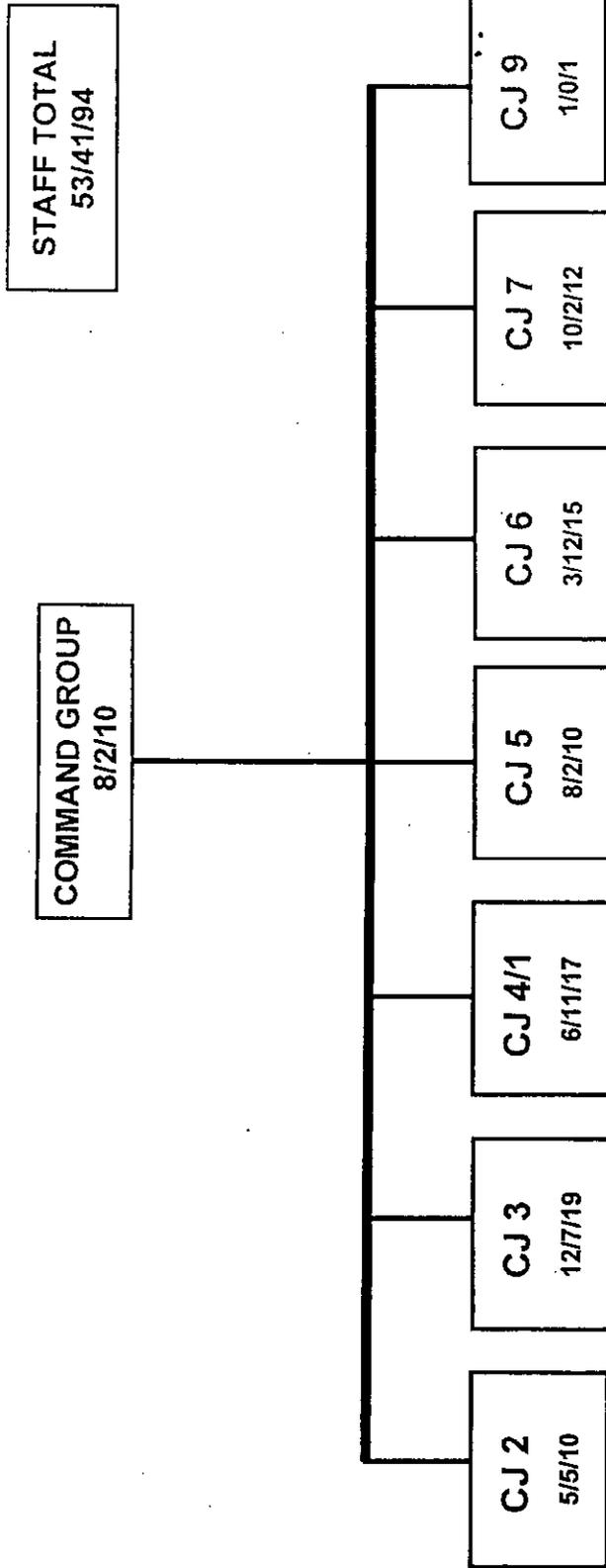


Organisational Structure of HQ STRIKFORSOUTH



HQ NAVAL STRIKING AND SUPPORT FORCES SOUTHERN EUROPE

Annex B

Table of Authorized Positions

JOB TITLE COMMAND GROUP	JOB CODE	GRADE	NAT	SVC	POST NO	OLD POST NO	REMARKS
COMMANDER		OF-8	US	N	GXX 001		DUAL HAT COMSIXTHFLT
FLAG SECRETARY		OF-3	US	N	GXX 002		
FLAG WRITER		OR-7	US	N	GXX 003		
DEPUTY COMMANDER		OF-7	UK	N	GXX 004		
DCOM AIDE DE CAMP		OF-2	UK	N	GXX 005		
CHIEF OF STAFF		OF-6	US	M	GXX 006		
DEPUTY CHIEF OF STAFF		OF-5	GR	N	GXX007		
FLEET LIAISON OFFICER		OF-5	US	N	GXX 008		GAETA, IT
FINANCIAL CONTROLLER		OF-2	US	N	GXX 009		
ADMIN SUPERVISOR		OR-9	IT	N/M	GXX 010		
CJ1 - ADMIN GROUP							
ACOS ADMIN							COMBINED WITH LXX 001
SECURITY OFFICER		OF-2	US	N	AXX 002		
ADMIN DIVISION OFFICER		OF-1	US	N	AXX 003		
REGISTRY SUPERVISOR		OR-7	US	N	AXX 004		
REGISTRY CLERK		OR-4	US	N	AXX 005		
ADMIN SUPERVISOR		OR-7	US	N	AXX 006		
TDY CLERK		OR-5	US	N	AXX 007		
SUPPLY CLERK		OR-4	US	N	AXX 008		
FILE CLERK		OR-5	US	N	AXX 009		
MAIL CLERK		OR-5	US	N	AXX 010		
ADMIN ASST/CACO		OR-6	US	N	AXX 011		GAETA, IT
PUBS LIBRARIAN		OR-4	US	N	AXX 012		
CJ2 - INTELLIGENCE							
ACOS INTELLIGENCE							ROTATIONAL
SPECIAL INTEL OFFICER		OF-5	IT/SP	N	IXX 001		
CURRENT INTEL OFFICER		OF-4	US	N	IXX 002		
CURRENT INTEL SPECIALIST		OF-3	SP	N/M	IXX 003		
EXPLANS INTEL OFFICER		OR-7	UK	N/M	IXX 004		
EXPLANS INTEL SPECIALIST		OF-4	GR	N	IXX 005		
INTEL SYS/ SEC MANAGER		OR-7	US	M	IXX 006		
INTEL SYS/ SEC SPECIALIST		OF-3	UK	N/M	IXX 007		
