

Module 5

Civilian Marines



CIVILIAN MARINES - SECURING THE FUTURE

Goals and Objectives

- Discuss statistics relevant to the Civilian Marine workforce
- Identify the contributions of Civilian Marines
- Discuss Civilian Workforce Campaign Plan goals and initiatives
- Describe the value of being a Civilian Marine



Civilian Marine Workforce

- Total: 30,076
 - 15,023 Appropriated Fund (APF)
 - 5,372 General Schedule (GS)
 - 5,210 National Security Personnel System (NSPS)
 - 4,354 Federal Wage System (FWS)
 - 60 Defense Civilian Intelligence Personnel System (DCIPS)
 - 27 Senior Executive Service (SES)
 - 10,963 Nonappropriated Fund (NAF)
 - 4,090 Foreign nationals
- Civilian Marines constitute 15% of the Total Force
- Additionally, thousands of contractors support the Marine Corps mission



“Working in true partnership with Marines, Civilian Marines will continue to play an important role in supporting the mission of the Marine Corps and the Global War on Terror.”

*Lieutenant General Ronald S. Coleman,
Deputy Commandant for Manpower and Reserve Affairs*

Contributions of Civilian Marines

- Help defend nation and win wars
- Critical subject matter expertise
- Allows manpower conversions to increase active-duty end strength
- Sustain and transfer institutional knowledge
- Support installation business enterprise

Exercise: How do you contribute?



“CIVILIAN MARINES SAVE LIVES.”

***Lieutenant General George J. Flynn,
Deputy Commandant for Combat Development and Integration***

DoD Civilian Expeditionary Force

- More than 16,000 civilians have served since 2001
- Locations include Africa, Iraq, and Afghanistan
- Wide range of positions
- Most are 12 month Temp Duty assignments with 35% danger pay
- Must have chain of command approval and pass vigorous screening process
- Current job openings at www.cpms.osd.mil/expeditionary

“If we are to meet the myriad challenges around the world in the coming decades, this country must strengthen other important elements of national power... I am here to make the case for strengthening our capacity to use “soft” power and for better integrating it with “hard” power.

Robert M. Gates, Secretary of Defense



CMC Guidance on Civilian Marines

- 2000: First to use the term “Civilian Marines”, 31st CMC, General Charles Krulak
- 2002: Civilian Workforce Campaign Plan, CMC Letter, 32nd CMC, General James Jones
- 2003: White Letter No. 01–03, 33rd CMC, General Michael Hagee
- 2007: White Letter No. 03–07, 34th CMC, General James Conway

CMC White Letter 03–07 Tenets

- Civilians are a valuable asset; they provide critical support
- Continue to institutionalize how we manage and develop our Civilian Marines
- Encourage Civilian Marines to take advantage of resources and programs.
- We remain as equally committed to our Civilian Workforce as we are to our Marines.
- The expertise and competency of Civilian Marines are essential to the success of our Total Force team.



Civilian Workforce Campaign Plan

Goals of the CWCP:

1. Nurture, build, and grow Civilian Marines
2. Establish an integrated Total Force management approach
3. Provide flexible developmental opportunities
4. Create leaders at every level
5. Fortify workforce management expertise
6. Foster teamwork and accountability and reward high performance

The Marine Corps will be the employer of choice for a select group of civilians imbued with the Marine Corps' values of honor, courage, and commitment. They will serve as expert, innovative, and distinctive team members, dedicated to supporting our nation's finest fighting force.



CWCP Initiatives

- Leadership Development
- 21 Communities of Interest
- Marine Corps Acculturation
- Civilian Marine Web site
- Quarterly Newsletter
- Marine Corps Civilian Service Pin
- Civilian Marine Recruiting Commercial



Value of Being a Civilian Marine

- Live your life with a greater sense of purpose
- Be a member of a select group imbued with the Marine Corps values of honor, courage, and commitment
- Enjoy esprit de corps, teamwork, and pride in belonging to the world's finest warfighting force
- Experience exciting, interesting work that is of vital importance to the defense of our nation
- Experience personal growth and professional development



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