



UNITED STATES MARINE CORPS  
MARINE AIR GROUND TASK FORCE TRAINING COMMAND  
MARINE CORPS AIR GROUND COMBAT CENTER  
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04 JUN 2014

From: Commanding General  
To: Distribution List

Subj: MARINE AIR GROUND TASK FORCE TRAINING COMMAND/MARINE AIR GROUND COMBAT CENTER CAMPAIGN PLAN FOR 2014-2022

Encl: (1) MAGTFTC/MCAGCC Staff Directorate Goals and Objectives  
(2) Major Subordinate Command/Directorate Goals and Objectives

1. Forward

This Campaign Plan establishes our priorities, objectives, and goals using an eight-year planning horizon that matches the Marine Corps Service Campaign Plan. The format should look familiar: it follows the basic five-paragraph design we typically use to publish guidance and direction. Targeted for use by staff personnel, subordinate commanders and other leaders, the aim is to look out beyond the current fiscal year and identify tasks - with associated due dates - that support the dual mission of Marine Air Ground Task Force Training Command/Marine Corps Air Ground Combat Center (MAGTFTC/MCAGCC). This document is intended to be a usable reference, not an encyclopedic summary of all assigned tasks. It will be updated and republished biennially, or more frequently as directed by the Commander.

To aid in planning and assessing our progress, we divided the eight-year planning horizon into two parts, which you'll find within the Execution paragraph. Listed first are the near-term goals and intermediate objectives, to be accomplished over the next two years. These tasks are more specific in nature and more clearly defined in scope based on current Marine Corps priorities, available resources, and known timelines. For some of the listed goals there are subordinate intermediate objectives; satisfying the intermediate objective(s) directly contributes to accomplishment of the listed goal.

The second section begins at the two-year mark and extends out to eight years - the overall planning horizon for this Campaign Plan. Goals and objectives in this second section are more broadly stated, and associated timelines represent targets rather than hard due dates. These tasks will be refined over time, as requirements evolve and resource projections are replaced by specific manpower, fiscal, and prioritization decisions.

MAGTFTC/MCAGCC is essentially one headquarters with two complementary missions:

MAGTFTC: Develop, coordinate, resource, and execute individual, collective, component and integrated MAGTF training via live-fire, virtual,

Subj: MARINE AIR GROUND TASK FORCE TRAINING COMMAND/MARINE AIR GROUND  
COMBAT CENTER CAMPAIGN PLAN FOR 2014-2022

and constructive Service-sponsored exercises and formal schools in order to prepare combat ready forces, trained to a common standard, to Combatant Commanders for current and future operational environments.

MCAGCC: Provide and manage facilities, Service and support to forces and families permanently assigned or participating in training aboard the Combat Center in order to ensure readiness of MAGTFTC as well as the welfare of personnel and families.

This Campaign Plan supports these dual roles and serves as a guide to help ensure both consistency and continuity in our efforts, at all levels. Measuring progress towards achieving the listed goals and objectives begins with the establishment of priorities that focus resources where they are needed most. What follows is the necessary practice of assessment - essentially a bottom-up process that answers the question "Are we on track to accomplish the tasks we were given?" Monitoring progress, on the other hand, remains primarily a higher headquarters function, centralized within the MAGTFTC/MCAGCC Assistant Chief of Staff (AC/S) G-3. Quarterly updates to the Commanding General (CG) will ensure a common sight picture across the command, providing situational awareness with enough lead time to adjust priorities as necessary and focus resources where they are needed most.

## 2. Situation

a. General. The decade characterized by Operation Iraqi Freedom and Operation Enduring Freedom is drawing to a close as the Marine Corps refocuses on Crisis Response and expeditionary operations. MAGTFTC/MCAGCC currently operates in this period of transition. The requirement to develop and execute Service-level programs for counter-insurgency and regionally aligned pre-deployment training is shifting in favor of more traditional general purpose Crisis Response Force training across the Range of Military Operations (ROMO).

b. Higher. As MAGTFTC/MCAGCC is essentially one headquarters that supports two distinct missions, unity of effort demands that we nest our command mission statements within those of our higher headquarters. What follows is a summary of these missions, inclusive two-levels of command above MAGTFTC/MCAGCC.

(1) Marine Corps Combat Development Command Mission: Integrate Marine Corps warfighting capabilities to enable the Marine Corps to field combat-ready forces.

(2) Training and Education Command (TECOM) Mission: Develop, coordinate, resource, execute, and evaluate training and education concepts, policies, plans, and programs to ensure Marines are prepared to meet the challenges of present and future operational environments.

b. Challenges. A ready posture as the nation's Crisis Response Force requires an agile and robust MAGTF training effort that prepares our Marines

Subj: MARINE AIR GROUND TASK FORCE TRAINING COMMAND/MARINE AIR GROUND  
COMBAT CENTER CAMPAIGN PLAN FOR 2014-2022

for recurring Unit Deployment Program obligations, assignments to a Marine Expeditionary Unit or a Marine Expeditionary Brigade, and/or fulfillment of persistent Special MAGTF Crisis Response missions. Additionally, we must continue to integrate lessons learned from the past decade, while introducing new equipment and capabilities as they replace legacy systems. Expeditionary Force 21 and its distributed operational concept mandates an ability to execute command and control across greater geographic distances. We must train in the live, virtual and constructive realms, developing capabilities to operate both non-kinetically (e.g., in the cyberspace environment) as well as kinetically (e.g., in the domain of digital fires). Finally, we must be prepared to do so while facing an uncertain future that follows the reduction and elimination of Overseas Contingency Operations funding, the curtailment of military construction and Operation and Maintenance appropriations, and Service-wide manpower adjustments while properly maintaining and improving training facilities and capabilities across the expanding MCAGCC and MAGTC range complexes.