		OR-6	US	N	IXX 008		

HQ NAVAL STRIKING AND SUPPORT FORCES SOUTHERN EUROPE

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Table of Authorized Positions

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INTEL ADMIN CHIEF		OR-8	IT	N/M	IXX 009		
INTEL ADMIN CLERK		OR-4	UK	N/M	IXX 010		
CJ3 - OPERATIONS							
ACOS OPERATIONS		OF-6	SP/IT	N/M	OXX 001		ROTATIONAL
DEPUTY ACOS OPERATIONS		OF-5	US	M	OXX 002		
OPS ADMIN CHIEF		OR-6	SP	N/M	OXX 003		
OPS ADMIN CLERK		OR-3	UK	N	OXX 004		
BATTLE CAPT ASW OPS OFF		OF-4	UK	N	OXX 005		
SW/SLCM/TMD OPS OFF		OF-4	US	N	OXX 006		
SW/MCM OPS		OF-4	SP	N	OXX 007		
OPS SUPERVISOR		OR-6	GR	N	OXX 008		
OPS SPECIALIST		OR-4	UK	N	OXX 009		
RMP OPERATOR		OR-4	UK	N	OXX 010		
AIR WARFARE STRIKE OPS OFF		OF-4	US	N	OXX 011		
AIR WARFARE OPS OFFICER		OF-3	IT	AF	OXX 012		
AIR DEF/C2 OPS OFFICER		OF-3	UK	N/AF	OXX 013		
LOCE/JOISS OPERATOR		OR-5	US	N	OXX 014		
CTAPS/RAP OPERATOR		OR-4	US	N	OXX 015		
EXPED LAND OPS OFFICER		OF-4	US	M	OXX 016		
EXPED AIR OPS OFFICER		OF-4	US	N/M	OXX 017		
EXPED AMPHIB OPS OFFICER		OF-4	GR	M	OXX 018		
SPEC WAR OPS OFFICER		OF-3	IT	N/M	OXX 019		
CJ4 - LOGISTICS/INFRASTRUCTURE							
ACOS LOGISTICS/ADMIN		OF-5	IT	N	LXX 001		COMBINED WITH AXX 001
MARITIME LOG PLANNER		OF-3	IT	N	LXX 002		
AMPH/AIR LOG PLANNER		OF-3	US	M	LXX 003		
INFRASTRUCTURE PLANNER		OF-3	NU	N	LXX 004		VACANT
LOG CHIEF		OR-7	UK	M/N	LXX 005		
LOG CLERK		OR-5	US	M	LXX 006		
CJ5 - PLANS AND POLICY							
ACOS PLANS AND POLICY		OF-5	TU	N	PXX 001		
EXPED/AMPH LAND PLANNER		OF-4	NL	M	PXX 002		

