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SEPTEMBER 2025

Department of Defense Function Code Update and Coding Framework Review

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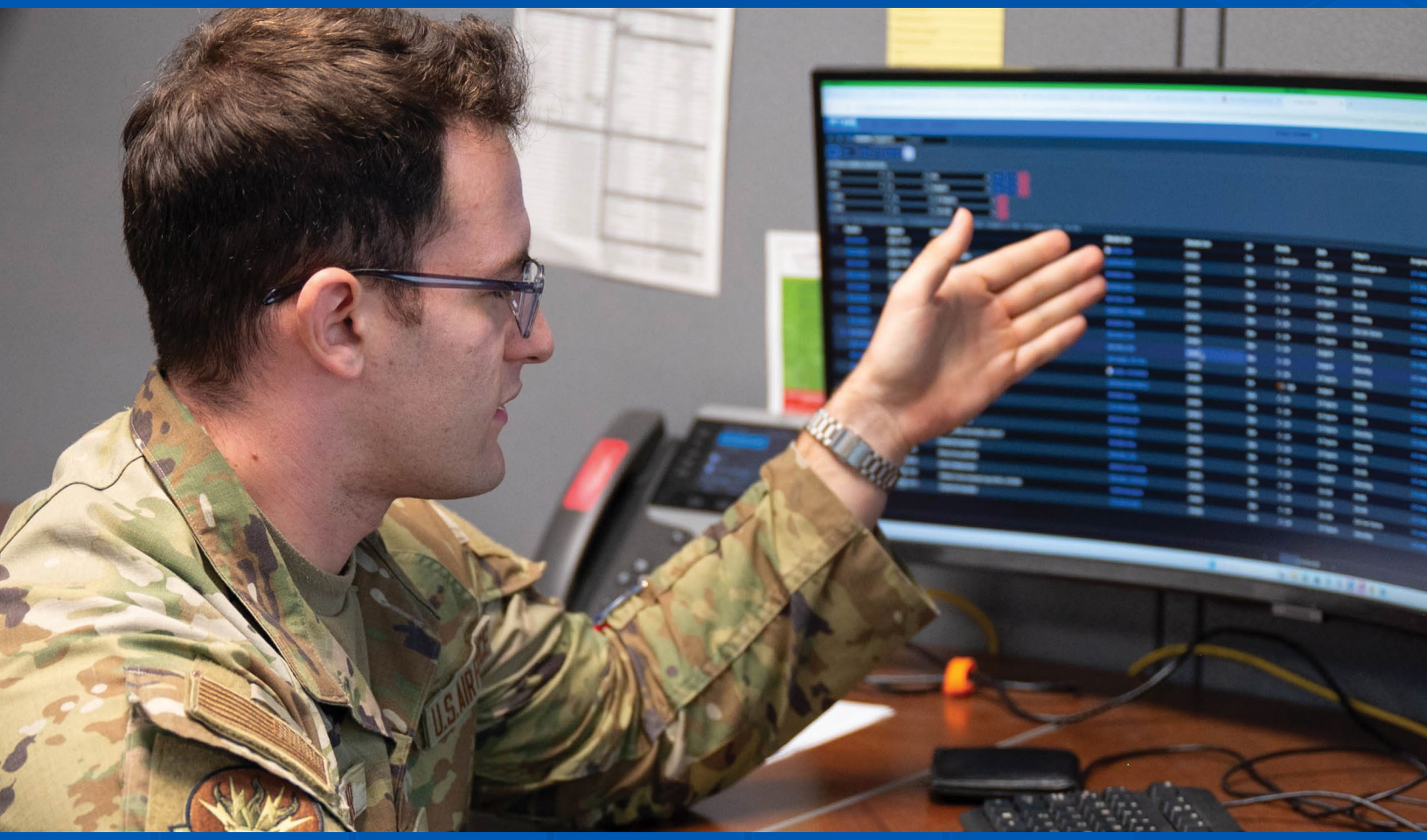

DRM-2025-U-042263-1Rev

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Abstract

Department of Defense (DOD) function codes identify the type of work performed by all activities in the defense infrastructure and operating forces. Every active, reserve, and civilian manpower authorization (or billet) is assigned a DOD function code in authoritative manpower databases to describe the work performed. The current set of function codes, however, has not been reviewed or updated in five years. CNA reviewed the function codes to determine their currency and relevancy and updated and revised the codes based on subject matter expert discussions and a review of the relevant literature. Our recommendations contain revisions to the current DOD function codes. We also assessed work role codes for two functional communities and discuss their compatibility with function codes.

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This work was created in the performance of Federal Government Contract Number N00014-22-D-7001.

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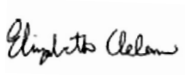
Approved by:  **September 2025**

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Executive Summary

The Total Force Manpower & Resources Directorate (TFM&RS) within the Office of the Under Secretary of Defense for Personnel and Readiness, Manpower and Reserve Affairs maintains a list of Department of Defense (DOD) function codes that identify the type of work performed by all activities in the defense infrastructure and operating forces. Every manpower authorization (or billet)—to include Active, Reserve, and civilian—is assigned a DOD function code to describe the work performed. This coding occurs in authoritative manpower systems and is critical to articulating the size and composition of the department's workforce from a perspective of requirements and types of work being performed rather than personnel inventory.

Historically, DOD function codes, submitted annually in the Inherently Governmental and Commercial Activities Inventory, have been relied on to identify work that could be considered for competition with the private sector and have been associated with the Office of Management and Budget Circular A-76 processes. Although the A-76 program remains suspended, the pressure to shape the total force effectively and economically—coupled with sustained scrutiny on the size, shape, structure, and workload alignment across the total force—means that these function codes must remain relevant and current. The current set of function codes, however, has not been reviewed since the previous CNA study in 2019,[1] and the recommended code revisions from that study were not implemented at the time; the 2010 function codes remain active. Therefore, TFM&RS asked CNA to review the function codes again and to determine additional changes to the codes required by changes in work performed by DOD in the past five years.

In addition, in recent years, DOD has undertaken the development of other billet coding initiatives, such as work role codes, codes that detail the knowledge, skills, and abilities required for functions such as cyber. Other functional communities are in various stages of developing their own work role codes, suggesting the need to review these coding efforts across DOD and determine whether aligning DOD function codes with these frameworks is desirable for standardizing a DOD-wide framework. Therefore, in addition to updating the function codes, this study also assesses the ongoing work role coding efforts to assess their compatibility with DOD function codes.

[1] The recommended revisions from the 2019 study can be found in Appendix A.

To ensure that the codes are current and relevant, we recommend that TFM&RS implement the following objectives:

- Add new function codes and revise or relocate existing function codes. Details on these recommended revisions can be found in Appendices B and C.
- Communicate the strategic value of function codes to the department and distinguish the different purposes and values of function codes and work role codes.
- Apply more oversight to improve the quality of function code data, for example by developing training for those responsible for applying function codes
- Continue to independently code function codes and work role codes.

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Background

The Total Force Manpower & Resources Directorate (TFM&RS) within the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD P&R), Manpower and Reserve Affairs (M&RA) maintains a list of Department and Defense (DOD) function codes that identify the type of work performed by all activities in the defense infrastructure and operating forces. Every manpower authorization (or billet)—including active, reserve, and civilian—is assigned a DOD function code to describe the work performed. This coding occurs in authoritative manpower systems and is critical to articulating the size and composition of the department's workforce from a perspective of requirements and primary workload rather than personnel inventory and occupational code.

Each function code includes an alphanumeric code, title, and definition describing the type of work performed. Function code definitions are intended to be comprehensive and mutually exclusive. In addition, each definition identifies meaningful exclusions. Most groupings of function codes include at least one miscellaneous "other" function that has an alphanumeric code typically ending in "99" (e.g., "H999 – Other Health Services"). These miscellaneous functions are used to code work that is not identified by other function codes on the list.

Historically, DOD function codes, submitted annually in the Inherently Governmental and Commercial Activities (IGCA) Inventory, have been relied on to identify work that could be considered for competition with the private sector and have been associated with the Office of Management and Budget (OMB) Circular A-76 processes. Although the A-76 program has been suspended for more than a decade, and the components have not submitted IGCA inventories since 2017, current pressure to shape the total force effectively and economically, coupled with sustained scrutiny on the size, shape, structure, and workload alignment across the total force, means that these function codes must remain relevant and current. Irrelevant or outdated function codes degrade DOD's ability to rationalize the size and composition of its workforces and prioritize functions and workload.

The current set of function codes have not been reviewed since a previous CNA study in 2019 [1] and do not accurately reflect emergent domains and operations such as electromagnetic spectrum operations, artificial intelligence/machine learning (AI/ML), and robotics. TFM&RS asked CNA to review the function codes to determine their currency and relevance and to update and revise the codes accordingly.

In addition, in recent years, DOD has developed other billet coding initiatives, such as work role codes, which detail the knowledge, skills, and abilities (KSAs) required for functions such as those related to cyber activities. Other functional communities are in various stages of developing their own work role codes, which suggests the need to review these coding efforts across DOD and determine whether aligning DOD function codes with these frameworks is desirable (and achievable) to standardize a DOD-wide framework. This study, therefore, also assesses the ongoing work role coding efforts, as well as other billet coding constructs being used across DOD, to assess their compatibility with DOD function codes.

Organization of the report

We begin this report by describing the purpose and research questions for the study. We then discuss our approach and methodology, including the steps we took to assess work role codes and their compatibility with function codes and to review and update the DOD function codes.

We then describe our findings and recommendations on the following topics:

1. Work role codes and their compatibility with DOD function codes
2. How the components use and maintain function codes
3. Recommended revisions to Enclosure 5 of the IGCA Inventory Data Call Guidance[2]
4. Recommended revisions to specific function codes/groups[3]
5. Recommendations to improve the use and maintenance of function codes

[2] Enclosure 5 contains the DOD function code taxonomy and guidance on how the codes should be applied in manpower databases.

[3] We focus on electromagnetic spectrum operations, AI/ML, space, homeland defense, and unmanned systems and robotics. We focused on these groups and codes because of our expertise from our previous 2019 study and our knowledge of changes to these fields in the past five years, as well as sponsor guidance and input. We provide these examples to highlight the different review and revision processes necessary for different codes. All suggested code revisions can be found in Appendix B.

Study Purpose

The ability to conduct workforce analysis and to prioritize work that should be performed by both military and civilian personnel in DOD depends on quality manpower data. The need to conduct workforce analysis is increasingly evident in the current environment, where components are looking for efficiencies and opportunities to optimize their workforce. A review of DOD function codes and other functional community and work role coding efforts is necessary to determine (1) whether DOD function codes are current and relevant and (2) how DOD function codes align with other department coding efforts, such as work role codes.

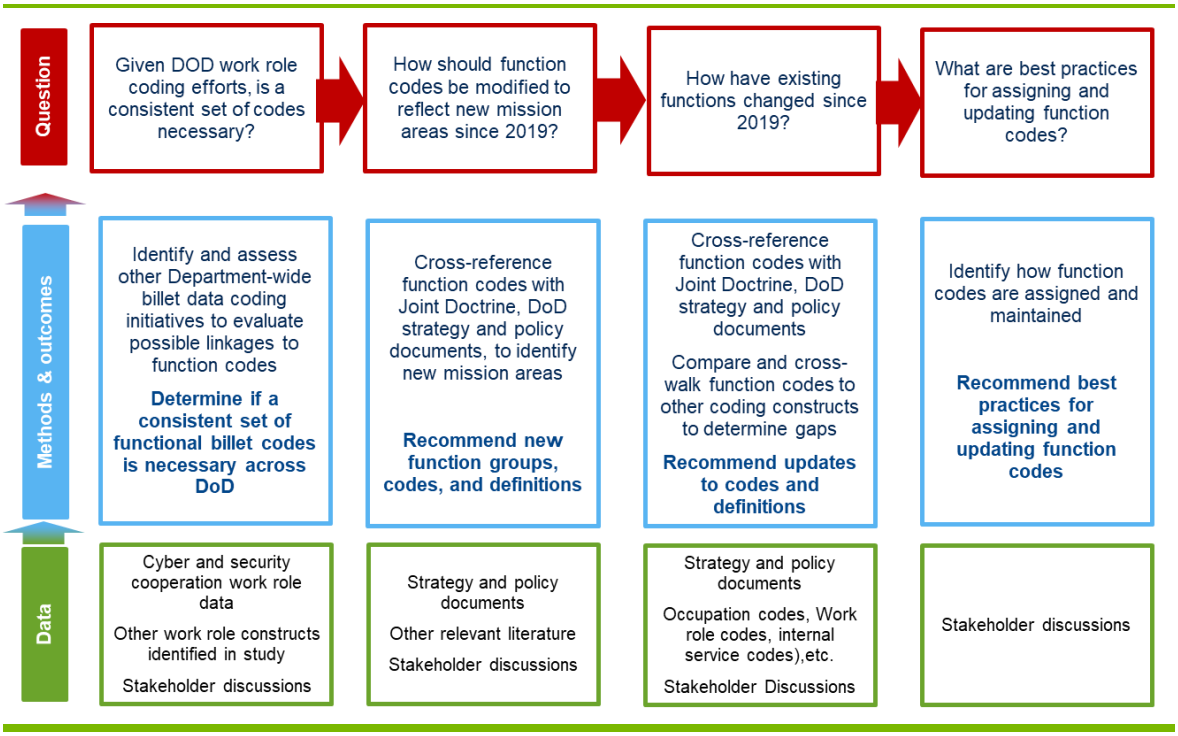
In this study, we attempt to answer the following questions:

- Is it desirable and feasible to align DOD function codes with other types of codes such as work role codes?
- How accurate, relevant, and current are the DOD function codes proposed in the 2019 CNA study?
- How should the function codes be modified or added to reflect new or emerging functions and missions?
- How precise and current is billet coding within DOD's authoritative manpower systems and how regularly are billets reviewed and validated against assigned function code(s)?

Approach

To address the foregoing questions, our analytical approach was to do the following: (1) review ongoing work role coding efforts and crosswalk existing work role codes to DOD function codes to determine compatibility; (2) review relevant joint publications (JPs), DOD directives (DODDs), DOD instructions (DODIs), strategic directives, and policy guidance, as well as other functional code taxonomies and supplemental Service codes to determine where gaps in the DOD function codes might exist; and (3) meet with the Services, Joint Staff, and other stakeholders and relevant offices to discuss the use of function codes, work role codes, and recommended revisions to the function codes. We describe our approach in Figure 1 and in the following section.

Figure 1. Research questions, analytic objectives, and data inputs



Source: CNA.

Review ongoing work role coding efforts and crosswalk to DOD function codes to determine compatibility

We first reviewed ongoing work role coding efforts such as the Defense Cyber Workforce Framework (DCWF) and security cooperation (SC) workforce work role codes to determine compatibility with function codes. We spoke with stakeholders from the Defense Civilian Personnel Advisory Service (DCPAS) on several occasions to discuss their role in overseeing work role code implementation across the department and to stay informed on other functional communities that may be developing work role codes. Finally, we crosswalked existing work role codes with function codes to determine compatibility and whether a single coding framework is desirable and achievable.

Review of relevant literature

We reviewed relevant literature including JP, DOD-D, DOD-I, and strategy and policy documents.[4] We used this review to compare, contrast, and assess the existing functional groups and codes to determine if gaps exist and if additional codes are required, or if revisions to the current codes are necessary. We also compared the DOD function codes to other coding constructs such as internal codes used by the Services to determine any gaps. A list of references used in our review are in Appendix D.

Meetings with the Services, Joint Staff, other stakeholders and relevant offices

Next, we met with the Services, Joint Staff, leads for specific functional areas of interest, and relevant stakeholders and offices identified by the sponsor. In meeting with the Services and the Joint Staff, we focused on which changes should be made to the function codes proposed in the 2019 study [1] to ensure that they are current and relevant and how the components use, assign, and validate the DOD function codes. We also asked about the use and implementation of work role codes and whether a consistent coding framework was desirable and achievable.

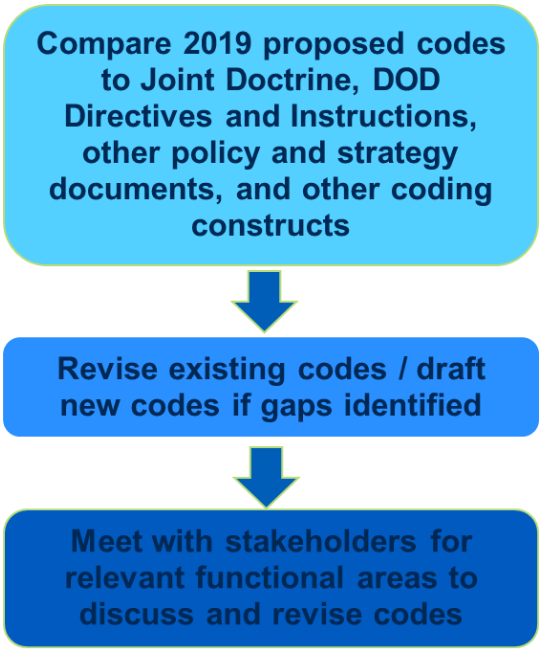
Some of the stakeholders we met with included those from the Electromagnetic Spectrum Office, Strategy for Operations in an Information Environment Office, and the Space Force. We focused on these functional areas because of the changing and evolving nature of these functional communities over the past five years. Prior to the meetings, we reviewed any existing codes for their respective functional communities, reviewed relevant literature as

[4] Although we do not cite the references used directly in the list of revised codes for readability purposes, a list of additional references used in our research can be found in Appendix D.

previously described to compare existing codes to, and drafted new or revised codes based on Joint doctrine or other literature. We then met with stakeholders to review the proposed codes, and they provided feedback on our proposed codes and, in some cases, suggested additional revisions. Figure 1 depicts an overview of our review and revision process.

Based on feedback from the Services and Joint Staff manpower personnel and functional community stakeholders, we developed recommendations for new groups, subgroups, and codes, and we revised and reorganized many current function codes. Once codes were revised or drafted, we shared them with the relevant stakeholders to obtain any additional feedback. Note that we did not receive input on all function groups and codes. In some cases, we reached out to the relevant stakeholders but did not receive a response. In other cases, we were able to engage with the relevant stakeholders but ultimately did not receive any suggested revisions.

Figure 2. General review and revision process



Source: CNA.

Findings: Work Role Codes

In this section, we present our findings from our comparison of function codes and work role codes and our review of ongoing work role coding efforts. In recent years, DOD has undertaken the development of other manpower coding initiatives, such as work role coding, a framework that details the KSAs required for positions. Although the cyber and security workforce communities are the only functional communities that have fully developed and implemented work role codes at the time of this study, other functional communities are in various stages of developing their own work role codes. In this section, we discuss our review of work role coding efforts across DOD and assess whether aligning DOD function codes with these frameworks is desirable and achievable to standardize a DOD-wide framework.

Function codes

As noted earlier, function codes describe the work performed in a billet for all activities in the defense infrastructure and operating forces. Every billet is assigned a DOD function code to describe the work performed. This coding occurs in authoritative manpower systems and enables the Office of the Secretary of Defense (OSD) and the components to conduct workforce analysis that articulates the size and composition of the department's workforce from a perspective of requirements and work being performed rather than personnel inventory.

Each function code includes an alphanumeric code, title, and definition describing the type of work performed. Function code definitions are intended to be comprehensive and mutually exclusive. Many definitions clearly delineate other functions that are excluded. Also, most groupings of function codes include at least one miscellaneous "other" function that has an alphanumeric code typically ending in "99" (e.g., "Y899 – Other Administrative Support Services"). These miscellaneous functions are used to code work that is not identified by other function codes on the list. For example, Figure 3 displays the administrative support function codes and titles.

Figure 3. Example: administrative support function codes

Y810	Administrative Support & Federal Compliance Management
Y815	Federal Compliance of Administrative Programs
Y820	Administrative Management and Correspondence Services
Y830	Documentation Services
Y840	Directives and Records Management Services
Y850	Microfilming and Library Services
Y860	Printing and Reproduction Services
Y880	Document Automation and Production Services
Y899	Other Administrative Support Activities

Source: 2019 DOD Function Codes.

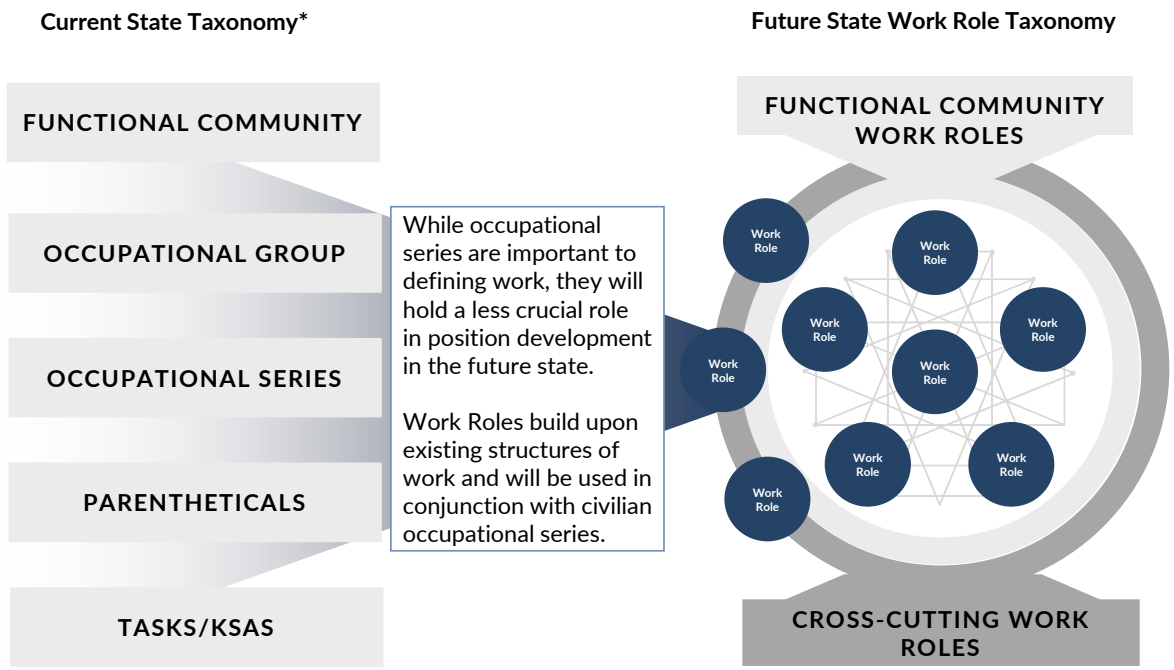
Work role codes

Work role codes describe the tasks personnel complete in their day-to-day duties, mapped to the KSAs needed to effectively execute the tasks associated with a particular job position. Work roles build upon existing talent management structures and human capital frameworks currently used by DOD, including the Office of Personnel Management's (OPM's) Occupational Series. The work roles program will support a unified approach across DOD, enhancing the ability to recruit, develop, and retain talent by clearly defining the KSAs and tasks needed to meet its evolving mission needs [2].

Work role codes are similar to function codes in that they do not align with a specific occupation and may align with more than one occupation (see Figure 2). Work role codes differ from function codes in several ways, however. As noted previously, work role codes describe the tasks personnel complete in their day-to-day duties, mapped to KSAs needed to effectively execute the tasks associated with a particular job position. In other words, they describe how the work in the billet must be performed.

Work roles are developed by first identifying the necessary tasks of a position and determining the KSAs needed to complete those tasks. The primary work role code identifies the work role that encompasses most of a position's responsibilities. The secondary and tertiary codes are used to capture other key work required of the position. If primary as well as secondary and tertiary work roles are used, the primary work role captures the most significant requirements of a given position, indicating that 50 percent or more of time is spent performing duties aligned to this work role. Figure 4 conceptualizes the position of work roles in the talent taxonomy.

Figure 4. Where work roles fit in the talent taxonomy



Source: OUSD P&R, Civilian Personnel Policy, "Functional Community Toolkit: Work Roles 101 Toolkit," Feb. 2025 [2].

Function codes, on the other hand, broadly describe the type of work being performed in the billet. Work role codes provide a greater level of specificity than DOD function codes, traditional military occupational specialties, and civilian occupational series in describing the KSAs necessary for the billet. In addition, whereas there is only a singular function code field in authoritative manpower databases, up to three work roles may be aligned to a single position depending on the scope of position's responsibilities. Table 1 compares the purposes, primary uses, and features of function codes and work role codes.

Table 1. Function code and work role code comparison

	Function codes	Work role codes
Purpose	High-level descriptions of work performed in a billet; describe ***what*** the work is	Describe the tasks personnel complete in their day-to-day duties, mapped to required KSAs; describe ***how*** the work is performed

	Function codes	Work role codes
Primary use	Workforce analysis	Talent management
Functional communities covered	All	Currently only cyber and security cooperation
Number of fields in manpower databases	One	Up to three

Source: CNA.

DCWF work role codes

The first community to establish work role codes was the cyber functional community. Work role codes for this community have been established by the DCWF based on the work that an individual performs rather than position title or occupational series.[5] Cyber work role codes are considered additional descriptors applied to a billet in conjunction with the function code, civilian occupational series, or military occupational specialty classifications. Each position that meets the criteria to be considered "cyber" as defined in DODI 8140.02 must be assigned at least one work role code in accordance with that policy.

DCWF compatibility with DOD function codes

We developed a crosswalk between the DCWF work role codes and the cyber function codes in the prior CNA study [1]. Given changes and additions to the DCWF in the five years since we completed that study, we updated the crosswalk to reflect the most recent work role codes. Although we were able to crosswalk most DCWF codes to function codes, some DCWF codes that were added since the previous study did not crosswalk, suggesting the need to examine the gaps and potentially add or adjust DOD function codes to cover these work role codes.[6]

We found that although function codes and cyber work role codes can help inform one another, function codes and cyber work role codes are not necessarily a one-to-one match. We recommend that DOD function codes continue to be coded independently from cyber work role codes because although the cyber work role code can help inform the appropriate function code in most cases, the cyber work role code could correspond with a different (non-cyber) function code in other cases. For example, based on the definitions of the codes, the Cyber Workforce Development and Manager work role code would not align best to a cyber function

[5] Office of the DoD Deputy Chief Information Officer for Resources & Analysis, *DoD Cyber Workforce Framework (DCWF) Military & Civilian Workforce Identification & Coding Guide*, version 1.4, Sept. 11, 2024, https://www.cool.osd.mil/usn/ia_documents/DCWF_Workforce_Identification_and_Coding_Guide.pdf.

[6] Many of the new work role codes are codes relating to AI and data science, functional areas that have evolved since the 2019 study.

code but would instead align to the Manpower Management Operations function code in Group 1.

Security cooperation work role codes

The second functional community to develop and implement work role codes in authoritative manpower systems is the SC community. SC is considered the full continuum of activities undertaken by DOD to encourage and enable international partners to work with the United States to achieve strategic objectives. As with cyber work role codes, the SC work role codes convey the work required to perform job tasks and include KSAs required for the job. SC work roles also include certification levels from 1 to 4:

- Level 1 – Basic: general knowledge and understanding of SC
- Level 2 – Intermediate: builds on basic level; focus is on developing technical knowledge and understanding of one area of concentration (AoC) in the context of broader SC
- Level 3 – Advanced: builds on intermediate level; focus is on increased technical mastery of one AoC in the context of broader SC
- Level 4 – Expert: builds on advanced level; focus is on developing a broader understanding of SC as an instrument of US national security; requires cross-training in a second AoC at the Intermediate level

SC work role codes have been integrated into manpower databases by the components. Per discussions with officials in the Office of the Director of Administration and Management (ODA&M), the office responsible for the oversight and management of the Fourth Estate Manpower Tracking System (FMTS), the initial addition of the SC work role codes to FMTS was somewhat haphazard, with the codes folded into a generic capability field and flags created for separate capabilities.

SC work role compatibility with DOD function codes

Similar to cyber, we developed a crosswalk between the SC work role codes and the SC function codes proposed in the 2019 study [1]. We found that most of the SC work role codes can be crosswalked to SC function codes developed in the previous study.[7] As with the cyber codes, however, the SC function codes and work role codes can be used to inform one another but are not necessarily a one-to-one match (see Appendix F for the crosswalk).

[7] Based on the current crosswalk and the gaps that we identified, we are proposing a new function code for Security Cooperation Assessment, Monitoring, and Evaluation (Y319).

Other work role code initiatives

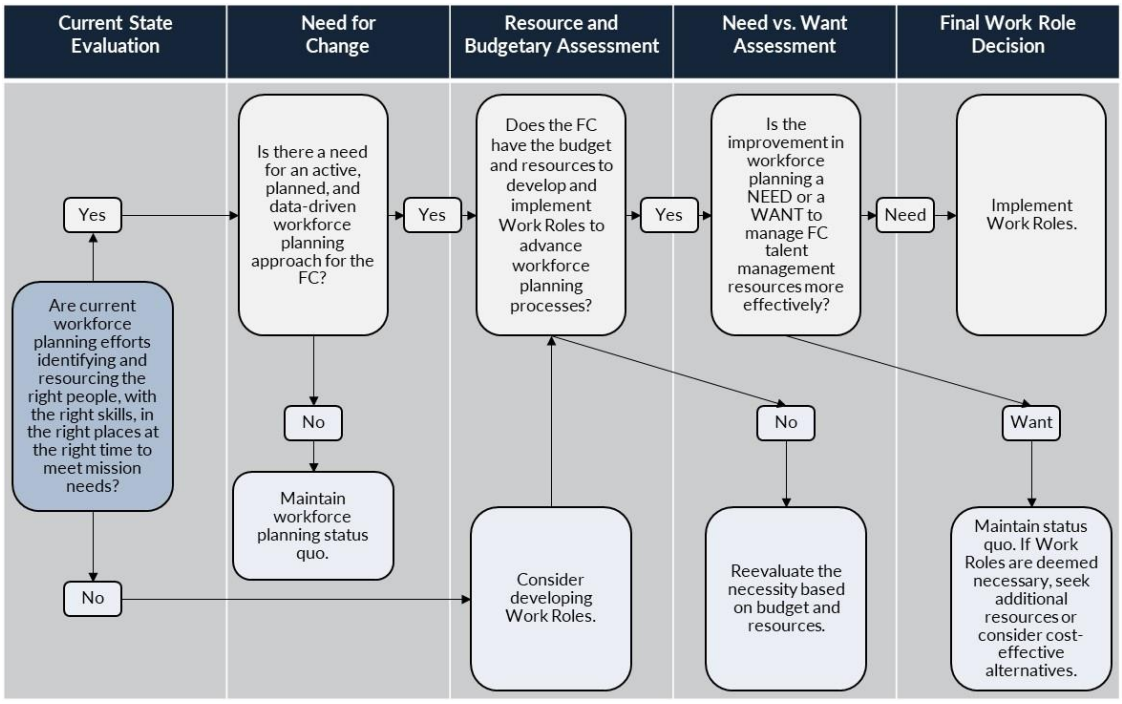
Per stakeholder discussions, DCPAS indicated that they are beginning the development of work roles for the engineering and public affairs communities, with human resources and air operations in the queue for fiscal year 2026 consideration. Several other communities, including the intelligence community, the financial management community, and the electromagnetic spectrum community are working to develop their own work role codes. As of June 2025, however, we were unable to obtain completed work role codes for any additional communities that we could compare and crosswalk to the DOD function codes.

Work role code implementation

To inform work role code development and implementation for functional communities, OUSD P&R, Civilian Personnel Policy has recently released the "Work Role 101" toolkit [2], as well as the "Develop Work Roles" toolkit and the "Map Work Roles" toolkit to the OSD functional communities, which provide an enterprise-wide approach for work roles development beyond cyber-focused goals. In addition to releasing those activity-based processes, they have been focused on business system effects on work roles implementation and will be conducting drill-down workshops and discussions with business system subject matter experts (SMEs) to identify potential system updates and modifications that may be necessary for program success.

It is unclear, however, if every functional community will develop work role codes. Functional communities must consider whether they are a good candidate for developing and implementing work roles by understanding the opportunities to improve talent management for the functional community. Figure 5 depicts a decision tree to help functional communities determine if developing work role codes is necessary [2]. Some functional communities may not need detailed work role codes because other data such as occupational series provide them enough information for recruiting and talent management. Some functional communities may also decide that they do not have the budget and resources to develop and implement work roles to advance workforce planning processes.

Figure 5. Need for work role codes decision tree



Source: OUSD P&R, Civilian Personnel Policy, "Functional Community Toolkit: Work Roles 101 Toolkit," Feb. 2025 [2].

Summary

Currently, function codes and work role codes serve different purposes. Function codes are used primarily for workforce analysis and work role codes are used for talent management. Although the majority of the DCWF and SC workforce codes crosswalk to a cyber or SC function code and would nest under function codes in a code hierarchy, it is not always a one-to-one match and work role codes sometimes crosswalk to a function code outside of that functional community. We recommend that function codes and work role codes continue to be coded separately in manpower databases.

In addition, it is unclear whether all functional communities will develop work role codes. Therefore, function codes remain the only standard manpower code that describes the work performed by all military and civilian personnel in the infrastructure and operating forces. Function codes and work role codes can complement each other, however. Manpower analysts can use both codes to inform workforce analysis, and the codes can be used for checks on data quality (for example, in most cases, a billet with a cyber function code should have cyber work

role codes assigned). The crosswalks we created for the cyber and SC codes can also be used for these purposes. However, the crosswalks are provided as a general reference to show that all current work role codes align with at least one function code. Work role codes may align with multiple function codes based on the work performed at specific organizations. The crosswalks are not specific to any billet or organization and are intended to show general alignment.

Findings: Use of Function Codes

We met with each of the Services, the Joint Staff, and other DOD offices to determine their use of function codes. We asked each office the same set of questions.

1. Do you use DOD function codes? If so, how?
2. Are DOD function codes at the right level of detail?
3. Do you use other codes in manpower databases (for example, work role codes) to designate the work performed in a billet?
4. How precise, and current, is billet coding within manpower systems and how regularly are billets reviewed and validated against assigned function code(s)?
5. Are there new or emerging functional areas or missions that are not reflected in the proposed codes from the 2019 study?
6. Given the continuing moratorium on A-76 and the codes inclusion in the IGCA Inventory Guidance, would a different vehicle be a more effective way to ensure the codes are used and implemented?

Navy

In conversations with staff in the Office of the Assistant Secretary of the Navy, Manpower and Reserve Affairs (ASN M&RA), manpower stakeholders indicated that although the function code field is a required field that must be completed in the Navy's authoritative manpower system, the Total Force Manpower Management System (TFMMS), function codes are not well maintained. The Navy also indicated they have increased from one function code field to three fields to accommodate work role codes.

As we noted in the previous study [1], the Navy is using the function code field for work role codes, resulting in prioritized tracking of cyber-related or SC related functions instead of other functions, even if they may be the position's primary function. It also renders the function code field unusable for analysis because the field contains different coding frameworks. In our conversations with ASN M&RA manpower officials, they indicated that they plan to "clean up" the function code field and remove the cyber and SC work role codes from the function code field.

Navy manpower stakeholders questioned the purpose of the function code field, however, if it is not for the IGCA Inventory. They suggested that OSD communicate the strategic purpose of function codes to the components. We followed up on that discussion by asking what could be done to increase the visibility and emphasize the importance of DOD function codes. A suggestion was made to remove the function codes from the IGCA Guidance if the inventories are no longer required. Another suggestion reiterated from the previous study is to require

that function codes be included in billet change requests. For example, it was suggested that if you change a requirement in TFMMS, the system should create a flag prompting a function code update.

Marine Corps

We spoke with personnel from Headquarters Marine Corps Combat Development and Integration, Total Force Structure Division (TFSD). TFSD is responsible for data in its authoritative manpower system, the Total Force Structure Manpower System (TFSMS), and it requires the commands that are issuing billet change requests to provide the function code. TFSD noted that codes are often stagnant unless a forcing factor is at play and explained that nothing in the TFSMS triggers a function code review or change. As with the Navy, the Marine Corps is currently using the function code field for work role codes.

The TFSD personnel we spoke to expressed concerns that it will be costly to review and update the function code field for every billet. One manpower stakeholder we spoke with indicated that the Marine Corps does not use function codes, and it does not see the value in updating them.

Another Marine Corps manpower stakeholder had a different opinion, however, noting that function codes are an important data element that helps the Marine Corps analyze its workforce and respond to inquiries. The stakeholder provided an example of a request for information they received on the mechanic function and noted that, without function codes, they would have had to wade through different types of data such as OPM job code data and wage grade standards to respond to the question.

Some Marine Corps manpower stakeholders indicated that although the initial update of function codes will be a "heavy lift," the maintenance of the codes after that point should not require much work. In alignment with the Navy manpower stakeholders we spoke with, USMC manpower officials noted that there is no real incentive in the field to maintain the codes, however; IGCA submissions were the forcing function for a review and annual submission of function code data. These USMC officials echoed the Navy's sentiment that OSD needs to articulate the strategic purpose of the function codes to the components.

Army

Army manpower stakeholders in the Army G-3-5-7 and M&RA noted that as the Army is getting smaller, units are often performing different functions throughout the year. Therefore, because of the changing nature of the functions being performed over time and the lack of updates to the data, they indicated that the codes often do not represent the true function being performed. They also noted that function codes are useful only to a certain level because they are so broad, and the Army developed more detailed Functional Predictive Analytic Codes

(FPACs) in 2018. According to Army stakeholders, the governance of function codes falls under the US Army Force Management Support Agency (USAFMSA), whereas the US Army Manpower Analysis Agency (USAMAA) manages FPACs in coordination with USAFMSA. They noted that this joint stewardship ensures functional alignment, traceability, and consistent application across Army systems. USAMAA stakeholders indicated that FPACs, now integrated across tables of distribution and allowance, provide more than six times the task-level resolution of the function codes.

Army stakeholders further noted, however, that although organizations are expected to update and verify FPACs, they lack the resourcing to validate every billet with the required rigor. USAMAA stakeholders also expressed concerns about updates to the function codes because such changes will require updates to the Army's crosswalk between function codes and FPACs in their manpower system. Army stakeholders also suggested that if they are going to be required to update the function codes, the codes should be provided in a format that is easily imported into authoritative manpower databases.

The Army created new fields in its manpower database for work role codes and has fully implemented the cyber and SC codes.

Air Force

Air Force M&RA SMEs indicated that the Air Force does not use DOD function codes. They noted that with the demise of the A-76 program and no requirement to submit the IGCA Inventory, there is no maintenance of the function code data. Air Force SMEs noted that it was a challenge to explain the IGCA Inventory requirement to the field in 2016/2017, the last year the inventory was submitted, because the data weren't being used. Air Force stakeholders suggested that OSD needs an educational campaign for conveying what the function codes are, why they exist, and how they are useful. Otherwise, SMEs noted, they are just updating codes to no end.

Air Force stakeholders indicated they use other codes, however, including Force and Infrastructure Categories (FICs) to bin work and tie that work to program elements (PEs). Per the Institute for Defense Analyses (IDA), the FIC taxonomy is an organization-based taxonomy rooted in the division between military units assigned to the combatant commands and activities performing infrastructure functions of the military departments. The definitions and relationships among the taxonomy's categories represent a conceptual model of DOD. When PEs are assigned to its categories, the taxonomy displays the full set of resources (dollars, manpower, equipment, units) identified in the Future Years Defense Program (FYDP) by assigning each PE to only one category. Because all FYDP resources are assigned to PEs, FICs display appropriated dollars, manpower, equipment, and units. [3]

We were unable to find additional information about FICs beyond the 2002 IDA study that developed and recommended them. FICs appear to be broader than function codes and serve a different purpose, aligning to PEs and the FYDP. FICs connect dollars, equipment, and units in the FYDP to one PE rather than describing the work performed in a billet.

Finally, the Air Force indicated they have added a new field that can document up to three work role codes and that they had implemented the cyber and SC work role codes.

Space Force

We also spoke with stakeholders from the US Space Force. Although they indicated awareness of DOD function codes, they do not maintain the codes in their systems or use them. Similar to our conversations with the Services, Space Force stakeholders questioned the requirement for function codes and asked what they are being used for. They suggested that the "why" for function codes could be to help with establishing data governance from the OSD level down to the Services. Finally, Space Force stakeholders also indicated they had reviewed the space function codes proposed in the 2019 study and recommended we use JP 3-14 as the primary source document for revising and updating the space function codes.

Joint Staff

Joint Staff stakeholders in J-1 indicated that the function code field is not well maintained in the FMTS.[8] They further noted that manpower analysts are not typically aware of the IGCA Inventory Guidance or the purpose of the function code field; they are simply selecting a code to populate that field in FMTS. In addition, they noted that FMTS does not prevent the position from being saved if the function code is blank. They also indicated that manpower analysts do not receive training on selecting and populating function codes, suggesting that without policy, education, or a tool provided on the codes, manpower analysts will not populate the field correctly. They also emphasized that the field needs to understand the "so what" of the code and suggested OSD could develop a short training video for this purpose.

Office of the Director of Administration and Management

Next, we spoke to personnel from ODA&M, which is responsible for integrating manpower policy across the defense agencies and field activities and managing FMTS.[9] They noted that although the function code field exists within FMTS, they are unsure how current the codes are.

[8] FMTS is the single authoritative manpower system for OSD, the Office of the Inspector General of the Department of Defense, non-intelligence defense agencies and DOD field activities, Joint Staff, Combatant Commands, Chairman of the Joint Chiefs of Staff controlled activities, and non-military DOD organizations. FMTS tracks billets and personnel and components and defense agencies have an opportunity to update FMTS once a year.

[9] ODA&M manages and oversee FMTS, but the defense agencies are responsible for inputting data into the system.

They also noted that work role codes have been added to FMTS but that some code additions have been haphazard. For example, the SC workforce work role codes have been folded into a generic capability field for now, with flags created for separate capabilities. ODA&M stakeholders expressed the desire for overarching DOD policy for work role code implementation.

ODA&M suggested the need for a comprehensive look at DOD's needs as an organization to strategically review manpower data across the department and the need to ask the right questions to inform that type of analysis. They expressed that communicating the usefulness of function codes is key and needs to be packaged in the "why" and "how" of the function codes. For example, they noted that OSD should stress that function codes can help senior leader questions answer questions on work performed in the department.

Summary

Neither the Services nor the Joint Staff are actively using or maintaining function codes. They all stressed that the strategic value of the codes should be communicated and that they would require resources to update the codes. Some suggested that OSD should provide training for implementing and maintaining the updated function codes.

Findings: Function Code Guidance and Taxonomy

Specific recommended revisions to the table of contents and definitions of the function codes can be found in Appendix A (recommended revisions from the 2019 study) and Appendix B (recommended revisions from the current study). Appendix C contains a "clean" list of codes, incorporating the recommended revisions from both the 2019 study and the current study. Wherever possible, we tried to minimize disruption to the current coding structure while improving the currency, accuracy, and relevancy of the codes. This measure should reduce the amount of work required to update function codes and provide continuity for any longitudinal analysis utilizing the legacy and revised taxonomies. We recommend new alphanumeric codes only for newly created function codes.

Eliminate distinction between Infrastructure category and Forces and Direct Support category

This section reiterates findings and recommendations from the previous study [1] and applies to the DOD function code framework and the guidance that accompanies the list of DOD function codes. The 2010 version of the function codes (the codes still in use because the 2019 recommendations were never issued) are currently binned into two principal categories: (1) Infrastructure and (2) Forces and Direct Support. The infrastructure codes are intended to designate functions performed in the supporting establishment; the Forces and Direct Support codes are intended to represent functions performed in the expeditionary forces. We found a blurring of lines between these two categories of codes, however, specifically in areas such as cyber. Because functions such as cyber are performed in both the supporting establishment and the expeditionary forces, these codes would need to be duplicated in the Infrastructure and Forces and Direct Support groups. Removing these principal categories will eliminate the need to duplicate codes for functions that are performed in both the supporting establishment and the expeditionary forces.

In addition, removing these principal categories will permit a broader use of the function codes. Eliminating this distinction allows for a more comprehensive ability to categorize functions for all billets, including uniformed military billets previously coded with a combat support or combat service support function code. Components will be able to more precisely categorize the functions performed in these billets using codes previously limited to Infrastructure. If the

components comply with the guidance and code in this manner, this process will provide greater visibility on functions performed in expeditionary billets.

We also suggested a revision [1] that would instruct components to continue to code combat operation billets as M415 (e.g., ground infantry, special operations forces, artillery, tank operator). However, our revision instructs components to now code other expeditionary billets with the most appropriate function code and to use the combat support (M480) or combat service support codes (M510) only if a more appropriate code does not exist. For example, a deployable billet for an organizational-level maintenance mechanic should be assigned a function code within Group 4 – Logistics rather than a combat support or combat service support code. If a more appropriate code from the previous Infrastructure category does not exist, the billet can be coded with the appropriate combat support or combat service support code. This guidance should compel some of the Services that code heavily with the combat support and combat service support codes to code their manpower authorizations/billets more accurately.

In our 2019 document [1], we also recommended that OSD change the Infrastructure or Forces and Direct Support field in the IGCA Inventory to the Expeditionary Billet field. These changes enable components to code the most appropriate function for a billet but still maintain visibility on whether that manpower authorization/billet is expeditionary with this field. For this new field, OSD would direct components to indicate whether the billet is expeditionary by choosing "Y" for "yes" and "N" for "no." We did not recommend guidance, however, as to the characteristics of a billet that would qualify it for designation as *expeditionary*. To address this gap, we recommend that OSD add the following content to its guidance: "To be considered an expeditionary billet, the billet must be part of a military unit organized to achieve a specific objective in a foreign country (see *DOD Dictionary of Military and Associated Terms*, July 2024)."

Remove Sections 4.2, 4.2.1, and 4.2.2

In [1], we also recommended the removal of the current Sections 4.2, 4.2.1, and 4.2.2 in Enclosure 5. Section 4.2 specifies that manpower officials shall avoid coding activities at too low a level (i.e., creating subfunctions for "activities" that cannot operate independently). Section 4.2.1 indicates that work performed in direct support of a management function and not severable from that management function should be coded with the management function. Section 4.2.2 indicates that, if the type of work in one functional group directly supports and cannot be separated from activities in a second functional group, the manpower is coded with the function code that best describes the work performed; however, if the work is separately identifiable and severable, it is coded with the appropriate support function.

Some of the manpower stakeholders we spoke with noted that this language is confusing and recommended that functions be coded strictly based on the work performed in the billet, regardless of whether it is severable from the function being supported. Removing this language and instructing components to code functions based strictly on the work being performed will provide a more accurate accounting of the true functions being performed across the DOD.

Findings: Functional Community Revision Highlights

In this section, we describe recommended additions or revisions to the function codes. To highlight codes and groups with more significant revisions, we focus on changes made to the following groups and codes:

- Electromagnetic Spectrum Operations
- AI/ML and Data Science
- Homeland Defense
- Space
- Unmanned Systems/Robotics

The additional suggested revisions to the codes can be found in Appendix B.

Revision and addition of electromagnetic spectrum operations codes

One of the specific functional areas of focus for this study is electromagnetic spectrum (EMS) operations. The current set of 2010 function codes in use by DOD do not address EMS. In our 2019 review of the function codes, we began to address EMS by modifying W320 to include language for transmission systems operation and added code W330 to specifically address transmission spectrum management. In this study, we expanded the function codes to incorporate the additional functions within EMS.

We began by reviewing the 2019 function codes that covered EMS management and operations. During our SME discussion with ODA&M, we learned that the EMS office was working with its functional community to create work role codes. We reached out to the EMS office and scheduled a discussion with its staff to get a better understanding of their perspective on the function codes and current progress in the development of their work role codes. These steps began the iterative process with the EMS office and its community stakeholders to expand and refine the EMS function codes.

The foundation of our work on EMS function codes is derived from JP 3-85, *Joint Electromagnetic Spectrum Operations*. We began by reviewing the doctrine and extracting the key EMS functions and drafted descriptions for each of these functions. To ensure that we

understood the doctrine and functions correctly, we met again with the EMS office to have staff review our work, and we further refined the descriptions accordingly. Per EMS stakeholders, they plan to use these proposed function codes in their continuing work to develop work role codes. In the end, in consultation and coordination with the EMS office, we recommend the following codes:

- W310 - EMS Management
- W320 - EMS Transmission Systems Operation
- W330 - Electromagnetic Battle Management
- W331 - EMS Frequency Management
- W335 - EMS Partnership and Engagement
- W399 – Other EMS/Transmission System Services

The description for each of these function codes can be found in Appendix B.

Addition of AI/ML and data science code

As with the 2019 study, a continued area of focus for this study was the cyberspace function codes, as this functional community continues to grow and evolve. First, we met with stakeholders from the Office of Information Operations Policy to discuss the 2019 revisions to the cyber codes. Stakeholders from this office concurred with our proposed revisions for these codes.

However, in our 2019 review of the function codes, advances in technology such as AI/ML and data science functions were still evolving. Since then, those fields have matured and are now an important capability and function for the department. In our review of the proposed function codes that cover cyberspace operations, we found that some aspects of the AI/ML and data science functions were covered by current codes in the DOD Information Network Operations subgroup. However, when we crosswalked the most recent DCWF work role codes to the 2019 function codes, we identified gaps in the function codes. The results of the crosswalk analysis identified the primary gaps were mainly in the AI/ML and data science areas. Table 2 identifies the new DCWF work role codes and the crosswalk mapping to the revised function codes.

Table 2. DCWF work role codes crosswalk

Description	DCWF work role code	Function code(s)[a]
Data Scientist (Cyber Operating Forces Category)	423	M922

Description	DCWF work role code	Function code(s)[a]
Data Steward (Cyber Operating Forces Category)	424	M922
Control Systems Security Specialist (Cyber Operating Forces Category)	462	M931/M936
AI/ML Specialist (Cyber Operating Forces Category)	623	M926/M928
Data Operations Specialist (Cyber Operating Forces Category)	624	M922
Product Designer User Interface (UI)	625	M926
Service Designer User Experience (UX)	626	M926
DevSecOps Specialist	627	M931/M936
Software/Cloud Architect	628	M927
Data Architect (Cyber Operating Forces Category)	653	M922
AI Test and Evaluation Specialist (Cyber Operating Forces Category)	672	A620/M928
Software Test & Evaluation Specialist	673	A620/M926
AI Risks and Ethics Specialist (Cyber Operating Forces Category)	733	M900/M928
AI Adoption Specialist (Cyber Operating Forces Category)	753	M922/M928
Product Manager	806	F120
AI Innovation Leader (Cyber Operating Forces Category)	902	M900/M928
Data Officer (Cyber Operating Forces Category)	903	M922/M928

Source: CNA.
[a] M922 and M926 were revised, and M928 is a new AI/ML function code.

The description and DCWF work role code columns of Table 2 are new work roles and codes that were not in CNA's last crosswalk from 2019. We tried to align the new work role codes to the 2019 function codes and those that did not align were identified for creation of a new code or revision of an existing code. Using the results of the crosswalk, we revised the function codes to address those gaps and developed a new function code to address AI/ML. As a result, we recommend the following:

- Modify M922 from Database Operations Management to Data Management and Analytics
- Create M928 as a new code for AI/ML

The description for each of these function codes can be found in Appendix B.

Deletion of homeland defense code

Currently, DOD has a single function code, M610, under Group 16 for homeland defense (HD). [1, 4]. In our review of this function code's written description, we found that it outlines HD strategic goals but does not identify HD functions. To determine if we could identify a list of functions, we reviewed JP 3-27 and other relevant DOD policies.

JP 3-27 [5] defines HD as "the military protection of US sovereignty and territory against external threats and aggression or, as directed by the President, other threats." It also notes that the National Defense Strategy of 2022 identifies HD as DOD's number one priority. In broad terms, HD includes operations on the US homeland, US territories, approaches to the US and its territories, and forward regions around the globe. To underscore the global nature of HD, joint doctrine indicates that DOD will execute HD operations as far forward from the homeland as possible [5].

> DoD leads the HD mission with support from international partners and other USG departments and agencies. HD is executed across a globally integrated, layered defense-in-depth consisting of geographic layers, multiple domains, allies, and governments/ nations [5].

Based on this definition, one point of view is that everything DOD does falls under the HD function code M610. Although categorizing everything under one code would simplify function code assignment for the Services and other DOD organizations, doing so would render the taxonomy useless.

Alternatively, it seems likely that the operations and functions highlighted within JP 3-27 are already captured in existing function codes that reflect comparatively more discrete activities. To see if this is the case, we compiled a list of key terms identifying HD roles, responsibilities, functions, and operational objectives by reviewing JP 3-27, DOD policy defining the roles and responsibilities for the Assistant Secretary of Defense (ASD) for Homeland Defense and Global Security [6], and information on the ASD for Homeland Defense and Hemispheric Affairs website [7] and on the US Northern Command (NORTHCOM) website [8]. From our review, we identified 56 terms (see Appendix E). We then determined whether the current list of DOD function codes includes codes that address these various HD roles, responsibilities, functions, and operations. We found that they do. We also found some roles, responsibilities, functions, and operational objectives that are not addressed by the current function codes. Finally, we found that some operational objectives are not well suited for the DOD function code taxonomy. Next, we discuss each of these findings.

In Table 3, we list the military operations and functions supporting the HD mission for which DOD already has function codes. For many codes, the key words reflecting the military operation or function specifically are mentioned in the function code name or description. For

others, the military operation or function falls under the broad scope of the function code's description. We found that many existing function codes already describe the functions supporting these operations and activities.[10] We do not recommend that DOD revise these codes but, rather, recognize that the DOD function code taxonomy already has codes in place that include the functions that support the HD mission.

Doctrine and policy identify several HD responsibilities for which we found no matching DOD function codes. These include the Arctic, Arctic security, border security, countering weapons of mass destruction, and the Western Hemisphere. For the Arctic and Western Hemisphere, we found that DOD function codes do not identify specific geographic areas of responsibility; rather they focus on broad functions that could support oversight and execution of operations for specific mission requirements in a geographic area. Likewise, border security and countering weapons of mass destruction are mission sets that also may be executed by bringing different military functions to bear. Consequently, we do not recommend adding new function codes or revising existing codes to address these items.

Based on our analysis of the functions supporting HD and the scope of operations falling under the HD mission, we recommend deleting function code M610.

Table 3. Operations and functions supporting the homeland defense mission and the number of current function codes that include them

Military operations/functions	Number of applicable, current function codes
Aerospace warning and control	2
Ballistic missile defense	1
Civil works	17
Chemical, biological, radiological, and nuclear preparedness and response	3
Climate change	1
Continuity of defense operations/continuity of government	6
Coordination/cooperation with non-DOD federal, state, territorial, local, and tribal organizations	14
Counterdrug (criminal operations)	4
Countering transnational crime	3
Counterterrorism and force protection	8
Cyber activities	22

[10] We describe our review of current function codes related to homeland defense functions based on our identified keywords and phrases in Appendix E.

Military operations/functions	Number of applicable, current function codes
Cyberspace defense operations in support of lead federal agencies	1
Defense support to civil authorities (DSCA)	2
Defense support to public diplomacy	1
DOD Cooperative Threat Reduction Program	3
DOD emergency preparedness	1
DOD support to the US Secret Service	6
Domestic antiterrorism	4
Domestic counterterrorism	7
Domestic crisis management	1
Domestic incident response	1
Domestic preparedness	1
Domestic use of DOD unmanned aircraft systems	1
Energy	2
Energy transition	1
Freedom of navigation	11
Global antiterrorism	4
Global resilience	5
Integrated tactical warning and attack assessment	1
Maritime warning and control	1
Missile defense	4
Mission assurance	27
Multinational exercises and training	6
National preparedness	1
Nuclear deterrence	1
Oceans policy	1
Partnerships with other federal departments	12
Partnerships with private sector to build the resilience of external infrastructure essential to defense operations	10
Protection of critical infrastructure and defense industrial base	13
Protection of critical infrastructure information	4
Protection of continental US airspace/airspace defense	5
Protection of US noncombatants	3
Security cooperation with allies and partners	1
Security cooperation with the Bahamas, Canada, and Mexico	10

Military operations/functions	Number of applicable, current function codes
Security force assistance	10
Space activities	5
Support for military sealift operations in US ports, harbors, and their approaches	1
Western hemisphere security cooperation	4

Source: Compiled from the references noted below.
[a] Assistant Secretary of Defense for Homeland Defense and Hemispheric Affairs, https://policy.defense.gov/OUSPD-Offices/ASD-for-Homeland-Defense-and-Hemispheric-Affairs/.
[b] Homeland Defense Operations, NORTHCOM, https://www.northcom.mil/HomelandDefense/#operations.
[c] DOD-D 5111.13, Mar. 23, 2018, *ASD for Homeland Defense and Global Security*.
[d] JP 3-27, Dec. 12, 2023, *Joint Homeland Defense*.

Revision of space codes

Since CNA's 2019 review of DOD function codes, the Joint Staff has revised and published a new version of its joint doctrine on space operations [9]. Based on [9], we recommend that DOD delete function code M805, Space Operations Command and Control, given the creation of US Space Forces Command in 2019 as a subordinate unified command under the US Strategic Command [10]. For consistency, this function should fall under M120 for the combatant command and M145 for the service-specific space forces.

Based on our review of revised joint doctrine on space operations [9] and National Space Policy [11], we recommend revisions to function code M810, Space Operations, to include descriptions of the following: space domain awareness, offensive space operations, defensive space operations, and navigation warfare. Details of these changes can be found in Appendix B.

Addition of robotics to unmanned systems (UxS) codes

Since 2010, the UxS function has continued to grow and mature. In our 2019 function code review, UxS was a specific focus, and we developed and added a UxS subgroup to Group 14 to address it. Since then, UxS has continued to evolve, prompting a review of this function and the terminology used to describe it.

We began by reviewing the 2019 function codes for UxS and recent policies, strategies, and research to determine if there are any nuanced or unique distinctions between robotics and UxS. We discovered that they are primarily one in the same. However, "robotics" is more

inclusive as it covers the different levels of system autonomy. In contrast, the use of "UxS" typically refers to systems that are remotely piloted by an individual or team. In addition, we also found that the "UsX" label seems to be falling out of favor because "robotics" is more inclusive of the different levels of system autonomy. As a result, we recommend the following:

- Maintain M170 and M179 and add "robotics" terminology to each

The description for each of these function codes and recommended revisions to these codes can be found in Appendix B.

Conclusions and Recommendations to Improve the Future Use of Function Codes

Without a renewed focus on the quality of the data from across DOD and increased oversight from OSD, function code data are unlikely to improve. Therefore, in addition to our recommended revisions to the code titles and definitions, we also provide recommendations to improve the currency, accuracy, and usefulness of function code data.

Improve messaging about strategic value and usefulness of DOD function codes

As we found in our discussion with stakeholders, OSD needs to convey the importance of DOD function codes. OSD P&R/TFM&RS should emphasize that updated function codes allow the Services to conduct informed, data-driven workforce analysis, which is critical in the current environment in which components are being asked to downsize and find efficiencies in the workforce. Current and relevant function codes help the components respond to inquiries about the size and composition of their workforce. Updated codes will also be critical if the moratorium on A-76 public-private competitions is lifted; the likelihood of which may be increasing in the current political environment.

Consider the packaging of the DOD function codes

OSD should also consider how function codes are packaged. If the IGCA Inventory is no longer required, including function codes with this guidance creates confusion for the components on the purpose of function codes. Alternatives are to include the codes in a DOD manual. The codes could also be added to the billet file codebook.

Enable components to update and maintain the function codes

Our discussions with the Services and Joint Staff revealed that existing function codes are typically not reviewed and updated in authoritative manpower systems unless there is a trigger, such as a billet being redesignated or moved. For this reason, function codes typically remain unchanged from year to year. In addition, we heard repeatedly throughout our discussions that function codes are not viewed with great importance and there is little

confidence in the accuracy of the coding. Components indicated they are unlikely to update the function codes unless it is mandated by OSD and they are given resources for the update.

To enable the components to update and maintain the codes, OSD should provide the codes in a format in which the codes can be imported easily into their manpower databases. In addition, function codes should be included on billet change requests. Finally, OSD should also ensure that the Navy and Marine Corps remove work role codes from the function code field to ensure that the field is populated only with function codes and is once again usable for workforce analysis.

Develop and disseminate training for those entering the codes

OSD should also consider developing training for those responsible for applying function codes. Ideally, manpower analysts and specialists with knowledge of the work being performed in the billets would be applying, reviewing, and updating the codes as necessary; however, the manpower stakeholders with whom we spoke indicated that components often do not have manpower analysts or specialists. Instead, human resource specialists often apply function codes based on the occupation code of the person sitting in the billet. Because of the uncertainty in who is applying the codes, OSD should consider disseminating training along with the updated codes. We have created a draft training brief (see Appendix G) that could be used for this purpose.

Appendix A: 2019 Recommended DOD Function Code Revisions (Mark-Up)

Function code taxonomy

Function Code Definition Table of Contents

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			~~I510~~	~~Personnel Security (Clearances and Background Investigations)~~
			~~I520~~	~~Criminal and Administrative Investigative Services~~
			~~I530~~	~~Industrial Security~~
			I400	Administrative (Non-Criminal) Investigation Activities
			I999	Other Audit, Inspection, and Administrative Investigative Activities
		FINANCIAL MANAGEMENT		
			C110	Financial Management
			C115	Comptroller
			C120	Advocacy
			C400	Budget Support
			C700	Finance/Accounting Services
			C999	Other Financial Management Activities
~~4-33~~	~~**GROUP 2-COMMUNICATIONS, COMPUTING AND OTHER INFO. SERVICES**~~			
			~~W100~~	~~Communications, Computing & Information Management~~
		~~***COMMUNICATIONS SERVICES***~~		
			~~W210~~	~~Telephone Systems~~
			~~W220~~	~~Telecommunication Centers~~
			~~W299~~	~~Other Communications Systems~~
		~~***COMPUTING SERVICES***~~		
			~~W310~~	~~Computing Services and/or Data Base Management~~
			~~W399~~	~~Other Computing Services~~
		~~***INFORMATION OPERATION SERVICES***~~		
			~~W410~~	~~Information Assurance~~
			~~W430~~	~~Mapping and Charting~~
			~~W440~~	~~Meteorological & Geophysical Services~~
			~~W499~~	~~Other Information Operation Services~~

~~4-36~~	**GROUP ~~3~~2-SCIENCE AND TECHNOLOGY (S&T) AND RESEARCH AND DEVELOPMENT (R&D) MANAGEMENT AND SUPPORT**			
			R110	Management and Oversight of Research and Development
			R120	Science and Technology
			R140	Management and Support to Research and Development
			R999	Other S&T and R&D Management and Support Activities
~~4-38~~	**GROUP ~~4~~3-SYSTEMS ACQUISITION, TEST AND EVALUATION, ENGINEERING, AND CONTRACTING**			
		QUALITY ASSURANCE		
			F100	Quality Assurance
		SYSTEMS ACQUISITION		
			F110	Systems Acquisition Management
			F120	Systems Acquisition - Program Management
			F140	Technology Transfer & International Cooperative Program Management
			F150	Systems Acquisition – Demonstration and Development
			F160	Systems Acquisition - Other Program Support
			F199	Other Systems Acquisition Activities
		TEST AND EVALUATION		
			A610	Management and Oversight of Test and Evaluation
			A620	Developmental and Operational Test and Evaluation
			A630	Management and Support to Test and Evaluation
			A699	Other Test and Evaluation Activities
		PROCUREMENT AND CONTRACTING		
			F310	Procurement and Contracting Management
			F320	Contract Administration and Operations
			F399	Other Procurement and Contracting Activities
		ENGINEERING		

			F510	Sustainment Engineering Support ~~at Maintenance Depots~~
			F515	Engineering Support for Production and Manufacturing
			F516	Engineering Support for Disposal
			F520	All Other Engineering Support
~~4-42~~	**GROUP ~~54~~-LOGISTICS**			
			P110	Logistics Management
			P115	Logistics Life Cycle Sustainment Activities
			P116	Multifaceted Logistics Activities
			P119	Other Logistics Activities
		MAINTENANCE		
			P120	Maintenance Management
			Organizational and Intermediate Repair and Maintenance of Military Equipment	
			J410	Organizational & Intermediate Repair & Maintenance Management
			J501	Aircraft
			J502	Aircraft Engines
			J503	Missiles
			J504	Vessels
			J505	Combat Vehicles
			J506	Non-Combat Vehicles and Equipment
			J507	Electronic and Communications Equipment
			J511	Special Equipment
			J518	Support Equipment
			J519	Industrial Plant Equipment
			J520	Test, Measurement & Diagnostic Equipment (TMDE)
			J550	Software Support for Embedded and Mission Systems
			J555	Tactical Automatic Data Processing Equipment (ADPE)
			J560	Space Systems/Satellite Maintenance

			J570	Armament and Ordnance
			J575	Munitions
			J600	Metal and Other Containers, Textiles, Tents and Tarpaulins
			J700	Portable Troop Support Equipment
			J750	Portable Field Medical and Dental Equipment
			J999	Organizational and Intermediate Repair & Maintenance of Other Equipment
			Depot Maintenance and Repair of Military Equipment	
			K410	Depot Management
			K531	Aircraft
			K532	Aircraft Engines
			K533	Missiles
			K534	Vessels
			K535	Combat Vehicles
			K536	Non-Combat Vehicles and Equipment
			K537	Electronic and Communications Equipment
			K539	Special Equipment
			K541	Industrial Plant Equipment
			K546	Test Measurement & Diagnostic Equipment (TMDE)
			K549	Support Equipment
			K550	Software Support for Embedded and Mission Systems
			K555	Tactical Automatic Data Processing Equipment (ADPE)
			K560	Space Systems/Satellite Maintenance
			K570	Armament and Ordnance
			K575	Munitions
			K600	Metal and Other Containers, Textiles, Tents, and Tarpaulins
			K700	Portable Troop Support Equipment
			K750	Portable Field Medical & Dental Equipment

			K999	Depot Repair and Maintenance of Other Equipment
		SUPPLY OPERATIONS		
			T101	Supply Management
			T110	Retail Supply Operations
			T120	Wholesale/Depot Supply Operations
			T130	Storage and Warehousing
			T140	Supply Cataloging
			T150	Warehousing and Distribution of Publications
			T160	Bulk Liquid Storage
			T165	Distribution of Petroleum Oil and Lubricant Products
			T167	Distribution of Liquid, Gaseous and Chemical Products
			T175	Troop Subsistence
			T177	Food Supply
			T180	Military Clothing
			T185	Ordnance Supply
			T190	Preparation, Demilitarization and Disposal of Excess and Surplus Inventory
			T199	Other Supply Activities
		TRANSPORTATION		
			T701	Transportation Management
			T710	Traffic/Transportation Management Services
			T800	Ocean Terminal Operations
			~~Administrative~~ Transportation Services	
			T810	Air Transportation Services
			T811	Water Transportation Services
			T812	Rail Transportation Services
			T824	Motor Vehicle Transportation Services
			T826	Air Traffic Control

			T899	Other Transportation Services
~~4-55~~	**GROUP ~~65~~5-PRODUCTS MANUFACTURED OR FABRICATED**			
			X931	Ordnance
			X932	Products Made from Fabric or Similar Materials
			X933	Container Products and Related Items
			X938	Communications and Electronic Products
			X939	Construction Products
			X944	Machined Parts
			X999	Other Products Manufactured and Fabricated
~~4-56~~	**GROUP ~~7~~6-INSTALLATION/FACILITY MANAGEMENT~~, FORCE PROTECTION,~~ AND UTILITY PLANT OPERATION AND MAINTENANCE**			
		INSTALLATION/FACILITY MANAGEMENT		
			S100	Management and Oversight of Installations
			S200	Installation, Base or Facility Management
			S210	B~~uilding~~Facility Management
			S310	Housing Management
			~~***Building and Housing Management Services***~~	
		BUILDING AND HOUSING MANAGEMENT		
			S410	Custodial Services
			S420	Collection and Disposal of ~~Trash and Other Refuse~~ Solid Waste
			S430	Collection and Disposal of Hazardous Material (HAZMAT)
			~~S435~~	~~Pest Management~~
			~~S440~~	~~Fire Prevention and Protection~~
			S450	Laundry and Dry Cleaning Operations
			S499	Other Building and Housing Management Services
		~~***SECURITY AT INSTALLATIONS/FACILITIES (LAW ENFORCEMENT, PHYSICAL SECURITY, ANTITERRORISM AND CHEMICAL/BIOLOGICAL/RADIOLOGICAL/NUCLEAR/HIGH EXPLOSIVES (CBRNE) OPERATIONS)***~~		

			~~S500~~	~~Management of Security Operations at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and Chemical/Biological/ Radiological/Nuclear/High Explosives (CBRNE) Operations~~
			~~S510~~	~~Security Operations at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE)~~
			~~S520~~	~~Support Services to Security Operations at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE Operations)~~
			~~S540~~	~~Information Security~~
			~~S560~~	~~Protective Services Operations~~
			~~***Prison and Other Confinement Facility Operations***~~	
			~~S719~~	~~Confinement Facility Operations~~
			~~S720~~	~~Prison Operations~~
			~~S722~~	~~Detention of Enemy Prisoners of War (EPW), Retained Personnel (RP), Civilian Internees (CI) and other Detainees (OD)~~
			~~S724~~	~~Other Security Operations~~
		UTILITY PLANT OPERATION AND MAINTENANCE		
			S725	Electrical Plant and Distribution Systems Operation and Maintenance
			S726	Heating Plant and Distribution Systems Operation and Maintenance
			S727	Water Plant and Distribution Systems Operation and Maintenance
			S728	Sewage and Waste Plant and Distribution Systems Operation and Maintenance
			S729	A/C & Cold Storage Plant and Distribution Systems Op. and Maintenance
			S730	Incinerator Plant and Sanitary Fill Operations
			S780	Natural Gas Distribution Systems
			S799	Other Utility Plant and Distribution Systems Operation and Maintenance
	GROUP 7- SECURITY, LAW ENFORCEMENT AND PRISON/CONFINEMENT FACILITIES			
		SECURITY/LAW ENFORCEMENT		
			S500	Management of Security Operations at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and Chemical/Biological/ Radiological/Nuclear/High Explosives (CBRNE) Operations

			S510	Security Operations at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE)
			S520	Support Services to Security Operations at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE Operations)
			S540	Information Security
			S560	Protective Services Operations
			S440	Fire Prevention and Protection
			Security Compliance/Law Enforcement Investigations	
			I510	Personnel Security (Clearances and Background Investigations)
			I520	Criminal Investigative Services
			I530	Industrial Security
			I540	Acquisition Security
		PRISON AND OTHER CONFINEMENT FACILITY OPERATIONS		
			S719	Confinement Facility Operations
			S720	Prison Operations
			S722	Detention of Enemy Prisoners of War (EPW), Retained Personnel (RP), Civilian Internees (CI) and other Detainees (OD)
			S724	Other Security Operations
~~4-62~~	**GROUP 8-ENVIRONMENT~~AL SECURITY~~ SAFETY, & NATURAL RESOURCE SERVICES**			
			E110	Environmental Security Management
			E120	Environmental and Natural Resources Services
			E220	Safety
			E225	Occupational Health Services
			E230	Explosives Safety
			E250	Response to Hazardous Material Mishaps
			S435	Pest Management
			E999	Other Environmental Security Activities
~~4-64~~	**GROUP 9-REAL PROPERTY PROJECT MANAGEMENT, MAINTENANCE AND CONSTRUCTION**			

		REAL PROPERTY PROGRAM AND PROJECT MANAGEMENT		
			Z101	Corps of Engineers Program and Project Management
			Z110	Management of Major Construction of Real Property
			Z120	Real Estate/Real Property Acquisition
			Title, Outgranting, and Disposal of Real Estate/Real Property	
			Z135	Title, Outgranting & Disposal of Real Estate/Real Property-National Projects
			Z138	Title, Outgranting and Disposal of Real Estate/Real Property-Local Projects
			Architect-Engineering Services	
			Z145	Architect-Engineering-National Projects
			Z148	Architect-Engineering-Local Projects
			Z199	Other Real Prop. Program & Project Management Activities
		REAL PROPERTY MAINTENANCE, REPAIR AND CONSTRUCTION		
			Z991	Minor Construction, Maintenance & Repair of Family Housing & Structures
			Z992	Minor Constr. M&R of Buildings & Structures Other Than Family Housing
			Z993	Maintenance and Repair of Grounds ~~and Surfaced Areas~~
			Z994	Maintenance and Repair of Surfaced Areas
			Z997	Maintenance and Repair of Railroad Facilities
			Z998	Maintenance and Repair of Waterways & Waterfront Facilities
			Z999	Maintenance, Repair, & Minor Construction of Other Real Property
~~4-68~~	**GROUP 10-CIVIL WORKS**			
			Q120	Civil Works Management
			Q220	Water Regulatory Oversight and Management
			Q240	Natural Resources Oversight and Management
			Q260	Civil Works Planning Production and Management
			Q420	Bank Stabilization
			Q440	Maintenance of Open Waterways for Navigation
			Q460	Maintenance of Jetties and Breakwaters

			Q520	Operation and Maintenance of Locks and Bridges
			Q540	Operation and Maintenance of Dams
			Q560	Operation and Maintenance of Hydropower Facilities
			Q580	Operation and Maintenance of the Washington Aqueduct
			Q620	Operation and Maintenance of Recreation Areas
			Q999	Other Civil Works Activities
~~4-71~~	~~**GROUP 11-PERSONNEL AND SOCIAL SERVICES**~~			
	GROUP 11-MILITARY COMMUNITY AND FAMILY PROGRAMS			
		~~***CIVILIAN PERSONNEL SERVICES***~~		
			~~B710~~	~~Civilian Personnel Management~~
			~~B720~~	~~Civilian Personnel Operations~~
		~~***MILITARY PERSONNEL SERVICES***~~		
			~~B810~~	~~Military Personnel Management~~
			~~B820~~	~~Military Recruiting and Examining Operations~~
			~~B830~~	~~Military Personnel Operations~~
		~~***PERSONNEL SOCIAL ACTION***~~ ***FORCE RESILIENCY PROGRAMS***		
			B910	~~Personnel Social Action~~ Force Resiliency Program~~s~~ Management
			B920	~~Personnel Social Action~~ Force Resiliency Program Operations
			B999	Other ~~Personnel~~ Force Resiliency Activities
		~~***SOCIAL SERVICES***~~		
			~~***Commissary and Military Exchange Operations***~~	
		COMMISSARY AND MILITARY EXCHANGE OPERATIONS		
			G006	Commissary and Military Exchange Management
			G008	Commissary Operations
			G013	Military Exchange Operations
			~~***Community and Family Services***~~	
		MILITARY COMMUNITY AND FAMILY SUPPORT SERVICES		

			G050	Military Community and Family Support Services Management
			G060	Military and Family Readiness Support Center Services
			G061	Exceptional Family Member Programs
		MORALE, WELFARE, AND RECREATION (MWR) SERVICES		
			~~G055~~	~~Morale, Welfare, and Recreation (MWR) Services~~
			~~G060~~	~~Family Center Services~~
			G020	MWR Mission Sustaining Programs Management
			G021	MWR Mission Sustaining Programs Operations
			G022	MWR Community Support Programs Management
			G023	MWR Community Support Programs Operations
			G024	MWR Revenue Generating Programs Management
			G025	MWR Revenue Generating Programs Operations
		CHILD AND YOUTH PROGRAMS		
			~~G065~~	~~Child Care and Youth Programs~~
			G066	Child Development Early Care and Education Program Management
			G067	Child Development Early Care and Education Program Activities
			G068	School Age Care Programs Management
			G069	School Age Care Programs Activities
			G070	Youth Programs Management
			G071	Youth Programs Activities
			G072	Child and Youth Training and Curriculum Support
			G073	Family Child Care
			G074	Resource and Referral
			~~***Other Social Services***~~	
		SOCIAL SERVICES PROGRAMS		
			G080	Homeowners' Assistance Program
			G090	Employee Relocation Assistance Program

			G105	Recreational Library Operations
			G210	Postal Services
			~~G220~~	~~Military Bands~~
			G900	Chaplain Activities and Support Services
			G902	Casualty Assistance and Mortuary Affairs
			G910	Temporary Lodging Services
			G999	Other Social Services
~~4-79~~	**GROUP 12-EDUCATION AND TRAINING**			
		MILITARY EDUCATION AND TRAINING		
			U001	Management and Oversight of Military Education and Training
			U050	Military Institutional Education and Training Management
			U060	International Security Program
			U100	Recruit Training
			U150	Multiple Category Training
			U200	Officer-Acquisition (Pre-Commissioning) Training
			U300	Specialized Skill Training
			U400	Flight Training
			Professional Development Education	
			U510	Professional Military Education
			U520	Graduate Education (Fully Funded, Full Time)
			U530	Other Full-Time Education Programs
			U540	Off-Duty and Voluntary Education Programs
			U550	Training Development and Support for Military Education & Training
			U599	Other Military Education and Training Activities
		CIVILIAN EDUCATION AND TRAINING		
			U605	Management and Oversight of Civilian Education and Training
			U620	Management of Civilian Institutional Training, Education & Development

			U630	Acquisition Training, Education, and Development
			U640	Civil Works Training, Education, and Development
			U650	Intelligence Training, Education, and Development
			U660	Medical Training, Education, and Development
			U699	Other Civilian Training, Education, and Development
		DEPENDENT EDUCATION		
			U710	Management and Oversight of Dependent Education
			U720	Dependent Education Field Management
			U760	Dependent Education - Teacher Instruction
			U770	Dependent Education - Substitute Instruction
			U780	Dependent Education - Aides for Instruction
			U799	Other Dependent Education Activities
~~4-85~~	**GROUP 13-HEALTH SERVICES**			
			H010	Health Services Management
			H050	Hospital/Clinic Management
			H100	Medical Care
			H102	Surgical Care
			H106	Pathology Services
			H107	Radiology Services
			H108	Pharmacy Services
			H113	Dental Care
			H116	Veterinary Services
			H119	Preventive Medicine
			H125	Rehabilitation Services
			H127	Alcohol and Drug Rehabilitation
			H203	Ambulatory Care Services
			H250	Medical and Dental Devices Development

			H350	Hospital Food Services and Nutritional Care
			H450	Medical Records and Medical Transcription
			H650	Hospital Supplies and Equipment
			H710	Medical Transportation Services
			H999	Other Health Services
	~~CATEGORY II - FORCES AND DIRECT SUPPORT~~			
~~4-87~~	**GROUP 14-COMMAND AND ~~INTELLIGENCE~~ CONTROL**			
		OPERATIONAL COMMAND AND CONTROL		
			M120	Combatant Commander Command Authority
			M145	Military Department Command Authority
			M150	Support to the Combatant Commanders – Information Sharing Systems
			M155	Operational Contract Support (OCS)
			~~M160~~	~~Information Operations~~
			M199	Other Operational Command and Control Activities
		UNMANNED SYSTEMS OPERATIONAL COMMAND AND CONTROL		
			M170	Unmanned Systems Command and Control Activities
			M179	Other Unmanned Systems Command and Control Activities
		~~***INTELLIGENCE***~~		
			~~M301~~	~~Intelligence Management~~
			~~M302~~	~~Intelligence Policy and Coordination~~
			~~M310~~	~~Counterintelligence~~
			~~M311~~	~~Human Intelligence (HUMINT)~~
			~~M312~~	~~Imagery Intelligence (IMINT) DoD~~
			~~M313~~	~~Signals Intelligence (SIGINT)~~
			~~M316~~	~~Geospatial Intelligence~~
			~~M318~~	~~Geospatial Intelligence Acquisition and Processing~~
			~~M320~~	~~Open Source Intelligence (OSINT) Collection/Processing~~

			~~M322~~	~~Language Exploitation~~
			~~M324~~	~~Multidisciplinary Collection and Processing~~
			~~M326~~	~~Intelligence Communications and Filtering~~
			~~M328~~	~~All Source Analysis~~
			~~M330~~	~~Intelligence Production Integration and Analytic Tools~~
			~~M334~~	~~Intelligence Requirements Management and Tasking~~
			~~M399~~	~~Other Intelligence Activities~~
~~4-92~~	**GROUP 15-EXPEDITIONARY FORCES~~ DEFENSE—OPERATING FORCES~~**			
			~~*Expeditionary Force Operations*~~	
			M415	Combat
			M480	Combat Support
			M510	Combat Service Support
~~4-93~~	**GROUP 16-HOMELAND DEFENSE~~—OPERATING FORCES~~**			
			M610	Homeland Defense Operations
~~4-94~~	**GROUP 17-SPACE ~~DEFENSE—OPERATING FORCES~~**			
			M800	Space Management and Oversight
			M805	Space Operations Command and Control
			M810	~~Military~~ Space Operations
			M820	Spacelift and Reconstitution
			M899	Other Space Activities
~~4-95~~	~~**GROUP 18-CYBERSPACE OPERATIONS—OPERATING FORCES**~~			
	GROUP 18-INFORMATION CAPABILITIES			
			~~M910~~	~~Computer network attack (CNA) & Computer Network Exploitation (CNE)~~
			~~M930~~	~~Information Assurance/Computer Network Defense (IA-CND)~~
		~~*MILITARY INFORMATION SUPPORT OPERATIONS (MISO)*~~		
			M201	Military Information Support Operations Management and Oversight
			M202	Military Information Support Operations Program Activities and Operations

		CIVIL MILITARY OPERATIONS (CMO)		
			M211	Civil Military Operations Management and Oversight
			M212	Civil Military Operations Program Activities and Operations
		PUBLIC AFFAIRS		
			Y501	Public Affairs Management and Oversight
			Y515	Public Affairs Program Activities and Operations
			G220	Military Bands
			G221	Military Bands Management
		VISUAL INFORMATION		
			Y560	Visual Information Management and Oversight
			Y570	Visual Information Program Activities and Operations
		INTELLIGENCE		
			M301	Intelligence Management and Oversight
			M302	Intelligence Policy and Coordination
			M310	Counterintelligence
			M311	Human Intelligence (HUMINT)
			M313	Signals Intelligence (SIGINT)
			M316	Geospatial Intelligence (GEOINT)
			M320	Open Source Intelligence (OSINT) Collection/Processing
			M324	Multidisciplinary Collection, Processing, and Exploitation
			M326	Intelligence Communications and Filtering
			M328	All Source Analysis
			M330	Intelligence Production Integration and Analytic Tools
			M334	Intelligence Planning, Requirements Management and Tasking
			M335	Measurement and Signature Intelligence (MASINT)
			M336	Technical Intelligence (TECHINT)
			M337	Identity Intelligence (I2) Applications

			M340	Cyber Intelligence Planning
			M399	Other Intelligence Activities
		CYBERSPACE OPERATIONS		
			M900	Cyberspace Policy, Management, and Oversight
			Offensive Cyberspace Operations	
			M910	Offensive Cyberspace Operations Management and Oversight
			M911	Offensive Cyberspace Operations Activities
			M919	Other Offensive Cyberspace Operations Activities
			DoD Information Networks (DODIN) Operations	
			M920	DODIN Operations Management and Oversight
			M921	Computer System Operations/Management
			M922	Database Operations/Management
			M923	Network Infrastructure Operations/Management
			M924	Knowledge Management
			M925	Technical Support/Service Desk Operations/Management
			M926	Research, Testing, Development, and Evaluation (RTD&E) Operations/Management
			M927	Network Architecture/Planning
			M929	Other DODIN Operations Activities
			Defensive Cyberspace Operations	
			M930	Cyberspace Security/Defense Management and Oversight
			M931	Infrastructure Support
			M932	Incident Response/Forensics
			M933	Information Systems Security Operations/Management
			M934	Communications Security (COMSEC)/Cryptographic Key Management
			M935	Hardware/Software Assessment
			M936	Security Architecture/Planning

			M937	Security/Vulnerability Assessment
			M939	Other Cybersecurity/Defense Activities
		COMMUNICATIONS, TRANSMISSION, AND DECISION SUPPORT SERVICES		
			W100	Communications, Transmission, & Decision Support Services Management
			Communications Services	
			W210	Telephone Systems
			W220	Telecommunications Centers
			W299	Other Communication Systems
			Transmission Systems (Radio/Satellite) Services	
			W320	Transmission Systems Operation (e.g., HF, SHF, UHF, VHF, Satellite Bands)
			W330	Transmission Spectrum Management
			W389	Other Transmission Services
			Decision Support Services	
			W430	Mapping and Charting
			W440	Meteorological & Geophysical Services
			W499	Other Decision Support Services

Function code descriptions

~~CATEGORY I—INFRASTRUCTURE~~

GROUP 1—FORCE MANAGEMENT AND GENERAL SUPPORT

MANAGEMENT AND OPERATION OF THE DOD

Y105 Defense Direction and Policy Integration. This function is generally performed at the highest levels of the OSD and Military Departments to include offices of the Secretaries, and those Under and Assistant Secretaries, or special assistants, and select policy offices involved in defense direction and policy integration. Operations include planning, policy formulation, policy direction of ongoing military activities, and security affairs (e.g., international security affairs, threat reduction and counter-proliferation policy, international negotiations and regional affairs, U.S. bilateral security relations with foreign countries on political-military policy, and Prisoner Of War /Missing Personnel Affairs). This function includes those elements that provide policy integration and direction for multiple functions listed below (e.g., the Under Secretary of Defense for Acquisition, Technology and Logistics). It also includes those elements that perform activities not specifically addressed by other management function codes and that provide defense direction and policy integration (e.g., Assistant Secretary of Defense for Reserve Affairs). This function excludes operational planning and control coded Y210 and those U.S. international policy activities coded M610.

