

KUDOS and CONGRATS

To WO Chasse for graduating with Honors! Also, WO LeMaster, WO Lopez, WO Lollar, and WO Hays for graduating Warrant Officers basic school at TBS, Quantico, VA.

To WO Lopez, WO Lollar, and WO Hayes, MSgt Sawyer, MSgt Mattocks, GySgt Glover, GySgt Gutierrez, GySgt Romanoski, GySgt Palacios, Mr. Manthey, and Mrs. Galloway for graduating the Visual Information Officers Course (VIOC), Quantico, VA. The 4602 instructors were Capt Smith, Capt Lujan, CWO4 Golwitzer, CWO3 Sanders, and CWO2 Crone. The Marine Corps experts taught several classes from HQMC and MCCDC. The course introduced the tools necessary to lead and manage a CVIC (Base and Stations) and a Combat Camera unit (Division and Wing). Additionally, Doctrine, Policy, Procedures, Requirement (UNS), Procurement, Funding, and Manpower explained in great detailed.

From the Desk of the Occfld Sponsor Major Jerome Core



This month finds us losing one of our senior Staff Non-Commissioned Officers. Master Sergeant Marion E. Weatherington will retire at the end of this month. From all of us to you, God Speed and Semper Fi!

Reengineering of Occfld 4600.

The approved 05/10 T/O has been published and is being forward staffed . MarForPac, MarFor Res, I,II and III MEF ComCamOs are in receipt of Orders and will report this summer. Once in place, the SNCOs will follow suit at those commands that rate.

During May, 26 through June 7 03, I went on the road to conduct a management visit to MarForPACs AO. The management visit went well and all commands were receptive to the mission and Billet Descriptions that were written by you at the FY03 VI Conference. The management visit was conducted to re-educate the commanders on the approved reengineering plan, discuss the 05/10 T/O and to address any issues pertaining.

The only new issues that came into play is concerning the MCAGTF, 29 Palms. If you did not know, MCAGTF has been inaugurated as the Joint National Training Center (JNTC). The JNTC, by order of the Secretary of Defense, Mr Donald Rumsfeld, will conduct two joint

training CAXs for all DOD service components. This change in mission has a direct impact on the approved reengineering of the MCAGTF, CVIC.

In the approved reengineering plan, 29 Palms gave up their Officer structure, as they had a G-S/12 Billet being filled by Mr Hanenberger. Hence, Mr Hanenber has retired and the new mission requirements dictate a "Green Suiter." In light of this new mission, the AC/S G-3 has requested that the Officer billet be reinstated, and that the new "Tactical Video Network", which is in the development phase, be manned with additional 46 skill sets.

The TVN is a video based system installed on all of the live fire training ranges and feed into the Tactical Training Exercise Control Group (TTECG) as a live broadcast, and potentially, the Leathernet Bldg (Modeling and Simulation Warfare Center), and the CVIC TV Studio to be made into "Dailey Game" Tapes. The footage and products will be made usable by the ComCam Marines for use by each mission requirement, respectively. The formal document is being written and is expected to hit CG TECOM within the next couple of months. My intent is to request "new growth" to compensate this new requirement.

Managing Growth and Mission Creep

As discussed at the VI Conference, central management of all new growth and mission creep into the OccFld. TECOM and VIM has addressed this issue with Total Force Structure (TFS) and MMEA. The written rule of law from TFS and MMEA is that no new growth, or redistribution of 46 Marines from approved Billets to establish a pet project, i.e., (2) 4611s working at MCCDC to develop MCCDC special briefing projects, will be approved without TECOM/VIM endorsement.

Also, CG TECOM, has approved the IMC MCCSSS as a "Pilot Program." What this means: This pilot will be used by CG TCOM to validate the need for 46 skill sets dedicated to support all Marine Corps Formal Schools. Based on TFS, no new growth will occur within the Corps without compensated structure. This program will validate and provide ammo for CG TCOM to grow the required billets to support formal schools Corps wide. My vision, Once the pilot is complete (3 Years or FY07) the 46 OccFld structure will be relooked at in order to determine how much new growth is required to meet this new mission requirement within the Formal Schools. Does this mean that there will be no growth in the OccFld until FY07? Negative, that is not what this means. Any command can grow more Billets, however, the Billets must come from within that command structure.

