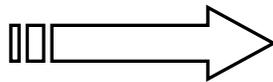
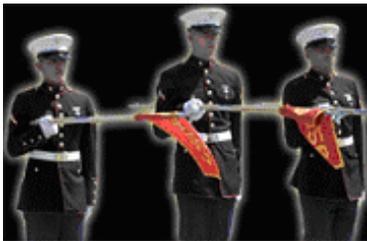


STAYING MARINE

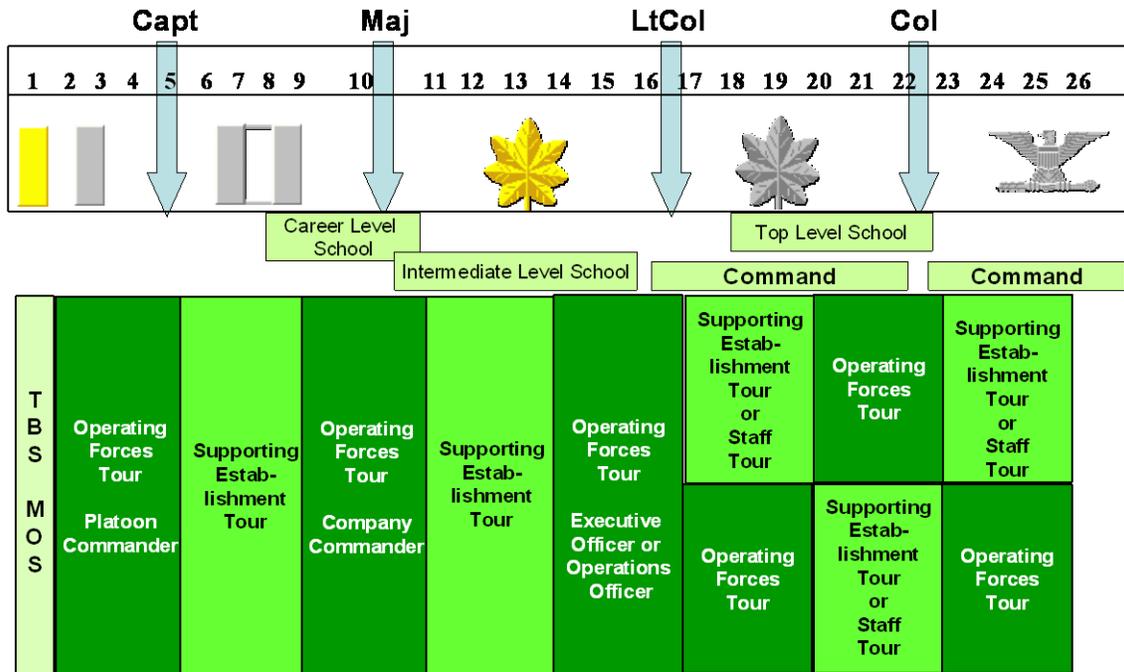
- Example Career Progression – Officer
- Example Career Progression – Enlisted
- MOS Roadmaps – Paths Toward Promotion
- “Stay Marine” Overview
- Stay Marine – 11 Benefits
- Total Compensation Overview
- Reasons Why Spouses Want to “Stay Marine”
- Benefits at a Glance



The decision to stay in the Marine Corps is shared by both the Marine and the spouse. There are many reasons why “Staying Marine” makes sense financially, emotionally and professionally. This section offers you some of the more notable reasons to stay and provides a sample career progression for officers and enlisted alike.

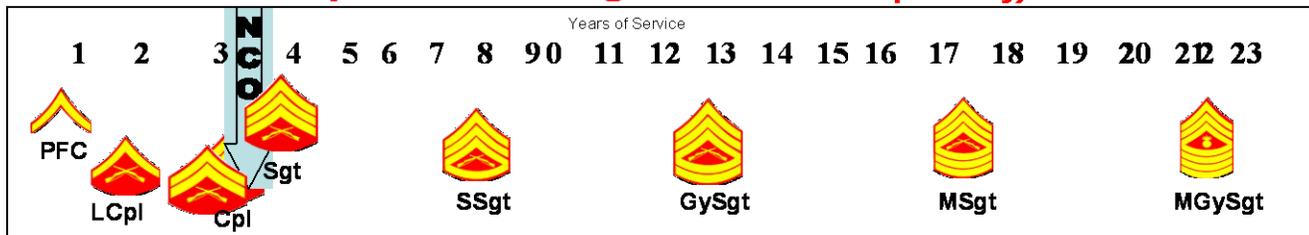


Example Career Progression (GRND)



This is only an example of some of the possible assignments where a successful officer might serve.

Example Career Progression (Infantry)



PME

MCI 's; Cpl Course; SNCO Academy

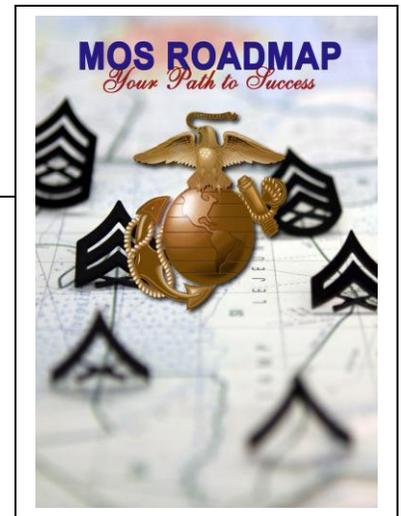
SNCO Career Distance Ed. Pgm SNCO Academy

SNCO Adv. Distance Ed. Pgm ; Warfighting Skills pgm ; Resident SNCO Academy Adv Course

Master Sergeant Regional Seminar

Master Gunnery Sergeant Regional Seminar

TRAINING	Recruit Training	Infantry Unit Leader (EPMET) Course		Infantry Operations Chief Course	Infantry Operations Chief Course
	Infantry Rifleman Course	Infantry Squad Leader Course	LAV Leaders Course	No required training at this rank	
BILLETTS	Gray Belt	Green Belt	Brown Belt		
	Operating Forces - Infantry or LAR Company Rifleman	Infantry or LAR Company Fire Team Leader - Cpl Platoon/Squad Leader - Sgt	Infantry/Weapons/ LAR Ops Chief/Platoon Sgt/Section Leader	Infantry/Weapons/ LAR rifle Company Gunnery Sgt/ Platoon Sgt/LAR Bn Master Gunner	Infantry Weapons Company Operations Chief
	MSG Duty As a LCpl	MSG, DI, Combat Trng. Instructor	Recruiting, MSG, DI, Combat Training Instructor	Recruiting, MSG, DI, Combat Training Instructor	



The MOS Roadmap - a path towards promotion

What is an MOS Roadmap?