Y115 Joint Staff Direction of the Armed Forces. This function includes assisting the President, National Security Council, and Secretary of Defense with decisions concerning the strategic direction of the Armed Forces (including the direction of operations conducted by the Commanders of the Unified and Specified Combatant Commands). It also includes exercising exclusive direction of the Joint Staff and acting as spokesman for the Commanders of the Combatant Commands, especially on the operational requirements of their commands, and overseeing the activities of the Combatant Commands. This also includes preparing strategic and contingency plans; assessments of critical deficiencies and strengths of the Armed Forces; advice on requirements, programs, and budgets; doctrine for the joint employment of the Armed Forces; policies for joint training, and advice on other matters addressed in Section 153 of Title 10, U.S.C. Combatant Command and Service Component Command functions are coded M120 and M145.

Y199 Other Force Management and General Support Activities. This function includes force management and general support activities not addressed by other function codes.

OPERATION PLANNING AND CONTROL

Y210 Operation Planning and Control Oversight and Management. This function includes oversight, direction and control of subordinate organizations responsible for the evaluation of military forces (e.g., readiness), war plans, military strategies, development planning, emergency preparedness, and mobilization planning. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and, allocating resources. It typically includes oversight and approval of mission analyses and materiel requirements; analysis of the utilization of military resources; and, assessments of those infrastructure operations that directly relate to operational planning and control to include strategic and business planning.

Y215 Operation Planning and Control. This function includes operations performed outside the management and oversight functions that directly support operational planning and control. This includes the development and integration of doctrine; force development planning and organizational concepts; materiel requirements definition and validation; development of strategy plans/policies (e.g., combat maneuver development), war plans, and operations/contingency plans; and support for other combat development programs and projects. This function is typically performed by such organizations as the Command and General Staff College, Service school's combat development activities, Combined Arms Combat Development Activities, the Air Force Doctrine Center, TRADOC Operations Research Activity, Combined Arms Operation Research Activity (CAORA), and TRADOC Research Element Monterey (TREM). This function excludes training development operations coded U550 and readiness planning coded Y220.

Y217 Combat Development Evaluations and Experimentation. This function includes the experimentation, testing, and reviews necessary to develop or validate new doctrine, materiel systems, and organizations for the military Services. This includes recurring support activities dedicated to the combat development test and experimentation mission and associated with approved tests, experiments, and evaluations. This also includes conducting and managing a range of activities required for maintaining or upgrading operational systems after the initial acquisition process and completion of operational test and evaluation (OT&E) including: Force Development Evaluation (FDE), Tactics Development and Evaluation (TD&E), and Weapons System Evaluation Programs (WSEP). This function excludes test and evaluation operations that support the defense systems acquisition process coded A620.

Y220 National Mobilization and Emergency Preparedness Management. This function includes the formulation and execution of plans, programs, and procedures for domestic and national security emergency preparedness. This includes coordination and publication of

emergency preparedness plans and oversight of engineering and operational readiness for actual emergency situations and exercises. This also includes management of mobilization readiness programs to include training exercises; development of operational plans for all contingencies; performance assessments; and, formulation of remedial action programs. This function is performed at military installations, bases, facilities, and other organizations such as the Army Corps of Engineers' district and division offices.

MANPOWER MANAGEMENT

Y240 Manpower Management. This function includes oversight, direction, and control of subordinate manpower offices and centers through developing and issuing manpower management policies; providing policy guidance; reviewing and evaluating program performance; and, conducting or reviewing mid- and long-range planning, programming, and budgeting.

Y245 Manpower Management Operations. This function includes manpower operations typically performed by manpower offices, centers, and field operating agencies at all levels within the Department. Manpower operations typically include assessing processes, procedures, and workload distribution; designing organizational structures; business process reengineering; validating workload and determining manpower requirements; and, tracking, reporting, and documenting manpower numbers. It includes determining manpower for existing or new mission requirements, new defense acquisition systems (e.g., major weapon systems and automated information systems), functional or mission realignments and transfers; downsizing and reinvention initiatives; and, process improvements. This function includes manpower support when determining manpower for: combat development; manpower mobilization planning; the defense planning, programming, and budget process; the manpower resource allocation process; the commercial activities program; and, other outsourcing and privatization initiatives. It also includes centralized control of information and data relating to missions, workload, and performance that support reengineering of functional processes and procedures and restructuring organizations.

CIVILIAN PERSONNEL SERVICES

B710 Civilian Personnel Management. This function includes the oversight, direction and control of civilian personnel programs and/or subordinate civilian personnel offices (e.g., customer support units and service centers). Civilian personnel management activities typically include development, issuance and defense of civilian personnel policies; and

providing policy guidance; reviewing and evaluating program performance; and, conducting mid- and long-range planning.

B720 Civilian Personnel Operations. This function includes operations typically performed by civilian personnel and/or human resources offices, field operating agencies, or service centers. Civilian personnel operations typically include recruitment (to include advertising); staffing; and employee relations advisory services; qualification determinations; classification of positions; benefits, compensation, and retirement counseling and processing; employee development; processing of personnel actions to include awards; labor relations; and, administration of the performance management process.

MILITARY PERSONNEL SERVICES

B810 Military Personnel Management. This function includes the oversight, direction, and control of subordinate military personnel offices (e.g., military personnel field operating agencies and recruitment centers). Military personnel management activities typically include developing and issuing military personnel policies (e.g., compensation, retention and accession policy) and providing policy guidance; reviewing and evaluating program performance (e.g., officer and enlisted personnel management and recruiting and examining programs); and conducting mid- and long-range planning.

B820 Military Recruiting and Examining Operations. This function includes operations typically performed by field recruiting centers (e.g., recruiting commands, stations, and offices) and examining activities (e.g., Armed Forces Examination and Entrance Stations, Armed Forces Central Test Scoring Agency, Defense Medical Review Board, U.S. Army Reception Centers, and USAF Personnel Processing Groups/Squadrons). This includes recruiting efforts for all active and reserve military (e.g., officer and enlisted special operations recruiting, high school testing programs, ROTC referral programs) and advertising for the procurement or retention of military personnel. It also includes administering physical, mental, and vocational aptitude examinations and performing evaluations of administrative, medical, mental, and moral suitability for military service.

B830 Military Personnel Operations. This function includes operations typically performed by military personnel offices or field operating agencies. Military personnel operations typically include distribution and assignment of military personnel; professional development; promotions; compensation; entitlements; awards and decorations; retention; and separations. This may also include acting as the functional proponent for the military personnel management system; management of the military occupational classification and structure; execution of the officer and enlisted evaluation system; management of overseas and

sea-to-shore rotation; and, implementation of various personnel management programs in support of legislative requirements. In addition, this includes maintenance and processing of personnel records and requests; separations; personnel support to family members and retired military personnel; and, personnel management support (e.g., developing and maintaining strength data).

~~*SUPPORT EXTERNAL TO DOD*~~

SECURITY COOPERATION PLANS AND ACTIVITIES

Y309 Management and Oversight of Security Cooperation Programs and Activities. This function includes the oversight, direction, and control of security cooperation programs and activities through developing and issuing policies; providing policy guidance; reviewing, analyzing and evaluating program performance; and conducting or reviewing mid- and long-range planning, programming, and budgeting for security assistance programs.

Y310 Management and Oversight of Foreign Military Sales and Security Assistance. This function includes the oversight, direction, and control of Security Assistance programs that provide defense articles, military training, and other defense related services, by grant, credit, cash, sale, lease, or loan. This includes Foreign Military Sales, Peacekeeping Operations, Presidential Draw-downs, Co-production Programs, Transfer of U.S. Technology, and the International Military Education and Training Program. This function is typically performed by the OSD, the Joint Staff, and Military Department Headquarters down to and including the headquarters of all major commands. This includes developing and issuing security assistance policies and providing policy guidance (e.g., release of U.S. military technology and technical data); reviewing and evaluating program performance; and, conducting mid- and long-range planning programming and budgeting for security assistance programs.

Y311 Security Assistance Contacts. This function includes programs and activities that enable defense and military leaders to engage with partner counterparts for discussions, exchanges of tactics, joint planning, and other purposes. Examples include such activities as Key Leader Engagements, Traditional Combatant Commander's Activities, the State Partnership Program, ship visits, and other base/installation visits.

Y312 Defense Support to Public Democracy and Personnel Exchanges. This function includes programs and activities that support U.S. Government public diplomacy efforts by engaging key foreign audiences to advance U.S. interests. This includes public affairs activities conducted in support of overt U.S. Government international public information efforts designed to promote U.S. foreign policy objectives by seeking to understand, inform, and influence foreign audiences and opinion makers, and by broadening the dialogue between U.S.

citizens and institutions and their counterparts abroad. It also includes programs and activities that provide a variety of options for conducting exchanges of military and civilian defense personnel with partner counterparts, including the Military Personnel Exchange Program and the Defense Personnel Exchange Program.

Y313 Defense Institution Building, Educational and Training Activities, and Multinational Exercises and Training. This function includes programs and activities that help a partner nation develop more effective defense institutions ensuring effective oversight, management and execution of logistics, personnel, and resource management, strategy, policy, and doctrine (e.g., the Ministry of Defense Advisors Program and the Defense Institutional Reform Initiative). It also includes programs and activities that support participation of partners in relevant multilateral education and training programs to educate partners on specific topics (e.g., the Regional Centers for Security Studies, the Inter-American Air Forces Academy, and international engagement authorities for Service Academies). Finally, this function includes programs and activities that enable U.S. forces to meet training requirements and improve readiness with the benefit of helping partners develop skills and operational concepts in line with U.S. interests.

Y314 Global Health Engagement (GHE) and Humanitarian Assistance. This function includes programs and activities that include health-related military-to-military and military-to-civilian engagement activities with partners in support of joint and civil-military operations. It also includes humanitarian and civic assistance programs and activities provided in conjunction with military operations, exercises, transportation of humanitarian relief, and provision of excess non-lethal supplies for humanitarian assistance purposes.

~~**Y315 Foreign Military Sales and Security Assistance Program Management.** This function includes managing foreign military sales and security assistance programs to include managing formal contracts and agreements between the U.S. and authorized recipient governments or international organizations. This also includes managing foreign country funds (including the administration of funds placed in U.S. trust fund accounts), and managing and accountability for quality assurance, acquisition, and program management with regard to articles and services provided to the customer. (See the list of Security Assistance Organizations in Enclosure N to Chairman of the Joint Chiefs of Staff Instruction (CJCSI) 1001.01B.)[11]~~

Y315 Equipping Foreign Military Sales (FMS)/Foreign Military Financing (FMS). This function includes the group of programs authorized by the Foreign Assistance Act of 1961 (as amended), the Arms Export Control Act of 1976 (as amended), and other related statutes by

~~[11] CJCSI 1001.01B, "Joint Manpower and Personnel Program," October 7, 2014.~~

which the United States provides defense articles, by grant, loan, credit or cash sales, in furtherance of national policies and objectives.

Y316 Infrastructure. This function includes programs and activities that include military construction investments and cooperative infrastructure development with allies and international partners in host-nation installations.

Y317 Support to Operations. This function includes programs and activities that include targeted assistance designed to enable partners to participate in coalition operations, including developing specific capabilities necessary for such operations, by enhancing interoperability among coalition partners, by sustaining partner operations in cases where partners cannot sustain operations on their own.

Y318 Train and Equip-Building Partnership Capacity (BPC). This function includes Title 10 programs and activities that provide materiel assistance and related tactical and operational training to partners to develop specific defense capabilities (e.g., the consolidated train-and-equip programs).

Y319 Other Security Cooperation Activities. This This function includes programs and activities that are part of overall DoD security cooperation efforts that provide opportunities for engagements between DoD elements and partner nations, but fall outside the scope of the other security cooperation function codes.

~~**Y320 Support Provided Outside the DoD.** This function includes support and services provided to the White House, Congress, Department of State, other federal agencies, international organizations, and foreign nations.~~

- ~~Support to the White House, Congress, State Department, and Other Federal or State Agencies. This includes services provided to the White House (e.g., the White House Support Group), Executive Offices of the President, Congress, the Department of State (e.g., U.S. embassies), the Commerce Department, Interior Department, Justice Department, Transportation Department, Environmental Protection Agency, National Science Foundation, and other federal agencies.~~
- ~~Support to International Organizations. This includes support to international organizations, such as NATO. (See Enclosure L to the CJCSI 1001.01B for an explanation of U.S. manpower for NATO military commands and agencies.)~~
- ~~Support to Other Nations. This includes support provided to foreign nations (as outlined in foreign military sales agreements) that is not addressed by one of the other function codes or that is unknown. The DoD is totally reimbursed for this support by the foreign country either directly or indirectly through administrative or accessorial surcharges.~~

LEGAL SERVICES

Y405 Legal Services Management. This function includes oversight, management, and control of legal programs and/or subordinate legal offices. Legal services include, but are not limited to, providing legal advice to or on behalf of senior Departmental officials; developing, issuing, and defending legal policies and providing policy guidance; reviewing, analyzing, and evaluating program performance; allocating and distributing resources; and, conducting or reviewing mid- and long-range planning, programming, and budgeting.

Y415 Legal Services and Support. This function includes the management of, and operations typically performed by, legal offices at all levels within the DoD. Legal operations typically include, but are not limited to, legal advice to commanders, directors, managers, supervisors, and members of their organizations as well as to individual military members, civilian employees, eligible family members, and retirees. This includes representation of DoD Components and organizations to other foreign, state, and local governments; other U.S. government agencies; and private organizations and persons. This includes participation in administrative and judicial litigation (to include military justice); adjudication of military justice trial and appellate court cases; and, adjudication of claims and security clearance investigations. It also includes court reporting and legal and litigation studies. Any legal related function not falling within the Y405 definition is to be identified as Y415.

- Criminal Justice includes overseeing the investigation of and response to criminal conduct and misconduct on and off base. It includes the implementation, execution, processing, management, oversight, administration, and record-keeping of the military criminal justice system in accordance with the Uniform Code of Military Justice (UCMJ), Manual for Courts-Martial, and applicable regulations. It includes operations directly involved in the apprehension, prosecution, defense, adjudication, sentencing and confinement of those military members suspected of or charged with criminal offenses under the UCMJ. Criminal Justice responsibilities include research, legal advice, services and support to individual military members suspected and/or charged with an offense, and to commanders responsible for maintaining good order and discipline within the Armed Forces, administrative efficiency in judicial processes, and the high morale of military forces. Actions in support of these responsibilities include advising and monitoring the urinalysis drug testing program, the operation and management of a non-judicial punishment system for minor offenses under the UCMJ, participation in administrative actions and pretrial proceedings, military justice judicial litigation as presiding judges, prosecutors or defense counsel in criminal trials by court-martial, duties as appellate advocates and jurists in appellate court proceedings, and legal services

as advisors on criminal law and discipline to military commanders and court-martial convening authorities.

~~***PUBLIC AFFAIRS.*** *Public affairs activities and operations ensure the free flow of information regarding the policies, programs, and priorities of the DoD and its leadership, including the Secretary and Deputy Secretary of Defense, the Chairman of the Joint Chiefs of Staff, the heads of DoD Components, and other Departmental leaders, to American citizens and the general public, the news media, the military and civilian audiences internal to the DoD, other government agencies, and non-government organizations and associations. This communications function is conducted through various public affairs programs, notably public information, media relations, community relations, command/internal information, and various outreach efforts that enhance the understanding of DoD issues by external and internal audiences.~~

~~**Y501 Public Affairs Management.** This function includes oversight, direction, and control of the respective Public Information, Command/Internal Information, and Community Relations Programs. Functional objectives are achieved through the development and issuance of programmatic policy and policy guidance; oversight, review, and evaluation of program performance of subordinate organizations; allocation and distribution of resources; and mid- and long-range planning, programming, and budgeting. This function includes providing advice and counsel to respective senior leadership and staff and subordinate public affairs activities and operations in formulating decisions, policies, and positions regarding public affairs issues and issue management. This function also includes serving as the official spokesperson at the respective organizational level on public issues and interests. Public Affairs deals with issues of public interest and communicating with and informing the internal DoD and external publics on those issues. This function does not include oversight of liaison support for protocol matters concerning official visits, ceremonies, and events that are coded Y525. It also excludes oversight of legislative liaison work performed as part of the legislative affairs activity coded Y610.~~

~~**Y515 Public Affairs Program Activities and Operations.** This function includes providing program management and operational guidance of public affairs activities and operations to include producing and providing public affairs policies, products, and services. Functional objectives are achieved by the review of policies; development and issuance of policies and operating guidance; planning, programming, and budgeting; and evaluating operational performance and management of public affairs operating activities and their associated policies, products and services. This function may include providing advice and counsel to respective leadership and staff and subordinate public affairs activities and operations in formulating decisions, policies, and positions regarding public affairs issues and issue management. This function may also include serving as the official spokesperson at the respective organizational level on public issues and interests. This function includes editorial~~

~~operations; speech writing; newspaper, bulletin, and magazine publication; community relations programs; speakers bureaus; press releases and stories; broadcasting; Worldwide Web and other Internet operations, products, and services; media relations and operations; public communication and correspondence; and command and internal information and communications. Public Affairs deals with issues of public interest and communicating with and informing the internal DoD and external publics on those issues. This function excludes liaison support for protocol matters concerning official visitations, ceremonies, and events that are coded Y525. It also excludes legislative liaison activities coded Y620 and advertising support for military and civilian recruiting coded B820 and B720, respectively. The Public Affairs function may be performed by offices at all levels within the DoD. Excluded are those public affairs activities and operations performed exclusively by and within the operating forces as an integral part of military operations which are coded using the appropriate M codes.~~

PROTOCOL OPERATIONS

Y525 Protocol Operations. This function includes program management and operational guidance of protocol operations to include providing liaison, coordination, and official representation services. This function includes providing advice and counsel to respective leadership and staff, and subordinate protocol offices regarding protocol matters and issues. This function also includes conducting and coordinating required support, and developing and determining the correct policy, guidance, plans, processes, and procedures to be used to ensure the appropriate orders of precedence and etiquette are followed when hosting or conducting various types of visitations, ceremonies, and events. It also may include providing official liaison between organizations both internal and external to the Department. This function does not include Public Affairs operations (coded Y515) that deal with issues of public interest and communicating with and informing the internal DoD and external publics on those issues. This function also does not include legislative liaison activities coded Y620. The protocol function may be performed by offices at all levels within the DoD.

Y527 Other Protocol Activities. This function includes protocol activities not addressed by other function codes such as escorting distinguished visitors at major command headquarters and ceremonial duties to include honor guard and firing squad duties at funerals and other ceremonies.

~~***VISUAL INFORMATION.*** *This includes the production, distribution, and life cycle management of products and services that effectively communicate information through visual and/or aural means. This includes still photography, motion picture photography, video or audio recording, graphic arts, visual presentation services, and the associated support processes.*~~

~~**Y560 Visual Information Management.** This function includes the oversight, direction, and control of the Visual Information and Combat Camera Programs. Functional objectives are achieved through the development and issuance of programmatic policy and policy guidance for Visual Information and Combat Camera Programs; oversight, review, and evaluation of program performance of subordinate organizations; allocation and distribution of resources; and, mid- and long-range planning, programming, and budgeting.~~

~~**Y570 Visual Information Program Activities and Operations.** This function includes program management and operational guidance of visual information operations to include producing and providing visual information products and services (either through in-house capabilities or acquired through contract support) other than those that are an integral part of Combat Camera operations. Functional objectives are achieved by the development, issuance, and review of operating guidance; planning, programming, and budgeting; and evaluating operational performance and management of Visual Information support and Combat Camera operations. This also includes the design, generation, storage, production, distribution, disposition, and life cycle management of still photographs, digital still images, motion pictures, analog and digital video recordings, visual information productions, certain graphic arts (such as paintings, line drawings, and montages) and related captions, overlays, and intellectual control data other than those in direct support of Combat Camera operations. This function may be performed at all levels within the DoD. Combat Camera operations are coded using the appropriate M codes.~~

LEGISLATIVE AFFAIRS

Y610 Legislative Affairs Management. This function includes the oversight and management of the DoD legislative program; arrangement for witnesses and testimony at Congressional hearings; coordination of responses to Congressional inquiries; DoD support of Congressional travel; arrangements for security clearances for members of Congressional staffs; and internal coordination of Departmental transcripts.

Y620 Legislative Affairs. This function includes oversight and monitoring of the Department liaison activities with the United States Congress and communication of the Administration's and the Secretary of Defense's position on the DoD legislative agenda to senior leadership of the DoD.

HISTORICAL AFFAIRS. *This includes management of historical writings, research, studies, analyses, and heraldry programs, as well as the provision of historical or heraldry services.*

Y710 Historical Affairs Management. This function includes the oversight, direction, and control of historical and museum program operations and subordinate offices and museums through developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; and, conducting or reviewing mid- and long-range planning, programming, and budgeting.

Y720 Historical or Heraldry Services. This function includes operations that preserve, critically interpret, disseminate, and teach military history and heraldry; provide historical advice; and stimulate historical mindedness. This includes providing historical information and "lessons learned" to support problem solving and decision making through well-researched historical studies, analyses, and institutional memory. This includes establishing command historical programs to include monographs; histories; documentary collections; oral history interviews; and doctrinal and special studies on topics and events of historical significance to the command and/or military service. This also includes preparing historical manuscripts for publication; preparing the command's annual history; establishing and maintaining historical research collections; and, responding to historical inquiries from the Commander/Administrator, other Services, other units, organizations (e.g., veteran organizations), and the general public.

Y730 Museum Operations. This function includes daily operation of military museums (e.g., greeting and providing services to the public and other patrons of the museum) and management of historical collections (e.g., military artifacts and works of art). It also includes work involved with how ~~A~~artifacts and art placed within the custody and care of the museum are identified, designated, preserved, conserved, registered, and cataloged.

ADMINISTRATIVE SUPPORT

Y810 Administrative Support & Federal Compliance Management. This function includes the oversight, direction, and control of administrative support programs, statutory programs (e.g., the Freedom of Information Program, Defense Privacy Program, and Federal Voting Assistance Program) and subordinate offices, centers, and libraries. This includes establishing policies, procedures, and practices to ensure compliance with Federal guidelines (e.g., compliance with Paperwork Reduction Act and the Administrative Procedures Act); providing guidance on program implementation; analyzing, evaluating, and reviewing performance; and where mandated, submission of statutory reports. This includes oversight of federal compliance of administrative programs, administrative management and correspondence services; documentation services; directives and records management services; microfilming, digital archival and library services; printing and reproduction services; and, document automation and production services.

Y815 Federal Compliance of Administrative Programs. This function includes providing program management and operational guidance for the Freedom of Information Program, Defense Privacy Program, Federal Voting Assistance Program, Paperwork Reduction Act, Administrative Procedures Act, and other similar programs to ensure compliance with federal statutory and regulatory guidelines. This may include providing advice and assistance to senior leaders and staff at all levels of the Department. This also may include serving as the official spokesperson at the designated organizational level on program issues and matters.

Y820 Administrative Management and Correspondence Services. This function includes services typically performed by internal mail and messenger centers, administrative support offices and centers, as well as administrative support that is severable from the function it supports. It includes general clerical, secretarial, and administrative support duties; coordination, processing, and distribution of ~~paper~~ communications and general service messages; translation services; management and processing of forms; maintenance and control of administrative services contracts; travel charge card administration and management; and, other management record-keeping duties.

Y830 Documentation Services. This function includes services typically performed by ~~word processing~~ document centers to include the creation, maintenance, and disposition of documents; documents storage; and, retrieval systems and services. This excludes warehousing of publications coded T150.

Y840 Directives and Records Management Services. This function includes services typically provided by forms and records management centers and offices to include manuscript preparation and writer-editor services; retirement/warehousing of records; filing and retrieval of documents; design, coordination, indexing, distribution, and periodic review of forms, directives, regulations, orders, and other official publications; and, authentication and distribution of administrative orders. This function excludes warehousing and distribution of publications coded T150.

Y850 Microfilming and Library Services. This function includes services typically provided by microfilming centers; technical information centers; and reference and technical libraries at hospitals, shipyards, schools and other DoD facilities. This includes the production of a variety of microfilm products including 105MM Computer Output Microfilm (COM) masters and duplicates from data center data-streams, 105MM source document microfilm, and 35MM master and duplicate microfilm aperture cards. Digital archival, to include the digitizing of materials (e.g., textual documents, graphic illustrations, photographs, maps, microfilm, etc.) for digital preservation and electronic access, which includes the production of digital records through digital image capture; electronic records; and audio, video, or other multi-media medium coded as Y880. It excludes recreational library services coded G105.

Y860 Printing and Reproduction Services. This function includes support services typically performed by central printing and reproduction facilities to include printing, binding, duplication, and copying services. This excludes user-operated office copying and warehousing and distribution of publications coded T150.

Y880 Document Automation and Production Services. This function includes centralized conventional desktop publishing services (to include on-line binding and finishing services); centralized services for the conversion of digital files to publishing formats; and document/data conversion of legacy paper documents (to include oversized large formats), microfilm, and existing digital data to formats. It includes creation of interactive multi-media publications (to include merging of voice, video, and interactive digital files) and the conversion of existing digital files to formats which facilitate on-line access, retrieval, and viewing. This function also includes the management and maintenance of numerous digital document libraries and databases which house a variety of documents and data, including directives, regulations, administrative publications, specifications, standards, and contracting data for on-line access, retrieval, and viewing. It also includes the production of ISO ~~9660~~ compliant ~~CD-Recordables (CD-Rs)~~ digital read-only optical discs (CD-ROM/DVD) with associated labeling and packaging and the production of quick turnaround and short run-length black and white, spot/accent color, and full color output (to include oversized, large format output, signage and banners) from a variety of hardcopy and digital files.

Y899 Other Administrative Support Activities. This function includes administrative support activities not addressed by other function codes.

AUDITS, INSPECTIONS, AND ADMINISTRATIVE INVESTIGATIONS

Audits. *This includes internal and contract audits.*

I110 Audit Management. This function includes the management of audit programs and/or the oversight, direction, and control of subordinate audit organizations through developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting audits planning, programming, and budgeting; and/or allocating and distributing resources.

I120 Audit Operations. This function includes the supervision and performance of individual audits and evaluations.

I130 Audit Liaison Activities. This function includes monitoring all oversight activities to include external organizations including OSD(C) FIAR committee, DoD IG, GAO, DoD components, military services, and other Federal and independent public accountant auditors. Coordinate external audits by arranging entrance and exit conferences and providing all

resulting data requirements. Track all internal and external recommendations, corrective actions until completion, and report responses to the issuing organizations. Liaison oversees and coordinates agency follow-up on open recommendations resulting from audits (internal/external), inspections, and investigations. Maintains formal follow-up records.

Inspections

I300 Inspection Activities. This function includes assessing, assisting, and enhancing the ability of a command or component to prepare for and perform its assigned mission. This function includes activities required in determining compliance with established policies and procedures and identification of systemic issues and root cause for potential compliance problems.

Administrative Investigations

I400 Administrative Investigation Activities (Non-criminal). This function includes activities to conduct independent, fact-finding administrative investigations into alleged fraud, waste, abuse, and mismanagement of programs, personnel, and resources for non-criminal matters. It includes the operation of "Hotline" programs to receive, process, track, and respond to fraud tips, hotline complaints, and requests for assistance, as well as providing Fraud Awareness briefs and educational materials throughout the workforce. This function does not include support to law enforcement agencies in the conduct of criminal investigations coded I520 or cyber forensics laboratory activities for digital evidence collection and analysis coded M932.

~~**I510 Personnel Security (Clearances and Background Investigations).** This function includes the conduct and analyses of personnel security investigations and the continuing evaluation and administration of personnel, to assure (to the extent possible) that all personnel who are assigned sensitive duties or have access to sensitive or classified information/material are, and remain, loyal, reliable, and trustworthy. The level of investigation conducted and the cycle of re-investigation is commensurate with the level of sensitivity of the assigned duties of classified information assessed. Personnel security includes investigations into the suitability and personnel security clearance eligibility of military, DoD civilians, industrial contractor personnel, and other agency personnel as authorized. This includes initial investigations, reinvestigations, and adjudications. It also includes sensitive cases (e.g., White House and Senior Pentagon Officials), issue cases, and the oversight of overseas leads. It requires agency-to-agency contacts on National Agency Checks, FBI fingerprint/name checks, and other similar inquiries. These investigations may include checks into law enforcement files, financial records, and other pertinent records. They may also entail interviews of the subject, the subject's friends, co-workers, employers, neighbors, and other individuals, as appropriate.~~

~~I520 Criminal and Administrative Investigative Services. This function includes conducting felony investigations. Conducting investigations includes the conduct, supervision and management of all steps required to investigate criminal activities, e.g., interviews/interrogations, information gathering, polygraph, crime scene examination, forensic analysis, etc. The laboratories conducting forensic examinations are also included. Also included are investigative support, e.g., investigative assistants and analysis. This function is limited to organizations such as the Army Criminal Investigation Command, Naval Criminal Investigative Service, Air Force Office of Special Investigations and the Defense Criminal Investigative Service (DCIS). This function excludes law enforcement operations performed at installations and bases coded S500-S520 and Counterintelligence coded M310.~~

~~I530 Industrial Security. Industrial security regulates work that takes place in the private sector or in Government-owned/contractor operated facilities. It applies principles of personnel, physical and information security. This function includes the administration, oversight, clearance processing, security survey, and annual assurance of the security of contractor facilities involved in the National Industrial Security Program. This includes operations undertaken to ensure that appropriate security safeguards are in place and followed throughout the life cycle of classified procurement programs (i.e., from inception through final delivery). It includes assessing the level of protection afforded classified information by employees of private sector contractors, universities, and research firms. This encompasses educating private sector employees who will be safeguarding classified information; approving security containers for storing classified information; accrediting automated information systems that process classified information; and, providing advice and assistance to the security office and contractor employees. This also includes assisting the contractor in investigating security violations and ensuring that the transfer of classified information between nations is accomplished following the appropriate safeguards.~~

I999 Other Audit and Investigative Activities. This function includes audit, inspection, and administrative investigative activities not covered by other function codes.

FINANCIAL MANAGEMENT. *Financial management consists of the development and dissemination of financial information; development and reporting of cost information; integration of accounting and budgeting information; and the systemic measurement of performance. Financial management consists of two major segments: the Planning, Programming, and Budgeting System (PPBS) and finance and accounting operations to include DFAS provided services and Component's accounting and other systems that provide financial information and analysis to management.*

C110 Financial Management. This function includes the oversight, direction, and control of subordinate financial management organizations. This includes conducting mid- and long-range planning, programming, and budgeting; developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; and, allocating and distributing resources.

C115 Comptroller. This function includes field level comptroller and financial operations, including budget formulation and execution; financial reporting and evaluation; implementation and maintenance of financial management information and internal control systems; analyses and evaluation of program effectiveness; advise commanders, directors and staff on budgets, obligations, and disbursements.

C120 Advocacy. This function includes conducting advocacy missions as specified in the Unified Command Plan (UCP) to include, advocating on behalf of the other Combatant Commanders. Associated advocacy functions include: identifying capability gaps across all Combatant Commands (COCOMs), participating in requirement definition analytic efforts and processes, exploring/analyzing future concepts, prioritizing potential DOTMLPF solutions, conducting cost/benefit analysis, recommending future investment strategies and developing required COCOM Planning, Programming, Budgeting and Execution products. Tasks require routine interface with Joint Staff, Services, Agencies, Capability Portfolio Managers, and Command Components and other COCOMs.

C400 Budget Support. This function includes budget formulation, justification, and analysis activities involved in the Budget Estimates Submission (BES), Program Budget Decisions (PBD), and Defense Budget. It also includes budget execution, distribution of funds, certification of funds, monitoring of budget execution, and reporting on the status of funds.

C700 Finance/Accounting Services. This function includes those accounting processes that record, classify, accumulate, analyze, summarize, and report information on the financial condition and operating position of an activity. Accounting is comprised of the functional operations involved in authorizing, recording, classifying, analyzing, and reporting financial information related to financing sources, gains, expenses, losses, transfers, assets, liabilities, equity, and internal controls. It encompasses the procedures and processes from the point a transaction is authorized through processing the data, payment and issuance of financial and management information statements and reports. Also included are payroll operations, (e.g., those transactions associated with payments to DoD personnel, including active duty military members, reservists and National Guard members, civilian personnel, retired military and annuitants). It also includes "out-of-service debt" actions to recover outstanding debt from individuals and contractors. This also includes commercial payment operations (e.g., transactions associated with invoice payments to contractors, vendors, and transportation

providers). Transportation payments include payment of government bills of lading, meal tickets, government transportation requests (GTRs), and travel voucher payments to individuals.

C999 Other Financial Management Activities. This function includes financial management activities not addressed by other function codes.

~~**GROUP 2—COMMUNICATIONS, COMPUTING, AND OTHER INFORMATION SERVICES**~~

~~**W100 Communications, Computing and Information Management.** This function includes managing communications, computing, and information programs and/or overseeing, directing, and controlling subordinate organizations through developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting mid- and long-range information management/information technology (IM/IT) planning, programming, and budgeting; and/or allocating and distributing resources. This includes IM/IT strategic and capital planning; performance assessments; business process reengineering; IT risk analysis; knowledge management; and policy, planning, and implementation of computing infrastructures, information architecture/infrastructures, and information operations/warfare.~~

~~***COMMUNICATIONS SERVICES.** This includes functions that provide non-deployable (i.e., administrative) transport services (communications) such as long haul, wide and local area voice, data, digital and video communications. This includes the design, development, installation, and maintenance of voice, data, and video communications capabilities, services, and systems. This excludes communication services for military operations coded with the applicable M code and maintenance of deployable military communication equipment coded J507, K537, or with the applicable M code.*~~

~~**W210 Telephone Systems.** This function includes common-user and administrative telephone systems at DoD installations and activities. It includes communication services for telephone consoles; range communications; emergency action consoles; the cable distribution portion of a fire alarm, intrusion detection, emergency monitoring and control data; and similar communication networks that require use of a telephone system.~~

~~**W220 Telecommunication Centers.** This function includes communication services for non-deployable telecommunication centers to include non-deployable radios, automatic message distribution systems, technical control facilities, and other electronic systems integral to the communications center.~~

~~**W299 Other Communications Systems.** This function includes communication services for communications systems and supporting electronic equipment not included above. This~~

~~includes stationary, mobile, and portable administrative electronic communications equipment; radio/wireless communications systems; satellite/ terrestrial systems; distribution plants that provide higher speed, transport services (to include long haul, wide and local area network communications services and capabilities); and, other communication capabilities.~~

~~***COMPUTING SERVICES**. This includes non-tactical information processing (computing) services for mission area application.*~~

~~**W310 Computing Services and/or Data Base Management.** This function includes the following:~~

- ~~End-User Support. This includes moves/adds/changes (MACs); break/fixes; installation; trouble-shooting; user assistance; local training; problem tracking, resolving and diagnosing; software and hardware maintenance and repair; and, backup and recovery operations.~~
- ~~Software and Application Development. This includes analyzing systems requirements; writing code, testing and debugging applications; assuring software quality and functionality; writing and maintaining program documentation; developing compilers, assemblers, utility programs, and operating systems; and, evaluating new software applications, new systems, and programming technologies. This does not include program management of defense acquisition systems coded F310 and F120.~~
- ~~Network Systems. This includes the design, development, testing, quality assurance, configuration, installation, integration, maintenance, and/or administration of cable plants and network systems (LANs, WANs, MANs, and internet/intranet systems). This includes defining and maintaining physical network architecture and infrastructure; configuring and optimizing network servers; analyzing network workload; monitoring network performance; diagnosing problems; ensuring proper load balancing; developing backup and recovery procedures; and, installing, testing, maintaining, and upgrading network operating systems software.~~
- ~~Systems Administration. This includes installation of new or modified hardware/software; managing accounts, network rights, and access to systems and equipment; monitoring the performance, capacity, serviceability, and recoverability of installed systems; implementing security procedures and tools; resolving hardware/software interface and interoperability problems; and, maintaining systems configuration and inventory.~~

- Systems Analysis. This includes conducting needs analyses to define opportunities for new or improved applications; identifying requirements; conducting feasibility studies and trade-off analyses; defining systems scope and objectives; developing overall functional and technical requirements and specifications; evaluating and recommending sources for systems components; and, ensuring the integration and implementation of applications, databases, networks, and related systems.
- Database Management. This includes analyzing and defining data requirements and specifications; designing, developing, implementing, modifying, and managing databases; defining and developing data flow diagrams; building and maintaining data dictionaries; developing physical data models; and, data mining/data warehousing.
- Web Site Development and Maintenance. This includes web site design, structure, and maintenance, and monitoring web site functionality, security, and integrity. This includes web sites that can be linked to and integrated with associated databases and digital document libraries.

W399 Other Computing Services. This includes all other non-tactical information processing (computing) services that have not been addressed by other function codes. This includes time-sharing services and other information technology and data processing services and operations.

INFORMATION OPERATION SERVICES

W410 Information Assurance. This function includes planning, analysis, development, implementation, upkeep, and enhancement of systems, programs, policies, procedures and tools to ensure the integrity, reliability, accessibility, and confidentiality of information systems and assets. This also includes functions that protect and defend information and information systems by ensuring their availability, integrity, authentication, confidentiality, and non-repudiation. It also includes operations that provide for the restoration of information systems by incorporating protection, detection, and reaction capability. This includes system/network protection; intrusion detection and monitoring; readiness assessments; firewall administration; security policy enforcement; risk and vulnerability assessments; security evaluations and audits; and, contingency plans and disaster recovery procedures.

W430 Mapping and Charting. This function includes operations performed by non-intelligence components involved in the planning, policy, oversight, budget, and operational activities that determine the position, course, and distance traveled by vehicles, ships, aircraft,

~~and spacecraft. This includes operations associated with the NAVSTAR Global Positioning System (GPS) and other systems intended to improve navigation/positioning capabilities. It also includes operations that determine the size and shape of the earth, the positions of points on its surface, and for describing variations of the earth's gravity field, as well as designing, compiling, printing, and disseminating cartographic and geodetic products.~~

~~**W440 Meteorological and Geophysical Services.** This function includes operations performed by non-intelligence components involved in the planning, policy, budget, and operational activities associated with terrestrial weather, space environment, climate, oceanography, physics of the earth, and other meteorological activities. This function includes weather operations for the Army, Navy, Air Force, and Marines, the Defense Meteorological Satellite Program, and other related operations. This excludes operations that directly support the operating forces (coded M150).~~

~~**W499 Other Information Operation Services.** This function includes information operation services not addressed by other function codes.~~

GROUP ~~3~~2—SCIENCE AND TECHNOLOGY (S&T) AND RESEARCH AND DEVELOPMENT (R&D) MANAGEMENT AND SUPPORT. *This set of functions includes the science and technology portion of research and development as well as the management and support of research and development. Systems acquisition research and development support is coded F150 and test and evaluation is coded A610-A699.*

R110 Management and Oversight of Research and Development. This function includes the oversight, direction, and control of research and development programs and subordinate organizations, centers, and laboratories involved in research and development. This includes conducting mid- and long-range planning, programming, and budgeting; developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; and, allocating and distributing resources for science and technology.

R120 Science and Technology. This function includes the science and technology portion of research and development to include all basic and applied research, and advanced technology development. [This is part of RDT&E.] It does not include program management of systems acquisition coded F120 or systems acquisition demonstration and development coded F150. This function includes engineering support that is an inherent part of the science and technology process, but excludes recurring severable engineering operations (coded F520) that are performed in direct support of science and technology. Maintenance of military materiel at research and development facilities is coded with the applicable J and K codes.

- Basic Research. This includes all efforts of scientific study and experimentation directed toward increasing knowledge and understanding in those fields of the physical, engineering, environmental, and life sciences related to long-term national security needs. It provides farsighted, high payoff research, including critical enabling technologies that provide the basis for technological progress. It forms a part of the base for (a) subsequent exploratory and advanced developments in Defense-related technologies, and (b) new and improved military functional capabilities in areas such as communications, detection, tracking, surveillance, propulsion, mobility, guidance and control, navigation, energy conversion, materials and structures, and personnel support.
- Applied Research. Applied Research translates promising basic research into solutions for broadly defined military needs, short of major development programs, with a view toward developing and evaluating technical feasibility. This type of effort may vary from fairly fundamental applied research to sophisticated breadboard hardware, study, programming, and planning efforts that establish the initial feasibility and practicality of proposed solutions to technological challenges. It includes studies, investigations, and technology development efforts. The dominant characteristic of this category of effort is that it be pointed toward identified military needs with a view toward developing and evaluating the feasibility and practicability of proposed solutions and determining their parameters. These efforts may vary from test-bed components to sophisticated breadboard subsystems that establish the initial feasibility and practicality of proposed solutions or technologies.
- Advanced Technology Development. This includes all efforts that have moved into the development and integration of hardware and other technology products for field experiments and tests. The results of this type of effort are proof of technological feasibility and assessment of operability and productibility that could lead to the development of hardware for service use. It also includes advanced technology demonstrations that help expedite technology transition from the laboratory to operational use. These efforts demonstrate the performance payoff, increased logistics capabilities, or cost reduction potential of militarily relevant technology. Projects in this category have a direct relevance to identified military needs.

R140 Management and Support to R&D. This function includes all efforts not reported elsewhere that are directed toward management and support of R&D operations. This includes management of R&D laboratories and facilities, project management of R&D programs, management of international cooperative R&D efforts, management of technical integration

efforts at laboratories and R&D facilities, operation of test aircraft and ships, studies and analyses in support of R&D programs, and other R&D support. This function excludes program management of acquisition efforts coded F120. It also excludes severable support covered by other function codes (e.g., custodial services coded S410, building management support coded S210, and engineering coded F520, veterinary medical support for animals used for biomedical research and development coded H116, and equipment maintenance coded with the applicable J and K codes). [This is part of RDT&E.]

R999 Other S&T and R&D Management and Support Activities. This function includes science and technology and research and development management and support activities not covered by other function codes. Systems acquisition research and development support is coded F150 and test and evaluation is coded A610-A699.

GROUP ~~4~~ 3—SYSTEMS ACQUISITION, TEST AND EVALUATION, ENGINEERING, AND CONTRACTING

QUALITY ASSSURANCE

F100 Quality Assurance. This function includes production process proofing and verification, configuration management, risk management, control of test measurement, diagnostic equipment (i.e., selection and calibration), and corrective and preventive action. Corrective and preventive action may also include advising and collaborating with customers and suppliers to help integrate quality assurance practices into the manufacturing process.

SYSTEMS ACQUISITION. *The defense systems acquisition process provides for the development, demonstration, and production or procurement of Defense systems (e.g., weapon systems, equipment, materiel, and automated information systems) needed by defense managers and military warfighters to meet mission requirements. (See guidance in ~~DoD Directive (~~DoDD~~)~~ 5000.1.~~12~~)*

F110 Systems Acquisition Management. This function includes the oversight, direction, and control of acquisition programs and subordinate Defense acquisition organizations and centers by developing and issuing policies; providing policy guidance (e.g., guidance on technology transfer, international cooperative programs, and industrial capabilities assessments); reviewing, analyzing, and evaluating program performance; allocating and

~~12 DoDD 5000.01, "The Defense Acquisition System," May 12, 2003.~~

distributing resources; and, mid- and long-range planning, programming, and budgeting. This includes work performed by Milestone Decision Authorities, Program Executive Officers, and other executives concerned with the review and approval of acquisition programs. It also includes acquisition reform and other operations essential to the systems acquisition process. This function excludes management headquarters oversight of Foreign Military Sales and Security Assistance coded Y310 and management headquarters oversight of procurement and contracting coded F310.

F120 Systems Acquisition—Program Management. This function includes efforts undertaken by Program Managers of defense acquisition programs to oversee and direct the development, demonstration, and production or procurement of defense systems. This includes program management of acquisition programs for weapon systems and associated support equipment (including training systems), automated information systems, and other equipment and materiel. This excludes program management operations coded separately (e.g., contracting operations coded F320, technology transfer and international cooperative program management coded F140, foreign military sales and security assistance program management coded Y315, and item management coded T120). Also, elements of research and development are coded R110-R999 and F150, test and evaluation operations are coded A610-A699, and program support outside the Program Office is coded F160.

F140 Technology Transfer and International Cooperative Program Management. This function includes the review and evaluation of U.S. and Allied strategic trade cases, munitions cases, technical data exchange agreements, information exchange projects, reciprocal memorandums of understanding, and other similar agreements. This includes the development and maintenance of commodities lists, munitions list reviews, and support for International Standardization Agreements. It also includes support to technical advisory committees and steering and working groups concerned with export control and technology transfer, other appropriate technology transfers related activities, and international cooperative research and development projects and agreements.

F150 Systems Acquisition—Demonstration and Development. This includes all research and development work not specifically covered by R120 (i.e., not identified as basic research, applied research, and advanced technology development). [This is part of RDT&E.] This includes, but is not limited to, the following:

- Demonstration and Validation. This includes efforts necessary to evaluate integrated technologies in as realistic an operating environment as possible to assess the performance or cost reduction potential of advanced technology. These efforts are system specific.

- Engineering and Manufacturing Development. This includes projects in engineering and manufacturing development but which have not received approval for full-rate production. This includes major line item engineering and manufacturing development projects.

F160 Systems Acquisition—Other Program Support. This function includes support provided to Program Managers by Integrated Product Teams (IPTs), Working-Level Integrated Product Teams (WIPTs), or other functional experts or teams as part of the Integrated Product Process Development (IPPD) of the defense acquisition system. This includes product assurance, financial and economic analysis, industrial capabilities assessments, technical integration efforts and technical information activities performed outside the Program Office (e.g., Joint Computer-Aided Acquisition and Logistics support (JCALS)), Human Systems Integration reviews, cost estimates, and other actions and reviews performed by functional experts as part of the systems acquisition process. This excludes research and development coded R110-R999 and F150, test and evaluation operations coded A620, systems requirements definition and validation coded Y215, foreign military sale operations coded Y315, and engineering support coded F520.

F199 Other Systems Acquisition Activities. This function includes systems acquisition activities not covered by other function codes.

TEST AND EVALUATION

A610 Management and Oversight of Test and Evaluation. This function includes the oversight, direction, and control of test and evaluation programs and subordinate Defense acquisition organizations and centers. This includes developing and issuing policies; providing policy guidance; and, reviewing, analyzing, and evaluating program performance.

A620 Developmental and Operational Test and Evaluation. This function includes conducting and managing all developmental test and evaluations (DT&E), live fire test and evaluations (LFT&E), Production Qualification Test and Evaluations (PQT&E), Foreign Comparative Testing (FCT), or other types of test and evaluation necessary to support the systems acquisition process. This also includes conducting and managing a range of operationally oriented T&E activities conducted throughout a system's lifecycle. Included are: Initial Operational Test and Evaluation (IOT&E), Qualification Operational Test and Evaluation (QOT&E), and Follow-on Test and Evaluation (FOT&E). This also includes engineering support that is an inherent part of the test and evaluation process, but excludes recurring severable engineering operations (coded F520) that are performed in direct support of test and evaluation. [This is part of RDT&E.]

A630 Management and Support to Test and Evaluation. This function includes all efforts not reported elsewhere directed toward management and support of test and evaluation operations. This includes management of test and evaluation laboratories and facilities and other test and evaluation support to include target development; general test instrumentation; and, operation of test ranges. This excludes maintenance of test aircraft, ships, and other equipment coded with the applicable J and K codes and maintenance of test ranges coded Z993. This function also excludes severable support covered by other function codes (e.g., custodial services coded S410, building management coded S210, and engineering coded F520). [This is part of RDT&E.]

A699 Other Test and Evaluation Activities. This function includes test and evaluation activities not covered by other function codes. This includes acceptance testing and evaluation of supplies and materials (e.g., oil and fuel) to ensure products meet minimum requirements of applicable specifications, standards, and similar technical criteria.

PROCUREMENT AND CONTRACTING

F310 Procurement and Contracting Management. This function includes the oversight and direction of procurement and contracting organizations through developing policies; providing policy guidance; and, reviewing and analyzing solicitations and/or contracts. This also includes recommending and/or directing the acquisition process for the negotiation, award, and administration of contracts.

F320 Contract Administration and Operations. This function includes:

- Procurement of automated information systems, weapon systems, support systems (to include training devices and simulators), contractor systems (e.g., Quality Management System, Purchasing, Material Management and Accounting System, etc.), supplies, services, and construction. This includes the determination of competitive or non-competitive procurement strategies; the issuance of solicitations and analysis of responses to them; oversight of source selections, negotiations, and the award and termination of contracts; preparation of contract modifications; processing of protests; retained administrative responsibilities; and, operational policy implementation.
- Post award administration of contracts. This includes post award orientation conferences; oversight of contractor performance to assure compliance with contract and subcontract requirements, terms, and conditions; issuance of contract amendments (to include terminal notices for default, and settlement, and convenience termination); processing claims against the government; issuance of

task orders; tracking progress payments; contract close-outs; and, monitoring property administration.

F399 Other Procurement and Contracting Activities. This function includes procurement and contracting activities not covered by other function codes.

ENGINEERING. *This includes engineering support for the acquisition and sustainment of weapon systems, automated information systems, other military materiel, and all types of support equipment (to include training devices and simulators). This includes all types of engineering support to include, but not limited to, industrial, mechanical, aeronautical, electrical, electronic, automotive, nuclear, and marine.*

F510 Sustainment Engineering Support~~. at Maintenance Depots.~~ This function includes all systems engineering support that is performed~~ at maintenance depots.~~ during the sustainment phase of the system acquisition lifecycle.

F515 Engineering Support for Manufacturing and Production. This function includes all systems engineering support that is performed during the manufacturing and production phase of the system acquisition lifecycle.

F516 Engineering Support for Disposal. This function includes all systems engineering support that is performed during the disposal phase of the system acquisition lifecycle.

F520 All Other Engineering Support. This includes all other systems engineering support. This function is typically performed at Systems and Materiel commands, laboratories, research and development facilities, shipyards, contractor facilities (e.g., DCMA), and test and evaluation facilities. This excludes engineering support that is an inherent part of science and technology coded R120, systems acquisition research and development support coded F150, or test and evaluation coded A620, but includes recurring severable engineering operations that are performed in direct support of science and technology, systems acquisition research and development support, or test and evaluation.

GROUP ~~5~~ 4—LOGISTICS

P110 Logistics Management. This function includes the oversight, direction, and control of subordinate logistics offices and agencies through developing and issuing logistics policies and providing policy guidance; reviewing, analyzing, and evaluating performance (e.g., logistics systems reinvention and modernization); and, conducting mid- and long-range planning. This function excludes Maintenance Management (coded P120), Management and Overview of Supply (coded T101) and Management and Oversight of Transportation (coded T701).

P115 Logistics Life Cycle Sustainment Activities. This function includes activities required for the planning and execution of programs that support and sustain systems from initial fielding, through operational life and disposal. This function excludes the contacting, engineering, test and evaluation, and acquisition functions coded in other groups.

P116 Multifaceted Logistics Activities. This function includes non-management activities involved in two or more of the following: maintenance, supply, or transportation.

P119 Other Logistics Activities. This function includes ~~non-management~~ logistics activities ~~involved in two or more of the following: maintenance, supply, or transportation.~~ not covered by other function codes.

MAINTENANCE

P120 Maintenance Management. This function includes the oversight, direction, and control of subordinate maintenance offices, agencies, and depots. This includes developing and issuing maintenance policies and providing policy guidance; reviewing, analyzing, and evaluating performance; and, conducting mid- and long-range planning.

Organizational and Intermediate Repair and Maintenance of Military Equipment. *This includes ~~non-deployable~~ repair and maintenance of military materiel authorized and performed by designated maintenance activities in support of using activities to include both direct and general repair and maintenance. Normally, this type of repair and maintenance is limited to replacement and overhaul of unserviceable parts, assemblies, or subassemblies. It includes: (1) organizational ~~and intermediate~~ level repair and maintenance ~~performed by fixed activities that do not deploy to combat areas and that provide direct support to infrastructure activities (e.g., military materiel at training, transportation, research and development, and test and evaluation facilities)~~; (2) intermediate level repair and maintenance ~~performed by fixed activities that do not deploy to combat areas and that directly support combat operations from bases in the United States (e.g., homeland defense operations)~~; and, (3) any testing conducted to check the repair procedures. It includes performance of depot-coded maintenance tasks at the organizational and intermediate level. ~~Organizational repair and maintenance performed by non-deployable activities in direct support of military operations in the United States (e.g., homeland defense operations) is coded using the applicable M code. Organizational and intermediate repair and maintenance performed by deployable activities in direct support of military operations (e.g., expeditionary force operations) is also coded using the applicable M code.~~ Military materiel includes all items (including ships, tracked vehicles, wheeled vehicles, communications-electronics equipment, self-propelled weapons, aircraft, unmanned systems (UxS) etc., and related*

spares, repair parts, and support) necessary to equip, operate, maintain, and support military activities. It excludes repair and maintenance of civil works facilities (e.g., dams and hydropower facilities); plants/utilities; and real property at installations, bases and other facilities (e.g., fixed cranes at ocean terminals). It also excludes the repair and maintenance of non-deployable equipment at installations, bases, and facilities such as medical and dental equipment coded H650; food supply (to include dining facility) equipment coded T180; ~~non-deployable~~ communications systems coded W210-W299; transmission (radio/satellite) systems coded W320-W389 and office ADP equipment and software coded ~~W310-W399~~ M900-M939. Activities engaged in ~~non-deployable~~ organizational and intermediate repair and maintenance of military materiel are grouped according to the materiel predominantly handled.

J410 Organizational and Intermediate Repair and Maintenance Management. This function includes overseeing, directing, and controlling organizational or intermediate level repair and maintenance of military material from ~~non-deployable~~ units, offices, and centers. This includes reviewing and evaluating performance of subordinate activities engaged in repair and maintenance operations listed below.

J501 Aircraft. This function includes the maintenance and/or repair of aircraft and associated equipment. It includes armament, electronic and communications equipment, engines, and any other equipment that is an integral part of an aircraft. It also includes maintenance and/or repair of drones, unmanned aircraft systems (UASs) and unmanned aerial vehicles (UAVs) of all types.

J502 Aircraft Engines. This function includes the maintenance and/or repair of aircraft engines that are repaired while not an integral part of the aircraft.

J503 Missiles. This function includes the maintenance and/or repair of missile systems and associated equipment, including the mechanical, electronic, and communications equipment that is an integral part of missile systems.

J504 Vessels. This function includes the maintenance and/or repair of all vessels, including armament, electronics, communications and any other equipment that is an integral part of the vessel. It also includes the maintenance and/or repair of unmanned surface vehicles (USVs) and unmanned underwater vehicles (UUVs).

J505 Combat Vehicles. This function includes the maintenance and/or repair of tanks, armored personnel carriers, self-propelled artillery, and other combat vehicles. It ~~also~~ includes the maintenance and/or repair of armament, fire control, electronic, and communications equipment that is an integral part of a combat vehicle. It also includes the maintenance and/or repair of unmanned ground systems (UGSs) combat vehicles.

J506 Non-Combat Vehicles and Equipment. This function includes the maintenance and/or repair of automotive equipment, such as tactical, support, and administrative vehicles, including electronic and communications equipment that is an integral part of the non-combat vehicle. It includes upholstery maintenance and repair; glass replacement and window repair; body repair and painting; general repairs/minor maintenance; battery maintenance and repair; tire maintenance and repair; frame and wheel alignment; and, other motor vehicle maintenance. It ~~also~~ includes railway equipment, including locomotives of any type or gauge, railway cars, and cabooses, as well as associated electrical equipment. It also includes the maintenance and/or repair of unmanned ground systems (UGSs) non-combat vehicles.

J507 Electronic and Communications Equipment. This function includes the maintenance and/or repair of deployable military mobile or portable electronic and communications equipment. This includes maintenance of combat television and still cameras, audio and video recording equipment, and other electronic equipment. It excludes maintenance of electronic and communications equipment that is an integral part of another weapon/support system.~~; maintenance of non-deployable communications equipment coded W210-W299; and maintenance of tactical and non-tactical ADPE coded J555 and W310-W399, respectively.~~

J511 Special Equipment. This function includes the maintenance and/or repair of construction equipment, portable cranes and related lifting devices, portable power generating equipment, and materiel handling equipment.

J518 Support Equipment. This function includes the maintenance and/or repair of ground support equipment (excluding Test Measurement and Diagnostic Equipment and Automated Test Equipment) and such items as portable ground electrical power carts, aircraft tow tractors, ground air conditioners, engine stands, and trailers. It excludes equipment reported under J511 or any of the other specific functional categories.

J519 Industrial Plant Equipment. This function includes the maintenance and/or repair of plant equipment with an acquisition cost of $3,000 or more that is used to cut, abrade, grind, shape, form, join, test, measure, heat, or otherwise alter the physical, electrical, or chemical properties of materials, components, or end items. This includes plant equipment used in manufacturing, maintenance, supply processing, assembly, or research and development operations.

J520 Test, Measurement and Diagnostic Equipment (TMDE). This function includes the maintenance and/or repair of TMDE, including portable maintenance aids and equipment referred to as automated test equipment (ATE), as well as items such as electronic meters, armament circuit testers, and other specialized testers. Software support for ATE or portable maintenance aids is coded J550.

J550 Software Support for Embedded and Mission Systems. This function includes organizational, intermediate, direct and general software support for embedded and mission systems to include software uploads and changes, as well as local generation of memory devices. It includes software support for portable maintenance aids and ATE, including development and update of test program sets. It also includes software support for unmanned systems (UxS).

J555 Tactical Automatic Data Processing Equipment (ADPE). This function includes the maintenance and/or repair of tactical ADPE equipment that is not an integral part of a communications system. It excludes maintenance of non-tactical ADPE not an integral part of a tactical communications system ~~coded W310-W399~~.

J560 Satellite/Space System Maintenance. This function includes activities for the repair and/or maintenance of satellites or other military space systems while on the ground (pre-launch or after recovery). Maintenance and repair of satellites or other military space systems includes mechanical, electronic, and communications equipment, as well as engines and/or rockets that are an integral part of the satellite or military space system.

J570 Armament and Ordnance. This function includes the maintenance and/or repair of small arms; artillery and guns; mines; nuclear munitions; chemical, biological, and radiological items; conventional ammunition; and all other ordnance items. It excludes armament that is an integral part of another weapon or support system.

J575 Munitions. This function includes maintenance of munitions, including storage, issue, and loading. It excludes support reported under any of the other specific functional categories.

J600 Metal and Other Containers, Textiles, Tents and Tarpaulins. This function includes the maintenance and/or repair of containers and intermodal systems, tents, tarpaulins, other textiles, and organizational clothing. This includes reusable metal containers of all kinds; component and shipping containers; MIL, SEA and ISO vans; specialized munitions containers; containerized ammunition distribution systems; gasoline containers; other metal containers; and cargo nets and pallet systems.

J700 Portable Troop Support Equipment. This function includes the maintenance and/or repair of deployable equipment used to house and support DoD personnel at deployed locations, including dining facilities, shelters, appliances and related equipment. Deployable medical and dental equipment is reported separately in J750.

J750 Portable Field Medical and Dental Equipment. This function includes the maintenance and/or repair of deployable medical and dental equipment.

J999 Organizational and Intermediate Maintenance and Repair of Other Equipment. This function includes organizational and intermediate repair or maintenance of military materiel not addressed by other function codes.

Depot Maintenance and Repair of Military Equipment. *This includes ~~non-deployable~~ depot maintenance and repair performed on military materiel including major overhaul or a complete rebuild of parts, assemblies, subassemblies, and end items, including the manufacture of parts, modernization efforts, modifications, testing (that is inherent to the depot maintenance), and reclamation, as required. Depot maintenance serves to support lower categories of maintenance. This includes operation of equipment (e.g., cranes) that is inherent to the depot maintenance process. It provides stocks of serviceable equipment by using more extensive facilities for repair than are available in lower level maintenance activities. (See DoDD 4151. 18~~[13]~~ for further amplification of the category definitions reflected below.) ~~Depot maintenance and repair of materiel performed by deployable units that directly support military operations (e.g., expeditionary force operations) is coded using the applicable M codes.~~ Military materiel includes all items (including ships, tracked vehicles, wheeled vehicles, communications-electronics equipment, self-propelled weapons, aircraft, unmanned systems (UxS), etc., and related spares, repair parts, and support equipment) necessary to equip, operate, maintain, and support military activities. It excludes repair and maintenance of civil works facilities (e.g., dams and hydropower facilities); plants/utilities; and real property at installations, bases and other military facilities (e.g., fixed cranes at ocean terminals). It also excludes the repair and maintenance of non-deployable equipment at installations, bases and facilities such as medical and dental equipment coded H650; food supply (to include dining facility) equipment coded T180; ~~non-deployable~~ communications systems coded W210-W299; transmission (radio/satellite) systems coded W320-W389; and office ADP Equipment and software coded ~~W310-W399~~M900-M939. Also, engineering support at depots is coded F510. Depot maintenance functions are identified by the type of materiel maintained or repaired.*

K410 Depot Management. This function includes overseeing, directing, and controlling depot level repair and maintenance of military material within fixed (non-deployable) depots. Depot management includes reviewing and evaluating performance of subordinate activities engaged in depot repair and maintenance operations listed below.

K531 Aircraft. This function includes the maintenance and/or repair of aircraft and associated equipment. It includes armament, electronic and communications equipment,

~~[13] DoDD 4151.18, "Maintenance of Military Materiel," March 31, 2004.~~

engines, and any other equipment that is an integral part of an aircraft. It also includes drones, unmanned aircraft systems (UASs), and unmanned aerial vehicles (UAVs) of all types.

K532 Aircraft Engines. This function includes the maintenance and/or repair of aircraft engines that are repaired while not an integral part of the aircraft.

K533 Missiles. This function includes the maintenance and/or repair of missile systems and associated equipment. It also includes mechanical, electronic, and communications equipment that is an integral part of missile systems.

K534 Vessels. This function includes the maintenance and/or repair of all vessels, including armament, electronics, and communications equipment, and any other equipment that is an integral part of a vessel. It also includes the maintenance and/or repair of unmanned surface vehicles (USVs) and unmanned underwater vehicles (UUVs).

K535 Combat Vehicles. This function includes the maintenance and/or repair of tanks, armored personnel carriers, self-propelled artillery, and other combat vehicles. It ~~also~~ includes armament, fire control, electronics, and communications equipment that is an integral part of a combat vehicle. It also includes the maintenance and/or repair of unmanned ground systems (UGSs) combat vehicles.

K536 Non-Combat Vehicles and Equipment. This function includes the maintenance and/or repair of automotive equipment, such as tactical, support and administrative vehicles and all electronic and communications equipment that are an integral part of the vehicle. It includes upholstery maintenance and repair; glass replacement and window repair; body repair and painting; general repairs/minor maintenance; battery maintenance and repair; tire maintenance and repair; frame and wheel alignment; accessory overhaul; major component overhaul; and other motor vehicle maintenance. It ~~also~~ includes railway equipment, including locomotives of any type or gauge, railway cars, and cabooses, as well as associated electrical equipment. It also includes the maintenance and/or repair of unmanned ground systems (UGSs) non-combat vehicles.

K537 Electronic and Communications Equipment. This function includes the maintenance and/or repair of deployable military mobile or portable electronics and communications equipment. It excludes electronic and communications equipment that is an integral part of another weapon/support system. It also excludes maintenance of non-deployable communications systems coded W210-W299 and maintenance of tactical and non-tactical ADPE coded K555 and ~~W310-W399~~M900-M939, respectively.

K539 Special Equipment. This function includes the maintenance and/or repair of construction equipment, portable cranes and related lifting devices, portable power generating equipment, and materiel-handling equipment.

K541 Industrial Plant Equipment. This function includes the maintenance and/or repair of plant equipment with an acquisition cost of $3,000 or more that is used to cut, abrade, grind, shape, form, join, test, measure, heat, or otherwise alter the physical, electrical, or chemical properties of materials, components, or end items. This includes plant equipment used in manufacturing, maintenance, supply, processing, assembly, or research and development operations.

K546 Test Measurement and Diagnostic Equipment (TMDE). This function includes the maintenance and/or repair of test, measurement, and diagnostic equipment (TMDE), including portable maintenance aids and equipment referred to as automated test equipment (ATE), as well as items such as electronic meters, armament circuit testers, and other specialized testers. Software support for ATE or portable maintenance aids is coded K550.

K549 Support Equipment. This function includes the maintenance and/or repair of ground support equipment (excluding TMDE and ATE) and such items as portable ground electrical power carts, aircraft tow tractors, ground air conditioners, engine stands, and trailers. It excludes equipment reported under any of the other specific functional categories.

K550 Software Support for Embedded and Mission Systems. This function includes the depot-level software support for embedded and mission systems to include software uploads and changes, as well as local generation of memory devices. It includes software support for portable maintenance aids and ATE, including development and update of test program sets. It also includes software support for unmanned systems (UxS).

K555 Tactical Automatic Data Processing Equipment (ADPE). This function includes the maintenance and/or repair of tactical ADPE equipment that is not an integral part of a communications system. This function excludes maintenance of non-tactical ADPE. ~~coded W310-W399.~~

K560 Satellite/Space System Maintenance. This function includes activities for the repair and/or maintenance of satellites or other military space systems while on the ground (pre-launch or after recovery). Maintenance and repair of satellites or other military space systems includes mechanical, electronic, and communications equipment, as well as engines and/or rockets that are an integral part of the satellite or military space system.

K570 Armament and Ordnance. This function includes the maintenance and/or repair of small arms; artillery and guns; nuclear munitions, CBR items; conventional ammunition; and all other ordnance items. It excludes armament that is an integral part of another weapon or support system and it does not include work performed at arsenals.

K575 Munitions. This function includes depot-level support of munitions, including maintenance, storage, issue and loading. It excludes support reported under any of the other specific functional categories and does not include work performed at ammunition plants.

K600 Metal and Other Containers, Textiles, Tents and Tarpaulins. This function includes the maintenance and/or repair of containers and intermodal systems, tents, tarpaulins, other textiles, and organizational clothing. It includes reusable metal containers of all kinds; component and shipping containers; MIL, SEA and ISO vans; specialized munitions containers; containerized ammunition distribution systems; gasoline, containers; other metal containers; and cargo nets and pallet systems.

K700 Portable Troop Support Equipment. This function includes the maintenance and/or repair of deployable equipment used to house and support DoD personnel at deployed locations, including dining facilities, shelters, appliances and related equipment. Deployable medical and dental equipment is reported separately in K750.

K750 Portable Field Medical and Dental Equipment. This function includes the maintenance and/or repair of deployable medical and dental equipment.

K999 Depot Repair and Maintenance of Other Equipment. This function includes depot repair, maintenance, modification, or overhaul of military materiel not addressed by other function codes.

SUPPLY OPERATIONS

T101 Management and Overview of Supply. This function includes managing supply programs and/or overseeing, directing, and controlling subordinate supply organizations through developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting mid- and long-range planning.

T110 Retail Supply Operations. This function includes supply operations typically performed at an installation, base, or facility to include providing supplies and equipment to all assigned or attached units. This includes all basic supply functions to include the requisition, receipt, storage, issuance, and accountability of materiel. This includes but is not limited to:

- Supply Operations. Operation of consolidated supply functions to include operation of self-service supply centers, Clothing Initial Issue Points (CIIP), and petroleum, oils and lubricants (POL) resale points.
- Central Issue Facilities (CIF). Operation of Central Issue Facilities for the purpose of providing military personnel required Organizational Clothing and Individual Equipment supplies. This includes necessary alterations performed at the CIF.

- Retail Supply Operations. This includes installation retail supply services to include local warehouse operations, delivery, customer support, inventory management, and unique industrial activity support.
- Materiel Services. Support for the procurement, inventory control, receipt, storage, quality assurance, issue, turn-in, disposition, expediting, property accounting and reporting, and other related functions.
- Other Retail Supply Services. Support to product lines (ammunition and end items). This includes supply support for the DoD small arms Serialization Program; Chemical Agent Standard Analytical reference materials; radioactive waste, research and development activities; and, other unique activities which do not contribute to established product lines.

T120 Wholesale/Depot Supply Operations. This function includes management or operation of centralized logistics materiel management functions that provide worldwide materiel, supplies, and services for assigned end items or commodities. This includes all basic materiel management operations including provisioning, acquisition, and repair requirements determination; asset management; development of retail allowances; retrograde tracking; and customer support. This encompasses the planning and management of logistics support to include operations performed by item managers of defense components and sub-systems who oversee stock and develop purchase requests for items and material after development and deployment. This activity accepts and validates customer requirements; considers existing workload, available capability, and capacity to plan near- and long-term activities to optimize workloads, product quality, and production rates; controls, acquires, allocates and manages resources; and, develops production requirements to maintain materiel and facilities. Sustaining engineering is coded F510.

T130 Storage and Warehousing. This function includes receiving wholesale materiel into depots and other storage and warehousing facilities, providing care for supplies, and issuing and shipping materiel. This excludes retail supply operations coded T110 and storage and warehousing of publications coded T150. It includes materiel receiving and any additional services that may be required. This includes generating confirmation of materiel receipt; preparing materiel for shipment; and managing and caring for materiel in storage. While in storage, the materiel may be moved among various warehouses or moved to maintenance facilities to be upgraded. This includes packing and preparation of materiel for shipment, if necessary, before being sent to receiving activities. It may also include shipping, depending on where the materiel is being sent. As the actual movement of materiel is accomplished, distribution status information is provided for workload planning.

- Receipt of supplies and related documentation and information. This includes materiel handling and related actions, such as materials segregation and checking, and tallying incident to receipt.
- Packing and Crating of Household Goods. This includes packing and crating operations incident to the movement or storage of household goods.
- Shipping. This includes the delivery of stocks withdrawn from storage to shipping. This includes onloading and offloading of stocks from transportation carriers; blocking, bracing, dunnage, checking, tallying, and materiel handling in the central shipping area; and related documentation and information operations.
- Care, Rewarehousing, and Support of Materiel. This includes all actions that must be taken to protect stocks in storage. This includes physical handling, temperature control, assembly placement and preventive maintenance of storage aids, and realigning stock configuration. This also includes providing for the movement of stocks from one storage location to another and related checking, tallying, and handling, and other general storage support operations.
- Preservation and Packaging. This includes operations to preserve, re-preserve, and pack materiel to be placed in storage or to be shipped.
- Kitting. This includes building kits of repair parts to support phased maintenance requirements for deployed units.
- Unit and Set Assembly and Disassembly. This includes operations to gather or bring together items of various nomenclature (parts, components, and basic issue items) and group, assemble, or restore them to or with an item of another nomenclature (such as parent end item or assemblage) to permit shipment under a single document. This also includes blocking, bracing, and packing preparations within the inner shipping container; physical handling and loading; and reverse operation of assembling such units.
- Special Processing of Non Stock Fund-Owned Materiel. This includes special processing actions described below that must be performed on Inventory Control Point (ICP)-controlled, nonstock fund-owned materiel using regular or special maintenance tools or equipment. This includes disassembly or reassembly of reserviceable ICP-controlled materiel being readied for movement, in-house storage, or out-of-house locations (such as a port to a commercial or DoD-operated maintenance or storage facility or a property disposal or demilitarization activity). These operations include blocking, bracing, cushioning, and packing.

- Packing and Crating. This includes placing supplies in their final, exterior containers ready for shipment. This includes the nailing, strapping, sealing, stapling, masking, marking, and weighing of the exterior container. It also includes all physical handling, unloading, and loading of materiel within the packing and shipping area; checking and tallying material in and out; all operations incident to packing, repacking, or recrating for shipment (including on-line fabrication of tailored boxes, crates, bit inserts, blocking, bracing and cushioning shrouding, overpacking, containerization, and the packing of materiel in transportation containers).
- Other Storage and Warehousing. This includes all other storage and warehousing actions except cataloging.

T140 Supply Cataloging. This function includes preparing supply catalogs and furnishing cataloging data on all items of supply for distribution to all echelons worldwide. This includes catalog files preparation and revision of all item identifications for all logistics functions; compilation of federal catalog sections and allied publication; and, development of federal item identification guides and procurement identification descriptions. It also includes providing for the printing and publication of federal supply catalogs and related allied publications.

T150 Warehousing and Distribution of Publications. This function includes services provided by publication distribution centers (i.e., paper-based) to include central storage and issue of stock numbered and non-stock numbered publications, blank forms, regulations, directives and other official publications. This includes receipt of products in bulk, sorting by individual customer, and mailing.

T160 Bulk Liquid Storage. This function includes operation and maintenance of bulk petroleum storage facilities and other liquid storage facilities to include the maintenance and repair of liquid fuel dispensing systems. This includes operation of off-vessel discharging and loading facilities, fixed and portable bulk storage facilities, pipelines, pumps, and other related equipment within or between storage facilities or extended to using agencies and handling of drums within bulk fuel activities. This function excludes fuel supply services reported under code T165.

T165 Distribution of Petroleum Oil and Lubricant Products. This function includes the distribution of petroleum/oil/lubricant products to include fueling. It includes operation of trucks and hydrants.

T167 Distribution of Liquid, Gaseous and Chemical Products. This function includes the distribution of liquid oxygen and liquid nitrogen.

T175 Troop Subsistence. This function includes the acquisition, management, and delivery of food and related items in support of military dining facilities and troop feeding programs worldwide. It includes management of combat/deployment rations. It also includes the development of menus and troop subsistence allowances.

T177 Food Supply. This function includes the operation and administration of food preparation and serving facilities at military facilities. It includes operation of central bakeries, pastry kitchens and central meat processing facilities that produce a product. This includes maintenance of equipment (to include dining facility equipment) but excludes maintenance of fixed equipment coded Z992. It also excludes hospital food service operations coded H350.

T180 Military Clothing. This function includes the order, receipt, storage, issue, and alteration of military clothing and the repair of military shoes. It excludes repair of organizational clothing reported under codes J600 and K600 and Military Exchange operations coded G013.

T185 Ordnance Supply. This function includes the support of conventional inventory management: ordnance support management; requirements determination; fleet ordnance positioning; allowance establishment and processing; oversight for receipt, segregation, storage and issue; demilitarization and disposal; and coordination and tracking of ammunition, weapons, combat systems and support equipment. In addition, this function includes ordnance supply operations typically performed at a retail ordnance site to provide receipt, segregation, storage, and issue of ordnance to all assigned units. This includes but is not limited to ammunition distribution and control, receiving and issuing of ordnance, ordnance onload and offload of ships, trucks, railcars, aircraft, submarines, etc., ordnance crossdecking, ordnance storage and inventory management, traffic management, ammunition segregation and inspection, prepositioning support, quick response teams, and ordnance support operations.

T190 Preparation, Demilitarization and Disposal of Excess and Surplus Inventory. This function includes the determination of excess inventory, preparation of documentation for transfer to a Defense Reutilization and Marketing Office, and subsequent receipt, classification, storage, and disposal through reutilization, transfer, donation, and sales of excess and surplus property. This includes demilitarization, precious metals recovery, and abandonment or destruction as required. This also includes operation of scrap yards and disposition of scrap metal through sales. This function excludes demilitarization operations that are an inherent part of the intermediate and depot maintenance activities covered by the J and K codes.

T199 Other Supply Activities. This function includes supply activities not addressed by one of the other supply function codes.

TRANSPORTATION

T701 Management and Overview of Transportation. This function includes overseeing, directing, and controlling transportation programs and subordinate organizations. This includes conducting mid- and long-range planning, programming, and budgeting; developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; and, allocating and distributing resources.

T710 Traffic/Transportation Management Services. This function includes the procurement of freight, household goods, and passenger services from commercial "for hire" transportation providers and from organic providers for all modes of transportation. This includes the review, approval, and signing of documents related to the obligation of funds; selection of mode or carrier; evaluation of carrier performance; adjudication of personal property claims; and, carrier suspension. This excludes administrative transportation services at installations, bases and other military facilities for air transportation (coded T810), water transportation (coded T811), rail transportation (coded T812), and motor vehicle transportation (coded T824).

T800 Ocean Terminal Operations. This function includes the operation of terminals that transfer cargo between overland and sealift transportation and the handling of government cargo through commercial and military ocean terminals.

- Pier Operations. This includes stevedore and shipwright carpentry operations supporting the loading, stowage, and discharge of cargo and containers on and off ships, and supervision of operations at commercial piers and military ocean terminals.
- Breakbulk Cargo Operations. This includes the stevedoring, shipwright carpentry, stevedore transportation, and the loading and unloading of non-containerized cargo.
- Cargo Handling. This includes operation of barge derricks, gantries, cranes, forklifts, and other materiel handling equipment used to handle cargo within the terminal area. This also includes cargo load planning, documentation, and routing.
- Port Cargo Operations. This includes loading and unloading railcars and trucks; packing, repacking, crating, warehousing, and storage of cargo moving through the terminal; and, stuffing and unstuffing containers.
- Vehicle Preparation. This includes the preparation of government and privately owned vehicles for ocean shipment; inspection and stowage of vehicles in

containers; transportation of vehicles to the pier; and the process and issue of import vehicles to the owners.

- Lumber Operations. This includes the segregation of reclaimable lumber from dunnage removed from ships, railcars, and trucks; removal of nails; evening of lengths; inspection; and, return of the lumber to inventory for reuse. It also includes the receipt, storage, and issue of new lumber.
- Materiel Handling Equipment (MHE) Support. This includes delivering MHE to user agencies and performing onsite fueling. Maintenance of material handling equipment is coded J511 and K539.
- Crane Maintenance. This includes maintenance of barge derricks, gantries, and fixed cranes that support vessels and terminal cargo operations.
- Other Ocean Terminal Operations. This includes ocean terminal operations other than those identified above.

