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DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3000 MARINE CORPS PENTAGON
WASHINGTON, DC 20350-3000

IN REPLY REFER TO
5000
MROC

MROC DECISION MEMORANDUM 02-2010

NOV 25 2009

Subj: TACTICAL SAFETY SPECIALIST (COMEBACK BRIEF)

Ref: (a) MROC Decision Memorandum 35-2009 of 29 July 2009

Encl: (1) Slide Presentation of 7 October 2009

1. The MROC convened at 1400 on 7 October 2009 to receive the subject brief and briefs on an OEF Commercial Communications UUNS and POM14 Capabilities Based Assessment Scenarios and Guidance. The results of the latter two briefs are reported separately in MROC Decision Memoranda 03-2010 and 04-2010, respectively. Attendees were:

Members	Organization
Gen Amos	ACMC
LtGen Flynn	CD&I
LtGen Williams	DMCS
MajGen Wilson (VTC)	MFC
BGen Beydler	PP&O
Ms. Lucchino	I&L
Mr. Cook	P&R
Ms. Murray	M&RA
Col Borrelli	AVN
Also in Attendance	
Mr. Green	C4
Col Lembrick	PA&E
Col Murtha	OLA
Col Fortunato	SD
LtCol Foster	CD&I
Mr. Maile	PP&O
Capt Wood	P&R

2. Purpose. Col Jim Grace, Director HQMC Safety Division (SD) presented the brief to obtain MROC approval of the following:

a. Establishing permanent structure for Tactical Safety Specialists (TSSs) in the operating forces and supporting establishment.

b. The DC CD&I proposed "pilot program" to place 15 additional duty uniformed TSSs at approved operational commands during FY10.

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a. On 1 June 2009, Col James Grace briefed the MROC on the 20th and 21st Executive Safety Board-approved proposal to establish a permanent billet structure for Tactical Safety Specialists in the operating forces and supporting establishment (reference (a) refers). The proposal entailed the hiring of 163 new civil service TSS's over a three year period. Additionally, the MROC considered a request by the DC AVN to add an additional 10 civil service TSSs for the Marine Aircraft Groups in order to move current SNCO structure to the MWSSs where they are needed most. The MROC deferred decision on the recommendation to hire full time civil service TSS's over a three year period. The MROC approved DC PP&O's request to establish an OPT to determine the feasibility of providing military SNCO TSS structure in the GCE (focused on the battalion/squadron level), and possibly in other MAGTF elements. The MROC agreed with providing civilian TSS's at the Regiment/Group level.

b. On 1 July 2009, DC PP&O reported that it appeared his proposal to identify compensatory active duty military structure to satisfy operating force TSS requirements did not enjoy widespread support. DC AVN and DC CD&I, however, stated they also believed military structure should be pursued, if possible. DC CD&I expressed interest in reviewing current military structure to determine availability of compensatory offsets to source Battalion level uniformed TSSs. ACMC agreed to discuss the way ahead with DC CD&I, and confirmed that a comeback brief would be scheduled.

c. The 7 October 2009 TSS comeback brief reported the results of the DC CD&I proposed "crawl, walk, run" approach. This approach would measure effectiveness of additional duty uniformed TSSs at the Battalion level by instituting a "pilot program" consisting of 15 SNCOs (GySgt or above) at designated Operating Force Battalions. All pilot program TSSs would attend the CP-12 training program in January 2010 (15 week course), followed by 6 months in their TSS billets (additional duty; still responsible for current billet duties). The pilot program findings would be reported to the November 2010 ESB and the MROC.

4. Discussion Highlights

a. Col Grace provided background and discussed the proposed Additional Duty TSS Pilot Program (enclosure (1), slides 6-7, 9), the proposed MAW TSS plan (Slide 8), the FY11-13 proposed TSS lay-down, TSS program costs, the desired end state, and recommendations.

b. Col Grace noted that since TSSs have been assigned to the Regiments/Groups, on-duty fatalities have dropped 78%. There are a number of causal factors, and TSSs are part of the equation. The MROC discussed the level of acceptance for civilian Regimental/Group TSSs. ACMC stated the level of acceptance depended on the Regiment Commander. Some thought they added significant value. Col Grace pointed out that the TSSs have not been permanently assigned to the regiments. Instead, they came from a pool and were assigned just prior to work ups for the duration of the deployment.

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c. Proposed FY10 TSS Pilot Program

(1) The MROC discussed the proposed pilot program. LtGen Flynn stated that the MEF and MARFOR commanders support the pilot program. ACMC noted that only GySgts and above would serve as additional duty uniformed TSS's.

