

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE DIRECTOR, NAVAL CRIMINAL INVESTIGATIVE SERVICE  
AND  
THE COMMANDANT OF THE MARINE CORPS**

Subj: MEMORANDUM OF UNDERSTANDING PERTAINING TO THE ASSIGNMENT OF USMC CRIMINAL INVESTIGATORS TO THE NAVAL CRIMINAL INVESTIGATIVE SERVICE FOR DUTY

- Ref:
- (a) SECNAVINST 5520.3B, Criminal and Security Investigations and Related Activities Within the Department of the Navy, 4 Jan 93
  - (b) Unclassified MOU between the Director, Naval Criminal Investigative Service and the Commandant of the Marine Corps of 18 May 99
  - (c) SECNAVINST 5212.5D, Navy and Marine Corps Records Disposition Manual, 22 Apr 98
  - (d) DODINST 5505.11, Fingerprint Card and Final Disposition Report Submission Requirements, 1 Dec 98
  - (e) SECNAVINST 5580.1, Navy and Marine Corps Submission Procedures for Suspect Fingerprint Cards and Final Disposition Reports, 13 Sep 00
  - (f) MCO P1610.7E, Performance Evaluation System, 03 Dec 98
  - (g) MCO P1200.7V, MOS Manual, 7 Apr 00
  - (h) MCO 1220.5J, Enlisted Lateral Move Program, 5 Apr 93
  - (i) NCIS 1, Manual for Administration Feb 2002

1. Parties. This Memorandum of Understanding (MOU) is made between the U.S. Marine Corps (USMC) and the Naval Criminal Investigative Service (NCIS), hereinafter referred to as the Parties.

2. Purpose. The purpose of this MOU is to establish policy between the USMC and NCIS for the investigation of criminal offenses and other matters as set forth in reference (a). Further, this MOU provides guidance for the employment and utilization of Marine criminal investigators assigned to NCIS for duty as Special Agents. This MOU applies only to the subject and has no effect on the existing classified MOU between the USMC and NCIS regarding counterintelligence matters.

3. Cancellation. This MOU cancels the provisions of the previous agreement between the Parties set forth in reference (b).

4. Background. Reference (a) establishes policy for the conduct of criminal investigations within the Department of the Navy. It assigns NCIS primary responsibility and jurisdiction within the Department of the Navy for investigation of actual, suspected, or alleged major criminal offenses, including attempts or conspiracy to commit such offenses, committed against a person, the United States Government or its property, and certain classes of private property. NCIS possesses a worldwide investigative capability responsive to command requirements of the Navy and Marine Corps, ashore and afloat.

a. The USMC maintains trained and accredited criminal investigators assigned to USMC commands worldwide. USMC criminal investigators are responsible for the investigation of criminal offenses not normally investigated by NCIS during peacetime and are responsible for the investigation of all major crimes involving the Marine Corps in a combat or combat contingency environment.

b. Since 1976, the Commandant of the Marine Corps has provided a cadre of USMC criminal investigators for duty as Special Agents with NCIS. This action ensures Marine Corps Criminal Investigators maintain proficiency in major (felony) criminal investigations thereby enabling the USMC to sustain the organic capability to effectively perform this vital mission during combat operations. The Marine Corps and NCIS have agreed to the number of Marine Corps personnel assigned to Special Agent duties at designated NCIS activities worldwide.

5. Criminal Offense Reporting. Criminal offense reporting will be in accordance with the provisions of reference (c) through (e).

6. Administration. Appendix A contains administrative guidelines for the screening, selection, and assignment of Marine investigative personnel to NCIS activities. Further guidance is contained within reference (f) through (i).

7. Training. Appendix B sets forth responsibilities of both Parties for the training of Marine Corps investigative personnel assigned to duty with NCIS.

8. Policy. Appendix C establishes policy for the utilization of Marine Corps investigative personnel assigned to duty with NCIS to include number of personnel and geographic location of assignments.

9. Interpretation. In any instance where confusion may arise with regard to the provisions of this MOU and its application, every attempt will be made to resolve the matter at the lowest possible level. Should the local installation commander, Provost Marshal, and NCIS Special Agent in Charge/Supervisory Special Agent be unable to mutually resolve the matter locally, it should be referred to the next higher level within each party's chain-of-command for resolution, or assistance may be sought from either the NCIS representative assigned to Headquarters Marine Corps (PS) or the Military Assistant to the Director at NCIS Headquarters (Code 00M).

10. Review and Modification. This MOU between the Parties will be reviewed on an annual basis until such time as it may be incorporated into a future revision of reference (a). Modifications may be made at any time after 30 days following receipt of written notice by either of the Parties to this agreement. Any modification or subsequent negotiations of the provisions contained herein will be initiated by either NCIS (Code 00M) or CMC (PS) and must be mutually agreed upon by both Parties in order to be viewed as binding. The Director, NCIS and the Commandant of the Marine Corps will designate personnel responsible for reviewing, updating, and interpreting this MOU as required.

11. Applicability. The policies set forth in this MOU are applicable to all NCIS activities worldwide and to all USMC commands possessing Marine Corps Criminal Investigative assets, less components of the Navy and Marine Corps Reserve establishments.

Date: 1 AUG 03

  
DAVID L. BRANT  
Director, NCIS

  
E. R. BEDARD  
Lieutenant General, U.S. Marine Corps  
Deputy Commandant, Plans, Policy, and  
Operations Department

**APPENDIX A**  
**(ADMINISTRATIVE GUIDELINES)**  
**TO THE MEMORANDUM OF UNDERSTANDING**  
**BETWEEN NCIS AND THE MARINE CORPS**

**1. SCREENING, SELECTION, AND ASSIGNMENT OF USMC CRIMINAL INVESTIGATORS FOR DUTY AS NCIS SPECIAL AGENTS**

a. Screening Process. Candidates for entry and subsequent assignment to duty as NCIS Special Agents (SA) will be recruited from among personnel assigned to investigative duties within the Criminal Investigation Division (CID) of the USMC Provost Marshal's Office (PMO) or from personnel who are uniquely qualified for investigative duties based upon prior education and/or experience. In either case, all candidates must have demonstrated successful performance of duty in an investigative billet prior to assignment. Marine Corps personnel considered for accession into the criminal investigative occupational specialty and subsequent assignment to duty as a Special Agent must meet the minimum requirements established for primary MOS 5821 as set forth in the current edition of references (g) and (i) prior to assignment with NCIS. In addition, prior to assignment, all nominees must:

(1) Satisfactorily complete the screening process set forth in Enclosure (1) Appendix A.

