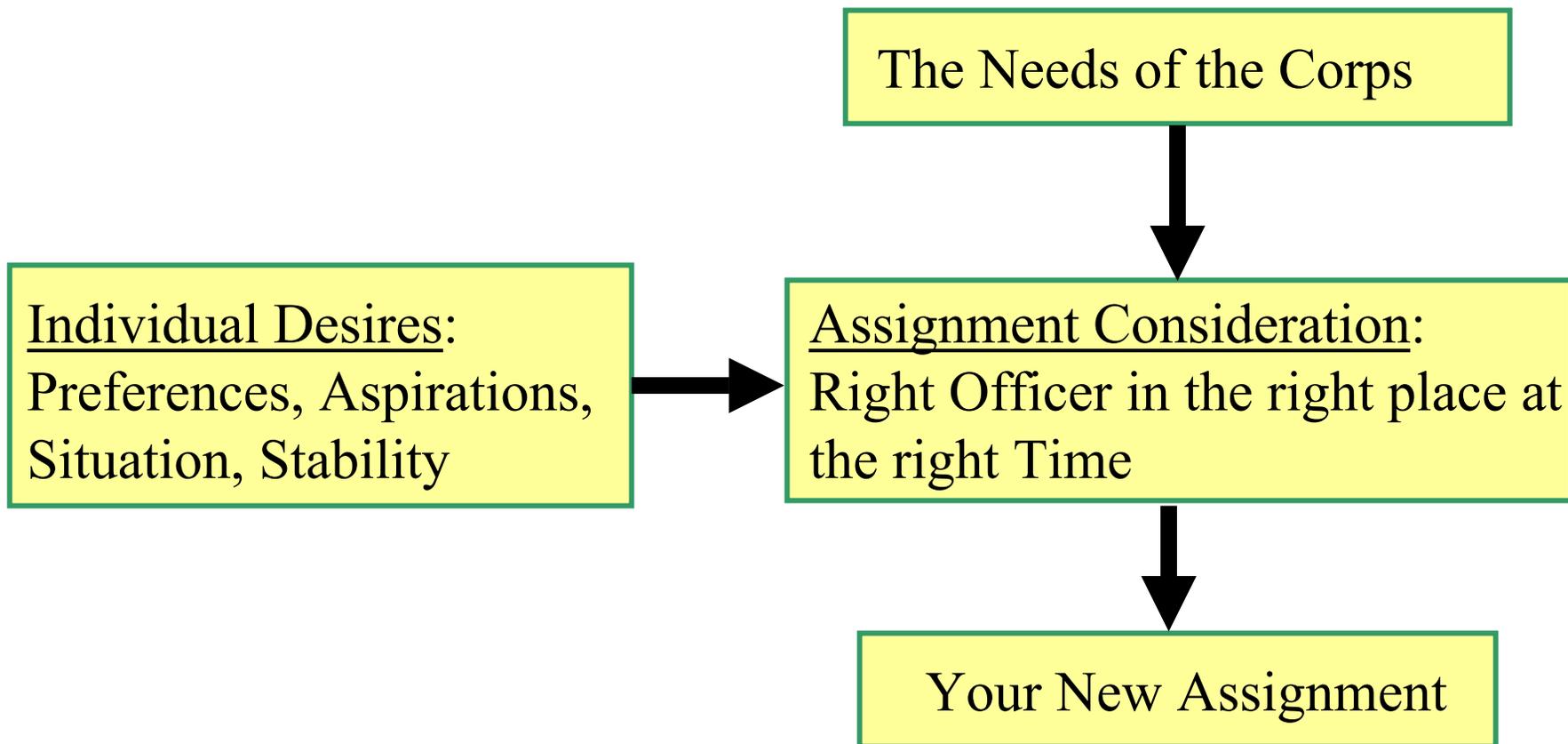
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Assignment Model





Needs of the Marine Corps

- Meet staffing requirements
 - Marine Corps
 - External
- Grow an Officer corps that is:
 - Capable of filling a variety of billets
 - Professionally competent



Individual Desires

- Personal assignment preferences
- Career aspirations
- Personal situation
- Stability



