



UNITED STATES MARINE CORPS
2D FORCE SERVICE SUPPORT GROUP (REIN)
FLEET MARINE FORCE, ATLANTIC
CAMP LEJEUNE, NORTH CAROLINA 28542

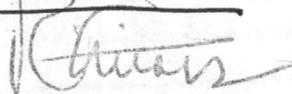
IN REPLY REFER TO
5/DRC/hrh
4000
18 Aug 1981

From: Commanding General
To: Distribution List

Subj: Restoration of Force Service Support Group

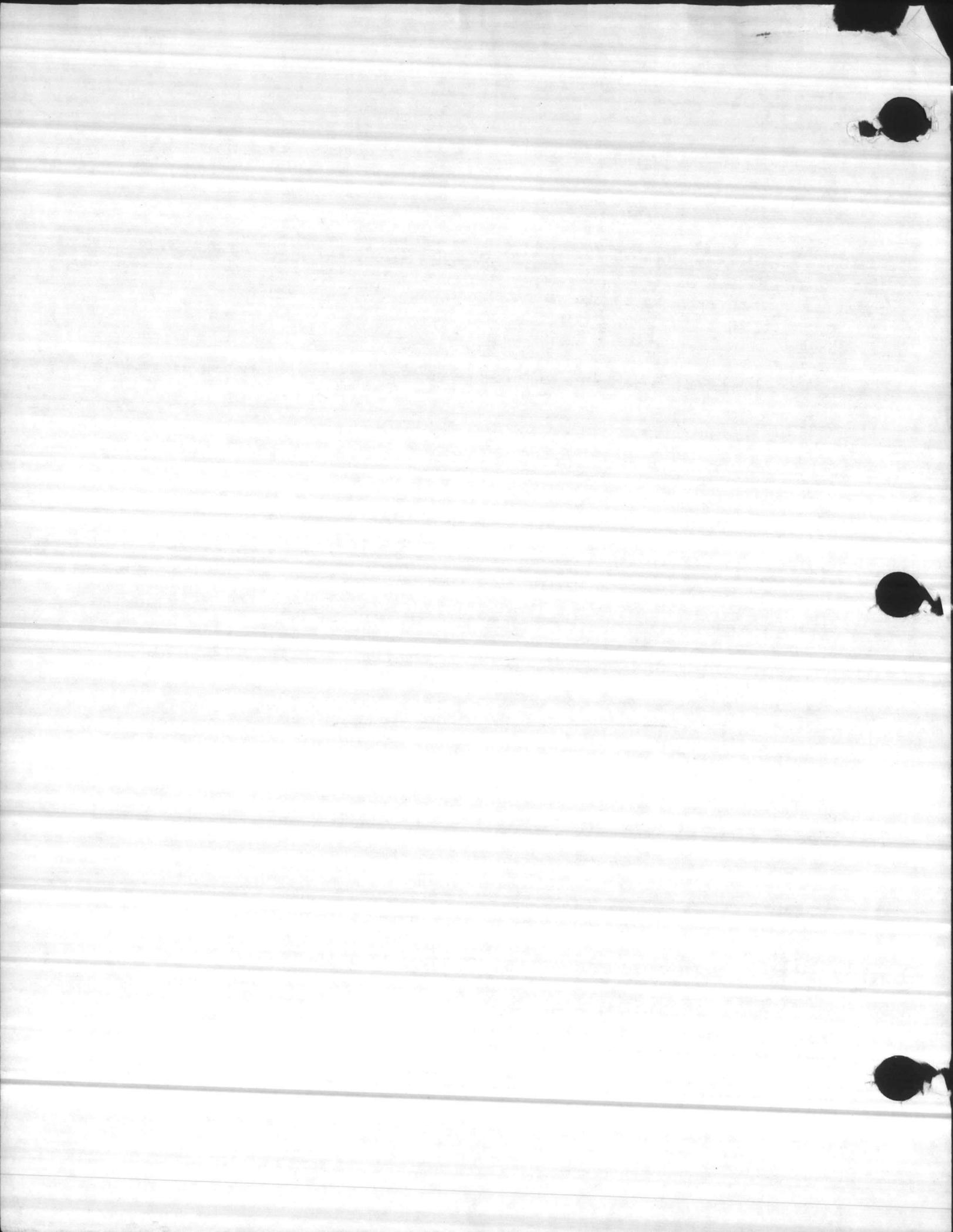
Encl: (1) CMC ltr LPP-3/3-b1s of 25 Nov 1980
(2) CG 2d FSSG ltr 3A/RLF/dls 5231 of 22 Jan 1981
(3) CG 2d FSSG 281927Z Jan 81

1. I anticipate that the subject of restoration of the FSSG's will be raised at the General Officers' Symposium this year. In order to be well prepared for discussion on this subject I would like to discuss the impact of the HQMC proposals with you prior to my departure for the Symposium.
2. Enclosures (1), (2), and (3) are provided for your study and preparation for a discussion on this subject. I would like each of you to look at the proposals which affect your unit and be prepared to discuss the impact. Look at the affect on billeting, equipment warehousing, training, and operations. I am especially interested in your ideas concerning the time phasing of the activation of new units and increases in personnel for specific units.
3. I'd like all of you to meet with me in the Headquarters Conference Room at 0900 on Thursday, 27 August to discuss this subject.


R. E. MOSS

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ZIR 10000

R 201000Z JAN 81

FM CG FMFLANT FSSG

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File Revision #26

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Jan 29 7 49 AM '81

UNCLAS//NOFORN//

FOR: G-4

SUBJ: PLAN FOR RESTORATION OF THE FORCE SERVICE AND SUPPORT GROUPS (FSSG'S) FUNCTIONAL AREA CAPABILITIES.

A. CMC LTR LPP-3/3-BLS OF 25 NOV 80

B. CG FMFLANT LTR 4/WAR/MKB 4003 OF 4 DEC 80

1. REF (A) WAS REVIEWED AS REQ BY REF (B). COMMENTS AND RECOMMENDATIONS RESULTING FROM THE REVIEW ARE PROVIDED IN THE FOL PARAGRAPHS.

2. THE RESTORATION/ENHANCEMENT OF THE FUNCTIONAL AREAS LISTED IN REF (A) WILL BE MOST ADVANTAGEOUS TO THIS ORGANIZATION IN CARRYING OUT ITS RESPONSIBILITIES FOR THE LOGISTICS SUPPORT OF FLEET MARINE FORCE, ATLANTIC.

3. WHILE CAPABILITIES WILL BE ENHANCED TO A CONSIDERABLE DEGREE, THERE ARE CERTAIN CONSIDERATIONS WHICH RAISE QUESTIONS AS TO THE PRACTICABILITY OF SOME OF THE PROPOSED INCREASES.

A. THE REF INDICATES THAT 129 SPACES WILL BE ADDED BY FY-83 FOR THE LONGSHOREMAN PLATOONS, BEACH AND PORT COMPANY, LANDING SUPPORT BATTALION. THESE SPACES WILL PROVIDE ADEQUATE PERSONNEL TO MAN FOUR LONGSHOREMAN PLATOONS (AS PRESCRIBED IN THE M-SERIES D). TWO PROBLEMS ARISE IN CONNECTION WITH SUCH

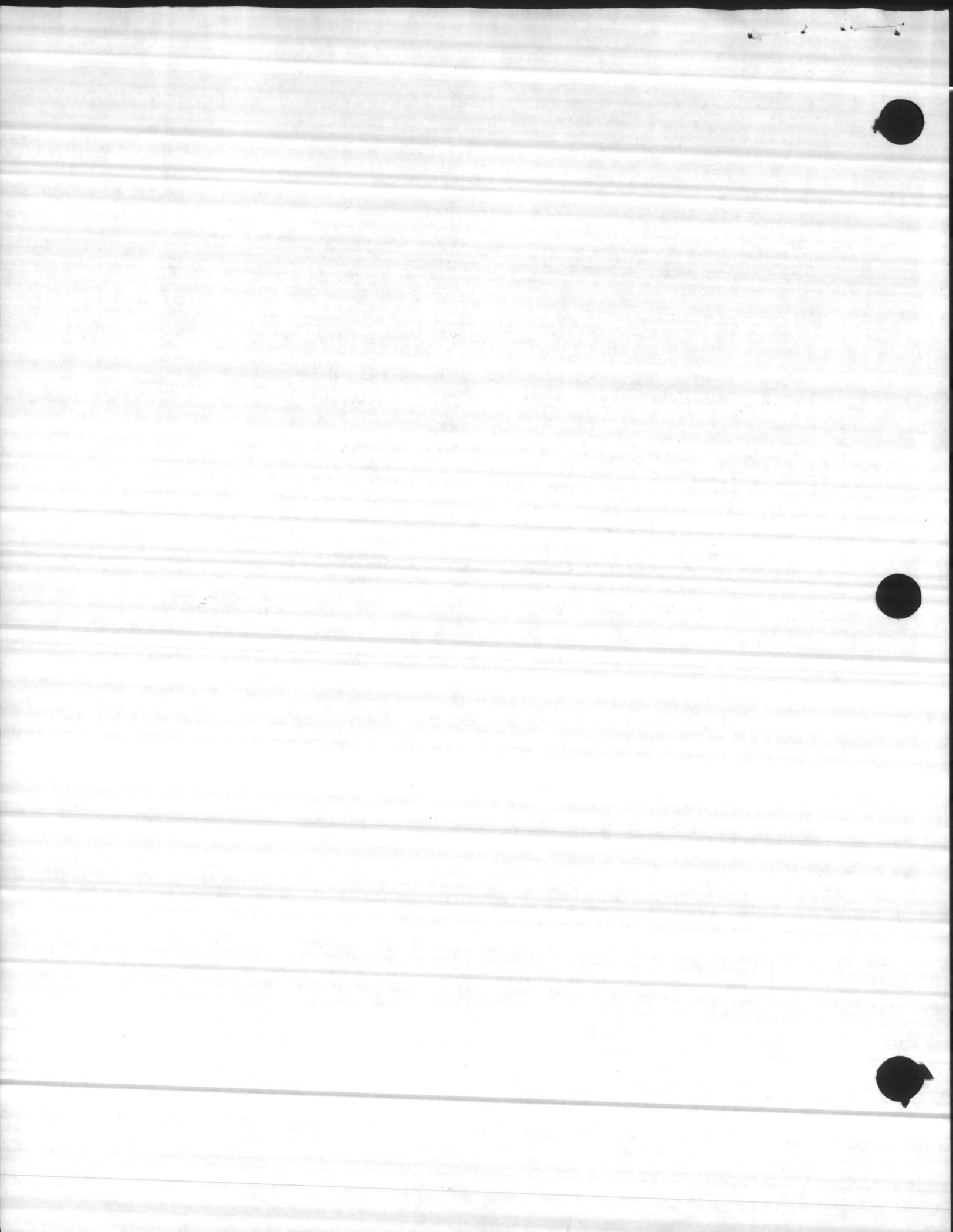
(1) FIRST, THERE IS LITTLE DAY-TO-DAY WORK OR TRAINING THAT CAN BE ACCOMPLISHED WITH THE LONGSHOREMAN PLATOONS DURING NORMAL PEACE TIME OPERATIONS. EMBARKATION/DEBARKATION OF UNITS EITHER BY SHIP OR AIR OCCUR ONLY ABOUT ONCE EVERY TWO MONTHS. AMPHIBIOUS LANDINGS EXCEPT FOR LANDING FORCE SIXTH FLEET OCCUR ONLY ABOUT FOUR TIMES A YEAR. LANDING SUPPORT BATTALION ONLY HAS AN ORGANIC WAREHOUSE SO WAREHOUSING DOES NOT REQUIRE LARGE NUMBERS OF PERSONNEL. THIS MINIMAL OPPORTUNITY TO TRAIN AND PERFORM THEIR NORMAL MISSION HAS A DETRIMENTAL EFFECT ON THE MARINES PRESENTLY ASSIGNED TO THE LONGSHOREMAN PLATOON IN THAT THEY SPEND MUCH TIME AT TASKS OTHER THAN THOSE WHICH THEY WOULD PERFORM IN COMBAT.

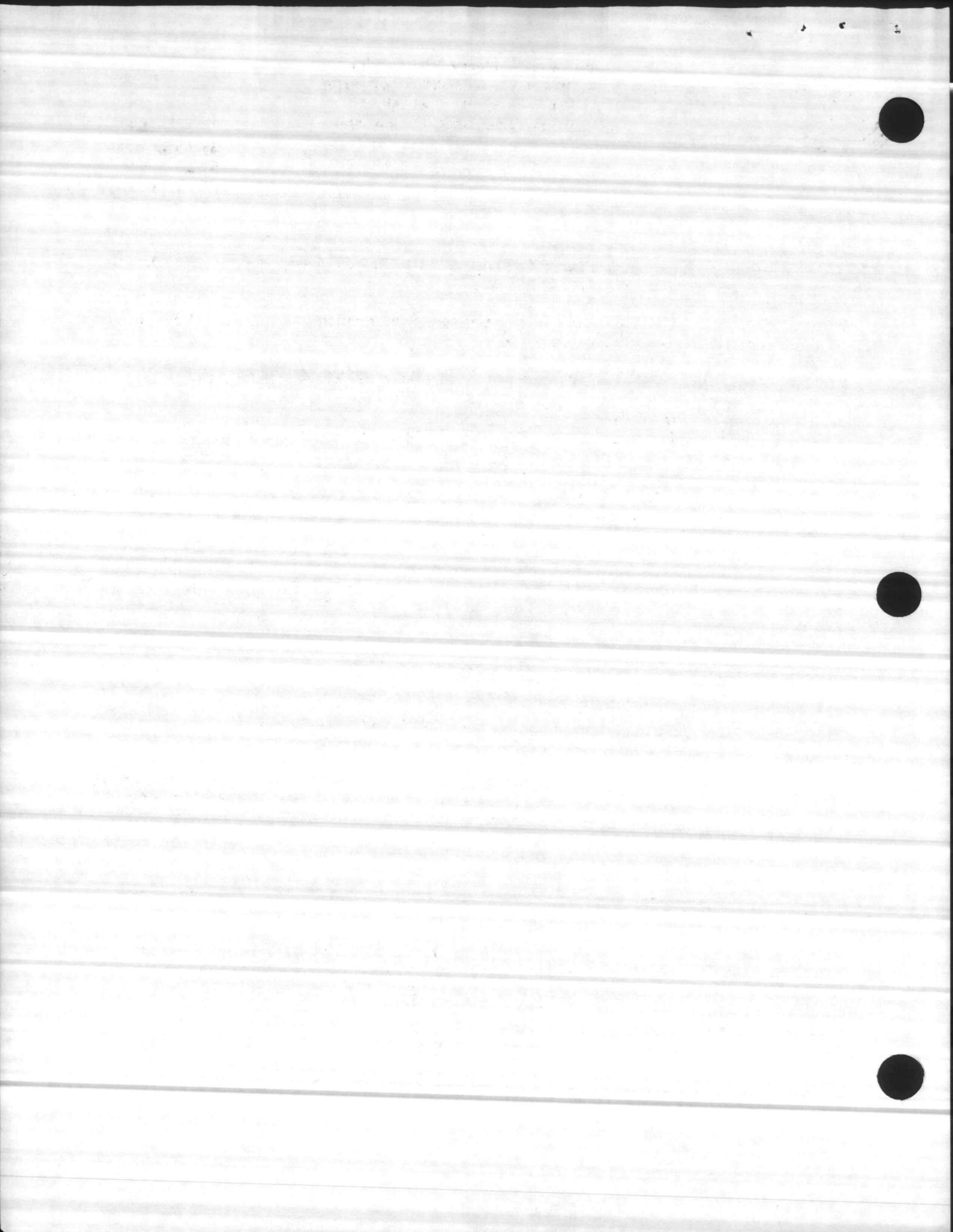
(2) A SECOND PROBLEM IN CONNECTION WITH THE LONGSHOREMAN PLATOON IS THE MOS ASSOCIATED WITH THE UNIT. AT PRESENT THE PLATOON IS COMPOSED OF TWO 3051'S AND THIRTY-EIGHT 31XX'S. THE 31XX'S MOS DEALS PRIMARILY WITH WAREHOUSING AND TRANSPORTATION WHICH HAVE LITTLE RELATIONSHIP TO THE NORMAL MISSION OF THE LONGSHOREMAN PLATOON. IN ADDITION TO THE DIFFICULTY IN TRAINING THE 31XX PERSONNEL THIS ASSIGNMENT ADVERSELY IMPACTS ON THEM WHEN THEY ARE TRANSFERRED TO ANOTHER STATION. THIS LACK OF AN OPPORTUNITY TO TRAIN IN AREAS RELATED TO THEIR OLD PLACES THEM FAR BEHIND THEIR CONTEMPORARIES.

