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ELECTRONIC MAINTENANCE TRANSITION PLAN

Proponency realignment structure for CMF 29, Signal Maintenance military occupational specialties (MOSs) and functions between the U.S. Army Signal Corps and U.S. Army Ordnance Corps.

166pgs

Enclosure 9 to IEW Streamlining Study Group IPR Minutes, 23-24 June 92

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David P. Nicholas (co-compiler), Robert E. Klebo (co-compiler)

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Purpose of study was to recommend improvements in logistics support for Army intelligence and electronic warfare (IEW) equipment. Report analyzes existing sustainment system and recommends a number of systemic improvements to integrate and streamline the sustainment of IEW materiel. The recommended objective concept includes centralized control of regional sustainment assets (including contracts providing sustainment) under Army Materiel Command; organizational changes to integrate soldier, civilian, and contract resources; improved distribution and control of spares; improved deployment capability; and provisions to enhance technology transfer between contractors, civilians, and soldiers.

The IEW Streamlining Study Sustainment Analysis Report consists of four volumes, some multipart. Volume IV, which is classified, may be obtained from the Defense Technical Information Center, Cameron Station, Bldg. 5, ATTN: Acquisition-OCP, Alexandria, VA 22304-6145. Study documents are as follows:

- Volume I, Sustainment Analysis Report, revised 30 Oct 92
- Volume II, Directives and Related Study Documents, revised 18 Nov 92
- Volume III, Reference Documentation (Part 1), 1 Sep 92
- Volume III, Reference Documentation (Part 2), 1 Sep 92
- Volume III, Reference Documentation (Part 3), 1 Sep 92
- Volume III, Reference Documentation (Part 4), 1 Sep 92
- Volume III, Reference Documentation (Part 5), 18 Nov 92
- Volume IV, Systems Sustainment (Part 1)(classified), 1 Sep 92
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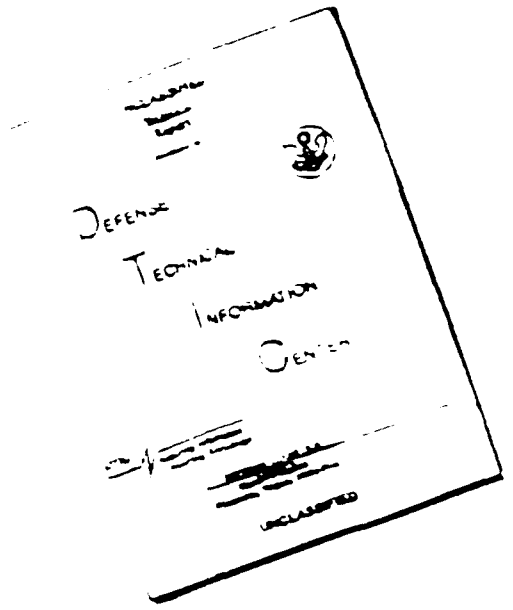

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ELECTRONIC MAINTENANCE TRANSITION PLAN

1. PURPOSE: This plan implements Commanding General, Training and Doctrine Command (CG, TRADOC) decision to realign the electronic maintenance structure. The realignment involves transferring selected career management field (CMF) 29, Signal Maintenance military occupational specialty (MOS) functions from the U.S. Army Signal Corps to the U.S. Army Ordnance Corps. When this plan is implemented, the following that will be realigned/consolidated: enlisted MOSs 39C, 39D, and 39E; selected warrant officer-MOS 256A positions; and selected positions (direct and general support) maintenance and personnel from enlisted MOSs 29E, 29J, 29N, 29S, 29W, 39V, and 29Z. Commander, Signal Center and Fort Gordon and Commander, Ordnance Center and School will develop memorandum of understanding (MOU) to implement transfer. This plan will become effective when signed by TRADOC Deputy Commanding General-Combined Arms Support (DCG-CAS).

2. BACKGROUND: Success in Operation Desert Shield and Storm proved that our Army has the most effective, high-tech, electronically sophisticated weapon systems ever fielded. The Army must continue to modernize and capitalize on electronic technologies as personnel and training adjustments occur. To capitalize on these technologies and improve training, electronic maintenance proponent responsibilities must be clearly defined in all doctrine, training, leader development, organizational, materiel and soldier (DTLOMS) areas.

In August 1990, CG, TRADOC decided a single organization should be responsible for electronic maintenance. Based on emerging logistic concepts and various branch vision projects, CG, TRADOC decided a need existed for a bottoms-up analysis of logistic functions. Analysis included a detailed review of branch proponent's responsibilities for logistics functions from organizational through general support maintenance. Analysis' main focus was operator versus electronic maintenance functions.

In April 1991, CG, TRADOC approved a concept to consolidate and realign selected electronic maintenance personnel and functions under Ordnance and establish a single career management field. Additionally, CG, TRADOC designated CASCOM as Army functional proponent for electronic maintenance. HQDA, ODCSOPS later changed functional to specified proponent. Proponent responsibilities will be published in AR 5-22, The Army Proponent System and AR 600-3, The Army Speciality Proponent System. AR 5-22 will identify CASCOM as Army Specified Proponent for electronic maintenance.

In July 1991, CG, TRADOC further directed CASCOM commander, with Chiefs of Ordnance and Signal, to jointly develop a transition plan to realign electronic maintenance MOSs and functions. The Chief of Ordnance would add any MOS transferring to existing CMF 35, Electronic Maintenance. The Chief of Signal would place remaining MOSs in one of their remaining operational CMFs 31 or 74. CASCOM would develop economic analysis and associated cost impacts affecting realignment. On 17 December 1991, CG, TRADOC gave DCG-CAS authority to make decision on transition plan adjustments.

3. MISSION: The mission of CASCOM, Chief of Ordnance, and Chief of Signal was to develop a detailed transition plan to realign the electronic maintenance structure; consider DTLOMS realignment cost impacts; ensure soldiers transferring have a "viable" career path; and CASCOM take action to become Army Specified Proponent for electronic maintenance.

4. EXECUTIVE SUMMARY: This plan outlines the transfer of all non-Signal unique maintenance MOSs in CMF 29, Signal Maintenance from Signal Corps to Ordnance Corps. The Signal Center and Ordnance Missile and Munitions Center and School (OMMCS) will accomplish realignment planning and execution. CASCOM will provide focus and guidance to both personnel proponents.

CASCOM will become Army specified proponent for electronic maintenance and will be responsible for developing an electronic maintenance transition plan. Plan will address cost impacts of realigning DTLOMS functions for MOSs transferring from Signal to Ordnance.

OMMCS will merge CMF 27, Land Combat and Air Defense System Direct and General Support Maintenance, and those MOSs from CMF 29 into revised CMF 35, Electronic Maintenance. CMF 27 soldiers perform missile electronic repair and CMF 35 soldiers calibrate electronic test equipment and mechanical devices. Senior noncommissioned officers in CMF 35 will be developed as maintenance operations (DS and GS) NCOs in an electronic maintenance shop environment.

Signal will retain Signal Corps unique operator-maintainer (organizational level) functions performed by MOSs transferring to Ordnance. Functions and missions performed by MOSs 29V and 29Y will be incorporated into CMF 31. Functions performed by MOS 39G will be incorporated into CMF 74. Senior noncommissioned officers in CMF 31 will be developed as operations and maintenance (organizational level) NCOs of networks and Signal systems in an operational environment.

The economic analysis indicated proponency transfer could result in a potential $4M annual cost avoidance. Also, potential personnel benefits would save 12 man-years by Ordnance establishing a tenant organization at Fort Gordon. These personnel savings may be reduced when TRADOC allocates spaces. Cost impacts were based on training remaining at Fort Gordon. This will be a one time cost to implement.

5. CONCEPT OF OPERATION:

a. General:

(1) OMMCS will establish a tenant organization at Fort Gordon, and Commander, Signal Center will be in the rating chain. Detailed command and control (C2) will be outlined in the MOU. Personnel (spaces) at Signal Center performing combat development, evaluation/standardization, personnel proponency, and training development functions (QA, QC and workload) will relocate from Fort Gordon to Redstone Arsenal. OMMCS will perform training and training development functions at Fort Gordon, Fort Sill and Redstone Arsenal.

(2) Transition will be accomplished in three phases (Annex M-MOU). OMMCS will immediately establish a liaison office at Signal Center to facilitate communications and provide branch expertise to help expedite actions. Initially, these functions will be performed by military personnel selected from OCONUS drawdown and excess to TRADOC (Annex L-DMO). Responsibilities for DTLOMS functions will transfer incrementally and jointly worked through MOU.

b. Personnel Proponency:

(1) Personnel proponency will officially transfer upon publication changes to AR 611-201. Signal and OMMCS will prepare required personnel actions. Signal will submit actions to transfer MOSs from CMF 29 to CMF 31 by July 92. Actions to transfer enlisted and warrant MOSs to Ordnance will be submitted to PERSCOM not later than July 93. Reclassification of Signal personnel to Ordnance will begin July 95. Proponency functions and resources will transfer to Ordnance in FY95.

(2) When implemented, the following warrant officer and enlisted MOSs will be affected by this plan: 256A; and CMF 29-29E, 29J, 29N, 29S, 29V, 29W, 29Y, 29Z, 39C, 39E, 39D, 39G, and 39V.

(3) Warrant officer MOS 256A, except for those operator-maintainer (technical) functions unique to Signal, will become the responsibility of OMMCS. OMMCS will create

a new warrant officer MOS to perform the functions transferring to Ordnance. Signal warrant officers will remain MOS 256A and continue to perform functions unique to Signal equipment.

(4) The following functions and ASIs have been identified and will remain with Signal:

ASI	MOS	Function
C6	29E	DS/GS repair of single channel radio equipment
T2	29J	DS/GS repair of telecommunications equipment
R9	29S	Limited and Full maintenance repair of COMSEC equipment
V8	29N	DS/GS repair of switching systems and telephone equipment

As a result of this realignment, the ASIs associated with these MOSs will become part of CMF 31 or 74.

(5) The plan is for MOSs 29E, 29J, 29N, 29S, 29W, 29Z, 39C, 39D, 39E, and 39V, associated ASIs, except for functions unique to Signal, becoming the responsibility of Ordnance and placed in CMF 35, Electronic Maintenance. MOSs from CMF 27 (Land Combat and Air Defense System Direct and General Support Maintenance) become part of CMF 35. This will eliminate CMF 27 (Annex H).

(6) MOSs performing unique Signal functions are identified in the strategy document for each affected MOS. These MOSs will merge with CMF 31 or 74. See Annex K.

c. Combat Developments:

(1) Responsibility for producing TOEs and TOE related documents will not change. TRADOC schools will continue to develop Integrated Logistics Support (ILS) and TOE related documents (ORDs, URS, concepts, etc.). Signal will send all TOEs and TOE-related documents with Ordnance electronic maintenance MOSs to Ordnance for review. OMMCS will send all TOEs and TOE-related documents with Signal MOSs to Signal for review. Signal will review documents for Signal operations accuracy and adequacy only.

(2) The realignment will make OMMCS the Primary Logistics Oriented School (PLOS) proponent for all communication systems/equipment not unique to Signal. OMMCS will become

hardware/software proponent for special test equipment and sets, kits, and outfits (SKOs) required to perform electronic maintenance functions.

(3) Signal will remain proponent and retain combat development responsibility for MOS designated as DS/GS maintainer for telecommunications equipment. Integrated Logistics Support (ILS) documents, minus documents for Signal unique equipment, will be sent to OMMCS for concurrence.

d. Training Developments:

(1) CMF restructuring will result in reduced CMFs and MOSs. These actions will impact training strategies and curriculum. See Annex F.

(2) Training and training developments locations will remain unchanged. Future training consolidation will be considered as changes in technology, maintenance concepts and force structure evolve. As necessary, there will be training to support reclassification. Soldier training products for new or restructured MOSs should be available, 2QFY95. Systems Approach to Training (SAT) should begin 2QFY92. Course Administrative Data (CADs) and Individual Training Plans (ITPs) should be submitted to TRADOC in 3QFY92.

(3) Signal will prepare CADs and ITPs for courses associated with MOSs in CMFs 29, 31 and 74 affected by realignment. Ordnance will prepare CADs and ITPs for courses affected by MOS and functional realignment.

(4) OMMCS will activate tenant organization on Fort Gordon under OMMCS unit identification code (UIC) and TDA structure. The tenant organization activation date will be worked through MOU between Chiefs of Ordnance and Signal. Signal and Ordnance will jointly develop Intraservice Support Agreement (ISSA) based on MOU.

(5) Training and training support products (ITP, CAD, SM, etc.) will transfer incrementally. MOU will outline responsibility by MOS.

6. EVALUATION AND STANDARDIZATION FUNCTIONS (DOES). Ordnance will be responsible for MOSs transferring from Signal.

7. BASE OPERATIONS: The Commander, Signal Center and Fort Gordon will provide installation support services to the Ordnance tenant organization.

8. RESOURCES:

a. Implementing the transition plan will require out-of-cycle resourcing and resource adjustments to supplement TRADOC's Manpower Staffing Standards System (MS3). Resources, above the normal MS3 allocations, are required starting in FY92. These resources are needed to support additional workload for front-end analyses and major revisions to Soldier Training Products (e.g., soldier's manuals and soldier development tests). This includes resident and extension training materials. Implementing the transition will impact MOSs and numerous programs of instruction (POIs).

b. The transition implementation date will be linked to the personnel proponency development cycle. Training development and training resource allocations must support development cycle for maximum MOS realignment benefits. The key is to minimize personnel turbulence throughout the force structure.

c. Initially, additional personnel requirements can be satisfied through directed military overstrength (DMO) using military personnel displaced through Army OCONUS strength reduction. Personnel should be assigned to OMMCS, Redstone Arsenal. See Annex L for specific responsibilities.

d. In 1QFY93, selected MOSs/DTLOMS functions (worked through mou) will transfer. OMMCS and Signal will assume joint responsibility for training and training development for MOS 39D, 39E and all ASIs. During 1QFY94, OMMCS will become trainer and training development proponent for six additional courses/ASIs transferring from CMF 29. In FY95, Ordnance will assume responsibility for remaining MOSs/ASIs. Resources, based on TRADOC's staffing standards will be applied to Ordnance's TDA as MOSs and courses transfer (Annex M-MOU).

e. OMMCS will assume associated combat development responsibilities and additional resource requirements based on TRADOC's staffing standards. Resources will be applied to Ordnance's TDA as functions transfer in FY94.

f. Resources for leader development/personnel proponency, for MOSs/personnel transferring to Ordnance should be transferred by TRADOC NLT 1QFY95.

g. OMMCS and Signal Center will prepare and submit Course Administrative Data (CADs) and Individual Training Plans (ITPs) NLT 3QFY92. These CADs and ITPs will precede submittal of AR

611-1. Consequently, HQ TRADOC will have to operate off-line and apply data in these documents to resource requirements prior to AR 611-1 approval. TRADOC must apply resource requirements generated by new CADs and ITPs to FY93 resource allocations. This out-of-cycle resource distribution will enable Signal and Ordnance to implement CG, TRADOC's decision in the most cost effective/efficient manner.

9. MAJOR MILESTONES:

Event/Action	Resp Agency	Date
Analyze Logistic Functional Proponents in TRADOC	CASCOM	Sep 90
Brief log function proponency results to CG, TRADOC and school commandants	CASCOM/ Prop Schs	Dec 90
VTC to Review MOS proponency alignment with CG, TRADOC and school commandants	CASCOM/ Prop Schs	Mar 91
Decision briefing to CG, TRADOC to realign elect maint structure	CASCOM	Apr 91
Submit Schedule X for Elect Maintenance Specified Proponency Office	CASCOM	22 Jul 91
Action officer (AOs) IPR No. 1 & 2	CASCOM/ Prop Schs	24 Jul 91 13 Aug 91
COC#1	CASCOM	23 Oct 91
AO IPR#3	CASCOM	18-19 Nov 91
CG CASCOM update	CASCOM	9 Jan 92
GOSC Update #1	CASCOM	13 Jan 92
TRADOC ODCST update	CASCOM	28 Jan 92
AO IPR #4	CASCOM/ Prop Schs	6-7 Feb 92
COC #2	CASCOM	13 Feb 92
AO IPR #5	CASCOM/ Prop Schs	25 Feb 92

Event/Action	Resp Agency	Date
Complete/staff "draft" transition plan	CASCOM/ Prop Schs	10 Mar 92
COC Update #3	CASCOM	24 Mar 92
Complete/staff "final" coordinating draft	CASCOM	15 Apr 92
Brief CASCOM CofS	CASCOM	15 May 92
TRADOC DCG-CAS/ Approve Transition Plan	CASCOM	29 May 92
Prop schools implement transition plan	Chiefs of Ordnance/Signal	29 May 92
Complete and sign MOU	Chiefs of Ordnance/Signal	1 Jun 92

ACRONYM LIST

AO	Action Officers
ATE	Automatic Test Equipment
BCS	Baseline Comparison System
BET	Basic Electronics Training
C2	Command and Control
CAC	Combined Arms Command
CADS	Course Administrative Data Sheet
CASCOM&FL	Combined Arms Support Command and Fort Lee
CMF	Career Management Field
COC	Council of Colonels
DCG, CAS	Deputy Commanding General, Combined Arms Support
DMO	Directed Military Overstrength
DTLOMS	Doctrine, Training, Leader Development, Organizational, Materiel, and Soldiers
EA	Economic Analysis
EEA	Essential Elements of Analysis
EIM	Electronic Maintenance
ETM	Extension Training Products
GS	General Support
IFTE	Integrated Family of Test Equipment Intraservice Support Agreement
IT&E	Institutional Training and Education Directorate
ITP	Individual Training Plan
LOS	Logistics Oriented School
MOCS	Military Occupational Classification Structure
MOS	Military Occupational Speciality
MOU	Memorandum of Understanding
MS3	Manpower Staffing Standards System
OC&S	Ordnance Center and School
OMMCS	Ordnance Missile and Munitions Center and School
SAT	System Approach to Training
SC&FG	Signal Center and Fort Gordon
SGA	Standard Grade Authorization
SKA	Skill, Knowledge, and Attitude
SKO	Sets, Kits, and Outfits
SMDR	Structure Manning Decision Review
STP	Soldier Training Products
TDA	Table of Distributions and Allowances
UIC	Unit Identification Code

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PRIORITY

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* CASCOM *			* OMSRC *			* GARRISON *				SUPV
CG	SGS	DPW	CMDT	DCD	PWD	GCDR	DOL	IC	PAO	
CS	DCS	SJA	AC	DDTD	AFSD	DPCA	PMO	SAF	EO	RTR-
FS	EFO	IRAC	DOMG	SPDO	ACES	DPTMS	DEH	CPO	CAC	
IG			DEA	GRC	23D	DOC	AG	DOIM		CMP-

TSA	MED	GEP	SSO	DINV	PROC	ALMC	EHSC	ENGACT	240TH	85TH	MRP
DEN	CID	DCL	RGL	TRAC	ARLS	USMC	DECA	SECOR	147TH	DIC	SUPVR

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TO RUWTFHA/CDR USACAC FT LEAVENWORTH KS
RUEOASE/CDR USACASCOM FT LEE VA
RUWTROA/COMDT FASCH FT SILL OK
RUCLEJA/COMDT TRANS SCH FT EUSTIS VA
RUWTHMA/COMDT ENGR SCH FT LEONARD WOOD MO
RUCLEUA/CDR USAAVNC FT RUCKER AL
RUWTKDA/COMDT AD ARTY SCH FT BLISS TX
RHCGGAA/COMDT SIGSCH FT GORDON GA
RUCINDA/CDR INTEL CEN FT HUACHUCA
RULNAPG/CDR ORDCENSCH APG MD
RUCLEJA/ASST COMDT USAALS FT EUSTIS VA
RUCOGDA/COMDT ORDMCS REDSTONE ARS AL
INFO RUKLDAR/CDR AMC ALEX VA
RUEADWD/DA WASH DC //DALO-ZA/DAMO-ZA/DAPE-ZA//
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PERSONAL FOR LTG WISHART, LTG SALOMON, MG HALLADA, MG WAKEFIELD, MG SCHROEDER, MG OSTOVICH, MG LIONETTI, MG KIND, MG MENCHER, BG WILSON, COL BLAIR, COL BOODIE; INFO GEN TUTTLE, LTG ROSS, LTG REIMER, LTG RENO; FROM GEN FOSS
SUBJ: RESULTS OF THE LOGISTICAL FUNCTIONAL PROPONENCY STUDY
A. MSG, TRADOC, ATCG, 312100Z AUG 90, SUBJ: ANALYSIS OF LOGISTICAL FUNCTIONAL PROPONENCIES WITHIN TRADOC
B. MSG, TRADOC, ATTG-I, 071927Z DEC 90, SUBJ: INITIAL ENTRY TRAINING (IET) STUDIES FROM TRADOC COMMANDERS' CONFERENCE
C. DECISION BRIEFING TO CG TRADOC, 18 MAR 91
1. SUCCESS IN OPERATION DESERT STORM CONFIRMED THAT OUR ARMY HAS THE MOST EFFECTIVE, HIGH-TECH, ELECTRONICALLY SOPHISTICATED WEAPONS SYSTEMS EVER FIELDED. AS WE CONTINUE TO WORK THE TRADOC ISSUES SHAPING OUR FUTURE ARMY, WE MUST CAPITALIZE ON THE POTENTIAL PRODUCTIVITY IMPROVEMENTS THESE SAME ELECTRONIC TECHNOLOGIES OFFER IN

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THE LOGISTICS SUPPORT ARENA. THE INTRODUCTION OF BIT/BITE AND THE USE OF STANDARD AUTOMATED TEST EQUIPMENT (ATE) OFFER US THE OPPORTUNITY TO IMPROVE SUPPORT TO THESE WEAPONS SYSTEMS.
2. AT REF C, I MADE A NUMBER OF DECISIONS THAT WILL POSTURE TRADOC TO CARRY OUT ITS ELECTRONIC MAINTENANCE DTLOM RESPONSIBILITIES

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BETTER. FIRST, THE CASCOM COMMANDER WILL BE ESTABLISHED AS THE FUNCTIONAL PROPONENT FOR ELECTRONICS MAINTENANCE (EM) AND WILL BE RESPONSIBLE FOR CENTRALIZED DIRECTION OF DTLOM FOR EM. EXECUTION WILL BE DECENTRALIZED TO EACH BRANCH WITH EM MOS AND WARRANT OFFICER SPECIALTY PROPONENCY. GUIDANCE TO CASCOM COMMANDER IN DISCHARGING HIS FUNCTIONAL PROPONENT RESPONSIBILITIES FOLLOWS:
A. THE CONCEPT OF OPERATOR/MAINTAINERS SHOULD BE ENHANCED WHEREVER POSSIBLE THROUGH IMBEDDED SELF-DIAGNOSTIC AIDS (BIT/BITE) IN ALL WEAPONS SYSTEMS. LOOK AT PROVIDING CREW SECTION CHIEFS ADDITIONAL MAINTENANCE TRAINING, NOT ONLY TO SUPERVISE THEIR OPERATOR/MAINTAINERS, BUT TO BE CAPABLE OF ORCHESTRATING BATTLE DAMAGEREPAIRS USING SIMPLE TMDE (E.G., MULTIMETERS) WHERE WARRANTED. THE CREW/SECTION CHIEF MAINTAINER IS ESSENTIAL IF WE ARE TO EFFECTIVELY KEEP SYSTEMS ON LINE OVER THE EXTENDED DISTANCES ENVISIONED ON THE NON-LINEAR BATTLEFIELD.
B. REPAIRS AT DIRECT SUPPORT (DS) AND GENERAL SUPPORT (GS) UNITS WILL BE CENTERED AROUND THE IFTE SYSTEM. SYSTEMS DIAGNOSTICIANS/REPAIRMEN AT THE DS LEVEL WILL BE CONSOLIDATED AND SUPPORTING DTLOM FUNCTIONS STANDARDIZED AROUND THE IFTE CONTACT TEST SET TO "FAMILY OF SYSTEMS" MAINTAINERS. LRU/SRU REPAIRMEN IN GS

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UNITS WILL LIKEWISE BE STRUCTURED AROUND THE IFTE BASE SHOP TEST FACILITY AS "GENERIC" REPAIRERS.
3. I APPROVED THE FOLLOWING SPECIFIC ACTIONS FOR IMPLEMENTATION:
A. CDR CASCOM TAKE ACTION TO ESTABLISH CASCOM AS THE ARMY FUNCTIONAL PROPONENT FOR EM. RESOURCE REQUIREMENTS WILL BE SUBMITTED TO TRADOC FOR APPROVAL.
B. OPERATOR/MAINTAINER MOS'S/SPECIALTIES 25L, 29P, 31V, 36L, 1308, 131A AND 132A WILL REMAIN WITH CURRENT PROPONENTS AND BE REDESIGNATED WITH OPERATOR MOS'S/SPECIALTIES.
C. MOS'S/SPECIALTIES 29E, 29J, 30G, 29W, 29Z, 213A AND 256A WILL BE REALIGNED TO ORDNANCE BRANCH PROPONENCY. SOLDIERS IN THESE MOS'S/SPECIALTIES ARE DOING SUPPORT LEVEL REPAIR OF COMMON EQUIPMENT OR SUPERVISING REPAIR OF BOTH COMMON AND BRANCH UNIQUE EQUIPMENT, AND THE MAJORITY OF THEM IN TOE UNITS ARE PERFORMING DUTIES IN ORDNANCE UNIT SRC'S. THIS GROUP OF MOS'S/SPECIALTIES WILL PROVIDE THE NUCLEUS FOR THE "GENERIC" ELECTRONIC MAINTAINER. THE CHIEF OF ORDNANCE, IN CONJUNCTION WITH CURRENT PROPONENTS, WILL:
(1) DEVELOP A DETAILED TRANSITION PLAN TO CASCOM FOR TRANSFERRING MOS'S/SPECIALTIES WITHIN SIX MONTHS.

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PRIORITY

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* CASCOM *			* OMSBC *			* GARRISON *				SUPV
CG	SGS	DRM	CMDT	DCO	PWO	GCDR	DOL	IC	PAO	
CS	DCS	SJA	AC	DOTO	AFSO	DPCA	PMO	SAF	EO	RTO-
ES	EEO	IRAC	OOMG	SPOO	ACES	DPTMS	DFM	CPO	CAC	
IG			OEA	GRC	230	DOC	AG	DOIM		CKO-

TSA	MED	GER	SSO	DINV	PROC	ALMC	EMSC	ENGACT	240TH	85TH	MPO
DFM	CID	DCL	REL	TRAC	ARLS	USMC	DECA	SECOR	147TH	OIC	SUPVR

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FM CDR TRADOC FT MONROE VA //ATCG//
TO RUWTFHA/CDR USACAC FT LEAVENWORTH KS
RUEOAGE/CDR USACASCOM FT LEE VA
RUWTROA/COMDT FASCH FT SILL OK
RUCLEJA/COMDT TRANS SCH FT EUSTIS VA
RUWTHMA/COMDT ENGR SCH FT LEONARD WOOD MO
RUCLEUA/CDR USAAVNC FT RUCKER AL
RUWTKOA/COMDT AD ARTY SCH FT BLISS TX
RHCGGAA/COMDT SIGSCH FT GORDON GA
RUCIMOA/CDR INTEL CEN FT HUACHUCA
RULNAPG/CDR ORDCENSCH APG MD
RUCLEJA/ASST COMDT USAALS FT EUSTIS VA
RUCDGDA/COMDT ORDMCS REDSTONE ARS AL
INFO RUMLOAR/CDR AMC ALEX VA
RUEAOWO/DA WASH DC //DALO-ZA/DAMO-ZA/DAPE-ZA//
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FINAL SECTION OF 02 (2) Recommend when DTLOM FUNCTIONS WILL BE ACCOMPLISHED FOR EACH TRANSFERRING MOS.
PAGE 02 RUCLAIA0067 UNCLAS PERSONAL FOR
(3) RECOMMEND WHAT ORGANIZATIONAL/STAFFING REALIGNMENTS WILL BE REQUIRED.
(4) IDENTIFY WHEN, HOW AND COST IMPACTS FOR THOSE DTLOM FUNCTIONS RECOMMENDED FOR TRANSFER.
(5) COORDINATE CMF/MOS RESTRUCTURE DECISIONS WITH DCSPER.
D. TWENTY-TWO MOS'S/SPECIALTIES RESPONSIBLE FOR REPAIRING PROPONENT "UNIQUE" EQUIPMENT REQUIRE ADDITIONAL STUDY. CDR CASCOM, AS FUNCTIONAL PROPONENT FOR EM, WILL ESTABLISH A TASK GROUP TO FURTHER REVIEW THE APPROPRIATE PLACEMENT OF THESE MOS'S CONSISTENT WITH MY ABOVE GUIDANCE. (TASK GROUP REQUIREMENTS WILL BE PROVIDED TO YOU SEPARATELY BY CASCOM.) RECOMMENDATIONS ON THE FINAL DISPOSITION OF THESE MOS'S/SPECIALTIES WILL BE PROVIDED FOR MY DECISION WITHIN 90 DAYS. THESE SPECIFIC MOS'S ARE 29N, 29S, 29T, 29V, 29Y, 33P, 33T, 33V, 33Y, 33Z, 39C, 39E, 39V, 39Y, 68F, 68K, 23P, 140A, 140D, 140E, 250A AND 353A.

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PRIORITY

F. CDR CASCOM, WITH THE ASSISTANCE OF THE AIR DEFENSE ARTILLERY CENTER, WILL REVIEW THE 24T PATRIOT OPERATOR/MAINTAINER MOS. IF SOLDIERS WITH THIS MOS HABITUALLY WORK AS SEPARATE OPERATORS AND SEPARATE MAINTAINERS, THE MAINTAINER POPULATION WILL BE SPLIT OUT AND TRANSFERRED TO ORDNANCE BRANCH PROPONENCY. RECOMMENDATIONS FOR MY

PAGE 02 RUCLAIA0067 UNCLAS PERSONAL FOR
DECISION ON THE 24T PATRIOT MOS WILL BE PROVIDED WITHIN 30 DAYS.

F. CDR CASCOM, WITH THE AVIATION AND SIGNAL CENTERS, WILL STUDY THE OPTION OF MOVING ALL AIRCRAFT ELECTRONICS DTLOM FUNCTIONS FOR MOS'S ARL, 68N, 68O, 68R AND 68P TO FORT EUSTIS (AVLOG SCHOOL) VICE FORT RUCKER (AVIATION CENTER). RECOMMENDATIONS FOR MY DECISION ON THIS ISSUE WILL BE PROVIDED WITHIN 30 DAYS.

G. TEN RESIDUAL MOS'S/SPECIALTIES (29M, 39D, 39L, 39Y, 29C, 29G, 29M, 29N, 29R AND 1408) WILL REMAIN WITH THEIR CURRENT PROPONENTS UNTIL MERGED OR PHASED OUT OF THE SYSTEM.

H. REALIGNMENT DECISIONS ON THE REMAINING AIRCRAFT MAINTENANCE MOS'S WILL BE DEFERRED UNTIL THE AIRCRAFT MAINTENANCE ALB-F ISSUES ARE RESOLVED.