(2) HQMC Safety Division will develop survey tools to provide a pilot program feedback mechanism for TSSs, Battalion/Regiment Commanders, etc.

d. The MROC agreed TSS effectiveness will be predicated on direct access to their Battalion Commanders.

e. ACMC directed that installation-owned TSSs currently assigned to regiments/groups will not return to their installations until their regiment/group TSS positions have been backfilled by new permanent TSSs. At the same time, the Marine Corps Installation Commanders will get their civilian TSS's back from the regiments/groups as "new-hires" replace them.

f. Col Grace stated the TSS program is funded for fiscal years 2011 and out. Only the FY10 program cost of \$144k (for 2 schoolhouse TSSs) requires funding. Col Grace clarified that the civilian TSSs are funded to the GS-11 level.

g. Mr. Cook suggested the recouplement of savings from reduced OSH and other safety-related costs. ACMC expressed qualified support, stating we would first need to see if the safety improvements are sustained for a period sufficient to establish predictable savings levels.

h. DMCS and ADC I&L inquired about TSS support for MARCORLOGCOM, to include the MARCORLOGCOM headquarters, the Maintenance Centers and Blount Island Command. SD was tasked to provide follow-up. On 8 October 2009, Director, SD provided Ms. Lucchino feedback on current and planned safety specialist support.

i. COMMARFORCOM stated that he and the other MARFOR Commanders, with the exception of COMMARFORPAC, support the concept of additional duty uniformed TSSs at the Battalion level. COMMARFORPAC would prefer civilian TSSs at the Battalion level and believes the additional duty TSS concept will not be beneficial. ACMC said he understands COMMARFORPAC's position, and believes the pilot program results will inform the discussion on the TSS program way ahead when they are presented to the ESB and the MROC in November 2010.

5. MROC Decisions. The MROC approved the following:

a. The proposed FY10 Additional Duty TSS Pilot Program as discussed (enclosure (1), slides 6,7, and 9 refer). Director SD shall coordinate implementation of the pilot program and develop survey

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tools to measure pilot program effectiveness. Director HQMC SD shall report pilot program results to the ESB and MROC in November 2010.

b. Establishing permanent civilian TSS structure at the Regiments, Groups, and Supporting Establishment in accordance with the TSS plan.

c. The MAW TSS plan, which entails full-time uniformed TSSs at each MWSS (enclosure (1), slide 8 provides additional detail).

d. The hiring of 2 additional civilian TSSs in FY10 as schoolhouse CP-12 instructors. DC P&R shall provide \$144k to support FY10 unfunded costs.

e. The hiring of additional civilian TSSs beginning in FY11 in accordance with the TSS program hiring plan (note: the hiring plan may be adjusted in November 2010 depending on pilot program results and the MROC's resulting decision on Battalion level TSSs (i.e., military or civilian)).

f. The TSS Program End State:

(1) Phase I (FY10)

(a) Conduct Pilot Program with 15 CP-12 trained SNCOs (GySGT or above).

(b) Procure 2 CP-12 Civilian Instructors for the schoolhouse.

(c) On hand; 95 total TSSs (80 civilian, 15 SNCOs).

(2) Phase II (FY11)

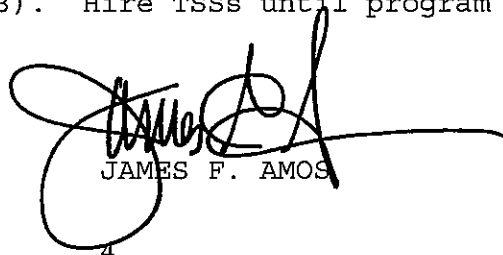
(a) Implement MROC Post-Pilot Program decision for Battalion TSSs.

(b) Procure additional civilian TSSs for Regiment/Group and higher level commands.

(c) Begin to move MAG SNCOs to MWSS's as Civilians are hired for MAG TSS positions.

(d) Current TSSs will return to Installation Commands only when replaced by new TSSs.

(3) Phase III (FY12-13). Hire TSSs until program objective is completed at 261.