3. Mission. To publish a Campaign Plan that establishes organizational guidance, initiatives, goals and objectives to enable MAGTFTC/MCAGCC to plan, execute, sustain and assess training in support of MAGTF operational requirements and the Commandant's Title 10 U.S.C. responsibilities to Combatant Commanders.

4. Execution

a. Commander's Intent

(1) This Campaign Plan essentially provides a roadmap for MAGTFTC and MCAGCC, identifying key goals and objectives that support our overall mission. Each goal and objective is linked to one or more Lines of Effort (LOEs), as detailed in the Coordinating Instructions. Collectively, accomplishment of goals and objectives directly contributes to progress within the Lines of Effort.

(2) MAGTFTC/MCAGCC will actively track accomplishment of published goals and objectives in order to monitor overall progress of the command.

(3) Although there will be a formal review and annual republication of this Campaign Plan, it also serves as an online working document for subordinate elements and MAGTFTC/MCAGCC staff sections. There are provisions to regularly update this plan as goals are reached, and as objectives are accomplished. There are also means to add goals and objectives that surface between formal quarterly and annual reviews. Taken together, these additional measures allow for a more "real-time" picture of where the Command is headed, and progress attained throughout the year.

b. Concept of Operations

(1) Nomination and approval of goals and objectives is a bottom-up process. Subordinate commanders and AC/S - having analyzed their assigned

Subj: MARINE AIR GROUND TASK FORCE TRAINING COMMAND/MARINE AIR GROUND  
COMBAT CENTER CAMPAIGN PLAN FOR 2014-2022

mission - shall identify those key goals and objectives that will directly contribute toward accomplishment of the mission. They also identify linkages to Line(s) of Effort and propose an aggressive, but realistic timeline for completion.

(2) The CG is the approval authority for proposed new goals and objectives. Once approved, they are immediately incorporated into this Campaign Plan and tracked accordingly within the MAGTFTC/MCAGCC Headquarters.

(3) At the discretion of the CG, this Campaign Plan may be discussed and reviewed at the periodic MAGTFTC Commanders' meetings and conferences held throughout the year.

(4) CG, MAGTFTC/MCAGCC will provide semiannual updates to CG, TECOM on progress of actions listed within this Campaign Plan.

c. Tasks

(1) The quarterly MAGTFTC Commanders' Conference is the senior forum where training and support issues are collectively addressed and future decisions regarding the way forward for this command are rendered. From this conference body, subordinate commands, directorates, sections, and supporting activities shall submit recommendations for modifications. Additions for incorporation to this plan will be consolidated by the AC/S, G-3 and forwarded to the Commanding General for consideration.

(2) Periodically, the need will arise to submit new goals and objectives prior to formal quarterly and annual reviews. The impetus will likely come from Service venues outside of the purview of this command. In order to remain responsive to the needs of the OPFOR, MCAGCC/MAGTFTC commands, directorates, sections, and supporting activities will maintain a proactive relationship with the following entities:

(a) Operational Advisory Groups (OAGs). OAGs provide a forum to discuss and generate consensus on functionality or component-specific issues. This command will use these venues to staff relevant training issues, influence future Service-training initiatives, or as a means of anticipating training requirements for Operation Force units.

(b) United States Marine Corps (USMC) Force Synchronization Conference. Hosted by Marine Forces Command, this conference synchronizes the scheduling, allocation, resourcing and Service-level training of deploying units in support of Global Force Management. The AC/S G-3, AC/S G-4, and various MAGTFTC representatives attend this conference quarterly to help shape future MAGTFTC/MCAGCC goals and objectives as appropriate.

(c) USMC Operations Summit. The Service's Operations Summit is hosted by Deputy Commandant Plans, Policies and Operations; and is used to manage ongoing operations of the Marine Corps and to inform the Executive Offsite of issues requiring its attention. This command supports the

Subj: MARINE AIR GROUND TASK FORCE TRAINING COMMAND/MARINE AIR GROUND  
COMBAT CENTER CAMPAIGN PLAN FOR 2014-2022

quarterly summit by sending the AC/S, G-3. The summit helps to inform the CG of future Service training requirements based upon operational need.

d. Coordinating Instructions

(1) This Campaign plan will be executed along five Lines of Effort. Our LOEs establish broad focus areas that coordinate our individual efforts. They are not meant to be restrictive; rather they are intended as a means of organization and assessment for the command goals and objectives as detailed in Enclosures (1) and (2).

(2) All initiatives undertaken by MCAGCC/MAGTFTC commands, directorates, sections, and supporting activities will facilitate the accomplishment of one or more of the stated goals and intermediate objectives. The Office of Primary Responsibility for the development, management, and assessment of the LOEs is noted in parentheses. The five MCAGCC/MAGTFTC LOEs are:

(a) LOE 1: Support OPFOR training requirements (G-3). Provide quality training and exercise programs as well as MOS-enhancing formal schools that prepare the elements of the MAGTF to deploy and function across the ROMO.

(b) LOE 2: Support Service requirements (G-3). Ensure Service-sponsored training exercises, curriculums, and programs are optimally balanced between current USMC Title 10 U.S.C. core competencies and emerging Service requirements.

(c) LOE 3: Manage and maximize resources (G-4). Manage resources efficiently to maximize the quality of training within any given personnel, financial, and/or materiel means, and within the available time-to-train in concert with current operational tempo.

