



# **Manpower Management, Officer Assignments (MMOA) FY18 Road Show**

Deputy Commandant,  
Manpower and Reserve  
Affairs



# Agenda



**MANPOWER OVERVIEW**

**BATTLE RHYTHM**

**ASR / OSGM**

**BOARDS**

**ROAD SHOW**

**ASSIGNMENTS**

**JOINT**

**SEPARATIONS**





# The Marsh Center

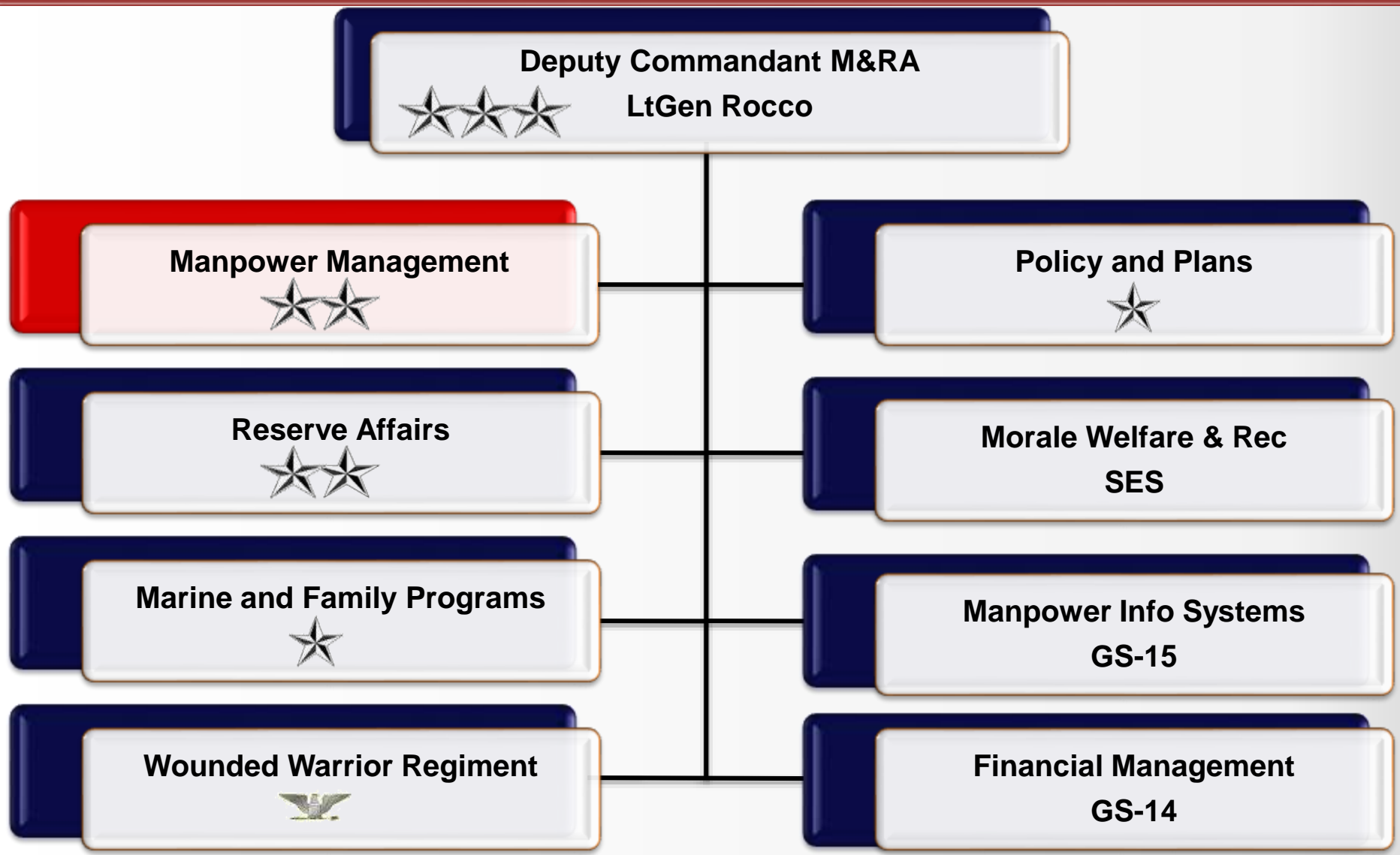
**Manpower and Reserve Affairs (M&RA)**  
**Manpower Management (MM)**  
**Officer Assignments (MMOA)**

A photograph of the James Wesley Marsh Center building. The building is a modern structure with a mix of brick and glass. In the foreground, there is a large, white, rectangular sign with the text "The James Wesley Marsh Center" in a serif font. The sign is set on a grassy area with trees in the background.

The James Wesley Marsh Center



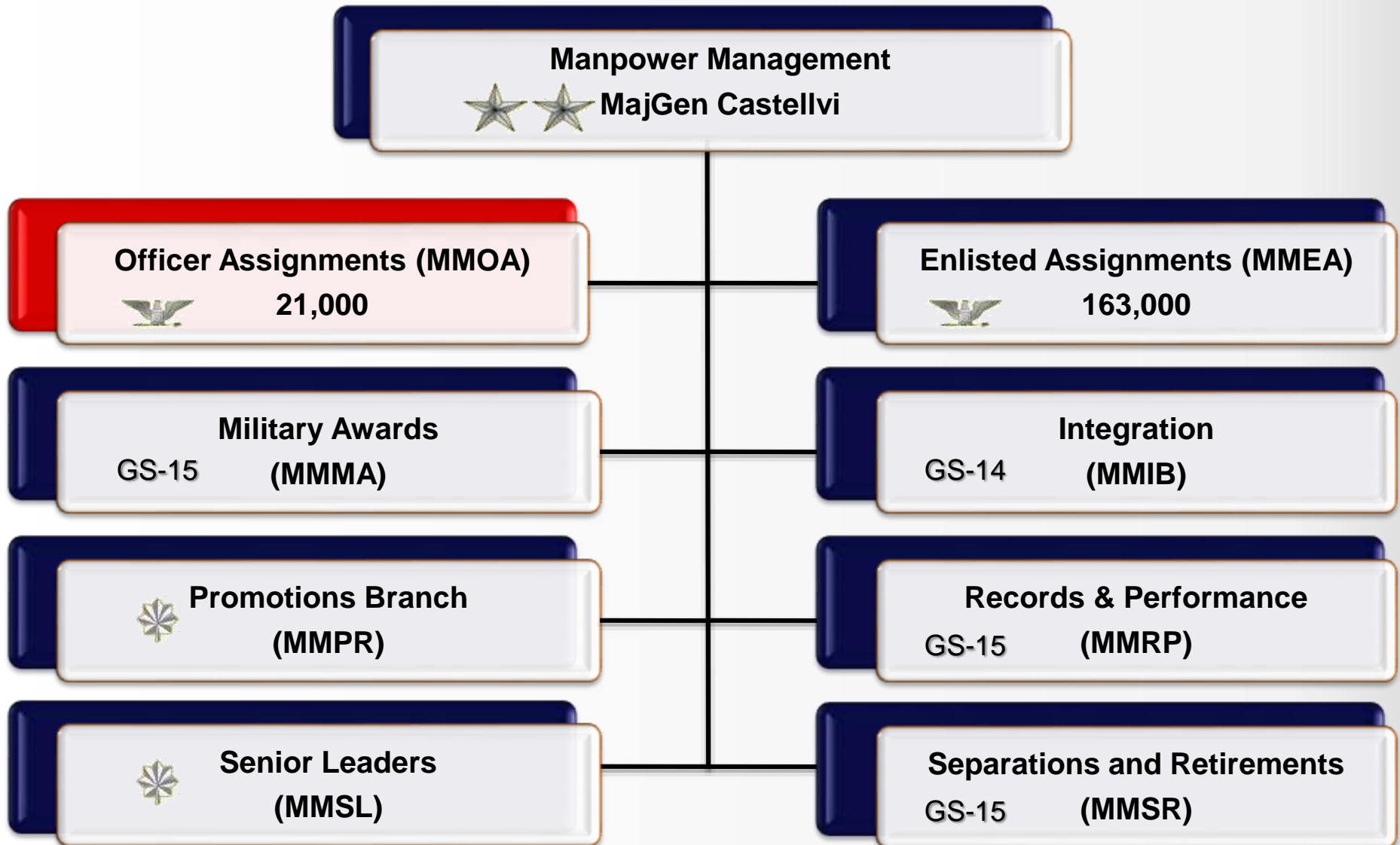
# Manpower Management & Reserve Affairs (M&RA)







# Manpower Management (MM)





# MMOA Mission



The mission of MMOA is to **ensure that the right officers are assigned to the right billets at the right time, and remain, by assignment, competitive for advancement.** MMOA is responsible for the assignment and classification of all Marine active-duty, Commissioned and Warrant Officers through Colonel.



