



governmentattic.org

"Rummaging in the government's attic"

Description of document: Annual Historical Review, U.S. Army Intelligence and Security Command (INSCOM), FY 1987

Request date: 10-June-2008

Released date: 08-April-2015

Posted date: 18-May-2015

Source of document: Freedom Of Information Act Request
Commander, INSCOM
ATTN: IAMG-C-FOI
4552 Pike Road
Fort Meade, MD
20755-5995
Fax: (301) 677-2956

The governmentattic.org web site ("the site") is noncommercial and free to the public. The site and materials made available on the site, such as this file, are for reference only. The governmentattic.org web site and its principals have made every effort to make this information as complete and as accurate as possible, however, there may be mistakes and omissions, both typographical and in content. The governmentattic.org web site and its principals shall have neither liability nor responsibility to any person or entity with respect to any loss or damage caused, or alleged to have been caused, directly or indirectly, by the information provided on the governmentattic.org web site or in this file. The public records published on the site were obtained from government agencies using proper legal channels. Each document is identified as to the source. Any concerns about the contents of the site should be directed to the agency originating the document in question. GovernmentAttic.org is not responsible for the contents of documents published on the website.



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE AND SECURITY COMMAND
FREEDOM OF INFORMATION/PRIVACY OFFICE
FORT GEORGE G. MEADE, MARYLAND 20755-5995

Freedom of Information/
Privacy Office

0 8 APR 2015

This is in further response to your Freedom of Information Act (FOIA) request of June 10, 2008, requesting the mandatory declassification review of the INSCOM Annual History volumes for FY 1977 through FY 1997 (our case numbers #0578F-08 through #0598F-08) and supplements our response of March 11, 2015.

Coordination has been completed with other government agencies and the records have been returned to this office for our review and direct response to you.

We have completed a mandatory declassification review in accordance with Executive Order (EO) 13526. As a result of our review, information has been sanitized and 66 pages of records are denied in their entirety as the information is currently and properly classified SECRET and CONFIDENTIAL according to Sections 1.2(a)(2), 1.2(a)(3) and 1.4(c) of EO 13526. This information is exempt from the public disclosure provisions of the FOIA pursuant to Title 5 U.S. Code 552(b)(1). It is not possible to reasonably segregate meaningful portions of the withheld pages for release. The records are partially releasable and enclosed for your use. A brief explanation of the applicable sections follows:

Section 1.2(a)(2) of EO 13526, provides that information shall be classified SECRET if its unauthorized disclosure reasonably could be expected to cause serious damage to the national security.

Section 1.2(a)(3) of EO 12958, as amended, provides that information shall be classified CONFIDENTIAL if its unauthorized disclosure reasonably could be expected to cause damage to the national security.

Section 1.4(c) of EO 13526, provides that information pertaining to intelligence activities, intelligence sources or methods, and cryptologic information shall be considered for classification protection.

Since the release of some of the information deleted from the record would result in an unwarranted invasion of the privacy rights of the individuals concerned, this information is exempt from the public disclosure provisions of the FOIA per Title 5 U.S. Code 552 (b)(6).

The deleted information is also exempt from automatic declassification in accordance with EO 13526, Section 3.3(b)(1) because its release would clearly and demonstratively be expected to reveal the identity of a confidential human source, a human intelligence source, a relationship with an intelligence or security service of a foreign government or international organization, or a nonhuman intelligence source; or impair the effectiveness of an intelligence method currently in use, available for use, or under development.

The withholding of the information described above is a partial denial of your request. This denial is made on behalf of Major General George J. Franz, III, Commander, U.S. Army Intelligence and Security Command, who is the Initial Denial Authority for Army intelligence investigative and security records under the FOIA. You have the right to appeal this decision to the Secretary of the Army. Your appeal must be postmarked no later than 60 calendar days from the date of this letter. After the 60-day period, the case may be considered closed; however, such closure does not preclude you from filing litigation in the courts. You should state the basis of your disagreement with the response and provide justification for a reconsideration of the denial. An appeal may not serve as a request for additional or new information. An appeal may only address information denied in this response. Your appeal is to be made to this office, for forwarding, as appropriate to the Secretary of the Army, Office of the General Counsel.

Coordination has been completed and we have been informed by the National Security Agency (NSA), that information has been sanitized from the records pursuant to Title 5 U.S. Code 552 (b)(1) and (b)(3).

5 U.S.C. 552 (b)(1), The information is properly classified in accordance with the criteria for classification in Section 1.4 of Executive Order (EO) 13526.

5 U.S. C. 552 (b)(3) – The specific statutes are listed below:
50 U.S.C. 3605 (Public Law 86-36 Section 6)
50 U.S.C. 3024(i)
18 U.S.C. 798

The withholding of the information by the NSA constitutes a partial denial of your request and you have the right to appeal this decision. If you decide to file an appeal, it should be sent to NSA/CSS Freedom of Information Act Appeal Authority. The appeal must be postmarked no later than 60 calendar days of the date of the initial denial. The appeal shall be in writing to the NSA/CSS FOIA Appeal Authority (DJP4), National Security Agency, 9800 Savage Mill Road, STE 6248, Fort George G. Meade, Maryland 20755-6248. The appeal shall reference the initial denial of access and shall contain, in sufficient detail and particularity, the grounds upon which you believe release of the information is required. Please cite FOIA Case #63654 assigned to the case so that it could be easily identified.

Coordination has been completed and we have been informed by the Central Intelligence Agency (CIA) that their information is exempt from public disclosure pursuant to Title 5 U.S. Code 552 (b)(1) and (b)(3) of the FOIA.

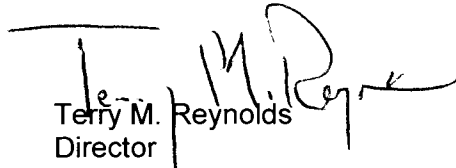
The withholding of the information by the CIA constitutes a partial denial of your request and you have the right to appeal this decision to the Agency Release Panel within 45 days from the date of this letter. If you decide to file an appeal, it should be forwarded to this office and we will coordinate with the CIA on your behalf. Please cite CIA #EOM-2011-00283/Army #588F-08 thru 589F-08 assigned to your request so that it may be easily identified.

During the processing of your request, information was disclosed which is under the purview of another government agency. This office has no authority to release this information and is being referred, along with your request, for appropriate action under the FOIA, and direct reply to you.

There are no assessable FOIA fees.

If you have any questions regarding this action, feel free to contact this office at 1-866-548-5651, or email the INSCOM FOIA office at: usarmy.meade.902-mi-grp.mbx.inscom-foia-service-center@mail.mil and refer to case #0588F-08.

Sincerely,



Terry M. Reynolds
Director
Freedom of Information/Privacy Office
Investigative Records Repository

Enclosure



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE AND SECURITY COMMAND
FREEDOM OF INFORMATION/PRIVACY OFFICE
FORT GEORGE G. MEADE, MARYLAND 20755-5995

Freedom of Information/
Privacy Office

0 8 APR 2015

This is in further response to your Freedom of Information Act (FOIA) request of June 10, 2008, requesting the mandatory declassification review of the INSCOM Annual History volumes for FY 1977 through FY 1997 (our case numbers #0578F-08 through #0598F-08) and supplements our response of March 11, 2015.

Coordination has been completed with other government agencies and the records have been returned to this office for our review and direct response to you.

We have completed a mandatory declassification review in accordance with Executive Order (EO) 13526. As a result of our review, information has been sanitized and 66 pages of records are denied in their entirety as the information is currently and properly classified SECRET and CONFIDENTIAL according to Sections 1.2(a)(2), 1.2(a)(3) and 1.4(c) of EO 13526. This information is exempt from the public disclosure provisions of the FOIA pursuant to Title 5 U.S. Code 552(b)(1). It is not possible to reasonably segregate meaningful portions of the withheld pages for release. The records are partially releasable and enclosed for your use. A brief explanation of the applicable sections follows:

Section 1.2(a)(2) of EO 13526, provides that information shall be classified SECRET if its unauthorized disclosure reasonably could be expected to cause serious damage to the national security.

Section 1.2(a)(3) of EO 12958, as amended, provides that information shall be classified CONFIDENTIAL if its unauthorized disclosure reasonably could be expected to cause damage to the national security.

Section 1.4(c) of EO 13526, provides that information pertaining to intelligence activities, intelligence sources or methods, and cryptologic information shall be considered for classification protection.

Since the release of some of the information deleted from the record would result in an unwarranted invasion of the privacy rights of the individuals concerned, this information is exempt from the public disclosure provisions of the FOIA per Title 5 U.S. Code 552 (b)(6).

The deleted information is also exempt from automatic declassification in accordance with EO 13526, Section 3.3(b)(1) because its release would clearly and demonstratively be expected to reveal the identity of a confidential human source, a human intelligence source, a relationship with an intelligence or security service of a foreign government or international organization, or a nonhuman intelligence source; or impair the effectiveness of an intelligence method currently in use, available for use, or under development.

The withholding of the information described above is a partial denial of your request. This denial is made on behalf of Major General George J. Franz, III, Commander, U.S. Army Intelligence and Security Command, who is the Initial Denial Authority for Army intelligence investigative and security records under the FOIA. You have the right to appeal this decision to the Secretary of the Army. Your appeal must be postmarked no later than 60 calendar days from the date of this letter. After the 60-day period, the case may be considered closed; however, such closure does not preclude you from filing litigation in the courts. You should state the basis of your disagreement with the response and provide justification for a reconsideration of the denial. An appeal may not serve as a request for additional or new information. An appeal may only address information denied in this response. Your appeal is to be made to this office, for forwarding, as appropriate to the Secretary of the Army, Office of the General Counsel.

Coordination has been completed and we have been informed by the National Security Agency (NSA), that information has been sanitized from the records pursuant to Title 5 U.S. Code 552 (b)(1) and (b)(3).

5 U.S.C. 552 (b)(1), The information is properly classified in accordance with the criteria for classification in Section 1.4 of Executive Order (EO) 13526.

5 U.S. C. 552 (b)(3) – The specific statutes are listed below:
50 U.S.C. 3605 (Public Law 86-36 Section 6)
50 U.S.C. 3024(i)
18 U.S.C. 798

The withholding of the information by the NSA constitutes a partial denial of your request and you have the right to appeal this decision. If you decide to file an appeal, it should be sent to NSA/CSS Freedom of Information Act Appeal Authority. The appeal must be postmarked no later than 60 calendar days of the date of the initial denial. The appeal shall be in writing to the NSA/CSS FOIA Appeal Authority (DJP4), National Security Agency, 9800 Savage Mill Road, STE 6248, Fort George G. Meade, Maryland 20755-6248. The appeal shall reference the initial denial of access and shall contain, in sufficient detail and particularity, the grounds upon which you believe release of the information is required. Please cite FOIA Case #63654 assigned to the case so that it could be easily identified.

Coordination has been completed and we have been informed by the Central Intelligence Agency (CIA) that their information is exempt from public disclosure pursuant to Title 5 U.S. Code 552 (b)(1) and (b)(3) of the FOIA.

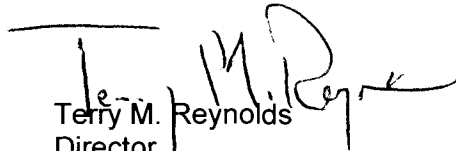
The withholding of the information by the CIA constitutes a partial denial of your request and you have the right to appeal this decision to the Agency Release Panel within 45 days from the date of this letter. If you decide to file an appeal, it should be forwarded to this office and we will coordinate with the CIA on your behalf. Please cite CIA #EOM-2011-00283/Army #588F-08 thru 589F-08 assigned to your request so that it may be easily identified.

During the processing of your request, information was disclosed which is under the purview of another government agency. This office has no authority to release this information and is being referred, along with your request, for appropriate action under the FOIA, and direct reply to you.

There are no assessable FOIA fees.

If you have any questions regarding this action, feel free to contact this office at 1-866-548-5651, or email the INSCOM FOIA office at: usarmy.meade.902-mi-grp.mbx.inscom-foia-service-center@mail.mil and refer to case #0588F-08.

Sincerely,



Terry M. Reynolds
Director
Freedom of Information/Privacy Office
Investigative Records Repository

Enclosure

~~TOP SECRET~~

ANNUAL HISTORICAL REVIEW
U.S. ARMY INTELLIGENCE AND SECURITY COMMAND
FISCAL YEAR 1987

History Office
Office of the Deputy Chief of Staff, Operations
Headquarters, U.S. Army Intelligence and Security Command
Arlington Hall Station
Arlington, Virginia 22212-5000

(RCS CSHIS-6(R3))

September 1988

REGRADED UNCLASSIFIED

ON

7 April 2015

BY USAINSCOM FOI PA

Auth Para 4-102 DOD 5200.1R

~~TOP SECRET~~

~~NOT RELEASABLE TO FOREIGN
NATIONALS~~

~~APPENDED DOCUMENT
CONTAINS SPECIAL
INTELLIGENCE MATERIAL~~

~~CONFIDENTIAL~~

CONTENTS

Chapter	<u>Page</u>
I. MISSION, FUNCTIONS, AND LOCATION	
Mission and Functions.....	1
Location.....	2
II. COMMAND AND STAFF RELATIONSHIPS	
Command and Staff Relationships.....	3
INSCOM and Military Intelligence.....	4
III. ORGANIZATION	
INSCOM Organization.....	5
Numbering of Field Stations.....	10
MI Brigades.....	11
European Reorganization.....	11
EAC MI Organization in the Pacific.....	12
CENTAM.....	13
CONUS Initiatives.....	14
DOD Reorganization Act of 1986.....	15
IV. RESOURCES AND MANAGEMENT	
Operations and Maintenance, Army (OMA) Funds.....	17
FY 1987 Command Operating Budget (COB)/Annual Funding Program (AFP).....	17
FY 1987 Direct Obligations.....	20
Family Housing Units.....	21
Commercial Equipment Funding.....	21
Productivity Capital Investment Program.....	21
INSCOM Program and Budget Guidance, FY 1987	
Authorized Strength.....	21
Civilian Strength by Program.....	21
Automation Budget.....	22
Word Processing Equipment.....	22
Repair and Utilities (R&U) Projects.....	23
Annual Chief of Staff, Army Supply Excellence Award....	23
Command Personnel Situation.....	23
Transfer of Vint Hill Farms Station to U.S. Army	
Materiel Command (AMC).....	24
HQ INSCOM Relocation to Fort Belvoir.....	26
Intern Program.....	27
Upward Mobility Program.....	28
ADP Contract.....	28
AHS Snack Bar.....	28
NCO/Enlisted Club.....	28
Morning Parade.....	28
Restationing Task Force (RTF).....	28

REGRADED UNCLASSIFIED
ON 7 April 2015
BY USAINSCOM FOIPA
Auth Para 4-102 DOD 5200.1R

~~CONFIDENTIAL~~

2

~~CONFIDENTIAL~~

Chapter	<u>Page</u>
IV. RESOURCES AND MANAGEMENT (Continued)	
EO and EEO Complaints.....	29
Inspector General Action Requests (IGAR).....	29
Congressional Inquiries.....	29
Inspections.....	29
Philip A. Connelly Award.....	30
FY 1987 Command Maintenance Inspection Program.....	30
Chief of Staff, Army Award for Maintenance Excellence..	30
INSCOM Information Center (IIC).....	30
SAIG-IO.....	31
Army Superior Unit Award.....	31
Personnel Actions.....	31
Detachment Hahn Newsletter.....	31
500th MI Group Foreign National Retirement.....	32
Staffing: Zero Base Review (FY 1988).....	32
Budget.....	32
Military Justice.....	33
Head of Contracting Activity (HCA).....	34
Legal Research System.....	34
Deputy Standards of Conduct Counselor (DSCC)	
AR 600-50.....	34
Enlisted Personnel Strength Posture.....	34
Equal Employment Opportunity Program.....	36
Department of Defense Reorganization Act of 1986.....	37
Mobilization: 200K Call-Up.....	37
201st MI Battalion Move to Vint Hill Farms Station (VHFS).....	37
Army Training Requirements and Resources System (ATRRS).....	38
NBC Defense Teams Handbook.....	38
Project BABEL.....	38
INSCOM Case Officers.....	39
Total Army Analysis (TAA-93) Process.....	39
New Army Signal Security (SIGSEC) Technical Bulletins (TB).....	39
TEMPEST Test Contract.....	40
INSCOM Combined Federal Campaign (CFC) Kickoff.....	40
Heraldry.....	41
Safety Program.....	41
The Army Civilian Personnel System (ACPERS).....	41
National Security NSA Blue Ribbon Panel (BRP).....	42
Appropriated Fund (APF) Cuts.....	42
Program Development Increment Packages (PDIP's).....	42
NAF Construction.....	43
Retention NCO of the Year.....	43
Department of the Army Retention Award.....	43

REGRADED UNCLASSIFIED

vii

ON 7 April 2015

BY USAINSCOM FOI PA

~~CONFIDENTIAL~~

Auth Para 4-102 DOD 5200.1R

3

Chapter	<u>Page</u>
IV. RESOURCES AND MANAGEMENT (Continued)	
FY 1987 Retention Statistics.....	43
Distribution Criteria.....	43
Voluntary Retirement.....	44
INSCOM Senior Level Positions (High Grade -	
GS/GM 13-15).....	44
INSCOM Grade Rollback Program.....	44
INSCOM Average Grade.....	45
New Position Management and Classification (PM&C)	
Policy.....	45
Baccalaureate Cooperative Education Program (BCOE).....	45
Senior Executive Service (SES) Position Filled.....	45
Incentive Awards.....	45
INSCOM Day/MI Corps Activation Day.....	46
USAINSCOM 10th Annual Military/Civilian Team Awards	
Ceremony.....	46
Tri-Service Functional Working Group.....	47
Contract Personnel in AVISA.....	48
Impression Count.....	48
Mail Processing.....	48
Secure Video Teleconferencing System.....	48
Fort Belvoir Command Conference Room.....	49
Records Management Program.....	49
INSCOM Copier Data Base.....	49
Request for Record Information.....	50
HUMINT Sterile and Nontactical Vehicle Procurement.....	50
Consolidation of INSCOM Vehicles with FSA Interagency	
Fleet Management System (IFMS).....	51
Fiscal Support for Army Personnel Assigned to the	
Defense Attache and Foreign Area Officer System.....	51
Tactical TAREX Training.....	52
V. OPERATIONAL ACTIVITIES	
<u>Multidiscipline</u>	
MI Battalion (Low Intensity).....	53
500th MI Group Issues.....	54
513th MI Brigade OPLAN's.....	55
(b)(1).....	55
CAPSTONE.....	56
Weather Issues.....	56
(b)(1).....	57

Chapter

Page

V. OPERATIONAL ACTIVITIES (Continued)

SIGINT/EW

SIGINT/EW.....