(d) LOE 4: Enhance training proficiency in the integration of MAGTF elements (G-3). Standardize command-level processes that establish a mechanism for continuous improvement across the MAGTF Training Program continuum from exercise design to curriculum development to personnel utilization.

(e) LOE 5: Lead Marines and support families (Headquarters Battalion). Foster an environment that promotes professional opportunities and a worthy quality of life that nurtures and supports our workforce - comprised of skilled and dedicated professionals including military members, civilians, and their families - in a manner that contributes to the overall success of the MAGTFTC/MCGACC mission set.

5. Administration and Logistics

a. Administration

Subj: MARINE AIR GROUND TASK FORCE TRAINING COMMAND/MARINE AIR GROUND  
COMBAT CENTER CAMPAIGN PLAN FOR 2014-2022

(1) The AC/S, G-1 will make all documents associated with this Campaign Plan available via the Nonsecure Internet Protocol Router common access domain. The AC/S, G-1 will promulgate quarterly updates to this plan on the Command's homepage and SharePoint for maximum utility.

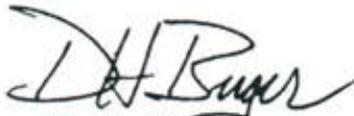
(2) The AC/S, G-3 is assigned to conduct progress assessments, document updates, and coordination of tasks assigned to staff departments and supporting training commands and directorates.

b. Logistics. Omitted.

6. Command and Signal

a. Command. The MAGTFIC/MCAGCC Campaign Plan will inform the development of future command initiatives and efforts while establishing goals and priorities to guide the future development and execution of the Commandant of the Marine Corps MAGTF Training Plan.

b. Signal. This Campaign Plan goes into effect the date it is signed.



D. H. BERGER

## MAGTFTC/MCAGCC STAFF DIRECTORATE GOALS AND OBJECTIVES

1. This Campaign plan will be executed along five Lines of Effort. Our LOEs establish broad focus areas that coordinate our individual goals and intermediate objectives.

2. All initiatives undertaken by MCAGCC/MAGTFTC staff directorates, sections and supporting activities will facilitate the accomplishment of one or more of the goals and intermediate objectives as outlined below.

### 3. G-1 Manpower.

a. Goal (0-2 years): Develop MAGTFTC personnel assignment phased rotation plan that facilitates cross-decking personnel between MSCs in order to meet mission requirements.

(1) Intermediate Objective: Validate/confirm "like" grade/BMOS structure across all MAGTFTC T/Os for officer and enlisted personnel.

(2) Intermediate Objective: 29 Palms MAGTFTC SMEs determine which "like" billets are suitable for rotational assignment, as well as minimum assignment length.

(3) Intermediate Objective: MSC Working Group to develop way ahead for which billets will serve as initial assignment, which as secondary assignment. A 3-year tour at MAGTFTC might look like 18-24 months at one MAGTFTC MSC with the remainder PCA'd to another MSC.

(4) Intermediate Objective: MSC WG review DCTB for officers/enlisted personnel assigned to rotational billets to develop initial implementation timeline.

(5) Intermediate Objective: Develop timeline for phased implementation of subsequent personnel rotation(s).

(6) Intermediate Objective: Implement plan.

### 4. G-3 Operations and Training.

a. Goal (0-2 years): Develop and adopt a common scenario, based on the LSE scenario (MAGTFTC Scenario), in order to support the objectives of the MAGTFTP. (G3 Plans)

(1) Intermediate Objective: Identify training objectives, resources and requirements needed to implement a MAGTFTC scenario for BSTP, ITX, MTX and LSE.

(2) Intermediate Objective: MSCs provide Statements of Work based on requirements for IMLOC, TMIC, TLX, and MTX.

(3) Intermediate Objective: MAGTFTC scenario adopted into BSTP, ITX, LSE by summer 2014.

(4) Intermediate Objective: Direct and participate in planning, preparation, execution, and assessment phases as they relate to the MAGTFTC Scenario implementation.

(5) Intermediate Objective: Implement MAGTFTC Scenario into TLX, MTX and BSTP.

b. Goal: (0-2 years) Update the range capabilities along Range Range Road. (G3 Ranges)

(1) Intermediate Objective: Update the MCAGCC Range Complex Management Plan (RCMP) that will provide current range capability short-falls and future considerations.

(2) Intermediate Objective: Work with tenant units to identify priority of work to be completed using local resources and Submit MILCON projects, if required.

(3) Intermediate Objective: Provide multi-purpose ranges that can easily be reconfigured as requirements change with the use of portable range structures and target systems where feasible.

c. Goal: (0-2 years) Develop a home station range complex. (G3 Ranges)

(1) Intermediate Objective: Continue to work with 7th Marines in the refinement of R-105A that currently provides a suite of temporary range capabilities while developing a more diverse permanent range complex.

(2) Intermediate Objective: Apply local resources in the development of the range complex and submit MILCON projects, if required.

(3) Intermediate Objective: Provide a diverse range complex specifically designed for home station requirements; giving them exclusive use and scheduling oversight.

d. Goal: (3-8 years) Acquire delegated airspace in support of ITX. (G3 Ranges)

(1) Intermediate Objective: Increase existing airspace altitude to accommodate AC activities.

(2) Intermediate Objective: Coordinate the use of VFR (below 18K FT MSL) airspace with the FAA.

(3) Intermediate Objective: Delegated airspace assigned to the MCAS Yuma Combined Enroute Radar Approach Control (CERAP) ATC facility to allow for greater lateral separation for training activities within the R-2501 and field operations at the SELF.

#### 5. G-4 Installations and Logistics.

a. Goal (0-2 years): Develop MAGTF/TC/MCAGCC Installation Master Plan.

