



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

MCO 1210.9
MPP-30
12 Feb 01

MARINE CORPS ORDER 1210.9

From: Commandant of the Marine Corps
To: Distribution List

Subj: SUPPLEMENTARY MOS (SMOS) PROGRAM AND VOLUNTARY
LATERAL MOVE PROGRAM FOR MARINE CORPS OFFICERS

Ref: (a) MCO 1001.45G
(b) ALMAR 210/98
(c) MCO 1542.1D
(d) MCO 1040.22F
(e) MCO 1050.14C

Encl: (1) Supplementary MOS Request Form
(2) Voluntary Lateral Move Request Form

1. Purpose. To establish policies for the SMOS program and voluntary lateral move program for Marine officers.

2. Background

a. The Marine Corps has historically suffered from MOS imbalances. Over the years, many different programs, such as the Forced Lateral Move Program described in reference (a), have been initiated to help balance officer MOSs. These programs were discontinued because they proved ineffective. Reference (b) announced the discontinuation of the Forced Lateral Move Program and the initiation of the SMOS Program.

b. The SMOS Program is designed to help meet the officer skill needs of the Marine Corps. The program allows officers to receive training and serve a tour in a short MOS during the same time that other officers are serving in B-billetts. Officers retain their PMOS and return to PMOS tour assignments in a similar career pattern as other officers in that PMOS.

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c. The Voluntary Lateral Move Program is also designed to help meet the officer needs in short MOSs. The Voluntary Lateral Move Program is a permanent change of PMOS from an over MOS to a short MOS.

3. Definitions

a. Over MOS (O) - Any MOS with an onboard inventory greater than 105% of total manpower requirement. CMC (MPP) publishes this list in conjunction with the SMOS Board convening MARADMIN.

b. Short MOS (S) - Any MOS with an onboard inventory less than 85% of the total manpower requirement. CMC (MPP) will publishes this in conjunction with the SMOS Board convening MARADMIN.

c. Balanced MOS (B) - An MOS with an onboard inventory that is neither over nor short.

d. Voluntary Lateral Move - A permanent change of primary MOS (PMOS) that is initiated at the individual officer's request.

e. SMOS - An additional MOS that is assigned to an officer upon completion of the required training for that specific MOS and/or successful completion of a SMOS tour.

4. Policy

a. SMOS

(1) Eligibility for SMOS. Initial participation is limited to unrestricted company grade officers with at least one year on station during their initial PMOS tour and who are not in receipt of orders. Judge Advocates (MOS 4402), naval aviators (MOS 75XX), and naval flight officers (MOS 75XX) are excluded from this program. MOS 4402 and OccFld 75XX MOSs are also excluded from SMOS selection choices. Officers who desire to become naval aviators or naval flight officers should refer to references (c) and (d) respectively. Officers who desire to become judge advocates should refer to reference (e). Volunteers can be officers with a regular or reserve commission. Officers must have at least three years remaining on their initial contract or agree to accept an Extension on Active Duty (EAD) allowing for the completion of an SMOS tour.

Non-volunteers may be selected by the CMC (MMOA) as part of the annual Officer Retention Board (ORB) to meet inventory shortfalls not satisfied by volunteers. If non-volunteers are required, the ORB MARADMIN will explain the requirements and details. Non-volunteers must meet similar criteria as volunteers.

(2) Training. Training in the SMOS will be included in the three year SMOS tour, unless waived by the officer participating in the program.

(3) PMOS Experience. The intent of the SMOS program is to ensure participating officers in the program will not receive any more or less time in their PMOS than a non-SMOS counterpart. Consequently, officers participating in the SMOS program will leave the operating forces and return to the operating forces in their PMOS at approximately the same career time frames as their non-SMOS counterparts. Officers participating in the SMOS program will be considered for assignment to career level school in the same manner as non-SMOS officers. However, SMOS officers selected for CLS will draw their CLS quotas from their PMOS school seat allocation.

(4) Additional SMOS Tours. While not an absolute, there is likelihood that some officers will complete a second SMOS tour later in their career. This second tour would occur after promotion to major and again substitute for a B-billet assignment.