# Road Show



## Senior Level Engagements

### Command Engagements

Director, Manpower Management

Commanding Generals  
Deputy Commanders



## Road Show Brief

MMOA Branch Head  
Colonels Monitors

MEFs / MSCs  
MARFORs  
Commanding Officers  
Detachment OICs



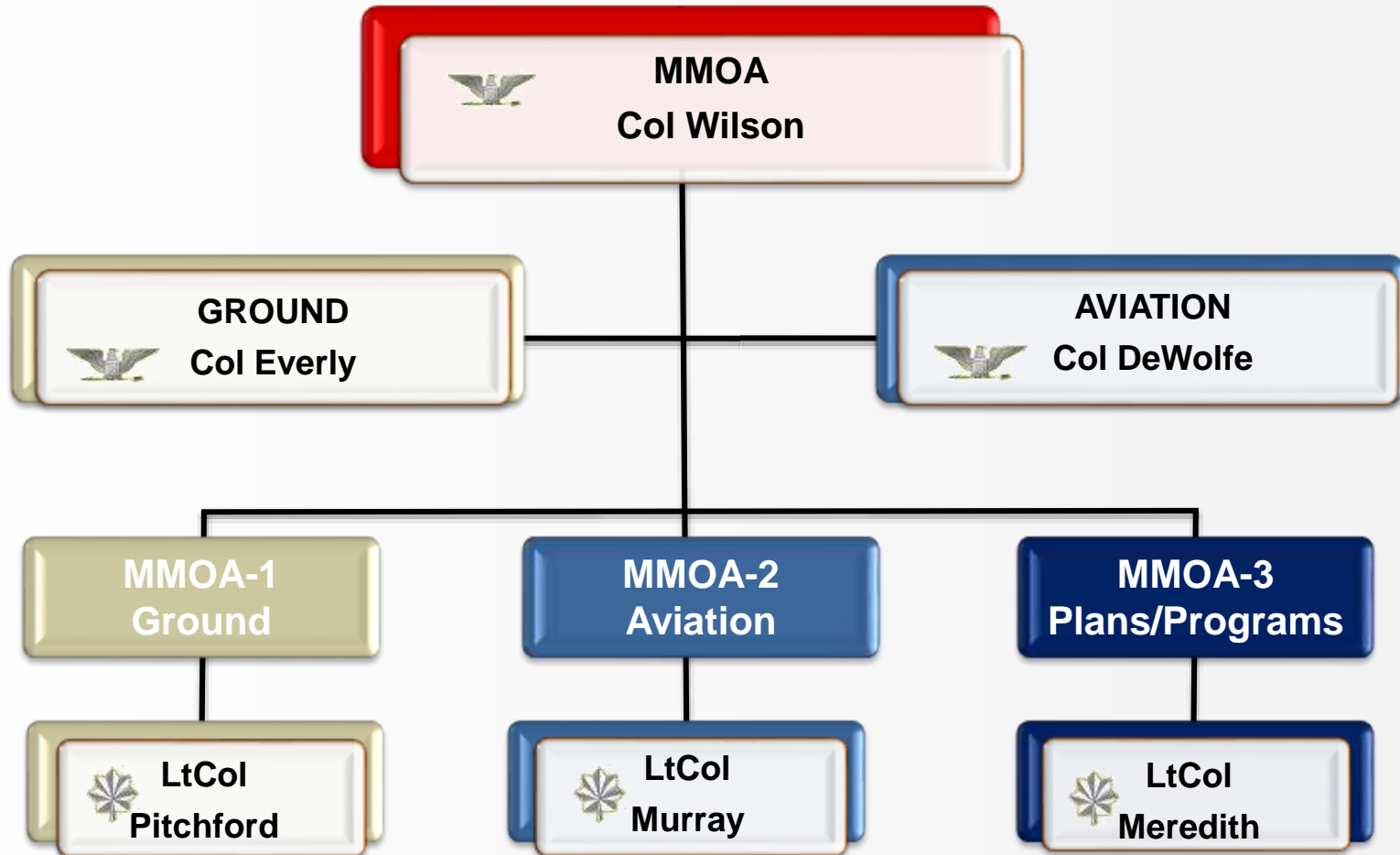
## Interviews

MMOA Monitors

Movers  
Non-Movers  
Family Members  
Commands



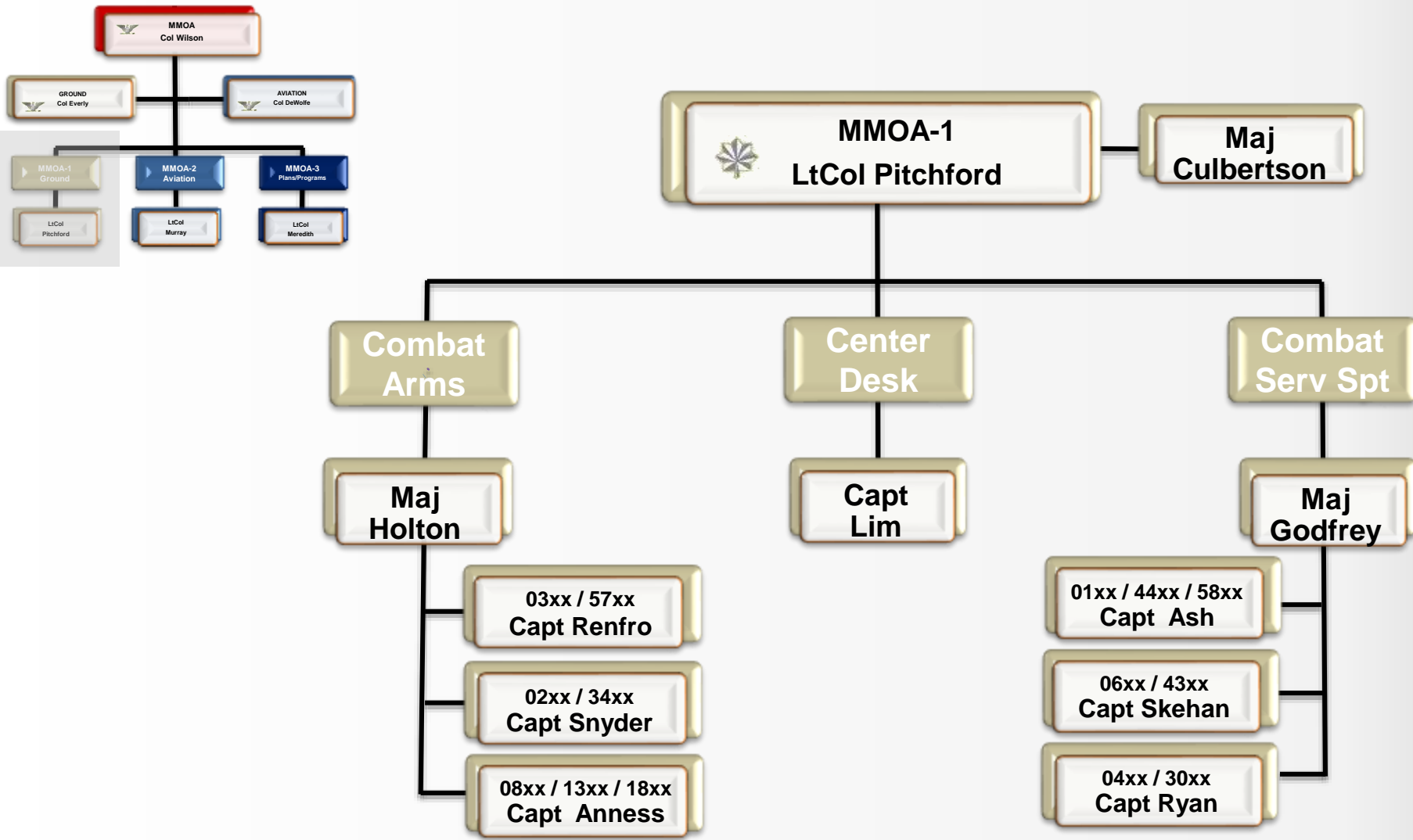
# MMOA





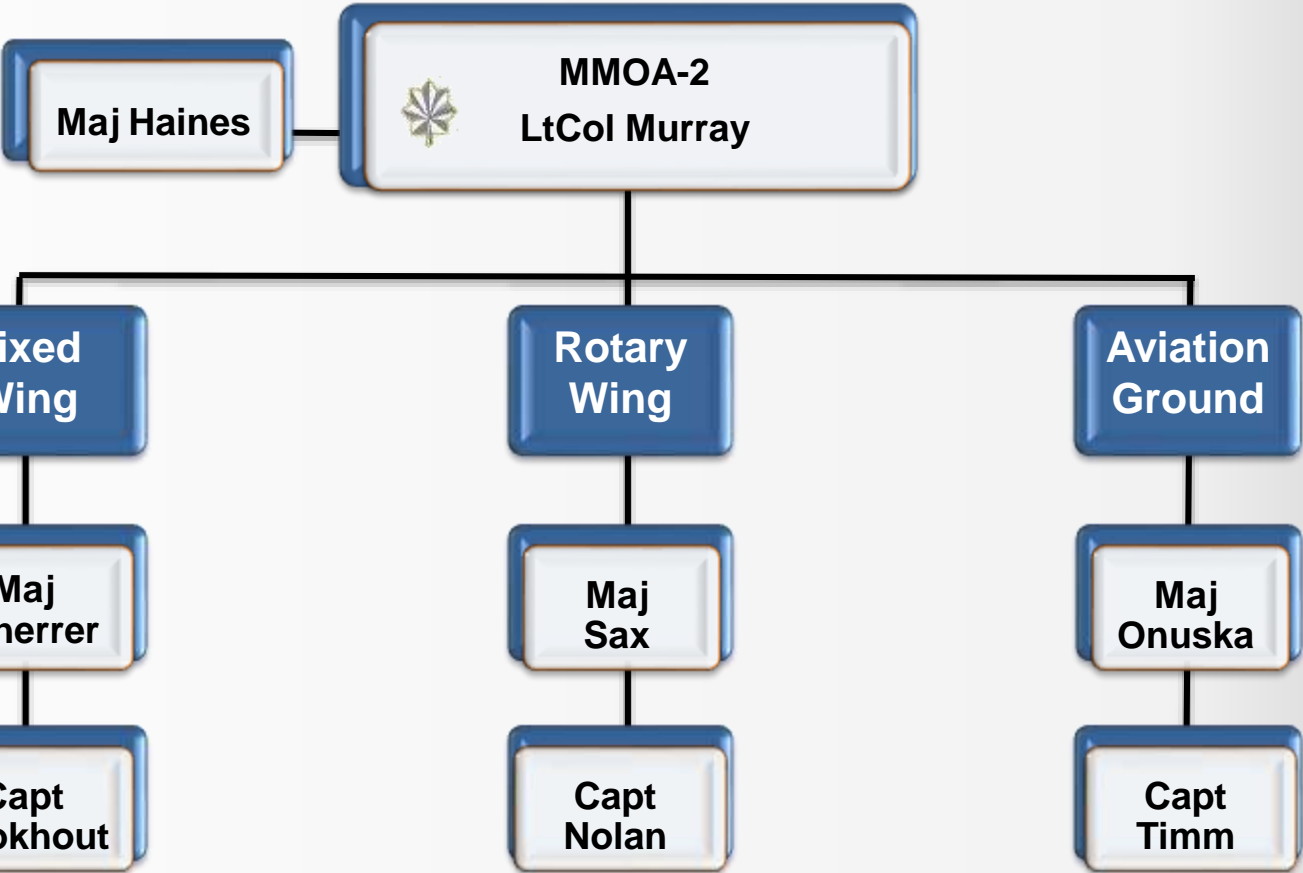
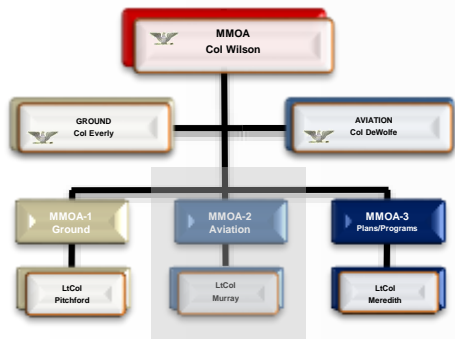