Assignment Considerations

- Goal:
 - Place the right Officer in the right place at the right time to accomplish the Marine Corps' mission

- Issues:
 - Opportunity for growth
 - Fair and equitable burden sharing
 - Timing
 - Time-on-Station / Unit stability
 - Fiscal Constraints
 - Leadership and staff experience
 - Occupational Field sponsor input
 - Overseas Control Date

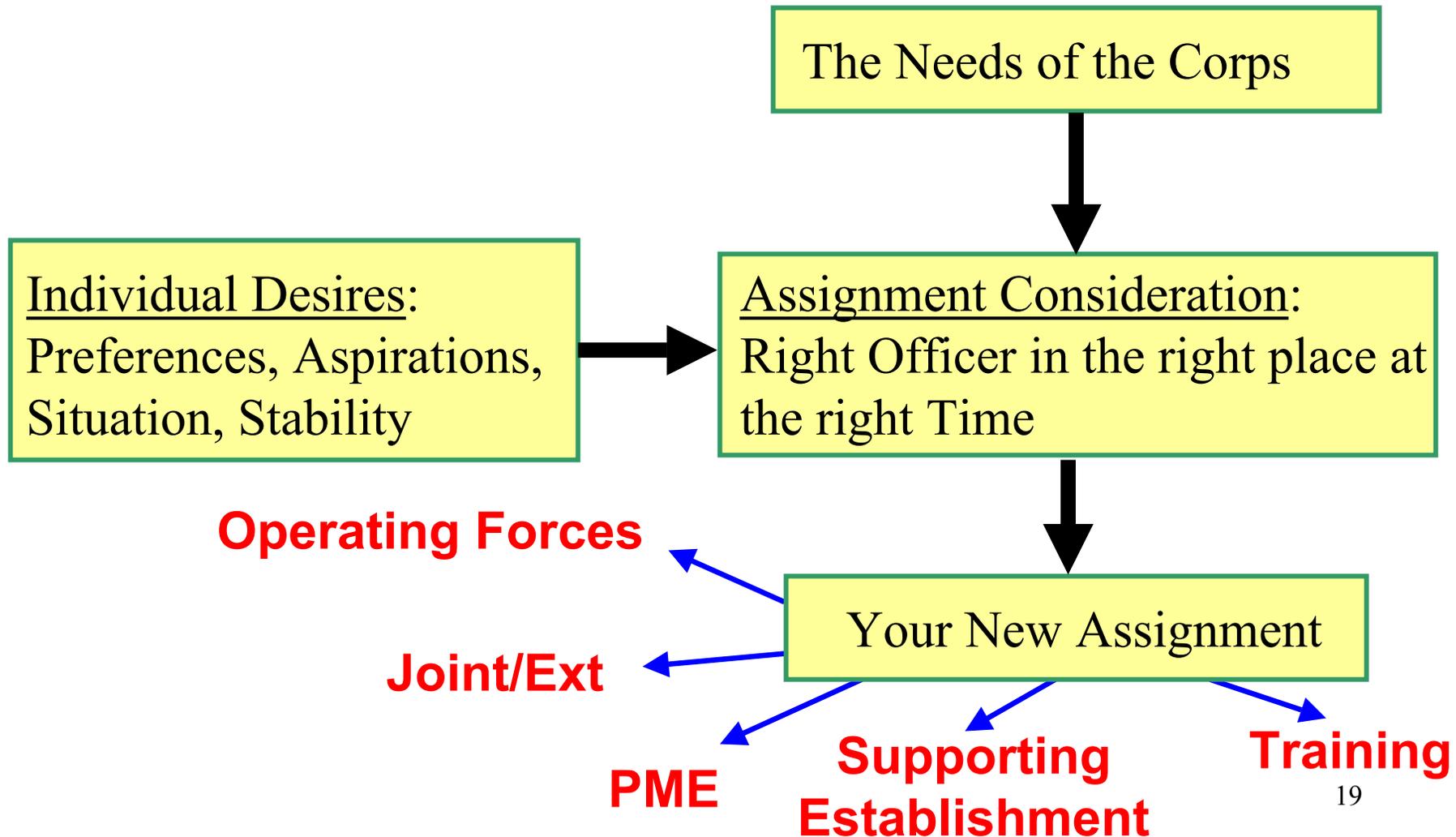


Overseas Control Dates (OCDs)