MOS Roadmaps are just what the name implies... a roadmap through the Marine Corps Training and Education Continuum from Private to Master Gunnery Sergeant - a roadmap to success in the Marine Corps.

MOS Roadmaps

Successful leadership is the key to combat readiness and will always require a high degree of technical skill, professional knowledge, and intellectual development. Marines achieve superiority in all three through a combination of MOS skill training, professional military education, and pursuit of off-duty, voluntary education. It is not always clear, however, when, where and how to optimize each. To assist Marines, the Marine Corps' Training and Education Centers of Excellence and other agencies have developed MOS Roadmaps.

Do Marines have to follow the Roadmap?

Yes and no. The MOS Roadmap includes the three areas encompassed by the Continuum: MOS and other skill training, Professional Military Education, and Voluntary Education.

Some training and education is mandatory (Recruit Training, MCT, MOS School, etc...). Some may be directed by your chain of command (Operator or Safety courses), and the remainder is voluntary (MCI, MarineNet, college courses, etc.). Marines are advised to seek out mentors, including their OIC, SNCOIC, and unit Career Planner, and to make use of the Base Education office's vast resources. All are uniquely qualified to help you along the way. Remember, MOS Roadmaps are a guide, but as always, there are several ways to get where you want to go.

Where can you FIND ALL THE MOS ROADMAPS?

Log on to <http://www.tecom.usmc.mil/g3/roadmap.php> to view additional ground and aviation roadmaps.



**0311 INFANTRY RIFLEMAN
PRIVATE-PRIVATE FIRST CLASS-LANCE CORPORAL**



SKILL TRAINING

REQUIRED SKILL TRAINING

Course Title	Course Location	CID	ACE ID
- Recruit Training	Parris Island, SC	M068083	MC-2204-0088
	San Diego, CA	M088085	
- Infantry Rifleman Course	Camp Lejeune, NC	M030314	MC-2204-0051
	Camp Pendleton, CA	M100312	

RECOMMENDED SKILL TRAINING

Course Title	Course Location	CID	ACE ID
- Complete certification as Gray Belt in the Marine Corps Martial Arts Program	Unit	N/A	N/A

RECOMMENDED BILLET ASSIGNMENTS

- Assigned to an Infantry Rifle Company or an LAR Company as a rifleman, assistant automatic rifleman, automatic rifleman, assistant fire team leader, scout/grenadier, or scout/rifleman.

SPECIAL DUTY ASSIGNMENTS (MCO P1326.6D)

- Marine Security Guard-8151 (Lance Corporal)
- Marine Corps Security Force Guard-8152 (Lance Corporal)
- Marine Corps Security Force Close Quarters Battle Team-8154 (Lance Corporal)

PROFESSIONAL MILITARY EDUCATION

REQUIRED PME-INCLUDING MCI (REF: MCO P1553.4) Currently there is no Required PME for LCpl and below.

RECOMMENDED PME: 0033/34/35-Fundamentals of Marine Corps Leadership

PROFESSIONAL READING. Privates through Lance Corporal are expected to read and discuss with fellow Marines, each of the following books, before advancing to Corporal.

- | | |
|------------------------------|--|
| A Message To Garcia, Hubbard | Blackhawk Down, Bowden |
| Rifleman Dodd, Forester | The Defense of Duffer's Drift, Swinton |
| The Killer Angles, Shaara | The Soldier's Load, Marshall |
| U.S. Constitution | |

VOLUNTARY EDUCATION

RECOMMENDED MOS-RELATED DISTANCE LEARNING COURSES

Course Title	Course Number	ACE Identifier
- Infantry Squad Leader: Squad Tactics	MCI 0383A	MC-2204-0100
- Infantry Patrolling	MCI 0335C	MC-2204-0136

RECOMMENDED GENERAL MILITARY DISTANCE LEARNING COURSES

The following MCI courses are recommended for all ranks:

- | | |
|---|--|
| 0055 - Hazardous Material/ Hazardous Waste Marine | 0112C - Counseling for Marines |
| 0118K - Spelling3420E/25A/26A - Personal Financial Management | 0131H - Correspondence Procedures |
| 0210B/14A/15A - Terrorism Awareness for Marines | 028B - Introduction to Combat Intelligence |
| 0324G - Operations Against Guerrilla Units | 0354B - Desert Operations |
| 047D - Introduction to Amphibious Embarkation | 1334H - Math for Marines |

L.I.N.K.S. for Spouses

2525A - Communications Security

0119H – Punctuation

0416A - The Marine Corps Publication and Directives System

3316E - Basic Nutrition

These courses are recommended for specific ranks but any MOS:

Private through Lance Corporal: 2538A – Single Channel Ground Airborne Radio System (AN/PRC-119)

Private through Sergeant: 0370B – The Marine Rifleman: Combat Skills

Private through Sergeant: 0372A – The Marine Rifleman: Weapons

Private through Staff Sergeant: 2526B – Introduction to Electronic Warfare

Private through Gunnery Sergeant: 0381C – Land Navigation

Lance Corporal through Sergeant: 001A-The Principles of Instruction for the Marine NCO

COLLEGE COURSES AND DEGREES (See Voluntary Education Information).



0311 CORPORAL-SERGEANT
SKILL TRAINING



REQUIRED SKILL TRAINING

Course Title	Course Location	CID	ACE ID
- Infantry Squad Leader Course	Camp Lejeune, NC	M03M3X4	MC-2204-0122
	Camp Pendleton, CA	M10M3X2	MC-2204-0121

RECOMMENDED SKILL TRAINING

Course Title	Course Location	CID	ACE ID
- Martial Arts Instructor Course	Camp Lejeune, NC	N/A	MC-1406-0048
	Camp Pendleton, CA	N/A	
- Complete certification as a Green Belt in the Marine Corps Martial Arts Program	Unit	N/A	N/A

RECOMMENDED BILLET ASSIGNMENTS

(Corporals) Assigned to an Infantry Rifle Company or an LAR Company as a fire team leader/grenadier or a scout team leader.
(Sergeants) Assigned to an Infantry Rifle Company or an LAR Company as a platoon guide, squad leader, or scout team leader.

SPECIAL DUTY ASSIGNMENTS (MCO P1326.6D)

Marine Security Guard-8151

Marine Corps Security Force Guard-8152

Marine Corps Security Force Cadre Trainer-8153

Marine Corps Security Force Close Quarters Battle Team-8154

Recruiting Duty-8411 (Corporals require MMEA-85 waiver)

Drill Instructor-8511 (Sergeants)

Marine Corps Combat Training Instructor-8513

Marines in the rank of Sergeant and above with a minimum of 8 but not more than 16 years of active naval service, may apply for the technical Warrant Officer program. See SECNAVINST 1120.11A for details.