# MMOA-1



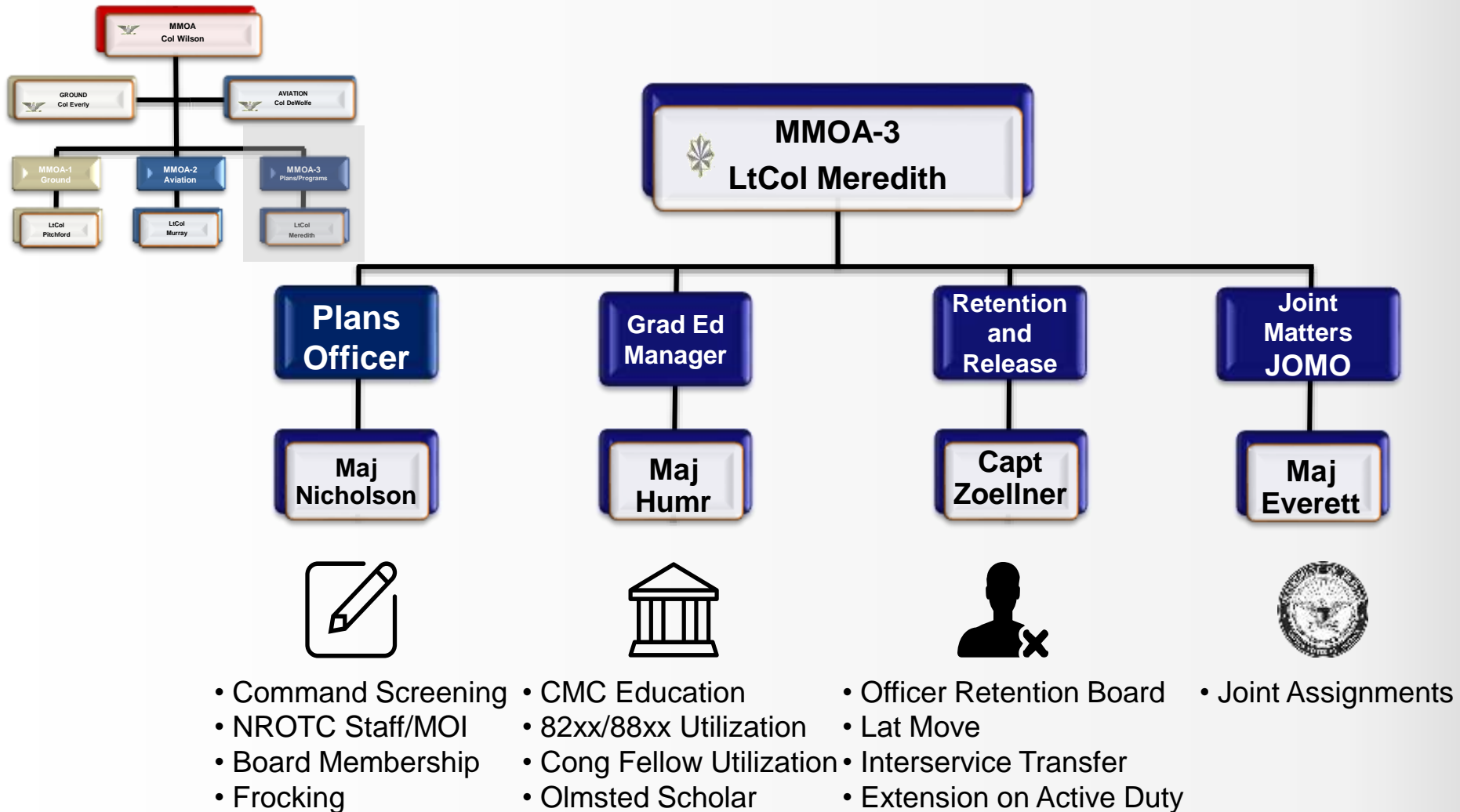


# MMOA-2





# MMOA-3





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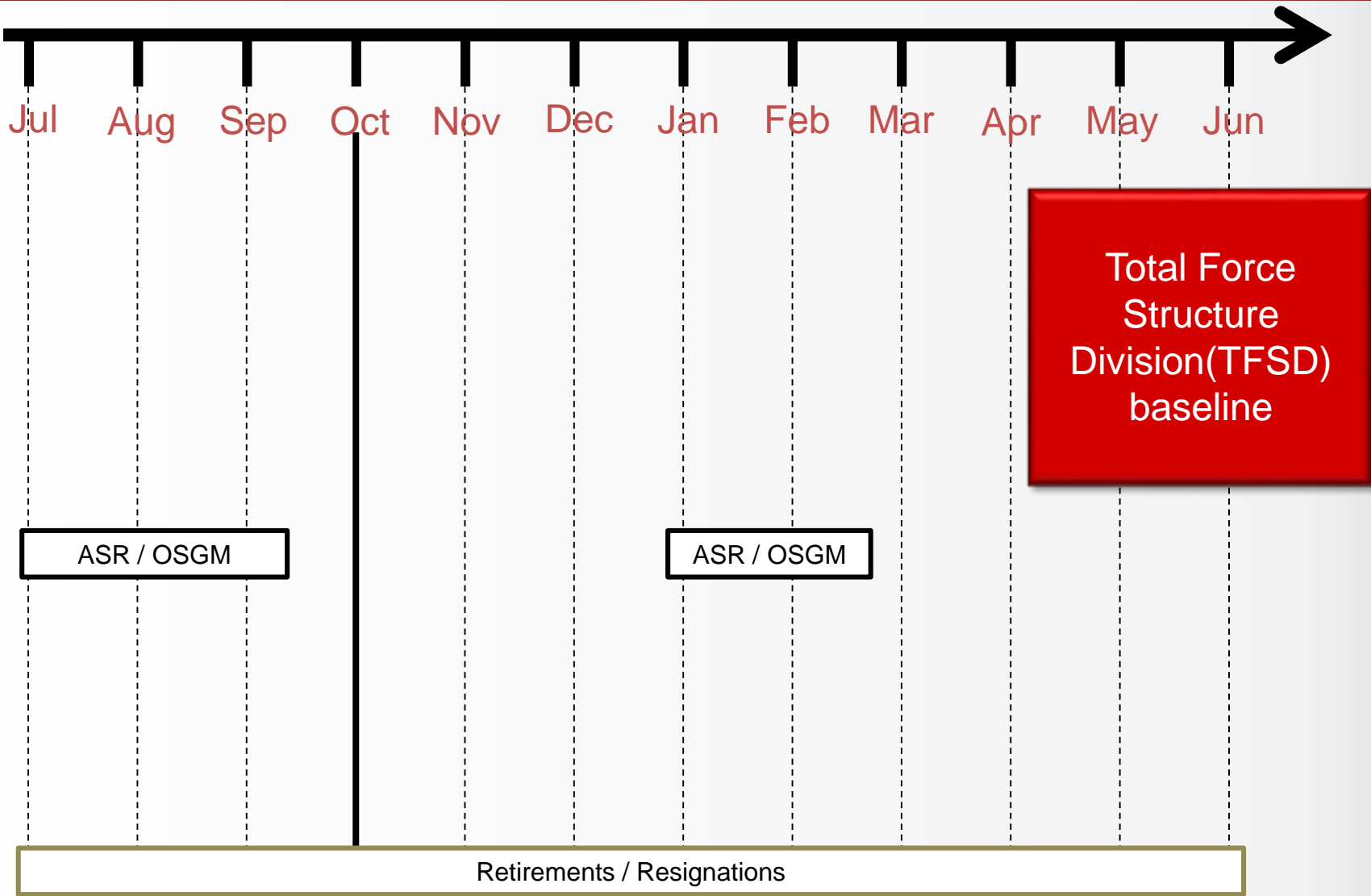
**JOINT**

**SEPARATIONS**





# Battle Rhythm







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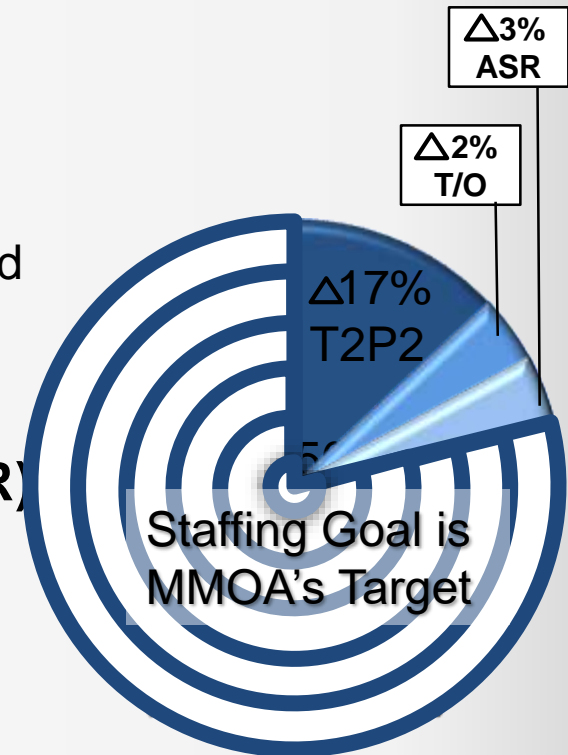
**SEPARATIONS**