~~Administrative~~ Transportation Services

T810 Air Transportation Services. This function includes management and operation of aircraft that are assigned to commands, bases, installations, and DoD facilities for ~~administrative~~ movement of personnel and supplies. Aircraft maintenance is coded J501 and K531. This excludes medical transportation services coded H710.

T811 Water Transportation Services. This function includes management and operation of watercraft that are assigned to commands, bases, installations, and other DoD facilities for ~~administrative~~ movement of personnel and supplies. This includes tug operations but excludes recreational watercraft operations coded G055. Watercraft maintenance is coded J504 and K534.

T812 Rail Transportation Services. This function includes management and operation of rail equipment assigned to commands, bases, installations, and other DoD facilities for ~~administrative~~ movement of personnel, supplies, equipment, and other products. Maintenance of railway equipment is coded J506 and K536. Maintenance and repair of railroad facilities is coded Z997.

T824 Motor Vehicle Transportation Services. This function includes management and operation of motor vehicles and equipment assigned to commands, installations, bases and other DoD facilities for ~~administrative~~ movement of personnel, supplies, equipment, and other products. This includes all local, intra-post, and inter-post scheduled and unscheduled movement of personnel provided by taxi, bus (to include dependent school bus), and automobile transportation operations. This also includes all heavy and light truck, and tow

truck operations involved with the movement of equipment, supplies, and other products not covered by another function code. It also includes motor pool operations and driver/operator licensing and testing. This does not include operation of cranes, construction equipment, or heavy and light trucks in support of Ocean Terminal Operations (coded T800); civil works projects (coded Q420-Q999); fueling services (coded T165); or the repair, maintenance, and construction of real property (coded Z991-Z999). This also excludes medical transportation services coded H710. Maintenance of motor vehicles is code J506 and K536.

T826 Air Traffic Control. This function includes air traffic control operations at installations, bases and other DoD facilities. Air traffic control for military operations is coded using the applicable M code. Maintenance of deployable air traffic control equipment (e.g., equipment in mobile or portable shelters) is coded J507 and K537. Maintenance of fixed air traffic control equipment at installations, bases, and other facilities is coded Z992.

T899 Other Transportation Services. This function includes transportation services not addressed by one of the other function codes.

GROUP ~~6~~ 5—PRODUCTS MANUFACTURED OR FABRICATED. *This group of functions includes manufacturing, assembly, and fabrication of equipment, materials, products and items. This excludes manufacturing and fabrication operations that are inherent to depot maintenance and repair functions.*

X931 Ordnance. This function includes the assembly and manufacture of ammunition and related products.

X932 Products Made from Fabric or Similar Materials. This function includes the assembly and manufacture of clothing, accessories, and canvas products as well as rope cordage and twine products.

X933 Container Products and Related Items. This function includes the design and fabrication or manufacture of wooden boxes, crates, and other containers. This includes the fabrication of fiberboard boxes and assembly of paperboard boxes with metal straps. It excludes on-line fabrication of boxes and crates that ~~is~~ are part of the storage and warehousing function coded T130.

X938 Communications and Electronic Products. This function includes the assembly of communications and electronic products. This excludes the installation of new or modified computing hardware and software (coded ~~W310-399~~ M900-M939) and communications systems (coded W210-W299).

X939 Construction Products. This function includes the operation and maintenance of quarries and pits, including crushing, mixing, and concrete and asphalt batching plants.

X944 Machined Parts. This function includes the assembly and manufacture of machined parts.

X999 Other Products Manufactured and Fabricated. This function includes the manufacture or fabrication of all systems, equipment, products, or items not addressed by other function codes.

GROUP ~~7~~ 6—INSTALLATION/FACILITY MANAGEMENT~~, FORCE PROTECTION,~~ AND UTILITY PLANT OPERATION AND MAINTENANCE

INSTALLATION/FACILITY MANAGEMENT

S100 Management and Oversight of Installations. This function includes oversight, direction, and control of subordinate organizations through developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; and conducting mid- and long-range planning.

S200 Installation, Base, or Facility Management. This function includes oversight, administration, and control of subordinate activities at an installation, base, or other DoD facility to include oversight of services provided to tenants. This function involves the management of support activities from more than one functional group (to include preparation, real property management and accountability, management and oversight of multifunction contracts). ~~It also~~ This function includes master planning, energy management, and any emergency planning not addressed by Y220. This function is typically performed by installation, base, and facility commanders and directors and that part of their support staff that perform management functions not addressed by other function codes.

S210 ~~Building~~Facility Management. This function includes planning, programming, ~~and~~ funding for minor construction, maintenance, and repair of government buildings, real property, and associated grounds and surfaced areas; the administration of rental property; and the administration (to include contract administration) of building services. This excludes actual repair and maintenance of buildings, grounds and surfaced areas coded Z991-Z999. It includes contract management of building management services addressed below. It also includes building space management, and moving and handling of office furniture and equipment except operations covered by function codes W210-W399 and M92X. This also

excludes local storage and supply operations (e.g., requisition, receipt, storage, issuance, and accountability) coded T110.

S310 Housing Management. This function includes planning programming, and funding for minor construction, maintenance, and repair of government housing and associated grounds and surfaced areas; the administration (to include leasing) and operation of DoD housing facilities; and the administration (to include contract administration) of housing services. This excludes the actual repair and maintenance of buildings, grounds and surfaced areas coded Z991-Z999. Housing management includes the administration and operation of bachelor quarters, family housing, and Unaccompanied Personnel Housing (UPH) to include UPH leased by the Government from private owners, Federal Housing Administration (FHA) or Veteran Affairs (VA) and designated as public quarters.[14] It excludes operation of reception stations and processing centers coded B820 and operations of disciplinary barracks and confinement facilities coded S719. It includes the moving and handling of unaccompanied personnel housing furnishings and equipment except operations covered by function codes W210-W399 and M92X. This also excludes storage and supply operations (e.g., requisition, receipt, storage, issuance, and accountability) coded T110. It includes contract management of housing management services addressed below.

Building and Housing Management ~~Services~~. *This includes services provided to building and/or housing tenants.*

S410 Custodial Services. This function includes janitorial and housekeeping services to maintain safe and sanitary conditions and preserve property.

S420 Collection and Disposal of ~~Trash and Other Refuse.~~ Solid Waste. This function includes trash and other refuse collection, recycling, and disposal services. This excludes the operation of incinerators, sanitary landfills, or regulated dumps coded S730.

S430 Collection and Disposal of Hazardous Material (HAZMAT). This function includes the safe handling, collection, and disposal of hazardous materials and waste.

~~**S435 Pest Management.** This function includes prevention and control of disease vectors and pests that may adversely affect the DoD mission or military operation; the health and wellbeing of people; or structures, material, or property. This includes response to, capture, and disposition of uncontrolled, dangerous and disabled animals or remains.~~

~~[14] Categories of UPH include: unaccompanied officer personnel quarters, unaccompanied enlisted personnel quarters (troop barracks and BEQ), unaccompanied civilian personnel dormitories, unaccompanied visitor personnel quarters, and those unaccompanied personnel guest houses financed by Operation and Maintenance funds.~~

~~**S440 Fire Prevention and Protection.** This function includes fire suppression, fire prevention, fire protection, and emergency responses (to include crash/search and rescue operations). This also includes fire station administration and operations.~~

S450 Laundry and Dry Cleaning Operations. This function includes the operation and maintenance of laundry and dry cleaning facilities.

S499 Other Building and Housing Management Services. This function includes building and housing management services not covered by one of the other function codes. This includes the repair and maintenance of furniture and equipment (except for repair and maintenance of communications and computing equipment coded W210-W399 and equipment that is considered real property coded Z991 and Z992). It also excludes ~~pest management operations coded S435, and~~ local supply services coded T110.

~~***SECURITY AT INSTALLATIONS/FACILITIES (LAW ENFORCEMENT, PHYSICAL SECURITY, ANTITERRORISM AND CHEMICAL/BIOLOGICAL/ RADIOLOGICAL/NUCLEAR/ HIGH EXPLOSIVES (CBRNE) OPERATIONS).*** *This group of DoD functions excludes: Explosives Safety, code E230; Response to Hazardous Material Mishaps, code E250; Personnel Security, code I510; Industrial Security, code I530; Security of Classified Material, code S540; Confinement Facility Operations, code S719; Prison Operations, code S720; and Information Security, code W410.*~~

~~**S500 Management of Security Operations at Installations/ Facilities (Law Enforcement, Physical Security, Antiterrorism, and Chemical/Biological/ Radiological/Nuclear/High Explosives (CBRNE) Operations).** This includes oversight, direction, administration, planning, coordination, and control of security operations at installations/facilities to include (but not limited to) the development and integration of law enforcement, physical security, antiterrorism, and CBRNE operations. This also includes evaluation of security programs and entails the development of system security standards and conducting initial, annual, and random evaluations within the organization to evaluate effectiveness.~~

- ~~Law Enforcement Oversight and Planning. This includes oversight and planning as it relates to law enforcement activities and functions.~~
- ~~Antiterrorism Oversight and Planning. This includes the oversight and planning of antiterrorism programs that protect Service members, civilian employees, family members, facilities, equipment, and infrastructure through the planned integration of combating terrorism, physical security, information operations, personal security, and law enforcement operations with the synchronization of operations, intelligence, training and doctrine, policy, and resources.~~

- CBRNE Oversight and Planning. This includes the oversight and planning for detecting, responding to and managing the consequence of a CBRNE incident.
- Security Oversight and Planning. This includes the oversight and planning for providing physical security inspections, surveys, and technical assistance services; conducting Mission Essential Vulnerability Assessments, inspections, and counterintelligence support activities; and, conducting risk analysis for facilities and assets. It also includes preparation of physical security inspection and survey reports; administering the foreign disclosure program; support to personnel security programs; and providing intelligence support for security program planning.

S510 Security Operations at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE). This function addresses security threats to government owned and leased facilities through a balanced strategy of prevention, preparedness, detection assessment, response, crisis management, and consequence management to protect personnel, facilities, and the infrastructure. This function includes operations that provide for the overall physical security of government owned, used or leased facilities and property and in-transit protection of military property from loss or damage.

- Coordinating Security Operations. This includes the protection of Service members, civilian employees, family members, facilities, equipment, and infrastructure, in all locations and situations, accomplished through the planned and integrated application of combating terrorism, security, law enforcement, and CBRNE programs.
- Physical Security Operations. This includes physical measures designed to safeguard personnel; prevent unauthorized access to facilities/installations/buildings/controlled spaces, equipment, materiel, and documents; and to safeguard them against espionage, sabotage, damage and theft (DoD Joint Pub 1-02). This includes regulation of people, material, and vehicles entering or exiting a designated area; mobile and static security activities for the protection of installation or government assets; and special protection of high value property, resources and weapons to include nuclear and conventional arms, ammunition, and explosives (CAAE). Physical security also provides the criteria for the levels and types of armed security forces required for response and containment.
- Law Enforcement Operations. This includes enforcing Federal and State law, issuance of federal citations, detaining suspects, preservation of crime scenes; conducting preliminary/misdemeanor investigations, motor vehicle traffic management, investigation of motor vehicle accidents, apprehension and

restraint of offenders, and controlling demonstrations. This also includes protecting, defending, and deterring against criminal activities. 10 U.S.C. 2674 arrest authority of Pentagon Force Protection Agency law enforcement officers also falls under this category.

- CBRNE Protection/Response Operations. This includes providing CBRNE protection for DoD assigned employees through surveillance and operational capabilities such as CBRNE sampling, detection, identification, verification, mitigation, decontamination, advising and training on CBRNE matters, and operation/maintenance of highly technical equipment.
- Threat Detection. This includes mobile and static security activities designed to detect potential terrorist activities.
- Military Working Dog (MWD)/K-9 Operations. This includes detection and deterring of possible criminal activities through canine discovery of narcotics/explosive devices that may be targeted for DoD employees or government owned or leased facilities occupied by employees. This also includes dogs used for patrol capabilities and administration of the MWD/Canine Program.

S520 Support Services to Security Operations at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE) Operations. This function includes all administrative operations, to include:

- Passes and Registration. This includes processing, preparation, and issuance and/or control of identification credentials (to include building passes and identification cards). This also includes registration of privately owned vehicles and firearms and the administration, filing, processing, and retrieval of information about privately owned items that must be registered on military installations, bases, and facilities.
- Visitor Information Services. This includes providing information to installation, base or facility residents and/or visitors about street, agency, unit, and activity locations.
- Licensing and Certification of Security Guards. This includes security police on-the-job, specialized, and ground training that takes place at security guard facilities.
- Storage and Inventory of Armament and Equipment. This includes the receipt, secure storage, inventory, inspection, and turn-in of assigned weapons and equipment.

- Vehicle Impoundment. This includes identification and determination of vehicles on military installations for impoundment.
- MWD/Canine Support. Maintenance of dog kennels and kennel areas.
- Training. This includes local pre-service, in-service, and sustainment training of security forces conducted at the installation/facility.

S540 Information Security. Information security includes identifying materials, processes, and information that require protection and recommending the level of security classification and other protections required. It also includes the protection of information and information systems equipment against unauthorized access whether in storage, processing, or transit. It also includes administering security education/motivation programs, overseeing and monitoring security violations/incidents, and conducting security oversight activities.

- Classification Management. This function includes administration of programs that identify, classify, and mark information that meets the classification standards of E.O. 12958, as amended, "Classified National Security Information."
- Safeguarding Classified Material. This function includes administration of programs that provide for the secure receipt, storage and distribution of classified material.
- Declassification/Destruction of Classified Information. This function includes administering programs that ensure the appropriate and timely declassification/ destruction of classified information to include the declassification of permanent historical valuable information that is 25 years old or older.

S560 Protective Services Operations. This function includes the protection and escort of designated high-risk personnel. The appropriate headquarters must approve this function designation.

Prison and Other Confinement Facility Operations

S719 Confinement Facility Operations. This function includes the administration and operation of DoD level 1 facilities that provide for the confinement of casual, pre-trial, and short-term prisoners; and, the temporary confinement of intermediate and long-term prisoners eligible for transfer.

S720 Prison Operations. This function includes the administration and operation of DoD level 2 and 3 facilities that provide for the intermediate and long-term confinement of prisoners. This includes all correction activities for the rehabilitation of personnel confined in prisons and other facilities providing intermediate and long-term confinement.

~~**S722 Detention of Enemy Prisoners of War (EPW), Retained Personnel (RP), Civilian Internees (CI) and other Detainees (OD).** This includes the administration and operation of facilities that provide for the detention of EPW, RP, CI, and other detainees. This includes all activities supporting the function.~~

~~**S724 Other Security Operations.** This function includes security services performed at Installations/Facilities not covered by other function codes.~~

UTILITY PLANT OPERATION AND MAINTENANCE*. This set of functions is concerned with the operation and maintenance of water pumping plants, purification plants, and distribution systems,~~ *~~sewage~~* *wastewater pumping plants, treatment plants and sewage collection systems; industrial waste disposal systems; electric distribution systems, transformers and generating systems; natural gas distribution systems; cold storage plants,~~ *~~and~~* *air conditioning and heating plants and distribution systems; combined heat and power plants; miscellaneous refrigeration; heating plants and distribution; and, central and installed air compressors. This includes maintenance and repair of above ground and underground storage facilities, provisions for the physical "tie-in" or "connection" to the source system when it replaces a failed or failing existing system. This also includes maintenance and repair of standby generating plant equipment, all heating equipment not already identified, ventilating fans, evaporative cooling systems, and similar support equipment and systems. It does not include the maintenance and repair of installed utility equipment that is used only for the building in which it resides. It includes active and inactive facilities. The operation and maintenance of bulk liquid storage facilities is coded T160. The operation and maintenance of quarries, pits, and asphalt plants is coded X939.*

S725 Electrical Plant and Distribution Systems Operation and Maintenance. This function includes the provision of electric energy and/or the operation and maintenance of main electric generating plants and distribution systems at active and inactive installations. It excludes operation of auxiliary generators, portable generators, frequency changers, electric motor-driven generator sets and rectifiers, unless installed as generating plant accessory equipment.

S726 Heating Plant and Distribution Systems Operation and Maintenance. This function includes the provision of steam and hot water and/or the operation and maintenance of boiler plants, high pressure and heating plants, combined heat and power plants, and systems of all types and capacities and distribution systems at active and inactive installations. It also includes the handling, storage and consumption of coal or other bulk fuels.

S727 Water Plant and Distribution Systems Operation and Maintenance. This function includes the provision of water and/or operation and maintenance of water treatment plants and distribution systems. This includes pumping at treatment and source pumping plants; impounding reservoirs; and all wells, cisterns, springs, chlorinators, and chemical feeders located in the pumping plants that are used to produce and distribute filtered water at active and inactive installations.

S728 Sewage and Waste Plant and Distribution Systems Operation and Maintenance. This function includes the provision for sewage disposal and/or operation and maintenance of sanitary and industrial wastewater pumping and treatment plants and distribution systems at active and inactive installations. This also includes the provision for portable latrines.

S729 Air-Conditioning and Cold Storage Plant and Distribution Systems Operation and Maintenance. This function includes the operation and maintenance of air conditioning plants, cold storage plants, heat pumps, and ice manufacturing plants of all tonnage capacities and distribution systems at active and inactive installations.

S730 Incinerator Plant and Sanitary ~~Fill~~ Landfill Operations. This function includes the operation and maintenance of incinerators, sanitary landfills, regulated dumps, and the performance of all related major refuse collection and disposal services.

S780 Natural Gas Distribution Systems. This function includes the operation and maintenance of natural gas distribution systems at active and inactive installations.

S799 Other Utility Plant and Distribution Systems Operation and Maintenance. This function includes utility plant and distribution systems operation and maintenance (to include purchase from a private firm or public municipality for the physical "tie-in" or "connection" to the source system) that are not addressed by other function codes.

GROUP 7 – SECURITY, LAW ENFORCEMENT AND PRISON/CONFINEMENT FACILITIES

SECURITY/LAW ENFORCEMENT

S500 Management of Security Operations at Installations/ Facilities (Law Enforcement, Physical Security, Antiterrorism, and Chemical/Biological/ Radiological/Nuclear/High Explosives (CBRNE) Operations). This includes oversight, direction, administration, planning, coordination, and control of security operations at installations/facilities to include (but not limited to) the development and integration of law enforcement, physical security, antiterrorism, and CBRNE operations. This also includes evaluation of security programs and entails the development of system security standards and

conducting initial, annual, and random evaluations within the organization to evaluate effectiveness.

- Law Enforcement Oversight and Planning. This includes oversight and planning as it relates to law enforcement activities and functions.
- Antiterrorism Oversight and Planning. This includes the oversight and planning of antiterrorism programs that protect Service members, civilian employees, family members, facilities, equipment, and infrastructure through the planned integration of combating terrorism, physical security, information operations, personal security, and law enforcement operations with the synchronization of operations, intelligence, training and doctrine, policy, and resources.
- CBRNE Oversight and Planning. This includes the oversight and planning for detecting, responding to and managing the consequence of a CBRNE incident.
- Security Oversight and Planning. This includes the oversight and planning for providing physical security inspections, surveys, and technical assistance services; conducting Mission Essential Vulnerability Assessments, inspections, and counterintelligence support activities; and, conducting risk analysis for facilities and assets. It also includes preparation of physical security inspection and survey reports; administering the foreign disclosure program; support to insider threat and other personnel security programs; and providing intelligence support for security program planning.

S510 Security Operations at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE). This function addresses security threats to government owned and leased facilities through a balanced strategy of prevention, preparedness, detection assessment, response, crisis management, and consequence management to protect personnel, facilities, and the infrastructure. This function includes operations that provide for the overall physical security of government owned, used or leased facilities and property and in-transit protection of military property from loss or damage.

- Coordinating Security Operations. This includes the protection of Service members, civilian employees, family members, facilities, equipment, and infrastructure, in all locations and situations, accomplished through the planned and integrated application of combating terrorism, security, law enforcement, insider threat and CBRNE programs.
- Physical Security Operations. This includes physical measures designed to safeguard personnel; prevent unauthorized access to facilities/installations/ buildings/controlled spaces, equipment, materiel, and documents; and to

safeguard them against espionage, sabotage, damage and theft (DoD Joint Pub 1-02). This includes regulation of people, material, and vehicles entering or exiting a designated area; mobile and static security activities for the protection of installation or government assets; and special protection of high value property, resources and weapons to include nuclear and conventional arms, ammunition, and explosives (CAAE). Physical security also provides the criteria for the levels and types of armed security forces required for response and containment.

- Law Enforcement Operations. This includes enforcing Federal and State law, issuance of federal citations, detaining suspects, preservation of crime scenes; conducting preliminary/misdemeanor investigations, motor vehicle traffic management, investigation of motor vehicle accidents, apprehension and restraint of offenders, and controlling demonstrations. This also includes protecting, defending, and deterring against criminal activities. 10 U.S.C. 2674 arrest authority of Pentagon Force Protection Agency law enforcement officers also falls under this category.
- CBRNE Protection/Response Operations. This includes providing CBRNE protection for DoD assigned employees through surveillance and operational capabilities such as CBRNE sampling, detection, identification, verification, mitigation, decontamination, advising and training on CBRNE matters, and operation/maintenance of highly technical equipment.
- Threat Detection. This includes mobile and static security activities designed to detect potential terrorist activities.
- Military Working Dog (MWD)/K-9 Operations. This includes detection and deterring of possible criminal activities through canine discovery of narcotics/explosive devices that may be targeted for DoD employees or government owned or leased facilities occupied by employees. This also includes dogs used for patrol capabilities and administration of the MWD/Canine Program.

S520 Support Services to Security Operations at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE) Operations. This function includes all administrative operations, to include:

- Passes and Registration. This includes processing, preparation, and issuance and/or control of identification credentials (to include building passes and identification cards). This also includes registration of privately owned vehicles and firearms and the administration, filing, processing, and retrieval of

information about privately owned items that must be registered on military installations, bases, and facilities.

- Visitor Information Services. This includes providing information to installation, base or facility residents and/or visitors about street, agency, unit, and activity locations.
- Licensing and Certification of Security Guards. This includes security police on-the-job, specialized, and ground training that takes place at security guard facilities.
- Storage and Inventory of Armament and Equipment. This includes the receipt, secure storage, inventory, inspection, and turn-in of assigned weapons and equipment.
- Vehicle Impoundment. This includes identification and determination of vehicles on military installations for impoundment.
- MWD/Canine Support. Maintenance of dog kennels and kennel areas.
- Training. This includes local pre-service, in-service, and sustainment training of security forces conducted at the installation/facility.

S540 Information Security. Information security includes identifying materials, processes, and information that require protection and recommending the level of security classification and other protections required. It also includes administering security education/motivation programs, overseeing and monitoring security violations/incidents, and conducting security oversight activities. This does not include information system security or cybersecurity functions and activities identified in Group 18-Information Capabilities.

- Classification Management. This function includes administration of programs that identify, classify, and mark information that meets the classification standards of E.O. 12958, as amended, "Classified National Security Information."
- Safeguarding Classified Material. This function includes administration of programs that provide for the secure receipt, storage and distribution of classified material.
- Declassification/Destruction of Classified Information. This function includes administering programs that ensure the appropriate and timely declassification/ destruction of classified information to include the declassification of permanent historical valuable information that is 25 years old or older.

S560 Protective Services Operations. This function includes the protection and escort of designated high-risk personnel. The appropriate headquarters must approve this function designation.

S440 Fire Prevention and Protection. This function includes fire suppression, fire prevention, fire protection, and emergency responses (to include crash/search and rescue operations). This also includes fire station administration and operations.

Security Compliance/Law Enforcement Investigations

I510 Personnel Security (Clearances and Background Investigations). This function includes the conduct and analyses of personnel security investigations and the continuing evaluation and administration of personnel, to assure (to the extent possible) that all personnel who are assigned sensitive duties or have access to sensitive or classified information/material are, and remain, loyal, reliable, and trustworthy. The level of investigation conducted and the cycle of re-investigation is commensurate with the level of sensitivity of the assigned duties of classified information assessed. Personnel security includes investigations into the suitability and personnel security clearance eligibility of military, DoD civilians, industrial contractor personnel, and other agency personnel as authorized. This includes initial investigations, reinvestigations, and adjudications. It also includes sensitive cases (e.g., White House and Senior Pentagon Officials), issue cases, and the oversight of overseas leads. It requires agency-to-agency contacts on National Agency Checks, FBI fingerprint/name checks, and other similar inquiries. These investigations may include checks into law enforcement files, financial records, and other pertinent records. They may also entail interviews of the subject, the subject's friends, co-workers, employers, neighbors, and other individuals, as appropriate.

I520 Criminal Investigative Services. This function includes conducting felony investigations. Conducting criminal investigations includes the conduct, supervision and management of all steps required to investigate criminal activities, e.g., interviews/interrogations, information gathering, polygraph, crime scene examination, forensic analysis, etc. The laboratories conducting forensic examinations are also included. Also included are investigative support, e.g., investigative assistants and analysis. This function is limited to organizations such as the Army Criminal Investigation Command, Naval Criminal Investigative Service, Air Force Office of Special Investigations and the Defense Criminal Investigative Service (DCIS). This function excludes law enforcement operations performed at installations and bases coded S500-S520 and Counterintelligence coded M310. This function also may include cyber forensics if conducted as part of a criminal investigation. Cyber forensics conducted outside of criminal investigations should be coded as M932.

I530 Industrial Security. Industrial security regulates work that takes place in the private sector or in Government-owned/contractor operated facilities. It applies principles of

personnel, physical and information security. This function includes the administration, oversight, clearance processing, security survey, and annual assurance of the security of contractor facilities involved in the National Industrial Security Program. This includes operations undertaken to ensure that appropriate security safeguards are in place and followed throughout the life cycle of classified procurement programs (i.e., from inception through final delivery). It includes assessing the level of protection afforded classified information by employees of private sector contractors, universities, and research firms. This encompasses educating private sector employees who will be safeguarding classified information; approving security containers for storing classified information; accrediting automated information systems that process classified information; and, providing advice and assistance to the security office and contractor employees. This also includes assisting the contractor in investigating security violations and ensuring that the transfer of classified information between nations is accomplished following the appropriate safeguards.

I540 Acquisition Security. Acquisition security includes the planning and integration of all security methods and procedures into the development, demonstration, and production or procurement of defense systems to ensure holistic protection. This includes acquisition programs for weapons systems and associated support equipment (including training systems), automated information systems, and other equipment and materiel to protect systems and related sensitive technology, technical data to include research data with military applications, classified information (including SAP, SCI, Collateral), and support systems from foreign intelligence collection, unauthorized disclosure, sabotage, theft, or damage throughout a system's life cycle. This function includes efforts to develop and provide tailored countermeasures to mitigate vulnerabilities to systems and associated sensitive resources/information from loss, damage, destruction, or compromise based on the systematic evaluation of security risks, costs and benefits. This also encompasses ensuring international programs security requirements are met by all parties, to include Defense Industry, U.S., and foreign customers for the protection of Government property, classified and/or Controlled Unclassified Information, and sensitive Critical Controlled Assets (CCA) pursuant to international cooperative efforts and/or foreign military sales programs.

PRISON AND CONFINEMENT FACILITY OPERATIONS

S719 Confinement Facility Operations. This function includes the administration and operation of DoD level 1 facilities that provide for the confinement of casual, pre-trial, and short-term prisoners; and, the temporary confinement of intermediate and long-term prisoners eligible for transfer.

S720 Prison Operations. This function includes the administration and operation of DoD level 2 and 3 facilities that provide for the intermediate and long-term confinement of prisoners. This includes all correction activities for the rehabilitation of personnel confined in prisons and other facilities providing intermediate and long-term confinement.

S722 Detention of Enemy Prisoners of War (EPW), Retained Personnel (RP), Civilian Internees (CI) and other Detainees (OD). This includes the administration and operation of facilities that provide for the detention of EPW, RP, CI, and other detainees. This includes all activities supporting the function.

OTHER

S724 Other Security, Law Enforcement, and Prison/Confinement Facility Activities. This function includes any other security, law enforcement, or prison/confinement facility activities performed at Installations/Facilities not covered by other function codes above.

GROUP 8—ENVIRONMENT, ~~AL SECURITY~~ SAFETY, AND NATURAL RESOURCE SERVICES. This functional group is concerned with environmental management and natural resource services; safety and occupational health; explosives safety; ~~fire and emergency services;~~ response to hazardous material mishaps; and pest management on military installations, bases, and facilities. It excludes civil work projects and programs coded with the applicable Q function codes.

E110 Environmental Security Management. This function includes overseeing, directing, and controlling programs and subordinate organizations concerned with one or more of the following areas: environmental management; sustainability; safety and occupational health; explosives safety; hazardous materiel; and, pest management. This includes conducting mid- and long-range planning, programming, and budgeting; developing and issuing policies; providing policy guidance; reviewing, analyzing, ~~and~~ evaluating and reporting on program performance; and, allocating and distributing resources.

E120 Environmental and Natural Resource Services. This function includes operations that ensure compliance with statutory and regulatory environmental requirements at military installations, bases, and facilities to include, but not limited to, pollution prevention, Clean Air Act Compliance, Clean Water Act Compliance, Safe Drinking Water Act Compliance, Resource Conservation and Recovery Act Compliance. It also includes hazardous materials and waste management; environmental restoration—cleanup management (to include cleanup at active and closing bases); management of the conservation of natural, historical, archeological and cultural resources; application of up-to-date environmental technology; environmental

assessment and planning; and, other similar operations. This also includes natural resource projects that take place at military installations, bases, and facilities that are environmental compliance/conservation related. This includes efforts that implement natural resource management plans in the areas of fish, game, wildlife, forestry, watershed areas or ground water table, erosion control, and mineral deposit management at installations. It excludes maintenance of natural resources that are not environmental compliance/conservation related that are coded Z993. Also, this does not include the management of civil works projects covered by the Q function codes.

E220 Safety. This function includes safety efforts designed to prevent accidental loss of human and material resources and protect the environment from the potentially damaging effects of DoD mishaps. This includes efforts to protect personnel from safety and health risks; hazard investigations; and, worksite inspections, assessments, reviews and illness and injury trend analyses. This excludes occupational health services coded E225.

E225 Occupational Health Services. This includes epidemiology, medical entomology, environmental health, industrial hygiene, environmental health surveillance in military operations, health hazards assessments, health physics, hearing conservation, sanitation and hygiene, operational risk management of health hazards, and medical worker's compensation support. This excludes collection and disposal of hazardous material coded S430 and health services provided by health clinics coded H203.

E230 Explosives Safety. This function includes ~~efforts to protect personnel, property, and military equipment from unnecessary exposure to the hazards associated with DoD ammunition and explosives and to protect the environment from the potentially damaging effects of DoD ammunition and explosives.~~ Explosives Safety and Munitions Risk Management (ESMRM). ESMRM integrates both explosives safety and risk management tenets and requirements into operational planning, logistics, training, and operations when DoD military munitions are present or planned for. The ESMRM goal is to enhance military effectiveness in support of the mission while protecting personnel, property, and military equipment from potential consequences of accidents/mishaps involving DoD military munitions. Explosives Safety and ESMRM manage risks from DoD military munitions across the entire lifecycle. The lifecycle includes RDT&E, manufacturing, procurement, transportation, handling, storage, surveillance, maintenance, demilitarization, training, and during operations. Explosives safety also includes munitions response activities on DoD installations and formerly used defense sites (FUDS).

E250 Response to Hazardous Material Mishaps. This function includes crisis or emergency response and clean-up operations for hazardous material spills and mishaps. This excludes the routine collection and disposal of hazardous material coded S430.

S435 Pest Management. This function includes prevention and control of disease vectors and pests that may adversely affect the DoD mission or military operation; the health and well-being of people; or structures, material, or property. This includes response to, capture, and disposition of uncontrolled, dangerous and disabled animals or remains.

E999 Other Environmental Security Activities. This function includes environmental security activities not covered by other function codes.

GROUP 9—REAL PROPERTY PROJECT MANAGEMENT, MAINTENANCE AND CONSTRUCTION

REAL PROPERTY PROGRAM AND PROJECT MANAGEMENT

Z101 Corps of Engineers Program and Project Management. This function includes managerial and executive level activities associated with delivering individual Civil Works, Military Programs, and support for other projects (project management) or an aggregate of projects (program management) to U.S. Corps of Engineers (USACE) customers. This includes managing the development and justifying, defending, and executing a project or an aggregate of projects. Work is performed and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are accomplished at the division office level.

Z110 Management of Major Construction of Real Property. This function includes the supervision, inspection, and administration of contract construction work; technical assistance in contract negotiations; preparation of contract modifications; and, surveillance of construction projects. This includes the collection of engineering and design technical data; conduct of construction reviews before contract award; quality assurance of ongoing construction; documentation and commissioning for transfer of completed work to the appropriate agency; and, the technical and policy review of such work. This function includes, but is not limited to, performance by USACE. Within USACE, project work is performed and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and, quality assurance reviews are performed at the division office.

Z120 Real Estate/Real Property Acquisition. This function includes acquiring real property or interest in real property by purchase, lease, condemnation, exchange, gift, or transfer/permit. This includes the approval, disapproval, and/or control of real estate planning reports, acquisition directives, surveys, maps, title evidence, title insurance, appraisals, non-standard estates, condemnation assemblies, relocation applications, offers to sell, final title opinions, environmental reports, cultural-historical reports, and other real estate acquisition

documents such as deeds and leases. This also includes negotiations for, and acceptance or rejection of, offers and counteroffers and determinations on the value to be paid for the acquisition of real property. It also includes the authority for proposed acquisitions, title status, direct purchase or condemnation decisions, relocation assistance payments and claims, settlement in court cases, gross value estimates in project decision documents, and risk assessments. It also includes preparation of various real estate documents which may be done in-house or, if performed by contractors, includes contract management. This function includes, but is not limited to, performance by USACE. Within USACE, decisions and management functions are typically performed at the USACE district and division offices, HQ USACE, or Department of the Army Secretariat. The Corps real estate work is global and is not performed at the installation.

Title, Outgranting, and Disposal of Real Estate/Real Property. *These functions include management of the title, outgranting, and disposal of real estate and real property. This entails the approval, disapproval, and/or control of real estate leases, licenses, permits, or easements granting use of real property, Reports of Availability, encroachment trespass resolutions, Reports of Excess, deeds divesting DoD of the title, transfer documents transferring control of real property to another federal agency, timber harvesting, surveys, maps, and appraisals. These functions also include management, programming, budgeting, negotiating, accepting or rejecting availability or excess status of real property and the authority for proposed actions, claims, settlement in court cases, terms of agreements, dispute resolution, and risk assessments.*

Z135 Title, Outgranting, and Disposal of Real Estate/Real Property-National Projects. This function includes projects that transcend state boundaries (e.g., such as those typically performed by USACE) and are not confined to an installation, base, or facility. These decisions and management functions are performed at the USACE district and division offices, HQ USACE, or Department of the Army Secretariat. The Corps real estate work is global.

Z138 Title, Outgranting and Disposal of Real Estate/Real Property-Local Projects. This function includes projects at installations, bases, and defense facilities.

Architect-Engineering Services*. The management and oversight of engineering activities typically includes quality assurance and other activities associated with the production of studies, plans, designs, specifications, drawings and value engineering. This includes field exploratory and investigative work, geological reports, the measurement and location of natural and man-made physical features and legal boundaries, and the technical and policy review of this work. This also includes management and oversight of private contractor engineering and design work to include the preparation of project scope and cost estimates to support the programming and budgeting process; preparation of cost estimates for the evaluation of contract bids and proposals; negotiations; and, the technical and policy review of such work. Projects may require professional*

services such as archeologists, biologists, procurement specialists, economists, accountants and auditors as well as engineers and architects. At the national project level, this may also require partnering and coordinating with industry groups, professional societies, other federal, state, and local agencies in the development of programs, studies, plans, guidance, and projects. The development of architectural and engineering reports, studies, and designs are predominately performed by private contractors providing professional services. The in-house development of architectural and engineering reports, studies and designs is typically limited to that required for maintaining the expertise necessary for establishing policies and procedures; programming and project definition; selection, management, and oversight of private contractors; quality assurance; and technical and policy review. These functions exclude engineering services that support the Defense systems acquisition process coded F510.

Z145 Architect-Engineering-National Projects. This function includes projects that transcend state boundaries (e.g., such as those typically performed by USACE) and are not confined to an installation, base, or facility. This includes the management and oversight of engineering activities for the military, civil works, and environmental programs and support for other programs. Within USACE, work is performed and decisions are approved at the project level and performance and decisions receive supervisory review at the district level. Quality assurance reviews are performed at the division office level.

Z148 Architect-Engineering-Local Projects. This function includes projects at installations, bases, and defense facilities. This typically includes development of architectural and engineering reports, studies, and designs; criteria and design review; and, processing of airfield and air space clearance waivers and master plans.

Z199 Other Real Property Program and Project Management Activities. This function includes real property program and project management activities not addressed by other function codes.

REAL PROPERTY MAINTENANCE, REPAIR AND CONSTRUCTION

Z991 Minor Construction, Maintenance and Repair of Family Housing and Structures. This function includes the alteration and repair (i.e., minor construction) and associated ~~non-professional~~ design services for family housing and structures. This function includes exterior and interior painting and glazing; roofing; tiling; flooring; screens and blinds repair; and interior plumbing. It includes electrical repair (to include elevators, escalators, and moving walks); repair to interior heating equipment (including heat sources under 750,000 BTU capacity); and repair to appliances (to include installed food service and related equipment). It includes repair of air conditioning and refrigeration systems under a 5-ton capacity and

repair of other equipment affixed as part of the building and not included in other activities. This function also includes repair to fencing, flagpoles, and other miscellaneous structures associated with family housing and the rehabilitation of family housing for tenant change and emergency service work.

Z992 Minor Construction, Maintenance and Repair of Buildings and Structures Other than Family Housing. This function includes the alteration and repair (i.e., minor construction) and associated ~~non-professional~~ design services for buildings and structures other than family housing. It includes exterior and interior painting and glazing; roofing; tiling; flooring; screens and blinds repair; and interior plumbing. It includes electrical repair (to include elevators, escalators, and moving walks); repair of interior heating equipment ~~(including heat sources under 750,000 BTU capacity)~~; and repair to ~~appliances~~ installed building equipment (to include installed food service and related equipment). It includes repair to air conditioning and refrigeration units under a 5-ton capacity; and repair of other equipment affixed as part of the building and not included in other activities (e.g., air traffic control equipment, medical equipment, and training simulators). It also includes repair to fencing, flagpoles, guard and watchtowers, grease racks, unattached loading ramps, training facilities other than buildings, monuments, grandstands and bleachers, elevated garbage racks, and other miscellaneous structures.

Z993 Maintenance and Repair of Grounds. ~~and Surfaced Areas.~~ This function includes the maintenance, repair, protection and development of land, water, and the renewable natural resources; fish and wildlife habitats; training areas and ranges; administration of agriculture and grazing leases and management expenses for forest areas, except when environmental compliance/conservation related. Maintenance of natural resources that are environmental compliance/conservation related are coded E120.

- Grounds (Improved). This includes the maintenance and repair of improved grounds, including lawns, drill fields, parade grounds, athletic and recreational areas, cemeteries, other ground areas, landscape and windbreak plants, turf grass, ground cover plantings, crushed rock and gravel blankets, and storm and accessory drainage systems. These grounds are normally subject to annual fixed requirements for grounds maintenance measures consisting of seeding, fertilizing, policing, watering, mowing, weed control, pruning, dust control, and other essential grounds operations.
- Grounds (Other than Improved). This includes the maintenance and repair of small arms ranges, artillery ranges, antenna fields, drop zones, maneuver areas, testing and artillery ranges, igloo yards, safety and security zones, and firebreaks. It also includes grounds such as wildlife conservation areas, deserts, swamps,

ponds, lakes, streams, estuaries for fish and waterfowl habitats, and similar areas. These grounds are normally subjected to maintenance measures such as open drainage and watersheds to preclude erosion and sedimentation; planting vegetation, utilization of structural measures and non-vegetative surface treatments to control dust, erosion, and surface water; mowing, prescribed burning and herbicides to control weeds, brush, vegetative fire hazard and poisonous plants; and, cleanup of storm damage. This applies to all active and inactive facilities.

- ~~Surfaced Areas. This includes all rigid, flexible, and miscellaneous graded and stabilized (other than grassed) pavements used for vehicular, aircraft, and pedestrian traffic, and appurtenances. It includes concrete, bituminous, gravel, stabilized, graded, or other hard surfaced (e.g., cobblestone, and paving block) streets, service drives, alleys, sidewalks, open storage areas, parking areas, aircraft runways, aircraft taxiways, aircraft aprons, heliports, hardstands, vehicular and railroad bridges, training bridges, railroad trestles and appurtenances such as shoulders, culverts, storm drainage features, sub-grade drains, footbridges, and covered walks not attached to a building. It also includes traffic control signs and markings, pavement numbering and marking, and tie-down anchors. It includes paving, pothole/crack repair, inspection, sealing, painting, and other related activities and sweeping and snow removal from streets and airfields. This applies to all active and inactive facilities.~~

Z994 Maintenance and Repair of Surfaced Areas. This function includes the maintenance and repair of all rigid, flexible, and miscellaneous graded and stabilized (other than grassed) pavements used for vehicular, aircraft, and pedestrian traffic, and appurtenances. It includes concrete, bituminous, gravel, stabilized, graded, or other hard surfaced (e.g., cobblestone, and paving block) streets, service drives, alleys, sidewalks, open storage areas, parking areas, aircraft runways, aircraft taxiways, aircraft aprons, heliports, hardstands, vehicular, pedestrian, and railroad bridges, training bridges, railroad trestles and appurtenances such as shoulders, culverts, storm drainage features, sub-grade drains, footbridges, and covered walks not attached to a building. It also includes traffic control signs and markings, pavement numbering and marking, and tie-down anchors. It includes paving, pothole/crack repair, inspection, sealing, painting, and other related activities and sweeping and snow removal from streets and airfields. This applies to all active and inactive facilities.

Z997 Maintenance and Repair of Railroad Facilities. This function includes maintenance, repair and alterations of narrow and standard gauge two-rail tracks including spurs, sidings, yards, turnouts, frogs, switches, ties, ballasts, and roadbeds, with accessories and appurtenances, drainage facilities, and trestles.

Z998 Maintenance and Repair of Waterways and Waterfront Facilities. This function includes maintenance, repair, and alterations of approaches, turning basin, berth areas and maintenance dredging, wharves, piers, docks, ferry racks, transfer bridges, quays, bulkheads, marine railway dolphins, mooring, buoys, seawalls, breakwaters, causeways, jetties, revetments, and similar waterfronts and waterways. It excludes waterways maintained by the U.S. Army Corps of Engineers civil works rivers and harbors programs and maintenance of natural resources that are environmental compliance/conservation related that are coded E120. It also excludes buildings, grounds, railroads, and surfaced areas located on waterfront facilities.

Z999 Maintenance, Repair and Minor Construction of Other Real Property. This function includes maintenance, repair, alteration, and minor construction of real property not addressed by other function codes.

GROUP 10—CIVIL WORKS

Q120 Civil Works Management. This function includes oversight, direction, and control of the nation's water and related environmental resources, civil work projects and programs, and/or subordinate civil works management offices. The civil works management function is performed by the U.S. Army Corps of Engineers and the Corps district and division offices. This function includes developing and issuing civil works policies and providing policy guidance; reviewing and evaluating program performance of subordinate organizations; allocating and distributing resources; or conducting mid- and long-range planning, programming, and budget for civil works activities.

Q220 Water Regulatory Oversight and Management. This function includes activities involved in administration and enforcement of navigable waterways regulatory programs; restoration and maintenance of chemical, physical, and biological water integrity; and control of permits pertaining to work, structures, and discharges in or over navigable waters and their tributaries. This includes the administration, enforcement, and permitting activities associated with the Rivers and Harbors Act of 1899, Sections 9, 10 and 13; Clean Water Act, Section 404; and Marine Protection, Research and Sanctuaries Act, Section 103. Within USACE, work is performed and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are done at the division office level.

Q240 Natural Resources Oversight and Management. This function includes oversight (to include contract management) for the orderly protection, control, utilization, and renewal of

natural resources at water resource development projects, including the interpretation of government policy and enforcement of rules and regulations (i.e., CFR Title 36 citation authority). Also included are sampling and/or control of obnoxious vegetation in navigable waters, tributary streams, connecting channels, and allied waters. This includes fish protection and management, fish spawning/rearing/releasing operations, wildlife conservation/management, and forest and soils management. This concerns projects that transcend state boundaries and are not confined to an installation. Within USACE, work is performed and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level.

Q260 Civil Works Planning Production and Management. This function includes all operations performed by either in-house or contractor personnel involved in developing river basin plans and other water resource plans for separable areas within river basins and the technical review of this work. This includes feasibility studies for improving rivers, tributary streams, harbors, waterways, and related land areas for navigability, flood damage reduction, recreation, fish and wildlife protection, water quality, shore protection, hydroelectric power, and water supply. This also includes environmental and economic studies that are part of the planning process, and all flood plain management activities. Within USACE, work is performed and decisions approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are conducted at the division office level.

Q420 Bank Stabilization. This function includes restoration and repair of stream/river banks on navigable waterways and flood control channels. This includes placement of rip rap, excavation and grading for mats, mat casting, mat loading, mat towing, mat laying, and construction/placement of other structures. Within USACE, work is performed and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are conducted at the division office level.

Q440 Maintenance of Open Waterways for Navigation. This function includes all activities, including contract management and oversight, associated with maintenance of open waterways operated for the purpose of navigation. Maintenance of open waterways includes dredging, drift and debris removal, clearing and snagging operations, removal of wrecks, repair of river training works, and operation and maintenance of dredges, tow boats, and other floating plants. Within USACE, work is performed and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level.

Q460 Maintenance of Jetties and Breakwaters. This function includes all activities, including contract management and oversight, associated with maintenance of project-related jetties and breakwaters for navigation purposes such as patching of cracks in concrete, repair of eroded sections including replacement of stone, ballast, foundation, and other component materials. Within USACE, work is performed and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level.

Q520 Operation and Maintenance of Locks and Bridges. This function includes all activities, including contract management and oversight, associated with operation and maintenance of navigation lock structures and associated facilities and equipment. This includes opening and closing the gates to permit transit of vessels and giving directions to vessel pilots transiting locks. This includes maintenance and repair (including emergency repairs) of locks and surrounding areas, such as embankments and spillways and operation and maintenance of moveable bridge spans over navigable waterways necessary for the transit of vessels. It also includes enforcement of laws, rules, and regulations on site at locks on critical and non-critical waterway segments. Within USACE, work is performed and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level. Maintenance and repair of grounds and surfaced areas at locks and bridges are coded Z993.

Q540 Operation and Maintenance of Dams. This function includes dam operations performed by persons currently having authority to make final decisions on the release of water from dams, such as the operation of spillway gates and other outlet works, for flood control or maintenance of a navigation pool. This function also includes routine maintenance of dams and associated structures such as spillways, embankments, outlet works, levees, pumping stations, and other structures and/or management of contracts providing for routine as well as non-routine maintenance. Within USACE, work is performed and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level. Maintenance and repair of grounds and surfaced areas at dams are coded Z993.

Q560 Operation and Maintenance of Hydropower Facilities. This function includes all activities, including contract management and oversight, associated with the operation and maintenance of hydropower facilities. This function includes hydroelectric generators, turbines, transformers, switchgear, conductors, insulators, control equipment, supervisory control and data acquisition systems, computers, spare parts, pumps, water supply systems, communication systems, oil systems, sewage systems, heating and air conditioning systems, and related structures (e.g., switchyards and intake facilities). This function also includes making final decisions on the release of water from dams, such as the operation of hydropower

turbines, spillway gates and other outlet works, for flood control or maintenance of a navigation pool. Within USACE, work is performed and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level. Maintenance and repair of grounds and surfaced areas at hydropower facilities are coded Z993.

Q580 Operation and Maintenance of the Washington Aqueduct. This function includes all operations and maintenance performed at the Washington Aqueduct. It includes the treatment and distribution of water to ensure an adequate and potable water supply to the federal establishment in Washington, D.C.; Arlington County, VA; the City of Falls Church, VA; and other parts of Fairfax County. Within USACE, work is performed and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level. Maintenance and repair of grounds and surfaced areas at the Washington Aqueduct are coded Z993.

Q620 Operation and Maintenance of Recreation Areas. This function includes operation of recreational sites at water resource development projects, to include interpretation of government policy or enforcement of rules and regulations (i.e., CFR Title 36 citation authority). This includes operation of the recreation features of the project, and management of contracts that provide operation and maintenance support. Within USACE, work is performed and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level.

Q999 Other Civil Works Activities. This function includes civil works activities not covered by other function codes.

GROUP 11—~~PERSONNEL~~ MILITARY COMMUNITY AND ~~SOCIAL SERVICES~~ FAMILY PROGRAMS

~~*CIVILIAN PERSONNEL SERVICES*~~

~~**B710 Civilian Personnel Management.** This function includes the oversight, direction and control of civilian personnel programs and/or subordinate civilian personnel offices (e.g., customer support units and service centers). Civilian personnel management activities typically include development, issuance and defense of civilian personnel policies; and providing policy guidance; reviewing and evaluating program performance; and, conducting mid- and long-range planning.~~

B720 Civilian Personnel Operations. This function includes operations typically performed by civilian personnel and/or human resources offices, field operating agencies, or service centers. Civilian personnel operations typically include recruitment (to include advertising); staffing; and employee relations advisory services; qualification determinations; classification of positions; benefits, compensation, and retirement counseling and processing; employee development; processing of personnel actions to include awards; labor relations; and, administration of the performance management process.

MILITARY PERSONNEL SERVICES

B810 Military Personnel Management. This function includes oversight, direction, and control of subordinate military personnel offices (e.g., military personnel field operating agencies and recruitment centers). Military personnel management activities typically include developing and issuing military personnel policies (e.g., compensation, retention and accession policy) and providing policy guidance; reviewing and evaluating program performance (e.g., officer and enlisted personnel management and recruiting and examining programs); and conducting mid- and long-range planning.

B820 Military Recruiting and Examining Operations. This function includes operations typically performed by field recruiting centers (e.g., recruiting commands, stations, and offices) and examining activities (e.g., Armed Forces Examination and Entrance Stations, Armed Forces Central Test Scoring Agency, Defense Medical Review Board, U.S. Army Reception Centers, and USAF Personnel Processing Groups/Squadrons). This includes recruiting efforts for all active and reserve military (e.g., officer and enlisted special operations recruiting, high school testing programs, ROTC referral programs) and advertising for the procurement or retention of military personnel. It also includes administering physical, mental, and vocational aptitude examinations and performing evaluations of administrative, medical, mental, and moral suitability for military service.

B830 Military Personnel Operations. This function includes operations typically performed by military personnel offices or field operating agencies. Military personnel operations typically include distribution and assignment of military personnel; professional development; promotions; compensation; entitlements; awards and decorations; retention; and separations. This may also include acting as the functional proponent for the military personnel management system; management of the military occupational classification and structure; execution of the officer and enlisted evaluation system; management of overseas and sea-to-shore rotation; and, implementation of various personnel management programs in support of legislative requirements. In addition, this includes maintenance and processing of personnel records and requests; separations; personnel support to family members and retired military

~~personnel; and, personnel management support (e.g., developing and maintaining strength data).~~

PERSONNEL SOCIAL ACTION FORCE RESILIENCY PROGRAMS

B910 ~~Personnel Social Action~~ Force Resiliency Programs Management. This function includes oversight, direction, and control of ~~personnel social action~~ force resiliency programs (such as ~~E~~equal ~~Employment O~~opportunity, ~~Affirmative Employment, and Race Relations~~ suicide prevention, personnel risk reduction, sexual assault prevention and response, and drug demand reduction programs) and subordinate offices and centers. Management ~~headquarters personnel advocacy~~ operations typically include development and issuance of policies; providing policy guidance; reviewing and evaluating program performance; and, conducting mid- and long-range planning.

B920 ~~Personnel Social Action~~ Force Resiliency Program Operations. This function includes operations performed by ~~civilian Equal Employment Opportunity, military E~~equal ~~O~~opportunity~~, Affirmative Employment,~~ diversity management, suicide prevention, personnel risk reduction, sexual assault prevention and response, drug demand reduction and other ~~personnel social action~~ force resiliency program offices and centers. This includes program operations necessary for implementation and monitoring of program activities.

B999 Other ~~Personnel~~ Force Resiliency Activities. This function includes ~~personnel~~ force resiliency activities not covered by other function codes.

~~*SOCIAL SERVICES*~~

COMMISSARY AND MILITARY EXCHANGE OPERATIONS. *This includes functions that provide all ordering, receipt, storage, stocks and retailing for military commissaries and Exchanges. This excludes procurement of goods for issue or resale.*

~~***Commissary and Military Exchange Operations.*** *This includes functions that provide all ordering, receipt, storage, stockage and retailing for military commissaries and Exchanges. This excludes procurement of goods for issue or resale.*~~

G006 Commissary and Military Exchange Management. This function includes directing, controlling, supporting and overseeing the DoD worldwide commissary system and ~~its~~ military exchanges and their organization, processes, and procedures to include personnel, funds, facilities, supplies, and equipment. It includes developing and issuing policies and procedures for operations, merchandising, and marketing, as well as procedures for logistics, distribution, transportation and readiness planning when they are unique to the commissary and exchange

businesses. It also includes reviewing and evaluating program performance; allocating and distributing resources; and, conducting mid- and long-range planning and programming.

G008 Commissary Operations. Elements performing this function order, obtain, process and retail groceries and other items directly to authorized patrons. It includes reporting to the region staff or to the region director on day-to-day operations and services provided to customers. Elements are accountable for all assets and ordering of all equipment and supplies while maintaining high standards of health and safety, and providing quality products and services to DeCA's patrons.

G013 Military Exchange Operations. This function includes ordering, receipt, storage, stockage, and retailing of clothing and other items. This includes stores operated by the Army and Air Force Exchange Services, Navy Exchange Services and Marine Corps Exchange Services.

~~***Community and Family Services***~~

MILITARY COMMUNITY AND FAMILY SUPPORT SERVICES. *Military Community and Family Support Services includes management and operations functions within the direction of Family Support Services programs, Child and Youth programs, and Morale, Welfare, and Recreation programs and related non-appropriated fund instrumentalities.*

G050 Military Community and Family Support Services Management. This function includes oversight and direction of Military and Family Support Services Programs, Child Care and Youth Programs, Morale, Welfare, and Recreation (MWR) programs, and related non-appropriated fund instrumentalities (NAFIs). As part of the management ~~headquarters~~ function, centrally managed MWR functions are provided that either support Service-level NAFIs, or provide consolidated support for field activities. (For example, the Military Services manage central non-appropriated fund (NAF) contract services for field activities, central investment of NAFs, centrally managed insurance and human resource programs for NAFs, and centrally managed information technology functions. Most of the personnel involved in these central functions are paid by NAFs.)

~~**G055 Morale, Welfare, and Recreation (MWR) Services.** This function includes MWR program activities that provide for the fitness, esprit de corps and quality of life of Service members, their families, DoD civilians, and other authorized patrons. MWR activities are grouped into categories by fund source. MWR activities are supported NAFI operations and~~

use both appropriated funds (APFs) and NAFs as fund sources. DoDI 1015.10[15] provides full descriptions of the activities included and the support authorized for these activities.

Category A activities promote physical and mental well-being of Service members and are requirements that support accomplishment of the basic military mission. These activities are supported primarily by APFs. (The DoD minimum standard is 85 percent APFs and 15 percent NAFs). This includes the following activities:

- Armed Forces Professional Entertainment Program Overseas
- Free Admission Motion Pictures
- Physical Fitness and Aquatic Training
- On-Installation Parks and Picnic Areas
- Basic Social Recreation Programs (Single Service Member Programs)
- Shipboard, Company, and/or Unit Level Programs
- Sports and Athletic (Self-Directed and/or Unit Level and/or Intramural) Programs and Activities.

Category B activities satisfy the basic physiological and psychological needs of Service members and their families, providing, to the extent possible, support systems that make DoD installations temporary hometowns for a mobile military population. These activities are supported by a combination of APFs and NAFs. (DoD minimum standard is 65 percent APFs and 35 percent NAFs.) Included in this category are the following activities:

- Cable and/or Community TV
- Recreation Information, Tickets, and Tour Services
- Recreational Swimming
- Directed Outdoor Recreation Programs (Instruction and Structured Outdoor Activities)
- Outdoor Recreation Equipment Checkout
- Boating Programs (Without Resale Activities or Private Boat Berthing)
- Camping (Primitive and/or Tents)

[15] DoDI 1015.10, "Military Morale, Welfare, and Recreation (MWR) Programs," July 6, 2009.

- ~~Riding Stables (Government-Owned or Leased)~~
- ~~Performing Arts (Music, Drama and Theater)~~
- ~~Amateur Radio~~
- ~~Arts and Crafts Skill Development~~
- ~~Automotive Crafts Skill Development~~
- ~~Bowling Centers (with 12 lanes or less)~~
- ~~Other Programs that provide classes, lessons, seminars, in pursuit of recreational interests~~
- ~~Sports Programs (Above Intramural Level)~~

~~Category C activities are self-supporting through NAF revenue generating capability and provide outlets for pursuit of individual recreational interests. These activities are supported almost entirely from NAFs. Included in this category are the following activities:~~

- ~~Joint Service Facilities and Armed Forces Recreation Centers~~
- ~~Membership Food and Beverage Club Programs~~
- ~~Non-Membership Food and Beverage Club Programs~~
- ~~Snack Bars Incidental to Operations of Other MWR Programs~~
- ~~Recreation Lodging Cabins, Cottages, Trailers, Trailers and/or RV Parks with Hook-Ups~~
- ~~Flying Programs~~
- ~~Parachute and Sky Diving Programs~~
- ~~Rod and Gun Programs~~
- ~~Scuba and Diving Programs~~
- ~~Horseback Riding Programs~~
- ~~Video Programs~~
- ~~Audio and/or Photo Resale Programs~~
- ~~Resale Programs in Support of Other MWR Programs~~
- ~~Amusement and Recreation Machines and/or Gaming Machines~~

- ~~Bowling Centers (Over 12 Lanes)~~
- ~~Golf Courses~~
- ~~Boating Activities (With Resale or Private Boat Berthing)~~
- ~~Equipment Rental~~
- ~~Unofficial Commercial Travel Services~~

G060 Military and Family Readiness Support Center Services. This function includes family services provided primarily by the Installation Military and Family Readiness Support Centers, as defined in DoDI 1342.22.[~~16~~] Services are broken into three categories: baseline services, services directed by other directives and instructions that can be provided in Family Readiness Support Centers and additional programs and services unique to the Service or the local environment. Further descriptions of the services provided in these three categories are contained in DoDI 1342.22. These services are in direct support of command priorities~~. They~~ and include:

Baseline Services (i.e., all DoD Family Centers provide):

- ~~Mobility and/or~~ Deployment Assistance
- Information and Referral
- Relocation Assistance
- Personal Financial Management
- Employment Assistance
- Outreach
- Personal and Family Life Education
- Crisis Assistance
- Volunteer Coordination
- Spouse Education and Career Opportunities
- Emergency Family Assistance

[~~16~~] ~~DoDI 1342.22, "Military Family Readiness," July 3, 2012.~~

Other Services. Without relieving other DoD elements of their obligation to perform functions mandated by statute or DoD policy, Family Readiness Support Centers may provide other family support system programs including, but not limited to the following:

- Non-Medical Individual~~, Marriage~~ and Family Counseling
- Transition Assistance Program (defined in DoDI 1332.35~~[17]~~)
- Family Advocacy Program (defined in DoDI 6400.1~~[18]~~). Note: Family advocacy intervention services are sometimes managed by the installation health services activity.
- ~~Exceptional Family Member Program (defined in DoDI 1342.12[19] and DoDI 1342.22).~~

~~Family Centers may make available additional family programs and services to meet unique Service or local needs if all baseline services are available, properly staffed and funded. The need for the services must be properly documented through assessments and the additional services must be consistent with the mission and purpose of the Family Center.~~

G061 Exceptional Family Member Programs. This function includes Exceptional Family Member Programs (defined in DoDI 1342.12 and DoDI 1342.22) provided through Installation level programs in Family Readiness Support Centers.

MORALE, WELFARE, AND RECREATION (MWR) SERVICES. *These functions include MWR program activities that provide for the fitness, esprit de corps and quality of life of Service members, their families, DoD civilians, and other authorized patrons. MWR activities are grouped into categories by funding source. MWR activities are supported non-appropriated fund instrumentality (NAFI) operations and use both appropriated funds (APFs) and non-appropriated funds (NAFs) as funding sources. DoDI 1015.10 provides full descriptions of the activities included and support authorized for activities within each of the three categories.*

~~[17] DoDI 1332.35, "Transition Assistance Program (TAP) for Military Personnel," February 13, 2016.~~

~~[18] DoDI 6400.1, "Family Advocacy Program (FAP)," February 13, 2015.~~

~~[19] DoDI 1342.12, "Provision of Early Intervention and Special Education Services to Eligible DoD Dependents in Overseas Areas," May 17, 2015.~~

- *Category A: Mission Sustaining Programs – These functions promote physical and mental well-being of Service members and are requirements that support accomplishment of the basic military mission.*
- *Category B: Basic Community Support Programs – These functions satisfy the basic physiological and psychological needs of Service members and their families, providing, to the extent possible, support systems that make DoD installations temporary hometowns for a mobile military population.*
- *Category C: Revenue Generating Programs – These functions include activities that are self-supporting through NAF revenue generating capability and provide outlets for pursuit of individual recreational interests.*

G020 MWR Mission Sustaining Programs Management. This function includes oversight and direction of MWR Category A mission sustaining programs.

G021 MWR Mission Sustaining Programs Operations. This function includes activities typically performed to operate MWR Category A mission sustaining programs.

G022 MWR Community Support Programs Management. This function includes oversight and direction of MWR Category B community support programs.

G023 MWR Community Support Programs Operations. This function includes activities typically performed to operate MWR Category B community support programs.

G024 MWR Revenue Generating Programs Management. This function includes oversight and direction of MWR Category C revenue generating programs.

G025 MWR Revenue Generating Programs Operations. This function includes activities typically performed to operate MWR Category C revenue generating programs.

CHILD AND YOUTH PROGRAMS. *These functions include four types of programs that support youth and children (Child Development Programs, School Age Care Programs, Family Child Care, and Youth Programs). These programs are supported by both APFs and NAFs, and are defined as MWR Category B activities, as described in DoDI 1015.10. They are funded with a minimum of 65 percent APFs and 35 percent NAFs.*

~~**G065 Child-Care and Youth Programs.** This function includes four types of programs that support youth and children. These programs are supported by both APFs and NAFs, and are defined as MWR Category B activities, as described in DoDI 1015.10. They are funded with a minimum of 65 percent APFs and 35 percent NAFs. The four types of programs are as follows:~~

- ~~Child Development Center Programs. Center-based care provides services for infants, toddlers, preschoolers and kindergarten-aged children. Requirements and standards for these programs are specified in DoDI 6060.2.[20]~~
- ~~Family Child Care. Family Child-Care is home-based care provided by an individual who has met specific standards and has been certified to provide these services. Requirements and standards for these programs are specified in DoDI 6060.2.~~
- ~~School Age Care Programs. Care for children ages 6-12, or attending kindergarten, who require supervision before and after school, during duty hours, school holidays, and during school closures. Requirements and standards for these programs are specified in DoDI 6060.2.~~
- ~~In addition to center-based and family-based care, the Child Development Program depends on Resource & Referral to assist Service members and their families in obtaining child-care.~~
- ~~Youth Programs. A full range of community-based educational, social, cultural, recreational, and physical activities that promote the healthy development and transition of children to adulthood. The Youth Center serves as the "hub" for most activities.~~

G066 Child Development Early Care and Education Program Management. This function includes oversight, personnel management, facility management, direction, and control of early care and education classroom, and developmental activities above the classroom level (e.g., Child Development Center Director or Assistant Director). This also includes management and direct staff support. Center-based care provides services for infants, toddlers, preschoolers and kindergarten-aged children. Requirements and standards for these programs are specified in DoDI 6060.02.

G067 Child Development Early Care and Education Program Activities. This function includes the direct conduct of infant through preschool curricula and developmentally appropriate practice to dependents of DoD civilians stationed overseas and military personnel both stateside and overseas. Requirements and standards for these programs are specified in DoDI 6060.02.

G068 School Age Care Programs Management. This function includes oversight, personnel management, facility management, direction, and control of care and education classroom, and

[20] DoDI 6060.2, "Child Development Programs (CDPS)," August 5, 2014.

developmental activities above the classroom level (e.g., Director or Assistant Director) for children ages 6-12, or attending kindergarten, who require supervision before and after school, during duty hours, school holidays, and during school closures. Requirements and standards for these programs are specified in DoDI 6060.02.

G069 School Age Care Programs Activities. This function includes the direct conduct of education classroom and developmental activities for children ages 6-12, or attending kindergarten, who require supervision before and after school, during duty hours, school holidays, and during school closures. Requirements and standards for these programs are specified in DoDI 6060.02.

G070 Youth Programs Management. This function includes oversight, personnel management, facility management, direction and control of a full range of community-based educational, social, cultural, recreational, and physical activities that promote the healthy development and transition of children to adulthood. The Youth Center serves as the "hub" for most activities. Requirements and standards for these programs are specified in DoDI 6060.04.

G071 Youth Programs Activities. This function includes the direct conduct of school aged children (ages 5-18) in the implementation of a full range of community-based educational, social, cultural, recreational, and physical activities that promote the healthy development and transition of children to adulthood. The Youth Center serves as the "hub" for most activities.

G072 Child and Youth Training and Curriculum Support. This function includes staff training and coaching, oversight of early care, school age care and education classroom, youth programs, and curriculum development and implementation above the classroom level (e.g., Training and Curriculum Specialist). Requirements for these programs are specified in 10 U.S.C 1792

G073 Family Child Care. This function includes activities for home-based care provided by an individual who has me specific standards and has been certified to provide these services. Requirements and standards for these programs are specified in DoDI 6060.02.

G074 Resource and Referral. This function includes activities required to assist Service members and their families in obtaining child care utilizing Resource and Referral services.

~~***Other Social Services***~~

SOCIAL SERVICE PROGRAMS

G080 Homeowners' Assistance Program. This function includes management of the DoD-wide Homeowners' Assistance Program for DoD employees. Operations include programming and budgeting; administering contracts; accepting or rejecting entitlement eligibility; and

approval or disapproval of the disbursement of federal funds, claims, and appeals of value or eligibility. This function is performed by three USACE districts, USACE divisions, HQ USACE, Department of the Army, or OSD depending on the size or controversial nature of the action.

G090 Employee Relocation Assistance Program. This function includes management of the DoD-wide program for employee relocation assistance for DoD employees. Operations include programming and budgeting; administering contracts; accepting or rejecting entitlement eligibility; and, approval or disapproval of the disbursement of federal funds, claims, and appeals. This includes oversight of contractor support for (1) home sales services (to include employee contract, description of services, title search, residential appraisals, market assistance, purchase, equity advance, and settlement); (2) home finding assistance (to include rental assistance, buying assistance, and mortgage counseling); and, (3) related services consisting of various reporting requirements. This function is performed by the USACE districts and divisions and overseen by HQ USACE.

G105 Recreational Library Operations. This function includes all services provided by recreational libraries to include audio and visual information collections, computer-based information systems, and Internet information sources. These information resources support off-duty education, professional military education, and recreational needs of the military community. This includes library service centers that provide support to geographically separated units. These programs are supported as part of the MWR program and are funded as Category A activities.

G210 Postal Services. This function includes post office operations in overseas areas operated as an extension of the United States Postal Service. This function includes postal services to military and other authorized personnel. It also includes providing liaison with civil postal authorities; the monitoring, regulation, and operations necessary to ensure the integrity of military mail transport; and, financial transactions for stamp stock and money order forms.

~~**G220 Military Bands.** This function includes operations necessary for the organization, planning, and provisioning of military bands and for performances at military functions and special events.~~

G900 Chaplain Activities and Support Services. This function includes operations that support religious programs to include command religious programs and support services that supplement the command religious program. It also includes administering religious ministries, ecclesiastical relations, pastoral and non-pastoral counseling, and services provided by organists, choir directors, and directors of religious education.

G902 Casualty Assistance and Mortuary Affairs. This function encompasses caring for deceased personnel on an individual basis during war and in peacetime circumstances that

cause mass fatalities. There are several services provided as part of this function in the case of both the individual and mass fatality such as:

- Notification, support and counseling of the Next of Kin of military casualties. A full description of casualty responsibilities is found in DoDI 1300.18.[21]
- Preparation of the remains and transportation to the place of interment. Remains of individual fatalities in the U.S. are prepared in commercial mortuaries. Individual fatalities occurring overseas and mass fatalities are prepared in either the overseas mortuaries or the aerial port mortuaries. In mass fatalities, identification is a key element in the preparation process. Transportation from overseas locations is by military or commercial transportation with a~~n~~ uniformed escort. Transportation within the U.S. is on commercial air transportation, escorted by a~~n~~ uniformed member.
- Interment and Military Funeral Honors. Funeral homes provide interment services. The parent Service of the deceased, as mandated by law, provides ~~m~~Military Funeral Honors.

G910 Temporary Lodging Services. This function includes operations that provide for temporary lodging to include providing accommodations for official travelers on temporary duty, temporary lodging during permanent change of station, and lodging for unofficial authorized travelers on space available basis. ~~These quarters are categorized as Category A~~ Lodging ~~and~~ is supported by a combination of APFs and NAFs generated from fees charged for accommodations. ~~The workforce employed to operate and maintain temporary lodging is paid from APFs and NAFs.~~ Funding policy for temporary lodging is outlined in DoDI 1015.12.[22] This function excludes family housing and permanent unaccompanied housing (to include housing referral) coded S310.

G999 Other Social Services. This function includes social services not addressed by other function codes.

GROUP 12—EDUCATION AND TRAINING. *This functional group addresses the management and provision of institutional education and training of DoD civilian and military personnel and their dependents. This includes all dependent education (grades pre-K through 12) and all DoD civilian and military individual training conducted at education and training establishments, as*

[21] DoDI 1300.18, "Department of Defense (DoD) Personnel Casualty Matters, Policies, and Procedures," January 8, 2008.

[22] DoDI 1015.12, "Lodging Program Resource Management," October 30, 1996.

well as transition training for new weapon systems when the training is provided by instructors assigned to the training establishment (e.g., mobile training teams). (Training and education activities may also be provided to contractor and foreign national personnel.) Training provided by training instructors assigned to units under the operating commands (e.g., Troop Schools, Fleet Readiness Squadrons, Afloat Training, and post-graduate flying training) is coded using the "M~~— Forces and Direct Support~~" codes. Students, cadets, and trainees in the Individuals account (as defined in DoDI 1120.11) are not coded with a function code. Functions marked by an asterisk indicate that the definitions (below) conform to individual military training programs reported in the Military Manpower Training Report.

MILITARY EDUCATION AND TRAINING

U001 Management and Oversight of Military Education and Training. This function includes overseeing, directing, and controlling education and training programs and/or subordinate education and training establishments (schools, institutions, academies, colleges, and universities). This includes developing and issuing policies and providing policy guidance; reviewing and evaluating performance; allocating and distributing resources; or conducting mid- and long-range planning. (Generally, this manpower is reported under DoD PE codes 804779 and 805798.)

U050 Military Institutional Education and Training Management. This function includes overseeing, directing, and controlling education and training activities within the institutional education and training facilities, such as schools, centers, academies, colleges, universities, and host/lead Service institutions (e.g. ITRO programs). (Generally, this manpower is reported under DoD PE codes 804775 and 804777.)

U060 International Security Programs. Plan, direct, oversee or support efforts specifically designed to contribute to regional and international security through a combination of unilateral, bi-lateral, and multi-lateral meetings, conferences, courses, and outreach programs. International security programs provide a forum for direct interaction with high- and mid-level civilian policy makers and military leaders of other nations on topics dealing with U.S. security policy and civil-military relations. These programs support U.S. policies of increasing mutual understanding, countering ideological support for terrorism and contributing to regional stability.

U100 Recruit Training.* This category of institutional training provides introductory physical conditioning and military training to indoctrinate and acclimate enlisted entrants in each of the Services to military life; also known as basic training. Recruit Training does not

include initial skill training or Multiple Category Training (below). (Generally, this manpower is reported under DoD PE code 804711.)

U150 Multiple Category Training.* One-Station Unit Training (OSUT), a formal Army training program that meets the training objectives of both recruit and initial skill training in certain skill areas for new Active and Reserve enlisted entrants through a single course at a single training institution. (Generally, this manpower is reported under DoD PE code 804761.)

U200 Officer-Acquisition (Pre-Commissioning) Training.* The "Officer-Acquisition Training" category of institutional training, sometimes called "pre-commissioning" training, includes those establishments/institutions that conduct education and training programs designed to commission individuals into the Armed Services.

- Service Academies. (Generally, this manpower is reported under DoD PE code 804721.) This includes training provided at academies (e.g., West Point, Annapolis, and Colorado Springs) and Academy Preparatory Schools.
- Officer Candidate/Training Schools. This includes training provided by Officer Acquisition Training institutions operated by the Army, Navy, Marine Corps, and Air Force that provide a route for qualified enlisted personnel and selected college graduates to become commissioned officers. (Generally, this manpower is reported under DoD PE code 804722.)
- Other Enlisted Commissioning Programs. This includes training provided under the Naval Enlisted Scientific Education Program, Marine Enlisted Commissioning Education Program, Airman Education and Commissioning Program, and Navy Enlisted Commissioning Program. (Generally, this manpower is reported under DoD PE codes 804724 and 804725.)
- Health Professionals Acquisition Programs. (Generally, this manpower is reported under DoD PE code 806723.) This includes instruction provided under the Health Professionals Acquisition Programs.
- Army, Navy, and Air Force Senior ROTC and AFHPSP (Armed Forces Health Professions Scholarship Program). This includes training that occurs off-campus that is part of the ROTC program. (Generally, this manpower is reported under DoD PE codes 804723 for ROTC and 806722 for AFHPSP.)

U300 Specialized Skill Training.* This category of institutional training provides personnel with new or higher level skills in military specialties or functional areas to match specific job requirements. (Generally, this manpower is reported under DoD PE codes 804731-5.) Specialized Skill Training includes the following sub-categories:

- Specialized Skill Training—Enlisted.
- Initial Skill Training. (Sub-category of Specialized Skill training.) This is formal training in a specific skill leading to the award of a military occupational specialty or rating at the lowest level. Completion qualifies the individual for a position in the job structure.
- Skill Progression Training. (Sub-category of Specialized Skill Training.) This is formal training that is available to personnel after Initial Skill Training and usually after obtaining some experience working in their specialty to increase job knowledge and proficiency and to qualify for more advanced job duties.
- Specialized Skill Training—Officer. This includes Initial Skill Training (same description as above) and Skill Progression Training (same description as above).
- Functional Training. (Subcategory of Specialized Skill Training.) This is formal training available to officer and enlisted personnel in various military occupational specialties who require specific, additional skills or qualifications without changing their primary specialty or skill level.

U400 Flight Training.* This category of institutional training provides individual flying skills needed by pilots, navigators, and naval flight officers to permit them to function effectively upon assignment to operational aircraft flight programs and/or operational units.

- Undergraduate Pilot Training (UPT). (Generally, this manpower is reported under DoD PE codes 804741-6.) It includes UPT, Jet; UPT, Propeller; and, UPT, Helicopter training.
- Undergraduate Navigator Training/Naval Flight Officer Training (UNT/NFO). (Generally, this manpower is reported under DoD PE code 804742.)

Professional Development Education.* *This category of institutional training includes educational courses conducted at Service institutions to broaden the outlook and knowledge of personnel or to impart knowledge in advanced academic disciplines.*

U510 Professional Military Education (PME).* The conduct of instruction at junior, intermediate, and senior military service schools and colleges and enlisted leadership programs. (Generally, this manpower is reported under DoD PE code 804751).

U520 Graduate Education (Fully Funded, Full-Time).* (Generally, this manpower is reported under DoD PE code 804752).

U530 Other Full-Time Education Programs.* (Generally, this manpower is reported under DoD PE code 804752).

U540 Off-Duty and Voluntary Education Programs. This includes operation of base level education centers, education counseling, and programs for general educational development of military personnel.

U550 Training Development and Support for Military Education and Training. Training development includes development of training technology and instructional systems (e.g., curriculum development to include plans of instruction, student measurement, and methods and media selection) for military institutional education and training. It also includes scripting courseware for interactive multimedia instruction, computer-based training, and distance learning. Training support includes the operation of simulators or other training devices in direct support of military institutional education and training. This function includes contract management for maintenance of training equipment except maintenance of fixed training simulators coded Z992. Also, library services are coded Y850; building management is coded S210; and custodial services are coded S410. (Generally, training development and support manpower is reported under DoD PE codes 0804771, 0804772, 805790, and 805890.)

U599 Other Military Education and Training Activities. This function includes military education and training activities not covered by other function codes. Training provided by training instructors assigned to units under the operating commands (e.g., Troop Schools, Fleet Readiness Squadrons, and post-graduate flying training) is coded using the "M~~—Forces and Direct Support~~" codes.

CIVILIAN EDUCATION AND TRAINING

U605 Management and Oversight of Civilian Education and Training. This function includes oversight, direction, and control of training, education, and developmental programs and/or subordinate organizations. This training and education is primarily provided to DoD civilian personnel but may also be provided to military, contractor, dependent, or foreign national personnel, or other federal, state, or local government employees. Management functions include planning, programming, budgeting, policy issuance, policy development, and quality assurance. This function does not include management of institutions under U620 (i.e., programs, schools, centers, academies, colleges, universities, and civilian career management systems).

U620 Management of Civilian Institutional Training, Education, and Development. This function includes oversight, direction, and control of training, education, and developmental operations at institutional training facilities serving primarily DoD civilian audiences, but also

including military, contractor, dependent, or foreign national personnel and other federal, state, or local government employees. This function includes planning, programming, budgeting, policy issuance, policy development, and quality assurance at education and training institutions (e.g., schools, centers, academies, colleges, universities, and civilian career management centers providing civilian training and education).

U630 Acquisition Training, Education, and Development. This function includes the design, development, delivery of instruction, and instructional support for defense acquisition training courses.

U640 Civil Works Training, Education, and Development. This function includes the design, development, delivery of instruction, and instructional support for civil works training courses.

U650 Intelligence Training, Education, and Development. This function includes the design, development, delivery of instruction, and instructional support for intelligence training courses.

U660 Medical Training, Education, and Development. This function includes the design, development, delivery of instruction, and instructional support for medical training courses.

U699 Other Civilian Training, Education and Development. This function includes the design, development, delivery of instruction, and instructional support for all other subject areas.

DEPENDENT EDUCATION

U710 Management and Oversight of Dependent Education. This function includes oversight, direction, and management of dependent education. This education is provided to dependents of DoD personnel but may also be provided to eligible dependents of other federal agencies and vendors under DoD contract. Management functions include planning, programming, budgeting, and establishing policy and curriculum.

U720 Dependent Education Field Management. This function includes oversight, direction, and control of classroom education, and developmental activities above the classroom level (e.g., Deputy Directors, District Superintendents, and Principals). This also includes management and direct staff support when the type of work performed is inextricably tied to, and not severable from, the field management function. Support functions that are separately identifiable and severable are coded using the appropriate support function code.

U760 Dependent Education—Teacher Instruction. This includes the direct conduct of pre-kindergarten through grade 12 courses of instruction to dependents of DoD civilians stationed overseas and military personnel both stateside and overseas.

U770 Dependent Education—Substitute Instruction. This includes the temporary direct conduct of pre-kindergarten through grade 12 courses of instruction to dependents of DoD civilians stationed overseas and military personnel both stateside and overseas.

U780 Dependent Education—Aides for Instruction. This includes the direct assistance to teachers conducting pre-kindergarten through grade 12 courses of instruction to dependents of DoD civilians stationed overseas and military personnel both stateside and overseas.

U799 Other Dependent Education Activities. This includes dependent education activities not covered by other function codes. School bus transportation is coded T824; health clinic services are coded H203; library services are coded Y850; building management is coded S210; custodial services are coded S410; and food services are coded T177.

GROUP 13—HEALTH SERVICES. *This functional group addresses the management and provision of medical and dental care to active military members, family members, and retirees as well as overseas civilian employees and their family members. This includes all inpatient and outpatient care provided in fixed treatment facilities. Care provided by medical units that are part of combat service support should be coded using the applicable M codes.*

H010 Health Services Management. This function includes overseeing, directing, and controlling health service programs and subordinate health service organizations (hospitals, health clinics and dispensaries). Health Services Management activities include developing and issuing policies and providing policy guidance; reviewing and evaluating program performance; allocating and distributing resources; and conducting mid- and long-range planning, programming, and budgeting.

H050 Hospital/Clinic Management. This function includes overseeing, directing, and controlling medical services within fixed treatment facilities (e.g., hospitals, dispensaries, and clinics). It includes reviewing and evaluating performance of operations; allocating and distributing resources; or, conducting mid- and long-range planning, programming and budgeting for the hospital, health clinic, or dispensary.

