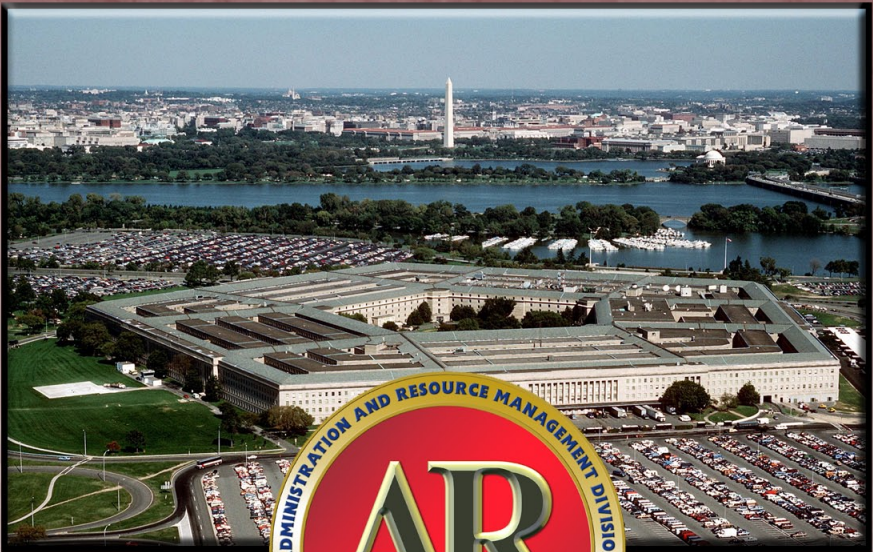


# Administration and Resource Management Division Service Manual



2013



# Administration and Resource Management Divison



## Service Manual



# AR Division – Quick Reference Guide

## AR Division Front Office

Conference Room Reservations.....	(703) 614-1837
Manpower Analyst.....	(703) 614-1837
Combined Federal Campaign (CFC) .....	(703) 614-1837

## Publishing and Logistics (ARD)

Branch Head .....	(703) 693-3088
Records, Reports and Directives Management ...	(703) 614-2311
Facilities Management.....	(703) 693-3089
Publishing, Printing, Forms, Digitization, and Non-IT Equipment.....	(703) 614-1713
Space Management/Special Projects.....	(703) 695-8927

## Fiscal Branch (ARF)

Branch Head .....	(703) 695-4747
Defense Travel System Questions .....	(703) 695-4747
SLDCADA (Civilian Pay) .....	(703) 695-4747
Budget Administration.....	(703) 695-4747

## Human Resources and Organizational Management Branch (ARH)

Branch Head .....	(703) 614-9093
Site Manager (Quantico).....	(703) 784-3378
Workforce Planning.....	(703) 604-4465
Advisory Services .....	(571) 256-8205
Advisory Services (Quantico).....	(703) 784-3120
Personnel Records, Reports and Technical	

Programs Support .....	(703) 614-8371
Equal Employment Opportunity.....	(571) 256-8301
Equal Employment Opportunity (Quantico).....	(703) 784-2368
Recruitment/Classification.....	(703) 614-9105/9101
Recruitment (Quantico).....	(703)784-1057

**Information Systems Management Branch (ARI)**

Branch Head.....	(703) 614-3329
NMCI Help Desk.....	(866) 984-6624
SIPRNet.....	(703) 614-1721/23
MCATS Help Desk.....	(703) 614-1721/23
Pentagon Telephone Help Desk (Voice Mail Resets, New Phones, Call Appearances.....	(571) 256-7963
Wireless/BlackBerry/Cellular Trouble Calls.....	(571) 256-7963
Computer Training.....	(703) 614-4187

**Security Programs and Information Management Branch (ARS)**

Branch Head.....	(703) 614-3609
HQMC Security Manager.....	(703) 614-3609
Parking Passes/Questions, Visitor Access Control..	(703) 695-0570
Physical Security, Alarm Systems.....	(703) 693-2696
Passports/Visas.....	(703) 614-1651
FOIA/Privacy Act.....	(703) 614-4008
Communications Security (STU, STE).....	(703) 614-2305
After-hours Access/Emergencies.....	(703) 919-2447
(locked out of office)	
Inspections.....	(703) 614-2320
Information and Personnel Security.....	(703) 614-3609

## Other Frequently Called Numbers

Service Records of Marines.....	(703) 614-7172
Separations Section.....	(703) 614-7173
Battalion Adjutant Henderson Hall.....	(703) 614-7161
World Wide Locator.....	(703) 784-3941





# Table of Contents

## Chapter 1

### **Administrative Office/Special Projects (AR-1) Page 1**

- Mission..... Page 1
- Conference Room Scheduling ..... Page 1
- HQMC Fund Drives..... Page 2

### **Manpower Management (AR-2) Page 3**

- Table of Organization (T/O) ..... Page 3

## Chapter 2

### **Publishing & Logistics Management Branch (ARD) Page 4**

- Mission..... Page 4
- Records, Reports, and Directives Management Section (ARDB)
  - ◆ Records Management ..... Page 4
  - ◆ Reports Management..... Page 4
  - ◆ Directives Management..... Page 5
- Facilities Management Section (ARDD) Page 5
  - ◆ Facilities Management..... Page 5
- Publishing and Logistics Systems Management Section (ARDE)
  - ◆ Copiers..... Page 6
  - ◆ Facsimile Devices & Non-IT Office Automation Equipment ..... Page 7
  - ◆ Forms ..... Page 7
  - ◆ Marine Corps Publications Electronic Library .... Page 8
  - ◆ Printing..... Page 8

- ◆ Publications Management.....Page 8
- Space Management/Special Programs Section (ARDF).....Page 9
  - ◆ Space Management .....Page 9
  - ◆ Exhibits .....Page 9

## **Chapter 3**

### **Fiscal Branch (ARF) Page 10**

- Mission.....Page 10
- Civilian Pay.....Page 10
- Travel Orders.....Page 10
- Travel Card Program.....Page 10
- Civilian Permanent Change of Station (PCS) Moves.....Page 11
- Internal HQMC Budget AdministrationPage.....Page 11

## **Chapter 4**

### **Human Resources and Organizational Management Branch (ARH) Page 12**

- Mission..... Page 12
- Personnel Records, Reports, and Technical Programs Support ..... Page 12
- Equal Employment Opportunity (EEO) ..... Page 12
- Organizational and Workforce Management Section ... Page 13
- Employee/Management Advisory Services..... Page 14 (EMAS) Section