(b)(1)(b)(3) Per NSA

[Redacted]

58
58
60
60
60
60
61
61
61
62

(b)(1)

(b)(1)(b)(3) Per NSA

[Redacted]

62
62
63
63
63
63
64
64

FS Kuria System of Systems.....

(b)(1)(b)(3) Per NSA

[Redacted]

64
65
65

IMINT/MASINT

MASINT.....

(b)(1)

[Redacted]

66
66
66
66
66
67
67
67
67
67
67
67
67
67
68
68
68
68

Air Force Support Issues.....

(b)(1)

[Redacted]

69
69
69
70

Chapter	<u>Page</u>
V. OPERATIONAL ACTIVITIES (Continued)	
(b)(1)	70
.....	71
.....	72
<u>HUMINT/TAREX</u>	
HQ Reorganization.....	72
Case Officer Personnel.....	72
(b)(1)	73
.....	74
.....	75
.....	75
.....	76
Pacific HUMINT Conference.....	77
Forward Basing.....	77
(b)(1)	77
.....	78
.....	78
.....	78
.....	79
.....	79
.....	80
.....	80
<u>Personnel Initiatives.....</u>	80
(b)(1)(b)(3) Per NSA	81
.....	81
.....	81
.....	81
.....	82
<u>Counterintelligence/Operations Security</u>	
Personnel Issues.....	83
Case Control Office (CCO).....	84
Counterespionage.....	84
INSCOM Polygraph Program.....	84
(b)(1)	85
New Security Hazard.....	86
902d MI Group CEOI Team.....	86
513th MI Brigade Forward Basing.....	86
Personnel Security Investigation (PSI) Support in Europe.....	87
(b)(1)	87
Korean Problems.....	88
(b)(1)	88
.....	89

4

~~CONFIDENTIAL~~

Chapter	<u>Page</u>
V. OPERATIONAL ACTIVITIES (Continued)	
COMSEC Issues.....	89
Controlled Cryptographic Items.....	90
COMSEC Insecurity Reporting.....	91
COMSEC Insecurities.....	91
COMSEC Monitoring Issues.....	92
TEMPEST Issues.....	92
Mobile TEMPEST Test System (MTTS).....	93
Appendix	
A. USAINSCOM Organizational Structure.....	94
B. TOE Units.....	98
C. Changes In Status of TOE Units.....	99
D. TDA Units.....	101
E. Changes in Status of TDA Units.....	103
F. USAINSCOM Personnel Strength by Unit.....	105
G. Provisional Units.....	110
H. Changes in Status of Provisional Units.....	111
I. USAINSCOM Key Personnel.....	112
J. Travis Trophy Winners.....	121
K. Director's Trophy Winners.....	123
INSCOM Staff Directory - February 1988.....	124
GLOSSARY.....	125

Tables

No.		
1.	Direct Funding by Subprogram.....	17
2.	Direct Obligations for FY 1987.....	20
3.	INSCOM Program and Budget Guidance, FY 1987.....	21
4.	Civilian Strength by Program.....	22
5.	Enlisted Personnel Posture for FY's 1986-1987.....	34
6.	Enlisted Personnel Strength Posture by Area and Unit.....	35
7.	COMSEC Insecurities.....	91

REGRADED UNCLASSIFIED

ON 7 April 2015

BY USAINSCOM FOI/PA

Auth Para 4-102 DOD 5200.1R

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 8

~~CONFIDENTIAL~~

(b)(1)



Location. (U) All elements of Headquarters, U.S. Army Intelligence and Security Command, are located at Arlington Hall Station, 4000 Arlington Boulevard, Arlington, Virginia 22212. At the end of FY 1987, a new headquarters building for the command was under construction at a site on Fort Belvoir, Virginia. Occupancy of the new quarters was scheduled to take place during the summer of 1989.

~~CONFIDENTIAL~~

9

UNCLASSIFIED

Chapter II

COMMAND AND STAFF RELATIONSHIPS

Command and Staff Relationships. (U) The CG, INSCOM is under supervision of the Chief of Staff, U.S. Army. Directives, authorities, policy, planning, and programming guidance, approved programs, resource allocations, and other methods of command direction are issued to CG, INSCOM by the Chief of Staff, U.S. Army.

(U) The CG, INSCOM--

1. Commands all assigned units and activities.
2. Is subordinate to the Chief, Central Security Service (CHCSS) for the conduct of SIGINT operations.
3. Manages SIGINT resources to accomplish SIGINT operational tasks assigned by DIRNSA/CHCSS.
4. Provides specified military personnel and administrative, logistic, and operational support to the DIRNSA/CHCSS.
5. Deals directly with the Director, DIA for the coordination of HUMINT operational proposals.

(U) INSCOM and other major Army commands (MACOM's) are coordinate elements of DA. The CG, INSCOM is authorized to communicate directly with other major Army commanders or with heads of Army Staff agencies on matters of mutual interest.

(U) The CG, INSCOM will maintain liaison as necessary with other MACOM's, field operating agencies, other cryptologic and intelligence activities, and other foreign domestic governmental agencies to maintain an awareness of, to exchange information on, and to ensure coordination of matters of mutual concern.

REFERRED

UNCLASSIFIED

(U) INSCOM does not have a responsibility in the areas of developing, fielding, and testing the TROJAN systems nor for any product improvement plans (PIP); these are the responsibility of the Army Materiel Command's U.S. Army Electronics Research and Development Command which implements these activities through its project manager, the U.S. Army Signals Warfare Laboratories. The U.S. Army Information Systems Command (USAISC) has full responsibility for communications support to include: cryptonet establishment, Defense Special Security Communications System (DSSCS) requirements, commercial communications contracts, and overall communications monitoring requirements.

INSCOM and Military Intelligence. (U) During the course of FY 1987, two developments took place within the wider Military Intelligence Community which would have an impact upon INSCOM. Ever since its inception as a command, INSCOM had operated under the staff supervision of the Assistant Chief of Staff for Intelligence (ACSI), DA. On 1 May 1987, this post was upgraded to the position of Deputy Chief of Staff for Intelligence (DCSINT). Even more significant was the fact that on 1 July 1987, the 25th anniversary of the creation of the Military Intelligence as a Regular Army basic branch, all MI personnel, military and civilian, were incorporated into a new Military Intelligence Corps which formed part of the regimental system that the U.S. Army now sought to preserve its heritage and traditions. The first Chief of Military Intelligence was the commander of the U.S. Army Intelligence Center and School, MG Julius Parker. As MG Parker announced to the Army on the occasion of the formation of the MI Corps, the step was a "recognition and celebration of our evolution from a plethora of diverse and separate intelligence agencies into the cohesive MI community we enjoy today. In short, it symbolizes the fact that Army Intelligence has truly arrived."

UNCLASSIFIED

UNCLASSIFIED

Chapter III

ORGANIZATION

INSCOM Organization. (U) At the close of FY 1987, there was a total of 79 units (30 TOE and 49 TDA) within INSCOM. The TDA figure does not include Augmentation or Provisional units. All types of units are listed in appendix A. For individual lists of TOE, TDA, and Provisional units at the close of FY 1987, see appendices B, D, and G respectively. Changes in the status of TOE, TDA, and Provisional units are listed in appendices C, E, and H. Command of U.S. Army Garrison, Vint Hill Farms Station is programmed to pass from INSCOM to U.S. Army Communications-Electronics Command (CECOM) on 1 October 1987.

(U) Throughout FY 1987, MG Harry E. Soyster served as Commander, INSCOM. BG George J. Walker served as Deputy Commanding General until 15 December 1986 when he was replaced by BG Ira Owens, the former Chief of Staff. Effective 20 January 1987, COL(P) (b)(6) (b)(6) assumed the position of Chief of Staff. On 17 July 1987, CSM (b)(6) took over the position of Command Sergeant Major previously held by CSM (b)(6)

(U) At the end of FY 1985, Headquarters, U.S. Army Intelligence and Security Command was organized to consist of a Command Group, Office of the Chief of Staff, Special Staff, Personal Staff, and Coordinating Staff as shown below.

Command Group:

Commanding General (CG). (U) The CG, U.S. Army Intelligence and Security Command was responsible to the Chief of Staff, U.S. Army for accomplishment of the missions and functions prescribed by AR 10-53 and was concurrently responsible to the Chief, Central Security Service for all SIGINT activities for which the National Security Agency/Central Security Service (NSACSS) were responsible.

Deputy Commander (DCG). (U) The deputy commander assisted the commander in the management of all intelligence and support operations of INSCOM to include the review and execution of all tasked and delegated operations and the determination of future requirements.

Command Sergeant Major (CSM). (U) The Command Sergeant Major as the senior enlisted person in the command provided advice and assistance to the CG on all matters involving enlisted personnel.

UNCLASSIFIED

UNCLASSIFIED

Office of the Chief of Staff:

Chief of Staff (CofS). (U) The CofS acted as the principal coordinating agent of, and advisor to, the CG and DCG on those matters pertaining to INSCOM; directed and coordinated the staff to achieve efficiency and unit of action; and assisted the CG and DCG in the supervision of the execution of orders. Directly subordinate to the CofS were the Office of Public Affairs and the Contract Support Activity.

Deputy Chief of Staff (DCS). (U) The DCS acted for the Chief of Staff during his absence and assisted to coordinate all actions of the HQ INSCOM staff, and supervised the activities of or provided support to the Secretary of the General Staff, Internal Review Office, and Public Affairs Office.

Secretary of the General Staff (SGS). (U) The SGS acted as executive officer for the CofS and as office manager for the offices of the CG, DCG, and CofS.

Special Assistant to Chief of Staff. (U) The Special Assistant to Chief of Staff acted as special advisor and consultant to the commander, deputy commander, and the Chief of Staff.

Protocol Office. (U) The Protocol Officer served to advise the Command Group on matters related to protocol.

Special Staff:

Deputy Director for Policy and Development. (U) Served as the principal civilian advisor to the CG, INSCOM and his staff on policy matters. Mr. Harry Lancaster became the first incumbent of this new Senior Executive Service (SES) position on 6 April 1987.

Chief, Internal Review (IR) Office. (U) Served as the principal advisor to the CG, INSCOM on internal review matters. Conducted independent review and examination of command operations and internal controls to provide the commander with an objective evaluation of the effectiveness and efficiency with which his financial and related functions were being performed.

Public Affairs Officer (PAO). (U) Served as the Public Affairs Officer of INSCOM, advising the commander and staff on all public affairs matters.

UNCLASSIFIED

Command Psychologist. (U) Served as the psychologist of INSCOM advising the commander on matters pertaining to mental health and providing guidance on psychological factors pertaining to intelligence operations. The Command Psychologist was resubordinated to the Deputy Chief of Staff, Operations on 1 November 1986.

Command Chaplain. (U) Served as the chaplain of INSCOM providing advice and assistance to the commander and his staff on religious, moral, moral leadership, and human self-development matters.

Personal Staff:

Inspector General (IG). (U) The IG, as member of the personal staff, inquired into and reported upon matters affecting the performance of mission and state of the economy, efficiency, discipline, and morale of every phase of activity which was within the sphere of responsibility of the commanding general and as prescribed by law. The IG Office consisted of the Plans and Analysis Division, the Inspections Division, and the Assistance and Investigations Division.

Staff Judge Advocate (SJA). (U) The SJA served as legal advisor to the CG, DCG, CofS, and all staff elements of HQ INSCOM and, as necessary, to subordinate elements of the command.

Principal Advisor Responsible for Contracting (PARC). (U) The PARC served as procurement "czar" for the command, acting in his personal capacity as advisor to the CG, INSCOM on all aspects of contracting. The PARC was also dual-hatted as Chief of the Contract Support Activity, a field operating activity (FOA) within the Office of the Chief of Staff. This element, formerly the Contract Support Office, was resubordinated from DCSLOG to the Chief of Staff on 1 October 1986.

General Staff:

(U) INSCOM Headquarters was comprised of seven major staff elements. These were as follows:

Deputy Chief of Staff, Force Integration (DCSFI). (U) The DCSFI was the principal coordinating staff officer responsible for USAINSCOM force integration, threat coordination, force and material requirement identification, operational concepts, long- and mid-range planning, force design and doctrine, resource program development, materiel acquisition, materiel requirements documentation, and management of fixed and tactical systems.

UNCLASSIFIED

Deputy Chief of Staff, Personnel (DCSPER). (U) The DCSPER served as the principal staff officer for the administration of military and civilian personnel. Acted for the CG, INSCOM in the direction, supervision, and coordination of plans, policies, and procedures for personnel administration, distribution, and management; maintenance of order and discipline; safety; welfare; morale; human affairs; and nonappropriated fund activities. Throughout FY 1987, DCSPER remained divided between the ADCSPER Military and the ADCSPER Civilian. The ADCSPER Military oversaw the Military Personnel Division and Plans and Proponency Division. The ADCSPER Civilian oversaw Human Resources Division, Equal Opportunity Program Division, and Civilian Personnel Division.

Deputy Chief of Staff, Operations (DCSOPS). (U) The DCSOPS was the principal coordinating staff officer responsible for current intelligence collection, production, electronic warfare, and counterintelligence, and security support operations. Provided operational policy guidance and direction and coordinated and supervised current operations. Managed REDTRAIN direction; coordinated and supervised current operations. Managed REDTRAIN program as Army executive agent. Provided operationally oriented INSCOM interfaces between national, departmental, theater (echelon above corps), and tactical (echelon below corps) intelligence organizations. Served as the staff budget director (current and budget year) for allocation and employment of Program 2, 3, and 8 operational resources. Coordinated operational matters with Department of the Army, NSA/CSS, Department of Defense, DIA, CIA, FBI, joint/combined commands, other MACOM's, and other governmental agencies. Supervised command aviation activities. Prepared and coordinated command operational plans and managed command operational planning system; was command focal point for reserve affairs. Supervised command historical program. Exercised staff proponency over the Intelligence Exchange Support Center, the ROYAL CAPE SAP, and Administrative Survey Detachment.

(U) During FY 1987, a number of significant restructurings took place within DCSOPS. On 1 October 1986, the On-Site User Test Branch was resubordinated from DCSFI to ADCSOP-SIGINT-TO to create a new Programs, Training, and Testing Division. (The reorganization expanded the functions of the existing plans and training element which had been transferred to ADCSOPS-SIGINT-TO from ADCSOPS Plans and Training the previous May.) On 1 November 1986, ODCSOPS gained the Staff Psychologist's Office; this had previously been directly subordinate to the Chief of Staff. ADCSOPS-IS underwent repeated reorganization. On 5 January 1987, the former General Support Division of ADCSOPS-IS was discontinued, and spaces reassigned to the single discipline ADCSOPS. On 1

UNCLASSIFIED

February 1987, ADCSOPS Plans and Training was discontinued, and its three component subelements (Plans, Training, and REDTRAIN) became part of ADCSOPS-IS. At the end of FY 1987, as a result of tasking initiated by the DCG, INSCOM, a relook at the ADCSOPS-IS Current Operations Center was underway in conjunction with plans to once more expand ADCSOPS-IS and restore to it the broad range of operational responsibilities which it had carried out in FY 1986 prior to the last major reorganization. ADCSOPS-CI was also realigned; its responsibilities for revising Army SIGSEC regulations and writing SIGSEC publications were transferred to a new Army Directorate for Command, Control, Communications, and Computers on 13 September 1987. Finally, the ICF Management Office was transferred to DCSRM on 2 March 1987.

(U) At the close of FY 1987, DCSOPS consisted of the following major divisions: Office of the Special Assistant, Administrative Office, History Office, Reserve Affairs Office, ADCSOPS Counterintelligence (CI), ADCSOPS HUMINT, ADCSOPS SIGINT/TO, and ADCSOPS Intelligence Support.

Deputy Chief of Staff, Logistics (DCSLOG). (U) DCSLOG was the principal coordinating staff officer for logistics, and was responsible for integrated logistics planning policy; procurement/contracts; budgeting; distribution, storage, and maintenance of electronic equipment systems (less telecommunications); engineering; construction; support services; transportation; logistics oversight/compliance; and supply and maintenance management. The DCSLOG also had staff supervision of the Materiel Support Activity at Vint Hill Farms Station and the Maintenance Assistance and Instruction Team Activity based at Arlington Hall.

(U) During FY 1986, the organization of the DCSLOG consisted of the following: Supply and Services Division, Maintenance Division, Engineer and Housing Division, Fixed Station Engineering Division, Management and Plans Division, and Administrative Office.

Deputy Chief of Staff, Resource Management (DCSRM). (U) The DCSRM was the principal staff officer in matters concerning management, financial management, and manpower management. The DCSRM established and maintained administrative control of appropriated funds, exercised responsibility for manpower management and The Army Authorization Document System (TAADS), developed and supervised the implementation of force requirements, administered the structure and strength program, exercised control over the manpower and equipment survey programs, and reviewed and prepared financial and/or manpower annexes for operational and force

UNCLASSIFIED

UNCLASSIFIED

development plans. In addition, the DCSRM exercised staff supervision over the Finance and Accounting Activity. The Special Finance Accounting Officer was established within DCSRM on 1 October 1984. The office provides disbursing services to activities utilizing Special Mission Funds (SMF) and Intelligence Contingency Funds (ICF). During FY 1987, DCSRM was composed of the following elements: Administrative Office, Budget Division, Finance and Accounting Division, Management and Analysis Division, and Manpower Division. In March 1987, DCSRM gained control over the ICF Office from DCSOPS.

