DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
2 NAVY ANNEX
WASHINGTON, DC 20380-1775

IN REPLY REFER TO:
MCO 1300R.65B
RAM

SEP 12 2007

MARINE CORPS ORDER 1300R.65B

From: Commandant of the Marine Corps
To: Distribution List

Subj: RESERVE COMMAND SCREENING PROGRAM (RCSP)

Ref: (a) MCO P1070.12K

1. Situation. To publish reserve component command screening and slating policy, eligibility criteria, and board processes for filling Selected Marine Corps Reserve unit commanding officer billets through a slating process.

2. Cancellation. MCO 1300R.65A.

3. Mission. The establishment of a centralized process by which reserve officers are evaluated and screened for senior command billets paralleling the active component process to the maximum extent possible. Appropriate modifications are included to accommodate reserve-unique circumstances.

4. Execution

a. Commander's Intent. The RCSP must ensure that our Marines receive the best possible leadership and that every interested officer applicant receives fair and equitable consideration for the opportunity to command. While there are many billets of great responsibility and authority that deserve special consideration for assignment, it is only those billets designated as command billets that grant promotion, retention, and disciplinary authority reposed by CMC. The unique responsibilities of command are key distinguishing factors in separating billets designated for the RCSP from other senior leader billets. Joint billets, Individual Mobilization Augmentee colonel billets, or those identified as requiring special consideration for assignment may be screened in a process similar to, but separate and distinct from, the RCSP, and shall not be regarded as command billets.

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b. Concept of Operations

(1) Command Billet Identification and Advertisement.

(a) Command billets will be determined by CMC (RA).

(b) The normal tour length for RCSP slated billets is 24 months. Per paragraph 4b(5)(g), Commander, Marine Forces Reserve (COMMARFORRES) may adjust tours to accommodate specific circumstances. Under no circumstances will a command assignment extend beyond 36 months.

(c) Command billets in which the incumbents' tour expires during the following fiscal year will be advertised on an annual board. Approximately half of the total RCSP billets will be slated each year.

(d) Every effort will be made to notify all eligible officers of an upcoming RCSP board, to include a MARADMIN message as well as maximum utilization of electronic, mail, and periodical media.

(2) Applications. Eligible officers are required to submit applications directly to CMC (RA) in order to be considered for command in accordance with the method prescribed in the board announcement. Applications in electronic format are acceptable in lieu of paper copies. Applicants may request consideration for up to four command assignments among the advertised billet(s) for which they are qualified. Applicants must indicate their order of preference. Applicants must be willing and prepared to accept any billet for which they have applied. At a minimum, applications will include the following information:

(a) Request for consideration for command billets with a prioritized list of billet preferences.

(b) Current photograph in accordance with CMC (MMSB) electronic submission protocols for inclusion in the Official Military Personnel File (OMPF) or hard copy provided to the board.

(c) Reserve Qualification Summary (RQS) or electronic equivalent to include any community involvement and civic activities.

(3) Eligibility Criteria

(a) All Individual Ready Reserve (IRR) colonels and lieutenant colonels, to include those officers selected for those grades, may apply to be command screened, except as specified in paragraph 4b(4).

(b) Active Reserve (AR) officers may apply for SMCR billets (component code A billets) if so announced in the applicable MARADMIN. AR officers selected for these billets will be issued PCS orders by CMC (RAM).

(c) Further clarification and delineation will be available within the applicable MARADMIN.

(4) Ineligibility Criteria

(a) Officers with an established separation date.

(b) Officers, to include those who are retired recalled, with a mandatory removal/retirement date falling within the two years of the projected slate tour.

(c) Officers who have previously held a RCSP billet for at least 12 months in their current grade, are currently holding a RCSP billet, or are pending slating as a result of a previous RCSP board. Lieutenant colonels selected for colonel and applying for a colonel billet and colonels who are eligible and applying for a designated post-command colonel billet may apply.

(d) Lieutenant colonels who are, or will be, in zone or above zone for colonel on the next scheduled promotion board.

(e) Officers who are in sanctuary (attained 18 total years of active service), are on current orders that will take them into sanctuary, or if the assignment to command will take them into sanctuary, will not be considered. This does not apply to Active Reserve officers.

(f) Officers selected for command billets that are unwilling or unable to attend mandatory Commander's Course training outlined in applicable MARADMIN(s).

(5) Board Process

(a) The Reserve Colonel Command Screening Board will consist of not less than two reserve component general officers and one active component general officer.

(b) The Reserve Lieutenant Colonel Command Screening Board will consist of not less than two reserve component general officers, one active component general officer, at least four reserve component colonels, one AR colonel, and at least three active component colonels.

(c) The RCSP will determine those officers who are best and most fully qualified for command. In determination of this, primary consideration will be the officer's demonstrated leadership and documented technical and tactical proficiency within an MOS. Additionally, Professional Military Education (PME) plays a substantial role in shaping the professional development of an officer for command and will be considered along with community outreach and civic endeavors as they are a significant portion of the Marine Corps' Reserve mission.

