



DEPARTMENT OF THE NAVY  
HEADQUARTERS UNITED STATES MARINE CORPS  
3000 MARINE CORPS PENTAGON  
WASHINGTON, DC 20350-3000

MCO 1300R.65C  
RAM  
9 Feb 12

MARINE CORPS ORDER 1300R.65C

From: Commandant of the Marine Corps  
To: Distribution List

Subj: RESERVE COMMAND SCREENING PROGRAM (RCSP)

Ref: (a) MARCORMAN, 1980  
(b) MCO P1400.31C  
(c) SECNAV M-5210.1

1. Situation. To publish the reserve component (RC) command screening and slating policy, eligibility criteria, tour lengths, and board processes for filling Selected Marine Corps Reserve (SMCR) and Active Reserve (AR) unit commanding officer billets through a slating process.
2. Cancellation. MCO 1300R.65B.
3. Mission. This Order establishes a centralized process to evaluate, screen and slate RC officers through an annual non-statutory board, to reserve command billets and subsequently manage the assumption and execution of those command tours. To the greatest extent possible, this process will parallel the active component (AC) process. Appropriate modifications are included to accommodate circumstances unique to the RC.
4. Execution
  - a. Commander's Intent and Concept of Operations
    - (1) Commander's Intent. The Reserve Command Screening Program (RCSP) must ensure that Marines receive the best possible leadership and that every applicant receives fair and equitable consideration for the opportunity to command. Per reference (a), 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 the Commandant of the Marine Corps (CMC). The unique responsibilities of command are key distinguishing factors in separating billets designated for the RCSP from other

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senior leader billets. Joint billets, Individual Mobilization Augmentee (IMA) 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.

(2) Concept of Operations

(a) Command Billet Identification and Advertisement

1. Annually, CMC (RA), in conjunction with the Commander, Marine Forces Reserve (COMMARFORRES), will validate the current staffing of existing reserve command billets and any new staffing requirements of emerging structure to slate during the following fiscal year. CMC (RA) will publish a Marine Administrative Message (MARADMIN) to announce the validated billets and application coordinating instructions at least 60 days prior to the board convening date. Approximately one-half of the total RCSP billets will be slated each year.

2. The normal tour length for RCSP billets is 24 months. Per paragraph 4a(2)(e)7, the COMMARFORRES may adjust tours to accommodate specific circumstances. Under no circumstance will a command assignment extend beyond 36 months without approval from CMC (RA).

3. Every effort will be made to notify all eligible officers of the annual RCSP board, to include a MARADMIN, maximum utilization of electronic mail (e-mail), and periodical media. The MARADMIN will be published at least 60 days prior to the board convening date.

(b) 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. The web-based, online command screening application is the preferred method for officers to communicate with the board; however, hard copy applications will be accepted in lieu of the electronic submission. Applicants may request consideration for up to five 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. Those officers applying for commands requiring a military occupational specialty (MOS) outside of the applicant's primary MOS, will be screened by their additional MOS(s) and/or billet experience for which they are applying. Additionally,

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applicants will be considered for commands within their MOS even if not listed as their preference. At a minimum, applications will include the following information:

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

2. Current photograph in accordance with the convening MARADMIN for inclusion in their Official Military Personnel File (OMPF). If digital photographic equipment is not available, a hard copy photo will be submitted directly to the board president in accordance with the convening MARADMIN, however, it will not be filed in the applicant's OMPF.

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

(c) Eligibility Criteria

1. All colonels and lieutenant colonels, to include those officers selected for those grades in the Ready Reserve (SMCR, AR, IMA, and IRR), may apply to be command screened, except as specified in paragraph 4a(2)(d).

2. 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.

3. Further criteria will be provided in the applicable MARADMIN.

(d) Ineligibility Criteria

1. Officers with an established separation or retirement date.

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

3. Officers who have previously held a RCSP billet for at least 12 months in their current grade, are currently holding a RCSP billet, or were slated on a previous RCSP board and are awaiting assignment to their slated billet.

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4. Lieutenant colonels that are in zone or above zone for colonel on the next scheduled promotion board.

5. 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 AR officers.

6. Officers who are unwilling or unable to attend the mandatory Commander's Course as outlined in the applicable MARADMIN(s).

7. Officers failing to achieve a satisfactory year the previous anniversary year if already retirement eligible. These officers are automatically screened for transfer to the Inactive Status List (ISL).