Article of the Month by Capt Lujan, Director of MCRD, Parris Island, SC

In the past CMC has processed all requests for reenlistment on a first come first serve basis to determine who receives a boat space. Due to the fact that more requests are being made than boat spaces available in the particular MOS, we now have what are being called **FFM's, fast filling MOS's**. The way it will work for the Marines requesting reenlistment in the MOS's that fall into this category is simple. All packages will be submitted to HQMC between midnight 1 July 2003 and 1 August 2003. MMEA will prepare and hold boards for the designated FFM's during the month of August. FFM board members will make their decisions based on personal and training data found in MCTFS and the Commanding Officers endorsement. FFM boards will NOT select Marines for the quality reenlistment

program (QRP). Lateral move requests may be submitted in December 2003. FFM boards will select a reasonable number of alternates for each MOS in the event another on the primary list declines reenlistment authority. **The following MOS's are likely to be FFM's for FY04: 0121, 0151, 0241, 0261, 0451, 0842, 1161, 1171, 1316, 2146, 2161, 2631, 2823, 2834, 2887, 3043, 3051, 3052, 3112, 3381, 3451, 3531, 3533, 4067, 4421, 4429, 4641, 4671, 5811, 5831, 5937, 5952, 5953, 5954, 5962, 6046, 6048, 6062, 6072, 6073, 6074, 6092, 6112, 6122, 6123, 6152, 6154, 6172, 6173, 6212, 6213, 6214, 6216, 6217, 6222, 6223, 6226, 6242, 6256, 6282, 6286, 6287, 6313, 6317, 6333, 6336, 6337, 6412, 6413, 6423, 6432, 6433, 6461, 6462, 6466, 6467, 6482, 6483, 6492, 6493, 6672, 7041.**

We are encouraging all eligible Marines to submit their request for reenlistment at the earliest time possible. 1 July 2003 is the date. The recommendation sheets are due to the Career Retention Specialist's by **15 June**. This is to ensure that we have everything in line for midnight 1 July. This is crunch time Marines. Also, have your 3 duty stations preferences annotated on your recommendation sheet. This information needs to be submitted all at once. If you are having trouble finding the MCC codes, come see us. If you are requesting an II duty station, you need to do a screening checklist for II duty.

s/f

Capt. M.A. Lujan

Image and Caption of the Month



030416-M-4588D-079

Private First Class Jeff W Norman of 3rd Battalion 3rd Marine Regiment participates in an exercise on the island of Oahu, Hawaii on April 16, 2003.(U.S. Marine Corps photo by Lance Corporal Glenna D. Dixon) (Released)

NEWS FROM THE FLEET

Cobra Gold (CG03) by MSgt Rufin

First, for those of you that don't know, let me introduce myself. I am Master Sergeant Richard Rufin and I am the 3D Marine Division Combat Camera Chief and SNCOIC of CVIC Okinawa, Japan.

My topic for this month's VI Chiefs Corner is two-fold. First, to talk about our recent deployment to Thailand for Exercise Cobra Gold 2003 (CG03). Second, to discuss some of the insights on how to better prepare yourself to have a successful deployment.

On May 8, 2003 we left from Kadena Air Base Okinawa, Japan for CG03. We split the Division Combat Camera into two groups - one with the advanced party and the other with the main body. We arrived at Utapao Naval Air Station, Thailand the same day.

Having a Combat Camera Team to go out with the advance party is a plus. This allowed us to prepare our workspace and make liaison and coordination with the other units prior to the arrival of the main body and the commencement of the exercise. The Joint Combat Camera Team was comprised of seven (7) Marines and five (5) Air Force Reserve personnel. We were able to document all phases of the exercise.

We covered more than 40 missions during the exercise and transmitted more than four hundred (400) still images and several encoded video clips to the Joint Combat Camera Center and to the Imagery Management Unit.

Toward the end of the exercise, when all of the intensity was starting to die down, the Combat Camera Officer, Chief Warrant Officer 3 Brian Thompson, granted all of us a meritorious day off for a short period of R&R and we spent a whole day in downtown Bangkok to shop, tour the area and experience the culture while he stayed back and manned the Joint Combat Camera CP. Kudos to the Gunner for taking care of his troops.

Overall the exercise was a success. This would not have been possible without the leadership of our Combat Camera Officer and the discipline and professionalism of the Combat Camera Marines and Airmen.

Now that I have discussed our deployment to Thailand, I would like to share some good information that will help most of you prepare for deployment, especially for the Marines who haven't been deployed or have little experience with the Operational Forces. Normally, all the Division Combat Camera Units already have a Training Exercises and Employment Plan or (TEEP). You can get a copy of the TEEP from your command Operations and Training or G-3. The TEEP allows you to see your command operations and training section short and long-range schedule.