8. YOUR INPUT ON THIS STUDY HAS BEEN PROFESSIONAL AND CONTAINED THE INFORMATION NECESSARY FOR ME TO MAKE MY DECISIONS ON THIS MOST IMPORTANT FUNCTION OF ELECTRONIC MAINTENANCE. THE BOTTOM LINE IS WE MUST DO AS MUCH REPAIR BY REPLACEMENT AS POSSIBLE AS FAR FORWARD ON THE BATTLEFIELD AS WE CAN WITH OPERATORS/MAINTAINERS AND REDUCE THE NUMBER OF "PURE MAINTAINERS" IN REAR SUPPORT UNITS THROUGH STANDARDIZATION AND GENERIC GROUPING. I AM CONFIDENT THAT YOU WILL ALL WORK TO MAKE WHAT I OUTLINED ABOVE HAPPEN.

PT
0067

NNNN

PRIORITY

DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND
FORT MONROE, VIRGINIA 23651-5000

REPLY TO ATTENTION OF

ATCG 1 July 1991

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Electronics Maintenance Proponency

1. References:

a. Message, HQ TRADOC, ATCG, 221730Z Apr 91, subject: Results of the Logistical Functional Proponency Study.

b. Video teleconference, CG TRADOC; CG CASCOM; and the Chiefs of Signal and Ordnance, 10 Jun 91, subject: CMF 29.

2. Reference a, in part, transferred five Signal Branch enlisted MOS's and two warrant officer specialties to Ordnance Branch and tasked CASCOM to further study appropriate placement of 22 MOS's/specialties responsible for repairing electronic equipment. Reference b reported out the results of this additional study.

3. Appreciate the cooperative efforts of all concerned in bringing electronics maintenance responsibilities in line with my guidance. Collectively, we have made great strides that will result in far better support to our Army in the future. Accordingly, based upon reference b, the following additional guidance is provided:

a. The recommendations (encl 1) as briefed are approved in concept but will not be implemented until a transition plan and associated economics are developed and fully considered.

b. The clear alternative for the ultimate disposition of the MOS's reviewed will be as briefed (encls 2 and 3).

c. CG CASCOM, as the Functional Proponent for Electronics Maintenance, with input/assistance from the Chiefs of Signal and Ordnance, will develop a transition plan considering appropriate economic factors and effective/efficient operations that will result in the right mix of MOS's to be contained in each respective branch's proponency.

d. The Chief of Signal will place those MOS's that remain within the Signal Branch into operational CMF's with numeric redesignations, as appropriate.

e. The Chief of Ordnance will build a new electronics maintenance CMF containing the MOS's/force structure

ATCG
SUBJECT: Electronics Maintenance Proponency

transferred from the current CMF 29, CMF's 29 and 35, and any other appropriate MOS's.

f. The transition plan will accomplish as much DTLOM consolidation (combat developments and training developments) as possible to make maximum resource (dollars and manpower) savings.

g. The transition plan and subsequent implementation must be synchronized, both in detail and timing, to ensure minimum impact on affected soldiers and respective branch programs. We must have "viable" MOS's remaining, which have an executable structure and upward mobility.

4. I expect the transition plan to be completed prior to my departure from TRADOC. I need only become involved again if the CASCOM and the Chiefs of Signal and Ordnance come to an impasse on a substantive issue.

5. Thanks again for your support. You have demonstrated since we began this proponency review a complete willingness to do what's best for the Army. I have no doubt you will continue with this cooperative spirit.

3 Encls
as

JOHN W. FOSS
General, U.S. Army
Commanding

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CF: w/encls
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HQDA (DALO-ZA/DAMO-ZA/DAPE-ZA)
COMDT FASCH
COMDT TRANS SCH
COMDT ENGR SCH
CDR USAAVNC
COMDT AD ARTY SCH
ASST COMDT USAALS

UNCLAS

01 02 171510Z DEC 91 00 00 UUUU 350151QZ

PERSONAL FOR

CDR TRADOC FT MONROE VA//ATCG//

CDR USASIGCEN&SCH FT GORDON GA//ATZH-CG//

INFO DCDR COMBARMSSPT TRADOC FT LEE VA//ATDC-CAS//

DCDR CBTARMS TRADOC FT LEAVENWORTH KS//ATDC-CA//

CDR ORDCENSCH ABERDEEN PROVING GROUND MD//ATSL-CMT//

COMDT USAOMMCS REDSTONE ARSENAL AL//ATSK-CMT//

UNCLAS PERSONAL FOR

QQQQ

PERSONAL FOR MG GRAY; INFO, LTG SALOMON, LTG SHOFFNER, MG WILSON

COL(P) BODDIE FROM GEN FRANKS

SUBJECT ELECTRONIC MAINT PROPONENCY

A. YOUR MSG 061600Z DEC 91, SUBJ: ELECTRONIC MAINTENANCE PROPONENCY REALIGNMENT

1. RECEIVED REF MSG; NOTED YOUR CONCERNS. RECEIVED UPDATE ON BACKGROUND, WHERE WE ARE, AND WHERE WE'RE GOING. IN LIGHT OF BUILD-DOWN AND NEED TO ELIMINATE DUPLICATION, BELIEVE SINGLE PROPONENT FOR ELECT MAINT IS RIGHT THING TO DO.

LTG LEON E. SALOMON, DCDR COMB
ARMS SPT, FT LEE, VA 687-1542

FREDERICK M. FRANKS, JR., GEN, CDR/3513

Final

UNCLAS

UNCLAS

02 02 DEC 91 00 00 UUUU 3501510Z

2. NEED TO COMPLETE TRANSITION. HAVE DESIGNATED MY DCG FOR COMBINED ARMS SUPPORT, WHO IS SPECIFIED PROPONENT FOR ELEC MAINT, TO MAKE DECISIONS ON ANY ADJUSTMENTS TO TRANSITION SCHEDULE.

ELECTRONIC MAINTENANCE TRANSFER TIMELINE

FY-91

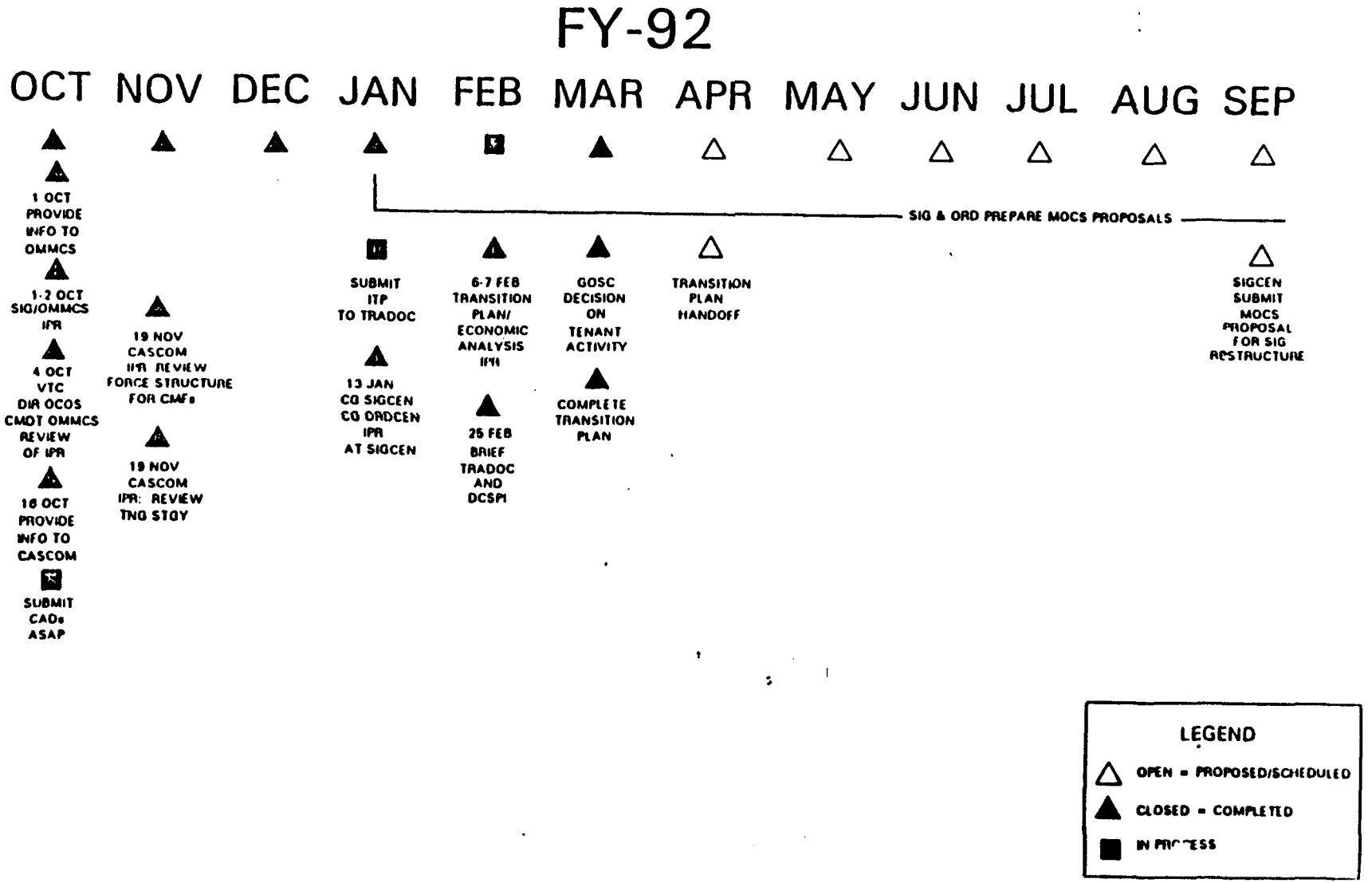
OCT NOV DEC JAN FEB MAR APR MAY JUN JUL AUG SEP

- 29 OCT — CASCOM TASKED SIGCEN TO PROVIDE INPUT TO EM STUDY
- 8 NOV — INFO FOR EM STUDY PROVIDED TO CASCOM
- 1 MAR — VTC CAC CASCOM SIGCEN PLUS OTHER PROPONENTS
- 22 APR — MSG CG DECISION TO TRANSFER PROPONENCY
- 17 APR — SIGCEN ANALYSIS OF CG TRADOC DECISION
- 7 MAY — SIGCEN REQUESTED CANCELLATION OF MOACs IN MSG
- 8 9 MAY — CASCOM MTG TO DISCUSS 22 ADDITIONAL MOSs FOR STUDY
- 5 JUN — MTG WITH ORD ON EM MOS TRANSFER
- 10 JUN — VTC CG TRADOC CASCOM SIGCEN
- 18 JUN — DA DCSPER DECISION OF 39G MERGER
- 1 JUL — CG TRADOC DECISION MEMO
- 24 JUL — CASCOM MTG TRANSITION PLAN & EA
- 5 AUG — VISIT ISC ON POSITIONS
- 13 AUG — IPR AT CASCOM
- 23 AUG — BRIEF CG SIGCEN ON STATUS
- 3-9 SEP — ANALYZE PROPOSAL
- 9 25 SEP — TNG STRATEGY DEV BY DEPT
- 25 27 SEP — REVIEW TNG STRATEGY

LEGEND

- △ OPEN = PROPOSED/SCHEDULED
- ▲ CLOSED = COMPLETED
- ■ IN PROCESS

ELECTRONIC MAINTENANCE TRANSFER TIMELINE



ELECTRONIC MAINTENANCE TRANSFER TIMELINE

FY-93

OCT NOV DEC JAN FEB MAR APR MAY JUN JUL AUG SEP

△ △ △ △ △ △ △ △ △ △ △ △

SIG & ORD PREPARE MOCS PROPOSALS

△ START STP DEVELOPMENT

△ CONDUCT INITIAL TRAINING IPR

△ SUBMIT REVISED STPs TO TRADOC

△ SUBMIT MOCS PROPOSAL TRANSFERRING MOSs TO CMF 35

LEGEND

△ OPEN = PROPOSED/SCHEDULED

▲ CLOSED = COMPLETED

■ IN PROCESS

ELECTRONIC MAINTENANCE TRANSFER TIMELINE

FY-94

OCT NOV DEC JAN FEB MAR APR MAY JUN JUL AUG SEP

△ △ △ △ △ △ △ △ △ △ △ △

— DCSPI EVALUATE/ANALYZE/STAFF MOCS PROPOSAL

△ PUBLISH ANOC

△ CLOSE MOCS WINDOW

△ SUBMIT POIs

△ DISTRIBUTE DA CIR 611-CY-11

LEGEND

△ OPEN = PROPOSED/SCHEDULED

▲ CLOSED = COMPLETED

■ IN PROCESS

ELECTRONIC MAINTENANCE TRANSFER TIMELINE

FY-95

OCT NOV DEC JAN FEB MAR APR MAY JUN JUL AUG SEP

- CTU DISTRIBUTED
- TNG START DATE FOR REALIGNED COURSES
- MTOE/TDA CHANGES TO USAFISA
- USAFISA VALIDATES MTOE/TDA
- MOCS HANDBOOK UPDATED
- PERSONNEL PROPONENT TRANSFER
- PERSONNEL RECLASSIFIED
- STP DISTRIBUTED

LEGEND

- △ OPEN = PROPOSED/SCHEDULED
- ▲ CLOSED = COMPLETED
- ■ IN PROCESS

ECONOMIC ANALYSIS

OBJECTIVE 2: DETERMINE COST IMPACT OF TENANT (ALT 1) VERSUS EXECUTIVE AGENT (ALT 2)

NONRECURRING	BASELINE COST	($000) ALT 1	ALT 2
TDY	0	130	130
MIL PERS	0	656	656
PCS	0	900	720
TOTAL COST		1,686K	1,506K

RECURRING	BASELINE RQMTS	(PERS RQMTS) ALT 1	ALT 2
SIGC	2251	1950	2238
OMMCS	943	1231	955
TOTAL PERS RQMTS	3194	3181	3193
	DELTA FROM BASE	-13	-1

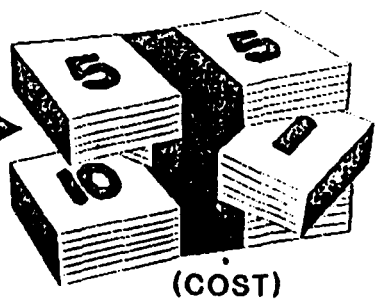
ANNEX F, ECONOMIC ANALYSIS, ELECTRONIC MAINT TRANS PLAN

ECONOMIC ANALYSIS

OBJECTIVE 1: DETERMINE OVERALL ARMY COST IMPACT FROM PROPONENCY TRANSFER

TRAINING COURSES

	BASE CASE		AFTER TRANSFER		POTENTIAL COST BENEFIT
TOTAL COST IMPACT	$140M	-	$136M	=	$4M

NO ADDITIONAL →  TO THE ARMY

(COST)

Economic Analysis
in Support of the
Electronic Maintenance (EM) Transition Plan

1. PURPOSE OF STUDY. This economic analysis supports CG TRADOC decision to transfer electronic maintenance personnel in Career Management Field (CMF) 29 to Ordnance Branch. The major focus of the analysis is the cost impact of realigning Doctrine, Training, Leader Development, Organization, Materiel, and Soldier (DTLOMS) responsibilities for Military Occupational Specialties (MOSs) in CMF29 transferring from Signal to Ordnance.

2. STUDY OBJECTIVES. This analysis has two major objectives:

a. Determine the overall cost impact to the Army resulting from the transfer of proponency. (Objective 1 Analysis)

b. Determine the relative costs of implementing the proponency transfer decision under a Tenant Activity versus Executive Agent agreement between the schools. (Objective 2 Analysis)

3. ANALYTICAL FRAMEWORK OF STUDY.

a. Scope.

(1) This analysis considered cost and resource impacts for all MOSs and associated training courses impacted by the transfer of proponency decision. This includes MOSs in CMF 29 (29E,J,S,V 39C,D,E and 256A), CMF 31 (31F, 31P, and 31S), and CMF 74 (74G).

(2) The analysis will identify personnel resources associated with those MOSs and courses transferring from Signal to Ordnance branch proponency. Those resources are also identified by the acronym known as DTLOMS (Doctrine, Training, Leader Development, Organization, Materiel, and Soldier). DTLOM consolidations will be identified as much as possible to achieve maximum resource savings.

(3) Personnel resources associated with transferring MOSs which perform the training, training development, leadership development, combat development, and personnel proponency functions will be identified under the two proposed implementation plans.

b. Limitations.

(1) Training location consolidation is not part of the scope of this analysis. Advanced Noncommissioned Officer Courses (ANCOC) and Basic Noncommissioned Officer Courses (BNCOC) will remain at their present locations.

(2) Consolidation of DTLOMS responsibilities for electronic maintenance MOSs which are currently under the Ordnance Branch are excluded from this analysis.

(3) This study will not consider effects of downsizing the Army. Actual costs and benefits are expected to be less than the value presented in this analysis as a result of downsizing.

(4) BASOPS cost impacts were not identified. The impact is expected to be minimal since training remains at Fort Gordon. The number of students requiring BASOPS support should not change regardless of which operational concept is implemented. The 15th Support Battalion currently provides support to troops trained at Fort Gordon. There could be an impact to the 15th Support Battalion in terms of changes in its present organizational structure. Those changes have not yet been identified.

(5) The Combat Development resource requirements were not identified because workload data was not available.

d. **Assumptions.**

(1) All training will remain at the present location.

(2) Maintenance personnel from MOSs (e g., 29E, 29N, and 29S) in CMF 29 transferring to Ordnance must be trained to perform all levels of repair from GS (or depot) through operator per AR 750-1. Therefore, course content and current academic hours for the MOSs transferring to Ordnance Corps will remain the same.

(3) Operators from MOSs in CMF 29 reclassified into CMF 31 or 74 will still require some "system repair" training. Signal Center will be responsible for training and training development of system repair training required by operator/maintainers from CMF 29 who will be retained by Signal Corps.

(4) The transferring of DTLOMS responsibilities will not require construction of additional facilities. Existing facilities are sufficient to conduct DTLOMS functions regardless of the alternative selected.

(5) The decision criteria for transferring electronic maintenance proponency and for implementing the decision is the cost impact of steady state after transition.

(6) BASOPS will be minimally affected by the implementation of the tenant activity alternative.

4. METHODOLOGY.

a. Objective 1 Analysis.

(1) All courses impacted by the decision to transfer proponency were identified. Courses eliminated from this analysis are listed in Tables 1 and 2. These courses will not have any change in cost since no change in student input or in course length is anticipated.

(2) TRADOC's 1985 resident training "Cost Per Graduate" is the basis for the Cost per Student per week cost estimate used to determine course cost. This factor includes direct (instructors, overhead), indirect (basops, medical support, family housing), and student (pay & allowances, per diem, travel) costs.

(3) Costs were inflated to FY93 dollars.

(4) Course cost was calculated by multiplying student input by projected course length and cost per student per week estimate (student input x course length x cost/student/wk).

(a) Student input for the base case is based on the 14 Jun Requirements Based Course List (RBCL) for CMF 29.

(b) Student input after the transfer of proponency is based upon a "fair apportionment factor". This factor is the percentage of the MOS strength transferring from Signal to Ordnance. (e.g. ORDC will receive 90.1% of 29E projected in the FY92 force structure.) This percentage was applied to the base case student input projected for a course. (100 base case input, 90 adjusted ORDC input).

(c) Course length for the base case is based on the 14 Jun RBCL for CMF 29. Course data after the transfer of proponency was provided by SIGC (Refer to Appendix A). Courses transferred to OMMCS did not change course length. OMMCS position is that maintainers are required to perform all levels of maintenance per AR 750-1, this includes operator through depot maintenance. We assume that if course lengths are later reduced then this would result in a benefit to the army.

(5) The potential benefit to the army of $4M was calculated by summing all courses impacted by the decision (Ref. Table 3 and 4, Base Case = $78M + $61.9 = $139.9, Adjusted Costs = $59.8M + $76.1 = 135.9M) and taking the difference between the base case course cost and the adjusted course cost ($139.9M - $135.9M = $4.0M)

(6) Nonrecurring costs include additional resources required during the transition period (FY93 through FY95) in order to complete the transfer of proponency. These costs are required regardless of how the transition is implemented.

(a) Costs include TDY costs to complete transfer actions and attend coordination meetings for both schools. Signal Center estimates $95k required for TDY during the transition period. OMMCS estimates $35k required for TDY during this period. OMMCS also identified a requirement of 10 additional military persons with specific knowledge and skills to help facilitate the transition. Cost of military personnel if assigned to OMMCS is $656k.

b. Objective 2 Analysis.

(1) Alternative methods identified for implementing the decision to transfer electronic maintenance proponency include an OMMCS tenant activity at Fort Gordon versus an executive agent agreement between the schools. The Alternatives are described in Appendix B.

(2) Nonrecurring costs include additional costs required to implement the tenant or executive agent operational concept. This cost includes the PCS of 15 people under the tenant activity versus the cost to PCS 12 people under the executive agent alternative. We estimate the cost to PCS from Fort Gordon to Redstone Arsenal is approximately $60k. PCS cost under the tenant activity concept would cost approximately $900k. The Executive agent alternative would cost $720k. Tenant activity nonrecurring cost is $180k greater than the executive agent alternative.

(3) Recurring costs evaluated consist of personnel costs. The impact on material and supply, equipment, BASOP, and facility costs are assumed to be insignificant since training remains at Fort Gordon.

(4) Personnel resources associated with MOSs transferring were identified by the application of MS-3 Standards. FY93 projected workload data were used for the base case. Table 5 summarizes the personnel resources identified in each account who perform DTLOM functions for MOSs transferring to OMMCS.

(5) Application of the MS3 Standards resulted in a overall reduction of 13 requirements. Reduction in requirements were identified specifically within the personnel proponency account (1 rqmt) and the training development account (training design and development work center - 3 rqmts and instructor provided support work center - 9 rqmts). This potential savings would be calculated by identifying the military to civilian ratio; taking the average pay, and then multiplying by the civilian and military standard composite pay in the TRADOC Resource Factor Handbook. The military to civilian breakouts are based on Fort Gordon and Redstone Arsenal FY92 TDA requirements and actual average civilian and military grade.

TABLE 1. COURSES TRANSFERRING TO ORDC (NO ANTICIPATED CHANGE IN COURSE COST)

LOCATION	MOS	DOT CODE	COURSE NUM	TITLE	(a) CSE_LEN	(b) INPUT	(c) COST
AFB	29S		L3AZR30650-005	STP-TSEC/K-57/58 LN MAINT	2.4	0	#
AFB	29S		J32AR30653-011	O/I MAINT (LMT) KL-51	0.0	0	#
AFB	29S		L3AZR30650-024	TSEC/KY-57/58 LMT MAINT	1.0	0	#
AFB	29S		L3AZR30650-035	TSEC/KG-84 DEPOT MAINT	4.0	0	#
AFB	29S		L3AZR30650-031	TSEC/KG-81 LMT MAINT	0.8	0	#
AFB	29S		E3AZR30000-001	HI RELIAB SOLD'NG & CONNECT	2.0	0	#
AFB	29S		L3AZR30650-033	TSEC/KG-84A LMT MAIN	1.0	0	#
AFB	29S		L3AZR30650-022	TSEC/KG-30 SERIES LN MAINT	1.0	0	#
AFB	29S		L3AZR30650-007	TSEC/KG-7 DEPOT MAINTENANCE	4.4	0	#
AFB	29S		L3AZR30650-011	DEPOT MAINT TSEC/KG-30 (FAMILY)	7.4	0	#
GORDON	29S	160-	F20	CONSEC EQUIP TSEC/KG-81 REPAIR	6.6	0	#
GORDON	29S	160-	F30	CONSEC EQUIPMENT KI-1A REPAIR	7.2	0	#
GORDON	29S	160-	F37	STX-364/TSEC FULL MAINT	11.8	0	#
GORDON	29S	160-	F32	CONSEC EQUIP TSEC/ST-58 RPR	7.6	0	#
REESLER	29S		E3AZR30000-001	HI RELIAB SOLD'NG & CONNECT	2.0	0	#
SILL	29J	160-	AS1A7	TACFIRE SYSTEM MAINT	11.2	22	#
SILL	29N	622-	29N30	SWITCHING CENTRAL RPR BNCOC	8.2	24	#
SILL	39C	104-	39C30	TARGET ACQ/SURV RADAR R	6.2	14	#
SILL	39C	104-	AS1X5	FIRFINDER RADAR REPAIR	27.8	43	#
SILL	39C	104-	39C10	TARGET ACQ/SURV RADAR R	23.4	50	#
SILL	39E	198-	39E30	SUPV SPEC ELEC DVC RPR BNCOC	10.6	15	#
AFB	29S		L3AZR30650-023	TSEC-KY-57/58 LMT MAINT	1.0	7	#
LACKLAND	29S		AS1Y5	TEMPEST FPR MAINT & INSTL SUPV	1.0	20	#
REESLER	29E		E3AZRE32AR30456-002	AN/GSC-40 O/I MAINT CRS	6.8	5	#
GORDON	256A	4C-	256A-RC(RD)	1 SIG SYS MAINT TECH NOTTC-RC	0.6	5	#
GORDON	256A	4C-	F34(CT)/101-AS1L2 (29N)	NSE SYS MAINT NGMT COURSE	3.4	44	#
GORDON	256A	4C-	256A-RC(RD)	3 SIG SYS MAINT TECH NOTTC-RC	0.6	5	#
GORDON	256A	4C-	256A (RD)	SIG SYS MAINT TECH NOTTC	19.0	4	#
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	#
[illegible]	[illegible]	[illegible]	[illegible]	SPECIAL [illegible]	[illegible]	15	#
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[illegible]	[illegible]	[illegible]	[illegible]	CONSEC E[illegible] TSEC/KY-90	[illegible]	6	#
[illegible]	[illegible]	[illegible]	[illegible]	DATA [illegible] SYS [illegible] (P[illegible]	[illegible]	25	#
[illegible]	[illegible]	[illegible]	[illegible]	SPEC ELEC SUPV	[illegible]	15	#
[illegible]	[illegible]	[illegible]	[illegible]	SPEC ELEC DEVICES REPAIR	[illegible]	1.5	#

TABLE 2. COURSES REMAINING WITH SIGC (NO ANTICIPATED CHANGE IN COURSE COST)

LOCATION	MOS	DOT CODE	COURSE NUM	TITLE (PLANNED RECLASSIFICATION ACTION	(a) CSE_LEN	(b) INPUT	(c) COST
GORDON	31P		29Y ASI C4	31P - MICROWAVE SYS OP-MAINT	7.4	0	$
KEESLER	31P		29E ASI C6	31P - MICROWAVE SYS OP-MAINT	7.2	39	$
GORDON	31P		29Y ASI 7A	31P - MICROWAVE SYS OP-MAINT	5.2	204	$
GORDON	31S		29Y10	31S - SATELLITE COMMO STS OP-MAINT	37.0	298	$
GORDON	31S		29Y10 AS11C	31S - SATELLITE COMMO STS OP-MAINT	19.8	38	$
GORDON	31S		29Y10 AS1P4	31S - SATELLITE COMMO STS OP-MAINT	4.0	40	$
GORDON	31S		29Y10 AS107	31S - SATELLITE COMMO STS OP-MAINT	7.8	70	$
GORDON	74G		29J AS1T2	74G - TELECOMMO COMPUTER OP-MAINT	4.8	44	$
GORDON	74G		29S AS1R9	74G - TELECOMMO COMPUTER OP-MAINT	11.8	19	$
GORDON	74G		39Y AS1H5	74G - TELECOMMO COMPUTER OP-MAINT	23.2	12	$

DATA SOURCE: 'HQ TRADOC RBCL DATED 14 JUN 91
FY 93 DATA

TABLE 3. COURSES TRANSFERRING TO ORDC (REDUCED STUDENT INPUT)

LOCATION	MOS	DOT CODE	COURSE NUM	TITLE	(a) CSE_LEN	(b) INPUT	(c) COST	(a*b*c) BASE CASE COURSE COST	(d) ORD ADJ INPUT	(a*d*c) ORDC COURSE COST	(e) SIGC ADJ INPUT	(a*e*c) OVERALL COST AVOIDANCE
GORDON	29E	160-	29E10	RADIO REPAIRER	27.6	436	1,033	12,425,294	391	11,142,867	45	1,282,427 —)
GORDON	29N	622-	29N10	SWITCHING CENTRAL RPR	18.4	231	1,369	5,818,033	183	4,609,091	48	1,208,942 —)
GORDON	29V	101-	29V10	MICROWAVE SYS OP-MAINT	30.8	280	1,460	12,594,145	69	3,103,557	211	9,490,588 —)
GORDON	39D	150-	39D10	DAS3 COMPUTER SYS REPAIRER	22.8	93	1,616	3,427,012	91	3,353,313	2	73,699 —)
GORDON	29S	160-	29S10 (USA)(USMC)(USN)	FIELD CONSEC EQUIP REPAIRER	19.4	316	1,732	10,620,182	312	10,485,750	4	134,433 —)
GORDON	29J	160-	29J30	TTY EQUIPMENT REPAIRER BNCOC	13.6	35	1,842	876,816	31	776,608	4	100,208 —)
GORDON	29S	160-	29S30	FIELD CONSEC MAINT SUPV BNCOC	6.4	94	1,842	1,108,177	90	1,061,021	4	47,156 —)
GORDON	29J	160-	29J10	TELECOM TRNL DEVICE RPR	25.6	364	1,885	17,562,016	321	15,487,382	43	2,074,634 —)
GORDON	CMF29	1-	29-C42	C-E MAINTCHIEF ANCOC	16.4	188	1,957	6,035,241	146	4,686,942	42	1,348,298
GORDON	29V	101-	29V30	MICROWAVE SYS OP-MAINT	10.0	87	2,044	1,778,280	21	429,240	66	1,349,040 —)
GORDON	29E	101-	29E30	RADIO REPAIRER BNCOC	11.4	95	2,630	2,848,463	86	2,578,609	9	269,854 —)
GORDON	256A		4-11-C32-256A	SIG SYS MAINT TECH NOTTC	14.0	22	2,762	850,696	16	618,688	6	232,008
GORDON	256A	4C-	256A	SIG SYS MAINT TECH NOTTC	19.0	26	2,762	1,364,670	18	944,772	8	419,898
GORDON	29N	622-	29N30	SWITCHING CENTRAL RPR	8.2	24	3,637	715,848	19	566,713	5	149,135 —)
								$78,024,872		$59,844,551		$18,180,320

DATA SOURCE: HQ TRADOC RBCL DATED 14 JUN 91
FY93 DATA

TABLE 4. [illegible] SPECIALTIES [illegible] CHANGES IN COURSE LENGTH AND/OR STUDENT INPUT