- Used by MMOA when looking at overseas billets
- OCD:
 - Created/Updated
 - 2 UDPs with the same FMF unit
 - 270 consecutive deployed days
 - 180 consecutive deployed days in hostile fire pay area
 - 1 year overseas
 - Adjusted – 1 for 1 based on PERSTEMPO tracking
- Some admin sections are not updating correctly



Assignment Model





Assignment Timeline

JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Cmd Screening											
	MMOA Cmd Visits										
	Program Selection										
		CLS Slating									
			ILS Slating								
			TLS Selection								
		Promotion Results									
			Final Slating								
					Orders Out						

Final Slating / Orders is dependent on the release of promotion, school, and special program selection results and other variables outside our control



MMOA Web Site

- Via www.usmc.mil
 - Select - Career; Marines; Assign; Officer Assign
- MMOA organization & points of contact
- Your monitor's & counselor's web pages
- Marine on Line (MOL) monitor contact page
- Lots of useful information and links





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FY05 Regular Officer Boards

Grade	Convening Date	Selection Opportunity	Junior In-Zone DOR
Col	8 Sep 03	52%	991001
LtCol	4 Sep 03	70%	990501
Maj	8 Sep 03	90%	990601 (Split DOR)
Capt	9 Feb 04	95%	030325
LDO	3 Nov 03	N/A	N/A
CWO3-5	10 Aug 04	N/A	N/A
CWO to LDO	3 Nov 03	N/A	N/A