Deputy Chief of Staff for Information Management (DCSIM). (U) The DCSIM was the principal staff assistant to the Commander, INSCOM for all matters pertaining to information management. The position was dual-hatted since the DCSIM concurrently served as Director, U.S. Army Information Services Command, INSCOM (USAISC-INSCOM). DCSIM served as Program Area Director for command programs, budgets, and the Army Management System as they relate to telecommunications/automation. Discharged primary staff responsibilities for engineering, installation, and maintenance of INSCOM information systems. Exercised staff supervision over operation of the Defense Special Security Communication System (DSSCS), CRITICOMM, and other telecommunications activities of the command. Directed development of tactical information systems objectives, concepts, and requirements of the command. Directs development of tactical information systems objectives, concepts, and requirements within INSCOM areas of interest. Finally, the DCSIM exercised operational control over the USAISC Communications Center, supporting USAINSCOM, Arlington Hall Station. The staff element also exercised control over the Automated Systems Activity and the Administrative/Visual Information Support Activity (AVISA).

Command Security Office (CSO). (U) The Chief, CSO formulated, implemented, and supervised policies and procedures for personnel, physical, automation, and information security and acted as command and headquarters security manager, internal OPSEC manager, TEMPEST Coordinating Officer (TCO), and chief law enforcement official for INSCOM.

Command Organizational Issues:

Numbering of Field Stations. (U) During the course of FY 1987, the CG, INSCOM took steps to bring about the redesignation of INSCOM's nine fixed field stations and CONUS MI Group. In a letter to DCSOPS, DA and the Chief of Military History, MG Soyster pointed out that, heretofore, the designations assigned to field stations had been designed to provide a deliberate measure of ambiguity in

UNCLASSIFIED

17

~~UNCLASSIFIED~~ ~~SECRET~~

depicting the unit mission as "a direct result of operations security exercised to minimize the visibility of intelligence operations." Although this had been effective, it had outlived its usefulness. INSCOM had now organized its troops manning the field stations into battalions, and had gained approval to have Officer Position Management System (OPMS) designated commanders. Mobile equipment was being procured which would allow troops at field stations to function tactically during contingency situations. The term field station now denoted a location, not a military unit. MG Soyster concluded by recommending that field stations be redesignated as MI units of the appropriate size. Providing INSCOM organizations with more familiar unit titles would have a beneficial result on the execution of unit mission and would foster esprit and morale by allowing a direct identification with the Military Intelligence Corps. It would also eliminate invidious distinctions between strategic and tactical units.

(U) On 6 July 1987, the Chief of Military History concurred with a slightly modified version of the redesignation plan suggested by CG, INSCOM. MG Soyster had suggested INSCOM TDA units be assigned numerical designations in the 500-series. BG Stofft, Chief of Military History, pointed out that there were a number of TOE MI units (some not a part of INSCOM) in the 500-series, and recommended that field stations and their subordinate elements be redesignated as numbered brigades, battalions, and companies in the 700-series which was vacant in order to eliminate any possible confusion between TDA and TOE formations. MG Soyster agreed to this modification, and final approval for the redesignation action was given by the Chief of Military History on 1 October 1987. Implementation was scheduled to take place on 1 January 1988.

MI Brigades. (U) During the course of FY 1987, INSCOM's theater-level MI groups were in the process of undergoing conversion into MI brigades organized under the Army of Excellence (AOE) concept. This was part of a move to standardize theater-level support units, provide for wartime fill by reserve-component (RC) elements, and give intelligence units designations more readily intelligible to the rest of the Army. The first INSCOM group to be so converted was the 501st MI Group which became the 501st MI Brigade (Provisional) on 15 April 1986. The unit was formally redesignated as a brigade on 16 October 1986. The 66th and 513th MI Groups were converted to brigade status on the same day. INSCOM's two other theater support units, the 470th and 500th MI Groups, were programmed to achieve brigade status early in FY 1988.

(S) European Reorganization. (U) The 66th MI Group was redesignated as the 66th MI Brigade on 16 October 1986. Because of personnel

11

Regraded SECRET on

7 April 2015

~~SECRET~~

~~UNCLASSIFIED~~

by USAINSCOM FOI/PA

Auth para 4-102, DOD 5200-1R

18

ceilings imposed on the European theater and other local factors, the unit was not organized as a type brigade under AOE. (For one thing, the unit had no organic intelligence center, but was dependent for support on the existing USAREUR Echelon Above Corps Intelligence Center.) Concurrently, the 502d ASA Battalion was redesignated as the 204th MI Battalion. Existing INSCOM (b)(1) (b)(1) assets in Europe were integrated into the battalion as two organic companies, "A" and "D", which respectively carried out the (b)(1) and operated the theater (b)(1). The battalion would have to be rounded out by two additional companies to accomplish its projected wartime mission. At the same time, INSCOM's theater COMSEC element, the USASA Detachment, Europe, became Company "C" of the 527th MI Battalion, the brigade's counterintelligence unit. Finally, INSCOM's three numbered imagery interpretation detachments in Europe were consolidated into the 581st MI Detachment on 16 October 1986. In June 1987, the unit's subdetachment B was relocated from its previous station at Alconbury, UK, to Zweibruecken Air Force Base, FRG.

(U) On 16 December 1986, the 430th MI Battalion (Provisional) was inactivated, and its personnel and mission transferred to a new TDA unit, the INSCOM Intelligence Support Detachment, Europe. (This came about as a result of a decision to place all clandestine collection elements in TDA, rather than TOE, units.) Almost immediately, the new designation began to cause problems. It inaccurately depicted the mission of the organization as one of administrative or service support. This fostered confusion among the other NATO intelligence agencies with which the unit interacted. HQ INSCOM recommended that the unit should be redesignated as soon as possible. Protocol considerations dictated that the unit should be given at least the status of a battalion, while security constraints imposed the requirement that there should be no direct link with military intelligence in the unit's designation. Redesignation of the element as the U.S. Army Operational Battalion, Europe was programmed to take place at the beginning of FY 1988.

(S)

EAC MI Organization in the Pacific. (U)—INSCOM's two theater support elements in the Pacific were the 501st MI Brigade in Korea and the Japan-based 500th MI Group. Conversion to brigade status impacted differentially on each of these units. The 501st MI Brigade was minimally affected since it was already tailored to meet the mission-specific demands of the Korean Theater. In August 1987, the unit was strengthened through the establishment of an (b)(1) at Field

Regraded SECRET on

7 April 2015

12

by USAINSCOM FOI/PA
Auth para 4-102, DOD 5200-1R

~~UNCLASSIFIED~~ ~~SECRET~~

19

~~SECRET~~

Station Korea. The changes imposed on the 500th MI Group were more sweeping. The unit originally had been set up as a human intelligence and counterintelligence element to support U.S forces in Japan, although its functions had expanded after resubordination to INSCOM. It was now required to provide intelligence support in peace and war to WESTCOM, the Army element of CINCPAC in Hawaii. To facilitate this, the INSCOM Theater Intelligence Center, Pacific (ITIC-PAC) was resubordinated from Field Station Kunia to the 500th MI Group on 1 October 1986, and the group placed OPCON to WESTCOM (less controlled collection, OFCO, SIGINT, MASINT, and TEMPEST functions) on 25 March 1987. However, the 500th MI Group still was not resourced to support theater military operations in time of war. Its units were geographically separated, and its functional capabilities out of balance for intended missions. To meet a contingency situation, the unit would have to obtain 75 percent of its personnel from reserve component organizations, some of which were still notional.

(b)(1)



(b)(1)



~~SECRET~~

20

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 21

~~SECRET~~

(b)(1)

(U) The 902d MI Group, because of its single discipline mission, was not programmed for conversion to brigade status, and underwent less turbulence during the reporting period. Although there had been some discussion during the previous reporting period about the advisability of concentrating all of the unit's battalions at Fort Meade, Maryland, this was not done; the unit continued to maintain the headquarters of its counterespionage battalion on the West Coast, at the Presidio of San Francisco, California. However, there were some minor changes. The group assumed command of the INSCOM Support Activity on 1 October 1986. This element became group Headquarters and Headquarters Company and additionally continued to provide other INSCOM units at Fort Meade with support. Additionally, a provisional polygraph detachment was formed within the MI Battalion Counterintelligence (Technical) at Fort Meade; this was to support INSCOM's expanding force of polygraph examiners which increased in number from 6 to 42 during the fiscal year.

DOD Reorganization Act of 1986. (U) The full potential impact on INSCOM of the Department of Defense Reorganization Act passed by Congress and signed into law in 1986 was still under assessment during the course of FY 1987. The act, which among other provisions, gave greater powers to the commanders of unified and specialized commands, had large possible implications for the Army. In any event, it seemed clear that the legislation would have some impact on at least a part of INSCOM. On 3 December 1986, INSCOM was tasked by the Army's Director of Management (DACS-DMC) to provide information on its forces operating OCONUS. INSCOM responded with a comprehensive report. On 17 August 1987, the Director of Management informed CG, INSCOM that his final report to DCSOPS, DA recommended that OCONUS detachments of the Special Security Group which supported the Army components of unified commands be considered for reassignment to the supported commands. As he pointed out, "Army EAC is the only level within the Army, among the other services, and among the unified commands at which the SCI security support element is not assigned to and commanded by the supported command."

(U) In the same message, the Director of Management pointed out that "the act makes no specific provision to exempt intelligence and communications organizations from assignment to unified and specified commands. This apparent inconsistency would not only affect the assignment of the OCONUS subordinate elements of INSCOM, but the existence of INSCOM as well." Meanwhile, during a Four

~~SECRET~~

22

UNCLASSIFIED

Star MACOM Commanders Conference held in 1987, General Glenn K. Otis, the CINCUSAREUR, had requested that the Chief of Staff task DA DCSOPS to reassess the command and control doctrine of Army intelligence and communications organizations in light of the act's provisions. As a result, DCSOPS, DA initiated action to place under review the question of whether INSCOM and the U.S. Army Information Services Command should be broken up and assigned to their various theater commanders in conformity with a strict interpretation of the act. It was proposed at the DA level that clarification be sought from Congress about its precise intentions. Matters were still under review at the end of FY 1987.

UNCLASSIFIED

23

UNCLASSIFIED

Chapter IV

RESOURCES AND MANAGEMENT

Operations and Maintenance, Army (OMA) Funds. (U) The U.S. Army Intelligence and Security Command's OMA funding program at the close of FY 1987 consisted of \$223,477,000 of Direct Funds and \$26,000 of Funded Reimbursements for a total of \$223,503,000. The table below shows a breakout of direct funding by subprogram at the close of FY 1987.

Table 1. - Direct Funding by Subprogram.
(As of 30 September 1987)

<u>Subprogram</u>	<u>FY 1987</u>
P2 (General Purpose)	\$ 40,819,000
P38 (Intelligence Activities)	154,727,000
P39 (Communications Security)	2,782,000
P7 (Supply)	380,000
P81 (Military Training)	1,352,000
P87 (Civilian Training)	1,270,000
P9 (Administration)	920,000
Base Operations (AHS & VHFS)	<u>21,227,000</u>
TOTAL	\$223,477,000

FY 1987 Command Operating Budget (COB)/Annual Funding Program (AFP).

(U) The following is an audit trail (\$ in thousands) from DA dollar guidance used for preparation of the FY 1987 COB to final FY 1987 AFP:

Program 2

<u>Dollar Guidance - FY 1987 COB</u>	\$ 56,289
IEW Master Plan	(600)
TVL	(479)
TENCAP	298
FHP	24
Inflation	(85)
ELT	(7,799)
Equipping for Mod	224
Initial Funding	47,872
Foreign Currency	(600)
IEW Study	(500)

UNCLASSIFIED

Program 2 (Continued)

QUALITY DRAGON	20
GRAYWOLF	(3,818)
FHP	(142)
CSSCS Sys Spt	(269)
ELT	(300)
TENCAP	(425)
REDTRAIN	(30)
TVL	(522)
Excess	22
FERS	22
GRISLY HUNTER	(456)
<u>FY 1987 Final AFP</u>	\$ 40,819

Program 38

<u>Dollar Guidance - FY 1987 COB</u>	\$156,583
ATIPS Transfer	(653)
USAREUR Transfer (SISCO)	(300)
Royal Cape	399
Pay Adj	21
ADP Spt	56
Printing	114
CANAL PILOT	365
TVL	(164)
Program Adj	(514)
Inflation	(792)
Initial Funding	155,115
CANAL PILOT	1,273
Currency Revaluation	(119)
ADP Spt	(60)
Belvoir Relocation Excess	(1,381)
Pay Adj	(21)
Transfer to AIA	(1,000)
Reprogram from Baseops	920
<u>FY 1987 Final AFP</u>	\$154,727

Program 39

<u>Dollar Guidance - FY 1987 COB</u>	\$ 3,485
CRVL	(13)
Program Adj	(107)
UMMCA	11
TVL	(10)

UNCLASSIFIED

Program 39 (Continued)

Initial Funding	3,366
Program Adj	(2)
Pay Raise	30
FERS	3
Transfer to Baseops	(570)
Excess	(45)
<u>FY 1987 Final AFP</u>	\$ 2,782

Program 7

<u>Dollar Guidance - FY 1987 COB</u>	\$ 635
Inflation	(62)
Initial Funding	573
Trans	(107)
FERS	3
Excess	(89)
<u>FY 1987 Final AFP</u>	\$ 380

Program 81

<u>Dollar Guidance - FY 1987 COB</u>	1,420
AIA	(10)
Initial Funding	1,410
Excess	(58)
<u>FY 1987 Final AFP</u>	\$ 1,352

Program 87

<u>Dollar Guidance - FY 1987 COB</u>	\$ 531
Long Term Training	20
Interns	672
Initial Funding	1,223
Long Term Training	10
FERS	44
Excess Interns	(20)
Excess ACES	(12)
Reprogram to EDG	25
<u>FY 1987 Final AFP</u>	\$ 1,270

UNCLASSIFIED

Program 9

<u>Dollar Guidance - FY 1987 COB</u>	60
Telephones	872
Initial Funding	932
Excess	(12)
<u>FY 1987 Final AFP</u>	\$ 920

Base Ops

<u>Dollar Guidance - FY 1987 COB</u>	\$ 21,308
EEO	(1)
Postage/Mail	269
Program Adj	(61)
Inflation	(124)
TVL	(9)
Fuel	(10)
RPAC	300
MWR	(111)
Drugs Program	(66)
Civ WY Red	(28)
Initial Funding	21,467
Transfer Mission	(350)
FERS/Payraise	110
<u>FY 1987 Final AFP</u>	\$ 21,227

FY 1987 Direct Obligations. (U) The following table reflects direct obligations by elements of resource (EOR) for FY 1987 (\$ in thousands): Obligations of \$224,374,000 and an Annual Funding Program of \$223,477,000 resulted in an obligation rate of 99.9 percent.

Table 2. - Direct Obligations for FY 1987.

<u>Element of Resource</u>	<u>P2</u>	<u>P38</u>	<u>P39</u>	<u>P7</u>	<u>P81</u>	<u>P87</u>	<u>P9</u>	<u>BO</u>	<u>Total</u>
Civ Pay	1,839	50,691	1,388	316	-	718	-	6,943	61,895
TVL	3,998	9,296	458	22	1,180	142	-	104	15,200
T/T	181	1,034	31	-	-	34	-	212	1,492
Rt/Com/Ut	771	3,787	47	-	-	-	-	426	5,031
Ctr Svc	24,721	59,203	773	39	72	364	898	12,223	99,293
Sup/Equip	8,983	25,155	76	-	98	7	20	1,318	35,657
FNIH	323	5,483	-	-	-	-	-	-	5,806
TOTAL	40,816	154,649	2,773	377	1,350	1,265	918	21,226	224,374

~~CONFIDENTIAL~~

Family Housing Units. (U) The U.S. Army Intelligence and Security Command operated and maintained family housing units at Arlington Hall Station and Vint Hill Farms Station. Funds received from Department of the Army for these units for FY 1987 were \$1,159 of which \$1,159 was obligated (100 percent).

Commercial Equipment Funding. (U) In FY 1987, the Base Level Commercial Equipment funding level was \$500K. At the year end, commitments were \$499K for a 100 percent commitment rate, and obligations were \$364K for an obligation rate of 73 percent.

Productivity Capital Investment Program. (U) The Productivity Capital Investment Program for FY 1987 was \$2,400K.

INSCOM Program and Budget Guidance, FY 1987 (Authorized Strength).
(U) (C) The manpower data shown in the following table depicts the authorized strength for end of FY 1987, as allocated in the DA Program and Budget Guidance, May 1987:

Table 3. - INSCOM Program and Budget Guidance, FY 1987.

<u>Program</u>	<u>Authorized Strength</u>						
	<u>OFF</u>	<u>WO</u>	<u>ENL</u>	<u>MIL</u>	<u>US CIV</u>	<u>FN CIV</u>	<u>TOTAL</u>
P2 Gen Purpose Forces	392	325	3,236	3,953	36	17	4,006
P3 Intel & Info Mgt	1,104	469	6,921	8,494	1,748	390	10,632
P7 Supply				20			20
P8 Training	3	2	7	12	4		16
AFH			3	3	4		7
P3 Support to NSA	<u>157</u>	<u>28</u>	<u>918</u>	<u>1,103</u>			<u>1,103</u>
TOTAL	1,656	824	11,085	13,585	1,792	407	15,784

Civilian Strength by Program. (U) By direction of HQDA this command was for the first time required to report monthly projections of civilian end strength and work year expenditures for CONUS and OCONUS civilians. Actual end strength and work years were required to remain within a 1 percent tolerance (plus or minus) of projections, and were calculated and reported monthly. The end FY 1987 (30 Sept 87) projection was 2,219 civilians on board; ending the fiscal year with 2,226. The fill rate was 98.1 percent of overall civilian authorizations of 2,234. For Direct Hire U.S. Civilians, the fill rate was 98.5 percent, and for Indirect Hire Foreign National Civilians it was 95.3 percent.

REGRADED UNCLASSIFIED

7 April 2015

ON

BY USAINSCOM FOIPA

Auth Para 4-102 DOD 5200.1R

~~CONFIDENTIAL~~

28

~~CONFIDENTIAL~~

~~UNCLASSIFIED~~

Table 4. - Civilian Strength by Program.