H100 Medical Care. Medical care includes inpatient care and consultative evaluation in the medical specialties (e.g., pediatrics and psychiatry). It also includes the coordination of health care delivery relative to the examination, diagnosis, treatment, and disposition of medical inpatients (e.g., intensive care units, coronary care units, and neonatal-intensive care units).

H102 Surgical Care. Surgical care includes inpatient care and consultative evaluation in the surgical specialties, including obstetrics, gynecology, ophthalmology and otorhinolaryngology. It also includes the coordination of health care delivery relative to the examination, treatment, diagnosis, and disposition of surgical patients.

H106 Pathology Services. This function includes the operation of laboratories providing comprehensive clinical and anatomical pathology services; DoD military blood program and blood bank services; epidemiology consultations; DoD DNA registry; toxicology services; and, area reference laboratory services.

H107 Radiology Services. This function includes diagnostic and therapeutic radiologic services to inpatients and outpatients, including the processing, examining, interpreting, storage, and retrieval of radiographs, fluorographs, and radiotherapy (e.g., nuclear medicine).

H108 Pharmacy Services. This function includes services that produce, preserve, store, compound, manufacture, package, control, assay, dispense, and distribute medications (including intravenous solutions) for inpatients and outpatients.

H113 Dental Care. Dental care includes in and outpatient oral examinations, patient education, diagnosis, treatment, and care including all phases of restorative dentistry, oral surgery, prosthodontics, oral pathology, periodontics, orthodontics, endodontics, oral hygiene, preventive dentistry, and radiodontics.

H116 Veterinary Services. This function includes a complete zoonosis control program; complete medical care for government-owned animals; and veterinary medical support for animals used for biomedical research and development. This also includes support to other federal agencies when requested and authorized for assistance as part of a comprehensive animal preventive medicine program.

H119 Preventive Medicine. This function includes operation of wellness or holistic clinics (preventive medicine), information centers, and research laboratories for disease prevention and control. This includes screening procedures (e.g., HIV), smoking cessation clinic services, immunizations, community and family health services, early intervention program services, health promotion services and health risk assessments.

H125 Rehabilitation Services. This function includes occupational and physical therapy services. It includes the care and treatment for in and outpatients whose ability to function is impaired or threatened by disease or injury. Rehabilitation services concern impairments related to neuro-musculoskeletal, pulmonary, and cardiovascular systems. Services are performed to evaluate the function and impairment of these systems and to select and apply therapeutic procedures to maintain, improve, or restore these body functions.

H127 Alcohol and Drug Rehabilitation. This function includes operation of alcohol treatment facilities (to include urine testing for drug content) and drug/alcohol counseling centers. This also includes support for Alcohol Abuse Prevention and Control Programs (AAPCP), Alcohol/Drug Abuse Programs, and Alcohol Abuse Residential Treatment programs.

H203 Ambulatory Care Services. This function includes all outpatient care in fixed treatment facilities not included elsewhere and same day medical services provided by health clinics (to include medical health clinics at defense facilities and schools). This function excludes occupational health services coded E225.

H250 Medical and Dental Devices Development. This function includes the design and construction of orthopedic appliances such as braces, casts, splints, supports, and shoes from impressions, forms, molds, and other specifications. This includes the design and construction of dental devices such as preparing casts and models; repairing dentures; fabricating transition, temporary, or orthodontic appliances and finishing dentures. It also includes the construction of optical devices (e.g., glasses).

H350 Hospital Food Services and Nutritional Care. This function includes hospital food services for inpatients (to include operation and administration of food preparation and serving facilities) for inpatients. It also includes dietetic treatment, counseling of patients, and nutritional education. This function excludes non-clinical food preparation for outpatients coded T177.

H450 Medical Records and Medical Transcription. This function includes medical transcription, filing, and maintaining of medical records.

H650 Hospital Supplies and Equipment. This function includes providing or arranging for supplies, equipment, and certain services necessary to support the mission of the medical facility. Responsibilities include procurement, inventory control, receipt, storage, quality assurance, issue, turn-in, maintenance, disposition, and accounting for designated medical and non-medical supplies and equipment. This includes central sterile supply and clinic handling of hazardous medical materials (HAZMAT) and waste. This function excludes collection and disposal of HAZMAT coded S430, laundry services coded S450, custodial services coded S410, and refuse handling coded S420. It also excludes maintenance of fixed medical and non-medical equipment coded Z992.

H710 Medical Transportation Services. This function includes all ground, helicopter, and fixed wing transportation for personnel who are injured, sick, or otherwise require both emergency and non-emergency medical treatment, including standby duty in support of military activities and ambulance bus services. This excludes maintenance of medical transportation vehicles coded J506 and K536.

H999 Other Health Services. This function includes health services not addressed by other function codes (to include operation of aerospace altitude chambers and decompression chambers).

~~**CATEGORY II—FORCES AND DIRECT SUPPORT**~~

GROUP 14—COMMAND AND ~~INTELLIGENCE~~ CONTROL. *This functional group addresses activities that provide effective direction and control of combatant military operations. This includes dedicated operational headquarters, and associated command and control systems~~, and intelligence collection and exploitation operations~~.*

OPERATIONAL COMMAND AND CONTROL

M120 Combatant Commander Command Authority. This function includes overseeing, directing, and controlling the planning for employment of global or theatre-level U.S. Military Forces at the U.S. Combatant Command level. This includes the non-transferable (Title 10, U.S.C. section 164) command authority exercised only by the Combatant Commanders of Unified and Specified Combatant Commands, and direct staff support when the support is inherent to the command process. This includes planning, directing, and controlling joint and combined military operations; developing and implementing logistics and security assistance plans, programs, policies, and procedures in support of war and peacetime operations; improvements to joint operational capability and interoperability; and, evaluations of military forces, plans, programs, and strategies and force structure requirements. Support functions that are separately identifiable and severable are coded using the appropriate support function code.

M145 Military Department Command Authority. This function includes overseeing, directing, and controlling the planning for, and the employment of global or theatre-level forces at the Military Department Component level (e.g., HQ USAREUR, HQ USAFE, HQ MARFOREUR and HQ NAVEUR). This includes command authority exercised by the commanders of the component commands of the Military Services supporting the Combatant Commands. Support functions that are separately identifiable and severable are coded using the appropriate support function code.

M150 Support to the Combatant Commanders—Information Sharing Systems. This function includes support from ~~information sharing~~ decision support services or systems (e.g., meteorological, geophysical, oceanographic, intelligence, forces, command) provided to the Combatant Commanders for military operations, exercises or other activities by

organizations/ activities not in the operating forces. This function is performed by DISA (e.g., Global Command and Control System) and other activities not in the operating forces.

M155 Operational Contract Support (OCS). This function involves the synchronization of contracted support and integration and oversight of contractor personnel and associated equipment in command-directed military operations. It includes:

- Planning and organizing to conduct OCS
- Assessing available commercial capabilities and recommending options to support the commander's operational objectives
- Developing, validating and prioritizing requirements
- Planning for the use of contracted support and assessing associated risk
- Managing OCS information
- Providing operational perspective to contracting officials
- Advising commanders in coordinating common contracting actions
- Planning contractor management to support, integrate, and account for contractor personnel and associated equipment during operations and deployment/redeployment

This function also includes managing OCS programmatic and force development efforts; developing and issuing OCS policies and doctrine; providing guidance; and reviewing, analyzing, and evaluating program performance [DoD Instruction 3020.41 and Joint Publication 4-10, *Operational Contract Support*]

~~M160 Information Operations (IO). Plan and execute IO, both offensive and defensive involving the integrated use of operations security (OPSEC), psychological operations (PSYOP), military deception (MILDEC), electronic warfare (EW), and computer network attack (CNA)/computer network defense (CND).~~

UNMANNED SYSTEMS OPERATIONAL COMMAND AND CONTROL

M170 Unmanned Systems Command and Control Activities. This function includes overseeing, directing, controlling and planning for the employment of unmanned systems (including aerial, ground, surface, and underwater) as the primary function of the billet. These include advising, planning, coordinating, directing, controlling and integrating unmanned systems in military operations; remote operation/piloting; managing the use of system payloads (sensors, communications, weapons, and cargo); and execution of the launch and

recovery of unmanned systems (UxS). Supporting functions that are separately identifiable and severable (e.g., acquisition, maintenance, intelligence, etc.) are coded using the appropriate support function code.

M179 Other Unmanned Systems Command and Control Activities. This function includes unmanned systems command and control activities not addressed by the other function code above. Unmanned systems include all types; drones, aircraft/aerial (UAS/UAV), ground (UGV), surface (USV), and underwater (UUV) systems. Supporting functions that are separately identifiable and severable (e.g., acquisition, maintenance, intelligence, etc.) are coded using the appropriate support function code.

M199 Other Operational Command and Control Activities. This function includes operational command and control activities not addressed by one of the other function codes and not in the operating forces.

~~*INTELLIGENCE*~~

~~M301 Intelligence Management. This function includes oversight, direction, and control of subordinate organizations or units through developing and issuing guidance; reviewing and evaluating program performance; planning and conducting exercises; allocating and distributing resources; and conducting mid- and long-range planning, programming, and budgeting.~~

~~M302 Intelligence Policy and Coordination. This function includes the formulation, coordination, and implementation of both intelligence and counterintelligence policy and their associated interagency liaison activities, to ensure that they support national security policy.~~

~~M310 Counterintelligence. This function includes the collection of information and activities conducted to detect, identify, exploit and neutralize the intelligence capabilities and activities of terrorists, foreign powers, and other entities directed against U.S. national security as defined in DoD Directive 5240.2. It includes counterintelligence (CI) preliminary inquiries and investigations; CI operations; CI collection; CI analysis and production; and CI functional services; as well as other activities that directly support CI functions and missions.~~

~~M311 Human Intelligence (HUMINT). This function includes the tasking, collection, processing, exploitation, analysis and dissemination of foreign information by trained human intelligence collectors from people and multimedia to identify elements, intentions, composition, strength, dispositions, tactics, equipment, personnel and capabilities. It uses human sources as a tool and a variety of collection methods, both passively and actively, to gather information to satisfy the Commander's intelligence requirements and cross-cue other intelligence disciplines. This includes interrogation of detainees.~~

- Interrogation. This function entails the systematic effort to procure information by direct questioning of a person under the control of the questioner (JP 1-02.) The systematic process of using approved interrogation approaches to question a captured or detained person to obtain reliable information to satisfy intelligence requirements consistent with applicable law.

M312 Imagery Intelligence (IMINT)-DoD. Intelligence derived from the exploitation of collection by visual photography, infrared sensors, lasers, electro-optics, and radar sensors, such as synthetic aperture radar, wherein images of objects are reproduced optically or electronically on film, electronic display devices or other media. (JP 1-02) This function includes the tasking, collection, processing, exploitation, analysis and dissemination of intelligence derived from imagery. This includes the analysis imagery to generate geospatial information. It also includes maintenance, modification, and modernization of the imagery collection and exploitation systems.

M313 Signals Intelligence (SIGINT). 1. A category of intelligence comprising either individually or in a combination all communications intelligence, electronic intelligence, and foreign instrumentation signals intelligence, however transmitted. 2. Intelligence derived from communications, electronic, and foreign instrumentation signals. (JP 1-02 and JP 2-0) This includes the tasking, collection, processing, exploitation, analysis and dissemination of intelligence derived from signals and the analysis of signals. It also includes maintenance, modification and modernization of the related systems.

M316 Geospatial Intelligence. This function includes the production and storage of geospatial information, products, and services. Geospatial data are derived from imagery processing and analysis and from non-imagery geospatial information acquisition and processing. The data are used to create databases, maps, charts, and other geospatial products and services. This includes maintenance, modification, and modernization of existing systems that do not add new capabilities. Imagery collection, processing, exploitation, analysis and dissemination are included in this function.

M318 Geospatial Intelligence Acquisition and Processing. This function includes the acquisition translation/transformation and dissemination of imagery and non-imagery information such as geographical names, boundaries, foreign maps, topography, hydrography, bathymetry, urban, geodetic, geomagnetic, nautical, aeronautical, and other related information of use in geospatial products and services.

M320 Open Source Intelligence (OSINT) Collection/Processing. This function includes the collection of open source information from foreign media/broadcasts, publications, and commercial databases. It also includes the transformation of collected open source information into forms or formats which can be analyzed for intelligence significance, and the

related information handling and filtering tools for selecting open source data. This includes maintenance, modification, and modernization of existing collection and processing systems that do not add new capabilities. Not included are resources required exclusively for language exploitation and the production, storage, and distribution of mapping, charting, and geodesy products and services.

M322 Language Exploitation. This function includes automated or manual procedures to translate or directly derive intelligence information from foreign language data, regardless of media, for dissemination.

M324 Multidisciplinary Collection and Processing. This function includes the collection, processing, analysis and dissemination of intelligence information by a system or method that uses information from two or more intelligence disciplines. This includes maintenance, modification, and modernization of existing collection/processing systems that do not add new capabilities.

M326 Intelligence Communications and Filtering. This function includes the receipt, selection, filtering, and forwarding of data from intelligence collection systems and other systems to the point of processing. It also includes maintenance, modification, and modernization of existing communication and filtering systems required to mine, compile and route data.

M328 All Source Analysis. This function includes the analysis, evaluation, synthesis, and interpretation of information from all sources to include HUMINT, IMINT, SIGINT, MASINT, OSINT and Geospatial data into finished intelligence products.

M330 Intelligence Production Integration and Analytic Tools. This function includes profiling intelligence information and building and shaping finished intelligence products, analytic tools and data-bases that support all-source analysis. Not included are the tools used by other intelligence disciplines.

M334 Intelligence Requirements Management and Tasking This function includes identification, registration, systematic review, prioritization, Intelligence Augmentation (IA), Request for Forces (RFF), and Operational Needs Statement (ONS), of both present and future intelligence requirements; assignment of resulting tasks to collection, analysis, counterintelligence, or clandestine capabilities and systems for action; and verification of completion of the assigned action.

M399 Other Intelligence Activities. This function includes intelligence activities not covered by one of the other function codes such as Electronic Intelligence (ELINT), Measurement and Signature Intelligence (MASINT), and Target Intelligence.

- ~~Electronic Intelligence (ELINT). Technical and geolocation intelligence derived from foreign non-communications electromagnetic radiations emanating from other than nuclear detonations or radioactive source. (JP 1-02)~~
- ~~Measurement and Signature Intelligence (MASINT). This function includes the tasking, collection, processing, exploitation, analysis and dissemination of technically derived intelligence that measures (detects, locates, tracks, identifies and describes) the specific characteristics of fixed and dynamic targets. MASINT systems use various scientific disciplines and advanced technologies to measure or exploit unique characteristics or signatures. Advanced processing and exploitation techniques also use data collected by other collection disciplines. This also includes maintenance, modification, and modernization of MASINT collection systems.~~
- ~~Target Intelligence. Intelligence that portrays and locates the components of a target or targets complex and indicates its vulnerability and relative importance. (JP 1-02)~~

~~GROUP 15—EXPEDITIONARY FORCE DEFENSE—OPERATING FORCES~~

GROUP 15—COMBAT AND OTHER COMBAT SUPPORT/SERVICE SUPPORT

~~***Expeditionary Force Operations.*** *This includes operating forces designed primarily for operations outside the U.S. or those with a nuclear mission that fall under the combat control of a COCOM. This includes strike, air control, sea control, ground combat, and mobility forces.~~

M415 Combat. Engaging in armed fighting or the use of force, to include deadly force (e.g., firepower and destructive capabilities), with the intent/mission to defeat enemy forces (including insurgents and terrorists), seize and/or hold terrain, or gain land, air or sea superiority on behalf of the U.S.

- Offensive Combat Operations—combat operations designed primarily to defeat the enemy. Forms of offensive operations are undertaken to seize, retain and exploit the initiative and to achieve air, land or sea superiority. Offensive techniques include pursuit, movement to contact, attack, and exploitation.
- Defensive Combat Operations—combat operations designed to defeat an attacking enemy or to nullify or reduce the effect of an attack. Defensive operations also may achieve one or more of the following: gain time, concentrate

forces elsewhere; wear down enemy forces as a prelude to offensive operations; and retain tactical or strategic objectives (e.g., air base defense).

M480 Combat Support. Fire support and operational assistance provided to combat elements. (~~JP 1-02 and~~ JP 4-0) Functions that provide operational assistance to the combat forces and which are part, or prepared to become part of a theater, command, or task force formed for combat operations. ~~Combat support includes, but is not limited to psychological operations, communications operations, information operations, security operations, civil affairs, and military intelligence. Security forces support combat operations of tactical forces by conducting battlefield circulation control and area security operations to expedite the forward movement of critical combat resources. Security forces ensure the way is open to move reinforcing troops, fuel, food, and ammunition across the battlefield and evacuate enemy prisoners of war from the battle area.~~

M510 Combat Service Support. The essential capabilities, functions, activities, and tasks necessary to sustain all elements of operating forces in theater at all levels of war. Within the national and theater logistics systems, it includes, but is not limited to, that support rendered by service forces in ensuring the aspects of supply, maintenance, transportation, health services, and other services required by aviation and ground combat troops to permit those units to accomplish their mission in combat. CSS encompasses those activities in all levels of war that produce sustainment to all operating force on the battlefield. (~~JP 1-02 and~~ JP 4-0)

~~The following are examples.~~

- ~~Physical Security of Equipment, Supplies, Personnel and Installations in Operational Environments. Physical security includes safeguarding equipment, supplies, personnel, and installations from hostile action; intelligence and criminal activities; terrorist attack, and other disruptive forces. In hostile, uncontrolled areas, this can involve planning and execution of tactical military operations to protect vital assets and to support combat operations when necessary. Physical security of installations in an uncontrolled hostile environment can be performed in conjunction with DoD Function S510 physical security functions.~~
- ~~Security of Nuclear Weapons in Areas of Operation. This includes safeguarding weapons and systems while in storage, transit or during deployment (e.g., weapon storage areas, launch facilities, aircraft and convoys).~~
- ~~Security of Chemical, Biological, Radiological and High Explosives Weapons in Areas of Operation. This includes safeguarding chemical, biological, radiological and high explosive weapons while in storage and transit in areas of operation.~~

- ~~Security of Conventional Arms, Ammunition and Explosives (CAAE) in Areas of Operation. This includes safeguarding conventional arms, ammunition and explosives while in storage and transit in areas of operation.~~
- ~~Law Enforcement Activities in Areas of Operation. This function includes the enforcement of laws and regulations designed to maintain public peace and order, to protect both life and property from accidental or willful injury, and to prevent and detect crimes. Activities include the direct conduct of criminal investigations, apprehension of offenders, and custody and control of persons detained or confined in confinement/correctional facilities. It may include, if necessary, the establishment of a military government.~~
- ~~Military Justice in Areas of Operation. This function includes the administration of military law under chapter 47 of title 10, United States Code (the Uniform Code of Military Justice (UCMJ)); the Manual for Courts-Martial, and implementing regulations. It also includes the administration of United States law and policy relating to the status and treatment of detained persons. Activities include investigation and disposition of offenses committed by persons subject to the UCMJ, imposition of non-judicial punishment and pretrial restraint, determination of combatant status, and trial by courts-martial and military tribunals. It also includes investigation and prosecution of war crimes.~~
- ~~Detention/Custody of Detainees in Areas of Operation. This function includes the detention/custody, treatment and transfer of enemy prisoners of war (EPW), retained personnel (RP), civilian internees (CI) and other detainees (OD) as determined under applicable regulations, in custody of the U.S. Armed Forces during or in the aftermath of armed conflict and during military operations other than war.~~
- ~~Humanitarian Support to the Civilian Population. Humanitarian support to the civilian population may become necessary if civilians come under military control, or support to the civilian population is assigned as a mission or otherwise undertaken out of necessity by the military forces.~~

GROUP 16—HOMELAND DEFENSE~~—OPERATING FORCES.~~

M610 Homeland Defense Operations. The protection of United States sovereignty, territory, domestic population and critical infrastructure against external threats and aggression or other threats as directed by the President. The Department of Defense is

responsible for Homeland Defense. Homeland Defense includes missions such as domestic air defense. The Department recognizes that threats planned or inspired by "external" factors may materialize internally. The reference to "external threats" does not limit where or how attacks could be planned and executed. The Department is prepared to conduct Homeland Defense mission whenever the President, exercising his Constitutional authority as Commander in Chief, authorizes military actions. (~~JP 1-02 and~~ JP 3-26) Achieving these objectives requires a layered defense to Detect, Deter, Prevent and Defeat external threats. This includes (1) National Air and Space Defense, (2) National Land Defense (3) National Maritime Defense and (4) Cyber Defense. (These four Mission sets and the strategy below are taken from the Department of Defense Homeland Security Joint Operating Concept (JOC).)

It is a layered and comprehensive defense, divided into three regions. The three regions are:

Forward Regions – Foreign land areas, sovereign airspace and waters outside the Homeland. This objective can be obtained through preemptive attack, or in conjunction with major combat operations, stability operations and/or strategic deterrence.

Approaches – Conceptual region extending from the limits of the Homeland to the boundaries of the Forward Regions based on intelligence. DoD's objective is to detect, deter, prevent, and defeat transiting threats as far from the Homeland as possible. This objective is achieved through surveillance and reconnaissance, missile defense, air defense, land defense and maritime interception.

Homeland – The Homeland is a physical region that includes the 50 states, US territories and possessions in the Caribbean Sea and Pacific Ocean, and the immediate surrounding sovereign waters and airspace. DoD's objective in this region is to detect, deter, prevent, and defeat aggression and defend against external threats. This objective is achieved though air and space defense, land defense, maritime defense, and cyber defense.

- Law Enforcement Activities. This includes responsibilities under Chapter 15 of title 10, U.S.C., to restore order, enforce federal authority, and protect peoples' rights; responsibilities under section Chapter 18 of title 10, U.S.C., to provide military support for civilian law enforcement agencies; and responsibilities under section 831 of title 18, U.S.C., to provide assistance to the Attorney General for prohibited transactions involving nuclear materials.

GROUP 17—SPACE ~~DEFENSE—OPERATING FORCES~~

M800 Space Management and Oversight. This function includes the oversight, direction and control of activities and operations responsible for the U.S. military space programs. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; allocating resources; and, conducting or reviewing mid- and long-range planning for operations and integration of U.S. military space programs. It typically includes oversight and approval of mission analyses and materiel requirements; analysis of the utilization of military resources; and assessments of those infrastructure operations that directly support the U.S. military space program's operational, strategic, and business planning.

M805 Space Operations Command and Control. This function includes overseeing, directing, controlling, and planning for the employment of space assets and capabilities to provide services in support of military operations around the globe. This function includes the command and control (C2) of day-to-day operations, planning, integration, and coordination of military space operations with other organizations and agencies within and outside the DoD. These organizations and agencies may include but are not limited to the National Space Defense Center, Joint Navigation Warfare Center, Missile Warning Center, Joint OPIR Planning Center, SATCOM Integrated Operations Environment, and Air Force Space Aggressors.

M810 ~~Military~~ Space Operations. ~~Combat, combat support and combat service support operations to ensure freedom of action in space for the United States and its Allies and, when directed, deny an adversary freedom of action in space. The space control mission areas includes: surveillance of space; protection of U.S. and friendly space systems; prevention of an adversaries' ability to use space systems and services for purposes hostile to U.S. national security interests; negation of space systems and services used for purposes hostile to U.S. national security interests; and directly supporting battle management, command, control, communications, and intelligence. (JP 1-02 and JP 3-14)~~ Includes functions designed to deter, defend against, and if necessary, defeat efforts to interfere with or attack U.S. or allied space systems (National Space Policy, Jun 28, 2010). As described in JP 3-14, U.S. military space operations is comprised of mission areas including: space situational awareness; space control; position, navigation, and timing; environmental monitoring; missile warning; nuclear detonation detection; satellite operations, intelligence, surveillance, and reconnaissance, and satellite communications.

- Space Situational Awareness. Involves characterizing the space capabilities operating within the terrestrial environment and the space domain that provide the requisite foundational, current, and predictive knowledge and characterization of space objects and the operational environment upon which space operations depend.

- ~~Force Application. Combat operations in, through, and from space to influence the course and outcome of conflict. The force application mission area includes: ballistic missile defense and force projection.~~

- ~~Force Enhancement. Combat support operations to improve the effectiveness of military forces as well as support other intelligence, civil, and commercial users. The force enhancement mission area includes: intelligence, surveillance, and reconnaissance; tactical warning and attack assessment; command, control, and communications; position, velocity, time, and navigation; and environmental monitoring.~~

- ~~Space Support. Combat service support operations to deploy and sustain military and intelligence systems in space. The space support mission area includes launching and deploying space vehicles, maintaining and sustaining spacecraft on-orbit, and de-orbiting and recovering space vehicles, if required. (JP 1-02 and JP 3-14)~~

- Space Control. ~~Combat and combat support operations to ensure freedom of action in space for the United States and its allies and, when directed, deny an adversary freedom of action in space. The space control mission area includes: (1) Protection. Measures that ensure US and friendly space systems perform as designed by overcoming an adversary's attempts to negate friendly exploitation of space or minimize adverse effects if negation is attempted; (2) Prevention. Measures to preclude an adversary's hostile use of US or third party space systems and services; (3) Negation. Measures to deceive, disrupt, deny, degrade, or destroy an adversary's space capabilities; and (4) Space Situation Awareness. The knowledge and intelligence that provides the planner, commander, and executor with sufficient awareness of objects, activities, and the environment to enable course of action development. This involves characterizing, as completely as possible, the space capabilities operating within the terrestrial and space environments. Space situation awareness forms the foundation for all space activities, and is the enabler for counterspace operations.~~ Consists of operations to ensure freedom of action in space. This includes offensive space control, defensive space control and navigation warfare.

- Position, Navigation, and Timing. Consists of operations to ensure assured position, navigation, and timing systems for precise and accurate geolocation, navigation, and time reference services from space-based global navigation satellite systems.

- Environmental Monitoring. Consists of space-based environmental sensing to support the development of forecasts and assessments of the space environment; meteorological and oceanographic factors to provide forecasts and assessments of environmental impacts of terrestrial weather; and environmental monitoring support provided to space operations.
- Missile Warning. Consists of space-based and terrestrial sensors that provide warning of a missile attack against North America to national leaders as well as attacks against multinational partners in other geographic regions.
- Nuclear Detonation Detection. Consists of capabilities that provide a persistent, global, and integrated sensor capability to provide surveillance coverage of critical regions of the globe and provide early warning, characterization, and assessment recommendations to national senior leaders and allies of nuclear detonations to support threat determination and follow-on decision making.
- Satellite Operations. Consists of activities that enable the telemetry, tracking, commanding, maneuver, configuration, operation, state-of-health monitoring, sustainment of on-orbit satellite operations, and maintenance sub-functions. This includes activities for payload operations such as monitoring and commanding of the satellite payload to collect data and provide capability in the operational environment. This also includes servicing of satellites through rendezvous and proximity operations as well as on-orbit servicing.
- Intelligence, Surveillance, and Reconnaissance. This function should be coded with the appropriate intelligence function code from the Intelligence subgroup in Group 18-Information Capabilities.
- Satellite Communications. This function should be coded with the appropriate transmission services function code from the Communications, Transmission, and Decision Support Services subgroup in Group 18-Information Capabilities.

M820 Spacelift and Reconstitution. Includes programs and activities that enable the ability to deliver payloads (satellites or other materials) into space. Military spacelift (typically space launches) includes operations to deploy, sustain, augment, or reconstitute satellite constellations supporting U.S. military operations, national security objectives, and/or commercial customers. This function includes range operations that provide launch campaign support, pre-launch testing, launch traffic control, scheduling services, and ground facilities as well as spacecraft recovery operations. This function does not include acquisition functions which should be coded with the appropriate acquisition function code from Group 3-Systems Acquisition, Test and Evaluation, Engineering, and Contracting.

M899 Other Space Activities. This function includes space activities not addressed by one of the other space function codes.

GROUP 18 -- ~~CYBERSPACE OPERATIONS – OPERATING FORCES~~ INFORMATION CAPABILITIES. *This functional group addresses activities that plan and execute information operations, both offensive and defensive, involving the integrated use of Military Information Support Operations (MISO), Civil Military Operations (CMO), Public Affairs, Intelligence, Cyberspace Operations, and Communications.*

~~**M910 - Computer network attack (CNA) & Computer Network Exploitation (CNE).** CNA includes actions taken through the use of computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves. CNE includes enabling operations and intelligence collection capabilities conducted through the use of computer networks to gather data from target or adversary automated information systems or networks.~~

~~**M930 - Information Assurance/Computer Network Defense (IA-CND).** IA includes measures that protect and defend information and information systems by ensuring their availability, integrity, authentication, confidentiality, and nonrepudiation. This includes providing for restoration of information systems by incorporating protection, detection, and reaction capabilities. CND include actions taken to protect, monitor, analyze, detect, and respond to unauthorized activity within the Department of Defense information systems and computer network~~

MILITARY INFORMATION SUPPORT OPERATIONS (MISO). *This functional group performs "planned operations to convey selected information and indicators to foreign audiences to influence their emotions, motives, objective reasoning, and ultimately the behavior of foreign governments, organizations, groups, and individuals in a manner favorable to the originator's objectives" (JP 3-13).*

M201 Military Information Support Operations Management/Oversight. This function includes oversight, direction, and control of subordinate organizations or units through developing and issuing guidance; reviewing and evaluating program performance; planning and conducting exercises; allocating and distributing resources; and conducting mid- and long-range planning, programming, and budgeting. These functions are specific to MISO and special care should be taken not to confuse MISO functions with Civil-Military Operations (M211/M212) or Public Affairs functions (Y501/Y515).

M202 Military Information Support Operations Program Activities and Operations. This function includes providing advice and counsel to respective leadership, staff and

subordinate MISO activities and operations in formulating decisions, policies, and positions regarding MISO issues and issue management. This function includes advising; planning; target audience analysis; series development; product development, design, approval, and distribution; and assessment. Products may include broadcasts via radio, television and/or the Internet; text messaging; leaflet drops; and loudspeaker operations. These functions are specific to MISO and special care should be taken not to confuse MISO functions with Civil-Military Operations (M211/M212) or Public Affairs functions (Y501/Y515).

CIVIL-MILITARY OPERATIONS (CMO). *This functional group performs activities by designated civil affairs forces that "establish, maintain, influence, or exploit relations between military forces, indigenous populations, and institutions, by directly supporting the attainment of objectives relating to the reestablishment or maintenance of stability within a region or host nation" (JP 3-57).*

M211 Civil Military Operations Management/Oversight. This function includes oversight, direction, and control of subordinate organizations or units through developing and issuing guidance; reviewing and evaluating program performance; planning and conducting exercises; allocating and distributing resources; and conducting mid- and long-range planning, programming, and budgeting. These functions are specific to CMO and special care should be taken not to confuse CMO functions with Military Information Support Operations (M201/M202) or Public Affairs functions (Y501/Y515).

M212 Civil Military Operations Program Activities and Operations. This function includes providing advice and counsel to respective leadership, staff and subordinate CMO activities and operations in formulating decisions, policies, and positions regarding CMO issues and issue management. This function includes advising, planning, coordinating, execution, activity supervision/management and assessing civil affairs operations. These functions are specific to CMO and special care should be taken not to confuse CMO functions with Military Information Support Operations (M201/M202) or Public Affairs functions (Y501/Y515).

PUBLIC AFFAIRS. *Public affairs activities and operations ensure the free flow of information regarding the policies, programs, and priorities of the DoD and its leadership, including the Secretary and Deputy Secretary of Defense, the Chairman of the Joint Chiefs of Staff, the heads of DoD Components, and other Departmental leaders, to American citizens and the general public, the news media, the military and civilian audiences internal to the DoD, other government agencies, and non-government organizations and associations. This communications function is conducted through various public affairs programs, notably public information, media relations,*

community relations, command/internal information, and various outreach efforts that enhance the understanding of DoD issues by external and internal audiences.

Y501 Public Affairs Management. This function includes oversight, direction, and control of the respective Public Information, Command/Internal Information, and Community Relations Programs. Functional objectives are achieved through the development and issuance of programmatic policy and policy guidance; oversight, review, and evaluation of program performance of subordinate organizations; allocation and distribution of resources; and mid- and long-range planning, programming, and budgeting. This function includes providing advice and counsel to respective senior leadership and staff and subordinate public affairs activities and operations in formulating decisions, policies, and positions regarding public affairs issues and issue management. This function also includes serving as the official spokesperson at the respective organizational level on public issues and interests. Public Affairs deals with issues of public interest and communicating with and informing the internal DoD and external publics on those issues. This function does not include oversight of liaison support for protocol matters concerning official visits, ceremonies, and events that are coded Y525. It also excludes oversight of legislative liaison work performed as part of the legislative affairs activity coded Y610.

Y515 Public Affairs Program Activities and Operations. This function includes providing program management and operational guidance of public affairs activities and operations to include producing and providing public affairs policies, products, and services. Functional objectives are achieved by the review of policies; development and issuance of policies and operating guidance; planning, programming, and budgeting; and evaluating operational performance and management of public affairs operating activities and their associated policies, products and services. This function may include providing advice and counsel to respective leadership and staff and subordinate public affairs activities and operations in formulating decisions, policies, and positions regarding public affairs issues and issue management. This function may also include serving as the official spokesperson at the respective organizational level on public issues and interests. This function includes editorial operations; speech writing; newspaper, bulletin, and magazine publication; community relations programs; speakers bureaus; press releases and stories; broadcasting; Worldwide Web and other Internet operations, products, and services; media relations and operations; public communication and correspondence; and command and internal information and communications. Public Affairs deals with issues of public interest and communicating with and informing the internal DoD and external publics on those issues. This function excludes liaison support for protocol matters concerning official visitations, ceremonies, and events that are coded Y525. It also excludes legislative liaison activities coded Y620 and advertising support for military and civilian recruiting coded B820 and B720, respectively. The Public

Affairs function may be performed by offices at all levels within the DoD. Excluded are those public affairs activities and operations performed exclusively by and within the operating forces as an integral part of military operations which are coded using the appropriate M codes.

G220 Military Bands Program and Activities. This function includes operations necessary for the organization, planning, and provisioning of military bands and for performances at military functions and special events.

G221 Military Band Management. This function includes oversight, direction, and control of military band programs. Functional objectives are achieved through the development and issuance of programmatic policy and policy guidance for military bands; oversight, review, and evaluation of program performance; allocation and distribution of resources; and mid- and long-range planning, programming, and budgeting.

VISUAL INFORMATION. *This includes the production, distribution, and life cycle management of products and services that effectively communicate information through visual and/or aural means. This includes still photography, motion picture photography, video or audio recording, graphic arts, visual presentation services, and the associated support processes.*

Y560 Visual Information Management. This function includes the oversight, direction, and control of the Visual Information and Combat Camera Programs. Functional objectives are achieved through the development and issuance of programmatic policy and policy guidance for Visual Information and Combat Camera Programs; oversight, review, and evaluation of program performance of subordinate organizations; allocation and distribution of resources; and, mid- and long-range planning, programming, and budgeting.

Y570 Visual Information Program Activities and Operations. This function includes program management and operational guidance of visual information operations to include producing and providing visual information products and services (either through in-house capabilities or acquired through contract support) other than those that are an integral part of Combat Camera operations. Functional objectives are achieved by the development, issuance, and review of operating guidance; planning, programming, and budgeting; and evaluating operational performance and management of Visual Information support and Combat Camera operations. This also includes the design, generation, storage, production, distribution, disposition, and life cycle management of still photographs, digital still images, motion pictures, analog and digital video recordings, visual information productions, certain graphic arts (such as paintings, line drawings, and montages) and related captions, overlays, and intellectual control data other than those in direct support of Combat Camera operations. This

function may be performed at all levels within the DoD. Combat Camera operations are coded using the appropriate M codes.

INTELLIGENCE

M301 Intelligence Management and Oversight. This function includes oversight, direction, and control of subordinate organizations or units through developing and issuing guidance; reviewing and evaluating program performance; planning and conducting exercises; allocating and distributing resources; and conducting mid- and long-range planning, programming, and budgeting.

M302 Intelligence Policy and Coordination. This function includes the formulation, coordination, and implementation of both intelligence and counterintelligence policy and their associated interagency liaison activities, to ensure that they support national security policy.

M310 Counterintelligence. This function includes the collection of information and activities conducted to detect, identify, assess, exploit, penetrate, degrade, and counter or neutralize espionage, intelligence collection, sabotage, subversion, assassination and terrorists activities conducted for or on behalf of foreign powers, organizations, persons, or their agents directed against U.S. national security interest or DoD and its personnel, information, materiel, facilities, and activities as defined in DoD Directive 5240.2. It includes counterintelligence (CI) preliminary inquiries and investigations; CI operations; CI collection; CI analysis and production; CI functional services; as well as other activities that directly support CI functions and missions.

M311 Human Intelligence (HUMINT). This function includes the tasking, collection, processing, exploitation, analysis and dissemination of foreign information by trained human intelligence collectors from people and multimedia to identify elements, intentions, composition, strength, dispositions, tactics, equipment, personnel and capabilities. It uses human sources as a tool and a variety of collection methods, both passively and actively, to gather information to satisfy the Commander's intelligence requirements and cross-cue other intelligence disciplines. This function includes the following subcategories:

- Interrogation. This function entails the systematic process of using approved interrogation approaches to question a captured or detained person to obtain reliable information to satisfy intelligence requirements (JP 2-0) consistent with applicable law.
- Source Operations. This function entails the development of information through the direct and indirect questioning of overt or clandestine sources.

- Debriefing. This function entails the process of questioning cooperative human sources to satisfy intelligence requirements.

M313 Signals Intelligence (SIGINT). This function includes intelligence produced by exploiting foreign communications systems and non-communications emitters. Intelligence is derived from communications, electronic, and foreign instrumentation signals. (JP 2-0) This includes the tasking, collection, processing, exploitation, analysis and dissemination of intelligence derived from signals and the analysis of signals. It also includes maintenance, modification and modernization of the related systems. This function includes the following subcategories:

- Communications Intelligence (COMINT). Intelligence and technical information derived from collecting and processing intercepted foreign communications passed by radio, wire, or other electromagnetic means. COMINT may include imagery, when pictures or diagrams are encoded by a computer network/radio frequency method for storage and/or transmission (JP 2-0).
- Electronic Intelligence (ELINT). Intelligence derived from the interception and analysis of non-communications emitters (e.g., radar). ELINT consists of two subcategories; Operational ELINT (OPELINT) and Technical ELINT (TEHCELINT).
    - Operational ELINT (OPELINT) is concerned with operationally relevant information such as the location, movement, employment, tactics, and activity of foreign non-communications emitters and their associated weapon systems.
    - Technical ELINT (TEHCELINT) is concerned with the technical aspects of foreign non-communications emitters such as signal characteristics, modes, functions, associations, capabilities, limitations, vulnerabilities, and technology levels.
- Foreign Instrumentation Signals Intelligence (FISINT). The technical analysis of data intercepted from foreign equipment and control systems such as telemetry, electronic interrogators, tracking/fusing/arming/firing command systems, and video data links.

M316 Geospatial Intelligence (GEOINT). This function includes the collection, processing, exploitation, analysis, production, dissemination and storage of geospatial information, products, and services to describe, assess, and visually depict physical features and geographically referenced activities on the Earth. Geospatial data are derived from imagery processing and analysis and from non-imagery geospatial information acquisition and processing. The data are used to create databases, maps, charts, and other geospatial products

and services. This includes maintenance, modification, and modernization of existing systems that do not add new capabilities. This function includes the following subcategories:

- Imagery. A likeliness or presentation of any natural or man-made feature or related object or activity and the positional data acquired at the same time the likeness or representation was acquired, including products produced by space-based national intelligence reconnaissance systems, and likenesses or presentations produced by satellites, airborne platforms, unmanned aerial vehicles, or other similar means. This does not include handheld photography.
- Imagery Intelligence (IMINT). The technical, geographic, and intelligence information derived through the interpretation or analysis of imagery and collateral materials. It includes the exploitation of imagery data derived from sensors such as:
  - Electro-optical (EO)
  - Radar
  - Infrared (IR)
  - Multi-spectral
  - Laser
- Geospatial Information. The geographic location and characteristics of natural or constructed features and boundaries on the Earth, including:
  - Statistical data
  - Remote sensing, mapping, and surveying technologies
  - Mapping, charting, geodetic data
  - Related products

M320 Open Source Intelligence (OSINT) Collection/Processing. This function includes the collection and processing of open source information that any member of the public can lawfully obtain by request, purchase, or observation. Open sources includes foreign media/broadcasts, publications, commercial databases, unofficial and draft documents, published and unpublished reference material, research, "cloud" databases, web-based networking platforms or repositories. It also includes the transformation of collected open source information into forms or formats which can be analyzed for intelligence significance, and the related information handling and filtering tools for selecting open source data. This includes maintenance, modification, and modernization of existing collection and processing systems that do not add new capabilities. Not included are resources required exclusively for

language exploitation and the production, storage, and distribution of mapping, charting, and geodesy products and services coded M316.

M324 Multidisciplinary Collection and Processing. This function includes the collection, processing, exploitation, analysis and dissemination of intelligence information by a system or method that uses information from two or more intelligence disciplines. This includes maintenance, modification, and modernization of existing collection/processing systems that do not add new capabilities.

M326 Intelligence Communications and Filtering. This function includes the receipt, selection, filtering, and forwarding of data from intelligence collection systems and other systems to the point of processing. It also includes maintenance, modification, and modernization of existing communication and filtering systems required to mine, compile and route data.

M328 All Source Analysis. This function includes the analysis, evaluation, synthesis, and interpretation of information from all sources to include HUMINT, SIGINT, MASINT, OSINT, TECHINT, and GEOINT data into finished intelligence products.

M330 Intelligence Production, Integration and Analytic Tools. This function includes profiling intelligence information and building and shaping finished intelligence products, analytic tools and databases that support all-source analysis. Not included are the tools used by other intelligence disciplines. Intelligence products may include:

- Warning
- Current Intelligence
- General Military Intelligence
- Target Intelligence
- Scientific and Technical Intelligence
- Counterintelligence
- Estimative Intelligence
- Identity Intelligence

M334 Intelligence Planning, Requirements Management and Tasking. This function includes identification, registration, systematic review, prioritization, Intelligence Augmentation (IA), Request for Forces (RFF), and Operational Needs Statement (ONS), of both present and future intelligence requirements; assignment of resulting tasks to collection,

analysis, counterintelligence, or clandestine capabilities and systems for action; and verification of completion of the assigned action.

M335 Measurement and Signature Intelligence (MASINT). This function includes the collection, processing, exploitation, analysis and dissemination of information produced by quantitative and qualitative analysis to support signature development and analysis, to perform technical analysis, and to detect, characterize, locate, and identify the specific characteristics of events and fixed/dynamic targets. MASINT systems use various scientific disciplines and advanced technologies to measure or exploit unique characteristics or signatures. Advanced processing and exploitation techniques also use data collected by other collection disciplines. This also includes maintenance, modification, and modernization of MASINT collection systems.

M336 Technical Intelligence (TECHINT). This function includes the collection, processing, exploitation, and analysis of foreign materiel and scientific information. TECHINT includes the acquisition of foreign equipment or foreign scientific/technological information, assessment of its capabilities and vulnerabilities and analysis of foreign technological threat capabilities, limitations, and vulnerabilities. This may include the production of products used by U.S. weapons developers, countermeasure designers, tacticians, and operational forces to prevent technological surprise, neutralize an adversary's technological advantage(s), enhance force protection, and support the development and employment of effective countermeasures to newly identified adversary equipment.

M337 Identity Intelligence (I2) Applications. This function includes the combination of synchronized applications of biometrics, forensics, and captured documents and media capabilities with intelligence and identity management processes to establish identity, affiliations and authorizations in order to deny anonymity to the adversary and protect U.S. and partner nation assets, facilities, and forces.

- Captured Document and Media Exploitation (DOMEX). Processed and exploited captured documents and media may provide valuable information such as adversary plans, intentions, locations, capabilities, and status. Captured documents and media include all media capable of storing fixed information to include computer storage material.
- Biometrics-enabled Intelligence (BEI). Applied BEI supports the identification of individuals and their disposition at the point of encounter. BEI and corresponding I2 products support the persistent identification and targeting of adversaries, which enable a range of military and civilian functions.

- Forensics-enabled Intelligence (FEI). The collection, processing, analysis, and interpretation of forensic material and data as well as associated contextual data that informs a decision maker's needs with individualized information concerning events, ideology, and persons of interest.

M340 Cyber Intelligence. This function includes the collection, processing, exploitation, and analysis of information to produce intelligence on network operation, activities, and cyber threats. Threats include activities, plans, capabilities and intentions of adversaries; identifying current and emerging threat vectors planned or utilized for cyber-attack operations; identifying specific technical data to provide the nature and character of deployed malware, system/product weaknesses, and effects; identify ongoing criminal activities; and issues pertaining to operations at all levels in the cyber domain.

M399 Other Intelligence Activities. This function includes intelligence activities not covered by one of the other function codes.

CYBERSPACE OPERATIONS

M900 Cyberspace Policy, Management and Oversight. This function includes management of computing and cyberspace operations and/or overseeing, directing, and controlling subordinate organizations through developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting mid- and long-range cyberspace operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of computing infrastructures, architecture, and cyberspace operations/warfare (e.g., Information Assurance/Computer Network Defense and Computer Network Attack and Exploitation).

OFFENSIVE CYBERSPACE OPERATIONS (OCO). *These functions provide for cyberspace operations "intended to project power in and through cyberspace" (JP 3-12).*

M910 Offensive Cyberspace Operations Management and Oversight. This function includes the management of cyberspace offensive operations and/or overseeing, directing, and controlling subordinate organizations through developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting mid- and long-range cyberspace offensive operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of cyberspace offensive operations.

M911 Offensive Cyberspace Operations. This function includes actions taken through the use of computers and/or computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves by minimizing or eliminating the capability or threat from an adversary to use their computer systems, computer networks and techniques to disrupt, deny, degrade, or destroy friendly computers and/or networks through cyberspace. Offensive operations include mission assessment and planning, exploitation analysis, targeting (analysis, development, reporting), and attack/fires.

M919 Other Offensive Cyberspace Operations. This function includes any other offensive cyberspace operations functions not included above.

DoD INFORMATION NETWORK (DODIN) OPERATIONS. *These function provide for the operations to secure, configure, operate, extend, maintain, and sustain DoD cyberspace to create and preserve confidentiality, availability, and integrity" (JP 3-12) of the DoD globally interconnected, end-to-end set of information capabilities, and associated processes that support warfighters, policy makers, and support personnel, including owned and leased communications and computing systems and services, software (including applications), data, security services, other associated services, and national security systems.*

M920 DODIN Operations Management and Oversight. This function includes the management of DoD computing and DoD Information Network operations and/or overseeing, directing, and controlling subordinate organizations through developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting mid- and long-range cyberspace operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of computing infrastructures, architecture, and DoD Information Network operations.

M921 Computer System Operations/Management. This function includes the installation of new or modified hardware/software; managing accounts, permissions, and access to systems and equipment; monitoring the performance, capacity, serviceability, and recoverability of installed systems; implementing security procedures and tools; resolving hardware/software interface and interoperability problems; and, maintaining systems configuration and inventory.

M922 Database Operations/Management. This function includes analyzing and defining data requirements and specifications; designing, developing, implementing, modifying, and

managing databases; defining and developing data flow diagrams; building and maintaining data dictionaries; developing physical data models; and data mining/data warehousing.

M923 Network Infrastructure Operations/Management. This function includes the design, development, testing, quality assurance, configuration, installation, integration, maintenance, and/or administration of cable plants and network systems (LANs, WANs, MANs, and internet/intranet systems). This includes defining and maintaining physical network architecture and infrastructure; configuring and optimizing network switches, routers, servers, firewalls, and other associated equipment; analyzing network workload; monitoring network performance; diagnosing problems; ensuring proper load balancing; developing backup and recovery procedures; and installing, testing, maintaining, and upgrading network operating systems software.

M924 Knowledge Management. This function includes web site design, structure, maintenance, and monitoring web site functionality, security, and integrity. This includes web sites that can be linked to and integrated with associated databases and digital document libraries such as SharePoint or other knowledge management applications.

M925 Technical Support/Service Desk Operations/Management. This function includes moves/adds/changes (MACs); break/fixes; installation; troubleshooting; user assistance; local training; problem tracking, resolving and diagnosing; software and hardware maintenance and repair; and backup and recovery operations.

M926 Research, Testing, Development and Evaluation (RTD&E) Operations/Management. This function includes analyzing systems requirements; writing code, testing and debugging applications; assuring software quality and functionality; writing and maintaining program documentation; developing compilers, assemblers, utility programs, and operating systems; and evaluating new software applications, new systems, and programming technologies. This does not include program management of defense acquisition systems coded F310 and F120.

M927 Network Architecture Engineering/Planning. This function includes conducting needs analyses to define opportunities for new or improved infrastructure and/or applications; identifying requirements; conducting feasibility studies and trade-off analyses; defining network and/or systems scope and objectives; developing overall functional and technical requirements and specifications; evaluating and recommending sources for systems components; and ensuring the integration and implementation of applications, databases, networks, and related systems.

M929 Other DODIN Operations Activities. This function includes any other DoD Information Network operations functions not included above.

DEFENSIVE CYBERSPACE OPERATIONS (DCO). *These functions provide passive and active cyberspace operations intended to "preserve the ability to utilize [friendly] cyberspace capabilities and protect data, networks, cyberspace-enabled devices, and other designated systems by defeating on-going or imminent malicious cyberspace activity." (JP 3-12).*

M930 Cyber Security/Defense Management and Oversight. This function includes the management of cyberspace security and defense of DoD Information Network systems and operations and/or overseeing, directing, and controlling subordinate organizations through developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting mid- and long-range cyberspace operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of cyberspace security and defense of infrastructures, architecture, and DoD Information Network operations.

M931 Infrastructure Support. This function includes measures that protect and defend information and information systems and infrastructure by ensuring their confidentiality, integrity, availability, authentication, and nonrepudiation. This includes operations that provide for the restoration of information systems by incorporating protection, detection, reaction and response capability. This includes system/network protection; perimeter defense; infrastructure security controls; server and host based security systems/controls; intrusion detection and monitoring; and firewall administration within the Department of Defense information systems and computer network.

M932 Incident Response/Forensics. This function includes measures in response to reported incidents found on the DoD information system and computer network. This includes operations that provide for the investigation of suspicious or unauthorized activity; forensics activity; identification, analysis, and cataloging of unauthorized software or malware; and restoration of information systems after identification and removal of unauthorized software/malware.

M933 Information Systems Security Operations/Management. This function includes the installation, operation, and maintenance of security controls in support of Defensive Cyber Operations. This includes the coordination with network and system administrators to ensure the implementation of information security measures in support of DoD information systems and computer network operations; advise leadership and management on the security posture of the networks within their charge; provide security control recommendations and implementations in order to facilitate the certification and accreditation process for approved systems, applications, and networks; audit information systems and users to ensure

established security polices and controls are adhered to according to governing regulations; vulnerability management through automated tool sets; incident handling capabilities throughout information systems; log analysis and correlation to detect network and system intrusions; and certification and accreditation in coordination with information system managers.

M934 Communications Security (COMSEC)/Cryptographic Key Management. This function includes day-to-day operation of the DoD's COMSEC material control. This includes the coordination and provision of symmetric and asymmetric key products to support communications and command and control systems; collaboration with communications planners for the development of communications plans, instructions and support; provide information regarding new or revised COMSEC policies and procedures; train and inspect COMSEC users; monitor and maintain COMSEC material allowances; and perform COMSEC account audits and inspections to assess adherence to prescribed instructions.

M935 Hardware/Software Assessment. This function includes analyzing systems requirements; evaluating new software applications, new systems, and programming technologies; conduct security and vulnerability testing of new hardware and software applications; assuring software security quality and functionality; writing and maintaining certification, analysis and accreditation documentation for all authorized hardware and software. This does not include program management of defense acquisition systems coded F310 and F120.

M936 Security Architecture/Planning/Engineering. This function includes conducting needs analyses to define opportunities for new or improved cyberspace security and defense infrastructure and/or applications; identifying requirements; conducting feasibility studies and trade-off analyses; defining network and/or security and defense systems scope and objectives; developing overall functional and technical requirements and specifications; evaluating and recommending sources for systems components; and ensuring the integration and implementation of applications, databases, networks, and related systems.

M937 Security/Vulnerability Assessment. This function includes measures that protect and defend information and information systems and infrastructure through assessment. This includes risk and vulnerability assessments; readiness assessments; security evaluations and audits; security policy enforcement; and, contingency plans and disaster recovery procedures.

M939 Other Cyber Security/Defense Activities. This function includes any other cyberspace security and defense activity functions not included above.

COMMUNICATIONS, TRANSMISSION, AND DECISION SUPPORT SERVICES

W100 Communications, Transmission and Decision Support Services Management. This function includes managing communications, transmission, and decision support services programs and/or overseeing, directing, and controlling subordinate organizations through developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting mid- and long-range communication, transmission, and decision support services planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; knowledge management; and policy, planning, and implementation of communications/transmission systems infrastructure and decision support services architecture/infrastructures.

COMMUNICATIONS SERVICES. *This includes functions that provide transport services (communications) such as long haul, wide and local area voice, digital and video communications. This includes the design, development, installation, and maintenance of voice, digital and video communications capabilities, services, and systems. This excludes communication services for military operations coded with the applicable M code and maintenance of deployable military communication equipment coded J507, K537, or with the applicable M code.*

W210 Telephone Systems. This function includes common-user and administrative telephone systems at DoD installations and activities. It includes communication services for telephone consoles (to include cellular/satellite systems); range communications; emergency action consoles; the cable distribution portion of a fire alarm, intrusion detection, emergency monitoring and control data; and similar communication networks that require use of a telephone system.

W220 Telecommunication Centers. This function includes communication services for non-deployable telecommunication centers to include non-deployable radios, automatic message distribution systems, technical control facilities, and other electronic systems integral to the communications center.

W299 Other Telecommunications Systems. This function includes communication services for telecommunications systems and supporting electronic equipment not included above. This includes stationary, mobile, and portable administrative electronic telecommunications equipment; distribution plants that provide higher speed, transport services (to include long haul, wide and local area telecommunications services and capabilities); and, other telecommunication capabilities.

TRANSMISSION SERVICES. *This includes tactical and non-tactical transmission (radio/satellite) services for mission area application.*

W320 Transmission Systems Operation. This function includes transmission services for systems and supporting electronic equipment for electromagnetic transmission spectrum (e.g., High Frequency (HF), Super High Frequency (SHF), Ultra High Frequency (UHF), and Very High Frequency (VHF)), Troposcatter and satellite band (e.g., AEHF, KU, KA, X and L) communications. This includes the planning, coordinating, operation and support of stationary, mobile, and portable electronic communications equipment.

W330 Transmission Spectrum Management. This function includes the planning, coordination, implementation, administration, and supervision of policy and guidance for effective and efficient use of the electromagnetic spectrum. This function includes support for international, national, DoD, Joint and Service level spectrum policy, allocations and frequency assignment procedures; spectrum supportability and certification procedures; coordination of Host Nation Approval (HNA); radio theory; spectrum analysis and engineering effects of electromagnetic compatibility (EMC); and determination, mitigation and resolution of electromagnetic interference (EMI).

W389 Other Transmission System Services. This function includes transmission services for communications systems and supporting electronic equipment not included above. This includes stationary, mobile, and portable administrative electronic communications equipment; radio, wireless, and cellular communications systems; satellite/terrestrial systems; distribution plants that provide higher speed, transport services (to include long haul, transmission electromagnetic spectrum and capabilities); and, other communication capabilities.

DECISION SUPPORT SERVICES. *This includes functions that provide information as a service (such as weather for aircraft/airfield operations) and is not Information Operations as defined by JP 3-13.*

W430 Mapping and Charting. This function includes operations performed by non-intelligence components involved in the planning, policy, oversight, budget, and operational activities that determine the position, course, and distance traveled by vehicles, ships, aircraft, and spacecraft. This includes operations associated with the Global Positioning System (GPS) and other systems intended to improve navigation/positioning capabilities. It also includes operations that determine the size and shape of the earth, the positions of points on its surface, and for describing variations of the earth's gravity field, as well as designing, compiling, printing, and disseminating cartographic and geodetic products.

W440 Meteorological and Geophysical Services. This function includes operations performed by non-intelligence components involved in the planning, policy, budget, and operational activities associated with terrestrial weather, space environment, climate, oceanography, physics of the earth, and other meteorological activities. This function includes weather operations for the Army, Navy, Air Force, and Marines, the Defense Meteorological Satellite Program, and other related operations. This excludes operations that directly support the operating forces (coded M150).

W499 Other Decision Support Services. This function includes information operation services not addressed by other function codes above.

Appendix B: 2025 Recommended DOD Function Code Revisions (Mark-Up)

Function code taxonomy

DEPARTMENT OF DEFENSE FUNCTION CODES ~~DESCRIPTION TABLE OF CONTENTS~~			
GROUP 1-FORCE MANAGEMENT AND GENERAL SUPPORT			
	MANAGEMENT AND OPERATION OF THE DOD		
		Y105	Defense Direction and Policy Integration
		Y115	Joint Staff Direction of the Armed Forces
		Y199	Other Force Management and General Support Activities
	OPERATIONAL PLANNING AND CONTROL		
		Y210	Operational Planning and Control ~~Oversight and~~ Management
		Y215	Operational Planning and Control
		Y216	Advocacy
		Y217	Combat Development Evaluations and Experimentation
		Y220	National Mobilization and Emergency Preparedness Management
	MANPOWER MANAGEMENT		
		Y240	Manpower Management
		Y245	Manpower Management Operations
		Civilian Personnel Services	
		B710	Civilian Personnel Management
		B720	Civilian Personnel Operations
		Military Personnel Services	
		B810	Military Personnel Management
		B820	Military Recruiting and Examining Operations
		B830	Military Personnel Operations
	SECURITY COOPERATION ~~PLANS~~ PROGRAMS AND ACTIVITIES		
		Y309	~~Management and Oversight of~~ Security Cooperation Programs and Activities Management
		Y310	~~Management and Oversight of~~ Foreign Military Sales & Security Assistance Management
		Y311	Security Assistance Cont~~r~~acts
		Y312	Defense Support to Public Diplomacy and Personnel Exchanges

		Y313	Defense Institution Building, Educational and Training Activities, and Multinational Exercises and Training
		Y314	Global Health Engagement ~~(GHE)~~ and Humanitarian Assistance
		Y315	Equipping Foreign Military Sales ~~(FMS)~~/Foreign Military Financing ~~(FMF)~~
		Y316	Infrastructure
		Y317	Support to Operations
		Y318	Train and Equip-Building Partnership Capacity ~~(BPC)~~
		Y319	Assessment, Monitoring, and Evaluation
		Y399	Other Security Cooperation Activities
	LEGAL SERVICES		
		Y405	Legal Services Management
		Y415	Legal Services and Support
	PROTOCOL OPERATIONS		
		Y525	Protocol Operations
		Y527	Other Protocol Activities
	LEGISLATIVE AFFAIRS		
		Y610	Legislative Affairs Management
		Y620	Legislative Affairs
	HISTORICAL AFFAIRS		
		Y710	Historical Affairs Management
		Y720	Historical or Heraldry Services
		Y730	Museum Operations
	ADMINISTRATIVE SUPPORT		
		Y810	Administrative Support & Federal Compliance Management
		Y815	Federal Compliance of Administrative Programs
		Y820	Administrative Management and Correspondence Services
		Y830	Documentation Services
		Y840	Directives and Records Management Services
		Y850	Microfilming and Library Services
		Y860	Printing and Reproduction Services
		Y880	Document Automation and Production Services
		Y899	Other Administrative Support Activities
	ADMINISTRATIVE AUDITS, INSPECTIONS, AND ~~ADMINISTRATIVE~~ INVESTIGATIONS		
		Administrative Audits	
		I110	Audit Management
		I120	Audit Operations
		I130	Audit Liaison Activities

Administrative Inspections	
I300	Inspection Activities
Administrative Investigations	
I400	Administrative ~~(Non-Criminal)~~ Investigation Activities (Non-criminal)
I999	Other Administrative Audit, Inspection, and ~~Administrative~~ Investigative Activities
FINANCIAL MANAGEMENT	
C110	Financial Management
C115	Comptroller
~~C120~~	~~Advocacy~~
C400	Budget Support
C700	Finance/Accounting Services
C999	Other Financial Management Activities
GROUP 2-SCIENCE AND TECHNOLOGY ~~(S&T)~~ AND RESEARCH AND DEVELOPMENT (R&D) MANAGEMENT AND SUPPORT	
R110	~~Management and Oversight of~~ Research and Development Management
R120	Science and Technology
R140	Research and Development Operations Management and Support ~~to Research and Development~~
R999	Other ~~S&T~~ Science and Technology and ~~R&D~~ Research and Development Operations Management and Support Activities
GROUP 3-SYSTEMS ACQUISITION, TEST AND EVALUATION, ENGINEERING, AND CONTRACTING	
~~***QUALITY ASSURANCE***~~	
~~F100~~	~~Quality Assurance~~
SYSTEMS ACQUISITION	
F110	Systems Acquisition Management
F120	Systems Acquisition – Program Management
F140	Technology Transfer ~~&~~ and International Cooperative Program Management
F150	Systems Acquisition – Demonstration and Development
F160	Systems Acquisition – Other Program Support
F199	Other Systems Acquisition Activities
TEST AND EVALUATION	
A610	Test and Evaluation Management ~~and Oversight of Test and Evaluation~~
A620	Developmental and Operational Test and Evaluation
A630	Test and Evaluation Operations Management and Support ~~to Test and Evaluation~~
A699	Other Test and Evaluation Activities
PROCUREMENT AND CONTRACTING	

		F310	Procurement and Contracting Management
		F320	Contract Administration and Operations
		F399	Other Procurement and Contracting Activities
	ENGINEERING		
		F510	Sustainment Engineering Support
		F515	Engineering Support for Manufacturing and Production
		F516	Engineering Support for Disposal
		F520	All Other Engineering Support
	QUALITY ASSURANCE		
		F600	Quality Assurance
GROUP 4-LOGISTICS			
		P110	Logistics Management
		P115	Logistics Life Cycle Sustainment Activities
		P116	Multifaceted Logistics Activities
		P119	Other Logistics Activities
	MAINTENANCE		
		P120	Maintenance Management
		P125	Quality Control
		Organizational and Intermediate ~~Repair and~~ Maintenance and Repair of Military Equipment	
		J410	Organizational ~~&~~ and Intermediate Maintenance and Repair ~~& Maintenance~~ Management
		J501	Aircraft
		J502	Aircraft Engines
		J503	Missiles
		J504	Vessels
		J505	Combat Vehicles
		J506	Non-Combat Vehicles and Equipment
		J507	Electronic and Communications Equipment
		J511	Special Equipment
		J518	Support Equipment
		J519	Industrial Plant Equipment
		J520	Test, Measurement ~~&~~ and Diagnostic Equipment (TMDE)
		J550	Software Support for Embedded and Mission Systems
		J555	Tactical Automatic Data Processing Equipment (ADPE)
		J560	Satellites/Space Systems ~~Maintenance~~
		J570	Armament and Ordnance

		J575	Munitions
		J600	Metal and Other Containers, Textiles, Tents, and Tarpaulins
		J700	Portable Troop Support Equipment
		J750	Portable Field Medical and Dental Equipment
		J999	Organizational and Intermediate Maintenance and Repair of Other Equipment
		Depot Maintenance and Repair of Military Equipment	
		K410	Depot Maintenance and Repair Management
		K531	Aircraft
		K532	Aircraft Engines
		K533	Missiles
		K534	Vessels
		K535	Combat Vehicles
		K536	Non-Combat Vehicles and Equipment
		K537	Electronic and Communications Equipment
		K539	Special Equipment
		K541	Industrial Plant Equipment
		K546	Test Measurement ~~&~~ and Diagnostic Equipment (TMDE)
		K549	Support Equipment
		K550	Software Support for Embedded and Mission Systems
		K555	Tactical Automatic Data Processing Equipment (ADPE)
		K560	Satellites/Space Systems ~~Maintenance~~
		K570	Armament and Ordnance
		K575	Munitions
		K600	Metal and Other Containers, Textiles, Tents, and Tarpaulins
		K700	Portable Troop Support Equipment
		K750	Portable Field Medical ~~&~~ and Dental Equipment
		K999	Depot Maintenance and Repair ~~and Maintenance~~ of Other Equipment
	SUPPLY OPERATIONS		
		T101	Supply Management
		T110	Retail Supply Operations
		T120	Wholesale/Depot Supply Operations
		T130	Storage and Warehousing
		T140	Supply Cataloging
		T150	Publications Warehousing and Distribution ~~of Publications~~
		T160	Bulk Liquid Storage
		T165	~~Distribution of~~ Petroleum Oil and Lubricant Products Distribution
		T167	~~Distribution of~~ Liquid, Gaseous, and Chemical Products Distribution

		T175	Troop Subsistence
		T177	Food Supply
		T180	Military Clothing
		T185	Ordnance Storage and Supply
		T190	Excess and Surplus Inventory Preparation, Demilitarization, and Disposal ~~of Excess and Surplus Inventory~~
		T199	Other Supply Activities
	TRANSPORTATION		
		T701	Transportation Management
		T710	Traffic/Transportation Management Services
		T800	Ocean Terminal Operations
		T805	Aerial Terminal Operations
		Transportation Services	
		T810	Air Transportation Services
		T811	Water Transportation Services
		T812	Rail Transportation Services
		T824	Motor Vehicle Transportation Services
		T826	Air Traffic Control
		T899	Other Transportation Services
GROUP 5-PRODUCTS MANUFACTURED OR FABRICATED			
		X931	Ordnance
		X932	Products Made from Fabric, Textiles, or Similar Materials
		X933	Container Products and Related Items
		X938	Communications and Electronic Products
		X939	Construction Products
		X944	Machined Parts
		X950	Additive Manufacturing
		X999	Other Products Manufactured and Fabricated
GROUP 6-INSTALLATION/FACILITY MANAGEMENT AND UTILITY PLANT OPERATION AND MAINTENANCE			
	INSTALLATION/FACILITY MANAGEMENT		
		S100	Installation/Facility Management ~~and Oversight of Installations~~
		S200	Installation, Base, or Facility Management
		S210	Facility ~~Management~~ Administration
		S310	Housing ~~Management~~ Administration and Operations
	~~***BUILDING AND HOUSING MANAGEMENT***~~		
		~~***Building and Housing Management Services***~~	

		S410	Custodial Services
		S420	Solid Waste Collection and Disposal ~~of Solid Waste~~
		S430	Hazardous Material (HAZMAT) Collection and Disposal ~~of Hazardous Material (HAZMAT)~~
		S435	Pest Management
		S450	Laundry and Dry Cleaning Operations
		S499	Other Building and Housing Management Services
	UTILITY PLANT OPERATION AND MAINTENANCE		
		S725	Electrical Plant and Distribution Systems Operation and Maintenance
		S726	Heating Plant and Distribution Systems Operation and Maintenance
		S727	Water Plant and Distribution Systems Operation and Maintenance
		S728	Sewage and Waste Plant and Distribution Systems Operation and Maintenance
		S729	Air ~~/~~ Conditioning ~~&~~ and Cold Storage Plant and Distribution Systems Operation~~.~~ and Maintenance
		S730	Incinerator Plant and Sanitary Fill Operations
		S780	Natural Gas Distribution Systems
		S799	Other Utility Plant and Distribution Systems Operation and Maintenance
GROUP 7- SECURITY, LAW ENFORCEMENT, AND PRISON/CONFINEMENT FACILITIES			
	SECURITY/LAW ENFORCEMENT/FORCE PROTECTION		
		S500	Security/Law Enforcement/Force Protection Management
		S50~~0~~5	~~Management of~~ Security Operations Management at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and Chemical/Biological/ Radiological/Nuclear/High Explosives (CBRNE) ~~Operations~~)
		S510	Security Operations at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE)
		S520	~~Support Services to~~ Security Operations Support Services at Installations/ Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE ~~Operations~~)
		S540	Information Security
		S560	Protective Services Operations
		S440	Fire Prevention and Protection
	Security Compliance/Law Enforcement Investigations		
		I510	Personnel Security (Clearances and Background Investigations)
		I520	Criminal Investigative Services
		I530	Industrial Security
		I540	Acquisition Security
	PRISON AND ~~OTHER~~ CONFINEMENT FACILITY OPERATIONS		
		S719	Confinement Facility Operations

		S720	Prison Operations
		S722	~~Detention of~~ Enemy Prisoners of War ~~(EPW)~~, Retained Personnel ~~(RP)~~, Civilian Internees ~~(CI),~~ and other Detainees ~~(OD)~~ Detention Operations
		S724	Other Security~~,~~ ~~Operations~~ Law Enforcement, and Prison/Confinement Facility Activities
GROUP 8-ENVIRONMENTAL SECURITY, ~~SAFETY, &~~ NATURAL RESOURCE, AND SAFETY SERVICES			
		E110	Environmental Security Management
		E120	Environmental and Natural Resource~~s~~ Services
	SAFETY SERVICES		
		E220	Safety Management
		E225	Occupational ~~Health Services~~, Industrial, and Environmental Safety
		E230	Explosives Safety
		E250	~~Response to~~ Hazardous Material Mishaps Response
		~~S435~~	~~Pest Management~~
		E999	Other Environmental Security, Natural Resource, and Safety Activities
GROUP 9-REAL PROPERTY PROJECT MANAGEMENT, MAINTENANCE, AND CONSTRUCTION			
	REAL PROPERTY PROGRAM AND PROJECT MANAGEMENT		
		Z101	~~Corps of Engineers~~ Real Property Program ~~and Project~~ Management
		Z110	~~Management of~~ Major Construction of Real Property Management
		Z120	Real Estate/Real Property Acquisition
		Real Estate/Real Property Title, Outgranting, and Disposal ~~of Real Estate/Real Property~~	
		Z135	Real Estate/Real Property Title, Outgranting, ~~&~~ and Disposal ~~of Real Estate/Real Property~~-National Projects
		Z138	Real Estate/Real Property Title, Outgranting, and Disposal ~~of Real Estate/Real Property~~-Local Projects
		Architect-Engineering Services	
		Z145	Architect-Engineering-National Projects
		Z148	Architect-Engineering-Local Projects
		Z199	Other Real Property~~.~~ Program ~~&~~ and Project Management Activities
	REAL PROPERTY MAINTENANCE, REPAIR, AND CONSTRUCTION		
		Z991	Minor Construction, Maintenance, ~~&~~ and Repair of Family Housing ~~&~~ and Structures
		Z992	Minor Construction~~,~~ Maintenance, ~~&~~and Repair of Buildings ~~&~~ and Structures Other Than Family Housing
		Z993	Grounds Maintenance and Repair ~~of Grounds~~

		Z994	Surfaced Areas Maintenance and Repair ~~of Surfaced Areas~~
		Z997	Railroad Facilities Maintenance and Repair ~~of Railroad Facilities~~
		Z998	Waterways and Waterfront Facilities Maintenance and Repair ~~of Waterways & Waterfront Facilities~~
		Z999	Other Real Property Minor Construction, Maintenance, and Repair~~, & Minor Construction of Other Real Property~~
GROUP 10-CIVIL WORKS			
		Q120	Civil Works Management
		Q220	Water Regulatory Oversight and Management
		Q240	Natural Resources Oversight and Management
		Q260	Civil Works Planning Production and Management
		Q420	Bank Stabilization
		Q440	~~Maintenance of~~ Open Waterways for Navigation Maintenance
		Q460	~~Maintenance of~~ Jetties and Breakwaters Maintenance
		Q520	Locks and Bridges Operation and Maintenance ~~of Locks and Bridges~~
		Q540	Dam Operation and Maintenance ~~of Dams~~
		Q560	Hydropower Facilities Operation and Maintenance ~~of Hydropower Facilities~~
		Q580	Washington Aqueduct Operation and Maintenance ~~of the Washington Aqueduct~~
		Q620	Recreation Areas Operation and Maintenance ~~of Recreation Areas~~
		Q999	Other Civil Works Activities
GROUP 11-MILITARY COMMUNITY AND FAMILY PROGRAMS			
	FORCE RESILIENCY PROGRAMS		
		B910	Force Resiliency Program Management
		B920	Force Resiliency Program Operations
		B999	Other Force Resiliency Activities
	COMMISSARY AND MILITARY EXCHANGE OPERATIONS		
		G006	Commissary and Military Exchange Management
		G008	Commissary Operations
		G013	Military Exchange Operations
	MILITARY COMMUNITY AND FAMILY SUPPORT SERVICES		
		G050	Military Community and Family ~~Support Services~~ Readiness System Management
		G060	Military and Family Readiness ~~Support Center~~ System Services
		G061	Exceptional Family Member Programs
	MORALE, WELFARE, AND RECREATION (MWR) SERVICES		
		G020	MWR Mission Sustaining Programs Management
		G021	MWR Mission Sustaining Programs Operations
		G022	MWR Community Support Programs Management

		G023	MWR Community Support Programs Operations
		G024	MWR Revenue Generating Programs Management
		G025	MWR Revenue Generating Programs Operations
	CHILD AND YOUTH PROGRAMS		
		G066	Child Development Early Care and Education Program Management
		G067	Child Development Early Care and Education Program Activities
		G068	School Age Care Programs Management
		G069	School Age Care Programs Activities
		G070	Youth Programs Management
		G071	Youth Programs Activities
		G072	Child and Youth Training and Curriculum Support
		G073	Family Child Care
		G074	Child Care Resource and Referral
	SOCIAL SERVICES PROGRAMS		
		G080	Homeowners' Assistance Program
		G090	Employee Relocation Assistance Program
		G105	Recreational Library Operations
		G210	Postal Services
		G900	Chaplain Activities and Support Services
		G902	Casualty Assistance and Mortuary Affairs
		G910	Temporary Lodging Services
		G999	Other Social Services
GROUP 12-EDUCATION AND TRAINING			
	MILITARY EDUCATION AND TRAINING		
		U001	Military Education and Training Management ~~and Oversight of Military Education and Training~~
		U050	Military Institutional Education and Training Management
		U060	International Security Programs
		U100	Recruit Training
		U150	Multiple Category Training
		U200	Officer ~~Acquisition~~ Accession (Pre-Commissioning) Training
		U300	Specialized Skill Training
		U350	Operating Force Unit Training
		U400	Flight Training
	Professional Development Education		
		U510	Professional Military Education (PME)
		U520	Graduate Education (Fully Funded, Full-Time)

		U530	Other Full-Time Education Programs
		U540	Off-Duty and Voluntary Education Programs
		U550	Training Development and Support for Military Education & Training
		U599	Other Military Education and Training Activities
	CIVILIAN EDUCATION AND TRAINING		
		U605	~~Management and Oversight of~~ Civilian Education and Training Management
		U620	~~Management of~~ Civilian Institutional Education, Training, ~~&~~ and Development Management
		U630	Acquisition Education, Training, and Development
		U640	Civil Works Education, Training, and Development
		U650	Intelligence Education, Training, and Development
		U660	Medical Education, Training, and Development
		U670	Cyberspace Operations Education, Training, and Development
		U699	Other Civilian Education, Training, and Development
	DEPENDENT EDUCATION		
		U710	~~Management and Oversight of~~ Dependent Education Management
		U720	Dependent Education Field Management
		U760	Dependent Education – Teacher Instruction
		U770	Dependent Education – Substitute Instruction
		U780	Dependent Education – Aides for Instruction
		U799	Other Dependent Education Activities
GROUP 13-HEALTH SERVICES			
		H010	Health Services Management
		H050	Hospital/Clinic Management
		H100	Medical Care
		H102	Surgical Care
		H106	Pathology Services
		H107	Radiology Services
		H108	Pharmacy Services
		H113	Dental Care
		H116	Veterinary Services
		H119	Preventive Medicine
		~~H125~~	~~Rehabilitation Services~~
		H127	Alcohol and Drug Rehabilitation
		H203	Ambulatory Care Services
		H250	Medical and Dental Devices Development
		H350	Hospital Food Services and Nutritional Care

		H450	Medical Records and Medical Transcription
		H500	Clinical Research
		H650	Hospital Supplies and Equipment
		H710	Medical Transportation Services
		H999	Other Health Services
GROUP 14-COMMAND AND CONTROL			
	OPERATIONAL COMMAND AND CONTROL		
		M120	Combatant Commander Command Authority
		M145	Military Department Command Authority
		M150	Support to the Combatant Commanders – Information Sharing Systems
		M155	Operational Contract Support ~~(OCS)~~
		M199	Other Operational Command and Control Activities
	ROBOTIC AND UNMANNED SYSTEMS OPERATIONAL COMMAND AND CONTROL		
		M170	Robotic and Unmanned Systems Command and Control Activities
		M179	Other Robotic and Unmanned Systems Command and Control Activities
GROUP 15-EXPEDITIONARY FORCE~~S~~ OPERATIONS			
		M415	Combat
		M480	Combat Support
		M510	Combat Service Support
~~**GROUP 16-HOMELAND DEFENSE**~~			
		~~M610~~	~~Homeland Defense Operations~~
GROUP 1~~7~~6-SPACE			
		M800	Space Management ~~and Oversight~~
		~~M805~~	~~Space Operations Command and Control~~
		M810	Space Operations
		M820	Spacelift and Reconstitution
		M899	Other Space Activities
GROUP 1~~8~~7-INFORMATION CAPABILITIES			
	MILITARY INFORMATION SUPPORT OPERATIONS (MISO)		
		M201	Military Information Support Operations Management ~~and Oversight~~
		M202	Military Information Support Operations Program Activities and Operations
	CIVIL MILITARY OPERATIONS (CMO)		
		M211	Civil Military Operations Management ~~and Oversight~~
		M212	Civil Military Operations Program Activities and Operations
	PUBLIC AFFAIRS		
		Y501	Public Affairs Management ~~and Oversight~~
		Y515	Public Affairs Program Activities and Operations

		G220	Military Band~~s~~ Programs and Activities
		G221	Military Band~~s~~ Management
	VISUAL INFORMATION		
		Y560	Visual Information Management ~~and Oversight~~
		Y570	Visual Information Program Activities and Operations
	INTELLIGENCE		
		M301	Intelligence Management ~~and Oversight~~
		M302	Intelligence Policy and Coordination
		M310	Counterintelligence
		M311	Human Intelligence (HUMINT)
		M313	Signals Intelligence (SIGINT)
		M316	Geospatial Intelligence (GEOINT)
		M320	Open-Source Intelligence (OSINT) ~~Collection/Processing~~
		M324	Multidisciplinary ~~Collection, Processing, and Exploitation~~ Intelligence
		M326	Intelligence Communications and Filtering
		M328	All Source Analysis
		M330	Intelligence Production, Integration, and Analytic Tools
		M334	Intelligence Planning, Requirements Management, and Tasking
		M335	Measurement and Signature Intelligence (MASINT)
		M336	Technical Intelligence (TECHINT)
		M337	Identity Intelligence (I2) Applications
		M340	Cyberspace Intelligence ~~Planning~~
		M399	Other Intelligence Activities
	CYBERSPACE OPERATIONS		
		M900	Cyberspace Policy~~,~~ Management~~, and Oversight~~
		Offensive Cyberspace Operations	
		M910	Offensive Cyberspace Operations Management ~~and Oversight~~
		M911	Offensive Cyberspace Operations ~~Activities~~
		M919	Other Offensive Cyberspace Operations ~~Activities~~
		DoD Information Network~~s~~ (DODIN) Operations	
		M920	DODIN Operations Management ~~and Oversight~~
		M921	Computer Systems Operations~~/Management~~
		M922	Data~~base~~ Management and Analytics~~Operations/Management~~
		M923	Network Infrastructure ~~Operations/Management~~
		M924	Knowledge Management
		M925	Technical Support/Service Desk ~~Operations/Management~~

		M926	~~Research~~Software Design, ~~Testing,~~ Development, Test, and Evaluation ~~(RTD&E) Operations/Management~~
		M927	Network Architecture~~/~~ Planning/Engineering
		M928	Artificial Intelligence/Machine Learning
		M929	Other DODIN Operations Activities
		Defensive Cyberspace Operations	
		M930	Cyberspace Security/Defense Management ~~and Oversight~~
		M931	Infrastructure Support
		M932	Incident Response/Forensics
		M933	Information Systems Security ~~Operations/Management~~
		M934	Communications Security (COMSEC)/Cryptographic Key Management
		M935	Hardware/Software Assessment
		M936	Security Architecture~~/~~ Planning/Engineering
		M937	Security/Vulnerability Assessment
		M939	Other Cyberspace Security/Defense Activities
	COMMUNICATIONS, ~~TRANSMISSION~~ ELECTROMAGNETIC SPECTRUM, AND DECISION SUPPORT SERVICES		
		W100	Communications, ~~Transmission~~ Electromagnetic Spectrum, ~~&~~ and Decision Support Services Management
		Communications Services	
		W210	Telephone Systems
		W220	Telecommunications Centers
		W299	Other ~~C~~Telecommunication Systems/Services
		~~Transmission Systems (Radio/Satellite)~~ Electromagnetic Spectrum (EMS) Services	
		W310	EMS Management
		W320	EMS Transmission Systems Operation ~~(e.g., HF, SHF, UHF, VHF, Satellite Bands)~~
		W330	~~Transmission Spectrum~~ Electromagnetic Battle Management
		W331	EMS Frequency Management
		W335	EMS Partnership and Engagement
		W389	Other EMS/Transmission Services
		Decision Support Services	
		W430	Mapping and Charting
		W440	Meteorological & Geophysical Services
		W499	Other Decision Support Services

Function code descriptions

GROUP 1—FORCE MANAGEMENT AND GENERAL SUPPORT. *This group of functions address activities concerned with general administrative management and services. This includes manpower and personnel; security cooperation; legal and legislative; historical; administrative support; and financial management services.*

MANAGEMENT AND OPERATION OF THE DOD

Y105 Defense Direction and Policy Integration. This function is generally performed at the highest levels of the OSD and Military Departments, to include offices of the Secretaries, and those Under and Assistant Secretaries, or special assistants, and select policy offices involved in defense direction and policy integration. Operations include planning, policy formulation, policy direction of ongoing military activities, and security affairs (e.g., international security affairs, threat reduction and counter-proliferation policy, international negotiations and regional affairs, U.S. bilateral security relations with foreign countries on political-military policy, and Prisoner of War/Missing Personnel Affairs). This function includes those elements that provide policy integration and direction for multiple functions listed below (e.g., the Under Secretary of Defense for Acquisition~~, Technology~~ and ~~Logistics~~ Sustainment). It also includes those elements that perform activities not specifically addressed by other management function codes and that provide defense direction and policy integration (e.g., Assistant Secretary of Defense for ~~Reserve Affairs~~ Special Operations and Low Intensity Conflict). This function excludes operational planning and control coded Y210~~, and those U.S. international policy activities coded M610~~.