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Table of Authorized Positions

<u>JOB TITLE</u>	<u>JOB CODE</u>	<u>GRADE</u>	<u>NAT</u>	<u>SVC</u>	<u>POST NO</u>	<u>OLD POST NO</u>	<u>REMARKS</u>
EXPED/AMPH NAV PLANNER		OF-4	UK	N	PXX 003		
SPEC OPS PLANNER		OF-3	UK	M/A	PXX 004		
STRIKE AIR PLANNER		OF-3	US	M	PXX 005		
STRIKE NAV PLANNER		OF-4	US	N	PXX 006		
COMBAT SUPPORT PLANNER		OF-4	SP	M	PXX 007		
MEDICAL PLANNER		OF-3	US	N	PXX 008		
P&P ADMIN CHIEF		OR-6	IT	N	PXX 009		
P&P ADMIN CLERK		OR-6	SP	N/M	PXX 010		
CJ6 - COMMUNICATIONS/INFORMATION SYSTEMS							
ACOS CIS		OF-4	GE	N	CXX 001		
STRIKE COMM PLANNER		OF-4	US	N	CXX 002		
AMPH COMM PLANNER		OF-2	US	M	CXX 003		
COMM PLANNER		OR-7	GR	N	CXX 004		
CRYPTO CUSTODIAN		OR-7	US	N	CXX 005		
ADP SUPERVISOR		OR-6	SP	N	CXX 006		
ADP SUPPORT		OR-5	US	N	CXX 007		
ADP SUPPORT		OR-4	US	N	CXX 008		
COMM SUPERVISOR		OR-7	GE	N	CXX 009		
COMM OPERATOR		OR-6	IT	N	CXX 010		
COMM OPERATOR		OR-6	UK	N	CXX 011		
COMM OPERATOR		OR-4	US	N	CXX 012		
COMM OPERATOR		OR-4	US	N	CXX 013		
COMM OPERATOR		OR-3	NU	N	CXX 014		VACANT
COMM OPERATOR		OR-3	US	N	CXX 015		
CJ7 - EXPEDITIONARY OPERATIONS							
ACOS EXPEDITIONARY OPS		OF-5	UK	M	EXX 001		
PEF EXER PLANNER		OF-4	US	N	EXX 002		
SURF/SUBSURFACE EXER PLANNER		OF-4	NL	N	EXX 003		
MCM EXER PLANNER		OF-4	GR	N	EXX 004		
ATF EXER PLANNER		OF-4	IT	N	EXX 005		
LF EXER PLANNER		OF-4	SP	M	EXX 006		
ROTARY WING EXER PLANNER		OF-4	US	M	EXX 007		
CARRIER EXER PLANNER		OF-4	US	N	EXX 008		
SOF EXER PLANNER		OF-4	GE	N/M	EXX 009		

HQ NAVAL STRIKING AND SUPPORT FORCES SOUTHERN EUROPE

Annex B

Table of Authorized Positions

<u>JOB TITLE</u>	<u>JOB CODE</u>	<u>GRADE</u>	<u>NAT</u>	<u>SVC</u>	<u>POST NO</u>	<u>OLD POST NO</u>	<u>REMARKS</u>
EXERCISE ANALYST		OF-4	UK	N/M	EXX 010		
ADMIN CHIEF		OR-7	US	N	EXX 011		
ADMIN CLERK		OR-5	US	N	EXX 012		
CJ9 - CIMIC							
ACOS CIMIC		OF-5	SP	N/M	MXX 001		

