

R 240040Z MAR 95 ZYB
FM CMC WASHINGTON DC//C4I/M-RA//
TO ALMAR
BT

THIS IS A 3 PART MSG COLLATED BY MDS

UNCLAS //N03800//

ALMAR 100/95

MSGID/GENADMIN//

SUBJ/PROGRAM TO IMPROVE MARINE CORPS INTELLIGENCE//

REF/A/GENADMIN/CMC/301200ZSEP94//

AMPN/REF A IS ALMAR 301-94, RESTRICTED OFFICER PROGRAM STUDY
(ROPS)//

RMKS/1. PURPOSE. IN RECOGNITION OF THE INCREASINGLY CRUCIAL
ROLE INTELLIGENCE PLAYS ON THE MODERN BATTLEFIELD, THE SENIOR
LEADERSHIP OF THE MARINE CORPS HAS MADE A COMMITMENT TO
PROVIDE THE RESOURCES NECESSARY TO SIGNIFICANTLY ENHANCE
MARINE CORPS INTELLIGENCE CAPABILITIES. THIS ALMAR OUTLINES THE
PROGRAM THAT WAS APPROVED BY THE ASSISTANT COMMANDANT OF
THE MARINE CORPS ON 2 MARCH 1994. CHANGES TO TABLES OF
ORGANIZATION, PROGRAMMING OF TRAINING, AND BUDGETING ACTIONS
WHICH BEGAN IMPLEMENTATION ON 1 OCT 94 HAVE BEEN COMPLETED.

2. BACKGROUND. POST DESERT STORM ANALYSES, CONDUCTED BY
ELEMENTS BOTH INTERNAL AND EXTERNAL TO THE MARINE CORPS,
IDENTIFIED THE FOLLOWING SIX FUNDAMENTAL DEFICIENCIES:

- INADEQUATE DOCTRINAL FOUNDATION
- NO DEFINED CAREER PROGRESSION FOR INTELLIGENCE OFFICERS
- INSUFFICIENT TACTICAL INTELLIGENCE SUPPORT
- INSUFFICIENT JOINT MANNING
- INSUFFICIENT LANGUAGE CAPABILITY
- INADEQUATE IMAGERY CAPABILITY

THE FOLLOWING PARAGRAPHS ADDRESS SOLUTIONS CURRENTLY BEING
IMPLEMENTED TO OVERCOME THESE DEFICIENCIES.

3. DOCTRINAL FOUNDATION

A. A FUNCTIONAL CONCEPT FOR INTELLIGENCE HAS BEEN DEVELOPED
WHICH WILL DRIVE THE MARINE CORPS COMBAT DEVELOPMENT
PROCESS (CDP) AND PROVIDE A BASIS FOR DOCTRINE DEVELOPMENT.

B. MISSION. PROVIDE COMMANDERS, AT EVERY LEVEL, WITH
TAILORED, TIMELY, MINIMUM ESSENTIAL INTELLIGENCE, AND ENSURE
THAT THIS INTELLIGENCE IS INTEGRATED INTO THE OPERATIONAL
PLANNING PROCESS.

C. PRINCIPLES. THESE PRINCIPLES ARE ESSENTIAL IN ENSURING
EFFECTIVE INTELLIGENCE SUPPORT TO OPERATIONS. THEY FORM THE
FOUNDATION UPON WHICH THE PROGRAM HAS BEEN BUILT.

- (1) THE FOCUS IS TACTICAL INTELLIGENCE.
- (2) THE INTELLIGENCE FOCUS MUST BE DOWNWARD.
- (3) INTELLIGENCE DRIVES OPERATIONS.

(4) THE INTELLIGENCE EFFORT MUST BE DIRECTED AND MANAGED BY A MULTI-DISCIPLINE TRAINED AND EXPERIENCED INTELLIGENCE OFFICER.

(5) INTELLIGENCE STAFFS USE INTELLIGENCE - INTELLIGENCE ORGANIZATIONS PRODUCE INTELLIGENCE.

