

Enlisted Career Newsflash

Quarterly Newsletter of the Enlisted Career Counseling & Evaluation Unit (MMSB-50) / HQMC

1st QUARTER FY14 – January 2014



Enlisted Career Counselors Editorial

The Marine Corps end strength goal for FY 14 is 188,500 Marines. MARADMIN 026/14 list many references that are currently implemented force shaping tools that are being used to assist in the drawdown process. While the quality metrics of those Marines retained have continued to notably increase, opportunities for retention are limited as the force draws down. The bottom line is that it is becoming increasingly more competitive to remain in the Marine Corps specifically for SNCO's who previously have failed selection or have had adversity as a SNCO. Those Marines who have not failed selection to the next higher grade and does not have adversity in their record should also be aware that they too may be affected by the drawdown. This edition of the Enlisted Career Newsflash will highlight areas that are key to accessing a Marine's overall competitiveness for retention and promotion.

As always Marines are encouraged to contact our office to have a career counselor "put another set of eyes on their record." MARADMIN 701/13 announced the use of Defense Connect Online (DCO) as a means of contacting a career counselor. Marines desiring counseling should copy the link to the right and paste it in their web browser and log in as a guest. In order to speak with and hear the counselor, your computer needs to be equipped with a microphone and headphones or speakers. The meeting room is opened Mon-Fri from 0900 – 1630 EST. Marines can use personal computers to access DCO.

MMSB-50

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Find us on the web:

manpower.usmc.mil

Click on: **Enlisted Career Counselor** under Top Requests

Defense Connect Online

[https://
connectcol.dco.dod.mil/
umccecc/](https://connectcol.dco.dod.mil/umccecc/)

Making It Work Together Improving Competitiveness



The Selection Board evaluates your overall competitiveness from your official record as compared to your peers for the allocations in your MOS for that fiscal year. It is critical to realize that this is a competitive process and limited allocations may cause well qualified Marines to fail selection when competing with Marines that have more competitive records. Marines should always work towards improving their performance in all areas of their record.

1. **TRAINING:** Have a competitive PFT and CFT. The average PFT and CFT for selection to First Sergeant in FY 14 was 277/296. Even those not competing for First Sergeant must realize that these Marines selected will be your future board members and if they maintain high scores, the same will be expected from you. The MCMAP qualification is also a competitive factor. The higher the belt, the more competitive you are regardless of rank or MOS. Always seek to do more than the minimum PME. Resident PME courses (SNCOA) increases your competitiveness regardless of MOS. Rifle and Pistol qualifications are very important. Specifically for Sergeants and Staff Sergeants, not having a current rifle qualification score in MCTFS without proper justification decreases your competitiveness.
2. **PERFORMANCE:** Always seek counseling from your Reporting Senior to find ways to improve performance and show competitiveness both in primary and collateral duties. Use the MRO worksheet from Appendix D of the Performance Evaluation System Manual (MCO P1610.7F w/ch.2) as a counseling tool. The PES Manual states, "The complementary relationship between the counseling process and the PES begins when the RS and MRO meet to develop the MRO's billet description. It then becomes a regular and continuous process with additional sessions to review billet descriptions, establish new goals, and develop performance. As a result, the performance evaluation process should not produce any surprises for the MRO. Periodic performance evaluation can also help clarify and crystallize the subjects on which the counseling process should focus" (pg.1-6, MCO P1610.7F CH 2).
3. **LEADERSHIP:** This is a critical factor and as we move through the ranks, you should show your ability and potential as a leader of Marines and a force multiplier. Leadership abilities can be indicated in the billet accomplishments of the fitness report as identified in Appendix E of the PES Manual and should be mentioned in Section I and K comments on the fitness report.
4. **Potential:** This shows your future worth to Marine Corps and is a necessary part of the overall competitive equation. This is based on your accomplishments, overall performance and promotion recommendations made by the RS/RO in their Section I and K comments on the fitness report. The comparative assessment is also a key player as it reflects very clearly your potential as compared to Marines of the same grade that the RO has ever observed.

The bottom line is that you alone impact every aspect of your record. Your Record is your Resume for promotion and is your Responsibility to ensure it accurately reflects the four areas mentioned above. Triple R!



Semper Fidelis
Gunnery Sergeant Michael A. Collins
Enlisted Career Counselor, HQMC

The Elements of Your Record



Contrary to popular belief, you alone impact every aspect of your record by your commitment and performance. Your record represents you for all matters regarding promotion and retention. Promotions are a competitive process and it is not enough to merely fulfill the minimum requirements. Retention is also becoming increasingly competitive (See MARADMIN 026/14). You must be familiar with all the elements of your record and have a progressive plan that will represent you as highly competitive to assume responsibility of the next higher grade. The following chart illustrates the importance of the elements that comprise your record:



The above is not proportionate to any system of weighting, but helps portray the main elements that delineate your overall performance record. Each Promotion Board is unique and so are the needs of the MOS each year. Thus, it is not possible to reach an accurate prediction of what area counts more than the other. Keeping this in mind, the best approach is to have a plan that shows strength in all the above areas.