(2) Be determined eligible and recommended by the Provost Marshal/Commanding Officer as set forth in Enclosure (1) to this Appendix.

(3) Appear before and be found acceptable for duty as a Criminal Investigator by a locally convened Screening Board as set forth in this Appendix.

(4) Apply for and be accepted for a lateral move into the criminal investigative occupational field.

(5) Successfully complete an NCIS (2M) background investigation.

(6) Successfully complete the prescribed training leading to awarding of MOS 5821 as set forth in Appendix B herein.

(7) Successfully complete a 12-month probationary period of observation as an apprentice investigator with CID.

(8) Satisfactorily have completed an SSBI and granted a Top Secret Clearance.

b. Selection Process

(1) The first formal step in the processing of a Marine for duty with CID or subsequent assignment to NCIS is an interview with their respective career planner to determine eligibility for a Request for Lateral Move (RELM) to MOS 5821 and an interview with their Commanding Officer/Provost Marshal to determine suitability for duty as a Criminal Investigator/Special Agent. Nominations will be based on a written recommendation and will include a completed eligibility certification [(Enclosure (1) Appendix A)]. All applicants desiring to become Criminal Investigators/Special Agents must then complete a pre-screening interview, be evaluated for suitability by a screening board and submit to a pre-assignment background inquiry.

(2) The pre-screening process consists of administering the Special Agent Test Battery, completing the Electronic Personnel Security Questionnaire (EPSQ), Background Information Sheet and the initial interview. The interview will be conducted in accordance with Reference (i).

(a) The Special Agent Applicant Test Battery, utilized primarily as a pre-screening tool, measures the applicant's ability by use of a biographical inventory, reading comprehension exercise, and psychological inventory. Accompanying the completed test batteries will be the EPSQ and Background Information sheet which must be completed at the testing site prior to the administration of the test.

(b) Those applicants achieving a qualifying score on the Special Agent Applicant Test Battery will be afforded a pre-screening interview or initial interview. The purpose of this interview is to determine the applicant's motivation and to ensure the applicant possesses the requirements/qualifications for duty as a Criminal Investigator/Special Agent. The initial interview will be conducted by the Officer in Charge/Chief Investigator from the local PMO. If following the initial interview, the interviewer determines the applicant merits further processing, the applicant will be advised to report to the Screening Board.

(3) The Screening Board interview is conducted for the purpose of determining the applicant's eligibility for duty as a

Marine Corps Criminal Investigator and subsequent assignment as a NCIS Special Agent. The senior NCIS Special Agent, or his designee, or agreed upon PMO representative, will serve as Chairperson for the Board and will advise Headquarters Marine Corps (PS) of the Board's results within 10 working days following completion of the interview. HQMC (PS) will in turn notify NCIS Headquarters (Code 00M) of the Board's results. Members of the Screening Board will exercise the highest degree of objectivity in evaluating an applicant in relation to the applicant's reasons and qualifications for seeking assignment as a Criminal Investigator/Special Agent; interest and sincerity in seeking assignment to investigative duties; adaptability to NCIS; bearing and appearance; verbal communication skills, writing skills; and potential aptitude toward conducting investigations. If the Screening Board determines that the applicant is qualified for investigative duties, pre-employment background inquiries will be conducted. The Screening Board will be comprised of the following representatives:

- A civilian Supervisory Special Agent (or designee)
- The CID Officer/Chief Investigator of the Provost Marshal's Office
- The Provost Marshal or Deputy Provost Marshal (if available)
- The senior Marine within the local NCIS field activity

(4) The pre-assignment background inquiry will be conducted for those personnel who have been identified by the Screening Board for further processing. Successful completion of the pre-assignment background inquiry enables the applicant to formally request a lateral move to MOS 5821 through his or her Career Planner and begin his or her one-year probationary period with CID.

(5) Upon successful completion of the probationary period, and completion of the SSBI for a TS Clearance, the Nominee will be scheduled for the next available Apprentice Special Agent Course (ASAC). Upon successful completion of the ASAC, the applicant will be formally assigned MOS 5821.

c. Assignment. Headquarters Marine Corps (PS) will coordinate with NCIS Headquarters (Codes 00M and 10) regarding the assignment of Special Agent personnel to NCIS field activities depicted in Appendix C. Upon completion of a successful tour, the Marine will be considered eligible for reassignment to another NCIS or CID activity.

(1) Termination. If a Criminal Investigator is unable to fulfill his/her duties as a Special Agent due to substandard performance or misconduct, the Special Agent in Charge (SAC)/Supervisory Special Agent (SSA) may recommend withdrawal of the individual's credentials and request that the individual be reassigned as deemed appropriate by Headquarters Marine Corps (PS). All such recommendations will be submitted to NCIS Headquarters (Code 06). Code 06 will coordinate termination actions with Code 00M. Code 00M is responsible for providing documentation warranting termination to Headquarters Marine Corps (PS).

## 2. RESPONSIBILITIES FOR MARINES ASSIGNED TO NCIS

a. Administrative Support. Each Marine assigned to duty with NCIS as a Special Agent will be attached on orders to an active duty Marine Corps unit specifying "for duty with the Naval Criminal Investigative Service." The Marine's parent command is responsible for the execution of all routine military administrative matters for Marine Corps personnel less the following:

(1) Performance Evaluations will be conducted and submitted in strict compliance with the current edition of Reference (f). The NCIS supervisor assigned at the first formal supervisory level will serve as the Reporting Senior for Marine Corps personnel under his/her cognizance. The next senior level NCIS manager above the formal first line supervisory level will serve as the Reviewing Officer. The Regional Military Advisor will assist Reporting Seniors and Reviewing Officers in ensuring administrative correctness and quality control of all USMC performance evaluations, and will prepare and attach the appropriate Administrative Review Addendum Sheet and mail to: Commandant of the Marine Corps, Headquarters United States Marine Corps (MMSB) Code 32, 2008 Elliot Road, Quantico, VA. 22134-5030. If there are no senior Marines available, the report(s) will be forwarded to the Military Assistant to the Director (Code 00M), NCIS Headquarters, for review.

(2) Leave and Liberty. Leave and liberty may be approved at the discretion of the NCIS activity SAC/SSA as appropriate. Copies of all completed leave and liberty papers will be submitted to the parent command for appropriate administrative processing within 5 working days following expiration of the authorized leave or liberty period.