[illegible]	A.S	DOT CODE	CURRENT LVL	TITLE (PLANNED RECLASSIFICATION ACTION	(a) CSE_LEN	(b) INPUT	(c) COST	BASE CASE COURSE COST	STDC ADJ CRSE LNGTH	STDC ADJ INPUT	STDC ADJ COURSE COST	STDC COURSE COST
[illegible]	31F		[illegible]	3[illegible] - NETWORK SWITCHING SYS OP-MAINT	7.4	[illegible]	1652	1,[illegible]	0.0	0.0	0.0	0
[illegible]	31F		31F [illegible]	31F - NETWORK SWITCHING SYS OP-MAINT	4.4	415	1500	2,[illegible]	0.0	0.0	0.0	0
[illegible]	31F		[illegible]	3[illegible] - NETWORK SWITCHING SYS OP-MAINT	14.6	[illegible]	1500	16,[illegible]	21.[illegible]	1[illegible].0	1536.0	[illegible],071,[illegible]
[illegible]	31P		[illegible]	3[illegible] - MICROWAVE SYS OP-MAINT	31.9	[illegible]	1469	12 [illegible]	0.0	0.0	0.0	0
[illegible]	31P		[illegible]	31P - MICROWAVE SYS OP-MAINT	21.[illegible]	[illegible]2	1[illegible]03	1[illegible],[illegible]2	0	0.0	0.0	0
[illegible]	31P		[illegible]	31P - MICROWAVE SYS OP-MAINT	0.0	0	0	0	30.9	6.[illegible]	1460	[illegible],550,600
[illegible]	31P		[illegible]	31P - MICROWAVE SYS OP-MAINT	16.0	57	[illegible]	2,[illegible]3	0.0	0.0	0.0	0
[illegible]	31P		[illegible]	31P - MICROWAVE SYS OP-MAINT	10.6	75	2274	1,8[illegible],730	0.0	0.0	0.0	0
[illegible]	31P		[illegible]	31P - MICROWAVE [illegible] OP-MAINT	0.0	0	0	0	10.0	2.[illegible]	2044	[illegible]
[illegible]	31S		[illegible]	31S - SATELLITE COMM SYS OP-MAINT	10.4	55	2119	1,212,0[illegible]	9.4	5[illegible].0	[illegible].0	1,[illegible]
[illegible]	7[illegible]		[illegible]	7[illegible] - TELECOMM COMPUTER OP-MAINT	26.4	17	2059	924,0[illegible]9	0.0	0.[illegible]	0.0	0
[illegible]	7[illegible]		[illegible]	74G - TELECOMM COMPUTER OP-MAINT	20.8	53	1616	2,[illegible]2	0.0	0.[illegible]	0.0	0
[illegible]	74[illegible]		[illegible]	74G - TELECOMM COMPUTER OP-MAINT	0.0	0	0	0	12.6	[illegible]	[illegible]15.00	5,01[illegible]
[illegible]	7[illegible]		[illegible]	7[illegible] - TELECOMM COMPUTER OP-MAINT	11.4	4	2082	1[illegible],419	0.0	0.[illegible]	0.0	[illegible]
[illegible]	7[illegible]		[illegible]	74G - TELECOMM COMPUTER OP-MAINT	7.0	10	2262	1[illegible]8,3[illegible]	0.0	[illegible]	0.0	[illegible]
[illegible]	7[illegible]		[illegible]	74G - TELECOMM COMPUTER OP-MAINT	0.0	0	0	0	9.[illegible]	17	[illegible]	[illegible]
[illegible]	31P		[illegible]	31P - MICROWAVE SYS OP-MAINT (ANCOC)	16.4	26	1957	[illegible]	0.0	[illegible]	0.0	[illegible]
[illegible]	31P		[illegible]	31P - MICROWAVE SYS OP-MAINT (ANCOC)	18.8	10	1983	[illegible]72,[illegible]	[illegible]	[illegible]	0.0	[illegible]
[illegible]	[illegible]		[illegible]	31P - MICROWAVE SYS OP-MAINT (ANCOC)	0.0	0	0	0	[illegible]	0	1957	1,[illegible]
[illegible]	31S		[illegible]	31S - SAT COMM SYS OP-MAINT (ANCOC)	16.4	20	1650	4[illegible]	[illegible]	0.0	0.0	0
[illegible]	31S		31[illegible]	31S - SAT COMM SYS OP-MAINT (ANCOC)	0.0	0	0	0	15.0	20	1460	[illegible]
[illegible]	74G		[illegible]	74G - TELECOM COMPUTER OP-MAINT(ANCOC)	[illegible]	5	1957	160,4[illegible]	0.0	0.0	0.0	0
[illegible]	74[illegible]		[illegible]	74G - TELECOM COMPUTER OP-MAINT(ANCOC)	0.0	0	0	0	14.4	[illegible]	1957	[illegible]
								$61,[illegible]				[illegible]

[illegible]
[illegible] [illegible] CATED [illegible]
[illegible]

[illegible] ---> $10,150,[illegible]
[illegible] ---> $14,207,01[illegible]

[illegible] ---> $3,773,30[illegible]

TABLE 5. NS3 APPLICATION RESULTS - PERSONNEL REQUIREMENTS

ACCOUNT	GORDON BEFORE	GORDON AFTER	ORNCS BEFORE	ORNCS AFTER	POTENTIAL REDUCTION
INSTRUCTOR	1488	1256	382	568	NOTE A
delta		-231		+186	0
DOES	29	25	29	33	
delta		-4		+ 4	0
PERSONNEL PROPONENCY	26	22	13	16	NOTE B
delta		-4		+ 3	-1
TRAINING DEVELOPMENT	531	445	496	570	NOTE C
delta		-86		+74	-12
TRAINING DEPARTMENT OVERHEAD			23	44	
delta		-21		+21	0
TOTAL POTENTIAL REDUCTION ——————)					-13
AFTER PROPONENCY TRANSFER					

TABLE 6. PERSONNEL RESOURCES APPLIED TO OPERATIONAL CONCEPTS

LOCATION TDA	TENANT RSA ORNCS	TENANT GORDON ORNCS	TOTAL TENANT MANTS	EXECUTIVE AGENT RSA ORNCS	EXECUTIVE AGENT GORDON GORDAN	TOTAL EXEC AGENT MANTS
INSTRUCTOR	0	186	186	0	186	186
DOES	2	2	4	1	3	4
PERSONNEL PROPONENCY	3	0	3	3	0	3
TRAINING DEVELOPMENT delta	8	66	74	8	78	86
TRAINING DEPARTMENT OVERHEAD	2	19	21	0	21	21
			288			300
EXECUTIVE AGENT TOTAL MANTS ——————)						300
TENANT ACTIVITY TOTAL MANTS ——————)						288
TOTAL DIFFERENCE IN RESOURCE MANTS ——————)						+12

NOTES:

A: NO REDUCTION IN INSTRUCTORS WILL OCCUR. ASSURE THAT THE DELTA IN INSTRUCTOR REQUIREMENTS FOR COURSES TRANSFERRING TO ORNCS WILL BE REQUIRED BY SIGC TO TRAIN STUDENTS RECLASSIFIED IN CMF 31 AND 74.

B: THE REDUCTION OF 1 REQUIREMENT IS DUE TO THE LOSS OF CMF 29.

C: THE REDUCTION OF 12 REQUIREMENTS IS IDENTIFIED IN THE TRAINING DESIGN AND [illegible] STANDARDS AND THE [illegible] RESOURCE SUPPORT STANDARD WITHIN THE TRAINING DEVELOPMENT [illegible] THE [illegible] FACTOR FOR THOSE NS3 STANDARDS IS [illegible] COURSES ARE LONGER [illegible] POSITION ON THE RESOURCING CURVE.

NOTE:

DIFFERENCE IN RESOURCE REQUIREMENTS BETWEEN THE TWO ALTERNATIVES RESULTS FROM THE APPLICATION OF THE NS3 STANDARD TO GORDON WORKLOAD UNDER THE EXECUTIVE AGENT ALTERNATIVE VERSUS THE REDSTONE WORKLOAD UNDER TENANT ACTIVITY ALTERNATIVE. FEWER RESOURCES ARE REQUIRED BY REDSTONE BECAUSE OF THEIR RELATIVE POSITIONS ON THE RESOURCING CURVE.

5. FINDINGS.

a. Objective 1 Analysis Findings are:

(1) The estimated operating cost for the courses impacted by this analysis and taught under previous guidance in FY93 is $140M. The cost of teaching these courses realigned under CMF 35, CMF31 and CMF 74 is $136M.

(2) There are 23 courses in CMF 31 and 74 which will be impacted by the decision to apportion MOSs between Ordnance and Signal Corps in CMF 29 in FY94 and FY95. Signal Center through its force modernization efforts will reduce the number of courses taught from 16 to 9. This assumes that three separate Advanced Noncommissioned Officer Course (ANCOC) courses will be established for 31P40, 29Y40, and 74G40.

(a) Signal School will have an increased training cost of $14M for the 9 courses projected to be taught in FY94/95. The increase in cost is due to changes in training strategies for the 31F10 and 74G10 courses.

(b) The 31F10 course revision increased both course length and cost per graduate per week. Increase in course length is due to the incorporation of Mobile Subscriber Equipment (MSE) Systems Maintenance (29N ASI V8) and MSE Operator (31F ASI V4) training into the basic MOS producing course (31F10). The cost of training electronic switching systems (ESS) and Red Switch training is also included in the 31F10 course cost estimate. If this training is eliminated the 31F10 course will be reduced to 19 weeks which would reduce the estimated $14.2M cost increase to $10.8M.

(c) The 74G10 course replaces the 39G10 and 36L10 courses. The 74G10 course length is 4.4 weeks longer than the average course length of the 39G10 and 36L10. Estimated student input increased in the 74G10 course by 27 students. Signal School has noted that the training course length of 32 weeks for the 74G10 is an estimate which will be reviewed.

(3) There are 53 courses transferring to CMMCS. The input to fourteen courses will be impacted by the transfer. The remaining 39 courses are clean transfers which should not result in any change in cost.

(a) The fourteen courses impacted will experience a decrease in projected student input. The decrease is attributed to the apportionment of MOS strengths in CMF29.

(b) The estimated current cost to train these 14 courses is $78M. After the transfer to CMMCS the cost to train those courses is estimated to be $60M. This will result in an estimated $18M cost avoidance because of the reduction in student input.

c

(4) The $19M cost avoidance realized from the impacted courses transferring to OMMCS will cover the $14M training cost that Signal Center estimates as a result of the transfer of proponency for electronic maintenance MOSs in CMF29.

(5) Non-recurring costs required during the transition period (FY93 -- FY95) include $130k for TDY ($95k for SIGC and $35k for OMMCS) and $556k for 10 additional military personnel with expertise in the MOSs transferring to OMMCS. Military personnel are required to help facilitate the transfer.

b. Objective 2 Analysis Findings:

(1) Application of the MS3 Standards resulted in an potential savings of 13 personnel requirements.

(2) The tenant activity alternative has the potential of savings 13 personnel requirements because of its relative positions on the TRADOC resourcing curve.

(3) Nonrecurring cost to implement the tenant versus executive agent alternative consists of PCS costs. The tenant activity alternative will cost $900k. The executive agent alternative would cost $720K. Nonrecurring cost would be $180k greater for a tenant activity than for an executive agent arrangement.

6. CONCLUSIONS.

a. The conclusion drawn from the Objective 1 Analysis is that transferring Electronic Maintenance MOS proponency and associated courses to Ordnance could result in an annual $4M benefit to the Army. This dollar quantified benefit results from the reduction of student input in courses transferring to Ordnance Missile and Munitions Center and School (OMMCS) and Signal Corps force modernization efforts.

b. Conclusions drawn from the Objective 2 Analysis

(1) There will not be an increase in personnel requirements to the Army regardless whether a tenant activity or executive agent operational concept is implemented.

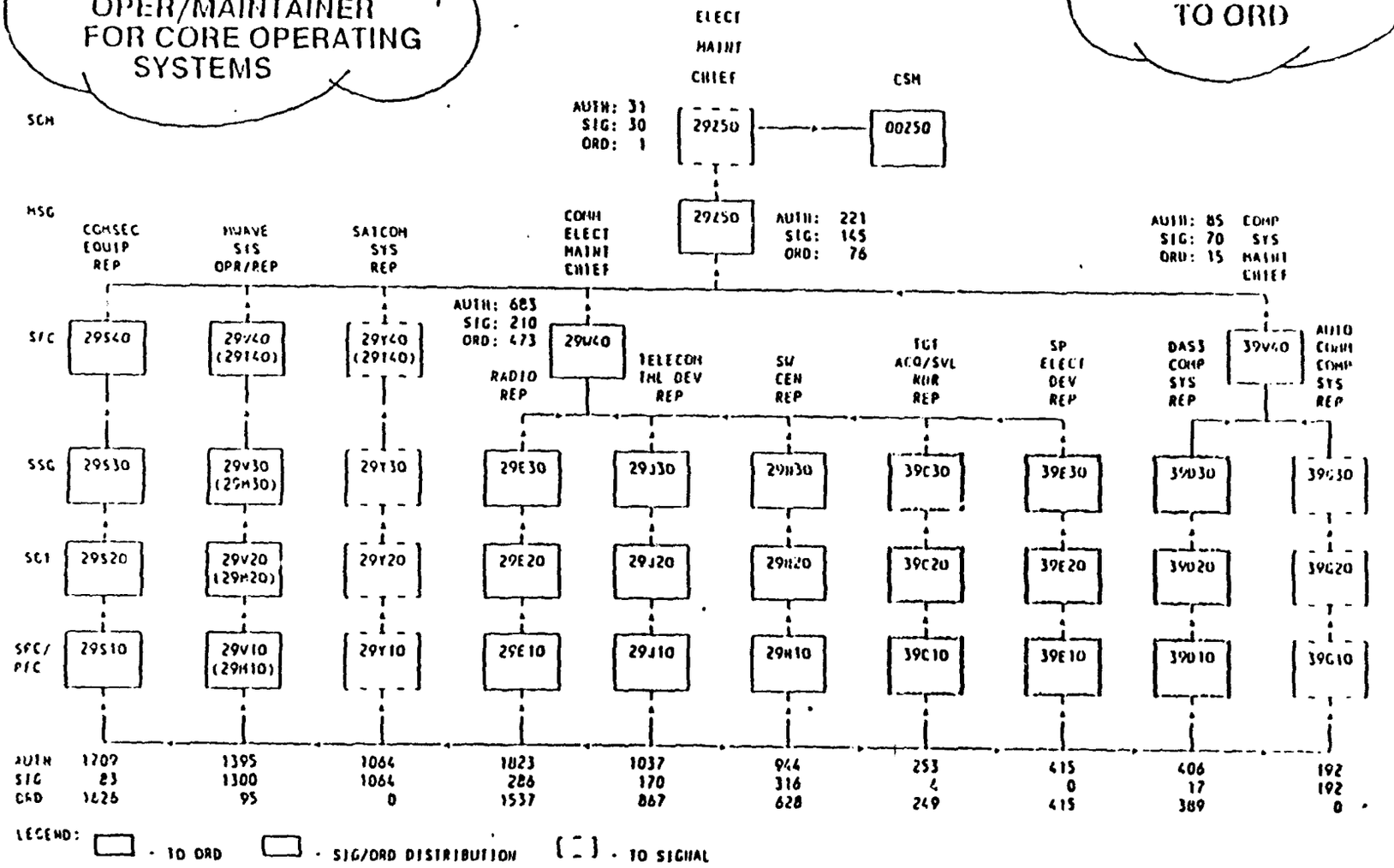
(2) The tenant activity alternative has the potential of saving 13 personnel requirements annually. This potential savings would not occur if the executive agent alternative is implemented.

(3) Non-recurring cost for the tenant activity alternative is $180k higher than the executive agent alternative because of the requirement to PCS 15 instead of 12 people from Fort Gordon to Redstone to perform DTLOMS functions.

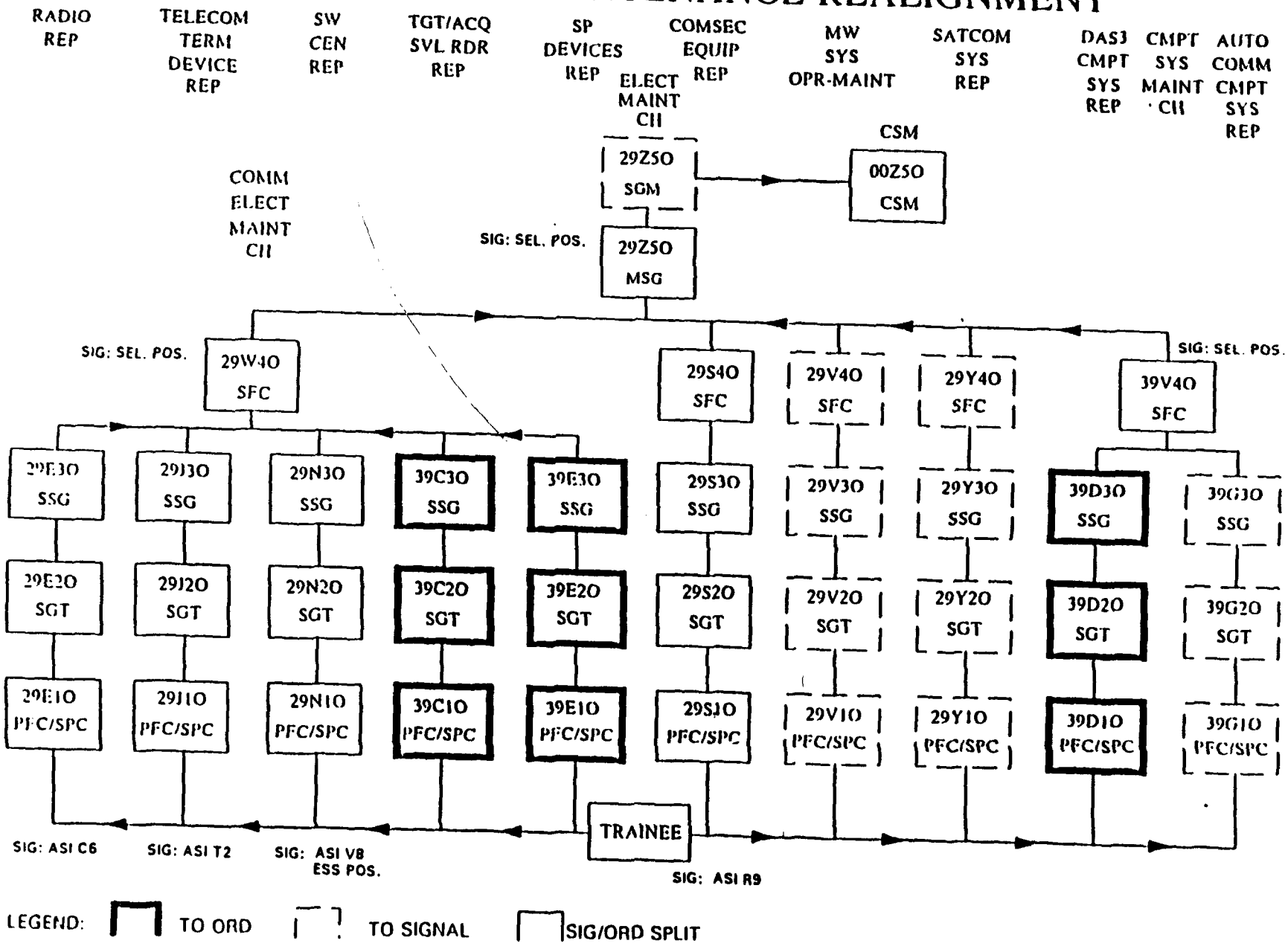
CMF 29
ELECTRONIC MAINTENANCE
(RESULT OF CASCOM INITIATIVE)

SIG KEEPS ORG, DS, GS(-) OPER/MAINTAINER FOR CORE OPERATING SYSTEMS

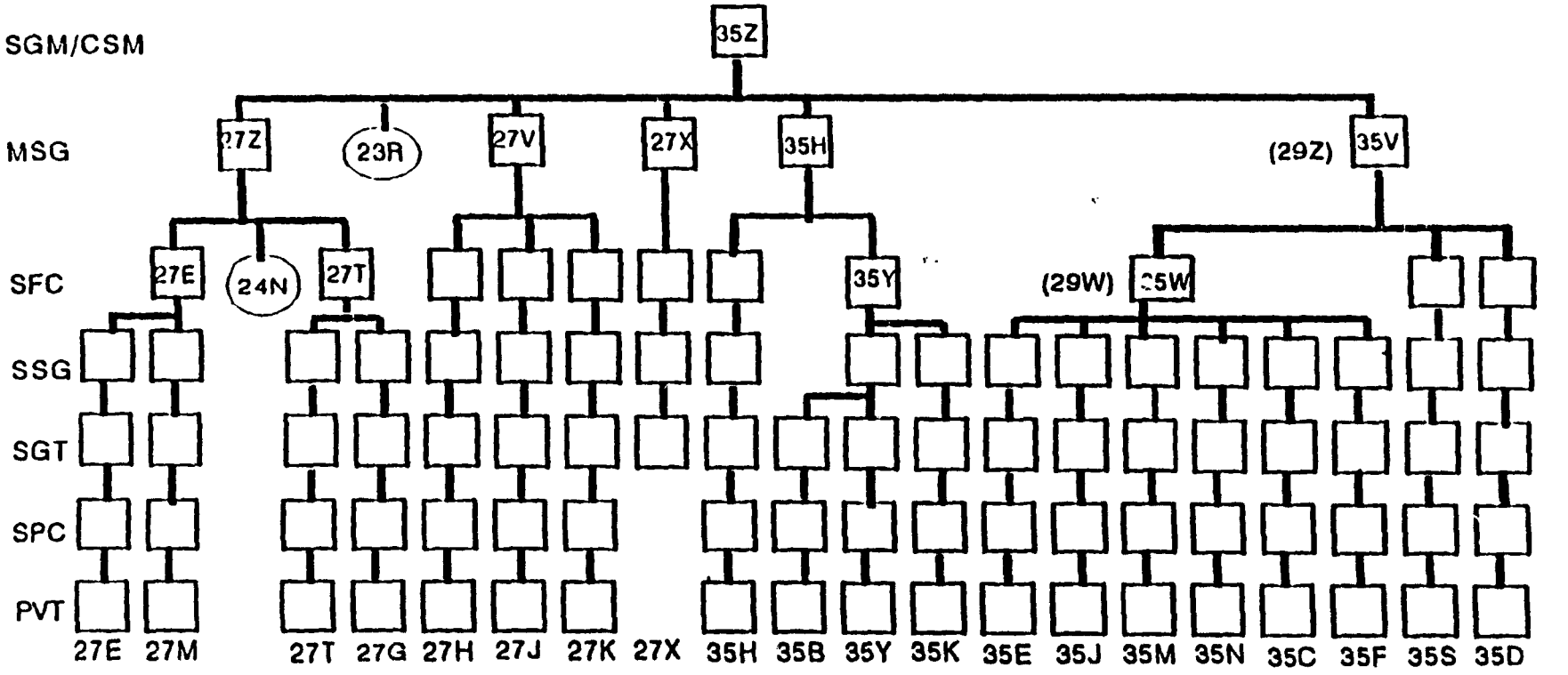
6,371 SOLDIERS TRANSFER TO ORD



CMF 29
ELECTRONIC MAINTENANCE REALIGNMENT

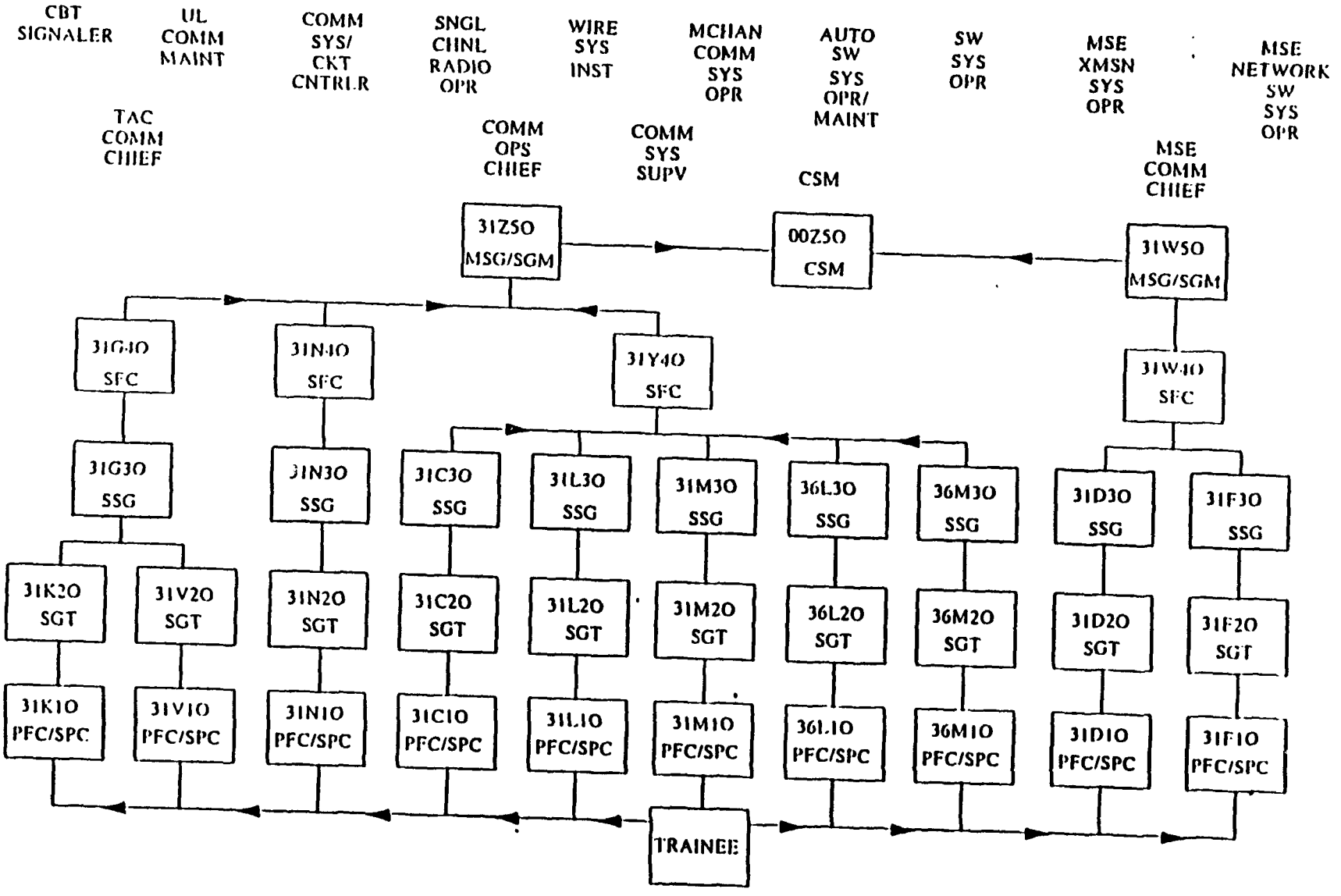


CMF 35
ELECTRONIC MAINTENANCE

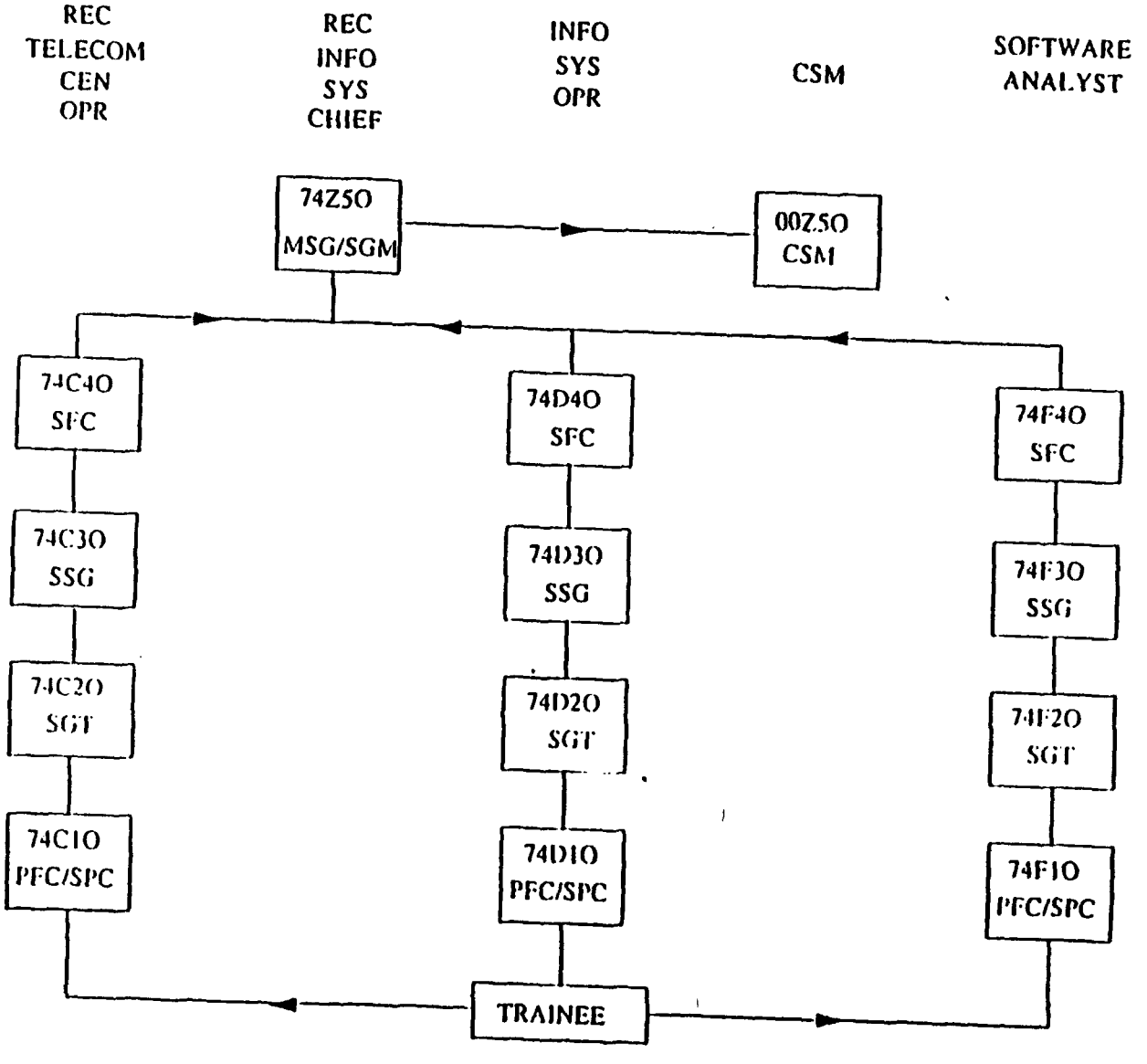


PROPOSED 1982

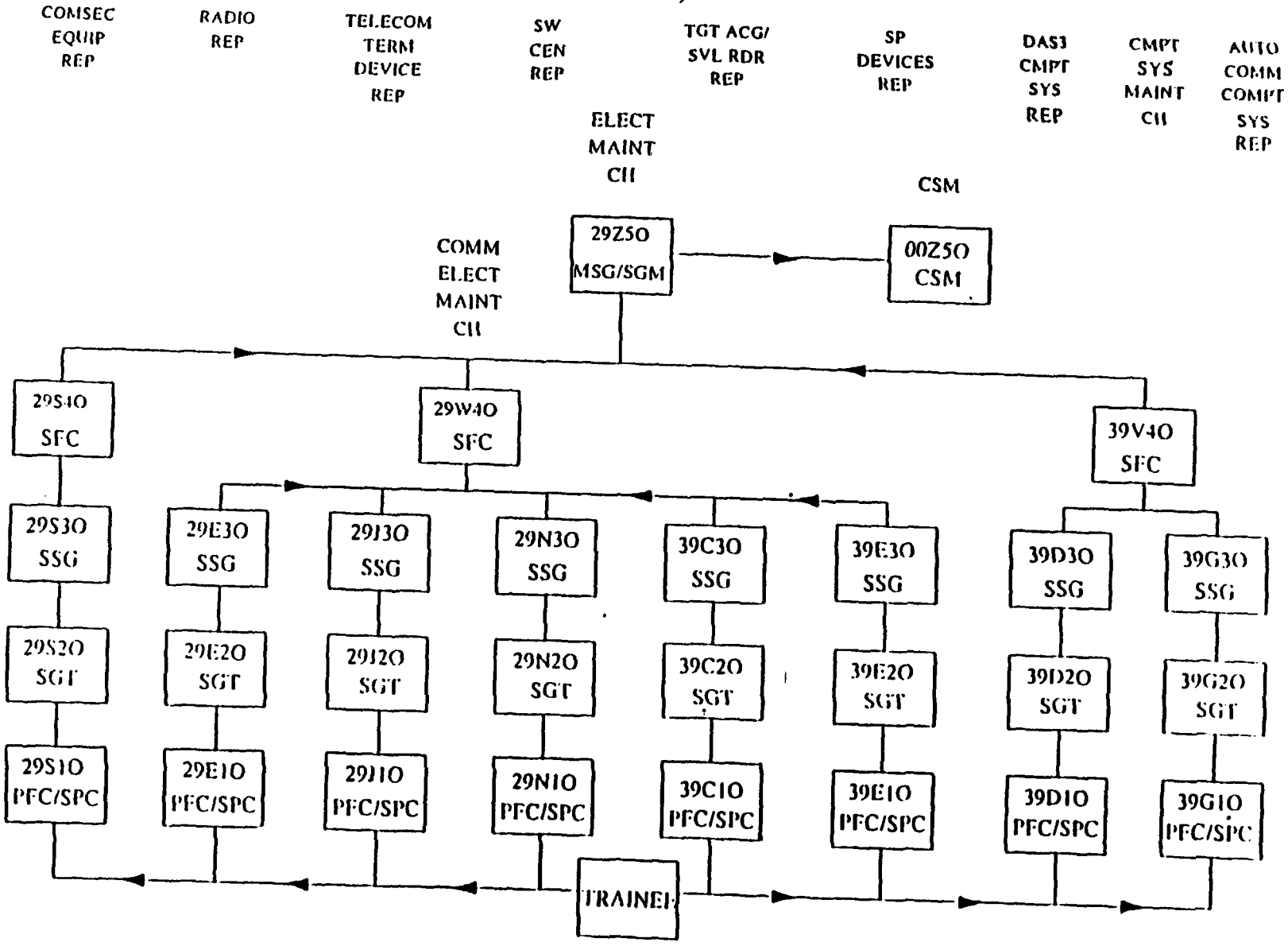
CMF 31
SIGNAL OPERATIONS
(FY92)