(1) Intermediate Objective: Validate tenant/supported command requirements.

(2) Intermediate Objective: Use Basic Facilities Requirement (BFR) to determine deficiencies.

(3) Intermediate Objective: Train Public Works planners on Uniform Facilities Criteria (UFC) compliance.

(4) Intermediate Objective: Assess facilities against requirements using BFR.

(5) Intermediate Objective: POM MILCON to meet master plan mission requirements.

b. Goal (0-2 years): Create preventative and long range Capital Improvement Plan.

- (1) Intermediate Objective: Establish requirements branch within Public Works Division.
- (2) Intermediate Objective: Become Power User of USMCmax.
- (3) Intermediate Objective: Implement the Work Induction System.
- (4) Intermediate Objective: Organize and resource formal inspection plan.
- (5) Intermediate Objective: Create integrated priority list that aligns projects to budget.

c. Goal (0-2 years): Partner with support Commands & Tenants on facilities stewardship.

- (1) Intermediate Objective: Conduct Zone Inspection Program (Visit all facilities annually).
- (2) Intermediate Objective: Establish Self-Help Program.
- (3) Intermediate Objective: Establish 'Marines for Maintenance' Program.
- (4) Intermediate Objective: Leverage contract vehicles to support facilities.

d. Goal (0-2 years): Develop Camp Wilson / SELF Master Plan.

- (1) Intermediate Objective: Complete ACE C2 compound.
- (2) Intermediate Objective: Determine UAE Presidential Guard requirements.
- (3) Intermediate Objective: Disposal of ACE trailers
- (4) Intermediate Objective: Transfer control of ATG facilities to G-3 & ELCC.
- (5) Intermediate Objective: Relocate VMU-3 trailers/sun shades to SELF (UAS area).
- (6) Intermediate Objective: Coordinate with DLA for fuel optimization study.
- (7) Intermediate Objective: Conduct SELF requirements conference with 3D MAW.
- (8) Intermediate Objective: Develop UAS areas (SELF).
- (9) Intermediate Objective: Upgrade MAGTF HQ C2 Facilities (electrical / communications).
- (10) Intermediate Objective: Construct multi-use classroom facility.
- (11) Intermediate Objective: Refurbish Battalion Aid Station (B5424).
- (12) Intermediate Objective: Upgrade Chow Hall: Equipment replacement/maintenance plan.
- (13) Intermediate Objective: Support execution of P159.
- (14) Intermediate Objective: Modernize fuel operations (equipment & management).
- (15) Intermediate Objective: Replace tent city / Construct additional K-Spans.
- (16) Intermediate Objective: Designate long-term location for Field Ammunition Supply Point (FASP).

e. Goal (0-2 years): Optimize ESD equipment set & workforce.

- (1) Intermediate Objective: Validate Baseline Plus ITX EDL.

- (2) Intermediate Objective: Submit TOECR(s) based on new/validated equipment requirements.
- (3) Intermediate Objective: Determine workforce requirements for new EDL.
- (4) Intermediate Objective: Develop plan to mitigate workforce deficiencies.
- (5) Intermediate Objective: Update budgetary (M&S, etc) requirements.
- (6) Intermediate Objective: Identify underutilized TAMCNs (refine ETX IDL).
- (7) Intermediate Objective: Assess select 'B' TAMCN(s) and utilization.

f. Goal (0-2 years): Improve GCSS-MC performance to increase equipment readiness.

- (1) Intermediate Objective: Enhance warehouse capacity to support additional inventory.
- (2) Intermediate Objective: Collaborate with FSMAO (to improve RO fill rates).
- (3) Intermediate Objective: Establish Class IX/DSI Operations Section.
- (4) Intermediate Objective: Collaborate with GCSS-MC Program Office on Enterprise Level Management Reports.

g. Goal (0-2 years): Optimize BEQ utilization.

- (1) Intermediate Objective: Establish Centralized Billeting Office (B1455).
- (2) Intermediate Objective: Improve utilization / compliance of Enterprise Military Housing (eMH) system.
- (3) Intermediate Objective: Introduce vandalism reduction initiatives.
- (4) Intermediate Objective: Establish GEO bachelor quarters.
- (5) Intermediate Objective: Vacate and demolish trailers (for demolition) formally used as GEO quarters.
- (6) Intermediate Objective: Whole Room Concept (WRC) for BEQ 1423 / 1429 / 1607.
- (7) Intermediate Objective: Rehab and WRC for BEQ 1466 / 1467.
- (8) Intermediate Objective: Execute billeting plan as approved by CG MCAGCC.
- (9) Intermediate Objective: Convert BEQ 1636 to Transient Quarters (TQ).
- (10) Intermediate Objective: Paint exterior of all TQ buildings.
- (11) Intermediate Objective: Rehab and WRC for TQ buildings 1547/1548.
- (12) Intermediate Objective: Rehab TQ buildings 1567 / 1562 / 1564 / 1566.
- (13) Intermediate Objective: Rehab and WRC of BEQ 1443.
- (14) Intermediate Objective: TQ Laundry Room Facility.

h. Goal (3-8 years): Ensure MCAGCC water security.

- (1) Intermediate Objective: Install meters (on potable water lines).