(3) Waivers to Grooming Standards. Because of the nature of NCIS investigative duties, occasions may arise that require personnel to deviate from established USMC grooming standards in order to ensure accomplishment of the criminal investigative mission. Typical examples which would warrant such waivers to USMC grooming standards would include, but are not limited to, participation in undercover and/or covert surveillance operations. Requests for waiver of grooming standards will be originated in writing by the first level supervisor and not by the individual Marine. The first level supervisor will identify the Special Agent for which the waiver is sought, the type of investigative activity which warrants a deviation from established grooming standards, and the expected duration of the operation for which the waiver will be required. Sample requests for waivers to grooming standards and approval letters are provided in Enclosure (4) to this Appendix. When approved, a copy of the request and approval letter will be forwarded to NCISHQ (Code 00M) within 10 working days for file retention. Additionally, a second copy of the approval letter will be provided to the individual for retention in order to reduce any potential for misunderstanding when dealing with uniformed military leadership. Under no circumstances will a SAC/SSA grant "blanket approval" of waivers to USMC grooming standards. The guiding criteria for approval will be operational necessity of a mission-essential nature as opposed to simply the fact that the Marine is assigned as a NCIS Special Agent.

(4) Off-Duty Employment for Marine Corps personnel will be in strict compliance with the provisions of Reference (i). The Marine's participation in off-duty employment will not be of a nature that would expose any U.S. Government agency to tort liability, or bring discredit upon the individual, NCIS or the Marine Corps.

### **3. ASSIGNMENT OF MARINE CORPS PERSONNEL TO SUPERVISORY POSITIONS**

a. General. NCIS recognizes that senior Marines must be afforded opportunities for career development and that demonstration of leadership responsibilities is an inherent part of this developmental process. Senior Marines will be considered for supervisory positions on a case-by-case basis and when the individual is the best and most fully qualified person to fill such a role.

b. Responsibilities of the Senior Marine. In addition to conducting criminal investigations, the senior Marine assigned to an individual office will advise the SAC/SSA on matters affecting Marine Corps personnel. In this capacity, he/she will be responsible to the SAC/SSA for ensuring that the administrative and training requirements for Marines within their office's geographical area of responsibility are properly completed and will carry out other duties as the SAC/SSA may deem appropriate. Senior Marines must be afforded adequate opportunity within their normal work schedule to perform the below-described duties. Duties of the senior Marine will include, but are not limited to:

(1) Administrative review of all performance evaluations.

(2) Ensuring that Marines are actively participating in required Professional Military Education (PME) programs appropriate to their rank.

(3) Coordinating training for Marines.

(4) Ensuring that Marines maintain required uniforms, equipment and deployable supplies in a high state of readiness.

(5) Ensuring that Marines conform to established USMC weight, body fat, personal appearance and physical fitness standards. Failure to maintain standards will result in adverse administrative action.

(6) Assist in the coordination with local military police activities and command operations officers regarding criminal investigative support for USMC deployments, operations, exercises, and training events as necessary. In this regard, he/she is responsible for ensuring that NCIS is included in the development and review of annual Training Exercise and Evaluation Plans (TEEP) which may require criminal investigative support.

(7) Apprise the Regional Military Advisor of all military, personnel, and administrative matters effecting Marine Corps personnel assigned to the local field office.

c. Responsibilities of the Regional Military Advisor. The Regional Military Advisor (RMA), is the senior Marine (Chief Warrant Officer) assigned to each of the Assistant Directors, Atlantic and Pacific (ADLANT and ADPAC). The Regional Military

Advisor shall have oversight authority for all Marine Corps personnel within their respective regions in order to ensure the above-described duties are accomplished. This officer's primary duty is to serve as the principal military advisor to the ADs PAC/LANT and SACs of their region on matters pertaining to Marines. In addition to the aforementioned duties, the Regional Military Advisor will:

(1) Consult with the Military Assistant to the Director, SACs, and in coordination with the SACs, with the AD in their region on military related personnel and performance issues.

(2) Conduct Semi-Annual Inspections of Marine Corps personnel in order to ensure a high state of military readiness is maintained physically, medically, administratively and logistically. A detailed inspection report will be submitted to the Military Assistant to the Director and HQMC (PS).

(3) Consult with HQMC (PS) and the Enlisted Assignment Monitor to ensure the assignment of Special Agents to locations where they are most needed based on caseload, skill and technical knowledge.

(4) Coordinate with HQMC PS and NCISHQ Code 30 (Training Department) to ensure SAs assigned to ADLANT and ADPAC are included in HQMC funded MOS training.

(5) Assist SACs in ensuring that all personnel, Marine and civilian NCIS employees alike, identified for deployed criminal investigative support, are fully trained and prepared for deployment per Appendix C.

d. Performance Evaluations. The AD's Special Assistant (SSA) shall serve as the Reporting Senior for the Regional Military Advisor and the Military Assistant to the Director, NCIS, will serve as the Reviewing Officer.

**NOMINEE ELIGIBILITY CERTIFICATION**

Name: \_\_\_\_\_

Rank: \_\_\_\_\_ SSN: \_\_\_\_\_ DOB: \_\_\_\_\_

Parent Command: \_\_\_\_\_

Eligibility Checklist:

- 1. Nominee has no known moral, character, or financial deficiencies that would preclude his/her serving as an NCIS Special Agent.
- 2. Nominee meets all prerequisites required for awarding of MOS 5821 as set forth in the current edition of the Marine Corps MOS Manual.
- 3. A Single Scope Background Investigation (SSBI) has been initiated.  
List Date of Adjudication: \_\_\_\_\_
- 4. Nominee is eligible for a Top Secret security clearance.
- 5. A check of DCII files revealed no adverse or disqualifying information.  
Date conducted: \_\_\_\_\_  
Identify agency that conducted DCII inquiry: \_\_\_\_\_
- 6. Nominee has successfully served in a supervised period of observation as an Investigator for a minimum of 12 months.
- 7. An internal NCIS background investigation (2M) has been initiated/completed.
- 8. Nominee has appeared before a local NCIS/Command screening board and been found suitable for duty as an NCIS Special Agent.

By my signature hereto, I certify that the nominee named hereon has satisfactorily met all of the prerequisites listed above.

Signature of Certifying Official: \_\_\_\_\_

Date: \_\_\_\_\_

PRINT OR TYPE BELOW

Name: \_\_\_\_\_ Rank: \_\_\_\_\_

Title: \_\_\_\_\_ Phone: \_\_\_\_\_

The above nominee appeared before an NCIS Screening Board on \_\_\_\_\_ and was determined to be  acceptable /  unacceptable for duty as a NCIS Special Agent. He/she was ranked \_\_\_\_\_ of \_\_\_\_\_ nominees appearing before the board.