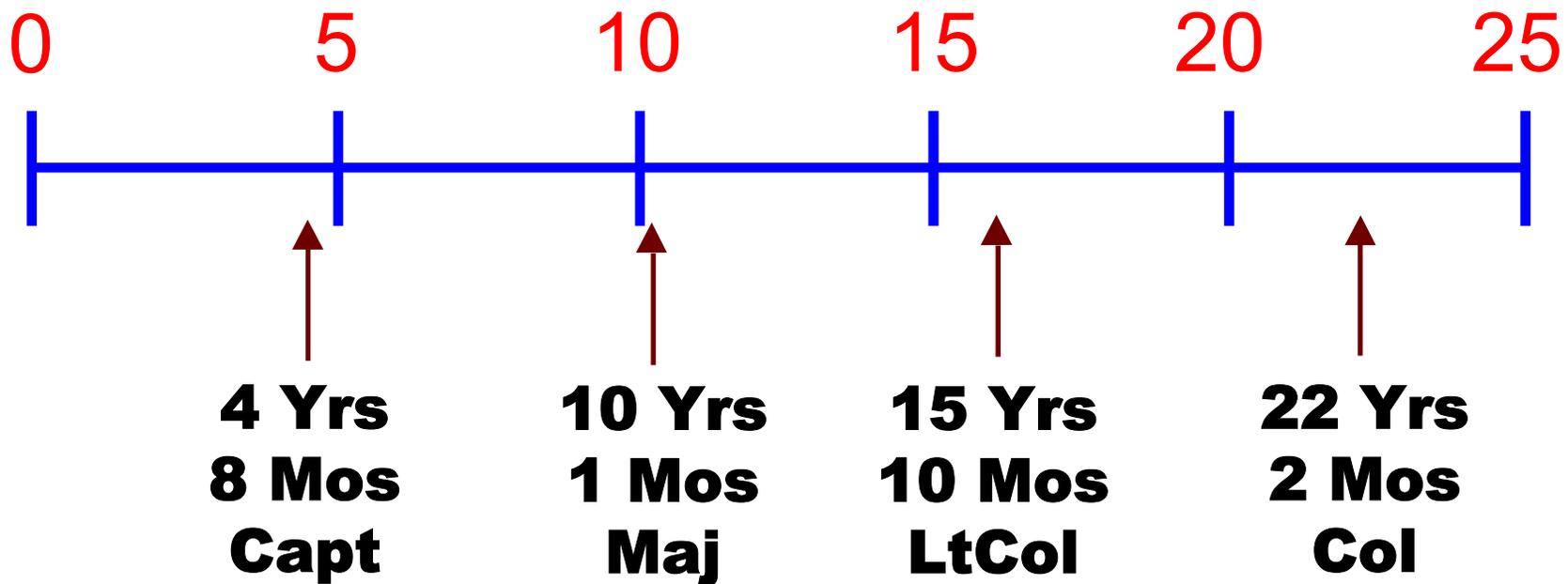


Projected Promotion Zones

Grade	FY06 (CY04)	FY07 (CY05)	FY08 (CY06)
Col	000801	010801	020801
LtCol	000301	010301	020501
Maj	000501	010601	020501
	FY06 (CY05)	FY07 (CY06)	FY08 (CY07)
Capt	040322	050324	060324



FY05 Time in Service when Promoted





PME – CLS & ILS

- Resident PME – all volunteer
 - CLS
 - Expeditionary Warfare School
 - Army Advanced Courses (must also complete AWS Ph I; 8510)
 - ILS
 - Marine Corps Command & Staff
 - Other service, foreign, or fellowship ILS equivalents (must also complete MAGTF/MCPP; 8845)
 - RS COs are exempt during RS tour (MARADMIN 371/03)
- Non-resident PME
 - The same additional requirements apply for other than Marine courses as above



PME – Top Level School

- Board in December
- LtCol Selects through Col Selects are eligible
 - Two year time on station requirement
- Automatically considered
 - May decline w/o prejudice prior to convening
- No RS CO “byes” to TLS
- Results released upon CMC approval



Command Screening

- Slate Commanders for upcoming year
 - The last board slated June 04 – May 05
- Eligibility – Joint or Critical Acquisition can effect
- Photo is required
- Web questionnaire
- May decline w/o prejudice prior to convening
- Declination after selection must be in writing and becomes a part of your official record
- Results released upon CMC approval



Inside the Board Room





Board Preparation

- Know when your board is convening
- Complete your PME
- Take a photo
- Order your record and check it
 - Your record is your responsibility
 - To order - visit MMSB's web site
- Send a letter IF you have something to explain - complete a story
 - Letters are not normally needed
 - Verify receipt
 - For command & TLS communication is encouraged



What Helps Selection

- Strong performance!!
 - Good numbers when rated against peers
 - Strong recommendations
- PME complete
- Acceptable career track
- Key FMF billets
- Good photo (appearance)
- Strong 1st class PFT
- Complete & readable record
- For command, previous command experience or dept head time is looked at closely



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Relative Value

- RV is a numerical representation of how the average of the marks on a single fitness report compares to the average of all reports written by an RS on Marines of the same grade
- Assists in evaluating the RS's marking philosophy
- Reflects the comparison on a scale from 80 to 100



Calculating the Report Average

As it appears on the MBS:

PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD	EVAL RESP
E	D	C	C	C	D	C	C	D	C	B	C	C	H

As it translates numerically: (A=1 to G=7, Not Obs H = 0)

PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD	EVAL RESP
5	4	3	3	3	4	3	3	4	3	2	3	3	0

