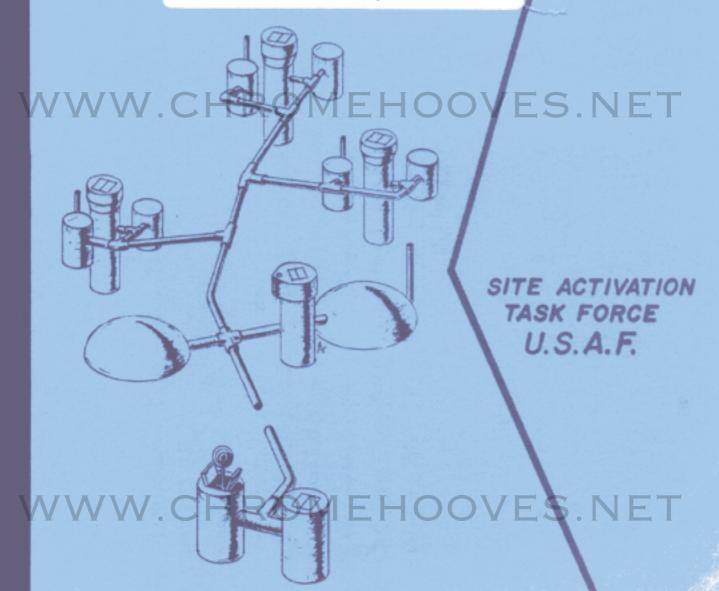


WEAPON SYSTEM 1074-2

INTEGRATED WEAPON SYSTEM ACTIVATION STRATEGIC AIR COMMAND PERSONNEL INTEGRATION DETAILED FIELD PLAN FOR BASE T-1

> SITE ACTIVATION TASK PORCE EXHIBIT NUMBER 61-2

> > 22 February 1961.





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WEAPON SYSTEM 107A-2

INTEGRATED WEAPON SYSTEM ACTIVATION STRATEGIC AIR COMMAND PERSONNEL INTEGRATION DETAILED FIELD PLAN FOR BASE T-1

SITE ACTIVATION TASK FORCE EXHIBIT NUMBER 61-2

22 February 1961

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Prepared by:
The Martin Company, Integration Division
In co-operation with and under the auspices of the U.S. Air Force.

Authority: Contract AFO4(647)-471, Site T-1 Air Force Exhibit No. 59-11

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ABBREVIATIONS

ADL Arthur D. Little, Inc.

AFB Air Force Base

AFBMD Air Force Ballistic Missile Division

AFSC Air Force Specialty Classification

AGC Aerojet-General Corporation, a Subsidiary of the General

Tire Company

AMC Air Materiel Command

AMF American Machine and Foundry Company

ARDC Air Research and Development Command

AVCO AVCO Manufacturing Corporation

COE Corps of Engineers, U. S. Army

COG Complex Operational Group MEHOOVES NET

DWSPT Director of Weapons System - Plans and Training

GOE Ground Operating Equipment

GSE Ground Support Equipment

ICBM Intercontinental Ballistic Missile

IOP Interim Operating Procedure

ISP Interim Systems Procedure

MAMS Missile Assembly and Maintenance Shops

ORT Operational Readiness Training

RPIE Real Property Installed Equipment

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ABBREVIATIONS (continued)

RRU Remington Rand Univac a division of the Sperry Rend Corporation

SAC Strategic Air Command

S & I Surveillance and Inspection Facility (Re-entry Vehicle area)

SATAF Site Activation Task Force

50 Stromberg-Carlson, a division of the General Dynamics Corporation

703 SMF 703 Strategic Missile Wing

SOP Standard Operating Procedure

TAT Technical Approval Team

The Martin Company, (Associate)

TMS INFO The Martin Company, Integration Field Office

WECO Western Electric Company

W 107A-2 Weapon System 107A-2 (Titem I) OOVES. NET

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This document has been prepared as the detailed field plan to augment the general provisions of SR-60-103 Integrated Weapon System Activation Plan, Base T-1, Unit Manning Document, Personnel Phasing Schedule (Annex 3). Preparation is in accordance with AFBMD Exhibit 59-11, Contractor responsibilities for Activation of WS107A-2 Base, Attachment No. 2. This document shall in no way supersede the Memorandum of Agreement Concerning Turnover of ICBM Sites From ARDC/AMC to SAC, 10 October 1960. In no case will agreements noted herein come between a contractor and his contract. Should any procedures develop implying a change to contractural requirements, these arrangements must be approved by AMC. Revisions to this document will be agreed upon by SATAF, the 703 SMW, and Martin Integration, who will co-ordinate revisions with the Associate Contractors. This document was formulated with the cooperation of all Associate Contractors, the 703 SMW, and the approval of SATAF.