- Recruitment and Classification Section..... Page 15
- Quantico Site Manager ..... Page 15
- Kansas City Site Manager ..... Page 15

## **Chapter 5**

### **Information Systems Management Branch (ARI) Page 16**

- Mission..... Page 16
- Customer Support ..... Page 16
- IT Service Desk..... Page 16
- Support Priorities ..... Page 17
- Cyber Security ..... Page 18
- Portal and Web Development..... Page 18
- Application and System Hosting ..... Page 18
- Marine Corps Action Tracking System (MCATS) ..... Page 19
- NMCI Liaison ..... Page 19
- Continuity of Operations (COOP) ..... Page 19
- Data Storage ..... Page 19
- Data Backup ..... Page 20
- Computer Kiosk/Work Space ..... Page 20
- Commercial Wireless Data and Voice ..... Page 20
- Commercial Wired Voice (land line telephone)..... Page 20
- Secure Video Teleconferencing (SVTC)..... Page 20
- Office Automation Training..... Page 21
- IT Hardware/Software Support ..... Page 21
- Personal for (P4) Messaging ..... Page 21

## Chapter 6

### Security Programs and Information Management Branch (ARS) Page 22

- Mission..... Page 22
- DoD Badges..... Page 22
- Classified Material (Information Security) ..... Page 23
  - ◆ Accountability and Control ..... Page 23
  - ◆ Burn Bag Destruction..... Page 23
- Freedom of Information Act (FOIA) ..... Page 24  
and Privacy Act (PA)
  - ◆ FOIA Requests..... Page 24
  - ◆ USMC FOIA Public Liaison ..... Page 24
  - ◆ FOIA/PA Training..... Page 24
  - ◆ PA Systems of Records Notices ..... Page 25
  - ◆ Personally Identifiable Information (PII) ..... Page 25
  - ◆ Privacy Impact Assessments (PIA)..... Page 25
  - ◆ Federal Information Security Management..... Page 26  
Act (FISMA) Report
- Parking..... Page 26
- Passports/Visas ..... Page 27
- Communications Security..... Page 27
- Physical Security..... Page 28
- Inspections..... Page 29
- Personnel Security..... Page 29
- Preliminary Inquiries..... Page 30
- Training..... Page 30
- Visitor Access Control ..... Page 30

# Chapter 1

## Administrative Office/Special Projects (AR-1)

**MISSION.** The Administrative Office (AR-1) provides administrative support services to Headquarters Marine Corps (HQMC). Specific services include: 1) Scheduling and upkeep of three conference rooms located within 2C253 at the Pentagon. One of which (Conference Room 2) is a Level III Space with secure video teleconferencing (VTC) capability. 2) Coordination of the HQMC Combined Federal Campaign (CFC) fund drive; and 3) Manpower management of HQMC Tables of Organization (T/O).

**CONFERENCE ROOM SCHEDULING.** Reservations for the use of the three conference rooms within 2C253 in the Pentagon may be requested telephonically or in person. Conference Room 1 seats 17 around a boat shaped table and an additional eight around the room. Conference Room 3 is in a “training-room” style setting accommodating 24 “students”, with desks on wheels that can be arranged in a myriad of configurations to best suit your needs. These rooms feature Power Point Presentation display capability, Smartboard, and multi-channel unclassified VTC, and NMCI CAC enabled computers with access to the internet and shared folders. Conference Room 2 seats 13 at the table (boat shaped to enhance VTC capability) and eight around the room for a total occupancy of 21. This conference room can only be reserved for general officer or SES personnel use, or for any HQMC agency who will conduct classified briefs, SIPR VTC meetings or both. The CMC, ACMC, SMMC, and DMCS take priority and may use the conference rooms at any time. To reserve a room, the following information is required:

- (1) Date Needed
- (2) Duration
- (3) Point of Contact Information (name of person

reserving room)

(4) Office Code

(5) Telephone Number

(6) Audience Size

(7) Senior Officer (that will be in attendance)

(8) Purpose/Subject

(9) Classification (Conference Room 2 in the Pentagon is a Level III space)

(10) If audiovisual equipment is needed; if so, type of support required?

(11) Is an audio-visual technician required?

(12) Is recording required (audio or audio/video)?  
(Attribution/non-attribution has to be reviewed/  
approved by senior official)

**NOTE:** Eating is not permitted in any of the conference rooms. Drinking is permitted as long as the container has a lid. The conference rooms contain valuable electronic equipment that cannot be subjected to any spills, etc. If you need to cancel or reschedule a room on the date requested, please call AR-1 as soon as possible. There is a high demand for the use of these rooms.

<http://www.hqmc.marines.mil/ar/UnitHome.aspx>

AR-1: (703) 614-1837/3359

**HQMC FUND DRIVES.** The HQMC Combined Federal Campaign (CFC) fund drive is managed by the AR Division Front Office. The CFC is the only authorized fund drive in the federal workplace, and as such, solicitation of federal employees and active duty service members is permissible. The CFC fund

drive normally runs from September through December. All fund drives managed by AR Division are locally coordinated via organizational key volunteers.

AR-1: (703) 614-1837/3359

### **Manpower Management (AR-2)**

**TABLE OF ORGANIZATION (T/O).** Proposed changes (additions, deletions, reorganizations, etc.) must be staffed through AR-2 before submission to CG, Marine Corps Combat Development Center, Total Force Structure Division (TFSD), for final approval. AR-2 reviews the Table of Organization and Equipment Change Request (TOECR) to ensure accuracy and compliance with appropriate HQMC guidance. Once this review is complete and the TOECR is ready for submission, AR-2 will electronically submit the TOECR in the Total Force Structure Management System. AR-2 is also available to provide customers with TOECR requirement advisory and source document generation.

<http://www.hqmc.marines.mil/ar/UnitHome.aspx>

AR-2: (571)256-8203

## Chapter 2

### Publishing and Logistics Management Branch (ARD)

**MISSION.** The Publishing and Logistics Management Branch (ARD) provides HQMC with publishing and printing support; copier and facsimile devices (including maintenance services); facility maintenance/renovation support services; space management support and exhibits oversight. In addition, ARD is responsible, Marine Corps-wide for records, reports, directives, forms, printing management programs and reprographics equipment policy.