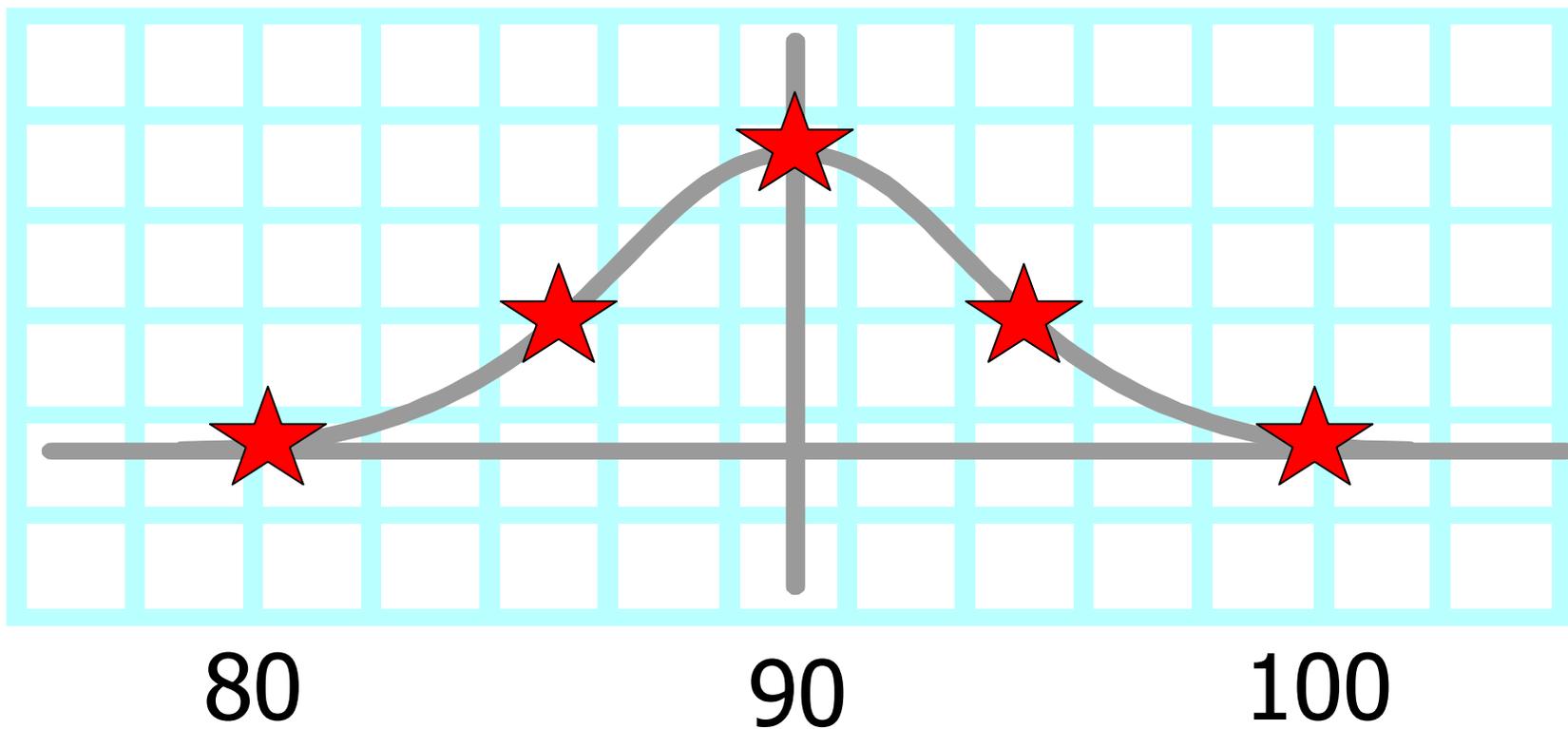
Add the marks - 43

Divide by # of observed marks - $43/13 = 3.31$

FitRep Avg = **3.31**



Scale from 80 to 100





How is RV Displayed on your Master Brief Sheet?

#RPTS @PROC	REL VAL @ PROC	#RPTS CUM	REL VAL CUM	RO CONCURS	
				Y	N
8	90.49	10	89.91	X	
FitRep Avg: 3.31		RS Cum Avg: 3.31		RS High: 4.36	

The specific fitrep

The RS's avg for **all** reports written on this **grade**
(center of bell = 90%)

Best report on this grade
(Rt side of curve=100%)



Reviewing Officer "Snapshot"

As it appears on the OMPF :

K. REVIEWING OFFICER COMMENTS

1. OBSERVATION: Sufficient

Insufficient

2. EVALUATION: Concur

Do Not Concur

3. COMPARATIVE ASSESSMENT:

Provide a comparative assessment of potential by placing an "X" in the appropriate box. In marking the comparison, consider all Marines of this grade whose professional abilities are known to you personally.