(6) THE INTELLIGENCE PRODUCT MUST BE TIMELY AND TAILORED TO BOTH THE UNIT AND ITS MISSION.

(7) THE LAST STEP IN THE INTELLIGENCE CYCLE IS UTILIZATION - NOT DISSEMINATION.

4. NO DEFINED CAREER PROGRESSION FOR INTELLIGENCE OFFICERS

A. UNDER THIS PROGRAM, THE INTELLIGENCE OFFICER

OCCUPATIONAL FIELD HAS UNDERGONE EXTENSIVE CHANGE. THE LACK OF INTEGRATION BETWEEN SEPARATE OFFICER MOS'S (0202, 0210, 2602) WITHIN THE MARINE CORPS INTELLIGENCE COMMUNITY HAS RESULTED IN THE LACK OF MULTI-DISCIPLINE INTELLIGENCE MANAGERS AT THE SENIOR LEVEL. ADDITIONALLY, THE ABSENCE OF A PROPERLY SHAPED OFFICER OCCFLD STRUCTURE HAS RESULTED IN OVER-RELIANCE ON LATERAL MOVES AT THE CAPT LEVEL AND PRODUCED CHRONIC PERSONNEL SHORTAGES AT THE MAJ THROUGH COL LEVEL.

B. THE NEW PROGRAM HAS SIGNIFICANTLY REDUCED THE REQUIREMENT FOR LATERAL MOVES. T/O RATIONALIZATION, INCREASED OFFICER STRUCTURE, AND GRADE SHAPING HAVE PRODUCED A GREATER REQUIREMENT FOR LIEUTENANTS TO BE ACCESSED DIRECTLY FROM TBS INTO ONE OF FOUR NEW ENTRY-LEVEL TRAINING TRACKS. THE FOUR ENTRY-LEVEL MOS'S SERVE AS FEEDERS FOR MOS 0202 - MAGTF INTELLIGENCE OFFICER. THE NEW INTELLIGENCE MOS'S ARE AS FOLLOWS:

(1) 0203 - GROUND INTELLIGENCE OFFICER. OFFICERS ASSIGNED THIS MOS WILL ATTEND THE INFANTRY OFFICER COURSE (10 WEEKS) AT QUANTICO FOLLOWED BY THE 19 WEEK MILITARY INTELLIGENCE OFFICER BASIC COURSE (MIOBC) AT THE U.S. ARMY INTELLIGENCE CENTER, FT HUACHUCA, AZ. 2NDLT 0203 BILLETS ARE LOCATED WITHIN EACH INFANTRY BATTALION (SCOUT/SNIPER PLATOON COMMANDER) AND REGIMENTAL AND DIVISION RECONNAISSANCE PLATOONS (PLATOON COMMANDERS).

(2) 0204 - HUMAN INTELLIGENCE OFFICER. 0204 OFFICERS WILL ATTEND THE HUMAN INTELLIGENCE OFFICER COURSE BEING DEVELOPED AT THE NAVY/MARINE CORPS INTELLIGENCE TRAINING CENTER (NMITC), DAMNECK, VA. 2NDLT 0204 BILLETS ARE ALL LOCATED WITHIN THE HUMAN INTELLIGENCE COMPANIES BEING FORMED AT EACH MEF.

(3) 0206 - SIGNALS INTELLIGENCE/GROUND ELECTRONIC WARFARE OFFICER. UNRESTRICTED OFFICERS IN THIS MOS (CURRENTLY 2602'S) ATTEND THE 18 WEEK BASIC COMMUNICATIONS OFFICER COURSE (BCOC), QUANTICO, VA AND THE 15 WEEK CRYPTOLOGIC DIVISION OFFICERS COURSE (CDOC), NAVAL TECHNICAL TRAINING CENTER, CORRY

STATION, PENSACOLA, FL. THIS HEADQUARTERS IS CURRENTLY REVIEWING THE 0206 TRAINING PIPELINE IN ORDER TO ELIMINATE REDUNDANT INSTRUCTION AND ADD MARINE SIGINT/EW UNIQUE TRAINING REQUIRED TO SATISFY REVISED 0206 INDIVIDUAL TRAINING STANDARDS. 2NDLT 0206 BILLETS ARE LOCATED WITHIN EACH RADIO BATTALION (PLATOON COMMANDERS).

