UNITED STATES MARINE CORPS
HEADQUARTERS & SERVICE BATTALION
HEADQUARTERS MARINE CORPS, HENDERSON HALL
ARLINGTON, VIRGINIA 22214-5000

IN REPLY REFER TO:
1560
S-3
03 Oct 11

TRAINING EXEMPTION MEMORANDUM

Ref: (a) MCO 1500.52D
(b) MCO 3400.3F
(c) MCO 3574.2K

Encl: (1) H&S BN, HQMC, Henderson Hall FY11 MCCDC Approved Annual Training Exemption Letter
(2) Training Exemption Course of Action (COA) Comparison and Decision Matrix

1. This memorandum is meant to augment enclosure (1) as back ground justification in regards to the reasons behind H&S Bn, HQMC, Henderson Hall's annual request for exemption from the annual training requirements of MARINE COMBAT WATER SURVIVAL TRAINING, NUCLEAR/BIOLOGICAL/CHEMICAL DEFENSE TRAINING, and MARKSMANSHIP TRAINING.

2. Benefits associated with meeting mandated annual training requirements ranges from increased competitiveness for promotion and retention, increased world-wide deployability, to Marines being returned to the FMF being up-to-date on training thus negating the need to rush training which may not materialize in time to meet mandated requirements and/or promotion periods/boards.

3. MAJOR OBSTACLES TOWARDS MEETING ANNUAL MARKSMANSHIP TRAINING REQUIREMENTS:

a. LACK OF ADEQUATE RIFLE/PISTOL RANGE QUOTAS. Weapons Training Battalion (WTBN) at Quantico provides limited range details & quotas for a total of twelve (12) Marine Corps units of which H&S Bn, HQMC is not included. Historically, increasing range details and quotas to incorporate H&S Bn have proven futile due to the large numbers required to be trained. Quantico's WTBN rifle range allows for 300 shooters at a time per detail. There are (6) details each FY ([1800] Marines qualify w/ rifles & [900] Marines qualify w/ pistols).

I. H&S Bn, HQMC would require the following quotas being made available to meet mandated annual marksmanship training:

- RIFLE = 480 E + 170 O's = 650 PAX (approximate).
- PISTOL: 230 SNCOs + 600 Officers = 830 PAX (approximate).

II. WTBN, Quantico lacks personnel to handle increased range details. MCCDC directing WTBN to increase details to accommodate H&S Bn, HQMC, Henderson Hall's required numbers is a course of action to be looked into. Historically, battalions are never allocated sufficient range quotas allowing for full personnel re-qualifications.

*H&S Bn S-3, has and will continue to solicit limited range quotas per FY thus allowing junior Marines the opportunity to qualify to maintain competitiveness for promotion on par with Marines in the operating forces.

b. TABLE OF EQUIPMENT (T/E)/LOGISTICS/SUPPLY CHALLENGES. The lack of adequate T/E equipment to support the vast number of Marines assigned to H&S Bn seriously hinders annual training execution. To make training even a remote reality, the following courses-of-action (COAs) are offered:

I. **COA 1**: Current T/E allowance for M4 Carbines is four (4), of which all four are on hand. To provide weapons to the number of personnel required to qualify annually would require a Table of Equipment Change Request (TOECR) being submitted to increase our T/E allowance to, at a minimum, one-hundred (100) M4 carbines allowing for adequate weapon rotation, anticipated size of range details, and maintenance related issues. T/E allowance for the M9 Pistol is eight (8), of which we have nineteen (19) on hand. Current numbers will scarcely suffice for pistol range and expected maintenance related purposes, will not upon being directed to reduce numbers to that allowed per the T/E. **COA 1 will**:

- Increase our weapons related maintenance costs and budgetary requirements.

- Require additional armory space to store weapons if T/E is increased. Inbound armory container has a capacity for: (14) M16s/M4s, (16) shotguns, (10) M14s and (120) M9 pistols.

- Draw on an already scarce vehicle pool for lift/transportation of personnel daily to and from the range(s). Current capability allows movement of 132 PAX (3 buses x 44PAX ea). Request additional buses from Quantico to cover remainder (requires several weeks lead time). Bn MT must obtain additional

licensed bus drivers. Will significantly reduce or eliminate additional vital MT support to the NCR during ranges unless weapons are stored at WTBN via Letter of Transmittal (LoT) with shooters mustering daily at Quantico to draw weapons.