Semper Fidelis
Gunnery Sergeant Michael A. Collins
Enlisted Career Counselor, HQMC

Performance In & Out of your Military Occupational Specialty



Performance in MOS

This is one area that should never be neglected since all promotion allocations belong to one MOS or community for the grade being boarded. It may not always be possible to plan your career to ensure that you are able to be in your MOS for each grade but you should be able to show strong performance at different levels of professional maturity. Superior performance demonstrated as close to the operational edge will always carry a stronger value because it illustrates the ability to excel amidst the chaos and friction of real life situations. Seek to show strength within the spectrum of your MOS instead of elsewhere.

Performance outside MOS

Consideration must be given to the timing leaving the MOS mainstream. If possible, you must consider if you have been able to show quality performance in professional maturity. You must also consider the choices available to you and which may make you most competitive. The five special duties; Recruiting, Drill Instructor, Marine Security Guard, Security Forces, Marine Combat Instructor are the best choices to add muscle to your record. Those who are on or have completed any of the five Special Duties will be precept as Highly Competitive. This does not mean that one can rely solely on the strength of a Special Duty to make him/her more competitive. If you have shown strength in your primary duties, a Special Duty can be like a "Force Multiplier" that will definitely accelerate your performance value.

There are many other billets outside of the MOS mainstream that one could seek, though they may be B-Billets, there are only five Special Duty Assignments. If your MOS does not allow a Special Duty due to current needs and strength, you could indicate that you are seeking one by consistently indicating it as your first choice in Section-A of your fitness report. This way, all who review your OMPF will see that you have at least been seeking the challenge of the most challenging duties.

Leadership

Leadership ability and potential have always been very important in assessing the overall caliber of a Marine. One third of the fitness report is based on leadership related comments. It is wise to also guide one's career towards billets that show progressive and challenging leadership. If your primary duties do not allow for direct impact leadership, seek additional or collateral duties that will allow leadership to be demonstrated and evaluated. There are many billets such as PME SNCO, MCMAP Instructor, MCIWS and Marksmanship coach. These, if performed well, along with your primary duties will increase your competitiveness because it will show your ability to teach, train and mentor Marines.



Semper Fidelis
Gunnery Sergeant Michael A. Collins
Enlisted Career Counselor, HQMC

The Remaining FY14 SNCO Promotion Selection Board Schedule:

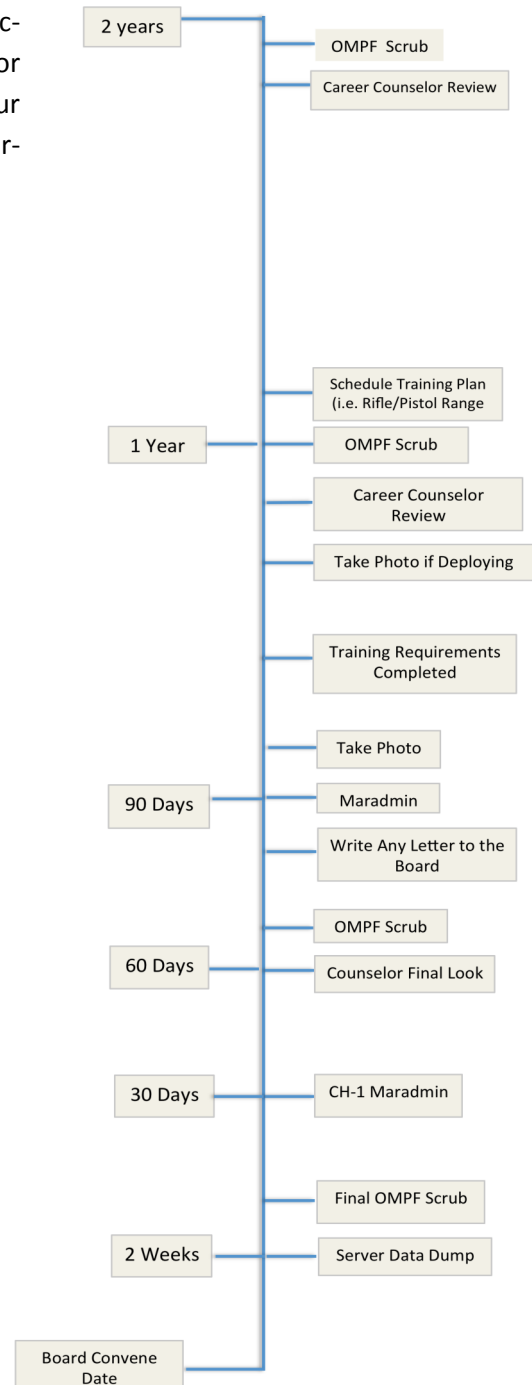
MARADMIN 218/13 released the FY 14 SNCO selection board schedule.