<http://www.hqmc.marines.mil/ar/Branches/PublishingandLogisticsManagement.aspx>

### Records, Reports, And Directives Management

#### Section (ARDB)

**RECORDS MANAGEMENT.** ARDB provides policy and procedural guidance on all aspects of the Marine Corps Records Management Program. ARDB also provides records management assistance to Command Designated Records Managers (CDRM) throughout the Marine Corps, develops training, and approves requests for the transfer of records to the Federal Records Centers (FRC).

ARDB: (703) 614-2311

**REPORTS MANAGEMENT.** ARDB provides policy and procedures for the management of information requirements, also referred to as “Reports.” ARDB provides the review and approval chop of all Information Requirements levied upon HQMC staff agencies and field activities. Approved reports are published in the applicable activity’s Marine Corps directive. Report sponsors are required to contact the HQMC reports manager (ARDB) when crafting a new reporting requirement or revising an existing report. Listings of approved reports can be viewed on the Records, Reports, and Directives SharePoint Portal website.

<http://www.hqmc.marines.mil/ar/Branches/PublishingandLogisticsManagement.aspx>

ARDB: (703) 614-2311



**DIRECTIVES MANAGEMENT.** ARDB performs editorial review of all directives generated by HQMC and signed by CMC, APMC, DMCS and the Deputy Commandants. Over 800 directives are sponsored by various HQMC Departments and Staff Agencies. All of these directives will eventually require changes and substantial revisions, and in some cases, new Marine Corps Orders will be required. When new orders are required, ARDB personnel serve as subject matter experts to guide the sponsor/originator through the process. The policies and procedures for creating and updating directives are contained in MCO 5215.1K, Marine Corps Directives Management Program. After collaboration with ARDB, sponsors will submit the draft directive for editorial review and approval. Once signed, the original signed directive (electronic version in Microsoft Word), all staffing comments, and background information must be submitted to ARDB for posting and retention in the historical file. All directives are posted to the HQMC Records, Reports, and Directives SharePoint Portal website. Contact ARDB to establish an account and gain access to the Portal.

<http://www.hqmc.marines.mil/ar/Branches/PublishingandLogisticsManagement.aspx>

ARDB: (703) 614-2311

### **FACILITIES MANAGEMENT SECTION (ARDD)**

The Facilities Management Section (ARDD) is responsible for the maintenance of all Marine Corps office spaces in the Pentagon and the Naval Support Facility-Arlington (NSF-A). ARDD provides the following services/support:

- Office renovation planning and execution, including Computer Aided Design (CAD) drawings of proposed layout; renovations range from simple furniture replacement to coordination of complete office renovations involving construction of walls, repainting, carpeting, etc. (Note: Although new furniture is contracted directly through HQ Bn Supply, this must be

coordinated through ARDD because power, computer/IT, and phone connections will be impacted.)

- Office space planning (to determine best design/layout for functionality and efficiency)
- Carpet cleaning, repair and replacement
- Window treatment (drapery) cleaning and replacement
- Moving services (to support office moves and renovations)
- Coordination of trouble calls/maintenance issues (for both Pentagon and the NSF-A)

Contact ARDD for more information or to request assistance with any of these services.

For after-hours **emergency** maintenance issues, Pentagon tenants should contact the Building Operations Center at (703) 614-1597; personnel in the NSF-A should contact the Building Manager's Office at (301) 295-1070. During normal working hours tenants at both locations should contact ARDD, at (703) 693-3089.

## **PUBLISHING AND LOGISTICS SYSTEMS MANAGEMENT SECTION (ARDE)**

**COPIERS.** ARDE serves as the HQMC focal point for all copiers and Multi-Functional Devices (equipment that copies, prints, scans and/or faxes) located in HQMC office spaces. To arrange a service call or request supplies or service, customers may call the phone number on the device equipment tag or send an e-mail to [smb.hqmc.arde@usmc.mil](mailto:smb.hqmc.arde@usmc.mil). Copier technicians routinely respond to requests for supplies and repairs within two hours of receipt of the trouble call.

ARDE: (703) 614-1713

**FACSIMILE DEVICES AND NON-IT OFFICE AUTOMATION EQUIPMENT.** ARDE serves as the HQMC focal point for all Facsimile Devices and other non-IT office automation equipment (such as high-volume shredders). ARDE provides funding for acquisition and repair of office automation equipment; these requests must be submitted via e-mail to [smb.hqmc.arde@usmc.mil](mailto:smb.hqmc.arde@usmc.mil). In your e-mail, include the following:

- Specify if device will be used for classified information.
- Repair requests must include the make, model, serial number, location and service problem.
- ARDE will make arrangements for the trouble call, but the using office requesting service must provide escort for access to the building/office.

ARDE: (703) 614-4816

**FORMS.** ARDE serves as the Program Manager, Marine Corps Forms Management Program (PM/MCFMP), and is responsible for managing, reviewing and designing new and revised forms for use Marine Corps-wide. Form sponsors must submit the draft form(s) to ARDE for review and approval prior to staffing. The PM/MCFMP coordinates with forms sponsors and field commands to validate the need for the form. All Marine Corps prescribed forms are available online in the Marine Corps Electronic Forms System (MCEFS).

<https://navalforms.daps.dla.mil>

MCEFS is also updated and distributed quarterly on CD-ROM along with Marine Corps Publications Electronic Library (MCPEL). For access to other forms, contact ARDE.

ARDE: (703) 614-1712/13

**MARINE CORPS PUBLICATIONS ELECTRONIC LIBRARY (MCPEL).** The Marine Corps Publications Electronic Library (MCPEL) contains electronic versions of directives and publications and can be accessed at [www.usmc.mil](http://www.usmc.mil) under the “News” tab at the top of the page. The MCPEL is also updated and distributed quarterly on CD-ROM, along with the MCEFS.

ARDE: (703) 614-1712/13

**PRINTING.** ARDE provides printing support for the Marine Corps. Printing requirements should be submitted to ARDE via e-mail to [smb.hqmc.arde@usmc.mil](mailto:smb.hqmc.arde@usmc.mil). High priority printing jobs can be accommodated within 5-10 workdays; routine printing jobs require approximately 30-45 workdays, but complex projects will require more lead time. Customers must provide either camera-ready hard-copy or electronic files suitable for printing. HQMC COMCAM can provide assistance creating appropriate electronic media. Customers are urged to contact ARDE in advance to obtain guidance and to ensure the products can be printed and distributed as required and within budget constraints. ARDE also provides Document Automation and Production Service (DAPS) credit cards to use at DAPS printing shops for simple print/ reproduction jobs; these shops are located in the Pentagon, Fort Belvoir, the Hoffman Building on Naval Station Norfolk, MCLB Albany and MCB Quantico. The card has a maximum of \$2,500 per job.