The objective of the SAC personnel integration program is to provide job experience for SAC personnel by which they will become familiar with operational equipment prior to Base T-1 acceptance and turnover, Lowry Air Force Base, Denver, Colorado.

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SATAF EXHIBIT 61-2

SATAF will coordinate implementation of this plan with the 703

SMW and Associate Contractors assisted by the TMC (Integration).

This Plan will be implemented without adversely affecting base activation schedule.

There are essentially two phases in the SAC integration program:

The first is an Immediate Phasing, which occurs during Complex Installation and Construction; The second is the Formal Phasing which
occurs during Complex Subsystems Test and Demonstration, per Reference 3.

This program is strictly an on-the-job experience program, and no requirement is set forth for participating organizations to conduct formal training for SAC personnel.

The SAC personnel integrated will not complement or supplement the work being done by Associates and subcontractors during the Activation effort.

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1.0 IMEDIATE PHASING HROMEHOOVES NET

The Immediate Phasing program was initiated by Reference 4 of the Bibliography to integrate available technically trained SAC personnel per Reference 2. Implementation of this phase will commence with deliberate haste. For planning purposes, this phase is to span the COE construction period and the Associate Contractors COE and GSE installation period.

To comply with Department of Defense requirements which prohibit the performance of any work by military personnel which would complement or supplement the work effort of associates and/or sub-contractors; and to minimize the possibility of labor difficulties arising out of the necessarily close association

of military personnel with contractor personnel, only overthe-shoulder observation of contractor effort by military personnel will be permitted during the immediate phasing program. It is the intent that SAC personnel will at no time compete with the civilian labor force in furthering the fulfillment of contractor obligations.

Agreements noted in Paragraph 2.0 for the Formal Phasing will be applicable with the following exceptions:

a. No personnel evaluation program will be conducted during this phase. A letter form of evaluation on SAC personnel may be required of the Associate Contractors at the option of SATAF.

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- b. Personnel phasing will proceed in general accord with Figure 5. This basic schedule will be revised as required at weekly meetings (Ref. Para. 2.1.6, WEEKLY MEETING, p.23). The actual progress of Immediate Phasing is indicated in Figure 6.
 - c. If any SAC personnel are assigned to COE, they will be reassigned to TMC upon facility turnover, as is practicable.

The 703 SMW with the assistance of SATAF will thoroughly brief SAC personnel, emphasizing the over-the-shoulder observation philosophy in effect during the Informal Phasing Program.

The Associate Contractors and GOE with the assistance of SATAF will brief the Sub-Contractors, emphasizing the "no participation" role of SAC personnel during construction and installation. TMC as Integrating Contractor will assist in these briefings as required. SAC personnel will be specifically informed that they are not to actively participate, by using tools or by performing other work not requiring the use of tools, until the Associate Contractors to whom they are assigned actually enter the Subsystem Test and Demonstration phase. This requirement, as stated previously, has as its primary objective the minimization of the possibility of labor difficulties associated with the sub-contracted construction and installation ef-

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forts. Each of the SAC personnel subject to the provision of Paragraph 2.1.1, GENERAL, at Page 6, may, when he is deemed capable by his supervising Associate Contractor, actively participate in operations conducted upon his particular associate's subsystem during the Subsystem Test phase under the Formal Phasing program. However, since Associate Contractors will not enter the Subsystem Test phase simultaneously, SAC personnel will not actively participate in their assigned Associate's Subsystem Test if a craftsman is working in the vicinity during another Associate Contractor's Immediate Phasing program. Since the available space will be limited during some Subsystem Testing and since SAC personnel will be in the area on a non-interference basis, they will be the first to

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2.0 FORMAL PHASING

This program is stated in Reference 3 and encompasses SAC phasing during the Subsystem Test and Demenstration. The Subsystem Test and Demonstration phases are described in References 11 and 12 and include operation and maintenance of facility RPIE, as does the Formal Phasing. The Formal Phasing is outlined herein by defining the fellowing areas: Matual Agreement: A documentation of agreements and plans concerning such matters as erganisational responsibilities, administration, transportation, messing facilities, personnel evaluation, etc.