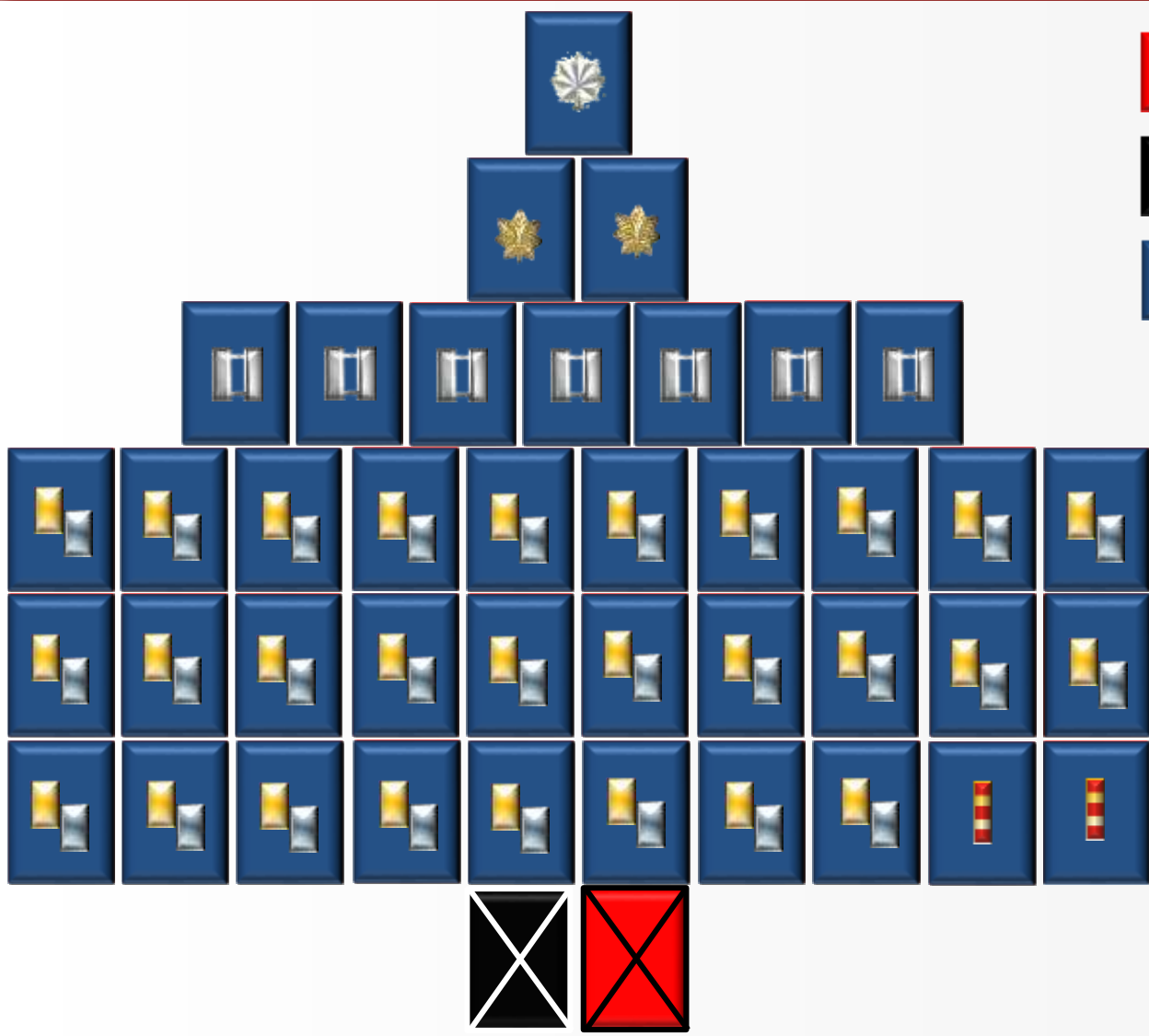
# The Requirement

- 21,500 Officers: Authorized by Congress/Law
  - National Defense Authorization Act
  - **T2P2**: Training, Transients, Patients, Prisoners
- ~17,900 Officers: Table of Organization (T/O)
  - Marines needed in a given unit to execute the assigned mission to standard (Without Constraint)
- ~17,500 Officers: **Authorized Strength Report(ASR)**
  - Marines and billets that HQMC elects to fund
- ~16,900 Officers: Staffing Goal
  - Marines assignable by MMOA to commands
  - Established by **Officer Staffing Goal Model(OSGM)**





# Notional O-5 Command Example



-  Table of Organization (42)
-  Authorized Strength Report (ASR) (41)
-  Staffing Goal (40) (Assigned to Command)



# Notional O-5 Command

## The IA Tax





# Promotion Considerations



Decision / Discussion  
Required

\*3 Majs on 2 Maj  
Staffing Goals

\*Discussion for Capt Sel  
to now open Capt  
Staffing Goal.





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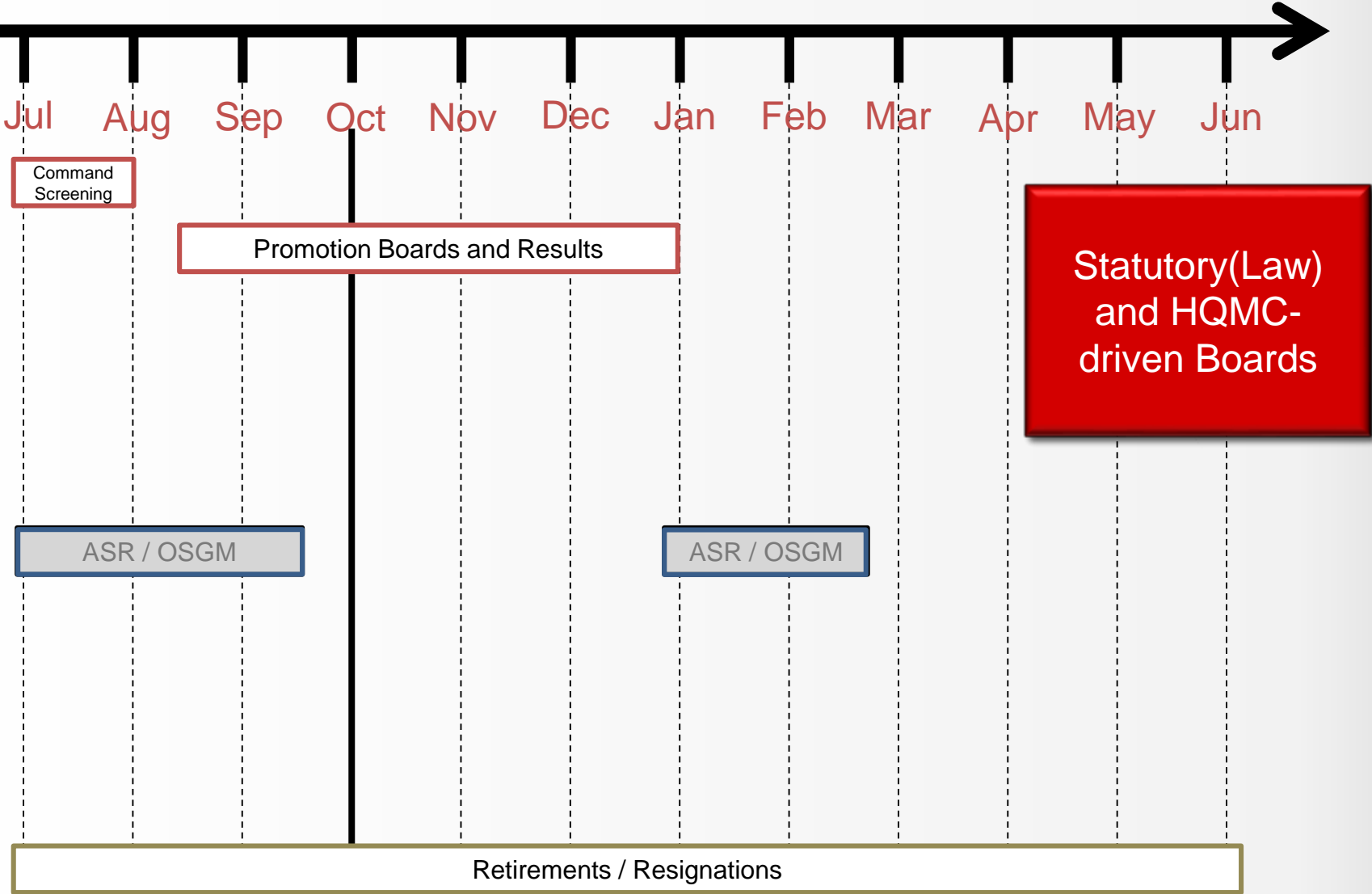
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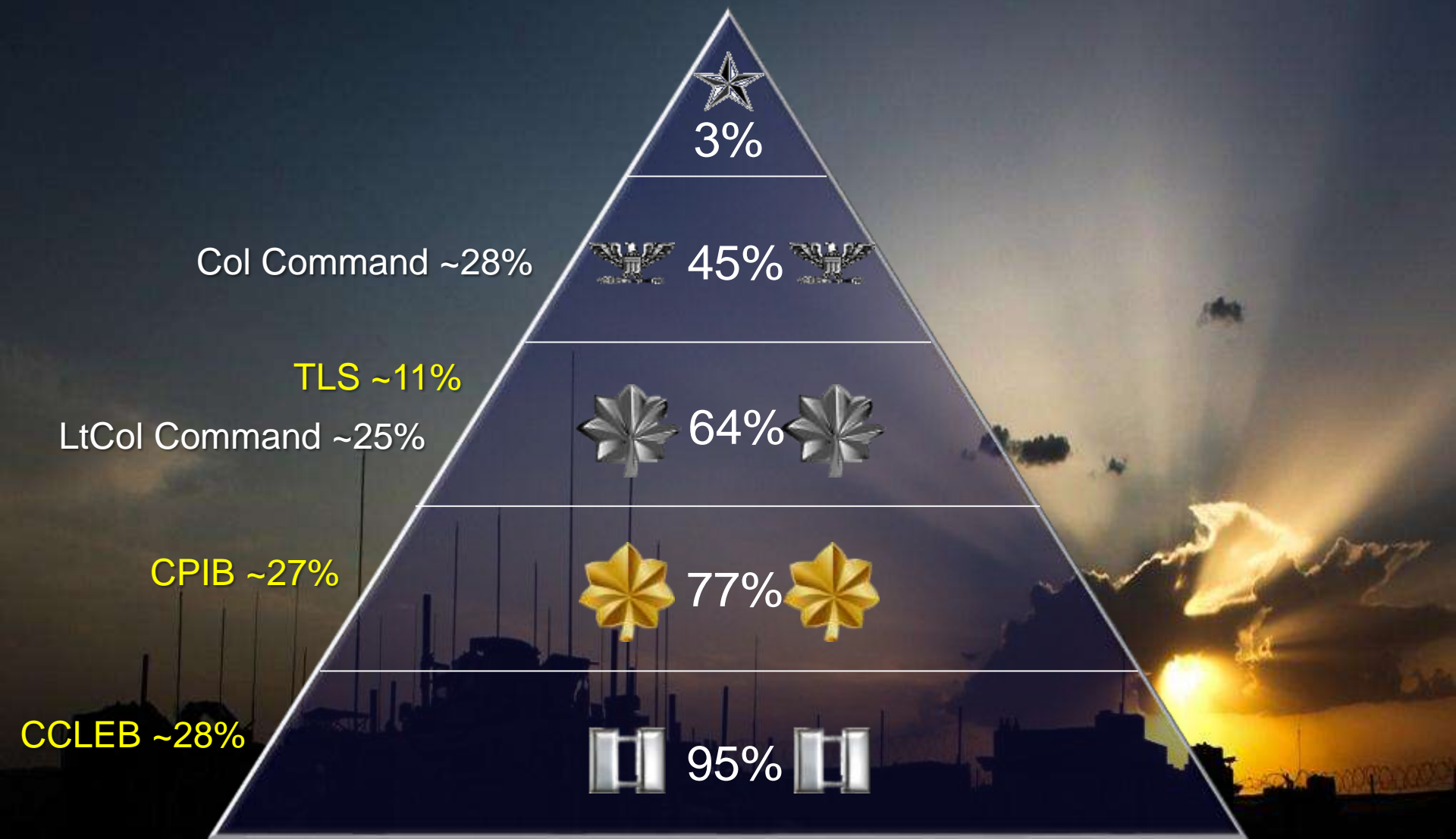


# Battle Rhythm





# Career Progression





# Typical Board Composition



- Statutory vs Non-Statutory
- Representative of MAGTF
- Write to the Board
- Use clear, plain language