(4) 0207 - AVIATION INTELLIGENCE OFFICER. OFFICERS ASSIGNED THIS MOS WILL ATTEND THE 19 WEEK NAVAL INTELLIGENCE OFFICER BASIC COURSE (NIOBC) AT THE NAVY-MARINE INTELLIGENCE TRAINING CENTER (NMITC). 2NDLT 0207 BILLETS ARE LOCATED WITHIN THE MARINE AIRCRAFT WINGS (COLLECTION AND DISSEMINATION OFFICERS).

C. ONCE SELECTED FOR CAPTAIN AND AUGMENTED (BEGINNING IN FY96 ALL OFFICERS WILL RECEIVE A RESERVE COMMISSION) IT IS INTENDED THAT ALL OFFICERS FROM THESE ENTRY-LEVEL TRACKS WILL BE AWARDED MOS 0202, MAGTF INTELLIGENCE OFFICER AFTER COMPLETION OF A MAGTF INTELLIGENCE OFFICER COURSE. THIS COURSE IS CURRENTLY UNDER DEVELOPMENT. DETAILS ON THE COURSE WILL BE ANNOUNCED AT A LATER DATE VIA ALMAR. NEWLY DESIGNATED MAGTF INTELLIGENCE OFFICERS (MOS 0202) WILL RETAIN THEIR ENTRY-LEVEL MOS AS AN ADDITIONAL MOS AND CAN EXPECT TO DO TOURS IN ANY OF THE FOUR

INTELLIGENCE DISCIPLINES (AVIATION, GROUND, HUMINT, SIGINT) THROUGHOUT THE REMAINDER OF THEIR CAREER.

D. AS PART OF THIS RESTRUCTURE OF THE INTELLIGENCE OFFICER COMMUNITY, ALL 0205 AND 0260 WARRANT OFFICER BILLETS ARE BEING DELETED, CONVERTED TO UNRESTRICTED OFFICER BILLETS, OR CONVERTED TO SNCO BILLETS. THIS TRANSITION WILL BE COMPLETED FY97.

E. MOS 0210, CURRENTLY A WARRANT OFFICER AND LIMITED DUTY OFFICER MOS, WILL BECOME A CATEGORY III (WARRANT OFFICER) MOS. SINCE THERE ARE CURRENTLY INSUFFICIENT UNRESTRICTED OFFICERS WITH THE TRAINING AND EXPERIENCE NECESSARY TO FILL CURRENT FIELD GRADE 0210 BILLETS, THIS TRANSITION WILL TAKE PLACE OVER THE NEXT 10 - 12 YEARS.

F. LATERAL MOVES AND CAREER BROADENING TOURS

(1) LATERAL MOVES. REQUESTS FOR LATERAL MOVES FROM OFFICERS NOT CURRENTLY OR PREVIOUSLY PARTICIPATING IN CAREER BROADENING TOURS IN THE INTELLIGENCE FIELD WILL NOT BE CONSIDERED UNTIL FY96. OFFICERS WHO ARE CURRENTLY SERVING OR HAVE COMPLETED A CAREER BROADENING TOUR IN INTELLIGENCE CAN REQUEST A LATERAL MOVE INTO THE INTELLIGENCE FIELD.

(2) CAREER BROADENING TOURS. REVIEW THE SEMIANNUAL MCBUL 1210 FOR CAREER BROADENING TOUR INFORMATION.

5. INSUFFICIENT TACTICAL INTEL SUPPORT. UNDER THIS PROGRAM, THE MARINE CORPS WILL ENHANCE TACTICAL INTELLIGENCE SUPPORT

BY INCREASING S-2/G-2 STAFFS, ESTABLISHING AT EACH MEF A HUMAN INTELLIGENCE COMPANY, AND CREATING DIRECT SUPPORT TEAMS AT EACH MSC.