The Operations Chief will get his guidance from the Unit Combat Camera Chief and Officer on which deployments to support. Once identified, the Ops Chief will start making liaison with the unit and attending all of the operational planning meetings. This will allow the Ops Chief to determine how to best employ his Combat Camera Team (CCT) effectively. It will also help him to write the annexes for the basic operations order. It is important to write the annexes during the operational planning meeting. If you don't, PAO will write it for you once the order is signed and approved, and when the orders is executed you will get your marching orders from PAO. By that time, its too late - you're already in theater.

Also, prior to the deployment, don't forget to have a pre-deployment checklist and write a fragmentary order for your Combat Camera Marines in a five-paragraph order format. This should have the commander's intent, mission, and the entire task that you want your Combat Camera Team to accomplish during the deployment. This will prevent any miscommunication with your Marines. I also recommend role-playing with your Marines on how to communicate or make liaison with SNCOs and Officers.

The fact is SNCOs/Officers will not be able to make liaison. Most of the time, we end up attaching our younger Marines with the victor unit, and sometimes come back with few images and the classic excuse, "I couldn't get transportation." In my opinion, with proper training and preparation, we can definitely have a successful deployment. I always like Gunner Joe Sanders quote from LtCol Chip Catalone, "You're either moving to contact or in training." Which one are you doing?

Semper Fidelis

Info From the Enlisted Occfld 46 Specialist
Master Sergeant Mattocks

**Marine Corps Order 3104.1 Rewrite @Quantico 16-20
June 2003**

CWO3 Reid, Action Officer

CWO3 Reid led and coordinated a change 1 to MCO 3104.1.

As a read ahead, the next step in the process is to have the changes reviewed by all activities and return to our Action Officer. From our new 4600 Pvt to our (2) Majors can provide input to the working group below. We (VI community) will receive periodic updates on the status of this project and the she will maintain ownership until the final revision is approved and signed.

Working Group Members:

1. Visual Information Officer--CWO Reid
2. Visual Information SNCO--GySgt Romanoski
3. Visual Information Civilian-- Mr. Mike Masters
4. Operating Forces Representative--CWO Thompson
5. Supporting Establishment Representative--WO Shell

Feel free to contact any of the above members with your questions.

Submitted by MSgt Morris

Leadership is an intangible. No weapon, no impersonal piece of machinery ever designed can take its place.

In this age of the computer; if we know how to program the machine, we could get quick and accurate answers. But how can we include leadership? Let us never forget the great importance of leadership; and while we use computers to obtain certain kinds of answers, let us not try to fight a whole war or even a single battle without giving proper consideration to the element of leadership.

Leadership in the Marine Corps is more complicated than the simple management of employees. I learned this lesson on my way to being a SNCO in charge of a CVIC. In the Marine Corps, leaders are not only held accountable for their assigned tasks, but also for the performance and conduct of their Marines. We have the responsibility not only to carry out our orders, but also to safeguard the lives and protect the general welfare of our men. I discovered that Marines who have the support of their SNCOs tend to be more focused on the tasks at hand; gaining levels of trust and loyalty that can only benefit the organization.

Related to this issue of gaining trust and loyalty through management supportiveness is that the Marine Corps requires creative means to motivate subordinates. It can be very difficult at times to be in charge of individuals, yet have no direct control over their salaries or advancement. The government decides military salaries, and promotions are controlled by boards with the primary means of measurement being time in service. For this reason, we have to lead through mutual respect. It is much more important to gain the trust and confidence of your Marines than to use direct compensation to motivate them.

Throughout our Marine Corps career, we developed many strong leadership skills, but most of all I learned that to be effective as a SNCO one must remain focused on the human aspect of leadership. Our Marines are not robots and should not be treated as such. I do not by any means suggest coddling. By concentrating too much on the goal and not on the people needed to meet it, leaders risk alienating their Marines and thus risk failure in achieving the goal itself.

As SNCOs, we are expected above all else to be leaders. Although the Marine Corps will not necessarily require more intelligent Marines to deal with future conflicts, changes to our leadership is necessary to prepare our Marines for dealing with the unanticipated scenario.

Info From the Enlisted Occfld 46 Specialist
Master Sergeant Mattocks

Greetings VI Marines,

I will keep my message in plain English and to the point:

As your Enlisted OccFld Specialist, my goal is to share knowledge with the VI community, thus allowing us to make a positive impact on our future with well-informed decisions. Here's this month's scoop:

1. **Bonus Time** for **4612 Combat lithographer** that reenlist after June 03 in Zone B (6 to 10 years) and Zone C (10 to 14 years), must be active service to qualify for the multiple of (1). MarAdmin 275/03

2. The Annual **FY04 Occupational Field 46 Formal School Call-up** message will be released soon. Officers and SNCO need to read the message carefully, due to limited school seats, please rank your candidates within your command. The course that is critical for that Marine will be annotated next to his or her name.