- Due to a <50 mile distance to Quantico, H&S Bn Marines slated for ranges will not qualify for billeting on Quantico unless "appropriated unit funds" are used. Security Bn is the only unit with any available rooms, usage will require a MOU.

- Require H&S Bn to provide a safety vehicle. Request support from TBS' motor pool (for HMMWV) or use one of our organic van/truck.

- Outfit Marines with ICE (LBV/Kevlar, MTV etc) as drawn from the Rapid Issue Facility (RIF) by H&S Bn Supply Section. Requires >30 days lead time to execute.

- Ammunition Support Requirements

- Determine requirements and requests increased allocations via TAMIS for future FYs.

- Provide vehicle to transport ammunition from Quantico's ASP to ranges. Requires additional vehicle support, ordnance certified drivers and explosive vehicle placards.

- Chow Support. Unless in possession of meal cards, all Marines will be required to pay for chow or have their pay "checked" and provided with MREs. An option could also be "box chow" from Joint Base Myer-Henderson Hall's DFAC or Quantico chow hall which will expend unit funds.

- Water Support. Request water-bull support from TBS' motor pool.

II. **COA 2**: draw all weapons from WTBN as is currently the case for our limited number of range quotas. Prior coordination by the Bn S-3 will enable personnel drawing weapons and associated SL-3 from WTBN at Quantico for range purposes. Weapons maintenance by WTBN on WTBN weapons. **COA 2 will**:

- Save H&S Bn equipment repair associated costs.

- Require a MOU/MOA with WTBN Quantico regarding weapons, billeting, chow, and armory support requests with advanced lead time as required.

- Outfit Marines with ICE (LBV/Kevlar, MTV etc) as drawn from the Rapid Issue Facility (RIF) by H&S Bn Supply Section. Requires >30 days lead time to execute.

- Size of range details will determine supportability by WTBN with larger details being less supportable. We must determine the max number of personnel per range detail that WTBN can support with weapons (M4s/M9s) and billeting.

c. LACK OF MARINE PARTICIPATION. It would prove virtually impossible to obtain and maintain Marine participation in marksmanship and other mandated annual training even if adequate quotas are obtained. Participation would involve forcing Departments and their Marines to commit to training in a way they have never done before. To increase training participation due to scarce attendance, the H&S Bn 2011 Annual Training Requirements/Plan directs Marines to conduct the vast majority of their annual training requirements via Marinenet or other websites as published in addition to a cadre of traveling instructors being made available. Still, training participation remains low, with multiple follow ups being conducted to complete those training modules that generates reports being submitted to various HQMC agencies. While Marines are administratively attached to the battalion, they fall under the operational control of numerous departments at the White House, Pentagon, DIA, DTRA and other areas throughout the NCR. This, coupled with op-tempo has historically been the barrier to maximized training participation.

- Failure to fill allocated range quotas has historically resulted in the loss of said quotas for future FYs, and could result in disciplinary actions for Marines missing training.

- DMCS/MCCDC aid in the battalion obtaining required quotas and then mandate attendance for folks to participate.

d. TABLE OF ORGANIZATION (T/O) CHALLENGES. H&S Bn currently lack MOS specific personnel required to conduct/support ranges as follows:

I. Increase T/O for an additional 2111 (Armorer), and 2311 (Ordnance Clerk) for range details.

II. Increase T/O for a 0931 (Combat Marksmanship Trainer) to conduct preparatory training (snap-in etc).

III. Increase T/O for Corpsmen or request support from The Basic School (TBS).

IV. Requires additional personnel being sourced and then trained as RSOs and ammunition drivers.

4. NUCLEAR, BIOLOGICAL, AND CHEMICAL DEFENSE TRAINING. Lack of NBC equipment similar to weapons for marksmanship training, currently prevents H&S Bn, HQMC from meeting this annual training requirement. Annual training waiver request for approval by CG, MCCDC is the norm. The following courses-of-action (COAs) are offered:

I. **COA 1**: Coordinate NBC equipment being provided with/by the S-3 of The Basic School (TBS), Quantico as currently being executed for limited training. TBS can support up to 300 Marines per day. Must request training dates with exact PAX count and gas mask sizes via an external support request. Training dates are not guaranteed until approved by TBS S-3 (projected dates for training may change). H&S Bn must provide own safety vehicle and medic/corpsman, TBS to provide other requirements such as a water source. HQ Co, has in the past, and will continue to coordinate NBC training for personnel as required and can be supported with TBS.