Program: A listing of tasks to be observed or participated in by AFSC. The Task Lists are to be fermulated using Subsystem Test and Demonstratien procedural data.

> Schedule: The SAC PERSONNEL PHASING ASSIGNMENT SCHE-DULE, Figure 5, is a working plan generated with consideration for the provisions of Reference 3, current Air Feroe crew structure, projected SAC personnel availability, Associate Contractor abserption capability, Complex space-leading limitations, and integrated test schedules.

W2.1/Mutual Agreement: ROMEHOOVES.NET

The purpose of this section is to record agreements reached between the 703 SMW, SATAF, Martin Integration, and the T-1 Associate Contractors regarding the integration of SAC personnel with the Activation effort. These agreements apply to all signatures and will govern all cases in which personnel of the 703 SMW are integrated with a contractor work force prior to the operational date of each Complex.

2.1.1 General

The integration of SAC personnel is a mutually beneficial program by which a smooth transition from contractor to military control is effected. Four gen-

eral policies must apply to insure compatibility with

the prime objective of timely Complex completion:

a. Placement of SAC personnel with the contractor will be controlled by SATAF. SAC personnel will not ordinarily be withdrawn from this agreement except to fill formal operational readiness training quotas levied upon the 703 Strategic Missile Wing.

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Three days prier to a withdrawal SATAF will inform the affected Associate Contractor, and provide another SAC man to fill this vacancy whenever possible.

- b. Each Associate Contractor will control the utilisation of its SAC personnel, to insure non-interference with his, the Contractors, commitments, and yet provide the ideal environment for an effective en-jeb experience program.
- o. SAG personnel will be utilized to the maximum extent possible in their missile speciality.
- d. The SAG Complex Commander will be the feoal point

 for administration of SAG personnel at each Complex.

 They will coordinate with Contractors, SATAF,

 Squadron Commanders, and the 703 SMW Control Conter

 relative to on-the-spec changes of personnel re
 quirements, schedules, transportation, messing, etc.

Job experience during Sub-System Test operations is to be primarily gained through "ever-the-shoulder" training: .1.e., Observation of Associate Contractor activity. At such time as a SAC man may be deemed capable

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by his supervising Associate Contractor of taking an active part in operations, may be then be previded with the opportunity of actively participating.

Job experience during the Demonstration phase will be gained primarily through active participation in eperations. Inasmuch as each SAC man will remain with an Associate Contractor, the extent of his participation will be within the scope of activity assigned to his Associate Contractor.

The total quantity of BAC personnel who can be integrated is limited by available workspace and the quantity of Associate Contractor personnel participating in activities: Overcrewling must not occur and the Associate Contractors! job effort must not be impeded.

2.1.2 Organizational Responsibilities SATAF:

a. SATAF is the principal authority for T-1 SAC phasing. SATAF centrels and co-ordinates all activity related to the phasing of SAC personnel at T-1.

Page 8

b. Will support the Associate Contractor's SAC phasing requirements where justified: e.g., Site shelter such as trailers.

703 SMW:

- a. The Control Center will function as the single point of contact within the 703 SMW for matters related to SAC personnel phasing.
- b. Will provide qualified personnel in the quantities required, within its capability. Personnel provided will conform to the working hours and work-

ing conditions of the Associate Contractors with whom assigned.

- c. Will provide documentation of individual background and qualification where required to assist in job assignment.
- d. Will insure continuous availability of integrated personnel unless otherwise agreed upon by the SAC Unit Commander and the SATAF Commander. It must

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be appreciated that exigencies may arise to require premature withdrawal of an individual from the program, either temperarily or permanently.

- e. By utilizing Personnel Evaluation forms (Refer to Figure 4) and other pertinent information, will maintain a training folder on each individual participating in the program to reflect program participation. This information will be entered in the Task Lists generated by the 703 SMW in cooperation with TMC. (Ref. Sect. 2.2, PROGRAM, p. 24)
- f. Will provide military administration of integrated

personnel including messing, treaspertation, traising, discipline, and maintenance of service recerds.