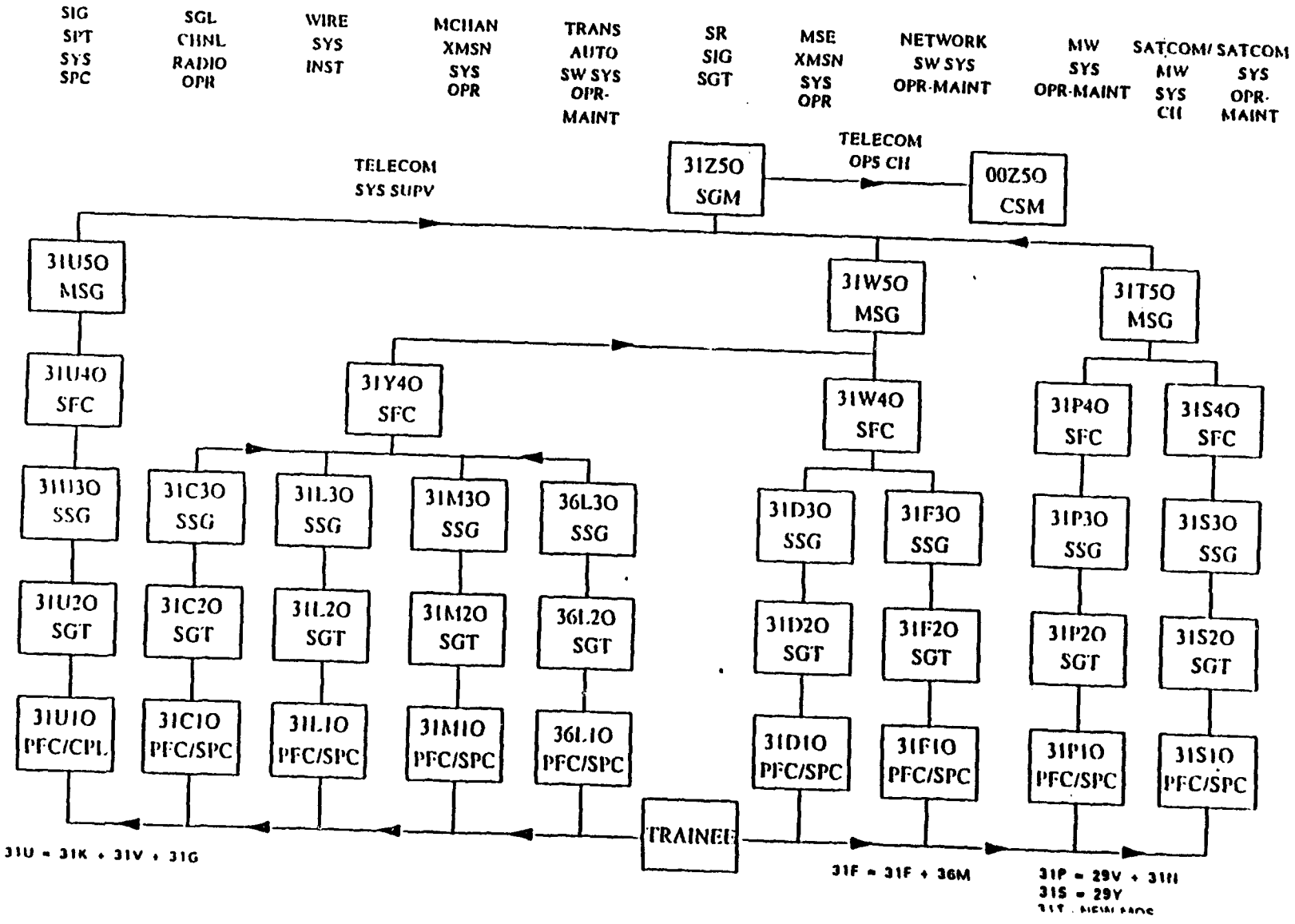
CMF 74
RECORD INFORMATION OPERATIONS
(FY92)



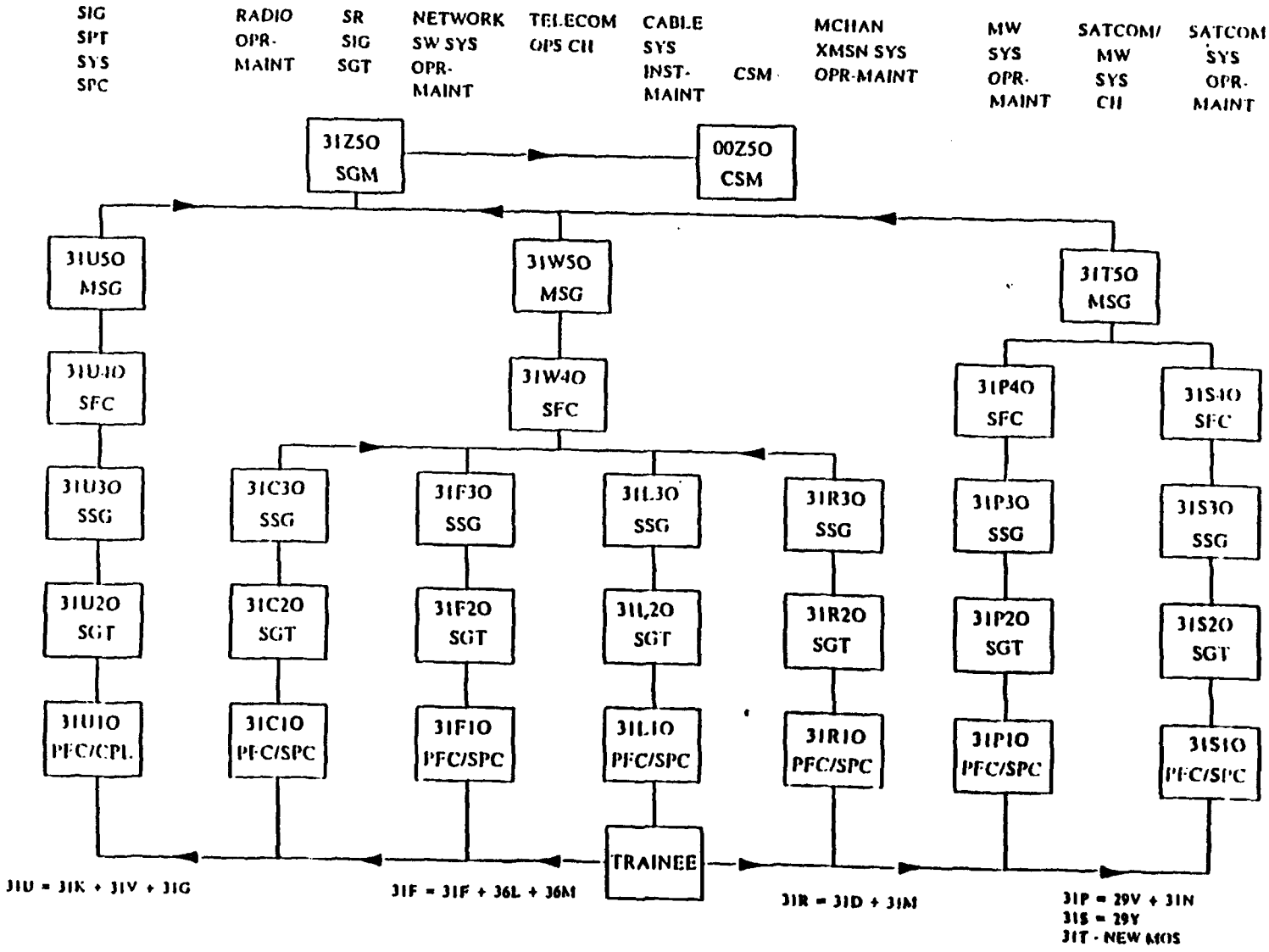
CMF 29
SIGNAL MAINTENANCE
(FY94)



CMF 31
SIGNAL OPERATIONS
(FY94)



CMF 31
SIGNAL OPERATIONS
(FY95)



MOS GUIDE, CMF29--SIGNAL MAINTENANCE

WARRANT OFFICER:

256A--COMMUNICATIONS-ELECTRONICS REPAIR TECHNICIAN

SENIOR NONCOMMISSIONED OFFICERS:

29Z--ELECTRONICS MAINTENANCE CHIEF

29W--COMMUNICATIONS MAINTENANCE SUPPORT CHIEF

39V--COMPUTERIZED SYSTEMS MAINTENANCE CHIEF

JUNIOR ENLISTED GRADES:

29E--RADIO REPAIRER

29J--TELETYPEWRITER EQUIPMENT REPAIRER

29N--TELEPHONE CENTRAL OFFICE REPAIRER

29S--FIELD COMMUNICATIONS SECURITY EQUIPMENT REPAIRER

29V--MICROWAVE SYSTEMS OPERATOR/REPAIRER

39C--TARGET ACQUISITION/SURVEILLANCE RADAR REPAIRER

39D--DAS3 COMPUTER SYSTEMS REPAIRER

39E--SPECIAL ELECTRONIC DEVICES REPAIRER

ADDITIONAL SKILL IDENTIFIERS (ASIs):

A6--HIGH POWER RADIO OPERATOR/MAINTAINER

M1--COMMUNICATIONS MAINTENANCE OPERATIONS

R9--COMMUNICATIONS MAINTENANCE

T2--TELETYPEWRITER MAINTENANCE

V8--MOBILE SUBSCRIBER EQUIPMENT (MSE) SYSTEMS MAINTENANCE

ELECTRONIC MAINTENANCE STRUCTURE/TRAINING STRATEGY
CMF 29

MOS 29E, RADIO REPAIRER:

BACKGROUND: MOS 29E performs direct and general support repair functions on single channel radio equipment. The supported radio equipment is located at all echelons of battlefield operations. The majority of repairs are accomplished in Ordnance Corps Electronic Maintenance units. The Signal Corps has used MOS 29E to perform operator-maintainer duties on unique Signal radio systems where critical systems operations are required. The proponent responsibility for direct support (DS) repair of user owned and operated radio equipment will be transferred to the Ordnance Corps. The Signal Corps operator-maintainer functions and system troubleshooting assigned to MOS 29E will be transferred to MOS 31P (CMF 31).

MOS ACTION: The following MOS actions are programmed to support force modernization initiatives and the realignment of electronic maintenance proponent responsibility.

Action has been submitted to PERSCOM to delete ASI M1, Communications Maintenance Operations (MEECN). Positions will be recoded in Mar 93. Soldiers will be reclassified in Jun 93.

Selected 29 E positions and soldiers performing Signal Corps specific operator functions will be recoded/reclassified to MOS 31P. ASI C6, High Power Radio Operator-Maintainer, will become associated with new MOS 31P (29V). Positions will be recoded in Mar 94. Soldiers will be reclassified in Jun 94.

ASI V8, MSE Systems Maintenance, will be deleted and MSE device training will become part of the base 29E course in FY94. Positions will be recoded in Mar 94. Soldiers will be reclassified in Jun 94.

ASI Q4, Special Communications Systems, will be deleted from MOS 29E in FY95. Positions will be recoded in Mar 95. Soldiers will be reclassified in Jun 95.

MOS 29E will be redesignated as Ordnance MOS 35E in FY95. Positions will be recoded in Mar 95. Soldiers will be reclassified in Jun 95.

TRAINING ACTION: Proponent responsibility for the radio repair training course at Ft Gordon, GA will be transferred to the Ordnance Corps. Training will be conducted at Ft Gordon. The Signal Center maintains that Telecommunications systems training in the MOS 29E (35E) POI should be identified for deletion. The Signal System Operator-Maintainer is responsible for systems maintenance; therefore, MOS 29E (Ord MOS 35E) would not require

systems training. Course training time saved would be used to offset training costs in CMF 31.

Functions and tasks for ASI V8, MSE Systems Maintenance, will be subsumed in the base MOS 35E course and the BNCOC course.

Proponent responsibility for the AN/TSC-60 Communications Central O/I Maintenance course (ASI C6) at Keesler, AFB, MS will remain a Signal Corps responsibility.

ASI M1, Communications Maintenance/Operations (MEECN), has been submitted for deletion in FY93.

Proponent responsibility for the 29E (35E) BNCOC training will transfer to the Ordnance Corps with training conducted at the Signal Center.

Proponent responsibility for the CMF 29 (Ord CMF 35) ANCOC training course will transfer to the Ordnance Corps with training conducted at the Signal Center.

MOS 29J, TELECOMMUNICATIONS TERMINAL DEVICE REPAIRER:

BACKGROUND: MOS 29J performs direct and general support repair functions on telecommunications terminal equipment. The supported equipment is located at all echelons of battlefield operations. The majority of repairs are accomplished in Ordnance Corps Electronic Maintenance units. The Signal Corps has used MOS 29J to perform operator duties on unique Signal equipment/ systems where operator-maintainer duties, tasks and positions could be combined or as a member of a team/shift. The proponent responsibility for repair of user owned and operated telecommunications equipment will be transferred to the Ordnance Corps. The operator-maintainer functions and positions where soldiers are assigned to a team/shift in support of unique Signal Corps functions will be transferred to MOS 39G in FY94. MOS 39G will become new MOS 74G (CMF 74) in FY95.

MOS ACTION: The following MOS actions are programmed to support force modernization initiatives and the realignment of electronic maintenance proponent responsibility.

MOS 39Y (TACFIRE Repairer) was deleted in Mar 92. Functions and tasks were converted to ASI A7, TACFIRE Systems Maintenance, and is associated with MOS 29J. Positions were recoded in Mar 92. Soldiers will be reclassified in Jun 92. ASI A7 will continue to be trained at Fort Sill, OK.

MOS 29J positions and soldiers performing Signal Corps operator functions will be recoded/reclassified to MOS 39G. ASI T2, Teletypewriter Maintenance (MOD 40 TTY) will transfer to MOS 39G. MOS and ASI positions will be recoded in Mar 94. Soldiers will be reclassified in Jun 94.

MOS 29J will be redesignated as Ordnance MOS 35J in FY95. ASI A7 will be associated with MOS 35J. Positions will be recoded in Mar 95. Soldiers will be reclassified in Jun 95.

TRAINING ACTION: Proponent responsibility for the Telecommunications Terminal Device Repair training course at Ft Gordon, GA will be transferred to the Ordnance Corps. The Signal Center maintains that Telecommunications systems training in the MOS 29J (35J) POI should be identified for deletion. The Signal System Operator-Maintainer is responsible for systems maintenance; therefore MOS 29J (Ord MOS 35J) would not require systems training. Course training time saved would be used to offset training costs in CMF 31.

Proponent responsibility for the O/I Maintenance Model 40 Data Terminal (ASI T2) training course at Lackland AFB, TX will remain with the Signal Corps.

MOS 29J, TELECOMMUNICATIONS TERMINAL DEVICE REPAIRER (CONT'D)

Proponent training responsibility for TACFIRE Systems Maintenance (ASI A7) at Ft Sill, OK will be transferred to the Ordnance Corps.

Proponent responsibility for the 29J (35J) BNCOC training will transfer to the Ordnance Corps with training conducted at the Signal Center.

Proponent responsibility for the CMF 29 (Ord CMF 35) ANCOC training will transfer to the Ordnance Corps with training conducted at the Signal Center.

MOS 29N, SWITCHING CENTRAL REPAIRER:

BACKGROUND: MOS 29N performs direct and general support repair functions on switching systems and telephone equipment. The supported equipment is located at all echelons of battlefield operations. Repair of small tactical switchboards and telephone equipment is accomplished in Ordnance Corps Electronic Maintenance units. Signal Corps unique switching equipment is repaired within Signal organizations or by Contractors. The Signal Corps will continue to perform repairs on Signal unique switching equipment where operator-maintainer positions. duties, and tasks are combined. MOS 29N also performs operator-maintainer functions on strategic electronic switching systems. The proponent responsibility for repair of user owned and operated switching equipment will be transferred to the Ordnance Corps. Signal specific operator-maintainer functions assigned to MOS 29N will be transferred to Signal MOS 31F (CMF 31).

MOS ACTION: The following MOS actions are programmed to support force modernization initiatives and the realignment of electronic maintenance proponent responsibility.

Selected MOS 29N (Electronic Switching Systems (ESS)) positions and soldiers performing operator functions will be recoded/reclassified to MOS 31F. Also ASIV8, Mobile Subscriber Equipment (MSE) and red switch positions, functions, and tasks will be transferred to MOS 31F. Positions will be recoded in Mar 94. Soldiers will be reclassified in Jun 94.

MOS 29N will be redesignated as Ordnance MOS 35N in FY95. Positions will be recoded in Mar 95. Soldiers will be reclassified in Jun 95.

TRAINING ACTION: Proponent Responsibility for the Switching Central Repair course, less the Signal unit unique switching systems tasks, will be transferred to the Ordnance Corps. The Signal Center maintains that Telecommunications systems training in the MOS 29N (35N) POI should be identified for deletion. The Signal System Operator-Maintainer is responsible for systems maintenance; therefore MOS 29N (Ord MOS 35N) would not require systems training. Course training time saved would be used to offset training costs in CMF 31.

Proponent responsibility for the MSE Systems Maintenance training course conducted at Ft Gordon, GA by GTE contract will remain with the Signal Corps and must be incorporated with MOS 31F training without an ASI.

Proponent responsibility for the 29N (35N) BNCOC training will transfer to the Ordnance Corps with training conducted at the Signal Center.

Proponent responsibility for the CMF 29 (Ord CMF 35) ANCOC training will transfer to the Ordnance Corps with training conducted at the Signal Center.

MOS 29S, COMMUNICATIONS SECURITY (COMSEC) EQUIPMENT REPAIRER:

BACKGROUND: MOS 29S performs Limited and Full Maintenance repair functions on COMSEC equipment. The supported equipment is located at all echelons of battlefield operations. Repair of COMSEC equipment is accomplished in Ordnance Corps Electronic Maintenance units and Signal Corps organizations. The Signal Corps uses MOS 29S to perform operator duties on unique Signal secure switching equipment where operator-maintainer positions, duties, and tasks could be combined in a team/shift. The Signal Corps will continue to repair Signal unique secure switching equipment where operator-maintainer positions, duties, and tasks are combined. The proponent responsibility for repair of COMSEC equipment will be transferred to the Ordnance Corps. The operator-maintainer functions assigned to MOS 29S will be transferred to MOS 39G in FY94. MOS 39G will become new MOS 74G (CMF 74) in FY95. MOS 29S positions, duties and tasks associated with COMSEC Material Accounting will be transferred to MOS 74C (Record Telecommunications Operator-Maintainer) in FY95.

MOS ACTION: The following MOS actions are programmed to support force modernization initiatives and the realignment of electronic maintenance proponent responsibility.

ASI R9, Communications Maintenance (STRAWHAT), will transfer to MOS 39G in FY94. MOS and ASI positions will be recoded in Mar 94. Soldiers will be reclassified in Jun 94.

MOS 29S will be redesignated as Ordnance MOS 35S in FY95. ASI G7, COMSEC Equipment Full Maintenance, and Y5, TEMPEST Inspection, will be associated with MOS 35S. Positions will be recoded in Mar 95. Soldiers will be reclassified in Jun 95.

TRAINING ACTION: The training course for Limited Maintenance of COMSEC equipment will be transferred to the Ordnance Corps. The Signal Center maintains that Telecommunications systems training in the MOS 29S (35S) POI should be identified for deletion. The Signal System Operator-Maintainer is responsible for systems maintenance; therefore MOS 29S (Ord MOS 35S) would not require systems training. Course training time saved would be used to offset the training costs in CMF 31. Training will continue to be conducted at the Signal Center.

Proponent responsibility for ASI G7 training will transfer to the Ordnance Corps with training conducted at the Signal Center.

Proponent responsibility for the 29S (35S) BNCOC training will transfer to the Ordnance Corps with training conducted at the Signal Center.

Proponent responsibility for the CMF 29 (Ord CMF 35) ANCOC will transfer to the Ordnance Corps with training conducted at the Signal Center.

MOS 29V, MICROWAVE SYSTEMS OPERATOR-REPAIRER:

BACKGROUND: MOS 29V is an operator-maintainer. Proponent responsibility for MOS 29V will remain with the Signal Corps. MOS 29V will be transferred to CMF 31 and redesignated MOS 31P, Microwave Systems Operator-Maintainer.

MOS ACTION: The following MOS actions are programmed to support force modernization initiatives and the realignment of electronic maintenance proponent responsibility.

ASI C4, Digital Communications Systems Evaluation, will be deleted. Positions will be recoded in Mar 93. Soldiers will be reclassified in Jun 93.

MOS 29V will be deleted in FY94. See new MOS 31P, Microwave Systems Operator-Maintainer.

TRAINING ACTION: Training strategy changes are outlined under MOS 31P.

Proponent responsibility for the 29V (31P) and ASI 7A, Satellite Communications Terminal (AN/TSC-85() AN/TSC-93()), training courses will remain with the Signal Center.

Proponent responsibility for the 29V (31P) BNCOC training will remain with the Signal Center.

The 29V (31P) soldiers selected for ANCOC will attend the CMF 31 ANCOC.

MOS 29W, COMMUNICATIONS ELECTRONICS MAINTENANCE CHIEF:

BACKGROUND: MOS 29W supervises the operation of direct and general support maintenance facilities. Some positions supervising Signal Corps unique systems operations are also codec 29W. The positions associated with supervision of direct and general support maintenance facilities will be transferred to the Ordnance Corps. Positions associated with supervision of Signal unique systems operations will be retained by the Signal Corps and recoded to MOS 31W (CMF 31).

MOS ACTION: The following MOS actions are programmed to support force modernization initiatives and the realignment of electronic maintenance proponent responsibility.

Selected 29W positions and soldiers performing Signal operations functions will be retained by the Signal Corps as MOS 31W. Positions will be recoded in Mar 94. Soldiers will be reclassified in Jun 94.

ASI L2, MSE Systems Maintenance Management, will be deleted in FY94. Positions will be recoded in Mar 94. Soldiers will be reclassified in Jun 94.

MOS 29W will be redesignated as Ordnance MOS 35W in FY95. Positions will be recoded in Mar 95. Soldiers will be reclassified in Jun 95.

TRAINING ACTION: 31W (29W) soldiers selected for ANCOC will attend the CMF 31 ANCOC.

Proponent responsibility for the CMF 29 (Ord CMF 35) ANCOC training will transfer to the Ordnance Corps with training conducted at the Signal Center.

MOS 29Y, SATELLITE COMMUNICATIONS (SATCOM) SYSTEMS REPAIRER:

BACKGROUND: MOS 29Y is an operator-maintainer. Proponent responsibility for MOS 29Y will remain with the Signal Corps. MOS will be transferred to CMF 31 and redesignated 31S, Satellite Communications (SATCOM) Systems Operator-Maintainer.

MOS ACTION: The following MOS actions are programmed to support force modernization initiatives and the realignment of electronic maintenance proponent responsibility.

MOS 29Y will be deleted in FY94. See new MOS 31S,

TRAINING ACTION: Training strategy is outlined in MOS 31S. Proponent responsibility for the 29Y (31S) training course will remain with the Signal Center.

Proponent responsibility for ASIs 1C, Satellite Systems/ Network Coordinator, P4, Satellite Communications Terminal Equipment Maintenance AN/GSC-49, and Q7, Satellite System Equipment Operations and Maintenance AN/GSC-52(V), training will remain with the Signal Center.

Proponent responsibility for the 29Y (31S) BNCOC training will remain with the Signal Center.

The 29Y (31S) soldiers selected for ANCOC will attend the CMF 31 ANCOC.

MOS 29Z, ELECTRONICS MAINTENANCE CHIEF:

BACKGROUND: MOS 29Z is the senior management NCO for the operations and maintenance of Signal specific systems/networks.

MOS ACTION: The following MOS actions are programmed to support force modernization initiatives and the realignment of electronic maintenance proponent responsibility.

Selected 29Z positions and soldiers performing Signal operations functions will be retained by the Signal Corps and transferred to MOS 31W, 31T and 31Z. The majority of the MSG positions and all but one Sergeant Major position will transfer to the Signal Corps' CMF 31. A few positions will be recoded in Mar 94. The appropriate amount of soldiers will be reclassified in Jun 94.

MOS 29Z will be redesignated as Ordnance MOS 35Z (SGM) and 35V (MSG) in FY95. The remaining 29Z positions will be recoded in Mar 95. Soldiers will be reclassified in Jun 95.

TRAINING ACTION: See MOS 31T, 31W and 31Z for Signal training impact.

MOS 39C, TARGET ACQUISITION/SURVEILLANCE RADAR REPAIRER:

BACKGROUND: MOS 39C is a direct and general support electronic equipment repairer assigned solely to Ordnance units. MOS 39C will be transferred to the Ordnance Corps and redesignated MOS 35C (CMF 35).

MOS ACTION: The following MOS actions are programmed to support force modernization initiatives and the realignment of electronic maintenance proponent responsibility.

MOS 39C will be redesignated as Ordnance MOS 35C in FY95. Positions will be recoded in Mar 95. Soldiers will be reclassified in Jun 95.

ASI X5 (FIREFINDER Radar Maintenance) is under consideration to become part of the base MOS 39C (35C).

TRAINING ACTION: Proponency for the MOS 39C (35C) course will transfer to the Ordnance Corps. Training for ANCOC will be conducted at Ft Gordon under the Ordnance Corps' control.

MOS 39C should be evaluated and consideration should be given to combining this MOS with MOS 29E or an ADA equivalent MOS.

Proponent responsibility for the ASI X5 training will transfer to the Ordnance Corps. ASI X5 should be considered to become part of MOS 39C, 29E or the ADA equivalent radar repair MOS.

Proponent responsibility for the 39C (35C) BNCOC training will transfer to the Ordnance Corps.

Proponent responsibility for the CMF 29 (Ord CMF 35) ANCOC training will transfer to the Ordnance Corps with training conducted at the Signal Center.

A separate Ordnance action must address a revised MOS 39C training strategy as the Ordnance Electronics CMF unfolds. The Signal Corps will provide expertise and historical information to support any action contemplated.

MOS 39D, DECENTRALIZED AUTOMATED SERVICE SUPPORT SYSTEM (DAS3) COMPUTER SYSTEMS REPAIRER:

BACKGROUND: MOS 39D performs unit, direct and general support maintenance of the DAS3 computer system. The DAS3 system performs CSS data processing. Proponent responsibility will be transferred to the Ordnance Corps and redesignated MOS 35D (CMF35).

MOS ACTION: The following MOS actions are programmed to support force modernization initiatives and the realignment of electronic maintenance proponent responsibility.

MOS 39D will be redesignated as Ordnance MOS 35D in FY95. Positions will be recoded in Mar 95. Soldiers will be reclassified in Jun 95.

MOS 39D will subsume 39V positions, functions, tasks and soldiers associated with DAS3. Positions will be recoded in Mar 95. Soldiers will be reclassified in Jun 95.

TRAINING ACTION: Training proponent responsibility for the DAS3 course will be transferred to the Ordnance Corps. Training will continue to be conducted at Ft Gordon under the control of the Ordnance Corps.

Proponent responsibility for the 35D (39D) BNCOC training will transfer to the Ordnance Corps with training conducted at the Signal Center.

Proponent responsibility for the CMF 29 (Ord CMF 35) ANCOC will transfer to the Ordnance Corps with training conducted at the Signal Center.

MOS 39E, SPECIAL ELECTRONICS DEVICES REPAIRER:

BACKGROUND: MOS 39E is a direct and general support electronic equipment repairer assigned solely to Ordnance units. MOS 39E will be transferred to the Ordnance Corps and redesignated as MOS 35F (CMF 35).