PROFESSIONAL MILITARY EDUCATION

REQUIRED PME-INCLUDING MCI (REF: MCO P1553.4)

MCI 0033/34/35-Fundamentals of Marine Corps Leadership (Corporals)

MCI 8010-Sergeants' Distance Education Program (Sergeants)

RECOMMENDED PME (REF: MCO P1553.4)

Command-Sponsored Corporal's Course (Corporals)

8010-Sergeants' Distance Education Program (Corporals)

Resident SNCO Academy Sergeants Course (Must complete 8010-Sergeants' Distance Education Program first.)

8100-SNCO Career Distance Education Program (Sergeants, who must complete 8010-Sergeants' Distance Education Program and SNCO Academy Sergeants' Course first)

L.I.N.K.S. for Spouses

PROFESSIONAL READING. Corporals and Sergeants are expected to read and discuss with fellow Marines each of the following books before advancing to Staff Sergeant.

Battle Leadership, Von Schell	Fields of Fire, Webb
Flags of Our Fathers, Bradley	Gates of Fire, Pressfield
The Bridge at Dong Ha, Miller	The Last Full measure, Shaara
The Red Badge of Courage, Crane	Tip of the Spear, Michaels
With the Old Breed at Pelelieu and Okinawa, Sledge	The United States Marines: A History, Simmons

VOLUNTARY EDUCATION

RECOMMENDED MOS-RELATED DISTANCE LEARNING COURSES

Course Title	Course Number	ACE Identifier
Infantry Squad Leader:		
- Combat Leadership	MCI 0380 (Also offered on MarineNet)	MC-2204-0137
- Infantry Squad Leader:	MCI 0382 (Also offered on MarineNet)	MC-2204-0101
Weapons and fire support		
- Basic Forward Observation Procedures	MCI 0861 (Also offered on MarineNet)	MC-2204-0162
- Military operations on Urban Terrain	MCI 0366B (Also offered on MarineNet)	MC-1606-0006

RECOMMENDED GENERAL MILITARY DISTANCE LEARNING COURSES

These courses are recommended for any MOS:

Private through Sergeant: 0370B – The Marine Rifleman: Combat Skills (also offered on MarineNet)

Private through Sergeant: 0372A – The Marine Rifleman: Weapons (also offered on MarineNet)

Private through Staff Sergeant: 2526B – Introduction to Electronic Warfare

Private through Gunnery Sergeant: 0381C – Land Navigation (also offered on MarineNet as a Web Course)

Lance Corporal through Sergeant: 001A-The Principles of Instruction for the Marine NCO

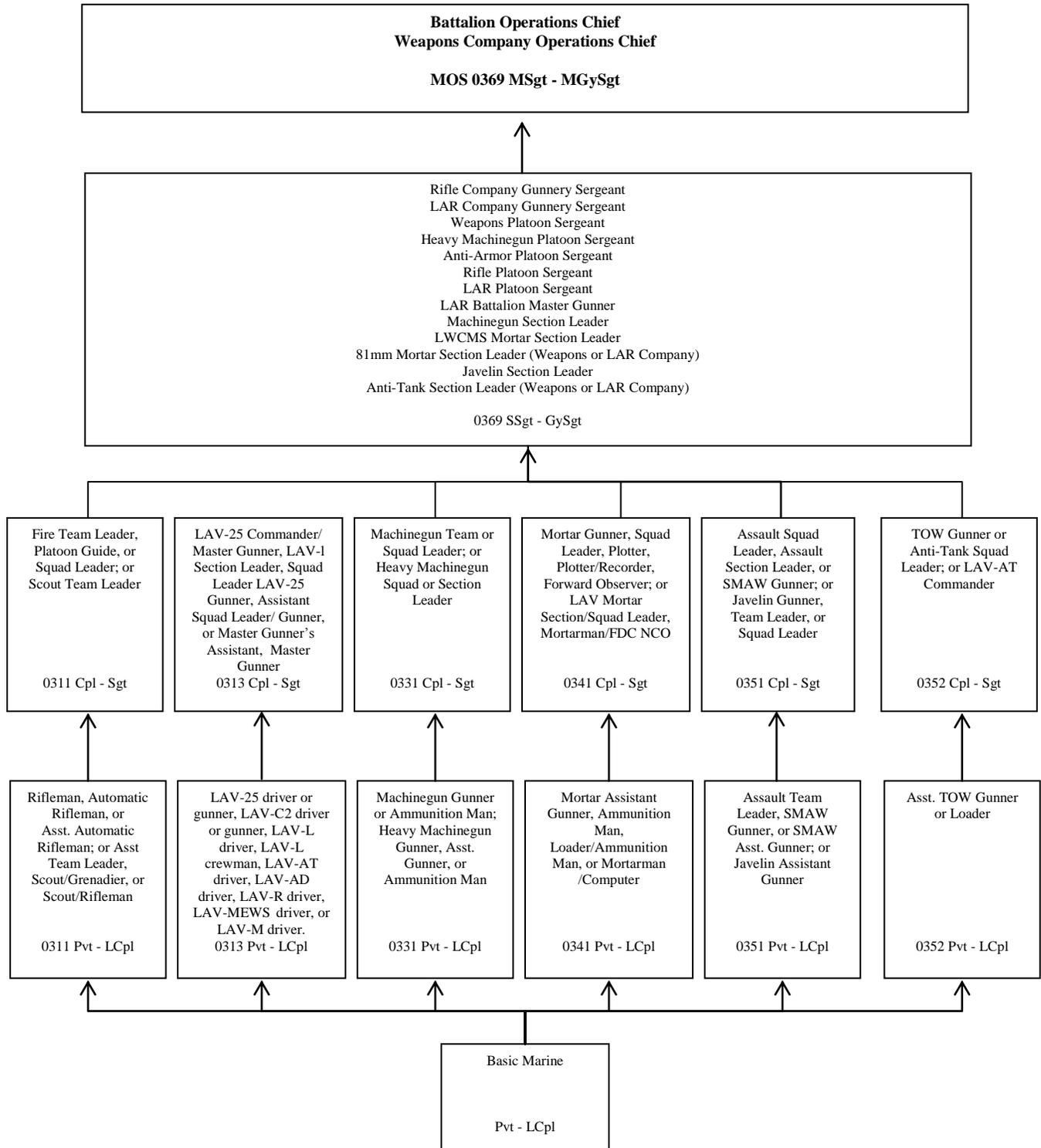
Corporal through Staff Sergeant: 0302AO – Base/Perimeter Defense (Army) this course is only offered on MarineNet as a Web

Course Corporal through Staff Sergeant: 0301AO – Conduct Presence Patrols (Army) this course is only offered on MarineNet as a

Web Course Corporal through Master Gunnery Sergeant: 0201-Intelligence Brief: Southwest Asia