Gunnery Sergeant	Expected duration: 8 Weeks	Convenes: 23 April 2014
Staff Sergeant	Expected duration: 9 Weeks	Convenes: 16 July 2014

Getting left of the event and being proactive will allow the necessary time to ensure Marines are even more competitive for promotion. We have provided a timeline to the right for our recommendation for when/what Marines should start preparing for the promotion board.

P.M.C.S.

Plan My Career Successfully



FY 14 Sergeant Major– Master Sergeant Selection Board Roll-Up



The FY 14 SgtMaj –MSgt selection board adjourned on Dec 19, 2013. The selection board debrief can be viewed by visiting the Enlisted Career Counselor website.

Sergeant Major statistics:

Above zone:	11 selected out of 58 considered	(AZ selection rate of: 19%)
In zone:	58 selected out of 107 considered	(IZ selection rate of: 54.2 %)
*Below zone:	2 selected out of 3 briefed	(BZ selection rate of: 66.6%)

Master Gunnery Sergeant statistics:

Above zone:	30 selected out of 121 considered	(AZ selection rate of: 24.8%)
In zone:	34 selected out of 279 considered	(IZ selection rate of: 48 %)
*Below zone:	3 selected out of 3 briefed	(BZ selection rate of: 100%)

First Sergeant statistics:

In zone:	134 selected out of 1208 considered	(IZ selection rate of: 11.1%)
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Master Sergeant statistics:

Above zone:	126 selected out of 534 considered	(AZ selection rate of: 23.6%)
In zone:	379 selected out of 720 considered	(IZ selection rate of: 52.6%)
Below zone:	11 selected out of 11 briefed	(BZ selection rate of: 100%)

*These percentages are based on Marines that were briefed from the below zone, not the total number of Marines who were in the below zone.

This year's percentage of eligible (AZ & IZ) Marines that were PME complete were: For SgtMaj: 99.4%, for MGySgt: 96.8%, for 1stSgt: 86.3% (decrease from FY13) and for MSgt: 84.4%. These numbers show a pretty significant amount of GySgt's not completing their required PME for advancement to the next higher rank. This year's photo submission rates were as follow: For SgtMaj: 100%, for MGySgt: 100%, for 1stSgt: 99.9%, and for MSgt: 99.9%. These numbers (for 1stSgt/MSgt especially) show a pretty significant amount of Marines submitting promotion photographs even though they are NOT PME complete. If you don't complete your PME why take a photo?



Semper Fidelis
Gunnery Sergeant Jeremy A. Black
Enlisted Career Counselor, HQMC



Questions from the fleet

Send us your questions at ecounselor@usmc.mil and we may choose your question for next quarters Newsflash

Q: I received a fitness report that is not adverse but I disagree with it and feel that it is unjust. What can I do about it? Can I rebut a fitness report that is not adverse?

A: Marines should become just as familiar with MCO 1610.11D Performance Evaluation Appeals as they should be versed in MCO P1610.7F w/CH 2. MCO 1610.11D Performance Evaluation Appeals states that “fitness reports may contain policy or procedural errors, comments, and/or marks that are inaccurate or unjust. The appeal system delineated in this Order protects the Marine Corps interests and ensures fairness to the Marine. At the same time, it avoids impugning the integrity or judgment of the reporting officials without sufficient cause. This Order sets forth policies, standards, and procedures for the appeals system.





We need your help:

This newsletter was started back up in April 2011 in order to better spread career related information to the active duty enlisted community, as well as the Officer's appointed over them.

Within the last several issues we have received some good feedback concerning this newsletter, which is needed to ensure that the section can continue to produce upcoming Newsletters.

In the future we will request to other commodities across HQMC asking to provide articles for posting in the Enlisted Career Newsflash. This will allow those sections to get some visibility as well as provide Marines important information on different topics as pertains to their official record and staying competitive.

It is HIGHLY encouraged that Marines provide positive/negative feedback to the ecounselor@usmc.mil e-mail address or the POC Marine listed below, to keep this newsletter running at full speed.

Upcoming Events – (For possible unit planning):

FY13 SNCO Academy visits - (Next upcoming classes)

*Quantico, VA.	Counselors located on MCBQ
*Camp Lejeune, NC.	13-14 Feb 2014 2-14
*Camp Pendleton /29 Palms, CA	18-20 Feb 2014 2-14
*Camp Butler, Okinawa	TBD
*MCB Kaneohe Bay, Hawaii	Dates pending (via DCO)

NOTE: The counselors are available to come to your specific unit to conduct briefs and counseling's. If you would like a counselor to support your Marines, e-mail our section at ecounselor@usmc.mil and we will make the necessary arrangements to ensure that you get the information you need and in contact with an available counselor.

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