A. UNITS SUBORDINATE TO DIVISION/WING ARE INADEQUATELY STAFFED TO PROCESS AND INTEGRATE INTO THE OPERATIONAL PLANNING PROCESS INTELLIGENCE PRODUCTS RECEIVED FROM THE MAGTF ALL SOURCE FUSION CENTER (MAFC). IN ORDER TO CORRECT THIS, THE NUMBER OF INTELLIGENCE PERSONNEL ASSIGNED TO REGIMENTS, AIRCRAFT GROUPS AND INFANTRY BATTALIONS HAS BEEN INCREASED.

B. DIRECT SUPPORT TEAMS (DST'S) WILL BE ORGANIC TO EACH OF THE MSC'S AND ALSO LOCATED AT THE MEF. THE TEAMS WILL SERVE AS A CONDUIT BETWEEN SUPPORTED UNITS AND THE MAGTF ALL-SOURCE FUSION CENTER (MAFC). THE DST WILL TAILOR THE MAFC INTELLIGENCE PRODUCTS SPECIFICALLY FOR THE MISSION OF THE UNIT BEING SUPPORTED.

C. AT EACH MEF, A HUMINT COMPANY WILL BE FORMED BY CONSOLIDATING EXISTING COUNTER-INTELLIGENCE TEAMS AND INTERROGATION PLATOONS.

6. INSUFFICIENT JOINT MANNING. ALL JOINT AND EXTERNAL BILLETS FOR MARINE INTELLIGENCE OFFICERS ARE BEING REVIEWED. ADDITIONALLY, THE PROGRAM PROVIDES ADDITIONAL STRUCTURE TO SUPPORT VALIDATED EXTERNAL REQUIREMENTS THAT WERE NOT BEING MANNED DUE TO MANPOWER SHORTAGES IN THE INTELLIGENCE COMMUNITY.

7. INSUFFICIENT LANGUAGE CAPABILITY

A. SEVERAL INITIATIVES ARE UNDERWAY TO ENSURE MARINES, WHOSE MOS REQUIRES LANGUAGE PROFICIENCY (0251, 267X), ARE PROPERLY USED. IMPROVING THE PERFORMANCE OF MARINE LINGUISTS REQUIRES A COORDINATED APPROACH TO LINGUIST DEVELOPMENT AND RETENTION, AN EMPHASIS ON GLOBAL LANGUAGE SKILLS, AND COMMAND LANGUAGE PROGRAMS. ONGOING INITIATIVES INCLUDE TRAINING THROUGH THE IN-COUNTRY LANGUAGE PROFICIENCY TRAINING PROGRAM AND THE CRYPTOLOGIC ADVANCED STUDIES PROGRAM, INCREASED ASSIGNMENTS TO INTERMEDIATE LANGUAGE TRAINING, AND A RESTRUCTURING OF COMMAND LANGUAGE PROGRAMS TO STREAMLINE SUPPORT TO UNITS ASSIGNED MILITARY LINGUISTS.

B. AMOS 8611, INTERPRETER. TO ENSURE THAT 0251 AND 267X LINGUISTS ARE USED IN THEIR PRIMARY ROLE WHILE AT THE SAME TIME MEETING MARINE CORPS COMMANDERS' NEEDS FOR INTERPRETERS AND TRANSLATORS, MARINES OUTSIDE THE INTELLIGENCE OCCUPATIONAL FIELD WHO POSSESS LANGUAGE SKILLS ARE BEING IDENTIFIED AND TESTED. THE OBJECTIVE OF THIS PROGRAM IS TO IDENTIFY AND EVALUATE NATIVE SPEAKERS OF LOW DENSITY LANGUAGES; I.E., LANGUAGES OTHER THAN FRENCH, GERMAN, AND SPANISH. THESE MARINES WOULD BE AWARDED THE ADDITIONAL MOS 8611,

INTERPRETER. THE DIRINT IS ALSO SEEKING AUTHORITY TO PAY FOREIGN LANGUAGE PROFICIENCY PAY (FLPP) TO NON-INTEL MARINES (AMOS 8611) PROFICIENT IN LANGUAGES CRITICAL TO THE DEPARTMENT OF DEFENSE. TESTING REQUIREMENTS AND PROFICIENCY PAY ARE THE SAME AS FOR MARINES IN INTELLIGENCE SPECIALTIES.