Signature of Board Chairperson: \_\_\_\_\_

Name: \_\_\_\_\_ Title: \_\_\_\_\_

**ENCLOSURE (1)**

SAMPLE GROOMING STANDARD WAIVER

NCIS LETTERHEAD

Header Info  
Date

From: Special Agent In Charge, XYZ Field Office  
To: Gunnery Sergeant U. R. AMARINE 123 45 6789/5821 USMC  
Subj: APPROVAL OF WAIVER TO USMC GROOMING STANDARDS  
Ref: (a) MOU btwn CMC and Director, NCIS of XX --- 03  
(b) SSA B. A. Agent's ltr NCISRA Anywhere 0001 dtd XX 03

1. Per the provisions of reference (a), I have reviewed the request contained in reference (b) and found sufficient operational necessity exists to approve the request.

Accordingly, you are hereby authorized to make moderate deviations to USMC grooming standards as set forth below:

- a. Waiver approved effective this date for a period not to exceed \_\_\_\_\_ months.
- b. This waiver shall expire on (date) or upon termination of your present operational assignment to the NCISRA Anywhere Counter-Narcotics Task Force, whichever shall occur first.

2. You are advised to exercise prudence and sound judgment in deviation from established grooming standards for uniformed military personnel. Approval of this waiver is based solely upon the nature of the duties to which you are presently assigned and is intended to enable you to better accomplish your assigned mission. You should retain a copy of this letter in your possession at all times to preclude any potential for misunderstanding when dealing with military authorities.

3. Point of contact for this matter is the undersigned, extension (111) 222-3333.

B. N. CHARGE

Copies to: NCISHQ (00M)  
Commandant of the Marine Corps (PS)

ENCLOSURE (2)

**APPENDIX B  
(TRAINING)  
TO THE MEMORANDUM OF UNDERSTANDING  
BETWEEN NCIS AND THE MARINE CORPS**

**1. BASIC AGENT TRAINING**

a. General. Marine Corps personnel desiring to become accredited Criminal Investigators must successfully complete a one year probationary period as a Military Police Investigator, a Single Scope Background Investigation (SSBI) and the U. S. Army's Apprentice Special Agent Course prior to being assigned MOS 5821.

(1) Personnel identified for duty as Special Agents, will attend the NCIS Special Agent Basic Training Program (SABTP). NCIS retains responsibility for funding the SABTP for Marine Corps personnel.

**2. MARINE SKILLS TRAINING**

a. Mandatory Training. Marine Corps personnel shall be made available to complete all HQMC required training. Such training will be coordinated through the senior Marine at the local NCIS office. In order to remain competitive for promotion and current with skill level proficiency, Marine Corps personnel are required to participate in annual Marine Corps Marksmanship requalification.

b. USMC Funded Training. Headquarters Marine Corps (PS) receives and distributes investigative and law enforcement related training opportunities on an annual basis. These courses provide skills enhancement and sustainment training in areas essential to maintaining proper career development and professionalism among Marine Corps personnel. Training opportunities are provided in areas such as hostage negotiations, advanced interview and interrogation, scientific content analysis, terrorism, and similar courses of instruction. These courses are conducted by nationally recognized and/or accredited organizations, comply with standards prescribed for Department of Defense law enforcement personnel, and are fully funded by the Marine Corps. The SAC/SSA will ensure that Marine Corps personnel are afforded an opportunity to participate in such training during their assignment with NCIS. The following procedures apply:

(1) HQMC (PS) will produce the necessary orders to facilitate the individual's attendance at the slated training. NCISHQ will be included as an informational addressee on all correspondence using the Plain Language Address Designation (PLAD): DIRNAVCRIMINVSERV WASHINGTON DC //30T/00M//.

c. Field Training. Marine Corps personnel will be afforded an opportunity to participate in Marine field training exercises with their parent command. Such training is essential to sustain those perishable skills inherent to all Marines, and to foster a sense of unit cohesion. As a general rule, such training should be of such scope and duration as to ensure the ability of the Marine to operate efficiently in a combat environment both tactically and in an investigative role. The conduct of this training will be coordinated locally between the Marine's parent command and the NCIS SAC/SSA.

### **3. PARTICIPATION OF MARINES IN PROFESSIONAL MILITARY EDUCATION.**

From time-to-time, Marines will be required to participate in Professional Military Education (PME) that is deemed as either critical to their career development/retention or which serves to prepare them for promotion and greater responsibilities in the future. Two specific PME events in which Marines may be directed to participate by USMC officials are:

a. Career Level Training. Based on rank, Marines may be required to attend training ranging in duration from 8-12 weeks. Examples include attendance at the NCO Leadership Course (E-5), the Staff Non-Commissioned Officer's Academy (E-6/7), and the Senior SNCO Leadership Course (E-8/9). Since completion of these courses is necessary for promotion and retention, NCIS will make Marines available to participate in such venues. The Marine Corps will fund such training. Additionally, Marines will be encouraged to enroll in non-resident, distance learning programs that may fulfill requirements for this training.

b. Specialized Training. From time-to-time, Marines may be afforded an opportunity to attend USMC funded courses offering unique and/or professionally rewarding training opportunities for career development. Examples of this type of training would include attendance at the FBI National Academy or enrollment in the DOD Polygraph Institute.

### **4. PARTICIPATION OF MARINES IN NCIS FUNDED TRAINING.**

Marines will be afforded an equitable opportunity to attend training sponsored and funded by NCIS.

5. **PARTICIPATION OF MARINES IN OFF-DUTY EDUCATION.** The majority of the Special Agents assigned under this MOU will be active duty enlisted Marines. The Marine Corps cannot require these personnel to possess a college degree as a prerequisite for designation as a Special Agent and assignment to duty with NCIS. Both Parties agree that encouraging Marines to pursue a college degree is a worthwhile goal that will not only enhance the individual's professional skills, but will greatly assist in the individual's professional development.

a. NCIS Responsibilities. SACs/SSAs will:

(1) Assist in furthering educational opportunities for Marine Corps personnel by providing flexibility with regard to duty scheduling.

**APPENDIX C  
(POLICY)  
TO THE MEMORANDUM OF UNDERSTANDING  
BETWEEN NCIS AND THE MARINE CORPS**

**1. GENERAL**

a. Execution of Investigative Duties. Marine Corps personnel assigned to NCIS will be guided in the performance of their daily duties by the investigative policy established for NCIS Special Agents and as set forth in NCIS internal directives. In all instances, the conduct of investigations will be in strict compliance with NCIS investigative protocol.

b. Title and Authority. Marines who have successfully met all prerequisites for assignment to NCIS as set forth in Appendix (A), will be titled "Special Agent" and issued NCIS credentials and badges in accordance with the provisions contained in reference (i).

c. Carrying of Firearms, Use of Force, Oleoresin Capsicum, & Ammunition

(1) Special Agents are authorized under federal statute to carry a concealed weapon in the performance of their duties. Carrying of firearms, Use of Force, Oleoresin Capsicum (OC) and ammunition will be in strict compliance with the provisions of reference (i). Upon assignment, NCIS will issue Marine Corps personnel a standard government-owned firearm for use in the performance of investigative duties.