3. **"Know your Job!"** Whether you are Combat Photographer, Combat Videographer, Combat Lithographer, or Combat Illustrator, there is no greater feeling than knowing your JOB! For the Marines that are submitting imagery, I salute you! Because you are the ones that understand our mission. Special acknowledgement for those who have had their images on the Daily Power. Whether you are in combat or not—submitting imagery is what we do best! This would apply to our Combat Illustrators and Combat Videographers as well!

4. **Stay connected!** Stay in contact with your VI Community, be sure to read the VI Flash, monitor the VIM web site, and utilize Marine On Line.

Lastly, I want to re-emphasize **"Manage Your Careers!"** Plan a year out in regards to your future geographic location, Special duties, formal schools, and Officer Programs. This works best when you seek the guidance of your Officers and Staff Non-Commissioned Officers. Stop/Move has been lifted and your input is one of the variables considered in your next assignment. However, the needs of the Marine Corp's will have the final say and once orders are generated, **"Execute!"**

Proud to serve,
MSgt Vonzell A. Mattocks

Marine Corps Systems Command,
Visual Information Systems
CW04 Wayne H. Golwitzer
VI Procurement Officer

MARCORSYSCOM conducted market research/analysis on the next generation of Digital Still Camera for the Marine Corps, and this research began in December 2002.

The need to conduct this research was facilitated by several factors:

1. Older technologies currently in use (Kodak DCS 720)
2. Discontinuing of the DCS Series Cameras
3. Availability of repair and warranty on DCS cameras
4. Upgrade to new technologies (6 Megapixel or higher)

There were many decision factors and criteria that went into the selection process and they were as follows:

1. Availability of a camera (platform) within 3 months.
2. 6 Megapixel or Above
3. Advanced technologies CMOS vs. CCD imaging systems
4. Maintenance and Warranty Support
5. Platform Cost
6. Availability of the platform in the Marine Corps or CLS supply systems
7. Interoperability with other programs e.g. MAGTF SID's, Counter Intell, TACPHOTO, C2PC etc..
8. File size in relation to Bandwidth for transmission of imagery
9. File size in relation to computing power required to manipulate imagery and compress for transmission
10. Image quality vs. Cost
11. Availability of accessories and accessories line.
12. Past performance
13. Historical documentation on performance under operational conditions (SOCOM/Army/Navy/Air Force/USMC/DoD/FBI/CIA)

The search lead to three potential competitors and associated models.

1. Nikon (D1X/D100)
2. Kodak (Pro14N)
3. Canon (10D/Canon 1DS)

Results:

Nikon:

Pro:

- Used as the Marine Corps primary camera platform for 20+ years.
- Trained at DINFOS.
- Accessories
- Availability (3 months)

Cons:

- Utilizes older CCD technologies
- Maintenance and warranty support problems identified by SOCOM/FBI/Navy/CIA
- Equipment failure rate of over 50% under combat/field conditions identified by SOCOM/Navy/CIA/USMC
- No migration plan for CMOS technology

Kodak

Pro:

- Highest resolution (14 Megapixel)
- Built on modified Nikon body (individual familiarity)
- Technology (CMOS)

Con:

- Ergonomics (buttonology, layout)
- Cost
- Pre-release model (engineering flaws)
- Camera, due to engineering glitches and production tooling, will not be ready for market in stated timeframe
- Ruggability questionable
- Nikon dependant

Canon

Pro:

- Cost
- Maintenance and Warranty Support
- Technology (CMOS)
- Product line range Canon models currently in Marine Corps Supply System (6-11 Megapixels)
- Accessories
- Proven track record and reliability SOCOM/CIA/USMC in use today
- Availability (3 months)

Con:

- Layout and buttonology (Fields utilized Nikon for 20+ years)
- One GSA vendor for Canon Products
- Many Nikon components in use today

Based upon the above factors the Canon 10D proved to be adequate for accomplishing both VI/PA missions. The current fielding data and fielding plan for the operational forces does support a change in platforms because the Combat Still Acquisition System is replaced on a three (3) life-cycle-all components. The same rationale holds true for operational PA units.