(d) CMC (RA) will furnish the boards with the following information at the convening of the boards:

1. If required, particular skill sets or experience for specific billets. This information will be provided to the board to assist in identifying special skills or experience particularly suited for a billet(s).

2. Official Military Personnel File (OMPF). The primary source of information furnished to a selection board is the OMPF which contains fitness reports, awards, electronic photographs, and other information specified in the reference. A list of officers applying for the board will be furnished to MMSB after the board application deadline, and not less than two working days before the convening date of the board.

3. Applications, Reserve Qualification Summaries (RQS), and written communication provided by officer applicants. All eligible officers are authorized to send communication to the board calling attention to matters the officer considers important to their case. All information, to include third party letters, certificates, etc., must be under cover letter requesting submission to the selection board and endorsed by the eligible officer. Any material received without the officer's endorsement will not be admitted to the board.

4. Career Retirement Credit Reports (CRCR), Basic Individual Records (BIR), and Basic Training Records (BTR) obtained from the Marine Corps Total Force System will be provided for each applicant.

(e) Screening. The board will consider all applications submitted from eligible officers. The optimum skill requirements by primary military occupational specialty (MOS) or general billet MOS classification are defined by the list of projected command vacancies provided by the CMC (RA). Based on the number of eligible officers before the board, the board will attempt to select a sufficient number of officers to fulfill a minimum of 200 percent of billet requirements. The board will divide that list into a primary and alternate candidate (upper tier) and up to three other equally qualified screened officers (lower tier), by command. All officers listed in the upper and lower tier will be designated as screened for command. Only the upper tier alternates will be listed as such and receive an alternate slating letter.

(f) The recommendations of the Reserve Command Screening Board will be briefed directly to CMC by the board President and board administrator or senior recorder for approval. Officers slated to command billets must accept, defer, or decline their assignment in writing via their chain of command to COMMARFORRES within 30 days following the published board results. A copy of this correspondence will be filed in the officer's OMPF. Officers who fail to respond within 30 days will be considered to have declined command.

(g) Should an exceptional circumstance or operational commitment arise for a particular command, COMMARFORRES may curtail or extend the tour length of an incumbent commander to between 12 and 36 months. If an officer has been subsequently slated to replace the incumbent commander, they will be notified of the change by MARFORRES and will be again required to accept or decline command within the prescribed deadline. Upon assumption of command by the newly slated officer affected by the change, they will then serve the normal 24-month command tour. CMC (RA) will be notified by MARFORRES of any changes in order to adjust the slating of the next board.

(h) In the event a board-slated commander is deemed unfit for command following the CMC approval of command slating, and prior to or following assumption of command, the reporting senior commander will forward the recommendation and request for

alternate through the appropriate chain of command to CMC (RA). CMC (RA) in conjunction with DC M&RA will assign the board-selected alternate from the CMC approved results of the annual Reserve Command Screening Board.

(i) Should an unanticipated command or other billet become vacant after the initial slating, the replacement will be selected from officers who were screened as alternates for that command, but were not slated for a command assignment on the most recent board, by CMC.

(j) All officers who are screened and found qualified for command will have correspondence entered into their OMPF by CMC (RA) attesting to their screening for command. Officers who fail to screen will not have any material filed in their OMPF.

5. Administration and Logistics

a. Annually, CMC (RA), in conjunction with Marine Corps Combat Development Command Total Force Structure Division and MARFORRES, will validate current reserve command billets that are to be slated during the following FY and publish a MARADMIN announcing the billets available and applicant coordinating instructions. Publication of this MARADMIN will be provided at least 60 days prior to the board convening date.

b. As board sponsor, CMC (RA) will perform the following functions:

(1) Appoint a board administrator from within the RA staff.

(2) Identify and coordinate the assignment of board recorders.

(3) Publish the announcement and application parameters for the board.

(4) Compile all applications and update material to present to the board; conduct liaison with CMC (MM) for board membership; prepare pre-board records, and coordinate boardroom functions with appropriate D/C M&RA entities.

(5) Screen applicants for eligibility prior to the board convening.

(6) Assist the board president in the conduct of the board, to include preparation of board precepts for CMC approval.

(7) Compile the board reports and prepare the CMC outbrief.

(8) Coordinate an adverse material screening of slated officers with HQMC IG and SJA to CMC (JAM).

(9) Publish the slating assignments via MARADMIN. Distribute screening, slating, or alternate letters to officers screened for command and provide a copy of those letters to MMSB for inclusion in the officer's OMPF.

(10) Compile slated officer acceptances and declinations; coordinate replacements to the slate for declinations and unanticipated vacancies with appropriate staff entities.

c. CMC (MM) will coordinate board membership.

d. Only CMC will approve command assignments which deviate from the policy outlined in this Order. Requests for exceptions to policy must be addressed to CMC (RA).

6. Command and Signal

a. Command. This Order is applicable to the Marine Corps Reserve.

b. Signal. This order is effective the date signed.

R. S. Coleman
Deputy Commandant for
Manpower and Reserve Affairs

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