MOS ACTION: The following MOS actions are programmed to support force modernization initiatives and the realignment of electronic maintenance proponent responsibility.

MOS 39E will be redesignated as Ordnance MOS 35F in FY95. Positions will be recoded in Mar 95. Soldiers will be reclassified in Jun 95.

TRAINING ACTION: Proponent responsibility for the special electronic devices repair training course at Ft Gordon, GA will be transferred to the Ordnance Corps. The training course will remain at Ft Gordon under Ordnance Corps' control.

Proponent responsibility for the MOS 39E (35F) BNCOC will be transferred to the Ordnance Corps with training conducted at the Signal Center. The training course will remain at Ft Gordon under Ordnance Corps' control.

Proponent responsibility for the CMF 29 (Ord CMF 35) ANCOC training will transfer to the Ordnance Corps with training conducted at the Signal Center.

MOS 39G, AUTOMATED COMMUNICATIONS COMPUTER SYSTEMS REPAIRER:

BACKGROUND: MOS 39G performs operations, organizational, direct and general support maintenance on Signal unique mini/mainframe computer systems. MOS 39G soldiers are assigned as members of an operating team/shift. MOS 39G will be retained by the Signal Corps.

MOS ACTION: The following MOS actions are programmed to support force modernization initiatives and the realignment of electronic maintenance proponent responsibility.

ASI S5, Communications Terminal AN/TSC-109 Repair, will be deleted in FY93. Positions will be recoded in Mar 93. Soldiers will be reclassified in Jun 93. ASI H5, Communications Operations and Maintenance (STREAMLINER), will be deleted in FY94. Positions will be recoded in Mar 94. Soldiers will be reclassified in Jun 94.

ASI R9, Communications Maintenance (STRAWHAT), will be dissassociated with MOS 29S and associated with MOS 39G. Positions will be recoded in Mar 94. Soldiers will be reclassified in Jun 94.

ASI T2, Teletypewriter Maintenance (MOD 40 TTY), will be disassociated with MOS 29J and associated with MOS 39G. Positions will be recoded in Mar 94. Soldiers will be reclassified in Jun 94.

MOS 39G will be deleted in FY95. See new MOS 74G (CMF 74).

TRAINING ACTION: MOS 39G shares a training course with MOS 39D. New training vehicles will be designated to train MOS 39G (74G).

New MOS 74G will become a team member to initialize, assist operators and maintain the AN/TYC-39(). This equipment coupled with some SRT C.P.U. or other equipment (TBD) will become the centerpieces of hardware training for the new MOS 74G. Some TOE actions will be required to properly align documentation of MOS 74G on the AN/TYC-39().

Communications Terminal AN/TSC-109 training at Sheppard AFB, TX and the STREAMLINER course at Goodfellow AFB, TX will be converted to a Signal Corps functional course. If SRT can be obtained for the base 74G course, it will be possible to eliminate attendance at the AF functional course for AN/TSC-109.

See MOS 74G for leader development training strategy.

MOS 39V, COMPUTERIZED SYSTEMS MAINTENANCE CHIEF:

BACKGROUND: MOS 39V performs both operations and maintenance management functions in Automatic Data Processing centers and Signal Corps Telecommunications Facilities. These positions are located in Signal Units and are associated with unique Signal systems.

MOS ACTION: The following MOS actions are programmed to support force modernization initiatives and the realignment of electronic maintenance proponent responsibility.

ASI H5, Communications Operations and Maintenance (STREAMLINER), will be deleted in FY94. Positions will be recoded in Mar 94. Soldiers will be reclassified in Jun 94.

In a separate action MOS 39V will be deleted in FY95.

Selected 39V positions will be subsumed by Ordnance MOS 35D (39D) at Sergeant First Class. Positions will be recoded in Mar 95. Soldiers will be reclassified Jun 95.

Selected 39V positions will be recoded to new MOS 74G and transferred to CMF 74. Positions will be recoded in Mar 95.

TRAINING ACTION: Construct a 74G operator-maintainer computer course using AN/TYC-39(), SRT and other equipment to provide adequate hardware for the new course. Teach initializing, troubleshooting and repair through DS level.

Establish an appropriate BNCOC at SL3.

MOS 74G soldiers will attend the CMF 74 ANCOC and will learn information systems/networks associated with the Signal Corps and operated by Signal Corps personnel. MOS 74G personnel at the BNCOC/ANCOC levels should understand operations, maintenance and enough higher order language programming skills to troubleshoot and integrate computer systems/networks in Signal Corps organizations.

ATCL-RRI (ATSK-TX/17 Mar 92) (570-4a) 2d End Mrs. Killin/DSN 687-2666
SUBJECT: Request for Directed Military Overstrength (DMO)

Commander, U.S. Army Combined Arms Support Command and Fort Lee, Fort Lee, Virginia 23801-6000 11 MAY 1992

FOR Commander, U.S. Army Training and Doctrine Command, ATTN: ATRM-FO, Fort Monroe, Virginia 23651-5000

Concur with U.S. Army Ordnance Missile and Munitions Center and School's request for DMO. The DMO will assure an expeditious and orderly transfer of electronic maintenance proponency from U.S. Army Signal Center and Fort Gordon.

3 Encls
nc

SAMUEL N. WAKEFIELD
Lieutenant General, U.S. Army
Commanding

ATSL-CMT (ATSK-TX/17 Mar 92) (351) 1st End tdd/4024
SUBJECT: Request for Directed Military Overstrength (DMO)

CHIEF OF ORDNANCE, ABERDEEN PROVING GROUND, MARYLAND 21005 03 APR 1992

THRU COMMANDER, U.S. ARMY COMBINED ARMS SUPPORT COMMAND AND FORT LEE, FORT LEE, VIRGINIA 23801-6000

FOR COMMANDER, U.S. ARMY TRAINING AND DOCTRINE COMMAND, ATTN: ATRM-FO, FORT MONROE, VIRGINIA 23651-5000

1. Concur with the U.S. Army Ordnance Missile and Munitions Center and School's (OMMCS) request for DMO through FY 93.

2. POC at OMMCS is Mr. Liner, AV 746-5362/2201, or Mr. D'Antonio, AV 788-2492.

JUNNIE E. WILSON
Major General, U.S. Army
Chief of Ordnance

DEPARTMENT OF THE ARMY
U.S. ARMY ORDNANCE MISSILE AND MUNITIONS CENTER AND SCHOOL
REDSTONE ARSENAL, ALABAMA 35897-6000

REPLY TO
ATTENTION OF

ATSK-TX (570-4a)

MAR 17 1992

MEMORANDUM THRU

Chief of Ordnance, ATTN: ATSL-O (MG Wilson), Aberdeen Proving Ground, MD 21005-5201

Commander, Combined Arms Support Command, Fort Lee, VA 23801-6000

FOR Commander, U.S. Army Training and Doctrine Command, ATTN: ATRM-FO, Fort Monroe, VA 23651-5000

SUBJECT: Request for Directed Military Overstrength (DMO)

1. References:

a. Message, HQ TRADOC, ATCG, 221730Z Apr 91, subject: Results of the Logistical Functional Proponency Study.

b. Memorandum, HQ TRADOC, ATCG, 1 Jul 91, subject: Electronics Maintenance Proponency.

c. Army Regulation (AR) 570-4, 25 Sep 89.

2. Above references realign the military occupational specialties (MOSs) and additional skill identifiers (ASIs) at enclosure 1 under the Ordnance Corps, specifically the U.S. Army Ordnance Missile and Munitions Center and School (OMMCS), unit identification code (UIC) WIEAAA, and provides the basis for this request. OMMCS will assume responsibility for the training and training related material at enclosure 2.

3. OMMCS has begun to assume proponent responsibilities and is creating an electronic maintenance career management field (CMF). OMMCS and the U.S. Army Signal Center and Fort Gordon (USASC&FG) are working to revise training materials and AR 611-201 to implement the transfer. CASCOM is developing a transition plan and will present that plan to TRADOC, in 2d quarter 1992. OMMCS needs to develop a level of expertise quickly in order to assume its new responsibilities and minimize turbulence. We believe the most expedient and cost effective way for the Army to assure there is an orderly transfer of responsibility is to assign personnel returning from overseas assignments because of the drawdown, with requisite skills, to OMMCS, Redstone Arsenal, AL. Since these personnel will be surplus to any organization, we believe they can be most effectively used if assigned to OMMCS. The need to use DMO as a means to satisfy the requirements will expire once the TRADOC's resource system is able to adapt, starting in FY 94. Consequently, approval for DMO is needed through FY 93.

ATSK-TX
SUBJECT: Request for Directed Military Overstrength (DMO)

4. In the Leader Development/Personnel Proponent Office (LD/PPO) we need one SW3/SW4, MOS 256A, Signal Systems Maintenance Technician and one MSG, MOS 29Z50, Electronics Maintenance Chief to coordinate the transfer of approximately 329 Signal Warrant Officers and 6,000 enlisted personnel to the Ordnance Corps. The proponent transfer will require an in-depth knowledge of the maintenance functions performed by the personnel identified to transfer. There are no personnel currently assigned to LD/PPO with the grade, background, skill or knowledge to meet this requirement. These personnel are needed by 1 May 92.

5. Directorate of Training and Doctrine (DOTD):

a. In the Training Development Division we need one SW3/SW4, MOS 256A; one SFC, MOS 29S40, COMSEC Equipment Repair Supervisor; one SFC, MOS 29W40, Communications Electronics Maintenance Chief; and one SSG, MOS 39D30, Computer Systems Repairer Supervisor to review program of instruction (POI) and other training development products which exist at the Signal School for the MOSs being transferred to Ordnance. OMMCS needs technical knowledge in each MOS in order to adequately review and approve the training development products before forwarding to higher headquarters.

b. In the New Systems Training Office we need one SFC, MOS 29S40; one SFC, MOS 29V40, Microwave Systems Operator/Repairer Supervisor; and one SFC, MOS 39V40, Automated Communications Computer Systems Repairer Supervisor. The personnel will allow the office to coordinate and develop technical manuals (TMs), training devices, and training material requirements for new systems currently being fielded or future systems to be fielded in the Communication Security (COMSEC), microwave, and computer systems arena. These personnel will be required to do all functions associated with the New Systems Training Office for systems currently under the Signal School. After the proposed proponent transfer from Signal to Ordnance, the New Systems Training Office will need the necessary expertise to perform its functions with regard to these new type systems.

c. These personnel for DOTD are needed by 1 May 92.

6. Directorate of Combat Developments (DCD):

a. In the Organization and Personnel Systems Office we need one MSG, MOS 29Z50, Electronics Maintenance Chief to provide the knowledge necessary for review of tables of organizations and equipment (TOE) and Manpower Requirements Criteria (MARC) documents associated with Signal MOSs being transferred to OMMCS. Also, individuals will have technical review responsibility for 5 different MOSs which are shown as requirements in approximately 200 separate TOEs. In addition, individuals will provide technical expertise for development of new operational facility rules associated with Signal equipment requirements in OMMCS proponent standard reporting codes (SRCs).

ATSK-TX
SUBJECT: Request for Directed Military Overstrength (DMO)

b. In the Materiel and Logistics System Division we need one SW4, 256A. In the transfer of Signal MOSs, we expect a minimum of 200 systems under development. OMMCS will be considered as Primary Logistical Oriented School (PLOS) for these systems. The final figures will depend on the number of systems required by MOSs. Responsibilities include: (1) review logistics contents of all documentation; (2) evaluate the logistics support implementation of proposed materiel requirements; (3) review logistics aspects of basis of issue plans (BOIPs) and qualitative quantitative personnel requirements; (4) provide Primary Logistics Oriented School (PLOS) input/positions for use at in process reviews, integrated logistics support (ILS) management teams and ILS reviews; (5) participate in test integration joint working group meetings to ensure Reliability Availability and Maintainability (RAM) and critical supportability issues are addressed in test planning documentation; (6) participate in post fielding ILS assessments with proponent school, and (7) review, validate, and update all sets, kits, and outfits (SKO) associated with each MOS being transferred.

c. These personnel for OCD are needed by 1 May 92.

7. A summary of required personnel is provided on enclosure 3.

8. Points of contact for this action are Mr. Liner, ATSK-RM, DSN 746-5362/ 2201 and Mr. D'Antonio, ATSK-TX, DSN 788-2492.

WILLIAM W. STIRLING
Colonel, Ordnance Corps
Commandant

3 Encls
as

CF:
Commander, U.S. Army Signal Center and Fort Gordon,
ATTN: ATZH-PO, Fort Gordon, GA 30905-5000

MOS/COURSE LISTING

MOS	COURSE #	TITLE
FY 93		
39C	104-39C30	TARGET ACQ/SURV RADAR RPR
39C	104-AXIX5	FIREFINDER RADAR REPAIR
39C	104-39C10	TARGET ACQ/SURV RADAR RPR
39D	150-39D10	DAS3 COMPUTER REPAIRER
39D	150-39D30	DAS3 COMPUTER SYS REPAIRER (BNCOC)
39E	198-39E30	SPEC ELEC SUPV
39E	198-39E10	SPEC ELEC DEVICES REPAIRER
39E	198-39E30	SUPV SPEC ELEC DVC RPR BNCOC
FY 94		
29S	L3AZR30650 005	STP TSEC/K-57/58 LM MAINT
29S	L3AZR30653-011	O/I MAINT (LMT) KL-51
29S	L3AZR30650-024	TSEC/KY-57/58 LMT MAINT
29S	L3AZR30650-035	TSEC/KG-84 DEPOT MAINT
29S	L3AZR30650-031	TSEC/KG-81 LMT MAINT
29S	E3AZR30000-001	HI RELIAB SOLD WG & CONNECT
29S	L3AZR30650-033	TSEC/KG-84A LMT MAINT
29S	L3AZR30650-022	TSEC/KG-30 SERIES LM MAINT
29S	L3AZR30650-007	TSEC/KG-7 DEPOT MAINTENCE
29S	L3AZR30650-011	DEPOT MAINT TSEC/KG-30 (FAMILY)
29S	160-29S30	FIELD COMSEC MAINT SUPV (BNCOC)
29S	160-F20	COMSEC EQUIP TSEC/KG-81 REPAIR
29S	160-F30	COMSEC EQUIPMENT KI-1A REPAIR
29S	160-F37	STX-34A/TSEC FULL MAINT
29S	160-F32	COMSEC EQUIP TSEC/ST 58 RPR
29S	ASIY5	TEMPEST FPR MAINT & INSTL SUPV
29S	160-ASIG7(USA)(USMC)	FIELD COMSEC EQUIP FULL MAINT
29S	160-F27	TRI-TAC COMSEC EQUIP FULL MAINT
29S	160-F21	TRI-TAC EQUIP LIMITED MAINT
29S	160-F36	STX-34A/TSEC FULL MAINT
29S	160-F31	COMSEC EQUIP TSEC/KY-90
29S	160-29S10(US-A, MC, N)	FIELD COMSEC EQUIP REPAIRER
29S	L3AZR30650-023	TSEC-KY-57/58 LMT MAINT
29J	160-29J10	TELECOM TRML DEVICE RPR
29J	160-29J30	TTY EQUIPMENT REPAIRER (BNCOC)
29J	160-ASIA7	TACFIRE SYSTEM MAINT
29N	622-29N10	SWITCHING CENTRAL RPR
29N	622-29N30	SWITCHING CENTRAL RPR
29N	622-29N30	SWITCHING CENTRAL RPR BNCOC
29E	160-29E10	RADIO REPAIRER
29E	101-29E30	RADIO REPAIRER (BNCOC)
29E	E3AZR30456-002	AN/GSC-40 O/I MAINT CRS
29E	101-F20 (OS)	ORG INT MMT MSC-64 SATCOM TML
29E	101-ASIQ4	SPECIAL COMMUNICATION SYSTEMS
29E	201-ASIV8	MSE SYSTEMS MAINTAINER

FY 94 (CONT)		
256A	4-11-C32-256A	SIG SYS MAINT TECH WOTTC
256A 4C	256A-RC(RD)	I SIG SYS MAINT TECH WOTTC-RC
256A 4C		F34(CT)/101-ASIL2 (29W)
256A 4C	256A-RC(RD)	3 SIG SYS MAINT TECH WOTTC-RC
256A 4C	256A (RD)	SIG SYS MAINT TECH WOTTC
256A	4C-256A	SIG SYS MAINT TECH WOTTC
FY 95		
39V		COMPUTERIZED SYSTEMS MAINTENANCE CHIEF
29V 101-29V10		MICROWAVE SYS OP MAINT
29V 101-29V30		MICROWAVE SYS OP MAINT
29W 1-29 C42		C-E MAINT CHIEF (ANCOC)
29Z		FIRST SERGEANTS COURSE

TRAINING AND TRAINING MATERIAL WORKLOAD

ITP	- 10
POI	- 43
CAD	- 61
SDT	- 23
SM/TD	- 14
CBT (IVD/CAI)	- 0
AV (JOIN)	- 7
ACCP	- 77
GTA	- 5
FMs, TCs	- 6

TEC	- 71
RC3	
MOS PRODUCING	- 6
TRANSITION	- 4
UNIT SUSTAINMENT	- 5

Encl 2

SUMMARY OF REQUIRED PERSONNEL

MOS	RANK	REQUIRED
256A	SW3/SW4	3
29Z	MSG	2
29S	SFC	2
29V	SFC	1
29W	SFC	1
39D	SSG	1
39V	SFC	1

ENCL 3

DEPARTMENT OF THE ARMY
HEADQUARTERS U.S. ARMY SIGNAL CENTER AND FORT GORDON
FORT GORDON, GEORGIA 30905-5481

REPLY TO
ATTENTION OF:

ATZH-PO (5-8a) 22 May 1992

MEMORANDUM FOR

Commander, U.S. Army Ordnance Center and School, Aberdeen Proving Ground, Maryland 21005-5201
Commander, U.S. Army Signal Center and Fort Gordon, Fort Gordon, Georgia 30905-5000

SUBJECT: Memorandum of Understanding (MOU) Between Chief of Signal Corps and Chief of Ordnance Corps

1. Purpose: To obtain Chiefs of Signal and Ordnance approval and signature on the initial MOU to govern the transfer of proponency of Signal Maintenance Military Occupational Specialties (MOS) from Signal Corps to Ordnance Corps.

2. Background: The Commanding General, U.S. Army Training and Doctrine Command (TRADOC), directed that the Commanding General, U.S. Army Combined Arms Support Command (CASCOM) transfer selected Signal maintenance MOSs to the Ordnance Corps. The CASCOM Commander has been designated as the specified proponent for electronic maintenance and will be responsible for the centralized direction of doctrine, training, leader development, organization, materiel, and soldier (DTLOMS) functions for electronic maintenance. The Signal Center at Fort Gordon, GA, will continue to conduct combat developments, personnel proponent functions, force integration, resident training, training development, and evaluation/standardization for identified MOSs (except for MOS 39C training which is conducted at Fort Sill, OK). An MOU is required to delineate responsibilities, agreements and understandings during the transition phases of this realignment.

3. Discussion:

a. The responsible staffs of the U.S. Army Signal Center and Fort Gordon, and the U.S. Army Ordnance Missile and Munitions Center and School have negotiated the command relationships, policy, guidelines, and procedures under which the two schools will jointly conduct combat developments, training development, related management, evaluation/standardization and force integration/personnel proponent functions during the transition period 1 June 1992 through 30 September 1994.

b. The MOU provides the basis for executing the transfer of responsibilities from the Signal to the Ordnance Corps and provides timelines for managing the processes through the TRADOC and DA PERSCOM resourcing and management of change windows. The proponent transfer will be complete in March 1995, with the transfer of positions in Career Management Field 29 to the Ordnance Corps. An Ordnance Training Battalion will be established in July 1994. The provisional tenant activity on Fort Gordon will become a permanent tenant activity (including the training department) on 1 October 1994.

4. Conclusion: The proposed MOU is adequate and should be approved and implemented.

5. Recommendation: That the Chiefs of Ordnance and Signal sign the MOU at Tab A.

USASC&FG SIGNATORIES

ROBERT R. SWANN
Deputy Assistant Commandant
U.S. Army Signal Center &
Fort Gordon

LOREN M. OLSEN
Colonel, Signal Corps
Director, Office Chief of
Signal

EARL L. TINGLE
Colonel, Signal Corps
Director, Directorate of
Training and Doctrine

USAOMMCS SIGNATORIES

WILLIAM W. STIRLING
Colonel, Ordnance Corps
Commandant, U.S. Army Ordnance
Missile and Munitions Center
and School

GARY E. ANDREN
Colonel, Ordnance Corps
Director, Directorate of
Training and Doctrine

Encl
MOU

MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
CHIEF OF SIGNAL CORPS
AND
CHIEF OF ORDNANCE CORPS

SUBJECT: Guidelines and Procedures for the Conduct of Branch and Personnel Proponent Functions for Military Occupational Specialties (MOS) 29E, 29J, 29N, 29S, 29W, 29Z, 39C, 39D, 39E, 39V, and 256A

1. PURPOSE. To establish command relationships, policy, guidelines, and procedures under which the Commanding General (CG), U.S. Army Signal Center and Fort Gordon (USASC&FG), Fort Gordon, GA, and the Commandant, U.S. Army Ordnance Missile and Munitions Center and School (USAOMMCS), Redstone Arsenal, AL, will jointly conduct training, training development and related management, evaluation/standardization, combat developments and force integration/personnel proponent functions for subject MOSs. This MOU provides the basis for executing the transfer of functions from the Signal Corps to the Ordnance Corps.

2. REFERENCES. See Appendix A.

3. BACKGROUND. The CG, Training and Doctrine Command (TRADOC), directed that the CG, Combined Arms Support Command (CASCOM) transfer subject MOSs to the Ordnance Corps. The CASCOM Commander has been designated as the specified proponent for electronic maintenance and will be responsible for the centralized direction of Doctrine, Training, Leader Development, Organization, Materiel, and Soldier (DTLOMS) functions for electronic maintenance. The Signal Center at Fort Gordon currently performs combat developments, personnel proponent functions, force integration, resident training, training development, and evaluation and standardization for all subject MOSs except MOS 39C. An MOU is required to delineate responsibilities, agreements, and understandings during the transition phases of this realignment. This MOU includes the fair share distribution of resources for combat development, training, training development, evaluation/standardization, and personnel proponent functions, as required to fully implement the proponent transfer decision. The transfer decision required the Ordnance Corps to revise Career Management Field (CMF) 35. It also authorized the Signal Corps to retain Signal unique operator-maintainers currently in CMF 29 and transfer them into CMF 31 and CMF 74. Incorporation of operator-maintainer functions into CMF 31 and CMF 74 will be accomplished in FY 94 (Mar-Jun 94). The Ordnance Corps will revise CMF 35 in FY 95 (Mar-Jun 95). CMF 29 will be deleted in FY 95.

4. SCOPE/CONCEPT.

a. This MOU outlines actions necessary to transfer the responsibilities and associated resources for subject MOSs from USASC&FG to USAOMMCS. It addresses actions required to establish an ordnance tenant activity at Fort Gordon, GA. The tenant activity will be attached to the 15th Signal Brigade at USASC&FG (see Appendix D). This MOU consists of three phases with milestones at Appendix B.

(1) Phase 1, the transitional phase, begins in Jun 92 and ends 30 Sep 93. It includes three incremental milestones. These milestones include signing of the MOU and accomplishing the reconfiguration of functions and resources required to implement the proponent transfer.

(2) Phase 2 begins 1 Oct 93 and ends 30 Sep 94. This phase establishes a sustained relationship between the parties identified herein. During Phase 2 USAOMMCS, in coordination with USASC&FG, will establish a provisional tenant activity at Fort Gordon, GA. The tenant activity will transfer to USAOMMCS' table of distribution and allowances (TDA) on 1 Oct 94. The provisional tenant activity will be formed from existing assets and carry out the functions of a combined student battalion and training department. The Ordnance Battalion will be attached to the 15th Signal Brigade.

(3) Phase 3 begins on 1 Oct 94 and ends 30 Jun 95 with the close of the military personnel reclassification window. A revised MOU and a finalized Intraservice Support Agreement (ISSA) will be completed by 1 Jun 94 to be effected on 1 Oct 94 to coincide with the beginning of the resourcing year.

b. Phase 1, milestone 1, establishes joint responsibility for functions associated with combat developments, new systems training, evaluation/ standardization, and training management functions effective 1 Oct 92 (FY 93).

(1) USASC&FG will: Prepare a coordinating draft ISSA. Draft ISSA will be staffed for concurrence by USAOMMCS. Effective 1 Oct 92, USAOMMCS and USASC&FG will be jointly responsible for the training development of courses listed in Appendix C and MOS(s) listed in Appendix E. The lead for training development functions transfers to USAOMMCS on the dates shown in Appendix C, for MOSs 39D, 39E, and all associated additional skill identifiers (ASI).

(2) USAOMMCS will: Negotiate with the U.S. Army Field Artillery School (USAFAS), Fort Sill, OK, for the transfer of functions performed at Fort Sill for MOS 39C, and ASIs X5 and A7. For functions/actions that will be implemented prior to 1 Oct 94, all issues involving the training and training development of MOS 39C will be staffed with USASC&FG for approval. This constitutes the second incremental milestone. To minimize resource turbulence, with the exception of MOS 39C, resources will be identified on USASC&FG's TDA until the transfer of the tenant activity on 1 Oct 94. The third incremental milestone will occur in Jul 93 with the submission of Army Regulation (AR) 611-1 actions by USASC&FG and USAOMMCS to realign remaining CMF 29 MOSs to CMF 35.

c. Phase 2 begins 1 Oct 93 and ends 30 Sep 94. On 1 Oct 93, USASC&FG and USAOMMCS will establish a provisional tenant activity at Fort Gordon. During this phase, the lead in training development transfers to USAOMMCS for remaining courses listed in Appendix C associated with MOS 29E, MOS 29S, MOS 29J, MOS 29N, and Warrant Officer MOS 256A. Associated resources will remain on USASC&FG's TDA until transfer of the tenant activity to USAOMMCS on 1 Oct 94. In Jul 94 a separate Ordnance Battalion will be activated and attached to the 15th Signal Brigade.

d. Phase 3 begins on 1 Oct 94 and ends with position recoding in Mar 95. USAOMMCS will assume all responsibility for school activities relating to the MOSs and ASIs listed in Appendix C on 1 Oct 94. The Ordnance tenant activity will begin operation as a separate USAOMMCS activity under the revised MOU and ISSA. Reclassification of Signal personnel to Ordnance will occur in May through Jun 95. All resources associated with this MOU will transfer from USASC&FG's TDA to USAOMMCS' TDA on 1 Oct 94. At this time the revised MOU and the ISSA will be implemented.

5. AGREEMENTS: The following actions are necessary to implement this MOU:

a. General: Between 1 Oct 92 and 1 Oct 94, USAOMMCS and USASC&FG will jointly perform functions as identified in following subparagraphs. USASC&FG will retain approval authority for all MOS and other school activities and actions that are effective prior to 1 Oct 94; actions initiated during the life of this MOU that affect subject MOSs/courses after FY 94 will require USAOMMCS' approval.

(1) USASC&FG and USAOMMCS operating activities will refer all disagreements to the Council of Colonels, consisting of the Proponent Office, USASC&FG; Director, DOTD, USAOMMCS; Director, DOTD, USASC&FG; Director, Institutional Training and Education, CASCOM; and the Directors of DCD of both schools, who will resolve issues within 15 days.

(2) USASC&FG will restructure appropriate Signal Battalions for the purpose of establishing an Ordnance Battalion, attached to the 15th Signal Brigade at Fort Gordon. The Ordnance Battalion will be activated in Jul 94. The battalion will become an integral part of USAOMMCS' tenant activity on 1 Oct 94. The 15th Signal Brigade Commander will be the Ordnance Battalion Commander's rater. The intermediate rater will be Commandant, USAOMMCS and the senior rater will be Chief of Ordnance. USASC&FG will reorganize the Signal Electronic Maintenance Department to form an Ordnance Electronic Maintenance Department not later than Jul 93. The Ordnance Training Department will become part of the Provisional tenant activity on 1 Oct 93. The Ordnance key personnel rating chain is at Appendix D.

(3) USASC&FG will perform security functions, i.e., processing clearances/investigative requirements, counterintelligence, facility and equipment security, and inspections.

(4) USASC&FG will provide base operational support pursuant to AR 5-3 Installation Management and Organization, AR 5-9 Intraservice Support Installation Area Coordination, AR 5-16 Army Supplement to Defense Required Interservice Support (DRIS) Regulation (DoD 4000.19-R), and TRADOC Memo 1-6, Administration of Memorandums of Understanding or Agreement, for all Ordnance personnel and the tenant activity until 30 Sep 94. Effective 1 Oct 94, base operational support will be provided in accordance with (IAW) the revised MOU and the ISSA. The base support functions include logistical support provided by USASC&FG and any associated contractor support agreements.

(5) USASC&FG installation property such as student and administrative barracks furniture (i.e., beds, lockers, desks, dressers, filing cabinets, etc.) and computer equipment will remain on the Signal Center's Installation Property Book, and will be hand receipted to USAOMMCS' tenant activity. All other equipment which supports Ordnance specific training and training development will be laterally transferred from USASC&FG to USAOMMCS on 1 Oct 94. Equipment will be internally transferred to USAOMMCS' tenant activity property book, prorated on available assets, student load, and outstanding requisitions on 1 Oct 94.

(6) USASC&FG will provide all logistical support for facilities and equipment under current installation contract through 30 Sep 94. Effective 1 Oct 94, USAOMMCS will provide reimbursement for logistical support as defined in the impending ISSA.

(7) USASC&FG will retain equipment that is shared between Signal and Ordnance Corps. Specific equipment sharing arrangements will be coordinated at the department or battalion level with staff oversight provided by USASC&FG, DOTD.

(8) USASC&FG will fund all costs for relocating personnel and equipment associated with the transfer of proponent responsibilities as identified in this MOU to USAOMMCS, Redstone Arsenal, AL, IAW the Joint Travel Regulation (JTR).

(9) USASC&FG and USAOMMCS will jointly develop resource estimates for inclusion in the FY 95-99 Program Objective Memorandum.

(10) USASC&FG will coordinate with Headquarters, TRADOC and USAOMMCS to transfer resources provided by TRADOC's Manpower Staffing Standards System (MS3) including funds associated with the transferring MOSs to USAOMMCS effective on 1 Oct 94. Personnel transferring from organizations not required to be part of the tenant activity will relocate to USAOMMCS, Redstone Arsenal, AL, prior to 1 Oct 94.

(11) Training development functions for courses listed in Appendix C require joint concurrence based on the date shown for each MOS in Appendix E. USAOMMCS assumes full responsibility for all transferring MOSs on 1 Oct 94.

(12) USASC&FG and USAOMMCS will jointly develop a workload schedule for revising training material and soldier training products to support revised MOS structures, and will coordinate moving/consolidating classes and personnel in conjunction with USASC&FG space and personnel utilization plan (to be developed).