(e) Board Process

1. The Reserve Colonel Command Screening Board will consist of not less than two RC general officers and one AC general officer.

2. The Reserve Lieutenant Colonel Command Screening Board will consist of not less than two RC general officers, one AC general officer, at least three unrestricted reserve (UR) colonels, two AR colonels, and at least three AC colonels.

3. The RCSP will select those officers who are best and fully qualified for command. In making this determination, the board's 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 by the boards.

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

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

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b. The OMPF, which is the primary source of information furnished to a selection board which contains fitness reports, awards, electronic photographs, and other information specified in the announcing MARADMIN. A list of officers applying for the board will be furnished to CMC (MMSB) after the board application deadline, and not less than five working days before the convening date of the board.

c. Applications, the RQS, and written communications. Each eligible officer is authorized to communicate with the board to call attention to matters the officer considers important to their case. All information, to include third party letters, certificates, etc., must be submitted by the eligible officer to the selection board under a cover letter signed by the eligible officer. Any material received without the applicant's endorsement will not be submitted to the board.

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

5. Screening. The board will consider all applications submitted from eligible officers. The optimum skill requirements by primary MOS or general billet MOS classifications are defined by the list of projected command vacancies provided by CMC (RA). Based on the number of applications received for consideration, the board will attempt to select a sufficient number of officers to fulfill a minimum of 200 percent of billet requirements (one primary and a minimum of one alternate). The board is encouraged to select up to three qualified alternates per billet.

6. The recommendations of the board will be briefed to CMC via the Director, RA and the Deputy Commandant, Manpower and Reserve Affairs (DC, M&RA) for approval. CMC (RA) will notify slated officers in writing of their command selection. Officers slated to command billets must accept, request deferment, or decline their assignment in writing to CMC (RA) by returning their notification letter within 30 days following publication of the 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 and the officer's OMPF will be updated accordingly.

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7. Should an exceptional circumstance or operational commitment arise for a particular command, COMMARFORRES may curtail or extend the tour length of an incumbent commander by 12 months. A command tour cannot be modified to less than 12 months or more than 36 months without CMC (RA) approval. Upon assumption of command by the officer affected by the change, the officer will then serve the normal 24-month command tour. MARFORRES will notify CMC (RA) of any changes via naval message in order to allow CMC (RA) to adjust the slate of the next board.

8. Should a command billet incur an unanticipated vacancy after the initial slating, the replacement will be selected by CMC (RA) from officers who were selected as alternates on the most recent board.

9. All officers who are slated as primaries or alternates for command will have correspondence entered into their OMPF by CMC (RA).

b. Subordinate Element Missions

(1) As board sponsor, CMC (RAM) will perform the following functions:

(a) Appoint a board administrator from within the CMC (RAM) staff.

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

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

(d) Screen applicants for eligibility prior to the convening date of the board.

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

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

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

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

(i) Compile slated officer acceptances, requests for deferment, declinations, and coordinate replacements to the slate for declinations and unanticipated vacancies with appropriate staff entities.

(2) CMC (MM) will identify and coordinate the assignment of board membership and recorders.

(3) COMMARFORRES

(a) Upon assumption of command, ensure newly slated officers notify CMC (RAM) by naval message via their chain-of-command.

(b) Coordinate and communicate all changes to the reserve command slate with CMC (RAM).

(4) 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).

c. Coordinating Instructions

(1) In the event a board-slated commander is deemed unfit for command following the CMC approval of command slating, and prior to assumption of command, the first general officer in the RC chain-of-command will request for an alternate commander through the appropriate chain-of-command to CMC (RA), notifying COMMARFORRES of the request. CMC (RA) will assign the board-selected alternate from the most recent CMC approved results.

(2) Frocking. Per paragraph 6008.2 of reference (b), CMC (RA) is responsible for the management and disposition of all RC frocking requests. Frocking requests for officers in each competitive category of the Reserve Active Status List shall adhere to the same statutory limitations specified for officers on the Active Duty List. In every case, frocking requests must be essential to the officer's ability to perform the assigned duties and must clearly serve the best interests of

the Marine Corps. The precedence and guidelines for frocking RC officers are outlined in reference (b).

5. Administration and Logistics

a. Recommendations concerning changes to this Order may be forwarded to CMC (RA) via the appropriate chain-of-command.

b. Records Management. Records created as a result of this Order, regardless of media and format, shall be managed per reference (c).

6. Command and Signal

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

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



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