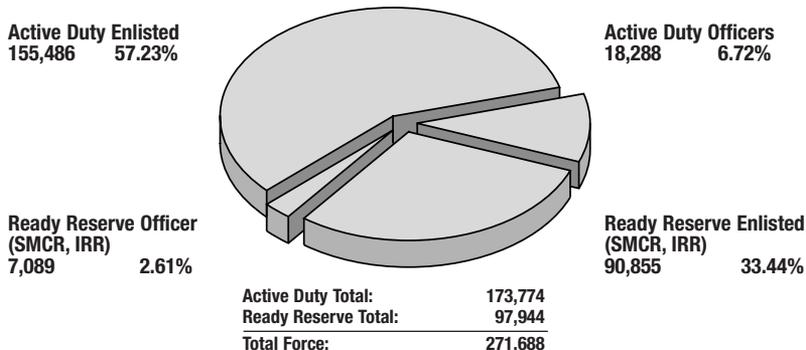


Section I: Marine Corps Reserve in Perspective

A. The Mission of the Marine Corps Reserve. Marine Corps Reserve is maintained for the purpose of providing trained units and qualified individuals for active duty in the Marine Corps in time of war or national emergency, and at such other times as national security may require. In keeping with the Total Force concept, over the past several years the Marine Reserves have been closely integrated with the active component. As depicted in the following graph, the Reserve share of the Marine Corps Total Force manpower is substantial:

Marine Corps Total Force 30 Sept 2002

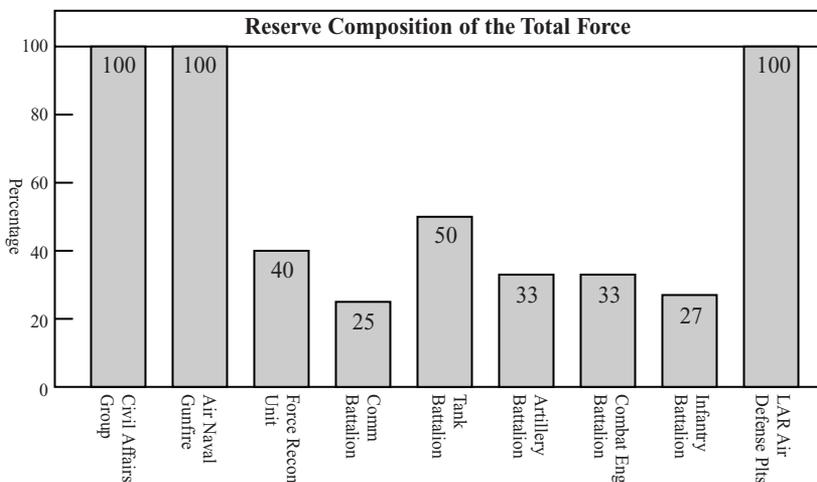


In supporting the Total Force concept, force expansion is made possible by contributions (through unit activations) from the Marine Corps Reserve. Like the Marine active forces, the Marine reserves consist of a combined arms force with balanced ground, aviation, and combat support units. Organized under the Commander, Marine Forces Reserve (MARFORRES), balanced, trained, and relevant reserve units are located throughout 190 training centers in 47 states, Puerto Rico, and the District of Columbia.

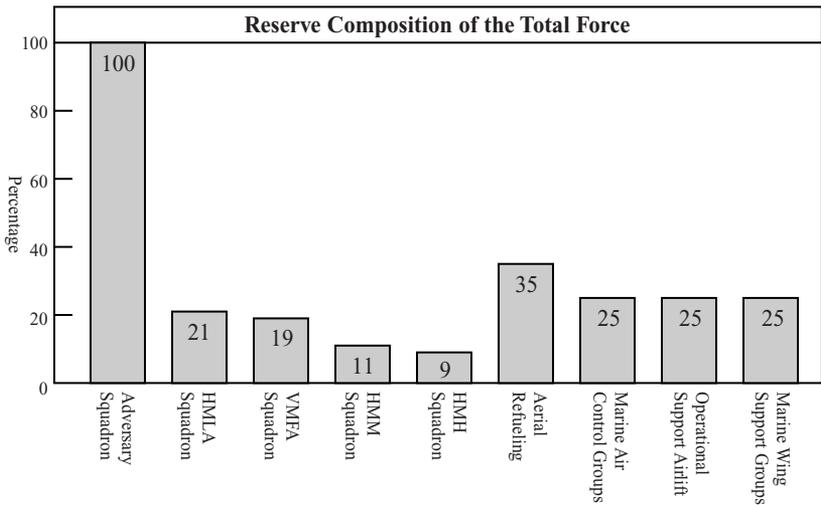
In the 21st century, the Reserves will be more important to mission accomplishment than ever before. The Reserve contribution to the Total Force is more than

manpower. The Marine Corps Reserves complement the structure and capabilities of the Fleet Marine Force.