DESCRIPTION

THE EMINENTLY QUALIFIED MARINE

ONE OF THE FEW
EXCEPTIONALLY QUALIFIED MARINES

ONE OF THE MANY HIGHLY QUALIFIED
PROFESSIONALS WHO FORM THE
MAJORITY OF THIS GRADE

A QUALIFIED MARINE

UNSATISFACTORY

COMPARATIVE EVALUATION

0

2

7

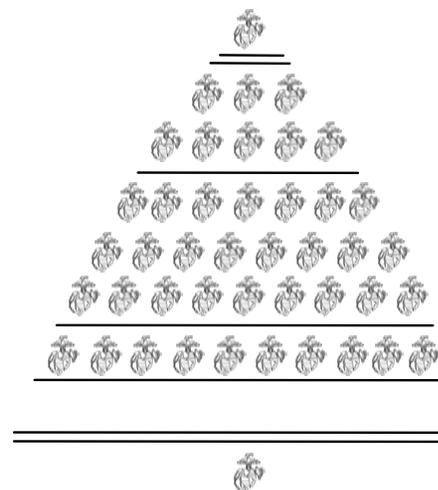
10

10

4

1

0



4. REVIEWING OFFICER COMMENTS: Amplify your comparative assessment mark; evaluate potential for continued professional development to include: promotion, command, assignment, resident PME, and retention; and put Reporting Senior marks and comments in perspective.



RO distribution on the MBS

As it appears on the MBS:

RO: 0/1 1/2 4/3 10/4 **11/5** 7/6 2/7 0/8

As it appears in the OMPF :

K. REVIEWING OFFICER COMMENTS			
1. OBSERVATION: <input checked="" type="checkbox"/> Sufficient <input type="checkbox"/> Insufficient		2. EVALUATION: <input checked="" type="checkbox"/> Concur <input type="checkbox"/> Do Not Concur	
3. COMPARATIVE ASSESSMENT : Provide a comparative assesment of potential by placing an "X" in the appropriate box. In marking the comparison, consider all Marines of this grade whose professional abilities are known to you personally.	DESCRIPTION		COMPARATIVE EVALUATION
	THE EMINENTLY QUALIFIED MARINE		<input type="checkbox"/> (8) 0
	ONE OF THE FEW EXCEPTIONALLY QUALIFIED MARINES		<input type="checkbox"/> (7) 2 <input type="checkbox"/> (6) 7
	ONE OF THE MANY HIGHLY QUALIFIED PROFESSIONALS WHO FORM THE MAJORITY OF THIS GRADE		<input checked="" type="checkbox"/> (5) 10 <input type="checkbox"/> (4) 10
	A QUALIFIED MARINE		<input type="checkbox"/> (3) 4 <input type="checkbox"/> (2) 1
	UNSATISFACTORY		<input type="checkbox"/> (1) 0
4. REVIEWING OFFICER COMMENTS: Amplify your comparative assessment mark; evaluate potential for continued professional development to include: promotion, command, assignment, resident PME, and retention; and put Reporting Senior marks and comments in perspective.			