(13) USASC&FG and USAOMMCS will jointly perform Primary-Logistics-Oriented-School (PLOS) functions. On 1 Oct 94, USAOMMCS will assume full PLOS responsibility for communication equipment, except for Signal Corps mission unique systems, and will perform related Integrated Logistics Support (ILS) functions, under the Concept Based Requirements System (CBRS). Resources to perform these functions will remain on the Signal Center TDA until the tenant activity transfers to USAOMMCS. Signal Center retains logistic development responsibilities for Signal Corps mission unique systems and unit level maintenance functions associated with MOSs for which Signal Center is proponent.

(14) On 1 Oct 94, USAOMMCS will become the hardware/software proponent for the Sets, Kits, and Outfits (SKO) procured to perform electronic maintenance, to include special test equipment associated with maintenance MOSs for which USAOMMCS is proponent.

(15) Be jointly responsible for developing all requirements associated with the support of High Tech Regional Training Sites - Maintenance at Tobyhanna, PA and Sacramento, CA.

(16) Be jointly responsible for the production, warehousing, and distribution of Reserve Component Configured Courseware (RC3) IAW schedule at Appendix C.

b. Commander, USASC&FG will:

(1) Prepare a draft ISSA with input from USAOMMCS by 1 Oct 93 which will become effective on 1 Oct 94 to support the operation of an Ordnance tenant activity.

(2) Assist USAOMMCS in developing a TDA for the tenant activity with a USAOMMCS derivative Unit Identification Code (UIC), on Fort Gordon. This tenant activity will activate as an Ordnance unit on 1 Oct 94.

(3) Continue to program for resources, except as noted in specific agreements, through 30 Sep 94.

(4) Distribute, on a pro rata basis, across all CMFs, those resource changes imposed by higher headquarters, commensurate with approved training requirements analysis system (TRAS) documentation or blanket reductions.

(5) Within 60 days after this MOU is signed, provide USAOMMCS a marked-up copy of the FY 93 TDA that identifies those positions supported by the MOSs/courses being transferred. The FY 94 TDA will be provided within 30 days of its approval.

(6) The 15th Brigade Commander will be the Ordnance Battalion Commander's rater. The senior raters will be the Commandant, USAOMMCS and the Chief of Ordnance. The battalion will be in place and fully operational by 1 Oct 94 (FY 95). The battalion will be commanded by an Officer Personnel Management System (OPMS), centrally selected Ordnance Officer after Jul 94. Companies will be commanded by officers selected by the Battalion and Brigade Commanders on an equitable basis ensuring that the career goals of officers are met. The Ordnance key personnel rating chain is at Appendix D.

(7) Obtain approval from USAOMMCS before initiating changes to TRAS products that will become effective on or after 1 Oct 94.

(8) Provide one copy of all products identified in Appendix F of this MOU to USAOMMCS by 1 Oct 92.

(9) Coordinate with USAOMMCS to provide a prioritized Army Extension Training Information System (AETIS) workload list for subject MOSs. Approval of the priority of products for transferring MOSs will be coordinated by both commands. During Phases 1 and 2, USASC&FG is responsible for ensuring that the requirements within resource limitations and/or IAW the priority listing for the subject MOSs are met, to include MOS change documents for TRAS products, i.e., ITPs, CADs, POIs, LPs, SDTs, etc.

(10) Provide training development (i.e., SAT, TRAS, SDT, ITC, etc.) for instructor and training development personnel assigned to USAOMMCS' tenant activity at Fort Gordon.

(11) Maintain the civilian personnel records and provide administrative support services through its Civilian Personnel Directorate (CPD) for those USAOMMCS civilians assigned to Fort Gordon. The civilians will be in the Fort Gordon competitive area, and will be included in the local union agreement.

(12) Provide administrative, health, welfare, and morale support for the Ordnance personnel assigned or attached to Fort Gordon.

(13) Within 120 days after this MOU is signed, provide USAOMMCS with a list of equipment, devices, and classroom space currently required and projected to support the training being transferred.

(14) Coordinate during Phases 1 and 2 with USAOMMCS to develop procedures to be used for conducting internal and external evaluations of training. The results of the internal and external evaluations of subject MOSs conducted by USASC&FG will be provided to USAOMMCS within 15 working days after completion of the final report.

(15) During Phases 1 and 2, answer all field/soldier inquiries concerning training products, soldier performance, doctrine, and technical information. A copy of responses will be provided to USAOMMCS.

(16) Jointly develop and coordinate with USAOMMCS to submit AR 611-1 actions for affected MOSs by Jul 93.

(17) Perform scheduling and academic records administration (inputs, recycles, graduates) in the ATRRS and AIMS databases. USASC&FG will also coordinate all other administrative issues (course capacity, load constraints, and TRAP actions) with USAOMMCS.

(18) Coordinate with USAOMMCS for the FY 95 Structure Manning Decision Review (SMDR) relook for courses listed at Appendix A. A USAOMMCS proponent representative will participate at DA during the USASC&FG SMDR.

(19) Obtain equipment that becomes available through the Army's drawdown to eliminate equipment shortages, and equipment sharing requirements for operator and maintainer courses.

c. Commandant, USAOMMCS will:

(1) Work with USASC&FG to develop a TDA and initiate action to establish a tenant organization, with its own UIC, on Fort Gordon which will be activated as an USAOMMCS provisional organization on 1 Jul 94.

(2) Obtain equipment that becomes available through the Army's Drawdown, to eliminate equipment shortages, and equipment sharing requirements for operator and maintainer courses.

(3) Provide input to the AETIS prioritized listing to Fort Gordon within 25 working days from the date of data entry changes.

(4) Provide comments on documents developed by USASC&FG within 25 working days of receipt.

(5) Provide input to revision of training materials, training, and training products, as required by changes in equipment, MOS responsibilities, or maintenance concepts for any actions implemented prior to 1 Oct 94.

(6) Be the TRADOC user representative for new equipment, training devices, and technical manuals, or portions of technical manuals, impacting the subject MOSs on or after 1 Oct 94.

(7) Be responsible for procuring additional or new equipment or training devices which will be incorporated into proponent courses after 1 Oct 94. USAOMMCS will coordinate with USASC&FG on any new procurement that will require training in MOSs and courses prior to 1 Oct 94. During Phase 3 and beyond, USAOMMCS will coordinate with USASC&FG, through the System Training Plan (STRAP) for new training related requirements, i.e., new equipment, site preparation, etc., as soon as possible but no later than six months prior to implementation of training.

(8) Be the proponent for subject MOSs and issue Ordnance diplomas to graduates effective with the first graduating class of FY 95.

(9) Coordinate all activities and documents which may have an impact on the installation operations of USASC&FG.

(10) Provide input to leader development (NCOES/WO) courses to satisfy Ordnance professional development objectives.

(11) Coordinate field visits and external evaluations with USASC&FG for subject MOSs.

(12) Identify support requirements for the ISSA.

6. EFFECTIVE DATE: This agreement is effective on the date of the last approving signature and will remain in effect through 30 Sep 94 unless rescinded or changed by mutual consent. Effective 1 Oct 94, this MOU and any amendments will be replaced with a revised MOU and the approved ISSA. This and subsequent MOU/ISSA will be reviewed annually and changed as appropriate.

JOHNNIE E. WILSON
Major General, USA
Commander, USAOC&S

27 May 1992

ROBERT E. GRAY
Major General, USA
Commander, USASC&FG

1 June 1992

APPENDIX A

REFERENCES

1. Message, TRADOC, ATTC, 31200Z Aug 90, subject: Analysis of Logical Functional Proponencies within TRADOC.

2. Electronic Maintenance Transition Plan, CASCOM, (Date TBD).

3. Message, TRADOC, ATTIG-I, 071927Z Dec 90, subject: Initial Entry Training (IET) Studies from TRADOC Commander's Conference.

4. Message TRADOC, ATCG, 17150Z Dec 91, subject: Electronic Maintenance Proponency.

5. AR 5-3, Installation Management and Organization.

6. AR 5-9, Intraservice Support Installation Area Coordination.

7. AR 5-16, Army Supplement to Defense Required Interservice Support (DRIS) Regulation (DoD 4000.19-R).

8. Army Regulation 600-3, Army Personnel Proponent System.

9. TRADOC Memo 1-6, 6 May 1983, Administration Memorandums of Understanding or Agreement.

10. USASC&FG Regulation 350-7, Training Accountable Instructional System.

APPENDIX B

MILESTONES

MILESTONE APPENDIX B

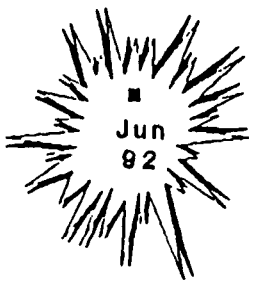
PHASE I (1 Jun 92 - 30 Sep 93)

Milestone 1

FY 92

Jun | Jul | Aug | Sep

Sign MOU



Copy of 0293 TDA to USAOMMCS

(by 1 Jul) 92

List of Training Equip/Devices to USAOMMCS

(by 30 Jul) '92

CMF29-1

PHASE I (1 Oct 92 - 30 Sep 93)

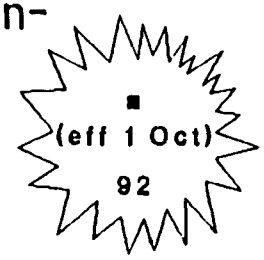
(continued)

Milestone 2

FY 93

Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep

Assume Joint Responsibility for Tng Dev for Crs in all MOSs



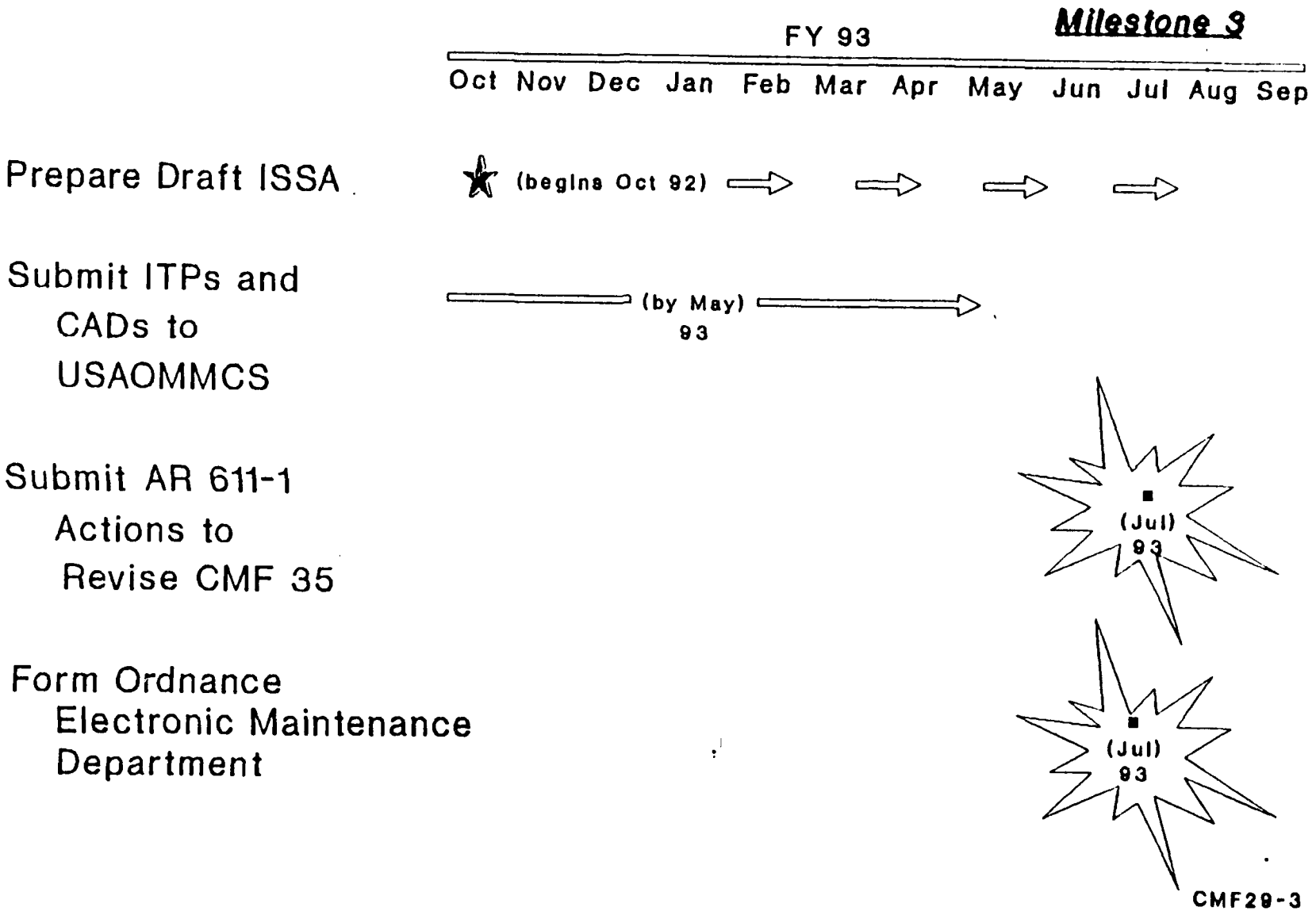
Assume Lead for Tng Dev for Crs in MOSs:

- 39D
- 39E
- 39C (Fort Sill)

*(Approval Authority remains with USASC&FG until 1 Oct 94)

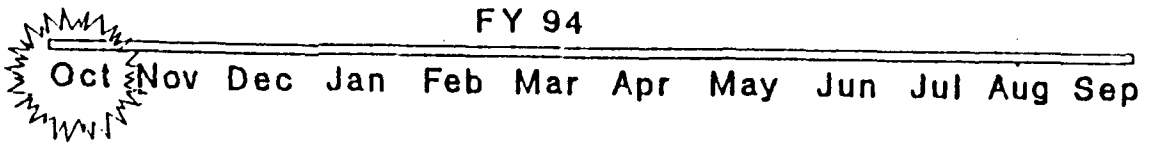
- Nonconcurrences and/or unresolved issues will be referred to the Council of Colonels/General Officer Steering Committee

PHASE I (1 Oct 92 - 30 Sep 93)
(continued)



PHASE II (1 Oct 93 - 30 Sep 94)

Milestone 1



Establish Provisional Tenant Activity Tng Division at USASC&FG ■ (eff 1 Oct 93)

Assume Lead for Tng Dev for Crs in MOSs: ■ (eff 1 Oct 93)

- 29E
- 29S w/ASIs G7/Y5
- 29J w/ASIs A7/Y1
- 29N
- 256A

*(Approval Authority remains with USASC&FG until 1 Oct 94)

- Nonconcurrences and/or unresolved issues will be referred to the Council of Colonels/General Officer Steering Committee

PHASE II (1 Oct 93 - 30 Sep 94)

(continued)

Milestone 2 FY 94 ***Milestone 3***

Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep

Finalize Draft ISSA ⟺ (Oct-Nov) 93

Sign ISSA
(Effective 1 Oct 94) ■ (Jan) 94

Implement Realigned
CMF 31 & 74 ■ (Jun) 94

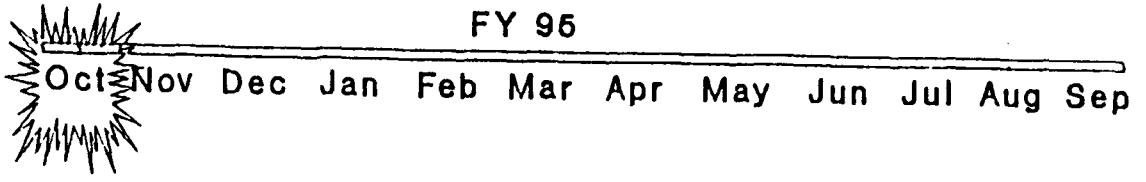
Activate Ordnance
Battalion and
Inactivate Signal Bn ■ (Jul) 94

Revise MOU ■ (Jul) 94

CMF 29-5

PHASE III (1 Oct 94 - 30 Sep 95)

Milestone 1



Activate Tenant Activity

Proponency Transfer

ISSA Becomes Effective

Students/Cadre/Staff and Faculty Assigned to Ordnance Tenant Activity

All Effective 1 Oct 94

CMF29-6

PHASE III (1 Oct 94 - 30 Sep 95)

(continued)

Milestone 2

FY 95

Oct Nov Dec Jan Feb Mar Apr May Jun Jul Aug Sep

* Transfer all Responsibility for all School Activities for Transferred MOSs (including 29W, 29Z, and 39V) to Ordnance (eff 1 Oct 94)

Soldier Training Products Available (Jan-Mar 95)

Implement Revised CMF 35 Structure (Mar 95)

Reclassification Of Signal Personnel to Ordnance (Mar 95)

Delete CMF 29 (Jun 95)

CMF29-7

APPENDIX C

COURSE LISTING

MOS	COURSE #	TITLE	USAOMMCS LEAD DATE
39C	104-39C30	Target Acq/Surv Radar Repair	1 Oct 92
39C	104-AXIX5	Firefinder Radar Repair	1 Oct 92
39C	104-39C10	Target Acq/Surv Radar Repairer	1 Oct 92
39D	150-39D10	DAS3 Computer Repairer	1 Oct 92
39D	150-39D30	DAS3 Computer Sys Repairer (BNCOC)	1 Oct 92
39E	198-39E10	Spec Elect Devices Repairer	1 Oct 92
39E	198-39E30	Supv Spec Elect Dvc Rpr BNCOC	1 Oct 92
29S	L3AZR30650-005	Stp TSEC/K-57/58 Lm Maint	1 Oct 93
29S	L3AZR30653-011	O/I Maint (Lmt) KL-51	1 Oct 93
29S	L3AZR30650-024	TSEC/KY-57/58 Lmt Maint	1 Oct 93
29S	L3AZR30650-035	TSEC/KG-84 Depot Maint	1 Oct 93
29S	L3AZR30650-031	TSEC/KG-81 Lmt Maint	1 Oct 93
29S	E3AZR30000-001	Hi Reliab Sold Wg & Connect	1 Oct 93
29S	L3AZR30650-033	TSEC/KG-84A Lmt Maint	1 Oct 93
29S	L3AZR30650-022	TSEC/KG-30 Series Lmt Maint	1 Oct 93
29S	L3AZR30650-007	TSEC/KG-7 Depot Maintenance	1 Oct 93
29S	L3AZR30650-011	Depot Maint TSEC/KG-30 (Family)	1 Oct 93
29S	160-29S30	Field COMSEC Maint Supv (3NCOC)	1 Oct 93
29S	160-F20	COMSEC Equip TSEC/KG-81 Repairer	1 Oct 93
29S	160-F30	COMSEC Equipment KI-1A Repair	1 Oct 93
29S	160-F37	STX-345A/TSEC Full Maint	Deleted

MOS	COURSE #	TITLE	USAOMMCS LEAD DATE
29S	160-F32	COMSEC Equip TSEC/ST 58 Rpr	Deleted
29S	ASIY5	Tempest Rpr Maint & Instl Supv	1 Oct 93
29S	160-ASIG7 (USA)(USMC)	Field COMSEC Equip Full Maint	1 Oct 93
29S	160-F27	TRI-TAC COMSEC Equip Full Maint	1 Oct 93
29S	160-F21	TRI-TAC Equip Limited Maint	Deleted
29S	160-F36	STX-34A/TSEC Full Maint	Deleted
29S	160-F31	COMSEC Equip TSEC/KY-90	1 Oct 93
29S	160-29S10(USA,MC,N)	Field COMSEC Equip Repairer	1 Oct 93
29S	L3AZR30650-023	TSEC/KY-57/58 Lmt Maint	1 Oct 93
29J	160-29J10	Telecom Trml Device Rpr	1 Oct 93
29J	160-29J30	TTY Equipment Repairer (BNCOC)	1 Oct 93
29J	160-ASIA7	Tacfire System Maint	1 Oct 93
29N	622-29N10	Switching Central Rpr	1 Oct 93
29N	622-29N30	Switching Central Rpr	1 Oct 93
29E	160-29E10	Radio Repairer	1 Oct 93
29E	101-29E30	Radio Repairer (BNCOC)	1 Oct 93
29E	E3AZR30456-002	AN/GSC-40 O/I Maint Crs	1 Oct 93
29E	101-F20 (OS)	Org Int Mmt MSC-64 SATCOM Tml	1 Oct 93
29E	101-ASIQ4	Special Communication System	1 Oct 93
29E	101-ASIV8	MSE Systems Maintainer	Deleted 1 Mar 94
256A	4-11-C22-256A	Sig Sys Maint Tech WOTTC	1 Oct 93
256A 4C	256A-RC (RD)	I Sig Sys Maint Tech WOTTC-RC	1 Oct 93
256A 4C		F34(CT)/101-ASIL2 (29W)	1 Oct 93
256A 4C	256A-RC (RD)	3 Sig Sys Maint Tech WOTTC-RC	1 Oct 93

MOS	COURSE #	TITLE	USAOMMCS LEAD DATE
256A 4C	256A (RD)	Sig Sys Maint Tech WOTTC	1 Oct 93
256A	4C-256A	Sig Sys Maint Tech WOTTC	1 Oct 93
256A	4-11-C32-256A-RC		
	Phase I	Sig Sys Maint Tech SWOT-RC	1 Oct 93
	Phase III		1 Oct 93
256A	4-C-256A (RD)		
	Phase I	Sig Sys Maint Tech (RD)-RC	1 Oct 93
	Phase III		1 Oct 93

APPENDIX D

TENANT ACTIVITY RATING SCHEME

ORDNANCE TENANT ACTIVITY/BATTALION COMMANDER

Rater: 15th Signal Brigade Commander

Intermediate Rater: Commandant, USAOMMCS

Senior Rater: Chief of Ordnance

DIRECTOR, ELECTRONIC MAINTENANCE DEPARTMENT

Rater: Ordnance Battalion Commander

Reviewer: Deputy Assistant Commandant, USASC&FG

Approval Authority: Director of Training, USAOMMCS

APPENDIX E

MILITARY OCCUPATIONAL SPECIALTIES (MOS) AND
ADDITIONAL SKILL IDENTIFIERS (ASI)

MOS/ASI	TITLE	USAOMMCS LEAD DATE
256A	Signal Systems Maintenance Technician	1 Oct 93
29W	Communication Electronics Maintenance Chief	1 Oct 94
29W ASIL2	MSE Systems Maintenance Manager	Deleted FY94
29E	Radio Repairer	1 Oct 93
29E ASIQ4	Special Communications Systems	Deleted FY94
29E ASIV8	MSE Systems Maintainer	Deleted FY94
29J	Telecommunication Terminal Device Repairer	1 Oct 93
29J ASIY1	TACCS&TCT Computer Systems Repairer	Deleted FY92
29N	Switching Control Repairer	1 Oct 93
29S	Communications Security Equipment Repairer	1 Oct 93
29S ASIG7	COMSEC Equipment - Full Maintenance	1 Oct 93
29S ASIY5	Tempest for Maintenance/Installation Supv	1 Oct 93
39C	Target Acquisition/Surveillance Radar Rpr	1 Oct 92
39C ASIX5	Fire Finder Radar Repairer	1 Oct 92
39D	DAS3 Computer Systems Repairer	1 Oct 92
39E	Special Electronics Devices Repairer	1 Oct 92
39V	Computerized Systems Maintenance Chief	1 Oct 94
292	Electronics Maintenance Chief	1 Oct 94

APPENDIX F

DOCUMENTS REQUIRED

Delivered by 1 Oct 92

1. Training Development Products

   Individual Training Plan (ITP)

   Programs of Instruction (POI)

   Course Administrative Data (CAD)

   Soldiers Manual (SM)

   Self Development Tests (SDT)

2. List of:

   Army Correspondence Course Program (ACCP)

   New Equipment Training Plans (NETP), NETP number, impacting/listing transferred MOSs

   Training Extension Courses (TEC)

   Training Support Package (TSP)

   Army Training and Evaluation Program/Mission Training Plan (ARTEP/MTP)

   Graphic Training Aids (GTA)

3. AETIS Products for FY93

4. System Training Plans containing subject MOSs

OFFICE OF THE DEPUTY CHIEF OF STAFF FOR OPERATIONS AND PLANS
WASHINGTON, DC 20310-0400

REPLY TO ATTENTION OF

DAMO-FDI

20 JAN 1992

MEMORANDUM THRU DEPUTY CHIEF OF STAFF FOR OPERATIONS AND PLANS
VICE CHIEF OF STAFF, ARMY

FOR CHIEF OF STAFF, ARMY

SUBJECT: Readiness of Reserve Component ([redacted] Electronic Warfare Intelligence (CEWI) Battalions -- INFORMATION MEMORANDUM

1. Purpose: To provide information on the EXPANSIBLE CEWI Battalion, a force structure alternative to improve RC CEWI Battalion readiness.

2. Facts.

a. The ARNG divisions' organic RC CEWI Battalions have experienced long term readiness deficiencies in personnel, equipment, and training. Linguists represent 58% of the units' MI personnel shortfall. MOS qualification deficiencies in foreign language proficiency and MI technical SIGINT skills are significant.

b. IEW equipment is not an issue. All units will have a complement of intercept and jamming equipment by the end of FY 92.

c. In a 24 January 1992 General Officer Review, the DCSINT, CAR, and NGB concurred with an EXPANSIBLE CEWI Battalion concept proposed by ADCSOPS-FD.

d. Previous initiatives to improve RC CEWI Battalion readiness focused on recruitment, retention, and language training policies. The EXPANSIBLE Battalion concept decouples the linguists from specific MI CEWI Battalions allowing "pooling" of this vital resource for training and more flexible support to the Total Army.

3. Discussion:

a. The EXPANSIBLE CEWI Battalion concept is an initiative for resolving RC CEWI Battalion readiness deficiencies which also marks the beginning of an innovative force structure approach in the Army. Upon implementation, linguists will be removed from the existing battalion structure and formed into separate 5-man

DAMO-FDI
SUBJECT: Readiness of Reserve Component (RC) Combat Electronic Warfare Intelligence (CEWI) Battalions -- INFORMATION MEMORANDUM

language detachments. These detachments can be selectively mobilized to support contingency operations, or to fill out the EXPANSIBLE Battalions upon full mobilization.

b. The EXPANSIBLE CEWI Battalion's base organization will retain the non-linguist oriented functions, personnel, and equipment. Most SIGINT/EW equipment will be maintained at Equipment Concentration Sites (ECS) supporting RC training rotations and mobilization requirements. The basic CEWI structure, doctrinal relationship, and training capability are maintained, while unit IEW equipment maintenance, technical skills and language training responsibilities are reduced.

4. The RC EXPANSIBLE CEWI Battalion concept breaks the mold of completely organic combat support, yet provides the flexibility to support the CINC's worldwide warfighting requirements (TAB A). A detailed implementation plan will be available for your approval within 30 days.

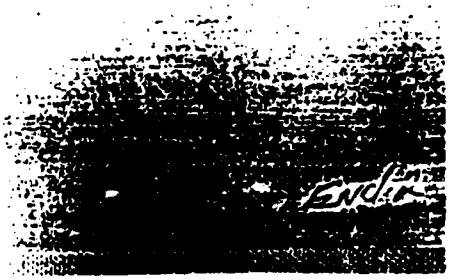
JEROME H. GRANRUD
Major General, GS
Assistant Deputy Chief of Staff
for Operations and Plans,
Force Development

1 Encl

14 Feb 92 - Noted CSA with comment: "Excellent."

AUSTIN D. BELL
MAJ, GS
ADAS

MAJ Andrew/76527



DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF STAFF
WASHINGTON D C 20310 0200

MEMORANDUM FOR:

COMMANDER, U.S. ARMY TRAINING AND DOCTRINE COMMAND, ATTN: ATCG
FORT MONROE, VA 23651-5000
COMMANDER, U.S. FORCES COMMAND, ATTN: FCCG
FORT MCPHERSON, GA 30330-6000
COMMANDER, U.S. ARMY INTELLIGENCE AND SECURITY COMMAND, ATTN: IACG
FORT BELVOIR, VA 22060-5370
CHIEF, ARMY RESERVE, ATTN: DAAR-ZA RM 3E390 PENTAGON WASH DC 20310-2400
DIRECTOR, ARMY NATIONAL GUARD, ATTN: NGB-ARZ RM 2E408 PENTAGON WASH DC 20310

SUBJECT: Reserve Component (RC) EXPANSIBLE Combat Electronic Warfare Intelligence (CEWI) Battalion Implementation Plan.

1. The RC EXPANSIBLE CEWI Battalion concept and implementation plan are approved.

2. The EXPANSIBLE concept is an initiative for resolving RC CEWI Battalion readiness deficiencies which also marks the beginning of an innovative force structure approach in the Army. By breaking the mold of completely organic combat support, it increases the flexibility of linguist support for the Total Army. The basic CEWI structure, doctrinal relationships, training, and warfighting capabilities are maintained, while unit IEW equipment maintenance, technical skills and language training responsibilities are reduced.

3. TRADOC will direct the Proponent, the U. S. Army Intelligence Center, to develop an Action Plan which integrates the EXPANSIBLE CEWI Battalion concept into the overall MI RC strategy. This effort should be integrated into the on-going MI RELOOK implementation planning process for oversight and continuity.

4. Various commands, agencies, and elements will be responsible for certain portions of the plan. Coordination and cooperation are key to the rapid implementation of this bold step into the future.

GORDON R. SULLIVAN
General, United States Army
Chief of Staff

TAB A

RESERVE COMPONENT (RC) EXPANSIBLE COMBAT ELECTRONIC WARFARE INTELLIGENCE (CEWI) BATTALION IMPLEMENTATION PLAN

REFERENCES

A. MI RELOOK Final Report, Dated 3 October 1991, Subject: Final Report, Task Force for the Review of the Intelligence Functional Area

B. FORSCOM Action Plan, Dated 17 October 1991, Subject: RC MI Force Improvement Action Plan

C. MI RELOOK Implementation Plan, Dated 30 October 1991, Subject: Implementation of MI RELOOK Task Force Findings

D. FORSCOM Force Review, Dated 5 December 1991, Subject: RC MI Force Review

E. ADCSOPS-FD Information Memorandum, Dated 30 January 1991, Subject: Readiness of RC CEWI Battalions

PURPOSE

To state the tasks, responsibilities, methodology, and initial actions required to implement the RC EXPANSIBLE CEWI Bn concept in accordance with the 24 January 1992 General Officer Review recommendation as endorsed by the Chief of Staff, Army.

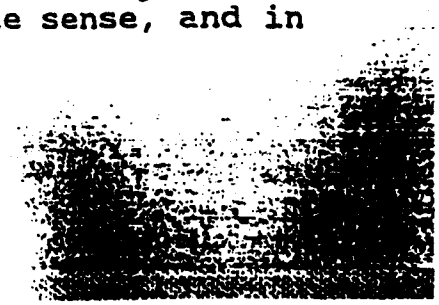
OVERVIEW

As the Military Intelligence (MI) Proponent, the U.S Army Intelligence Center (USAIC) has the lead in implementing the RC EXPANSIBLE CEWI Bn concept. USAIC will incorporate this effort into the on-going MI RELOOK implementation planning process for oversight and continuity. In this manner the Army can leverage an existing forum, methodology, and timeline to expedite implementation and insure an integrated MI RC strategy is incorporated into the overall MI support concept to the Total Army.