Y115 Joint Staff Direction of the Armed Forces. This function includes assisting the President, National Security Council, and Secretary of Defense with decisions concerning the strategic direction of the Armed Forces (including the direction of operations conducted by the Commanders of the Unified and Specified Combatant Commands). It also includes exercising exclusive direction of the Joint Staff and acting as spokesman for the Commanders of the Combatant Commands, especially on the operational requirements of their commands, and overseeing the activities of the Combatant Commands. This also includes preparing strategic and contingency plans; assessments of critical deficiencies and strengths of the Armed Forces; advice on requirements, programs, and budgets; doctrine for the joint employment of the Armed Forces; policies for joint training~~,~~; and advice on other matters addressed in Section 153 of Title 10, U.S.C. Combatant Command and Service Component Command functions are coded M120 and M145.

Y199 Other Force Management and General Support Activities. This function includes force management and general support activities not addressed by other function codes.

OPERATIONAL PLANNING AND CONTROL

Y210 Operational Planning and Control ~~Oversight and~~ Management. This function includes executive-level activities, oversight, direction and control of subordinate organizations responsible for the evaluation of military forces (e.g., readiness), war plans,

military strategies, development planning, emergency preparedness, and mobilization planning. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. It typically includes oversight and approval of mission analyses and materiel requirements; analysis of the utilization of military resources; and assessments of those infrastructure operations that directly relate to operational planning and control to include strategic and business planning.

Y215 Operational Planning and Control. This function includes operations performed outside the management and oversight functions that directly support operational planning and control. This includes the development and integration of doctrine; force development planning and organizational concepts; materiel requirements definition and validation; development of strategy plans/policies (e.g., combat maneuver development), war plans, and operations/contingency plans; and support for other combat development programs and projects. This function is typically performed by ~~such~~ organizations such as the Command and General Staff College, Service school's combat development activities, Combined Arms Combat Development Activities, the ~~Air Force~~ LeMay Center for Doctrine ~~Center~~ Development and Education, TRADOC Operations Research Activity, ~~Combined Arms Operation Research Activity (CAORA),~~ and ~~TRADOC~~ The Research ~~Element~~ and Analysis Center-Monterey (~~TREM~~ TRAC-Monterey). This function excludes training development operations coded U550 and readiness planning coded Y220.

Y216 Advocacy. This function includes conducting advocacy missions as specified in the Unified Command Plan (UCP) to include, advocating on behalf of the other Combatant Commanders. Associated advocacy functions include identifying capability gaps across all Combatant Commands (COCOMs), participating in requirement definition analytic efforts and processes, exploring/analyzing future concepts, prioritizing potential DOTMLPF solutions, conducting cost/benefit analysis, recommending future investment strategies and developing required COCOM Planning, Programming, Budgeting and Execution products. Tasks require routine interface with Joint Staff, Services, Agencies, Capability Portfolio Managers, and Command Components and other COCOMs.

Y217 Combat Development Evaluations and Experimentation. This function includes the experimentation, testing, and reviews necessary to develop or validate new doctrine, materiel systems, and organizations for the military Services. This includes recurring support activities dedicated to the combat development test and experimentation mission and associated with approved tests, experiments, and evaluations. This also includes conducting and managing a range of activities required for maintaining or upgrading operational systems after the initial acquisition process and completion of operational test and evaluation ~~(OT&E)~~, including Force Development Evaluation ~~(FDE)~~, Tactics Development and Evaluation ~~(TD&E)~~, and Weapons System Evaluation Programs ~~(WSEP)~~. This function excludes test and evaluation operations that support the defense systems acquisition process coded A620.

Y220 National Mobilization and Emergency Preparedness Management. This function includes the formulation and execution of plans, programs, and procedures for domestic and national security emergency preparedness. This includes coordination and publication of emergency preparedness plans and oversight of engineering and operational readiness for

actual emergency situations and exercises. This also includes management of mobilization readiness programs to include training exercises; development of operational plans for all contingencies; performance assessments; and formulation of remedial action programs. This function is performed at military installations, bases, facilities, and other organizations such as the Army Corps of Engineers' district and division offices.

MANPOWER MANAGEMENT

Y240 Manpower Management. This function includes executive-level activities, oversight, direction, and control of subordinate manpower offices and centers. ~~through~~ It includes developing and issuing manpower management policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; ~~and~~ conducting or reviewing mid- and long-range planning, programming, and budgeting, and allocating and distributing resources.

Y245 Manpower Management Operations. This function includes manpower operations typically performed by manpower offices, centers, and field operating agencies at all levels within the Department. Manpower operations typically include assessing processes, procedures, and workload distribution; designing organizational structures; business process reengineering; validating workload and determining manpower requirements; and, tracking, reporting, and documenting manpower numbers. It includes determining manpower for existing or new mission requirements, new defense acquisition systems (e.g., major weapon systems and automated information systems), functional or mission realignments and transfers; downsizing and reinvention initiatives; and process improvements. This function includes manpower support when determining manpower for: combat development; manpower mobilization planning; the defense planning, programming, and budget process; the manpower resource allocation process; the commercial activities program; and other outsourcing and privatization initiatives. It also includes centralized control of information and data relating to missions, workload, and performance that support reengineering of functional processes and procedures and restructuring organizations.

Civilian Personnel Services

B710 Civilian Personnel Management. This function includes the executive-level activities, oversight, direction and control of civilian personnel programs and/or subordinate civilian personnel offices (e.g., customer support units and service centers). Civilian personnel management activities typically include development, issuance, and defense of civilian personnel policies; ~~and~~ providing policy guidance; reviewing and evaluating program performance; ~~and~~ conducting mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

B720 Civilian Personnel Operations. This function includes operations typically performed by civilian personnel and/or human resources offices, field operating agencies, or service centers. Civilian personnel operations typically include recruitment (to include advertising); staffing; ~~and~~ employee relations advisory services; qualification determinations; classification of positions; benefits, compensation, and retirement counseling and processing;

employee development; processing of personnel actions to include awards; labor relations; and administration of the performance management process.

Military Personnel Services

B810 Military Personnel Management. This function includes the executive-level activities, oversight, direction, and control of subordinate military personnel offices (e.g., military personnel field operating agencies and recruitment centers). Military personnel management activities typically include developing and issuing military personnel policies (e.g., compensation, retention and accession policy); and providing policy guidance; reviewing, analyzing, and evaluating program performance (e.g., officer and enlisted personnel management and recruiting and examining programs); and conducting mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

B820 Military Recruiting and Examining Operations. This function includes operations typically performed by field recruiting centers (e.g., recruiting commands, stations, and offices) and examining activities (e.g., Armed Forces Examination and Entrance Stations, Armed Forces Central Test Scoring Agency, Defense Medical Review Board, U.S. Army Reception Centers, and USAF Personnel Processing Groups/Squadrons). This includes recruiting efforts for all active and reserve military (e.g., officer and enlisted special operations recruiting, high school testing programs, ROTC referral programs) and advertising for the procurement or retention of military personnel. It also includes administering physical, mental, and vocational aptitude examinations and performing evaluations of administrative, medical, mental, and moral suitability for military service.

B830 Military Personnel Operations. This function includes operations typically performed by military personnel offices or field operating agencies. Military personnel operations typically include distribution and assignment of military personnel; professional development; promotions; compensation; entitlements; awards and decorations; retention; and separations. This may also include acting as the functional proponent for the military personnel management system; management of the military occupational classification and structure; execution of the officer and enlisted evaluation system; management of overseas and sea-to-shore rotation; and implementation of various personnel management programs in support of legislative requirements. In addition, this includes maintenance and processing of personnel records and requests; separations; personnel support to family members and retired military personnel; and personnel management support (e.g., developing and maintaining strength data).

SECURITY COOPERATION PLANS PROGRAMS AND ACTIVITIES

Y309 Management and Oversight of Security Cooperation Programs and Activities Management. This function includes the executive-level activities, oversight, direction, and control of security cooperation programs and activities subordinate offices. through This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; and conducting or reviewing mid- and long-range planning,

programming, and budgeting; and allocating and distributing resources for security assistance programs.

Y310 ~~Management and Oversight of~~ Foreign Military Sales and Security Assistance Management. This function includes the executive-level activities, oversight, direction, and control of Security Assistance programs that provide defense articles, military training, and other defense related services, by grant, credit, cash, sale, lease, or loan. This includes Foreign Military Sales, Peacekeeping Operations, Presidential Drawdowns, Co-production Programs, Transfer of U.S. Technology, and the International Military Education and Training Program. This function is typically performed by the OSD, the Joint Staff, and Military Department Headquarters down to and including the headquarters of all major commands. This includes developing and issuing security assistance policies; ~~and~~ providing policy guidance (e.g., release of U.S. military technology and technical data); reviewing, analyzing, and evaluating program performance; and conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources for security assistance programs.

Y311 Security Assistance Contacts. This function includes programs and activities that enable defense and military leaders to engage with partner counterparts for discussions, exchanges of tactics, joint planning, and other purposes. Examples include such activities as ~~K~~key ~~L~~leader ~~E~~engagements, ~~T~~traditional ~~C~~combatant ~~C~~commander's ~~A~~activities, the State Partnership Program, ship visits, and other base/installation visits.

Y312 Defense Support to Public ~~Democracy~~ Diplomacy and Personnel Exchanges. This function includes programs and activities that support U.S. Government public diplomacy efforts by engaging key foreign audiences to advance U.S. interests. This includes public affairs activities conducted in support of overt U.S. Government international public information efforts designed to promote U.S. foreign policy objectives by seeking to understand, inform, and influence foreign audiences and opinion makers, and by broadening the dialogue between U.S. citizens and institutions and their counterparts abroad. It also includes programs and activities that provide a variety of options for conducting exchanges of military and civilian defense personnel with partner counterparts, including the Military Personnel Exchange Program and the Defense Personnel Exchange Program.

Y313 Defense Institution Building, Educational and Training Activities, and Multinational Exercises and Training. This function includes programs and activities that help a partner nation develop more effective defense institutions ensuring effective oversight, management and execution of logistics, personnel, and resource management~~,~~; and strategy, policy, and doctrine (e.g., the Ministry of Defense Advisors Program and the Defense Institutional Reform Initiative). It also includes programs and activities that support participation of partners in relevant multilateral education and training programs to educate partners on specific topics (e.g., the Regional Centers for Security Studies, the Inter-American Air Forces Academy, and international engagement authorities for Service Academies). ~~Finally, t~~This function also includes programs and activities that enable U.S. forces to meet training requirements and improve readiness with the benefit of helping partners develop skills and operational concepts in line with U.S. interests.

Y314 Global Health Engagement ~~(GHE)~~ and Humanitarian Assistance. This function includes programs and activities that include health-related military-to-military and military-

to-civilian engagement activities with partners in support of joint and civil-military operations. It also includes humanitarian and civic assistance programs and activities provided in conjunction with military operations, exercises, transportation of humanitarian relief, and provision of excess non-lethal supplies for humanitarian assistance purposes.

Y315 Equipping Foreign Military Sales ~~(FMS)~~/Foreign Military Financing ~~(FMF)~~. This function includes the group of programs authorized by the Foreign Assistance Act of 1961 (as amended), the Arms Export Control Act of 1976 (as amended), and other related statutes by which the United States provides defense articles, by grant, loan, credit, or cash sales, in furtherance of national policies and objectives.

Y316 Infrastructure. This function includes programs and activities that include military construction investments and cooperative infrastructure development with allies and international partners in host-nation installations.

Y317 Support to Operations. This function includes programs and activities that include targeted assistance designed to enable partners to participate in coalition operations, including developing specific capabilities necessary for such operations, by enhancing interoperability among coalition partners, by sustaining partner operations in cases where partners cannot sustain operations on their own.

Y318 Train and Equip-Building Partnership Capacity ~~(BPC)~~. This function includes U.S. Code Title 10 programs and activities that provide materiel assistance and related tactical and operational training to partners to develop specific defense capabilities (e.g., the consolidated train-and-equip programs).

Y319 Assessment, Monitoring, and Evaluation. This function includes programs and activities that examine, review, and measure security cooperation efforts to inform and ensure planning, policies, prioritization, training, staffing, execution, and resource decisions. This includes assessing and evaluating to measure the effects and implications of security cooperation programs and initiatives for the United States and its allies and partners. This function also includes the assessment, monitoring, and evaluation that involves analyzing the context, conditions, capabilities, and requirements of allies and partners to inform follow-on or in-progress security cooperation planning and activities.

Y399 Other Security Cooperation Activities. This function includes programs and activities that are part of overall DoD security cooperation efforts that provide opportunities for engagements between DoD elements and partner nations but fall outside the scope of the other security cooperation function codes.

LEGAL SERVICES

Y405 Legal Services Management. This function includes executive-level activities, oversight, management, and control of legal programs, services, and support and/or subordinate legal offices. Legal services include, but are not limited to, providing legal advice to or on behalf of senior Departmental officials; developing, issuing, and defending legal policies; ~~and~~ providing policy guidance; reviewing, analyzing, and evaluating program

performance; ~~allocating and distributing resources; and~~ conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

Y415 Legal Services and Support. This function includes the management of, and operations typically performed by, legal offices at all levels within the DoD. Legal operations typically include, but are not limited to, legal advice to commanders, directors, managers, supervisors, and members of their organizations as well as to individual military members, civilian employees, eligible family members, and retirees. This includes representation of DoD Components and organizations to other foreign, state, and local governments; other U.S. government agencies; and private organizations and persons. This includes participation in administrative and judicial litigation (to include military justice, see note below); adjudication of military justice trial and appellate court cases; and adjudication of claims and security clearance investigations. It also includes court reporting and legal and litigation studies. Any legal related function not falling within the Y405 ~~definition~~ description is to be identified as Y415.

- ~~Criminal~~ Military justice includes overseeing the investigation of and response to criminal conduct and misconduct on and off base. It includes the implementation, execution, processing, management, oversight, administration, and record-keeping of the military criminal justice system in accordance with the Uniform Code of Military Justice (UCMJ), Manual for Courts-Martial, and applicable regulations. It includes operations directly involved in the apprehension, prosecution, defense, adjudication, sentencing and confinement of those military members suspected of or charged with criminal offenses under the UCMJ. Criminal Justice responsibilities include research, legal advice, services and support to individual military members suspected and/or charged with an offense, and to commanders responsible for maintaining good order and discipline within the Armed Forces, administrative efficiency in judicial processes, and the high morale of military forces. Actions in support of these responsibilities include advising and monitoring the urinalysis drug testing program, the operation and management of a non-judicial punishment system for minor offenses under the UCMJ, participation in administrative actions and pretrial proceedings, military justice judicial litigation as presiding judges, prosecutors or defense counsel in criminal trials by court-martial, duties as appellate advocates and jurists in appellate court proceedings, and legal services as advisors on criminal law and discipline to military commanders and court-martial convening authorities.

PROTOCOL OPERATIONS

Y525 Protocol Operations. This function includes program management and operational guidance of protocol operations to include providing liaison, coordination, and official representation services. This function includes providing advice and counsel to respective leadership and staff, and subordinate protocol offices regarding protocol matters and issues. This function also includes conducting and coordinating required support, and developing and determining the correct policy, guidance, plans, processes, and procedures to be used to ensure

the appropriate orders of precedence and etiquette are followed when hosting or conducting various types of visitations, ceremonies, and events. It also may include providing official liaison between organizations both internal and external to the Department. This function does not include Public Affairs operations (coded Y515) that deal with issues of public interest and communicating with and informing the internal DoD and external publics on those issues. This function also does not include legislative liaison activities (coded Y620). The protocol function may be performed by offices at all levels within the DoD.

Y527 Other Protocol Activities. This function includes protocol activities not addressed by other function codes such as escorting distinguished visitors at major command headquarters and ceremonial duties to include honor guard and firing squad duties at funerals and other ceremonies.

LEGISLATIVE AFFAIRS

Y610 Legislative Affairs Management. This function includes the oversight and management of the DoD legislative program; arrangement for witnesses and testimony at Congressional hearings; coordination of responses to Congressional inquiries; DoD support of Congressional travel; arrangements for security clearances for members of Congressional staffs; and internal coordination of Departmental transcripts.

Y620 Legislative Affairs. This function includes oversight and monitoring of the Department liaison activities with the United States Congress and communication of the Administration's and the Secretary of Defense's position on the DoD legislative agenda to senior leadership of the DoD.

HISTORICAL AFFAIRS. *This includes management of historical writings, research, studies, analyses, and heraldry programs, as well as the provision of historical or heraldry services.*

Y710 Historical Affairs Management. This function includes the executive-level activities, oversight, direction, and control of historical and museum program operations and subordinate offices and museums. ~~through~~ This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; ~~and~~ conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

Y720 Historical or Heraldry Services. This function includes operations that preserve, critically interpret, disseminate, and teach military history and heraldry; provide historical advice; and stimulate historical mindedness. This includes providing historical information and "lessons learned" to support problem solving and decision making through well-researched historical studies, analyses, and institutional memory. This includes establishing command historical programs to include monographs; histories; documentary collections; oral history interviews; and doctrinal and special studies on topics and events of historical significance to the command and/or military service. This also includes preparing historical manuscripts for publication; preparing the command's annual history; establishing and maintaining historical research collections; and, responding to historical inquiries from the

Commander/Administrator, other Services, other units, organizations (e.g., veteran organizations), and the general public. This function does not include formal education programs at professional military education, Service academies, or other education institutions coded U050 or U510-U599.

Y730 Museum Operations. This function includes daily operation of military museums (e.g., greeting and providing services to the public and other patrons of the museum) and management of historical collections (e.g., military artifacts and works of art). It also includes work involved with how artifacts and art placed within the custody and care of the museum are identified, designated, preserved, conserved, registered, and cataloged.

ADMINISTRATIVE SUPPORT

Y810 Administrative Support & Federal Compliance Management. This function includes the executive-level activities, oversight, direction, and control of administrative support programs, statutory programs (e.g., the Freedom of Information Program, Defense Privacy Program, ~~and~~ Federal Voting Assistance Program, etc.), and subordinate offices, centers, and libraries. This includes establishing policies, procedures, and practices to ensure compliance with Federal guidelines (e.g., compliance with Paperwork Reduction Act and the Administrative Procedures Act); providing guidance on program implementation; analyzing, evaluating, and reviewing performance~~;~~, and where mandated, submission of statutory reports; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. This also includes oversight of federal compliance of administrative programs, administrative management and correspondence services; documentation services; directives and records management services; microfilming, digital archival and library services; printing and reproduction services; and document automation and production services.

Y815 Federal Compliance of Administrative Programs. This function includes providing program management and operational guidance for ~~the~~ legally mandated programs (e.g., Freedom of Information Program, Defense Privacy Program, Federal Voting Assistance Program, Paperwork Reduction Act, Administrative Procedures Act, and other similar programs) to ensure compliance with federal statutory and regulatory guidelines. This may include providing advice and assistance to senior leaders and staff at all levels of the Department. This also may include serving as the official spokesperson at the designated organizational level on program issues and matters.

Y820 Administrative Management and Correspondence Services. This function includes services typically performed by internal mail and messenger centers, administrative support offices and centers, as well as administrative support that is severable from the function it supports. It includes general clerical, secretarial, and administrative support duties; coordination, processing, and distribution of communications and general service messages; translation services; management and processing of forms; maintenance and control of administrative services contracts; travel charge card administration and management; and other management record-keeping duties. This function does not include U.S. Postal Services coded G210.

Y830 Documentation Services. This function includes services typically performed by document centers to include the creation, maintenance, and disposition of documents; documents storage; and retrieval systems and services. This function excludes warehousing and distribution of publications coded T150.

Y840 Directives and Records Management Services. This function includes services typically provided by forms and records management centers and offices to include manuscript preparation and writer-editor services; retirement/warehousing of records; filing and retrieval of documents; design, coordination, indexing, distribution, and periodic review of forms, directives, regulations, orders, and other official publications; and authentication and distribution of administrative orders. This function excludes warehousing and distribution of publications coded T150.

Y850 Microfilming and Library Services. This function includes services typically provided by microfilming centers; technical information centers; and reference and technical libraries at hospitals, shipyards, schools and other DoD facilities. This includes the production of a variety of microfilm products including 105MM Computer Output Microfilm ~~(COM)~~ masters and duplicates from data center data-streams, 105MM source document microfilm, and 35MM master and duplicate microfilm aperture cards. This function does not include ~~D~~digital archival, to include the digitizing of materials (e.g., textual documents, graphic illustrations, photographs, maps, microfilm, etc.) for digital preservation and electronic access, which includes the production of digital records through digital image capture; electronic records; and audio, video, or other multi-media medium coded as Y880. It also excludes recreational library services coded G105.

Y860 Printing and Reproduction Services. This function includes support services typically performed by central printing and reproduction facilities to include printing, binding, duplication, and copying services. This excludes user-operated office printing and copying. ~~and~~ It also does not include warehousing and distribution of publications coded T150.

Y880 Document Automation and Production Services. This function includes centralized conventional desktop publishing services (to include on-line binding and finishing services); centralized services for the conversion of digital files to publishing formats; and document/data conversion of legacy paper documents (to include oversized large formats), microfilm, and existing ~~digital~~ electronic data to digital formats. It includes creation of interactive multi-media publications (to include merging of voice, video, and interactive digital files) and the conversion of existing digital files to formats which facilitate on-line access, retrieval, and viewing. This function also includes the management and maintenance of ~~numerous~~ digital document libraries and databases which house a variety of documents and data, including directives, regulations, administrative publications, specifications, standards, and contracting data for on-line access, retrieval, and viewing. It also includes the production of ISO compliant digital read-only optical discs (CD-ROM/DVD) with associated labeling and packaging and the production of quick turnaround and short run-length black and white, spot/accent color, and full color output (to include oversized, large format output, signage and banners) from a variety of hardcopy and digital files.

Y899 Other Administrative Support Activities. This function includes administrative support activities not addressed by other function codes.

ADMINISTRATIVE AUDITS, INSPECTIONS, AND ~~ADMINISTRATIVE~~ INVESTIGATIONS

Administrative Audits. *This includes internal and contract audits.*

I110 Audit Management. This function includes the management of audit programs and/or the executive-level activities, oversight, direction, and control of subordinate audit organizations. ~~through~~ This function includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range audits planning, programming, and budgeting; and~~/or~~ allocating and distributing resources.

I120 Audit Operations. This function includes the supervision and performance of individual audits and evaluations.

I130 Audit Liaison Activities. This function includes monitoring all oversight activities to include external organizations including OSD(C) FIAR committee, DoD IG, GAO, DoD components, military services, and other Federal and independent public accountant auditors. Coordinate external audits by arranging entrance and exit conferences and providing all resulting data requirements~~.~~; ~~T~~track all internal and external recommendations, corrective actions until completion, and report responses to the issuing organizations. Liaisons oversee~~s~~ and coordinate~~s~~ agency follow-up on open recommendations resulting from audits (internal/external), inspections, and investigations. Maintains formal follow-up records.

Administrative Inspections

I300 Inspection Activities. This function includes assessing, assisting, and enhancing the ability of a command or component to prepare for and perform its assigned mission. This function includes activities required in determining compliance with established policies and procedures and identification of systemic issues and root cause for potential compliance problems.

Administrative Investigations

I400 Administrative Investigation Activities (Non-criminal). This function includes activities to conduct independent, fact-finding administrative investigations into alleged fraud, waste, abuse, and mismanagement of programs, personnel, and resources for non-criminal matters. It includes the operation of "Hotline" programs to receive, process, track, and respond to ~~fraud~~ tips, ~~hotline~~ complaints, and requests for assistance, as well as providing ~~Fraud A~~awareness briefs and educational materials throughout the workforce. This function does not include support to law enforcement agencies in the conduct of criminal investigations (coded I520) or cyber forensics laboratory activities for digital evidence collection and analysis (coded M932).

I999 Other Administrative Audit, Inspection, and Investigative Activities. This function includes administrative audit, inspection, and ~~administrative~~ investigative activities not covered by other function codes.

FINANCIAL MANAGEMENT. *Financial management consists of the development and dissemination of financial information; development and reporting of cost information; integration of accounting and budgeting information; and the systemic measurement of performance. Financial management consists of two major segments: the Planning, Programming, and Budgeting System ~~(PPBS)~~ and finance and accounting operations to include DFAS provided services and Component's accounting and other systems that provide financial information and analysis to management. Financial auditing is coded I110-I130.*

C110 Financial Management. This function includes the executive-level activities, oversight, direction, and control of subordinate financial management organizations. This includes ~~conducting mid- and long-range planning, programming, and budgeting;~~ developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

C115 Comptroller. This function includes field level comptroller and financial operations, including budget formulation and execution; financial reporting and evaluation; implementation and maintenance of financial management information and internal control systems; analyses and evaluation of program effectiveness; and advis~~e~~ing commanders, directors and staff on budgets, obligations, and disbursements.

~~**C120 Advocacy.** This function includes conducting advocacy missions as specified in the Unified Command Plan (UCP) to include, advocating on behalf of the other Combatant Commanders. Associated advocacy functions include identifying capability gaps across all Combatant Commands (COCOMs), participating in requirement definition analytic efforts and processes, exploring/analyzing future concepts, prioritizing potential DOTMLPF solutions, conducting cost/benefit analysis, recommending future investment strategies and developing required COCOM Planning, Programming, Budgeting and Execution products. Tasks require routine interface with Joint Staff, Services, Agencies, Capability Portfolio Managers, and Command Components and other COCOMs.~~

C400 Budget Support. This function includes budget formulation, justification, and analysis activities involved in the Budget Estimates Submission ~~(BES)~~, Program Budget Decisions ~~(PBD)~~, and Defense Budget. It also includes the monitoring of and budget execution~~,~~ and distribution ~~of funds~~, certification ~~of funds, monitoring of budget execution~~, and reporting on the status of funds.

C700 Finance/Accounting Services. This function includes those accounting processes that record, classify, accumulate, analyze, summarize, and report information on the financial condition and operating position of an activity. Accounting is comprised of the functional operations involved in authorizing, recording, classifying, analyzing, and reporting financial information related to financing sources, gains, expenses, losses, transfers, assets, liabilities, equity, and internal controls. It encompasses the procedures and processes from the point a

transaction is authorized through processing the data, payment and issuance of financial and management information statements and reports. Also included are payroll operations, (e.g., those transactions associated with payments to DoD personnel, including active duty military members, reservists and National Guard members, civilian personnel, retired military and annuitants). It also includes "out-of-service debt" actions to recover outstanding debt from individuals and contractors. This also includes commercial payment operations (e.g., transactions associated with invoice payments to contractors, vendors, and transportation providers). Transportation payments include payment of government bills of lading, meal tickets, government transportation requests ~~(GTRs)~~, and travel voucher payments to individuals.

C999 Other Financial Management Activities. This function includes financial management activities not addressed by other function codes.

GROUP 2—SCIENCE AND TECHNOLOGY ~~(S&T)~~ AND RESEARCH AND DEVELOPMENT (R&D) MANAGEMENT AND SUPPORT. *This ~~set~~ group of functions ~~includes~~ address activities concerned with the science and technology portion of research and development as well as the management and support of research and development. Systems acquisition research and development support is coded F150, and test and evaluation are coded A610-A699.*

R110 Research and Development Management ~~and Oversight of Research and Development~~. This function includes the executive-level activities, oversight, direction, and control of research and development programs and subordinate organizations, centers, and laboratories involved in ~~research and development~~ R&D. This includes ~~conducting mid- and long-range planning, programming, and budgeting;~~ developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources for science and technology and research and development.

R120 Science and Technology. This function includes the science and technology portion of research and development to include all basic and applied research, and advanced technology development. ~~[This is part of RDT&E.]~~ It does not include clinical research coded H500, program management of systems acquisition coded F120, or systems acquisition demonstration and development coded F150. This function includes engineering support that is an inherent part of the science and technology process but excludes recurring severable engineering operations (coded F520) that are performed in direct support of science and technology. Maintenance of military materiel at research and development facilities is coded with the applicable J and K codes.

- Basic Research. This includes all efforts of scientific study and experimentation directed toward increasing knowledge and understanding in those fields of the physical, engineering, environmental, and life sciences related to long-term national security needs. It provides farsighted, high payoff research, including critical enabling technologies that provide the basis for technological progress. It forms a part of the base for (a) subsequent exploratory and advanced developments in Defense-related technologies, and (b) new and improved

military functional capabilities in areas such as communications, detection, tracking, surveillance, propulsion, mobility, guidance and control, navigation, energy conversion, materials and structures, and personnel support.

- Applied Research. Applied Research translates promising basic research into solutions for broadly defined military needs, short of major development programs, with a view toward developing and evaluating technical feasibility. This type of effort may vary from ~~fairly~~ fundamental applied research to sophisticated breadboard hardware, study, programming, and planning efforts that establish the initial feasibility and practicality of proposed solutions to technological challenges. It includes studies, investigations, and technology development efforts. The dominant characteristic of this category of effort is that it be pointed toward identified military needs with a view toward developing and evaluating the feasibility and practicability of proposed solutions and determining their parameters. These efforts may vary from test-bed components to sophisticated breadboard subsystems that establish the initial feasibility and practicality of proposed solutions or technologies.
- Advanced Technology Development. This includes all efforts that have moved into the development and integration of hardware and other technology products for field experiments and tests. The results of this type of effort are proof of technological feasibility and assessment of operability and productibility that could lead to the development of hardware for service use. It also includes advanced technology demonstrations that help expedite technology transition from the laboratory to operational use. These efforts demonstrate the performance payoff, increased logistics capabilities, or cost reduction potential of militarily relevant technology. Projects in this category have a direct relevance to identified military needs.

R140 Research and Development Operations Management and Support ~~to R&D~~. This function includes all efforts not reported elsewhere that are directed toward R&D operations management and support ~~of R&D operations~~. This includes management of R&D laboratories and facilities, project management of R&D programs, management of international cooperative R&D efforts, management of technical integration efforts at laboratories and R&D facilities, operation of test aircraft and ships, studies and analyses in support of R&D programs, and other R&D support. This function excludes program management of acquisition efforts coded F120. It also excludes severable support covered by other function codes (e.g., custodial services coded S410, ~~building management support~~ facility administration coded S210, and engineering coded F520, veterinary medical support for animals used for biomedical research and development coded H116, and equipment maintenance coded with the applicable J and K codes). [This is part of RDT&E.]

R999 Other ~~S&T Science and Technology~~ and ~~R&D Research and Development~~ Operations Management and Support Activities. This function includes science and technology and research and development management~~,~~ and support activities not covered by other function codes. Systems acquisition ~~research~~ demonstration and development ~~support~~ is coded F150, and test and evaluation are coded A610-A699.

GROUP 3—SYSTEMS ACQUISITION, TEST AND EVALUATION, ENGINEERING, AND CONTRACTING. *This group of functions address activities concerned with the defense systems acquisition process to include test and evaluation; procurement and contracting; engineering; and quality assurance.*

~~***QUALITY ASSSURANCE***~~

~~**F100 Quality Assurance.** This function includes production process proofing and verification, configuration management, risk management, control of test measurement, diagnostic equipment (i.e., selection and calibration), and corrective and preventive action. Corrective and preventive action may also include advising and collaborating with customers and suppliers to help integrate quality assurance practices into the manufacturing process.~~

SYSTEMS ACQUISITION. *The defense systems acquisition process provides for the development, demonstration, and production or procurement of Defense systems (e.g., weapon systems, equipment, materiel, and automated information systems) needed by defense managers and military warfighters to meet mission requirements. (See guidance in DoDD 5000.1.)*

F110 Systems Acquisition Management. This function includes the executive-level activities, oversight, direction, and control of acquisition programs and subordinate Defense acquisition organizations and centers ~~by~~. This function includes developing and issuing policies; providing policy guidance (e.g., guidance on technology transfer, international cooperative programs, and industrial capabilities assessments); reviewing, analyzing, and evaluating program performance; ~~allocating and distributing resources; and~~ conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. This includes work performed by ~~M~~milestone ~~D~~decision ~~A~~authorities, ~~P~~program ~~E~~executive ~~O~~officers, and other executives concerned with the review and approval of acquisition programs. It also includes acquisition reform and other operations essential to the systems acquisition process. This function excludes management headquarters oversight of ~~F~~foreign ~~M~~military ~~S~~sales and ~~S~~security ~~A~~assistance coded Y310, and management headquarters oversight of procurement and contracting coded F310.

F120 Systems Acquisition – Program Management. This function includes ~~efforts~~ activities undertaken by Program Managers of defense acquisition programs to oversee and direct the development, demonstration, and production or procurement of defense systems. This includes program management of acquisition programs for weapon systems and associated support equipment (including training systems), automated information systems, and other equipment and materiel. This excludes program management operations coded separately (e.g., contracting operations coded F320, technology transfer and international cooperative program management coded F140, equipping foreign military sales/foreign military financing ~~and security assistance program management~~ coded Y315, supply management coded T101, and item management coded T120). Also, elements of research and development are coded R110-R999 and F150, test and evaluation operations are coded A610-A699, and program support outside the ~~P~~program ~~O~~office is coded F160.

F140 Technology Transfer and International Cooperative Program Management. This function includes the review and evaluation of U.S. and Allied strategic trade cases, munitions cases, technical data exchange agreements, information exchange projects, reciprocal memorandums of understanding, and other similar agreements. This includes the development and maintenance of commodities lists, munitions list reviews, and support for ~~I~~international ~~S~~standardization ~~A~~agreements. It also includes support to technical advisory committees and steering and working groups concerned with export control and technology transfer, other appropriate technology transfer related activities, and international cooperative research and development projects and agreements. This function excludes management headquarters oversight of foreign military sales and security assistance management coded Y310 and equipping foreign military sales/foreign military financing coded Y315.

F150 Systems Acquisition – Demonstration and Development. This includes all research and development work not specifically covered by R120 (i.e., not identified as basic research, applied research, and advanced technology development). ~~[This is part of RDT&E.]~~ This includes, but is not limited to, the following:

- Demonstration and Validation. This includes efforts necessary to evaluate integrated technologies in as realistic an operating environment as possible to assess the risk, performance, or cost reduction potential of advanced technology. These efforts are system specific.
- Engineering and Manufacturing Development. This includes projects in engineering and manufacturing development, but which have not received approval for full-rate production. This includes major line-item engineering and manufacturing development projects.

F160 Systems Acquisition – Other Program Support. This function includes support provided to ~~P~~program ~~M~~managers by ~~I~~integrated ~~P~~product ~~T~~teams ~~(IPTs)~~, ~~W~~working-~~L~~level ~~I~~integrated ~~P~~product ~~T~~teams ~~(WIPTs)~~, or other functional experts or teams as part of the ~~I~~integrated ~~P~~product ~~P~~process ~~D~~development ~~(IPPD)~~ of the defense acquisition system. This includes identifying requirements, product assurance, financial and economic analysis, industrial capabilities assessments, technical integration efforts and technical information activities performed outside the ~~P~~program ~~O~~office (e.g., Joint Computer-Aided Acquisition and Logistics support (JCALS)), ~~H~~human ~~S~~systems ~~I~~integration reviews, cost estimates, and other actions and reviews performed by functional experts as part of the systems acquisition process. This excludes research and development coded R110-R999 and systems acquisition demonstration and development coded F150, developmental and operational test and evaluation ~~operations~~ coded A620, ~~systems~~ materiel requirements definition and validation coded Y215, foreign military sales/foreign military financing ~~operations~~ coded Y315, and engineering support coded F520.

F199 Other Systems Acquisition Activities. This function includes systems acquisition activities not covered by other function codes.

TEST AND EVALUATION

A610 Test and Evaluation Management ~~and Oversight of Test and Evaluation~~. This function includes the executive-level activities, oversight, direction, and control of test and evaluation (T&E) programs and subordinate Defense acquisition organizations and centers. This includes developing and issuing policies; providing policy guidance; ~~and~~ reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

A620 Developmental and Operational Test and Evaluation. This function includes conducting and managing all developmental ~~test and evaluations (DT&E)~~, live fire ~~test and evaluations (LFT&E)~~, ~~P~~production ~~Q~~qualification ~~Test and Evaluations (PQT&E)~~, ~~F~~foreign ~~C~~comparative ~~T~~testing ~~(FCT)~~, or other types of ~~tests and evaluation~~ T&E necessary to support the systems acquisition process. This also includes conducting and managing a range of operationally oriented T&E activities conducted throughout a system's lifecycle. ~~I~~included~~ing are: I~~initial ~~O~~operational ~~Test and Evaluation (IOT&E)~~, ~~Q~~qualification ~~O~~operational ~~Test and Evaluation (QOT&E)~~, and ~~F~~follow-on T&E ~~Test and Evaluation (FOT&E)~~. This also includes evaluation of T&E activities and recommending improvements based on those evaluations and engineering support that is an inherent part of the ~~test and evaluation~~ T&E process but excludes recurring severable engineering operations (coded F520) that are performed in direct support of test and evaluation. ~~[This is part of RDT&E.]~~

A630 Test and Evaluation Operations Management and Support ~~to Test and Evaluation~~. This function includes all efforts not reported elsewhere directed toward management and support of ~~test and evaluation~~ T&E operations. This includes management of ~~test and evaluation~~ T&E laboratories and facilities and other ~~test and evaluation~~ T&E support to include target development; general research; general test instrumentation; and operation of test ranges. This excludes maintenance of test aircraft, ships, and other equipment coded with the applicable J and K codes and maintenance of test ranges coded Z993. This function also excludes severable support covered by other function codes (e.g., custodial services coded S410, ~~building management~~ facility administration coded S210, and engineering coded F520). ~~[This is part of RDT&E.]~~

A699 Other Test and Evaluation Activities. This function includes ~~test and evaluation~~ T&E activities not covered by other function codes. This includes acceptance ~~testing and evaluation~~ T&E of supplies and materials (e.g., oil and fuel) to ensure products meet minimum requirements of applicable specifications, standards, and similar technical criteria.

PROCUREMENT AND CONTRACTING

F310 Procurement and Contracting Management. This function includes the executive-level activities, oversight, ~~and~~ direction, and control of procurement and contracting organizations ~~through~~. This includes developing and issuing policies; providing policy guidance; and reviewing, ~~and~~ analyzing, and evaluating program performance; ~~solicitations and/or contracts~~ conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. This also includes recommending and/or

directing the acquisition process for solicitations and/or contracts as well as the negotiation, award, and administration of contracts.

F320 Contract Administration and Operations. This function includes: the procurement contracting processes and administration of contracts. This function does not include the contracting of traffic or transportation services coded T710 or housing administration and operations coded S310.

- Procurement of automated information systems, weapon systems, support systems (to include training devices and simulators), contractor systems (e.g., Quality Management System, Purchasing, Material Management and Accounting System, etc.), supplies, services, and construction. This includes the determination of competitive or non-competitive procurement strategies; the issuance of solicitations and analysis of responses to them; oversight of source selections, negotiations, and the award and termination of contracts; preparation of contract modifications; processing of protests; retained administrative responsibilities; and operational policy implementation.
- Post award administration of contracts. This includes post award orientation conferences; oversight of contractor performance to assure compliance with contract and subcontract requirements, terms, and conditions; issuance of contract amendments (to include terminal notices for default, and settlement, and convenience termination); processing claims against the government; issuance of task orders; tracking progress payments; contract close-outs; and monitoring property administration.

F399 Other Procurement and Contracting Activities. This function includes procurement and contracting activities not covered by other function codes.

ENGINEERING. *This includes engineering support for the acquisition and sustainment of weapon systems, automated information systems, other military materiel, and all types of support equipment (to include training devices and simulators). This includes all types of engineering support to include, but not limited to, industrial, mechanical, aeronautical, electrical, electronic, automotive, nuclear, and marine.*

F510 Sustainment Engineering Support. This function includes all systems engineering support that is performed during the sustainment phase of the system acquisition lifecycle.

F515 Engineering Support for Manufacturing and Production. This function includes all systems engineering support that is performed during the manufacturing and production phase of the system acquisition lifecycle.

F516 Engineering Support for Disposal. This function includes all systems engineering support that is performed during the disposal phase of the system acquisition lifecycle.

F520 All Other Engineering Support. This function includes all other systems engineering support. This function is typically performed at Systems and Materiel commands, laboratories, research and development facilities, shipyards, contractor facilities (e.g., DCMA), and test and evaluation facilities. This excludes engineering support that is an inherent part of science and

technology coded R120, systems acquisition ~~research and development support~~ demonstration and development coded F150, or developmental and operational test and evaluation coded A620, but includes recurring severable engineering operations that are performed in direct support of science and technology, systems acquisition research and development support, or test and evaluation.

QUALITY ASSSURANCE

F600 Quality Assurance. This function includes production process proofing and verification, configuration management, risk management, control of test measurement, diagnostic equipment (i.e., selection and calibration), and corrective and preventive action. Corrective and preventive action may also include advising and collaborating with customers and contractors to help integrate quality assurance practices into the manufacturing process.

GROUP 4—LOGISTICS. *This group of functions address activities concerned with the logistics enterprise. This includes maintenance (organizational, intermediate, and depot levels), supply, and transportation.*

P110 Logistics Management. This function includes the executive-level activities, oversight, direction, and control of subordinate logistics offices and agencies ~~through~~. This includes developing and issuing logistics policies; ~~and~~ providing policy guidance; reviewing, analyzing, and evaluating program performance (e.g., logistics systems reinvention and modernization); ~~and~~ conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. This function excludes Maintenance Management ~~(~~coded P120~~)~~, Supply Management ~~and Overview of Supply (~~coded T101~~)~~ and Transportation Management ~~and Oversight of Transportation (~~coded T701~~)~~.

P115 Logistics Life Cycle Sustainment Activities. This function includes activities required for the planning and execution of programs that support and sustain systems from initial fielding, through operational life and disposal. This function excludes the contacting, engineering, test and evaluation, and acquisition functions coded in ~~other g~~Groups~~s~~ 3.

P116 Multifaceted Logistics Activities. This function includes non-management activities involved in two or more of the following: maintenance, supply, or transportation.

P119 Other Logistics Activities. This function includes logistics activities not covered by other function codes.

MAINTENANCE

P120 Maintenance Management. This function includes the executive-level activities, oversight, direction, and control of subordinate maintenance offices, agencies, and depots. This includes developing and issuing maintenance policies; ~~and~~ providing policy guidance; reviewing, analyzing, and evaluating program performance; ~~and~~ conducting or reviewing mid-

and long-range planning, programming, and budgeting; and allocating and distributing resources.

P125 Quality Control. This function includes the inspection, test/assessment, and oversight of functions and activities to ensure materiel sustainment, maintenance, and repairs (to include major overhaul or complete rebuilding) are conducted in accordance with approved practices and procedures to return materiel to original conditions (or as close as possible to) in appearance; operating performance, capability, and capacity; and life expectancy. This includes maintenance and repair at all levels of maintenance: organizational, intermediate, and depot.

Organizational and Intermediate ~~Repair and~~ Maintenance and Repair of Military Equipment. *This includes ~~repair and~~ maintenance and repair of military materiel authorized and performed by designated maintenance activities in support of using activities to include both direct and general repair and maintenance. Normally, this type of repair and maintenance is limited to replacement and overhaul of unserviceable parts, assemblies, or subassemblies. It includes: (1) organizational level maintenance and repair ~~and maintenance~~; (2) intermediate level maintenance and repair ~~and maintenance~~; and (3) any testing conducted to check the repair procedures. It includes performance of depot-coded maintenance tasks at the organizational and intermediate level. Military materiel includes all items (including ships, tracked vehicles, wheeled vehicles, communications-electronics equipment, self-propelled weapons, aircraft, robotic and unmanned systems (UxS) etc., and related spares, repair parts, and support) necessary to equip, operate, maintain, and support military activities. It excludes maintenance and repair ~~and maintenance~~ of civil works facilities (e.g., dams and hydropower facilities) coded Q120-Q999; plants/utilities coded S725-S799; and real property at installations, bases, and other facilities (e.g., fixed cranes at ocean terminals) coded S100-S499 or Z101-Z999. It also excludes the maintenance and repair ~~and maintenance~~ of non-deployable equipment at installations, bases, and facilities such as medical and dental equipment coded H650; food supply (to include dining facility) equipment coded T1~~80~~77; communications systems coded W210-W299; electromagnetic spectrum and transmission (radio/satellite) systems coded W3~~2~~10-W3~~89~~9 and office ADP equipment and software coded M900-M939. Activities engaged in organizational and intermediate maintenance and repair ~~and maintenance~~ of military materiel are grouped according to the materiel predominantly handled.*

J410 Organizational and Intermediate Maintenance and Repair ~~and Maintenance~~ Management. This function includes overseeing, directing, and controlling organizational or intermediate level repair and maintenance of military material from units, offices, and centers. This includes reviewing and evaluating performance of subordinate activities engaged in repair and maintenance operations listed below.

J501 Aircraft. This function includes the maintenance and/or repair of aircraft and associated equipment. It includes armament, avionics, electronic, and communications equipment, engines, and any other equipment that is an integral part of an aircraft. It also includes maintenance and/or repair of drones, robotic and unmanned aircraft systems (UASs) and unmanned aerial vehicles (UAVs) of all types.

J502 Aircraft Engines. This function includes the maintenance and/or repair of aircraft engines that are repaired while not an integral part of the aircraft. This is typically conducted at intermediate level maintenance organizations or activities.

J503 Missiles. This function includes the maintenance and/or repair of missile systems and associated equipment, including the mechanical, electronic, and communications equipment that is an integral part of missile systems.

J504 Vessels. This function includes the maintenance and/or repair of all vessels, including armament, electronics, communications and any other equipment that is an integral part of the vessel. It also includes the maintenance and/or repair of robotic and unmanned surface vehicles (USVs) and unmanned underwater vehicles (UUVs).

J505 Combat Vehicles. This function includes the maintenance and/or repair of tanks, armored personnel carriers, self-propelled artillery, and other combat vehicles. It includes the maintenance and/or repair of armament, fire control, electronic, and communications equipment that is an integral part of a combat vehicle. It also includes the maintenance and/or repair of robotic and unmanned ground systems (UGSs) combat vehicles.

J506 Non-Combat Vehicles and Equipment. This function includes the maintenance and/or repair of automotive equipment, such as tactical, support, and administrative vehicles~~,~~. It includes~~ing~~ electronic and communications equipment that is an integral part of the non-combat vehicle~~; It includes~~ upholstery maintenance and repair; glass replacement and window repair; body repair and painting; general repairs/minor maintenance; battery maintenance and repair; tire maintenance and repair; frame and wheel alignment; and other motor vehicle maintenance. It includes railway equipment, including locomotives of any type or gauge, railway cars, and cabooses, as well as associated electrical equipment. It also includes the maintenance and/or repair of robotic and unmanned ground systems (UGSs) non-combat vehicles.

J507 Electronic and Communications Equipment. This function includes the maintenance and/or repair of deployable military mobile or portable electronic and communications equipment. This includes maintenance of combat television and still cameras, audio and video recording equipment, and other electronic equipment. It excludes maintenance of electronic and communications equipment that is an integral part of another weapon/support system. It also excludes maintenance of non-deployable communications systems coded W210-W299 or W320 and maintenance of tactical and non-tactical ADPE coded J555 and M900-M939.

J511 Special Equipment. This function includes the maintenance and/or repair of construction and engineer equipment (e.g., bulldozers, forklifts, graders, etc.), portable cranes and related lifting devices, portable power generating equipment, and materiel handling equipment.

J518 Support Equipment. This function includes the maintenance and/or repair of ground support equipment (excluding Test Measurement and Diagnostic Equipment and Automated Test Equipment) and such items as portable ground electrical power carts, aircraft tow tractors, ground air conditioners, engine stands, and trailers. It excludes equipment reported under J511 or any of the other specific functional categories.

J519 Industrial Plant Equipment. This function includes the maintenance and/or repair of plant equipment ~~with an acquisition cost of $3,000 or more~~ that is used to cut, abrade, grind, shape, form, join, test, measure, heat, or otherwise alter the physical, electrical, or chemical properties of materials, components, or end items. This includes plant equipment used in manufacturing, maintenance, supply processing, assembly, or research and development operations. This does not include small portable hand tools such as drills, saws, grinders, welders, etc.

J520 Test, Measurement and Diagnostic Equipment (TMDE). This function includes the calibration, maintenance and/or repair of TMDE, including portable maintenance aids and equipment referred to as automated test equipment (ATE), as well as items such as electronic meters, armament circuit testers, and other specialized testers. Software support for ATE or portable maintenance aids is coded J550.

J550 Software Support for Embedded and Mission Systems. This function includes organizational, intermediate, direct, and general software support for embedded and mission systems to include software uploads and changes, as well as local generation of memory devices. It includes software support for portable maintenance aids and ATE, including development and update of test program sets. It also includes software support for robotic and unmanned systems (UxS).

J555 Tactical Automatic Data Processing Equipment (ADPE). This function includes the maintenance and/or repair of tactical ADPE equipment that is not an integral part of a communications system. It excludes maintenance of non-tactical ADPE not an integral part of a tactical communications system.

J560 Satellites/Space System ~~Maintenance~~. This function includes activities for the repair and/or maintenance of satellites or other military space systems while on the ground (pre-launch or after recovery). Maintenance and repair of satellites or other military space systems includes mechanical, electronic, and communications equipment, as well as engines and/or rockets that are an integral part of the satellite or military space system.

J570 Armament and Ordnance. This function includes the maintenance and/or repair of small arms; artillery and guns; mines; nuclear munitions; chemical, biological, and radiological items; conventional ammunition; and all other ordnance items. It excludes armament that is an integral part of another weapon or support system.

J575 Munitions. This function includes maintenance of munitions, including storage, issue, and loading. It excludes support reported under any of the other specific functional categories.

J600 Metal and Other Containers, Textiles, Tents, and Tarpaulins. This function includes the maintenance and/or repair of containers and intermodal systems, tents, tarpaulins, other textiles, and organizational clothing. This includes reusable metal containers of all kinds; component and shipping containers; MIL, SEA and ISO vans; specialized munitions containers; containerized ammunition distribution systems; gasoline containers; other metal containers; and cargo nets and pallet systems.

J700 Portable Troop Support Equipment. This function includes the maintenance and/or repair of deployable equipment used to house and support DoD personnel at deployed

locations, including dining facilities, shelters, appliances and related equipment. Deployable medical and dental equipment is reported separately in J750.

J750 Portable Field Medical and Dental Equipment. This function includes the maintenance and/or repair of deployable medical and dental equipment.

J999 Organizational and Intermediate Maintenance and Repair of Other Equipment. This function includes organizational and intermediate repair or maintenance of military materiel not addressed by other function codes.

Depot Maintenance and Repair of Military Equipment. *This includes depot maintenance and repair performed on military materiel including major overhaul or a complete rebuild of parts, assemblies, subassemblies, and end items, including the manufacture of parts, modernization efforts, modifications, testing (that is inherent to the depot maintenance), and reclamation, as required. Depot maintenance serves to support lower categories of maintenance. This includes operation of equipment (e.g., cranes) that is inherent to the depot maintenance process. It provides stocks of serviceable equipment by using more extensive facilities for repair than are available in lower-level maintenance activities. ~~(See DoDD 4151. 18 for further amplification of the category definitions reflected below.)~~ Military materiel includes all items (including ships, tracked vehicles, wheeled vehicles, communications-electronics equipment, self-propelled weapons, aircraft, robotic and unmanned systems (UxS), etc., and related spares, repair parts, and support equipment) necessary to equip, operate, maintain, and support military activities. It excludes maintenance and repair ~~and maintenance~~ of civil works facilities (e.g., dams and hydropower facilities) coded Q120-Q199; plants/utilities coded S725-S799; and real property at installations, bases, and other military facilities (e.g., fixed cranes at ocean terminals) coded S100-S499 or Z101-Z999. It also excludes the maintenance and repair ~~and maintenance~~ of non-deployable equipment at installations, bases and facilities such as medical and dental equipment coded H650; food supply (to include dining facility) equipment coded T1~~80~~77; communications systems coded W210-W299; electromagnetic spectrum and transmission (radio/satellite) systems coded W3~~2~~10-W3~~89~~9; and office ADP Equipment and software coded M900-M939. Also, engineering support at depots is coded F510. Depot maintenance functions are identified by the type of materiel maintained or repaired.*

K410 Depot Maintenance and Repair Management. This function includes executive-level activities, overseeing, directing, and controlling depot level repair and maintenance of military material within fixed (non-deployable) depots. Depot management includes reviewing and evaluating performance of subordinate activities engaged in depot level repair and maintenance operations listed below.

K531 Aircraft. This function includes the maintenance and/or repair of aircraft and associated equipment. It includes armament, avionics, electronic and communications equipment, engines, and any other equipment that is an integral part of an aircraft. It also includes drones, robotic and unmanned aircraft systems (UASs), and unmanned aerial vehicles (UAVs) of all types.

K532 Aircraft Engines. This function includes the maintenance and/or repair of aircraft engines that are repaired while not an integral part of the aircraft.

K533 Missiles. This function includes the maintenance and/or repair of missile systems and associated equipment. It also includes mechanical, electronic, and communications equipment that is an integral part of missile systems.

K534 Vessels. This function includes the maintenance and/or repair of all vessels, including armament, electronics, and communications equipment, and any other equipment that is an integral part of a vessel. It also includes the maintenance and/or repair of robotic and unmanned surface vehicles (USVs) and unmanned underwater vehicles (UUVs).

K535 Combat Vehicles. This function includes the maintenance and/or repair of tanks, armored personnel carriers, self-propelled artillery, and other combat vehicles. It includes armament, fire control, electronics, and communications equipment that is an integral part of a combat vehicle. It also includes the maintenance and/or repair of robotic and unmanned ground systems (UGSs) combat vehicles.

K536 Non-Combat Vehicles and Equipment. This function includes the maintenance and/or repair of automotive equipment, such as tactical, support and administrative vehicles. ~~and all~~ It includes electronic and communications equipment that are an integral part of the vehicle. ~~It includes~~ upholstery maintenance and repair; glass replacement and window repair; body repair and painting; general repairs/minor maintenance; battery maintenance and repair; tire maintenance and repair; frame and wheel alignment; accessory overhaul; major component overhaul; and other motor vehicle maintenance. It includes railway equipment, including locomotives of any type or gauge, railway cars, and cabooses, as well as associated electrical equipment. It also includes the maintenance and/or repair of robotic and unmanned ground systems (UGSs) non-combat vehicles.

K537 Electronic and Communications Equipment. This function includes the maintenance and/or repair of deployable military mobile or portable electronics and communications equipment. It excludes electronic and communications equipment that is an integral part of another weapon/support system. It also excludes maintenance of non-deployable communications systems coded W210-W299 and maintenance of tactical and non-tactical ADPE coded K555 and M900-M939, respectively.

K539 Special Equipment. This function includes the maintenance and/or repair of construction and engineer equipment (e.g., bulldozers, forklifts, graders, etc.), portable cranes and related lifting devices, portable power generating equipment, and materiel-handling equipment.

K541 Industrial Plant Equipment. This function includes the maintenance and/or repair of plant equipment ~~with an acquisition cost of $3,000 or more~~ that is used to cut, abrade, grind, shape, form, join, test, measure, heat, or otherwise alter the physical, electrical, or chemical properties of materials, components, or end items. This includes plant equipment used in manufacturing, maintenance, supply, processing, assembly, or research and development operations. This does not include small portable hand tools such as drills, saws, grinders, welders, etc.

K546 Test Measurement and Diagnostic Equipment (TMDE). This function includes the calibration, maintenance and/or repair of test, measurement, and diagnostic equipment (TMDE), including portable maintenance aids and equipment referred to as automated test

equipment (ATE), as well as items such as electronic meters, armament circuit testers, and other specialized testers. Software support for ATE or portable maintenance aids is coded K550.

K549 Support Equipment. This function includes the maintenance and/or repair of ground support equipment (excluding TMDE and ATE) and such items as portable ground electrical power carts, aircraft tow tractors, ground air conditioners, engine stands, and trailers. It excludes equipment reported under any of the other specific functional categories.

K550 Software Support for Embedded and Mission Systems. This function includes the depot-level software support for embedded and mission systems to include software uploads and changes, as well as local generation of memory devices. It includes software support for portable maintenance aids and ATE, including development and update of test program sets. It also includes software support for robotic and unmanned systems (UxS).

K555 Tactical Automatic Data Processing Equipment (ADPE). This function includes the maintenance and/or repair of tactical ADPE equipment that is not an integral part of a communications system. This function excludes maintenance of non-tactical ADPE not an integral part of a tactical communications system.

K560 Satellites/Space System ~~Maintenance~~. This function includes activities for the repair and/or maintenance of satellites or other military space systems while on the ground (pre-launch or after recovery). Maintenance and repair of satellites or other military space systems includes mechanical, electronic, and communications equipment, as well as engines and/or rockets that are an integral part of the satellite or military space system.

K570 Armament and Ordnance. This function includes the maintenance and/or repair of small arms; artillery and guns; nuclear munitions, CBR items; conventional ammunition; and all other ordnance items. It excludes armament that is an integral part of another weapon or support system and does not include work performed at arsenals.

K575 Munitions. This function includes depot-level support of munitions, including maintenance, storage, issue and loading. It excludes support reported under any of the other specific functional categories and does not include work performed at ammunition plants.

K600 Metal and Other Containers, Textiles, Tents, and Tarpaulins. This function includes the maintenance and/or repair of containers and intermodal systems, tents, tarpaulins, other textiles, and organizational clothing. It includes reusable metal containers of all kinds; component and shipping containers; MIL, SEA and ISO vans; specialized munitions containers; containerized ammunition distribution systems; gasoline, containers; other metal containers; and cargo nets and pallet systems.

K700 Portable Troop Support Equipment. This function includes the maintenance and/or repair of deployable equipment used to house and support DoD personnel at deployed locations, including dining facilities, shelters, appliances and related equipment. Deployable medical and dental equipment is reported separately in K750.

K750 Portable Field Medical and Dental Equipment. This function includes the maintenance and/or repair of deployable medical and dental equipment.

K999 Depot Maintenance and Repair ~~and Maintenance~~ of Other Equipment. This function includes depot repair, maintenance, modification, or overhaul of military materiel not addressed by other function codes.

SUPPLY OPERATIONS

T101 Supply Management ~~and Overview of Supply~~. This function includes ~~managing supply programs and/or~~ executive-level activities, overseeing, directing, and controlling subordinate supply organizations. ~~through~~ It includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

T110 Retail Supply Operations. This function includes supply operations typically performed at an installation, base, or facility to include providing supplies and equipment to all assigned or attached units. This includes all basic supply functions to include the requisition, receipt, storage, issuance, and accountability of materiel. This function does not include military commissary or exchange operations coded G006-G013, or hospital supplies and equipment coded H650. This includes but is not limited to:

- Supply Operations. Operation of consolidated supply functions to include operation of self-service supply centers, clothing initial issue points (CIIP), and petroleum, oils and lubricants (POL) resale points.
- Central Issue Facilities (CIF). Operation of central issue facilities for the purpose of providing military personnel required organizational clothing and individual equipment supplies. This includes necessary alterations performed at the CIF.
- Retail Supply Operations. This includes installation retail supply services to include local warehouse operations, delivery, customer support, inventory management, and unique industrial activity support.
- Materiel Services. Support for the procurement, inventory control, receipt, storage, quality assurance, issue, turn-in, disposition, expediting, property accounting and reporting, and other related functions.
- Other Retail Supply Services. Support to product lines (ammunition and end items). This includes supply support for the DoD small arms Serialization Program; Chemical Agent Standard Analytical reference materials; radioactive waste, research and development activities; and other unique activities which do not contribute to established product lines.

T120 Wholesale/Depot Supply Operations. This function includes management or operation of centralized logistics materiel management functions that provide worldwide materiel, supplies, and services for assigned end items or commodities. This includes all basic materiel management operations including provisioning, acquisition, and repair requirements determination; asset management; development of retail allowances; retrograde tracking; and customer support. This encompasses the planning and management of logistics support to include operations performed by item managers of defense components and sub-systems who

oversee stock and develop purchase requests for items and material after development and deployment. This activity accepts and validates customer requirements; considers existing workload, available capability, and capacity to plan near- and long-term activities to optimize workloads, product quality, and production rates; controls, acquires, allocates and manages resources; and develops production requirements to maintain materiel and facilities. Sustaining engineering is coded F510.

T130 Storage and Warehousing. This function includes receiving wholesale materiel into depots and other storage and warehousing facilities, providing care for supplies, and issuing and shipping materiel. This excludes retail supply operations coded T110, ~~and~~ storage and warehousing of publications coded T150, storage and supply of ordnance coded T185, military commissary and exchange operations coded G006-G013, or hospital supplies and equipment coded H650. It includes materiel receiving and any additional services that may be required. This includes generating confirmation of materiel receipt; preparing materiel for shipment; and managing and caring for materiel in storage. While in storage, the materiel may be moved among various warehouses or moved to maintenance facilities to be upgraded. This includes packing and preparation of materiel for shipment, if necessary, before being sent to receiving activities. It may also include shipping, depending on where the materiel is being sent. As the actual movement of materiel is accomplished, distribution status information is provided for workload planning.

- Receipt of supplies and related documentation and information. This includes materiel handling and related actions, such as materials segregation and checking, and tallying incident to receipt.
- ~~Packing and Crating of Household Goods. This includes packing and crating operations incident to the movement or storage of household goods.~~
- Shipping. This includes the delivery of stocks withdrawn from storage to shipping. This includes onloading and offloading of stocks from transportation carriers; blocking, bracing, dunnage, checking, tallying, and materiel handling in the central shipping area; and related documentation and information operations.
- Care, Re-warehousing, and Support of Materiel. This includes all actions that must be taken to protect stocks in storage. This includes physical handling, temperature control, assembly placement and preventive maintenance of storage aids, and realigning stock configuration. This also includes providing for the movement of stocks from one storage location to another and related checking, tallying, and handling, and other general storage support operations.
- Preservation and Packaging. This includes operations to preserve, re-preserve, and pack materiel to be placed in storage or to be shipped.
- Kitting. This includes building kits of repair parts to support phased maintenance requirements for deployed units.
- Unit and Set Assembly and Disassembly. This includes operations to gather or bring together items of various nomenclature (parts, components, and basic issue items) and group, assemble, or restore them to or with an item of another nomenclature (such as parent end item or assemblage) to permit shipment under

a single document. This also includes blocking, bracing, and packing preparations within the inner shipping container; physical handling and loading; and reverse operation of assembling such units.

- Special Processing of Non-Stock Fund-Owned Materiel. This includes special processing actions described below that must be performed on inventory control point (ICP)-controlled, non-stock fund-owned materiel using regular or special maintenance tools or equipment. This includes disassembly or reassembly of re-serviceable ICP-controlled materiel being readied for movement, in-house storage, or out-of-house locations (such as a port to a commercial or DoD-operated maintenance or storage facility or a property disposal or demilitarization activity). These operations include blocking, bracing, cushioning, and packing.
- Packing and Crating. This includes placing supplies in their final, exterior containers ready for shipment. This includes the nailing, strapping, sealing, stapling, masking, marking, and weighing of the exterior container. It also includes all physical handling, unloading, and loading of materiel within the packing and shipping area; checking and tallying material in and out; all operations incident to packing, repacking, or recrating for shipment (including on-line fabrication of tailored boxes, crates, bit inserts, blocking, bracing and cushioning shrouding, overpacking, containerization, and the packing of materiel in transportation containers). This includes packing and crating operations incident to the movement or storage of household goods.
- Other Storage and Warehousing. This includes all other storage and warehousing actions except cataloging.

T140 Supply Cataloging. This function includes preparing supply catalogs and furnishing cataloging data on all items of supply for distribution to all echelons worldwide. This includes catalog files preparation and revision of all item identifications for all logistics functions; compilation of federal catalog sections and allied publication; and development of federal item identification guides and procurement identification descriptions. It also includes providing for the printing and publication of federal supply catalogs and related allied publications.

T150 Publications Warehousing and Distribution ~~of Publications~~. This function includes services provided by publication distribution centers (i.e., paper-based) to include central storage and issue of stock numbered and non-stock numbered publications, blank forms, regulations, directives and other official publications. This includes receipt of products in bulk, sorting by individual customer, and mailing.

T160 Bulk Liquid Storage. This function includes operation and maintenance of bulk petroleum storage facilities and other liquid storage facilities to include the maintenance and repair of liquid fuel dispensing systems. This includes operation of off-vessel discharging and loading facilities, fixed and portable bulk storage facilities, pipelines, pumps, and other related equipment within or between storage facilities or extended to using agencies and handling of drums within bulk fuel activities. This function excludes fuel supply services reported under code T165.

T165 ~~**Distribution of**~~ **Petroleum Oil and Lubricant Products** **Distribution.** This function includes the distribution of petroleum/oil/lubricant products to include fueling. It includes operation of trucks and hydrants.

T167 ~~**Distribution of**~~ **Liquid, Gaseous, and Chemical Products** **Distribution.** This function includes the distribution of liquid or gaseous elements (e.g., oxygen and ~~liquid~~ nitrogen), or other chemical products.

T175 **Troop Subsistence.** This function includes the acquisition, management, and delivery of food and related items in support of military dining facilities and troop feeding programs worldwide. It includes management of combat/deployment rations. It also includes the development of menus and troop subsistence allowances. This function does not include military commissary or exchange operations coded G006-G013, or retail dining establishments associated with miliary exchange or MWR operations coded G020-G025.

T177 **Food Supply.** This function includes the operation and administration of food preparation and serving facilities at military facilities. It includes operation of central bakeries, pastry kitchens and central meat processing facilities that produce a product. This includes maintenance of equipment (to include dining facility equipment) but excludes maintenance of fixed equipment coded Z992. It also excludes hospital food service operations coded H350. This function does not include military commissary or exchange operations coded G006-G013, or retail dining establishments associated with miliary exchange or MWR operations coded G020-G025.

T180 **Military Clothing.** This function includes the order, receipt, storage, issue, and alteration of military clothing and the repair of military ~~shoes~~ footwear. It excludes repair of organizational clothing reported under codes J600 and K600 and ~~M~~military ~~E~~exchange operations coded G013.

T185 **Ordnance Storage and Supply.** This function includes the support of conventional inventory management: ordnance support management; requirements determination; fleet ordnance positioning; allowance establishment and processing; oversight for receipt, segregation, storage and issue; demilitarization and disposal; and coordination and tracking of ammunition, weapons, combat systems and support equipment. In addition, this function includes ordnance supply operations typically performed at a retail ordnance site to provide receipt, segregation, storage, and issue of ordnance to all assigned units. This includes, but is not limited to, ammunition distribution and control, receiving and issuing of ordnance, ordnance onload and offload of ships, trucks, railcars, aircraft, submarines, etc., ordnance cross-decking, ordnance storage and inventory management, traffic management, ammunition segregation and inspection, prepositioning support, quick response teams, and ordnance support operations.

T190 **Excess and Surplus Inventory Preparation, Demilitarization, and Disposal** ~~**of Excess and Surplus Inventory**~~**.** This function includes the determination of excess inventory, preparation of documentation for transfer to a Defense Reutilization and Marketing Office, and subsequent receipt, classification, storage, and disposal through reutilization, transfer, donation, and sales of excess and surplus property. This includes demilitarization, precious metals recovery, and abandonment or destruction as required. This also includes operation of

scrap yards and disposition of scrap metal through sales. This function excludes demilitarization operations that are an inherent part of the intermediate and depot maintenance activities covered by the J and K codes.

T199 Other Supply Activities. This function includes supply activities not addressed by one of the other supply function codes.

TRANSPORTATION

T701 Transportation Management ~~and Overview of Transportation~~. This function includes executive-level activities, overseeing, directing, and controlling transportation programs and subordinate organizations that provide transportation services. This includes ~~conducting mid- and long-range planning, programming, and budgeting;~~ developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

T710 Traffic/Transportation Management Services. This function includes the procurement of freight, household goods, and passenger services from commercial "for hire" transportation providers and from organic providers for all modes of transportation. This includes the review, approval, and signing of documents related to the obligation of funds; selection of mode or carrier; evaluation of carrier performance; adjudication of personal property claims; and carrier suspension. This excludes administrative transportation services at installations, bases and other military facilities for air transportation (coded T810), water transportation (coded T811), rail transportation (coded T812), and motor vehicle transportation (coded T824).

T800 Ocean Terminal Operations. This function includes the operation of terminals that transfer cargo between overland and sealift transportation and the handling of government cargo through commercial and military ocean terminals.

- Pier Operations. This includes stevedore and shipwright carpentry operations supporting the loading, stowage, and discharge of cargo and containers on and off ships, and supervision of operations at commercial piers and military ocean terminals.
- Breakbulk Cargo Operations. This includes the stevedoring, shipwright carpentry, stevedore transportation, and the loading and unloading of non-containerized cargo.
- Cargo Handling. This includes operation of barge derricks, gantries, cranes, forklifts, and other materiel handling equipment used to handle cargo within the terminal area. This also includes cargo load planning, documentation, and routing.
- Port Cargo Operations. This includes loading and unloading railcars and trucks; packing, repacking, crating, warehousing, and storage of cargo moving through the terminal; and stuffing and unstuffing containers.

- Vehicle Preparation. This includes the preparation of government and privately owned vehicles for ocean shipment; inspection and stowage of vehicles in containers; transportation of vehicles to the pier; and the process and issue of import vehicles to the owners.
- Lumber Operations. This includes the segregation of reclaimable lumber from dunnage removed from ships, railcars, and trucks; removal of nails; evening of lengths; inspection; and return of the lumber to inventory for reuse. It also includes the receipt, storage, and issue of new lumber.
- Materiel Handling Equipment (MHE) Support. This includes delivering MHE to user agencies and performing onsite fueling. Maintenance of material handling equipment is coded J511 and K539.
- Crane Maintenance. This includes maintenance of barge derricks, gantries, and fixed cranes that support vessels and terminal cargo operations.
- Other Ocean Terminal Operations. This includes ocean terminal operations other than those identified above.

T805 Aerial Terminal Operations. This function includes the operation of terminals that transfer cargo between overland and aerial transportation and the handling of government cargo through commercial and military air terminals.

- Airfield Operations. This includes operations supporting the loading, stowage, and discharge of cargo and containers on and off aircraft, and supervision of operations at commercial and military airlift terminals.
- Terminal Cargo Handling. This includes operation of cranes, forklifts, and other materiel handling equipment (MHE) used to handle cargo within the terminal area. This also includes cargo load planning, documentation, and routing.
- Terminal Cargo Operations. This includes loading and unloading railcars and trucks; packing, repacking, crating, palletizing, warehousing, and storage of cargo moving through the terminal; and stuffing and unstuffing containers.
- Vehicle Preparation. This includes the preparation of government and privately owned vehicles for aerial shipment; inspection and stowage of vehicles; transportation of vehicles to the terminal; and the process and issue of import vehicles to the owners.
- MHE Support. This includes delivering MHE to user agencies and performing onsite fueling. Maintenance of material handling equipment is coded J511 and K539.
- Other Aerial Terminal Operations. This includes air terminal operations other than those identified above.

***Transportation Services**. This does not include dedicated medical transportation services (e.g., ambulance) coded H710.*

T810 Air Transportation Services. This function includes management and operation of aircraft that are assigned to commands, bases, installations, and DoD facilities for movement of personnel, equipment, and supplies. Aircraft maintenance is coded J501 and K531. This excludes medical transportation services coded H710.

T811 Water Transportation Services. This function includes management and operation of watercraft that are assigned to commands, bases, installations, and other DoD facilities for movement of personnel and supplies. This includes tug operations but excludes recreational watercraft operations coded G055. Watercraft maintenance is coded J504 and K534.

T812 Rail Transportation Services. This function includes management and operation of rail equipment assigned to commands, bases, installations, and other DoD facilities for movement of personnel, supplies, equipment, and other products. Maintenance of railway equipment is coded J506 and K536. Maintenance and repair of railroad facilities is coded Z997.

T824 Motor Vehicle Transportation Services. This function includes management and operation of motor vehicles and equipment assigned to commands, installations, bases and other DoD facilities for movement of personnel, supplies, equipment, and other products. This includes all local, intra-post, and inter-post scheduled and unscheduled movement of personnel provided by taxi, bus (to include dependent school bus), and automobile transportation operations. This also includes all heavy and light truck, and tow truck operations involved with the movement of equipment, supplies, and other products not covered by another function code; . It also includes motor pool operations; and driver/operator licensing and testing. This does not include operation of cranes, construction equipment, or heavy and light trucks in support of Ocean Terminal Operations (coded T800); air terminal operations coded T805; civil works projects (coded Q420-Q999); fueling services (coded T165); or the repair, maintenance, and construction of real property (coded Z991-Z999). This also excludes medical transportation services coded H710. Maintenance of motor vehicles is coded J506 and K536.

T826 Air Traffic Control. This function includes air traffic control operations at installations, bases and other DoD facilities. Air traffic control for military operations is coded using the applicable M code. Maintenance of deployable air traffic control equipment (e.g., equipment in mobile or portable shelters) is coded J507 and K537. Maintenance of fixed air traffic control equipment at installations, bases, and other facilities is coded Z992.

T899 Other Transportation Services. This function includes transportation services not addressed by one of the other function codes.

GROUP 5—PRODUCTS MANUFACTURED OR FABRICATED. *This group of functions address activities concerned with the manufacture or fabrication of products. This includes manufacturing, assembly, and fabrication, and three dimensional (3D) printing (additive manufacturing) of equipment, materials, products and items. This excludes manufacturing and fabrication operations that are inherent to depot maintenance and repair functions.*

X931 Ordnance. This function includes the assembly and manufacture of ammunition and related products.

X932 Products Made from Fabric, Textiles, or Similar Materials. This function includes the assembly and manufacture of clothing, accessories, and canvas products as well as rope, cordage, and twine products.

X933 Container Products and Related Items. This function includes the design and fabrication or manufacture of wooden boxes, crates, and other containers. This includes the fabrication of fiberboard boxes and assembly of paperboard boxes with metal straps. It excludes on-line fabrication of boxes and crates that are part of the storage and warehousing function coded T130.

X938 Communications and Electronic Products. This function includes the assembly of communications and electronic products. This excludes the installation of new or modified computing hardware and software ~~(~~coded M900-M939~~),~~ ~~and~~ communications systems ~~(~~coded W210-W299~~),~~ or electromagnetic spectrum transmission systems (e.g., radio and satellite) coded W320.

X939 Construction Products. This function includes the operation and maintenance of quarries and pits, including crushing, mixing, and concrete and asphalt batching plants.

X944 Machined Parts. This function includes the assembly and manufacture of machined parts.

X950 Additive Manufacturing. This function includes the execution of production workflows; calibration, operation, and maintenance of additive manufacturing machinery; and model design (e.g., CAD or 3D model, and specific types of materials required) used with additive manufacturing. This includes manual finishing or post-processing operations (e.g., support removal, surface finishing, sintering, 3D priming, polishing, melting, machining, blasting, and heat-treating) required to complete products; quality control; and use of information technology and software for recording, maintaining, and updating 3D data within additive manufacturing equipment and systems.

X999 Other Products Manufactured and Fabricated. This function includes the manufacture or fabrication of all systems, equipment, products, or items not addressed by other function codes.

GROUP 6—INSTALLATION/FACILITY MANAGEMENT AND UTILITY PLANT OPERATION AND MAINTENANCE. *This group of functions address activities concerned with the management and operations of installations and facilities. This includes building and housing services and plants that generate and/or distribute utilities. This is one of several groups that are related to installation and facility management. This excludes security/law enforcement, safety, environmental and natural resources, real property, and other installation and tenant-provided services as well as the construction, maintenance, and repair of structures and grounds located in other groups.*

INSTALLATION/FACILITY MANAGEMENT

S100 Installation/Facility Management ~~and Oversight of Installations~~. This function includes executive-level activities, oversight, direction, and control of subordinate

organizations ~~through~~. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; ~~and~~ conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

S200 Installation, Base, or Facility Management. This function includes oversight, direction, administration, and control of subordinate activities at an installation, base, or other DoD facility to include oversight of services provided to tenants. This function involves the management of support activities from more than one functional group (to include preparation, real property management and accountability, management and oversight of multifunction contracts). This function includes master planning, energy management, and any emergency planning not addressed by Y220. This function is typically performed by installation, base, and facility commanders and directors and the ~~eat~~ parts of their support staff that perform management functions not addressed by other function codes.

S210 Facility ~~Management~~ Administration. This function includes planning, programming, funding for minor construction, maintenance, and repair of government buildings, real property, and associated grounds and surfaced areas; the administration of rental property; and the administration (to include contract administration) of building services. ~~This excludes actual repair and maintenance of buildings, grounds and surfaced areas coded Z991-Z999.~~ It includes contract management of building management services addressed below. It also includes building space management, and moving and handling of office furniture and equipment except operations covered by function codes W210-W3~~9~~8 and M92~~X~~3. This excludes the actual maintenance and repair of buildings, grounds, and surfaced areas coded Z991-Z999, and ~~This also excludes~~ local storage and supply operations (e.g., requisition, receipt, storage, issuance, and accountability) coded T110.

S310 Housing ~~Management~~ Administration and Operations. This function includes planning programming, and funding for minor construction, maintenance, and repair of government housing and associated grounds and surfaced areas; the administration (to include leasing) and operation of DoD housing facilities; and the administration (to include contract administration) of housing services. ~~This excludes the actual repair and maintenance of buildings, grounds and surfaced areas coded Z991-Z999.~~ Housing management includes the administration and operation of bachelor quarters, family housing, and ~~U~~unaccompanied ~~P~~personnel ~~H~~housing (UPH) to include UPH leased by the Government from private owners, Federal Housing Administration ~~(FHA)~~ or Veteran Affairs ~~(VA)~~ and designated as public quarters. It excludes operation of reception stations and processing centers coded B820 and operations of disciplinary barracks and confinement facilities coded S719. It includes the moving and handling of unaccompanied personnel housing furnishings and equipment except operations covered by function codes W210-W~~3~~299 and M92~~X~~3. This excludes the actual maintenance and repair of buildings, grounds and surfaced areas coded Z991-Z999 ~~This also excludes~~ and storage and supply operations (e.g., requisition, receipt, storage, issuance, and accountability) coded T110. It includes contract management of housing management services addressed below.

***Building and Housing Management Services**. This includes services provided to building and/or housing tenants.*

S410 Custodial Services. This function includes janitorial and housekeeping services to maintain safe and sanitary conditions and preserve property.

S420 Solid Waste Collection and Disposal ~~of Solid Waste~~. This function includes trash and other refuse collection, recycling, and disposal services. This excludes the operation of incinerators, sanitary landfills, or regulated dumps coded S730.

S430 Hazardous Material (HAZMAT) Collection and Disposal ~~of Hazardous Material (HAZMAT)~~. This function includes the safe handling, collection, and disposal of hazardous materials and waste.

S435 Pest Management. This function includes prevention and control of disease vectors and pests that may adversely affect the DoD mission or military operation; the health and well-being of people; or structures, material, or property. This includes response to, capture, and disposition of uncontrolled, dangerous and disabled animals or remains.

S450 Laundry and Dry Cleaning Operations. This function includes the operation and maintenance of laundry and dry cleaning facilities, as well as drop-off and pick-up sites.

S499 Other Building and Housing Management Services. This function includes building and housing management services not covered by one of the other function codes. This includes the repair and maintenance of furniture and equipment (except for repair and maintenance of communications and computing equipment coded W210-W3~~9~~89 and equipment that is considered real property coded Z991 and Z992). It also excludes local supply services coded T110.