STRIKFORSOUTH
Overall Table of Personnel Distribution - Officers

GRADE	GE	GR	IT	NL	SP	TU	UK	US	TOTAL
OF-1	0	0	0	0	0	0	0	1	1
OF-2	0	0	0	0	0	0	1	3	4
OF-3	0	0	3	0	1	0	3	4	11
OF-4	2	3	1	2	3	0	3	10	24
OF-5	0	1	1.5	0	1.5	1	1	2	8
OF-6	0	0	.5	0	.5	0	0	1	2
OF-7	0	0	0	0	0	0	1	0	1
OF-8	0	0	0	0	0	0	0	1	1
Total	2	4	6	2	6	1	9	22	52
Percentage	3.85	7.69	11.54	3.85	11.54	1.92	17.30	42.31	100.00

STRIKFORSOUTH
Overall Table of Personnel Distribution -- Other Ranks

GRADE	GE	GR	IT	NL	SP	TU	UK	US	TOTAL
OR-3	0	0	0	0	0	0	1	1	2
OR-4	0	0	0	0	0	0	3	7	10
OR-5	0	0	0	0	0	0	0	7	7
OR-6	0	1	2	0	3	0	1	2	9
OR-7	1	1	0	0	0	0	2	6	9
OR-8	0	0	1	0	0	0	0	0	1
OR-9	0	0	1	0	0	0	0	0	1
Total	1	2	4	0	3	0	7	23	40
Percentage	2.50	5.00	10.00	0.00	7.50	0.00	17.50	57.50	100.00

SUPPORT SERVICES

1. PURPOSE

a. This Annex establishes principles for reimbursement for support provided to HQ STRIKFORSOUTH (the TENANT) by RHQ AFSOUTH (the HOST).

b. Primary support, as listed in this Annex, to be provided to HQ STRIKFORSOUTH will be negotiated between the HOST and TENANT and approved by the Senior Resource Committee (SRC). Any changes in the support provided and bases for reimbursement are also subject to approval by the SRC. Reimbursement is subject to the application of paragraph 6 (administrative expenses) and paragraph 7 (cost excluded) of this Annex.

c. Secondary support, listed in subparagraph 8.c(2) of this Annex, will be arranged through supplementary agreements or arrangements between the HOST and TENANT.

2. GENERAL

RHQ AFSOUTH will provide, to the extent possible from available resources, HQ STRIKFORSOUTH the use of certain RHQ AFSOUTH buildings and facilities in the Bagnoli complex in joint occupancy. RHQ AFSOUTH will also provide, to the extent possible within existing resources, certain support services on a reimbursable basis upon request by HQ STRIKFORSOUTH. This arrangement will be modified if either RHQ AFSOUTH or HQ STRIKFORSOUTH relocate from the current Bagnoli facility. Subsequent arrangements must be agreed by the appropriate NATO finance committee and the SRC.

3. INFORMATION TO BE PROVIDED BY THE TENANT TO THE HOST

The TENANT will advise the HOST, sufficiently in advance to permit planning and programming, of pertinent data impacting TENANT support requirements, such as the following:

- a. Significant changes in HQ STRIKFORSOUTH manning;
- b. Changes in space requirements or utilisation by the TENANT;
- c. Special evolutions, such as exercises and operations;
- d. Other non-routine changes in TENANT logistical support requirements.

All requests for support will be submitted in writing by the TENANT to the delegated on-site RHQ AFSOUTH authority. All requests for reimbursable support will be countersigned by the HQ STRIKFORSOUTH Financial Controller, indicating his certification that the cost can be covered by the approved HQ STRIKFORSOUTH budget.

4. INFORMATION TO BE FURNISHED BY HOST

The HOST will provide the TENANT with the information necessary to formulate annual budget estimates and support requirements of the TENANT by the end of February each year.