BACKGROUND

In May 1991, the Office of the Deputy Chief of Staff, Operations and Plans (ODCSOPS), and the Office of the Deputy Chief of Staff, Intelligence (ODCSINT) chartered a special task force under the overall direction of the CG, USAIC to conduct a Military Intelligence Functional Area Analysis designated "MI RELOOK." The mission was to examine the integrated MI total force, top to bottom; by echelon, discipline and component, to ensure restructuring and planning initiatives made sense from a functional perspective in light of evolving doctrine, reduced resources, and changing intelligence requirements (ENCL1). The effort focused on the FY 97 total force architecture while considering planned evolution out to 2010.

Over a four month period, the task force conducted an unrestricted examination of all aspects of Army Intelligence to ensure current initiatives and future planning made sense, and in



the final analysis that the MI Corps could provide the support the Army of the future required. In September 1991, the task force presented its recommendations to a General Officer Steering Committee (GOSC), co-chaired by ADCSOPS-FD and ADCSINT, and subsequently briefed the VCSA and CSA. The GOSC approved four recommendations but deferred the following issues for more study:

* MI RC structure/strategy is inadequate to support projected Army requirements.

* Current MI linguist program does not fully support FY97 Army requirements.

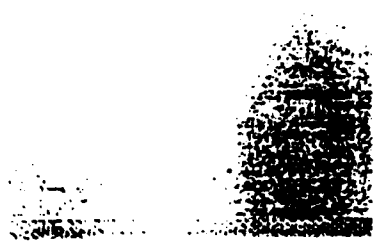
An MI RELOOK Implementation Team began developing implementation plans for the approved recommendations, while work continued to determine solutions which would allow the deferred Army linguist and RC MI structure issues to be resolved.

Concurrently, in response to an August 1991, CSA tasking, ODCSOPS began developing force structure approaches to rectify longstanding divisional RC MI CEWI Bn readiness deficiencies. This effort indicated that linguist associated problems were the single most significant factor in RC MI CEWI Bn unreadiness. In addition to the MI RELOOK proposals, which focused on linguist recruitment, retention, and training policies, ODCSOPS recommended the EXPANSIBLE RC CEWI Bn concept. This concept decouples the linguists from specific RC MI CEWI Battalions allowing "pooling" of this vital resource for training and more flexible support to the Total Army. In a January 1992 General Officer Review (GOR), the DCSINT, Chief, Army Reserve (CAR), and National Guard Bureau (NGB) concurred with the EXPANSIBLE RC CEWI Bn concept proposed by ADCSOPS-FD. CSA subsequently endorsed the GOR recommendation on 14 February 1992. With this decision, which provides guidance for both remaining MI RELOOK issues, CG USAIC requested the concept's implementation planning be reintegrated into the RELOOK effort for synchronization and continuity.

THE EXPANSIBLE RC CEWI BN CONCEPT

The EXPANSIBLE RC CEWI Bn concept is an initiative for resolving RC CEWI Bn readiness deficiencies which also marks the beginning of an innovative force structure approach in the Army. Upon implementation, linguists will be removed from the existing battalion structure and formed into separate language detachments (ENCL2). These detachments can be selectively mobilized to support contingency operations, or to fill out the EXPANSIBLE Battalions upon mobilization.

The EXPANSIBLE RC CEWI Battalion's base organization will retain the non-linguist oriented functions, personnel, and equipment (ENCL3). Most SIGINT/EW equipment will be maintained at Equipment Concentration Sites (ECS) or Regional Training Sites-Intelligence (RTSI) supporting RC training rotations and mobilization requirements. The basic CEWI structure, doctrinal



relationships, training, and warfighting capabilities are maintained, while unit IEW equipment maintenance, technical skills and language training responsibilities are reduced.

The EXPANSIBLE RC CEWI Bn concept breaks the mold of completely organic combat support, yet provides the flexibility to support the CINC's worldwide warfighting requirements.

METHODOLOGY

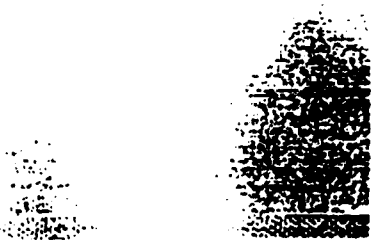
ADCSOPS-FD and DCSINT oversee the continuing effort to implement the MI RELOOK findings and recommendations as the basis for how MI will fight and support Combat Commanders in the future. To ensure the implementation process is fully synchronized and coordinated, USAIC operationally leads an MI RELOOK Implementation Team with full-time ODCSINT, DA and INSCOM representatives, which will integrate the EXPANSIBLE CEWI Battalion concept into the overall MI RC strategy. Incorporating the EXPANSIBLE CEWI Bn concept into the on-going MI RELOOK implementation process provides an existing framework, methodology, and oversight to ensure expedited action and continuity within the larger MI functional area.

RESPONSIBILITIES

In accordance with established MI RELOOK implementation procedure, DA will provide oversight via the ODCSOPS (DAMO-FDI) and ODCSINT (DAMI-PI) MI RELOOK points of contact. The USAIC led MI RELOOK Implementation Team will integrate the RC EXPANSIBLE CEWI BN concept, as DA direction for divisional RC MI, into the overall MI RC strategy (Issue #5). USAIC will lead the continuing MI RELOOK RC Task Force effort. Task Force participants will include ODCSOPS and ODCSINT, DA, Office Chief Army Reserve (OCAR), NGB, FORSCOM, US Army Reserve Command, INSCOM and TRADOC (ENCL4). Various commands, agencies, and staff elements will be responsible for certain portions of the plan as designated by the task force. Coordination and cooperation are key to the rapid implementation of this bold step into the future. The intent is to establish RC EXPANSIBLE CEWI battalions as rapidly as possible, but in synchronization with other efforts taken to ensure viable MI support to the warfighter. Decisions relating to priority shifts, taskings, and how to respond to specific problems and situations beyond the ability of the Task Force to resolve will be addressed through DA oversight of the MI RELOOK implementation effort.

TASKS AND GUIDANCE

The MI RELOOK RC Task Force will take action to achieve the tasks indicated below. Inherent and impacting actions will be identified which must be achieved to complete the identified tasks and the overall goal of establishing RC EXPANSIBLE CEWI battalions. The Task Force will identify such actions and establish corresponding responsibilities and suspenses as a part of its action plan.



1. Document an EXPANSIBLE RC CEWI Bn TO&E that retains the doctrinal CEWI battalion's skeletal structure and representative capabilities yet removes as many language positions and as much associated SIGINT/EW equipment as possible. (TRADOC)

2. Document a linguist detachment TO&E using the language positions removed from the existing RC CEWI battalions. (TRADOC)

3. Provide the EXPANSIBLE RC CEWI Bn structure the minimum amount of SIGINT/EW equipment required for in-unit training and training support to the parent Army National Guard (ARNG) divisions. (ARSTAF)

4. Document consolidation of the SIGINT/EW equipment removed from the existing RC CEWI battalions at Equipment Concentration Sites or Regional Training Sites-Intelligence to centralize maintenance and training, and support mobilization. (FORSCOM)

5. Document the mechanism/procedure for the reintegration of linguists and equipment into the EXPANSIBLE RC CEWI battalions upon mobilization. (FORSCOM)

6. Document the linguist detachments' language mix based on their share of the Total Army's language requirement. (ARSTAF)

7. Document the linguist detachments' CAPSTONE relationships based on operational requirements. (FORSCOM)

8. Document the language detachments' locations based on a demographic survey which identifies the geographic areas most likely to support 100% linguist recruitment. (FORSCOM)

9. Develop personnel assignment programs that transcend geography in the recruitment of skilled prior service soldiers and language qualified citizens. (ARSTAF)

10. Develop a training program that focuses on language proficiency while ensuring collective training, common soldier and MI technical skills are addressed. (FORSCOM)

11. Develop a SIGINT/EW equipment maintenance program that supports training and mobilization requirements. (FORSCOM)

TIMELINE/MILESTONES

The EXPANSIBLE RC CEWI BN implementation timeline will be incorporated into the MI RELOOK Implementation Plan Milestones. Specifically, IAW the RELOOK milestones, the EXPANSIBLE RC CEWI BN concept approval and this implementation plan provide the MI RC structure input required from ODCSOPS by June 92 (ENCL5). Similarly, this constitutes ODCSOPS RC IEW equipment fielding guidance for the divisional CEWI battalions. USAIC will convene

the MI RELOOK RC Task Force within thirty (30) days of this directive's date. A detailed action plan with required documentation will be completed by the end of 4th QTR FY92.

SUMMARY

By integrating the EXPANSIBLE RC CEWI BN implementation plan into the MI RELOOK implementation effort, the Army will be better served with a synchronized approach to improving MI RC readiness and the IEW BOS. Leveraging the existing RELOOK effort expedites implementation by taking advantage of an existing forum, methodology, and timeline. The established oversight, planned IPRs and GOSCs will provide the necessary feedback and supervision to guide implementation as the plan moves forward.

MI RELOOK TASK FORCE
~MISSION~

DCSOPS / DCSINT DIRECTED

EXAMINE INTEGRATED MI TOTAL FORCE TOP TO BOTTOM BY ECHELON, DISCIPLINE, AND COMPONENT TO VALIDATE ONGOING INITIATIVES AND ENSURE FUTURE PLANS MAKE SENSE.

- PROPONENT DIRECTION
- FOCUS ON FY 97
- CONDUCT FROM A TOTAL MI FORCE PERSPECTIVE
- ENSURE INITIATIVES ARE SYNCHRONIZED AND ARE COHERENT WITH EMERGING DOCTRINE AND STRUCTURE
- WORK WITHIN DECLINING SUM, BILL PAYER METHODOLOGY
- IDENTIFY RISKS

LINGUIST TEAMS

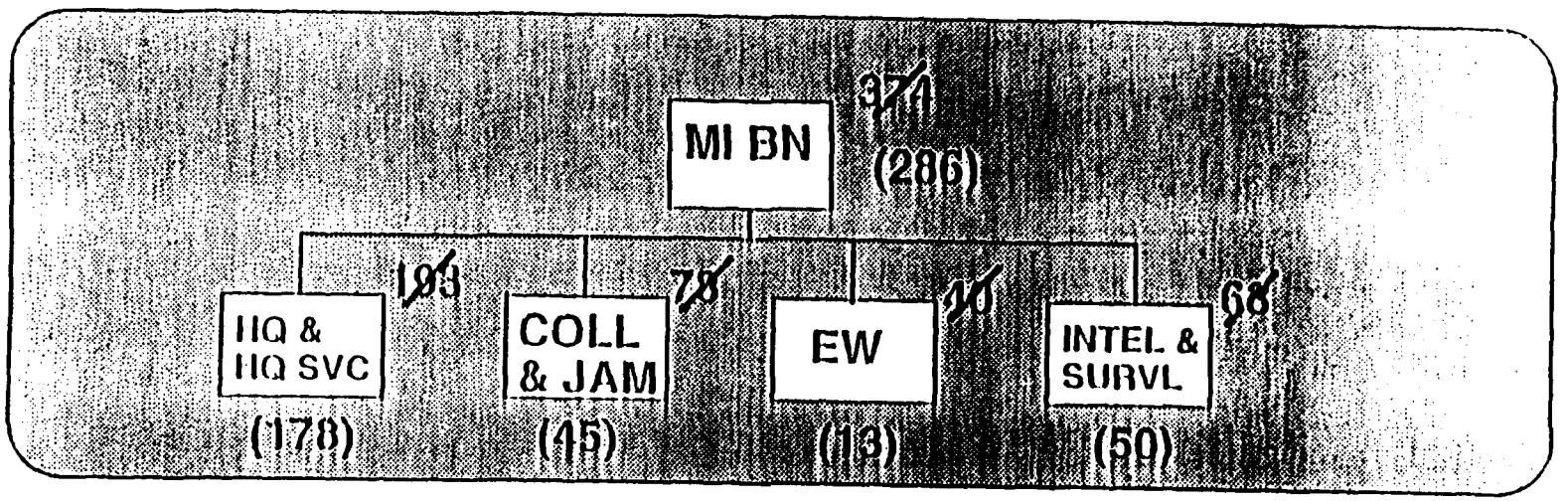
EXPANSIBLE RC CEWI BNs ENVISION:

- APPROXIMATELY 100 5-MAN LINGUIST TEAMS
  - LOCATED IN AREAS WITH LINGUIST CONCENTRATIONS:
    * ETHNIC COMMUNITIES
    * ACADEMIC CENTERS
    - WITH A LANGUAGE MIX TO SUPPORT ARNG DIVISIONS' WARFIGHTING REQUIREMENTS AND COMPLEMENT THE AC:

FOCUSING ON THE LANGUAGE REQUIREMENTS OF

THE TOTAL ARMY

EXPANSIBLE MI BN (CEWI)



1 ea TRAFFICJAM

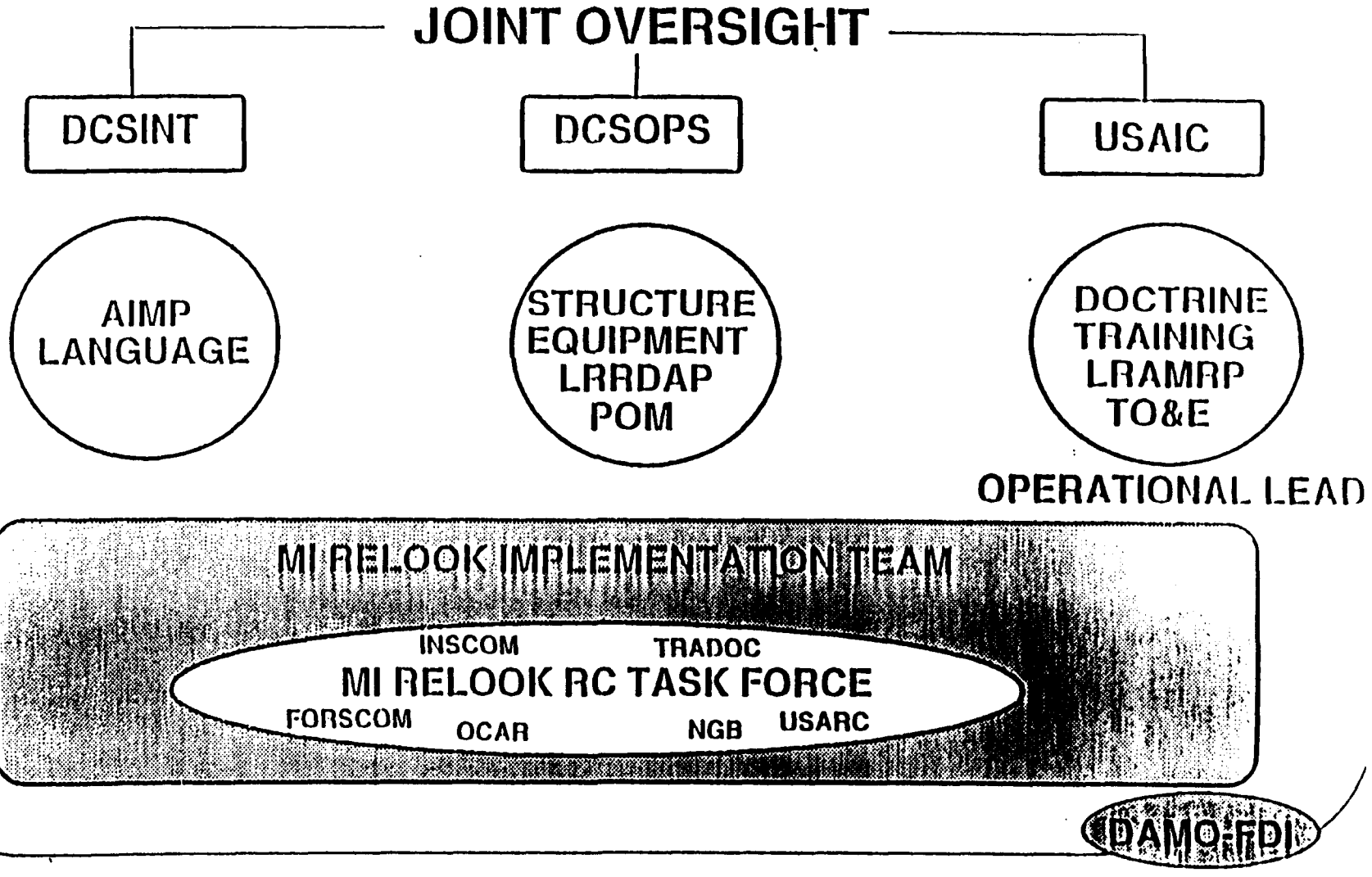
3 ea LMRDFS

12 ea GSRs

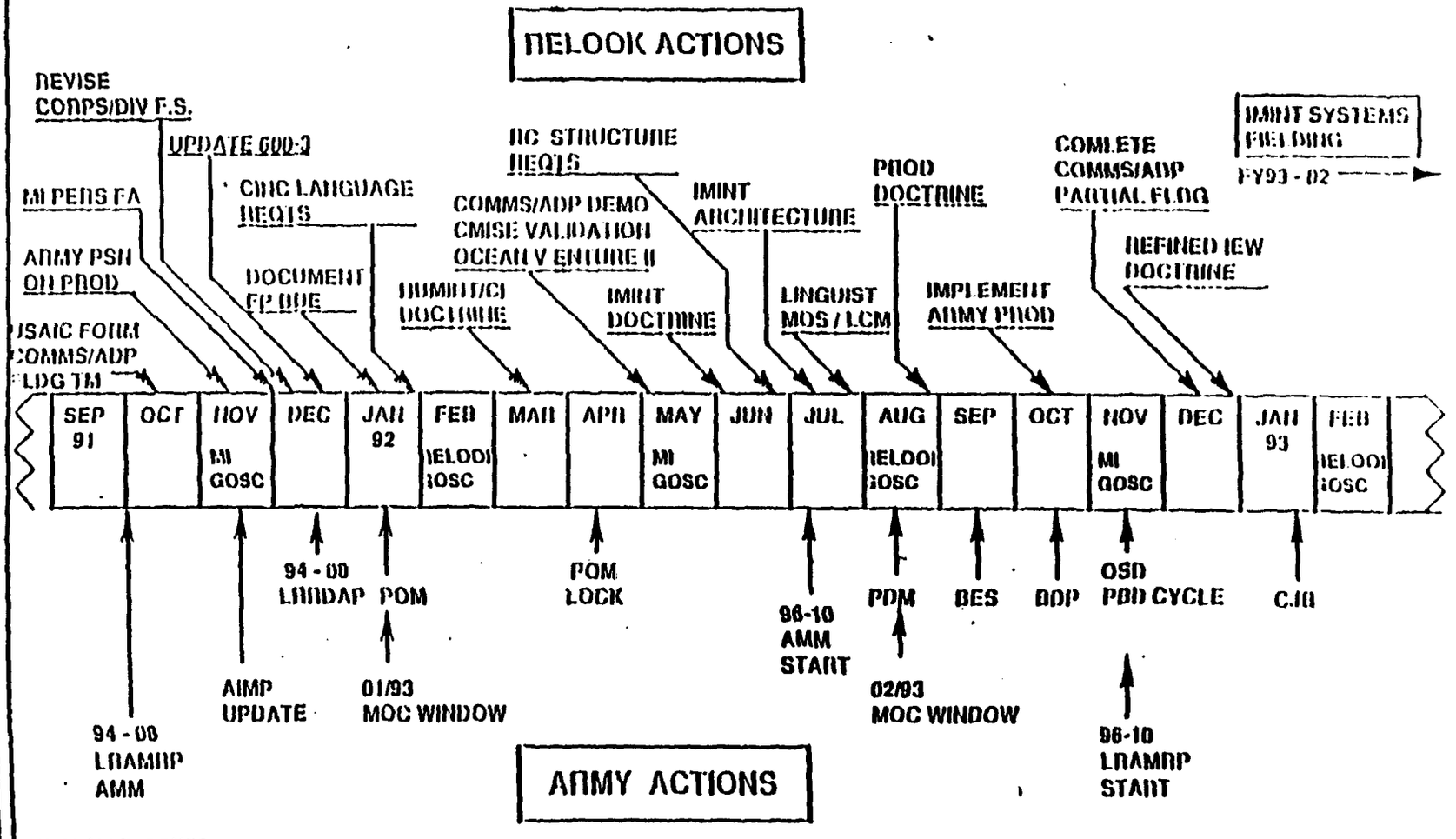
- Msn management &Tech Analysis
- Interrogation & CI
- ECM & ESM
- GSR

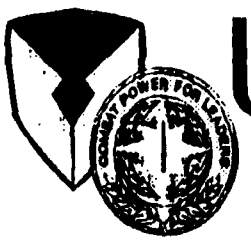
ORGANIZATIONAL AND SUPPORT STRUCTURE RETAINED

IMPLEMENTATION PLAN ACTIONS AND AGENCIES



MI RELOOK
IMPLEMENTATION PLAN MILESTONES





USACIMMC

United States Army CECOM Intelligence
Materiel Management Center

EXPANSIBLE CEWI BATTALION
RESERVE COMPONENT
REGIONAL TRAINING SITES - INTELLIGENCE

MR. DAVE RAYMOND & MSG JOE JORDAN
TACTICAL SYSTEMS DIRECTORATE
SELIM-TP (703) 349-6513/6498

5264

WHY SRA

- BUILDS ON EXISTING SRA SYSTEM
  - •• FT BRAGG
  - •• FT HOOD
  - •• FT LEWIS
- SEPARATE SYCTEM FIELDINGS / SEPARATE SUPPORT CONTRACTOR
  - •• TEAMMATE / MAGNAVOX
  - •• TRAFFICJAM / FAIRCHILD
  - •• TEAMPACK / EMERSON
- OMNIBUS CONTRACT INITIATED SRA
  - •• ONE FACILITY
  - •• ONE CONTRACTOR
  - •• SPECIFIC UNIT SUPPORT
- CONTRACTOR SUPPORT
  - •• INADEQUATE QTY OF TRAINED MILITARY PERSONNEL
  - •• PROVISIONING INCOMPLETE
  - •• DOCUMENTATION INCOMPLETE
  - •• TEST PROGRAM SET COMPLETION DELAYED
- RESERVE COMPONENT CAN BE SEEDED WITH SYSTEMS EXPERTS FROM EXISTING SRA's
- COST SAVINGS ON PARTS ORDERS BY COMBINING ALL SRA BUYS TOGETHER AT CIMMC

DAVE RAYMOND, SELIM-TP, DSN 229-6513

SYSTEMS SUPPORTED

- CURRENT
  - AN/TLQ-17A(V) TRAFFICJAM
  - AN/TRQ-32(V) TEAMMATE
  - AN/ALQ-151(V)2 QUICKFIX
  - AN/MLQ-34 TACJAM
  - AN/TSQ-138 TRAILBLAZER
  - AN/ULQ11 CEFIRM LEADER
  - AN/TSQ-152 TRACKWOLF

- FUTURE ADDITIONS
  - TACTICAL COMMMAND & CONTROL
  - SINGLE SOURCE PROCESSOR-SIGINT
  - TEAMATE PRODUCT IMPROVEMENT PROGRAM
  - COMMON SENSOR PROGRAMS
  - TACJAM-A
  - ALL SOURCE ANALYSIS SYSTEM

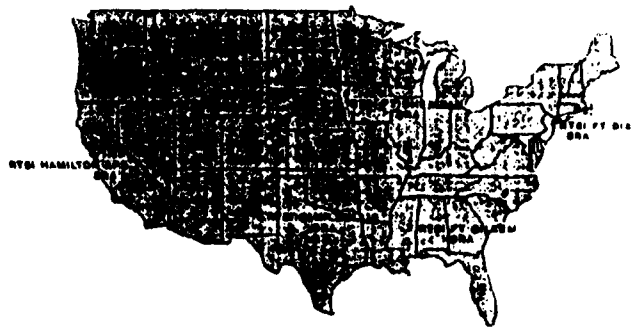
DAVE RAYMOND, SELIM-TP, DSN 229-6513

SUPPORT PROVIDED
FULL SRA

- MAINTENANCE SUPPORT CAPABILITIES
  - •• ALL LEVELS (UNIT - LIMITED DEPOT)
  - •• TECHNICAL ASSIST FORWARD
  - •• ORIGINAL EQUIPMENT MANUFACTURER REPAIR
  - •• QUALITY CONTROL / ASSURANCE
  - •• TRAINED TO REPAIR TO COMPONENT LEVEL
  - •• ON-SITE CABLE REPAIR & FABRICATION
  - •• TRAIN OPERATORS & MAINTAINERS
  - •• TECHNICIANS CROSS TRAINED ON MULTIPLE SYSTEMS
  - •• DESIGN & BUILD SPECIAL TEST DEVICES
  - •• ENHANCED TEST & TROUBLESHOOTING PROCEDURES DEVELOPED OVER SIX YEARS OF ICS SUPPORT
- SUPPLY SUPPORT
  - •• LOCAL PURCHASE AUTHORITY
  - •• QUICK REACTION PARTS PROCUREMENT
  - •• STORAGE (SPARES / REPLACEMENT PARTS)
- PACKAGING & TRANSPORTATION
- MODIFICATION WORK ORDER (MWO) INSTALLATION
- FIELDING & TRAINING EXERCISE SUPPORT
- SYSTEM CALIBRATION SUPPORT

DAVE RAYMOND, SELIM-TP, DSN 229-6513

SUPPORT PROVIDED RTSI SRA
OPTION 1

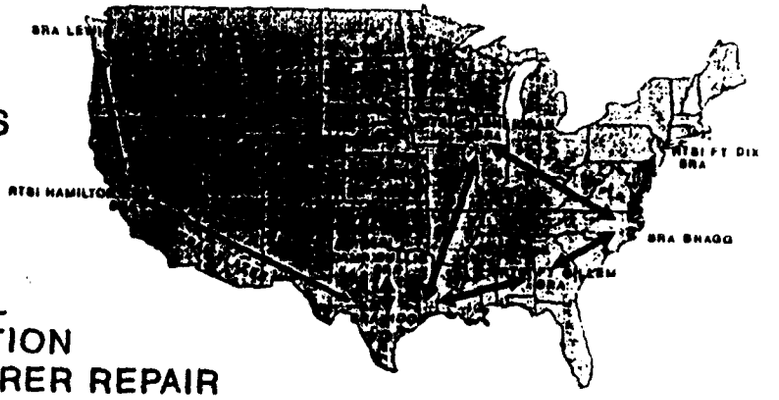


- MAINTENANCE SUPPORT CAPABILITIES
- 5 CONTRACTOR PERSONNEL
  - •• ORG THROUGH GS WITH LIMITED DEPOT
  - •• TECHNICAL ASSIST AT ECS
  - •• ORIGINAL EQUIPMENT MANUFACTURER REPAIR
  - •• QUALITY CONTROL / ASSURANCE
  - •• TRAINED TO REPAIR TO COMPONENT LEVEL
  - •• ON-SITE CABLE REPAIR & FABRICATION
  - •• TRAIN OPERATORS & MAINTAINERS ON MAINTENANCE TASKS
  - •• TECHNICIANS CROSS TRAINED ON MULTIPLE SYSTEMS
  - •• DESIGN & BUILD SPECIAL TEST DEVICES
  - •• ENHANCED TEST & TROUBLESHOOTING PROCEDURES DEVELOPED OVER SIX YEARS OF ICS SUPPORT FOR TRQ-32, TLQ-17A & COMMON TRAILBLAZER BOXES
- SUPPLY SUPPORT
  - •• LOCAL PURCHASE AUTHORITY
  - •• QUICK REACTION PARTS PROCUREMENT
  - •• STORAGE (SPARES / REPLACEMENT PARTS)
- PACKAGING & TRANSPORTATION
- MODIFICATION WORK ORDER (MWO) INSTALLATION
- FIELDING & TRAINING EXERCISE SUPPORT

SUPPORT PROVIDED BY RTSI SRA

OPTION 2

UTILIZE EXISTING SRA FOR SUPPORT

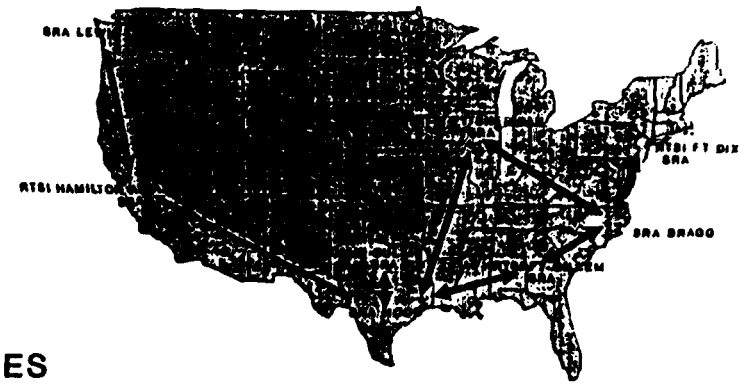


- MAINTENANCE SUPPORT CAPABILITIES
- 3 CONTRACTOR PERSONNEL
  - •• ORG THROUGH DS LIMITED GS
  - •• QUALITY CONTROL / ASSURANCE
  - •• TRAINED TO REPAIR TO CCA LEVEL
  - •• ON-SITE CABLE REPAIR & FABRICATION
  - •• ORIGINAL EQUIPMENT MANUFACTURER REPAIR
  - •• TRAIN OPERATORS & MAINTAINERS ON MAINTENANCE TASKS
  - •• TECHNICIANS CROSS TRAINED ON MULTIPLE SYSTEMS
  - •• ENHANCED TEST & TROUBLESHOOTING PROCEDURES DEVELOPED OVER SIX YEARS OF ICS SUPPORT FOR TRQ-3L, TLQ12A & COMMON TRAILBLAZER BOXES
- SUPPLY SUPPORT
  - •• LOCAL PURCHASE AUTHORITY
  - •• QUICK REACTION PARTS PROCUREMENT
  - •• STORAGE (SPARES/REPLACEMENT PARTS)
- PACKAGING & TRANSPORTATION

SUPPORT PROVIDED BY RTSI SRA

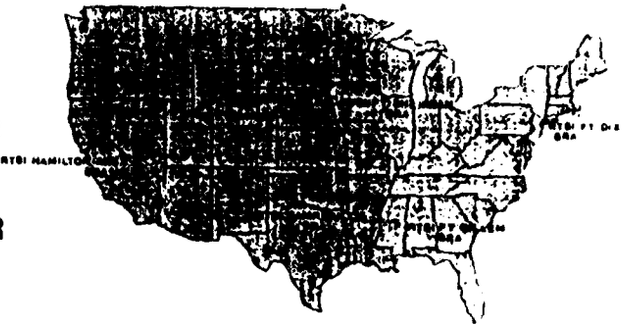
UTILIZE EXISTING SRA FOR SUPPORT

OPTION 3



- MAINTENANCE SUPPORT CAPABILITIES
- 2 CONTRACTOR PERSONNEL
  - •• ORG WITH LIMITED DS
  - •• QUALITY CONTROL / ASSURANCE
  - •• TRAINED TO REPAIR TO CCA LEVEL
  - •• ON-SITE CABLE REPAIR & FABRICATION
  - •• ORIGINAL EQUIPMENT MANUFACTURER REPAIR
  - •• TECHNICIANS CROSS TRAINED ON MULTIPLE SYSTEMS
- SUPPLY SUPPORT
  - •• LOCAL PURCHASE AUTHORITY
  - •• STORAGE (SPARES / REPLACEMENT PARTS)
- PACKAGING & TRANSPORTATION