ARDE: (703) 614-4816

**PUBLICATIONS MANAGEMENT.** ARDE is responsible for maintaining the Marine Corps Publications Distribution System (MCPDS). The MCPDS is used to manage initial distribution of publications, as well as reprints for stock replenishments and filling publication backorders. The MCPDS is also used by publication clerks throughout the operating forces worldwide to order publications, check status on outstanding orders, report receipts and manage local unit libraries. Marine Corps publication sponsors are responsible for loading initial

distribution of new publications into the MCPDS and forwarding all documentation to ARDE for printing/publishing. Contact ARDE for more information on MCPDS, including access to the system and training.

ARDE: (703) 614-2951

**SPACE MANAGEMENT/SPECIAL PROGRAMS  
MANAGEMENT SECTION (ARDF)**

**SPACE MANAGEMENT.** The Special Programs Management Section (ARDF) is responsible for the overall management of all Marine Corps occupied space within the Pentagon, and the NSF-A. Any request for additional space or realignment of space should go through ARDF first. This section also oversees special programs as directed.

ARDF: (703) 695-8927

**EXHIBITS.** ARDF is the Marine Corps' representative for USMC exhibits/displays in common spaces (passageways – private offices by exception) of the Pentagon and the NSF-A. ARDF provides oversight of existing exhibits and coordinates requests for establishing new ones.

ARDF: (703) 695-6584

## Chapter 3

### Fiscal Branch (ARF)

**MISSION.** The Fiscal Branch (ARF) provides financial support and guidance to the Commandant of the Marine Corps, HQMC Departments and Staff Agencies to meet mission requirements. The Fiscal Officer is responsible for the financial well being of the organization on behalf of the Director, AR Division.

<http://www.hqmc.marines.mil/ar/Branches/ARFiscal.aspx>

**CIVILIAN PAY.** ARF serves as the HQMC System Administrators (SA) and as a Marine Corps representative of the Change Control Board for the Standard Labor Data Collection and Distribution Application (SLDCADA). Each HQMC Department and Staff Agency is required to designate a SLDCADA representative. ARF also serves as the Customer Service Representative (CSR) for the Defense Civilian Pay System (DCPS). In this capacity, ARF acts as the liaison between HQMC and the Defense Finance and Accounting Service (DFAS) for all civilian payroll matters.

ARF: (703) 614-2848

**TRAVEL ORDERS.** All HQMC travel orders and local vouchers are processed through the Defense Travel System (DTS). Travel orders must be submitted at least 3 days in advance to allow time for proper approvals. All vouchers should be submitted 5 days following the completion of travel. Each HQMC Department/Staff Agency is required to appoint its own Organizational Defense Travel Administrator (ODTA). Contact ARF for assistance with DTS or to coordinate ODTA training.

ARF: (703) 695-4727

**TRAVEL CARD PROGRAM.** ARF manages the government travel card program for HQMC, to include program training, and is also responsible for identification of delinquent accounts. Personnel must ensure their travel card is transferred, closed, or

cancelled (with a zero balance), as appropriate, when departing their office/command. Each HQMC Staff Agency is required to appoint its own Level 4 Agency Program Coordinator (APC).

ARF: (703) 695-4727

**CIVILIAN PERMANENT CHANGE OF STATION (PCS) MOVES.** ARF is responsible for obligating funds to support civilian PCS moves, and also reviews vouchers submitted for reimbursement of expenses.

ARF: (703) 695-4727

**INTERNAL HQMC BUDGET ADMINISTRATION.** ARF will issue annual budget authorization letters at the beginning of each fiscal year. These letters provide the CMC Support Staff, AR Division and HQMC Labor annual budget, by quarter, and identify when funds are available. Each Department/Staff Agency will appoint a fund administrator to monitor centrally managed funds and administer their budget. Spending will not exceed the authorization to date, and costs in the current fiscal year will not be financed by funds from other fiscal years. ARF monitors obligation rates to ensure they meet goals and do not exceed available funds. Offices that expect a budget shortfall must contact ARF for resolution. ARF will collect unfunded requirements and attempt to secure funds to meet agency requirements. Fiscal personnel also oversee the validation of spending documents and perform assist visits to aid fund administrators in the performance of their duties. ARF prepares Program Objective Memorandum (POM) submissions for future year centrally managed programs, and presents these submissions before the POM boards on behalf of CMC Support Staff, AR Division and HQMC Labor.

ARF: (703) 695-4798

## Chapter 4

### Human Resources and Organizational Management Branch (ARH)

**MISSION.** To provide the Commandant of the Marine Corps, HQMC Departments and Staff Agencies, Marine Corps Base (MCB) Quantico, MARFORRES and other activities with the human resources, equal employment opportunity, organizational management and development and strategic workforce planning expertise required to effectively recruit, develop and retain the right workforce, and to build and maintain high performing organizations. HROM's serviced population is diverse in nature and geographically disbursed including: white collar, blue collar, multiple bargaining units, medical, professors and scientists across multiple pay and performance systems.

<http://www.hqmc.marines.mil/hrom/UnitHome.aspx>

**PERSONNEL RECORDS, REPORTS, AND TECHNICAL PROGRAMS SUPPORT.** Provides customer support to obtain and update personnel records; coordinate and maintain HR reports, and assist with technical systems programs.

Pentagon, (703) 614-8371

**EQUAL EMPLOYMENT OPPORTUNITY (EEO).** Provides the full range of EEO services. Provides consulting services to management officials on personnel actions, from a civil rights perspective by meeting pre-determined deadlines established by DoN, 29 CFR, part 1614 and EEOC Management Directives for the processing of EEO complaints.

The EEO office provides services in the following areas:

- Consulting services to all management officials on selections and/or adverse actions
- Providing classroom and on-line training venues to meet all DoN and Federal training requirements



- Providing Title VII/EEO complaint processing and subsequent compliance monitoring
- Reasonable Accommodations
- Dispute Resolutions services
- Program assessment via barrier analysis of statistical and demographic data as a means of addressing underrepresentation of minorities and women.
- Recognition of Special Emphasis Programs

Pentagon, (571) 256-8301; MCB Quantico, (703) 784-2281

**ORGANIZATIONAL AND WORKFORCE MANAGEMENT SECTION.** Provides organizational management, civilian workforce development, and Strategic Workforce Planning support services to the Commandant of the Marine Corps and staff, HQMC staff agencies, and other Marine Corps organizations in the National Capital Region.

