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ARMED SERVICES COMMITTEE  
MILITARY PERSONNEL  
SUBCOMMITTEE**

**STATEMENT OF  
LIEUTENANT GENERAL DENNIS M. MCCARTHY  
UNITED STATES MARINE CORPS RESERVE  
COMMANDER, MARINE FORCES RESERVE  
BEFORE THE  
MILITARY PERSONNEL SUBCOMMITTEE OF THE  
SENATE ARMED SERVICES COMMITTEE  
ON  
13 FEBRUARY 2002  
CONCERNING  
MILITARY PERSONNEL**

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Chairman Cleland, Senator Hutchinson, and distinguished members of the Committee, it is my privilege to report on the status and the future direction of your Marine Corps Reserve as a contributor to the Total Force. On behalf of Marines and their families, I want to thank the Committee for its continued support. Your efforts reveal not only a commitment for ensuring the common defense, but also a genuine concern for the welfare of our Marines and their families.

#### **CURRENT STATUS**

The Marine Corps Reserve continues to make an extraordinary contribution at home and abroad, most evident now during this time of crisis. With Reserve personnel reporting daily on active duty orders, by the end of February we are projecting the number of Marine Reservists activated in support of the Global War on Terrorism at nearly 5000. From provisional security platoons manning the fence line at the U.S. Naval Base, Guantanamo Bay, to a reaction force ready to respond to terrorist attacks on American soil, the men and women of your Marine Corps Reserve are ready, willing and able to answer the call to duty.

The terrorist attack on the World Trade Center had a direct and personal impact on the Marine Corps Reserve. Two heroic Marines, Gunnery Sergeant Matthew Garvey and Corporal Sean

Tallon, both members of FDNY, made the ultimate sacrifice when the buildings collapsed during their desperate efforts to save others. The Secretary of the Navy awarded both Marines the Navy and Marine Corp Medal, posthumously, for their extraordinary heroism.

Today we have 172,600 Marines in the Active Component and another 39,558 in the Selected Marine Corps Reserve (SMCR). This force can be expanded by drawing from the 60,000 Marines who serve in the Individual Ready Reserve (IRR). As an integral part of our Total Force, Reserve Marines augment and reinforce the Active Component by performing a variety of missions in wartime and in peacetime. The missions assigned to our Reserves in the Global War on Terrorism are a clear reflection that Marine Forces Reserve (MARFORRES) possesses capabilities across the full spectrum of military operations.

- Two provisional security platoons have relieved two Fleet Anti-terrorism Support Team (FAST) platoons of the security mission at U.S. Naval Base, Guantanamo Bay.

- Marine Heavy Helicopter Squadron (HMH) 772 will be deploying its CH-53's and personnel with the 24th Marine Expeditionary Unit.

- 2nd Battalion, 23rd Marines and 2nd Battalion, 25th Marines will act as is ready reaction forces in support of Homeland Security.

- Civil affairs and intelligence detachments are augmenting I and II Marine Expeditionary Force (MEF) staffs, along with detachments from our MEF Augmentation Command Elements.

- 25<sup>th</sup> Marines regimental headquarters, HMH-769, and detachments from Marine Aerial Transport Squadrons 234 and 452 are providing much needed operational tempo relief for our Active Component Forces. The mobilization of our Reserves for the Global War on Terrorism has been a very deliberate and prudent process. The Commandant of the Marine Corps, General Jones, has stressed the need to scrutinize and validate every request for Reserve support. The priority mission for the Reserve is to augment and reinforce the operating forces; therefore, the Marine Corps must be judicious in committing its Reserves to "other" missions.

The partial mobilization authorized by President Bush gave the Marine Corps full access to the IRR. This pool of trained and experienced Reserves has always been particularly important to the Marine Corps to fill critical individual augmentation requirements. We have attempted to activate Marines most ready and willing to serve in order to avoid, as much as possible, disrupting the lives of our IRR members and their families. Our Reserve Career Management Team added a database link to their well-established website for individual reserves to identify themselves and their skills and their availability for

activation. The database has been used to assess individuals with specific skills and fill validated requirements.

Our close partnership with the U.S. Navy has been evident in the mobilization process. When two platoons from Company B, 1st Battalion, 23rd Marines were mobilized in early November, their Navy Reserve Program Nine corpsmen were mobilized on the same timeline and deployed with the Marines to Guantanamo Bay. This success from one of our first unit activations has carried over to subsequent activations and is directly attributable to the close coordination of our Marines and their Navy counterparts. Also, for the first time we have activated the Medical Augmentation Program, which provides active duty Navy personnel to support certain SMCR units.

The ability of the Reserve to rapidly mobilize and integrate into the active component in response to the Marine Corps' operational requirements is a tribute to the dedication, professionalism and warrior spirit of every member of Marine Forces Reserve. Our future success relies firmly on the Marine Corps' most valuable asset - our Marines and their families.

One of our top concerns is the provision of an affordable health care benefit for Reserve Marines as they transition to and from periods of active duty, which we believe is necessary to support the increased use of the Reserve. Switching into and

out of TRICARE clearly adds to the burdens the families bear when the Reserve member is called away.