Master Brief Sheet

NAME		SSN	GRADE	RANK DESCRIPTION	DOR	COMP	LINEAL NO	PMOS	AMOS-AMOS	GT/GCT	PERM GR	PERM DOR																				
MARINE IAM A.		123456789	O4	MAJ	19990501	USMC	05060000	0302	9957 /	119	O4	19990501																				
DOB	DEAF	PEBD	AFADBD	AC NAV BD	ACC 1ST COMM	DOR 1ST COMM	DOR 1ST LDO	DSG PILOT	DCADB	EAS	DCTB	OSCD	CONTRACT LEGAL																			
19640114	19880823	19880823	19890206		19890414	19890414			19880613		20010613	19940714	NONE, ALL RE																			
DECORATIONS		MILITARY EDUCATION					CIVILIAN EDUCATION			LANGUAGES																						
MM 1		COMMAND AND STAFF NAVA		2002	WARFIGHTING SKILLS PRO		1994	MILITARY SCIENCE			UNKNOWN																					
NC 2		COMMAND & STAFF 8700		2001	INFANTRY OFFICER (TBS)		1990	MASTER'S																								
NA 1		MAGTF/MCPP 8845		2001	BASIC SCHOOL		1990	17																								
		AWS PHASE II		1999	OCC, MCS		1989	SPL A C0 HQ BN HOMC			1 PAGE 1																					
		AWS PHASE I		1999				SCTY: S/2/19900412			OF 1																					
		SUMMER MOUNTAIN LEADER		1996				INFO JT-MOS:			Date: 11/18/2002																					
MONITORED COMMAND ORGANIZATION/SCHOOL REPORTING SENIOR		DUTY ASSIGNMENT GRADE TYPE DUTY BILMOS REVIEWING OFFICER		OCC	BEGIN END DATE	MISSION		CHARACTER			LEADERSHIP				INTELLECT			EVAL RESP	PROMOTION				REPORT SUMMARY									
						PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD		Y	N	NA	ACC	COM	ADV	#RPTS @PROC	REL VAL @ PROC	#RPTS CUM	REL VAL CUM	RO CONCURS	Y	N
1 COMPANY I, 3D BATTALION,		RIFLE COMPANY COMMANDER CAPT N 0302		GC	19980801	E	E	E	E	E	E	D	E	D	E	E	E	E	E				X		X	9	91.95	11	90.68	X		
LTCOL JOHNSON					19990431	RO: 0/1 1/2 4/3 10/4 11/5 7/6 2/7 0/8																					FitRep Avg: 4.86 RS Cum Avg: 4.78 RS High: 5.86					
2 3RDBN 2NDMAR 3RDMARDIV		BATTALION OPERATIONS OFFIC MAJ N 0302		CH	19990501	C	D	D	D	D	D	D	C	D	B	D	D	C	X						7	83.59	7	83.59	X			
LTCOL JOHNSON					19990826	RO: 0/1 0/2 6/3 10/4 10/5 4/6 1/7 0/8																					FitRep Avg: 3.64 RS Cum Avg: 4.06 RS High: 4.71					
3 3RDBN 2NDMAR 3RDMARDIV		BATTALION OPERATIONS OFFIC MAJ N 0302		TR	19990827	C	B	C	C	B	B	B	C	C	B	B	C	C	C	X					3	93.92	5	94.44	X			
LTCOL MORGAN					20000702	RO: 0/1 0/2 6/3 10/4 10/5 4/6 1/7 0/8																					FitRep Avg: 2.57 RS Cum Avg: 2.46 RS High: 2.71					
4 COLLEGE OF NAVAL COMMA		STUDENT MAJ A NA		TR	20000701	D	D	H	H	H	H	H	H	H	H	H	H	H	H	X					N/A		N/A					
COL STEIN					20010615	RO: 0/1 0/2 0/3 2/4 3/5 2/6 1/7 0/8																					FitRep Avg: RS Cum Avg: 4 RS High: 4					
5 HQSVCCO HQBN ARLINGTO		CURRENT OPERATIONS MAJ N 0302		AN	20010616	E	D	E	D	E	D	C	D	D	D	E	D	D	H	X				1	N/A	4	85.51	X				
COL WRIGHT					20020630	RO: 0/1 0/2 0/3 7/4 19/5 12/6 0/7 0/8																					FitRep Avg: 4.23 RS Cum Avg: 4.52 RS High: 5.15					
		BGEN TURNER																														



It's More Than Just Numbers

- Comments, Comments, Comments!
 - Performance and potential
 - MOS proficiency
 - Leadership
 - Appropriate recommendations
 - Comparison to peers
 - Reviewing Officer comments are very important
- All of the items on a report combine to paint a picture of the MRO during the reporting period