Responsible for providing Marine Corps leaders, organizations, and groups with decision making, organizational development and meeting support services, including the use of collaborative technologies to enhance group productivity and effectiveness. Provides support in the areas of, but not limited to, strategic planning, climate surveys, and executive decision making.

Plans and oversees the Civilian Workforce Development (WFD) function for all serviced organizations. The WFD function includes on-site training for civilians and supervisors of civilians, Orientation and Marine Corps Acculturation, Civilian Leadership Development Program, Academic Degree Program, and training and development advisory services.

Supports serviced organizations in their strategic workforce planning efforts. Assists with analyzing the civilian workforce

and provides strategic guidance and advice to senior leaders, managers, and supervisors in their critical roles to develop and align their organization and workforce to fulfill its mission.

Naval Support Facility, (703)604-2755

**EMPLOYEE/MANAGEMENT ADVISORY SERVICES (EMAS) SECTION.** EMAS provides the full range of employee and labor relations advisory services for all commands and activities serviced by HROM. The EMAS staff is located at Quantico and the Pentagon, and provides advisory services in the following areas:

- Benefits
- Leave administration
- Grievances and appeals
- Performance management for all serviced activities performance systems
- Incentive awards and performance based pay
- Disciplinary and adverse actions
- Injury compensation
- Civilian employee assistance program
- Performance based actions
- Work schedules
- Labor relations

The EMAS team provides direct one-on-one assistance in these areas and also provides small or large group training upon request to both management and employees.

Pentagon, (571) 256-8205/9535; Quantico, (703) 784-3120

**RECRUITMENT AND CLASSIFICATION SECTION.** Provides the full range of staffing and classification advisory services to HQMC and commands/activities located primarily throughout the National Capital Region and Marine Corps Base (MCB) Quantico. Serves as on site strategic partners with managers to properly structure their organizations, forecast future workforce requirements, provide expertise to correctly write and classify position descriptions, and ultimately recruit, hire and “on-board” personnel to meet mission requirements.

Pentagon, (703) 614-9105/9101; Quantico, (703) 784-1057

**QUANTICO SITE MANAGER.** Provides the full range of professional federal human resources services to all commands and tenant activities located on MCB Quantico. This office provides advice and guidance to senior leaders to assist in recruiting and retaining a high quality Civilian Marine workforce, capable of meeting present and future mission requirements.

Quantico Site Manger, (703) 784-3378

**KANSAS CITY SITE MANAGER.** Provides the full range of federal human resources services to Marine Corps customers located in Kansas City, New Orleans, Indianapolis, and Omaha. ARHK provides recruitment, classification, employee relations, labor relations, and training advice and assistance to ensure that our Marine Corps customers are able to meet their federal civil service goals and objectives.

Kansas City Site Manger, (816) 843-3643, DSN 894-3643

## Chapter 5

### Information Systems Management Branch (ARI)

**MISSION.** To provide the Commandant of the Marine Corps and all HQMC Departments and Staff Agencies with robust and reliable classified and unclassified data network, voice communications, and Information Technology (IT) services in direct support of their operational requirements.

<http://www.hqmc.marines.mil/ar/Branches/InformationSystemsManagement.aspx>

**CUSTOMER SUPPORT.** Providing excellent customer service is a key component of ARI's organizational mission. In fulfilling this goal, ARI provides support for the SIPRnet and non-NMCI unclassified networks and those systems and applications residing on them.

**IT SERVICE DESK.** ARI provides an IT Service Desk as the initial entry point for customer requests for IT support for all non-NMCI resources [e.g. incident/problem resolution; request for IT services (RFS), checking in/out etc.]. Incidents, problems, and/or RFS identified via phone call, walk-in, or e-mail will be documented, via a service ticket, assigned to the appropriate section within ARI, and tracked to ensure resolution of the issue.

#### **Information Technology Service Desk contact information:**

**Hours:** The Help Desk phone-line is monitored 24 hours a day, 7 days a week; Walk-in (Pentagon) - 0530-2000 M-F,

**Locations:** Pentagon, Room 2E235; Marsh Center (Quantico), Room 106D

**Phone:** (703)-614-1721/1723 or (703)-695-1725

**Email:** [hqmcitcenterhelpdesk@usmc.mil](mailto:hqmcitcenterhelpdesk@usmc.mil)

**Virtual Support Center:** <https://ehqmc.usmc.mil/sites/arhelp/default.aspx>

\* IT Service Desk support for the Microsoft Office product suite and other applications is limited to assisting users with application features, and does not include training, installation, debugging, or data entry.

The NMCI vendor continues to provide service desk support for all NMCI related issues (e-mail, network connectivity, printers etc.)

### **Navy and Marine Corps Intranet Service Desk contact information:**

**Phone:** 1-866-843-6624 (1.866.THE.NMCI)

**SUPPORT PRIORITIES.** It is ARI's goal to respond to all IT service requests and incidents as soon as possible. Requests are prioritized as follows:

#### **Priority 1 – Critical**

- VIP requests (SES, Flag Officers and their Executive Assistants (EA) and aides).
- Critical failures that affect a large number of customers and/or an entire business application. Note: A large number is defined as 20 people, or 50% of an organization, whichever is smaller.
- Security incidents that pose a critical risk to the confidentiality, availability or integrity of Marine Corps data (e.g. spillages, virus).
- Incidents that generate recurring problems.
- E-mail server outages.

#### **Priority 2 – Urgent**

- Failures that affect a small group of customers, and for whom the business application is inoperable. Note: A small number is defined as fewer than 20 people, or less than 50% of an organization, whichever is smaller.

### Priority 3 – Routine

- Incidents/problems where the customer’s overall performance is not impacted (e.g., “how to” issues, individual application errors etc.).
- IT RFS (e.g. new hardware or software installations; moves, adds, and changes; account creation; infrastructure expansion).

**CYBER SECURITY (CY).** ARI provides a full range of CY services for HQMC, from user training/support, to CY incident coordination and remediation. Website waiver requests, cryptographic logon (CLO) exception management, vulnerability scanning, certification and accreditation support are but a few of the services that the ARI team provides for our customers.

**PORTAL AND WEB DEVELOPMENT.** ARI maintains a team of developers to support HQMC portal and web capability requirements. Developers are knowledgeable in Microsoft SharePoint and SQL applications. Services range from portal design and development, to small application development, to database integration. Services are obtained by submitting a request to the Service Desk via phone, e-mail or the Virtual Support Center (preferred method).

