



DEPARTMENT OF THE NAVY  
OFFICE OF THE CHIEF OF NAVAL OPERATIONS  
2000 NAVY PENTAGON  
WASHINGTON, DC 20350-2000

IN REPLY REFER TO

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Ser N780CB/3U633225

24 Nov 03

From: Deputy Chief of Naval Operations (Warfare Requirements and Programs) (N6/N7)

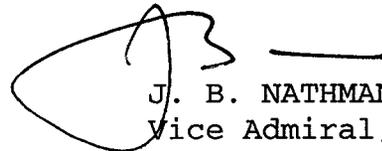
To: Commander, Naval Air Forces

Subj: DEPARTMENT OF THE NAVY TACTICAL AIRCRAFT (TACAIR) INTEGRATION

Ref: (a) Navy/Marine Corps TacAir Integration Memorandum of Agreement of 20 August 2002

1. The TacAir Integration plan is transitioning from planning to execution. Reference (a) identified Commander Naval Air Forces Pacific (CNAF), Commander Naval Air Forces Atlantic (CNAL), Commander Marine Forces Pacific (CMFP), and Commander Marine Forces Atlantic (CMFL) as co-chairs of the TacAir Integration Team. Additionally, reference (a) designated Deputy Chief of Naval Operations (Warfare Requirements and Programs) responsibility for execution of the agreement in concert with the Deputy Commandant for Aviation, United States Marine Corps. The operating forces possess the most appropriate organizational structure to ensure successful implementation of the plan. Accordingly, and effective immediately, I delegate responsibility for execution of the integration plan to CNAF.

2. OPNAV point of contact is CDR M. K. Rich, N780CB, commercial 703-695-1450 or DSN 225-1450.

A handwritten signature in black ink, appearing to be "J. B. Nathman", is written over a horizontal line.

J. B. NATHMAN  
Vice Admiral, U.S. Navy

Copy to:  
HQMC, DC Aviation



## TACAIR INTEGRATION TEAM CHARTER

- Ref:** (a) Navy/Marine Corps TacAir Integration Memorandum of Understanding dtd  
14 August 2002  
(b) Navy/Marine Corps TacAir Integration Memorandum of Agreement dtd  
16 August 2002

### 1. BACKGROUND

The Deputy Commandant (DC) for Aviation and the Deputy Chief of Naval Operations, Warfare Requirements and Programs (N6/N7) establish the TacAir Integration Team (TAIT) as a tool to ensure the effective integration of Navy and Marine Corps tactical aviation. The TAIT provides a proactive mechanism for the operational forces, in concert with their respective headquarters, to formulate and implement each pillar of the Doctrine, Organization, Training, Materiel, Leadership, Personnel, and Facilities (DOTMLPF) model. The objectives of the TAIT are to ensure that Navy and Marine Corps TacAir units are effectively incorporated into the Marine Air Ground Task Forces (MAGTF) and Carrier Strike Groups (CSG), and their Sailors and Marines are trained, organized, and equipped to maximize DoN combat effectiveness. The TAIT is chartered as a forum to facilitate coordination between requirements officers, resource sponsors, technical advisors and operating forces personnel to identify, prioritize and resolve issues affecting the implementation of TacAir Integration. Solutions requiring a change in Marine Corps policy will be forwarded to the DC, Aviation for a decision. DCNO (N6/N7) delegates responsibility for the TAIT process to Commander, Naval Air Forces (CNAF). Solutions requiring a change in Navy policy will be forwarded to Commander, Naval Air Forces (CNAF) for decision.

The Navy's first squadron will integrate into the Unit Deployment Program (UDP) in 2004. The Marine Corps will continue to integrate into Navy Carrier Air Wings when a fifth squadron deploys in 2005. The TAIT is charged with the detailed coordination of the numerous functional areas required to affect the success of these upcoming squadron integrations and to provide a model for further integration. The overall intent of the TAIT process is to create a plan that is completely integrated and coordinated between the service headquarters, Type and Force Commanders, and other responsible agencies.

### 2. PURPOSE

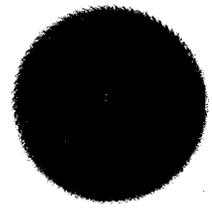
The TacAir Integration Team will develop a plan using DOTMLPF as a guide, as required, to integrate Naval Tactical Aviation.

### 3. GUIDING PRINCIPLES

- The Navy/Marine Corps TacAir Integration Memorandum of Understanding, and Department of the Navy Tactical Aircraft Integration Memorandum of Agreement provide the vision, tenets and supporting rationale of the integration plan.
- The principal underpinning of the plan is to achieve a naval capability for the 21<sup>st</sup> century that fuses Sea Power 21 with Expeditionary Maneuver Warfare. In this manner, naval forces from the sea base will provide the nation with a uniquely powerful capability to affect the positive outcome of our nation's battles at sea, in the air, and on land.



## TACAIR INTEGRATION TEAM CHARTER



- The services will work together to develop a single service position on all TacAir issues.
- Decisions must span DOTMLPF and remain relevant as the naval services re-capitalize their aviation forces.

### 4. TAIT PROCESS

The TAIT will execute its mission by establishing an Executive Steering Committee (ESC) and Cross Functional Teams (CFTs). The ESC shall direct the overall TAIT process, ensuring that the CFTs work in concert towards a common end state. The ESC will be organized to advise and oversee the efforts of the CFTs and to provide recommendations to higher authority. The CFTs will be established in three groupings of DOTMLPF areas. Each CFT shall focus on their assigned areas while simultaneously assessing the effects their recommendations may have on other areas. The CFTs will be comprised of subject matter experts (SMEs) from the operating forces, supporting establishments and service headquarters to qualitatively assess the DOTMLPF impacts.