Modification of rates will normally occur on 1 January of the following year to conform to the NATO budget year.

5. REIMBURSEABLE SUPPORT

All support provided by the HOST will be provided on a fully reimbursable basis, with the TENANT paying all direct and indirect costs arising from provision of the support provided. The HOST may charge the TENANT for any identifiable incremental costs, such as overtime charges, for services performed at the request of the TENANT. The bases for these charges will be specified in the invoice provided to the TENANT. Use of overtime must be authorised in advance by the TENANT. When the HOST provides support requested by the TENANT at locations other than RHQ AFSOUTH, Bagnoli, this support may be governed by the terms of this Annex by mutual consent of the HOST, TENANT, and the SRC.

6. ADMINISTRATIVE EXPENSES

Administrative expenses will be imposed only in accordance with the provisions of this Annex, or by specific authority of the SRC. In recognition of the support provided by RHQ AFSOUTH NATO funded civilian staff in the provision of this support, an administrative fee of 2% of the HQ STRIKFORSOUTH share of all joint costs and 2% of all cost executed exclusively on behalf of STRIKFORSOUTH will be charged as a reimbursement to the NATO Military Budget.

7. COST EXCLUDED

The following costs will be excluded from the bills rendered by the HOST:

- a. Military labour costs;
- b. Taxes;
- c. Operations and maintenance (O&M) costs of facilities funded through Morale and Welfare Activities or other non-appropriated programmes.

8. SUPPORT TO BE PROVIDED

a. Facility Support

(1) Shared facility occupancy and utilities.

The TENANT will reimburse the HOST for a share of the total facility costs incurred proportionate to the space actually occupied by the TENANT. The amount to be reimbursed will be in accordance with the standard RHQ AFSOUTH reimbursement rates which are charged to other tenants. These rates are based primarily on square meters of space occupied. Costs to be charged and reimbursed include facility rental, utilities (water, electricity, sewage, heat including gas and fuel oil), garbage removal, firefighting and fire prevention, facility safety, janitorial services, cleaning, and building maintenance and repair. Wherever possible, utilities provided to the TENANT will be metered and invoiced directly. The facility areas will be determined in square meters prior to the preparation of the following year's budget and will be included in detail in the budget together with proposed changes in area requirements from the preceding year and reasons therefore. This information will be the basis for determining budgetary credits to be granted for the following fiscal year.

(2) Working and storage accommodations used solely by the tenant. For any facilities outside the jointly occupied Bagnoli facility, the TENANT will reimburse the HOST for the total costs incurred by the HOST, subject to the administrative fee detailed in paragraph 6 (above).

b. Administrative Support Services

(1) General. To the extent possible within existing RHQ AFSOUTH resources, the following support will be provided on a fully reimbursable basis, with HQ STRIKFORSOUTH paying all direct and identifiable incremental costs arising from provision of the support provided, plus the administrative fee detailed in paragraph 6 (above). HQ STRIKFORSOUTH will be invoiced by RHQ AFSOUTH and other NATO bodies on the basis of the same rates of reimbursement charged to other NATO customers for the following services:

- (a) Maintenance and repair of communications and CIS systems and equipment.
- (b) Issue of consumable supplies
- (c) Provision of photographic, reprographic, printing, or graphic arts services.
- (d) Provision of Purchasing and Contracting services.
- (e) Provision of furniture or equipment.
- (f) Provision of transportation support services.