JAMES F. AMOS

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Tactical Safety Specialist

Sponsor: DC CD&I

7 October 2009

Briefer: Col Jim Grace



Purpose

- 1. Obtain MROC approval for establishing permanent structure for Tactical Safety Specialists (TSSs) in the operating forces and supporting establishment.**
- 2. Obtain MROC approval for DC CD&Is “Pilot Program”
Course of Action: Additional duty uniformed TSSs at approved operational commands. (15 SNCOs in FY10)**



Background

- **The Tactical Safety Specialist (TSS) evolved in the Army where civilian safety specialists were hired to serve with operational forces**
- **Army sponsors the CP-12 training program to cover OSH Regulations, Service Orders/Instructions, traffic, explosives, and tactical safety issues. CP-12 is the current Joint Services training course for TSS Programs and professional training baseline for the 0018 Safety Professional Series**
- **Army TSS personnel are assigned to administer unit safety programs down to the Brigade level**
- **In 2004/2005, with approval of the Executive Safety Board, the Marine Corps began hiring and placing TSSs at the installation level, where they were assigned by the base Safety Managers to tenant operational /deploying units**



Background (Continued)

- The value of the TSSs has been recognized by the operating forces. Program expansion will extend TSS support to the battalion level while continuing to support the regimental level
- **During June 09, the MROC directed a re-examination of the proposed TSS model:**
 - Recommended establishing permanent structure for civilian TSSs in the operating forces and supporting establishment down to the battalion level
- **Specifically the MROC directed PP&O to:**
 - Examine the possibility of using uncompensated uniformed structure for TSSs assigned to Battalions (full time TSSs)
 - Solicit current Regimental Commanders on their experience with the Civilian TSS Program and preferences for civilian or uniformed TSSs at the battalion level



Background (Continued)

- **During July 09, DC PP&O reported to the MROC:**
 - Regimental commanders voiced strong support for the Civilian TSS program at the regimental and battalion level
 - Commanders valued both the continuity and full-time focus on safety, as well as the non-tactical functions these specialists perform
 - The **uncompensated** uniform option was opposed by the MARFORs and subsequently withdrawn by PP&O
- **At this MROC, DC CD&I requested an opportunity for TFSD to take another look at structure for a potential uniformed TSS solution (below the Regimental/Group level) and report back at a future MROC**



DC CD&I Overview

- **“Crawl, Walk, Run” approach:**
 - Measure effectiveness of a “pilot program” (15) uniformed additional duty TSS approach at the battalion level
- Report findings to November 2010 ESB & MROC for a decision to pursue potential COAs:
 - Add the remaining uniformed additional duty TSSs
 - Pursue full time uniformed TSSs
 - Pursue full time civilian TSSs
- All TSSs will attend CP12 in January 2010
- Potential cost savings:
 - Saves \$7.0M/year over an all-civilian TSS solution



Additional Duty TSS Pilot Program

- **Additional duty - still responsible for current billet duties (GySgt or above)**
- **Pilot Program (CP12, 6 months in the billet):**
 - **Inf Battalion** **All three MEFs provide**
 - **Arty Bn**
 - **Supply**

 - **LAR/Eng:** **I MEF**
 - **Tank/AAV:** **II MEF**
 - **CAB/RECON:** **III MEF**
- **Needs to have direct access to BN CO concerning safety matters**



Proposed MAW TSS Plan

- **MROC (DC/A concurrence) has tentatively approved uniformed TSSs at each MWSS**
- **COA uses current 8012 structure (GySgts) to put uniformed TSSs at MWSSs**
- **8012 structure currently resides in MAG Safety Shops**
- **Recommendation (supported by DC/A):**
 - **Move current 8012 billets (SNCOs) to MWSSs to serve as uniformed TSSs (full time)**
 - **Compensate MAGs with a civilian TSS**
 - **Hire civilian TSSs as planned at MACGs and MWSGs**

FY10 Proposed TSS “Pilot Program” Lay-down



	OH	New Buys (Civ)	Uniformed	Total
HQMC	1	2*	0	3
MCCDC	20	0	0	20
MCRC	0	0	0	0
MARCORBASELANT	24	0	0	24
MARCORBASEPAC	30	0	0	30
I MEF	0	0	5	5
II MEF	0	0	5	5
III MEF	0	0	5	5
MARCENT	0	0	0	0
MARSOC	0	0	0	0
MARFORRES	3	0	0	3
TOTAL	78	2	15	95

*2 at CP-12 School House

FY11-13 Proposed TSS “Hybrid” Lay-down (total requirement)



	OH	New Buys (Civ)	Uniformed	Total
HQMC	3	7*	0	10
MCCDC	20	10	0	30
MCRC	0	6	0	6
MARCORBASELANT	24	0	0	24
MARCORBASEPAC	30	0	0	30
I MEF	5	17	36	58
II MEF	5	20	34	59
III MEF	5	15	12	32
MARCENT	0	2	0	2
MARSOC	0	7	0	7
MARFORRES	3	0	0	3
TOTAL	95	84	82	261

*1 at HQMC, 1 at CP-12 School House, 5 at Naval Safety Center



TSS Program Costs (O&M \$)