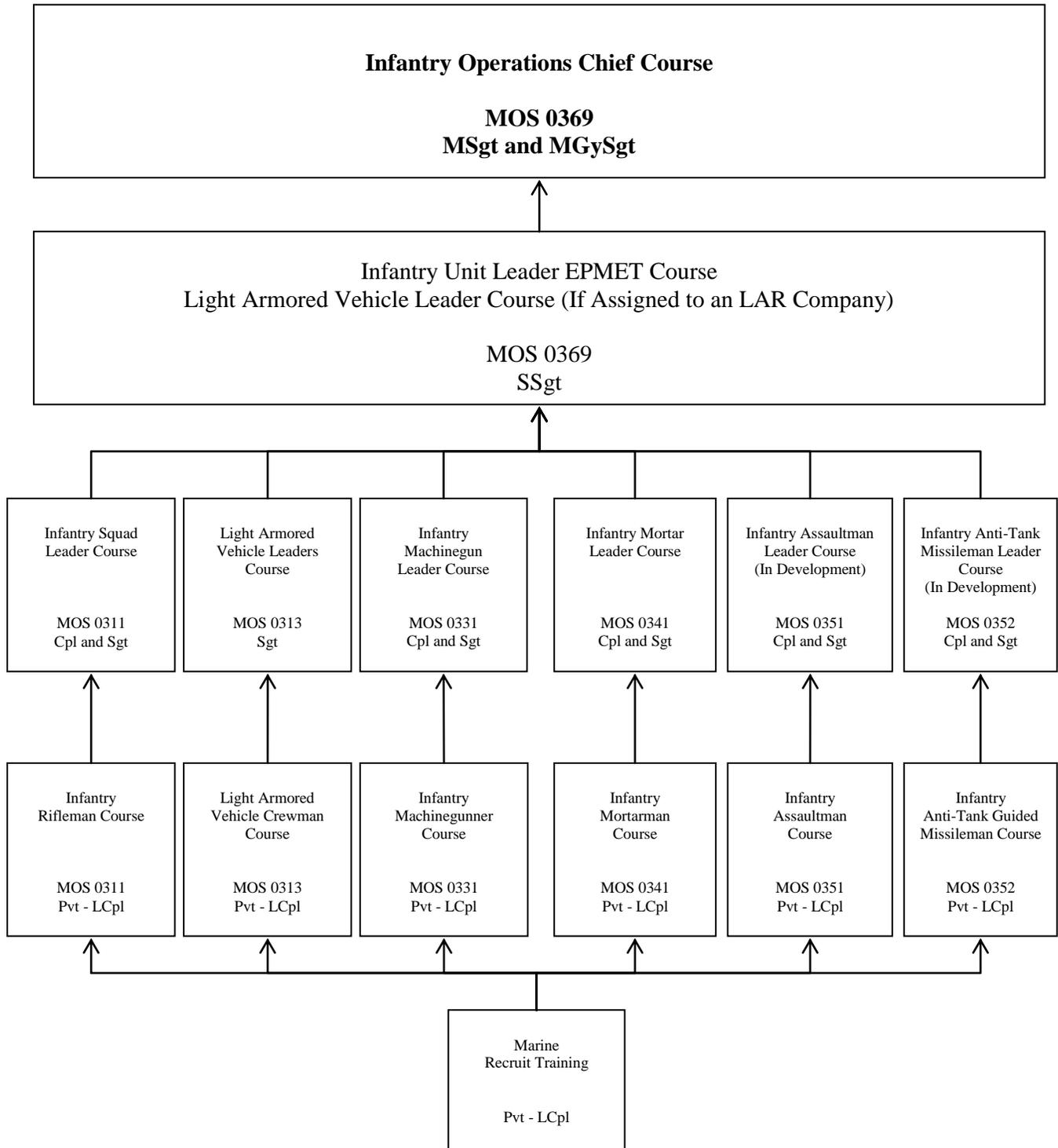
COLLEGE COURSES AND DEGREES

Infantry Billet Progression

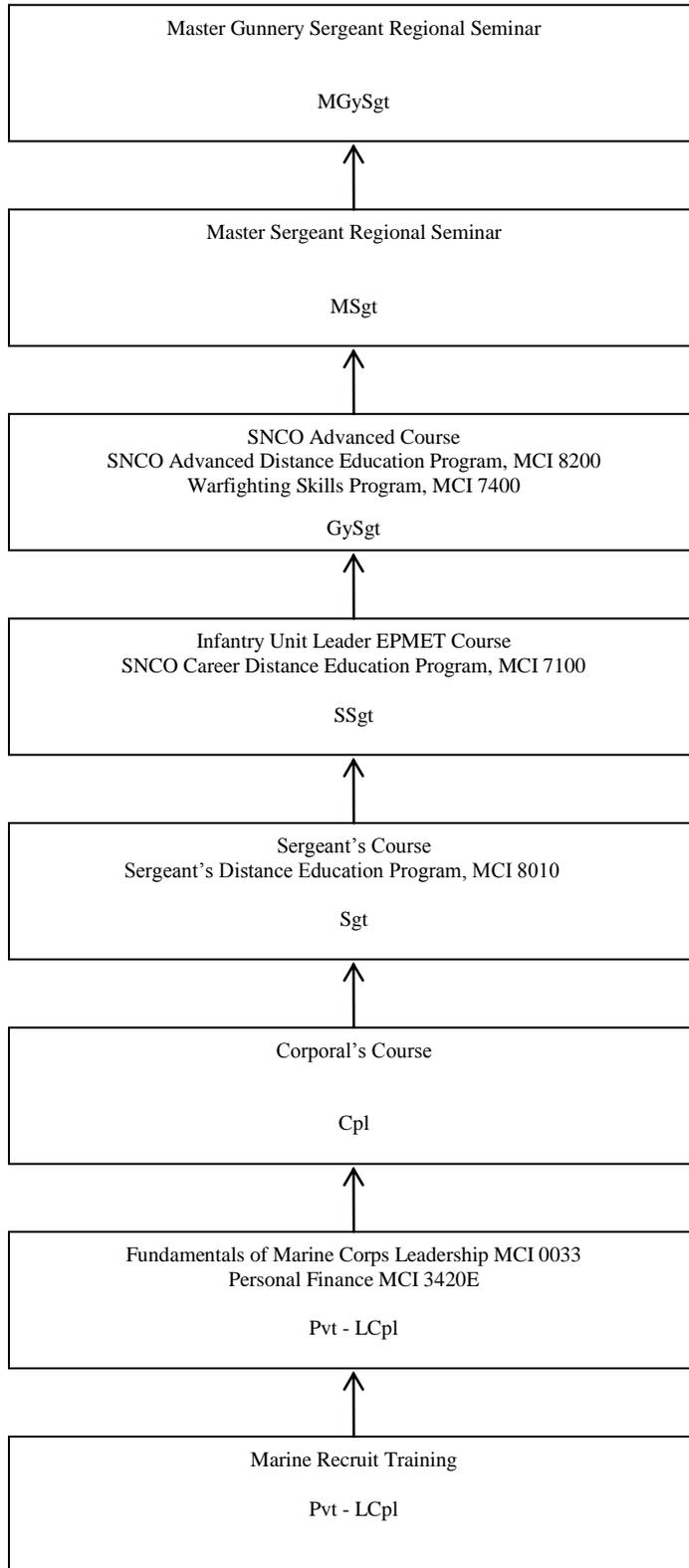


Infantry Skills Training Progression

(MOS Progression)