II. **COA 2**: H&S Bn sources a pre-determined amount of NBC required gear for training (masks, etc), and conducts own NBC training.

- Will increase expenditures.

- Will still require gas chamber support/usage at Quantico or other bases.

- No NBC Officer on T/O to handle.

5. MARINE COMBAT WATER SURVIVAL TRAINING. Per chapter 7 paragraph (1) (c3) of reference (a), Marines assigned to H&S Battalion, HQMC are exempt from this training requirement. Should the battalion decide to make this training a reality, problems previously listed IRT Marines committing to training, transportation, and a lack of MCWS Instructors will have to be overcome. As with all training, the Bn S-3 does coordinate and schedule training for a limited number of Marines thereby maintaining their competitiveness on par with Marines in operating forces. This is made possible by support

(personnel/equipment) and pool being made available at TBS for our use.

6. Point of contact in this matter is Major Howard L. Roberts, Operations Officer, H&S Bn at (703) 693-8343.

IRA M. CHEATHAM

H&S BN, HQMC, HENDERSON HALL, TRAINING EXEMPTION COA COMPARISON & DECISION MATRIX

COMMANDER'S EVALUATION CRITERIA	COA 1: Source T/E & T/O requirements to conduct/support required annual training.	COA 2: Draw all required equipment from WTBN & other Quantico Units as currently being executed in a limited fashion	REMARKS
Table of Equipment (T/E) Supportability	T/E as is cannot support ([4] M4s & [8] M9 Pistols) . Requires TOECR to increase weapons quantities to levels required to support (650) Rifle & (830) Pistol shooters annually (approximately [100] rifles & [50] M9s).	None, coordinate all equipment being issued/drawn at Quantico	
Table of Organization (T/O) Supportability	Additionally trained MT drivers, ordnance certified drivers, 2111 (Armorer), 0931 (Combat Marksmanship Trainer), Corpsmen, RSOs, & 2311 (Ordnance Clerk)	Supportable as only shooters are required	
Marines to be Trained Supportability	Historically, a problem. Will require buy-in from DMCS & Executive Assistants (EAs) to support training in a way that has never been done before	The few allocated range quotas are successfully filled by Marines seeking to increase their levels of competitiveness to that on par with Marines in the Fleet	
Logistics Supportability	Drain already scarce transportation assets used to support DMCS/SPD and the NCR	PPE issued by Bn Supply as is currently being executed for a limited number of shooters	
WTBN, Quantico Supportability	WTBN lacks required personnel to handle our increased training requirements. If to be executed, (650) rifle, and (830) pistol quotas would be required	Can support in the limited quantity currenty being executed (5-10 per range detail)	
MOU/MOA Requirement	YES. MOU/MOA will be required to dileneate support requirements (chow, billeting, weapons storage etc)	Maybe. Currently executing without a MOU/MOA for our limited amount of shooters	

Armory & Other Storage Requirements	Would require a new armory and funding for. Current armory container can store (14) M16/M4, (16) Shotguns, (10) M14s and (120) 9mm Pistols.	None, equipmment to be drawn from storage areas not belonging to H&S Bn	
Budgetary Impact	Significantly increase monies spent on weapons maintenance	Minimal, cost to be incurred by Quantico units providing support	
Ammunition Supportability	Requires increased allocations being submitted for and approved via TAMIS, and a dedicated ammunition vehicle	Supportable from WTBN/ASP stocks for our limited amount of shooters	
NBC	Same aforementioned difficulties/requirements	Currently being executed with high success rates via coordination with TBS	
Marine Corps Water Survival Training	Same aforementioned difficulties/requirements	Currently being executed with high success rates via coordination with TBS	
EXEMPTION	Marksmanship, NBC & Marine Combat Water Survival Training are submitted for and approved granting exemption annually by CG MCCDC due to a lack of sufficient resources preventing the accomplishment of training. H&S Bn is exempt from Water Survival training per Chapter 7, para (1) (C3) of MCO 1500.52D.	Marksmanship, NBC & Marine Combat Water Survival Training are submitted for and approved granting exemption annually by CG MCCDC due to a lack of sufficient resources preventing the accomplishment of training. H&S Bn is exempt from Water Survival training per Chapter 7, para (1) (C3) of MCO 1500.52D.	