Civilians at O6 & SNCO's at O5 Commands COA

Program	FY10	FY11	FY12	FY13	FY14	FY15
Personnel						
New Hire	\$144,482	\$2,143,181	\$2,192,474	\$2,010,877	\$0	\$0
On Hand	\$5,634,816	\$5,912,223	\$8,240,678	\$10,673,114	\$12,975,722	\$13,274,164
Subtotal	\$5,779,299	\$8,055,403	\$10,433,152	\$12,683,991	\$12,975,722	\$13,274,164
NMCI						
NMCI Equipment Costs	\$1,765	\$26,187	\$26,790	\$24,571	\$0	\$0
NMCI User Fees	\$1,121,045	\$1,334,728	\$1,557,647	\$1,769,772	\$1,810,476	\$1,852,117
Subtotal	\$1,122,810	\$1,360,915	\$1,584,436	\$1,794,342	\$1,810,476	\$1,852,117
Training						
Specialty Schools	\$306,777	\$312,913	\$320,110	\$327,472	\$335,004	\$342,709
Student Travel/TAD	\$1,202,537	\$1,226,587	\$1,254,799	\$1,283,659	\$1,313,183	\$1,343,386
MC Funded Instructors	\$24,552	\$25,043	\$25,619	\$26,208	\$26,811	\$27,428
Facilities Costs	\$122,760	\$125,215	\$128,095	\$131,041	\$134,055	\$137,139
Subtotal	\$1,656,626	\$1,689,758	\$1,728,623	\$1,768,381	\$1,809,054	\$1,850,662
Other						
Government Travel	\$361,080	\$429,906	\$501,706	\$570,030	\$583,141	\$596,553
Subtotal	\$361,080	\$429,906	\$501,706	\$570,030	\$583,141	\$596,553
Total Requirement	\$8,919,815	\$11,535,982	\$14,247,917	\$16,816,744	\$17,178,393	\$17,573,496



End State

- **Phase I (FY10):**
 - A. **Conduct Pilot Program w/ 15 CP12 trained SNCO's**
 - B. **Procure 2 CP12 Civilian Instructors for schoolhouse**
 - C. **On hand; 95 total TSSs (80 civilian, 15 SNCO's)**

 - **Phase II (FY11):**
 - A. **Implement Pilot Program decision**
 - B. **Procure additional Civilian TSSs for O6 commands and higher**
 - C. **Begin to move MAG SNCO's to MWSS's as Civilians are hired**
 - D. **Current TSSs will return to Installation Commands only when replaced by new TSSs**

 - **Phase III (FY12-13):**
 - A. **Hire TSSs until program objective is completed at 261**
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Recommendations

- 1. Approval for DC CD&I's "Pilot Program" COA assigning fifteen SNCO additional duty TSSs to their respective operational commands**
- 2. Approval to begin hiring additional civilian TSSs starting FY11 (except for 2 at the CP-12 school house in FY10)**
- 3. Require an MROC "validation of concept" brief regarding DC CD&I's Pilot Program COA in Nov 2010**



Questions?



Back Up Slides

TSS All Civilian Program Costs (O&M \$)



Program	FY10	FY11	FY12	FY13	FY14	FY15
Personnel						
New Hire	\$144,482	\$4,212,459	\$4,309,345	\$4,331,119	\$0	\$0
On Hand	\$5,776,465	\$6,057,129	\$10,505,788	\$15,155,882	\$19,935,202	\$20,393,711
Subtotal	\$5,920,947	\$10,269,588	\$14,815,134	\$19,487,001	\$19,935,202	\$20,393,711
NMCI						
NMCI Equipment Costs	\$1,765	\$51,472	\$52,655	\$52,921	\$0	\$0
NMCI User Fees	\$506,687	\$887,659	\$1,285,887	\$1,695,184	\$1,734,173	\$1,774,059
Subtotal	\$508,452	\$939,130	\$1,338,542	\$1,748,105	\$1,734,173	\$1,774,059
Training						
Specialty Schools	\$305,878	\$312,913	\$320,110	\$327,472	\$335,004	\$342,709
Student Travel/TAD	\$1,199,010	\$1,226,587	\$1,254,799	\$1,283,659	\$1,313,183	\$1,343,386
MC Funded Instructors	\$24,480	\$25,043	\$25,619	\$26,208	\$26,811	\$27,428
Facilities Costs	\$122,400	\$125,215	\$128,095	\$131,041	\$134,055	\$137,139
Subtotal	\$1,651,768	\$1,689,758	\$1,728,623	\$1,768,381	\$1,809,054	\$1,850,662
Other						
Government Travel	\$163,200	\$285,908	\$414,174	\$546,006	\$558,564	\$571,411
Subtotal	\$163,200	\$285,908	\$414,174	\$546,006	\$558,564	\$571,411
Total Requirement	\$8,244,368	\$13,184,385	\$18,296,473	\$23,549,492	\$24,036,992	\$24,589,843