C. RESERVES. THESE INITIATIVES APPLY TO THE TOTAL FORCE IN ORDER TO TAKE ADVANTAGE OF EXISTING CAPABILITIES IN THE RESERVE FORCE. THE MARINE CORPS IS SUPPORTING AN INITIATIVE TO INCREASE FLPP FOR QUALIFIED RESERVISTS.

8. INADEQUATE IMAGERY CAPABILITY. MARINE CORPS IMAGERY COLLECTION, PROCESSING, DISSEMINATION, AND UTILIZATION WILL BE ADDRESSED BY THIS HEADQUARTERS IN A SEPARATE MESSAGE WITHIN THE NEXT TWO MONTHS. THE MESSAGE WILL INCLUDE RECENT IMAGERY-RELATED POLICY DECISIONS, THE LATEST INFORMATION ON CURRENT AND NEW COLLECTION PLATFORMS, JOINT SERVICE IMAGERY PROCESSING SYSTEM (JSIPS), THE MARINE CORPS IMAGERY SUPPORT UNIT, PLANNED DISSEMINATION ARCHITECTURE, AND IMAGERY RELATED TENCAP INITIATIVES INCLUDING THE S-BAND IMAGERY ALTERNATIVE DISSEMINATION PROGRAM (CHARIOT).

9. IMPLEMENTATION SCHEDULE

A. IMPLEMENTATION OF THE STRUCTURE CHANGES WAS APPROVED BY THE FORCE STRUCTURE WORKING GROUP (FSWG) ON 25 MAY 94. INITIAL STRUCTURE CHANGES BEGAN 1 OCT 94. DUE TO THE SIGNIFICANT AMOUNT OF CHANGES REQUIRED, FULL IMPLEMENTATION WILL NOT BE COMPLETED UNTIL FY99. THE MANNING LEVEL OF THIS INCREASED STRUCTURE WILL BE COMMENSURATE WITH THE OVERALL MANNING LEVEL OF THE FLEET MARINE FORCE. THE ACTUAL STAFFING OF THIS INCREASED STRUCTURE WILL BE ACCOMPLISHED AS THE MARINE CORPS ACCESSIONS AND TRAINS THE REQUIRED NUMBER OF PERSONNEL.

B. THE FOLLOWING UNITS WILL STAND UP AS INDICATED:

(1) DIRECT SUPPORT TEAMS

I MEF 10 TEAMS FY96

II MEF 10 TEAMS FY97

III MEF 07 TEAMS FY98

(2) HUMINT COMPANIES

I MEF FY97

II MEF FY98

III MEF FY99

C. COURSES COMPRISING THE ENTRY LEVEL TRAINING TRACKS FOR MOS 0203 (GROUND), 0204 (HUMINT), AND 0207 (AVIATION) WILL COMMENCE DURING FY95. 0203 AND 0207 LIEUTENANTS ARE ALREADY ATTENDING THEIR RESPECTIVE COURSES AND THE FIRST HUMINT OFFICER COURSE WILL COMMENCE IN AUG 95. IT IS ANTICIPATED THAT ANY REVISIONS NECESSARY FOR THE 0206 (SIGINT) ENTRY-LEVEL TRAINING PIPELINE WILL BE MADE DURING FY96. UNTIL THEN, 0206 LIEUTENANTS WILL CONTINUE TO ATTEND THE BASIC COMMUNICATIONS

OFFICER COURSE (BCOC) AND THE CRYPTOLOGIC DIVISION OFFICER COURSE (CDOC).