Infantry Formal Professional Military Education Career Progression



ALL RANKS
VOLUNTARY EDUCATION

RECOMMENDED MOS-RELATED ASSOCIATES DEGREE Associates Degrees generally require approximately 60 semester hours of credit. Most colleges will allow you to transfer about 30 semester hours from your military training (formal schools, military experience, MCIs, etc.). However, you will also be required to take a minimum of 30 semester hours in the “Arts and Sciences” (e.g., English Comp, College Math, Speech, Technical Writing, Psychology, and History). There are several programs of study that are closely related to the field of logistics. Two of which are “Global Logistics Technology” and “Distribution, Logistics, and Materials Management”. Consult your Base Education Office for a listing of local and distance learning colleges that provide these degree programs.

RECOMMENDED MOS-RELATED BACCALAURATE DEGREE or Bachelor’s Degrees, require approximately 120 semester hour credits depending on the college you are applying with. Many Marines can complete this type of degree (part-time) in less than 8 years.

RECOMMENDED TYPES OF MOS-RELATED COLLEGE LEVEL COURSES

Intro to Logistics	Traffic Management
Transportation Logistics	Purchasing Logistics
Supply Chain Management	Advanced Global Logistics

RECOMMENDED NON-MOS AND AREA-STUDIES/PROFESSIONAL DEVELOPMENT COLLEGE-LEVEL COURSES

Expository Writing	U.S. Military History
Argument-based Research	Microsoft Applications Course
Literature-based Research	Western Civilization 1
Professional Research and Reporting	General Psychology
American Literature 1	General Biology
Literature of the Theater (or other Drama Course)	College Algebra
Interpersonal Speaking (or other Speech/Comm Course)	Calculus
Humanities	General Chemistry
General Anthropology	American Government

GENERAL INFORMATION ON VOLUNTARY EDUCATION

MARINE CORPS CAREER COLLEGE PROGRAM Today's Marines are taking advantage in ever increasing numbers of academic degree programs offered by Serviceman’s Opportunity College – Marine (SOCMAR) member schools. The Marine Corps Career College Program (MCCCP) expands the range of educational opportunities available for Marines who would like to apply their military training and workplace skills and experience toward completion of an occupational specialty-related college degree. The goal is to encourage Marines to attain the same level of career development and professional recognition as their counterparts in their sister services and civilian society.

How MCCCP Works. The goal of the program is to support the Marine's career and personal development by providing comprehensive degree plans and roadmaps which maximize the credit which member schools will award for Marine Corps training and experience.

- Each of the selected Marine Occupational Fields has been matched with existing SOCMAR Degree Networks, member institutions and degree/certificate program curriculums. Participating SOCMAR Career Network schools are committed to awarding college credit based on American Council on Education recommendations for military service school courses, Marine workplace experience, the Marine Corps Institute, credit by examination programs, and professional/occupational certification examination programs, where applicable to degree requirements.
- Marine Corps Career Degrees incorporate the Guaranteed Transferability provisions of the SOC/SOCMAR system.

L.I.N.K.S. for Spouses

- The MCCC Program will be briefed to Marines at all MOS-awarding formal schools and MOS advanced courses. MCCC MOS-related curriculum offerings - SOCMAR Career College Degree Roadmaps - are summarized on the SOC website, and displayed on the MCCC member websites.
- To qualify for college-level credit for Marine training and experience, the Marine must enroll in a SOCMAR Career College Network program offered on base or via distance learning. Upon successful completion of no more than two courses, the school will conduct an official evaluation of his/her service school training, other college courses, and issue a SOCMAR Student Agreement/MCCC Degree Plan. This SOCMAR Contract-for-Degree provides the student's degree/certificate roadmap and establishes the school as his/her "home college" which will apply all subsequent coursework, even if completed at other colleges, toward the MCCC degree/certificate.
- Currently nine Occupational Fields (60 MOS Roadmaps) are included in MCCC <http://www.soc.aascu.org/socmar/MCCC.html>. Additional Occupational Field-related Degree Roadmaps are under development and will be added soon.

SNCO DEGREE COMPLETION PROGRAM Marines in the rank of Staff Sergeant through Master Sergeant who have completed some college work may be eligible for assignment to a full-time college program through the SNCO Degree Completion Program. Marines below the rank of Staff Sergeant interested in eventually participating in this program should consult MCO 1560.21D for eligibility criteria and structure their college course plan appropriately.

TUITION ASSISTANCE currently pays for 100% of college course tuition. Students must pay for books and study guides. Marines must sign a **SOCMAR** agreement upon completion of 12 semester hours if you wish to continue to use tuition assistance. Information about SOCMAR can be found in the handbook at the following web address: <http://www.soc.aascu.org/socmar/HandbookM.html>. This handbook also provides detailed information about individual college degree requirements.

SAILOR MARINE AMERICAN COUNCIL ON EDUCATION REGISTRY TRANSCRIPT (SMART) are official military transcripts which are used by colleges to validate your actual credited training. Every Marine has a transcript already and access to it is free. More information is available online at: <https://smart.cnet.navy.mil/>.

COLLEGE CREDIT INFORMATION The American Council on Education (ACE) has reviewed every course listed in the MOS Roadmap and determined what type of collegiate level credit is recommended. The ACE identifier, listed with each course, is a source to validate the information and to check for changes as they occur. Updates can be found at <http://www.militaryguides.acenet.edu>.

VOCATIONAL CERTIFICATES are available from most community colleges. Most of your military training can be counted toward their degree programs, but they will still require residency credits and approximately 40-75 credit hours. These certificates can be as valuable as the apprenticeship program in the civilian work force.

TESTING can replace the requirement to attend most of the college courses listed in the MOS Roadmap. Base Education Centers offer College Level Education Programs (CLEP) and Defense Activity for Non-Traditional Educational Support (DANTES) Subject Standardized Tests (DSSTs) exams for active duty military at no cost. They also have a comprehensive list of "credit-by-exam" tests that they offer. Additionally, many of the tests have study guides that are available at the base education center or through the base library system.