\* Applications and/or systems requiring Oracle or Lotus Notes support must be outsourced at the customer’s expense as ARI is not staffed to support these applications.

**APPLICATION AND SYSTEM HOSTING.** The HQMC IT Center provides a virtualized environment for local application and system hosting. The environment runs on IBM blade hardware platforms and is completely virtualized, ensuring the most efficient and effective use of resources. ARI ensures the security and operational capability of the operating system (OS) while the customer is responsible for the security, maintenance and management of the application/system itself.

### **MARINE CORPS ACTION TRACKING SYSTEM (MCATS).**

The MCATS server and application are hosted in the HQMC IT Center. The contractor supported MCATS Help Desk operates in the IT Center from 0530 to 2000 on all work days excluding holidays and weekends. The HQMC MCATS Help Desk will provide timely, efficient and effective responses to user-reported MCATS issues/problems.

MCATS Help Desk: (703)697-1041

**NMCI LIAISON.** ARI provides a liaison between HQMC and the NMCI vendor. Escalations of problem issues from the government to the vendor, assisting in trouble ticket resolution when warranted, coordinating relocations within the Pentagon and other coordination issues with the NMCI vendor are handled through ARI.

**CONTINUITY OF OPERATIONS (COOP).** HQMC IT Center COOP capability is supported through the Defense Continuity Integrated Network (DCIN) program. As such, HQMC Mission Assurance Category (MAC) level I and II applications and/or systems may be incorporated into the program. Defense Continuity Integrated Network (DCIN) is an Enterprise-level Storage Area Network (SAN) supporting the COOP data requirements of the critical applications and systems within HQMC. DCIN is comprised of Enterprise-level storage devices, as well as two classified remote target sites, and the circuit connectivity between those locations and the designated HQMC relocation facilities. The Army Information Technology Agency (ITA) is the service provider for this capability and ARI is the HQMC liaison to ensure those critical applications and systems fall under the program for support.

**DATA STORAGE.** Systems and applications that are hosted in the HQMC IT Center are provisioned with storage space as required and as resources are available.

**DATA BACKUP.** HQMC IT Center provides backup services for those systems and applications that are hosted within the IT Center, to include SIPRnet e-mail and file shares.

\* NMCI e-mail and file shares are maintained by the NMCI vendor and are not within ARI's responsibility.

**COMPUTER KIOSK/WORK SPACE.** NIPRnet, SIPRnet and Legacy network access capability are available for IT Center customer's use in order to perform server and/or application maintenance. This service must be coordinated with ARI prior to customer arrival as clearance level must be verified.

**COMMERCIAL WIRELESS DATA AND VOICE.** ARI provides commercial cellular services for HQMC (voice and data). At present, these services are provided through contracts with Verizon and T-Mobile. Carriers are chosen based on the area of operations and type of service required. All commercial wireless services are provided as a fee-for-service.

**COMMERCIAL WIRED VOICE (land line telephone).** ARI provides a liaison between Army Information Technology Agency (ITA) and HQMC as all wired voice communications within the Pentagon Area are provided by the Army ITA. Services provided include local, long distance, Defense Switched Network (DSN), voice mail, and conference calling. All voice communications, with the exceptions of facsimiles and secure telephones, use Voice-over-IP (VoIP) technology.

\* HQMC activities at MCB Quantico should contact (703) 784-0178/79 for telephone related issues.

**SECURE VIDEO TELECONFERENCING (SVTC).** SVTC solutions are provided to VIPs who require a SVTC capability. Asset procurement is the responsibility of the customer. ARI provides for connectivity and follow-on troubleshooting as needed.

**OFFICE AUTOMATION TRAINING.** ARI provides software



application training to all HQMC customers and their dependents. Monthly training schedules are provided via e-mail to all HQMC customers approximately 3 working days prior to the beginning of the month. Training offered consists of the Microsoft Office suite of products (Excel, PowerPoint, and Word); Microsoft SharePoint; and Marine Corps tasking systems. Training is conducted at the Pentagon, room 2D244. Group training can also be conducted at the customer's work site with prior coordination.

**IT HARDWARE/SOFTWARE SUPPORT.** As an Authorizing Agent for HQMC IT procurement requests within the Marine Corps IT Procurement Request/Review/Approval System (ITPRAS) ARI maintains awareness of IT assets throughout the HQMC. As ARI is responsible for IT asset management within HQMC, we will work with HQMC customers to ensure they have the correct IT capability to accomplish their mission.

**PERSONAL FOR (P4) MESSAGING.** The Quantico Area Control Center (ACC) is responsible for routing P4 messages directly to each recipient's Outlook e-mail account. Each HQMC staff organization with a general officer is required to submit a "P4 Authorization Letter" to ARI listing the names and ranks of those individuals who are authorized to receive P4 messages on behalf of their general officer. ARI will route these "P4 Authorization Letters" to the Quantico ACC, who in turn shall ensure incoming P4s addressed to a specific general officer are also delivered to the Outlook e-mail accounts of those individuals on that general officer's "P4 Authorization Letter".

## Chapter 6

### Security Programs and Information Management Branch (ARS)

**MISSION.** ARS provides Personnel, Physical, Information, Industrial and Communications Security services in support of HQMC Staff Agencies/Activities; provides security related training for all military, civilian and contractor personnel at HQMC; provides FOIA/PA, official passport and visa requests.

<http://www.hqmc.marines.mil/ar/Branches/SecurityProgramsandInformationManagement.aspx>

**DoD BADGES.** Personnel checking into HQMC should report to their respective Staff Agency/Activity Security Coordinator after checking in with Consolidated Administration Office if military or Human Resources if civilian. Personnel assigned to joint billets should report to their respective organizational Security Office for security services. Contractors are required to provide proof of submission and/or completed NACI investigation along with one (2) forms of identification, one of which is a state or government issued picture ID upon check in.

Staff Agency/Activity Security Coordinators will submit badge requests on behalf of the employee, via the Personnel, Physical, Information and Communications Security System (PPICSS). Letters of justification are required with a badge request for personnel in the National Capital Region. The HQMC Security Manager is the approval authority for all Badge requests.

Pentagon building badges are issued by the DoD badge office, room 2E1084. Monday, Tuesday, Thursday, and Friday, 0800-1600 and Wednesday, 0830-1600.