TO INFO:

- a. Will somedule and chair a weekly meeting, to be a attended by SATAF, the 703 SMM, and Associate Contractors; (Ref. Pera. 2.1.6, WEEKLY MEETING, p. 23)
- b. Will co-ordinate the assignment and scheduling of SAU personnel into the Associate Contractors! work forces.

Page 10

A secretary that the second of the second of

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- c. Will co-ordinate the formulation of the Base
 T-1 SAG Phasing Detailed Field Plan; will publish it, and any subsequent revisions thereto.
- d. Will publish and distribute the SAC Personnel

 Evaluation forms (Ref. Fig. 4, p.21) for use by

 Associate Contractors.
- e. Will serve as a cellection point to whom Associate Contractors will forward completed SAC Personnel Evaluation forms.
- f. Will co-ordinate with Associate Contractors to insure proper skill assignment and technical super-

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- g. Will aid the Chief, Stendardisation Division,
 703 StM, in the preparation of Task Lists to be
 used as a tool in evaluating the effectiveness of
 the en-jeb experience program.
- T-1 Associate Contractors:
- a. Will provide the Integrator with the acceptable numbers of each AFSC to be assigned with the Associate.
- b. Will provide Sub-System Test and Demonstration Phase procedures necessary to formulate the Task Lists.

Page 11

- c. Will technically supervise their SAC personnel and central the utilisation of these personnel, insuring non-interference with the activation commitments.
- d. Will evaluate SAG personnel assigned. (Ref. Pera.
 2.1.h, PERSONNEL EVALUATION, p. 20)
- e. Will initiate recommendations for revisions to any phase of the SAC integration schedules or assignments, or for reclassification of a SAC man.
- f. Will provide the maximum job-experience opportunity to the SAC personnel assigned the Associate.
 - will see that normal bool-orib items, and certain articles of special clothing and gear, such as Lox gear, Air-Paks, etc., will be made available for use by SAC personnal at each complex as requirements for the use of such special items develop due to assignments by Associate Centracters. However, erdinary clothing, hard hats, and tool kits will be issued by the Air Force to SAC personnal as appropriate for the man's job.

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2.1.3 Organization

This section with the accompanying figures delineates the operational and administrative lines of responsibility within these fractions of the Air Ferre, The Martin Company and Associate Contractor organizations which have within their purview the integration of SAC personnel.

Generally, "sperational" control of SAG personnel connotes an interest, or responsibility toward SAC personnel work assignments, evaluation of performance, or
other items directly related to their daily routine at
the Complexes lA through 20 and the Lawry Complex.
"Administrative" control of SAC personnel councies respensibility in breader areas: e.g. Maintenance of
personnel service records, granting of leave or timeoff, legistic support of the SAC personnel job-experience
effort, assimilation of performance evaluation data,

Page 13

and disciplinary matters.

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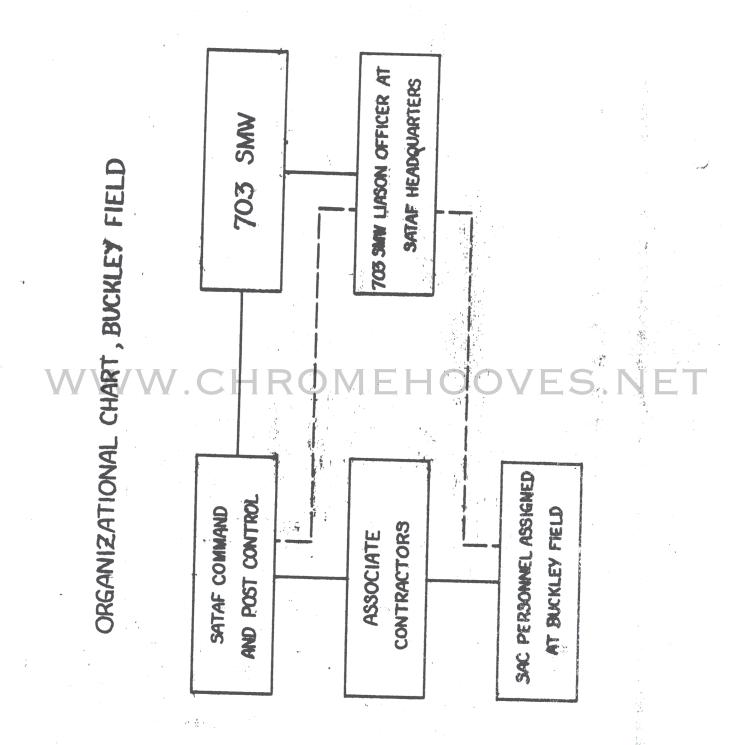
Primarily, operational control will be exercised by the several contractors having SAC assignees and administrative control will be exercised by the 703 SMW.