We need your continued support to attract and retain quality men and women in the Marine Corps Reserve. While we experienced a surge in prior service recruiting after Sept. 11, the recruiting challenge remains. This year our prior service recruiters were integrated with Marine Corps Recruiting Command, which has always had our non-prior service recruiting mission, to provide more synergy in our overall recruiting effort. Our mission is to find those potential Marines who choose to manage a commitment to their family, their communities, their civilian careers, and the Corps. While such dedication requires self-discipline and personal sacrifices that cannot be justified by a drill paycheck alone, adequate compensation and retirement benefits are tangible incentives for attracting and retaining quality personnel.

During the past fiscal year we achieved 102% of our recruiting goals for both prior service and non-prior service Marines. It was not easy! Our retention rates for Reserve enlisted Marines who stay beyond their initial obligation are also improving. We do, however, still have some work to do in keeping non-prior service Reserve Marines in a satisfactory participation status for the full length of their obligated drilling commitment. The incentives provided by Congress, such

as the Montgomery G.I. Bill (MGIB) and the MGIB Kicker (Kicker) educational benefits, enlistment bonuses, medical and dental benefits, and commissary and PX privileges, have helped us to attract and to retain capable, motivated, and dedicated Marines, which has contributed to the stability of our Force.

The MGIB and the Kicker, which provide up to \$600.00 per month for college, are our most popular incentives. But, they compete with more lucrative educational enticements offered by the National Guard. I appreciate the additional MGIB funding the Congress provided in fiscal year 2001. It expanded our ability to offer the Kicker to more Marines in critical billets and it helped to level the field of competition between the Guard and the Reserve Component.

Many of our Reserve Marines serve initially in the Active Component, and we staff transitional recruiting stations at Marine Corps bases and stations to begin the prior service recruiting process before Marines leave active duty. Congressional support for increased educational benefits and reenlistment and affiliation bonuses in FY01 helped us attract these Marines to join and to stay in our units. During that year, not only did we exceed our enlisted accession goal, but unit attrition decreased by two percentage points to 27.1%, well within our target range.

The Marine Corps Reserve today is a daily use force, not just dedicated solely to supporting a Major Theater of War effort. Our contribution to Total Force requirements, measured in terms of work-days, has doubled from an average of 150,000 work-days per year, to well over 300,000 in recent years. This fiscal year, the Marine Corps Reserve is assuming the Marine portion of the United American States (UNITAS) deployment around South America, a major OPTEMPO relief effort. The goal is to assign the UNITAS deployment to the Reserve every other year. We are using the Reserve for manpower augmentation to Active and Reserve staffs, units, and exercise forces by providing short-term and full-time personnel to plan and perform training, administration, maintenance and logistical support not otherwise available through existing manpower levels or traditional Reserve participation (drills and annual training). These additional personnel are also of absolute necessity in maintaining our ability to plan and participate in OPTEMPO relief operations, Joint and Combined Exercises, and essential combat, combat support, and combat service support training. To meet Total Force training and support requirements sufficient funding in Special Training and ADSW-AC is critical.

Maintaining overall SMCR end-strength at 39,558 (including 2,261 Active Reserves) will ensure the Marine Corps Reserve's capability to provide OPTEMPO and PERSTEMPO relief to Active

Marine Forces, maintain sufficient full-time support at our small unit sites, and retain critical aviation and ground equipment maintenance capabilities. The current Marine Forces Reserve force structure also reflects a small tooth-to-tail ratio with a minimal number of active duty personnel in support of a majority of deployable warfighters.

### **FUTURE ROLES AND MISSIONS**

As directed by QDR-01, we are participating in the comprehensive review of Reserve forces. In the process we will look at possible new missions and organizations for our Reserve force to better integrate with the Active Component in support of our new National Military Strategy. We conducted a similar internal review in 2001 at the direction of our Commandant. Regardless of what changes may result, we know that certain challenges will remain.

Our future commitments depend on our Marines to be ready, willing, and able to respond quickly to contingencies worldwide, as they have thus far in the war on terrorism. The value of the Marine Corps Reserve has always been measured in our ability to effectively augment and reinforce the Active Component. Accordingly, all operational units of the SMCR have been assigned to a unified combatant commander and apportioned to each Commander-in-Chief (CINC) for Major Theater War (MTW)

plans. In the event of an MTW, our Reserve commanders know: when and where they can expect to mobilize and deploy, what missions and tasks they will be expected to perform, and which Active Component commander will employ them in combat. Most Marine Reserve units are identified to deploy in the earliest phases of a conflict, to include units identified to marry up with Maritime Prepositioned Shipping equipment. These facts clearly demonstrate how important the Marine Corps Reserve is to the total Marine Corps planning effort.

The demands of the Global War on Terrorism will increase operational challenges and amplify the need to effectively resource the Marine Corps Reserve. Congressional support for increased use of the Reserve has been a key element in providing OPTEMPO relief to the Active Forces, and we seek your continued support. With proper planning that takes into account the specific demographics of the Marine Corps Reserve, and with adequate resources, we can do more and still take care of our Marines.