NATIONAL CERTIFICATION TESTING In addition to MCIs and formal MOS schools, certain MOSs prepare Marines to pass national certification testing. Examples are: National Institute of Metallurgical Society (NIMS) for machinists, Students Excelling through National Standards of Excellence (SENSE) for welders, Automotive Service Excellence (ASE) for mechanics and technicians, etc.

UNIFORMED SERVICES MILITARY APPRENTICESHIP PROGRAM (USMAP) is available to most active duty MOSs and is certified by the U.S. Department of Labor. This is the largest apprenticeship program operating in the U.S. and is recognized by all 50 states. Completion of one of these programs would qualify Marines as a journeyman, which could mean a significantly higher starting salary in the civilian work force. Most programs require 5-8 years to complete but are transferable if you decide to leave the service prior to completion.

ASE EXAMS are also available at education centers. DANTES will pay for active duty military to take three exams semiannually. The tests are offered in the spring and fall of every year and do require, at present, a \$31.00 non-refundable registration fee. ASE exams require documentation of two years experience working in the automotive industry. (LAV, Tank, AAV, engineer, and MT mechanics usually fall in this category, and USMAP can help to document this experience).

ENLISTED TO OFFICER PROGRAMS information can be found at

<https://web.merc.usmc.mil/G3/Officer/welcome.htm>. Enlisted to Officer Programs to consider include:

Enlisted Commissioning Program (ECP)	MCO 1040.43
Reserve Enlisted Commissioning Program (RECP)	MCO 1040R.10
Meritorious Commissioning Program (MCP)	MCO 1040.43
Marine Enlisted Commissioning Education Program (MECEP)	MCO 1560.15
NROTC (Marine option)	MCO 1306.17
Warrant Officer	MCO 1040.42

Other Military Education Programs

Veterans Educational Assistance Act of 1984 (Montgomery G. I. Bill) The Montgomery GI Bill (Active Duty) is an educational assistance program enacted by Congress to attract high quality men and women into the Armed Forces. The MGIB program provides up to 36 months of education benefits. This benefit may be used for degree and certificate programs, flight training, apprenticeship/on-the-job training, and correspondence courses. Remedial, deficiency, and refresher courses may be approved under certain circumstances. Generally, benefits are payable for 10 years following your release from active duty. Service members may be eligible for the benefits under one of four categories.

Military Academic Skills Program (MASP) The purpose of the MASP is to improve the competence of active duty Marine enlisted personnel and to improve their promotion potential that, in turn, tends to strengthen the enlisted personnel base of the Marine Corps. It is an on-duty education program that provides academic skills education development in reading, mathematics and/or communications/writing. A Marine that successfully completes MASP will return to his MOS better prepared and more confident to perform the Marine Corps mission. Additionally, Marines will be better prepared to retake the Armed Forces Classification Test (AFCT) and to begin exploring higher education alternatives.

Broadened Opportunity for Officer Selection and Training (BOOST) Program The BOOST program is a Navy-run ten-month educational program designed to make Marines more competitive for other programs such as Naval Reserve Officer Training Corps (NROTC) Scholarships, the United States Naval Academy, and Marine Enlisted Commissioning Education Program (MECEP).

Veterans Educational Assistance Program (VEAP) VEAP is a contributory educational entitlement program established primarily to provide assistance to eligible individuals for funding their post-service educational development at approved institutions of learning.

**Master the Challenge
of Leadership**



**Further your qualities
of Courage, Poise &
Self-Confidence**



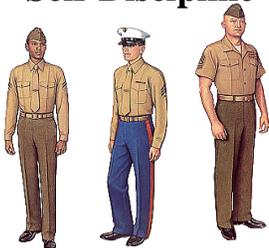
**Pursue Professional
Development**



**Increase your pride of
belonging**



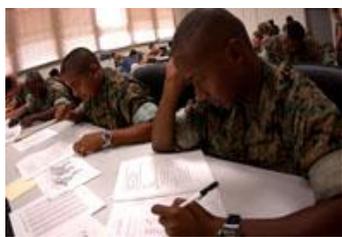
**Maintain your
Self-Reliance,
Self-Direction,
Self-Discipline**



The Marine Corps

~ A great place to stay ~

**Acquire
Leadership &
Management
Skills**



**Utilize the
Educational
Opportunities**

**Advance your
Technical Skills**



**Enhance your
Financial Security,
Advancement &
Benefits**

**Enjoy
worldwide
Travel and
Adventure**



**Maintain a high
level of Physical
Fitness**

The benefits of staying in the Marine Corps are many. Some benefits are intrinsic to the growth and development of the Marine while others are more tangible and can benefit the spouse as well. Listed below are some of the tangible and intangible benefits.

- **Challenge:** The challenge of becoming a Marine has already been accomplished; Marines will now have to focus on the challenges of leadership. There are increased responsibilities that come with promotions to noncommissioned and staff noncommissioned officer. In their second and subsequent tours, Marines will be challenged not only by their ability to keep themselves motivated, but also by keeping Marines within their command motivated. They are now considered leaders: They will continue to solve difficult problems using imagination and initiative, train Marines to adapt quickly to changing situations, and increase their ability to think fast and act decisively to situations that may impact a greater number of Marines. They must have the ability to employ their units in accordance with its capabilities. This means that their units must be prepared for any eventuality. Setting the example, they will be expected to work on continuous self-improvement through additional / advanced MOS training, resident PME courses, Marine Corps Institute courses, Special Duty Assignments, enlisted to officer programs, and/or off duty education.
- **Courage, Poise and Self-Confidence:** In their subsequent tours, Marines will be expected to seek responsibility and take responsibility for their actions. They will be expected to make decisions that may impact a greater number of Marines. Their skills and experience will be needed to train Marines to master their fears, to develop their skills and to use common sense under pressure. Leaders of Marines must not only recognize their potential to succeed, but also recognize it in others. Confidence in their abilities to lead will increase as their Marines succeed. Their commanders will recognize that they can get the job done right under any circumstances. Their decision to continue as a leader of Marines will mean that they will not have to reclaim a leadership role in the civilian sector.
- **Professional Development:** The Marine Corps has trained all Marines in a Military Occupational Specialty. They are technically and tactically proficient. The training and wisdom gained from a Marine's years of experience are necessary for sustainment of our Corps. Marines are needed to continue the development of their abilities to direct and supervise others. Their education and training will continue through advanced MOS schools, continued hands-on experience, and career/leadership and management courses. Voluntary participation in college-level courses, special duty assignments, and resident professional military education courses further enhance a Marine's professional abilities. In the Marine Corps, responsibility awaits Marines the moment they earn the eagle, globe, and anchor. In a corporate environment, it would take years before anyone is given that type of opportunity.
- **Pride of Belonging:** Currently, Marines share camaraderie within an organization that is unmatched by any organization in the civilian sector. Noncommissioned and staff noncommissioned officers are expected to develop teamwork and esprit-de-corps within their units. As their unit progresses in training, they will know that they played an integral role in their development as a team. Marine leaders gain satisfaction in the fact that their hard work and higher standards will be rewarded and recognized. Unlike the civilian sector, their loyalty to the unit will be reciprocated.
- **Leadership and Management Skills:** A Marine's leadership experiences began early, with recruit training, Marine Combat Training, and their formal MOS schools. The Marine Corps will continue to hone a Marine's leadership skills through resident PME courses and advanced / additional MOS schools, as well as with on-the-job experience. With the Marine Corps' promotion system based on abilities and performance, their skills will be rewarded through increased responsibilities and pay. This performance-based system is unmatched in corporate America. Increased individual leadership in the Marine Corps is going to require Marines to inspire and motivate others, make the right decisions, seek and accept responsibility, take initiative, manage time, material and resources, and train other Marines. This aspect of leadership in the civilian sector is not expected from personnel with four years of experience. In the Corps, it is not only expected, it is required.