#### ***Executive Steering Committee (ESC) – Leadership***

The ESC will review all aspects and issues concerning the integration of Navy and Marine squadrons and support all conditions necessary to successfully execute the integration plan. The ESC is also charged with identifying decisions, goals and milestones for the Co-Chairmen to address with the CNO and CMC. These issues will be reported to the CNO and CMC via a semi-annual recommendations report, as well as an updated three-year integration schedule that defines training and deployment plans, in accordance with reference (b). The objective is to generate the framework and boundaries under which the TacAir Integration Plan will progress.

#### ***CFT I – Doctrine and Training***

CFT I will focus on the Doctrine and Training pillars of DOTMLPF. The goal of this team is to create the operational concept that allows the integrated force to support MAGTF, Expeditionary Strike Groups (ESG), CSG, and Expeditionary Strike Force (ESF) missions in the Joint and/or Combined environment. The second focus is to examine the training/readiness continuum as Naval Aviation transforms its training philosophy to meet the challenges and opportunity presented by the operational concept.

#### ***CFT II – Organization and Personnel***

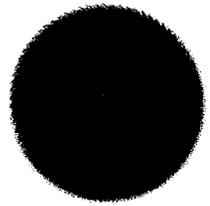
This CFT will focus on the Organization and Personnel pillars of DOTMLPF. The end-state of CFT II is to provide recommendations on Navy and Marine Corps organizational relationships, structure and unit and staff manning to support successful implementation of TacAir Integration.

#### ***CFT III – Materiel and Facilities***

CFT III will focus on the Material and Facilities pillars of DOTMLPF. The goal of CFT III is to ensure the logistics support architecture fully supports the integration efforts of Navy and Marine squadrons and goals of the TacAir Integration plan.



## TACAIR INTEGRATION TEAM CHARTER

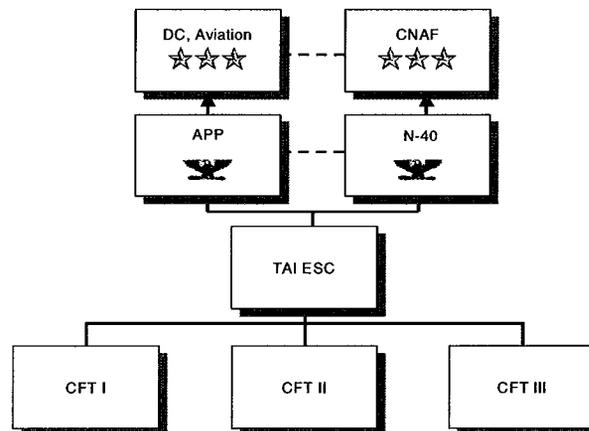


### 5. SCHEDULES AND ADMINISTRATION

- DC, Aviation (via APP) and CNAF (via N-40) will collaborate with other TAIT members on the development of TAIT agenda, meeting dates, and announcements.
- The TAIT will convene semi-annually (at a minimum) with meetings structured to produce decisional material for DC, Aviation and CNAF. Action items will be presented in an item, discussion, and recommendation format with a recommended priority. Concurrence by Commandant, Marine Corps and Chief of Naval Operations on TAIT issues will result in follow-on implementation, as appropriate.
- Minutes and results of TAIT meetings (actual or virtual) will be documented and distributed to the ESC and TAIT members for subsequent distribution throughout the TacAir community. Minutes and results of all TAIT activities will be archived at HQMC (APP) and CNAF (N-40).

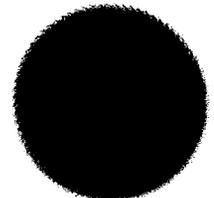
### 6. ORGANIZATION

- The TAIT is established under the authority of DC, Aviation and DCNO (N6/N7).
- Commander, Naval Air Forces is the Navy's lead agency for TacAir Integration.
- HQMC, Aviation Plans, Programs, External Matters and Budget Branch (APP), and Commander, Naval Air Forces (N-40) will jointly administer the TAIT.
- The TAIT ESC will act in an advisory role and be kept abreast of the developments and progress of the TAIT.
- The TAIT may form subgroups, in addition to the CFTs, to examine specific short-term issues as necessary.





## TACAIR INTEGRATION TEAM CHARTER



### 7. COMPOSITION

Membership of the TAIT will consist of members from the organizations listed below. The organizations listed below will identify to HQMC (APP) or CNAF (N-40) the name, phone number, e-mail address and team membership of their primary and alternate TAIT nominees. Additions and deletions to the TAIT membership will be coordinated through the HQMC (APP) or CNAF (N-40) lead.

- HQMC
- MARFORLANT
- MARFORPAC
- MARFORRES
- MCCDC
- 1<sup>st</sup> Marine Air Wing
- 2<sup>nd</sup> Marine Air Wing
- 3<sup>rd</sup> Marine Air Wing
- 4<sup>th</sup> Marine Air Wing
- COMFLEETFORCECOM
- COMLANTFLEET
- COMPACFLEET
- COMNAVAIRFOR
- COMNAVAIRPAC
- COMNAVAIRLANT
- COMNAVAIRRES
- Navy Manpower Analysis Center (NAVMAC)
- NAVICP
- Navy Personnel Command (NMPC)
- NSAWC
- NAVAIR (PMA-265)
- OPNAV

M. A. HOUGH  
Lieutenant General  
Deputy Commandant for Aviation

M. D. MALONE  
Vice Admiral  
Commander, Naval Air Forces