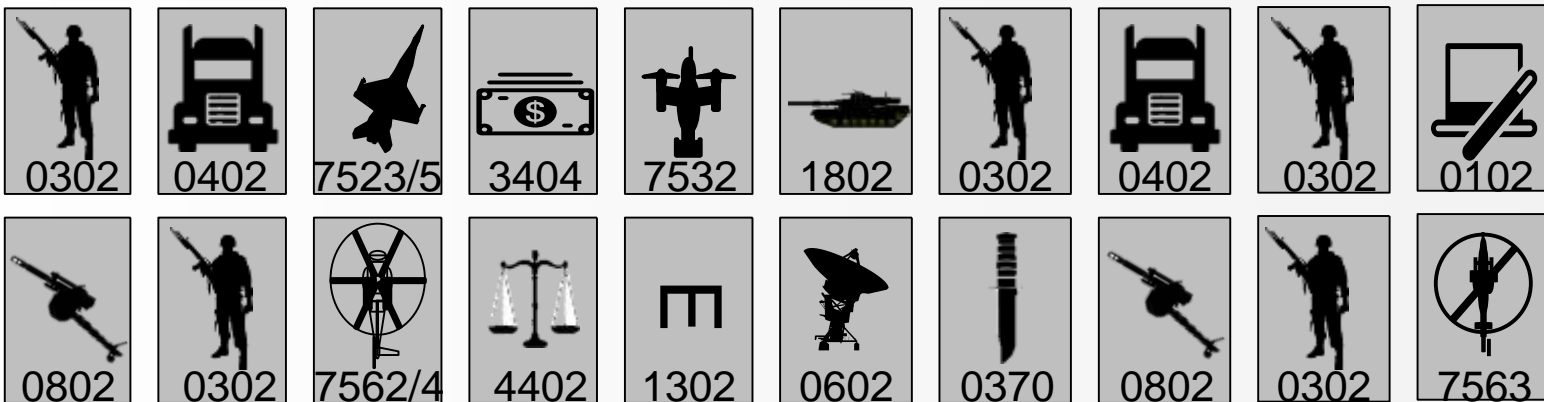
## Board President



LtCol - LtGen



## 2 Recorders



9 – 21 Board Members

Capt – LtGen



# Boards - Generalities



## Records Preparation / Time

- Depending on board, **3 to 7 minutes** to brief your entire record
- Roughly 1-2 hours to prep your record
- Ensure your record is **complete and accurate**.
- Don't let the briefer **waste valuable time** researching discrepancies



## Frequent Discrepancies

- **Out of date photo**
  - Within 12 months of the board convening
- **Missing last FitRep**
  - MRO / RS / RO must ensure reports are submitted on time
- **PFT/CFT not in system**
  - Run your PFT prior to the end of the Annual Reporting period, so that it's annotated on your FitRep
- **Missing PME documentation**
  - Scan and submit your Diploma to MMRP
- **Missing Awards documentation**
  - Certificate, Summary of Action, NAVMC, iAPS Cert, Valor awards





# RS / RO Summary

Tells a story:

– Graphic depiction of performance

– At Processing

– Cumulative

Not the Whole Story:

– Doesn't account for:

- Length of report
- What Billet you filled
- Small profile sample
- Impact of (1) report

## Reporting Senior



Grade	At Processing				Cumulative			
	Upper 93.64 - 100.00	Middle 86.67 - 93.33	Lower 80.00 - 86.66	N/A 0.00 - 80.00	Upper 93.64 - 100.00	Middle 86.67 - 93.33	Lower 80.00 - 86.66	N/A
2NDLT	0.0% (0)	0.0% (0)	0.0% (0)	2	0.0% (0)	0.0% (0)	0.0% (0)	2
1STLT	80.0% (4)	20.0% (1)	0.0% (0)	2	60.0% (3)	40.0% (2)	0.0% (0)	2
CAPT	100.0% (6)	0.0% (0)	0.0% (0)	2	100.0% (6)	0.0% (0)	0.0% (0)	2
MAJ	100.0% (3)	0.0% (0)	0.0% (0)	3	100.0% (3)	0.0% (0)	0.0% (0)	3
Total	92.9% (13)	7.1% (1)	0.0% (0)	9	85.7% (12)	14.3% (2)	0.0% (0)	9

## Reviewing Officer



Grade	At Processing				Cumulative			
	Above 93.64 - 100.00	With 86.67 - 93.33	Below 80.00 - 86.66	Insuf 0.00 - 80.00	Above 93.64 - 100.00	With 86.67 - 93.33	Below 80.00 - 86.66	Insuf
2NDLT	0.0% (0)	0.0% (0)	0.0% (0)	2	0.0% (0)	0.0% (0)	0.0% (0)	2
1STLT	10.3% (8)	28.2% (22)	61.5% (48)	2	10.5% (17)	29.0% (47)	60.5% (98)	2
CAPT	0.0% (0)	10.6% (9)	89.4% (76)	2	0.7% (1)	17.1% (25)	82.2% (120)	2
MAJ	8.5% (5)	27.1% (18)	64.4% (38)	1	16.5% (16)	34.0% (33)	49.5% (48)	1
Total	5.9% (13)	21.2% (47)	73.0% (162)	7	8.4% (34)	25.9% (105)	65.7% (266)	7



# Command Screening Boards



Convene annually in July; FY-18 board slated commands for 1 June 2018 – 31 May 2019

**Mission: To provide our Marines with the best and most fully qualified commanders in order to maintain a competent and well-balanced fighting force.**



## Ineligibility

- Approved/Mandatory Retirement
- 1<sup>st</sup> Year Joint
- Enrolled in 0505 program or in 1<sup>st</sup> year of 0505 utilization
- In / above zone



## Declination

- Prior to Board: Removal By Request (RBR) without prejudice
- After Selection: Declination official part of OMPF. No future eligibility

## FY17/18 Primary Data

LtCol Command Screen	FY17 (565)	FY18 (560)
Overall	142 / 25%	165 / 29%
Combat Fitrep	139 / 98%	163 / 99%
PMOS OpFor (As a Major)	128 / 90%	159 / 96%
PMOS OpFor (Combat)	42 / 30%	50 / 30%

Col Command Screen	FY17 (179)	FY18 (153)
Overall	61 / 34%	58 / 38%
LtCol Command	61 / 100%	58 / 100%
TLS or Enrolled	61 / 100%	58 / 100%
Combat Fitrep	60 / 98%	55 / 95%
Joint Billet	54 / 89%	52 / 90%
LtCol Command (Combat)	19 / 31%	23 / 40%

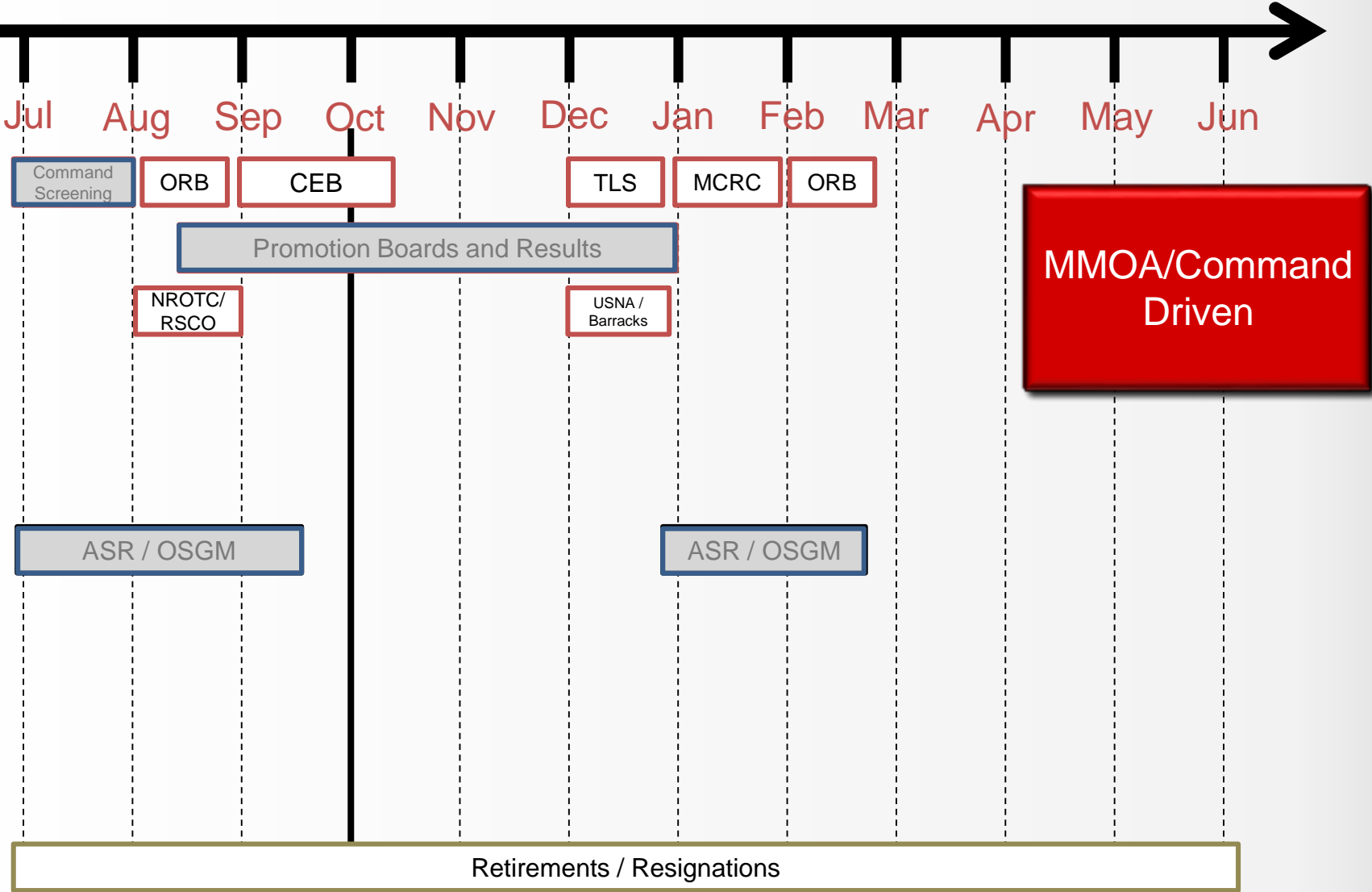


## Web Questionnaire

- Required
- Official correspondence to the President of the Board
- Screened unless Remove by Request(RBR)



# Battle Rhythm





# Officer Retention Board (Career Designation)



## Observed Time

- (540) days observed Fitness Report Time, post PMOS school



## Promotion

- In Zone for promotion to Capt on that Calendar Year promotion board
- **Can be eligible for promotion but not career designation**



## Opportunity

- All Marines per order guaranteed one opportunity for selection
- Officers must extend EAS (EAD) if they did not meet observed time to be screened and their EAS is prior to the next CD board



## Remove by Request

- Marines can request via AA Form to HQMC (MMOA 1/2) to be removed from consideration



## Acceptance / Declination

- Accept or decline via MOL 45 days from the release of MARADMIN
- **Failure to respond within 45 days is considered a declination**



## Service Obligation

- (24) month obligation (Date designated in MARADMIN)
- Resign/Retire after (24) month obligation met



## Declination

- Officer will execute current EAS
- No extension of EAS past current FY boundary

\*MCO 1001.45J (Officer Retention Board) = Force Shaping Tool

\*\*MMOA-3 is the POC









# Commandant's Education Board (CPIB/CCLEB)



**MISSION:** Select the best and most fully qualified officers for resident PME, fellowships, and graduate education programs.