- (2) Intermediate Objective: Renew USGS long term water monitoring contract.
- (3) Intermediate Objective: Explore stormwater capture and reuse for irrigation.
- (4) Intermediate Objective: Water quality study for Deadman Sub-basin.
- (5) Intermediate Objective: Investigate water treatment technologies (Chrome VI / Deadman Sub-Basin).
- (6) Intermediate Objective: Promote water conservation/sustainability awareness.
- (7) Intermediate Objective: Develop oil water separator operational SOP.
- (8) Intermediate Objective: Increase usage of recycled water.
- (9) Intermediate Objective: Develop / construct new waste water treatment facility.
- (10) Intermediate Objective: Promote use of 'Zeriscape' on installation.
- (11) Intermediate Objective: Develop / construct water treatment plant.
- (12) Intermediate Objective: Improve water quality tracking/modeling projecting for regulatory issues.

i. Goal (3-8 years): Ensure environmental sustainability for training areas.

- (1) Intermediate Objective: Implement Integrated Natural Resources Management Plan (INRMP).
- (2) Intermediate Objective: Conduct environmental requirements for land acquisition.
- (3) Intermediate Objective: Conduct translocation and bio monitoring for Desert Tortoise.
- (4) Intermediate Objective: Enhance Conservation Law Enforcement Program.
- (5) Intermediate Objective: Repair archeological sites (as required).
- (6) Intermediate Objective: Develop new INRMP (2017)
- (7) Intermediate Objective: Develop new Integrated Cultural Resources Management Plan (2017).
- (8) Intermediate Objective: Renegotiate Programmatic Agreement (2021).

j. Goal (3-8 years): Enhance waste management.

- (1) Intermediate Objective: Develop replacement repair models for Qualified Recycling Program Equip.
- (2) Intermediate Objective: Complete business case analysis of solid waste / recycling operations.
- (3) Intermediate Objective: Continue to promote substitution of hazardous materials w/green products.
- (4) Intermediate Objective: Perform risk assessment of hazardous waste facility / operations.

(5) Intermediate Objective: Update installation operational permit / Joint Technical Document (JTD).

(6) Intermediate Objective: Develop project requirements for MILCON (Material Recycling Facility).

(7) Intermediate Objective: Increase recycling agility based on market demands.

6. G-5 Community Plans and Public Affairs.

a. Goal (0-2 years): Continue to implement the Encroachment Control Plan (ECP).

(1) Intermediate Objective: Validate/ confirm ECP reoccurring requirements

(2) Intermediate Objective: Determine funding requirements.

(3) Intermediate Objective: Complete ECP POA&M 2014.

(4) Intermediate Objective: Conduct SWOT analyst on ECP and Real Estate engagement plans.

(5) Intermediate Objective: Assess requirements and submit long term fiscal requirement.

(6) Intermediate Objective: Implement long range ECP and Real Estate engagement plan.

b. Goal (0-2 years): Continue to monitor external development.

(1) Intermediate Objective: Conduct preliminary Internal Workshop on external monitoring.

(2) Intermediate Objective: Conduct Final Workshop on external monitoring.

(3) Intermediate Objective: Validate external monitoring requirements across entire land use spectrum.

(4) Intermediate Objective: Develop and implement external monitoring POA&M.

(5) Intermediate Objective: Conduct Internal inspection of program.

c. Goal (0-2 years): Develop and implement Johnson Valley NDAA requirements for Strategic Engagement and Resource Management Council.

(1) Intermediate Objective: Validate Resource Management Group requirements.

(2) Intermediate Objective: Determine long range resource requirements.

(3) Intermediate Objective: Complete internal reorganization to support the RMG.

(4) Intermediate Objective: Conduct internal SWOT analysis on RMG.

(5) Intermediate Objective: Implement SWOT requirements RMG.

(6) Intermediate Objective: Determine permanent office space/setup requirement.

(7) Intermediate Objective: Determine way-ahead for future RMG meetings and support requirements.

(8) Intermediate Objective: Develop and implement long range Strategic Engagement Plan.

d. Goal (0-2 years): Develop and implement the long term Public Affairs reorganization.

(1) Intermediate Objective: Validate/ confirm MAGTFTC/MCAGCC PAO manning levels from HQMC.

(2) Intermediate Objective: Determine long range resource requirements.

(3) Intermediate Objective: Complete internal reorganization to support decreased manning

(4) Intermediate Objective: Conduct internal SWOT analysis on PAO way ahead.

(5) Intermediate Objective: Implement SWOT requirements for Public Affairs.

(6) Intermediate Objective: Determine permanent office space/setup requirement.

(7) Intermediate Objective: Develop and implement long range Strategic Engagement Plan.

7. G-6 Communications and Information Systems.

a. Goal (0-2 years): Identify requirements and provide communications support for Land Expansion project.

(1) Intermediate Objective: Perform the coverage survey.

(2) Intermediate Objective: Identify gaps in coverage.

(3) Intermediate Objective: Recommend COA's to meet coverage requirement.

(4) Intermediate Objective: Implement a non-MILCON interim solution that facilitates key training objectives (IOC).

(5) Intermediate Objective: Execute combination of Military Construction and Program of Record system(s) that provides a sustainable solution to the full spectrum of training requirements.

b. Goal (0-2 years): Enable Marine Corps Network unification.

(1) Intermediate Objective: Complete transition to Next Generation Enterprise Network (NGEN).

(2) Intermediate Objective: Unify all data networks.

(3) Intermediate Objective: Unify voice, video and data.

c. Goal (0-2 years): Obtain 100% accreditation of all Information Systems

(1) Intermediate Objective: Identify all unaccredited systems.

(2) Intermediate Objective: Accredite all high risk systems.

d. Goal (3-8 years): Establish Joint Training and Experimentation Network (JTEN) and Navy Continuous Training Environment (NCTE) presence.

(1) Intermediate Objective: Upgrade JTEN Battle Simulation Center presence to a JTEN2 presence in the new G-6 building.