28

19

27





UNITED STATES MARINE CORPS
2D FORCE SERVICE SUPPORT GROUP (REIN)
FLEET MARINE FORCE, ATLANTIC
CAMP LEJEUNE, NORTH CAROLINA 28542

IN REPLY REFER TO

3A/RLF/dls
5213
22 January 1981

From: Commanding General
To: Commanding General, Marine Corps Base, Camp Lejeune, North Carolina (Attn: AC/S, Facilities)

Subj: Facilities Support Requirements Planning Document for Marine Corps Base, Camp Lejeune

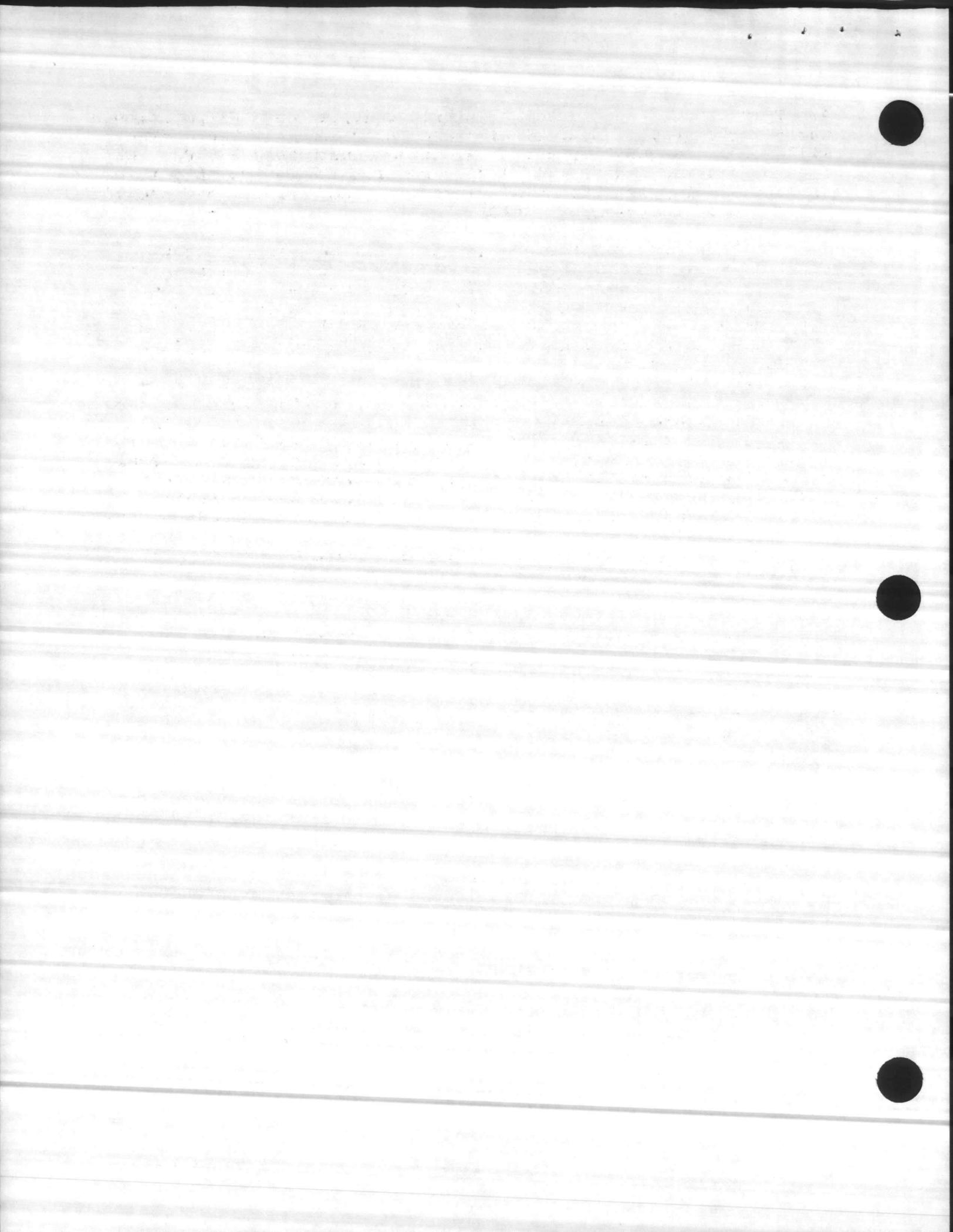
Ref: (a) CG, MCB, CLNC ltr FAC:ACA:mkc 5213/6 of 5 Jan 81
(b) CMC ltr LPP-3/3-bls of 25 Nov 80
(c) FORO 04400.9B
(d) 2d FSSG ltr 42/RDB/kty 11013 dtd 3 Dec 80

Encl: (1) CMC ltr LPP-3/3-bls
(2) Programmed personnel increases as a result of functional area restoration
(3) Units to be reactivated

1. A review of reference (a) was conducted as requested therein. This Command concurs with the contents of reference (a), with inclusion of the information or changes contained in the following paragraphs.

2. Reference (a) does not appear to include the personnel increases and unit activations proposed and approved in reference (b), a copy of which is provided as enclosure (1). The personnel increases proposed by reference (b) are reflected, by unit, in enclosure (2). These should be added to those figures reflected in Section 4 of enclosure (1) to reference (a). Reference (b) further approves, or indicates imminent approval for the reactivation of those units reflected in enclosure (3). Enclosure (3) further provides those major end items of equipment added to the 2d FSSG inventory that will require maintenance space as a result of this reactivation. These reactivated units will require billeting, administrative work and storage areas. Other items requiring storage, such as individual equipment, weapons, etc., must also be considered, even though not specifically addressed herein.

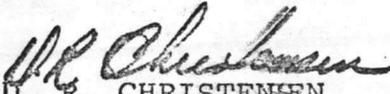
3. While reference (a) does not address the requirement, this Group has become responsible for increasing numbers of reserves (K) receiving initial FMF training and Marines assigned under the Ground Specialty Orientation Program (GSOP). The peak total in these categories has, to date, run over 500 Marines. This has complicated billeting as bachelor housing is assigned, essentially, on programmed strength. Moreover, the number of reserve (K) and GSOP Marines, during peak periods, appears to be increasing. For this reason it is recommended that these unspecified billeting requirements be addressed.

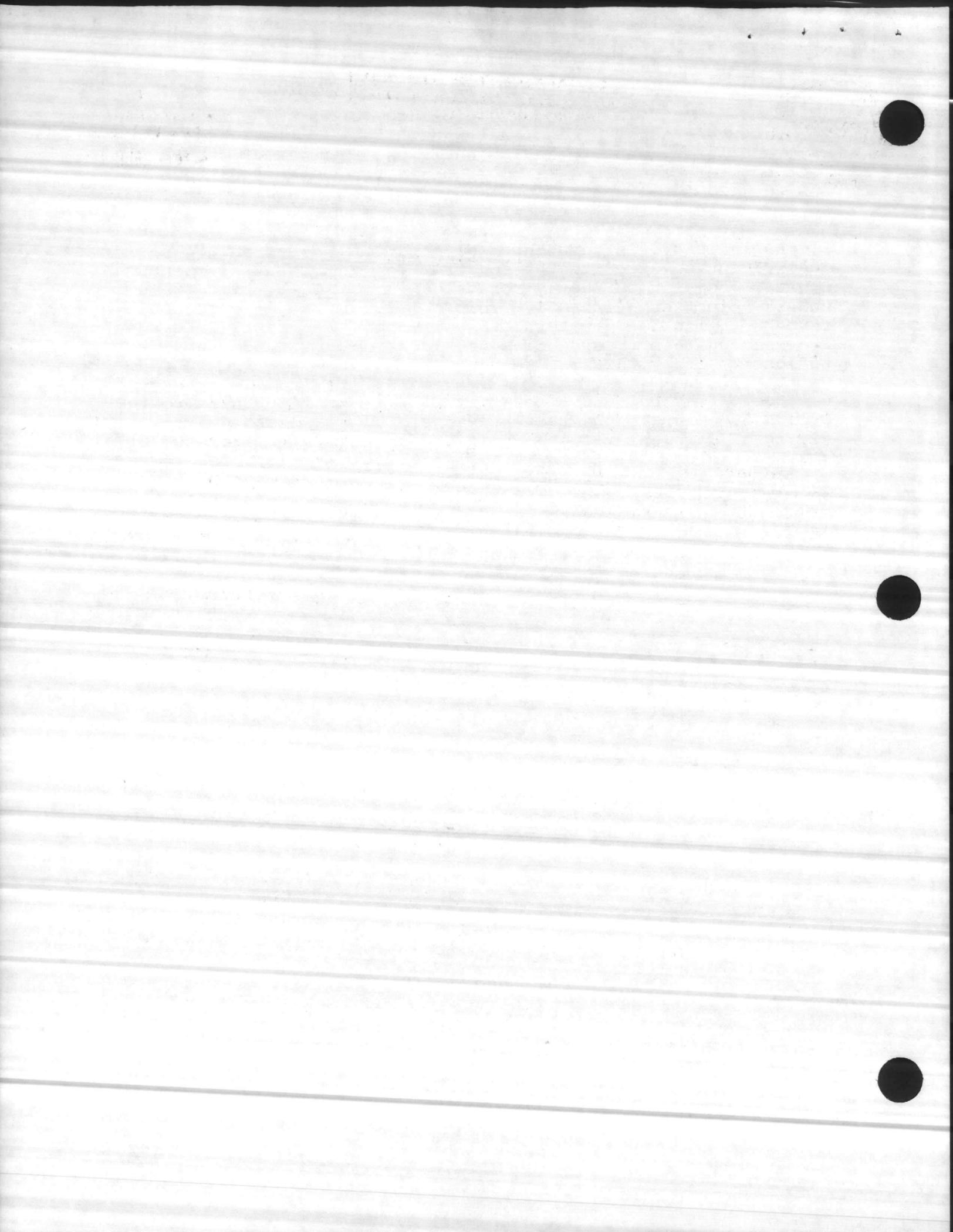


4. This Command is tasked by reference (c) to hold prepositioned war reserve stocks, Medical Allowance List (MAL). These stocks will double in quantity and an additional estimated 120,000 square feet of storage space will be required for the Medical Logistics Company, 2d Supply Battalion. This increased requirement should be reflected in reference (c).

5. As indicated in reference (d) this Command has an urgent requirement to expedite the construction of the Battalion Headquarters complex currently scheduled for the FY-87 time frame under Project Number P-031. This complex is required to house five Battalion Headquarters currently occupying facilities that are inadequate by reason of size, location and/or are subject to loss to other units.

6. Due to the relocation of virtually all 2d ESSG units to the French Creek area, the currently assigned Gym, located in area #1, is of marginal value. While it provides a facility for organized sports activities it is largely inaccessible for casual use by the majority of those personnel lacking personal transportation. It has become increasingly evident that a French Creek Gym is mandatory to support the approximately 5,000 military personnel billeted or working in that area. Accordingly, it is requested that the construction of the Fitness Center (P-065), currently scheduled for FY-87, be advanced to FY-83.


D. R. CHRISTENSEN
Chief of Staff





DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
WASHINGTON, D.C. 20380

IN REPLY REFER TO
LPP-3/3-b1s
5 NOV 1980

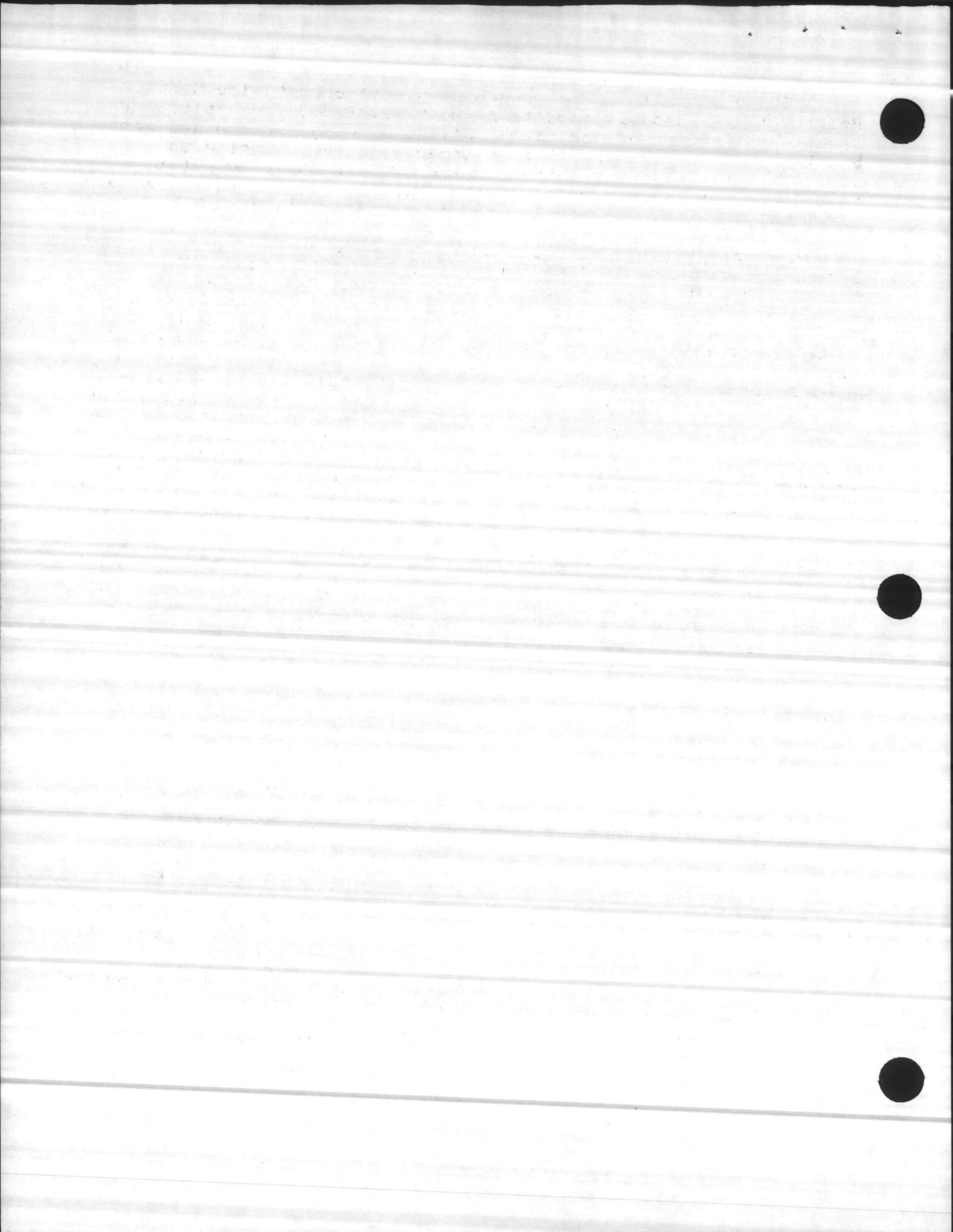
Lieutenant General A. G. SCHWENK, USMC
Commanding General
Fleet Marine Force, Atlantic
Norfolk, Virginia 23511

Dear General Schwenk:

As you are aware, the deficiencies which have degraded the readiness of our combat service support elements are receiving increased emphasis and attention within the Headquarters. For the past year, members of my staff have been engaged in a series of coordinated actions to first identify CSS deficiencies, and then to determine the remedial measures which must be applied to reduce or eliminate them. I believe that these efforts, and the expanding Marine Corps mission, have been instrumental in focusing the attention of the Headquarters staff on the CSS dilemma.

On 19 May of this year, I was tasked by the Commandant to develop a plan for the restoration of functional area capabilities within the Force Service Support Groups. On 27 October the completed plan was briefed to the Commandant, Assistant Commandant, and Staff Principals. The Commandant subsequently approved all of the key recommendations. I have enclosed a copy of the plan, annotated by CMC and the ACMC, for your perusal and for review by your staff. Salient provisions and key recommendations are summarized as follows:

- The plan calls for establishment of a Manpower Analysis Section within the Installations and Logistics Department. This section will interact and coordinate with the Manpower Department on CSS manpower assignment, distribution, and policy matters.
- The plan calls for an increase of 4,138 manpower spaces within the FSSGs, above the POM-82 level. This increase will be attained through apportionment of additional spaces created by the FY-80 end strength increase, and through POM-83, 84 and 85 manpower initiatives.
- Ten separate initiatives will be implemented to improve or enhance the procurement, retention, training and/or distribution of Marines in critically short CSS related MOSSs.



- The plan calls for enhancement of Selected Marine Corps Reserve (SMCR) capabilities to augment/reinforce the active MAFs through activation of additional Military Police, Beach and Port, and Bulk Fuel units. Further, a study will be initiated to identify other functional areas where SMCR resources might be used to offset active force structure deficiencies, and to improve the depth and range of wartime CSS support capabilities.

In my capacity as CSS sponsor, I have become increasingly concerned over the total absence of capability in some functional areas within the FSSGs, and the token capability which exists in others. I feel that as a matter of priority we should take those steps which are necessary to establish some capability in every functional area and to enhance those areas where only marginal capabilities currently exist. I recognize that factors such as funding constraints and peacetime support requirements will have to be considered in determining which units should be activated, and that in some cases it may be advisable to activate a portion of a unit, vice the entire unit. I also realize that these actions could produce an increase in the number of C4 units under UNITREP; however, I regard this as a secondary consideration which should not impede our efforts to attain a viable CSS structure capable of rapid and orderly expansion to meet wartime support requirements. Moreover, the staffing of CSS units will continue to be a function of overall manpower availability, and it follows that the FSSGs will be manned at a percentage of the authorized strength of their active units. I consider increased manning of the current structure to be essential if we are to open training pipelines and ensure that the CSS community is able to compete successfully for its fair share of limited manpower resources. I have enclosed the list of units that we intend to activate, with a tentative timetable for their activation. Your comments, and those of your subordinate commands, concerning this listing are solicited.

In closing, I am encouraged by the support which we have received from the Commandant on these crucial issues. I believe that we have made significant progress, and are now proceeding on a course which will enable us to eliminate many of the deficiencies which have degraded our CSS units. I will continue to seek your advice and assistance as we implement the actions which the Commandant has approved.

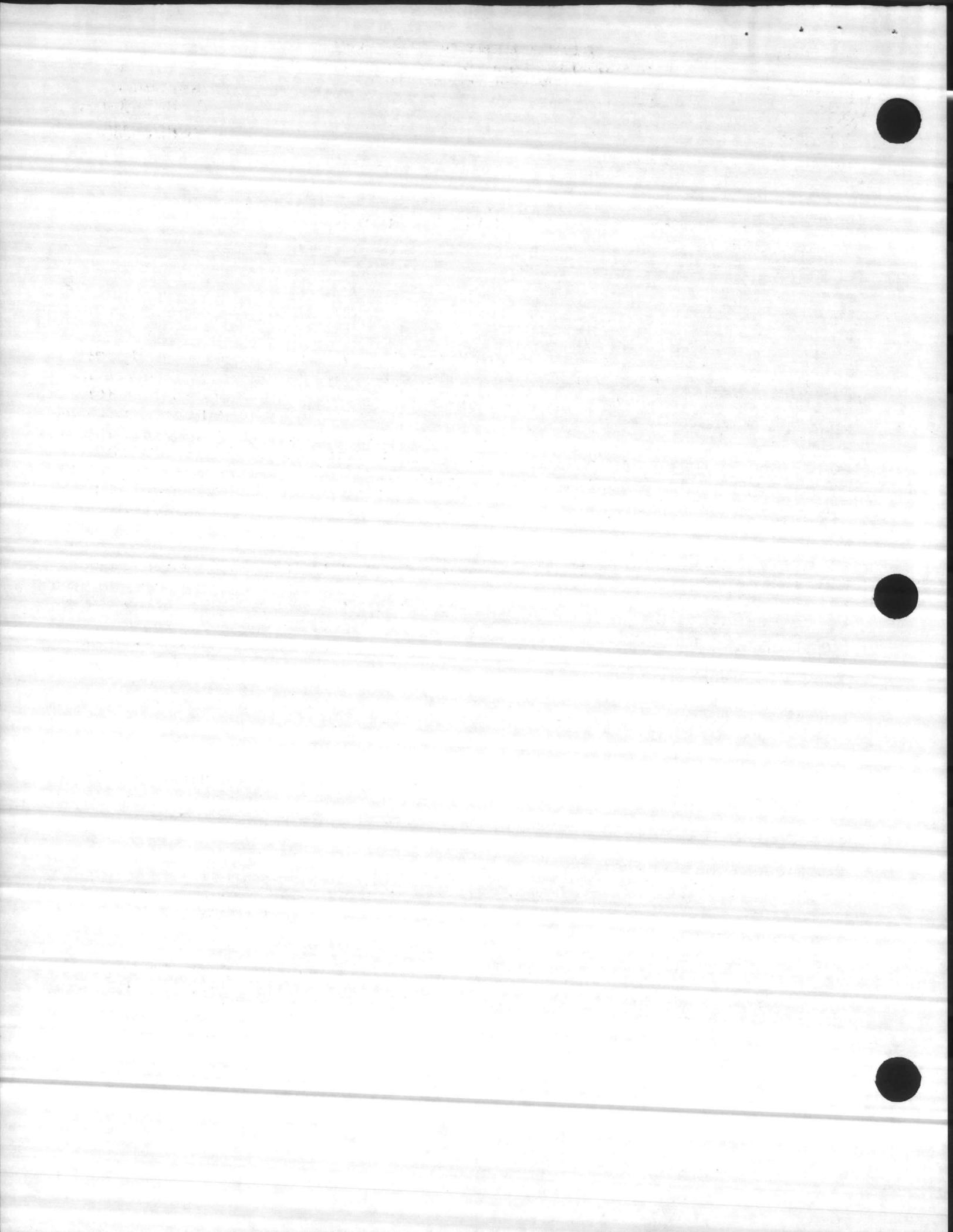
Very respectfully,

H. A. Hatch

H. A. HATCH
Deputy Chief of Staff
for Installations and Logistics

Encl:

- (1) Plan for the Restoration of the Force Service Support Groups (FSSG's) Functional Area Capabilities
- (2) List of Units to be Activated





DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
WASHINGTON, D.C. 20380

IN REPLY REFER TO
LPP-3/3-bls
5 NOV 1980

Lieutenant General A. G. SCHWENK, USMC
Commanding General
Fleet Marine Force, Atlantic
Norfolk, Virginia 23511

Dear General Schwenk:

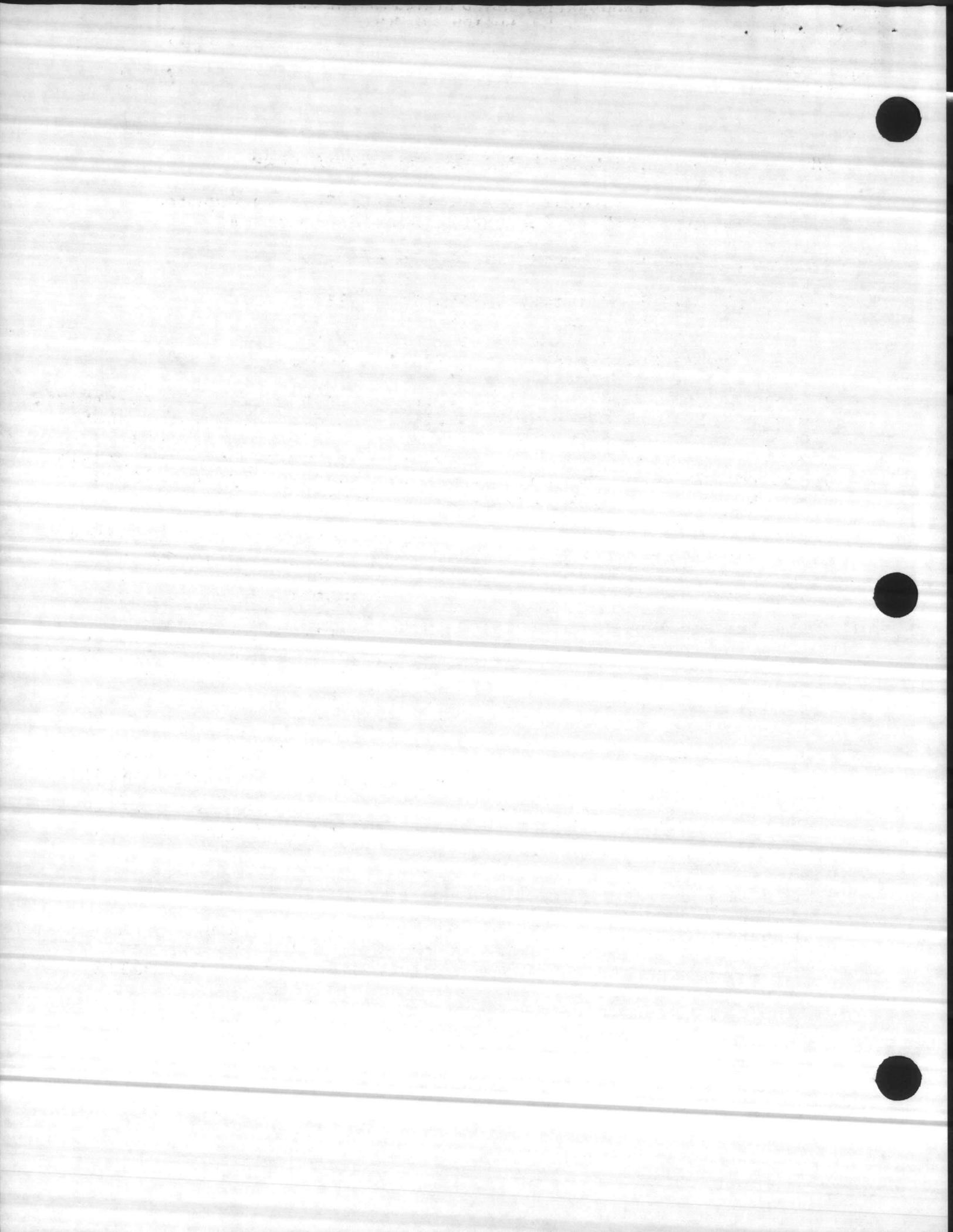
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- Ten separate initiatives will be implemented to improve or enhance the procurement, retention, training and/or distribution of Marines in critically short CSS related MOSSs.



9 SEP 1980

MEMORANDUM FOR THE COMMANDANT OF THE MARINE CORPS

Subj: Plan for Restoration of the Force Service Support Groups (FSSG's) Functional Area Capabilities

Ref: (a) CMC ltr LPP-3/7-kld of 19 May 1980

Encl: (1) POM 83 Manpower Initiatives (2168)
(2) POM 84 Manpower Initiatives (1242)
(3) POM 85 Manpower Initiatives (728)
(4) Critically Short CSS Related MOS's

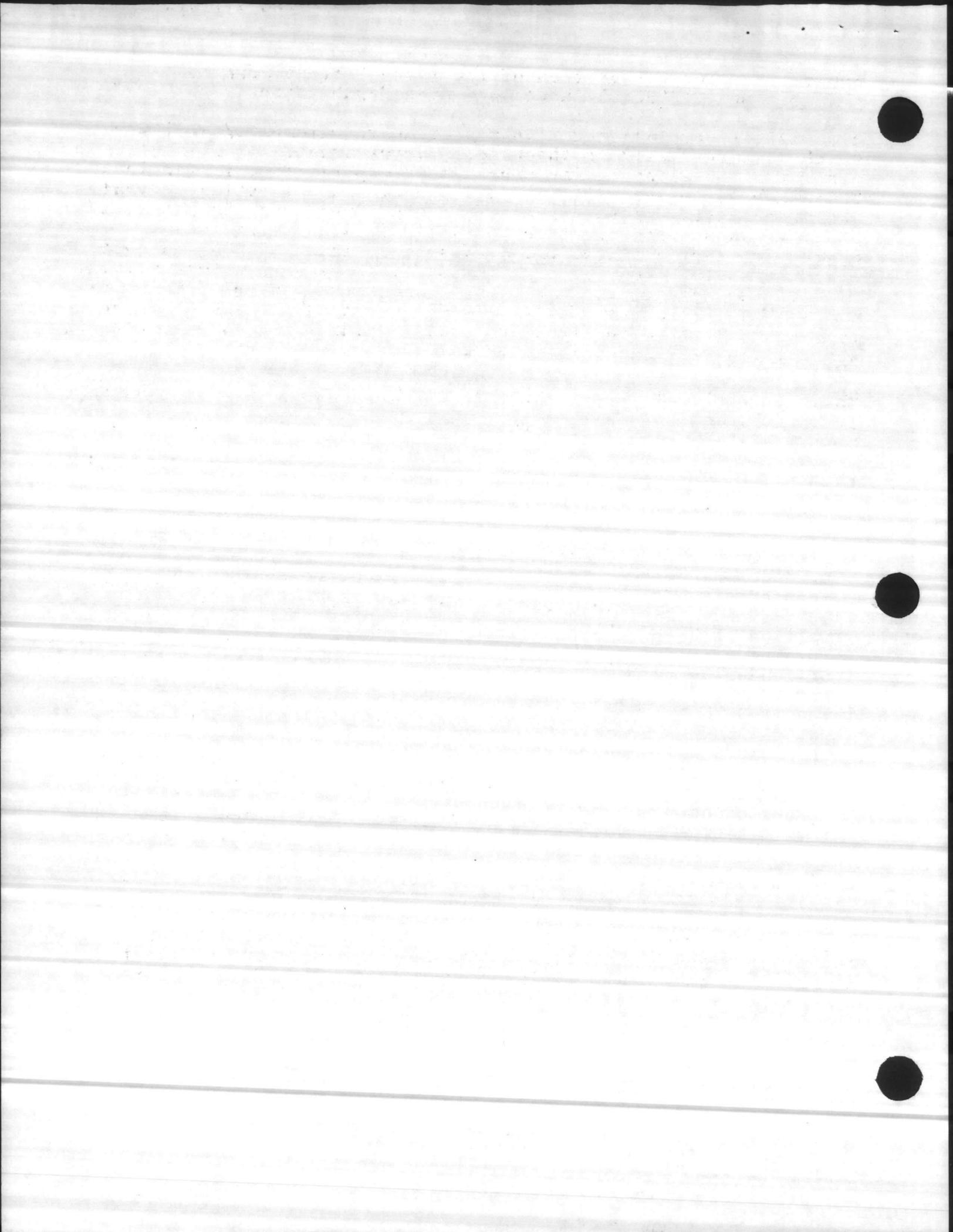
1. Purpose. To provide a plan, in accordance with the reference, for restoration of the spectrum of Combat Service Support (CSS) capabilities within the FSSGs to ensure that the structure is adequate to support current CSS peacetime commitments and provide an effective base from which the FSSGs can rapidly transition to their wartime level of support requirements.

2. Background. In response to manpower and fiscal constraints, the wartime structure of the FSSGs has undergone a series of manpower reductions in the form of selective cadre actions, reduced strength (peacetime) T/O's and imposition of manning levels and staffing goals that have caused both horizontal and vertical losses in capability. Consequently, the FSSGs' structures have deteriorated to the point where they are now incapable of rendering full CSS to the MAFs, of fully meeting peacetime commitments, or of expanding to provide the level of support required to carry out contingency/wartime missions. Within the past 12 months a series of studies and analyses have identified the functional area deficiencies within the FSSGs, and have documented the inadequacy of existing manning levels. These studies include: "The FSSG Capability Review"; "FSSGs Capability to support concurrent Deployments"; "Bulk Fuel Capability Review"; "Deficiencies in Functional Area Capabilities within the FSSGs", and "The Fourth FSSG Analyses".

3. Discussion

a. Current Capabilities. Within current manning (POM 82 provided only 73% of the wartime requirement), capabilities resident within the FSSGs vary by functional area. Generally,

Enclosure (1)



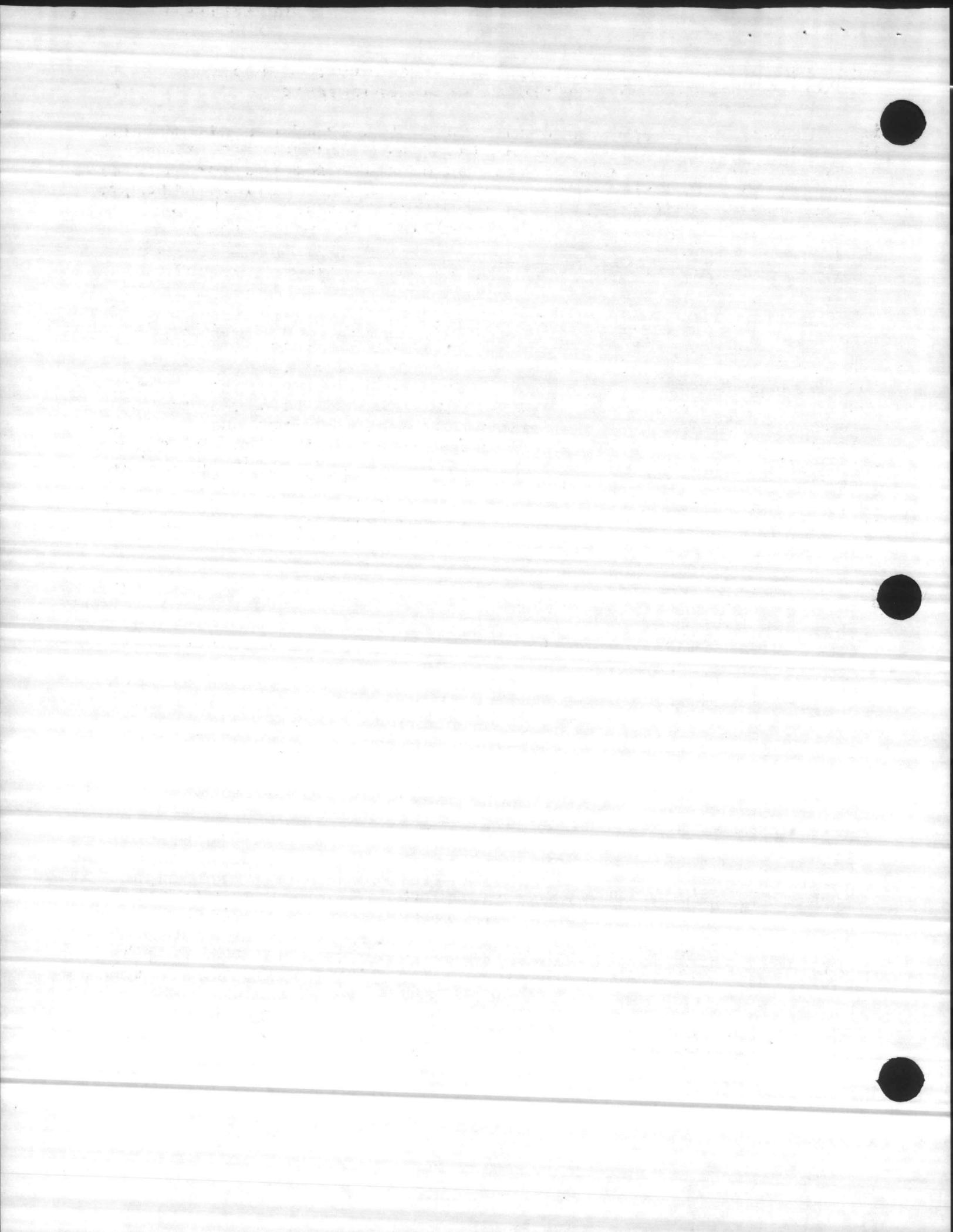
Subj: Plan for Restoration of the Force Service Support Groups (FSSG's) Functional Area Capabilities

capabilities are aligned with peacetime requirements/commitments which have been used as the primary determinants for allocation of manpower. Notwithstanding nonexistent capabilities in marginal terrain vehicle and military police units, it is estimated that the total assets of each FSSG (to include permanent detachments/BSSG) would be sufficient to support only a MAB-size combat operation. Furthermore, the provision of this level of support would completely deplete certain functional areas, thereby eliminating any capability to concurrently undertake another mission or task. The percentage of resident support capabilities compared to requirements in bulk/package fuel, ammunition handling, ration, medical (Navy Personnel) and bridging are as follows:

<u>UNIT</u>	<u>FUEL</u>	<u>RATION</u>	<u>AMMO</u>	<u>MEDICAL</u>	<u>BRIDGE</u>
I MAF	27%	25%	35%	17%	0
II MAF	38%	48%	58%	25%	69%
III MAF	18%	51%	75%	33%	31%

b. Current Deficiencies

(1) A comprehensive analysis of the CSS capabilities resident in each FSSG, to include their permanent detachments/BSSG, reveals that the active FSSGs have a total additional requirement for 6,969 Marine spaces (above the POM 82 level) to fully meet wartime requirements. However, the spectrum of capabilities required to meet current peacetime commitments and to establish an adequate base for transition to a wartime level of support could be attained by providing the active FSSGs with an additional 4,138 Marine spaces (above the POM 82 level). The rationale applied in determining the number 4,138 follows. The readiness criteria within the Unit Readiness Reporting (UNITREP) System provides the most meaningful and universally understood/accepted criteria for evaluating the capabilities and deficiencies of the FSSGs. The upper level (89%) of the "Substantially Combat Ready" (C-2) personnel readiness category has been used as the basis for determining the personnel increases required to restore functional area capabilities within the FSSGs. The lower level (80%) of the C-2 category and the "Marginally Combat Ready" (C-3) category were considered and rejected after discussions with personnel within the FSSGs. The reasoning, which is substantiated by material readiness reports and the requirements for administrative equipment deadline programs,



Subj: Plan for Restoration of the Force Service Support
Groups (FSSG's) Functional Area Capabilities

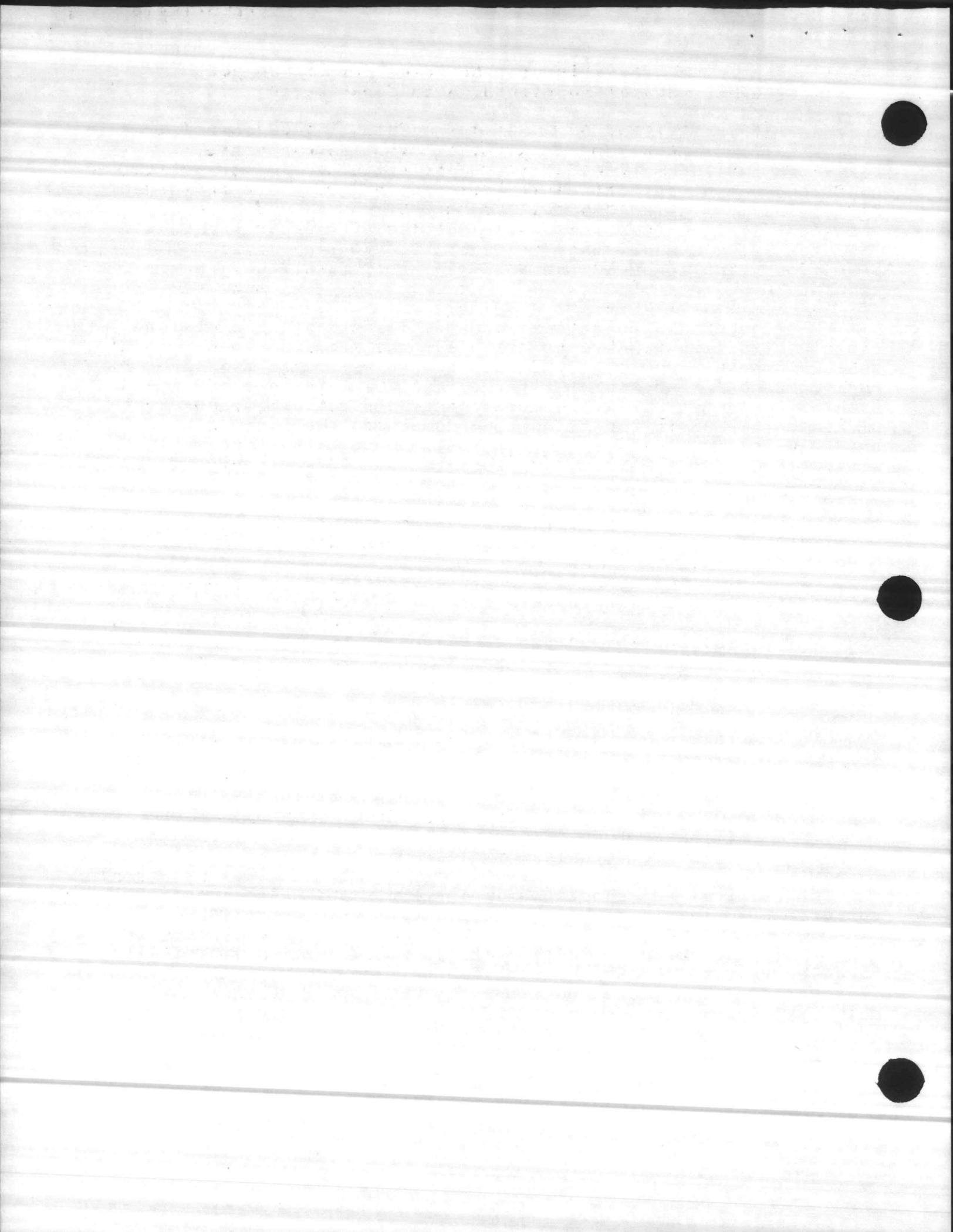
is that marginally staffed FSSGs are unable to adequately maintain the authorized T/E allowances of the MAFs. Furthermore, the heavy tempo of operations creates unrelenting demands for maintenance support of authorized T/E allowances which nullify attempts by marginally staffed CSS units to establish viable in-house technical training programs. In addition, the upper level "Substantially Combat Ready" category provides the only sound base from which to build the FSSGs to their required wartime manning levels.