<u>Program</u>	<u>Authorized</u>	<u>Actual</u>
<u>2 Gen Purpose Forces</u>	<u>60</u>	<u>62</u>
<div style="border: 1px solid black; padding: 2px;">(b)(1)(b)(3) Per NSA</div>		
Base Opns/RPMA	77	107
AMHA	223	224
<u>GDIP</u>		
HUMINT	503	503
TECRAS	23	20
ADP	25	22
DSSS	24	18
AMHA	35	34
Other	10	8
<u>CRP</u>		
COMSEC	20	16
Base Opns/RPMA	141	140
AMHA	29	25
<u>CI&IA</u>		
FCI	196	188
S&IA	397	419
AMHA	53	46
<u>7 TISA</u>	<u>2</u>	<u>2</u>
CPA	18	3
<u>8 ACES</u>	<u>4</u>	<u>3</u>
MFH	4	3
TOTAL	<div style="border: 1px solid black; padding: 2px;">(b)(1)(b)(3) Per NSA</div>	

Automation Budget. (U) The automation budget for FY 1987 was \$12.6 million, and there was a 100 percent obligation rate of those funds.

Word Processing Equipment. (U) A plan was developed to phase out all Lexitron, Xerox, and Lanier word processing equipment and replace it with Wang personal computers. This action was for HQ INSCOM only.

Regraded CONFIDENTIAL on

7 April 2015 Per NSA

~~CONFIDENTIAL~~

~~UNCLASSIFIED~~

~~CONFIDENTIAL~~

Repair and Utilities (R&U) Projects. (U) Funding distribution for R&U projects:

<u>Unit</u>	<u>FY 1986 (\$000)</u>	<u>FY 1987 (\$000)</u>
FS Augsburg	250	43
FS Berlin	947	900
FS Korea	150	165
FS Kunia	0	30
FS Sinop	890	884
CONUS MI Gp	0	19

Annual Chief of Staff, Army Supply Excellence Award. (U) The Annual Chief of Staff, Army Supply Excellence Award Program continues to gain momentum throughout HQ INSCOM as the program is stressed at all levels of command. The purpose of the program is to provide an incentive at all levels of logistics involving property accounting and improving logistics excellence throughout the Department of the Army in accounting for property, improving records management, and properly applying and instituting regulatory logistical guidance.

(U) 766th MI Detachment won the runner-up in the TOE Company Level category for 1986 competition. For the first time since the conception of the program, INSCOM was able to nominate three different organizations to compete in the four categories for the 1987 competition. (U)

Command Personnel Situation. (C) The authorized and actual total command strengths for FY 1986 and FY 1987 are shown below.

	30 September 1986					
	<u>OFF</u>	<u>WO</u>	<u>ENL</u>	<u>TOT MIL</u>	<u>CIV</u>	<u>GRAND TOTAL</u>
Authorized	1,545	718	10,709	12,972	2,104	15,076
Actual	1,304	552	10,963	12,819	2,032	14,851

	30 September 1987					
	<u>OFF</u>	<u>WO</u>	<u>ENL</u>	<u>TOT MIL</u>	<u>CIV</u>	<u>GRAND TOTAL</u>
Authorized	1,615	803	10,833	13,251	2,245	15,496
Actual	1,327	531	10,520	12,378	2,167	14,545

(U) This reflects command as of 31 July 1987.

REGRADED UNCLASSIFIED

ON

7 April 2015

23

BY USAINSCOM FOIPA

Auth Para 4-102 DOD 5200.1R

~~CONFIDENTIAL~~

30

UNCLASSIFIED

Transfer of Vint Hill Farms Station to U.S. Army Materiel Command (AMC). (U) The decision to divest USAINSCOM of its CONUS installations is being accomplished through the closure of Arlington Hall Station in the future and the transfer of Vint Hill Farms Station (VHFS) to another MACOM. In a letter dated 10 February 1987, the Chief of Staff of the Army assigned VHFS to HQ, AMC with the effective date to be determined by the concerned commands. The Commander, AMC further assigned VHFS to the Commander, U.S. Army Communications Electronics Command (CECOM) by letter dated 6 March 1987.

(U) Within HQ USAINSCOM, oversight responsibility was assigned to DCSRSM with action assigned to the Management and Analysis Division with the Review and Analysis Branch designated as the Office of Primary Responsibility (OPR). A HQ working group was established which consisted of representatives from each staff element and USAG, VHFS. The group was chaired by LTC (b)(6) Chief, Management and Analysis Division. DCSRSM representatives included personnel from Manpower, Budget, and Finance and Accounting Divisions and the Review and Analysis Branch.

(U) The initial accomplishment of the working group was to identify staff areas of responsibilities and interest, and develop a letter of instruction (LOI) outlining and assigning these responsibilities.

(U) An initial meeting between an action group from HQ CECOM and selected action officers of INSCOM was conducted. CECOM wanted control of all activities within USAG, VHFS as early as possible with the change of command to be effective on 15 June 1987. INSCOM suggested a transition team, controlled by CDR, CECOM and chaired by CDR, USAG, VHFS be formed to provide for organizational planning and to facilitate the orderly transfer of personnel and property. The transition team and a change of command date of 1 October 1987 was finally negotiated with HQ AMC. An MOU providing for the transition team was signed on 5 May 1987.

(U) On 1 October 1987, Vint Hill Farms Station will transfer to Army Materiel Command, and with it, all VHFS engineering management obligations for Engineering and Housing Division. With VHFS thus eliminated, and AHS slated for closure by mid FY 1989, only Field Station Sinop will remain as an INSCOM-hosted installation. This prompted MG Robert Dacey (Assistant Chief of Engineers) to "suggest" that perhaps INSCOM should get out of the host-MACOM business entirely. Base operations at Field Station Sinop could be handed off to USAREUR, leaving INSCOM as the mission tenant as it is elsewhere. In the weeks that followed, the staff analyzed

UNCLASSIFIED

UNCLASSIFIED

and explored the concept from every direction, before finally concluding that the mission interests at Field Station Sinop would best be served by the continued INSCOM operation of the whole installation. General Soyster replied to General Dacey with this recommendation in September (Message 021435Z Sep 87, subject: INSCOM Programming of Base Operations for Field Station Sinop, Turkey) and DA decided it was in the Army's best interest to leave Field Station Sinop as an INSCOM installation.

(U) A summary of actions accomplished at the headquarters to effect the transfer were:

a. A LOI to the staff resulted from these meetings which outlined approximately 50 items to be completed prior to the 1 October 1987 transfer date.

b. IPR's were scheduled on 15 July 1987, 20 August 1987, 10 September 1987, and 25 September 1987 with a wrap-up IPR on 15 October 1987. These IPR's are to be conducted for the Chief of Staff, deputy commander, and commander to report on progress toward accomplishing those actions outlined in the LOI.

c. An area of controversy was generated when VHFS prepared a fact sheet independent of headquarters input which outlined 26 spaces VHFS felt represented headquarters support to VHFS. The fact sheet was circulated to CECOM and later to AMC. INSCOM's research of the effort expended at this headquarters in support of VHFS establishing three positions which included two from the finance and accounting activity located at AHS, USAG. Correspondence at the general officer level rebutted the VHFS and later CECOM and AMC positions. Primary headquarters staffs involved in the issue of spaces were DCSIM, DCSLOG, DCSPER, and DCSR. A meeting between MG Thomas, CECOM, and MG Soyster, INSCOM, is scheduled for 1 October 1987 so MG Soyster can present the INSCOM position. No further formal action is anticipated by CECOM after this meeting. Additionally, representatives of INSCOM's DCSR held an informal meeting with DA DCSPER (Mr. (b)(6) Acting Director, Manpower Programs and Budget) where INSCOM's position was presented.

d. An MOU between HQ AMC and HQ USAINSCOM to provide for continued support in areas of Finance and Accounting, Procurement and Emergency Relocation, and for Host-Tenant Agreement was negotiated. The MOU will be signed on 19 October 1987.

e. Also effective 1 October 1987, the Civilian Personnel Office at Vint Hill Farms Station, Warrenton, VA, will become part of the Army Materiel Command, Alexandria, VA, as

UNCLASSIFIED

~~CONFIDENTIAL~~

a result of a transfer of function. INSCOM does still have organizations located there that the VHFS CPO will continue to service. This now leaves INSCOM with two operating civilian personnel offices, one at the Field Support Center, Fort George G. Meade, MD, and one at Arlington Hall Station, Arlington, VA.

(U) When VHFS is officially transferred to AMC on 1 October 1987, a change of command ceremony will be held at VHFS where MG Soyster, CDR INSCOM, will pass the flag to MG Thomas, CDR CECOM.

(U) IQ INSCOM Relocation to Fort Belvoir. (C) A \$350K contract task has been let to engineer, relocate, install, and count over all communications equipments and system from the HQ AHS location to Ft. Belvoir. The tasking was delivered to the ADCSIM-TEL office in September 1987, and the Engineering Installation Plan (EIP) is currently in process. A firm plan is due for the contractor in November 1987. After approval of the EIP, both the contractor and the government will complete procurement.

(U) Construction of the new INSCOM headquarters got off to a good start with a ceremonial ground-breaking under perfect weather on 9 October 1986. Over 200 people attended the ground-breaking ceremony at Fort Belvoir, Virginia, along with the Honorable John W. Shannon, Assistant Secretary of the Army for Installations and Logistics; COL (b)(6) District Engineer, U.S. Army Engineers, Baltimore District Corps of Engineers; and Mr. (b)(6) (b)(6) Senior Vice President for Operations, Algernon-Blair Inc.

(U) Since that time, construction has gone well and stayed close to schedule. The new building is currently under construction by the firm of Algernon-Blair of Montgomery, Alabama. Its 230,000 square feet, consisting of four floors, two of them below ground, will include space for secure operations, a food service area, as well as a loading and receiving area. INSCOM headquarters will relocate in the spring of 1989. As of FY 1987, the building was 30 percent finished, with completion projected for early 1989.

(U) Ft Belvoir was chosen as the new site because it represented a great place to improve working conditions, and was near the home of George Washington, who was one of the first advocates of Army intelligence. Of the 87 acres comprising Arlington Hall, 72 acres will be transferred to the Department of State for use by the Foreign Service Institute. The remaining 15 acres will be retained by the Army for use by the National Guard Bureau. The actual closing of Arlington Hall Station is scheduled for the fall of 1989.

26

REGRADED UNCLASSIFIED
ON 7 April 2015
BY USA INSCOM FOI PA

~~CONFIDENTIAL~~ - Auth Para 4-102 DOD 5200.1R

33

UNCLASSIFIED

Intern Program. (U) Five Department of the Army (DA) interns were employed during the year to participate in a 2-year training program. The entry grade was GS-05 with promotion potential to GS-09. The total eight interns on board at the end of the fiscal year equals 16.

(U) Four DA interns graduated from the Intern Training Program during the fiscal year and based upon satisfactory completion of on-the-job training and formal training courses as outlined in their respective training program plans, the intern graduates were placed into permanent positions within the command.

(U) The FY 1986 intern fill rate was 96.5 percent. The high level of fill was the result of monthly monitoring of inter-recruitment and intern post-training placement actions. The command again experienced a 100 percent placement rate of graduating interns who desired a permanent position within INSCOM. This command never has had to request Army placement assistance to place a surplus intern.

(U) The Department of Army allocated six additional civilian training, education, and development (CTED) intern spaces to this command for FY 1987. This represents a major increase of more than 23 percent in one year. This figure translates into a savings of more than \$1500K in FY 1987. This space allocation was the result of our command "track record" or FY 1986 resource utilization and the submission of the annual intern requirements package to HQDA. The requirements package is developed in close coordination with the Command Career Program Managers (CCPM). The ODCSPER maintains a particularly close working relationship with the CCPM's of the command who possess major intern requirements, i.e., CCPM's for intelligence and ADP career programs. The command was finally able to obtain a CTED intern space for the Records Management Program. The space acquisition was the result of an agreement to place a records management intern who had completed her program while assigned to the Army staff. The placement was accomplished as a result of a coordinated effort with AVISA line management. The command gained a trained intern graduate to fill an AVISA vacancy and the perpetual use of a Records Management CTED intern space. This command intern requirement is currently supported by a permanent overhire authorization. This action will save the command more than \$25K annually.

(U) The command has initiated a major effort to shift intern spaces from MACOM headquarters to field training sites. In addition, five of the six new intern positions acquired in FY 1987 have been allocated to field commands.

UNCLASSIFIED

34

UNCLASSIFIED

Upward Mobility Program. (U) Three employees at AHS were appointed to participate in the Upward Mobility Program. One employee reached the target grade and another resigned from the program for personal reasons.

ADP Contract. (U) After 25 years of providing security/support on Arlington Hall Station, the ADP alarm system contract was terminated 1 September 1987.

(U) As of 1 September 1987, the new alarm system, CMC, became fully operational. This system provides an improved way to monitor the security of the installation while also giving us an internal, historical record of alarm activity.

AHS Snack Bars. (U) AHS snack bars were taken over by the Officers' Club in July 1987 after the departure of the civilian contractor.

NCO/Enlisted Club. (U) Due to the small remaining on-post enlisted population, the NCO/Enlisted Club was closed in July 1987 with many of its activities taken over by the Recreation Center.

Morning Parade. (U) In April 1986, DPTMSEC was charged by the USAG Commander with developing a training system to better train our soldiers, make better use of training time, and to be in-place prior to the move of the headquarters to Fort Belvoir. In May 1986 the INSCOM Chief of Staff approved the implementation of "Morning Parade." In short, Morning Parade is a "prime time" training period, with an ingrained chain of command and training which is developed by committees manned by HQ INSCOM personnel. Implementation date is scheduled for 15 October 1987.

Restationing Task Force (RTF). (U) The RTF was formed from assets within the U.S. Army Garrison, Arlington Hall Station to prepare Arlington Hall Station for closure and the movement of HQ INSCOM to Fort Belvoir, Virginia. The RTF is organized into two branches: closure and relocation. The mission of the task force is to plan, organize, coordinate, and direct the closure of Arlington Hall Station and the relocation of HQ INSCOM to Fort Belvoir. LTC (b)(6) (b)(6) the Deputy Commander for Operations, USAG, was appointed as the Director, RTF. A 100 percent inventory of all organizational and installation property began in December 1986 and was near completion in September 1987. Groundbreaking for the new HQ INSCOM building at Fort Belvoir was held on 8 October 1986 and as of 30 September 1987, the new HQ INSCOM building was approximately 30 percent complete.

UNCLASSIFIED

EO and EEO Complaints. (U) In FY 1987, six EO complaints and 11 EEO complaints were processed. One EO complaint was resolved and four were found to be management issues and redirected to the chain-of-command. There were seven EEO complaints that were formal. Four of the complaints were resolved or withdrawn. There were seven EEO complaints unresolved at the end of FY 1987, however, six of these complaints can be attributed to three individuals, each filing two complaints. Three EEO complaints involved an on-site fact finding conference by the U.S. Army Civilian Appellate Review Agency (ASACARA): two on 13 May 1987 and one on 15 September 1987. One complaint was filed with the Equal Employment Opportunity Commission (EEOC) on 3 September 1987.

Inspector General Action Request (IGAR). (U) The increase in IGAR's processed by HQ INSCOM detailed IG's during FY 1986, to include those evolving from complaint periods conducted as an integral part of inspections, continued into FY 1987. One hundred and eight such IGAR's were completed in FY 1987 compared to 91 in FY 1986. Acting Inspectors General at major subordinate units processed 78 additional IGAR's, representing 36 percent of the total IGAR cases as compared to 34 percent in FY 1986. Of the total 215 IGAR's processed by INSCOM IG/AIG's in FY 1987, 6 percent were substantiated, 15 percent were nonsubstantiated, and 79 percent were assistance cases.

(U) The IGAR category "Personnel Management Military" was the leading INSCOM category with 73 cases (34 percent of the total). The next most common categories in FY 1987 were: "Finance and Accounting" (37 cases/17 percent); "Personal Conduct" (30 cases/14 percent); and "Community/Installation Support" (13 cases/6 percent).

Congressional Inquiries. (U) The Headquarters, MACOM IG Office continued to process Congressional Inquiries. During the fiscal year, 29 Congressional Inquiries were responded to, a decrease of 7 cases under the FY 1986 total. Of the 29 total inquiries, 21 were defined as assistance cases, 7 were nonsubstantiated, and 1 was substantiated.

Inspections. (U) The Office of the Inspector General (OIG) conducted seven general inspections, three follow-up inspections, and two special inspections. Fifteen major units encompassing 102 different subordinate elements at 69 different locations were inspected by the OIG during FY 1987. The OIG team is usually composed of nine detailed Inspectors General and, when appropriate, augmented by members of the INSCOM staff. The division published 14 inspection reports totaling 74 findings, 30 commendables, and 71 minor irregularities and deficiencies for internal correction.

UNCLASSIFIED

UNCLASSIFIED

Philip A. Connelly Award. (U) INSCOM representatives for the Philip A. Connelly Award Program were the dining facilities at Field Station Berlin, T'Berg Barracks for the small category serving 200 persons or less, and Field Station Korea for the large category serving over 200.

FY 1987 Command Maintenance Inspection Program. (U) Ten units were inspected in the FY 1987 Command Maintenance Inspection Program. Four of these units scored 98 percent or higher and will receive the Commanding General's Award for Maintenance Excellence. The winning units were: Field Station Sinop; Field Station Korea; Wobeck Detachment; and HHC, 66th MI Brigade.

Chief of Staff, Army Award for Maintenance Excellence. (U) Two INSCOM units were recognized in the FY 1987 Chief of Staff, Army Award for Maintenance Excellence competition. Field Station Berlin received the first place award in the heavy TDA unit category. This marks the second time Field Station Berlin won the award--the first time was the year 1984. Field Station Berlin's accomplishment is further highlighted by becoming the first INSCOM unit to win a second DA Maintenance Excellence Award.

(U) In addition, INSCOM also had a runner-up unit in the TDA Light Category of the competition--the Wobeck Detachment, 204th MI Battalion. The nominees for the FY 1988 awards were: Field Station Sinop, heavy TDA unit; MI Battalion (LI), medium TDA unit; Wobeck Detachment, light TDA unit; 524th MI Battalion, heavy TOE unit; and HHC, 66th MI Brigade, light TOE unit.