(2) Intermediate Objective: Navy Continuous Training Environment (NCTE) presence.

(3) Intermediate Objective: Develop Link 16 capability

- (4) Intermediate Objective: Develop Joint Strike Fighter support.
- (5) Intermediate Objective: Full integration of LVC training in both Service Level and Joint Events.

e. Goal (3-8 years): Establish Dense Wavelength Division Multiplexing (DWDM).

- (1) Intermediate Objective: Install a presence in each Area Distribution Node (ADN).
- (2) Intermediate Objective: Migrate off Asynchronous Mode Transmission (ATM) to Internet Protocol (IP) and allow near un-limited bandwidth for transport aboard MAGTFTC.
- (3) Intermediate Objective: Achieve near un-limited bandwidth transport between USMC Installations.

8. G-7 Mission Assurance.

a. Goal (0-2 years): Improve sustainability and viability of security measures aboard MAGTFTC, MCAGCC's installation and training complex.

- (1) Intermediate Objective: Implement the Marine Corps' enterprise Physical Access Control System at MCAGCC's and MWTC's access control points.
- (2) Intermediate Objective: Achieve final operating capability for the security of the Johnson Valley Training Area to maintain training area integrity.
- (3) Intermediate Objective: Upgrade MCAGCC's vehicle access control points to DOD standards.
- (4) Intermediate Objective: Enclave MCAGCC's main cantonment to enhance perimeter security.

b. Goal (0-2 years): Optimize MAGTFTC/MCAGCC law enforcement services.

- (1) Intermediate Objective: Implement MROC's decision for the Marine Corps Civilian Law Enforcement Program.
- (2) Intermediate Objective: Formalize and exercise the Security Augmentation Force agreement.

c. Goal (0-2 years): Optimize antiterrorism and force protection services.

- (1) Intermediate Objective: Implement the Palm Springs Security Liaison Program.
- (2) Intermediate Objective: Update the Highway 62 Safety Video and promulgate through the base's theater and television channel.

d. Goal (0-2 years): Enhance MCAGCC/MAGTFTC fire and emergency response services.

- (1) Intermediate Objective: Implement the Community Emergency Response Team Program.
- (2) Intermediate Objective: Install the E911 System at Building 2080 and consolidate the dispatch centers of MCAGCC's Fire Department and Provost Marshal's Office.

(3) Intermediate Objective: Incorporate the WebEOC software system into the standard operating procedures, drills, and exercises of MCAGACC's and MWTC's Emergency Operations Centers.

(4) Intermediate Objective: Implement communication enhancements at the Emergency Operations Center.

(5) Intermediate Objective: Upgrade four GS-07 Firefighter /Emergency Medical Technician positions to GS-09 Firefighter/Paramedic positions to improve advance life support capabilities and response to mass casualty incidents in the training area.

(6) Intermediate Objective: Relocate Fire Station #1 to Building 2081 to optimize fire and emergency response coverage.

9. G-8 Comptroller.

a. Goal (0-2 years): Acquire the resources necessary to meet MAGTFTC requirements for ITX, LSE, MNTX, WTI, TMIC and IMLOC missions and ensure the legal, effective, and efficient use of MAGTFTC resources.

(1) Intermediate Objective: Provide management and oversight of current year funds.

(2) Intermediate Objective: Conduct functions necessary to spend funds in accordance with an approved execution plan for MAGTFTC including MWTC, MAWTS, MCTOG and MCLOG.

(3) Intermediate Objective: Provide management and oversight of future budget year(s) resources via the Program Objective Memorandum (POM) process for MAGTFTC, MAWTS, MCTOG and MCLOG.

b. Goal (0-2 years): Educate personnel on Fiscal Law (G-8) and appropriate use of funds.

(1) Intermediate Objective: Validate personnel in Financial Management.

(2) Intermediate Objective: Determine the number of Anti Deficiency Act violations.

(3) Intermediate Objective: Develop and provide standardized fiscal guidance to financial managers.

(4) Intermediate Objective: Train personnel in Fiscal Law.

(5) Intermediate Objective: Fiscal Law training every 3 years to decrease number of formal Anti-Deficiency Act investigations.

c. Goal (0-2 years): Ensure POMs encompasses all requirements within the Future Years Defense Program.

(1) Intermediate Objective: Conduct Round Table with Program Managers to discuss future known requirements.

(2) Intermediate Objective: Train Program Managers on submission of POM.

(3) Intermediate Objective: Submit POM that best represent MCAGCC, 29 Palms.

d. Goal (0-2 years): Higher headquarters receive reasonable assurance from CG, MAGTF/TC/MCAGCC that internal controls are operating effectively.

(1) Intermediate Objective: Execute an annual MCMICP quality control review plan to validate Assessable Unit internal control reports and certification statements.

(2) Intermediate Objective: Conduct assessments and tests of internal controls that mitigate risks to life, property, or mission accomplishments.

(3) Intermediate Objective: Conduct reviews of corrective action plans for identified weakness.

e. Goal (0-2 years): Employees are recognized as effective and competent financial managers through official certification process.

(1) Intermediate Objective: Foster continuous learning so that employees attain Level 1, 2, or 3 Financial Management Certification as mandated by DOD.

(2) Intermediate Objective: Conduct reviews of employees' enrollment information in the Learning Management System.

(3) Intermediate Objective: Conduct evaluations of employees' academic courses to ensure that credit/semester hours are converted to competency course hours.

(4) Intermediate Objective: Conduct assessments of employees' Individual Development Plans and progress to ensure certifications are earned within 2 years.

f. Goal (3-8 years): An unqualified, clean audit opinion of the Marine Corps' financial statement is obtained.