D. DURING 2ND QTR OF CY95, OFFICERS IN THE RANK OF CAPTAIN AND ABOVE CURRENTLY ASSIGNED PMOS 2602 WILL BE ASSIGNED THE PMOS 0202 AND THE AMOS 0206. LIEUTENANTS CURRENTLY ASSIGNED PMOS 2602 WILL BE ASSIGNED THE PMOS OF 0206. THE PMOS FOR 2602 WO'S WILL NOT CHANGE; MOS 2602 WILL BECOME A CATEGORY III (WARRANT OFFICER) MOS.

E. LIMITED DUTY OFFICERS CURRENTLY ASSIGNED PMOS 0210 WILL RETAIN THIS MOS AS THEIR PMOS UNTIL THEY LEAVE THE MARINE CORPS. THE PMOS FOR 0210 WO'S WILL NOT CHANGE.

F. ALL LIEUTENANT BILLETS WILL BE DESIGNATED WITH BMOS OF 0203, 0204, 0206, OR 0207. ALL CAPTAIN AND ABOVE BILLETS WILL BE DESIGNATED WITH BMOS 0202 WITH THE EXCEPTION OF THOSE BILLETS INVOLVING HUMINT OR SIGINT/EW DUTIES THAT REQUIRE TRAINING BEYOND THAT GAINED IN THE MAGTF INTELLIGENCE OFFICER COURSE. THESE BILLETS WILL BE DESIGNATED WITH BMOS 0204 AND 0206 RESPECTIVELY.

G. THE CONVERSION OF 0210 LIMITED DUTY OFFICER BILLETS TO UNRESTRICTED OFFICER BILLETS WILL BE PHASED IN AS FOLLOWS:

(1) 0210 WO'S WILL NOT BE SELECTED FOR APPOINTMENT TO LDO AFTER FY97, AS TWO YEARS LATER UNRESTRICTED 0204 1STLT'S WILL BE FLOWING INTO THE ZONE FOR PROMOTION TO CAPTAIN.

(2) BASED UPON UNRESTRICTED OFFICER PROMOTION RATES, THERE WILL CONTINUE TO BE 0210 LDO MAJ AND LTCOL STRUCTURE THROUGH FY02 AND FY05 RESPECTIVELY. LDO CAPT'S WILL BE CONSIDERED FOR PROMOTION TO MAJ, BASED ON INVENTORY VACANCIES, UNTIL FY02. LDO MAJ'S WILL BE CONSIDERED FOR PROMOTION TO LTCOL, BASED ON INVENTORY VACANCIES, UNTIL FY05.

(3) ONCE LDO PROMOTIONS FROM CAPT TO MAJ CEASE IN FY02, CAPT LDO'S NOT SELECTED FOR PROMOTION WILL BE GIVEN THE SAME OPTIONS UNDER ROPS (CONTAINED IN THE REFERENCE) AS OTHER LDO'S IN UNSTRUCTURED MOS'S. ONCE LDO PROMOTIONS FROM MAJ TO LTCOL CEASE IN FY05, MAJ LDO'S NOT SELECTED FOR PROMOTION WILL BE GIVEN THE SAME OPTIONS.

(4) THE ABOVE TIME FRAMES WILL BE MODIFIED AS APPROPRIATE AS THE IMPLEMENTATION OF THE INTEL PROGRAM PROGRESSES.

H. WARRANT OFFICERS CURRENTLY POSSESSING 0205 OR 0260 AS A PMOS ARE NOW CONSIDERED TO BE IN UNSTRUCTURED MOS'S AND ARE SUBJECT TO THE CONTINUATION POLICY ANNOUNCED IN THE REFERENCE.

10. AS FURTHER DETAILS OF IMPLEMENTATION ARE COMPLETED, ADDITIONAL INFORMATION WILL BE PUBLISHED VIA ALMAR.

11. THIS ALMAR IS APPLICABLE TO THE MARINE CORPS RESERVE.//

BT