(2) Certain functional area deficiencies are common to all of the active FSSGs. As examples, the Marginal Terrain Vehicle Companies, Military Police Companies, one of two Bulk Fuel Companies, and two of five Medical Companies are cadred in each FSSG. Additionally, severely degraded capabilities exist within each FSSG in the Ammunition Companies, Ration Companies and Bridge Companies (cadred in 1st FSSG). Generally, the deficiencies within the FSSGs are attributable more to a lack of depth within functional areas than to the complete absence of capabilities. This situation is aggravated by Marine Corps-wide shortages in the grades and MOSS that are required to carry out many specific CSS tasks and functions. Reasons for these shortages include:

- (a) Accession and entry level training plans that do not satisfy actual requirements
- (b) Improper grade structure (e.g., rank inversion)
- (c) Lack of control over input/output MOS classification actions effected by the various training commands
- (d) Inaccurate identification of total requirements for MOS training,
- (e) Relative staffing precedence of the FSSGs
- (f) Retention of insufficient numbers of personnel with highly saleable technical skills MOSS

The critical MOS shortages in the FSSGs for which immediate corrective action is required are listed on enclosure (4).

(3) A review of initial skills qualification training has revealed that the training establishments could support an immediate (2d quarter FY81) increased student input, provided that the majority of the increase occurs during the low recruit output months (February-August). During the low recruit output months, many formal school classes are conducted below capacity.



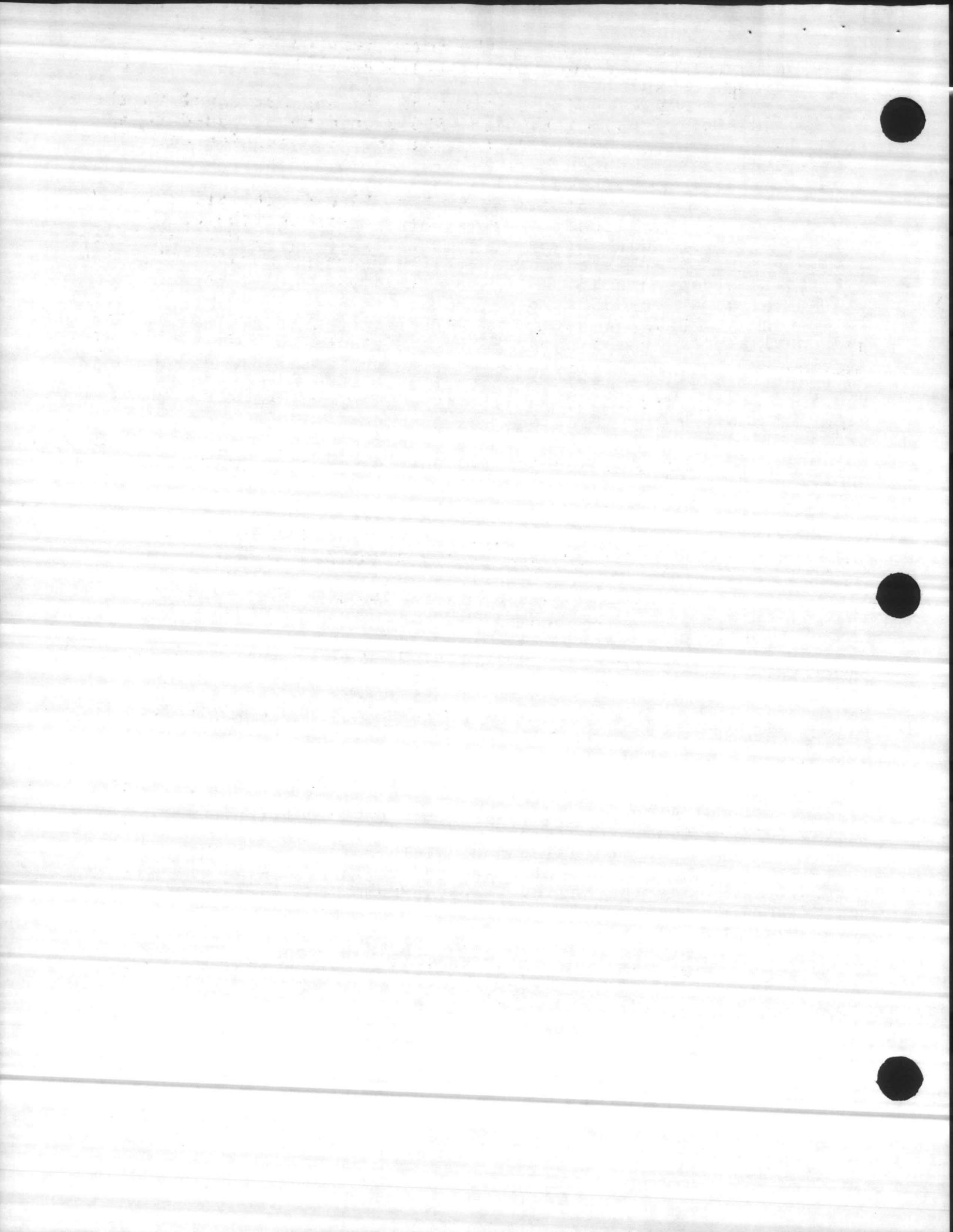
Subj: Plan for Restoration of the Force Service Support Groups (FSSG's) Functional Area Capabilities

(4) Deficiencies within the Medical Battalions of the FSSGs have not been completely or comprehensively addressed in previous studies. Hence these deficiencies and the corrective actions which are required for their elimination are discussed separately herein. As a part of the CSS concept additional functions and medical units were created within the Medical Battalions of the FSSGs. However, some of these units have never been activated and others are inadequately manned and equipped to carry out their intended functions. Specifically, the combined resources of the three active FSSGs do not equate to a single Medical Battalion. If a composite Medical Battalion were formed from the medical personnel assets of the three FSSGs, that battalion would be able to staff only 61 percent of its required operating rooms and would have sufficient personnel to support only 63 percent of its required beds. Medical capabilities are further degraded by materiel shortfalls. Previous unfunded deficiencies, coupled with the greatly increased requirements produced by the recently revised Authorized Medical Allowance Lists have produced a deficit of approximately \$33M.

(5) The wartime structure and functional area deficiencies of the 4th FSSG are similar to those of the active FSSGs.

(a) The 4th FSSG derives approximately 26 percent of its personnel from prior service Marines. This is important in that it merges ages, ranks, skills, and leadership abilities with non-prior service individuals in such a manner as to optimally satisfy T/O and readiness requirements. When manpower deficiencies in technical MOSs exist within the active force, these shortfalls (in the form of reduced numbers of prior service personnel) will be later duplicated within the IRR and SMCR. The success of current and planned actions to correct manpower deficiencies within the active FSSGs will ultimately have a direct and positive impact upon availability of technical skills personnel to the reserve.

(b) Although the 4th FSSG cannot contribute materially to the daily peacetime workload of the active FSSGs, it can provide a more effective augmentation and reinforcement capability upon mobilization than is currently the case. In examining the missions currently assigned the Marine Corps, a major contingency such as deploying a composite MAF and/or multiple MPS MABs requires additional CSS capability beyond that likely to be available in the active structure. Additionally, to insure that SMCR CSS



SEP 1967

Subj: Plan for Restoration of the Force Service Support Groups (FSSG's) Functional Area Capabilities

capabilities are rendered the attention and support equal to their importance, the status of the 4th ESSG should be upgraded to a position roughly comparable to that of the 4th Division and the 4th Wing.

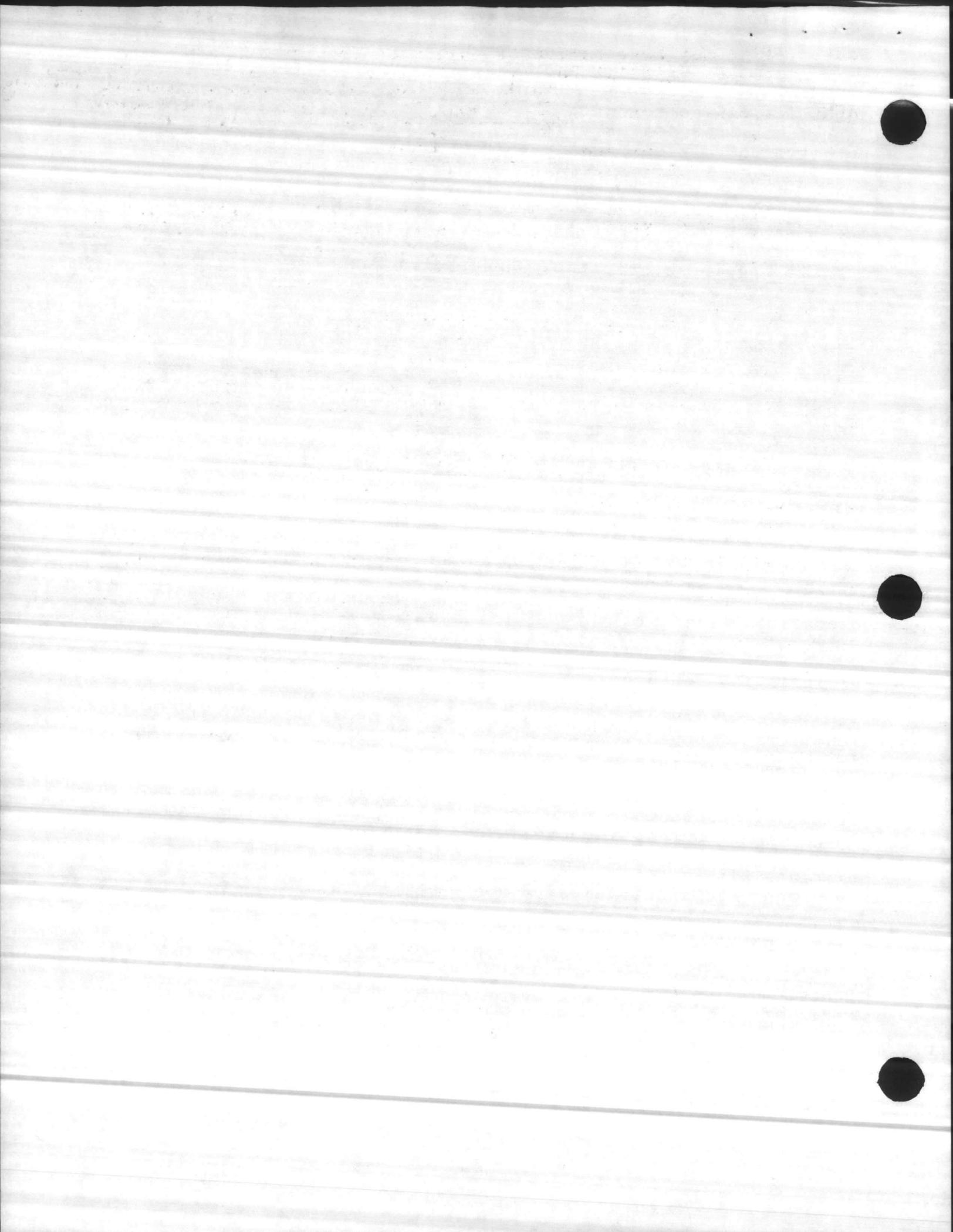
(6) As a result of the DC/S, R&P "FSSG Capability Review" the DC/S for I&L was designated as the sponsor for the CSS structure elements of the FMF. The assumption of T/O sponsorship for CSS requires the establishment of a Manpower Analysis Section within the I&L Department to perform the following tasks:

- (a) Develop personnel allocation plans and guidelines for ground CSS organizations. (Coordinate and display requirements/ allocation using ADP methodology
- (b) Develop and monitor execution of POM manpower initiatives
- (c) In conjunction with the Manpower Department develop criteria and procedures for the classification and assignment of Marine Corps personnel
- (d) Centrally coordinate all activities of Departmental officer and enlisted MOS/occupational field specialists
- (e) Develop organizational concepts that support operational concepts for CSS units
- (f) Plan and coordinate requirements for the training of logistics personnel, both military and civilian
- (g) Perform Logistic Element Manager (LEM) (Personnel) functions in support of the Integrated Logistic Support Plan (ILSP) for new weapons systems and equipments

4. Recommendations. Corrective actions to increase the manning levels of the FSSGs and to reduce MOS shortages are primarily long term measures. However, some short term measures (12 months or less) may be taken to correct critical shortages currently existing within the technical MOSSs. The following actions by the staff agencies indicated are recommended:

a. General

- (1) Establish a Manpower Analysis Section within the I&L Department, consisting of two officers (LtCol and Major) and two civilians (GS-13 and GS-6). (L, M)



Subj: Plan for Restoration of the Force Service Support Groups (FSSG's) Functional Area Capabilities

ACMC & C/S Recommends:

needs further examination - suggest turning to L and M for study of proposal.

CMC Decision: Approved B

Disapproved _____

(2) Sponsor POM 83, 84 and 85 manpower initiatives for an additional 4,138 manning level spaces (above the POM 82 level). (L)

ACMC & C/S Recommends:

Approval KM
21 OCT 1980

CMC Decision: Approved B

Disapproved _____

(3) Identify increased training requirements by fiscal year (based on manpower (POM initiatives) and take appropriate action to increase school seats and/or course frequency. (L, M, TRI)

21 OCT 1980

ACMC & C/S Recommends:

Approval KM
B. MCLENNAN

CMC Decision: Approved B

Disapproved _____

(4) Institute priority budgetary action (approximately \$10M) in POM 83 to replace unserviceable assets in the Bulk Fuel Systems (AAFS and TAFDS) held by FMF units and the stores system. (L)

21 OCT 1980

ACMC & C/S Recommends:

Approval KM
B. MCLENNAN

CMC Decision: Approved B

Disapproved _____

(5) Activate one (1) additional Medical Company in each FSSG and the Hospital Company in 2D FSSG. (L, M)

OCT 1980

ACMC & C/S Recommends:

Approval KM
B. MCLENNAN

CMC Decision: Approved B

Disapproved _____

(6) Institute priority budgetary action to eliminate the approximately \$33M O&MMC/PMC Class VIII deficiencies. (L)

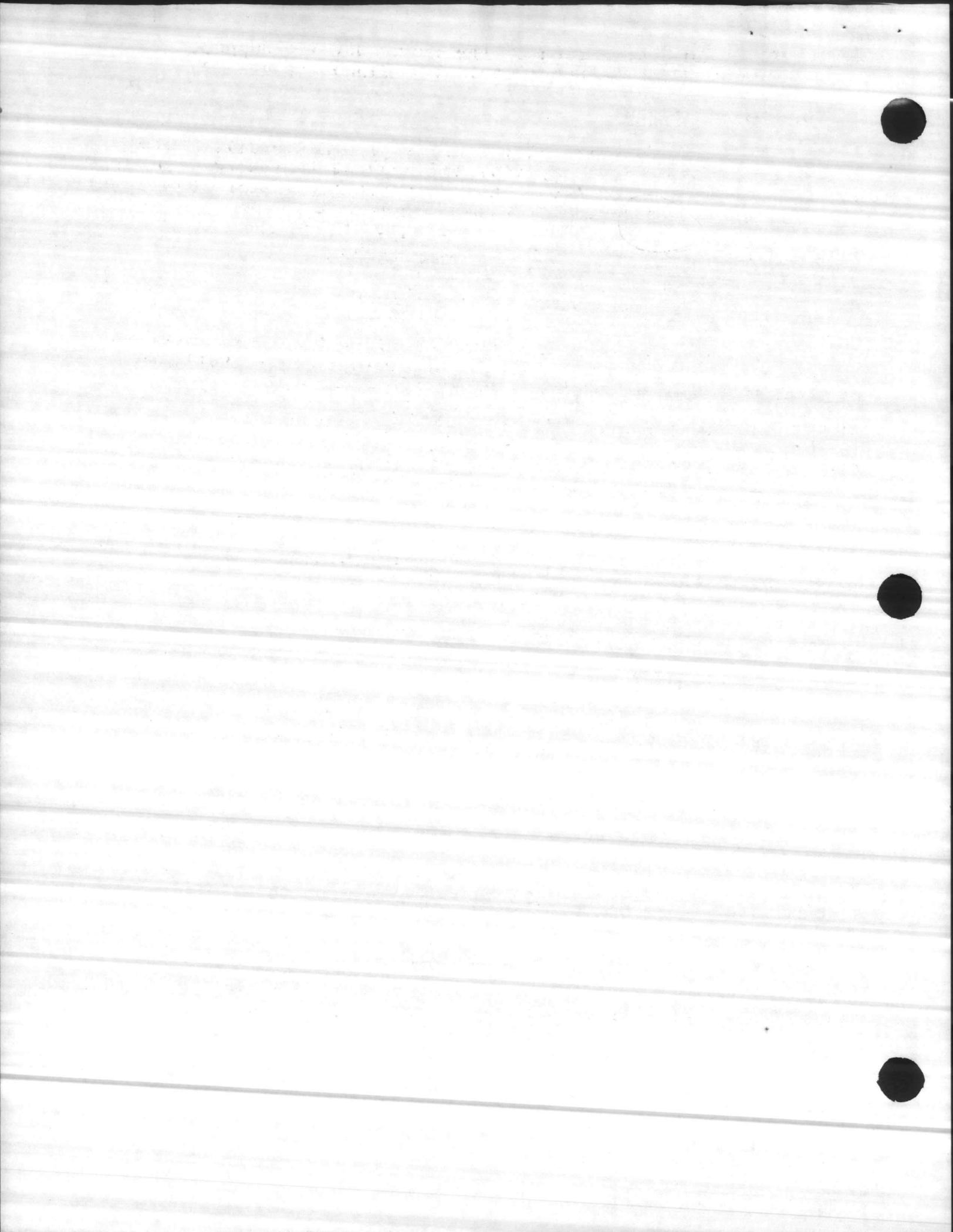
OCT 1980

ACMC & C/S Recommends:

Approval KM
B. MCLENNAN

CMC Decision: Approved B

Disapproved _____



Subj: Plan for Restoration of the Force Service Support Groups (FSSG's) Functional Area Capabilities

b. MOS Shortages

(1) Identify critically short (below 85% availability) CSS MOSs (enclosure (4) applies) and provide increased incentives at the entry level for those short CSS technical MOSs (Enlistment Bonus Program/Guarantees). (L, M) 21 OCT 1980

ACMC & C/S Recommends: Approval KM

CMC Decision: Approved B
Disapproved _____

(2) Increase reenlistment incentives for those personnel in critically short (below 85% availability) CSS technical MOSs (Selective Reenlistment Bonus Program/Guarantees). (M)

ACMC & C/S Recommends: Approval KM

CMC Decision: Approved B
Disapproved _____

(3) Provide enhanced incentives for lateral movement to short CSS related MOSs. (M)

ACMC & C/S Recommends: Approval KM 21 OCT 1980

CMC Decision: Approved B
Disapproved _____

(4) Revalidate T/O rank structure and ensure, where possible, that all MOSs are self-renewing/manpower supportable. (L, M)

ACMC & C/S Recommends: Approval KM 21 OCT 1980

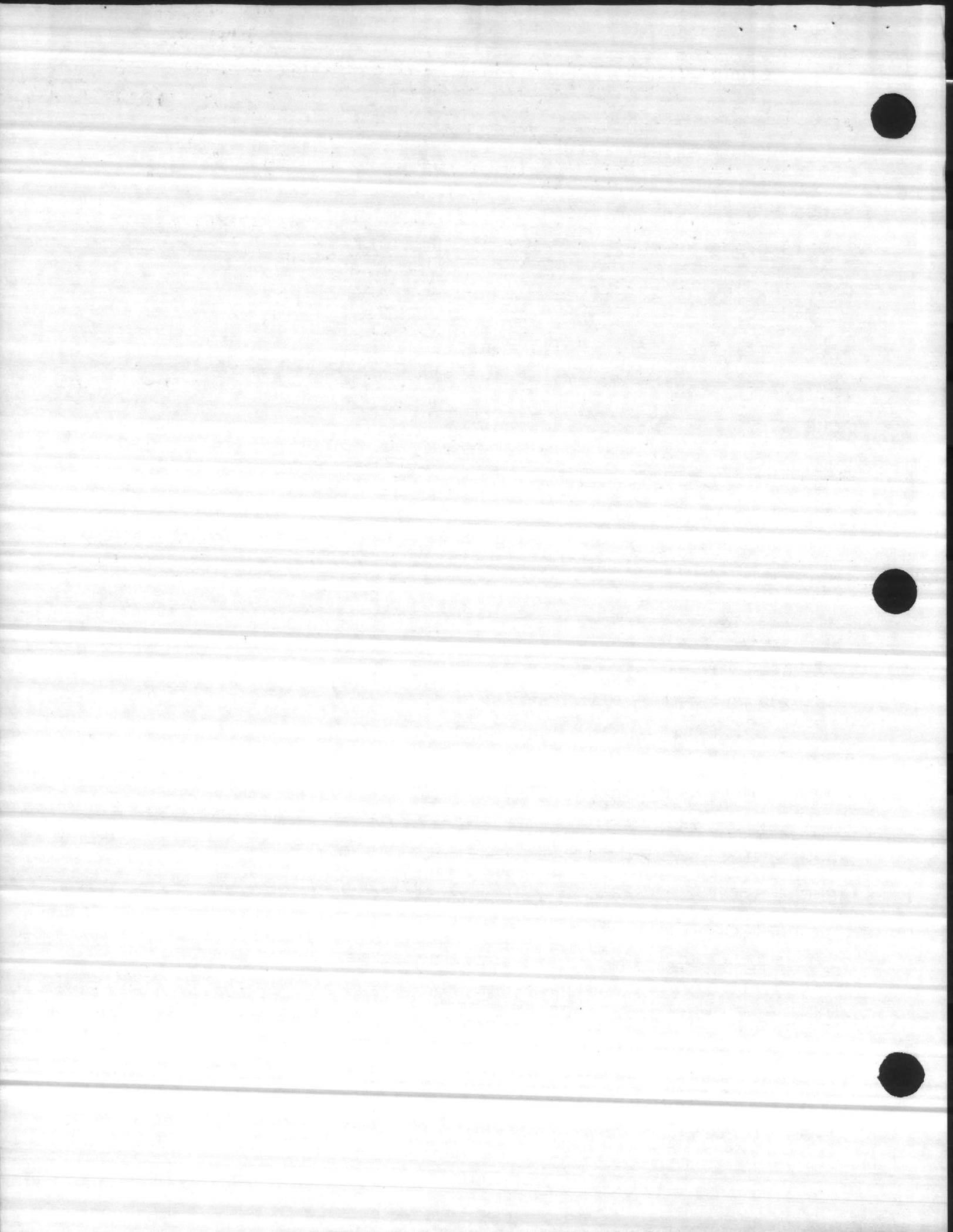
CMC Decision: Approved B
Disapproved _____

(5) Validate staffing goals for CSS related MOSs within the FSSGs. (M) 21 OCT 1980

ACMC & C/S Recommends: Approval KM

CMC Decision: Approved B
Disapproved _____

(6) Based on authorized manning levels, equitably distribute available short skill MOS personnel among the FSSGs. (M)



9 SEP 1980

Subj: Plan for Restoration of the Force Service Support Groups (FSSG's) Functional Area Capabilities

ACMC & C/S Recommends:

need additional data on impact before decision.

CMC Decision: Approved _____
Disapproved _____

? *Maybe not.* B

(7) Program initial entry level training school seats to accommodate the cycle of recruit graduates. (M, TRI)

ACMC & C/S Recommends

approval KM
21 OCT 1980
K. MCLENNAN

CMC Decision: Approved _____
Disapproved _____

(8) Expand Ground Specialty Orientation Program (GSOP) in the critically short CSS related MOSs. (M, TRI)

ACMC & C/S Recommends

approval KM

CMC Decision: Approved _____
Disapproved _____

(9) Control input/output MOS classification at the Headquarters Marine Corps level. (validate MOS requirements for the various critical MOSs in priority of criticality with training validation and washdown criteria). (L, M)

ACMC & C/S Recommends:

approval KM

CMC Decision: Approved _____
Disapproved _____

(10) Marines possessing critically short CSS related MOSs should be generally ineligible for assignment to "B" billets until resolution of shortages (85% availability) for these MOSs is achieved within the FSSGs. (L, M)

ACMC & C/S Recommends:

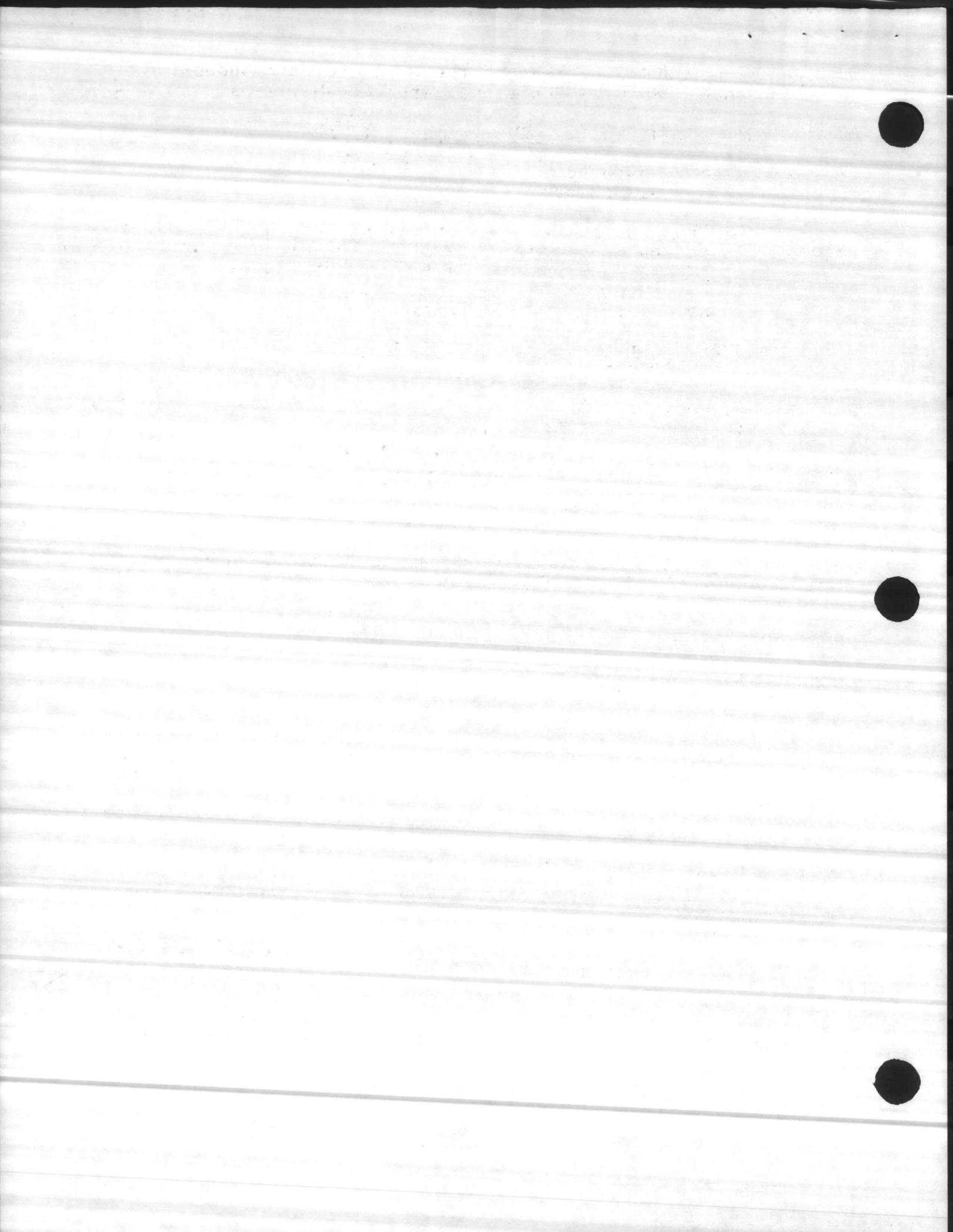
need additional data on impact before decision.

CMC Decision: Approved _____
Disapproved _____

c. Reserves

(1) That the existing SMCR Beach/Port Company (BP. Co) be fully manned and that an additional SMCR BP. Co be established (RES, L, M)





Subj: Plan for Restoration of the Force Service Support Groups (FSSG's) Functional Area Capabilities

ACMC & C/S Recommends: Approval RUM

CMC Decision: Approved B
Disapproved _____

(2) That the active SMCR Bulk Fuel Company (BF Co) be fully manned; that the cadre SMCR BF Co be activated and that two additional SMCR BF Cos be established. (RES, L, M)

ACMC & C/S Recommends: Approval RUM

CMC Decision: Approved B
Disapproved _____

(3) That an additional Military Police Company be established within the 4th FSSG. (RES, L, M)

ACMC & C/S Recommends: Approval RUM

CMC Decision: Approved B
Disapproved _____

(4) That a study be conducted to identify additional units within the 4th FSSG to augment/reinforce the active FSSGs. (RES, L, M)

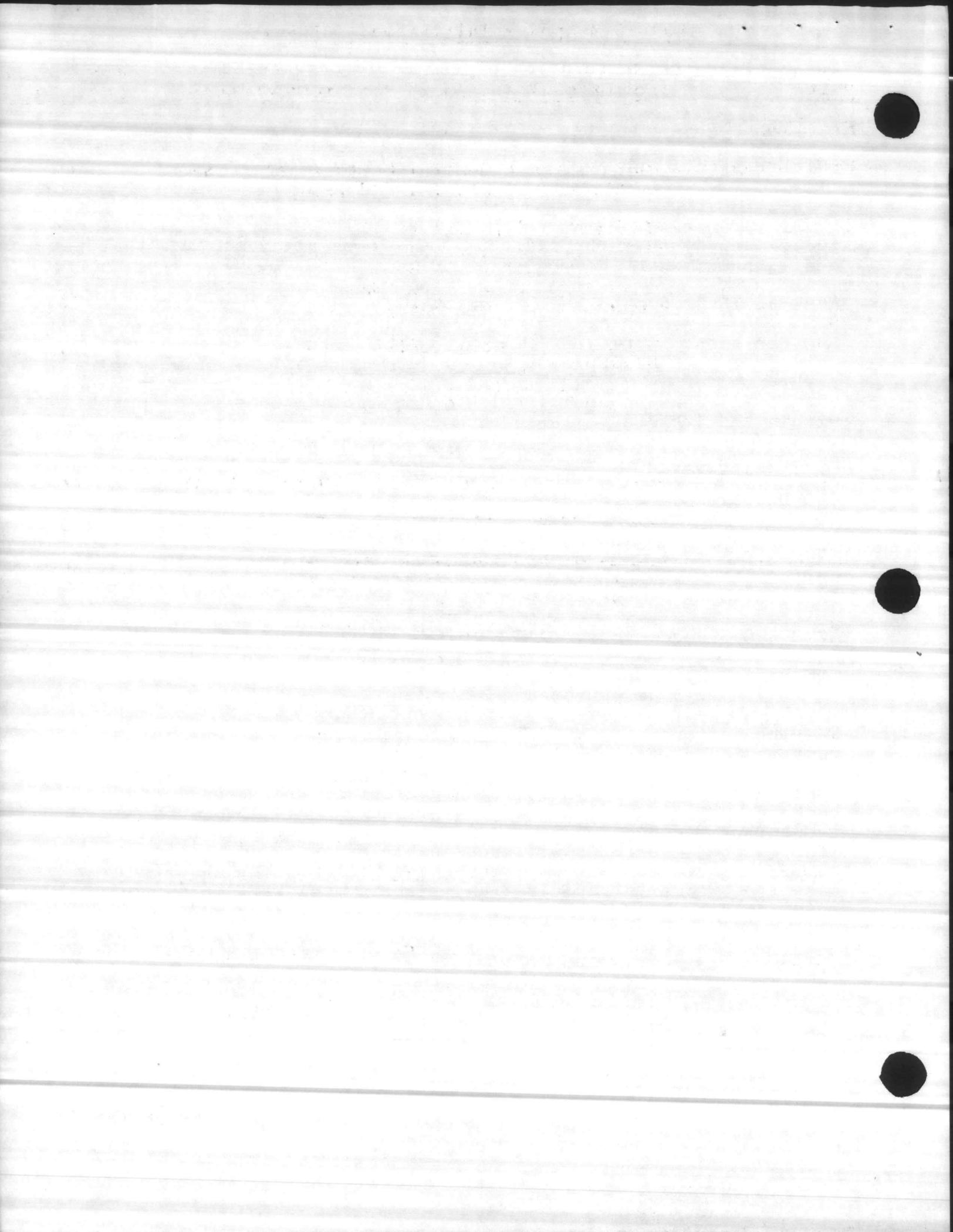
ACMC & C/S Recommends: Approval RUM

CMC Decision: Approved B
Disapproved _____

5. The actions recommended in the preceding paragraph for the restoration of essential capabilities within the FSSGs primarily entail the development/modification of present manpower planning/management procedures to eliminate critical shortages in the CSS technical MOSs and to significantly increase (4,138 Marine spaces) the authorized manning levels of the FSSGs. When this plan is implemented, the FSSGs will be capable of fully supporting their current peacetime CSS commitments and will possess an effective base from which to rapidly transition to meet wartime support requirements.