## BOARD START

**Special Programs**  
(Congressional Fellowship, Olmsted, JOSIP, JOCCP)

- ~25 selects
- Questionnaire, Application w/ service agreement required to be considered
- DLAB and GRE required for some programs

**Graduate Education Programs**

- ~112 selects
- Questionnaire and Undergrad Transcripts Required
- Application w/ service agmnt and GRE required for some

**International Affairs Program**  
(FAO and RAO)

- ~24 selects
- Questionnaire, Transcripts, & DLAB Req

**Intermediate-Level / Career level PME**

- Intermediate Level
- ~174 selects
- Questionnaire Required
- DLAB Optional

## Board Prep Tips

- Update OMPF Photo
- Get a Career Counseling
- Submit honest preferences
- Discuss career timing with your monitor on the road show

- Career Level
- ~267 selects
- Questionnaire Required

**SUB-BOARDED AND ORDERED BY PROGRAM PRE-REQUISITES**





# Commandant's Career Level Education Board (CCLEB)



Convenes annually in Sept; FY-18 board selected Marines for programs during Academic Year 18 – 19.

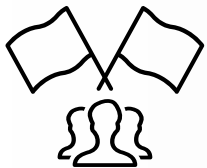
**Mission: Select the best and most fully qualified for resident PME, fellowships, and Special Education Programs.**



## Career Timing (Long Prog)

- Less than (1) year TIG by July 2018 or complete with FMF tour in grade with less than (2) years TIG
- Prime Candidates:
  - Lt In-zone or Capt Sel
  - First Lieutenant finishing initial FMF tour
  - Captains complete with PMOS credibility in grade

## CCLEB Eligibility



- All company grade officers moving no later than 30 September 2018
- Not previously selected for CCLEB program or registered / completed BSP
- BSP Complete can opt in for non-resident PME



## Web Questionnaire

- Required
- FAO requires DLAB
- Boards and Surveys page (2) surveys: Long vs short program timing
- College transcripts



# Commandant's Professional Intermediate Education Board(CPIB)



Convenes annually in Sept; FY-18 board selected Marines for programs during Academic Year 18 – 19.

**Mission: Select the best and most fully qualified for resident PME, fellowships, and Special Education Programs.**

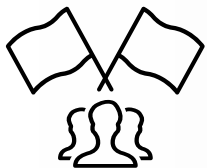


## Career Timing (Long Prog)

- Those who will have completed <(1) year TIG by July 2018
- Those complete with FMF tour in grade with <(2) years TIG
- **FAO:** Prime Candidates: IZ for Maj
- **RAO:** Prime Candidates: Maj Sel or FMF tour complete
- **SEP:** Technical aptitude

## CPIB Eligibility

- Majors, Major selects, and those in zone for the FY18 Major's Board moving no later than 30 September 2018.
- Not previously selected for CPIB program or registered / completed BSP
- BSP Complete can opt in for non-resident PME



## Web Questionnaire

- Required
- **All Foreign PMEs require DLAB**
- Boards and Surveys page
- (2) surveys: Long vs short program timing



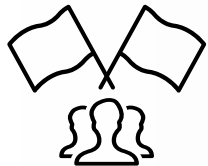


# Top Level School



Convenes annually in Dec; FY-18 board will select Marines for programs during Academic Year 18 – 19.

**Mission: The officers selected should be, in the opinion of a majority of the board, those most likely to be promoted to senior positions within our Corps.**



## TLS Eligibility

- LtCol and LtCols (select) who have 24 months time on station by 31 July 2018.
- LtCols who will have **completed command tour** by **31 July 2018**.
- Officers selected by the **CY17/FY19 Colonel Promotion Board** who have not yet attended TLS.
- Officers serving in **joint** and **acquisition tours** are eligible for selection at **24 months TOS** by **31 July**



## Career Timing

- Those officers who are already Joint Qualified are more competitive for fellowships



## Web Questionnaire

- Required
- Officers can Remove by Request(RBR) without Prejudice







# Other Boards / Panels



## NROTC (MOI / XO / PNS)

**Convenes in: Aug**

**Eligibility:**

- Upcoming FY mover
- FMF experience in grade
- MOI: Capt / IZ for Capt
- XO: Maj / IZ for Maj
- PNS: Col / IZ Col



## MCRC

**Convenes in: Jan**

**Eligibility:**

- Upcoming FY mover
- Capt / Capt Sel
- Not IZ for Maj



## RSCO

**Convenes in: Aug**

**Eligibility:**

- Upcoming FY mover
- Maj / Maj Sel
- DOR 1 May 2015 or junior



## Marine Barracks Washington

**Convenes in: Dec**

**Eligibility:**

- Upcoming FY mover
- Lt - LtCol
- $\geq 68$ " – Females
- $\geq 72$ " – Males



## USNA

**Convenes in: Dec**

**Eligibility:**

- Upcoming FY mover
- Lt - LtCol
- Some positions req adv deg





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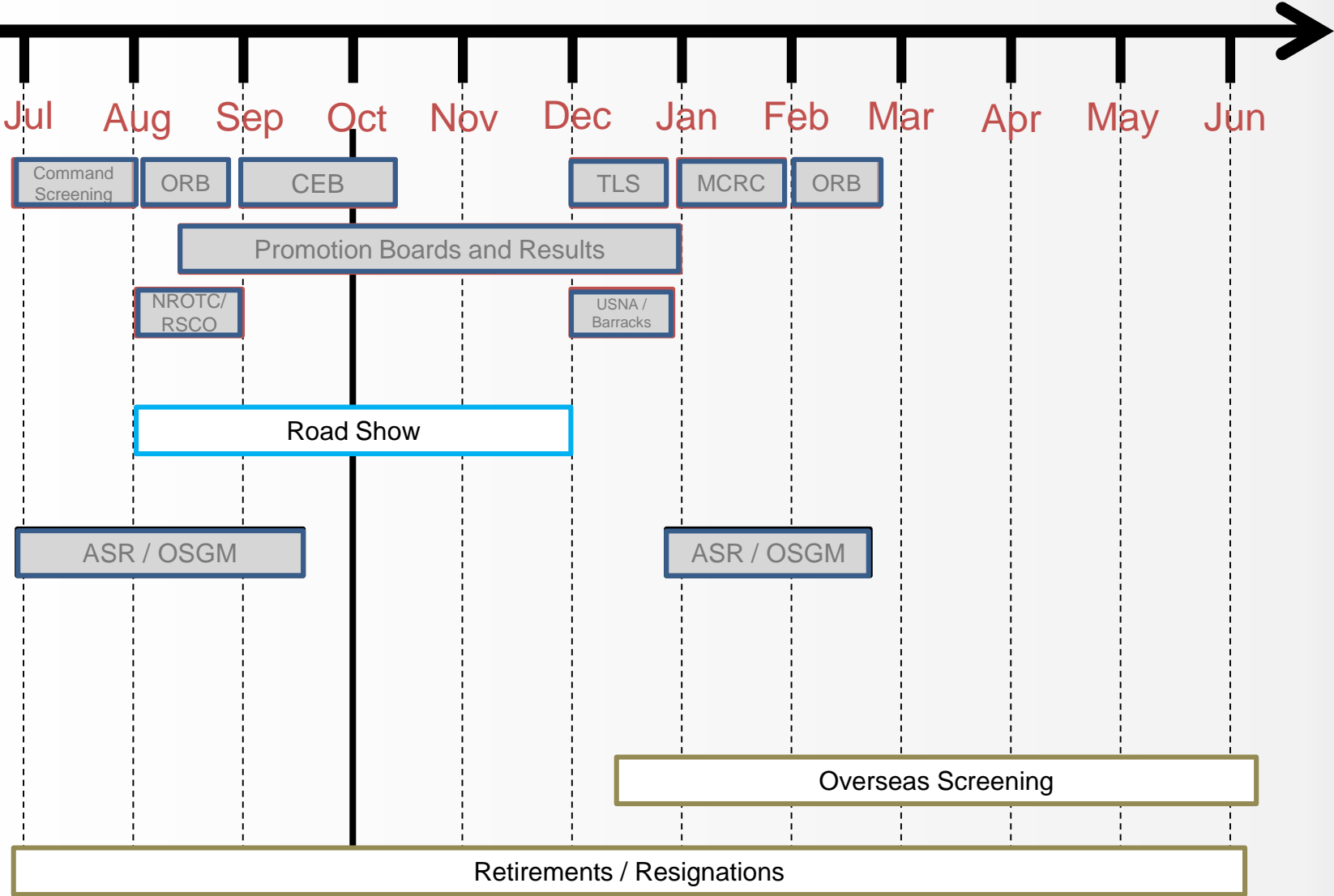
**JOINT**

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# Battle Rhythm





# Interviews



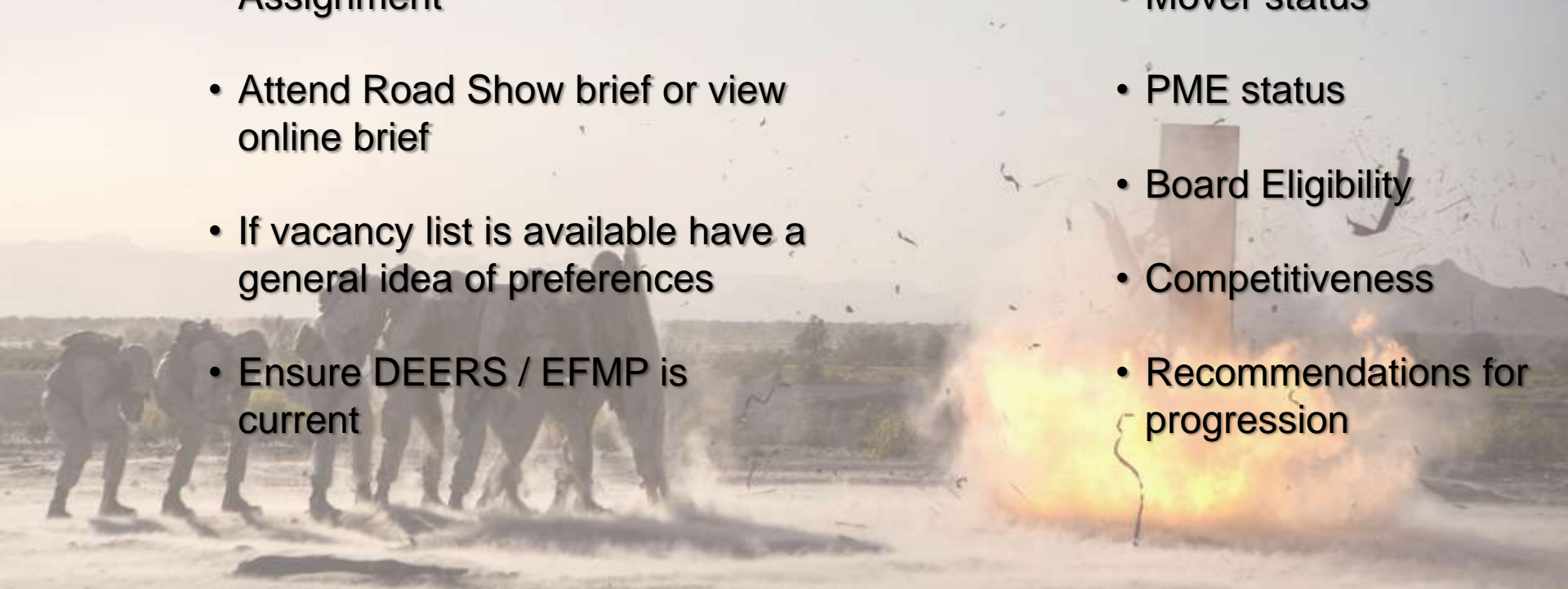
## Preparing for your Interview

- Know your:
  - Career Goals
  - Personal goals
- Priority: Location or Billet / Assignment
- Attend Road Show brief or view online brief
- If vacancy list is available have a general idea of preferences
- Ensure DEERS / EFMP is current