ARS: (703) 614-3609

## CLASSIFIED MATERIAL (INFORMATION SECURITY)

**Accountability & Control.** The HQMC Security Manager is the focal point for control, distribution, and disposition of all classified material at HQMC. All Top Secret material will be accounted for and disposed of via PPICSS and properly stored and safeguarded at all times. PPICSS is the control and accountability tool utilized by all staff agencies/activities for Top Secret material and Secret Hard-Disk-Drives. Top Secret working papers must be controlled and treated as a final document. All classified material hand carried outside HQMC require Classified Courier Authorization from the Security Office and will be coordinated through the HQMC Information Security Specialist to ensure proper procedures are followed.

**Burn Bag Destruction.** Only personnel with the same level of access as the material to be destroyed may handle Burn Bags. All destruction of Top Secret material requires two-person-integrity. Burn Bag destruction services at the Naval Support Facility (NSF) Arlington are provided on Thursday from 0815-0830. Burn Bags must be brought to the loading dock located at the NSF Building 12. A burn bag receipt (DD Form 2843) will accompany the material for destruction. The outside of each bag will be annotated with the highest classification of the contents, the media type if other than paper, section and POC telephone number. Burn bags must be sealed at the top, and not weigh more than 10 lbs or be more than 3/4 full. Burn Bag destruction at the Pentagon is held Monday through Friday from 0800-0900 and again from 1100-1200. Burn Bags for the Pentagon must be brought to the Remote Delivery Facility located in the basement of Corridor 5. A burn bag receipt (DD Form 2843) will accompany the material for destruction. The outside of each bag will be annotated with the highest classification of the contents, the media type if other than paper, section and POC telephone number. Burn bags must be sealed at the top and not weigh more than 10 lbs or be more than 3/4 full.

**FREEDOM OF INFORMATION ACT (FOIA) and PRIVACY ACT (PA).** The FOIA and PA Section (ARSF) is responsible for implementation of FOIA and PA policy, Marine Corps wide. The USMC FOIA website is maintained at:

<http://www.hqmc.marines.mil/ar/Branches/SecurityProgramsandInformationManagement/FOIA.aspx>

This website provides information to the public about the USMC FOIA program and provides instructions for submitting a FOIA request for USMC documents. The USMC PA website provides administrative tools and guidance to USMC subordinate FOIA/PA officials throughout the Fleet Marine Force.

**FOIA Requests.** As the HQMC FOIA/PA FOIA Coordinator, ARSF controls and provides administrative support for all FOIA/PA requests seeking access to records maintained in file systems and databases under the control of the Commandant, Assistant Commandant, Director, Marine Corps Staff, and HQMC Departments and Staff. Any FOIA or PA request received by an HQMC Department or Staff should be delivered to ARSF, which will then process the request and respond to the requester. ARSF serves as a USMC FOIA Requester Service Center to assist FOIA requesters with complaints or other issues they may experience regarding the requests submitted to HQMC, MCRC, MCSC, MCLC, MCCDC, MARFORCOM, MARFORCENT, MARSOC, MARFORSOUTH, MARFOREUR, MARFORKOREA, MARFORPAC, and MARFORRES.

**USMC FOIA Public Liaison.** The ARSF Section Head serves as the USMC FOIA Public Liaison for the purpose of mediating unresolved FOIA requester dissatisfaction with one or more of the 10 USMC FOIA Requester Service Centers.

**FOIA/PA Training.** ARSF is responsible for providing FOIA/PA training and assist visits. ARSF also provides specialized or customized FOIA/PA training for USMC/HQMC components as funding allows.

**PA Systems of Records Notices.** ARSF is responsible for ensuring that all PA Systems of Records collections maintained by USMC/HQMC organizations are covered by a current and accurate PA Systems of Records Notice. Any USMC official (PA System of Records Manager) that currently maintains or proposes to maintain a records collection or file system must notify ARSF if the system will store individual names and SSNs. ARSF will work with that system manager to ensure a current and accurate PA Systems of Records Notice is published in the Federal Register. The inventories for PA SORNs affecting USMC records collections can be found, at <http://privacy.defense.gov>. The USMC Privacy Act website can be found, at:

<http://dpclo.defense.gov/privacy/SORNs/component/usmc/index.html>

**Personally Identifiable Information (PII) Breach Reporting.**

ARSF is the USMC POC for PII breach reporting. ARSF is included as an addressee on all USMC breach reporting and is responsible for ensuring the USMC reporting official complies with all other requirements (notifications to affected individuals, investigations, follow-up reporting, etc.) as required by Marine Corps Enterprise Information Assurance Directive 011 Personally Identifiable Information (PII) of 09 April 2009.

**Privacy Impact Assessments (PIA).** ARSF reviews all USMC PIAs to ensure that electronic collection of PII complies with relevant statutes, policies and regulations.

Privacy Act Compliance Reviews of Publications and Forms. ARSF reviews all USMC publications and forms for compliance with Privacy Act rulemaking.

## **Federal Information Security Management Act (FISMA)**

**Report.** ARSF is responsible for providing USMC data (PA complaints, PA SORNs, PA training, PIAs, web privacy policies, Privacy Act Statements (PAS), etc.) to the DoN Privacy Manager for incorporation into the annual FISMA report. ARSF also prepares other reports (Section 803 of the Implementing Recommendations of the 9/11 Commission Act of 2007, PL 110-53, Installation Physical Access Control Reports) for submission to the Defense Privacy Office.

ARSF: (703) 614-4008, FOIA e-mail: [smb.hqmc.foia@usmc.mil](mailto:smb.hqmc.foia@usmc.mil);  
PA e-mail: [smbhqmcprivacyact@usmc.mil](mailto:smbhqmcprivacyact@usmc.mil)

**PARKING.** Parking aboard the Pentagon Reservation is a privilege and personnel should closely follow all parking regulations and posted signage. Each Staff Agency/Activity has a designated Parking Representative. This representative is to be contacted regarding parking requirements. Parking permits for HQMC personnel are distributed to each Department is calculated by square footage of office space. The HQMC Parking Standard Operating Procedures (SOP) dated 5 Mar 09 provides detailed information on parking aboard the Pentagon Reservation. The Parking SOP is available on the HQMC DMCS and AR Division websites, at:

<http://www.hqmc.marines.mil/ar/Branches/SecurityProgramsandInformationManagement/Parking.aspx>

Permanent handicapped (“H”) permits are issued by the Pentagon Parking Management Office and do not count against an organization’s parking allocation. Applicants must have current medical documentation from their physician and make an appointment at the Dilorenzo TRICARE Clinic (Pentagon) for approval of a Pentagon Reservation handicapped parking permit. The approval letter from the clinic must be attached to the parking permit application submitted by the agency parking representative to the HQMC Parking Manager located in room 2A288A.