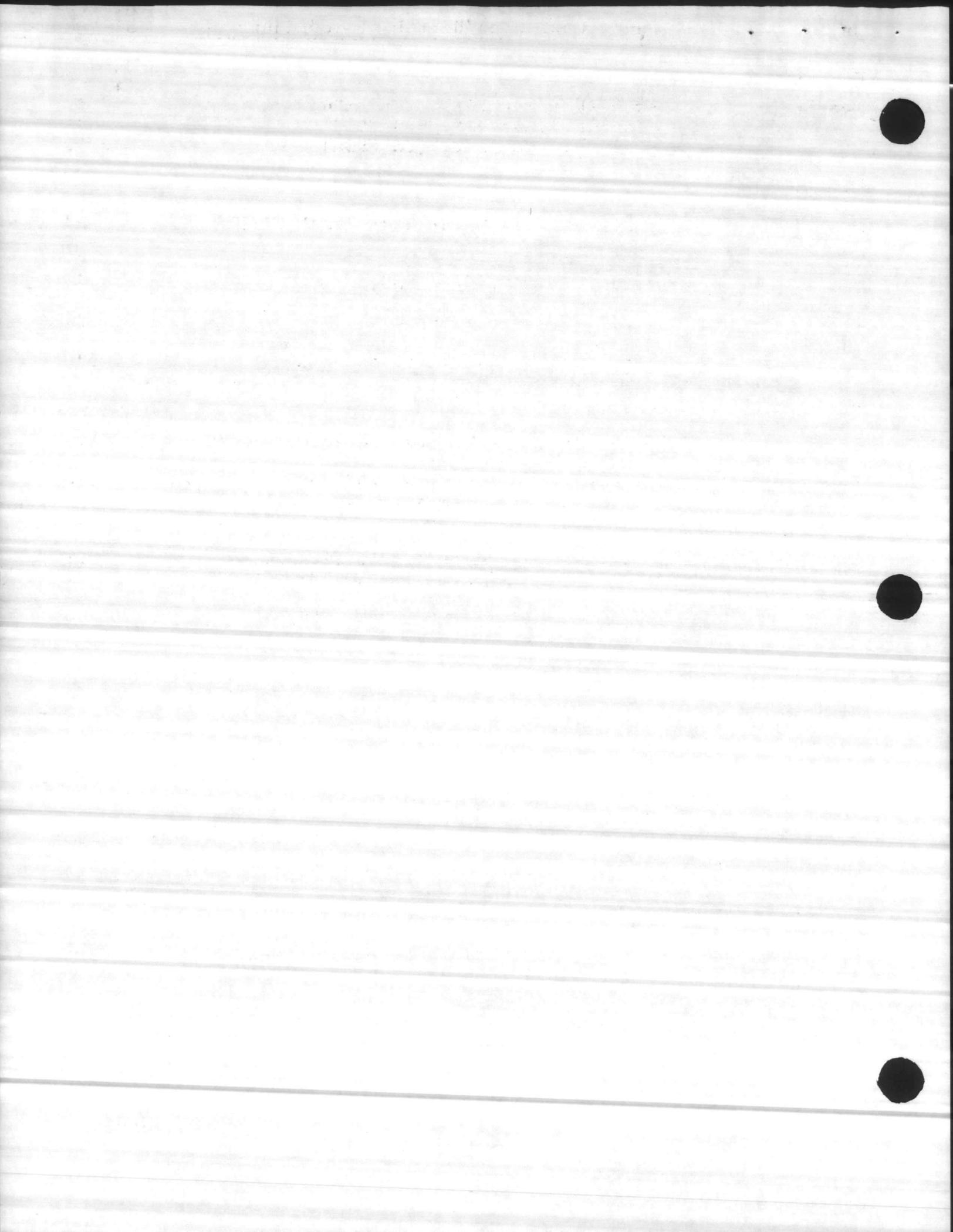
H. A. Hatch

H. A. HATCH
Major General, U. S. Marine Corps
Deputy Chief of Staff for Installations and Logistics



POM 83 Manpower Initiatives (2168*)

<u>Unit</u>	<u>Functional Area/Unit Restored/Enhanced</u>	<u>Allocation of Spaces</u>
<u>Hq & Svc Bn</u>		
Hq & Svc Co	-MABs Plans & Control Units (1st/2d FSSG)	55
	-Activate MHE Plt (-) (2d FSSG)	49
Comm Co	-Radio Plt (-) (1st FSSG)	33
	-Comm Ctr Plt (-) (1st FSSG)	40
	-Wire Plt (-) (1st FSSG)	21
	-Comm Ctr Plt (-) (2d FSSG)	30
	-Wire Plt (-) (2d FSSG)	39
MP Co	-Activate MP Co (-) (1st, 2d & 3d FSSG)	171
	--Co Hq (6) (Each FSSG)	
	--Mil Pol Plt (27) (Each FSSG)	
	--Traffic Plt (24) (Each FSSG)	
<u>Supply Bn</u>		
Sup Co	-D/S Packaged Fuel Plt (-) (1st/2d FSSG)	40
Ammo Co	-Ammo Plt/Sqd (1st, 2d & 3d FSSG)	136
Ration Co	-Activate Ration Co (-) (1st FSSG)	46
	--Co Hq (6); D/S Ration Plt (23); Bakery Sect (17)	
	-Activate Ration Co (-) (3d FSSG)	49
	--Co Hq (6); D/S Ration Plt (26); Bakery Sect (17)	
<u>Maint Bn</u>		
Ord Maint Co	-Track Veh Maint Sect (2d FSSG)	
	-Track Repair Sqd (2d FSSG)	
	-Amtrac Repair Sqd (2d FSSG)	36
	-SP Arty Sqd (2d FSSG)	
Elect Maint Co	-Elect Maint Contact Plt (All FSSGs)	15
MT Maint Co	-On Site Repair Contact Teams (All FSSGs)	52
Engr Maint Co	-On Site Repair Contact Teams (All FSSGs)	84
G/S Maint Co	-Intermediate Maint, Secondary Reparable Float (All FSSGs)	108
	-Organizational Maint on major end items in mount out and the ORF (All FSSGs)	



Unit Functional Area/Unit Restored/Enhanced

Ldg Spt Bn

Beach/Port Co	-Longshoreman Plts (1st FSSG)	80
	-Longshoreman Plts (2d FSSG)	95 ←
	-Longshoreman Plts (3d FSSG)	75

MT Bn

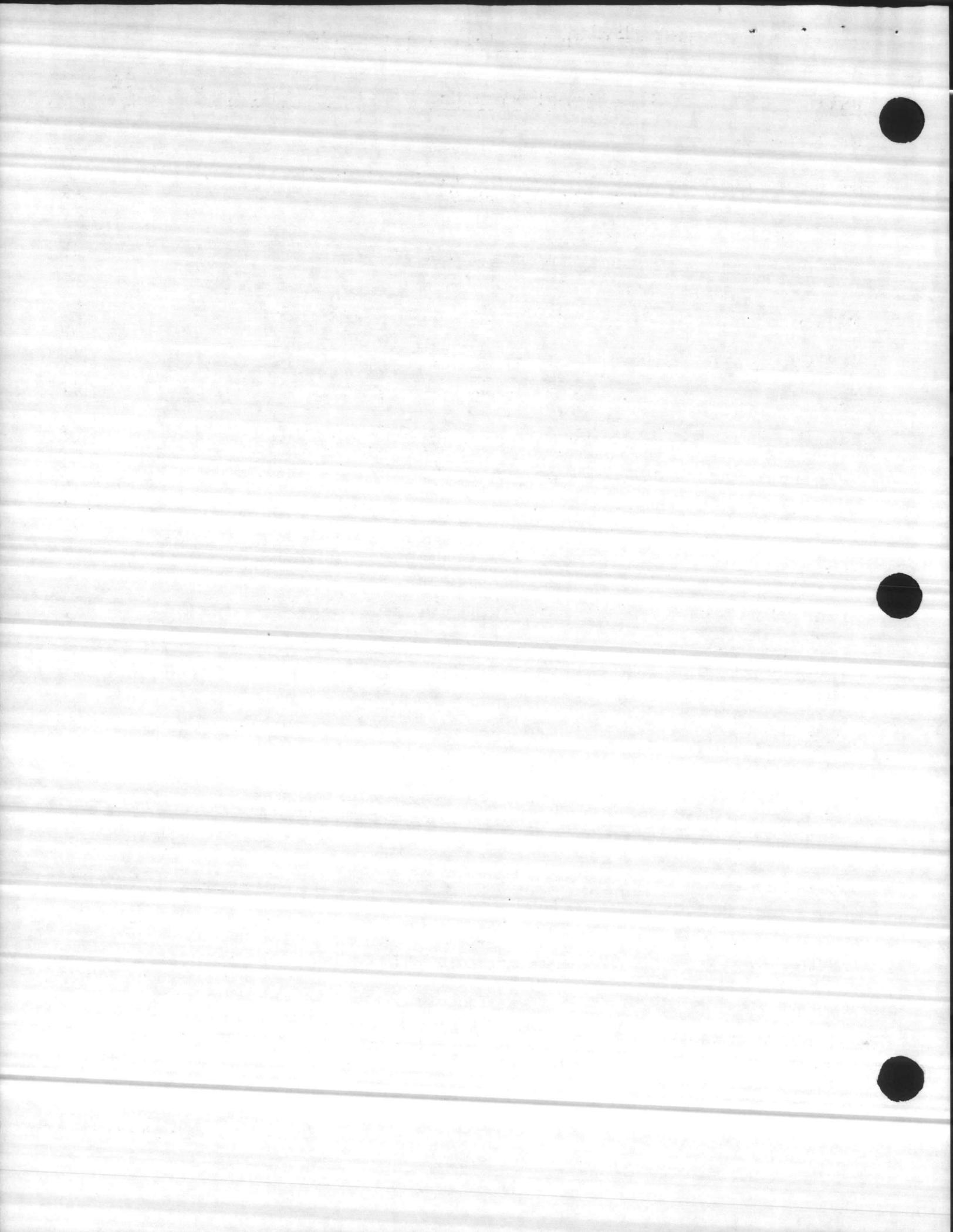
Hq & Svc Co	-Activate MTV Maint Sect (Each FSSG)	27
Truck Co	-Truck Plt (1st FSSG)	52
	-Truck Plt (-) (2d FSSG)	26
Trans Co	-Trans Sects (1st FSSG)	20
MTV Co	-Activate Trans Plt (Each FSSG)	105

Engr Spt Bn

Engr Co	-Activate Engr Co (3d FSSG)	130
Bulk Fuel Co	-Activate Bulk Fuel Co (3d FSSG)	176
	--Co Hq (24); two Bulk Fuel Plts (152)	
	-Fleshout Bulk Fuel Co (1st & 2d FSSG)	269
Engr Spt Co	-Water Supply/Hygiene Plt (1st FSSG)	27
	-Water Supply/Hygiene Plt (3d FSSG)	9
Bridge Co	-Activate Bridge Plt (1st FSSG)	43

*The POM 83 manpower initiatives for 2,168 spaces will increase the overall manning levels of the FSSGs to 81 percent of their wartime requirements.

FSSGs Wartime T/O (Marine Spaces) requirements	25,731
POM-82 manning level	18,762
Deficiency	<u>6,969</u>
POM-82 manning level	18,762
POM-83 manpower initiative	2,168
POM-83 manning level	<u>20,930</u>

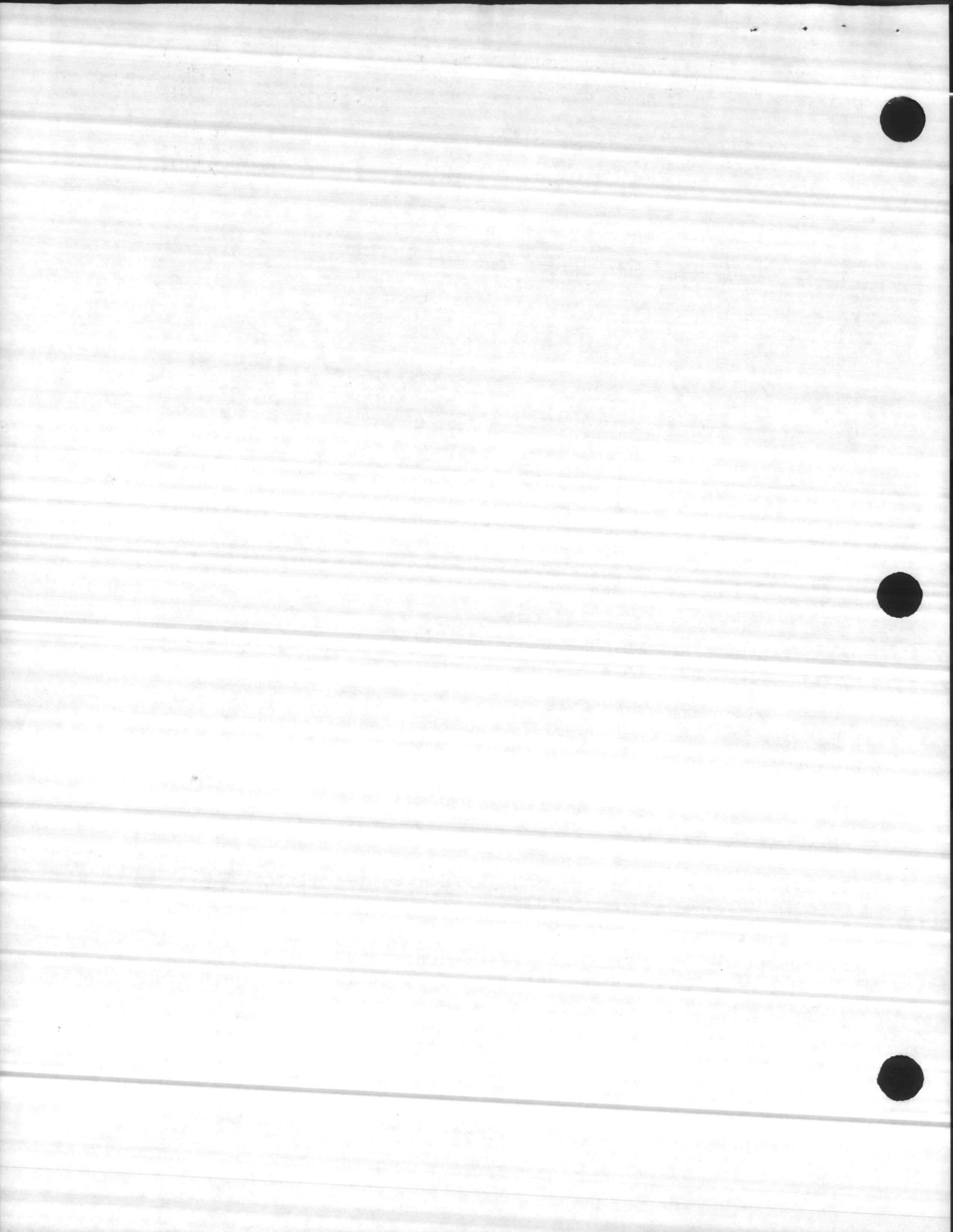


POM 84 Manpower Initiatives (1242*)

Allocation
of Spaces

<u>Unit</u>	<u>Functional Area/Unit Restored/Enhanced</u>	<u>Allocation of Spaces</u>
<u>Hq & Svc Bn</u>		
Hq & Svc Co	-MABs Plans & Control Units (1st, 2d FSSG)	10
	-MHE Plt (2d FSSG)	49
<u>Comm Co</u>		
	-Radio Plt	
	-Comm Ctr Plt (All FSSGs)	36
	-Wire Plt	
MP Co	-Activate Traffic Plt (Each FSSG)	90
<u>Supply Bn</u>		
<u>Hq & Svc Co</u>		
	-D/S Shop Stores Tm (1st FSSG)	12
<u>Supply Co</u>		
	-Activate Supply Plt (1st FSSG)	78
	-PP&P Plt (1st & 2d FSSG)	32
	-D/S Fuel Plt (1st, 2d & 3d FSSG)	44
<u>Ration Co</u>		
	-Ration Plt (2d & 3d FSSG)	90
	-Bakery Plt (1st FSSG)	17
<u>Maint Bn</u>		
<u>Elect Maint Co</u>		
	-Elect Contact Maint Tm (2d FSSG)	30
G/S Maint Co	-Intermediate Maint Support (1st & 2d FSSG)	63
<u>MT Bn</u>		
<u>Hq & Svc Co</u>		
	-MTV Maint Sect (1st, 2d & 3d FSSG)	27
Truck Co	-Truck Plt (1st & 2d FSSG)	76
Trans Co	-Trans Plt (1st FSSG)	55
<u>Engr Spt Bn</u>		
<u>Bulk Fuel Co</u>		
	-Activate Bulk Fuel Co (-) (1st, 2d & 3d FSSG)	447
	--Hq Sect (13); two Bulk Fuel Plt (-) (136)	
<u>Bridge Co</u>		
	-Activate Bridge Co (-) (1st & 3d FSSG)	86
	--Hq Sect (6); additional Bridge Plt (37)	

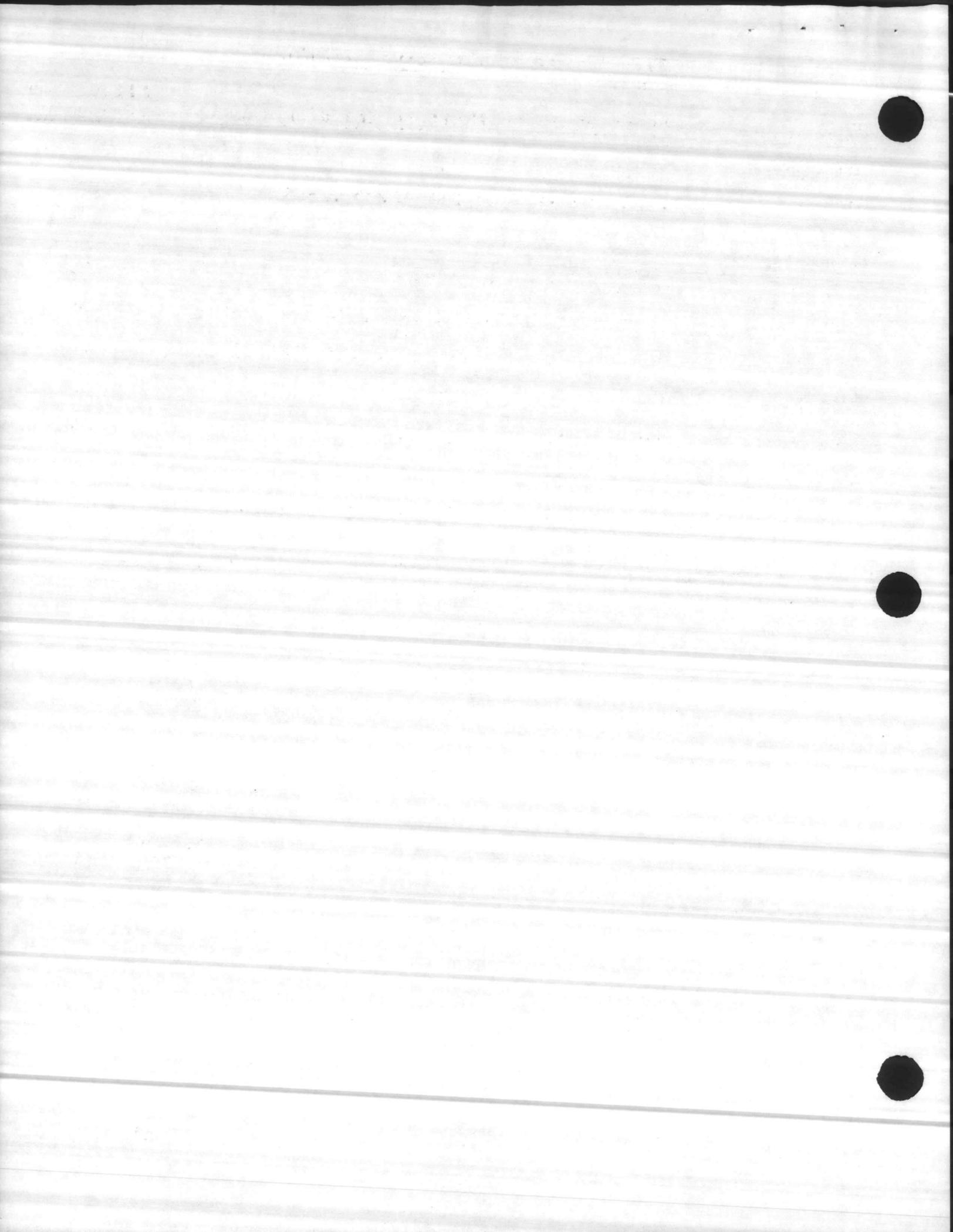
*The POM 84 manpower initiatives for 1,242 spaces will increase the manning levels of the FSSGs to 86 percent of their wartime requirement.