(2) At least annually, Marine Corps personnel will be provided instruction on the use of force. Such instruction will address the use of force, force continuum, and provisions regarding the appropriate use of force as set forth in applicable DOD, DON, and NCIS policy directives addressing this topic.

d. Issuance of Firearms to Marine Corps Criminal Investigators assigned to the Criminal Investigation Division.

(1) The Technical Services Division, NCISHQ, Code 23CT maintains an inventory of 150 Marine Corps owned government Sig Sauer P228 semi-automatic pistols for issuance to accredited Criminal Investigators of the Criminal Investigation Division and military police personnel assigned to protective service details. These weapons and magazines were provided to the

Marine Corps by the Federal Bureau of Investigation and are separate from the weapons issued to Marine Corps personnel assigned to the NCIS as Special Agents.

(2) Issuance of the Sig Sauer P228 service pistol will be designated by HQMC (PS) by name and shipped to the subject names member (SNM) via NCIS Channels.

(3) Prior to the Sig Sauer P228 being issued as the duty weapon, personnel designated to carry the Sig Sauer must complete a one day transition course in order to become familiar with the safe operation and cleaning of the Sig Sauer pistol. Instructor for the transition course may be provided by the local NCISRA in the geographical area of personnel being issued the weapon. Additionally, personnel will be required to qualify on the Federal Law Enforcement Training Center (FLETC) Practical Pistol Course with the issued weapon prior to carrying the weapon for duty.

(4) Unless otherwise specified by competent authority, Marine Corps personnel will return their issued weapon to a designated control point upon completion of their assignment for storage and accountability in accordance with component procedures. Since these firearms are issued by NCISHQ, and NCISHQ must provide accountability to Crane, IN, inventories of issued weapons may be conducted by the NCIS through the local NCIS Office (NCISRA or NCISFO). Marine Corps personnel issued the Sig Sauer pistol and personnel responsible for the storage and accountability of the weapon will ensure weapons are available for inspection and inventory by the NCIS.

(5) Maintenance and repair of the Sig Sauer pistol will be provided by the NCIS. HQMC (PS) will provide funding for maintenance and repair of weapons to NCISHQ.

(6) Personnel in receipt of Permanent Change of Station (PCS) Orders, will return their issued weapon to the local NCIS Office for shipment to the Technical Services Division for a detailed inspection, preventive maintenance and subsequent reissuance of a weapon upon their arrival to their new duty station.

e. Jurisdictional Limitations for Military Agents. As a matter of law, extended to DON by policy, the Posse Comitatus Act (18 U.S.C., Section 1385) generally prohibits the use of military personnel to enforce civilian laws. The Act does not, however, prohibit the use of military personnel to conduct law

enforcement activities that are primarily for a military purpose, but which provide a secondary benefit to civilian law enforcement. Thus, for example, it is permissible for NCIS Special Agents - both Military and Civilian Special Agents - to investigate violations of the UCMJ by military members, even when the investigation reveals violations of civil laws by persons who are not subject to the UCMJ. Accordingly, Military Agents are empowered with the same scope of enforcement jurisdiction held by civilian Special Agents, and may be employed in support of NCIS operations, both on and off the installation, when the foundation of the investigation is based upon a legitimate and primary military purpose. Military Agents do not have Statutory Arrest Authority and as such may not arrest civilian subjects, but may temporarily detain such persons, pending arrest by personnel with Statutory Arrest Authority.

## **2. UTILIZATION OF MARINE CORPS SPECIAL AGENTS**

a. Operational Control. Marine Corps personnel assigned to the NCIS as Special Agents shall be considered under the operational control of NCIS. As used herein, the term operational control is defined as:

"The assignment of a Special Agent under the oversight of a NCIS SAC/SSA, the latter of whom is responsible for the daily investigative activities of the individual, to include assignment of investigative tasks, evaluation of daily performance, investigative and military related training, firearms requalification, physical fitness, quality control of investigative products, formal performance appraisals, and professional development of the individual."

b. Administrative Control. The Marine Corps retains administrative control over Marine Corps personnel for routine administrative and military matters such as: pay, transfer, formal disciplinary action, maintenance of Service Record Books/Officer Qualification Records (SRB/OQR), and professional military education. In essence, operational control provides the SAC/SSA with the ability to direct the day-to-day efforts of assigned investigative assets to best meet the needs of the supported command without impacting upon the Marine Corps' overall responsibility for accountability of its personnel.

c. Recall of Marine Corps personnel by Military Commanders. Periodically, Marine Corps commanders may deem it necessary to recall Marine Corps personnel from duty with NCIS in order to

support contingencies and/or combat operations. As an integral part of the NCIS investigative team, Marine Corps Special Agents play a significant role in the investigation and prosecution of offenders. Accordingly, diligence must be exercised by military leaders to ensure that these Agents are recalled only when a legitimate requirement exists and is such that a trained investigative asset is essential to the accomplishment of the mission. In the event that a Military Agent is required by his/her parent command to support military operations, the following recall procedures shall apply:

(1) Routine or Scheduled Training and Operations. Special Agents will not be recalled for routine scheduled unit events such as command post exercises, field training exercises, unit block training, and operations below the Marine Air-Ground Task Force/Major Subordinate Command (MAGTF/MS) level without prior coordination with the SAC/SSA. Unit commanders, or their representatives, are encouraged to meet annually with the SAC/SSA and senior Marine of the local NCIS activity during development of the unit's TEEP in order to identify routine scheduled events that require investigative support and/or participation of military personnel assigned to NCIS.

(2) Contingency Operations. Upon receipt of a Warning Order that indicates the potential for the employment of military forces, the MAGTF/MS Operations Officer and MEF Provost Marshal will assess the need for criminal investigative support for the operation. If a determination is made that criminal investigative support will be required, the Operations Officer and/or MEF Provost Marshal will immediately notify the SAC/SSA of the local NCIS activity of the pending contingency and the need for investigative support. The SAC/SSA will review the requirement and identify the personnel to be detailed to support the operation. Additionally, the SAC/SSA will recommend inclusion of civilian NCIS assets, as appropriate, to provide the deployed Marine criminal investigative unit with the necessary technical, forensic, and/or infrastructure support which may enhance the accomplishment of the deployed investigative mission as described in paragraph 3.b. of this Appendix. The SAC/SSA will, upon notification of receipt of a warning order, initiate action to ensure that Special Agents are available, equipped, and prepared for deployment. Upon receipt of a deployment order directing the execution of the contingency, the SAC/SSA or his representative will coordinate with the Marine's parent command for the issuance of appropriate orders.