(1) Intermediate Objective: Ensure sustainment of auditability.

(2) Intermediate Objective: Conduct reviews of Accounting Branch to measure timeliness, relevance, accuracy, comparability, and auditability of financial information.

(3) Intermediate Objective: Conduct reviews of Accounting Branch to verify that obligations, expenses, and liquidations are matched to source documents.

(4) Intermediate Objective: Conduct reviews of the Accounting Branch to determine the maintenance and retention of source documentation for 6 years and 3 months.

MAJOR SUBORDINATE COMMAND / DIRECTORATE GOALS AND OBJECTIVES

1. This Campaign plan will be executed along five Lines of Effort. Our LOEs establish broad focus areas that coordinate our individual goals and intermediate objectives.
2. All initiatives undertaken by MCAGCC/MAGTFTC commands, directorates, and supporting activities will facilitate the accomplishment of one or more of the goals and intermediate objectives, as outlined below.
3. Marine Corps Tactics and Operations Group (MCTOG).
  - a. Goal (0-2 years): Train and certify Operations Tactics Instructors (OTI) and Intelligence Tactics Instructors (ITI) via MCTOG courses of instruction.
    - (1) Intermediate Objective: Conduct three TMIC evolutions in FY-14 and FY-15.
    - (2) Intermediate Objective: Conduct a detailed after-action review after each course in order to prepare for next TMIC.
    - (3) Intermediate Objective: Maintain the consistent refinement effort for the most current tactics, techniques and procedures (TTPs) utilized in the GCE.
    - (4) Intermediate Objective: Provide support to re-write of the GCE OTTP that is currently at HQMC, PP&O in support of the development of the ITI curriculum.
  - b. Goal (0-2 years): Expand Battle Staff Training Program (BSTP).
    - (1) Intermediate Objective: Provide support to Battle Staff Training Programs (BSTP) for both the active duty and reserve components of the Marine Corps.
    - (2) Intermediate Objective: Execute battalion and regimental size BST opportunities for deploying units.
    - (3) Intermediate Objective: Maintain a BSTP team nested within the Operations Division for when the need arises for additional Subject Matter Expert (SME) support to units desiring training.
  - c. Goal (0-2 years): Synchronize GCE doctrine, training and readiness.
    - (1) Intermediate Objective: Attend pertinent conferences, meetings and work tasks associated with doctrine, standards and GCE training programs.
    - (2) Intermediate Objective: Support Training and Education Commands (TECOM) efforts in the authoring, revision and maintenance of the doctrinal writing effort.
    - (3) Intermediate Objective: Provide support to TTECG for the execution of Integrated Training Exercise (ITX).
    - (4) Intermediate Objective: Provide support to MWTC for the execution of Mountain Exercise (MTX).
    - (5) Intermediate Objective: Provide support to MAWTS-1 for the execution of Talon Exercise (TALONX) integration.

d. Goal (0-2 years) : Conduct Alternate Mission Rehearsal Exercises (AMRXs) for GCE units (SPMAGTF-CR).

(1) Intermediate Objective: Attend pertinent conferences, meetings and work tasks associated with doctrine, standards and SPMAGTF-CR training programs.

(2) Intermediate Objective: Develop and execute tailored MRX for SPMAGTF GCEs, when requested.

4. Marine Corps Mountain Warfare Training Center (MCMWTC).

a. Goal (0-2 years): Increase MAGTF element participation in MTX.

(1) Intermediate Objective: Establish routine participation in the MTX of a CLB detachment and aviation detachments of HMLA & HMH or HMM squadrons.

(2) Intermediate Objective: Assess command and control with Operations Tactics Instructor qualified personnel.

b. Goal (0-2 years): Complete Training Area Environmental Assessment (EA).

(1) Intermediate Objective: Complete section 106 consultations with State Historic Preservation Office.

(2) Intermediate Objective: Complete section 7 consultation with U.S. Fish and Wildlife Service.

(3) Intermediate Objective: Publish draft Environmental Assessment for Public Review.

c. Goal (3-8 years): Improve over-the-snow mobility.

(1) Intermediate Objective: Incorporate an effective military ski system for the Marine Corps.

(2) Intermediate Objective: Obtain a modern over-the-snow motorized vehicle that can sustain Marine Combat Operations in a snow-covered environment.

d. Goal (3-8 years): Achieve Energy Independence (off-the-grid).

(1) Intermediate Objective: Establish installation power generation with modern technologies negating the requirement for purchased electrical power from the regional utility grid.

5. Marine Corps Logistics Operations Group (MCLOG).

a. Goal (0-2 years): Improve training and certification of Expeditionary Logistics Instructors (ELI) via Marine Corps Logistics Operations Group (MCLOG) courses of instruction.

(1) Intermediate Objective: Conduct an Intermediate MAGTF Logistics Operations Course (IMLOC) Course Content Review Board to ensure curriculum development achieved program mandates.

(2) Intermediate Objective: Conduct IMLOC Beta course then formalize curriculum.

(3) Intermediate Objective: In coordination with MAGTFTC and operational forces, evaluate and determine the optimum number of courses to hold annually and ideal location in the TEEP.

(4) Intermediate Objective: Maintain currency in curriculum through assessments of operational and service level initiatives.

(5) Intermediate Objective: Enhance long-term development of the ELI by developing reset training and improving information management of the MCLOG SharePoint Site.

b. Goal (0-2 years): Improve the Battle Staff Training Program (BSTP).