(U) The INSCOM nominees in each category of TDA and TOE units are selected based on the highest score achieved during the annual Command Maintenance Inspection. INSCOM DCSLOG staff personnel conduct the inspections on-site at the various units using a very extensive check list covering every aspect of equipment maintenance and repair part supply. Each INSCOM unit that scores at least 98 percent during the annual Command Maintenance Inspection receives a plaque representing the INSCOM Commanding General's Award for Maintenance Excellence.

INSCOM Information Center (IIC). (U) The IIC was opened in February 1986 at Headquarters, INSCOM, Arlington Hall Station to provide information services to assist INSCOM personnel worldwide in becoming self-sufficient in meeting their computer needs. In conjunction with the Education Center, the IIC trained over 900 INSCOM individuals in the use of PC's and PC software. The IIC also procured over \$214,000 of PC software for the headquarters and subordinate units during FY 1987.

UNCLASSIFIED

UNCLASSIFIED

SAIG-IO. (U) SAIG-IO findings as of 30 September 1987 is as follows:

	<u>Findings</u>	<u>Recommendations</u>	<u>Closed</u>	<u>Open</u>
TOTAL	32	131	109	22

Army Superior Unit Award. (U) On 7 April 1987, General William J. Linsey, Commander and Chief of US Forces Korea, presented the Army Superior Unit Award to the 3d MI Battalion (AE) at a ceremony held on the battalion flight line at Camp Humphreys. This award is presented to Army units for outstanding service and achievement under difficult conditions during peacetime. The 3d MI Battalion (AE) earned this award for its outstanding accomplishments performing its mission in support of the Peacetime Aerial Reconnaissance Program.

(U) The 766th Military Intelligence Detachment (MID) was awarded the Army Superior Unit Award in August 1987 "for outstanding meritorious performance during peacetime of a difficult and challenging mission: the 766th MID, Berlin, distinguished itself by exceptionally meritorious achievement in the performance of outstanding services under extraordinary circumstances during the period 22 May 1985 to 11 October 1985." This was the major counterespionage undertaking Operation Lake Terrace which culminated in the apprehension, detection, and expulsion of three high-ranking hostile intelligence service agents on 11 October 1985.

Personnel Actions. (U) The total number of grievances, adverse and disciplinary actions, and performance based actions remained primarily the same as the number in FY 1986. In FY 1986, six adverse actions (removal/suspensions) were taken, six reprimands were issued, two performance-based actions were initiated and eight grievances were filed, totalling 22 actions. In FY 1987, seven adverse actions were taken, six reprimands were issued, five grievances were filed, three appeals were filed with the Merit System Protection Board, and three performance based actions totalling 24 actions.

Detachment Hahn Newsletter. (U) During the fiscal year, the public affairs section at Detachment Hahn implemented a detachment newsletter. The newsletter was named METROBONE, derived from the site at which the detachment is assigned (Metro Tango) and unit motto ("Bad to the Bone"). After two issues, the production was temporarily suspended due to violations in USAINSCOM regulations. The matter is being reviewed by HQ INSCOM.

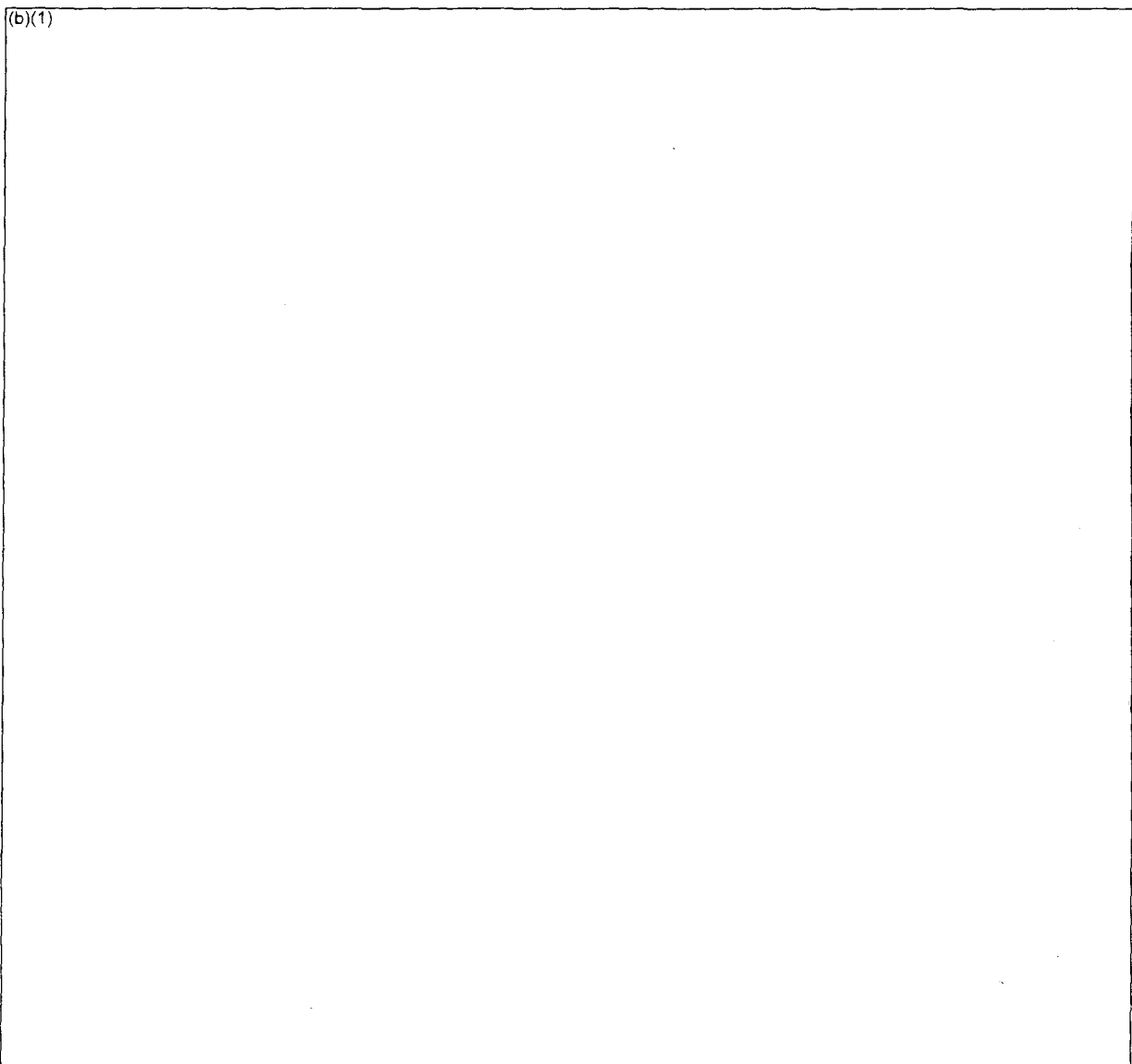
UNCLASSIFIED

38

~~CONFIDENTIAL~~

500th MI Group Foreign National Retirement. (U) During FY 1987, the government of Japan began sharing 50 percent of the cost for retirement accruals for Foreign National Indirect Hire personnel. This resulted in a substantial cost savings, and ultimately a substantial amount of money was returned to INSCOM.

(b)(1)



(U) Other Procurement, Army (OPA): During FY 1987, 11 PE 381055 OPA funds were apportioned to NSA for budgetary management. Expenditure of primary interest to DCSIM was the communications equipment (ST2D-PC) for \$392K.

~~CONFIDENTIAL~~

UNCLASSIFIED

Military Justice. (U) A breakdown of the military justice reports revealed the following statistics:

ARTICLE 15's

FY 1986: 127 Summarized
476 Formal
603 TOTAL

FY 1987: 134 Summarized
438 Formal
572 TOTAL

COURTS-MARTIAL

<u>FY 1986</u>		<u>FY 1987</u>	
Summary	2	Summary	1
Special	6	Special	6
General	13	General	8
TOTAL	21	TOTAL	15

DRUG OFFENSES

FY 1986: 105

FY 1986: 78

FY 1986 ADMINISTRATIVE ELIMINATIONS

(AR 635-200)

Chapter 5 (Sep for Convenience of Govt)	32
Chapter 9 (Alcohol or Drug Abuse)	9
Chapter 10 (Discharged for Unsuitability)	7
Chapter 13 (Separated for Unsuitability)	2
Chapter 14 (Separated for Misconduct)	34
Chapter 15 (Separated for Homosexuality)	2
All others:	58

FY 1987 ADMINISTRATIVE ELIMINATIONS

(AR 635-200)

Chapter 5 (Sep for Convenience of Govt)	20
Chapter 9 (Alcohol or Drug Abuse)	11
Chapter 10 (Discharged for Unsuitability)	6
Chapter 13 (Separated for Unsuitability)	5
Chapter 14 (Separated for Misconduct)	45
Chapter 15 (Separated for Homosexuality)	4
All others:	63

UNCLASSIFIED

Head of Contracting Activity (HCA). (U) During FY 1985, the CG, INSCOM was designated as HCA by HQDA. The designation was in response to a need to form a dedicated element within the Army for secure environment contracting. The formation of this element was completed in FY 1986. The TDA for this HCA contains a space for a GM-13 attorney-advisor, the incumbent of which is under the technical supervision of the Staff Judge Advocate (SJA). As of the close of Fiscal Year 1987, that position was filled by Mr. (b)(6)

(b)(6)

Legal Research System. (U) To assist the Staff Judge Advocate Office in its legal research, a Westlaw computerized legal research system was put in operation during FY 1987. The system substantially adds to the legal services provided by the Staff Judge Advocate. For example, a printout of Comptroller General opinions can be made available, or the latest court ruling on an opinion of law.

Deputy Standards of Conduct Counselor (DSCC) AR 600-50. (U) As Deputy Standards of Conduct Counselors under AR 600-50 the SJA, Deputy SJA, and Special Assistant received and reviewed conflicts of interests, Confidential Statements of Affiliations, and Financial Interests (DD Form 1555) from INSCOM military and civilian personnel. Of the 183 reviewed for Fiscal Year 1987, none revealed any unreasonable conflicts of interests.

Enlisted Personnel Strength Posture. (U) Enlisted personnel posture by MOS (EW/Crypto and HUMINT MOS's) is shown in the table below.

Table 5. - Enlisted Personnel Posture for FY's 1986-1987.

MOS	4th Qtr FY 1986 Auth/Asg	INSCOM Percent Of Fill	DA Percent Of Fill	4th Qtr FY 1987 Auth/Asg	INSCOM Percent Of Fill	DA Percent Of Fill
05D	237/287	121	140	224/229	102	100
05H	986/1,155	117	120	941/964	102	108
05K	793/770	97	106	873/808	93	95
33M	111/103	93	80	119/94	79	80
33P	157/150	96	103	151/147	97	93
33Q	160/168	105	102	155/171	110	107
33R	27/18	67	53	26/32	123	73
33T	70/70	100	87	67/176	113	75
96B	253/278	110	96	357/307	86	88
96D	232/211	91	89	248/274	110	116
97B	561/558	99	97	669/659	98	102

UNCLASSIFIED

MOS	4th Qtr	INSCOM	DA	4th Qtr	INSCOM	DA
	FY 1986	Percent	Percent	FY 1987	Percent	Percent
	<u>Auth/Asg</u>	<u>Of Fill</u>	<u>Of Fill</u>	<u>Auth/Asg</u>	<u>Of Fill</u>	<u>Of Fill</u>
97C	61/29	48	100	40/32	80	86
97G	202/214	106	127	217/196	90	98
97E	186/201	108	114	226/186	82	109
98C	1,054/1,022	97	94	1,194/937	78	82
98G	1,015/905	89	81	1,046/958	92	90
98J	312/318	102	97	309/319	103	89
98Z	132/124	94	81	136/131	96	89

- Notes:
1. MOS 05G converted to MOS 97G.
 2. MOS 33S converted to MOS 33M, 33P, 33Q, 33R, 33T
 3. MOS 96C converted to MOS 97E.

Table 6. - Enlisted Personnel Strength Posture by Area and Unit.
(As of 30 September 1987)

<u>Unit</u>	<u>Authorizations</u>	<u>Assigned</u>
<u>European Area</u>		
Field Station Augsburg	1,567	1,433
Field Station Berlin	719	731
Field Station Sinop	261	233
USA Cryptologic Support Group	11	10
66th MI Group	1,499	1,189
USA Russian Institute	5	5
USA Foreign Lang Trng Ctr Europe	7	7
TOTAL	4,069	3,608
<u>Panama Area</u>		
470th MI Group	137	145
MI Battalion (LI)	149	145
Field Station Panama	118	97
TOTAL	404	387
<u>MAIT Team</u>		
USA MAIT Team	13	12
USA Mission Support Activity	60	55
TOTAL	73	67
<u>Pacific Area</u>		
Field Station Kunia	1,027	991
ITIC-PAC	60	57
500th MI Group	212	234
501st MI Group	1,312	1,337
TOTAL	2,611	2,619

42

UNCLASSIFIED

<u>Unit</u>	<u>Authorizations</u>	<u>Assigned</u>
<u>CONUS Area</u>		
Admin/AV Support Activity	17	17
FCA	21	31
FSC	11	11
Central Security Facility	9	7
CONUS MI Group	1,006	960
Finance Accounting Activity	13	14
513th MI Group	973	1,070
Foreign Material Intelligence Group	74	78
Field Station Key West	62	36
902d MI Group	322	337
Operational Group	38	40
Field Station San Antonio	237	251
Foreign CI Activity	21	31
Special Security Group	<u>298</u>	<u>305</u>
TOTAL	3,102	3,188
 <u>INSCOM Consolidated</u>		
European Area	4,069	3,608
Panama Area	404	387
MAIT Team	73	67
Pacific Area	2,611	2,619
CONUS Area	<u>3,348</u>	<u>3,451</u>
TOTAL	10,505	10,132

Equal Employment Opportunity Program. (U) The following is a brief command overview of USAINSCOM's efforts in eliminating underrepresentation of women and minorities in mid and senior level positions in the workforce:

As of 1 October 1986

	<u>GS-9</u>	<u>GS-10</u>	<u>GS-11</u>	<u>GS-12</u>	<u>GS-13</u>	<u>GS-14</u>	<u>GS-15</u>	<u>Total</u>
White Female	39	2	56	55	5	0	0	157
Black Male	5	1	10	17	1	1	0	35
Black Female	12	0	10	7	0	0	0	29
Hispanics Male	2	0	3	3	2	0	0	10
Hispanics Female	1	0	1	2	0	0	0	4
AA/PI Male	4	1	8	25	8	0	0	46
AA/PI Female	1	0	1	2	0	0	0	4
AI/AN Male	0	0	0	1	3	0	0	4
AI/AN Female	0	0	0	0	0	0	0	0

UNCLASSIFIED

As of 30 September 1987

	<u>GS-9</u>	<u>GS-10</u>	<u>GS-11</u>	<u>GS-12</u>	<u>GS-13</u>	<u>GS-14</u>	<u>GS-15</u>	<u>Total</u>
White Female	51	2	47	57	18	2	0	177
Black Male	6	1	7	16	5	1	2	38
Black Female	11	1	13	6	1	0	0	32
Hispanics Male	3	0	4	3	5	0	1	16
Hispanics Female	1	0	2	1	0	0	0	4
AA/PI Male	2	1	8	22	7	2	1	43
AA/PI Female	2	0	1	1	0	0	0	4
AI/AN Male	0	0	0	1	0	1	0	2
AI/AN Female	0	0	0	0	0	0	0	0

Department of Defense Reorganization Act of 1986. (U) Directed a 10 percent reduction of the total number of military and civilian personnel assigned to headquarters staffs within the military departments. The Department of the Army responded to this Congressional initiative by directing INSCOM headquarters to reduce to a strength of 541 Army Headquarters Management Account (AHMA) spaces effective 1 October 1988. This represented a decrement of about 15 percent, and would have a growing impact on ODCSOPS as well as on other INSCOM headquarters elements. As a result, there was a growing effort within DCSOPS to find ways to place operational personnel needed at Arlington Hall on the authorization documents of other Army elements.

Mobilization: 200K Call-Up. (U) In FY 1987, the authorization for a Presidential call-up of 100,000 Reservists (the 100K call-up) for 90 days was increased to 200,000. Some INSCOM Reserve CAPSTONE units and Individual Mobilization Augmentees are included in the 200K packages.

201st MI Battalion Move to Vint Hill Farms Station (VHFS). (U) INSCOM requested the 201st MI Battalion move to VHFS and conversion to its Army of Excellence (AOE) structure. HQ DA approved the unit move and table of organization and equipment (TOE) conversion of 30 June 1987. The reorganization ceremony was held on 28 July 1987. On 16 September 1987, the flag of the 201st MI Battalion officially moved from Ft. Monmouth, NJ, to Vint Hill Farms Station, VA.

UNCLASSIFIED

Army Training Requirements and Resources System (ATRRS). (U) The ATRRS was approved on 8 June 1987. This system provides ADCSOPS-IS training with information regarding formal school quotas and training directly from TRADOC and USATAPA.

NBC Defense Teams Handbook. (U) Draft chapter 5 to AR 350-1, NBC Defense Training, was completed on 8 October 1986 to meet the critical need for guidance to INSCOM unit commanders. This chapter focuses on unit NBC responsibilities, NBC organization, NBC defense training policy (to include both individual and team training), recommended NBC training, and NBC publications recommended to be on hand. The first NBC Defense Teams Handbook was developed for the command on 13 July 1987 by the INSCOM Chemical Officer. This pocket-size handbook consist of 17 tasks designed to increase the proficiency of NBC teams at unit level, such as the Chemical Detection, Radiological Monitoring/Survey, and Decontamination Teams. The handbook services as an invaluable training tool since team training has been identified as a weak area throughout the command.