Our Commandant has made it clear that combat readiness and personal and family readiness are inseparable. We are aggressively working to strengthen the readiness of our Marines and families by enhancing their quality of life (QOL). Our many Marine Forces Reserve Marine Corps Community Services (MCCS) programs and services are designed and being developed to reach

all Marines and their families regardless of geographic location; a significant and challenging undertaking considering the geographic dispersion of our Marines and their families throughout the U.S. and Puerto Rico. One area I'm particularly proud of is our Marine Corps Family Team Building program. During the past three years we have made a considerable commitment and investment in building, training, and supporting family readiness teams -- comprised of Marines and volunteers -- at sites and units across the Force. In short, these teams are vital to our family readiness efforts prior to, during, and after a deployment or mobilization. Our other MCCS programs include chaplain delivered retreats; physical fitness and healthy lifestyle programs; children, youth, and teen support; and continuing education programs just to name a few. Much work remains to extend MCCS programs and services to our unique Force, but even today MCCS is positively impacting our mobilization readiness.

The most sacred honor we can provide veterans is that of a military funeral. The active duty staff members and Reserve Marines at our 185 manned sites performed approximately 5,750 funerals in 2001 and we project to support approximately 7,000 funerals this year. The authorization and funding to bring Reserve Marines on active duty to perform funeral honors has particularly assisted us at sites like Bridgeton, MO, where we

perform several funerals each week. We appreciate Congress exempting these Marines from counting against active duty end strength. Furthermore, as a result of the increase in funeral honors, we have realized increased operations and maintenance costs associated with vehicle maintenance and fuel for transportation of funeral honors duties and for the cleaning and maintenance of dress uniforms. Continued support for military funeral honors funding, in our Military Personnel and Operation and Maintenance accounts, is critical to ensuring mission success in this most worthwhile endeavor.

Our Career Management Team (CMT) continues to expand its efforts to support "Career Reservists" -- those Marine officers and enlisted who have completed their initial obligation and who remain affiliated. The CMT staff provides record reviews and counseling, offers career guidance, and communicates promotion information to assist and guide Reserve Marines in making the best possible career decisions. Via the CMT Website, Marines can access CMT services as well as find and apply for open Reserve billets and ADSW opportunities using the Reserve Duty On-Line (RDOL) database. RDOL replaces the Reserve Career Management Support System and allows units to advertise billet vacancies and ADSW opportunities and provides units with online visibility of Marines who are actively seeking Reserve career options. RDOL will also be the linchpin in our effort to

leverage the civilian job skills of our Marines. We want to stratify the IRR to tap into skills not associated with traditional Marine Corps military occupational specialties but needed for special assignments. The RDOL will include the capability to capture and maintain data on civilian job skills, as well as allowing Reserve Marines to identify their periods of availability.

The Marine For Life Program is being developed to achieve the Commandant's vision of "improving assistance for our almost 27,000 Marines each year who honorably leave active service and return to civilian life, while reemphasizing the value of an honorable discharge." The Marine For Life Program will enhance current assistance by providing valuable sponsorship to these Marines as they transition to civilian life. The Marine for Life Program will build, develop, and nurture a nationwide network of transitioning Marines, veterans, retirees, Marine Corps affiliated organizations, and friends of the Corps. The program will foster a mutually supportive life-long relationship between the Marine, his/her Corps, and the public that we serve, thereby strengthening our ethos of "Once A Marine, Always A Marine." The Marine For Life program has entered the formal acquisition process and initial operational capability with at least 50 Hometown Links across America will be achieved by summer 2002.

Our benchmark for achieving our goals is simple – “One Corps, One Standard” for all Marines, Active and Reserve. The Marine Corps Total Force System (MCTFS), our single integrated personnel and pay system, encompasses the records of all Marines in a single logical database. To meet the unique requirements of the Reserve, we are constructing MCTFS compatible automated systems to reduce costs and provide better service to our Marines. An example is the Reserve Order Writing System (ROWS), fielded just last month, which integrates our orders request and writing systems and facilitates reconciliation of funding obligations, thereby expediting orders and travel processing for our Reserves coming on active duty. We actively participate in development of the Total Force Administration initiatives, a Marine Corps program to update and further automate our Manpower Management System.

The U.S. Navy continues to directly support MARFORRES personnel readiness by providing over 2,700 medical, dental, religious, and naval gunfire support staff. I enthusiastically support the Navy plan to fund a full 15-day annual training for these sailors in Fiscal Year 2002 and out. Our joint training is essential to the successful accomplishment of our training and operational mission.

## **SUMMARY**

The Marine Corps Reserve is ready, willing and able to answer our Nation's call to duty in the Global War on Terrorism, as has been so well demonstrated by the mobilization and integration of Reserves into the Active Component. Our greatest asset is our outstanding young men and women in uniform. Your consistent and steadfast support of our Marines and their families has directly contributed to our success. The Marine Corps appreciates your continued support and collaboration in making the Marine Corps and its Reserve the Department of Defense model for Total Force integration and expeditionary capability.