***UTILITY PLANT OPERATION AND MAINTENANCE**. This set of functions is concerned with the operation and maintenance of water pumping plants, purification plants, and distribution systems, wastewater pumping plants, treatment plants and sewage collection systems; industrial waste disposal systems; electric distribution systems, transformers and generating systems; natural gas distribution systems; cold storage plants, air conditioning and heating plants and distribution systems; combined heat and power plants; miscellaneous refrigeration; heating plants and distribution; and, central and installed air compressors. This includes maintenance and repair of above ground and underground storage facilities, provisions for the physical "tie-in" or "connection" to the source system when it replaces a failed or failing existing system. This also includes maintenance and repair of standby generating plant equipment, all heating equipment not already identified, ventilating fans, evaporative cooling systems, and similar support equipment and systems. It does not include the maintenance and repair of installed utility equipment that is used only for the building in which it resides. It includes active and inactive facilities. The operation and maintenance of bulk liquid storage facilities is coded T160. The operation and maintenance of quarries, pits, and asphalt plants is coded X939.*

S725 Electrical Plant and Distribution Systems Operation and Maintenance. This function includes the provision of electric energy and/or the operation and maintenance of

main electric generating plants and distribution systems at active and inactive installations. It excludes operation of auxiliary generators, portable generators, frequency changers, electric motor-driven generator sets and rectifiers, unless installed as generating plant accessory equipment.

S726 Heating Plant and Distribution Systems Operation and Maintenance. This function includes the provision of steam and hot water and/or the operation and maintenance of boiler plants, high pressure and heating plants, combined heat and power plants, and systems of all types and capacities and distribution systems at active and inactive installations. It also includes the handling, storage, and consumption of coal or other bulk fuels. The storage of bulk liquid fuel is coded T160.

S727 Water Plant and Distribution Systems Operation and Maintenance. This function includes the provision of water and/or operation and maintenance of water treatment plants, ~~and~~ distribution systems, and water storage facilities. This includes pumping at treatment and source pumping plants; impounding reservoirs; and all wells, cisterns, springs, chlorinators, and chemical feeders located in the pumping plants that are used to produce and distribute filtered water at active and inactive installations.

S728 Sewage and Waste Plant and Distribution Systems Operation and Maintenance. This function includes the provision for sewage collection, treatment, and disposal and/or operation and maintenance of sanitary and industrial wastewater pumping and treatment plants and distribution systems at active and inactive installations. This also includes the provision for portable latrines.

S729 Air-Conditioning and Cold Storage Plant and Distribution Systems Operation and Maintenance. This function includes the operation and maintenance of air conditioning plants, cold storage plants, heat pumps, and ice manufacturing plants of all tonnage capacities and distribution systems at active and inactive installations.

S730 Incinerator Plant and Sanitary Landfill Operations. This function includes the operation and maintenance of incinerators, combustors, sanitary landfills, regulated dumps, and the performance of all related major refuse collection and disposal services.

S780 Natural Gas Distribution Systems. This function includes the operation and maintenance of natural gas transmission and distribution systems at active and inactive installations.

S799 Other Utility Plant and Distribution Systems Operation and Maintenance. This function includes utility plant and distribution systems operation and maintenance (to include purchase from a private firm or public municipality for the physical "tie-in" or "connection" to the source system) that are not addressed by other function codes.

GROUP 7—SECURITY, LAW ENFORCEMENT, AND PRISON/CONFINEMENT FACILITIES. *This group of functions address activities concerned with the force protection and prison/confinement. This includes physical security and law enforcement (e.g., Chemical/Biological/Radiological/Nuclear/High Explosives, antiterrorism, criminal investigation, etc.), visitor services, security compliance, and prison operations activities.*

SECURITY/LAW ENFORCEMENT/FORCE PROTECTION

S500 Security/Law Enforcement/Force Protection Management. This function includes executive-level activities, oversight, direction, and control of subordinate organizations. This function includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

S50~~0~~5 ~~Management of~~ Security Operations Management at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and Chemical/Biological/Radiological/Nuclear/High Explosives (CBRNE) ~~Operations~~). This includes oversight, direction, administration, planning, coordination, and control of security operations at installations/facilities to include (but not limited to) the development and integration of law enforcement, physical security, antiterrorism, and CBRNE operations. This also includes evaluation of security programs and entails the development of system security standards and conducting initial, annual, and random evaluations within the organization to evaluate effectiveness.

- Law Enforcement Oversight and Planning. This includes oversight and planning as it relates to law enforcement activities and functions.
- Antiterrorism Oversight and Planning. This includes the oversight and planning of antiterrorism programs that protect Service members, civilian employees, family members, facilities, equipment, and infrastructure through the planned integration of combating terrorism, physical security, information operations, personal security, and law enforcement operations with the synchronization of operations, intelligence, training and doctrine, policy, and resources.
- CBRNE Oversight and Planning. This includes the oversight and planning for detecting, responding to and managing the consequence of a CBRNE incident.
- Security Oversight and Planning. This includes the oversight and planning for providing physical security inspections, surveys, and technical assistance services; conducting Mission Essential Vulnerability Assessments, inspections, and counterintelligence support activities; and conducting risk analysis for facilities and assets. It also includes preparation of physical security inspection and survey reports; administering the foreign disclosure program; support to insider threat and other personnel security programs; and providing intelligence support for security program planning.

S510 Security Operations at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE). This function addresses security threats to government owned, used, ~~and~~ or leased installations/facilities through a balanced strategy of prevention, preparedness, detection assessment, response, crisis management, and consequence management to protect personnel, facilities, and the infrastructure. This function includes operations that provide for the overall physical security of government owned, used or leased installations/facilities and property and in-transit protection of military property from loss or damage.

- Coordinating Security Operations. This includes the protection of Service members, civilian employees, family members, facilities, equipment, and infrastructure, in all locations and situations, accomplished through the planned and integrated application of combating terrorism, security, law enforcement, insider threat and CBRNE programs.
- Physical Security Operations. This includes physical measures designed to safeguard personnel; prevent unauthorized access to facilities/installations/ buildings/controlled spaces, equipment, materiel, and documents; and to safeguard them against espionage, sabotage, damage and theft ~~(DoD Joint Pub 1-02)~~. This includes regulation of people, material, and vehicles entering or exiting a designated area; mobile and static security activities for the protection of installation or government assets; and special protection of high value property, resources and weapons to include nuclear and conventional arms, ammunition, and explosives ~~(CAAE)~~. Physical security also provides the criteria for the levels and types of armed security forces required for response and containment.
- Law Enforcement Operations. This includes enforcing Federal and State law, issuance of federal citations, detaining suspects, preservation of crime scenes~~;~~, conducting preliminary/misdemeanor investigations, motor vehicle traffic management, investigation of motor vehicle accidents, apprehension and restraint of offenders, and controlling demonstrations. This also includes protecting, defending, and deterring against criminal activities. ~~10 U.S.C. 2674 arrest authority of~~ Pentagon Force Protection Agency law enforcement officers also fall~~s~~ under this category.
- CBRNE Protection/Response Operations. This includes providing CBRNE protection for DoD assigned employees through surveillance and operational capabilities such as CBRNE sampling, detection, identification, verification, mitigation, decontamination, advising and training on CBRNE matters, and operation/maintenance of highly technical equipment.
- Threat Detection. This includes mobile and static security activities designed to detect potential ~~terrorist~~ threat activities.
- Military Working Dog (MWD)/K-9 Operations. This includes detection and deterring of possible criminal activities through canine discovery of narcotics/explosive devices that may be targeted for DoD employees or government owned, used, or leased facilities occupied by employees. This also includes dogs used for patrol capabilities and administration of the MWD/Canine Program.

S520 ~~Support Services to~~ Security Operations ~~Support Services~~ at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE ~~Operations~~). This function includes all administrative operations, to include:

- Passes and Registration. This includes processing, preparation, and issuance and/or control of identification credentials (to include building passes and identification cards). This also includes registration of privately owned vehicles

and firearms and the administration, filing, processing, and retrieval of information about privately owned items that must be registered on military installations, bases, and facilities.

- Visitor Information Services. This includes providing information to installation, base, or facility residents and/or visitors about street, agency, unit, and activity locations.
- Licensing and Certification of Security Guards. This includes security police on-the-job, specialized, and ground training that takes place at security guard facilities.
- Storage and Inventory of Armament and Equipment. This includes the receipt, secure storage, inventory, inspection, and turn-in of assigned weapons and equipment.
- Vehicle Impoundment. This includes identification and determination of vehicles on military installations for impoundment.
- MWD/Canine Support. Maintenance of dog kennels and kennel areas.
- Training. This includes local pre-service, in-service, and sustainment training of security forces conducted at the installation/facility.

S540 Information Security. Information security includes identifying materials, processes, and information that require protection and recommending the level of security classification and other protections required. It also includes administering security education/motivation programs, overseeing and monitoring security violations/incidents, and conducting security oversight activities. This does not include information system security or cybersecurity functions and activities identified in Group 1~~8~~7-Information Capabilities.

- Classification Management. This function includes administration of programs that identify, classify, and mark information that meets the classification standards of E.O. 12958, as amended, "Classified National Security Information."
- Safeguarding Classified Material. This function includes administration of programs that provide for the secure receipt, storage and distribution of classified material.
- Declassification/Destruction of Classified Information. This function includes administering programs that ensure the appropriate and timely declassification/ destruction of classified information to include the declassification of permanent historical valuable information that is 25 years old or older.

S560 Protective Services Operations. This function includes the protection and escort of designated high-risk personnel. The appropriate headquarters must approve this function designation.

S440 Fire Prevention and Protection. This function includes fire suppression, fire prevention, fire protection, and emergency responses (to include crash/search and rescue operations). This also includes fire station administration and operations.

Security Compliance/Law Enforcement Investigations

I510 Personnel Security (Clearances and Background Investigations). This function includes the conduct and analyses of personnel security investigations and the continuing evaluation and administration of personnel, to assure (to the extent possible) that all personnel who are assigned sensitive duties or have access to sensitive or classified information/material are, and remain, loyal, reliable, and trustworthy. The level of investigation conducted, and the cycle of re-investigation is commensurate with the level of sensitivity of the assigned duties of classified information assessed. Personnel security includes investigations into the suitability and personnel security clearance eligibility of military, DoD civilians, industrial contractor personnel, and other agency personnel as authorized. This includes initial investigations, reinvestigations, and adjudications. It also includes sensitive cases (e.g., White House and Senior Pentagon Officials), issue cases, and the oversight of overseas leads. It requires agency-to-agency contacts on National Agency Checks, FBI fingerprint/name checks, and other similar inquiries. These investigations and detective tasks may include checks into law enforcement files, financial records, and other pertinent records. They may also entail interviews of the subject, the subject's friends, co-workers, employers, neighbors, and other individuals, as appropriate.

I520 Criminal Investigative Services. This function includes the conducting of ~~felony investigations. Conducting~~ criminal investigations ~~includes the conduct~~, and supervision and management of all steps required to investigate criminal activities~~,~~ (e.g., interviews/interrogations, information gathering, polygraph, crime scene examination, forensic analysis, etc.). The laboratories conducting forensic examinations ~~are also included. Also included are~~ and investigative support~~,~~ (e.g., investigative assistants and analysis, technical guidance and supervision to junior agents and apprentice investigators, and trial case preparation) are also included. This function is limited to organizations such as the Army Criminal Investigation ~~Command~~ Division, Naval Criminal Investigative Service, Air Force Office of Special Investigations, and the Defense Criminal Investigative Service ~~(DCIS)~~. This function excludes law enforcement operations performed at installations and bases coded S500-S520 and Counterintelligence coded M310. This function also may include cyberspace forensics, if conducted as part of a criminal investigation. Cyberspace forensics conducted outside of criminal investigations should be coded as M932.

I530 Industrial Security. Industrial security regulates work that takes place in the private sector or in Government-owned/contractor operated facilities. It applies principles of personnel, physical and information security. This function includes the administration, oversight, clearance processing, security survey, and annual assurance of the security of contractor facilities involved in the National Industrial Security Program (i.e., defense industrial base). This includes operations undertaken to ensure that appropriate security safeguards are in place and followed throughout the life cycle of classified procurement programs (i.e., from inception through final delivery). It includes assessing the level of protection afforded classified information by employees of private sector contractors, universities, and research firms. This encompasses educating private sector employees who will be safeguarding classified information; approving security containers for storing classified

information; accrediting automated information systems that process classified information; and providing advice and assistance to the security office and contractor employees. This also includes assisting the contractor in investigating security violations and ensuring that the transfer of classified information between nations is accomplished following the appropriate safeguards.

I540 Acquisition Security. Acquisition security includes the planning and integration of all security methods and procedures into the development, demonstration, and production or procurement of defense systems to ensure holistic protection. This includes acquisition programs for weapons systems and associated support equipment (including training systems), automated information systems, and other equipment and materiel to protect systems and related sensitive technology, technical data to include research data with military applications, classified information (including SAP, SCI, Collateral), and support systems from foreign intelligence collection, unauthorized disclosure, sabotage, theft, or damage throughout a system's life cycle. This function includes efforts to develop and provide tailored countermeasures to mitigate vulnerabilities to systems and associated sensitive resources/information from loss, damage, destruction, or compromise based on the systematic evaluation of security risks, costs and benefits. This also encompasses ensuring international programs security requirements are met by all parties, to include Defense Industry, U.S., and foreign customers for the protection of Government property, classified and/or ~~C~~controlled ~~U~~unclassified ~~I~~information, and sensitive ~~C~~critical ~~C~~controlled ~~A~~assets ~~(CCA)~~ pursuant to international cooperative efforts and/or foreign military sales programs.

PRISON AND CONFINEMENT FACILITY OPERATIONS

S719 Confinement Facility Operations. This function includes the administration and operation of DoD level 1 facilities that provide for the confinement of casual, pre-trial, and short-term prisoners; and the temporary confinement of intermediate and long-term prisoners eligible for transfer.

S720 Prison Operations. This function includes the administration and operation of DoD level 2 and 3 facilities that provide for the intermediate and long-term confinement of prisoners. This includes all correction activities for the rehabilitation of personnel confined in prisons and other facilities providing intermediate and long-term confinement.

S722 ~~Detention of~~ Enemy Prisoners of War ~~(EPW)~~, Retained Personnel ~~(RP)~~, Civilian Internees ~~(CI)~~, and other Detainees ~~(OD)~~ Detention Operations. This includes the administration and operation of facilities that provide for the detention of Enemy Prisoners of War, Retained Personnel, Civilian Internees, and other detainees. This includes all activities supporting the function, such as internment resettlement operations.

S724 Other Security, Law Enforcement, and Prison/Confinement Facility Activities. This function includes any other security, law enforcement, force protection, or prison/confinement facility activities performed at installations/facilities not covered by other function codes above.

GROUP 8—ENVIRONMENTAL SECURITY, NATURAL RESOURCE, AND SAFETY~~, AND NATURAL RESOURCE~~ SERVICES. *This ~~functional~~ group ~~is~~ of functions address activities concerned with environmental management and natural resource services; safety and ~~occupational~~ industrial health; explosives safety; and response to hazardous material mishaps~~; and pest management~~ on military installations, bases, and facilities. It excludes civil work projects and programs coded with the applicable Q function codes.*

E110 Environmental Security Management. This function includes executive-level activities, overseeing, directing, and controlling programs and subordinate organizations ~~concerned with one or more of the following areas:~~ responsible for environmental management; natural resources affairs, including soil, water, forests, wildlife, and land management; weather and climate; sustainability; safety and ~~occupational~~ industrial health; explosives safety; hazardous materiel; and pest management. This includes ~~conducting mid- and long-range planning, programming, and budgeting;~~ developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating and reporting on program performance; conducting mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

E120 Environmental and Natural Resource Services. This function includes operations that ensure compliance with statutory and regulatory environmental requirements at military installations, bases, and facilities to include, but not limited to, pollution prevention~~,~~ and compliance with the Clean Air Act ~~Compliance~~, Clean Water Act ~~Compliance~~, Safe Drinking Water Act ~~Compliance~~, and Resource Conservation and Recovery Act ~~Compliance~~. It also includes hazardous materials and waste management; land management; environmental restoration—cleanup management (to include cleanup at active and closing bases); management of the conservation of natural, historical, archeological and cultural resources; application of up-to-date environmental technology; environmental assessment and planning; and other similar operations. This also includes natural resource projects that take place at military installations, bases, and facilities that are environmental compliance/conservation related. This includes efforts that implement natural resource management plans in the areas of fish, game, wildlife (including endangered species), forestry, watershed areas or ground water table, erosion control, and mineral deposit management at installations. It excludes maintenance of natural resources that are not environmental compliance/conservation related that are coded Z993. Also, this does not include the management of civil works projects covered by the Q function codes.

SAFETY SERVICES

E220 Safety Management. This function includes safety efforts designed to prevent accidental loss of human and material resources and protect the environment from the potentially damaging effects of DoD mishaps. This includes efforts to protect personnel from safety and health risks; hazard investigations; and worksite inspections, assessments, reviews and illness and injury trend analyses. This involves managing, administering, operating and conducting safety programs, which include planning, organizing, directing, and controlling safety activities; assessing and providing risk management consultation; investigating,

compiling, and reporting data on mishaps; providing information on safety standards and techniques; designing effective management policies, programs, or practices; surveying areas and activities to eliminate mishap potentials; and conducting safety education and training. This excludes occupational ~~health services~~, industrial, and environmental safety coded E225.

E225 Occupational ~~Health Services~~, Industrial, and Environmental Safety. This includes epidemiology, medical entomology, environmental health, industrial hygiene, environmental health surveillance in military operations, health hazards assessments, health physics, hearing conservation, sanitation and hygiene, operational risk management of health hazards, and medical worker's compensation support for the purpose of eliminating or minimizing human injury and property and productivity losses, caused by harmful contact incidents. This involves the design of effective management policies, programs, or practices; training; planning, directing, and supervising occupational safety programs in garrison and field environments. This excludes collection and disposal of hazardous material coded S430 and health services provided by health clinics coded H100 or H203.

E230 Explosives Safety. This function includes Explosives Safety and Munitions Risk Management (ESMRM). ESMRM integrates both explosives safety and risk management tenets and requirements into operational planning, logistics, training, and operations when DoD military munitions are present or planned for. The ESMRM goal is to enhance military effectiveness in support of the mission while protecting personnel, property, and military equipment from potential consequences of accidents/mishaps involving DoD military munitions. Explosives ~~S~~safety and ESMRM manage risks from DoD military munitions across the entire lifecycle~~. The lifecycle includes~~ which encompasses RDT&E, manufacturing, procurement, transportation, handling, storage, surveillance, maintenance, demilitarization, training, and during operations. It includes supervising, administering, leading, advising, or performing explosives safety work while ensuring compliance with explosives safety policy and regulations. Explosives safety also includes munitions response activities on DoD installations and formerly used defense sites ~~(FUDS).~~

E250 ~~Response to~~ Hazardous Material Mishaps Response. This function includes crisis or emergency response, involving determining if hazardous materials are present, and clean-up operations for hazardous material spills and mishaps. This excludes the routine collection and disposal of hazardous material coded S430.

~~**S435 Pest Management.** This function includes prevention and control of disease vectors and pests that may adversely affect the DoD mission or military operation; the health and well-being of people; or structures, material, or property. This includes response to, capture, and disposition of uncontrolled, dangerous and disabled animals or remains.~~

E999 Other Environmental Security, Natural Resource, and Safety Activities. This function includes environmental security, natural resources, and safety activities not covered by other function codes.

GROUP 9—REAL PROPERTY PROJECT MANAGEMENT, MAINTENANCE, AND CONSTRUCTION. *This group of functions address activities concerned with real estate and real property. This includes acquisition; titling, outgranting, and disposal; construction, maintenance*

and repair; and architecture and engineering activities. This excludes civil works activities located in Group 10.

REAL PROPERTY PROGRAM AND PROJECT MANAGEMENT

Z101 ~~Corps of Engineers Real Property~~ Program ~~and Project~~ Management. This function includes executive-level activities, overseeing, directing, and controlling real property programs and subordinate organizations ~~managerial and executive level activities~~ associated with~~ delivering individual civil works~~ the acquisition, titling, outgranting, architect and engineering, construction, repair and maintenance, and disposal of real property, military programs, and support for other projects (project management) or an aggregate of projects (program management)~~. to U.S. Army Corps of Engineers (USACE) customers. This includes managing the development and justifying, defending, and executing a project or an aggregate of projects. Work is performed and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are accomplished at the division office level.~~ This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, advising, evaluating and reporting on program performance; conducting mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

Z110 ~~Management of~~ Major Construction of Real Property Management. This function includes the oversight, supervision, inspection, and administration of contract construction work; technical assistance in contract negotiations; preparation of contract modifications; and surveillance of construction projects. This includes the collection of engineering and design technical data; conduct of construction reviews before contract award; quality assurance of ongoing construction; documentation and commissioning for transfer of completed work to the appropriate agency; and the technical and policy review of such work. This function includes, but is not limited to, performance by the U.S. Army Corps of Engineers (USACE). ~~Within USACE, project work is performed, and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office.~~

Z120 Real Estate/Real Property Acquisition. This function includes acquiring real property or interest in real property by purchase, lease, condemnation, exchange, gift, or transfer/permit. This includes the approval, disapproval, and/or control of real estate planning reports, acquisition directives, surveys, maps, title evidence, title insurance, appraisals, non-standard estates, condemnation assemblies, relocation applications, offers to sell, final title opinions, environmental reports, cultural-historical reports, and other real estate acquisition documents such as deeds and leases. This also includes negotiations for, and acceptance or rejection of, offers and counteroffers and determinations on the value to be paid for the acquisition of real property. It also includes the authority for proposed acquisitions, title status, direct purchase or condemnation decisions, relocation assistance payments and claims, settlement in court cases, gross value estimates in project decision documents, and risk assessments. It also includes preparation of various real estate documents which may be done in-house or, if performed by contractors, includes contract management. This function includes, but is not limited to, performance by USACE. ~~Within USACE, decisions and~~

~~management functions are typically performed at the USACE district and division offices, HQ USACE, or Department of the Army Secretariat.~~ The ~~Corps~~ USACE real estate work is global and is not performed at the installation.

Real Estate/Real Property Title, Outgranting, and Disposal~~ of Real Estate/Real Property~~. *These functions include management of the title, outgranting, and disposal of real estate and real property. This entails the approval, disapproval, and/or control of real estate leases, licenses, permits, or easements granting use of real property, Reports of Availability, encroachment trespass resolutions, Reports of Excess, deeds divesting DoD of the title, transfer documents transferring control of real property to another federal agency, timber harvesting, surveys, maps, and appraisals. These functions also include management, programming, budgeting, negotiating, accepting or rejecting availability or excess status of real property and the authority for proposed actions, claims, settlement in court cases, terms of agreements, dispute resolution, and risk assessments.*

Z135 Real Estate/Real Property Title, Outgranting, and Disposal~~ of Real Estate/Real Property~~-National Projects. This function includes projects that transcend state boundaries (e.g., such as those typically performed by USACE) and are not confined to an installation, base, or facility. These decisions and management functions are performed at the USACE district and division offices, HQ USACE, or Department of the Army Secretariat. ~~The Corps real estate work is global.~~

Z138 Real Estate/Real Property Title, Outgranting, and Disposal~~ of Real Estate/Real Property~~-Local Projects. This function includes projects at installations, bases, and defense facilities.

Architect-Engineering Services*. The management and oversight of engineering activities typically includes quality assurance and other activities associated with the production of studies, plans, designs, specifications, drawings and value engineering. This includes field exploratory and investigative work, geological reports, the measurement and location of natural and man-made physical features and legal boundaries, and the technical and policy review of this work. This also includes management and oversight of private contractor engineering and design work to include the preparation of project scope and cost estimates to support the programming and budgeting process; preparation of cost estimates for the evaluation of contract bids and proposals; negotiations; and the technical and policy review of such work. Projects may require professional services such as archeologists, biologists, procurement specialists, economists, accountants and auditors as well as engineers and architects. At the national project level, this may also require partnering and coordinating with industry groups, professional societies, other federal, state, and local agencies in the development of programs, studies, plans, guidance, and projects. The development of architectural and engineering reports, studies, and designs are predominately performed by private contractors providing professional services. The in-house development of architectural and engineering reports, studies and designs is typically limited to that required for maintaining the expertise necessary for establishing policies and procedures; programming and project definition; selection, management, and oversight of private contractors; quality*

assurance; and technical and policy review. These functions exclude engineering services that support the sustainment phase of the Defense systems acquisition ~~process~~ life cycle coded F510.

Z145 Architect-Engineering-National Projects. This function includes projects that transcend state boundaries (e.g., such as those typically performed by USACE) and are not confined to an installation, base, or facility. This includes the management and oversight of engineering activities for the military, civil works, and environmental programs and support for other programs. ~~Within USACE, work is performed, and decisions are approved at the project level and performance and decisions receive supervisory review at the district level. Quality assurance reviews are performed at the division office level.~~

Z148 Architect-Engineering-Local Projects. This function includes projects at installations, bases, and defense facilities. This typically includes development of architectural and engineering reports, studies, and designs; criteria and design review; and processing of airfield and air space clearance waivers and master plans.

Z199 Other Real Property Program and Project Management Activities. This function includes real property program and project management activities not addressed by other function codes.

REAL PROPERTY MAINTENANCE, REPAIR, AND CONSTRUCTION

Z991 Minor Construction, Maintenance, and Repair of Family Housing and Structures. This function includes the alteration and repair (i.e., minor construction) and associated design services for family housing and structures. This function includes exterior and interior painting and glazing; roofing; tiling; flooring; screens and blinds repair; and interior plumbing. It includes electrical repair (to include elevators, escalators, and moving walks); repair to interior heating equipment (~~including heat sources~~ under 750,000 BTU capacity); and repair to appliances (to include installed food service and related equipment). It includes repair of air conditioning and refrigeration systems (under a 5-ton capacity), and repair of other equipment affixed as part of the building and not included in other activities. This function also includes repair to fencing, flagpoles, and other miscellaneous structures associated with family housing and the rehabilitation of family housing for tenant change and emergency service work.

Z992 Minor Construction, Maintenance, and Repair of Buildings and Structures Other than Family Housing. This function includes the alteration and repair (i.e., minor construction) and associated design services for buildings and structures other than family housing. It includes exterior and interior painting and glazing; roofing; tiling; flooring; screens and blinds repair; and interior plumbing. It includes electrical repair (to include elevators, escalators, and moving walks); repair of interior heating equipment (under 750,000 BTU capacity); and repair to installed building equipment (to include installed food service and related equipment). It includes repair to air conditioning and refrigeration units (under a 5-ton capacity); and repair of other equipment affixed as part of the building and not included in other activities ~~(e.g., air traffic control equipment, medical equipment, and training simulators)~~. It also includes repair to fencing, flagpoles, guard and watchtowers, grease racks,

unattached loading ramps, training facilities other than buildings, monuments, grandstands and bleachers, elevated garbage racks, and other miscellaneous structures.

Z993 Grounds **Maintenance and Repair** ~~of Grounds~~**.** This function includes the maintenance, repair, protection and development of land, water, and ~~the~~ renewable natural resources; fish and wildlife habitats; training areas and ranges; administration of agriculture and grazing leases; and management expenses for forest areas, except when related to environmental compliance ~~/~~and conservation ~~related~~. Maintenance of natural resources that are related to environmental compliance ~~/~~and conservation ~~related~~ are coded E120.

- Grounds (Improved). This includes the maintenance and repair of improved grounds, including lawns, drill fields, parade grounds, athletic and recreational areas, cemeteries, other ground areas, landscape and windbreak plants, turf grass, ground cover plantings, crushed rock and gravel blankets, and storm and accessory drainage systems. These grounds are normally subject to annual fixed requirements for grounds maintenance measures consisting of seeding, fertilizing, policing, watering, mowing, weed control, pruning, dust control, and other essential grounds operations.
- Grounds (Other than Improved). This includes the maintenance and repair of small arms ranges, artillery ranges, antenna fields, drop zones, maneuver areas, testing and artillery ranges, igloo yards, safety and security zones, and firebreaks. It also includes grounds such as wildlife conservation areas, deserts, swamps, ponds, lakes, streams, estuaries for fish and waterfowl habitats, and similar areas. These grounds are normally subjected to maintenance measures such as open drainage and watersheds to preclude erosion and sedimentation; planting vegetation, utilization of structural measures and non-vegetative surface treatments to control dust, erosion, and surface water; mowing, prescribed burning and herbicides to control weeds, brush, vegetative fire hazard and poisonous plants; and cleanup of storm damage. This applies to all active and inactive facilities.

Z994 Surfaced Areas **Maintenance and Repair** ~~of Surfaced Areas~~**.** This function includes the maintenance and repair of all rigid, flexible, and miscellaneous graded and stabilized (other than grassed) pavements used for vehicular, aircraft, and pedestrian traffic, and appurtenances. It includes concrete, bituminous, gravel, stabilized, graded, or other hard surfaced (e.g., cobblestone, and paving block) streets, service drives, alleys, sidewalks, open storage areas, parking areas, aircraft runways, aircraft taxiways, aircraft aprons, heliports, hardstands, vehicular, pedestrian, and railroad bridges, training bridges, railroad trestles and appurtenances such as shoulders, culverts, storm drainage features, sub-grade drains, footbridges, and covered walks not attached to a building. It also includes traffic control signs and markings, pavement numbering and marking, and tie-down anchors. It includes paving, pothole/crack repair, inspection, sealing, painting, and other related activities and sweeping and snow removal from streets and airfields. This applies to all active and inactive facilities.

Z997 Railroad Facilities **Maintenance and Repair** ~~of Railroad Facilities~~**.** This function includes maintenance, repair and alterations of narrow and standard gauge two-rail tracks

including spurs, sidings, yards, turnouts, frogs, switches, ties, ballasts, and roadbeds, with accessories and appurtenances, drainage facilities, and trestles.

Z998 Waterways and Waterfront Facilities Maintenance and Repair ~~of Waterways and Waterfront Facilities~~. This function includes maintenance, repair, and alterations of approaches, turning basin, berth areas and maintenance dredging, wharves, piers, docks, ferry racks, transfer bridges, quays, bulkheads, marine railway dolphins, mooring, buoys, seawalls, breakwaters, causeways, jetties, revetments, and similar waterfronts and waterways. It excludes waterways maintained by the ~~U.S. Army Corps of Engineers~~ USACE civil works rivers and harbors programs and maintenance of natural resources that are environmental compliance/conservation related that are coded E120. It also excludes buildings, grounds, railroads, and surfaced areas located on waterfront facilities.

Z999 Other Real Property Minor Construction, Maintenance, and Repair ~~and Minor Construction of Other Real Property~~. This function includes maintenance, repair, alteration, and minor construction of real property not addressed by other function codes.

GROUP 10—CIVIL WORKS. *This group of functions address activities concerned with civil works. Many times, these activities are performed by the U.S. Army Corps of Engineers; not confined to an installation, base, or facility; and transcend state boundaries.*

Q120 Civil Works Management. This function includes executive-level activities, oversight, direction, and control of the nation's water and related environmental resources, civil work projects and programs, and/or subordinate civil works management offices. The civil works management function is performed by the ~~U.S. Army Corps of Engineers~~ USACE and the Corps district and division offices. This function includes developing and issuing civil works policies and providing policy guidance; reviewing and evaluating program performance of subordinate organizations; allocating and distributing resources; or conducting mid- and long-range planning, programming, and budget for civil works activities. Within USACE, work is performed, and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are done at the division office level.

Q220 Water Regulatory Oversight and Management. This function includes ~~activities involved in~~ oversight, administration, and enforcement of navigable waterways regulatory programs; restoration and maintenance of chemical, physical, and biological water integrity; and control of permits pertaining to work, structures, and discharges in or over navigable waters and their tributaries. This includes the administration, enforcement, and permitting activities associated with ~~the~~ regulatory programs (e.g., Rivers and Harbors Act of 1899, Sections 9, 10 and 13; Clean Water Act, Section 404; and Marine Protection, Research and Sanctuaries Act, Section 103). ~~Within USACE, work is performed, and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are done at the division office level.~~

Q240 Natural Resources Oversight and Management. This function includes oversight and administration (to include contract management) for the orderly protection, control, utilization, and renewal of natural resources at water resource development projects,

including the interpretation of government policy and enforcement of rules and regulations (i.e., CFR Title 36 citation authority). Also included are sampling and/or control of obnoxious vegetation in navigable waters, tributary streams, connecting channels, and allied waters. This includes fish protection and management, fish spawning/rearing/releasing operations, wildlife conservation/management, and forest and soils management. This concerns projects that transcend state boundaries and are not confined to an installation base, or facility. ~~Within USACE, work is performed, and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level.~~

Q260 Civil Works Planning Production and Management. This function includes ~~all~~ operations performed by either in-house or contractor personnel involved in developing river basin plans and other water resource plans for separable areas within river basins and the technical review of this work. This includes feasibility studies for improving rivers, tributary streams, harbors, waterways, and related land areas for navigability, flood damage reduction, recreation, fish and wildlife protection, water quality, shore protection, hydroelectric power, and water supply. This also includes environmental and economic studies that are part of the planning process, and all flood plain management activities. ~~Within USACE, work is performed and decisions approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are conducted at the division office level.~~

Q420 Bank Stabilization. This function includes restoration and repair of stream/riverbanks on navigable waterways and flood control channels. This includes placement of riprap~~,~~; excavation and grading for mats~~,~~; mat casting, ~~mat~~ loading, ~~mat~~ towing, ~~mat~~ and laying~~,~~; and construction/placement of other structures. ~~Within USACE, work is performed, and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are conducted at the division office level.~~

Q440 ~~Maintenance of~~ Open Waterways for Navigation Maintenance. This function includes all activities, including contract management and oversight, associated with maintenance of open waterways operated for the purpose of navigation. Maintenance of open waterways includes dredging, drift and debris removal, clearing and snagging operations, removal of wrecks, repair of river training works, and operation and maintenance of dredges, tow boats, and other floating plants. ~~Within USACE, work is performed, and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level.~~

Q460 ~~Maintenance of~~ Jetties and Breakwaters Maintenance. This function includes all activities, including contract management and oversight, associated with maintenance of project-related jetties and breakwaters for navigation purposes such as patching of cracks in concrete, repair of eroded sections including replacement of stone, ballast, foundation, and other component materials. ~~Within USACE, work is performed, and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level.~~

Q520 Locks and Bridges Operation and Maintenance ~~of Locks and Bridges~~. This function includes all activities, including contract management and oversight, associated with operation and maintenance of navigation lock structures and associated facilities and equipment. This includes opening and closing the gates to permit transit of vessels and giving directions to vessel pilots transiting locks. This includes maintenance and repair (including emergency repairs) of locks and surrounding areas, such as embankments and spillways and operation and maintenance of moveable bridge spans over navigable waterways necessary for the transit of vessels. It also includes enforcement of laws, rules, and regulations on site at locks on critical and non-critical waterway segments. ~~Within USACE, work is performed, and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level.~~ Maintenance and repair of grounds and surfaced areas at locks and bridges are coded Z993.

Q540 Dam Operation and Maintenance ~~of Dams~~. This function includes dam operations performed by persons currently having authority to make final decisions on the release of water from dams, such as the operation of spillway gates and other outlet works, for flood control or maintenance of a navigation pool. This function also includes routine maintenance of dams and associated structures such as spillways, embankments, outlet works, levees, pumping stations, and other structures and/or management of contracts providing for routine as well as non-routine maintenance. ~~Within USACE, work is performed, and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level.~~ Maintenance and repair of grounds and surfaced areas at dams are coded Z993.

Q560 Hydropower Facilities Operation and Maintenance ~~of Hydropower Facilities~~. This function includes all activities, including contract management and oversight, associated with the operation and maintenance of hydropower facilities. This function includes hydroelectric generators, turbines, transformers, switchgear, conductors, insulators, control equipment, supervisory control and data acquisition systems, computers, spare parts, pumps, water supply systems, communication systems, oil systems, sewage systems, heating and air conditioning systems, and related structures (e.g., switchyards and intake facilities). This function also includes making final decisions on the release of water from dams, such as the operation of hydropower turbines, spillway gates and other outlet works, for flood control or maintenance of a navigation pool. ~~Within USACE, work is performed, and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level.~~ Maintenance and repair of grounds and surfaced areas at hydropower facilities are coded Z993.

Q580 Washington Aqueduct Operation and Maintenance ~~of the Washington Aqueduct~~. This function includes all activities, including contract management and oversight, associated with the operations and maintenance performed at the Washington Aqueduct. It includes the treatment and distribution of water to ensure an adequate and potable water supply to the federal establishment in Washington, D.C.; Arlington County, VA; the City of Falls Church, VA; and other parts of Fairfax County, VA. ~~Within USACE, work is performed, and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level.~~

Maintenance and repair of grounds and surfaced areas at the Washington Aqueduct are coded Z993.

Q620 Recreation Areas Operation and Maintenance ~~of Recreation Areas~~. This function includes all activities, including contract management and oversight, associated with the operation of recreational sites at water resource development projects, to include interpretation of government policy or enforcement of rules and regulations (i.e., CFR Title 36 citation authority). This includes operation of the recreation features of the project, and management of contracts that provide for operation and maintenance support. ~~Within USACE, work is performed, and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are performed at the division office level.~~

Q999 Other Civil Works Activities. This function includes civil works activities not covered by other function codes.

GROUP 11—MILITARY COMMUNITY AND FAMILY PROGRAMS. *This group of functions address activities concerned with quality of life and social services. This includes activities associated with force resiliency; commissary and military exchange; military community and family readiness; morale, welfare, and recreation; child and youth development; and other social and community services.*

FORCE RESILIENCY PROGRAMS

B910 Force Resiliency Program~~s~~ Management. This function includes executive-level activities, oversight, direction, and control of subordinate offices and centers responsible for force resiliency programs (such as equal opportunity, suicide prevention, personnel risk reduction, sexual assault prevention and response, command climate and well-being, and drug demand reduction programs). ~~and subordinate offices and centers. Management operations typically~~ This includes developing~~ment~~ and issuing~~ance of~~ policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; ~~and~~ conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

B920 Force Resiliency Program Operations. This function includes operations performed by force resiliency program offices and centers (such as equal opportunity ~~diversity management~~, suicide prevention, personnel risk reduction, sexual assault prevention and response, command climate and well-being, drug demand reduction) and other ~~force resiliency program offices and centers~~. This includes program operations necessary for implementation and monitoring of program activities.

B999 Other Force Resiliency Activities. This function includes force resiliency activities not covered by other function codes.

COMMISSARY AND MILITARY EXCHANGE OPERATIONS. *This includes functions that provide all ordering, receipt, storage, stocks and retailing for military commissaries and ~~E~~exchanges. This excludes procurement of goods for issue or resale.*

G006 Commissary and Military Exchange Management. This function includes executive-level activities, oversight, directio~~n~~g, and controll~~ing, supporting and overseeing~~ of the DoD worldwide commissary system and military exchanges and their organization, processes, and procedures to include personnel, funds, facilities, supplies, and equipment. It includes developing and issuing policies and procedures for operations, merchandising, and marketing, as well as procedures for logistics, distribution, transportation and readiness planning when they are unique to the commissary and exchange businesses. It also includes reviewing, analyzing, and evaluating program performance; ~~allocating and distributing resources; and~~ conducting or reviewing mid- and long-range planning, ~~and~~ programming, and budgeting; and allocating and distributing resources.

G008 Commissary Operations. ~~Elements performing t~~This function includes ordering, obtaining, processing, storing, and retailing groceries and other items directly to authorized patrons. It includes reporting to the region staff or to the region director on day-to-day operations and services provided to customers. Elements are accountable for all assets and ordering of all equipment and supplies while maintaining high standards of health and safety and providing quality products and services to ~~DeCA's~~ Defense Commissary Agency patrons.

G013 Military Exchange Operations. This function includes ordering, receipt, storage, stockage, and retailing of clothing and other items directly to authorized patrons. This includes stores and other retail facilities (e.g., gas station, restaurants and food courts, kiosks, etc.) operated by the Army and Air Force Exchange Services, Navy Exchange Services and Marine Corps Exchange Services.

MILITARY COMMUNITY AND FAMILY SUPPORT SERVICES. *Military Community and Family Support Services includes management and operations functions within the direction of Family Support Services programs, Child and Youth programs, and Morale, Welfare, and Recreation programs and related non-appropriated fund instrumentalities.*

G050 Military Community and Family ~~Support Services~~ Readiness System Management. This function includes executive-level activities, oversight, and direction of Military and Family Support Services Programs~~,~~; Child Care and Youth Programs~~,~~; Morale, Welfare, and Recreation (MWR) programs~~,~~; and related non-appropriated fund instrumentalities (NAFIs). As part of the management function, centrally managed MWR functions are provided that either support Service-level NAFIs or provide consolidated support for field activities. (For example, the Military Services manage central non-appropriated fund (NAF) contract services for field activities, central investment of NAFs, centrally managed insurance and human resource programs for NAFs, and centrally managed information technology functions. Most ~~of the~~ personnel ~~involved in~~ positions providing these central functions are ~~paid by~~ NAF~~s~~-funded.) This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or

reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

G060 Military and Family Readiness ~~Support Center System~~ Services. This function includes ~~family~~ services provided ~~primarily by the Installation Military and Family Readiness Support Centers~~ under a network of military and family readiness services operated be the DoD and other federal, state, and community-based agencies and organizations, as defined in DoDI 1342.22. These programs may be delivered face-to-face or by telephone, virtual, or electronic messaging. Services ~~are broken into three categories: baseline services, services directed by other directives and instructions that can~~ include those required by DoDI 1342.22 that may be provided in Family Readiness Support Centers and additional programs and services unique to the Service or the local environment. ~~Further descriptions of the services provided in these three categories are contained in DoDI 1342.22.~~ These services are in direct support of command priorities and include the following:

- ~~Baseline Services (i.e., all DoD Family Centers provide).~~
- Deployment readiness ~~A~~assistance
- Information and ~~R~~referral services
- Relocation ~~A~~assistance (use code G090)
- ~~Personal~~ Financial ~~Management~~ readiness
- Employment readiness ~~A~~assistance
- Personal and ~~F~~family ~~L~~life ~~E~~education
- ~~Outreach~~ Exceptional Family Member Program services (use code G061)
- ~~Crisis Assistance~~ Child abuse prevention and response services
- ~~Volunteer Coordination~~ Domestic abuse prevention and response services
- ~~Spouse Education and Career Opportunities~~ Problematic sexual behavior in children and youth response services
- Emergency ~~F~~family ~~A~~assistance services
- MWR services (use codes G020-G025, as appropriate)
- ~~Other Services. Without relieving other DoD elements of their obligation to perform functions mandated by statute or DoD policy, Family Readiness Support Centers may provide other family support system programs including, but not limited to the following:~~
- Non-Medical ~~Individual and Family~~ clinical Counseling
- Transition ~~A~~assistance ~~Program (defined in DoDI 1332.35)~~ services
  - ~~Family Advocacy Program (defined in DoDI 6400.1). Note: Family advocacy intervention services are sometimes managed by the installation health services activity.~~

G061 Exceptional Family Member Programs. This function includes Exceptional Family Member Programs (defined in DoDI ~~1342.12~~ 1315.19 and DoDI 1342.22) provided through ~~I~~installation level programs in Family Readiness Support Centers.

MORALE, WELFARE, AND RECREATION (MWR) SERVICES. *These functions include MWR program activities that provide for the fitness, esprit de corps and quality of life of Service members, their families, DoD civilians, and other authorized patrons. MWR activities are grouped into categories by funding source. MWR activities are supported non-appropriated fund instrumentality (NAFI) operations and use both appropriated funds (APFs) and non-appropriated funds (NAFs) as funding sources. DoDI 1015.10 provides full descriptions of the activities included and support authorized for activities within each of the three categories.*

- *Category A: Mission Sustaining Programs. These functions promote physical and mental well-being of Service members and are requirements that support accomplishment of the basic military mission.*
- *Category B: Basic Community Support Programs. These functions satisfy the basic physiological and psychological needs of Service members and their families, providing, to the extent possible, support systems that make DoD installations temporary hometowns for a mobile military population.*
- *Category C: Revenue Generating Programs. These functions include activities that are self-supporting through NAF revenue generating capability and provide outlets for pursuit of individual recreational interests.*

G020 MWR Mission Sustaining Programs Management. This function includes oversight and direction of MWR Category A mission sustaining programs.

G021 MWR Mission Sustaining Programs Operations. This function includes activities typically performed to operate MWR Category A mission sustaining programs.

G022 MWR Community Support Programs Management. This function includes oversight and direction of MWR Category B community support programs.

G023 MWR Community Support Programs Operations. This function includes activities typically performed to operate MWR Category B community support programs.

G024 MWR Revenue Generating Programs Management. This function includes oversight and direction of MWR Category C revenue generating programs.

G025 MWR Revenue Generating Programs Operations. This function includes activities typically performed to operate MWR Category C revenue generating programs.

CHILD AND YOUTH PROGRAMS. *These functions include four types of programs that support youth and children (Child Development Programs, School Age Care Programs, Family Child Care, and Youth Programs). These programs are supported by both APFs and NAFs, and are defined as MWR Category B activities, as described in DoDI 1015.10. They are funded with a minimum of 65 percent APFs and 35 percent NAFs.*

G066 Child Development Early Care and Education Program Management. This function includes oversight, personnel management, facility management, direction, and control of early care and education classroom, and developmental activities above the classroom level (e.g., Child Development Center Director or Assistant Director). This also includes management and direct staff support. Center-based care provides services for infants, toddlers, preschoolers and kindergarten-aged children. Requirements and standards for these programs are specified in DoDI 6060.02.

G067 Child Development Early Care and Education Program Activities. This function includes the direct conduct of infant through preschool curricula and developmentally appropriate practice to dependents of DoD civilians stationed overseas and military personnel both stateside and overseas. Requirements and standards for these programs are specified in DoDI 6060.02.

G068 School Age Care Programs Management. This function includes oversight, personnel management, facility management, direction, and control of care and education classroom, and developmental activities above the classroom level (e.g., Director or Assistant Director) for children ages 6-12, or attending kindergarten, who require supervision before and after school, during duty hours, school holidays, and during school closures. Requirements and standards for these programs are specified in DoDI 6060.02.

G069 School Age Care Programs Activities. This function includes the direct conduct of education classroom and developmental activities for children ages 6-12, or attending kindergarten, who require supervision before and after school, during duty hours, school holidays, and during school closures. Requirements and standards for these programs are specified in DoDI 6060.02.

G070 Youth Programs Management. This function includes oversight, personnel management, facility management, direction and control of a full range of community-based educational, social, cultural, recreational, and physical activities that promote the healthy development and transition of children to adulthood. The Youth Center serves as the "hub" for most activities. Requirements and standards for these programs are specified in DoDI 6060.04.

G071 Youth Programs Activities. This function includes the direct conduct of school aged children (ages 5-18) in the implementation of a full range of community-based educational, social, cultural, recreational, and physical activities that promote the healthy development and transition of children to adulthood. The Youth Center serves as the "hub" for most activities. Requirements and standards for these programs are specified in DoDI 6060.04.

G072 Child and Youth Training and Curriculum Support. This function includes staff training and coaching, oversight of early care, school age care and education classroom, youth programs, and curriculum development and implementation above the classroom level (e.g., Training and Curriculum Specialist). Requirements for these programs are specified in 10 U.S.C 1792.

G073 Family Child Care. This function includes activities for home-based care provided by an individual who has me specific standards and has been certified to provide these services. Requirements and standards for these programs are specified in DoDI 6060.02.

G074 Child Care Resource and Referral. This function includes activities required to assist Service members and their families in obtaining childcare utilizing ~~R~~resource and ~~R~~referral services.

SOCIAL SERVICE PROGRAMS

G080 Homeowners' Assistance Program. This function includes management of the DoD-wide Homeowners' Assistance Program for DoD employees. Operations include programming and budgeting; administering contracts; accepting or rejecting entitlement eligibility; and approval or disapproval of the disbursement of federal funds, claims, and appeals of value or eligibility. This function is performed by three USACE districts, USACE divisions, HQ USACE, Department of the Army, or OSD depending on the size or controversial nature of the action.

G090 Employee Relocation Assistance Program. This function includes management of the DoD-wide program for employee relocation assistance for DoD employees. Operations include programming and budgeting; administering contracts; accepting or rejecting entitlement eligibility; and approval or disapproval of the disbursement of federal funds, claims, and appeals. This includes oversight of contractor support for (1) home sales services (to include employee contract, description of services, title search, residential appraisals, market assistance, purchase, equity advance, and settlement); (2) home finding assistance (to include rental assistance, buying assistance, and mortgage counseling); and (3) related services consisting of various reporting requirements. This function is performed by the USACE districts and divisions and overseen by HQ USACE.

G105 Recreational Library Operations. This function includes ~~all~~ activities and services provided by recreational libraries to include audio and visual information collections, computer-based information systems, and Internet information sources. These information resources support off-duty education, professional military education, and recreational needs of the military community. This includes library service centers that provide support to geographically separated units. These programs are supported as part of the MWR program and are funded as Category A activities.

G210 Postal Services. This function includes post office operations in overseas areas operated as an extension of the United States Postal Service. This function includes postal services to military and other authorized personnel. It also includes providing liaison with civil postal authorities; the monitoring, regulation, and operations necessary to ensure the integrity of military mail transport; and financial transactions for stamp stock and money order forms.

G900 Chaplain Activities and Support Services. This function includes operations and activities that support religious programs to include command religious programs and support services that supplement the command religious program. It also includes administering religious ministries, ecclesiastical relations, pastoral and non-pastoral counseling, and services provided by organists, choir directors, and directors of religious education.

G902 Casualty Assistance and Mortuary Affairs. This function encompasses caring for deceased personnel on an individual basis during war and in peacetime circumstances that

cause mass fatalities. There are several services provided as part of this function in the case of both the individual and mass fatality such as:

- Notification, support and counseling of the ~~N~~next of ~~K~~kin of military casualties. A full description of casualty responsibilities is found in DoDI 1300.18.
- Preparation of the remains and transportation to the place of interment. Remains of individual fatalities in the U.S. are prepared in commercial mortuaries. Individual fatalities occurring overseas, and mass fatalities are prepared in either the overseas mortuaries or the aerial port mortuaries. In mass fatalities, identification is a key element in the preparation process. Transportation from overseas locations is by military or commercial transportation with a uniformed escort. Transportation within the U.S. is on commercial air transportation, escorted by a uniformed member.
- Interment and Military Funeral Honors. Funeral homes provide interment services. The parent Service of the deceased, as mandated by law, provides Military Funeral Honors.

G910 Temporary Lodging Services. This function includes operations that provide for temporary lodging to include providing accommodations for official travelers on temporary duty, temporary lodging during permanent change of station, and lodging for unofficial authorized travelers on space available basis. Lodging is supported by a combination of APFs and NAFs, generated from fees charged for accommodations. Funding policy for temporary lodging is outlined in DoDI 1015.1~~2~~1. This function excludes family housing and permanent unaccompanied housing (to include housing referral) coded S310.

G999 Other Social Services. This function includes social services not addressed by other function codes.

GROUP 12—EDUCATION AND TRAINING. *This ~~functional~~ group of functions address~~es~~ activities concerned with the management and provision of institutional education and training of DoD civilian and military personnel and their dependents. This includes all dependent education (grades pre-K through 12), and all DoD civilian and military individual training conducted at education and training establishments, as well as transition training for new weapon systems when the training is provided by instructors assigned to the training establishment (e.g., mobile training teams). (Training and education activities may also be provided to contractor and foreign national personnel.) Training provided by training instructors assigned to units under the operating forces commands (e.g., Troop Schools, Fleet Readiness Squadrons, Afloat Training, and post-graduate flying training) is coded using the ~~"M"~~ appropriate Military Education and Training codes. Billets for ~~S~~students, cadets, and trainees in the ~~I~~individuals account (as defined in DoDI 1120.11) are not coded with a function code. Functions marked by an asterisk (*) indicate that the ~~definitions~~ descriptions (below) conform to individual military training programs reported in the Military Manpower Training Report.*

MILITARY EDUCATION AND TRAINING

U001 ~~**Management and Oversight of**~~ **Military Education and Training** **Management**. This function includes executive-level activities, overseeing, directing, and controlling education and training programs and/or subordinate education and training establishments (schools, institutions, academies, colleges, and universities). This includes developing and issuing policies; ~~and~~ providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; allocating and distributing resources.~~; or conducting mid- and long-range planning. (Generally, this manpower is reported under DoD PE codes 804779 and 805798.)~~

U050 **Military Institutional Education and Training Management**. This function includes overseeing, directing, and controlling education and training activities within the institutional education and training facilities, such as schools, centers, academies, colleges, universities, and host/lead Service institutions (e.g. ITRO programs). ~~(Generally, this manpower is reported under DoD PE codes 804775 and 804777.)~~

U060 **International Security Programs**. This function includes ~~P~~planning, directing, overseeing, or supporting efforts specifically designed to contribute to regional and international security through a combination of unilateral, bi-lateral, and multi-lateral meetings, conferences, courses, and outreach programs. International security programs provide a forum for direct interaction with high- and mid-level civilian policy makers and military leaders of other nations on topics dealing with U.S. security policy and civil-military relations. These programs support U.S. policies of increasing mutual understanding, countering ideological support for terrorism and contributing to regional stability.

U100 **Recruit Training**.* This category of institutional training provides introductory physical conditioning and military training to indoctrinate and acclimate enlisted entrants to military life in each of the Services ~~to military life~~; also known as basic training or "boot camp." Recruit ~~T~~training does not include initial skill training (e.g., MOS school) or Multiple Category Training (see function code U150 below). ~~(Generally, this manpower is reported under DoD PE code 804711.)~~

U150 **Multiple Category Training**.* One-Station Unit Training (OSUT), a formal Army training program that meets the training objectives of both recruit and initial skill training in certain skill areas for new Active and Reserve enlisted entrants through a single course at a single training institution. ~~(Generally, this manpower is reported under DoD PE code 804761.)~~

U200 **Officer** ~~**Acquisition**~~ **Accession (Pre-Commissioning) Training**.* The "Officer ~~Acquisition~~ Accession Training" category of institutional training, sometimes called "pre-commissioning" training, includes those establishments/institutions that conduct education and training programs designed to commission individuals into the ~~A~~armed ~~S~~services.

- Service Academies. ~~(Generally, this manpower is reported under DoD PE code 804721.)~~ This includes training provided at academies (e.g., West Point, Annapolis, and Colorado Springs) and Academy Preparatory Schools.
- Officer Candidate/Training Schools. This includes training provided by ~~O~~officer ~~Acquisition~~ accession ~~T~~training institutions operated by the Army, Navy, Marine Corps, and Air Force that provide a route for qualified enlisted personnel and selected college graduates to become commissioned officers. Examples include

the Air Force and Space Force Officer Training School and the Army, Navy, and Marine Corps Officer Candidate Schools.~~(Generally, this manpower is reported under DoD PE code 804722.)~~

- Other Enlisted Commissioning Programs. This includes training provided under programs such as the Naval Enlisted Scientific Education Program, Marine Enlisted Commissioning Education Program, Airman Education and Commissioning Program, and Navy Enlisted Commissioning Program. ~~(Generally, this manpower is reported under DoD PE codes 804724 and 804725.)~~
- Health Professionals ~~Acquisition~~ Accession Programs. ~~(Generally, this manpower is reported under DoD PE code 806723.)~~ This includes instruction provided under the Health Professionals ~~Acquisition~~ Accession Programs.
- Army, Navy, and Air Force Senior ROTC ~~and AFHPSP (Armed Forces Health Professions Scholarship Program)~~. This includes training that occurs off-campus that is part of the ROTC program. ~~(Generally, this manpower is reported under DoD PE codes 804723 for ROTC and 806722 for AFHPSP.)~~

U300 Specialized Skill Training.* This category of institutional training provides personnel with new or higher-level skills in military specialties or functional areas to match specific job requirements. Training is provided by training instructors assigned to military formal learning centers. ~~(Generally, this manpower is reported under DoD PE codes 804731-5.)~~ Specialized ~~S~~skill ~~T~~training includes the following sub-categories:

- Initial Skill Training. (Sub-category of Specialized Skill training.) This is formal training in a specific skill leading to the award of a military occupational specialty or rating at the lowest level. Completion qualifies the individual for a position in the job structure.
- Skill Progression Training. (Sub-category of Specialized Skill Training.) This is formal training that is available to personnel after Initial Skill Training and usually after obtaining some experience working in their specialty to increase job knowledge and proficiency and to qualify for more advanced job duties.
- Specialized Skill Training – Enlisted. This includes initial skill training and skill progression training described above.
- Specialized Skill Training – Officer. This includes ~~I~~initial ~~S~~skill ~~T~~training ~~(same description as above)~~ and ~~S~~skill ~~P~~progression ~~T~~training ~~(same description as described~~ above~~)~~.
- Functional Training. (Subcategory of Specialized Skill Training.) This is formal training available to officer and enlisted personnel in various military occupational specialties who require specific, additional skills or qualifications without changing their primary specialty or skill level.

U350 Operating Force Unit Training. This category of institutional training provides personnel with higher-level advanced skills in military specialties or functional areas to match specific job or operational requirements. Training is provided by training instructors assigned

to units under the operating forces (e.g., Troop Schools, Fleet Readiness Squadrons, and post-graduate flight training) rather than military formal learning centers.

U400 Flight Training.* This category of institutional training provides individual flying skills needed by pilots, navigators, and naval flight officers to permit them to function effectively upon assignment to operational aircraft flight programs and/or operational units.

- Undergraduate Pilot Training ~~(UPT)~~. ~~(Generally, this manpower is reported under DoD PE codes 804741-6.)~~ It includes ~~UPT~~ undergraduate pilot training for all aircraft types (e.g., ~~J~~jet~~;~~, ~~UPT, P~~propeller~~;~~, and ~~UPT, H~~helicopter~~)~~ ~~training~~.
- Undergraduate Navigator Training/Naval Flight Officer Training ~~(UNT/NFO)~~. ~~(Generally, this manpower is reported under DoD PE code 804742.)~~ It includes undergraduate navigator training and Naval Flight Officer training for all aircraft types (e.g., jet, propeller, and helicopter).

Professional Development Education.* *This category of institutional training includes educational courses conducted at military ~~S~~service institutions to broaden the outlook and knowledge of personnel or to impart knowledge in advanced academic disciplines.*

U510 Professional Military Education (PME).* The conduct of instruction at junior, intermediate, and senior military service schools and colleges and enlisted leadership programs. This function includes the conduct of instruction of joint PME for officers and enlisted. ~~(Generally, this manpower is reported under DoD PE code 804751).~~

U520 Graduate Education (Fully Funded, Full-Time).* The conduct of instruction at defense-focused graduate education schools and institutions such as the Naval Postgraduate School and Air Force Institute of Technology. ~~(Generally, this manpower is reported under DoD PE code 804752).~~

U530 Other Full-Time Education Programs.* The conduct of instruction at defense-focused education programs, schools, colleges, institutions, etc. not covered by other function codes. This code is limited to full-time education programs beyond basic-level instruction. General military training and education programs and activities not covered by a specific function code should be coded U599. ~~(Generally, this manpower is reported under DoD PE code 804752).~~

U540 Off-Duty and Voluntary Education Programs. This includes operation of base/installation-level education centers, education counseling, and programs for general educational development of military personnel.

U550 Training Development and Support for Military Education and Training. ~~Training development~~ This includes the development of training technology and instructional systems (e.g., curriculum development to include plans of instruction, student measurement, and methods and media selection) for military institutional education and training. It also includes scripting courseware for interactive multimedia instruction, computer-based training, and distance learning. Training support includes the operation of simulators or other training devices in direct support of military institutional education and training. This function includes contract management for maintenance of training equipment except maintenance of fixed

training simulators coded Z992. Also, library services are coded Y850; ~~building management~~ facility administration is coded S210; and custodial services are coded S410. ~~(Generally, training development and support manpower is reported under DoD PE codes 0804771, 0804772, 805790, and 805890.)~~

U599 Other Military Education and Training Activities. This function includes military education and training activities not covered by other function codes. ~~Training provided by training instructors assigned to units under the operating commands (e.g., Troop Schools, Fleet Readiness Squadrons, and post-graduate flying training) is coded using the "M" codes.~~

CIVILIAN EDUCATION AND TRAINING

U605 ~~Management and Oversight of~~ Civilian Education and Training Management. This function includes executive-level activities, oversight, direction, and control of training, education, and developmental programs and/or subordinate organizations. This training and education are primarily provided to DoD civilian personnel but may also be provided to military, contractor, dependent, or foreign national personnel, or other federal, state, or local government employees. ~~Management functions~~ This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance (e.g., quality assurance); conducting or reviewing mid- and long-range planning, programming, and budgeting~~,~~; ~~policy issuance, policy development,~~ and ~~quality assurance~~ allocating and distributing resources. This function does not include management of institutions ~~under~~ coded U620 (i.e., programs, schools, centers, academies, colleges, universities, and civilian career management systems).

U620 ~~Management of~~ Civilian Institutional Education, Training, and Development Management. This function includes oversight, direction, and control of training, education, and developmental operations at institutional training facilities serving primarily DoD civilian audiences, but also including military, contractor, dependent, or foreign national personnel and other federal, state, or local government employees. This function includes planning, programming, budgeting, policy issuance, policy development, and quality assurance at education and training institutions (e.g., schools, centers, academies, colleges, universities, and civilian career management centers providing civilian training and education).

U630 Acquisition Education, Training, and Development. This function includes the design, development, delivery of instruction, and instructional support for defense acquisition training courses.

U640 Civil Works Education, Training, and Development. This function includes the design, development, delivery of instruction, and instructional support for civil works training courses.

U650 Intelligence Education, Training, and Development. This function includes the design, development, delivery of instruction, and instructional support for intelligence training courses.

U660 Medical Education, Training, and Development. This function includes the design, development, delivery of instruction, and instructional support for medical training courses.

U670 Cyberspace Operations Education, Training, and Development. This function includes the design, development, delivery of instruction, and instructional support for cyberspace operations training courses.

U699 Other Civilian Education, Training, and Development. This function includes the design, development, delivery of instruction, and instructional support for all other subject areas.

DEPENDENT EDUCATION

U710 ~~Management and Oversight of~~ Dependent Education Management. This function includes executive-level activities, oversight, direction, and control ~~management~~ of dependent education. This education is provided to dependents of DoD personnel but may also be provided to eligible dependents of other federal agencies and vendors under DoD contract. ~~Management functions~~This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance (e.g., establishing curriculum); conducting or reviewing mid- and long-range planning, programming, and budgeting~~,~~; and ~~establishing policy and curriculum~~ allocating and distributing resources.

U720 Dependent Education Field Management. This function includes oversight, direction, and control of classroom education, and developmental activities above the classroom level (e.g., Deputy Directors, District Superintendents, and Principals). This also includes management and direct staff support when the type of work performed is inextricably tied to, and not severable from, the field management function. Support functions that are separately identifiable and severable are coded using the appropriate support function code.

U760 Dependent Education – Teacher Instruction. This includes the direct conduct of pre-kindergarten through grade 12 courses of instruction to dependents of DoD civilians stationed overseas and military personnel both stateside and overseas.

U770 Dependent Education – Substitute Instruction. This includes the temporary direct conduct of pre-kindergarten through grade 12 courses of instruction to dependents of DoD civilians stationed overseas and military personnel both stateside and overseas.

U780 Dependent Education – Aides for Instruction. This includes the direct assistance to teachers conducting pre-kindergarten through grade 12 courses of instruction to dependents of DoD civilians stationed overseas and military personnel both stateside and overseas.

U799 Other Dependent Education Activities. This includes dependent education activities not covered by other function codes. School bus transportation is coded T824; health clinic services are coded H203; library services are coded Y850; ~~building management~~ facility administration is coded S210; custodial services are coded S410; and food services are coded T177.

GROUP 13—HEALTH SERVICES. *This ~~functional~~ group of functions addresses activities concerned with the management and provision of medical and dental care to active military members, family members, and retirees as well as overseas civilian employees and their family members. This includes all inpatient and outpatient care provided in fixed treatment facilities.*

~~*Care provided by medical units that are part of combat service support should be coded using the applicable M codes.*~~

H010 Health Services Management. This function includes executive-level activities, overseeing, directing, and controlling health service programs and subordinate health service organizations (hospitals, health clinics and dispensaries). Health Services Management activities include developing and issuing policies; ~~and~~ providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting mid- and long-range planning, programming, and budgeting; and allocating and distributing resources; and providing systems for quality assurance.~~and conducting mid- and long-range planning, programming, and budgeting.~~

H050 Hospital/Clinic Management. This function includes overseeing, directing, and controlling medical services within fixed treatment facilities (e.g., hospitals, dispensaries, and clinics). It includes reviewing and evaluating performance of operations; allocating and distributing resources; providing systems for quality assurance; or conducting mid- and long-range planning, programming and budgeting for the hospital, health clinic, or dispensary.

H100 Medical Care. Medical care includes inpatient care and consultative evaluation in the medical specialties (e.g., pediatrics and psychiatry). It also includes the coordination of health care delivery relative to the examination, diagnosis, treatment, and disposition of medical inpatients (e.g., intensive care units, coronary care units, and neonatal-intensive care units).

H102 Surgical Care. Surgical care includes inpatient care and consultative evaluation in the surgical specialties, including obstetrics, gynecology, ophthalmology and otorhinolaryngology. It also includes the coordination of health care delivery relative to the examination, treatment, diagnosis, and disposition of surgical patients.

H106 Pathology Services. This function includes the operation of laboratories providing comprehensive clinical and anatomical pathology services; DoD military blood program and blood bank services; epidemiology consultations; DoD DNA registry; toxicology services; and area reference laboratory services.

H107 Radiology Services. This function includes diagnostic and therapeutic radiologic services to inpatients and outpatients, including the processing, examining, interpreting, storage, and retrieval of radiographs, fluorographs, and radiotherapy (e.g., nuclear medicine).

H108 Pharmacy Services. This function includes services that produce, preserve, store, compound, manufacture, package, control, assay, dispense, and distribute medications (including intravenous solutions) for inpatients and outpatients.

H113 Dental Care. Dental care includes in and outpatient oral examinations, patient education, diagnosis, treatment, and care including all phases of restorative dentistry, oral surgery, prosthodontics, oral pathology, periodontics, orthodontics, endodontics, oral hygiene, preventive dentistry, and radiodontics.

H116 Veterinary Services. This function includes a complete zoonosis control program; complete medical care for government-owned animals; and veterinary medical support for animals used for biomedical research and development. This also includes support to other

federal agencies when requested and authorized for assistance as part of a comprehensive animal preventive medicine program.

H119 Preventive Medicine. This function includes operation of wellness or holistic clinics (preventive medicine), information centers, and research laboratories for disease prevention and control. This includes screening procedures (e.g., HIV), smoking cessation clinic services, immunizations, community and family health services, early intervention program services, health promotion services and health risk assessments.

~~**H125 Rehabilitation Services.** This function includes occupational and physical therapy services. It includes the care and treatment for in and outpatients whose ability to function is impaired or threatened by disease or injury. Rehabilitation services concern impairments related to neuro-musculoskeletal, pulmonary, and cardiovascular systems. Services are performed to evaluate the function and impairment of these systems and to select and apply therapeutic procedures to maintain, improve, or restore these body functions.~~

H127 Alcohol and Drug Rehabilitation. This function includes operation of alcohol treatment facilities (to include urine testing for drug content) and drug/alcohol counseling centers. This also includes support for ~~A~~alcohol ~~A~~abuse ~~P~~prevention and ~~C~~control ~~P~~programs ~~(AAPCP)~~, ~~A~~alcohol/~~D~~drug ~~A~~abuse ~~P~~programs, and ~~A~~alcohol/drug ~~A~~abuse ~~R~~residential ~~T~~treatment programs.

H203 Ambulatory Care Services. This function includes all outpatient care in fixed treatment facilities not included elsewhere and same day medical services provided by health clinics (to include medical health clinics at defense facilities and schools). This function excludes occupational ~~health~~, industrial, and environmental safety services coded E225.

H250 Medical and Dental Devices Development. This function includes the design and construction of orthopedic appliances such as braces, casts, splints, supports, and shoes from impressions, forms, molds, and other specifications. This includes the design and construction of dental devices such as preparing casts and models; repairing dentures; fabricating transition, temporary, or orthodontic appliances and finishing dentures. It also includes the construction of optical devices (e.g., glasses).

H350 Hospital Food Services and Nutritional Care. This function includes hospital food services for inpatients (to include operation and administration of food preparation and serving facilities) for inpatients. It also includes dietetic treatment, counseling of patients, and nutritional education. This function excludes non-clinical food preparation for outpatients coded T177.

H450 Medical Records and Medical Transcription. This function includes medical transcription, filing, and maintaining of medical records.

H500 Clinical Research. This function includes all research in which people, or data, or samples of tissue from people are studied to understand health and disease. This includes the development, testing, and evaluation of new and better ways to detect, diagnose, treat, and prevent disease. It includes case studies, observational studies, and clinical trials.

H650 Hospital Supplies and Equipment. This function includes providing or arranging for supplies, equipment, and certain services necessary to support the mission of the medical

facility. Responsibilities include procurement, inventory control, receipt, storage, quality assurance, issue, turn-in, maintenance, disposition, and accounting for designated medical and non-medical supplies and equipment. This includes central sterile supply and clinic handling of hazardous medical materials (HAZMAT) and waste. This function excludes collection and disposal of HAZMAT coded S430, laundry services coded S450, custodial services coded S410, and refuse handling coded S420. It also excludes maintenance of fixed medical and non-medical equipment coded Z992.

H710 Medical Transportation Services. This function includes all ground, helicopter, and fixed wing transportation for personnel who are injured, sick, or otherwise require both emergency and non-emergency medical treatment, including standby duty in support of military activities and ambulance bus services. This excludes maintenance of medical transportation vehicles coded J506 and K536.

H999 Other Health Services. This function includes health services not addressed by other function codes (to include operation of aerospace altitude chambers and decompression chambers).

GROUP 14—COMMAND AND CONTROL. *This ~~functional~~ group of functions addresses~~es~~ activities concerned with ~~that provide~~ the effective direction and control of combatant military operations. This includes dedicated operational headquarters and associated command and control systems.*

OPERATIONAL COMMAND AND CONTROL

M120 Combatant Commander Command Authority. This function includes overseeing, directing, and controlling the planning for employment of global or theatre-level U.S. Military Forces at the U.S. Combatant Command level. This includes the non-transferable (Title 10, U.S.C. section 164) command authority exercised only by the Combatant Commanders of Unified and Specified Combatant Commands, and direct staff support when the support is inherent to the command process. This includes planning, directing, and controlling joint and combined military operations; developing and implementing logistics and security assistance plans, programs, policies, and procedures in support of war and peacetime operations; improvements to joint operational capability and interoperability; and evaluations of military forces, plans, programs, and strategies and force structure requirements. Support functions that are separately identifiable and severable are coded using the appropriate support function code.

M145 Military Department Command Authority. This function includes overseeing, directing, and controlling the planning for, and the employment of global or theatre-level forces at the Military Department Component level (e.g., HQ USAREUR, HQ USAFE, HQ MARFOREUR and HQ NAVEUR). This includes command authority exercised by the commanders of the component commands of the Military Services supporting the Combatant Commands. Support functions that are separately identifiable and severable are coded using the appropriate support function code.

M150 Support to the Combatant Commanders – Information Sharing Systems. This function includes support from decision support services or systems (e.g., meteorological,

geophysical, oceanographic, intelligence, forces, command) provided to the Combatant Commanders for military operations, exercises or other activities by organizations/activities not in the operating forces. This function is performed by DISA (e.g., Global Command and Control System) and other activities not in the operating forces (e.g., the JFHQ-DODIN operations center, the service component command DODIN operations centers, and the cyberspace operations-integrated planning element (CO-IPE)).

M155 Operational Contract Support ~~(OCS)~~. This function involves the synchronization of contracted support and integration and oversight of contractor personnel and associated equipment in command-directed military operations. It includes:

- Planning and organizing to conduct ~~OCS~~ operational contract support
- Assessing available commercial capabilities and recommending options to support the commander's operational objectives
- Developing, validating and prioritizing requirements
- Planning for the use of contracted support and assessing associated risk
- Managing ~~OCS~~ operational contract support information
- Providing operational perspective to contracting officials
- Advising commanders in coordinating common contracting actions
- Planning contractor management to support, integrate, and account for contractor personnel and associated equipment during operations and deployment/redeployment

This function also includes managing ~~OCS~~ operational contract support programmatic and force development efforts; developing and issuing ~~OCS~~ operational contract support policies and doctrine; providing guidance; and reviewing, analyzing, and evaluating program performance [DoD Instruction 3020.41 and Joint Publication 4-10, *Operational Contract Support*]

M199 Other Operational Command and Control Activities. This function includes operational command and control activities not addressed by one of the other function codes and not in the operating forces.

ROBOTIC AND UNMANNED SYSTEMS OPERATIONAL COMMAND AND CONTROL

M170 Robotic and Unmanned Systems Command and Control Activities. This function includes overseeing, directing, controlling and planning for the employment of robotic and unmanned systems (including aerial, ground, surface, and underwater) as the primary function of the billet. These include advising, planning, coordinating, directing, controlling and integrating robotic and unmanned systems in military operations; remote operation/piloting; managing the use of system payloads (sensors, communications, weapons, and cargo); and execution of the launch and recovery of robotic and unmanned systems (UxS). Supporting functions that are separately identifiable and severable (e.g., acquisition, maintenance, intelligence, etc.) are coded using the appropriate support function code.

M179 Other Robotic and Unmanned Systems Command and Control Activities. This function includes robotic and unmanned systems command and control activities not addressed by the other function code above. Robotic and ~~Unmanned systems~~ UxS include all types; drones, aircraft/aerial (UAS/UAV), ground (UGV), surface (USV), and underwater (UUV) systems. Supporting functions that are separately identifiable and severable (e.g., acquisition, maintenance, intelligence, etc.) are coded using the appropriate support function code.

GROUP 15—~~COMBAT AND OTHER COMBAT SUPPORT/SERVICE SUPPORT~~ EXPEDITIONARY FORCE OPERATIONS. *This group of functions address activities concerned with military forces that conduct expeditionary operations. Uniformed Service member billets in operating force units should be categorized by the most appropriate function code and use the combat (M415), combat support (M480), or combat service support (M510) codes only if a more appropriate code does not exist.*

M415 Combat. Engaging in armed fighting or the use of force, to include deadly force (e.g., firepower and other destructive capabilities), with the intent/mission to defeat enemy forces (including insurgents and terrorists), seize and/or hold terrain, or gain land, air, ~~or~~ sea, space, cyberspace, or information superiority on behalf of the U.S.

- Offensive Combat Operations—combat operations designed primarily to defeat the enemy. Forms of offensive operations are undertaken to seize, retain and exploit the initiative and to achieve air, land, ~~or~~ sea, space, cyberspace, or information superiority. Offensive techniques include pursuit, movement to contact, attack, and exploitation.
- Defensive Combat Operations—combat operations designed to defeat an attacking enemy or to nullify or reduce the effect of an attack. Defensive operations also may achieve one or more of the following: gain time, concentrate forces elsewhere; wear down enemy forces as a prelude to offensive operations; and retain tactical or strategic objectives (e.g., air base or electromagnetic spectrum defense).

M480 Combat Support. Fire support and operational assistance provided to combat elements. ~~(JP 4-0)~~ Functions that provide operational assistance to the combat forces and which are part, or prepared to become part of a theater, command, or task force formed for combat operations.

M510 Combat Service Support. The essential capabilities, functions, activities, and tasks necessary to sustain all elements of operating forces in theater at all levels of war. Within the national and theater logistics systems, it includes, but is not limited to, that support rendered by service forces in ensuring the aspects of supply, maintenance, transportation, health services, and other services required by aviation and ground combat troops to permit those units to accomplish their mission in combat. ~~CSS~~ Combat service support encompasses those activities in all levels of war that produce sustainment to all operating force on the battlefield. ~~(JP 4-0)~~

~~**GROUP 16—HOMELAND DEFENSE**~~

~~**M610 Homeland Defense Operations.** The protection of United States sovereignty, territory, domestic population and critical infrastructure against external threats and aggression or other threats as directed by the President. The Department of Defense is responsible for Homeland Defense. Homeland Defense includes missions such as domestic air defense. The Department recognizes that threats planned or inspired by "external" factors may materialize internally. The reference to "external threats" does not limit where or how attacks could be planned and executed. The Department is prepared to conduct Homeland Defense mission whenever the President, exercising his Constitutional authority as Commander in Chief, authorizes military actions. (JP 3-26) Achieving these objectives requires a layered defense to Detect, Deter, Prevent and Defeat external threats. This includes (1) National Air and Space Defense, (2) National Land Defense (3) National Maritime Defense and (4) Cyber Defense. (These four Mission sets and the strategy below are taken from the Department of Defense Homeland Security Joint Operating Concept (JOC).)~~

~~It is a layered and comprehensive defense, divided into three regions. The three regions are:~~

~~**Forward Regions –** Foreign land areas, sovereign airspace and waters outside the Homeland. This objective can be obtained through preemptive attack, or in conjunction with major combat operations, stability operations and/or strategic deterrence.~~

~~**Approaches –** Conceptual region extending from the limits of the Homeland to the boundaries of the Forward Regions based on intelligence. DoD's objective is to detect, deter, prevent, and defeat transiting threats as far from the Homeland as possible. This objective is achieved through surveillance and reconnaissance, missile defense, air defense, land defense and maritime interception.~~

~~**Homeland –** The Homeland is a physical region that includes the 50 states, US territories and possessions in the Caribbean Sea and Pacific Ocean, and the immediate surrounding sovereign waters and airspace. DoD's objective in this region is to detect, deter, prevent, and defeat aggression and defend against external threats. This objective is achieved though air and space defense, land defense, maritime defense, and cyber defense.~~

- ~~Law Enforcement Activities. This includes responsibilities under Chapter 15 of title 10, U.S.C., to restore order, enforce federal authority, and protect peoples' rights; responsibilities under section Chapter 18 of title 10, U.S.C., to provide military support for civilian law enforcement agencies; and responsibilities under section 831 of title 18, U.S.C., to provide assistance to the Attorney General for prohibited transactions involving nuclear materials.~~

GROUP 1~~7~~6—SPACE. *This group of functions address activities concerned with the U.S. military space program and related activities.*

M800 Space Management ~~and Oversight~~. This function includes the executive-level activities, oversight, direction and control of activities and operations responsible for the U.S. military space programs. This includes developing and issuing policies; providing policy

guidance; reviewing, analyzing, and evaluating performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; allocating and distributing resources; and conducting or reviewing mid- and long-range planning for operations and integration of U.S. military space programs. It typically includes oversight and approval of mission analyses and materiel requirements; analysis of the utilization of military resources; and assessments of those infrastructure operations that directly support the U.S. military space program's operational, strategic, and business planning.

~~**M805 Space Operations Command and Control.** This function includes overseeing, directing, controlling, and planning for the employment of space assets and capabilities to provide services in support of military operations around the globe. This function includes the command and control (C2) of day-to-day operations, planning, integration, and coordination of military space operations with other organizations and agencies within and outside the DoD. These organizations and agencies may include but are not limited to the National Space Defense Center, Joint Navigation Warfare Center, Missile Warning Center, Joint OPIR Planning Center, SATCOM Integrated Operations Environment, and Air Force Space Aggressors.~~

M810 Space Operations. Includes functions designed to protect freedom of navigation and preserve lines of communication in the space domain, and deter, defend against, and if necessary, defeat efforts to interfere with or attack U.S. or allied space systems (National Space Policy, ~~Jun 28, 2010~~ Dec 9, 2020). As described in JP 3-14, entails the employment of space forces in, to, or from space to achieve specified objectives. U.S. military space operations ~~is comprised of~~ support the following mission areas ~~including~~: space ~~situational~~ domain awareness; ~~space control;~~ offensive and defensive space operations; navigation warfare; position, navigation, and timing (PNT); environmental monitoring; missile warning; nuclear detonation detection; ~~satellite~~ spacecraft operations, intelligence, surveillance, and reconnaissance (ISR), ~~and~~ satellite communications; and spacelift.

- Space ~~Situational~~ Domain Awareness (SDA). ~~Involves~~ SDA is the timely, relevant, and actionable understanding of the operational environment (OE). SDA functions provide the integration of ISR, environmental tracking, and friendly-force monitoring. Incorporates multiple intelligence and information capabilities, including terrestrial and space-based surveillance, space and terrestrial weather, and information and data-sharing capabilities. Includes space situational awareness, which involves characterizing the space capabilities operating within the terrestrial environment and the space domain that provide the requisite foundational, current, and predictive knowledge and characterization of space objects and the operational environment upon which space operations depend.
- ~~Space Control. Consists of operations to ensure freedom of action in space. This includes offensive space control, defensive space control and navigation warfare.~~
- Offensive Space Operations. Actions taken to deny an adversary freedom of action in space. Offensive space operations consist of effects created by direct capabilities in the orbital, link, or terrestrial segments to disrupt, degrade, deny, or destroy adversary space systems or services. May include deceptive operations with appropriate authorities, targeting an adversary's space capabilities and forces with reversible (e.g. jammers to disrupt the PNT signal for precise

targeting) or nonreversible (e.g. destruction of launch site) means., creating space superiority and freedom of action and access for friendly joint forces, and preventing adversaries' use of space capabilities and services for malign activities.