(3) Combat Operations. Special Agents may be recalled with little or no advance notice for actual combat operations. Where practical, the MAGTF Operations Officer and/or MEF Provost Marshal will provide the SAC/SSA of the local NCIS activity with as much advance notice as possible. If combat operations appear imminent, the SAC/SSA will take action to ensure that Military Agents, as well as select civilian NCIS assets, are fully prepared and on standby to execute deployment as required.

### **3. SUPPORT FOR DEPLOYED INVESTIGATIVE OPERATIONS**

a. General. The USMC maintains trained and accredited criminal investigators assigned to USMC commands worldwide. These investigators are responsible for providing full spectrum criminal investigative support to Marine commands during times of war. It is incumbent upon the SAC/SSA to coordinate with individual commands to ensure that Military Agents assigned to Operating Force units are fully integrated into the CID and unit deployment plans.

(1) The SAC/RAC/SSA must implement measures that will provide for periodic and recurring opportunities to participate in field training exercises and contingency operations in order to ensure that Special Agents are fully prepared to fulfill their combat mission.

(2) The SAC/SSA may assign Special Agents to support forward-deployed operations when, in the view of the SAC/SSA, the individual is fully qualified for such assignment. Actions in this regard provide flexibility to NCIS in meeting deployed support requirements while simultaneously providing real-world experience for the Special Agent that directly complements his/her preparation for the battlefield investigative mission.

b. Integrated Support Concept. The deployment of an integrated investigative team, comprised of military and civilian NCIS Special Agents, and NCIS technical support personnel should be considered in meeting all Marine Corps operational requirements. This approach ensures that Special Agents maintain the ability to support the warfighting effort, while simultaneously providing the Marine commander with additional investigative capabilities not organic to a Provost Marshal's Office, such as forensic consultants, criminal laboratory analysis, etc. It is mutually incumbent upon both the Marine command and the SAC/SSA to ensure that NCIS Special Agents and support personnel are properly trained and equipped

to support battlefield operations. The following policy shall apply to the deployment of an integrated investigative team:

(1) Criminal investigations that occur within the MARFOR area of operations shall be conducted in accordance with NCIS-3, Manual for Investigations.

(2) Reporting requirements for criminal investigations will be in compliance with NCIS-1, Manual for Administration. All investigative reports will be submitted to NCISHQ (Code 23) for archival purposes. The completed final Report of Investigation (ROI) will be provided to the appropriate commander for action. The SAC/SSA exercising geographic control over the region in which the MARFOR area of operations rests shall be included as an information addressee on all investigative correspondence.

(3) In certain circumstances civilians accompanying the armed forces may be subject to the UCMJ, especially in times of war. Therefore, all civilian NCIS personnel operating within the MARFOR area of operations shall comply with all lawful regulations established by the MAGTF commander or other competent authority. Such compliance is considered essential to the successful prosecution of combat and for the safety of civilian personnel.

(4) Military Agents will deploy with their NCIS credentials and be assigned to the CID and report to the MEF Provost Marshal in the MARFOR AOR. The deployed civilian and military NCIS agents will also be under the administrative, and in some cases, the tactical control of the MEF Provost Marshal. Civilian and military agents will deploy with their assigned weapons. Once retrograde and/or peacekeeping operations begin, the responsibility for conducting, directing, and supporting criminal investigations by military and civilian Special Agents will shift from the MEF Provost Marshal to the SAC of that geographic area.

(5) NCIS will assign the appropriate number of civilian agents, dependent on the size of the Marine unit being supported, with the necessary skills to enhance the investigative support to the MAGTF Commander.

(6) The preferred method to determine the necessary NCIS investigative support would be to assign a civilian special agent from the host Field Office (FO) and an agent trained in technical services capabilities directly to the deployed CID.

(7) The Marine Corps/Navy will be responsible for the "care and feeding" (medical, dental, etc.) for the deployed civilian NCIS agents.

(8) The current assignment of a civilian NCIS agent to the MEF staffs should not be affected by this integration and should continue.

(9) NCIS will provide a senior NCIS Special Agent to CMC (PP&O) to be a Liaison Officer, to assist in the implementation of this MOU and be a special advisor for investigations and Naval force protection.

c. Pre-Deployment Responsibilities

(1) Training. The SAC/SSA and the senior Military Agent assigned, share equal responsibility for ensuring that all personnel identified for deployed investigative support, both Marine and civilian NCIS employees alike, are fully trained and prepared for deployment. Such training and preparation shall not be limited solely to investigative matters, but shall also include measures appropriate to the expected mission and potential operating areas. This may include areas of training and preparation such as: battlefield survival skills; international treaties and Status of Forces Agreements (SOFA); operation of tactical vehicles and communications equipment; medical evacuation procedures; instruction on applicable rules of engagement, and similar issues necessary to assure the MAGTF commander that all deploying investigative personnel are properly prepared for the rigors of executing their mission in a combat and/or forward-deployed environment.

(2) Equipment. Both NCIS and the Marine Corps share responsibility for properly equipping deploying investigative personnel.

(a) NCIS is responsible for providing required forms such as fingerprint cards, statements of witnesses, statements of suspects, evidence custody documents, and like documents necessary for the proper and professional production of a completed Report of Investigation.

(b) NCIS is responsible for providing all equipment necessary for technical support of the basic criminal investigative effort. Examples within this category include, but are not limited to, items such as forensic consultant

supplies, polygraph equipment, intercept and surveillance devices, and like items.

(c) USMC is responsible for providing all necessary tactical equipment to support both deployed Marine and civilian NCIS personnel. This includes, but is not limited to, tactical vehicles, communications equipment, tents, generators, CONEX boxes, and routine items of supply.

(d) USMC is responsible for providing any specialized clothing or equipment required for the mission to deploying NCIS civilian personnel. Examples of such items would include, but are not limited to, special clothing such as cold weather equipment, gas masks, MOPP suits, and like items.

d. Post-Deployment Responsibilities. Following any exercise or training evolution that exceeds 60 days in duration, or after any deployment in support of real world contingency or actual combat operations, both Parties are responsible for completing an after-action report for submission to their respective Headquarters (NCIS Code 00M and HQMC PS-20). Such reports will identify "lessons learned" during the operation and will include specific comments relative to proper utilization of investigative assets; types of investigative missions performed; adequacy of command support to the investigative team; equipment and training deficiencies; and a recapitulation of the number of investigations opened, closed, and referred during the deployment. These after action reports will serve as a basis for continual improvement of the integrated working relationship and form the basis for refinement of the deployed investigative support concept in future years.