Project BABEL. (U) In October 1986, INSCOM's Command Language Office initiated a foreign language resource and program research project entitled Project BABEL. The project is an attempt to catalog all-source foreign language training opportunities and materials (college and university programs, summer language programs, textbooks, lexicons, films, tapes, etc.) into a compendium for use by managers of DOD nonresident language programs. In March 1987, all Army active duty and Reserve units were solicited for input of all languages and levels of proficiency. Items of cultural, literary, of a general linguistic nature, or related to computer language technology were also requested.

(U) Although plans to complete the initial draft of the Project BABEL compendium was projected for 30 April 1987, with a projected publication in the May-June timeframe, it wasn't until August when the Language Office published a compendium of foreign language training opportunities and resources. This unclassified compilation is the first within Department of Defense. Representing approximately 200 languages and dialects, it will be an invaluable reference manual for all DA agencies and commanders charged with language training responsibilities.

(U) The Command Language Office sponsored a summer language program which allowed eight INSCOM soldiers to attend language intensive, 6- to 8-week programs at civilian institutions. While

UNCLASSIFIED

45

~~SECRET~~

the office provided the funds, the individual service members were required to apply to and be accepted by the institutions before acceptance into the program.

(b)(1)

Total Army Analysis (TAA-93) Process. (U) During the TAA-93 Process, the Chief of Staff of the Army approved five INSCOM personnel slots for the Army Technical Control and Analysis Element (ATCAE). INSCOM will monitor and exercise management control over communications supporting TROJAN.

New Army Signal Security (SIGSEC) Technical Bulletins (TB). (U) During the 1979-1983 timeframe, a series of four electronic security (ELSEC) TB's were developed on noncommunications emitters. These documents were published as series 380-6 Army ELSEC TB's. The present concept will provide in one package SIGINT threat information, emitter vulnerabilities, and SIGSEC recommendations for each emitter used by an element of the team. Three SIGSEC TB's are in various stages of completion. These TB's deal with aviation field artillery, and Air Defense Artillery (ADA) communications and noncommunications emitters.

(U) Approximately \$500K for contractor support over a 5-year period to prepare a series of ELSEC TB's was proposed in the FY 1978 INSCOM COMSEC Resource Program (CRP) submission. The funding was approved by DA/NSA during a review of the CRP. The first \$100K was made available during FY 1979 to fund the Artillery ELSEC TB. Another \$100K was made available during FY 1980 and FY 1981 to fund the ADA and AIMA Division ELSEC TB's. An additional \$100K (\$200K total) was made available during FY's 1982-1987 for funding additional technical bulletins. A decision was made during FY 1982 to develop a SIGSEC Advisor Package primarily in the form of a SIGSEC TB instead of a similar ELSEC package. This tracked with the idea of including communications emitters in the four ELSEC TB's when they are up for revision.

(U) Very little was accomplished during FY 1987 in revising the remaining four SIGSEC Advisor Package Technical Bulletins 380-6-1-1 (Threat), 380-6-1-3 (SIGSEC Resources), and 380-6-1-6 (SIGSEC Reporting).

~~SECRET~~

46
NOT RELEASABLE TO FOREIGN
NATIONALS

UNCLASSIFIED

TEMPEST Test Contract. (U) For a number of years, INSCOM has contracted for TEMPEST testing assistance and the maintenance of Army TEMPEST Test equipment. FY 1987 funds in the amount of \$702K were set aside to support a new TEMPEST test contract and maintenance of TEMPEST equipment. However, the new contract was not signed prior to or during FY 1987. Therefore a substantial amount of the \$702K was MIPR'ed to Transportation System Center (TSC), Department of Transportation for use in providing TEMPEST Test Support through contractor assistance.

(U) Action on the new TEMPEST test contract was initiated during January 1986 with the initial submission to the VHPO, VHFS of a Procurement Package including a Statement of Work (SOW). During the period from February to October 1986 the VHPO was trying desperately to have the contract awarded to an 8A Company. Therefore, a Request for Proposal (RFP) was issued by the VHPO on 24 October 1986 for contractor TEMPEST test assistance. Two proposals were received by 15 December 1986. The two companies consisted of Engineering and Professional Services, Inc. (EPS) and Honeywell. The two proposals were evaluated and the results were provided to the VHPO on 11 March 1987. The results indicated that both companies submitted acceptable proposals. However, the Honeywell proposal was rated excellent as compared with superior for EPS. Some additional evaluation and clarifications were requested from the VHPO concerning the evaluation. This additional evaluation information was provided to the VHPO on 18 June 1987. The memorandum recommended the contract be awarded to Honeywell based on their excellent TEMPEST test expertise and their lower manhours and cost for a sample delivery order. The awarding of the contract has been delayed until FY 1988 since INSCOM had no equipment or system for TEMPEST testing. Normally for this type of contract, the first delivery order must be provided before a contract can be signed.

(U) AR 530-4 charges INSCOM with the responsibility to TEMPEST test Army facilities which process classified information electrically. All facilities which meet the eligibility criteria of TB 380-7 must be tested every 3 years.

INSCOM Combined Federal Campaign (CFC) Kickoff. (U) On 13 October 1987 at 1000, INSCOM kicked off the 1988 Combined Federal Campaign with guest speaker, (b)(6) Executive Director, Easter Seal Society for Disabled Adults and Children. The ceremony music was performed by the U.S. Army Fife and Drum Corps, 3d U.S. Infantry (Old Guard), and the Visual Information Division, TV Branch, put together the opening slide-show presentation. Special guest consisted of (b)(6) CFC Loan Executive; (b)(6)

UNCLASSIFIED

47

UNCLASSIFIED

Executive Director, Mental Health Association in Alexandria; (b)(6)
(b)(6) Public Relations Coordinator, Catholic Charities of the
Diocese of Arlington; (b)(6) Area Program Director, American
Red Cross Fairfax County Chapter; (b)(6) Director,
Residential Services, Association for Retarded Citizens, Greater
Prince William County; (b)(6) Chairman, Board of Directors,
Montgomery Hospice Society.

Heraldry. (U) FY 1987 saw many changes in heraldic entitlements within the command. New shoulder sleeve insignia (SSI) were approved for the 66th, 501st, and 513th MI Brigades. A coat of arms and organizational color were approved for the 204th MI Battalion. A crest was added to the coat of arms of the 532d MI Battalion. Distinctive unit insignia (DUI) were approved for Field Station Kunia and the U.S. Army Operational Group. Distinguishing flags were authorized for the INSCOM Foreign Materiel Intelligence Group (FMIG), and for the 1st, 2d, and 3d MI Centers. The fiscal year ended with planning for the redesignation of the U.S. Army field stations as numbered TDA brigades/battalions/companies.

Safety Program. (U) The command continued to exceed all goals and objectives established as part of the accident reduction program. FY 1987 accident rate involving military personnel was 18.6 percent lower than FY 1986. Despite the overall successes the accident rate for Army Motor Vehicles increased slightly but the INSCOM rate was still much better than the Army-wide rate. Causes were sporadic and not subject to any specific countermeasures. The Command Safety Officer was allocated \$12,000 in PE 38 (CCP) funds to be used as saw fit to enhance the command safety education and awareness program. Of the amount, \$10,500 was allocated to subordinate units where it is used primarily to support the safety awards program. \$1,500 retained at the headquarters was used to purchase safety banners and testing equipment for the U.S. Army Garrison, Arlington Hall Station and a subscription to professional materials. \$13,690 of the DCSPER travel funds was used in FY 1986 in support of the command safety program.

The Army Civilian Personnel System (ACPERS). (U) Continued emphasis was put on correcting the errors in the CIVPERSINS data base in preparation for the conversion to ACPERS. Deployment of the new system is to take place at the AHS CPO from 29 February 1988 through 11 March 1988 and at the FSC CPO from 14 through 25 March 1988. Opportunities for training on the new system increased considerably toward the end of the fiscal year and are expected to continue as deployment approaches.

UNCLASSIFIED

48

UNCLASSIFIED

(U) Because the command is participating in the Army-wide effort to automate CPO operations, each INSCOM CPO has received a four station system clustered to a 70 Mb central processing unit. The Department of the Army has centrally funded the purchase of this Burroughs/UNISYS system. The purchase included requisite software and classroom training. The training package included world processing, ADPO applications and in-depth technical training. The entire system will support the newly developed ACPERS database system for civilian personnel management adopted by the Army. This program will be installed in each CPO during the FY 1988 period.

National Security NSDA Blue Ribbon Panel (BRP). (U) Development of specific actions to implement the personnel related recommendations of the National Security NSDA Blue Ribbon Panel on cryptology in the 1990's was accomplished. A working group, chaired by ODCSPER, was organized in March 1987. This working group identified several actions to implement the BRP recommendations. These actions were briefed to our Chief of Staff on 24 April 1987 and to the MI Proponency Office on 9 June 1987. Final implementation of these actions has been held up awaiting the NSA determination of specific mission and skill requirements that will result from the fielding of high technological systems of the future.

Appropriated Fund (APF) Cuts. (U) Congress mandated that after 30 September 1987, there would be no APF support provided to morale, welfare, and recreation (MWR) "money making" activities located in metropolitan areas. Arlington Hall Station is a metropolitan area but Vint Hill Farms Station is not. During FY 1987, APF positions which directly supported those activities (AHS clubs only) were identified and the spaces moved to other nonrevenue producing activities within AHS or converted to Nonappropriated Fund (NAF) positions.

Program Development Increment Packages (PDIP's). (U) VHFS received support through HQDA to originate PDIP's. The funds supported areas within Army Community Services (ACS) and Child Development Services (CDS). Once again this fiscal year, only a portion of those Office of Secretary of Defense/major Army commands (OSD/MACOM) funds were obligated by VHFS for the intended purpose. Distribution of those funds was as follows:

UNCLASSIFIED

49

UNCLASSIFIED

<u>PDIP Name</u>	<u>OSD/MACOM Funding</u>	<u>VHFS Funding</u>
Army Family Services	\$ 90K	\$ 45K
Family Member Employment	25K	15K
Financial Counsel/Consumer Affairs	60K	23K
Outreach	15K	15K
Installation Volunteer Coordinator	15K	0
Family Advocacy Program	<u>26K</u>	<u>26K</u>
TOTAL	\$231K	\$124K

NAF Construction. (U) The Construction Review Board approved the FY 1988 VHFS Guest House project. The \$860K project has been forwarded to Congress for review. Congressional approval is anticipated by mid-November.

Retention NCO of the Year. (U) SFC (b)(6) U.S. Army Field Station Kunia, Schofield Barracks, Hawaii, was selected as the INSCOM Retention NCO of the Year for FY 1986.

Department of the Army Retention Award. (U) INSCOM was presented the Department of the Army Reenlistment Award for FY 1986.

FY 1987 Retention Statistics. (U) The retention goals established by the Department of the Army FY 1987 were 490 Initial Term, 350 Mid Career, and 258 Career.

Actual INSCOM Achievements

	<u>Initial Term</u>	<u>Mid Term</u>	<u>Career</u>
Total FY 1987	525	359	282
w/BEAR Achievements			
Percent Achievements	107%	103%	109%

(U) For FY 1987, INSCOM had an initial term quality point average of 80.7 compared to the Army goal of 66, and the Army wide average of 72.6. INSCOM remained one of the leading MACOM's in retaining quality initial term soldiers.

Distribution Criteria. (U) Distribution criteria affecting INSCOM units is outlined below:

a. Field Station Sinop will continue as a Vice Chief of Staff-designated Special Management Command. Strength will be maintained between 98 percent and 100 percent in all MOS. Special management actions will continue to ensure this percentage is met.

UNCLASSIFIED

b. INSCOM positions supporting the National Foreign Intelligence Program (NFIP) will be maintained between 98 percent and 100 percent of authorized strength.

c. Space Imbalanced MOS (SIMOS) positions OCONUS will be maintained at or over 100 percent of authorizations. INSCOM CONUS SIMOS positions will be maintained between 10 percent and 110 percent.

d. Other than as provided in guidelines above, INSCOM units in Europe must also meet European troop strength levels as prescribed by HQDA.

e. Linguist Distribution - INSCOM has been designated as the highest priority command for fill of linguists in all languages. Strength will be maintained between 98 percent and 100 percent of authorized levels, depending on the available inventory for the particular languages MOS.

Voluntary Retirement. (U) Thirty-nine requests for voluntary retirement were approved by this headquarters in FY 1987. This figure does not encompass all enlisted retirements within INSCOM in that an unknown number were approved by other approving authorities as authorized by paragraph 12-2, AR 635-20. Other cases were processed by the headquarters and approved by HQDA.

INSCOM Senior Level Positions (High Grade - GS/GM 13-15). (U) During FY 1987, the Chief of Staff (Position Management Officer) approved 22 additional permanent high grade positions as INSCOM continues to centrally manage its high grade resources. This represents an increase of 8.27 percent and brings the command total to 288. Of these 288 high grade positions, 167 or 58 percent are allocated to INSCOM field units; 92 or 32 percent are allocated to HQ INSCOM organizations; and 29 or 10 percent are allocated to HQ Field Operating Activities.

INSCOM Grade Rollback Program. (U) During FY 1987, INSCOM continued its policy by directing that all nonsupervisory GS-11 and GS-12 positions be filled at the GS-09 level or lower in an effort to comply with the Office Management Budget/Office of Personnel Management (OMB/OPM) directed 1.5 percent reduction in GS/GM 11-15 strength program. During FY 1987, INSCOM increased its GS/GM 11-15 population by 69 employees, an increase of 8.89 percent. This growth occurred as a result of 124 new civilian authorizations, to include military to civilian conversions. INSCOM's GS 01-10 population increased by 85 employees (an 11.59 percent increase). This balanced growth was due mainly to this innovative position management program.

UNCLASSIFIED

UNCLASSIFIED

INSCOM Average Grade. (U) The DA average grade ceiling assigned to INSCOM is 9.17. At the beginning of FY 1986, the INSCOM average grade was 9.12. During FY 1986, the average grade increased to 9.13.

New Position Management and Classification (PM&C) Policy. (U) HQDA announced that civilian position classification authority would be delegated to all commanders. In consonance with this new policy, the CG personally retained classification authority for the HQ staff, SA, AVISA, MSA, ASA, CSA, and IESC. He delegated classification authority to the commanders of the following units: 66th, 501st, and 513th MI Brigades; 470th, 500th, and 902d MI Groups; CONUS MI Group; Special Security Group; Operational Group; Field Stations Augsburg, Kunia, Berlin and Sinop; USARI; CSF; FCA; FMIG; SCD; and the AHS Garrison. Further delegation of this authority is not permitted.

(U) During the year, the CG exercised his classification authority to upgrade four GM-132-14 MI Civilian Excepted Career Program (MICECP) positions to GM-15.

Baccalaureate Cooperative Education Program (BCOE). (U) INSCOM manages a total of 16 BCOE spaces which are allocated equally within INSCOM and AIA, ITAC. As each space is shared by two students who alternate work and study periods, it is possible to place 32 students per year within both organizations. Student work periods run from approximately 1 January through 30 June and 1 July through 31 December. During FY 1987, there were 17 students enrolled in the program, 5 with INSCOM and 12 with AIA, ITAC. Lengthy security clearance processing prevented us from bringing on a higher number of students. Three graduating students were placed in permanent positions during FY 1987. Of these positions, two were upward mobility positions (1 in AIA, ITAC and 1 at Ft Ord, CA) and the other was an intern position with INSCOM, DCSOPS.

Senior Executive Service (SES) Position Filled. (U) The SES position developed during FY 1987 to replace the only Scientific and Technical position within INSCOM was recruited for and filled during FY 1987. Mr. ^{(b)(6)} serves in this position as the Deputy for Policy and Development, ES-301.

Incentive Awards. (U) The USAINSCOM Supplement to AR 672-20 was published as of 5 June 1987 and given wide distribution. A corresponding pamphlet containing checklists for nominating officials and reviewing/approving officials was also published and distributed. For the first time, the supervisors in an employee's rating chain can turn to a single source for guidance and practical

UNCLASSIFIED

assistance in preparation of paperwork for all types of incentive awards. Clear delineation of approval authority is contained for all incentive awards as well as INSCOM organizational goals for numbers of GS/FWS and GM employees to be recognized and the amount of money to be spent on monetary awards.

INSCOM Day/MI Corps Activation Day. (U) On 1 July 1987, the 10th anniversary of USAINSCOM and the National Capital Region observance of the activation of MI Corps were celebrated. The day included appropriate ceremonies: a synchronized slide presentation by the Public Affairs and History Offices entitled, "INSCOM: The First Decade;" athletic events; a display of United States and Soviet weapons; and a MI historical display trailer hosted by the History Office. Mrs. (b)(6) the Army's General Counsel was guest speaker.

USAINSCOM 10th Annual Military/Civilian Team Awards Ceremony. (U) The 1987 Annual Command Awards Ceremony was an especially important part of the day-long celebration honoring USAINSCOM's 10th birthday and the activation of Military Intelligence Corps. Major General Soyster set the tone with his clear statements recognizing the high quality accomplishments of the military and civilian employees of INSCOM. The general encouraged major subordinate commanders and HQ staff heads to recognize those individuals within their organizations who made a difference both to their organization and to INSCOM as a whole.

(U) This year's annual command awards ceremony contained a new command award, the Local National Employee of the Year Award. This award recognizes the outstanding accomplishments of a local national employee. The first recipient of the award was Mr. (b)(6) (b)(6) 66th MI Brigade.

(U) The presentation included awarding Mr. (b)(6) DCSLOG, with the Albert W. Small Award; SFC (b)(6) DCSLOG, with the COL (b)(6) Military/Civilian Team Improvement Award for military recipient and Mr. (b)(6) USAFS Sinop, as the civilian recipient; Ms. (b)(6) VHFS Civilian Personnel Office, with the Jackie Keith Action Officer of the Year Award; Ms. (b)(6) 902d MI Group, with the Virginia McDill Award; Ms. (b)(6) VHFS Civilian Personnel Office, with the Equal Employment Opportunity Award; Ms. (b)(6) VHFS Family Support Division, with the Nonappropriated Fund Employee of the Year Award; Mr. (b)(6) (b)(6) Engineering Activity, Capital Area, AHS, with the Annual Wage Grade Award; and SGT (b)(6) USAFS Misawa, with the Commander's Plaque for Operational Achievement.