- Defensive Space Operations. Actions taken to preserve friendly freedom of action in space. Includes active and passive measures to protect friendly space forces from attach, interference, or hazards. Active space defense consists of temporary actions taken to neutralize specific, imminent threats to US and friendly space forces and capabilities. Passive space defense are measures inherent in the design of space assets and the implementation of space operations that minimize threats to US and friendly space forces and capabilities.
- Navigation Warfare (NAVWAR). Actions that maintain friendly use of PNT information while denying the same to an adversary. Direct capabilities such as offensive fires and enabling capabilities such as defensive space action ensure the integrity of friendly PNT and prevent adversary use of PNT information and capabilities. Requires a coordinated employment of space, cyberspace, and electromagnetic warfare capabilities, enabled by ISR and electromagnetic spectrum (EMS) management.
- Position, Navigation, and Timing. Consists of operations to ensure assured position, navigation, and timing systems for precise and accurate geolocation, navigation, and time reference services from space-based global navigation satellite systems.
- Environmental Monitoring. Consists of space-based environmental sensing to support the development of forecasts and assessments of the space environment; meteorological and oceanographic factors to provide forecasts and assessments of environmental impacts of terrestrial weather; and environmental monitoring support provided to space operations.
- Missile Warning. Consists of space-based and terrestrial sensors that provide warning of a missile attack against North America to national leaders as well as attacks against multinational partners in other geographic regions.
- Nuclear Detonation Detection. Consists of capabilities that provide a persistent, global, and integrated sensor capability to provide surveillance coverage of critical regions of the globe and provide early warning, characterization, and assessment recommendations to national senior leaders and allies of nuclear detonations to support threat determination and follow-on decision making.
- ~~Satellite~~Spacecraft Operations. Includes the monitoring of onboard systems, transmitting the status of those systems to the ground control segment, and receiving and processing instructions from ground control. Consists of activities that enable the telemetry, tracking, and commanding (TTC), movement and maneuver, ~~configuration, operation, state-of-health monitoring,~~ sustainment of on-orbit satellite operations, and maintenance sub-functions. This includes activities for payload operations ~~such as~~ that monitor~~ing~~ and ~~commanding of the~~

satellite control the spacecraft payload to collect data and information or provide a capability in the operatingonal environment. Includes the deployment, repositioning, or reorientation of joint space forces This also includes servicing of satellites through rendezvous and proximity operations as well as on-orbit servicing.

- Intelligence, Surveillance, and Reconnaissance. This function should be coded with the appropriate intelligence function code from the Intelligence subgroup in Group 187-Information Capabilities.
- Satellite Communications. This function should be coded with the appropriate transmission services function code from the Communications, Transmission Electromagnetic Spectrum, and Decision Support Services subgroup in Group 187-Information Capabilities.

M820 Spacelift and Reconstitution. Includes programs and activities that enable the ability to deliver payloads (satellites or other materials) into space. Military spacelift (typically space launches) includes operations to deploy, sustain, augment, or reconstitute satellite constellations supporting U.S. military operations, national security objectives, and/or commercial customers. This function includes range operations that provide launch campaign support, pre-launch testing, launch traffic control, scheduling services, and ground facilities as well as spacecraft recovery operations. This function does not include acquisition functions which should be coded with the appropriate acquisition function code from Group 3-Systems Acquisition, Test and Evaluation, Engineering, and Contracting.

M899 Other Space Activities. This function includes space activities not addressed by one of the other space function codes.

GROUP 187—INFORMATION CAPABILITIES. *This functional group addresses activities that plan and execute information operations, both offensive and defensive, involving the integrated use of Military Information Support Operations (MISO), Civil Military Operations (CMO), Public Affairs, Intelligence, Cyberspace Operations, and Communications.*

MILITARY INFORMATION SUPPORT OPERATIONS (MISO). *This functional group performs "planned operations to convey selected information and indicators to foreign audiences to influence their emotions, motives, objective reasoning, and ultimately the behavior of foreign governments, organizations, groups, and individuals in a manner favorable to the originator's objectives" (JP 3-13).*

M201 Military Information Support Operations Management/Oversight. This function includes executive-level activities, oversight, direction, and control of subordinate organizations or units. through This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; planning and conducting exercises; allocating and distributing resources; and conducting and reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. These functions are specific to MISO and special care should be taken not to confuse

MISO functions with Civil-Military Operations (M211/M212) or Public Affairs functions (Y501/Y515).

M202 Military Information Support Operations Program Activities and Operations. This function includes providing advice and counsel to respective leadership, staff and subordinate MISO activities and operations in formulating decisions, policies, and positions regarding MISO issues and issue management. This function includes advising; planning; target audience analysis; series development; product development, design, approval, and distribution; and assessment. Products may include broadcasts via radio, television and/or the Internet; text messaging; leaflet drops; and loudspeaker operations. These functions are specific to MISO and special care should be taken not to confuse MISO functions with Civil-Military Operations (M211/M212) or Public Affairs functions (Y501/Y515).

CIVIL-MILITARY OPERATIONS (CMO). *This functional group performs activities by designated civil affairs forces that "establish, maintain, influence, or exploit relations between military forces, indigenous populations, and institutions, by directly supporting the attainment of objectives relating to the reestablishment or maintenance of stability within a region or host nation" (JP 3-57).*

M211 Civil Military Operations Management~~/Oversight~~. This function includes executive-level activities, oversight, direction, and control of subordinate organizations or units~~, through~~ This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; planning and conducting exercises; ~~allocating and distributing resources; and~~ conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. These functions are specific to CMO, and special care should be taken not to confuse CMO functions with Military Information Support Operations (M201/M202) or Public Affairs functions (Y501/Y515).

M212 Civil Military Operations Program Activities and Operations. This function includes providing advice and counsel to respective leadership, staff and subordinate CMO activities and operations in formulating decisions, policies, and positions regarding CMO issues and issue management. This function includes advising, planning, coordinating, execution, activity supervision/management and assessing civil affairs operations. These functions are specific to CMO, and special care should be taken not to confuse CMO functions with Military Information Support Operations (M201/M202) or Public Affairs functions (Y501/Y515).

PUBLIC AFFAIRS. *Public affairs activities and operations ensure the free flow of information regarding the policies, programs, and priorities of the DoD and its leadership, including the Secretary and Deputy Secretary of Defense, the Chairman of the Joint Chiefs of Staff, the heads of DoD Components, and other Departmental leaders, to American citizens and the general public, the news media, the military and civilian audiences internal to the DoD, other government agencies, and non-government organizations and associations. This communications function is conducted through various public affairs programs, notably public information, media relations, community relations, command/internal information, and various outreach efforts that enhance the understanding of DoD issues by external and internal audiences.*

Y501 Public Affairs Management. This function includes executive-level activities, oversight, direction, and control of subordinate organizations and the respective Public Information, Command/Internal Information, and Community Relations Programs. ~~Functional objectives are achieved through the~~ This includes developingment and issuingance ~~of programmatic~~ policiesy~~;~~ ~~and~~ providing policy guidance; ~~oversight,~~ reviewing, analyzing, and evaluati~~o~~ng ~~of~~ program performance ~~of subordinate organizations; allocation and distribution of resources~~; ~~and~~ conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. This function also includes providing advice and counsel to respective senior leadership and staff and subordinate public affairs activities and operations in formulating decisions, policies, and positions regarding public affairs issues and issue management~~. This function also includes;~~ and serving as the official spokesperson at the respective organizational level on public issues and interests. Public Affairs deals with issues of public interest and communicating with and informing the internal DoD and external publics on those issues. This function does not include oversight of liaison support for protocol matters concerning official visits, ceremonies, and events that are coded Y525. It also excludes oversight of legislative liaison work performed as part of the legislative affairs activity coded Y610.

Y515 Public Affairs Program Activities and Operations. This function includes providing program management and operational guidance of public affairs activities and operations to include producing and providing public affairs policies, products, and services. Functional objectives are achieved by the review of policies; development and issuance of policies and operating guidance; planning, programming, and budgeting; and evaluating operational performance and management of public affairs operating activities and their associated policies, products and services. This function may include providing advice and counsel to respective leadership and staff and subordinate public affairs activities and operations in formulating decisions, policies, and positions regarding public affairs issues and issue management. This function may also include serving as the official spokesperson at the respective organizational level on public issues and interests. This function includes editorial operations; speech writing; newspaper, bulletin, and magazine publication; community relations programs; speakers bureaus; press releases and stories; broadcasting; Worldwide Web and other Internet operations, products, and services; media relations and operations; public communication and correspondence; and command and internal information and communications. Public Affairs deals with issues of public interest and communicating with and informing the internal DoD and external publics on those issues. This function excludes liaison support for protocol matters concerning official visitations, ceremonies, and events that are coded Y525. It also excludes legislative liaison activities coded Y620 and advertising support for military and civilian recruiting coded B820 and B720, respectively. The Public Affairs function may be performed by offices at all levels within the DoD. ~~Excluded are those public affairs activities and operations performed exclusively by and within the operating forces as an integral part of military operations which are coded using the appropriate M codes.~~

G220 Military Band~~s~~ Program~~s~~ and Activities. This function includes operations necessary for the organization, planning, and provisioning of military bands and for performances at military functions and special events.

G221 Military Band Management. This function includes oversight, direction, and control of military band programs. Functional objectives are achieved through the development and issuance of programmatic policy and policy guidance for military bands; oversight, review, and evaluation of program performance; allocation and distribution of resources; and mid- and long-range planning, programming, and budgeting.

VISUAL INFORMATION. *This includes the production, distribution, and life cycle management of products and services that effectively communicate information through visual and/or aural means. This includes still photography, motion picture photography, video or audio recording, graphic arts, visual presentation services, and the associated support processes.*

Y560 Visual Information Management. This function includes the executive-level activities, oversight, direction, and control of the Visual Information and Combat Camera Programs and subordinate organizations. ~~Functional objectives are achieved through the~~ This includes developing~~ment~~ and issuing~~ance of programmatic~~ policies~~y;~~ ~~and~~ providing policy guidance for Visual Information and Combat Camera Programs;~~ oversight,~~ reviewing, analyzing, and evaluati~~o~~ng ~~of~~ program performance~~ of subordinate organizations~~; ~~allocation and distribution of resources; and~~ conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

Y570 Visual Information Program Activities and Operations. This function includes program management and operational guidance of visual information operations to include producing and providing visual information products and services (either through in-house capabilities or acquired through contract support) other than those that are an integral part of Combat Camera operations. Functional objectives are achieved by the development, issuance, and review of operating guidance; planning, programming, and budgeting; and evaluating operational performance and management of Visual Information support and Combat Camera operations. This also includes the design, generation, storage, production, distribution, disposition, and life cycle management of still photographs, digital still images, motion pictures, analog and digital video recordings, visual information productions, certain graphic arts (such as paintings, line drawings, and montages) and related captions, overlays, and intellectual control data other than those in direct support of Combat Camera operations. ~~This function may be performed at all levels within the DoD. Combat Camera operations are coded using the appropriate M codes.~~

INTELLIGENCE

M301 Intelligence Management~~ and Oversight~~. This function includes executive-level activities, oversight, direction, and control of subordinate organizations or units. ~~through~~ This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; planning and conducting exercises; ~~allocating and distributing resources; and~~ conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

M302 Intelligence Policy and Coordination. This function includes the formulation, coordination, and implementation of both intelligence and counterintelligence policy and their associated interagency liaison activities, to ensure that they support national security policy.

M310 Counterintelligence. This function includes the collection of information and activities conducted to detect, identify, assess, exploit, penetrate, degrade, and counter or neutralize espionage, intelligence collection, sabotage, subversion, assassination and terrorists activities conducted for or on behalf of foreign powers, organizations, persons, or their agents directed against U.S. national security interest or DoD and its personnel, information, materiel, facilities, and activities as defined in DoD Directive 5240.2. It includes counterintelligence (CI) preliminary inquiries and investigations; CI operations; CI collection; CI analysis and production; CI functional services; as well as other activities that directly support CI functions and missions.

M311 Human Intelligence (HUMINT). This function includes the tasking, collection, processing, exploitation, analysis and dissemination of foreign information by trained human intelligence collectors from people and multimedia to identify elements, intentions, composition, strength, dispositions, tactics, equipment, personnel and capabilities. It uses human sources as a tool and a variety of collection methods, both passively and actively, to gather information to satisfy the Commander's intelligence requirements and cross-cue other intelligence disciplines. This function includes the following subcategories:

- Interrogation. This function entails the systematic process of using approved interrogation approaches to question a captured or detained person to obtain reliable information to satisfy intelligence requirements (JP 2-0) consistent with applicable law.
- Source Operations. This function entails the development of information through the direct and indirect questioning of overt or clandestine sources.
- Debriefing. This function entails the process of questioning cooperative human sources to satisfy intelligence requirements.

M313 Signals Intelligence (SIGINT). This function includes intelligence produced by exploiting foreign communications systems and non-communications emitters. Intelligence is derived from communications, electronic, and foreign instrumentation signals. ~~(JP 2-0)~~ This includes the tasking, collection, processing, exploitation, analysis and dissemination of intelligence derived from signals and the analysis of signals. It also includes maintenance, modification and modernization of the related systems. This function includes the following subcategories:

- Communications Intelligence (COMINT). Intelligence and technical information derived from collecting and processing intercepted foreign communications passed by radio, wire, or other electromagnetic means. COMINT may include imagery, when pictures or diagrams are encoded by a computer network/radio frequency method for storage and/or transmission ~~(JP 2-0)~~.
- Electronic Intelligence (ELINT). Intelligence derived from the interception and analysis of non-communications emitters (e.g., radar). ELINT consists of two subcategories: Operational ELINT ~~(OPELINT)~~ and Technical ELINT ~~(TEHCELINT)~~.

- Operational ELINT ~~(OPELINT)~~ is concerned with operationally relevant information such as the location, movement, employment, tactics, and activity of foreign non-communications emitters and their associated weapon systems.
- Technical ELINT ~~(TEHCELINT)~~ is concerned with the technical aspects of foreign non-communications emitters such as signal characteristics, modes, functions, associations, capabilities, limitations, vulnerabilities, and technology levels.

- Foreign Instrumentation Signals Intelligence (FISINT). The technical analysis of data intercepted from foreign equipment and control systems such as telemetry, electronic interrogators, tracking/fusing/arming/firing command systems, and video data links.

M316 Geospatial Intelligence (GEOINT). This function includes the collection, processing, exploitation, analysis, production, dissemination and storage of geospatial information, products, and services to describe, assess, and visually depict physical features and geographically referenced activities on the Earth. Geospatial data are derived from imagery processing and analysis and from non-imagery geospatial information acquisition and processing. The data are used to create databases, maps, charts, and other geospatial products and services. This includes maintenance, modification, and modernization of existing systems that do not add new capabilities. This function includes the following subcategories:

- Imagery. A likeliness or presentation of any natural or man-made feature or related object or activity and the positional data acquired at the same time the likeness or representation was acquired, including products produced by space-based national intelligence reconnaissance systems, and likenesses or presentations produced by satellites, airborne platforms, unmanned aerial vehicles, or other similar means. This does not include handheld photography.
- Imagery Intelligence (IMINT). The technical, geographic, and intelligence information derived through the interpretation or analysis of imagery and collateral materials. It includes the exploitation of imagery data derived from sensors such as:
  - Electro-optical (EO)
  - Radar
  - Infrared (IR)
  - Multi-spectral
  - Laser
- Geospatial Information. The geographic location and characteristics of natural or constructed features and boundaries on the Earth, including:
  - Statistical data
  - Remote sensing, mapping, and surveying technologies

- Mapping, charting, geodetic data
- Related products

M320 Open-Source Intelligence (OSINT) ~~Collection/Processing~~. This function includes the collection and processing of open-source information that any member of the public can lawfully obtain by request, purchase, or observation. Open sources include foreign media/broadcasts, publications, commercial databases, unofficial and draft documents, published and unpublished reference material, research, "cloud" databases, web-based networking platforms or repositories. It also includes the transformation of collected open-source information into forms or formats which can be analyzed for intelligence significance, and the related information handling and filtering tools for selecting open-source data. This includes maintenance, modification, and modernization of existing collection and processing systems that do not add new capabilities. Not included are resources required exclusively for language exploitation coded M337 and the production, storage, and distribution of mapping, charting, and geodesy products and services coded M316.

M324 Multidisciplinary ~~Collection and Processing~~ Intelligence. This function includes the collection, processing, exploitation, analysis and dissemination of intelligence information by a system or method that uses information from two or more intelligence disciplines. This includes maintenance, modification, and modernization of existing collection/processing systems that do not add new capabilities.

M326 Intelligence Communications and Filtering. This function includes the receipt, selection, filtering, and forwarding of data from intelligence collection systems and other systems to the point of processing. It also includes maintenance, modification, and modernization of existing communication and filtering systems required to mine, compile and route data.

M328 All Source Analysis. This function includes the analysis, evaluation, synthesis, and interpretation of information from all sources to include HUMINT, SIGINT, MASINT, OSINT, TECHINT, and GEOINT data into finished intelligence products.

M330 Intelligence Production, Integration, and Analytic Tools. This function includes profiling intelligence information and building and shaping finished intelligence products, analytic tools, and databases that support all-source analysis. Not included are the tools used by other intelligence disciplines. Intelligence products may include:

- Warnings
- Current Intelligence
- General Military Intelligence
- Target Intelligence
- Scientific and Technical Intelligence
- Counterintelligence
- Estimative Intelligence
- Identity Intelligence

M334 Intelligence Planning, Requirements Management, and Tasking. This function includes identification, registration, systematic review, prioritization, ~~I~~intelligence ~~A~~augmentation ~~(IA)~~, Request for Forces ~~(RFF)~~, and Operational Needs Statements ~~(ONS)~~, of both present and future intelligence requirements; assignment of resulting tasks to collection, analysis, counterintelligence, or clandestine capabilities and systems for action; and verification of completion of the assigned action.

M335 Measurement and Signature Intelligence (MASINT). This function includes the collection, processing, exploitation, analysis and dissemination of information produced by quantitative and qualitative analysis to support signature development and analysis, to perform technical analysis, and to detect, characterize, locate, and identify the specific characteristics of events and fixed/dynamic targets. MASINT systems use various scientific disciplines and advanced technologies to measure or exploit unique characteristics or signatures. Advanced processing and exploitation techniques also use data collected by other collection disciplines. This also includes maintenance, modification, and modernization of MASINT collection systems.

M336 Technical Intelligence (TECHINT). This function includes the collection, processing, exploitation, and analysis of foreign materiel and scientific information. TECHINT includes the acquisition of foreign equipment or foreign scientific/technological information, assessment of its capabilities and vulnerabilities and analysis of foreign technological threat capabilities, limitations, and vulnerabilities. This may include the production of products used by U.S. weapons developers, countermeasure designers, tacticians, and operational forces to prevent technological surprise, neutralize an adversary's technological advantage(s), enhance force protection, and support the development and employment of effective countermeasures to newly identified adversary equipment.

M337 Identity Intelligence (I2) Applications. This function includes the combination of synchronized applications of biometrics, forensics, and captured documents and media capabilities with intelligence and identity management processes to establish identity, affiliations and authorizations in order to deny anonymity to the adversary and protect U.S. and partner nation assets, facilities, and forces.

- Captured Document and Media Exploitation (DOMEX). Processed and exploited captured documents and media may provide valuable information such as adversary plans, intentions, locations, capabilities, and status. Captured documents and media include all media capable of storing fixed information to include computer storage material.
- Biometrics-enabled Intelligence (BEI). Applied BEI supports the identification of individuals and their disposition at the point of encounter. BEI and corresponding I2 products support the persistent identification and targeting of adversaries, which enable a range of military and civilian functions.
- Forensics-enabled Intelligence (FEI). The collection, processing, analysis, and interpretation of forensic material and data as well as associated contextual data that informs a decision maker's needs with individualized information concerning events, ideology, and persons of interest.

M340 Cyberspace Intelligence. This function includes the collection, processing, exploitation, and analysis of information to produce intelligence on network operation, activities, and cyberspace threats. Threats include activities, plans, capabilities and intentions of adversaries; identifying current and emerging threat vectors planned or utilized for cyberspace attack operations; identifying specific technical data to provide the nature and character of deployed malware, system/product weaknesses, and effects; identify ongoing criminal activities; and issues pertaining to operations at all levels in the cyberspace domain.

M399 Other Intelligence Activities. This function includes intelligence activities not covered by one of the other function codes.

CYBERSPACE OPERATIONS

M900 Cyberspace Policy, Management and Oversight. This function includes executive-level activities, oversight, direction, and control for the management of computing and cyberspace operations and/or overseeing, directing, and controlling subordinate organizations. through This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range cyberspace operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of computing infrastructures, architecture, and cyberspace operations/warfare (e.g., Information Assurance/Computer Network Defense and Computer Network Attack and Exploitation).

Offensive Cyberspace Operations (OCO). *These functions provide for cyberspace operations "intended to project power in and through cyberspace" (JP 3-12).*

M910 Offensive Cyberspace Operations Management and Oversight. This function includes the management executive-level activities, oversight, direction, and control of cyberspace offensive operations and/or overseeing, directing, and controlling subordinate organizations. through This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range cyberspace offensive operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of cyberspace offensive operations.

M911 Offensive Cyberspace Operations. This function includes actions taken using computers and/or computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves by minimizing or eliminating the capability or threat from an adversary to use their computer systems, computer networks and techniques to disrupt, deny, degrade, or destroy friendly computers and/or networks through cyberspace. Offensive operations include mission

assessment and planning, exploitation analysis, targeting (analysis, development, reporting), and attack/fires.

M919 Other Offensive Cyberspace Operations. This function includes any other offensive cyberspace operations functions not included above.

DoD Information Network (DODIN) Operations. *These function provide for the "operations to secure, configure, operate, extend, maintain, and sustain DoD cyberspace to create and preserve confidentiality, availability, and integrity" (JP 3-12) of the DoD globally interconnected, end-to-end set of information capabilities, and associated processes that support warfighters, policy makers, and support personnel, including owned and leased communications and computing systems and services, software (including applications), data, security services, other associated services, and national security systems.*

M920 DODIN Operations Management ~~and Oversight~~. This function includes the ~~management~~ executive-level activities, oversight, direction, and control of DoD computing and DoD Information Network operations and ~~/or overseeing, directing, and controlling~~ subordinate organizations. ~~through~~ This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range cyberspace operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of computing infrastructures, architecture, and DoD Information Network operations. This function also includes developing, and issuing policies, plans, and processes for artificial intelligence/machine learning and data analytics for data management, governance, use, accessibility, quality, security, and disposal.

M921 Computer Systems Operations ~~/Management~~. This function includes the installation of new or modified hardware/software; managing accounts, permissions, and access to systems and equipment; monitoring the performance, capacity, serviceability, and recoverability of installed systems; implementing security procedures and tools; resolving hardware/software interface and interoperability problems; and maintaining systems configuration and inventory.

M922 Data ~~base Management and Analytics Operations/Management~~. This function includes ~~analyzing~~ identifying and defining data requirements, ~~and~~ specifications, and sources; designing, ~~and~~ developing, data models, flows, and interfaces; building, implementing, modifying, ~~and~~ managing, and operationalizing data ~~bases~~ pipelines; ~~defining and developing data flow diagrams;~~ building and maintaining databases and data dictionaries; ~~developing physical data models; and~~ data mining ~~/~~ and data warehousing ~~.~~; and identifying, analyzing, and interpreting data to explain actionable insights by building visualizations and dashboards as well as through the combination of scientific methods, mathematics and statistics, specialized programming, advanced analytics, and storytelling.

M923 Network Infrastructure ~~Operations/Management~~. This function includes the design, development, testing, quality assurance, configuration, installation, integration, maintenance, and/or administration of cable plants and network systems (LANs, WANs, MANs,

and internet/intranet systems). This includes defining and maintaining physical network architecture and infrastructure; configuring and optimizing network switches, routers, servers, firewalls, and other associated equipment; analyzing network workload; monitoring network performance; diagnosing problems; ensuring proper load balancing; developing backup and recovery procedures; and installing, testing, maintaining, and upgrading network operating systems software.

M924 Knowledge Management. This function includes web site design, structure, maintenance, and monitoring web site functionality, security, and integrity. This includes web sites that can be linked to and integrated with associated databases and digital document libraries such as SharePoint or other knowledge management applications.

M925 Technical Support/Service Desk ~~Operations/Management~~. This function includes moves/adds/changes (MACs); break/fixes; installation; troubleshooting; user assistance; local training; problem tracking, resolving and diagnosing; software and hardware maintenance and repair; and backup and recovery operations.

M926 ~~Research,~~Software Design, ~~Testing,~~ Development, Test, and Evaluation ~~(RTD&E) Operations/Management~~. This function includes analyzing systems requirements; designing user interfaces and experiences; writing code, testing and debugging applications; assuring software quality and functionality; writing and maintaining program documentation; developing compilers, assemblers, utility programs, and operating systems; and evaluating new software applications, new systems, and programming technologies. This does not include program management of defense acquisition systems coded F310 and F120.

M927 Network Architecture Planning/Engineering. This function includes conducting needs analyses to define opportunities for new or improved infrastructure and/or applications; identifying requirements; conducting feasibility studies and trade-off analyses; defining network and/or systems scope and objectives; developing overall functional and technical requirements and specifications; evaluating and recommending sources for systems components; and ensuring the integration and implementation of applications, databases, networks, and related systems.

M928 Artificial Intelligence/Machine Learning. This function includes designing, developing, modifying, testing, evaluating, verifying, and validating artificial intelligence and machine learning (AI/ML) applications, tools, and/or other solutions. This function also includes assessing the technical and societal risks of deployment and use of AI/ML as well as facilitating adoption of AI/ML solutions by supporting end users.

M929 Other DODIN Operations Activities. This function includes any other DoD Information Network operations functions not included above.

Defensive Cyberspace Operations (DCO). *These functions provide passive and active cyberspace operations intended to "preserve the ability to utilize [friendly] cyberspace capabilities and protect data, networks, cyberspace-enabled devices, and other designated systems by defeating on-going or imminent malicious cyberspace activity." (JP 3-12).*

M930 Cyberspace Security/Defense Management ~~and Oversight~~. This function includes the ~~management~~ executive-level activities, oversight, direction, and control of cyberspace security and defense of DoD Information Network systems and operations and ~~/or overseeing, directing, and controlling~~ subordinate organizations. ~~through~~ This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range cyberspace operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of cyberspace security and defense of infrastructures, architecture, and DoD Information Network operations.

M931 Infrastructure Support. This function includes measures that protect and defend information and information systems and infrastructure by ensuring their confidentiality, integrity, availability, authentication, and nonrepudiation. This includes operations that provide for the restoration of information systems by incorporating protection, detection, reaction and response capability. This includes system/network protection; perimeter defense; infrastructure security controls; server and host-based security systems/controls; intrusion detection and monitoring; and firewall administration within the Department of Defense information systems and computer network.

M932 Incident Response/Forensics. This function includes measures in response to reported incidents found on the DoD information system and computer network. This includes operations that provide for the investigation of suspicious or unauthorized activity; forensics activity; identification, analysis, and cataloging of unauthorized software or malware; and restoration of information systems after identification and removal of unauthorized software/malware.

M933 Information Systems Security ~~Operations/Management~~. This function includes the installation, operation, and maintenance of security controls in support of Defensive Cyber Operations. This includes the coordination with network and system administrators to ensure the implementation of information security measures in support of DoD information systems and computer network operations; advise leadership and management on the security posture of the networks within their charge; provide security control recommendations and implementations in order to facilitate the certification and accreditation process for approved systems, applications, and networks; audit information systems and users to ensure established security polices and controls are adhered to according to governing regulations; vulnerability management through automated tool sets; incident handling capabilities throughout information systems; log analysis and correlation to detect network and system intrusions; and certification and accreditation in coordination with information system managers.

M934 Communications Security (COMSEC)/Cryptographic Key Management. This function includes day-to-day operation of the DoD's COMSEC material control. This includes the coordination and provision of symmetric and asymmetric key products to support communications and command and control systems; collaboration with communications planners for the development of communications plans, instructions and support; provide information regarding new or revised COMSEC policies and procedures; train and inspect

COMSEC users; monitor and maintain COMSEC material allowances; and perform COMSEC account audits and inspections to assess adherence to prescribed instructions.

M935 Hardware/Software Assessment. This function includes analyzing systems requirements; evaluating new software applications, new systems, and programming technologies; conduct security and vulnerability testing of new hardware and software applications; assuring software security quality and functionality; writing and maintaining certification, analysis and accreditation documentation for all authorized hardware and software. This does not include program management of defense acquisition systems coded F310 and F120.

M936 Security Architecture~~/~~ Planning/Engineering. This function includes conducting needs analyses to define opportunities for new or improved cyberspace security and defense infrastructure and/or applications; identifying requirements; conducting feasibility studies and trade-off analyses; defining network and/or security and defense systems scope and objectives; developing overall functional and technical requirements and specifications; evaluating and recommending sources for systems components; and ensuring the integration and implementation of applications, databases, networks, and related systems.

M937 Security/Vulnerability Assessment. This function includes measures that protect and defend information and information systems and infrastructure through assessment. This includes risk and vulnerability assessments; readiness assessments; security evaluations and audits; security policy enforcement; and contingency plans and disaster recovery procedures.

M939 Other Cyberspace Security/Defense Activities. This function includes any other cyberspace security and defense activity functions not included above.

COMMUNICATIONS, ~~TRANSMISSION~~ ELECTROMAGNETIC SPECTRUM, AND DECISION SUPPORT SERVICES

W100 Communications, ~~Transmission~~ Electromagnetic Spectrum, and Decision Support Services Management. This function includes ~~managing~~ executive-level activities, oversight, direction, and control of communications, ~~transmission~~ electromagnetic spectrum (EMS), and decision support services programs and ~~/or overseeing, directing, and controlling~~ subordinate organizations. ~~through~~ This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range communication, ~~transmission~~ EMS, and decision support services planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; knowledge management; and policy, planning, and implementation of communications ~~/~~ EMS and transmission systems infrastructure, and decision support services architecture/infrastructures.

Communications Services. *This includes functions that provide transport services (communications) such as long haul, wide and local area voice, digital and video communications. This includes the design, development, installation, and maintenance of voice, digital and video*

communications capabilities, services, and systems. This excludes ~~communication services for military operations coded with the applicable M code and~~ maintenance of deployable military communication equipment coded J507, K537~~, or with the applicable M code~~.

W210 Telephone Systems. This function includes common-user and administrative telephone systems at DoD installations and activities. It includes communication services for telephone consoles (to include cellular/satellite systems); range communications; emergency action consoles; the cable distribution portion of a fire alarm, intrusion detection, emergency monitoring and control data; and similar communication networks that require use of a telephone system.

W220 Telecommunication Centers. This function includes communication services for non-deployable telecommunication centers to include non-deployable radios, automatic message distribution systems, technical control facilities, and other electronic systems integral to the communications center.

W299 Other Telecommunications Systems/Services. This function includes communication services for telecommunications systems and supporting electronic equipment not included above. This includes stationary, mobile, and portable administrative electronic telecommunications equipment; distribution plants that provide higher speed, transport services (to include long haul, wide and local area telecommunications services and capabilities); and other telecommunication capabilities.

~~Transmission~~ Electromagnetic Spectrum (EMS) Services. *This includes tactical and non-tactical transmission (radio/satellite) services for mission area application.*

W310 EMS Management. This function includes executive-level activities, oversight, direction, and control of Electromagnetic Spectrum (EMS) operations and subordinate organizations. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process engineering; risk analysis; and policy, planning, and implementing EMS operations.

W320 EMS Transmission Systems Operation. This function includes transmission services for systems and supporting electronic equipment that operate, transmit, and communicate on the EMS, such as those using ~~for electromagnetic transmission spectrum (e.g.,~~ High Frequency (HF), Super High Frequency (SHF), Ultra High Frequency (UHF), and Very High Frequency (VHF)~~)~~, Troposcatter, and satellite band (e.g., AEHF, KU, KA, X and L) ~~communications~~ frequencies. This includes the planning, coordinating, operation and support of stationary, mobile, and portable electronic communications equipment.

W330 ~~Transmission Spectrum~~ Electromagnetic Battle Management. This function includes ~~the~~ activities that monitor, assess, plan~~ning~~, coordinat~~eion~~, implement~~ation~~, ~~administration,~~ and ~~supervision of policy and guidance for effective and efficient use of the electromagnetic spectrum.~~ direct or control EMS operations in support of the commander's objectives. This ~~function~~ includes coordinating all functions in the EMS to enable orderly

conduct of friendly EMS operations and support for international, national, DoD, Joint and Service level ~~spectrum~~ EMS policy, allocations, and frequency assignment procedures.~~; spectrum supportability and certification procedures; coordination of Host Nation Approval (HNA); radio theory; spectrum analysis and engineering effects of electromagnetic compatibility (EMC); and determination, mitigation and resolution of electromagnetic interference (EMI).~~

W331 EMS Frequency Management. This function includes the requesting, nominating, coordinating, assigning, integrating, synchronizing, prioritizing, deconflicting, and promulgating of frequencies for EMS-dependent capabilities and systems. This includes EMS supportability and certification procedures; assignment of frequencies for non-electronic attack electromagnetic transmissions; frequency integration, synchronization, and prioritization; frequency deconfliction through spectrum interference analysis to determine, mitigate, and resolve electromagnetic interference; assessment of EMS-dependent systems; engineering effects of electromagnetic compatibility; and development of EMS products, such as joint restricted frequency lists or joint communications-electronic operating instructions.

W335 EMS Partnership and Engagement. This function includes all activities related to the application of EMS knowledge to integrate across the DoD, U.S. Government, allies, partners, and industry for EMS operations unity of effort by securing enduring relationships across all domains, functions, components, and agencies for EMS operations. This includes all activities related to the coordination of host nation approval to operate EMS-dependent systems within its national borders, which includes the use of systems that emanate across the border from other areas of interest. This includes assessing, planning, monitoring, implementing, and supervising host nation EMS clearances, authorizations, and agreements.

W389 Other EMS/Transmission System Services. This function includes EMS and transmission services for communications systems and supporting electronic equipment not included above. This includes stationary, mobile, and portable administrative electronic communications equipment; radio, wireless, and cellular communications systems; satellite/terrestrial systems; distribution plants that provide higher speed, transport services (to include long haul, transmission ~~electromagnetic spectrum~~ EMS and capabilities); and other communication capabilities.

Decision Support Services. *This includes functions that provide information as a service (such as weather for aircraft/airfield operations) and is not Information Operations as defined by JP 3-13.*

W430 Mapping and Charting. This function includes operations performed by non-intelligence components involved in the planning, policy, oversight, budget, and operational activities that determine the position, course, and distance traveled by vehicles, ships, aircraft, and spacecraft. This includes operations associated with the Global Positioning System (GPS) and other systems intended to improve navigation/positioning capabilities. It also includes operations that determine the size and shape of the earth, the positions of points on its surface, and for describing variations of the earth's gravity field, as well as designing, compiling, printing, and disseminating cartographic and geodetic products.

W440 Meteorological and Geophysical Services. This function includes operations performed by non-intelligence components involved in the planning, policy, budget, and operational activities associated with terrestrial weather, space environment, climate, oceanography, physics of the earth, and other meteorological activities. This function includes weather operations for the Army, Navy, Air Force, and Marines, the Defense Meteorological Satellite Program, and other related operations. This excludes operations that directly support the operating forces (coded M150).

W499 Other Decision Support Services. This function includes information operation services not addressed by other function codes above.

Appendix C: 2025 Recommended DOD Function Code Revisions (Clean)

Function code taxonomy

DEPARTMENT OF DEFENSE FUNCTION CODES			
GROUP 1-FORCE MANAGEMENT AND GENERAL SUPPORT			
	MANAGEMENT AND OPERATION OF THE DOD		
		Y105	Defense Direction and Policy Integration
		Y115	Joint Staff Direction of the Armed Forces
		Y199	Other Force Management and General Support Activities
	OPERATIONAL PLANNING AND CONTROL		
		Y210	Operational Planning and Control Management
		Y215	Operational Planning and Control
		Y216	Advocacy
		Y217	Combat Development Evaluations and Experimentation
		Y220	National Mobilization and Emergency Preparedness Management
	MANPOWER MANAGEMENT		
		Y240	Manpower Management
		Y245	Manpower Management Operations
		Civilian Personnel Services	
		B710	Civilian Personnel Management
		B720	Civilian Personnel Operations
		Military Personnel Services	
		B810	Military Personnel Management
		B820	Military Recruiting and Examining Operations
		B830	Military Personnel Operations
	SECURITY COOPERATION PROGRAMS AND ACTIVITIES		
		Y309	Security Cooperation Programs and Activities Management
		Y310	Foreign Military Sales & Security Assistance Management
		Y311	Security Assistance Contacts
		Y312	Defense Support to Public Diplomacy and Personnel Exchanges
		Y313	Defense Institution Building, Educational and Training Activities, and Multinational Exercises and Training

		Y314	Global Health Engagement and Humanitarian Assistance
		Y315	Equipping Foreign Military Sales/Foreign Military Financing
		Y316	Infrastructure
		Y317	Support to Operations
		Y318	Train and Equip-Building Partnership Capacity
		Y319	Assessment, Monitoring, and Evaluation
		Y399	Other Security Cooperation Activities
	LEGAL SERVICES		
		Y405	Legal Services Management
		Y415	Legal Services and Support
	PROTOCOL OPERATIONS		
		Y525	Protocol Operations
		Y527	Other Protocol Activities
	LEGISLATIVE AFFAIRS		
		Y610	Legislative Affairs Management
		Y620	Legislative Affairs
	HISTORICAL AFFAIRS		
		Y710	Historical Affairs Management
		Y720	Historical or Heraldry Services
		Y730	Museum Operations
	ADMINISTRATIVE SUPPORT		
		Y810	Administrative Support & Federal Compliance Management
		Y815	Federal Compliance of Administrative Programs
		Y820	Administrative Management and Correspondence Services
		Y830	Documentation Services
		Y840	Directives and Records Management Services
		Y850	Microfilming and Library Services
		Y860	Printing and Reproduction Services
		Y880	Document Automation and Production Services
		Y899	Other Administrative Support Activities
	ADMINISTRATIVE AUDITS, INSPECTIONS, AND INVESTIGATIONS		
		Administrative Audits	
		I110	Audit Management
		I120	Audit Operations
		I130	Audit Liaison Activities
		Administrative Inspections	
		I300	Inspection Activities

		Administrative Investigations	
		I400	Administrative Investigation Activities (Non-criminal)
		I999	Other Administrative Audit, Inspection, and Investigative Activities
	FINANCIAL MANAGEMENT		
		C110	Financial Management
		C115	Comptroller
		C400	Budget Support
		C700	Finance/Accounting Services
		C999	Other Financial Management Activities
GROUP 2-SCIENCE AND TECHNOLOGY AND RESEARCH AND DEVELOPMENT (R&D) MANAGEMENT AND SUPPORT			
		R110	Research and Development Management
		R120	Science and Technology
		R140	Research and Development Operations Management and Support
		R999	Other Science and Technology and Research and Development Operations Management and Support Activities
GROUP 3-SYSTEMS ACQUISITION, TEST AND EVALUATION, ENGINEERING, AND CONTRACTING			
	SYSTEMS ACQUISITION		
		F110	Systems Acquisition Management
		F120	Systems Acquisition – Program Management
		F140	Technology Transfer and International Cooperative Program Management
		F150	Systems Acquisition – Demonstration and Development
		F160	Systems Acquisition – Other Program Support
		F199	Other Systems Acquisition Activities
	TEST AND EVALUATION		
		A610	Test and Evaluation Management
		A620	Developmental and Operational Test and Evaluation
		A630	Test and Evaluation Operations Management and Support
		A699	Other Test and Evaluation Activities
	PROCUREMENT AND CONTRACTING		
		F310	Procurement and Contracting Management
		F320	Contract Administration and Operations
		F399	Other Procurement and Contracting Activities
	ENGINEERING		
		F510	Sustainment Engineering Support
		F515	Engineering Support for Manufacturing and Production

		F516	Engineering Support for Disposal
		F520	All Other Engineering Support
	QUALITY ASSURANCE		
		F600	Quality Assurance
GROUP 4-LOGISTICS			
		P110	Logistics Management
		P115	Logistics Life Cycle Sustainment Activities
		P116	Multifaceted Logistics Activities
		P119	Other Logistics Activities
	MAINTENANCE		
		P120	Maintenance Management
		P125	Quality Control
		Organizational and Intermediate Maintenance and Repair of Military Equipment	
		J410	Organizational and Intermediate Maintenance and Repair Management
		J501	Aircraft
		J502	Aircraft Engines
		J503	Missiles
		J504	Vessels
		J505	Combat Vehicles
		J506	Non-Combat Vehicles and Equipment
		J507	Electronic and Communications Equipment
		J511	Special Equipment
		J518	Support Equipment
		J519	Industrial Plant Equipment
		J520	Test, Measurement and Diagnostic Equipment (TMDE)
		J550	Software Support for Embedded and Mission Systems
		J555	Tactical Automatic Data Processing Equipment (ADPE)
		J560	Satellites/Space Systems
		J570	Armament and Ordnance
		J575	Munitions
		J600	Metal and Other Containers, Textiles, Tents, and Tarpaulins
		J700	Portable Troop Support Equipment
		J750	Portable Field Medical and Dental Equipment
		J999	Organizational and Intermediate Maintenance and Repair of Other Equipment
		Depot Maintenance and Repair of Military Equipment	
		K410	Depot Maintenance and Repair Management
		K531	Aircraft

		K532	Aircraft Engines
		K533	Missiles
		K534	Vessels
		K535	Combat Vehicles
		K536	Non-Combat Vehicles and Equipment
		K537	Electronic and Communications Equipment
		K539	Special Equipment
		K541	Industrial Plant Equipment
		K546	Test Measurement and Diagnostic Equipment (TMDE)
		K549	Support Equipment
		K550	Software Support for Embedded and Mission Systems
		K555	Tactical Automatic Data Processing Equipment (ADPE)
		K560	Satellites/Space Systems
		K570	Armament and Ordnance
		K575	Munitions
		K600	Metal and Other Containers, Textiles, Tents, and Tarpaulins
		K700	Portable Troop Support Equipment
		K750	Portable Field Medical and Dental Equipment
		K999	Depot Maintenance and Repair of Other Equipment
	SUPPLY OPERATIONS		
		T101	Supply Management
		T110	Retail Supply Operations
		T120	Wholesale/Depot Supply Operations
		T130	Storage and Warehousing
		T140	Supply Cataloging
		T150	Publications Warehousing and Distribution
		T160	Bulk Liquid Storage
		T165	Petroleum Oil and Lubricant Products Distribution
		T167	Liquid, Gaseous, and Chemical Products Distribution
		T175	Troop Subsistence
		T177	Food Supply
		T180	Military Clothing
		T185	Ordnance Storage and Supply
		T190	Excess and Surplus Inventory Preparation, Demilitarization, and Disposal
		T199	Other Supply Activities
	TRANSPORTATION		
		T701	Transportation Management

		T710	Traffic/Transportation Management Services
		T800	Ocean Terminal Operations
		T805	Aerial Terminal Operations
		Transportation Services	
		T810	Air Transportation Services
		T811	Water Transportation Services
		T812	Rail Transportation Services
		T824	Motor Vehicle Transportation Services
		T826	Air Traffic Control
		T899	Other Transportation Services
GROUP 5-PRODUCTS MANUFACTURED OR FABRICATED			
		X931	Ordnance
		X932	Products Made from Fabric, Textiles, or Similar Materials
		X933	Container Products and Related Items
		X938	Communications and Electronic Products
		X939	Construction Products
		X944	Machined Parts
		X950	Additive Manufacturing
		X999	Other Products Manufactured and Fabricated
GROUP 6-INSTALLATION/FACILITY MANAGEMENT AND UTILITY PLANT OPERATION AND MAINTENANCE			
	INSTALLATION/FACILITY MANAGEMENT		
		S100	Installation/Facility Management
		S200	Installation, Base, or Facility Management
		S210	Facility Administration
		S310	Housing Administration and Operations
		Building and Housing Management Services	
		S410	Custodial Services
		S420	Solid Waste Collection and Disposal
		S430	Hazardous Material (HAZMAT) Collection and Disposal
		S435	Pest Management
		S450	Laundry and Dry Cleaning Operations
		S499	Other Building and Housing Management Services
	UTILITY PLANT OPERATION AND MAINTENANCE		
		S725	Electrical Plant and Distribution Systems Operation and Maintenance
		S726	Heating Plant and Distribution Systems Operation and Maintenance
		S727	Water Plant and Distribution Systems Operation and Maintenance

		S728	Sewage and Waste Plant and Distribution Systems Operation and Maintenance
		S729	Air Conditioning and Cold Storage Plant and Distribution Systems Operation and Maintenance
		S730	Incinerator Plant and Sanitary Fill Operations
		S780	Natural Gas Distribution Systems
		S799	Other Utility Plant and Distribution Systems Operation and Maintenance
GROUP 7- SECURITY, LAW ENFORCEMENT, AND PRISON/CONFINEMENT FACILITIES			
	SECURITY/LAW ENFORCEMENT/FORCE PROTECTION		
		S500	Security/Law Enforcement/Force Protection Management
		S505	Security Operations Management at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and Chemical/Biological/Radiological/Nuclear/ High Explosives (CBRNE))
		S510	Security Operations at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE)
		S520	Security Operations Support Services at Installations/ Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE)
		S540	Information Security
		S560	Protective Services Operations
		S440	Fire Prevention and Protection
		Security Compliance/Law Enforcement Investigations	
		I510	Personnel Security (Clearances and Background Investigations)
		I520	Criminal Investigative Services
		I530	Industrial Security
		I540	Acquisition Security
	PRISON AND CONFINEMENT FACILITY OPERATIONS		
		S719	Confinement Facility Operations
		S720	Prison Operations
		S722	Enemy Prisoners of War, Retained Personnel, Civilian Internees, and other Detainees Detention Operations
		S724	Other Security, Law Enforcement, and Prison/Confinement Facility Activities
GROUP 8-ENVIRONMENTAL SECURITY, NATURAL RESOURCE, AND SAFETY SERVICES			
		E110	Environmental Security Management
		E120	Environmental and Natural Resource Services
	SAFETY SERVICES		
		E220	Safety Management
		E225	Occupational, Industrial, and Environmental Safety
		E230	Explosives Safety

		E250	Hazardous Material Mishaps Response
		E999	Other Environmental Security, Natural Resource, and Safety Activities
GROUP 9-REAL PROPERTY PROJECT MANAGEMENT, MAINTENANCE, AND CONSTRUCTION			
	REAL PROPERTY PROGRAM AND PROJECT MANAGEMENT		
		Z101	Real Property Program Management
		Z110	Major Construction of Real Property Management
		Z120	Real Estate/Real Property Acquisition
		Real Estate/Real Property Title, Outgranting, and Disposal	
		Z135	Real Estate/Real Property Title, Outgranting, and Disposal-National Projects
		Z138	Real Estate/Real Property Title, Outgranting, and Disposal-Local Projects
		Architect-Engineering Services	
		Z145	Architect-Engineering-National Projects
		Z148	Architect-Engineering-Local Projects
		Z199	Other Real Property Program and Project Management Activities
	REAL PROPERTY MAINTENANCE, REPAIR, AND CONSTRUCTION		
		Z991	Minor Construction, Maintenance, and Repair of Family Housing and Structures
		Z992	Minor Construction, Maintenance, and Repair of Buildings and Structures Other Than Family Housing
		Z993	Grounds Maintenance and Repair
		Z994	Surfaced Areas Maintenance and Repair
		Z997	Railroad Facilities Maintenance and Repair
		Z998	Waterways and Waterfront Facilities Maintenance and Repair
		Z999	Other Real Property Minor Construction, Maintenance, and Repair
GROUP 10-CIVIL WORKS			
		Q120	Civil Works Management
		Q220	Water Regulatory Oversight and Management
		Q240	Natural Resources Oversight and Management
		Q260	Civil Works Planning Production and Management
		Q420	Bank Stabilization
		Q440	Open Waterways for Navigation Maintenance
		Q460	Jetties and Breakwaters Maintenance
		Q520	Locks and Bridges Operation and Maintenance
		Q540	Dam Operation and Maintenance
		Q560	Hydropower Facilities Operation and Maintenance
		Q580	Washington Aqueduct Operation and Maintenance
		Q620	Recreation Areas Operation and Maintenance

		Q999	Other Civil Works Activities
GROUP 11-MILITARY COMMUNITY AND FAMILY PROGRAMS			
	FORCE RESILIENCY PROGRAMS		
		B910	Force Resiliency Program Management
		B920	Force Resiliency Program Operations
		B999	Other Force Resiliency Activities
	COMMISSARY AND MILITARY EXCHANGE OPERATIONS		
		G006	Commissary and Military Exchange Management
		G008	Commissary Operations
		G013	Military Exchange Operations
	MILITARY COMMUNITY AND FAMILY SUPPORT SERVICES		
		G050	Military Community and Family Readiness System Management
		G060	Military and Family Readiness System Services
		G061	Exceptional Family Member Programs
	MORALE, WELFARE, AND RECREATION (MWR) SERVICES		
		G020	MWR Mission Sustaining Programs Management
		G021	MWR Mission Sustaining Programs Operations
		G022	MWR Community Support Programs Management
		G023	MWR Community Support Programs Operations
		G024	MWR Revenue Generating Programs Management
		G025	MWR Revenue Generating Programs Operations
	CHILD AND YOUTH PROGRAMS		
		G066	Child Development Early Care and Education Program Management
		G067	Child Development Early Care and Education Program Activities
		G068	School Age Care Programs Management
		G069	School Age Care Programs Activities
		G070	Youth Programs Management
		G071	Youth Programs Activities
		G072	Child and Youth Training and Curriculum Support
		G073	Family Child Care
		G074	Child Care Resource and Referral
	SOCIAL SERVICES PROGRAMS		
		G080	Homeowners' Assistance Program
		G090	Employee Relocation Assistance Program
		G105	Recreational Library Operations
		G210	Postal Services
		G900	Chaplain Activities and Support Services

		G902	Casualty Assistance and Mortuary Affairs
		G910	Temporary Lodging Services
		G999	Other Social Services
GROUP 12-EDUCATION AND TRAINING			
	MILITARY EDUCATION AND TRAINING		
		U001	Military Education and Training Management
		U050	Military Institutional Education and Training Management
		U060	International Security Programs
		U100	Recruit Training
		U150	Multiple Category Training
		U200	Officer Accession (Pre-Commissioning) Training
		U300	Specialized Skill Training
		U350	Operating Force Unit Training
		U400	Flight Training
		Professional Development Education	
		U510	Professional Military Education (PME)
		U520	Graduate Education (Fully Funded, Full-Time)
		U530	Other Full-Time Education Programs
		U540	Off-Duty and Voluntary Education Programs
		U550	Training Development and Support for Military Education & Training
		U599	Other Military Education and Training Activities
	CIVILIAN EDUCATION AND TRAINING		
		U605	Civilian Education and Training Management
		U620	Civilian Institutional Education, Training, and Development Management
		U630	Acquisition Education, Training, and Development
		U640	Civil Works Education, Training, and Development
		U650	Intelligence Education, Training, and Development
		U660	Medical Education, Training, and Development
		U670	Cyberspace Operations Education, Training, and Development
		U699	Other Civilian Education, Training, and Development
	DEPENDENT EDUCATION		
		U710	Dependent Education Management
		U720	Dependent Education Field Management
		U760	Dependent Education – Teacher Instruction
		U770	Dependent Education – Substitute Instruction
		U780	Dependent Education – Aides for Instruction
		U799	Other Dependent Education Activities

GROUP 13-HEALTH SERVICES			
		H010	Health Services Management
		H050	Hospital/Clinic Management
		H100	Medical Care
		H102	Surgical Care
		H106	Pathology Services
		H107	Radiology Services
		H108	Pharmacy Services
		H113	Dental Care
		H116	Veterinary Services
		H119	Preventive Medicine
		H127	Alcohol and Drug Rehabilitation
		H203	Ambulatory Care Services
		H250	Medical and Dental Devices Development
		H350	Hospital Food Services and Nutritional Care
		H450	Medical Records and Medical Transcription
		H500	Clinical Research
		H650	Hospital Supplies and Equipment
		H710	Medical Transportation Services
		H999	Other Health Services
GROUP 14-COMMAND AND CONTROL			
	OPERATIONAL COMMAND AND CONTROL		
		M120	Combatant Commander Command Authority
		M145	Military Department Command Authority
		M150	Support to the Combatant Commanders – Information Sharing Systems
		M155	Operational Contract Support
		M199	Other Operational Command and Control Activities
	ROBOTIC AND UNMANNED SYSTEMS OPERATIONAL COMMAND AND CONTROL		
		M170	Robotic and Unmanned Systems Command and Control Activities
		M179	Other Robotic and Unmanned Systems Command and Control Activities
GROUP 15-EXPEDITIONARY FORCE OPERATIONS			
		M415	Combat
		M480	Combat Support
		M510	Combat Service Support
GROUP 16-SPACE			
		M800	Space Management
		M810	Space Operations

		M820	Spacelift and Reconstitution
		M899	Other Space Activities
GROUP 17-INFORMATION CAPABILITIES			
	MILITARY INFORMATION SUPPORT OPERATIONS (MISO)		
		M201	Military Information Support Operations Management
		M202	Military Information Support Operations Program Activities and Operations
	CIVIL MILITARY OPERATIONS (CMO)		
		M211	Civil Military Operations Management
		M212	Civil Military Operations Program Activities and Operations
	PUBLIC AFFAIRS		
		Y501	Public Affairs Management
		Y515	Public Affairs Program Activities and Operations
		G220	Military Band Programs and Activities
		G221	Military Band Management
	VISUAL INFORMATION		
		Y560	Visual Information Management
		Y570	Visual Information Program Activities and Operations
	INTELLIGENCE		
		M301	Intelligence Management
		M302	Intelligence Policy and Coordination
		M310	Counterintelligence
		M311	Human Intelligence (HUMINT)
		M313	Signals Intelligence (SIGINT)
		M316	Geospatial Intelligence (GEOINT)
		M320	Open-Source Intelligence (OSINT)
		M324	Multidisciplinary Intelligence
		M326	Intelligence Communications and Filtering
		M328	All Source Analysis
		M330	Intelligence Production, Integration, and Analytic Tools
		M334	Intelligence Planning, Requirements Management, and Tasking
		M335	Measurement and Signature Intelligence (MASINT)
		M336	Technical Intelligence (TECHINT)
		M337	Identity Intelligence (I2) Applications
		M340	Cyberspace Intelligence
		M399	Other Intelligence Activities
	CYBERSPACE OPERATIONS		
		M900	Cyberspace Policy Management

		Offensive Cyberspace Operations	
		M910	Offensive Cyberspace Operations Management
		M911	Offensive Cyberspace Operations
		M919	Other Offensive Cyberspace Operations
		DoD Information Network (DODIN) Operations	
		M920	DODIN Operations Management
		M921	Computer Systems Operations
		M922	Data Management and Analytics
		M923	Network Infrastructure
		M924	Knowledge Management
		M925	Technical Support/Service Desk
		M926	Software Design, Development, Test, and Evaluation
		M927	Network Architecture Planning/Engineering
		M928	Artificial Intelligence/Machine Learning
		M929	Other DODIN Operations Activities
		Defensive Cyberspace Operations	
		M930	Cyberspace Security/Defense Management
		M931	Infrastructure Support
		M932	Incident Response/Forensics
		M933	Information Systems Security
		M934	Communications Security (COMSEC)/Cryptographic Key Management
		M935	Hardware/Software Assessment
		M936	Security Architecture Planning/Engineering
		M937	Security/Vulnerability Assessment
		M939	Other Cyberspace Security/Defense Activities
	COMMUNICATIONS, ELECTROMAGNETIC SPECTRUM, AND DECISION SUPPORT SERVICES		
		W100	Communications, Electromagnetic Spectrum, and Decision Support Services Management
		Communications Services	
		W210	Telephone Systems
		W220	Telecommunications Centers
		W299	Other Telecommunication Systems/Services
		Electromagnetic Spectrum (EMS) Services	
		W310	EMS Management
		W320	EMS Transmission Systems Operation
		W330	Electromagnetic Battle Management
		W331	EMS Frequency Management

		W335	EMS Partnership and Engagement
		W389	Other EMS/Transmission Services
		Decision Support Services	
		W430	Mapping and Charting
		W440	Meteorological & Geophysical Services
		W499	Other Decision Support Services

Function code descriptions

GROUP 1—FORCE MANAGEMENT AND GENERAL SUPPORT. *This group of functions address activities concerned with general administrative management and services. This includes manpower and personnel; security cooperation; legal and legislative; historical; administrative support; and financial management services.*

MANAGEMENT AND OPERATION OF THE DOD

Y105 Defense Direction and Policy Integration. This function is generally performed at the highest levels of the OSD and Military Departments, to include offices of the Secretaries, and those Under and Assistant Secretaries, or special assistants, and select policy offices involved in defense direction and policy integration. Operations include planning, policy formulation, policy direction of ongoing military activities, and security affairs (e.g., international security affairs, threat reduction and counter-proliferation policy, international negotiations and regional affairs, U.S. bilateral security relations with foreign countries on political-military policy, and Prisoner of War/Missing Personnel Affairs). This function includes those elements that provide policy integration and direction for multiple functions listed below (e.g., the Under Secretary of Defense for Acquisition and Sustainment). It also includes those elements that perform activities not specifically addressed by other management function codes and that provide defense direction and policy integration (e.g., Assistant Secretary of Defense for Special Operations and Low Intensity Conflict). This function excludes operational planning and control coded Y210.

Y115 Joint Staff Direction of the Armed Forces. This function includes assisting the President, National Security Council, and Secretary of Defense with decisions concerning the strategic direction of the Armed Forces (including the direction of operations conducted by the Commanders of the Unified and Specified Combatant Commands). It also includes exercising exclusive direction of the Joint Staff and acting as spokesman for the Commanders of the Combatant Commands, especially on the operational requirements of their commands, and overseeing the activities of the Combatant Commands. This also includes preparing strategic and contingency plans; assessments of critical deficiencies and strengths of the Armed Forces; advice on requirements, programs, and budgets; doctrine for the joint employment of the Armed Forces; policies for joint training; and advice on other matters addressed in Section 153 of Title 10, U.S.C. Combatant Command and Service Component Command functions are coded M120 and M145.

Y199 Other Force Management and General Support Activities. This function includes force management and general support activities not addressed by other function codes.

OPERATIONAL PLANNING AND CONTROL

Y210 Operational Planning and Control Management. This function includes executive-level activities, oversight, direction and control of subordinate organizations responsible for the evaluation of military forces (e.g., readiness), war plans, military strategies, development planning, emergency preparedness, and mobilization planning. This includes developing and

issuing policies; providing policy guidance; reviewing, analyzing, and evaluating performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. It typically includes oversight and approval of mission analyses and materiel requirements; analysis of the utilization of military resources; and assessments of those infrastructure operations that directly relate to operational planning and control to include strategic and business planning.

Y215 Operational Planning and Control. This function includes operations performed outside the management and oversight functions that directly support operational planning and control. This includes the development and integration of doctrine; force development planning and organizational concepts; materiel requirements definition and validation; development of strategy plans/policies (e.g., combat maneuver development), war plans, and operations/contingency plans; and support for other combat development programs and projects. This function is typically performed by organizations such as the Command and General Staff College, Service school's combat development activities, Combined Arms Combat Development Activities, the LeMay Center for Doctrine Development and Education, TRADOC Operations Research Activity, and The Research and Analysis Center-Monterey (TRAC-Monterey). This function excludes training development operations coded U550 and readiness planning coded Y220.

Y216 Advocacy. This function includes conducting advocacy missions as specified in the Unified Command Plan (UCP) to include, advocating on behalf of the other Combatant Commanders. Associated advocacy functions include identifying capability gaps across all Combatant Commands (COCOMs), participating in requirement definition analytic efforts and processes, exploring/analyzing future concepts, prioritizing potential DOTMLPF solutions, conducting cost/benefit analysis, recommending future investment strategies and developing required COCOM Planning, Programming, Budgeting and Execution products. Tasks require routine interface with Joint Staff, Services, Agencies, Capability Portfolio Managers, and Command Components and other COCOMs.

Y217 Combat Development Evaluations and Experimentation. This function includes the experimentation, testing, and reviews necessary to develop or validate new doctrine, materiel systems, and organizations for the military Services. This includes recurring support activities dedicated to the combat development test and experimentation mission and associated with approved tests, experiments, and evaluations. This also includes conducting and managing a range of activities required for maintaining or upgrading operational systems after the initial acquisition process and completion of operational test and evaluation, including Force Development Evaluation, Tactics Development and Evaluation, and Weapons System Evaluation Programs. This function excludes test and evaluation operations that support the defense systems acquisition process coded A620.

Y220 National Mobilization and Emergency Preparedness Management. This function includes the formulation and execution of plans, programs, and procedures for domestic and national security emergency preparedness. This includes coordination and publication of emergency preparedness plans and oversight of engineering and operational readiness for actual emergency situations and exercises. This also includes management of mobilization readiness programs to include training exercises; development of operational plans for all

contingencies; performance assessments; and formulation of remedial action programs. This function is performed at military installations, bases, facilities, and other organizations such as the Army Corps of Engineers' district and division offices.

MANPOWER MANAGEMENT

Y240 Manpower Management. This function includes executive-level activities, oversight, direction, and control of subordinate manpower offices and centers. It includes developing and issuing manpower management policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting, and allocating and distributing resources.

Y245 Manpower Management Operations. This function includes manpower operations typically performed by manpower offices, centers, and field operating agencies at all levels within the Department. Manpower operations typically include assessing processes, procedures, and workload distribution; designing organizational structures; business process reengineering; validating workload and determining manpower requirements; and, tracking, reporting, and documenting manpower numbers. It includes determining manpower for existing or new mission requirements, new defense acquisition systems (e.g., major weapon systems and automated information systems), functional or mission realignments and transfers; downsizing and reinvention initiatives; and process improvements. This function includes manpower support when determining manpower for: combat development; manpower mobilization planning; the defense planning, programming, and budget process; the manpower resource allocation process; the commercial activities program; and other outsourcing and privatization initiatives. It also includes centralized control of information and data relating to missions, workload, and performance that support reengineering of functional processes and procedures and restructuring organizations.

Civilian Personnel Services

B710 Civilian Personnel Management. This function includes the executive-level activities, oversight, direction and control of civilian personnel programs and/or subordinate civilian personnel offices (e.g., customer support units and service centers). Civilian personnel management activities typically include development, issuance, and defense of civilian personnel policies; providing policy guidance; reviewing and evaluating program performance; conducting mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

B720 Civilian Personnel Operations. This function includes operations typically performed by civilian personnel and/or human resources offices, field operating agencies, or service centers. Civilian personnel operations typically include recruitment (to include advertising); staffing; employee relations advisory services; qualification determinations; classification of positions; benefits, compensation, and retirement counseling and processing; employee development; processing of personnel actions to include awards; labor relations; and administration of the performance management process.

Military Personnel Services

B810 Military Personnel Management. This function includes the executive-level activities, oversight, direction, and control of subordinate military personnel offices (e.g., military personnel field operating agencies and recruitment centers). Military personnel management activities typically include developing and issuing military personnel policies (e.g., compensation, retention and accession policy); providing policy guidance; reviewing, analyzing, and evaluating program performance (e.g., officer and enlisted personnel management and recruiting and examining programs); conducting mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

B820 Military Recruiting and Examining Operations. This function includes operations typically performed by field recruiting centers (e.g., recruiting commands, stations, and offices) and examining activities (e.g., Armed Forces Examination and Entrance Stations, Armed Forces Central Test Scoring Agency, Defense Medical Review Board, U.S. Army Reception Centers, and USAF Personnel Processing Groups/Squadrons). This includes recruiting efforts for all active and reserve military (e.g., officer and enlisted special operations recruiting, high school testing programs, ROTC referral programs) and advertising for the procurement or retention of military personnel. It also includes administering physical, mental, and vocational aptitude examinations and performing evaluations of administrative, medical, mental, and moral suitability for military service.

B830 Military Personnel Operations. This function includes operations typically performed by military personnel offices or field operating agencies. Military personnel operations typically include distribution and assignment of military personnel; professional development; promotions; compensation; entitlements; awards and decorations; retention; and separations. This may also include acting as the functional proponent for the military personnel management system; management of the military occupational classification and structure; execution of the officer and enlisted evaluation system; management of overseas and sea-to-shore rotation; and implementation of various personnel management programs in support of legislative requirements. In addition, this includes maintenance and processing of personnel records and requests; separations; personnel support to family members and retired military personnel; and personnel management support (e.g., developing and maintaining strength data).

SECURITY COOPERATION PROGRAMS AND ACTIVITIES

Y309 Security Cooperation Programs and Activities Management. This function includes the executive-level activities, oversight, direction, and control of security cooperation programs and activities subordinate offices. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources for security assistance programs.

Y310 Foreign Military Sales and Security Assistance Management. This function includes the executive-level activities, oversight, direction, and control of Security Assistance programs that provide defense articles, military training, and other defense related services, by grant, credit, cash, sale, lease, or loan. This includes Foreign Military Sales, Peacekeeping Operations, Presidential Drawdowns, Co-production Programs, Transfer of U.S. Technology, and the International Military Education and Training Program. This function is typically performed by the OSD, the Joint Staff, and Military Department Headquarters down to and including the headquarters of all major commands. This includes developing and issuing security assistance policies; providing policy guidance (e.g., release of U.S. military technology and technical data); reviewing, analyzing, and evaluating program performance; and conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources for security assistance programs.

Y311 Security Assistance Contacts. This function includes programs and activities that enable defense and military leaders to engage with partner counterparts for discussions, exchanges of tactics, joint planning, and other purposes. Examples include such activities as key leader engagements, traditional combatant commander's activities, the State Partnership Program, ship visits, and other base/installation visits.

Y312 Defense Support to Public Diplomacy and Personnel Exchanges. This function includes programs and activities that support U.S. Government public diplomacy efforts by engaging key foreign audiences to advance U.S. interests. This includes public affairs activities conducted in support of overt U.S. Government international public information efforts designed to promote U.S. foreign policy objectives by seeking to understand, inform, and influence foreign audiences and opinion makers, and by broadening the dialogue between U.S. citizens and institutions and their counterparts abroad. It also includes programs and activities that provide a variety of options for conducting exchanges of military and civilian defense personnel with partner counterparts, including the Military Personnel Exchange Program and the Defense Personnel Exchange Program.

Y313 Defense Institution Building, Educational and Training Activities, and Multinational Exercises and Training. This function includes programs and activities that help a partner nation develop more effective defense institutions ensuring effective oversight, management and execution of logistics, personnel, and resource management; and strategy, policy, and doctrine (e.g., the Ministry of Defense Advisors Program and the Defense Institutional Reform Initiative). It also includes programs and activities that support participation of partners in relevant multilateral education and training programs to educate partners on specific topics (e.g., the Regional Centers for Security Studies, the Inter-American Air Forces Academy, and international engagement authorities for Service Academies).This function also includes programs and activities that enable U.S. forces to meet training requirements and improve readiness with the benefit of helping partners develop skills and operational concepts in line with U.S. interests.

Y314 Global Health Engagement and Humanitarian Assistance. This function includes programs and activities that include health-related military-to-military and military-to-civilian engagement activities with partners in support of joint and civil-military operations. It also includes humanitarian and civic assistance programs and activities provided in conjunction

with military operations, exercises, transportation of humanitarian relief, and provision of excess non-lethal supplies for humanitarian assistance purposes.

Y315 Equipping Foreign Military Sales/Foreign Military Financing. This function includes the group of programs authorized by the Foreign Assistance Act of 1961 (as amended), the Arms Export Control Act of 1976 (as amended), and other related statutes by which the United States provides defense articles, by grant, loan, credit, or cash sales, in furtherance of national policies and objectives.

Y316 Infrastructure. This function includes programs and activities that include military construction investments and cooperative infrastructure development with allies and international partners in host-nation installations.

Y317 Support to Operations. This function includes programs and activities that include targeted assistance designed to enable partners to participate in coalition operations, including developing specific capabilities necessary for such operations, by enhancing interoperability among coalition partners, by sustaining partner operations in cases where partners cannot sustain operations on their own.

Y318 Train and Equip-Building Partnership Capacity. This function includes U.S. Code Title 10 programs and activities that provide materiel assistance and related tactical and operational training to partners to develop specific defense capabilities (e.g., the consolidated train-and-equip programs).

Y319 Assessment, Monitoring, and Evaluation. This function includes programs and activities that examine, review, and measure security cooperation efforts to inform and ensure planning, policies, prioritization, training, staffing, execution, and resource decisions. This includes assessing and evaluating to measure the effects and implications of security cooperation programs and initiatives for the United States and its allies and partners. This function also includes the assessment, monitoring, and evaluation that involves analyzing the context, conditions, capabilities, and requirements of allies and partners to inform follow-on or in-progress security cooperation planning and activities.

Y399 Other Security Cooperation Activities. This function includes programs and activities that are part of overall DoD security cooperation efforts that provide opportunities for engagements between DoD elements and partner nations but fall outside the scope of the other security cooperation function codes.

LEGAL SERVICES

Y405 Legal Services Management. This function includes executive-level activities, oversight, management, and control of legal programs, services, and support and/or subordinate legal offices. Legal services include, but are not limited to, providing legal advice to or on behalf of senior Departmental officials; developing, issuing, and defending legal policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

Y415 Legal Services and Support. This function includes the management of, and operations typically performed by, legal offices at all levels within the DoD. Legal operations typically include, but are not limited to, legal advice to commanders, directors, managers, supervisors, and members of their organizations as well as to individual military members, civilian employees, eligible family members, and retirees. This includes representation of DoD Components and organizations to other foreign, state, and local governments; other U.S. government agencies; and private organizations and persons. This includes participation in administrative and judicial litigation (to include military justice, see note below); adjudication of military justice trial and appellate court cases; and adjudication of claims and security clearance investigations. It also includes court reporting and legal and litigation studies. Any legal related function not falling within the Y405 description is to be identified as Y415.

- Military justice includes overseeing the investigation of and response to criminal conduct and misconduct on and off base. It includes the implementation, execution, processing, management, oversight, administration, and record-keeping of the military criminal justice system in accordance with the Uniform Code of Military Justice (UCMJ), Manual for Courts-Martial, and applicable regulations. It includes operations directly involved in the apprehension, prosecution, defense, adjudication, sentencing and confinement of those military members suspected of or charged with criminal offenses under the UCMJ. Criminal Justice responsibilities include research, legal advice, services and support to individual military members suspected and/or charged with an offense, and to commanders responsible for maintaining good order and discipline within the Armed Forces, administrative efficiency in judicial processes, and the high morale of military forces. Actions in support of these responsibilities include advising and monitoring the urinalysis drug testing program, the operation and management of a non-judicial punishment system for minor offenses under the UCMJ, participation in administrative actions and pretrial proceedings, military justice judicial litigation as presiding judges, prosecutors or defense counsel in criminal trials by court-martial, duties as appellate advocates and jurists in appellate court proceedings, and legal services as advisors on criminal law and discipline to military commanders and court-martial convening authorities.

PROTOCOL OPERATIONS

Y525 Protocol Operations. This function includes program management and operational guidance of protocol operations to include providing liaison, coordination, and official representation services. This function includes providing advice and counsel to respective leadership and staff, and subordinate protocol offices regarding protocol matters and issues. This function also includes conducting and coordinating required support, and developing and determining the correct policy, guidance, plans, processes, and procedures to be used to ensure the appropriate orders of precedence and etiquette are followed when hosting or conducting various types of visitations, ceremonies, and events. It also may include providing official liaison between organizations both internal and external to the Department. This function does not include Public Affairs operations (coded Y515) that deal with issues of public interest and

communicating with and informing the internal DoD and external publics on those issues. This function also does not include legislative liaison activities (coded Y620). The protocol function may be performed by offices at all levels within the DoD.

Y527 Other Protocol Activities. This function includes protocol activities not addressed by other function codes such as escorting distinguished visitors at major command headquarters and ceremonial duties to include honor guard and firing squad duties at funerals and other ceremonies.

LEGISLATIVE AFFAIRS

Y610 Legislative Affairs Management. This function includes the oversight and management of the DoD legislative program; arrangement for witnesses and testimony at Congressional hearings; coordination of responses to Congressional inquiries; DoD support of Congressional travel; arrangements for security clearances for members of Congressional staffs; and internal coordination of Departmental transcripts.

Y620 Legislative Affairs. This function includes oversight and monitoring of the Department liaison activities with the United States Congress and communication of the Administration's and the Secretary of Defense's position on the DoD legislative agenda to senior leadership of the DoD.

HISTORICAL AFFAIRS. *This includes management of historical writings, research, studies, analyses, and heraldry programs, as well as the provision of historical or heraldry services.*

Y710 Historical Affairs Management. This function includes the executive-level activities, oversight, direction, and control of historical and museum program operations and subordinate offices and museums. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

Y720 Historical or Heraldry Services. This function includes operations that preserve, critically interpret, disseminate, and teach military history and heraldry; provide historical advice; and stimulate historical mindedness. This includes providing historical information and "lessons learned" to support problem solving and decision making through well-researched historical studies, analyses, and institutional memory. This includes establishing command historical programs to include monographs; histories; documentary collections; oral history interviews; and doctrinal and special studies on topics and events of historical significance to the command and/or military service. This also includes preparing historical manuscripts for publication; preparing the command's annual history; establishing and maintaining historical research collections; and, responding to historical inquiries from the Commander/Administrator, other Services, other units, organizations (e.g., veteran organizations), and the general public. This function does not include formal education programs at professional military education, Service academies, or other education institutions coded U050 or U510-U599.

Y730 Museum Operations. This function includes daily operation of military museums (e.g., greeting and providing services to the public and other patrons of the museum) and management of historical collections (e.g., military artifacts and works of art). It also includes work involved with how artifacts and art placed within the custody and care of the museum are identified, designated, preserved, conserved, registered, and cataloged.

ADMINISTRATIVE SUPPORT

Y810 Administrative Support & Federal Compliance Management. This function includes the executive-level activities, oversight, direction, and control of administrative support programs, statutory programs (e.g., the Freedom of Information Program, Defense Privacy Program, Federal Voting Assistance Program, etc.), and subordinate offices, centers, and libraries. This includes establishing policies, procedures, and practices to ensure compliance with Federal guidelines (e.g., compliance with Paperwork Reduction Act and the Administrative Procedures Act); providing guidance on program implementation; analyzing, evaluating, and reviewing performance, and where mandated, submission of statutory reports; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. This also includes oversight of federal compliance of administrative programs, administrative management and correspondence services; documentation services; directives and records management services; microfilming, digital archival and library services; printing and reproduction services; and document automation and production services.

Y815 Federal Compliance of Administrative Programs. This function includes providing program management and operational guidance for legally mandated programs (e.g., Freedom of Information Program, Defense Privacy Program, Federal Voting Assistance Program, Paperwork Reduction Act, Administrative Procedures Act, and other similar programs) to ensure compliance with federal statutory and regulatory guidelines. This may include providing advice and assistance to senior leaders and staff at all levels of the Department. This also may include serving as the official spokesperson at the designated organizational level on program issues and matters.

Y820 Administrative Management and Correspondence Services. This function includes services typically performed by internal mail and messenger centers, administrative support offices and centers, as well as administrative support that is severable from the function it supports. It includes general clerical, secretarial, and administrative support duties; coordination, processing, and distribution of communications and general service messages; translation services; management and processing of forms; maintenance and control of administrative services contracts; travel charge card administration and management; and other management record-keeping duties. This function does not include U.S. Postal Services coded G210.

Y830 Documentation Services. This function includes services typically performed by document centers to include the creation, maintenance, and disposition of documents; documents storage; and retrieval systems and services. This function excludes warehousing and distribution of publications coded T150.

Y840 Directives and Records Management Services. This function includes services typically provided by forms and records management centers and offices to include manuscript preparation and writer-editor services; retirement/warehousing of records; filing and retrieval of documents; design, coordination, indexing, distribution, and periodic review of forms, directives, regulations, orders, and other official publications; and authentication and distribution of administrative orders. This function excludes warehousing and distribution of publications coded T150.

Y850 Microfilming and Library Services. This function includes services typically provided by microfilming centers; technical information centers; and reference and technical libraries at hospitals, shipyards, schools and other DoD facilities. This includes the production of a variety of microfilm products including 105MM Computer Output Microfilm masters and duplicates from data center data-streams, 105MM source document microfilm, and 35MM master and duplicate microfilm aperture cards. This function does not include digital archival, to include the digitizing of materials (e.g., textual documents, graphic illustrations, photographs, maps, microfilm, etc.) for digital preservation and electronic access, which includes the production of digital records through digital image capture; electronic records; and audio, video, or other multi-media medium coded as Y880. It also excludes recreational library services coded G105.

Y860 Printing and Reproduction Services. This function includes support services typically performed by central printing and reproduction facilities to include printing, binding, duplication, and copying services. This excludes user-operated office printing and copying. It also does not include warehousing and distribution of publications coded T150.

Y880 Document Automation and Production Services. This function includes centralized conventional desktop publishing services (to include on-line binding and finishing services); centralized services for the conversion of digital files to publishing formats; and document/data conversion of legacy paper documents (to include oversized large formats), microfilm, and existing electronic data to digital formats. It includes creation of interactive multi-media publications (to include merging of voice, video, and interactive digital files) and the conversion of existing digital files to formats which facilitate on-line access, retrieval, and viewing. This function also includes the management and maintenance of digital document libraries and databases which house a variety of documents and data, including directives, regulations, administrative publications, specifications, standards, and contracting data for on-line access, retrieval, and viewing. It also includes the production of ISO compliant digital read-only optical discs (CD-ROM/DVD) with associated labeling and packaging and the production of quick turnaround and short run-length black and white, spot/accent color, and full color output (to include oversized, large format output, signage and banners) from a variety of hardcopy and digital files.

Y899 Other Administrative Support Activities. This function includes administrative support activities not addressed by other function codes.

ADMINISTRATIVE AUDITS, INSPECTIONS, AND INVESTIGATIONS

Administrative Audits. *This includes internal and contract audits.*

I110 Audit Management. This function includes the management of audit programs and/or the executive-level activities, oversight, direction, and control of subordinate audit organizations. This function includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range audits planning, programming, and budgeting; and allocating and distributing resources.

I120 Audit Operations. This function includes the supervision and performance of individual audits and evaluations.

I130 Audit Liaison Activities. This function includes monitoring all oversight activities to include external organizations including OSD(C) FIAR committee, DoD IG, GAO, DoD components, military services, and other Federal and independent public accountant auditors. Coordinate external audits by arranging entrance and exit conferences and providing all resulting data requirements; track all internal and external recommendations, corrective actions until completion, and report responses to the issuing organizations. Liaisons oversee and coordinate agency follow-up on open recommendations resulting from audits (internal/external), inspections, and investigations. Maintains formal follow-up records.

Administrative Inspections

I300 Inspection Activities. This function includes assessing, assisting, and enhancing the ability of a command or component to prepare for and perform its assigned mission. This function includes activities required in determining compliance with established policies and procedures and identification of systemic issues and root cause for potential compliance problems.

Administrative Investigations

I400 Administrative Investigation Activities (Non-criminal). This function includes activities to conduct independent, fact-finding administrative investigations into alleged fraud, waste, abuse, and mismanagement of programs, personnel, and resources for non-criminal matters. It includes the operation of "Hotline" programs to receive, process, track, and respond to tips, complaints, and requests for assistance, as well as providing awareness briefs and educational materials throughout the workforce. This function does not include support to law enforcement agencies in the conduct of criminal investigations (coded I520) or cyber forensics laboratory activities for digital evidence collection and analysis (coded M932).

I999 Other Administrative Audit, Inspection, and Investigative Activities. This function includes administrative audit, inspection, and investigative activities not covered by other function codes.

FINANCIAL MANAGEMENT. *Financial management consists of the development and dissemination of financial information; development and reporting of cost information; integration of accounting and budgeting information; and the systemic measurement of performance. Financial management consists of two major segments: the Planning, Programming, and Budgeting System and finance and accounting operations to include DFAS provided services and Component's accounting and other systems that provide financial information and analysis to management. Financial auditing is coded I110-I130.*

C110 Financial Management. This function includes the executive-level activities, oversight, direction, and control of subordinate financial management organizations. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

C115 Comptroller. This function includes field level comptroller and financial operations, including budget formulation and execution; financial reporting and evaluation; implementation and maintenance of financial management information and internal control systems; analyses and evaluation of program effectiveness; and advising commanders, directors and staff on budgets, obligations, and disbursements.

C400 Budget Support. This function includes budget formulation, justification, and analysis activities involved in the Budget Estimates Submission, Program Budget Decisions , and Defense Budget. It also includes the monitoring of and budget execution and distribution, certification, and reporting on the status of funds.

C700 Finance/Accounting Services. This function includes those accounting processes that record, classify, accumulate, analyze, summarize, and report information on the financial condition and operating position of an activity. Accounting is comprised of the functional operations involved in authorizing, recording, classifying, analyzing, and reporting financial information related to financing sources, gains, expenses, losses, transfers, assets, liabilities, equity, and internal controls. It encompasses the procedures and processes from the point a transaction is authorized through processing the data, payment and issuance of financial and management information statements and reports. Also included are payroll operations, (e.g., those transactions associated with payments to DoD personnel, including active duty military members, reservists and National Guard members, civilian personnel, retired military and annuitants). It also includes "out-of-service debt" actions to recover outstanding debt from individuals and contractors. This also includes commercial payment operations (e.g., transactions associated with invoice payments to contractors, vendors, and transportation providers). Transportation payments include payment of government bills of lading, meal tickets, government transportation requests, and travel voucher payments to individuals.

C999 Other Financial Management Activities. This function includes financial management activities not addressed by other function codes.