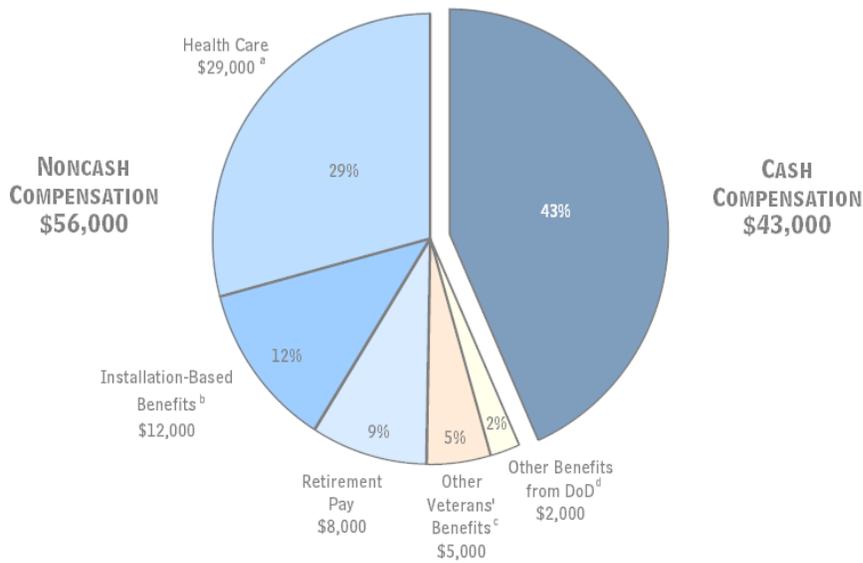
- **Self-Reliance, Self-Direction, and Self-Discipline:** All Marines knew when they enlisted that they wanted to be successful in the Marine Corps. However, they were not sure how they would get there. They took the first step to success by graduating recruit training then continued their climb when they attended Marine Combat Training and MOS schools. Within their next tour Marines will be expected to be an expert in their MOS and provide the guidance and leadership to their junior Marines. Marines have had to count on themselves and their abilities to get things done. Marines are known worldwide as self-starters that believe in themselves, and think on their feet. As young Marines, they have set their goals and worked arduously to achieve them. Now, as a leaders of Marines, they are going to have to hone those traits in others.

Other more tangible benefits

- **Technical Skills:** Marines receive state-of-the-art-training in many technical fields. Additionally, they have received unmatched world experience. Their skills improve with every year of service and remain comparable to those in the civilian sector. If they were dissatisfied with their current job or skill in the civilian world, they would have to seek another employer or additional training; training that they would usually have to pay for. The Marine Corps' Lateral Movement Program allows Marines to retrain in a skill that they select at no cost to the Marine.
- **Education Opportunities:** The Marine Corps offers a vast array of programs that are designed to increase a Marine's level of education. Through the Tuition Assistance Program, Marine Corps Institute courses, Sailor/Marine/Ace Registry Transcript (SMART) Program, Service members Opportunity Colleges, Degree Completion Programs, and Officer Commissioning Programs, Marines are provided opportunities to further their college education, and in some cases, that of their family members. A listing of Marine Corps Education programs follows.
- **Financial Security, Advancement and Benefits:** The Marine Corps has been providing guaranteed work with steady income for over 225 years - not like some of the corporations these days who are being bought out, folding, or laying off their workers seemingly every day; security is difficult to come by. The Marine Corps offers that. Marines receive annual pay raises (.5% above private sector), additional pay for housing, cost of living allowances (COLA), and uniform allowances. There are also possibilities that they may receive reenlistment bonuses, special duty pay, and retirement pay after 20 years of service. Corporate America cannot afford to guarantee the same financial security as the Marine Corps. Regular promotions, based on job performance, additionally guarantee that Marines will receive additional pay and responsibilities. Up front, military pay may appear less than what the civilian sector offers. However, with the additional allowances and benefits that Marines receive, their take home pay is significantly larger. Marines are given 30 days paid vacation each year. Few civilian companies offer that much vacation to a new worker. It takes years to accumulate that much vacation time. Other benefits not available in the civilian community include: Marine Corps Exchange (tax free shopping) and commissary privileges (30% savings on groceries), Marine Corps Community Services (free or low cost retail and support services and programs), and discounted tickets to recreation and sporting events. Additionally, Marines and their families can have peace of mind knowing that they receive complete, low cost medical and dental coverage as well as life insurance. The money being offered to Marines by Corporate America may seem greater, but when you factor in the benefits that you would lose by exiting the Marine Corps and the benefits you would have to pay for as a civilian, the Marine Corps paycheck is very comparable. Following this listing of benefits is a compensation pie chart reviewing the average \$99,000 annual compensation that military personnel receive.
- **Travel and Adventure:** Embassy duty and overseas assignments allow Marines and their families the opportunity to visit and work in foreign countries. Space available travel, for Marines and their families, provides a low cost opportunity to visit relatives and friends in the U.S. and abroad. Few other employers provide the same opportunity to experience a variety of exotic cultures and lifestyles. With an additional tour, Marines will continue to do things that most people only dream of . Military bases around the world offer low cost lodging for family vacations (Key West, Alaska, etc.)
- **Physical Fitness:** As Marines, maintaining an optimum level of fitness through tough and challenging physical training, swim qualification, martial arts training, and anaerobic and aerobic conditioning programs ensure longer, healthier lifestyle. Leaders of Marines are not only expected to maintain their fitness, but also the peak fitness levels of the Marines in their charge. Progressive physical training regimes such a resident Professional Military Education

courses, special duty assignments, and advanced formal schools will keep a Marine physically challenged throughout their career. Their own personal fitness goals can be maintained by the use of state of the art fitness centers with free weights and Nautilus equipment, basketball courts, racquetball courts, tennis courts, athletic fields, swimming pools, unit/intramural sports, and inter-base and inter-service competitions. These programs are provided at no cost to Marines or their families. A civilian employer does not generally provide a membership to a health club and if you were to join one, it would easily cost up to \$100 per person, per month.