(2) Accounting & Budgetary Support. In return for provision in kind of suitably qualified contributory staff at a level to be agreed between the host and tenant, RHQ AFSOUTH will provide accounting services support, to include execution of payments, settlement of travel claims, and provision of technical advice on budget preparation and execution. Payment of shared facility maintenance and utility costs will be automatic upon approval of the RHQ AFSOUTH budget by the nations as represented in the Military Budget Committee. COMSTRIKFORSOUTH or his designee, however, must initiate and authorize all commitments of funds to be executed exclusively on behalf of HQ STRIKFORSOUTH, however approval of the commitment will automatically constitute approval of any consequent payments. COMSTRIKFORSOUTH is also responsible for preparation of budgetary documents and presentation of these documents to the SRC.

c. Other Support

(1) Works Projects All works projects peculiar to the TENANT'S requirements, involving alterations to buildings and facilities, new construction, and major repair and rehabilitation, will be funded and specifically ordered separately by the TENANT. Prior approval of the project by the HOST must be obtained if the project involves HOST premises. When requested by the TENANT, the HOST may undertake major repairs or minor construction or rehabilitation projects on behalf of the TENANT. When requested by the TENANT, the HOST may extend to the TENANT engineer, planning, consultation, and advisory services. Reimbursement to the HOST will be on the basis of actual costs subject to the administrative fee detailed in paragraph 6 (above).

(2) Other Support Technical arrangements may be concluded between the TENANT and HOST, as represented by the AFSOUTH Post Commander, for support not addressed above. Such technical arrangements must be approved, on behalf of the TENANT, by the SRC. Commitments made by the TENANT in these technical arrangements will be subject to funds being available for that purpose in the TENANT budget. Reimbursement for such support will be subject to the administrative fee detailed in paragraph 6 (above).

(3) Deployment Support Any support to be provided in support of deployed exercises or operations will be the subject of separate Technical Arrangements (TAs) to be developed between HQ STRIKFORSOUTH and the nation, NATO HQ, or agency providing deployed support. Any support required which is beyond the scope of budgetary authority provided in approved budgets must first be approved by the SRC.

HEADQUARTERS STRIKFORSOUTH FINANCIAL PROCEDURES

1. PURPOSE

This Annex sets forth financial procedures for the operation and support of HQ STRIKFORSOUTH. These procedures are governed by the provisions set forth in the HQ STRIKFORSOUTH MOU and form the basis for multinational funding.

2. PRINCIPLES

Administrative and financial management of HQ STRIKFORSOUTH will be carried out in accordance with current NATO Financial Regulations and Implementing Procedures, and any related documents to the extent feasible as determined by the Senior Resource Committee (SRC).

The following additional principles apply:

a. Fiscal Year

The fiscal year begins on 1 January and ends on 31 December.

b. Agreed Cost Sharing

All PARTICIPANTS agree to fund HQ STRIKFORSOUTH on a cost-sharing basis as defined in the MOU.

c. Budget estimates and approval

(1) COMSTRIKFORSOUTH, through his Financial Controller (FC), will prepare and submit to the SRC for approval a budget showing the estimated expenses of HQ STRIKFORSOUTH for the coming fiscal year, by a date specified by the SRC.

(2) The SRC will:

(a) Scrutinise the financial statement for the previous fiscal year, agree on any outstanding budgetary and financial matters, and discuss any known changes to the current year budget.

(b) Discuss the mid-year review and endorse any required changes.

(c) Approve the budget in advance of each fiscal year.

3. BUDGET DOCUMENTS

All budget documents, including budget estimates, mid-year review documents, and financial statements, will be divided into chapters and chapter items, in accordance with current NATO rules and directives, unless otherwise directed by the SRC.

4. CURRENCY

The currency used for budget plans, estimates, and payments will be determined by the SRC and payments will be as required by contracts.

5. MEDIUM TERM FINANCIAL PLAN (MTFP)

COMSTRIKFORSOUTH will be responsible for projecting a MTFP. The MTFP will be submitted by the FC, on behalf of COMSTRIKFORSOUTH, to the SRC every year.

6. CIS/ADP STRATEGIC PLANS

COMSTRIKFORSOUTH will support his CIS-related resource requests with consolidated medium term (5-year) CIS strategic plans. The plans should include a detailed description of the desired end state of the HQ CIS architecture, a progressive strategy for attaining that end-state, plans for operation/maintenance/support of existing equipment, and a programme of rolling replacement of hardware and software. The financial implications of these plans will be included in, and reconciled with, MTFPs and annual budget estimates.