Carpool and vanpool permits are also available by contacting the Pentagon Parking Management Office at (703) 697-6251.

HQMC Parking Control: (703) 695-0570

**PASSPORTS/VISAS.** Provides passport and visa services to residents of the Pentagon. This office also provides visa services to Fleet Marine Corps Forces worldwide. Passport and visa application information is available on the AR Division website, at:

<http://www.hqmc.marines.mil/ar/Branches/SecurityProgramsandInformationManagement/PassportVisa.aspx>

Passport/VISA Section, (703) 614-1651

**COMMUNICATIONS SECURITY.** Communications Security (COMSEC). In accordance with the EKMS 1 (series) manual and the HQMC COMSEC SOP, the HQMC Electronic Key Management Systems (EKMS) Manager is in charge of the handling, accountability, filling, ordering, planning, distribution, storage, usage, destruction, disposition, and management of electronic key and other types of COMSEC material and equipment. The EKMS Manager is the sole source for all COMSEC material and equipment, which is used to protect U.S. Government transmissions, communications, processing, and authenticity of classified or sensitive unclassified information related to national security from unauthorized persons. The COMSEC section is accountable to the National Security Agency (NSA) and the Naval Communications Material Systems (NCMS) agency to conduct the following to ensure the above responsibilities are adhered to:

- A continuous chain of custody receipts by use of transfer reports and local custody documents.
- Conduct yearly inspections of Local Elements
- Conduct inventory on a bi-annual basis

- Ensure all software upgrades of COMSEC material and equipment are performed in accordance with NSA and NCMS policy
- Conduct spot checks of Local Elements
- Ensure COMSEC self-assessments are conducted quarterly by the SCMSRO
- The requirements for the immediate reporting of COMSEC material insecurities, COMSEC incidents, and practices dangerous to security (PDS).

For more information, see the AR Division/ARS website:

<http://www.hqmc.marines.mil/ar/branches/securityprogramsandinformationmanagement/communicationssecurity.aspx>

**PHYSICAL SECURITY.** The HQMC Physical Security manager is responsible for all physical security matters within the NCR. The HQMC Physical Security Manager provides:

- Physical Security Surveys
- Restricted Area Accreditations
- Security guidance for NCR renovations and new construction.
- Alarm system support
- Access control requirements
- Key and lock program support
- Protected Distribution Systems support/ installation
- Emergency lockout support (doors & safes)



For more information, see the AR Division/ARS website.

<http://www.hqmc.marines.mil/ar/Branches/SecurityProgramsandInformationManagement/PhysicalSecurity.aspx>

Physical Security Section: (703) 693-2696

**INSPECTIONS.** Information and Personnel Security Assessment inspections will be conducted annually for all HQMC Staff Agencies/Activities, per the provisions of DoD 5200.1-R, SECNAV M-5510.30, HQMC IPSP SOP and Security Note 04-13. For more information, see the AR Division/ARS website, at:

<http://www.hqmc.marines.mil/ar/Branches/SecurityProgramsandInformationManagement/PhysicalSecurity.aspx>

ARS: (703) 614-3609

**PERSONNEL SECURITY.** Staff Agency/Activity security coordinators are responsible for determining individual access requirements within their respective department based on billet and need-to-know. The Electronic Questionnaire for Investigation Processing (e-QIP) must be used in those cases where an individual has not held a clearance at that level or is in need of the required periodic reinvestigation. Secret access requires an investigation every 10 years. Top Secret access requires an investigation every 5 years. Final determination for clearance is made by the DoN Central Adjudication Facility (DONCAF). The HQMC Information and Personnel Security SOP dated 7 July 2009 provides more information on submission procedures and requirements, and is available, at:

<http://www.hqmc.marines.mil/ar/Branches/SecurityProgramsandInformationManagement.aspx>

Information and Personnel Security, (703) 614-3609

**PRELIMINARY INQUIRIES.** Notify the Staff Agency/Activity Security Coordinator immediately upon the discovery of any possible compromise of classified information. Staff Agency/Activity Security Coordinator will coordinate with the HQMC Security Manager for appropriate action to include a Preliminary Inquiry, if deemed necessary to determine the extent of the compromise and make recommendations to the Deputy Commandant/Director for corrective action.

HQMC Security Manager, (703) 614-3609

**TRAINING.** To ensure security training is available to all personnel, annual training requirements will be satisfied by completing the computer-based training program available on the HQMC Security Training webpage. To complete the annual security training, individuals should visit:

<https://ppicss/hqi.usmc.mil/ipcpsp>

Individuals are required to send a confirmation e-mail upon completion of their training to their respective Security Coordinator. The goal is 100 percent completion annually. You must complete each module and print the certificates provided. You may upload your completion certificates within PPICSS under the “My Training” section.

ARS, (703) 614-3609

**VISITOR ACCESS CONTROL.** ARS is the lead agent for all Marine Corps “VIP” visitors to the Pentagon. The term “VIP” is defined as any person or persons conducting business with Marine Corps General Officers or members of the Senior Executive Service. ARS also coordinates access and special badge requirements for Special Projects Directorate (GOS, BGSOC, and SgtMaj Symposium) and CMC Protocol Office (Special Guest, Senators, Congressmen, SecDef, SecNav, and other VIPs). While ARS will coordinate VIP parking and access to the Pentagon Reservation, the hosting Staff Agency/Activity is responsible for escorting the VIP and any accompanying personnel. Individuals

escorting visitors should coordinate with the Personnel Security Section, Pentagon, Room 2A288A, (703) 614-3609, prior to the arrival of the visitor. For the proper procedures for escorting visitors to the Pentagon Reservation, refer to the Information and Personnel Security Standing Operating Procedure.

To prevent the unnecessary delay of VIPs at access control points, it is recommended the below information be provided to the HQMC Parking Control Officer (ARS) at (703) 695-0570, or send via e-mail to the “SMB HQMC ARS PARKING” mailbox at least 72 hours in advance of the anticipated visit:

- (1) Agency/Command
- (2) Visitors Name and Title
- (3) Date and time of visit
- (4) Vehicle License Plate number, if available
- (5) Agency/Command POC/Escort

Time sensitive VIP visits (those that will take place within 24 hours) should be coordinated via telephone rather than e-mail.

HQMC Parking Control, (703) 695-0570



<http://www.hqmc.marines.mil/ar/UnitHome.aspx>