## MMOA Preparations

- Review Record
- Understand:
  - When in zone
  - Mover status
  - PME status
  - Board Eligibility
  - Competitiveness
- Recommendations for progression





# Interviews

## Expectation Management

- Unlikely to depart with orders
- Homesteading
  - Marines and families abroad need to have open billets to fill in CONUS
  - Need to be backfilled as well
- Burden sharing
- Potential impact of OCD
- Quality spread / competitiveness





# Interviews

## Considerations

- 15 minutes to:
  - Review your record
  - Ask questions
  - Ensure monitor knows your preferences
- Those unable to make appointments, contact monitor for phone / Quantico interview as able NLT 31 Dec
- Dreamsheets typically due NLT 31 Dec
- No assignment is made in a vacuum



# Vacancy List



Allows roughly  
(60) days for  
Questionnaire /  
Dream sheet  
submission by 31  
Dec

Release in Late Oct / Early Nov:

- Time needed to assess ASR
- Model Run and adjustments made for
  - Retirements / resignations
  - Career Designation
  - Non-statutory Boards

Release in Aug/Sept:

- Major remaining changes
  - Effects of Model Run
  - Remaining FY separations
- Leads to inaccuracy / confusion





# Questionnaires



- Your opportunity to communicate preferences
- Fill out completely
  - Otherwise, Needs of the Corps
- No tricks or conspiracies
- Use the comments section
  - Personal / family info
  - Additional unit / command interest
  - List all preferences
  - Explain your ultimate goal for next assignment
- Visit Applications portion of the Manpower website for all electronic questionnaires

HOME

FY18-1 Commandant's Education Board

(Please be sure to save your application about every 10 minutes to avoid losing any changes.)

\*\*\*CHECK MMQA-3 WEBSITE FOR THE FY18 ELIGIBILITY ROSTERS. IF YOU HAVE RECEIVED THIS EMAIL YET YOUR NAME IS NOT LISTED ON THE ELIGIBILITY ROSTER, CONTACT YOUR PMOS MONITOR. THOSE ELIGIBLE FOR CP18 MAY APPLY/PREFER FIELD GRADE ONLY PROGRAMS.\*\*\*

**SECTION 1: PREFERENCES**

Rank each PME program in order of preference.

You must select distinct answers. Each answer must be different than all other answers in this section.

1. Program/Preference 1

2. Program/Preference 2

3. Program/Preference 3

4. Program/Preference 4

Where would you prefer to attend resident PME?

You must select five distinct answers. Each answer must be different than all other answers in this section.

\*\*\*You must list a US resident PME for your top five preferences.\*\*\*

5. PME/Preference 1

6. PME/Preference 2

7. PME/Preference 3

8. PME/Preference 4

9. PME/Preference 5

10. PME/Preference 6

11. PME/Preference 7

12. PME/Preference 8

13. PME/Preference 9

14. PME/Preference 10

Which fellowship would you prefer to attend?

15. Fellowship/Preference 1

16. Fellowship/Preference 2

17. Fellowship/Preference 3

Notes:

1. Eligible is only for officers with less than 15 years of active service. If (limited) behavior is cited that shows you must (USPMS) is completed (limited application to this questionnaire before posting. The application can be found on the DPM/OLRR website page. For questions, contact the DPM in the HARRIS.

2. Foreign PME is only for field grade officers. OLRR is required to be completed for any foreign PME, including English speaking programs.

3. Officers are not eligible to attend a program that they have previously attended. Officers may not attend Resident PME if they have completed the same level SEP. However, field grade officers may attend resident PME if they previously attended seniority grade resident PME.

4. SENIOR: Fletcher School of Law and Statistics and Logistics Preference are only for field grade officers. SENIOR: course DUTY of 2-12 in Spanish. Fletcher School of Law and Statistics course DUTY of 2-12 in any language.

**For the International Affairs Programs (IAP), rank your top three region/language preferences.**

You must select three distinct answers. Each answer must be different than all other answers in this section.

18. IAP/Preference 1

19. IAP/Preference 2

20. IAP/Preference 3

**For the Special Education Program (SEP) and Advanced Degree Program (ADP), rank your top five discipline preferences.**

You must select five distinct answers. Each answer must be different than all other answers in this section.



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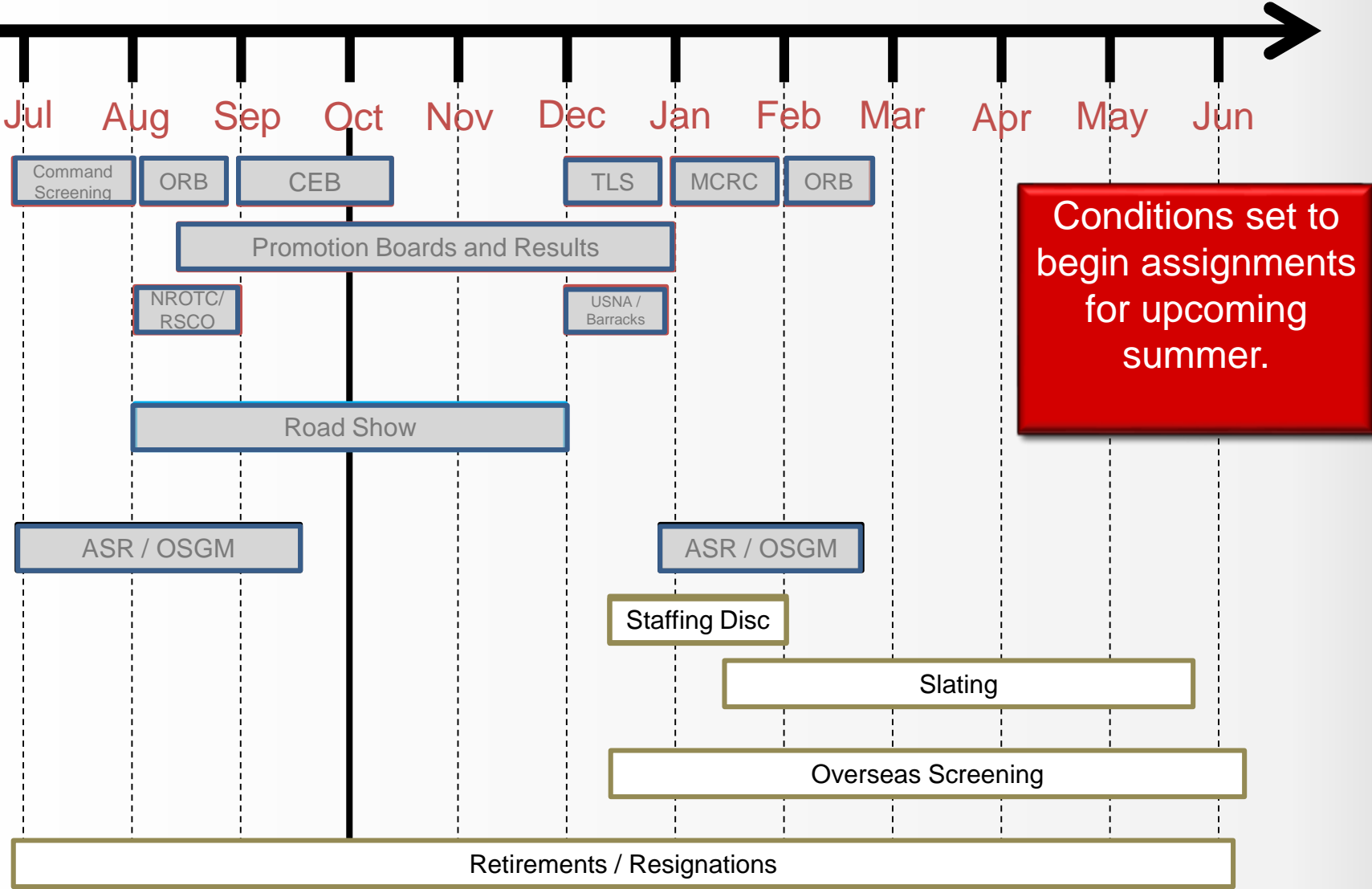
**JOINT**