(5) Application Process. A voluntary SMOS board will be held at HQMC annually or semiannually, depending upon need. A MARADMIN will be published prior to each SMOS board listing eligible MOSs. The eligible MOSs will be determined by MMOA in close coordination with Occupational Field Sponsors and HQMC(MPP-30). Qualified individuals who desire to apply for the SMOS program should submit an AA Form (NAVMC 10274) in accordance with enclosure (1).

b. Voluntary Lateral Move

(1) Eligibility for Voluntary Lateral Move. Any unrestricted officer in the grades of Major or below who desire to move from an over MOS to a short MOS and is deemed qualified, may apply for a voluntary lateral move. Officers may not apply to be moved into primary MOSs 4402 or 75XX under this order.

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Officers must possess a regular commission or be willing to accept an EAD to ensure a minimum of three years of service obligation. Officers in short MOSs and balanced MOS's will not be considered for the Voluntary Lateral Move Program. Majors will not be considered qualified for a lateral move unless they have had appropriate previous experience in the SMOS they are requesting. MOS qualification will be determined by the CMC (MMOA) on a case by case basis. Restricted officers (Limited Duty Officers (LDOs) and Warrant Officers (WOs)) are appointed to serve in specific technical/specialist MOSs that require extensive experience and training. Consequently, restricted officers will not normally be

allowed to lateral move except under unusual circumstances, and then, only to meet the specific grade requirements of that MOS. Restricted officers requesting lateral move must be in an over MOS requesting lateral move to a short MOS. MOS qualification will be determined by CMC (MMAA) based on review of the officer's experience and training, and the recommendation from CMC (MPP-35) regarding the potential losing and gaining MOSs. Restricted officers requesting lateral move must have completed at least 2 years of service as a WO or LDO. WOs must have completed at least 1 year of service subsequent to successful completion of their MOS qualifying school.

(2) Application Process. Officers desiring to apply for a voluntary lateral move should submit an AA Form (NAVMC 10274) in accordance with enclosure (2). Officers are highly encouraged to discuss the Voluntary Lateral Move Program and their suitability for the program with Career Counselors at CMC (MMAA-4). Additionally, restricted officers considering a lateral move should contact CMC (MPP-35), (DSN 278-9366/65/64) to determine over/short MOSs.

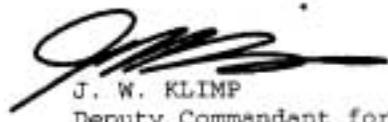
5. Action. Commanding officers will ensure that all officers in their commands are thoroughly familiar with the opportunity to apply to either program established in this Order.

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6. Reserve Applicability. This order is not applicable to the Marine Corps Reserve.

{li KLIMP12.gif:Signature}



J. W. KLIMP
Deputy Commandant for
Manpower and Reserve Affairs

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Supplementary MOS Request Form

1. Applications for the SMOS program will be submitted by Administrative Action Form (NAVMC 10274) via the chain of command to the Commandant of the Marine Corps (MMAA-3) and will contain the following information:

- a. Name, grade, SSN, and PMOS.
- b. Date of rank of first commissioned as a second lieutenant.
- c. Expiration of active service date (Officers with a reserve commission only).
- d. The Statement: "I desire to be considered for the following SMOS(s)": At least one MOS from the "short MOS list" noted in the published MARADMIN must be listed. Listing multiple MOS's is highly encouraged and will increase an officer's opportunity for selection under this program.
- e. The Statement: "I request necessary EAD to allow for a 3 year tour, inclusive of training, upon assignment to the SMOS program (if required).

f. Applicants are permitted, for assignment considerations, to list additional desires here (e.g., "I desire to remain in my present geographical area", "I desire to remain in the operating forces," etc.). Selection to participate in the program does not mean listed additional desires have been granted, only that they will be considered during the assignment process.

2. Commanding officers having knowledge of the applicant's qualifications and potential in the requested MOS(s) should comment appropriately by endorsement.

ENCLOSURE (1)

Voluntary Lateral Move Request Form

1. Applications for a lateral move will be submitted by Administrative Action Form (NAVMC 10274) via the chain of command to the Commandant of the Marine Corps (MMAA-3) and will contain the following information:

- a. Name, grade, SSN, and PMOS.

- b. Date of rank first commissioned as a second lieutenant.
 - c. Expiration of active service date (Officers with a reserve commission only).
 - d. I desire to lateral move to the following MOS.
 - e. Reasons for requesting a lateral move.
 - f. Qualifications, training, and experience in the requested MOS(s) if applicable.
 - g. I request necessary EAD to allow for a three (3) year tour after new MOS qualification is achieved (if required).
2. Commanding officers having knowledge of the applicant's qualifications and/or potential in the requested MOS(s) should comment appropriately by endorsement.

ENCLOSURE (2)