SUPPORT PROVIDED RTSI SRA
OPTION 25 (THE SCHEUBLE OPTION)



- MAINTENANCE SUPPORT CAPABILITIES
- 3 CONTRACTOR PERSONNEL & 2 GREEN SUITERS
  - •• ORG THROUGH GS WITH LIMITED DEPOT
  - •• TECHNICAL ASSIST AT ECS
  - •• ORIGINAL EQUIPMENT MANUFACTURER REPAIR
  - •• QUALITY CONTROL / ASSURANCE
  - •• TRAINED TO REPAIR TO COMPONENT LEVEL
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- SUPPLY SUPPORT
  - •• LOCAL PURCHASE AUTHORITY
  - •• QUICK REACTION PARTS PROCUREMENT
  - •• STORAGE (SPARES / REPLACEMENT PARTS)
- PACKAGING & TRANSPORTATION
- MODIFICATION WORK ORDER (MWO) INSTALLATION
- FIELDING & TRAINING EXERCISE SUPPORT
- SYSTEM CALIBRATION SUPPORT

FEASIBILITY STUDY FOR RTSI SUPPORT
TLQ-17A/TRQ-32/TRAILBLAZER

OPTION 1

1. TOTAL FIELDING DOLLARS $34.8M (APPROXIMATELY 20M)
2. TIME TO PUT SUPPORT ON STATION
3. ABILITY TO PROCURE TPS
   - •• NO TPS ON SITE (2 YEARS TO GENERATE)
   - •• TPS HERE AT VHFS

ADVANTAGES
- •• SUPPORT SELF CONTAINED

DISADVANTAGES
- •• COSTLY
- •• INSUFFICIENT QTY OF SPARES & STE

ISSUES
- •• IMPLEMENTATION ASSUMES ALL PARTIES RESPOND TO TIGHT MILESTONE SCHEDULE
- •• NO CONTRACTOR MAINTAINERS FOR TRAILBLAZER
- •• ASSUMES ALL EQUIPMENT WILL BE OPERATIONAL
- •• QUICKSILVER SPARES NOT AVAILABLE (LEAD TIMES REQUIRED TO PROCURE SPARES)
- •• ASSUMES ON-SITE 98G WILL TRAIN THE RESERVIST
- •• INSTITUTIONAL TYPE TRAINING
- •• NET CONDUCTED AT EACH RTSI $427K
- •• NET CONDUCTED AT ONE CENTRAL LOCATION $217K

SOLUTIONS
- •• TRAIN CONTRACTORS ON TRAILBLAZER (HIRE A 33T THAT IS GETTING OUT OF THE ARMY)
- •• MOVE FIELDING BACK TO ACCOMMODATE SCHEDULE
- •• BUY USAREUR SPARES FROM WHOLESALE SYSTEM

FEASIBILITY STUDY FOR RTSI SUPPORT
TLQ-17A/TRQ-32/TRAILBLAZER

OPTION 2

1. TOTAL FIELDING DOLLARS $ 18.6M (APPROXIMATELY 20M)
2. TIME TO PUT SUPPORT ON STATION
3. ABILITY TO PROCURE TPS
   - •• NO TPS ON SITE (2 YEARS TO GENERATE)
   - •• TPS HERE AT VHFS

ADVANTAGES
- •• CAPITALIZES ON EXISTING SRAs
- •• LESS EXPENSIVE THAN OPTION 1

DISADVANTAGES
- •• NOT AS MUCH CAPABILITY
- •• LONGER LOGISTICAL TURN AROUND TIME

ISSUES
- •• IMPLEMENTATION ASSUMES ALL PARTIES RESPOND TO TIGHT MILESTONE SCHEDULE
- •• ASSUMES ALL EQUIPMENT OPERATIONAL
- •• ASSUMES SUPPORT WILL BE ONLY TO SHELTER & NOT PRIME MOVERS
- •• QUICKSILVER SPARES NOT AVAILABLE
- •• ASSUMES ON SITE 98G WILL TRAIN RESERVIST
- •• TRAILBLAZER SUPPORT
- •• NET

SOLUTIONS
- •• MOVE FIELDING BACK TO ACCOMODATE SCHEDULE
- •• BUY USAREUR SPARES FROM WHOLESALE SYSTEM

FEASIBILITY STUDY FOR RTSI SUPPORT
TLQ-17A/TRQ/TRAILBLAZER

OPTION 3

1. TOTAL FIELDING DOLLARS $ 18.3M (APPROXIMATELY 20M)

2. TIME TO PUT SUPPORT ON STATION

ADVANTAGES
- •• LESS COSTLY

DISADVANTAGES
- •• LESS SUPPORT ON SITE
- •• LONGER LOGISTICAL TURN AROUND TIME

ISSUES
- •• IMPLEMENTATION ASSUMES ALL PARTIES RESPOND TO TIGHT MILESTONE SCHEDULE
- •• ASSUMES ALL EQUIPMENT OPERATIONAL
- •• ASSUMES SUPPORT ONLY TO SHELTER & NOT PRIME MOVERS
- •• ASSUMES ON SITE 98G WILL TRAIN RESERVIST
- •• QUICKSILVER SPARES NOT AVAILABLE
- •• NET

SOLUTIONS
- •• MOVE FIELDING BACK TO ACCOMODATE SCHEDULE
- •• BUY USAREUR SPARES FROM WHOLESALE SYSTEM

FEASIBILITY STUDY FOR RTSI SUPPORT
TLQ-17A/TRQ-32/TRAILBLAZER

OPTION 25

1. TOTAL FIELDING DOLLARS $ 34.6M (APPROXIMATELY 20M)
2. TIME TO PUT SUPPORT ON STATION
3. ABILITY TO PROCURE TPS
   - •• NO TPS ON SITE (2 YEARS TO GENERATE)
   - •• TPS HERE AT VHFS

ADVANTAGES
- •• SUPPORT SELF CONTAINED

DISADVANTAGES
- •• COSTLY
- •• INSUFFICIENT QTY OF SPARES & STE
- •• IMPLEMENTATION ASSUMES ALL PARTIES RESPOND TO TIGHT MILESTONE SCHEDULE

ISSUES
- •• ASSUMES ALL EQUIPMENT WILL BE OPERATIONAL
- •• QUICKSILVER SPARES NOT AVAILABLE (LEAD TIMES REQUIRED TO PROCURE SPARES)
- •• ASSUMES ON-SITE 98G WILL TRAIN THE RESERVIST
- •• NET

SOLUTIONS
- •• MOVE FIELDING BACK TO ACCOMODATE SCHEDULE
- •• BUY USAREUR SPARES FROM WHOLESALE SYSTEM

IMMC RECOMMENDATIONS

OPTION 2 IMPLEMENTATION AT THE EARLIEST POSSIBLE TIME

EVALUATE CONTRACTOR LOGISTICS SUPPORT AT THE 1 YEAR MARK TO DETERMINE THE CORRECT AMOUNT OF SUPPORT

IMMC IMPLEMENTATION

ISSUES

- FUNDING
- EQUIPMENT AVAILABILITY
- PROCUREMENT OF SPARES AVAILABILITY
- TRAILBLAZER SUPPORT (ALL GREEN SUIT MAINTENANCE)
- NEW EQUIPMENT TRAINING (5 LOCATIONS OR 1)
- COORDINATION TO PUT EQUIPMENT & SUPPORT IN PLACE
- OPERATIONAL AVAILABILITY

Enclosure 12 to IEW Streamlining Study Group
IPR Minutes, 23-24 June 92

SYSTEMS

APPROACH TO

TRAINING

(TRADOC REG 350-7)

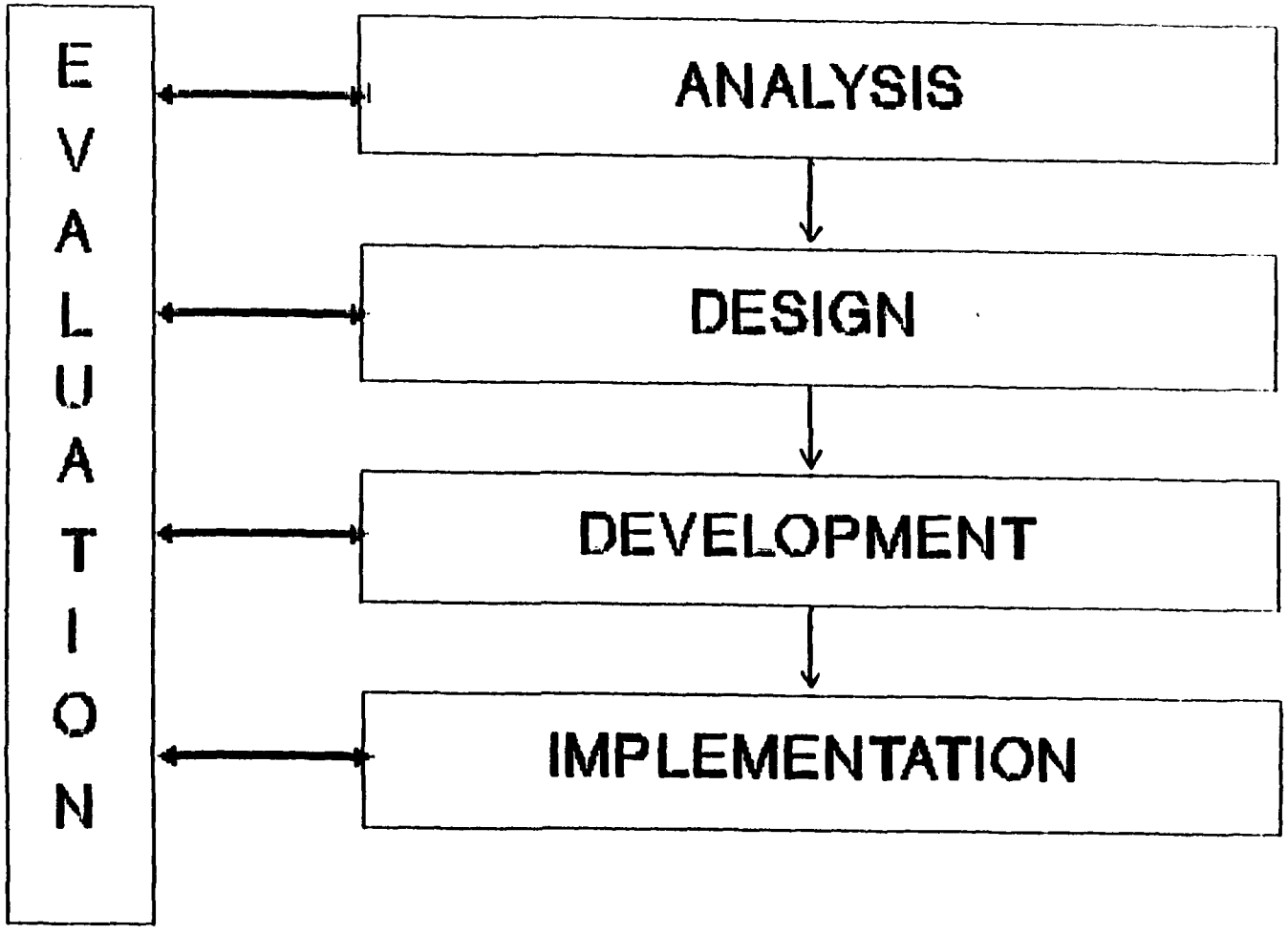
SAT APPLICATION

Applies the processes of evaluation, analysis, design, development, and implementation to determine the WHO, WHAT, WHERE, WHEN, WHY, and HOW of training.

SAT REQUIREMENTS

- Identification and analysis of tasks performed and behavior required.
- Design of Training Objectives.
- Development of training programs and materials.
- Implementation of training.
- Evaluation of training program and graduates.

TRADOC SAT MODEL



ANALYSIS PHASE

Sets the direction of all other Training Development efforts.

Initiated upon:

- Identification of training deficiencies/performance discrepancies.
- Changes in threat or doctrine.
- Changes in missions of organizations.
- Introduction of new or modified materiel.
- Specialty restructure.
- Directed changes in training strategies.

ANALYSIS ASSESSMENT

EVALUATES:

- Preceding events.
- Type of unit.
- Peacetime and mobilization implications.
- Collective and individual tasks.
- Resource constraints.

RESULTS:

- Collective tasks.
- Individual tasks.

DESIGN PHASE

Ensure subsequent systematic development of instruction and training support materials.

Driven by Analysis Phase and produces blueprint of the training program for subsequent development.

DESIGN PHASE OBJECTIVES

PROGRESSIVE.

SEQUENTIAL.

INTEGRATED FOR SKILL/GRADE PROGRESSION.

DESIGN PHASE

ACTIONS:

- Develop terminal learning objectives.
- Perform learning analysis objectives.
- Develop test items for validation.
- Describe entry behavior for target audience description.
- Determine training sequence and structure.

DEVELOPMENT PHASE

Based on results of Design Phase.

Produces the collective and individual training materials for both resident and nonresident courses.

Ends with production of validated training program and validated training materials.

DEVELOPMENT PHASE

ACTIONS:

- Review existing materials.
- Revise or develop materials.
- Validate training materials and program.
- Obtain approval for program and materials.
- Plan for staff, faculty and cadre training.

IMPLEMENTATION PHASE

Conduct training using the developed materials to produce trained personnel and units.

Involves separate but related functions of preparing for and conducting training.

IMPLEMENTATION PHASE

ACTIONS:

- Train staff, faculty and cadre.
- Conduct training to achieve the prescribed collective and individual objectives.
- Use validated training materials.

EVALUATION PHASE

Produces an assessment of the quality of training, testing, and materials in terms of their ability to prepare soldiers and leaders to perform their job and contribute to the combat readiness of the Army.

EVALUATION PHASE

Internally evaluates the training program during each phase of its preparation and concurrently conducts external evaluations of the overall training function.

If evaluation indicates a need for change, the SAT cycle is re-entered at the appropriate point.

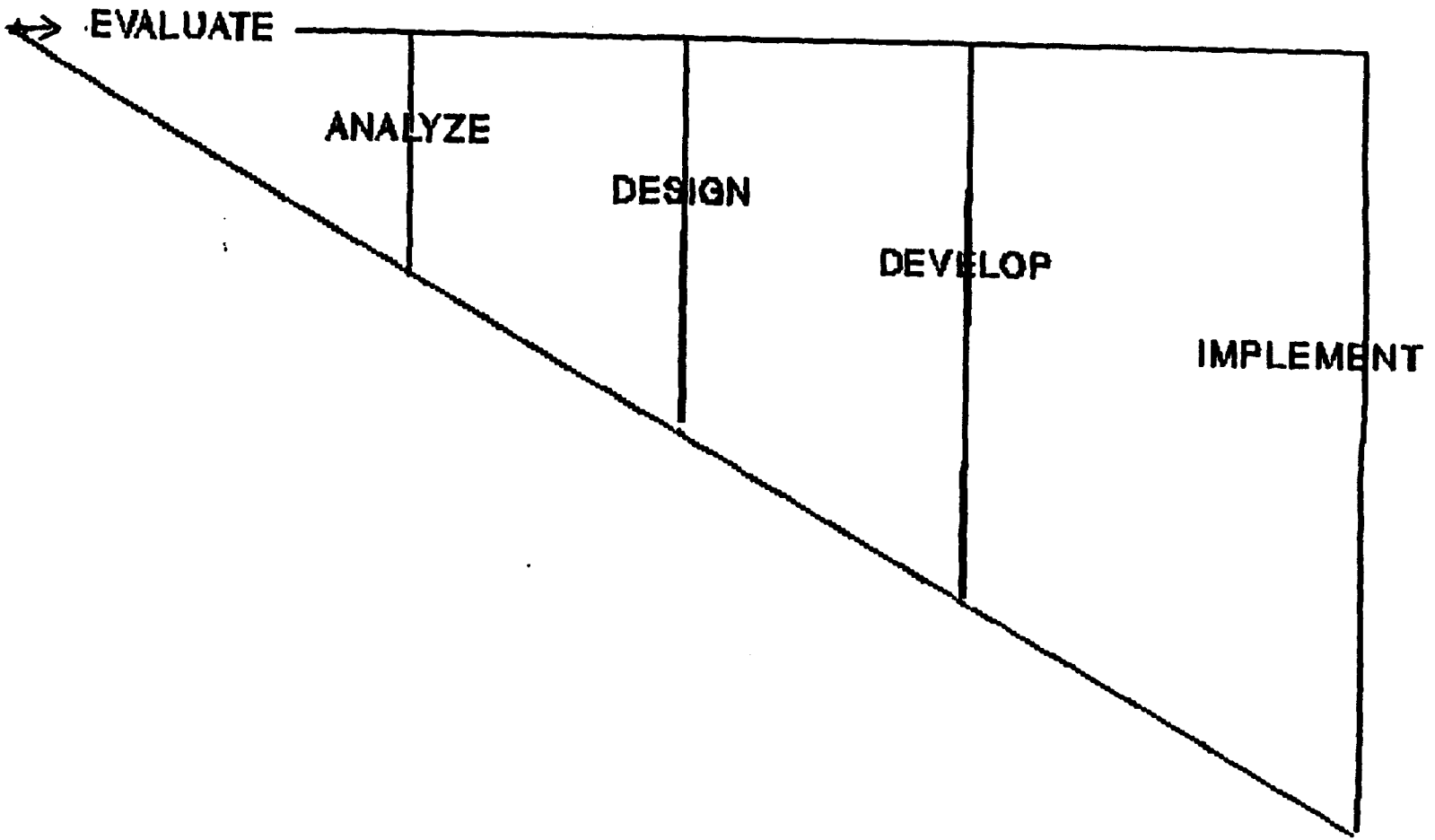
Directorate of Evaluation and Standardization (DOES) is responsible for all formal evaluations.

EVALUATION PHASE

ACTIONS:

- Develop general evaluation plans.
- Conduct internal evaluations with checklists, questionnaires, and evaluation reports.
- Conduct external evaluations with evaluation reports, trip reports, and contracted studies report.
- Conduct evaluation followup.

SUMMARY:



SYSTEM TRAINING PLAN (STRAP)

The STRAP is the system's master training plan and is required for all new or improved systems.

The STRAP is developed by the New Systems Training Office (NSTO) of the proponent school and staffed within TRADOC, AMC, and the DA staff.

Once staffed, and comments and recommendations are included, it is forwarded to HQ TRADOC for approval.

STRAP

The STRAP is a mandatory requirement and will not be waived. However, if the system has minimal training or is a minor system, an abbreviated STRAP may be developed.

The STRAP plans for all necessary training support, training products and courses.

The STRAP establishes training milestones and provides a means to identify and communicate training and resource requirements.

STRAP

The STRAP addresses:

(1) Who will be trained

(2) When the training will take place

(3) Where the training will take place

(4) How training will be conducted

STRAP

System proponent school will prepare and submit for approval an initial STRAP for each developmental and nondevelopmental materiel system to include software, materiel change, and nonsystem training devices.

Unless waived by HQ TRADOC, an approved STRAP is required prior to milestone (MS) decision review I, II, and III. Failure to have an approved STRAP for these MS decision reviews will result in a recommendation of a (NO-GO) for the system.

System proponent will update the existing STRAP and resubmit it for approval prior to MDR II and MDR III.

NSTO

STRAP

SUBMISSION REQUIREMENTS:

TRADOC proponent school will develop the initial STRAP during Phase 0, and will submit it to HQ TRADOC for approval NLT 90 days prior to MS I.

Updates or revised STRAP for approval NLT 90 days prior to support respective MS.

Proponent school will request initial input to STRAP from supporting schools and major subordinate commands, combine arms command and combine arms support command upon notification of MNS approval.

STATUS OF

CONSOLIDATION OF 33 CMF

STATUS

Preliminary assessment continuing.

Response by Cdr, USAISD to CG on 17 June.

- Similarity of equipment MOS's maintain.
- Commonality of type maintenance done at each level.
- Partially dependent on IEW Streamlining Study results
  - Support LRU Black Box replacement.
  - Piece part repair.
- If maintenance concepts/doctrine are similar, support.

BACKGROUND

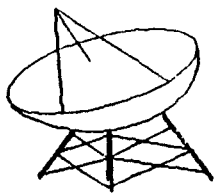
REFERENCE: Decision Action Paper for CSM/G2 SGM Conference, 20 Feb 92

Recommendation that restructure/consolidation will result in direct improvement to Electronic Maintainers of the future.

Did not present negative aspects:

- Possible move of CMF to another proponent.
- Increase number of ASI for career tracking.
- Time consuming for cross training.
- Initial assignments based on ASI training.

STATEMENT OF OBJECTIVES



EXAMPLE

33 CMF- FEA

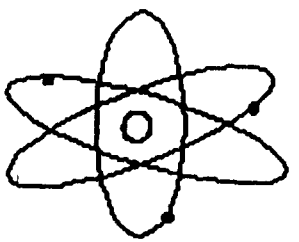
- O DETERMINE THE SIMILARITIES AND DIFFERENCES OF THE WORK ACTIVITIES PERFORMED IN SUPPORT OF THE SIGINT EW/I MAINTENANCE MISSION AT FIELD STATIONS AUGSBURG, BERLIN, KOREA, KUNIA AND SINOP.
- O DETERMINE THE JOBS, DUTIES, AND TASKS REQUIRED TO SUPPORT THE MISSION.

STATEMENT OF OBJECTIVES

EXAMPLE

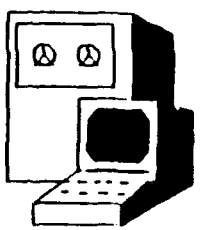
33 CMF- FEA

- O DETERMINE MISSION DRIVEN TRAINING REQUIREMENTS.
- O DETERMINE THE ADEQUACY OF THE EXISTING CMF STRUCTURE AND TRAINING.

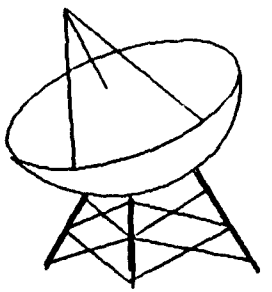


DATA COLLECTION PROCEDURES TRAINING IMPLICATIONS

- WHAT MISTAKES DO SOLDIERS MOST FREQUENTLY MAKE IN THE PERFORMANCE OF THE TASK?
- WHAT ASPECT OF THE TASK IS THE MOST DIFFICULT TO LEARN?
- HOW MUCH TIME IS REQUIRED TO LEARN THIS TASK?
- WHAT ASPECTS OF THE TASK PERFORMANCE CAN MAKE THE DIFFERENCE BETWEEN SUCCESS AND FAILURE?



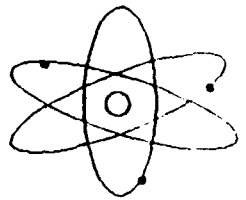
DATA COLLECTION PROCEDURES



- O CONSTRUCT INTERVIEW
- O TRAIN INTERVIEWERS
- O TRY OUT INTERVIEW
- O CONDUCT FIELD INTERVIEWS
- O IDENTIFY WORK ACTIVITIES
- O CONSTRUCT 8 FACTOR QUESTIONNAIRE
- O ADMINISTER QUESTIONNAIRE
- O VERIFY BIOGRAPHICAL DATA SHEET
- O CHECK QUESTIONNAIRE FOR COMPLETENESS

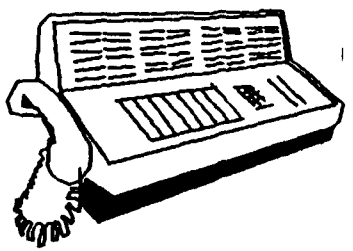
DATA ANALYSIS PROCEDURES

- O VERIFY QUESTIONNAIRE DATA
- O CALCULATE CRITICALITY INEX FOR EACH WORK ACTIVITY
- O CONVERT CRITICALITY INDEX TO ARMY STANDARD SCORE
- O PERFORM TOP-DOWN ANALYSIS
- O CONDUCT SUBJECT MATTER EXPERT (SME) BOARD
- O FINALIZE JOB AND TASK STRUCTURE
- O SUMMARIZE FINDINGS
- O MAKE RECOMMENDATIONS
- O IDENTIFY UNRESOLVED ISSUES AND CONCERNS



QUESTIONS ASKED FOR EACH WORK ACTIVITY

1. CAN YOU PERFORM THE TASK?
2. HOW DIFFICULT IS IT TO LEARN THE TASK?
3. HOW DIFFICULT IS IT TO PERFORM THE TASK?
4. HOW OFTEN DO YOU PERFORM THIS TASK?
5. HOW QUICKLY DO YOU LOSE PROFICIENCY WHEN THIS TASK IS NOT PERFORMED?
6. HOW LONG DID IT TAKE YOU TO LEARN TO PERFORM THIS TASK?
7. UPON RECOGNITION OF THE REQUIREMENTS, HOW QUICKLY MUST THIS TASK BE PERFORMED?
8. WHAT IS THE MISSION IMPACT OF POOR PERFORMANCE?



Selection of DS/GS TASKS

- RAM Data
- Equipment Density (Performance)
- Criticality
- Complexity

Selection of DS/GS TASKS

- Initial list in LSA inventory (MCIOTTAR) [hundreds]
- Combined, Eliminated [less than 100]
- Critical? [tens]
- Chapter 2 or Chapter 3 ?
- Unit or Resident?

Selection of DS/GS TASKS

- Soldiers Manual
- SDT
- If SDT, need time to train.
- CTL to SDT - 3 to 5 years

NDI & CLS

- Effect on training
  depends on documentation
- TS, Chart
  Block diagrams
  Schematics
- Parts list

GRADUATE FOLLOW UP PROGRAM

1. Program does not drive tasks
   Program looks for training deficiencies

2. YES
   Looks for what training should be done
   Need drives training

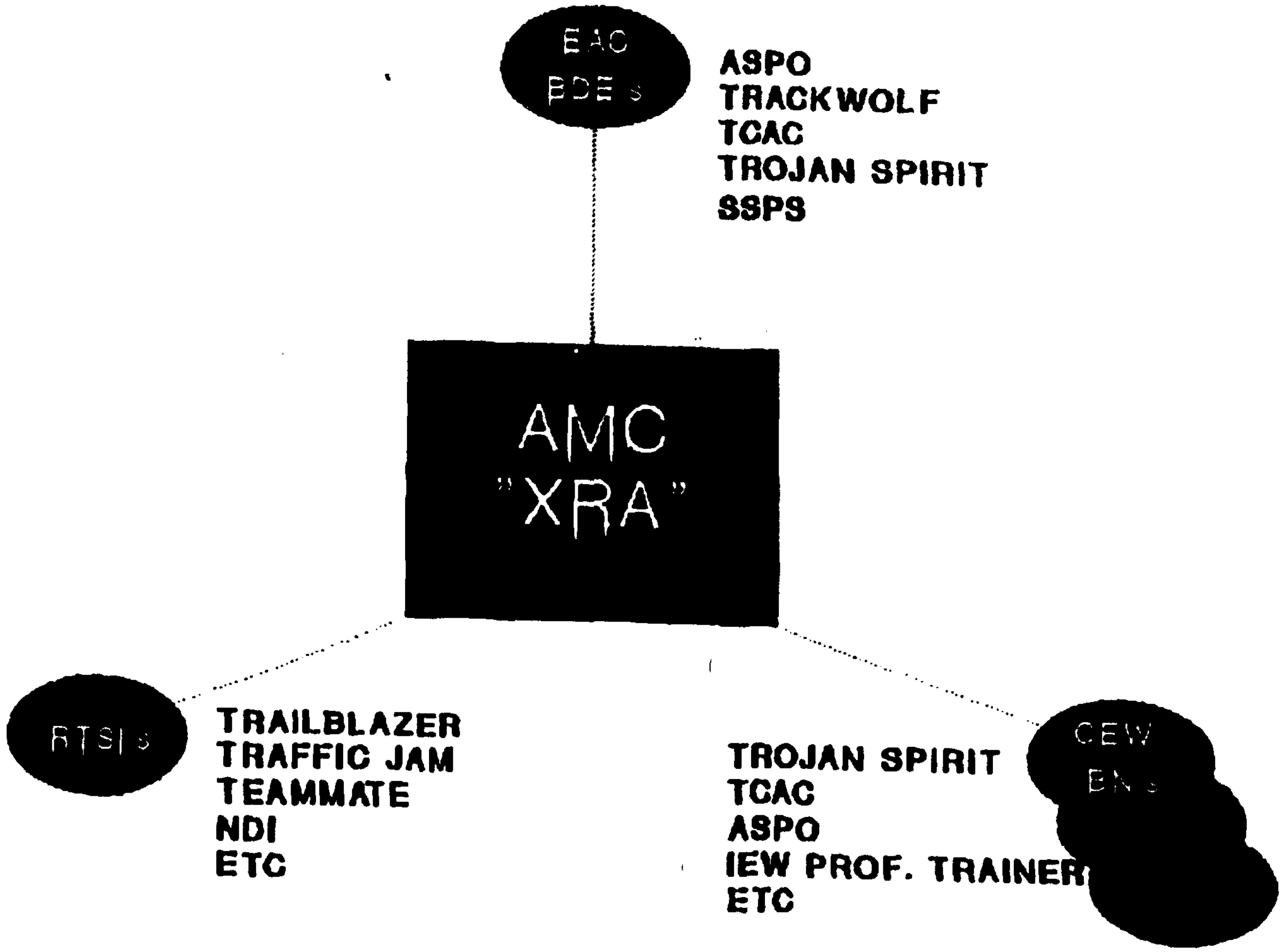
3. NO
   All systems
   Not limited to institutional training
   Not focused at UNIT (?) level

Enclosure 13 to IEW Streamlining Study Group IPR Minutes, 23-24 June 92

REGIONAL
AMC "XRA"

REGIONAL GS/LIMITED DEPOT (R&R)
EXPANDABLE STAFFING
* CORE
  - GREEN SUIT
  - OMNIBUS CONTRACTOR
* EXPANDABLE
  - DAC (INCLUDES DEPOT)
  - OEM
DEPLOYABLE CAPABILITY
SUPPORTS
  - TRANS/NON-TRANS SYS's
  - MACOM UNIQUE SYS's

REGIONAL
AMC "XRA" W/SATALITE CELLS



GS
OMNIBUS/
DAC
QEM

WHAT HAS TO HAPPEN ?

FORCE SUPPORT INTO A SINGLE CHANNEL (AMC)

- NO PM FIELD SUPPORT MECHANISMS
- NO MACOM "UNIQUE" MECHANISMS
- NO SEPERATE AMC SUPPORT MECHANISMS

REQUIRE "STOVEPIPES" DA DCSLOG APPROVED

TIMEPHASE TRANSITION OF CURRENT STRUCTURES