FSSGs Wartime T/O (Marine Spaces) requirements	25,731
POM-83 manning level	20,930
Deficiency	<u>4,801</u>

POM-83 manning level	20,930
POM-84 manpower initiatives	<u>+1,242</u>
POM-84 manning level	<u>22,172</u>

Enclosure (2)



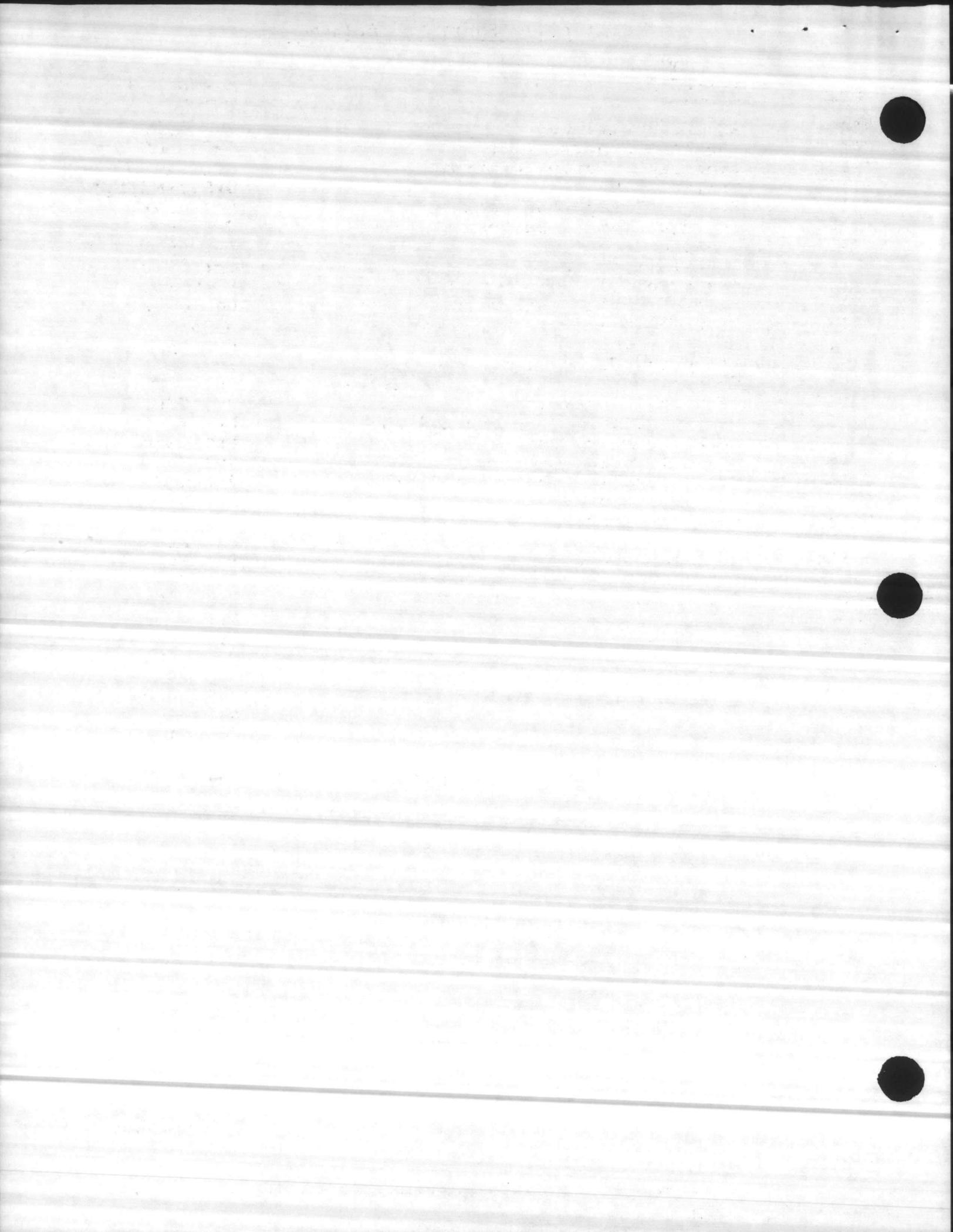
POM 85 Manpower Initiatives (728*)

<u>Unit</u>	<u>Functional Area/Unit Restored/Enhanced</u>	<u>Allocation of Spaces</u>
<u>Hq & Svc Co</u>		
MP Co	-Activate Traffic Plt (Each FSSG)	81
<u>Supply Bn</u>		
Sup Co	-Supply Plt (1st FSSG)	30
Ammo Co	-Ammo Sqds, Ammo Plt (1st, 2d & 3d FSSGs)	130
Ration Co	-Bakery Sections (1st, 2d & 3d FSSGs)	27
<u>Ldg Spt Bn</u>		
Beach/Port Co	-Longshoreman Plt (1st, 2d & 3d FSSGs)	125
<u>Engr Spt Bn</u>		
Bulk Fuel Co	-Fleshout Bulk Fuel Co(-) (Each FSSG)	352

*The POM 85 manpower initiatives for 728 spaces will increase the manning level of the FSSG's to 89 percent of their wartime requirement.

FSSGs Wartime T/O (Marine Spaces) requirements	25,731
POM-84 Manning Level	22,172
Deficiency	<u>3,559</u>
POM-84 manning level	22,172
POM-85 manpower initiative	728
POM-85 manning level	<u>22,900</u>
	25,731
	<u>-22,900</u>
Deficiency	* 2,831

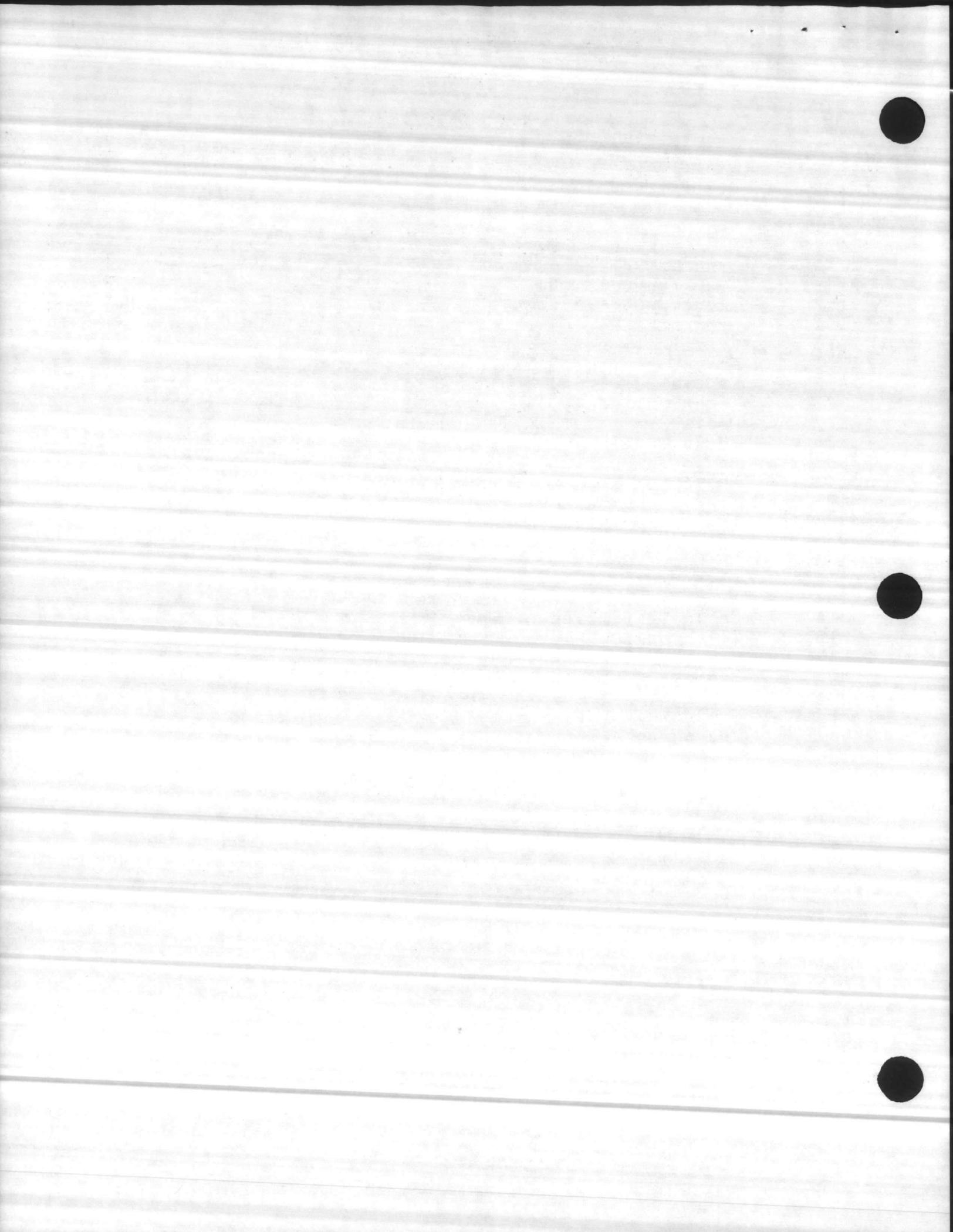
*Required to attain full wartime manning



Critically Short CSS Related MOSs

<u>MOS</u>	<u>Title</u>	<u>Grade</u>
*0451	Air Delivery Man	Pvt-GySgt
*0491	Logistic/Embark Chief	GySgt-MGySgt
*1142	Electrical Equip Repairman	Pvt-Sgt
*1169	Utilities Chief	GySgt-MGySgt
*1173	Hygiene Equip Repairman	Pvt-SSgt
*1341	Eng Equipment Repairman	Pvt-Sgt
*1431	Map Compiler	Pvt-Sgt
*2146	Tank Turret Repairman	Cpl-GySgt
*2149	Track Vehicle Chief	MSgt
2172	Electro-Optical Equip Technician	Cpl-GySgt
*2191	Ordnance Chief	MGySgt
2513	Construction Wireman	Pvt-Sgt
2811	Telephone Technician	Pvt-MSgt
2814	Central Office Installer-Repairman	Pvt-MSgt
2823	Technical Controller	Pvt-MSgt
2827	Mobile Data Terminal Technician	Pvt-MSgt
*2828	KW-26 Terminal Technician	Pvt-MSgt
*2861	Radio Technician	Sgt-MSgt
3141	Passenger Transportation Clerk	Pvt-GySgt
*3431	Travel Clerk	Pvt-Sgt
*3523	Vehicle Recovery Man	Pvt-Sgt
*3533	Tractor Trailor Operator	Pvt-Sgt
*3534	Refueler Operator	Pvt-Sgt
4016	Data Processing Equip Operator	Pvt-Sgt
4063	Programmer, COBOL, IBM S/360	Pvt-MGySgt
2813	Cable System Technician	Pvt-MSgt
2818	Teletype Technician	Pvt-MSgt
*2841	Ground Radio Repairman	Pvt-Sgt
*2861	Radio Technician	Sgt-MSgt
2875	Small Missile System Technician	Pvt-SSgt
2884	Ground Radar Repairman	Pvt-SSgt
2887	Weapon Location Equipment Repairman	Pvt-SSgt

*Consistently short MOS over past 5 years



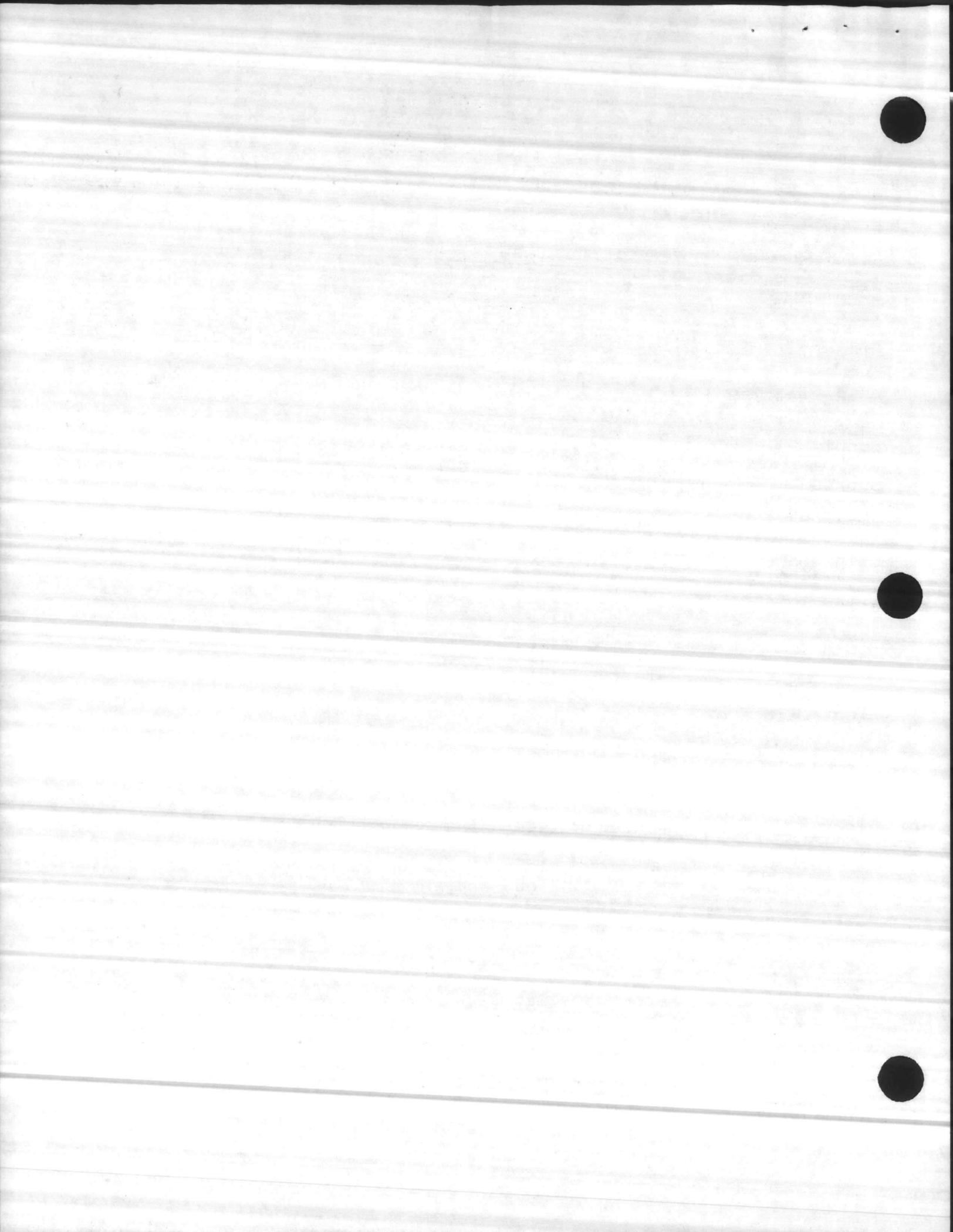
LIST OF UNITS TO BE ACTIVATED

SECOND FMSG

Fiscal Year 81

<u>Unit</u>	<u>Functional Area/Unit to be Restored/Enhanced</u>	<u>Allocation of Spaces</u>
<u>Hq & Svc Bn</u>		
Hq & Svc Co	-MABs Plans & Control Units	27
	-Activate MHE Plt (-)	49
Comm Co	-Comm Ctr Plt (-)	30
	-Wire Plt (-)	39
MP Co	-Activate MP Co (-)	57
	--CO Hq (6)	
	--Mil Pol Plt (27)	
	--Traffic Plt (24)	
<u>Supply Bn</u>		
Sup Co	-D/S Packaged Fuel Plt (-)	16
Ammo Co	-Ammo Plt/Sqd	40
<u>Maint Bn</u>		
Ord Maint Co	-Track Veh Maint Sect	
	-Tank Repair Sqd	
	-Amtrac Repair Sqd	36
	-SP Arty Sqd	
	-Turret Repair Sqd	
Elect Maint Co	-Elect Maint Contact Plt	5
MT Maint Co	-On Site Repair Contact Teams	17
Engr Maint Co	-On Site Repair Contact Teams	17
G/S Maint Co	-Intermediate Maint, Secondary Reparable Float	49
	-Organizational Maint on major end items in mount out and the ORF	
<u>Unit</u>		
<u>Ldg Spt Bn</u>		
Beach/Port Co	-Longshoreman Plts	95
<u>MT Bn</u>		
Hq & Svc Co	-Activate MTV Maint Sect	9
Truck Co	-Truck Plt (-)	26
MTV Co	-Activate Trans Plt	35

Enclosure (2)



SECOND FSSG

Fiscal Year 81

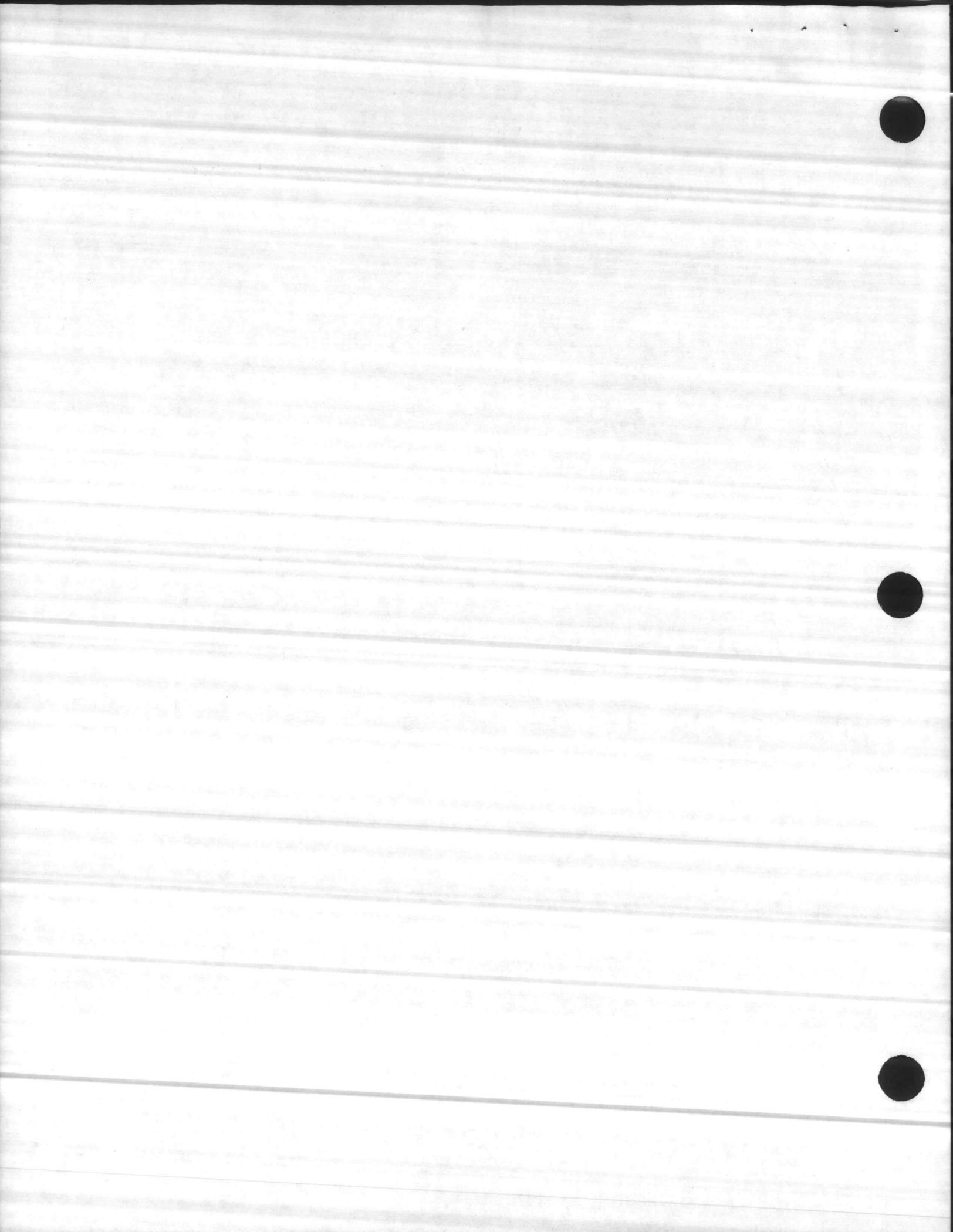
<u>Unit</u>	<u>Functional Area/Unit to be Restored/Enhanced</u>	<u>Allocation of Spaces</u>
<u>Engr Spt Bn</u>		
Bulk Fuel Co	-Fleshout Bulk Fuel Co	133