Cash and Noncash Compensation per Active-Duty Member

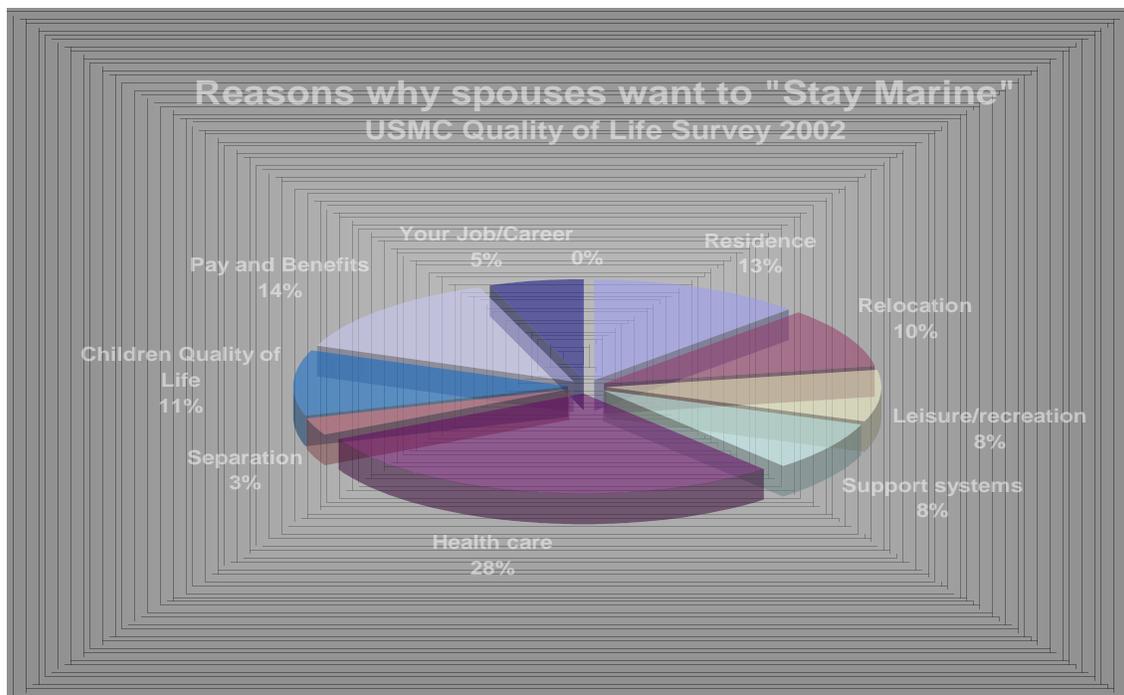


Source: Congressional Budget Office based on data from the Department of Defense and the Office of Management and Budget (OMB).

AVERAGE COMPENSATION IN 2002 = \$99,000

Notes: This figure includes compensation that service members receive while on active duty and the estimated accrued cost of deferred compensation. Estimated accrual costs, which do not match the current funding for some programs, are based on information in The Budget of the United States Government, Fiscal Year 2000 (p. 172) and background data and updated information provided by the OMB.

- Health care benefits include DoD's funding for active-duty service members and their dependents, as well as estimated accrual costs for current members who will retire and those who may receive care from the Veterans Administration.
- Installation-based benefits include subsidized in-kind goods and services found on military installations, such as commissaries, family and bachelor housing, and child care.
- Other veterans' benefits include disability compensation, education benefits under the Montgomery G.I. Bill, home mortgage assistance and other loans, vocational rehabilitation and counseling, pension benefits, and burial benefits.
- Other benefits from DoD include its contributions to Social Security's Old-Age and Survivors Insurance and Disability Insurance programs, Medicare's Hospital Insurance program, and the Unemployment Compensation for Ex-Servicemen program.



Your USMC benefits - at a glance

Pay and Benefits

Allowances – Housing ((BAH) provided to cover cost of base housing, private home purchase or rental), Clothing, Family Separation, Cost of living

Annual pay increases

Special Pays (Foreign Duty, Career/Career Sea, Hostile Fire, Hazardous Duty, Foreign Language Proficiency)

Special duty Assignments

Drill Instructor

Recruiter

MSG duty

MCSF

Career Planner

Incentive Duties (Hazardous Duty Incentive Pay/Flying Duty, Submarine Duty Pay, Parachute Duty, Flight Deck Duty, Demolition Duty, Experimental Stress Duty)

Time off - 10 four-day weekends and 30 days a year for leave

Re-enlistment Bonus

New duty station

Lateral move

Bonus Jump school

High Risk Personnel Course (HRPC)

Time Off (e.g., 72-96 hour special liberty)

Health Care Coverage

Health

Dental

Pharmacy

Relocation

Paid moves

Extra entitlements – TLA/TLE/Dislocation/Mileage

Counselors to educate and help you with the move

Educational opportunities

Tuition assistance

MGIB

SOCMAR colleges

Certification/apprenticeship

SNCO Degree Completion program

College credit for many courses that Marines attend (Sgt (NCO) course, Career course, Advance course)

Enlisted to Officer programs

WO – Warrant Officer

MCP – Meritorious Commissioning Program

ECP – Enlisted Commissioning Program

MECEP – Marine Enlisted Commissioning Education Program

NROTC – Naval Reserve Officer Training Corps

U.S. Naval Academy

Officer Education Programs

Special Education Program
Law Education Program
Advance Degree Program
Foreign Area Officer Program

Leisure/recreation

Free fitness center usage
Low-cost/free recreational opportunities – Marina, pool, bowling alley, golf, movie theater, REC/ITT

Tax free shopping – PX

Commissary savings – up to 30% for groceries

Children/Youth/Teen Program – childcare, school information, youth sports

Retirement

For Marines who joined on or after 1 Aug 1986, there are two plans to consider:

- Receive a \$30,000.00 lump-sum payment at 15 years of service. The service member will continue to serve and can retire after serving 20 years and receive 40% of base pay with a 3.5% increase for each additional year served.

Elect not to receive the lump-sum payment, continue to serve and retire after serving 20 years and receive 50% of base pay with a 2.5% increase for each additional year served.



Notes for home....