Charged with providing the means for rapid expansion of the Corps during national emergency, the Reserve component builds the foundation for sustainment upon full or partial mobilization. Reserve units and individuals provide the added capability, flexibility and depth required for sustainment. Total Force integration is the dominant theme in Reserve planning, training, and administration. The following tables depict Marine Corps Reserve contributions to the Total Force:



For any contingency, the Marine Corps must plan to “front-load” selected Reserve units, individuals, and equipment. Contingency plans now routinely incorporate Reserve units, and Reserve participation in peacetime deployments and exercises significantly alleviates the operational tempo of the Active Component.



It is thus increasingly essential for the Marine Corps Reserve to attract, train, promote and retain talented and motivated Marines. The individual Marine Reservist will continue to be rewarded with the challenges, opportunities, accomplishment and esprit that are the essence of serving as a Marine.

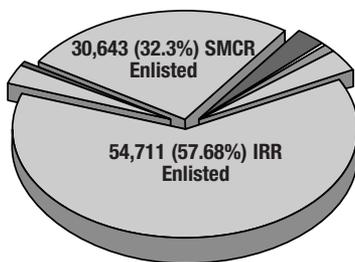
As a final note, there is a direct relationship between the size of the Marine Corps and the contribution made to our National Defense. Large-scale deployments, operations, and exercises with our Allies are part of the Marine Corps training and presence requirements. These requirements predicate the challenge of sustaining a high operational tempo, and the Marine Corps Reserve stands ready to augment and support our Active component in meeting the capability to immediately project power and influence events for the protection of National interests.

B. Marine Corps Reserve Categories. The Marine Corps Reserve is divided, by law, into three categories—Ready Reserve, Standby Reserve and Retired Reserve.

Categories and numbers are illustrated in the graph below:

Marine Corps Reserve 30 Sept 2002

**473 (0.50%) SMCR IMA
Enlisted**
**1,941 (2.05%) AR
Enlisted**



**3,328 (3.51%) IRR
Officer**
**353 (0.37%) AR
Officer**
**954 (1.01%) SMCR
IMA Officer**
**2,454 (2.59%) SMCR
Unit Officer**

Ready Reserve Population
Officer: 7,089
Enlisted: 90,855
Total: 97,994

Standby Reserve Population
Officer: 581
Enlisted: 24
Total: 605

SMCR Total Population: 39,905
IRR Total Population: 58,039

1. **Ready Reserve.** The Ready Reserve consists of units and members of the Marine Corps Reserve subject to recall for active duty in time of war or a national emergency, or when otherwise authorized by law. There are two subcategories in the Ready Reserve, the Selected Marine Corps Reserve (SMCR) and the Individual Ready Reserve (IRR).
 - a. **Selected Marine Corps Reserve.** The SMCR consists of three elements—SMCR units, Individual Mobilization Augmentees (IMA) and the Active Reserve (AR).
 - (1) **SMCR Units.** SMCR units make up the 4th Marine Division (4th MARDIV); 4th Force Service Support Group (4th FSSG); the 4th Marine Aircraft Wing (4th MAW); I Marine Expeditionary Force Augmentation Command Element (I MACE), Pacific; and II Marine Expeditionary Force Augmentation Command Element (II MACE), Atlantic.

Appendix A shows the organizational structure for the Marine Forces Reserve (MARFORRES), 4th MARDIV, 4th MAW, and 4th FSSG. This appendix also shows map locations of MARFORRES Geographic Groups,

Geo-City unit commanders, and a schematic of the GEOGROUPS organizational structure. Appendix B provides an alphabetical listing, by city, showing contact information for SMCR units.

- (2) **Individual Mobilization Augmentees (IMA).** An IMA Marine is a member of the SMCR, but is not a member of an SMCR unit. The IMA program provides a source of trained and qualified individuals to fill a time-sensitive portion of the Active component wartime structure. Most IMA Marines are attached to active duty units in support of the nine operational Commander-in-Chiefs (CINCS) and governmental agencies. Appendix C lists IMA units.
 - (3) **Active Reserve (AR).** The AR program consists of Reserve officers and enlisted Marines who serve in designated, full-time active duty billets. This program, established in 1994, evolved from the former Full Time Support (FTS) program and currently employs nearly 2,400 Reserve Marines. AR Marines support the organization, training, instruction, retention, and administration of the Marine Corps Reserve. The AR program provides qualified Marines an opportunity to serve on active duty and qualify for retirement benefits after 20 years of service. AR Marines are assigned to major Marine Corps bases and stations, headquarters, and reserve unit locations. For a comprehensive explanation of all pertinent aspects of the AR program, see Appendix L.
- b. **Individual Ready Reserve (IRR).** Members of the IRR have opportunities for paid temporary active duty and non-paid inactive duty. The IRR consists of all Marines in the Ready Reserve not affiliated with the SMCR who:
- (1) have not completed their Mandatory Service Obligation (MSO); or
 - (2) have completed their MSO and are in the Ready Reserve by voluntary agreement; or
 - (3) have not completed their MSO (are mandatory participants), but are transferred to the IRR.