The physical location of a man determines his chain of command: For example, it is envisioned that the Missile Engine Technicians assigned with Aerojet-General Corporation at the MAMS and the re-entry vehicle technicians assigned with AVCO at the S&I area will work at Complex areas occasionally as job interest dictate. While located at a Complex, these men will then operationally report via their Associate Contractor Supervisor to the COO Team II Leader, and administratively report to the S&C Complex Commander at that Complex.

BUCKLEY FIELD:

Some SAC personnel, with the concurrence of the Associate Centractor with whom assigned, may be based at Buckley Field. Such functions as receiving inspection, test planning, and engineering, will be of interest to SAC. During the Immediate Phasing such assignments are already planned. Figure 1 indicates the chain-of-command for these SAC personnel.

Page 14



COMPLEXES 1A THROUGH 20:

This is the major area of on-jeb experience program activity.

Figure 2 indicates the operational and administrative chain

of command for these SAC personnel.

The SATAF Complex Commander, COG Team II Leader, and SAC Complex Commander must remain mutually informed concerning the aspects of SAC phasing, such as SAC personnel assignment status, leave, and general problems.

The COO Team II Leader's responsibility shall include, but not necessarily be limited to, the following items:

- a. Personnel will be briefed on area rules and safety, security, other regulations, services, and facilities, and E be conducted on a tour of the area.
- b. Personnel will be issued badges, and parcel passes as required.
- c. Each SAC man will be introduced to superior efficer present and Associate Contractor supervisor with when he will be assigned. He will have explained, in sharper focus and with supervisor present, the aspects of the jeb experience program, the organization, and where he fits into the overall operation.

Page 16

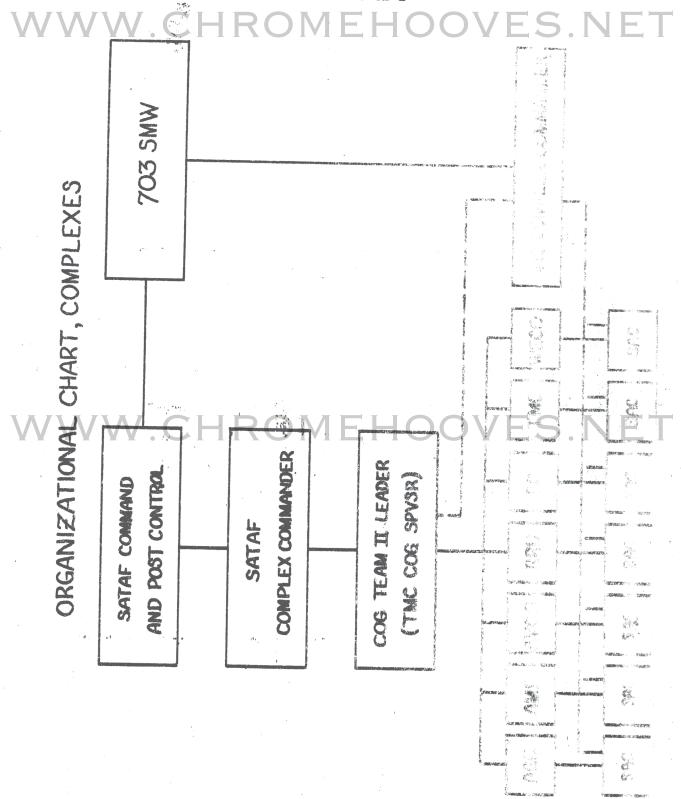


Figure 2

SATAP Exhibits 61-2

- d. Discussions will periodically be held with SAO persennel with an aim to judging how the individual feels
 he is progressing, whether he feels he is in the right
 "slet" for what he is after, and what his merale level
 appears to be. Such discussions are a must if a problem area becomes evident and should be held with superefficer and Associate Centractor supervisor present.
- e. The SATAF Complex Commander and SAG Complex Commander will maintain a roster of SAC personnel, and the comtractors and work shifts assigned.