Fiscal Year 82

<u>Unit</u>	<u>Functional Area/Unit to be Restored/Enhanced</u>	<u>Allocation of Spaces</u>
<u>Hq & Svc Bn</u>		
Hq & Svc Co	-MABs Plans & Control Units	10
	-MHE Plt	49
MP Co	-Activate Traffic Plt	27
<u>Supply Bn</u>		
Supply Co	-PP&P Plt	16
	-D/S Fuel Plt	15
Ration Co	-Ration Plt	45
<u>Maint Bn</u>		
Elect Maint Co	-Elect Contact Maint Tm	30
G/S Maint Co	-Intermediate Maint Support	33
<u>MT Bn</u>		
Hq & Svc Co	-MTV Maint Sect	9
Truck Co	-Truck Plt	42
<u>Engr Spt Bn</u>		
Bulk Fuel Co	-Activate Bulk Fuel Co (-)	149
	--Hq Sect (13); two Bulk Fuel Plt (-) (136)	

Fiscal Year 83

<u>Unit</u>	<u>Functional Area/Unit to be Restored/Enhanced</u>	<u>Allocation of Spaces</u>
<u>Hq & Svc Co</u>		
MP Co	-Activate Traffic Plt	27
<u>Supply Bn</u>		
Ammo Co	-Ammo Sqds, Ammo Plt	44
Ration Co	-Bakery Sections	9

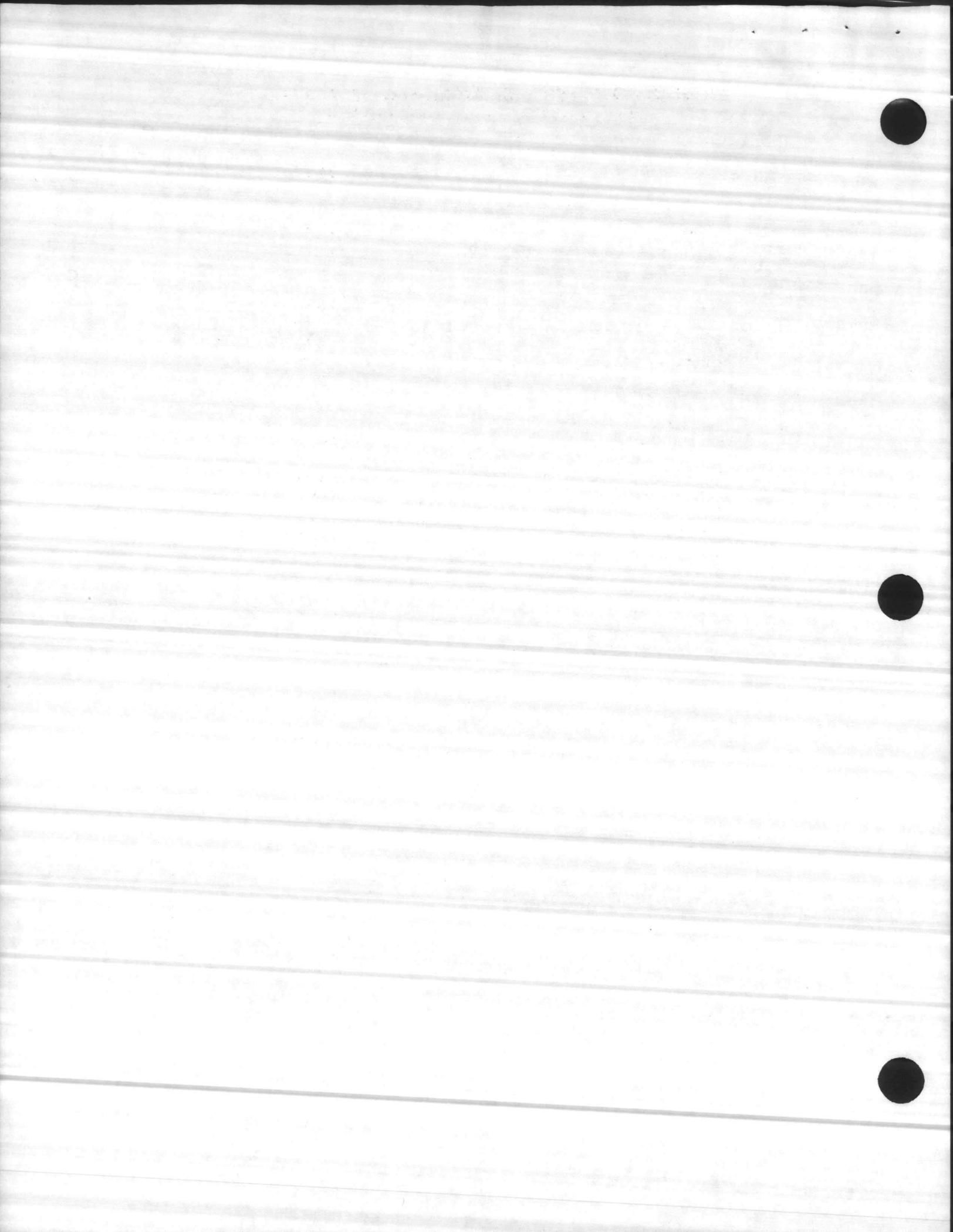


SECOND FSSG

Fiscal Year 83

<u>Unit</u>	<u>Functional Area/Unit to be Restored/Enhanced</u>	<u>Allocation of Spaces</u>
<u>Ldg Spt Bn</u>		
Beach/Port Co	-Longshoreman Plt	34
<u>Engr Spt Bn</u>		
Bulk Fuel Co	-Fleshout Bulk Fuel Co (-)	117

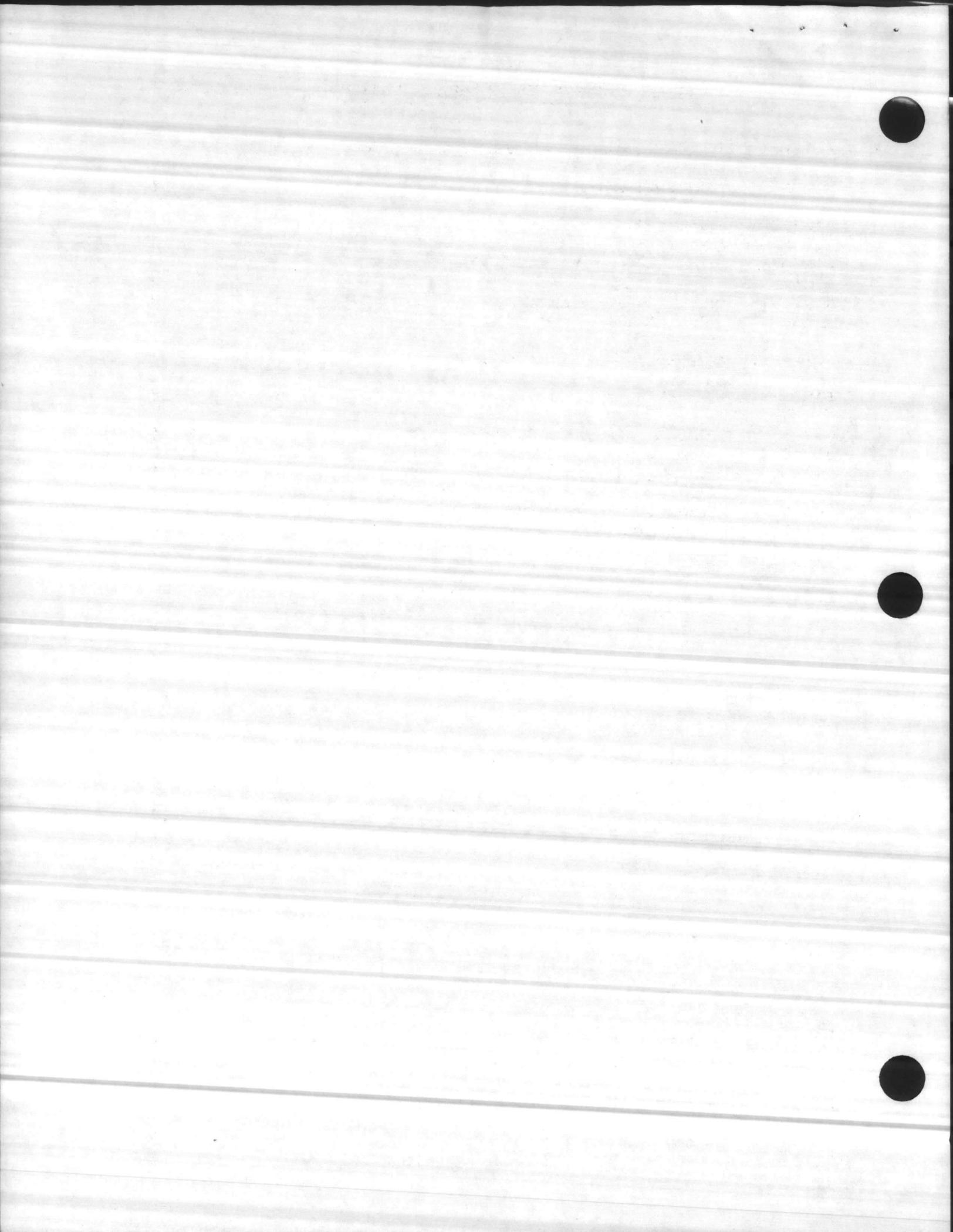
Enclosure (2)



PROGRAMMED PERSONNEL INCREASES AS A RESULT OF
FUNCTIONAL AREA RESTORATION

H&SBn	315
H&SCo	(135)
CommCo	(69)
MPCo	(111)
SupBn	185
SupCo	(47)
AmmoCo	(84)
RATCo	(54)
MaintBn	187
OrdMaint	(36)
ElmaCo	(35)
MTMaint	(17)
EngrMaint	(17)
GSMaint	(82)
LdgSptBn	129
B&PCo	(129)
MTBn	121
H&SCo	(9)
TruckCo	(68)
MTVCo	(44)
EngrSptBn	339
BFCo	(339)
FSSG	1336

ENCLOSURE (2)



UNITS TO BE REACTIVATED

1. Military Police Company, HQSVCBn, 2d FSSG

<u>TAMCN</u>	<u>NOMENCLATURE</u>	<u>QTY</u>
A0671	Generator, Signal	2
A1730	Radio Set, AN/GRA-39B	5
A1920	Radio Set, AN/MRC-109	6
D0840	Trl, Cargo ½T M416	2
D1015	Trk, Cargo, 1½T M880	8
D1160	Trk, Util, ½T M151A2	2

2. Bulk Fuel Company, 8th EngrSptBn

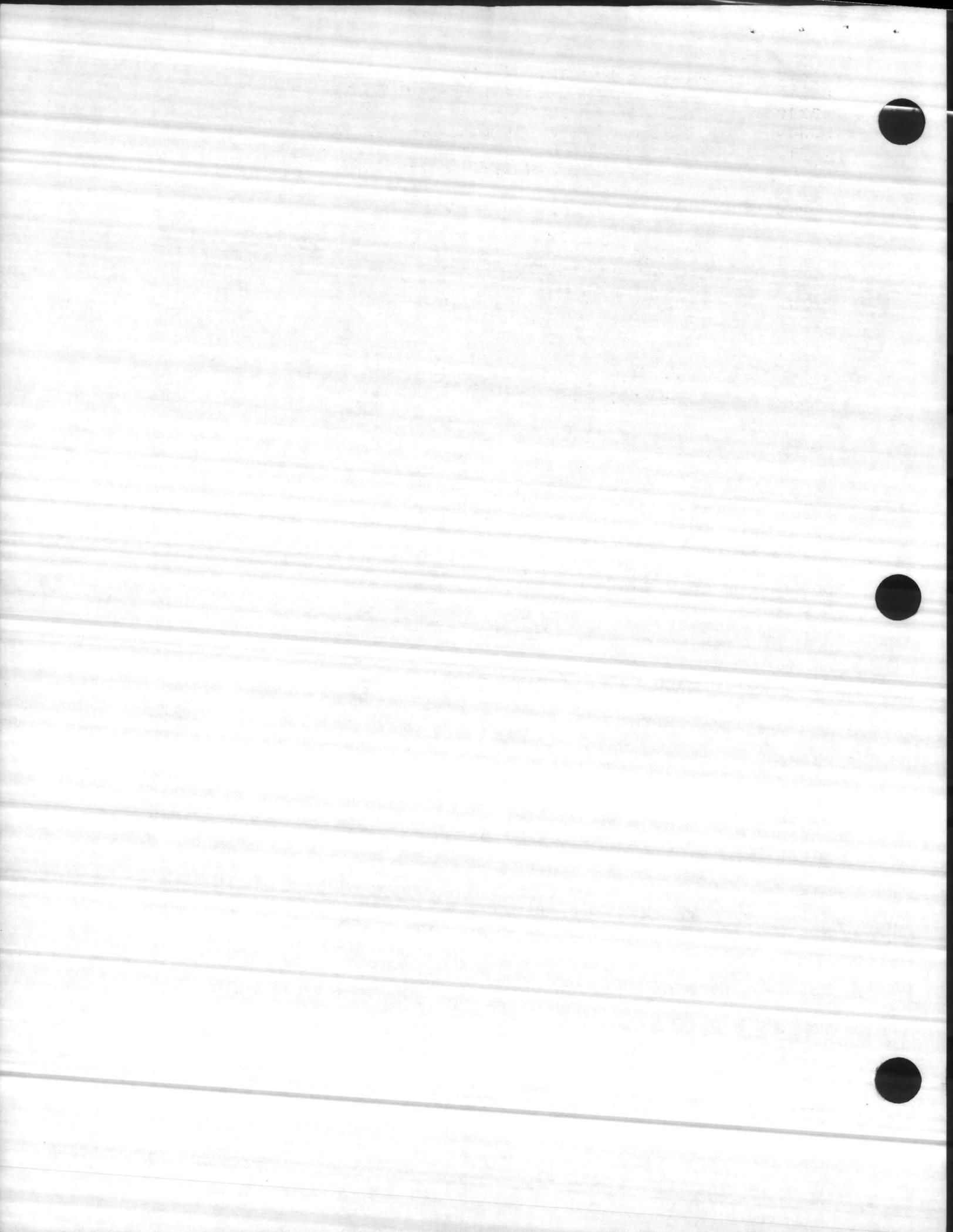
<u>TAMCN</u>	<u>NOMENCLATURE</u>	<u>QTY</u>
B0214	Bucket F/Drott 2½ YD	4
B0390	Comp Air, Trl MTD	2
B0440	Crane, Wheel, 3T, M71	4
B0570	Drum, FAB, Collap, Liquid Fuel	56
B0685	Fuel Syst, Amphib Asslt, 600,000 Gal M69HC	6
E2465	Tractor, RT, 72-31 MP	4
D0840	Trl, Cargo, ½T M416	5
D0850	Trl, Cargo 3/4T M101A1	4
D0880	Trl, Tank, Wtr, 400 Gal. M149A1	3
D1015	Trk Cargo, 1½T M880	4
D1080	Trk, Fire Fighting, ½T, MC1051	8
D1160	Trk, Util, ½T M151A2	5

3. Marginal Terrain Vehicle Company, 8th MTBn

<u>TAMCN</u>	<u>NOMENCLATURE</u>	<u>QTY</u>
A1730	Radio Set, AN/GRA-39B	2
A1920	Radio Set, AN/MRC-109	1
D0050	Carrier Cargo, Amphib M116M	35
D0055	Carrier Cargo, Armor M733	10
D0860	Trl, Cargo, 1½T M105A2	1
D1035	Trk, Cargo, 5T M813A1	4
D1050	Trk, Cargo, 5T M54A2C	4
D1110	Trk, Tank Fuel 1200 Gal. M49A2C	1
D1160	Trk, Util ½T, M151A2C	2
E0980	Mach Gun, Cal 50 HBFlex M2	26
E1150	Mount Truck M36A1	26

4. Hospital Company, 2d MedBn

<u>TAMCN</u>	<u>NOMENCLATURE</u>	<u>QTY</u>
B0060	Bath Unit, Trl MTD, EC-88-64	1
B1180	Ice Machine, FAM-149A	1
B1225	Laundry Unit, Trl MTD M-532	1
B1280	Light Set, Large	1
B1620	Pump Set, 55GPM	1
B1650	Refrig Unit, 100 CUFT ME-10-M1	2



B1690	Refrig, PREFAB, 100 CUFT	2
B2130	Tank, Fabric, Collap 3000 Gal.	2
D0840	Trl, Cargo, ¼T M416	1
D0880	Trl, Tank, Wtr 400 Gal. M149A1	4
D0915	Trk, Ambulance, 1¼T M886	6
D1160	Trk, Util, ¼T, M151A2	2

5. D and E Medical Companies, 2d MedBn

<u>TAMCN</u>	<u>NOMENCLATURE</u>	<u>QTY</u>
B1180	Ice Mach, FAM-149A	2
B1225	Laundry Unit, Trl MTD M532	2
B1280	Light Set, Large	4
B1620	Pump Set, 55GPM	2
B1650	Refrig Unit, 100 CUFT ME-10-M1	2
B1690	Refrig PREFAB, 100 CUFT	2
B2130	Tank, FABMC, Collap 3000 Gal.	4
D0840	Trl, Cargo, ¼T, M416	2
D0880	Trl, Tank, Wtr 400 Gal M149A1	4
D0890	Trk, Ambulance, ¼T M718A1	6
D0915	Trk, Ambulance, 1¼T M886	6
D1000	Trk, Ambulance, 1¼T, M792	6
D1160	Trk, Util, ¼T, M151A2	2