- c. **IRR members may also serve at a Mobilization Training Unit (MTU).** An MTU is an administrative organization of enlisted (sergeant and above) and officer IRR members who work on projects to support and enhance the combat readiness of the Marine Corps. MTUs provide a means of increasing the mobilization readiness of IRR members. In practice, MTUs meet, confer and carry out duties and projects for Operational Sponsors. Appendix C contains a listing of Operational Sponsors.
2. **Standby Reserve.** The Standby Reserve consists of Marines not in the Ready or Retired Reserve who are subject to recall to active duty in time of war or a national emergency declared by Congress.

Marines are assigned to the Standby Reserve for a variety of reasons. Those who have completed their initial (MSO) may request assignment in the Standby Reserve. Marines who are key employees (e.g., members of Congress, federal judges, and heads of departments confirmed by the Senate) are transferred to the Standby Reserve during the time of such employment. Also, those Marines who are unable to maintain active participation in the Marine Corps Reserve (i.e., attending school, new job, etc.), experience a temporary physical disability, or fail to obtain a physical examination as required, may be assigned to the Standby Reserve. The Standby Reserve is comprised of Marines on the Active Status List (ASL) or the Inactive Status List (ISL).

- a. **Active Status List.** In part, the ASL consists of Marines who have not completed their statutory MSO. The ASL also includes those key employees who have sought to remain active in the Marine Corps Reserve while employed in a key position. In addition, the ASL includes Marines who have fulfilled their statutory MSO and are temporarily assigned for hardship or other reasons. Marines on ASL may also be members of an MTU.

Marines on the ASL are afforded opportunities to remain contributing members of the Marine Corps Reserve. While in the ASL, Marines may not be assigned mobilization positions; however, they can participate in training activities **without pay**. Marines on the ASL are eligible for associate and appropriate duty orders. ASL members may earn retirement points by participating in training activities while on associate or appropriate duty orders. Marines assigned to the ASL will be considered for promotion to the

grade of colonel and below. Marines assigned to the ASL may be reassigned to the Ready Reserve after demonstrating the reason for their assignment to the ASL no longer exists.

- b. **Inactive Status List.** The ISL consists of Marines who have completed their statutory MSO and are not required by law or regulation to remain members of an active status program, or Marines who are required to be transferred to the Standby Reserve (key employees, e.g., Members of Congress and special agents of the FBI) and have not requested assignment to the ASL. Members of the ISL are prohibited from participating in training, may not earn retirement credit or receive pay and are not eligible for promotion.

Marines assigned to the ISL may be restored to an active status at any time they demonstrate the reason for their ISL assignment no longer exists; however, a Marine restored to an active status from the ISL will not be considered for promotion for one year after restoration. Each member on the ISL, unless sooner removed, will be offered the following options upon completion of a three-year assignment to the ISL:

- (1) Return to an active status in the Ready Reserve, if physically and otherwise qualified;
- (2) transfer to the Retired Reserve, if qualified; or
- (3) discharge; or
- (4) retention on the ISL (in rare instances).

3. Retired Reserve

- a. **Fleet Marine Corps Reserve (FMCR).** The Fleet Marine Corps Reserve is composed of enlisted personnel who have completed 20, but less than 30 years of active service and are receiving retainer pay. After 30 years of service, members of the FMCR are transferred to a retired list.
- b. **Retired Reserve Awaiting Pay (Gray Area Retiree).** This category consists of eligible Reserve Marines who have completed at least the required 20 years

of qualifying service, and have requested transfer to the Retired Reserve with pay. Retirement pay begins upon application by the member at age 60.

- c. **Retired Reserve in Receipt of Retired Pay.** This category consists of Reserve Marines with at least 20 years of qualifying service who at age 60 applied for and are receiving retired pay. Members are placed on the Retired List of the Marine Corps Reserve.
4. **Active Duty Special Work (ADSW).** The ADSW Program is designed to provide the Marine Corps a means to utilize Reserve personnel, through short tours of active duty, to provide necessary skilled manpower assets to support existing or emergent requirements. It provides opportunities for Reserve Marines in the SMCR and IRR to support short-term requirements, special projects, and exercise support participation for both the Active and Reserve forces. ADSW Marines are assigned to major Marine Corps bases and stations, headquarters, and reserve unit locations as needs are identified by OpSponsors. For an overview of pertinent aspects of the ADSW program, see Appendix M, “Active Duty Special Work Program.” Comprehensive information can be found in the ADSW order, MCO 1001.59.