Potential GCE – Billets

Section	Battalions	Rank	MOS	Billet
Infantry	27	MSgt	0369	Weapons Co Ops Chief
Artillery	10	MSgt	0811	Field Arty Chief
AAV/CAB	3	GySgt	(2)1833 (1)1812	Section Ldr/ Recon Line NCO
Tanks	2	GySgt	2146	Master Gunner
Recon	3	MSgt	0326	Co Ops Chief
LAR	3	GySgt	0313	Master Gunner
CEB	3	GySgt	1371	Hq Co GySgt



I MEF Totals (Civilian/Military Mix)

I MEF	
I MHG	
CE	1
11th MEU	1U
13th MEU	1U
15th MEU	1U
9th Comm Bn	1U
Anglico	1U
SOTG	1
MHG Total	2/5U
1st MLG	
CE	1
CLR 1	1/3U
CLR 15	1/3U
CLR 17	1/3U
MLG Total	4/9U

1st MarDiv	
H&S Bn	1
1st Marines	1/4U
5th Marines	1/4U
7th Marines	1/4U
11th Marines	1/4U
Recon Bn	1U
CEB + 29 Palms	2U
LAR x 2	2U
Tank Bn	1U
AA Bn	1U
Division Total	5/23U

3d MAW	
MACG	1
MWSSG	1
MAG 11	1
MAG 13	1
MAG 16	1
MAG 39	1
MWSS 371	1U
MWSS 372	1U
MWSS 373	1U
MWSS 374	1U
MAW Total	6/4U
MEF Total	17/41 U

A "U" next to a number indicates a SNCO(s) with CP-12 training.



II MEF Totals (Civilian/Military Mix)

II MEF	
II MHG	
CE	1
22d MEU	1U
24th MEU	1U
26th MEU	1U
8th Comm Bn	1U
Anglico	1U
SOTG	1
MHG Total	2/5U
2d MLG	
H&S Bn	1
CLR 2	1/3U
CLR 25	1/3U
CLR 27	1/3U
MLG Total	4/9U

2d MarDiv	
H&S Bn	1
2d Marines	1/4U
6th Marines	1/4U
8th Marines	1/4U
10th Marines	1/4U
Recon Bn	1U
CEB	1U
LAR	1U
Tank Bn	1U
AA Bn	1U
Division Total	5/21U

2d MAW	
MACG	1
MWSG	1
MAG 14	1
MAG 26	1
MAG 29	1
MAG 31	1
MWSS 271	1U
MWSS 272	1U
MWSS 273	1U
MWSS 274	1U
MAW Total	6/4U
MEF Total	17/39U
Other	
CBIRF	1
MCSF Regt	2
Other Total	3
MarForCom (OpFor) Total	20/39U

A "U" next to a number indicates a SNCO(s) with CP-12 training.



III MEF Totals (Civilian/Military Mix)

III MEF	
III MHG	
CE	1
31st MEU	1U
7th Comm Bn	1U
SOTG	1
MHG Total	2/2U

3rd MarDiv	
H&S Bn	1
3d Marines	1/3U
4th Marines	1
12th Marines	1/2U
Force Recon	1U
CAB	1U
Division Total	4/7U
3d MLG	
H&S Bn	1
CLR 3	1/2U
CLR 35	1/3U
CLR 37	1/1U
MLG Total	4/6U

1st MAW	
MACG	1
MWSG	1
MAG 36	1
MAG 12	1
MAG 24	1
MWSS 171	1U
MWSS 172	1U
MAW Total	5/2U
MEF Total	15/17U



HQMC and SE New Buys (Civilians)

HQMC	
SD	1
CP-12 Program	3
NAVSAFECEN	5
HQMC Total	9
SUPPORTING ESTABLISHMENT	
MCCDC	
TECOM	
MCCES	1
MCRD Parris Island	1
MCRD San Diego	2
SOI-East	1
SOI-West	1
AAS	1
MARDET Ft. L. Wood	2
MCES	1
TECOM Total	10
MCCDC Total	10

MCRC	
1st MCR District	1
2nd MCR District	1
3rd MCR District	1
4th MCR District	1
5th MCR District	1
6th MCR District	1
MCRC Total	6
Supporting Establishment Total (New Buys)	16
HQMC & SE Total (New Buys)	25