The T-1 Weekly Work Schedule and the T-1 Baily Activity
Authorization Plan (Reference 9) should consider SAC personmel, especially in regard to manleading in work areas.

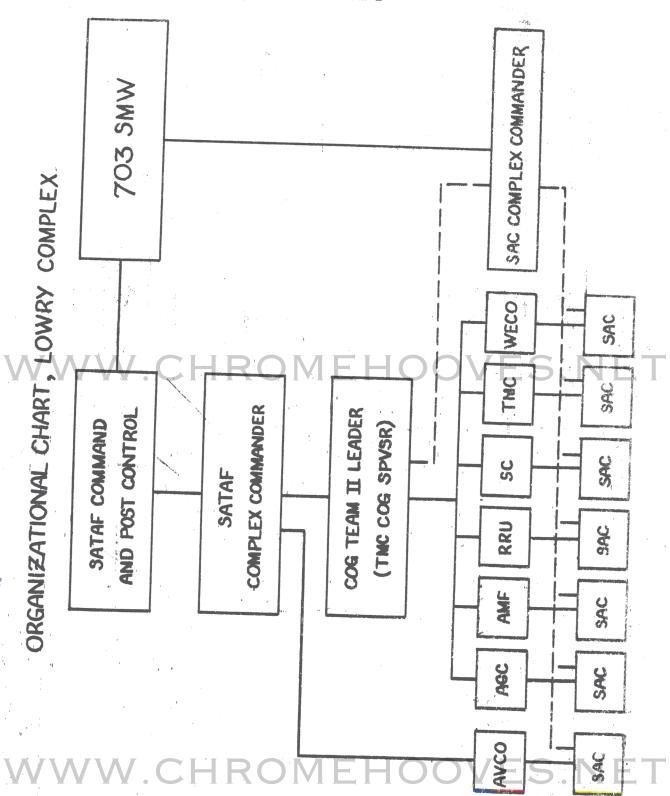
Unscheduled SAG personnel transfers may not be made between contractor organisations without OOG Team II Leader notification and joint SATAF and 703 SMM (Control Center) approval.

However, SAG personnel may be transferred to other groups or teams within the contractor organisation to which last assigned. The OOG Team II Leader shall be so informed.

LOWET COMPLEX:

SAG personnel phased in at the NAMS and the S & I, will be operationally and administratively directed by the chain of semand indicated in Figure 11.

SATAF Exhibit 61-2



has submitted their SAC Phasing Plan for the S & I area,

(Munitions) Complex, dated 5 January 1961, for approval.

2.1.4 Personnel Evaluation

The SAC personnel job-experience evaluation program is the yardstick by which the effectiveness of the SAC personnel integration effort is measured. The SAC Personnel Performance Evaluation form, Figure 4, is completed on a weekly basis by the Associate Contractor supervisor for each SAC man, and submitted by 1200 hours every Monday for the previous week to the COG Team II Leader, (at each Complex) or the SATAF Complex Commander (at the Lowry Complex) as ap-

propriate. The information is then forwarded via the COG Team II Leaders, to the SAC Complex Commander for transmittal to the 703 SMW. Responsibility for distribution, and collection of the forms from Associate Contractors, rests with Martin Integration.

Page 20

SATAF EXHIBIT 61-2

	Name		ANSO NO.	Squadro	
	Complex	System Area	MATERIAL STATE OF THE STATE OF	T-COMMING AND ASSESSMENT OF THE STATE OF THE	and the second s
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SAC personnel assigned at T-l for job experience shall, as a minimum, have completed an Individual Air Training Command course. The intent of the T-l personnel evaluation program is to provide the means for determining whether SAC personnel assigned to Associate Contractors are being exposed to job activity consistent with their AFSC numbers, and whether they are deriving benefit from this exposure. A formal training or ORT program, with the more somprehensive controls, reporting procedures, and evaluation program required, is not planned for T-l at this time.

The Task Lists prepared for each AFSC will be used as a checklist of duties related to the individual's AFSC.