UNCLASSIFIED

53

UNCLASSIFIED

(U) Other honorary award winners in FY 1987 were also mentioned during the ceremony to include the Meritorious Civilian Service Award winners: (b)(6) CSO; (b)(6) 66th MI Brigade; (b)(6) DCSOPS; and (b)(6) 500th MI Group, and the winners of the Commander's Award for Civilian Service: (b)(6) DCSOPS; (b)(6) DCSPER; (b)(6) DCSFI; (b)(6) DCSOPS; (b)(6) DCSOPS; (b)(6) SJA; (b)(6) DCSOPS; and (b)(6) DCSFI.

(U) Nominations for the annual command awards were up by 19 over last year for a total of 52 nominations. Approximately 50 percent of the INSCOM units nominated one or more individuals for an annual command award.

Tri-Service Functional Working Group. (U) PL 99-569, the Intelligence Authorization Act of 1987 granted the Department of Defense broad authority to establish a separate, excepted service civilian personnel system for Army, Navy, and Air Force intelligence communities. The Deputy Chief of Staff for Intelligence at Army headquarters requested that INSCOM take the lead in developing a concept design for the new system for Army. A senior Civilian Personnel Specialist was detailed in November to work full-time on this project for the special assistant to the DCSINT.

(U) A tri-service functional working group was then formed to include two other personnel specialists from the Air Force and Navy. Each service held a series of meetings to develop their service's recommended concept design. INSCOM hosted the 1987 CP-19 (Intelligence and Security) Career Program Manager's Conference for the DCSINT in January 1987. The major topic was the new legislation. From the efforts at the conference came both the basic working groups and initial functional goals used for the later development of Army's concept design.

(U) In the spring the three service's came together in a series of meetings often held at Arlington Hall Station, that culminated in August with a broad agreement on a tri-service concept design. The Office of the Secretary of Defense (OSD) directed the development by the services of a civilian personnel manual that would specify all common features and policies and be published by OSD. Plans for converting the tri-service concept design into OSD policy were finalized in September with work scheduled to commence in October.

(U) Concurrent with the development within Army of a concept design for the personnel system was the development of the design for the necessary organizational structures and relationships

UNCLASSIFIED

needed to implement and operate the new system. Serious consideration was given to a centralized operating personnel office for INSCOM that would at least service all employees in the Washington, DC, metropolitan area if not all INSCOM employees worldwide. This option was discarded primarily because of the high cost in manpower spaces, and secondarily, because of a DA DCSINT proposal to establish a separate headquarters level staff and partial operating personnel office for all of Army's intelligence community. This later proposal was adopted by the special assistant to the DCSINT and staffed at Army headquarters prior to the close of the fiscal year. Prior to its official approval, INSCOM committed another personnel space to establish the initial "cell" to be housed in Trailer C of Arlington Hall Station. INSCOM also funded an initial effort with a contractor through the Office of Personnel Management to provide several critical services needed to implement the legislation. Once implemented in FY 1988, the new personnel system will convert all but local national and AHS Garrison employees to the statutory excepted service. For the first time all of INSCOM's U.S. citizen employees will be under one personnel system.

Contract Personnel in AVISA. (U) A plan was developed to operate the audiovisual support to HQ INSCOM utilizing contractor personnel rather than TDA INSCOM assets. This was accomplished via an ongoing NSA contract with the G.J. Associates whereby INSCOM was made a line item on that contract for audiovisual services. One civilian space was transferred to the VI Management Branch and four military spaces were utilized elsewhere on the TDA to provide much needed administrative support. Money to pay for the contract was sent to NSA by military personnel and contract was begun before the end of the fiscal year. Military personnel were to remain until MILPERCEN could make routine reassignments.

Impression Count. (U) The total impression count for the Printing Facility during FY 1987 was 6,504,896. This figure reflects a reduction in printing impressions due to a HQDA plan to reduce overall printing by 15 percent.

Mail Processing. (U) Mail and Distribution Branch, AVISA processed a total of 223,670 pieces of mail for FY 1987.

Secure Video Teleconferencing System. (U) Many meetings have been held during the past year between NSA and HQ USAINSCOM to determine the need and requirements for a Secure Video Teleconferencing System to increase face to face mission interaction while reducing travel and per diem costs. After several discussions and meetings it was decided to install a network between Field Station Kunia,

UNCLASSIFIED

55

UNCLASSIFIED

the National Security Agency (NSA), and HQ USAINSCOM. Mr. (b)(6) (b)(6) was selected to be USAINSCOM's representative and project manager. During the committee's meetings it was decided to install a circuit between NSA and Field Station Kunia utilizing a 128 kilobit circuit. The circuit is scheduled for operations beginning 10 February 1988.

Fort Belvoir Command Conference Room. (U) During FY 1987, the Visual Information Management Branch (VIM), AVISA began assessing the requirements for the new command conference room in the Fort Belvoir Headquarters. After determining basic end product requirements, the VIM began coordination with the Television/Audio Support Activity (TASA). During August of 1987 TASA engineers began developing the statement of work for contract, procurement, and installation of the multi-image, multimedia, command conference room for the new headquarters. Contract awards is scheduled for 1st Quarter, FY 1989.

Records Management Program. (U) During FY 1987, several efforts were initiated to restructure the Records Management Program within INSCOM. DA Policy regarding the retirement of information created within the command has been that all information would be held within command channels, i.e., held within the DA Cryptologic Records Center. Action has been taken with the Secretary of the Army to allow command records that are not classified to be retired into the Federal Record Center System, thereby reducing the incoming volume to be held at the headquarters.

(U) A request has also been made to DA to allow INSCOM to publish an adjunct regulation to AR 25-400-2 (MARKS) that would serve to publish classified records descriptions and dispositions that cannot be published in the unclassified MARKS regulation. A request was also initiated to upgrade the security level of the Cryptologic Records Center to be located in the new headquarters building, allowing the center to store any level of classified material created within the headquarters.

(U) All command publications relating to the Records Management Program are under revision, and will implement the changes to policy outlined above and other revisions in DA policy within the Information Management Area.

INSCOM Copier Data Base. (U) The INSCOM Copier Data Base, which is used as a management tool to search and retrieve information command-wide, was updated. The Copier Data Base can be manipulated to provide information such as the location, manufacturer, cost, etc., of equipment. The Copier Data Base is also utilized to

UNCLASSIFIED

56

~~CONFIDENTIAL~~

provide the most economical and efficient use of equipment, and as a basis for providing funds for purchasing equipment.

(U) During FY 1987, the INSCOM average cost per copy of documents reproduced on copier equipment was .025, which is under 0.3 cents per copy suggested figure from the Department of the Army.

(U) There were 304 copiers located throughout the command during FY 1987. Requests were received for 14 office copiers command-wide. Of these requests, one was disapproved.

Request for Record Information. (U) During FY 1987, there were 212 requests for record information, involving 788 repository boxes searched. The requests resulted in the loan of 694 files, 237 visits by persons to review files, and 9 actions handled by correspondence.

(U) At the close of the fiscal year, there were 2,678 linear feet of inactive files on-hand.

HUMINT Sterile and Nontactical Vehicle Procurement. (U) Congress appropriated 95K overt and 190K controlled for procurement of operational vehicles for FY 1987.

(U) Yet, several problems have surfaced regarding procurement procedures of these vehicles. First public law states that government vehicles will not exceed a base coat \$6,600. While in CONUS, the cost of options such as radio and air condition can be added on to the base figures, such is not the case OCONUS. Given the weakened dollar, OCONUS units can no longer purchase reliable local transport for \$6,600, nor should ICF be used for sterile vehicles which continually enter and exit a military installation. Since the DA IG considers such vehicles in fact to be covert, sedans must be authorized on the TDA rather than sterile vehicles.

(U) (C) HQ INSCOM is attempting resolution of the problem through both legal and administrative channels. First, INSCOM is seeking congressional amendment to the authorization act, exempting intelligence from the \$6,600 ceiling. Secondly, INSCOM is exploring the feasibility of utilizing secure environmental contracting to purchase sterile vehicles with approved OPA Dollars. However, in either instances relief is not expected until FY 1988.

REGRADED UNCLASSIFIED

ON

7 April 2015

50

BY USA INSCOM FOIPA

Auth Para 4-102 DOD 5200.1R

~~CONFIDENTIAL~~

57

UNCLASSIFIED

Consolidation of INSCOM Vehicles with GSA Interagency Fleet Management System (IFMS). (U) HQ INSCOM received approval from DCSLOG/DA to consolidate its nontactical vehicles with the GSA IFMS. Upon consolidation, IFMS will provide vehicles and replacements, maintenance and repairs, and fuel and other POL products to INSCOM units at various locations throughout CONUS, Hawaii, and Puerto Rico. This action will result in savings of nearly \$100,000 annually while at the same time providing a newer and more reliable fleet of vehicles in support of our mission. Furthermore, this offer will eliminate the administration and maintenance workload that ownership of INSCOM vehicles entails.

(U) Under the terms of an MOU that USAINSCOM DCSLOG is negotiating with GSA to provide this support, INSCOM will agree to transfer two civilian positions from Army to GSA. The primary users of INSCOM nontactical vehicles in the areas where IFMS support will be provided are the 902d MI Group, the Operations Group, the Field Support Command, and the Field Contract Activity. It was requested that 902d MI Group identify two civilian spaces and that other addressees identify one civilian space each (by UIC, para, and line number) for possible decrement and provide associated impact statements. Based upon the input, two of these five spaces will be selected for transfer. Spaces identified should be unencumbered and have the least impact within its command.

Fiscal Support for Army Personnel Assigned to the Defense Attache and Foreign Area Officer System. (U) The U.S. Army Field Support Center (USAFSC) is responsible for providing the command's Attache and Foreign Area Officer (FAO) soldiers with traditional MILPO, military pay, and general administrative support. Although this mission was transferred from the OACSI staff in 1974, USAFSC was never formally tasked to provide these soldiers fiscal support. USAFSC has already developed a staff action requesting this additional responsibility so that more responsive service could be provided.

(U) On 2 March 1987, guidance was received to fund for Army Attache and FAO's Dependent Student Travel, Funded Emergency Leave, and Army training courses necessary for career advancement. USAINSCOM accepted the mission of providing Army-specific fiscal resourcing for these members as tasked. The above guidance did not, however, apply to Funded Environmental and Morale Leave (FEML) which is a major aspect of USAFSC's concern in the entire Attache/FAO fiscal support issue. INSCOM supported the Attache FEML Program with unfinanced funding during the 4th Quarter of FY 1986 and for most of FY 1987 (effective 23 December 1987). But, again, responsibility for the FY 1988 Attache FEML Program remains unresolved. DIA's budget input requesting funds to finance an all-

UNCLASSIFIED

~~CONFIDENTIAL~~

serve FEML Program for eligible Defense Attache System personnel has received House approval but has not yet been acted on by the Senate Appropriations Committee. DIA's prior year FEML submissions were rejected. An early resolution of the FEML issue is forthcoming, however, it is believed that it is so important an issue that the Army should provide in next year's budget for the contingency that we must again provide FEML. If INSCOM is tasked to support Attache FEML at the eleventh hour again, the possible adverse impact this will have not only on resource management but, more importantly, on the morale of our Attache families, cannot be overstated.

(U) From all indications, the normal, day-to-day support now being provided the Army Attaches is excellent. Most of the concerns over fiscal support has been given to USAFSC authority to budget for these expenditures. However, after a recent visit to some Defense Attache Offices in the central and South American regions, the Commander, USAFSC was left with the impression of concern that the Army's overall support to this significant group of Army HUMINTers could be improved. Apparently, there is a feeling that Army Attaches do not perceive they have a real "mentor" as is found in the other services who have support elements headed by former Attache colonels who report directly to their senior intelligence officers. One recommendation made during the visit was that periodic regional conferences be held where the Attaches can be updated on "Army" matters. The Commander, USAFSC has been tasked to take a complete look at the Army's support to the command's Attaches with the purpose of developing a plan which will optimize support to them and their service to the U.S. Army.

Tactical TAREX Training. (C/NOFORN) The TAREX Management Division held a 2-week course of instruction on tactical TAREX from 20 April 1987 to 1 May 1987 at HQ USAINSCOM. The course was geared to teaching members of (b)(1) members, about the TAREX wartime mission.

(b)(1)

~~CONFIDENTIAL~~

~~NOT RELEASABLE TO FOREIGN NATIONALS~~

59

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 60-62

UNCLASSIFIED

CAPSTONE. (U) The Army CAPSTONE Program provides a structure for the alignment of reserve and active units so that they can plan and train in peace to fight together in war. Reserve Troop Program Units (TPU) are CAPSTONE-aligned with five major INSCOM elements: the 66th and 513th MI Brigades; the 500th MI Group; CONUS MI Group, and the Foreign Materiel Intelligence Group. Upon mobilization, the Reserve TPU's would become part of their assigned Active Component Unit. During FY 1987, a number of major changes took place within the CAPSTONE Program which impacted upon INSCOM. The 331st MI Company (CI) in Owings Mills, Maryland, was redesignated as the 214th MI Company (CI) and concurrently realigned from the 513th MI Brigade to the 66th MI Brigade. The 339th MI Company (Collection) in New York City was converted to the 211th MI Company (CI). Upon mobilization, these companies will become components of the 66th MI Brigade's counterintelligence battalion. The brigade's Interrogation and Exploitation Battalion will be similarly reinforced in a contingency by two new interrogation companies, the 337th and 338th MI Companies which were formed from assets of the former 363d MI Company in Danbury, Connecticut. The 142d MI Battalion (Linguist) of the Utah Army National Guard also became aligned with the 66th MI Brigade in FY 1987.

(U) The 364th MI Company (Technical Intelligence) in Bedford, Massachusetts, established a planning and training association with the newly established Foreign Materiel Intelligence Group (FMIG). The move created a deployment problem for the company, however, since the FMIG is a nondeploying TDA unit, and the company would have to be attached to another unit to carry out a wartime mission. In another development, Headquarters, 6th Army, received approval from Forces Command (FORSCOM) for its reserve component stationing plan in support of the 500th MI Brigade. Reserve elements in support of the brigade's Headquarters and Headquarters Company will be based in Seattle, Washington; those to be assigned to the Echelon Above Corps Intelligence Center in Phoenix, Arizona; technical intelligence personnel in Denver, Colorado; and the remainder in southern California.

Weather Issues. (U) During the course of FY 1987, INSCOM took steps to distance itself from its previous involvement in the weather intelligence arena. In FY 1985, INSCOM had been provided with \$3 million in research, development, test, and evaluation funds to support a test bed unit for a tactical weather system (TWS) at Palmerolas, Honduras. The funds were returned to the Army Materiel Command in February 1986. On 10 November 1986, CG, INSCOM messaged the U.S. Army Laboratory Command (LABCOM) that "present weather requirements of INSCOM are being met by the Air Weather Service. That a unique TWS required by INSCOM for its Central

UNCLASSIFIED

u3

~~CONFIDENTIAL~~

American type projects might be stretching the urgency of that possible need." The CG further recommended that any weather support requirement reflect the need of the total Army and that TRADOC serve as the focal point for the statement of the requirement. By the end of FY 1987, INSCOM Regulation 381-12, which had established a command Weather Intelligence and Threat Analysis Program (WINTAP) in March 1983, was under reassessment in light of the realities of INSCOM's current mission and functions. The regulation had been issued at a time when INSCOM still carried out intelligence production functions later assumed by the U.S. Army Intelligence Agency (AIA).

(b)(1)



~~CONFIDENTIAL~~

64

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1) and (b)(3) Per NSA

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 65-67

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)/(b)(1) and (b)(3) Per NSA

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 68-69

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

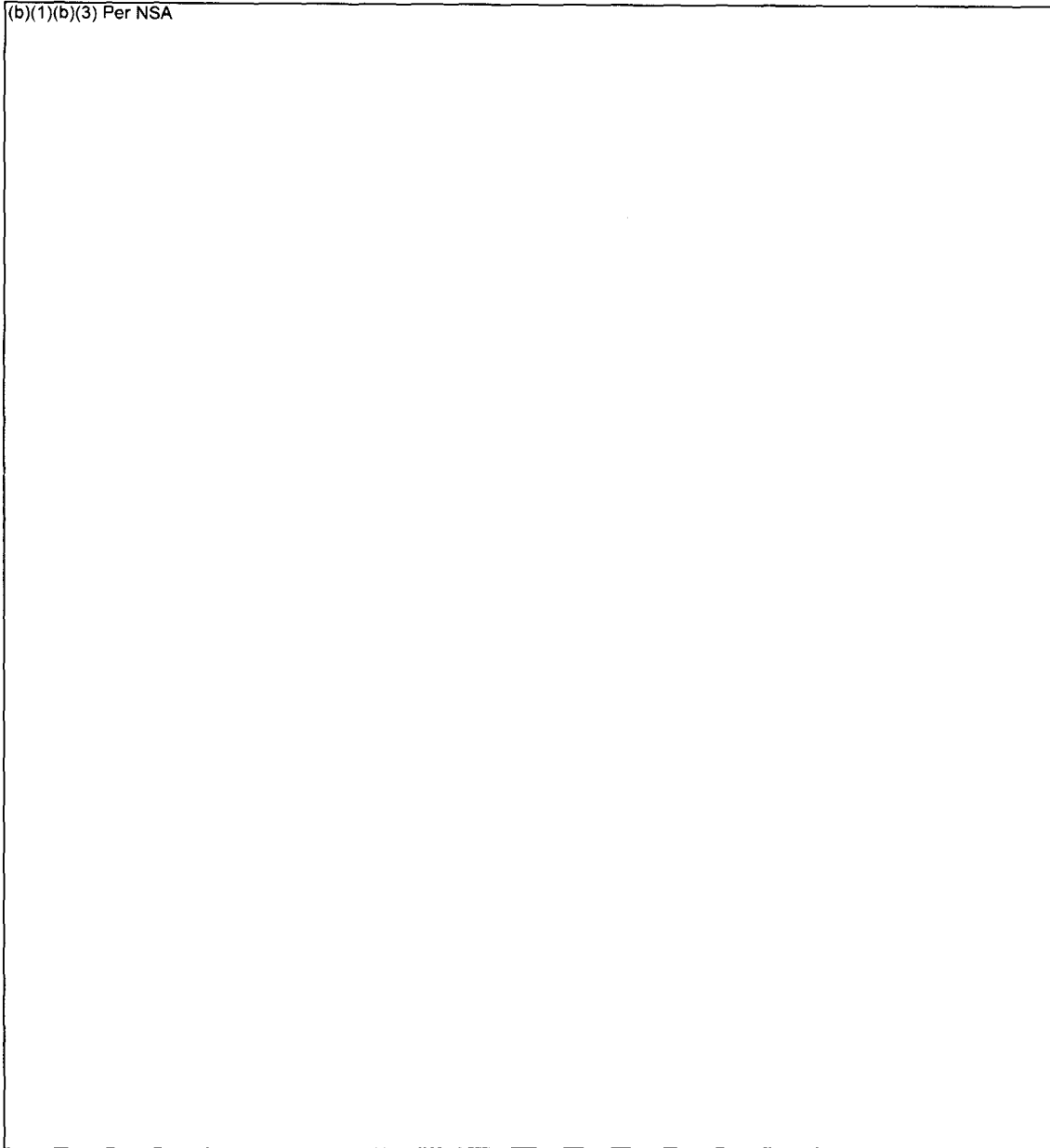
Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 70