#### **4. CONDUCT OF CRIMINAL INVESTIGATIONS**

a. General. In accordance with the policy set forth in reference (a), NCIS is responsible for the investigation of actual, suspected, or alleged major criminal offenses in support of the Marine Corps. Offenses that do not meet NCIS investigative criteria as set forth in reference (a) or where the offense is purely military in nature, may be declined or referred to another investigative agency as warranted by the individual circumstances surrounding the offense. Criminal offenses for which NCIS has declined investigative jurisdiction, or that fall outside the criteria for investigation by NCIS, may be investigated using local command resources or through conduct of a JAG Manual investigation as appropriate. In those instances where the scope of the Marine Corps investigation

expands such that investigative leads must be pursued outside the geographical area of the local command, NCIS will evaluate each request for investigative assistance and, when warranted, provide such assistance.

b. Distribution of Reports of Investigation. Distribution of NCIS reports of investigation will be in accordance with applicable DOD/DON regulations and NCIS protocol. To provide for a sharing of criminal intelligence information and in order to deconflict law enforcement operations aboard the installation, the following policy applies:

(1) The PMO will furnish a copy of the daily Military Police Journal to the local NCIS office. Additionally, a copy of all incident reports (IRs) and investigative reports will be provided to the NCIS office within 24 hours of completion.

(2) The PMO is responsible for sending military police IRs and Investigative reports to NCISHQ (Code 23C) for entry into the National Crime Information Center (NCIC) and the Defense Clearance and Investigations Index (DCII) per reference (e) through (g).

(3) The local NCIS activity will keep the PMO informed of all investigative/law enforcement operations initiated by NCIS aboard the installation, whenever practicable. When the investigation is general in nature (i.e., does not involve covert, clandestine, or sensitive methods), the NCIS office aboard the installation will provide copies of the preliminary investigation (Open) and final investigative report (closed) to the PMO as soon as deemed appropriate, but no later than 24 hours after conclusion of the investigation. In those cases where the investigation involves covert, clandestine, or sensitive methods, the local PMO may be notified at the discretion of the SAC/SSA.

c. Investigative Thresholds

(1) Notwithstanding the above, all criminal activity occurring aboard a Marine Corps installation should be reported to the installation Provost Marshal in order to permit him/her to maintain a comprehensive picture of the overall level of crime within the command. The Provost Marshal is responsible for ensuring the appropriate and timely referral of all crimes within NCIS jurisdiction to the nearest NCIS field activity.

(2) The jurisdictional guidelines governing the types of crimes to be investigated by NCIS are delineated in reference (a). Varying levels of criminal activity and availability of investigative resources may warrant minor changes to investigative thresholds. Accordingly, consistent with reference (a), the installation commander or his representative (Provost Marshal) and the supporting NCIS SAC/SSA, may enter into local agreements establishing the responsibilities for the investigation of major and minor crimes. Such action allows commanders and NCIS supervisors maximum flexibility in adjusting investigative responsibilities to match the unique circumstances at each location served.

d. Responsibilities During Crisis Incidents. The military police will be the first responders to reports of crisis incidents such as hostage taking and bomb threats. Detailed response plans, to include clearly articulated roles and responsibilities, must be established between the PMO and SAC/SSA to maximize resources and deconflict operations. It is paramount that procedures for response to such incidents be exercised frequently. Nothing in this MOU infringes upon NCIS's exclusive responsibility for liaison on criminal and security investigative or counterintelligence matters with federal law enforcement, security, and intelligence agencies. Likewise, nothing here precludes the PMO from effecting liaison with local law enforcement agencies on matters under the exclusive cognizance of the military police. Responsibilities include:

(1) NCIS will initiate an investigative response, provide special equipment, effect liaison, and dispatch personnel with unique skills such as trained hostage negotiators as may be warranted by the situation.

(2) The PMO and SAC/SSA will mutually develop local procedures for response to critical incidents. The successful resolution of crisis incidents depends in large part on prior planning, clearly stated delineation of responsibilities, and teamwork. Accordingly, the roles and responsibilities of all parties responsible for resolution of such incidents must be clearly articulated in local directives, standing operating procedures, and emergency plans.

(3) In any event where confusion or misunderstanding may arise relative to roles at crisis scenes, the installation commander shall serve as the deciding official for resolution.

**5. INTEGRATION OF MARINE POLYGRAPH EXAMINERS.** The Marine Corps maintains a small cadre of trained polygraph examiners to support USMC requirements in times of war. USMC polygraph examiners must meet the same standards of education and training, and are guided by the same regulations, established for all DOD polygraph examiners. Accordingly, all Marine polygraph examiners will be integrated under a DON polygraph program administered by NCIS. To this end, the following policy applies:

a. The Marine Corps will assign all USMC polygraph examiners (MOS 5822) to the operational control of NCIS.

b. Marine polygraph examiners will be guided in the performance of their duties by all applicable NCIS, DON, and DOD directives.

c. Marine polygraph examiners will be assigned in the numbers and at the locations as depicted in Enclosure (1) to this Appendix.

d. HQMC (PS) and NCISHQ (Code 23CP) will jointly screen and identify suitable Marine Corps personnel for training and accession into the DON polygraph program.

e. Upon acceptance as a candidate for polygraph examiner duties:

(1) HQMC (PS) will coordinate for the funding of initial polygraph training at the Department of Defense Polygraph Institute (DODPI) and endeavor to retain examiners in a polygraph billet for a minimum of three years.

(2) NCIS will be responsible for annual recertification of all assigned Marine polygraph examiners. In the event a Marine polygraph examiner is decertified, NCIS Headquarters (Code 23CP) will promptly notify HQMC (PS) of such action. Marine polygraph examiners who are permanently decertified will be reassigned to Special Agent duties, providing all other conditions of suitability for such assignment remain unchanged.

(3) NCIS is responsible for quality control of examinations administered by Marine polygraph examiners and will maintain all statistical databases and archival records pertaining to examinations administered in support of USMC activities.

(4) NCIS will, unless otherwise precluded by significant operational commitments, support all local requests from Marine Corps commands for the conduct of polygraph examinations in support of USMC unique requirements (i.e., exculpatory examinations).