Evaluation of SAC personnel with respect to these task

lists will be performed by the 703 SMW Control Center.

2.1.5 703 SMW Control Center

The 703 SMW Control Center at Lowry AFB is the agency within the Wing to resolve problems and handle the working details of SAC phasing.

Task lists will be maintained by this organization for each AFSC. Evaluation of participation by SAC personnel in the job-experience program will be accomplished by use of the Task Lists, the evaluation forms (Figure 4), training folders, and other pertinent information at the Control Center.

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Assignment of AFSC's by name will be accomplished by the Control Center. All reassigning of personnel will also be coordinated by the Centrol Center.

The scheduling and scheduling revisions of the AFSC's by name for this program will be recorded at the Control Center.

Control Center operation is the sele responsibility of the 703 SMW. It is not the purpose of the Centrol Center to spearhead the SAC integration effort, but rather to dooument its progress, maintain current records, and generally be a status authority on the program.

2.1.6 Weekly Meeting

It shall be the responsibility of IMU IEEO to schedule and conduct a weekly meeting to resolve problems and stimulate new action related to the SAC phasing program. Until redirected this requirement will be fulfilled by meetings of the SAC Integration Committee, established as a sub-committee of the Base T-1 Working Group (Reference 5). Nermally, SAC personnel will be taken abourd weekly, fellowing the weekly determinations made at Committee.

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The Francisco of

2.2 Program

Program activity is contered at the 70% SWF Common Content and supported by SATAF and TMU Integration at Broiday Piels, and the Assoc.

Contractors at the Complexes.

Program activity at the 703 SMM Control Control States is directed at the formulation of Task Lists and individual braining folders, and the utilisation of the SAC Personnel Evaluation forms (Bath Fig. h, p. 22) and other information to judge the progress of individual on-job experience and general program status.

observed, participated in, or performed during the ACTO, or tasks to be observed, participated in, or performed during the Activation effort.

Associate Contractors will support the formulation of Task Lists by supplying the procedures required to the TO, SMC: The term "procedures" as used herein means any procedural information used during Subsystem Test or Demonstration phases such as Subsystems test procedures, test requirements date, checklists, performance test spacelications, IOP, ISP, OSTP, or other data which small by of value and could be provided to the TOS SMW for the formulation of Task Lists.

The SAC Personnel AFSC Task Lisbs for Base T-1 appear in the Appendix.

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2.3 Schedule

The SAC Personnel Phasing Assignment Schedules (Ref. Fig. 5, p. 26) were formulated for SATAF by the 703 SMW and TMC (Integration) with the cooperation of Associate Contractors.

SAC Personnel integrated at Base T-1 will be briefed in accordance with procedures established by the SAC Integration Committee and surrendered immediately to the Associate Contractor with whom assigned.

The Figure 5 schedule will not be revised for minor changes or program adjustments: Changes to this schedule will be made by the SAC Integration Committee and reference should be made to the Minutes (T-1 Log Index No. 1.7.3.x) of this Committee or to the SAC phasing chart displays at the SATAF Command Post or 703 SMW Control Center. Figure 7 on p. 28 sets forth the actual Immediate Phasing as it has developed, from the time SAC personnel were taken aboard on 3 January 1961 until publication of this document, plus a three-week projection through the week beginning 13 March 1961.

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This table sets-sorth the SAC personnel, by AFSC Number, and the Associate Contractors with whom it is appropriate they should be assigned.

EXAMPLE:

Referring to Figure 5 (p. 26) it will be seen that an AFSC NUMESH 1821 Operations Officer has an INITIAL ASSIGNMENT with TMC and a DEMONSTRATION AS-SIGNMENT with AMF: Between these two points in time (23 January and Demonstration) it would be apprepriate for this man to have retated assignments with AGC, AVCO, RRU, SC, and WECO, per data on this (Fig. 6) table.

Figure 6

AFSC NO.	ORGANIZATION	JAN 2 9 16 23 30	FEB MAR 6 13 20 27 1 6 33 20 27	
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^{*} AGC requirement for AFSC No. 3124 vacated in favor of AFSC No. 433X1.

LEGEND:

Each line indicates one man indicates man aboard indicates vacancy

Figure 6 (cont)

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APPENDIX T

SAC Personnel AFSC Task Lists

(To be added at a later date)

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