New "List" RS Profile

Reporting Senior
Fitness Report List

COL JOHNNY B. GOODE

Reporting Senior SSN: 000000000

As of: 20030602

MRO SSN (Last Four)	Last Name	From Date	To Date	Occ	FitRep Avg
LTCOL					
1234	Smith	01 Dec 01	08 Jun 02	AN	4.85
2235	Jones	01 Oct 01	30 Nov 01	TR	4.36
3456	Thomas	01 Dec 00	17 Sep 01	TR	2.92
4432	Brown	01 Sep 99	30 Nov 00	GC	2.54
MAJ					
9876	Green	22 Jan 01	20 Jun 01	AN	5.79
8765	Black	01 May 02	31 Aug 02	CH	5.07
7676	White	01 Jul 01	01 Oct 01	GC	4.85
7676	White	03 Jul 00	30 Jun 01	AN	4.07



Ordering Profiles / OMPFs

- OMPF now on CD
- Order OMPF/MBS/Profiles by:
 - E-mail (preferred)
 - mmsbompf@manpower.usmc.mil
 - Fax
 - DSN 278-5792
 - Mail
 - Commandant of the Marine Corps
Headquarters, U.S. Marine Corps (MMSB-30)
2008 Elliot Road
Quantico, VA 22134-5030



Automated Report Preparation & OMPF Viewing Online

- Prepare fitness reports via Marine On Line (MOL)
 - Testing at Camp Lejeune in Oct 2003
 - Initial Operating Capability in Dec 2003
 - Full Operating Capability NLT June 2004
 - Sect A populated from MCTFS data
- View your OMPF, MBS, Profiles via MOL
 - Summer 2004



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Marine Corps Reserve Overview

■ Marine Corps Reserve Mission

- Augment and reinforce; provide trained units and qualified individuals for active duty in the Marine Corps in time of war or national emergency



Reservists in action



CMC visiting Marines in Qatar

CMC Quote on 21 May 03 when asked on Reserve integration during Operation Iraqi Freedom:

“... let me tell you – our Marine Reservists are Marines first and there was absolutely NO DIFFERENCE in performance – on the ground, in the air, in logistics!”



Benefits of Reserve Affiliation

Intangible Benefits

- Continuation of service
- Flexible service opportunities
 - Based on Reserve Category and location
- Promotion Opportunities
- Expansion of “civilian networking” opportunities
- Ease of returning to active participation

Tangible Benefits

- Generous Monetary Compensation
 - Payout corresponds to level of participation
- Educational Benefits
- Reserve Retirement
 - 20 Qualifying Years
- Space A Travel
- Examples of tangible benefits are provided on the next two slides and address
 - Compensation
 - Retirement



Compensation

■ Reserve Pay Examples (minimum participation)

Grade	Years of Service	Drill Pay (4 drills)	Annual Training	Total
O3/Capt	5	\$517.80	\$2,422.85	\$8,636.45
O3/Capt	7	\$542.60	\$2,515.85	\$9,027.05
O4/Maj	10	\$660.60	\$3,041.30	\$10,968.50
O4/Maj	14	\$716.36	\$3,250.40	\$11,846.72

- Amounts are approximations based on DFAS Pay Charts
- Annual Totals based on 48 Drills, 15 day AT (Base pay, BAH Type II & BAS)
- Go to www.dfas.mil/money/milpay/pay/index.htm for current pay scale (Jan 03*)
- Reserve Drill Pay Calc: <http://www.military.com/Resources/ResourcesContent/0,13964,31090--0,00.html>



Reserve Retirement Example

Retired Pay Calc Web Site: www.2xcitizen.usar.army.mil/soldierservices/retirement/retirementcalc.asp

Pay Grade at Retirement	05 – LtCol
Pay Years at Retirement	20 years
Monthly Base Pay	\$5,583.00
Qualified Years to Date	13 years
Career Retirement Points	4,383 points
Qualified Years at Retirement	20 years
Ave Retirement Points Per Year	75 points
Est Retirement Points at Retirement	4,908 points
Current Age	36 years old

Est Monthly Ret Pay (at age 60) (3% yearly pay raise)	\$4,262
Est Cumulative Ret Pay (3% yearly COLA) - 10 years after retirement	\$586,704
Est Cumulative Ret Pay (3% yearly COLA) - 15 years after retirement	\$951,696
Est Cumulative Ret Pay (3% yearly COLA) - 20 years after retirement	\$1,374,768



Questions