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# Battle Rhythm





# Foundation for Assignments

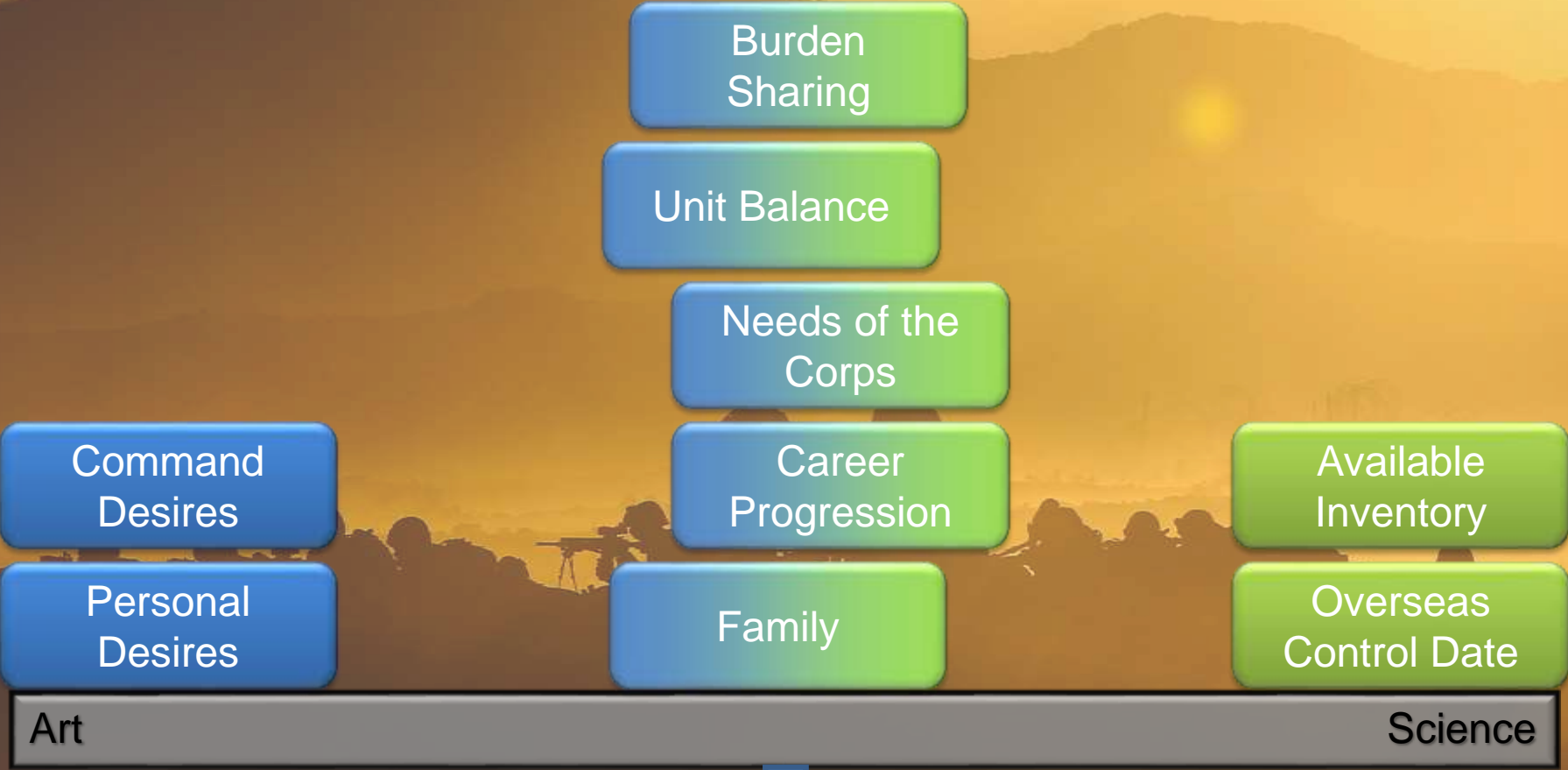


MCO 1300.8, pg 2-1

- General. Monitors make officer assignments based on the following priorities (listed in order of precedence):
  - a. **Needs of the Marine Corps.**
  - b. Career Progression (Operating Forces, Supporting Establishment, Seniority).
  - c. Overseas Control Date (OCD).
  - d. Individual preference.
  - e. Restricted officers (warrant officers and limited duty officers) must only be assigned to restricted officer billets within their respective MOSs.



# Slating



SLATE!

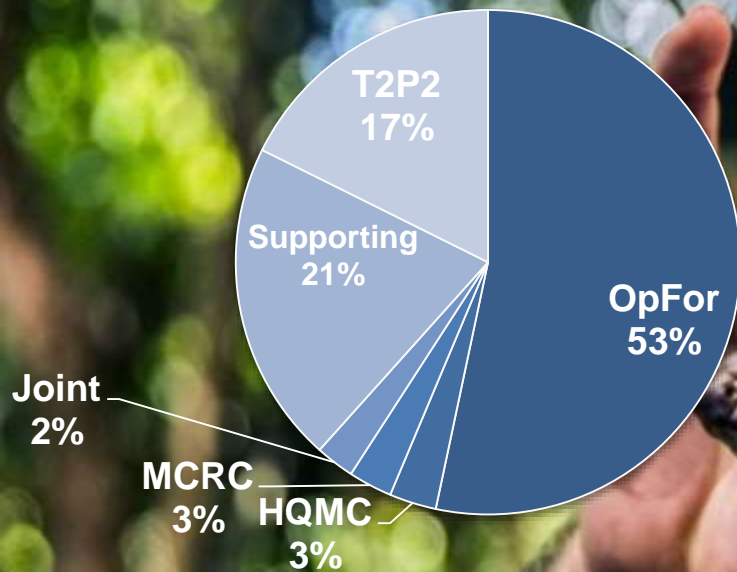




# Art and Science

## Needs of the Corps

Officer Billet Distribution  
~21,000



A 0602 LtCol is needed in....

1. **DESIRED** billets will be **gapped** while others are filled
2. **SPECIAL SKILLS**
  - MCRC, SEP, FAO / RAO
  - OTI, ELI, WTI, NSI, NSQ
3. **GROWTH**
  - Emerging **requirements**
    - Force Fitness
  - Identified **priorities**
    - MCRD





# Art and Science

## Burden Sharing

### Considerations

- Dependent Restricted tours
- OCONUS assignments
- DEPTempo

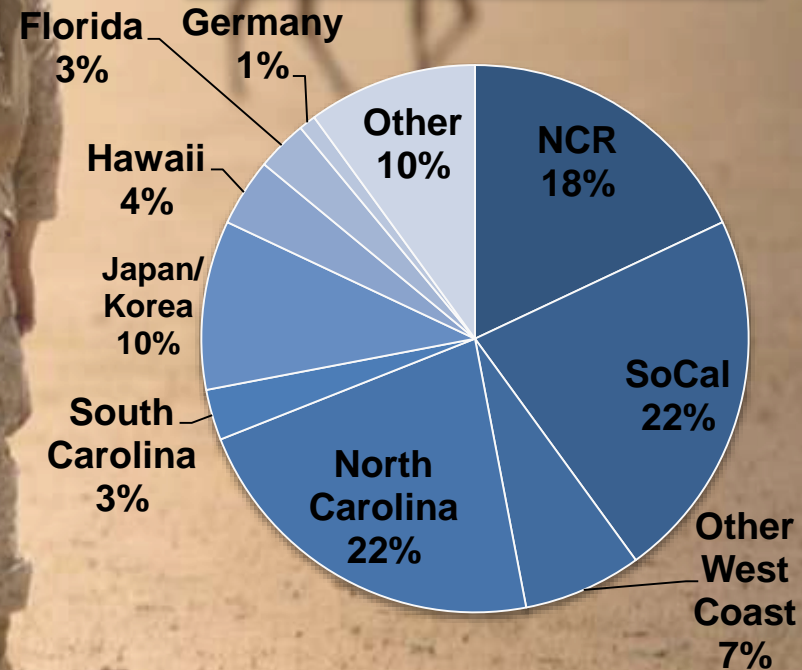
### Overseas Control Date

- By order, a consideration
- Deployment vs Stationed overseas

### Time on Station

- Homesteading

### Billet Distribution by Location





# Art and Science

## Career Progression

### (3) General themes of success

- **PME**
  - Complete for each grade
- **Establish and maintain PMOS credibility**
- **Performance**
  - PME and the correct assignments are not enough alone
  - Sustained superior performance is most critical





# Art and Science

## Available Inventory

- Roughly 1/3 or 7,000 move annually
- **Retirements / Resignations**
  - Create openings and require backfills
- **Legal Hold**
  - Can't be moved
  - Still fill staffing goal
- **Promotions**
  - Select Grade fill next rank positions
  - Excess need to depart





# Art and Science

## Command Desires

- “I need LtCol Jones”  
VS.  
“I need an XO with MEU experience, preferably a WTI.”
- Consider long term unit health
- Individual moves affect other Marines
- Timing(Availability)
- (18) month vs (18) year perspective





# Art and Science

MCO 1300.8, pg 2-1

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- b. Career Progression (Operating Forces, Supporting Establishment, Seniority).
- c. **Overseas Control Date (OCD).**
- d. Individual preference.
- e. Restricted officers (warrant officers and limited duty officers) must only be assigned to restricted officer billets within their respective MOSSs.

## Overseas Control Date

- **A consideration, but not the only consideration**
  - Volunteers
  - Need a valid requirement
- **Re-set OCD**
  - (180) consecutive days or more in a combat zone
  - (270) consecutive days or more in a non-combat zone
  - (2) deployments of (150) consecutive days or more during the same or **continuous** OpFor assignments
    - Example: 1x 6-month MEU + 1x 6-month UDP
  - Completion of overseas PCS assignment
- **Update OCD**
  - Anything less than the above adds the applicable number of days to your current OCD.
    - (179) day combat deployment adds 179 days to old date

Okinawa





# Art and Science

## Individual Preference

1. Billet vs Location
2. Aspirations for Promotion / Command
3. Personal Goals
4. Communicate with your monitor  
(If you don't tell us, we don't know)



# Art and Science

## Family

- EFMP
  - Registration and updating is mandatory
- Dual Active / Service Spouse
- Spousal Employment





# Art and Science

## Unit Balance



- Quality spread
- Special Skills
  - MCRC, SEP, FAO / RAO
  - OTI, ELI
  - WTI, NSI, NSQ
  - 0303, 0307
- Background / Experience



# Agenda



**MANPOWER OVERVIEW**

**BATTLE RHYTHM**

**ASR / OSGM**

**BOARDS**

**ROAD SHOW**

**ASSIGNMENTS**

**JOINT**

**SEPARATIONS**





# Joint Considerations



## Time in Position

- Min (24) months (36 previously)
- Joint Travel Regulations / Tour Control Factors have not changed
- No change to experience point
- Departures prior to (24) months result in forfeiture of accumulated credit



## Captains

- Can be assigned to JDAL
- Must receive at least 12 as a Maj or higher



## Candidates

- Top 50% or above
- Those in jeopardy for advancement should not go to joint assignment
- All require Joint Staff/COCOM approval



## Fitness Report Hazards

- Joint FitReps with no Marine as RS/RO viewed as inflated and hold little value in boardroom
- Admin Reviewer must include context / RO-type comments to ensure FitRep is of value



## NDU

- 50% +1 of NDU consortium TLS graduates must be assigned to Joint position



## Promotion Requirement

- Only those in zone for Brigadier General are required to be 9702 Joint Qualified Officer

## JPME II

- Required to become JQO
  - Service TLS
  - Norfolk – Joint Staff College





# Agenda



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# Separations

- Request to MMSR 4-14 months in advance, MMOA approval
- PCS Time-on-Station Obligation
  - 36 months after Accompanied PCS (CONUS to OCONUS)
  - 24 months after PCS (CONUS to CONUS)
  - 12 months after PCS (OCONUS to CONUS)
- Time-in-Grade Obligation (Retirement)
  - 2 years: CWO2 – 5, Captains, Majors
  - 3 years: LtCol and above
- 10 years commissioned service (YCS) LDO & Unrestricted
- School Obligations
  - Schools < 20 weeks: 1 year (Jump, Dive)
  - Schools > 20 weeks: 2 years (EWS, ILS, MCWAR, WTI)
  - Graduate Education <12 months: 3 years (RAO)
  - Graduate Education >12 months: 4 years (SEP, FAO)
  - (12) month Fellowship: 3 years (Olmsted, CPIB Fellowship, CFP)

**No time-in-grade requirement for resignations.**





# Separations

- Best retirement/resignation dates: 1 Sept or 1 Oct
  - Last day of work in summer
  - Best chance of turnover
- Waivers
- Transfer of Education Benefits non-waiverable
- Retirement / Resignation in lieu of orders
  - Depart the Service NLT 1<sup>st</sup> day of the next full month after arrival date

# QUESTIONS