(5) In those instances where the Marine polygraph examiner is required to conduct temporary duty travel in the performance of his/her duties, NCIS is responsible for funding such travel.

## **6. STAFFING OF MARINE SPECIAL AGENT BILLETS**

a. General. Headquarters Marine Corps (PS) will coordinate with appropriate Marine Corps personnel officials to ensure that Special Agent billets are properly staffed in a timely manner. Factors such as availability of funds for transfer of personnel, available personnel inventory, retention, training schedules, and similar issues may impact on this ability. However, HQMC (PS) will endeavor to:

(1) Ensure that Special Agent billets receive priority consideration for staffing. The goal is to ensure that all billets identified in enclosure (1) to this Appendix are fully staffed.

(2) HQMC (PS) will coordinate with NCISHQ regarding transfer of Military Agents. Such action will permit the proper transfer and/or closing of cases and permit an opportunity for the realignment of tasks within the NCIS office to ensure optimum support to the command.

(3) NCISHQ (Code 10) may periodically identify billets listed in enclosure (1) to this Appendix, which are considered "priority fills." Such action will be undertaken in conjunction with regular review of the assignment of civilian Special Agents. This measure will ensure that civilian and military Special Agent transfers and assignments are coordinated so that personnel movements, either civilian or military, do not adversely impact on the ability of a NCIS office to execute its mission.

b. Assignment and Locations for Special Agents. The Marine Corps will assign a total of 3 Warrant Officers and 80 enlisted Criminal Investigators in support of NCIS. These personnel will be assigned to NCIS offices aboard Marine Corps installations and to other NCIS activities which provide support for areas

where the Marine Corps routinely deploys, trains, or has a service interest. The locations and numbers of Special Agents to be assigned are depicted in enclosure (1) to this Appendix. The assignment of Marine Corps personnel will be restricted to operational billets and to assignments and areas depicted in the enclosure. On a case-by-case basis, NCISHQ may request, via the Military Assistant to the Director, that Marine Special Agents possessing unique capabilities receive Permanent Change of Station (PCS) orders to NCIS offices not reflected in enclosure (1). Additionally, NCISHQ, or the SAC/SSA, may detail Military Agents to other NCIS activities in support of investigative missions or for participation in Joint Task Force requirements.

**PERSONNEL SUPPORT SCHEDULE**

LOCATION	NCIS OFFICE	RANK	REMARKS
WASHDC	NCISHQ MTAC	CWO	MTAC ANALYST
WASHDC	NCISHQ (24)	SNCO	CLEOC
WASHDC	NCISHQ (23CP)	SNCO	SPECIAL AGENT, POLYGRAPH Q & A
WASHDC	NCISHQ (23B)	SNCO	SPECIAL AGENT (COLD CASE)
WASHDC	NCTSHQ (23B)	SNCO	SPECIAL AGENT (COLD CASE)
WASHDC	NCISHQ (24PO)	SNCO	PROTECTIVE SERVICES
WASHDC	NCISHQ (24PO)	SNCO	PROTECTIVE SERVICES
WASHDC	DCVH	SNCO	POLYGRAPH EXAMINER
QUANTICO	DCQV RA	SNCO	
QUANTICO	DCQV RA	SNCO	
QUANTICO	DCQV RA	SNCO	
QUANTICO	DCQV RA	SNCO	
QUANTICO	DCQV RA	SNCO	
NORFOLK	NFNF	SNCO	POLYGRAPH EXAMINER
NORFOLK	NFNF	CWO	REGIONAL MILITARY ADVISOR
LEJEUNE	CALE FO	SNCO	
LEJEUNE	CALE FO	SNCO	
LEJEUNE	CALE FO	SNCO	
LEJEUNE	CALE FO	SNCO	
LEJEUNE	CALE FO	SNCO	
LEJEUNE	CALE FO	SNCO	
LEJEUNE	CALE FO	SNCO	
LEJEUNE	CALE FO	SNCO	
LEJEUNE	CALE FO	SNCO	
NEW RIVER	CALE FO	SNCO	
CHERRY PT	CACP RA	SNCO	
CHERRY PT	CACP RA	SNCO	
CHERRY PT	CACP RA	SNCO	
CHERRY PT	CACP RA	SNCO	
CHERRY PT	CACP RA	SNCO	
PARRIS ISL	CAPI RA	SNCO	
PARRIS ISL	CAPI RA	SNCO	
PARRIS ISL	CAPI RA	SNCO	
PARRIS ISL	CAPI RA	SNCO	
ALBANY GA	MPAB RA	SNCO	
ALBANY GA	MPAB RA	SNCO	
HAWAII	HIHN FO	SNCO	
HAWAII	HIHN FO	SNCO	POLYGRAPH EXAMINER

ENCLOSURE (1)

PERSONNEL SUPPORT SCHEDULE (cont'd)

LOCATION	NCIS OFFICE	RANK	REMARKS
HAWAII	HIHN FO	SNCO	
HAWAII	HIKH RA	SNCO	
HAWAII	HIKH RA	SNCO	
HAWAII	HIKH RA	SNCO	
SAN DIEGO	SW FO	CWO	REGIONAL MILITARY ADVISOR
SAN DIEGO	SW FO	SNCO	POLYGRAPH EXAMINER
SAN DIEGO	SW FO	SNCO	
MIRAMAR	MWMM	SNCO	
PENDLETON	MWPE	SNCO	
YUMA	MWYU	SNCO	
YUMA	MWYU	SNCO	
YUMA	MWYU	SNCO	
29 PALMS	MWTN	SNCO	
29 PALMS	MWTN	SNCO	
29 PALMS	MWTN	SNCO	
OKINAWA	FEOK RA	SNCO	
OKINAWA	FEOK RA	SNCO	
OKINAWA	FEOK RA	SNCO	
OKINAWA	FEOK RA	SNCO	
OKINAWA	FEOK RA	SNCO	
OKINAWA	FEOK RA	SNCO	
OKINAWA	FEOK RA	SNCO	
OKINAWA	FEOK RA	SNCO	
IWAKUNI	FEIW RA	SNCO	
IWAKUNI	FEIW RA	SNCO	
IWAKUNI	FEIW RA	SNCO	
YOKOSUKA	FEYK RA	SNCO	
YOKOSUKA	FEYK RA	SNCO	
NAPLES	EUNA FO	SNCO	
NAPLES	EUNA FO	SNCO	

PERSONNEL SUPPORT SCHEDULE (cont'd)

LOCATION	NCIS OFFICE	RANK	REMARKS
BAHRAIN	MEBJ FO	SNCO	
BAHRAIN	MEBJ FO	SNCO	