(1) Intermediate Objective: Provide support to Battle Staff Training Programs (BSTP) for both the active duty and reserve components of the Marine Corps.

(2) Intermediate Objective: Execute battalion and regimental size BSTP for units prioritized by the service.

(3) Intermediate Objective: Improve upon training through evaluations and coordination with higher headquarters and adjacent commands.

c. Goal (0-2 years): Synchronize LCE Doctrine.

(1) Intermediate Objective: Update logistics doctrine publications in concert with TECOM, CD&I, I&L.

(2) Intermediate Objective: Build staff capacity to accomplish all doctrinal responsibilities.

(3) Intermediate Objective: Take proponent lead on all logistic publications under MCBul 5603.

(4) Intermediate Objective: Coordinate with ACE, GCE, and CE proponent leads on all logistics doctrinal issues.

(5) Intermediate Objective: Coordinate with other logistics SMEs on doctrine development.

d. Goal (3-8 years): Fulfill Strategic and Operational Level logistics educational gaps.

(1) Intermediate Objective: Develop an operational and strategic level educational seminar and continuum for Field Grade Officers and Senior SNCOs to close the identified educational gaps.

(2) Intermediate Objective: Create instructional curriculum and partnership with available resources to create the seminars and continuum.

(3) Intermediate Objective: Conduct Beta seminars and continuums to determine proper objectives and curriculum.

(4) Intermediate Objective: Determine seminar frequency requirements, cost requirements, and include in POM submission.

e. Goal (3-8 years): Staff civilian billets to provide capacity to achieve all tasks directed in the LTTEP.

(1) Intermediate Objective: Submit a strategic manpower plan to Total Force Structure Division via MAGTFTC and TECOM.

(2) Intermediate Objective: Attend a Civilian Uncompensated Review Board to justify funding for civilian labor.

(3) Intermediate Objective: Receive funding and recruit the most qualified personnel.

6. Marine Aviation Weapons and Tactics Squadron One (MAWTS-1).

a. Goal (0-2 years): Improve aviation training support to operating forces.

(1) Intermediate Objective: Maintain 2 WTI Courses per year.

(2) Intermediate Objective: Provide support to the rewrite of the WTPP.

(3) Intermediate Objective: Support the TOECR requiring WTI billets to maintain TS/SCI clearances.

(4) Intermediate Objective: Provide ACE BSTP in conjunction with each WTI course; support the fleet in the conduct of the TACC University courses between WTI events.

b. Goal (0-2 years): Synchronize ACE doctrine, training and readiness.

(1) Intermediate Objective: Continue to support the development and revision of all USMC ANTPP manuals.

(2) Intermediate Objective: Support the fleet refinement of aviation T&R manuals.

(3) Intermediate Objective: Continue to support the revision of Joint and Service aviation doctrine.

(4) Intermediate Objective: Support the Service-level review of ITX.

(5) Intermediate Objective: Conduct 2 TALONEX events per calendar year in support of the MAGTF Training Program.

c. Goal (0-2 years): Synchronize MAGTF aviation operational testing efforts in conjunction with the VMX-22 relocation to MCAS Yuma.

(1) Intermediate Objective: Continue digital interoperability experimentation in support of HQMC AVN AVPLAN during each WTI Course.

d. Goal (0-2 years): Plan for F-35 PWTI Integration within the WTI Course.

(1) Intermediate Objective: Introduce additional F-35 participation in the WTI Course from VMFA-121.

(2) Intermediate Objective: MAWTS-1 Staff participate in the JOTT during FY-14 and 15.

7. Tactical Training Exercise Control Group (TTECG).

a. Goal (0-2 years): Develop Johnson Valley Targetry.

(1) Intermediate Objective: In conjunction with MAGTFTC, Develop R400 style ranges in the Johnson Valley Training Areas.

(2) Intermediate Objective: In conjunction with MAGTFTC, Develop Large Scale Exercise (LSE) battalion strongpoint (MEB Objective) in northern Johnson Valley.

b. Goal (0-2 years): Complete Large Scale Exercise live fire execution plan.

(1) Intermediate Objective: Develop plan to augment TTECG in order to control one additional maneuver battalion during the execution of LSE.

(2) Intermediate Objective: Develop plan to train and certify augment personnel for execution of LSE.

(3) Intermediate Objective: In conjunction with MAGTFTC, establish communications infrastructure plan to support operations in Johnson Valley during LSE.

c. Goal (0-2 years): Maximize value of training conducted during the Integrated Training Exercise (ITX).

(1) Intermediate Objective: In conjunction with MAWTS-1, build a standardized menu of aviation training in order to allow squadrons to schedule all aviation training as part of ITX.

(2) Intermediate Objective: Provide support to MCTOG efforts to synchronize GCE doctrine, training and readiness and standardize command and control.

d. Goal (3-8 years): Continue to refine the ITX program, identifying and refining techniques and procedures to accomplish the Marine Corps' combined arms mission in conjunction with maneuver.

(1) Intermediate Objective: Collect, record, and promulgate techniques and procedures related to successful Regimental Combat Team operations during Small Scale Exercise (SSE) and LSE.

(2) Intermediate Objective: Attend pertinent conferences, meetings and work tasks associated with tactics, techniques and procedures for executing Expeditionary Force 21 (EF-21) concepts.

(3) Intermediate Objective: Develop plans to exercise tactics, techniques and procedures for executing EF-21 concepts in a live fire, combined arms environment.

(4) Intermediate Objective: Participate in Infantry Operations Advisory Group discussions.

(5) Intermediate Objective: In conjunction with MAGTFTC, maintain objective area target arrays appropriate to support training at ITX.