7. PAYMENTS

a. COMSTRIKFORSOUTH will submit calls for funds in accordance with the approved cost sharing formula and procedures established by the SRC. PARTICIPANTS will forward payments in response to calls for funds in accordance with procedures established by the SRC. Any credits will be balanced in the appropriate calls for funds. Payments are to be made free of charge for the beneficiary on the due date.

b. COMSTRIKFORSOUTH will designate the bank or banks in which the funds are to be held.

c. In selecting the bank or banks, COMSTRIKFORSOUTH will aim to obtain the most favourable conditions for the required services and adequate security for deposits.

d. COMSTRIKFORSOUTH will be responsible for the establishment and overall management of all bank accounts.

e. Transfers, withdrawals and other banking transactions conducted by or on behalf of COMSTRIKFORSOUTH will be authorised by two signatories.

8. ACCOUNTING

After the end of the fiscal year, COMSTRIKFORSOUTH will submit the annual financial statement in accordance with instructions provided by the SRC.

9. AUDITING

Audits will be conducted in accordance with paragraph 13.3 of the basic MOU. Audit reports, together with the HQ STRIKFORSOUTH report of corrective action, will be provided to the Senior Resource Committee within 90 days of completion of the audit. Documents supporting internationally funded transactions funded through SHAPE budgets will be available to SHAPE for auditing purposes.

SENIOR RESOURCE COMMITTEE (SRC)
TERMS OF REFERENCE

1. RESPONSIBILITIES OF THE SRC.

- a. Approve the multinational budget and Medium Term Financial Plan for HQ STRIKFORSOUTH.
- b. Approve new construction, alterations, extensions, or additions to facilities which are not funded by NATO Military or Infrastructure budgets.
- c. Approve the purchase of new equipment and furniture for HQ STRIKFORSOUTH which is to be multinationally funded.
- d. Approve all changes to the Annexes of this MOU.
- e. Resolve disputed matters concerning the interpretation or application of this MOU and any supplemental arrangements or transactions undertaken thereto in line with the provisions of paragraph 16.1 of the MOU.
- f. Address any other matters connected with the MOU.

2. WORKING PROCEDURES.

- a. The SRC will meet at least once per year.
- b. All decisions of the SRC relating to multinational manning and funding require the unanimous approval of the PARTICIPANTS; other decisions require the unanimous approval of the SIGNATORIES.
- c. Extraordinary meetings may be convened at the call of the chairman.
- d. The agenda and supporting documents of the SRC meetings will be drawn up in advance and distributed to members at least four weeks prior to the date of each meeting.
- e. Decisions made by the SRC will be issued in decision sheets agreed at the conclusion of each SRC meeting.
- f. Minutes will be taken and distributed to the SIGNATORIES after each meeting. Minutes are not official until approved by the SRC.
- g. No action by the SRC will be taken by "Silence Procedures".

3. TRANSFER AUTHORITY AND FINANCIAL LIMITS.

Transfer authority and financial limits will be in accordance with NATO procedures unless otherwise directed by the SRC.

4. TERMS OF REFERENCE OF THE CHAIRMAN OF THE SRC.

- a. The Chairman of the SRC will be provided by the LEAD NATION.
- b. The Chairman of the SRC will:
 - (1) Be responsible for the preparation and conduct of the meetings of the SRC;
 - (2) Execute the decisions taken by SRC;
 - (3) If necessary arrange for decisions to be taken by the SRC between meetings;
 - (4) Examine and authenticate the minutes of meetings drawn up by the SRC.

5. SRC MEMBERS.

CHAIRMAN:	UNITED STATES
SECRETARY:	STRIKFORSOUTH
MEMBERS:	GERMANY REP
	GREECE REP
	ITALY REP
	NETHERLANDS REP
	SPAIN REP
	TURKEY REP
	UK REP
	U.S.A. REP
	SHAPE REP
OBSERVER:	STRIKFORSOUTH