The first systems containing the Canon platform (10D) are being fielded to 1st Marine Division to replace combat losses. All six (6) kits will be replaced during FY 2003.

A higher end (specialty) system is in the works and is based on the Canon 1DS (11 Megapixel) camera for the Combat Camera Units. This kit contains both a 600mm and 1200mm lens, NVG, and doublers give CCU's an effective 2400mm capability. This system will be part of the TIPS and not individual issue.

Garrison

Garrison units are encouraged to begin shifting platforms; however, MARCORSSYSCOM can not direct or force feed a local garrison commander a specific platform since local commands do not have T/E's and are afforded wide latitude in procuring equipment to support their particular mission. The Canon products will be included on the buyer's guide MARCORSSYSCOM is publishing.

CWO4 Wayne H. Golwitzer

Team Leader

Visual Information Systems

PM TMDE

Marine Corps Systems Command

Quantico, VA

Marine Corps Combat Development Command
Materiel Requirements Division
CWO2 John Crone
Audiovisual Requirements Officer

DWG:

The last DOTMLPF Working Group was held on 20 May. As a reminder, this is where all UNS's are briefed to the advocates and voted on for entrance into the CDTs as an official validated requirement. During this DWG there were two UNS briefs that were of concern for the 46xx community. The first was the UNS for PsyOps. Maj. Core, CWO Golwitzer, and myself sat in on this to obtain situational awareness and answer any VI related questions. Maj. Werth from PP&O briefed a requirement to stand up a PsyOp organization within the Marine Corps. The UNS and the brief made specific reference to the 46xx community as being a part of the solution and with possible impacts to our individual ITS's and a plus up to our T/O. A major part in this initiative would be the printing of propaganda leaflets. After the brief, the panel voted that it was a valid requirement and I am currently awaiting the Solution Planning Directive or SPD to move forward with developing the requirements documents. I do not have the lead on this requirement but will definitely be a part of the IPT for developing the documents.

The second UNS that was briefed was the requirement for a standard job order database. The UNS submitted by WO Chasse addressed the need for a standard database for all CVIC's. Since this is an IT related UNS, Wayne Biemolt from HQMC C4 was tasked with developing and presenting the brief for the DWG as he is the requirements officer for all IT UNS's. Together, Wayne and I put the information together for the brief that was presented to the DWG under a new standard format that was recently developed. In the past, there was no standard. Some briefers would have slides, some would not, some had handouts and others didn't. To alleviate the disparity between these briefs, the EFDC implemented the new format. After the brief and some questions, the panel voted that it was a valid requirement and tasked HQC4 to form an IPT to develop the parameters for the database.

On the Horizon:

- The TIPS Combat Camera Imagery System was briefed to the Approved Acquisition Objective IPT (AAO/IPT). This is where a panel of representatives from DOTMLPF is briefed and vote to determine how many systems will be developed. After my briefing and answering a few questions on capabilities and T/O reengineering, the panel approved the procurement of 12 systems.
- The UNS for the transition to DTV was approved by the DWG as I had mentioned in a previous Flash article. The advocate has staffed and now has an approved Solution Planning Directive (SPD). What this means is that I now have my marching orders and authority to develop an IPT to begin drafting the necessary requirements documents. Look for a naval message soon to various commands to participate in this IPT. I will be seeking reps from the OpFors and garrison units as well SysCom, Training, and VIM.

- I am completing the re-write of the SON for the TIPS to reflect the change from CCIS and the AAO numbers. I will present this at the ComCam conference in August before I send it in for signature.
- The UNS for the Reproduction Equipment set (RES) is being drafted and will be scheduled for the next DWG as soon as it hits the system. This UNS addresses the need to transition to newer technology in the equipment contained in the reproduction facility as well as reducing footprint. It also addresses the issue of where the capability should be located such as the FSSG. More to follow.
- Requirements Officer to attend the COMCAM conference in August.

POM:

As you may already know, all validated requirements that are signed by APMC compete for funding in the POM with all other programs. This is done every two years; the most recent was completed for POM FY04. The next POM will be for FY06 funding. The deadline for POM 06 is 9/1/03. All programs that desire to compete in the FY06 POM must have all MROC approved documents signed by 9/1/03. What this means is that requirements docs must be signed by this date so all UNS's that require a new MNS and/or CPD must be submitted ASAP so the process can begin and all IPT's can be formed and all documents can be drafted and staffed in time to be reviewed by the MROC. Keep in mind that most of the programs I deal with are abbreviated programs that only require a SON and are approved by CG MCCDC vice APMC and therefore do not have to go before the MROC.