~~SECRET~~

(b)(1)(b)(3) Per NSA



FS Kunia System of Systems. (FOUO) In January 1987, (b)(3) Per NSA
(b)(3) Per NSA commander of Field Station Kunia, pointed out to HQ
INSCOM that the rapid development of SIGINT operations at his
installation had produced some undesirable side-effects. Kunia
had, in his words, a "kludge" of mostly second-hand systems with
near zero interoperability and multiple varieties of functionally
identical components that caused major training and maintenance

HANDLE VIA COMINT CHANNELS ONLY

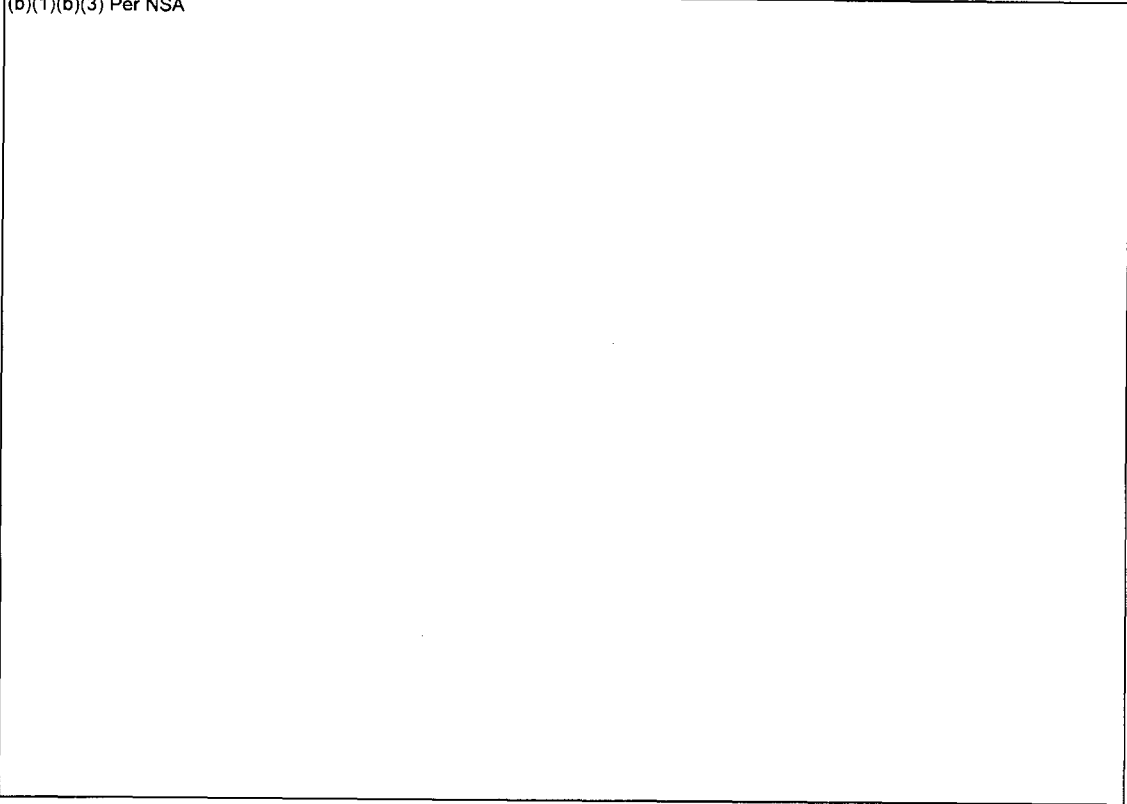
~~SECRET~~

71

~~SECRET~~

problems. In addition, some systems took up more space than was optimal. The commander evolved a concept calling for the creation of a "system of systems" which would create a comprehensive program architecture and maximize both system interoperability and component standardization. This model could then be applied across-the-board to other INSCOM field stations. NSA indicated its support for the concept, but expressed reservations about timing and cost-effectiveness. In particular, NSA representatives emphasized that at least Kunia's old nonstandard equipment gave it an operational capability.

(b)(1)(b)(3) Per NSA



~~SECRET~~

72

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S)
NO DUPLICATION FEE
FOR THIS PAGE.

Page(s) 73-78

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)/(b)(1) Per CIA

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 79-84

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 85

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)/(b)(1) Per CIA

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 86

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 87

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)/(b)(1) and (b)(3) Per NSA

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 88

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1) and (b)(3) Per NSA

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 89

UNCLASSIFIED

Counterintelligence/Operations Security

Personnel Issues. (U) During FY 1987, INSCOM was forced to deal with issues presented by proposed new Statement of Grade (SOG) for Special Agent personnel and by implementation of the relatively new 97B10 program. The SOG problem resulted from the Army's decision to replace the Army of Excellence series of Tables of Organization and Equipment (TOE's) with a new "Living TOE" in FY 1988. The Living TOE (LTOE) for the EAC Counterintelligence (CI) Battalion was developed by the Allen Corporation, a TRADOC contractor, with input from HQ INSCOM. Problems with the proposed LTOE for the CI Battalion surfaced when a review board appraisal of the document was conducted by TRADOC at Fort Monroe on 16 July 1987. INSCOM representatives objected particularly to the relatively low enlisted grades allotted to members of Technical Services Countermeasure Teams and to Offensive Counterintelligence Operations personnel. INSCOM proponents felt that by setting unrealistically low-grade ceilings for people in sensitive positions or holding highly marketable skills, the Army was making the counterintelligence field "very unattractive for the ambitious, intelligence individual that is needed." In addition, the document did not allow for the senior enlisted positions needed to provide institutional expertise and continuity. By the end of FY 1987, the LTOE was awaiting formal INSCOM review.

(U) 97B10 is the Army's designator for the Military Occupational Specialty (MOS) of Counterintelligence Assistant. A program to train 97B10 personnel for positions in tactical CI units was first initiated in 1979, but terminated due to various systemic problems in 1981. Following the implementation of the Army of Excellence concept and development of new counterintelligence doctrine, the program was reinstated in 1985, and 97B10's incorporated into INSCOM CI units for the first time. The 97B10 program was designed to provide entry-level positions in the counterintelligence field. It was envisioned that Counterintelligence Assistants, after serving a 3-year apprenticeship in a support role, would then go on to receive further training and become Special Agents with badges and credentials. In August 1987, ADCSOPS-CI proposed to DCSINT, the Defense Investigative Service, and the Deputy Undersecretary of Defense for Policy that 97B10's OCONUS be allowed to conduct Personnel Security Investigations (PSI). This would maximize the potential of the 97B10's and help reduce a significant investigative backlog. Under the proposal, commanders would initially provide on-the-job training (OJT); later, 97B10's in transit overseas could be detailed to the DIS investigative school; finally, USAICS would expand its 97B10 course to include PSI training.

UNCLASSIFIED

90

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 91-92

~~SECRET~~

(b)(1)

New Security Hazard. (U) During FY 1987, personnel of the 902d MI Group alerted INSCOM and HQDA to a newly discovered security hazard. A commercial company had recently developed a new chemical with the tradename "Liquid Window" which has the property of making double-wrapped envelopes transparent, so that at least the first five pages of the contents can be read without opening or altering the wrappers. After the chemical has evaporated, no trace of the transparency remains and the envelope appears perfectly normal. Since the U.S. Government uses ordinary Manila envelopes to transmit the large numbers of classified documents sent through the United States Postal Service, the existence of this new chemical could pose a major hazard to effective security.

(b)(1)

~~SECRET~~

93
~~NOT RELEASABLE TO FOREIGN NATIONALS~~

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 94

~~SECRET~~

(b)(1)

Korean Problems. (U) AR 614-200 requires that Army personnel holding Military Occupational Specialty (MOS) 97B who indicate an intention to marry a foreign national be removed from their sensitive duties until a waiver was processed. The regulation became a problem to the commander of INSCOM's 501st MI Brigade in Korea. In a message dated 17 February 1987, he requested an exception to policy, noting that it degraded his unit's mission. As he pointed out, "our young soldiers come to Korea for a 1-year tour and find themselves in an environment with very few American women. We place no restriction on U.S. soldiers dating Korean women, nor should we. However, if they make a commitment to marry, our official attitude changes to one of distrust." Since waivers took an average of 6 months to process, the effect of the regulation was to strip the unit of the agent for the remainder of his tour. The commander suggested that 97B's in Korea be allowed to continue working unless the commander found a definite security hazard existed.

(U) The request for an exception to policy was rejected by DA DCSPER. However, after conferring with ODCSINT, DCSPER advised INSCOM that the language of AR 614-200 was in need of revision, since not all 97B duties were equally sensitive. Special agents performing OFCO or counterespionage work should be relieved of their duties until a waiver was granted. On the other hand, personnel security investigations and general OPSEC support duties were not so sensitive. Commanders should judge each case on its merits before deciding whether or not to suspend a given individual from his duties.

(b)(1)

~~SECRET~~

~~NOT RELEASABLE TO FOREIGN NATIONALS~~

95

~~SECRET~~

(b)(1)

COMSEC Issues. (U) AR 380-40, Policy for Safeguarding and Controlling COMSEC Information, is the Army regulation which provides physical security standards for the use, storage, transfer, transport, and destruction of COMSEC material. Action to update the document was initiated in April 1984. In addition to changing the document's title to "Safeguarding and Controlling COMSEC Material," INSCOM's draft proposed to reemphasize local

89

~~NOT RELEASABLE TO FOREIGN
NATIONALS~~

~~SECRET~~

96

UNCLASSIFIED

responsibilities for control of COMSEC material and realign INSCOM responsibilities in the area. A coordinating draft was circulated on 28 August 1986 and was agreed to by all MACOM's with the exception of FORSCOM and USAREUR. These two MACOM's initially objected to the portion of the draft that discontinued INSCOM's requirement to inspect cryptofacilities periodically and transferred the cryptofacility approval function from INSCOM to MACOM commanders.

(U) In response, HQ INSCOM pointed out that commanders were already making duplicative cryptofacility inspections, and that it was logical for them to approve their own cryptofacilities since they were already accrediting all data processing activities and automated telecommunications systems. HQ INSCOM made the additional point that "Army COMSEC is in transition due to the relaxation of certain security standards, the state of the art technology driving new COMSEC operational concepts and procedures, and the use of COMSEC material across all branches by non-communicators. These developments dictate self reliance and are consistent with the Army's initiative to attain strong internal control." By the end of FY 1987, FORSCOM had agreed to concur in the INSCOM position.

(U) INSCOM involvement with the preparation of AR 380-40 and other COMSEC regulations and technical bulletins terminated at the end of FY 1987 when responsibility for this program was transferred to the newly created Directorate of Information Systems for Command, Control, Communications, and Computers (DISC⁴), a Department of the Army Field Operating Agency (FOA).

Controlled Cryptographic Items. (U) On 25 March 1985, NSA promulgated National Telecommunications and Information Systems Security Instructions (NTISSI) 4001. NTISSI 4001 established a new category of secure telecommunications and information handling systems and associated cryptographic components designated as Controlled Cryptographic Items (CCI). In related actions, NSA declassified certain types of cryptographic devices. In April 1985, INSCOM took the initiative to implement, from a security point of view, the provisions of NTISSI 4001 throughout the Army, eventually publishing in final form Technical Bulletin 380-40-22, Security Standards for Controlled Cryptographic Items, in August 1986. During FY 1987, the action officer for the ADCSOPS-CI SIGSEC Division participated in four meetings with representatives of MACOM's involved in implementing the transition to the CCI system. Proponency for the action was transferred to DA level in September 1987, following the resubordination of the former ADCSOPS-CI SIGSEC Division to DISC⁴.

UNCLASSIFIED

97

UNCLASSIFIED

COMSEC Insecurity Reporting. (U) During the 3d Quarter of FY 1987, NSA once again raised the issue of creating a combined center for COMSEC insecurities at Fort Meade. NSA stressed that currently there were only 15 people (6 at NSA; 9 in the services) to monitor, control, and evaluate COMSEC insecurities within the DOD community. Approximately 2,600 insecurities take place each year across all services. NSA expressed concern about the time it took to evaluate a reported incident, the poor reporting and communications methods used, and the turn-around time involved in the response of the armed services to the reporting unit. INSCOM DCSOPS continued to express opposition to the idea, as it was not consonant with the Army's new counter-SIGINT concept and in practice would simply lead to INSCOM's de-facto loss of a space to NSA. Instead, INSCOM was already in the process of streamlining COMSEC insecurity reporting through decentralization of the function to subordinate INSCOM comands. Effective 17 February 1987, the 66th MI Brigade assumed responsibility for monitoring and evaluating all Army COMSEC insecurities in Europe.

COMSEC Insecurities. (U) The INSCOM COMSEC Insecurity Program for the purpose of monitoring, reviewing, and when required, evaluating COMSEC insecurity reports initiated within DA was implemented in February 1981. The program serves primarily to ensure that all detected insecurities to COMSEC material are reported promptly to the officials responsible for evaluating the incidents and initiating action to minimize their security impact. Total reported COMSEC insecurities, by MACOM, for CY 1986 and 1987 are as follows:

Table 7. - COMSEC Insecurities

<u>Command</u>	<u>CY 1986</u>	<u>CY 1987</u>
USAISC	57	71
AMC	6	13
USAREUR	341	242
FORSCOM	146	163
HQDA	4	0
INSCOM	11	20
Joint	4	13
EUSAK	20	51
NGB	26	29
TRADOC	3	4
WESTCOM	7	6
SOUTHCOM	5	8
Other	<u>15</u>	<u>12</u>
<u>TOTAL</u>	645	632

~~SECRET~~

(U) Included in the CY 1987 MACOM totals are those insecurity reports from the European theater that as of 17 February 1987 became the responsibility of the 66th MI Brigade. The total does not include any insecurity cases opened after mid-November 1987. Analysis of the reported incidents revealed that 30 percent were caused by shipping discrepancies and another 30 percent involved keying material that was either prematurely destroyed or held/used beyond its expiration date. Of the remainder, 20 percent involved loss of key and COMSEC aids; 15 percent were caused by unauthorized access to COMSEC material by uncleared personnel or loss of control over such material; and 5 percent were a result of accidental destruction of equipment (mostly through vehicle and aircraft accidents).

COMSEC Monitoring Issues. (U) During the course of FY 1987, ODCSINT expressed reservations about INSCOM's determination to sharply reduce previous Army emphasis on communications monitoring as a COMSEC tool. ODCSINT pointed out that the requirement for limited monitoring to support the JCS and the unified and specified commands was not one that would end in the near-term, and that the command should therefore keep an inventory of the needed equipment and personnel. INSCOM continued to maintain the position that while monitoring was accepted as one technique of evaluating counter-measures, its use was "marginally effective at best." Among the points raised were that only a small proportion of communications could ever actually be monitored, given the variety of the communications spectrum, and that monitoring personnel, because of their unfamiliarity with the various subject-matters, were hard put to detect "genuine disclosures of information." It was further pointed out that monitoring was a reactive approach, as opposed to the positive, preventive stance envisioned by the counter-SIGINT method.

(b)(1)



~~SECRET~~

99
~~NOT RELEASABLE TO FOREIGN NATIONALS~~

UNCLASSIFIED

Mobile TEMPEST Test System (MTS). (U) This project, an initiative to upgrade nine FETTS-160 TEMPEST systems and to fabricate a tenth system for deployment to the field, was first undertaken in 1979. Since that time, the scope of the project was expanded to include replacing all 10 overloaded vehicles mounting the system as well as upgrading mission equipment. This project has had a troubled history, and has served as an object lesson in the difficulties of getting from here to there in the government procurement process. At the beginning of FY 1987, funding for the system had been withdrawn, and the MTS program was at a standstill. However, during the course of the reporting period, some progress was actually achieved towards fielding a useable system. Acceptance testing of a prototype proved to be largely successful, and a fielding plan for nine units was developed. Nevertheless, there were still technical problems, and some of the equipment originally associated with MTS would have to be replaced.

UNCLASSIFIED

100

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 101-118

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1) and (b)(6)

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 119-127

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)/(b)(1) and (b)(3) Per NSA

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 128-129

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 130-133

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)/(b)(1) Per CIA

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S)
NO DUPLICATION FEE
FOR THIS PAGE.

Page(s) 134

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1) and (b)(3) Per NSA

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 135

Freedom of Information Act/Privacy Act
Deleted Page(s) Information Sheet

Indicated below are one or more statements which provide a brief rationale for the deletion of this page.

Information has been withheld in its entirety in accordance with the following exemption(s):

(b)(1)

It is not reasonable to segregate meaningful portions of the record for release.

Information pertains solely to another individual with no reference to you and/or the subject of your request.

Information originated with another government agency. It has been referred to them for review and direct response to you.

Information originated with one or more government agencies. We are coordinating to determine the releasability of the information under their purview. Upon completion of our coordination, we will advise you of their decision.

Other: _____

DELETED PAGE(S) NO DUPLICATION FEE FOR THIS PAGE.

Page(s) 136-140