GROUP 2—SCIENCE AND TECHNOLOGY AND RESEARCH AND DEVELOPMENT (R&D) MANAGEMENT AND SUPPORT. *This group of functions address activities concerned with the science and technology portion of research and development as well as the management and*

support of research and development. Systems acquisition research and development support is coded F150, and test and evaluation are coded A610-A699.

R110 Research and Development Management . This function includes the executive-level activities, oversight, direction, and control of research and development programs and subordinate organizations, centers, and laboratories involved in R&D. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources for science and technology and research and development.

R120 Science and Technology. This function includes the science and technology portion of research and development to include all basic and applied research, and advanced technology development. It does not include clinical research coded H500, program management of systems acquisition coded F120, or systems acquisition demonstration and development coded F150. This function includes engineering support that is an inherent part of the science and technology process but excludes recurring severable engineering operations (coded F520) that are performed in direct support of science and technology. Maintenance of military materiel at research and development facilities is coded with the applicable J and K codes.

- Basic Research. This includes all efforts of scientific study and experimentation directed toward increasing knowledge and understanding in those fields of the physical, engineering, environmental, and life sciences related to long-term national security needs. It provides farsighted, high payoff research, including critical enabling technologies that provide the basis for technological progress. It forms a part of the base for (a) subsequent exploratory and advanced developments in Defense-related technologies, and (b) new and improved military functional capabilities in areas such as communications, detection, tracking, surveillance, propulsion, mobility, guidance and control, navigation, energy conversion, materials and structures, and personnel support.
- Applied Research. Applied Research translates promising basic research into solutions for broadly defined military needs, short of major development programs, with a view toward developing and evaluating technical feasibility. This type of effort may vary from fundamental applied research to sophisticated breadboard hardware, study, programming, and planning efforts that establish the initial feasibility and practicality of proposed solutions to technological challenges. It includes studies, investigations, and technology development efforts. The dominant characteristic of this category of effort is that it be pointed toward identified military needs with a view toward developing and evaluating the feasibility and practicability of proposed solutions and determining their parameters. These efforts may vary from test-bed components to sophisticated breadboard subsystems that establish the initial feasibility and practicality of proposed solutions or technologies.
- Advanced Technology Development. This includes all efforts that have moved into the development and integration of hardware and other technology products for

field experiments and tests. The results of this type of effort are proof of technological feasibility and assessment of operability and productibility that could lead to the development of hardware for service use. It also includes advanced technology demonstrations that help expedite technology transition from the laboratory to operational use. These efforts demonstrate the performance payoff, increased logistics capabilities, or cost reduction potential of militarily relevant technology. Projects in this category have a direct relevance to identified military needs.

R140 Research and Development Operations Management and Support. This function includes all efforts not reported elsewhere that are directed toward R&D operations management and support. This includes management of R&D laboratories and facilities, project management of R&D programs, management of international cooperative R&D efforts, management of technical integration efforts at laboratories and R&D facilities, operation of test aircraft and ships, studies and analyses in support of R&D programs, and other R&D support. This function excludes program management of acquisition efforts coded F120. It also excludes severable support covered by other function codes (e.g., custodial services coded S410, facility administration coded S210, and engineering coded F520, veterinary medical support for animals used for biomedical research and development coded H116, and equipment maintenance coded with the applicable J and K codes). [This is part of RDT&E.]

R999 Other Science and Technology and Research and Development Operations Management and Support Activities. This function includes science and technology and research and development management and support activities not covered by other function codes. Systems acquisition demonstration and development is coded F150, and test and evaluation are coded A610-A699.

GROUP 3—SYSTEMS ACQUISITION, TEST AND EVALUATION, ENGINEERING, AND CONTRACTING. *This group of functions address activities concerned with the defense systems acquisition process to include test and evaluation; procurement and contracting; engineering; and quality assurance.*

SYSTEMS ACQUISITION. *The defense systems acquisition process provides for the development, demonstration, and production or procurement of Defense systems (e.g., weapon systems, equipment, materiel, and automated information systems) needed by defense managers and military warfighters to meet mission requirements. (See guidance in DoDD 5000.1.)*

F110 Systems Acquisition Management. This function includes the executive-level activities, oversight, direction, and control of acquisition programs and subordinate Defense acquisition organizations and centers. This function includes developing and issuing policies; providing policy guidance (e.g., guidance on technology transfer, international cooperative programs, and industrial capabilities assessments); reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. This includes work performed by milestone decision authorities, program executive officers, and other executives concerned with the review and approval of acquisition programs. It also includes acquisition reform and

other operations essential to the systems acquisition process. This function excludes management headquarters oversight of foreign military sales and security assistance coded Y310, and management headquarters oversight of procurement and contracting coded F310.

F120 Systems Acquisition – Program Management. This function includes activities undertaken by Program Managers of defense acquisition programs to oversee and direct the development, demonstration, and production or procurement of defense systems. This includes program management of acquisition programs for weapon systems and associated support equipment (including training systems), automated information systems, and other equipment and materiel. This excludes program management operations coded separately (e.g., contracting operations coded F320, technology transfer and international cooperative program management coded F140, equipping foreign military sales/foreign military financing coded Y315, supply management coded T101, and item management coded T120). Also, elements of research and development are coded R110-R999 and F150, test and evaluation operations are coded A610-A699, and program support outside the program office is coded F160.

F140 Technology Transfer and International Cooperative Program Management. This function includes the review and evaluation of U.S. and Allied strategic trade cases, munitions cases, technical data exchange agreements, information exchange projects, reciprocal memorandums of understanding, and other similar agreements. This includes the development and maintenance of commodities lists, munitions list reviews, and support for international standardization agreements. It also includes support to technical advisory committees and steering and working groups concerned with export control and technology transfer, other appropriate technology transfer related activities, and international cooperative research and development projects and agreements. This function excludes management headquarters oversight of foreign military sales and security assistance management coded Y310 and equipping foreign military sales/foreign military financing coded Y315.

F150 Systems Acquisition – Demonstration and Development. This includes all research and development work not specifically covered by R120 (i.e., not identified as basic research, applied research, and advanced technology development). This includes, but is not limited to, the following:

- Demonstration and Validation. This includes efforts necessary to evaluate integrated technologies in as realistic an operating environment as possible to assess the risk, performance, or cost reduction potential of advanced technology. These efforts are system specific.
- Engineering and Manufacturing Development. This includes projects in engineering and manufacturing development, but which have not received approval for full-rate production. This includes major line-item engineering and manufacturing development projects.

F160 Systems Acquisition – Other Program Support. This function includes support provided to program managers by integrated product teams, working-level integrated product teams, or other functional experts or teams as part of the integrated product process

development of the defense acquisition system. This includes identifying requirements, product assurance, financial and economic analysis, industrial capabilities assessments, technical integration efforts and technical information activities performed outside the program office (e.g., Joint Computer-Aided Acquisition and Logistics support (JCALS)), human systems integration reviews, cost estimates, and other actions and reviews performed by functional experts as part of the systems acquisition process. This excludes research and development coded R110-R999 and systems acquisition demonstration and development coded F150, developmental and operational test and evaluation coded A620, materiel requirements definition and validation coded Y215, foreign military sales/foreign military financing coded Y315, and engineering support coded F520.

F199 Other Systems Acquisition Activities. This function includes systems acquisition activities not covered by other function codes.

TEST AND EVALUATION

A610 Test and Evaluation Management. This function includes the executive-level activities, oversight, direction, and control of test and evaluation (T&E) programs and subordinate Defense acquisition organizations and centers. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

A620 Developmental and Operational Test and Evaluation. This function includes conducting and managing all developmental, live fire, production qualification, foreign comparative testing, or other types of T&E necessary to support the systems acquisition process. This also includes conducting and managing a range of operationally oriented T&E activities conducted throughout a system's lifecycle, including initial operational, qualification operational, and follow-on T&E. This also includes evaluation of T&E activities and recommending improvements based on those evaluations and engineering support that is an inherent part of the T&E process but excludes recurring severable engineering operations (coded F520) that are performed in direct support of test and evaluation.

A630 Test and Evaluation Operations Management and Support. This function includes all efforts not reported elsewhere directed toward management and support of T&E operations. This includes management of T&E laboratories and facilities and other T&E support to include target development; general research; general test instrumentation; and operation of test ranges. This excludes maintenance of test aircraft, ships, and other equipment coded with the applicable J and K codes and maintenance of test ranges coded Z993. This function also excludes severable support covered by other function codes (e.g., custodial services coded S410, facility administration coded S210, and engineering coded F520).

A699 Other Test and Evaluation Activities. This function includes T&E activities not covered by other function codes. This includes acceptance T&E of supplies and materials (e.g., oil and fuel) to ensure products meet minimum requirements of applicable specifications, standards, and similar technical criteria.

PROCUREMENT AND CONTRACTING

F310 Procurement and Contracting Management. This function includes the executive-level activities, oversight, direction, and control of procurement and contracting organizations. This includes developing and issuing policies; providing policy guidance; and reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. This also includes recommending and/or directing the acquisition process for solicitations and/or contracts as well as the negotiation, award, and administration of contracts.

F320 Contract Administration and Operations. This function includes the procurement contracting processes and administration of contracts. This function does not include the contracting of traffic or transportation services coded T710 or housing administration and operations coded S310.

- Procurement of automated information systems, weapon systems, support systems (to include training devices and simulators), contractor systems (e.g., Quality Management System, Purchasing, Material Management and Accounting System, etc.), supplies, services, and construction. This includes the determination of competitive or non-competitive procurement strategies; the issuance of solicitations and analysis of responses to them; oversight of source selections, negotiations, and the award and termination of contracts; preparation of contract modifications; processing of protests; retained administrative responsibilities; and operational policy implementation.
- Post award administration of contracts. This includes post award orientation conferences; oversight of contractor performance to assure compliance with contract and subcontract requirements, terms, and conditions; issuance of contract amendments (to include terminal notices for default, and settlement, and convenience termination); processing claims against the government; issuance of task orders; tracking progress payments; contract close-outs; and monitoring property administration.

F399 Other Procurement and Contracting Activities. This function includes procurement and contracting activities not covered by other function codes.

ENGINEERING. *This includes engineering support for the acquisition and sustainment of weapon systems, automated information systems, other military materiel, and all types of support equipment (to include training devices and simulators). This includes all types of engineering support to include, but not limited to, industrial, mechanical, aeronautical, electrical, electronic, automotive, nuclear, and marine.*

F510 Sustainment Engineering Support. This function includes all systems engineering support that is performed during the sustainment phase of the system acquisition lifecycle.

F515 Engineering Support for Manufacturing and Production. This function includes all systems engineering support that is performed during the manufacturing and production phase of the system acquisition lifecycle.

F516 Engineering Support for Disposal. This function includes all systems engineering support that is performed during the disposal phase of the system acquisition lifecycle.

F520 All Other Engineering Support. This function includes all other systems engineering support. This function is typically performed at Systems and Materiel commands, laboratories, research and development facilities, shipyards, contractor facilities (e.g., DCMA), and test and evaluation facilities. This excludes engineering support that is an inherent part of science and technology coded R120, systems acquisition demonstration and development coded F150, or developmental and operational test and evaluation coded A620, but includes recurring severable engineering operations that are performed in direct support of science and technology, systems acquisition research and development support, or test and evaluation.

QUALITY ASSSURANCE

F600 Quality Assurance. This function includes production process proofing and verification, configuration management, risk management, control of test measurement, diagnostic equipment (i.e., selection and calibration), and corrective and preventive action. Corrective and preventive action may also include advising and collaborating with customers and contractors to help integrate quality assurance practices into the manufacturing process.

GROUP 4—LOGISTICS. *This group of functions address activities concerned with the logistics enterprise. This includes maintenance (organizational, intermediate, and depot levels), supply, and transportation.*

P110 Logistics Management. This function includes the executive-level activities, oversight, direction, and control of subordinate logistics offices and agencies. This includes developing and issuing logistics policies; providing policy guidance; reviewing, analyzing, and evaluating program performance (e.g., logistics systems reinvention and modernization); conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. This function excludes Maintenance Management coded P120, Supply Management coded T101 and Transportation Management coded T701.

P115 Logistics Life Cycle Sustainment Activities. This function includes activities required for the planning and execution of programs that support and sustain systems from initial fielding, through operational life and disposal. This function excludes the contacting, engineering, test and evaluation, and acquisition functions coded in Group 3.

P116 Multifaceted Logistics Activities. This function includes non-management activities involved in two or more of the following: maintenance, supply, or transportation.

P119 Other Logistics Activities. This function includes logistics activities not covered by other function codes.

MAINTENANCE

P120 Maintenance Management. This function includes the executive-level activities, oversight, direction, and control of subordinate maintenance offices, agencies, and depots. This includes developing and issuing maintenance policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

P125 Quality Control. This function includes the inspection, test/assessment, and oversight of functions and activities to ensure materiel sustainment, maintenance, and repairs (to include major overhaul or complete rebuilding) are conducted in accordance with approved practices and procedures to return materiel to original conditions (or as close as possible to) in appearance; operating performance, capability, and capacity; and life expectancy. This includes maintenance and repair at all levels of maintenance: organizational, intermediate, and depot.

Organizational and Intermediate Maintenance and Repair of Military Equipment. *This includes maintenance and repair of military materiel authorized and performed by designated maintenance activities in support of using activities to include both direct and general repair and maintenance. Normally, this type of repair and maintenance is limited to replacement and overhaul of unserviceable parts, assemblies, or subassemblies. It includes: (1) organizational level maintenance and repair; (2) intermediate level maintenance and repair; and (3) any testing conducted to check the repair procedures. It includes performance of depot-coded maintenance tasks at the organizational and intermediate level. Military materiel includes all items (including ships, tracked vehicles, wheeled vehicles, communications-electronics equipment, self-propelled weapons, aircraft, robotic and unmanned systems (UxS) etc., and related spares, repair parts, and support) necessary to equip, operate, maintain, and support military activities. It excludes maintenance and repair of civil works facilities (e.g., dams and hydropower facilities) coded Q120-Q999; plants/utilities coded S725-S799; and real property at installations, bases, and other facilities (e.g., fixed cranes at ocean terminals) coded S100-S499 or Z101-Z999. It also excludes the maintenance and repair of non-deployable equipment at installations, bases, and facilities such as medical and dental equipment coded H650; food supply (to include dining facility) equipment coded T177; communications systems coded W210-W299; electromagnetic spectrum and transmission (radio/satellite) systems coded W310-W399 and office ADP equipment and software coded M900-M939. Activities engaged in organizational and intermediate maintenance and repair of military materiel are grouped according to the materiel predominantly handled.*

J410 Organizational and Intermediate Maintenance and Repair Management. This function includes overseeing, directing, and controlling organizational or intermediate level repair and maintenance of military material from units, offices, and centers. This includes reviewing and evaluating performance of subordinate activities engaged in repair and maintenance operations listed below.

J501 Aircraft. This function includes the maintenance and/or repair of aircraft and associated equipment. It includes armament, avionics, electronic, and communications equipment, engines, and any other equipment that is an integral part of an aircraft. It also

includes maintenance and/or repair of drones, robotic and unmanned aircraft systems (UASs) and unmanned aerial vehicles (UAVs) of all types.

J502 Aircraft Engines. This function includes the maintenance and/or repair of aircraft engines that are repaired while not an integral part of the aircraft. This is typically conducted at intermediate level maintenance organizations or activities.

J503 Missiles. This function includes the maintenance and/or repair of missile systems and associated equipment, including the mechanical, electronic, and communications equipment that is an integral part of missile systems.

J504 Vessels. This function includes the maintenance and/or repair of all vessels, including armament, electronics, communications and any other equipment that is an integral part of the vessel. It also includes the maintenance and/or repair of robotic and unmanned surface vehicles (USVs) and unmanned underwater vehicles (UUVs).

J505 Combat Vehicles. This function includes the maintenance and/or repair of tanks, armored personnel carriers, self-propelled artillery, and other combat vehicles. It includes the maintenance and/or repair of armament, fire control, electronic, and communications equipment that is an integral part of a combat vehicle. It also includes the maintenance and/or repair of robotic and unmanned ground systems (UGSs) combat vehicles.

J506 Non-Combat Vehicles and Equipment. This function includes the maintenance and/or repair of automotive equipment, such as tactical, support, and administrative vehicles. It includes electronic and communications equipment that is an integral part of the non-combat vehicle; upholstery maintenance and repair; glass replacement and window repair; body repair and painting; general repairs/minor maintenance; battery maintenance and repair; tire maintenance and repair; frame and wheel alignment; and other motor vehicle maintenance. It includes railway equipment, including locomotives of any type or gauge, railway cars, and cabooses, as well as associated electrical equipment. It also includes the maintenance and/or repair of robotic and unmanned ground systems (UGSs) non-combat vehicles.

J507 Electronic and Communications Equipment. This function includes the maintenance and/or repair of deployable military mobile or portable electronic and communications equipment. This includes maintenance of combat television and still cameras, audio and video recording equipment, and other electronic equipment. It excludes maintenance of electronic and communications equipment that is an integral part of another weapon/support system. It also excludes maintenance of non-deployable communications systems coded W210-W299 or W320 and maintenance of tactical and non-tactical ADPE coded J555 and M900-M939.

J511 Special Equipment. This function includes the maintenance and/or repair of construction and engineer equipment (e.g., bulldozers, forklifts, graders, etc.), portable cranes and related lifting devices, portable power generating equipment, and materiel handling equipment.

J518 Support Equipment. This function includes the maintenance and/or repair of ground support equipment (excluding Test Measurement and Diagnostic Equipment and Automated Test Equipment) and such items as portable ground electrical power carts, aircraft tow

tractors, ground air conditioners, engine stands, and trailers. It excludes equipment reported under J511 or any of the other specific functional categories.

J519 Industrial Plant Equipment. This function includes the maintenance and/or repair of plant equipment that is used to cut, abrade, grind, shape, form, join, test, measure, heat, or otherwise alter the physical, electrical, or chemical properties of materials, components, or end items. This includes plant equipment used in manufacturing, maintenance, supply processing, assembly, or research and development operations. This does not include small portable hand tools such as drills, saws, grinders, welders, etc.

J520 Test, Measurement and Diagnostic Equipment (TMDE). This function includes the calibration, maintenance and/or repair of TMDE, including portable maintenance aids and equipment referred to as automated test equipment (ATE), as well as items such as electronic meters, armament circuit testers, and other specialized testers. Software support for ATE or portable maintenance aids is coded J550.

J550 Software Support for Embedded and Mission Systems. This function includes organizational, intermediate, direct, and general software support for embedded and mission systems to include software uploads and changes, as well as local generation of memory devices. It includes software support for portable maintenance aids and ATE, including development and update of test program sets. It also includes software support for robotic and unmanned systems (UxS).

J555 Tactical Automatic Data Processing Equipment (ADPE). This function includes the maintenance and/or repair of tactical ADPE equipment that is not an integral part of a communications system. It excludes maintenance of non-tactical ADPE not an integral part of a tactical communications system.

J560 Satellites/Space System. This function includes activities for the repair and/or maintenance of satellites or other military space systems while on the ground (pre-launch or after recovery). Maintenance and repair of satellites or other military space systems includes mechanical, electronic, and communications equipment, as well as engines and/or rockets that are an integral part of the satellite or military space system.

J570 Armament and Ordnance. This function includes the maintenance and/or repair of small arms; artillery and guns; mines; nuclear munitions; chemical, biological, and radiological items; conventional ammunition; and all other ordnance items. It excludes armament that is an integral part of another weapon or support system.

J575 Munitions. This function includes maintenance of munitions, including storage, issue, and loading. It excludes support reported under any of the other specific functional categories.

J600 Metal and Other Containers, Textiles, Tents, and Tarpaulins. This function includes the maintenance and/or repair of containers and intermodal systems, tents, tarpaulins, other textiles, and organizational clothing. This includes reusable metal containers of all kinds; component and shipping containers; MIL, SEA and ISO vans; specialized munitions containers; containerized ammunition distribution systems; gasoline containers; other metal containers; and cargo nets and pallet systems.

J700 Portable Troop Support Equipment. This function includes the maintenance and/or repair of deployable equipment used to house and support DoD personnel at deployed locations, including dining facilities, shelters, appliances and related equipment. Deployable medical and dental equipment is reported separately in J750.

J750 Portable Field Medical and Dental Equipment. This function includes the maintenance and/or repair of deployable medical and dental equipment.

J999 Organizational and Intermediate Maintenance and Repair of Other Equipment. This function includes organizational and intermediate repair or maintenance of military materiel not addressed by other function codes.

Depot Maintenance and Repair of Military Equipment. *This includes depot maintenance and repair performed on military materiel including major overhaul or a complete rebuild of parts, assemblies, subassemblies, and end items, including the manufacture of parts, modernization efforts, modifications, testing (that is inherent to the depot maintenance), and reclamation, as required. Depot maintenance serves to support lower categories of maintenance. This includes operation of equipment (e.g., cranes) that is inherent to the depot maintenance process. It provides stocks of serviceable equipment by using more extensive facilities for repair than are available in lower-level maintenance activities. Military materiel includes all items (including ships, tracked vehicles, wheeled vehicles, communications-electronics equipment, self-propelled weapons, aircraft, robotic and unmanned systems (UxS), etc., and related spares, repair parts, and support equipment) necessary to equip, operate, maintain, and support military activities. It excludes maintenance and repair of civil works facilities (e.g., dams and hydropower facilities) coded Q120-Q199; plants/utilities coded S725-S799; and real property at installations, bases, and other military facilities (e.g., fixed cranes at ocean terminals) coded S100-S499 or Z101-Z999. It also excludes the maintenance and repair of non-deployable equipment at installations, bases and facilities such as medical and dental equipment coded H650; food supply (to include dining facility) equipment coded T177; communications systems coded W210-W299; electromagnetic spectrum and transmission (radio/satellite) systems coded W310-W399; and office ADP Equipment and software coded M900-M939. Also, engineering support at depots is coded F510. Depot maintenance functions are identified by the type of materiel maintained or repaired.*

K410 Depot Maintenance and Repair Management. This function includes executive-level activities, overseeing, directing, and controlling depot level repair and maintenance of military material within fixed (non-deployable) depots. Depot management includes reviewing and evaluating performance of subordinate activities engaged in depot level repair and maintenance operations listed below.

K531 Aircraft. This function includes the maintenance and/or repair of aircraft and associated equipment. It includes armament, avionics, electronic and communications equipment, engines, and any other equipment that is an integral part of an aircraft. It also includes drones, robotic and unmanned aircraft systems (UASs), and unmanned aerial vehicles (UAVs) of all types.

K532 Aircraft Engines. This function includes the maintenance and/or repair of aircraft engines that are repaired while not an integral part of the aircraft.

K533 Missiles. This function includes the maintenance and/or repair of missile systems and associated equipment. It also includes mechanical, electronic, and communications equipment that is an integral part of missile systems.

K534 Vessels. This function includes the maintenance and/or repair of all vessels, including armament, electronics, and communications equipment, and any other equipment that is an integral part of a vessel. It also includes the maintenance and/or repair of robotic and unmanned surface vehicles (USVs) and unmanned underwater vehicles (UUVs).

K535 Combat Vehicles. This function includes the maintenance and/or repair of tanks, armored personnel carriers, self-propelled artillery, and other combat vehicles. It includes armament, fire control, electronics, and communications equipment that is an integral part of a combat vehicle. It also includes the maintenance and/or repair of robotic and unmanned ground systems (UGSs) combat vehicles.

K536 Non-Combat Vehicles and Equipment. This function includes the maintenance and/or repair of automotive equipment, such as tactical, support and administrative vehicles. It includes electronic and communications equipment that are an integral part of the vehicle; upholstery maintenance and repair; glass replacement and window repair; body repair and painting; general repairs/minor maintenance; battery maintenance and repair; tire maintenance and repair; frame and wheel alignment; accessory overhaul; major component overhaul; and other motor vehicle maintenance. It includes railway equipment, including locomotives of any type or gauge, railway cars, and cabooses, as well as associated electrical equipment. It also includes the maintenance and/or repair of robotic and unmanned ground systems (UGSs) non-combat vehicles.

K537 Electronic and Communications Equipment. This function includes the maintenance and/or repair of deployable military mobile or portable electronics and communications equipment. It excludes electronic and communications equipment that is an integral part of another weapon/support system. It also excludes maintenance of non-deployable communications systems coded W210-W299 and maintenance of tactical and non-tactical ADPE coded K555 and M900-M939, respectively.

K539 Special Equipment. This function includes the maintenance and/or repair of construction and engineer equipment (e.g., bulldozers, forklifts, graders, etc.), portable cranes and related lifting devices, portable power generating equipment, and materiel-handling equipment.

K541 Industrial Plant Equipment. This function includes the maintenance and/or repair of plant equipment that is used to cut, abrade, grind, shape, form, join, test, measure, heat, or otherwise alter the physical, electrical, or chemical properties of materials, components, or end items. This includes plant equipment used in manufacturing, maintenance, supply, processing, assembly, or research and development operations. This does not include small portable hand tools such as drills, saws, grinders, welders, etc.

K546 Test Measurement and Diagnostic Equipment (TMDE). This function includes the calibration, maintenance and/or repair of test, measurement, and diagnostic equipment (TMDE), including portable maintenance aids and equipment referred to as automated test equipment (ATE), as well as items such as electronic meters, armament circuit testers, and

other specialized testers. Software support for ATE or portable maintenance aids is coded K550.

K549 Support Equipment. This function includes the maintenance and/or repair of ground support equipment (excluding TMDE and ATE) and such items as portable ground electrical power carts, aircraft tow tractors, ground air conditioners, engine stands, and trailers. It excludes equipment reported under any of the other specific functional categories.

K550 Software Support for Embedded and Mission Systems. This function includes the depot-level software support for embedded and mission systems to include software uploads and changes, as well as local generation of memory devices. It includes software support for portable maintenance aids and ATE, including development and update of test program sets. It also includes software support for robotic and unmanned systems (UxS).

K555 Tactical Automatic Data Processing Equipment (ADPE). This function includes the maintenance and/or repair of tactical ADPE equipment that is not an integral part of a communications system. This function excludes maintenance of non-tactical ADPE not an integral part of a tactical communications system.

K560 Satellites/Space System. This function includes activities for the repair and/or maintenance of satellites or other military space systems while on the ground (pre-launch or after recovery). Maintenance and repair of satellites or other military space systems includes mechanical, electronic, and communications equipment, as well as engines and/or rockets that are an integral part of the satellite or military space system.

K570 Armament and Ordnance. This function includes the maintenance and/or repair of small arms; artillery and guns; nuclear munitions, CBR items; conventional ammunition; and all other ordnance items. It excludes armament that is an integral part of another weapon or support system and does not include work performed at arsenals.

K575 Munitions. This function includes depot-level support of munitions, including maintenance, storage, issue and loading. It excludes support reported under any of the other specific functional categories and does not include work performed at ammunition plants.

K600 Metal and Other Containers, Textiles, Tents, and Tarpaulins. This function includes the maintenance and/or repair of containers and intermodal systems, tents, tarpaulins, other textiles, and organizational clothing. It includes reusable metal containers of all kinds; component and shipping containers; MIL, SEA and ISO vans; specialized munitions containers; containerized ammunition distribution systems; gasoline, containers; other metal containers; and cargo nets and pallet systems.

K700 Portable Troop Support Equipment. This function includes the maintenance and/or repair of deployable equipment used to house and support DoD personnel at deployed locations, including dining facilities, shelters, appliances and related equipment. Deployable medical and dental equipment is reported separately in K750.

K750 Portable Field Medical and Dental Equipment. This function includes the maintenance and/or repair of deployable medical and dental equipment.

K999 Depot Maintenance and Repair of Other Equipment. This function includes depot repair, maintenance, modification, or overhaul of military materiel not addressed by other function codes.

SUPPLY OPERATIONS

T101 Supply Management. This function includes executive-level activities, overseeing, directing, and controlling subordinate supply organizations. It includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

T110 Retail Supply Operations. This function includes supply operations typically performed at an installation, base, or facility to include providing supplies and equipment to all assigned or attached units. This includes all basic supply functions to include the requisition, receipt, storage, issuance, and accountability of materiel. This function does not include military commissary or exchange operations coded G006-G013, or hospital supplies and equipment coded H650. This includes but is not limited to:

- Supply Operations. Operation of consolidated supply functions to include operation of self-service supply centers, clothing initial issue points (CIIP), and petroleum, oils and lubricants (POL) resale points.
- Central Issue Facilities (CIF). Operation of central issue facilities for the purpose of providing military personnel required organizational clothing and individual equipment supplies. This includes necessary alterations performed at the CIF.
- Retail Supply Operations. This includes installation retail supply services to include local warehouse operations, delivery, customer support, inventory management, and unique industrial activity support.
- Materiel Services. Support for the procurement, inventory control, receipt, storage, quality assurance, issue, turn-in, disposition, expediting, property accounting and reporting, and other related functions.
- Other Retail Supply Services. Support to product lines (ammunition and end items). This includes supply support for the DoD small arms Serialization Program; Chemical Agent Standard Analytical reference materials; radioactive waste, research and development activities; and other unique activities which do not contribute to established product lines.

T120 Wholesale/Depot Supply Operations. This function includes management or operation of centralized logistics materiel management functions that provide worldwide materiel, supplies, and services for assigned end items or commodities. This includes all basic materiel management operations including provisioning, acquisition, and repair requirements determination; asset management; development of retail allowances; retrograde tracking; and customer support. This encompasses the planning and management of logistics support to include operations performed by item managers of defense components and sub-systems who oversee stock and develop purchase requests for items and material after development and

deployment. This activity accepts and validates customer requirements; considers existing workload, available capability, and capacity to plan near- and long-term activities to optimize workloads, product quality, and production rates; controls, acquires, allocates and manages resources; and develops production requirements to maintain materiel and facilities. Sustaining engineering is coded F510.

T130 Storage and Warehousing. This function includes receiving wholesale materiel into depots and other storage and warehousing facilities, providing care for supplies, and issuing and shipping materiel. This excludes retail supply operations coded T110, storage and warehousing of publications coded T150, storage and supply of ordnance coded T185, military commissary and exchange operations coded G006-G013, or hospital supplies and equipment coded H650. It includes materiel receiving and any additional services that may be required. This includes generating confirmation of materiel receipt; preparing materiel for shipment; and managing and caring for materiel in storage. While in storage, the materiel may be moved among various warehouses or moved to maintenance facilities to be upgraded. This includes packing and preparation of materiel for shipment, if necessary, before being sent to receiving activities. It may also include shipping, depending on where the materiel is being sent. As the actual movement of materiel is accomplished, distribution status information is provided for workload planning.

- Receipt of supplies and related documentation and information. This includes materiel handling and related actions, such as materials segregation and checking, and tallying incident to receipt.
- Shipping. This includes the delivery of stocks withdrawn from storage to shipping. This includes onloading and offloading of stocks from transportation carriers; blocking, bracing, dunnage, checking, tallying, and materiel handling in the central shipping area; and related documentation and information operations.
- Care, Re-warehousing, and Support of Materiel. This includes all actions that must be taken to protect stocks in storage. This includes physical handling, temperature control, assembly placement and preventive maintenance of storage aids, and realigning stock configuration. This also includes providing for the movement of stocks from one storage location to another and related checking, tallying, and handling, and other general storage support operations.
- Preservation and Packaging. This includes operations to preserve, re-preserve, and pack materiel to be placed in storage or to be shipped.
- Kitting. This includes building kits of repair parts to support phased maintenance requirements for deployed units.
- Unit and Set Assembly and Disassembly. This includes operations to gather or bring together items of various nomenclature (parts, components, and basic issue items) and group, assemble, or restore them to or with an item of another nomenclature (such as parent end item or assemblage) to permit shipment under a single document. This also includes blocking, bracing, and packing preparations within the inner shipping container; physical handling and loading; and reverse operation of assembling such units.

- Special Processing of Non-Stock Fund-Owned Materiel. This includes special processing actions described below that must be performed on inventory control point (ICP)-controlled, non-stock fund-owned materiel using regular or special maintenance tools or equipment. This includes disassembly or reassembly of re-serviceable ICP-controlled materiel being readied for movement, in-house storage, or out-of-house locations (such as a port to a commercial or DoD-operated maintenance or storage facility or a property disposal or demilitarization activity). These operations include blocking, bracing, cushioning, and packing.
- Packing and Crating. This includes placing supplies in their final, exterior containers ready for shipment. This includes the nailing, strapping, sealing, stapling, masking, marking, and weighing of the exterior container. It also includes all physical handling, unloading, and loading of materiel within the packing and shipping area; checking and tallying material in and out; all operations incident to packing, repacking, or recrating for shipment (including on-line fabrication of tailored boxes, crates, bit inserts, blocking, bracing and cushioning shrouding, overpacking, containerization, and the packing of materiel in transportation containers). This includes packing and crating operations incident to the movement or storage of household goods.
- Other Storage and Warehousing. This includes all other storage and warehousing actions except cataloging.

T140 Supply Cataloging. This function includes preparing supply catalogs and furnishing cataloging data on all items of supply for distribution to all echelons worldwide. This includes catalog files preparation and revision of all item identifications for all logistics functions; compilation of federal catalog sections and allied publication; and development of federal item identification guides and procurement identification descriptions. It also includes providing for the printing and publication of federal supply catalogs and related allied publications.

T150 Publications Warehousing and Distribution. This function includes services provided by publication distribution centers (i.e., paper-based) to include central storage and issue of stock numbered and non-stock numbered publications, blank forms, regulations, directives and other official publications. This includes receipt of products in bulk, sorting by individual customer, and mailing.

T160 Bulk Liquid Storage. This function includes operation and maintenance of bulk petroleum storage facilities and other liquid storage facilities to include the maintenance and repair of liquid fuel dispensing systems. This includes operation of off-vessel discharging and loading facilities, fixed and portable bulk storage facilities, pipelines, pumps, and other related equipment within or between storage facilities or extended to using agencies and handling of drums within bulk fuel activities. This function excludes fuel supply services reported under code T165.

T165 Petroleum Oil and Lubricant Products Distribution. This function includes the distribution of petroleum/oil/lubricant products to include fueling. It includes operation of trucks and hydrants.

T167 Liquid, Gaseous, and Chemical Products Distribution. This function includes the distribution of liquid or gaseous elements (e.g., oxygen and nitrogen), or other chemical products.

T175 Troop Subsistence. This function includes the acquisition, management, and delivery of food and related items in support of military dining facilities and troop feeding programs worldwide. It includes management of combat/deployment rations. It also includes the development of menus and troop subsistence allowances. This function does not include military commissary or exchange operations coded G006-G013, or retail dining establishments associated with miliary exchange or MWR operations coded G020-G025.

T177 Food Supply. This function includes the operation and administration of food preparation and serving facilities at military facilities. It includes operation of central bakeries, pastry kitchens and central meat processing facilities that produce a product. This includes maintenance of equipment (to include dining facility equipment) but excludes maintenance of fixed equipment coded Z992. It also excludes hospital food service operations coded H350. This function does not include military commissary or exchange operations coded G006-G013, or retail dining establishments associated with miliary exchange or MWR operations coded G020-G025.

T180 Military Clothing. This function includes the order, receipt, storage, issue, and alteration of military clothing and the repair of military footwear. It excludes repair of organizational clothing reported under codes J600 and K600 and military exchange operations coded G013.

T185 Ordnance Storage and Supply. This function includes the support of conventional inventory management: ordnance support management; requirements determination; fleet ordnance positioning; allowance establishment and processing; oversight for receipt, segregation, storage and issue; demilitarization and disposal; and coordination and tracking of ammunition, weapons, combat systems and support equipment. In addition, this function includes ordnance supply operations typically performed at a retail ordnance site to provide receipt, segregation, storage, and issue of ordnance to all assigned units. This includes, but is not limited to, ammunition distribution and control, receiving and issuing of ordnance, ordnance onload and offload of ships, trucks, railcars, aircraft, submarines, etc., ordnance cross-decking, ordnance storage and inventory management, traffic management, ammunition segregation and inspection, prepositioning support, quick response teams, and ordnance support operations.

T190 Excess and Surplus Inventory Preparation, Demilitarization, and Disposal. This function includes the determination of excess inventory, preparation of documentation for transfer to a Defense Reutilization and Marketing Office, and subsequent receipt, classification, storage, and disposal through reutilization, transfer, donation, and sales of excess and surplus property. This includes demilitarization, precious metals recovery, and abandonment or destruction as required. This also includes operation of scrap yards and disposition of scrap metal through sales. This function excludes demilitarization operations that are an inherent part of the intermediate and depot maintenance activities covered by the J and K codes.

T199 Other Supply Activities. This function includes supply activities not addressed by one of the other supply function codes.

TRANSPORTATION

T701 Transportation Management. This function includes executive-level activities, overseeing, directing, and controlling transportation programs and subordinate organizations that provide transportation services. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

T710 Traffic/Transportation Management Services. This function includes the procurement of freight, household goods, and passenger services from commercial "for hire" transportation providers and from organic providers for all modes of transportation. This includes the review, approval, and signing of documents related to the obligation of funds; selection of mode or carrier; evaluation of carrier performance; adjudication of personal property claims; and carrier suspension. This excludes administrative transportation services at installations, bases and other military facilities for air transportation (coded T810), water transportation (coded T811), rail transportation (coded T812), and motor vehicle transportation (coded T824).

T800 Ocean Terminal Operations. This function includes the operation of terminals that transfer cargo between overland and sealift transportation and the handling of government cargo through commercial and military ocean terminals.

- Pier Operations. This includes stevedore and shipwright carpentry operations supporting the loading, stowage, and discharge of cargo and containers on and off ships, and supervision of operations at commercial piers and military ocean terminals.
- Breakbulk Cargo Operations. This includes the stevedoring, shipwright carpentry, stevedore transportation, and the loading and unloading of non-containerized cargo.
- Cargo Handling. This includes operation of barge derricks, gantries, cranes, forklifts, and other materiel handling equipment used to handle cargo within the terminal area. This also includes cargo load planning, documentation, and routing.
- Port Cargo Operations. This includes loading and unloading railcars and trucks; packing, repacking, crating, warehousing, and storage of cargo moving through the terminal; and stuffing and unstuffing containers.
- Vehicle Preparation. This includes the preparation of government and privately owned vehicles for ocean shipment; inspection and stowage of vehicles in containers; transportation of vehicles to the pier; and the process and issue of import vehicles to the owners.

- Lumber Operations. This includes the segregation of reclaimable lumber from dunnage removed from ships, railcars, and trucks; removal of nails; evening of lengths; inspection; and return of the lumber to inventory for reuse. It also includes the receipt, storage, and issue of new lumber.
- Materiel Handling Equipment (MHE) Support. This includes delivering MHE to user agencies and performing onsite fueling. Maintenance of material handling equipment is coded J511 and K539.
- Crane Maintenance. This includes maintenance of barge derricks, gantries, and fixed cranes that support vessels and terminal cargo operations.
- Other Ocean Terminal Operations. This includes ocean terminal operations other than those identified above.

T805 Aerial Terminal Operations. This function includes the operation of terminals that transfer cargo between overland and aerial transportation and the handling of government cargo through commercial and military air terminals.

- Airfield Operations. This includes operations supporting the loading, stowage, and discharge of cargo and containers on and off aircraft, and supervision of operations at commercial and military airlift terminals.
- Terminal Cargo Handling. This includes operation of cranes, forklifts, and other materiel handling equipment (MHE) used to handle cargo within the terminal area. This also includes cargo load planning, documentation, and routing.
- Terminal Cargo Operations. This includes loading and unloading railcars and trucks; packing, repacking, crating, palletizing, warehousing, and storage of cargo moving through the terminal; and stuffing and unstuffing containers.
- Vehicle Preparation. This includes the preparation of government and privately owned vehicles for aerial shipment; inspection and stowage of vehicles; transportation of vehicles to the terminal; and the process and issue of import vehicles to the owners.
- MHE Support. This includes delivering MHE to user agencies and performing onsite fueling. Maintenance of material handling equipment is coded J511 and K539.
- Other Aerial Terminal Operations. This includes air terminal operations other than those identified above.

Transportation Services. *This does not include dedicated medical transportation services (e.g., ambulance) coded H710.*

T810 Air Transportation Services. This function includes management and operation of aircraft that are assigned to commands, bases, installations, and DoD facilities for movement of personnel, equipment, and supplies. Aircraft maintenance is coded J501 and K531. This excludes medical transportation services coded H710.

T811 Water Transportation Services. This function includes management and operation of watercraft that are assigned to commands, bases, installations, and other DoD facilities for movement of personnel and supplies. This includes tug operations but excludes recreational watercraft operations. Watercraft maintenance is coded J504 and K534.

T812 Rail Transportation Services. This function includes management and operation of rail equipment assigned to commands, bases, installations, and other DoD facilities for movement of personnel, supplies, equipment, and other products. Maintenance of railway equipment is coded J506 and K536. Maintenance and repair of railroad facilities is coded Z997.

T824 Motor Vehicle Transportation Services. This function includes management and operation of motor vehicles and equipment assigned to commands, installations, bases and other DoD facilities for movement of personnel, supplies, equipment, and other products. This includes all local, intra-post, and inter-post scheduled and unscheduled movement of personnel provided by taxi, bus (to include dependent school bus), and automobile transportation operations. This also includes all heavy and light truck, and tow truck operations involved with the movement of equipment, supplies, and other products not covered by another function code; motor pool operations; and driver/operator licensing and testing. This does not include operation of cranes, construction equipment, or heavy and light trucks in support of Ocean Terminal Operations coded T800; air terminal operations coded T805; civil works projects coded Q420-Q999; fueling services coded T165; or the repair, maintenance, and construction of real property coded Z991-Z999. This also excludes medical transportation services coded H710. Maintenance of motor vehicles is coded J506 and K536.

T826 Air Traffic Control. This function includes air traffic control operations at installations, bases and other DoD facilities. Air traffic control for military operations is coded using the applicable M code. Maintenance of deployable air traffic control equipment (e.g., equipment in mobile or portable shelters) is coded J507 and K537. Maintenance of fixed air traffic control equipment at installations, bases, and other facilities is coded Z992.

T899 Other Transportation Services. This function includes transportation services not addressed by one of the other function codes.

GROUP 5—PRODUCTS MANUFACTURED OR FABRICATED. *This group of functions address activities concerned with the manufacture or fabrication of products. This includes manufacturing, assembly, fabrication, and three dimensional (3D) printing (additive manufacturing) of equipment, materials, products and items. This excludes manufacturing and fabrication operations that are inherent to depot maintenance and repair functions.*

X931 Ordnance. This function includes the assembly and manufacture of ammunition and related products.

X932 Products Made from Fabric, Textiles, or Similar Materials. This function includes the assembly and manufacture of clothing, accessories, and canvas products as well as rope, cordage, and twine products.

X933 Container Products and Related Items. This function includes the design and fabrication or manufacture of wooden boxes, crates, and other containers. This includes the

fabrication of fiberboard boxes and assembly of paperboard boxes with metal straps. It excludes on-line fabrication of boxes and crates that are part of the storage and warehousing function coded T130.

X938 Communications and Electronic Products. This function includes the assembly of communications and electronic products. This excludes the installation of new or modified computing hardware and software coded M900-M939, communications systems coded W210-W299, or electromagnetic spectrum transmission systems (e.g., radio and satellite) coded W320.

X939 Construction Products. This function includes the operation and maintenance of quarries and pits, including crushing, mixing, and concrete and asphalt batching plants.

X944 Machined Parts. This function includes the assembly and manufacture of machined parts.

X950 Additive Manufacturing. This function includes the execution of production workflows; calibration, operation, and maintenance of additive manufacturing machinery; and model design (e.g., CAD or 3D model, and specific types of materials required) used with additive manufacturing. This includes manual finishing or post-processing operations (e.g., support removal, surface finishing, sintering, 3D priming, polishing, melting, machining, blasting, and heat-treating) required to complete products; quality control; and use of information technology and software for recording, maintaining, and updating 3D data within additive manufacturing equipment and systems.

X999 Other Products Manufactured and Fabricated. This function includes the manufacture or fabrication of all systems, equipment, products, or items not addressed by other function codes.

GROUP 6—INSTALLATION/FACILITY MANAGEMENT AND UTILITY PLANT OPERATION AND MAINTENANCE. *This group of functions address activities concerned with the management and operations of installations and facilities. This includes building and housing services and plants that generate and/or distribute utilities. This is one of several groups that are related to installation and facility management. This excludes security/law enforcement, safety, environmental and natural resources, real property, and other installation and tenant-provided services as well as the construction, maintenance, and repair of structures and grounds located in other groups.*

INSTALLATION/FACILITY MANAGEMENT

S100 Installation/Facility Management. This function includes executive-level activities, oversight, direction, and control of subordinate organizations. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

S200 Installation, Base, or Facility Management. This function includes oversight, direction, administration, and control of subordinate activities at an installation, base, or other

DoD facility to include oversight of services provided to tenants. This function involves the management of support activities from more than one functional group (to include preparation, real property management and accountability, management and oversight of multifunction contracts). This function includes master planning, energy management, and any emergency planning not addressed by Y220. This function is typically performed by installation, base, and facility commanders and directors and the parts of their support staff that perform management functions not addressed by other function codes.

S210 Facility Administration. This function includes planning, programming, funding for minor construction, maintenance, and repair of government buildings, real property, and associated grounds and surfaced areas; the administration of rental property; and the administration (to include contract administration) of building services. It includes contract management of building management services addressed below. It also includes building space management, and moving and handling of office furniture and equipment except operations covered by function codes W210-W389 and M923. This excludes the actual maintenance and repair of buildings, grounds, and surfaced areas coded Z991-Z999, and local storage and supply operations (e.g., requisition, receipt, storage, issuance, and accountability) coded T110.

S310 Housing Administration and Operations. This function includes planning programming, and funding for minor construction, maintenance, and repair of government housing and associated grounds and surfaced areas; the administration (to include leasing) and operation of DoD housing facilities; and the administration (to include contract administration) of housing services. Housing management includes the administration and operation of bachelor quarters, family housing, and unaccompanied personnel housing (UPH) to include UPH leased by the Government from private owners, Federal Housing Administration or Veteran Affairs and designated as public quarters. It excludes operation of reception stations and processing centers coded B820 and operations of disciplinary barracks and confinement facilities coded S719. It includes the moving and handling of unaccompanied personnel housing furnishings and equipment except operations covered by function codes W210-W299 and M923. This excludes the actual maintenance and repair of buildings, grounds and surfaced areas coded Z991-Z999 and storage and supply operations (e.g., requisition, receipt, storage, issuance, and accountability) coded T110. It includes contract management of housing management services addressed below.

Building and Housing Management Services*. This includes services provided to building and/or housing tenants.*

S410 Custodial Services. This function includes janitorial and housekeeping services to maintain safe and sanitary conditions and preserve property.

S420 Solid Waste Collection and Disposal. This function includes trash and other refuse collection, recycling, and disposal services. This excludes the operation of incinerators, sanitary landfills, or regulated dumps coded S730.

S430 Hazardous Material (HAZMAT) Collection and Disposal. This function includes the safe handling, collection, and disposal of hazardous materials and waste.

S435 Pest Management. This function includes prevention and control of disease vectors and pests that may adversely affect the DoD mission or military operation; the health and well-being of people; or structures, material, or property. This includes response to, capture, and disposition of uncontrolled, dangerous and disabled animals or remains.

S450 Laundry and Dry Cleaning Operations. This function includes the operation and maintenance of laundry and dry cleaning facilities, as well as drop-off and pick-up sites.

S499 Other Building and Housing Management Services. This function includes building and housing management services not covered by one of the other function codes. This includes the repair and maintenance of furniture and equipment (except for repair and maintenance of communications and computing equipment coded W210-W389 and equipment that is considered real property coded Z991 and Z992). It also excludes local supply services coded T110.

UTILITY PLANT OPERATION AND MAINTENANCE*. This set of functions is concerned with the operation and maintenance of water pumping plants, purification plants, and distribution systems, wastewater pumping plants, treatment plants and sewage collection systems; industrial waste disposal systems; electric distribution systems, transformers and generating systems; natural gas distribution systems; cold storage plants, air conditioning and heating plants and distribution systems; combined heat and power plants; miscellaneous refrigeration; heating plants and distribution; and, central and installed air compressors. This includes maintenance and repair of above ground and underground storage facilities, provisions for the physical "tie-in" or "connection" to the source system when it replaces a failed or failing existing system. This also includes maintenance and repair of standby generating plant equipment, all heating equipment not already identified, ventilating fans, evaporative cooling systems, and similar support equipment and systems. It does not include the maintenance and repair of installed utility equipment that is used only for the building in which it resides. It includes active and inactive facilities. The operation and maintenance of bulk liquid storage facilities is coded T160. The operation and maintenance of quarries, pits, and asphalt plants is coded X939.*

S725 Electrical Plant and Distribution Systems Operation and Maintenance. This function includes the provision of electric energy and/or the operation and maintenance of main electric generating plants and distribution systems at active and inactive installations. It excludes operation of auxiliary generators, portable generators, frequency changers, electric motor-driven generator sets and rectifiers, unless installed as generating plant accessory equipment.

S726 Heating Plant and Distribution Systems Operation and Maintenance. This function includes the provision of steam and hot water and/or the operation and maintenance of boiler plants, high pressure and heating plants, combined heat and power plants, and systems of all types and capacities and distribution systems at active and inactive installations. It also includes the handling, storage, and consumption of coal or other bulk fuels. The storage of bulk liquid fuel is coded T160.

S727 Water Plant and Distribution Systems Operation and Maintenance. This function includes the provision of water and/or operation and maintenance of water treatment plants,

distribution systems, and water storage facilities. This includes pumping at treatment and source pumping plants; impounding reservoirs; and all wells, cisterns, springs, chlorinators, and chemical feeders located in the pumping plants that are used to produce and distribute filtered water at active and inactive installations.

S728 Sewage and Waste Plant and Distribution Systems Operation and Maintenance. This function includes the provision for sewage collection, treatment, and disposal and/or operation and maintenance of sanitary and industrial wastewater pumping and treatment plants and distribution systems at active and inactive installations. This also includes the provision for portable latrines.

S729 Air-Conditioning and Cold Storage Plant and Distribution Systems Operation and Maintenance. This function includes the operation and maintenance of air conditioning plants, cold storage plants, heat pumps, and ice manufacturing plants of all tonnage capacities and distribution systems at active and inactive installations.

S730 Incinerator Plant and Sanitary Landfill Operations. This function includes the operation and maintenance of incinerators, combustors, sanitary landfills, regulated dumps, and the performance of all related major refuse collection and disposal services.

S780 Natural Gas Distribution Systems. This function includes the operation and maintenance of natural gas transmission and distribution systems at active and inactive installations.

S799 Other Utility Plant and Distribution Systems Operation and Maintenance. This function includes utility plant and distribution systems operation and maintenance (to include purchase from a private firm or public municipality for the physical "tie-in" or "connection" to the source system) that are not addressed by other function codes.

GROUP 7—SECURITY, LAW ENFORCEMENT, AND PRISON/CONFINEMENT FACILITIES. *This group of functions address activities concerned with the force protection and prison/confinement. This includes physical security and law enforcement (e.g., Chemical/Biological/Radiological/Nuclear/High Explosives, antiterrorism, criminal investigation, etc.), visitor services, security compliance, and prison operations activities.*

SECURITY/LAW ENFORCEMENT/FORCE PROTECTION

S500 Security/Law Enforcement/Force Protection Management. This function includes executive-level activities, oversight, direction, and control of subordinate organizations. This function includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

S505 Security Operations Management at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and Chemical/Biological/Radiological/Nuclear/High Explosives (CBRNE)). This includes oversight, direction, administration, planning, coordination, and control of security operations at installations/facilities to include (but not limited to) the development and integration of law enforcement, physical security,

antiterrorism, and CBRNE operations. This also includes evaluation of security programs and entails the development of system security standards and conducting initial, annual, and random evaluations within the organization to evaluate effectiveness.

- Law Enforcement Oversight and Planning. This includes oversight and planning as it relates to law enforcement activities and functions.
- Antiterrorism Oversight and Planning. This includes the oversight and planning of antiterrorism programs that protect Service members, civilian employees, family members, facilities, equipment, and infrastructure through the planned integration of combating terrorism, physical security, information operations, personal security, and law enforcement operations with the synchronization of operations, intelligence, training and doctrine, policy, and resources.
- CBRNE Oversight and Planning. This includes the oversight and planning for detecting, responding to and managing the consequence of a CBRNE incident.
- Security Oversight and Planning. This includes the oversight and planning for providing physical security inspections, surveys, and technical assistance services; conducting Mission Essential Vulnerability Assessments, inspections, and counterintelligence support activities; and conducting risk analysis for facilities and assets. It also includes preparation of physical security inspection and survey reports; administering the foreign disclosure program; support to insider threat and other personnel security programs; and providing intelligence support for security program planning.

S510 Security Operations at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE). This function addresses security threats to government owned, used, or leased installations/facilities through a balanced strategy of prevention, preparedness, detection assessment, response, crisis management, and consequence management to protect personnel, facilities, and the infrastructure. This function includes operations that provide for the overall physical security of government owned, used or leased installations/facilities and property and in-transit protection of military property from loss or damage.

- Coordinating Security Operations. This includes the protection of Service members, civilian employees, family members, facilities, equipment, and infrastructure, in all locations and situations, accomplished through the planned and integrated application of combating terrorism, security, law enforcement, insider threat and CBRNE programs.
- Physical Security Operations. This includes physical measures designed to safeguard personnel; prevent unauthorized access to facilities/installations/ buildings/controlled spaces, equipment, materiel, and documents; and to safeguard them against espionage, sabotage, damage and theft. This includes regulation of people, material, and vehicles entering or exiting a designated area; mobile and static security activities for the protection of installation or government assets; and special protection of high value property, resources and weapons to include nuclear and conventional arms, ammunition, and explosives. Physical

security also provides the criteria for the levels and types of armed security forces required for response and containment.

- Law Enforcement Operations. This includes enforcing Federal and State law, issuance of federal citations, detaining suspects, preservation of crime scenes, conducting preliminary/misdemeanor investigations, motor vehicle traffic management, investigation of motor vehicle accidents, apprehension and restraint of offenders, and controlling demonstrations. This also includes protecting, defending, and deterring against criminal activities. Pentagon Force Protection Agency law enforcement officers also fall under this category.
- CBRNE Protection/Response Operations. This includes providing CBRNE protection for DoD assigned employees through surveillance and operational capabilities such as CBRNE sampling, detection, identification, verification, mitigation, decontamination, advising and training on CBRNE matters, and operation/maintenance of highly technical equipment.
- Threat Detection. This includes mobile and static security activities designed to detect potential threat activities.
- Military Working Dog (MWD)/K-9 Operations. This includes detection and deterring of possible criminal activities through canine discovery of narcotics/explosive devices that may be targeted for DoD employees or government owned, used, or leased facilities occupied by employees. This also includes dogs used for patrol capabilities and administration of the MWD/Canine Program.

S520 Security Operations Support Services at Installations/Facilities (Law Enforcement, Physical Security, Antiterrorism, and CBRNE). This function includes all administrative operations, to include:

- Passes and Registration. This includes processing, preparation, and issuance and/or control of identification credentials (to include building passes and identification cards). This also includes registration of privately owned vehicles and firearms and the administration, filing, processing, and retrieval of information about privately owned items that must be registered on military installations, bases, and facilities.
- Visitor Information Services. This includes providing information to installation, base, or facility residents and/or visitors about street, agency, unit, and activity locations.
- Licensing and Certification of Security Guards. This includes security police on-the-job, specialized, and ground training that takes place at security guard facilities.
- Storage and Inventory of Armament and Equipment. This includes the receipt, secure storage, inventory, inspection, and turn-in of assigned weapons and equipment.
- Vehicle Impoundment. This includes identification and determination of vehicles on military installations for impoundment.

- MWD/Canine Support. Maintenance of dog kennels and kennel areas.
- Training. This includes local pre-service, in-service, and sustainment training of security forces conducted at the installation/facility.

S540 Information Security. Information security includes identifying materials, processes, and information that require protection and recommending the level of security classification and other protections required. It also includes administering security education/motivation programs, overseeing and monitoring security violations/incidents, and conducting security oversight activities. This does not include information system security or cybersecurity functions and activities identified in Group 17-Information Capabilities.

- Classification Management. This function includes administration of programs that identify, classify, and mark information that meets the classification standards of E.O. 12958, as amended, "Classified National Security Information."
- Safeguarding Classified Material. This function includes administration of programs that provide for the secure receipt, storage and distribution of classified material.
- Declassification/Destruction of Classified Information. This function includes administering programs that ensure the appropriate and timely declassification/ destruction of classified information to include the declassification of permanent historical valuable information that is 25 years old or older.

S560 Protective Services Operations. This function includes the protection and escort of designated high-risk personnel. The appropriate headquarters must approve this function designation.

S440 Fire Prevention and Protection. This function includes fire suppression, fire prevention, fire protection, and emergency responses (to include crash/search and rescue operations). This also includes fire station administration and operations.

Security Compliance/Law Enforcement Investigations

I510 Personnel Security (Clearances and Background Investigations). This function includes the conduct and analyses of personnel security investigations and the continuing evaluation and administration of personnel, to assure (to the extent possible) that all personnel who are assigned sensitive duties or have access to sensitive or classified information/material are, and remain, loyal, reliable, and trustworthy. The level of investigation conducted, and the cycle of re-investigation is commensurate with the level of sensitivity of the assigned duties of classified information assessed. Personnel security includes investigations into the suitability and personnel security clearance eligibility of military, DoD civilians, industrial contractor personnel, and other agency personnel as authorized. This includes initial investigations, reinvestigations, and adjudications. It also includes sensitive cases (e.g., White House and Senior Pentagon Officials), issue cases, and the oversight of overseas leads. It requires agency-to-agency contacts on National Agency Checks, FBI fingerprint/name checks, and other similar inquiries. These investigations and detective tasks may include checks into law enforcement files, financial records, and other pertinent records. They may also entail interviews of the

subject, the subject's friends, co-workers, employers, neighbors, and other individuals, as appropriate.

I520 Criminal Investigative Services. This function includes the conduct of criminal investigations, and supervision and management of all steps required to investigate criminal activities (e.g., interviews/interrogations, information gathering, polygraph, crime scene examination, forensic analysis, etc.). The laboratories conducting forensic examinations and investigative support (e.g., investigative assistants and analysis, technical guidance and supervision to junior agents and apprentice investigators, and trial case preparation) are also included. This function is limited to organizations such as the Army Criminal Investigation Division, Naval Criminal Investigative Service, Air Force Office of Special Investigations, and the Defense Criminal Investigative Service. This function excludes law enforcement operations performed at installations and bases coded S500-S520 and Counterintelligence coded M310. This function also may include cyberspace forensics, if conducted as part of a criminal investigation. Cyberspace forensics conducted outside of criminal investigations should be coded as M932.

I530 Industrial Security. Industrial security regulates work that takes place in the private sector or in Government-owned/contractor operated facilities. It applies principles of personnel, physical and information security. This function includes the administration, oversight, clearance processing, security survey, and annual assurance of the security of contractor facilities involved in the National Industrial Security Program (i.e., defense industrial base). This includes operations undertaken to ensure that appropriate security safeguards are in place and followed throughout the life cycle of classified procurement programs (i.e., from inception through final delivery). It includes assessing the level of protection afforded classified information by employees of private sector contractors, universities, and research firms. This encompasses educating private sector employees who will be safeguarding classified information; approving security containers for storing classified information; accrediting automated information systems that process classified information; and providing advice and assistance to the security office and contractor employees. This also includes assisting the contractor in investigating security violations and ensuring that the transfer of classified information between nations is accomplished following the appropriate safeguards.

I540 Acquisition Security. Acquisition security includes the planning and integration of all security methods and procedures into the development, demonstration, and production or procurement of defense systems to ensure holistic protection. This includes acquisition programs for weapons systems and associated support equipment (including training systems), automated information systems, and other equipment and materiel to protect systems and related sensitive technology, technical data to include research data with military applications, classified information (including SAP, SCI, Collateral), and support systems from foreign intelligence collection, unauthorized disclosure, sabotage, theft, or damage throughout a system's life cycle. This function includes efforts to develop and provide tailored countermeasures to mitigate vulnerabilities to systems and associated sensitive resources/information from loss, damage, destruction, or compromise based on the systematic evaluation of security risks, costs and benefits. This also encompasses ensuring international programs security requirements are met by all parties, to include Defense Industry, U.S., and

foreign customers for the protection of Government property, classified and/or controlled unclassified information, and sensitive critical controlled assets pursuant to international cooperative efforts and/or foreign military sales programs.

PRISON AND CONFINEMENT FACILITY OPERATIONS

S719 Confinement Facility Operations. This function includes the administration and operation of DoD level 1 facilities that provide for the confinement of casual, pre-trial, and short-term prisoners; and the temporary confinement of intermediate and long-term prisoners eligible for transfer.

S720 Prison Operations. This function includes the administration and operation of DoD level 2 and 3 facilities that provide for the intermediate and long-term confinement of prisoners. This includes all correction activities for the rehabilitation of personnel confined in prisons and other facilities providing intermediate and long-term confinement.

S722 Enemy Prisoners of War, Retained Personnel, Civilian Internees, and other Detainees Detention Operations. This includes the administration and operation of facilities that provide for the detention of Enemy Prisoners of War, Retained Personnel, Civilian Internees, and other detainees. This includes all activities supporting the function, such as internment resettlement operations.

S724 Other Security, Law Enforcement, and Prison/Confinement Facility Activities. This function includes any other security, law enforcement, force protection, or prison/confinement facility activities performed at installations/facilities not covered by other function codes above.

GROUP 8—ENVIRONMENTAL SECURITY, NATURAL RESOURCE, AND SAFETY SERVICES. *This group of functions address activities concerned with environmental management and natural resource services; safety and industrial health; explosives safety; and response to hazardous material mishaps on military installations, bases, and facilities. It excludes civil work projects and programs coded with the applicable Q function codes.*

E110 Environmental Security Management. This function includes executive-level activities, overseeing, directing, and controlling programs and subordinate organizations responsible for environmental management; natural resources affairs, including soil, water, forests, wildlife, and land management; weather and climate; sustainability; safety and industrial health; explosives safety; hazardous materiel; and pest management. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating and reporting on program performance; conducting mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

E120 Environmental and Natural Resource Services. This function includes operations that ensure compliance with statutory and regulatory environmental requirements at military installations, bases, and facilities to include, but not limited to, pollution prevention and compliance with the Clean Air Act, Clean Water Act, Safe Drinking Water Act, and Resource

Conservation and Recovery Act. It also includes hazardous materials and waste management; land management; environmental restoration—cleanup management (to include cleanup at active and closing bases); management of the conservation of natural, historical, archeological and cultural resources; application of up-to-date environmental technology; environmental assessment and planning; and other similar operations. This also includes natural resource projects that take place at military installations, bases, and facilities that are environmental compliance/conservation related. This includes efforts that implement natural resource management plans in the areas of fish, game, wildlife (including endangered species), forestry, watershed areas or ground water table, erosion control, and mineral deposit management at installations. It excludes maintenance of natural resources that are not environmental compliance/conservation related that are coded Z993. Also, this does not include the management of civil works projects covered by the Q function codes.

SAFETY SERVICES

E220 Safety Management. This function includes safety efforts designed to prevent accidental loss of human and material resources and protect the environment from the potentially damaging effects of DoD mishaps. This includes efforts to protect personnel from safety and health risks; hazard investigations; and worksite inspections, assessments, reviews and illness and injury trend analyses. This involves managing, administering, operating and conducting safety programs, which include planning, organizing, directing, and controlling safety activities; assessing and providing risk management consultation; investigating, compiling, and reporting data on mishaps; providing information on safety standards and techniques; designing effective management policies, programs, or practices; surveying areas and activities to eliminate mishap potentials; and conducting safety education and training. This excludes occupational, industrial, and environmental safety coded E225.

E225 Occupational, Industrial, and Environmental Safety. This includes epidemiology, medical entomology, environmental health, industrial hygiene, environmental health surveillance in military operations, health hazards assessments, health physics, hearing conservation, sanitation and hygiene, operational risk management of health hazards, and medical worker's compensation support for the purpose of eliminating or minimizing human injury and property and productivity losses, caused by harmful contact incidents. This involves the design of effective management policies, programs, or practices; training; planning, directing, and supervising occupational safety programs in garrison and field environments. This excludes collection and disposal of hazardous material coded S430 and health services provided by health clinics coded H100 or H203.

E230 Explosives Safety. This function includes Explosives Safety and Munitions Risk Management (ESMRM). ESMRM integrates both explosives safety and risk management tenets and requirements into operational planning, logistics, training, and operations when DoD military munitions are present or planned for. The ESMRM goal is to enhance military effectiveness in support of the mission while protecting personnel, property, and military equipment from potential consequences of accidents/mishaps involving DoD military munitions. Explosives safety and ESMRM manage risks from DoD military munitions across the entire lifecycle which encompasses RDT&E, manufacturing, procurement, transportation,

handling, storage, surveillance, maintenance, demilitarization, training, and during operations. It includes supervising, administering, leading, advising, or performing explosives safety work while ensuring compliance with explosives safety policy and regulations. Explosives safety also includes munitions response activities on DoD installations and formerly used defense sites.

E250 Hazardous Material Mishaps Response. This function includes crisis or emergency response, involving determining if hazardous materials are present, and clean-up operations for hazardous material spills and mishaps. This excludes the routine collection and disposal of hazardous material coded S430.

E999 Other Environmental Security, Natural Resource, and Safety Activities. This function includes environmental security, natural resources, and safety activities not covered by other function codes.

GROUP 9—REAL PROPERTY PROJECT MANAGEMENT, MAINTENANCE, AND CONSTRUCTION. *This group of functions address activities concerned with real estate and real property. This includes acquisition; titling, outgranting, and disposal; construction, maintenance and repair; and architecture and engineering activities. This excludes civil works activities located in Group 10.*

REAL PROPERTY PROGRAM AND PROJECT MANAGEMENT

Z101 Real Property Program Management. This function includes executive-level activities, overseeing, directing, and controlling real property programs and subordinate organizations associated with the acquisition, titling, outgranting, architect and engineering, construction, repair and maintenance, and disposal of real property, military programs, and support for other projects (project management) or an aggregate of projects (program management). This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, advising, evaluating and reporting on program performance; conducting mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

Z110 Major Construction of Real Property Management. This function includes the oversight, supervision, inspection, and administration of contract construction work; technical assistance in contract negotiations; preparation of contract modifications; and surveillance of construction projects. This includes the collection of engineering and design technical data; conduct of construction reviews before contract award; quality assurance of ongoing construction; documentation and commissioning for transfer of completed work to the appropriate agency; and the technical and policy review of such work. This function includes, but is not limited to, performance by the U.S. Army Corps of Engineers (USACE).

Z120 Real Estate/Real Property Acquisition. This function includes acquiring real property or interest in real property by purchase, lease, condemnation, exchange, gift, or transfer/permit. This includes the approval, disapproval, and/or control of real estate planning reports, acquisition directives, surveys, maps, title evidence, title insurance, appraisals, non-standard estates, condemnation assemblies, relocation applications, offers to sell, final title opinions, environmental reports, cultural-historical reports, and other real estate acquisition

documents such as deeds and leases. This also includes negotiations for, and acceptance or rejection of, offers and counteroffers and determinations on the value to be paid for the acquisition of real property. It also includes the authority for proposed acquisitions, title status, direct purchase or condemnation decisions, relocation assistance payments and claims, settlement in court cases, gross value estimates in project decision documents, and risk assessments. It also includes preparation of various real estate documents which may be done in-house or, if performed by contractors, includes contract management. This function includes, but is not limited to, performance by USACE. The USACE real estate work is global and is not performed at the installation.

Real Estate/Real Property Title, Outgranting, and Disposal. *These functions include management of the title, outgranting, and disposal of real estate and real property. This entails the approval, disapproval, and/or control of real estate leases, licenses, permits, or easements granting use of real property, Reports of Availability, encroachment trespass resolutions, Reports of Excess, deeds divesting DoD of the title, transfer documents transferring control of real property to another federal agency, timber harvesting, surveys, maps, and appraisals. These functions also include management, programming, budgeting, negotiating, accepting or rejecting availability or excess status of real property and the authority for proposed actions, claims, settlement in court cases, terms of agreements, dispute resolution, and risk assessments.*

Z135 Real Estate/Real Property Title, Outgranting, and Disposal-National Projects. This function includes projects that transcend state boundaries (e.g., such as those typically performed by USACE) and are not confined to an installation, base, or facility. These decisions and management functions are performed at the USACE district and division offices, HQ USACE, or Department of the Army Secretariat.

Z138 Real Estate/Real Property Title, Outgranting, and Disposal-Local Projects. This function includes projects at installations, bases, and defense facilities.

Architect-Engineering Services*. The management and oversight of engineering activities typically includes quality assurance and other activities associated with the production of studies, plans, designs, specifications, drawings and value engineering. This includes field exploratory and investigative work, geological reports, the measurement and location of natural and man-made physical features and legal boundaries, and the technical and policy review of this work. This also includes management and oversight of private contractor engineering and design work to include the preparation of project scope and cost estimates to support the programming and budgeting process; preparation of cost estimates for the evaluation of contract bids and proposals; negotiations; and the technical and policy review of such work. Projects may require professional services such as archeologists, biologists, procurement specialists, economists, accountants and auditors as well as engineers and architects. At the national project level, this may also require partnering and coordinating with industry groups, professional societies, other federal, state, and local agencies in the development of programs, studies, plans, guidance, and projects. The development of architectural and engineering reports, studies, and designs are predominately performed by private contractors providing professional services. The in-house development of architectural and engineering reports, studies and designs is typically limited to that required for*

maintaining the expertise necessary for establishing policies and procedures; programming and project definition; selection, management, and oversight of private contractors; quality assurance; and technical and policy review. These functions exclude engineering services that support the sustainment phase of the Defense systems acquisition life cycle coded F510.

Z145 Architect-Engineering-National Projects. This function includes projects that transcend state boundaries (e.g., such as those typically performed by USACE) and are not confined to an installation, base, or facility. This includes the management and oversight of engineering activities for the military, civil works, and environmental programs and support for other programs.

Z148 Architect-Engineering-Local Projects. This function includes projects at installations, bases, and defense facilities. This typically includes development of architectural and engineering reports, studies, and designs; criteria and design review; and processing of airfield and air space clearance waivers and master plans.

Z199 Other Real Property Program and Project Management Activities. This function includes real property program and project management activities not addressed by other function codes.

REAL PROPERTY MAINTENANCE, REPAIR, AND CONSTRUCTION

Z991 Minor Construction, Maintenance, and Repair of Family Housing and Structures. This function includes the alteration and repair (i.e., minor construction) and associated design services for family housing and structures. This function includes exterior and interior painting and glazing; roofing; tiling; flooring; screens and blinds repair; and interior plumbing. It includes electrical repair (to include elevators, escalators, and moving walks); repair to interior heating equipment (under 750,000 BTU capacity); and repair to appliances (to include installed food service and related equipment). It includes repair of air conditioning and refrigeration systems (under a 5-ton capacity), and repair of other equipment affixed as part of the building and not included in other activities. This function also includes repair to fencing, flagpoles, and other miscellaneous structures associated with family housing and the rehabilitation of family housing for tenant change and emergency service work.

Z992 Minor Construction, Maintenance, and Repair of Buildings and Structures Other than Family Housing. This function includes the alteration and repair (i.e., minor construction) and associated design services for buildings and structures other than family housing. It includes exterior and interior painting and glazing; roofing; tiling; flooring; screens and blinds repair; and interior plumbing. It includes electrical repair (to include elevators, escalators, and moving walks); repair of interior heating equipment (under 750,000 BTU capacity); and repair to installed building equipment (to include installed food service and related equipment). It includes repair to air conditioning and refrigeration units (under a 5-ton capacity); and repair of other equipment affixed as part of the building and not included in other activities. It also includes repair to fencing, flagpoles, guard and watchtowers, grease racks, unattached loading ramps, training facilities other than buildings, monuments, grandstands and bleachers, elevated garbage racks, and other miscellaneous structures.

Z993 Grounds Maintenance and Repair. This function includes the maintenance, repair, protection and development of land, water, and renewable natural resources; fish and wildlife habitats; training areas and ranges; administration of agriculture and grazing leases; and management expenses for forest areas, except when related to environmental compliance and conservation. Maintenance of natural resources that are related to environmental compliance and conservation are coded E120.

- Grounds (Improved). This includes the maintenance and repair of improved grounds, including lawns, drill fields, parade grounds, athletic and recreational areas, cemeteries, other ground areas, landscape and windbreak plants, turf grass, ground cover plantings, crushed rock and gravel blankets, and storm and accessory drainage systems. These grounds are normally subject to annual fixed requirements for grounds maintenance measures consisting of seeding, fertilizing, policing, watering, mowing, weed control, pruning, dust control, and other essential grounds operations.
- Grounds (Other than Improved). This includes the maintenance and repair of small arms ranges, artillery ranges, antenna fields, drop zones, maneuver areas, testing and artillery ranges, igloo yards, safety and security zones, and firebreaks. It also includes grounds such as wildlife conservation areas, deserts, swamps, ponds, lakes, streams, estuaries for fish and waterfowl habitats, and similar areas. These grounds are normally subjected to maintenance measures such as open drainage and watersheds to preclude erosion and sedimentation; planting vegetation, utilization of structural measures and non-vegetative surface treatments to control dust, erosion, and surface water; mowing, prescribed burning and herbicides to control weeds, brush, vegetative fire hazard and poisonous plants; and cleanup of storm damage. This applies to all active and inactive facilities.

Z994 Surfaced Areas Maintenance and Repair. This function includes the maintenance and repair of all rigid, flexible, and miscellaneous graded and stabilized (other than grassed) pavements used for vehicular, aircraft, and pedestrian traffic, and appurtenances. It includes concrete, bituminous, gravel, stabilized, graded, or other hard surfaced (e.g., cobblestone, and paving block) streets, service drives, alleys, sidewalks, open storage areas, parking areas, aircraft runways, aircraft taxiways, aircraft aprons, heliports, hardstands, vehicular, pedestrian, and railroad bridges, training bridges, railroad trestles and appurtenances such as shoulders, culverts, storm drainage features, sub-grade drains, footbridges, and covered walks not attached to a building. It also includes traffic control signs and markings, pavement numbering and marking, and tie-down anchors. It includes paving, pothole/crack repair, inspection, sealing, painting, and other related activities and sweeping and snow removal from streets and airfields. This applies to all active and inactive facilities.

Z997 Railroad Facilities Maintenance and Repair. This function includes maintenance, repair and alterations of narrow and standard gauge two-rail tracks including spurs, sidings, yards, turnouts, frogs, switches, ties, ballasts, and roadbeds, with accessories and appurtenances, drainage facilities, and trestles.

Z998 Waterways and Waterfront Facilities Maintenance and Repair. This function includes maintenance, repair, and alterations of approaches, turning basin, berth areas and

maintenance dredging, wharves, piers, docks, ferry racks, transfer bridges, quays, bulkheads, marine railway dolphins, mooring, buoys, seawalls, breakwaters, causeways, jetties, revetments, and similar waterfronts and waterways. It excludes waterways maintained by the USACE civil works rivers and harbors programs and maintenance of natural resources that are environmental compliance/conservation related that are coded E120. It also excludes buildings, grounds, railroads, and surfaced areas located on waterfront facilities.

Z999 Other Real Property Minor Construction, Maintenance, and Repair. This function includes maintenance, repair, alteration, and minor construction of real property not addressed by other function codes.

GROUP 10—CIVIL WORKS. *This group of functions address activities concerned with civil works. Many times, these activities are performed by the U.S. Army Corps of Engineers; not confined to an installation, base, or facility; and transcend state boundaries.*

Q120 Civil Works Management. This function includes executive-level activities, oversight, direction, and control of the nation's water and related environmental resources, civil work projects and programs, and/or subordinate civil works management offices. The civil works management function is performed by the USACE and the Corps district and division offices. This function includes developing and issuing civil works policies and providing policy guidance; reviewing and evaluating program performance of subordinate organizations; allocating and distributing resources; or conducting mid- and long-range planning, programming, and budget for civil works activities. Within USACE, work is performed, and decisions are approved at the project level; performance and decisions receive supervisory review at the district level; and quality assurance reviews are done at the division office level.

Q220 Water Regulatory Oversight and Management. This function includes oversight, administration, and enforcement of navigable waterways regulatory programs; restoration and maintenance of chemical, physical, and biological water integrity; and control of permits pertaining to work, structures, and discharges in or over navigable waters and their tributaries. This includes the administration, enforcement, and permitting activities associated with regulatory programs (e.g., Rivers and Harbors Act of 1899, Sections 9, 10 and 13; Clean Water Act, Section 404; and Marine Protection, Research and Sanctuaries Act, Section 103).

Q240 Natural Resources Oversight and Management. This function includes oversight and administration (to include contract management) for the orderly protection, control, utilization, and renewal of natural resources at water resource development projects, including the interpretation of government policy and enforcement of rules and regulations (i.e., CFR Title 36 citation authority). Also included are sampling and/or control of obnoxious vegetation in navigable waters, tributary streams, connecting channels, and allied waters. This includes fish protection and management, fish spawning/rearing/releasing operations, wildlife conservation/management, and forest and soils management. This concerns projects that transcend state boundaries and are not confined to an installation base, or facility.

Q260 Civil Works Planning Production and Management. This function includes operations performed by either in-house or contractor personnel involved in developing river basin plans and other water resource plans for separable areas within river basins and the

technical review of this work. This includes feasibility studies for improving rivers, tributary streams, harbors, waterways, and related land areas for navigability, flood damage reduction, recreation, fish and wildlife protection, water quality, shore protection, hydroelectric power, and water supply. This also includes environmental and economic studies that are part of the planning process, and all flood plain management activities.

Q420 Bank Stabilization. This function includes restoration and repair of stream/riverbanks on navigable waterways and flood control channels. This includes placement of riprap; excavation and grading for mats; mat casting, loading, towing, and laying; and construction/placement of other structures.

Q440 Open Waterways for Navigation Maintenance. This function includes all activities, including contract management and oversight, associated with maintenance of open waterways operated for the purpose of navigation. Maintenance of open waterways includes dredging, drift and debris removal, clearing and snagging operations, removal of wrecks, repair of river training works, and operation and maintenance of dredges, tow boats, and other floating plants.

Q460 Jetties and Breakwaters Maintenance. This function includes all activities, including contract management and oversight, associated with maintenance of project-related jetties and breakwaters for navigation purposes such as patching of cracks in concrete, repair of eroded sections including replacement of stone, ballast, foundation, and other component materials.

Q520 Locks and Bridges Operation and Maintenance. This function includes all activities, including contract management and oversight, associated with operation and maintenance of navigation lock structures and associated facilities and equipment. This includes opening and closing the gates to permit transit of vessels and giving directions to vessel pilots transiting locks. This includes maintenance and repair (including emergency repairs) of locks and surrounding areas, such as embankments and spillways and operation and maintenance of moveable bridge spans over navigable waterways necessary for the transit of vessels. It also includes enforcement of laws, rules, and regulations on site at locks on critical and non-critical waterway segments. Maintenance and repair of grounds and surfaced areas at locks and bridges are coded Z993.

Q540 Dam Operation and Maintenance. This function includes dam operations performed by persons currently having authority to make final decisions on the release of water from dams, such as the operation of spillway gates and other outlet works, for flood control or maintenance of a navigation pool. This function also includes routine maintenance of dams and associated structures such as spillways, embankments, outlet works, levees, pumping stations, and other structures and/or management of contracts providing for routine as well as non-routine maintenance. Maintenance and repair of grounds and surfaced areas at dams are coded Z993.

Q560 Hydropower Facilities Operation and Maintenance. This function includes all activities, including contract management and oversight, associated with the operation and maintenance of hydropower facilities. This function includes hydroelectric generators, turbines, transformers, switchgear, conductors, insulators, control equipment, supervisory

control and data acquisition systems, computers, spare parts, pumps, water supply systems, communication systems, oil systems, sewage systems, heating and air conditioning systems, and related structures (e.g., switchyards and intake facilities). This function also includes making final decisions on the release of water from dams, such as the operation of hydropower turbines, spillway gates and other outlet works, for flood control or maintenance of a navigation pool. Maintenance and repair of grounds and surfaced areas at hydropower facilities are coded Z993.

Q580 Washington Aqueduct Operation and Maintenance. This function includes all activities, including contract management and oversight, associated with the operations and maintenance performed at the Washington Aqueduct. It includes the treatment and distribution of water to ensure an adequate and potable water supply to the federal establishment in Washington, D.C.; Arlington County, VA; the City of Falls Church, VA; and other parts of Fairfax County, VA. Maintenance and repair of grounds and surfaced areas at the Washington Aqueduct are coded Z993.

Q620 Recreation Areas Operation and Maintenance. This function includes all activities, including contract management and oversight, associated with the operation of recreational sites at water resource development projects, to include interpretation of government policy or enforcement of rules and regulations (i.e., CFR Title 36 citation authority). This includes operation of the recreation features of the project, and management of contracts that provide for operation and maintenance support.

Q999 Other Civil Works Activities. This function includes civil works activities not covered by other function codes.

GROUP 11—MILITARY COMMUNITY AND FAMILY PROGRAMS. *This group of functions address activities concerned with quality of life and social services. This includes activities associated with force resiliency; commissary and military exchange; military community and family readiness; morale, welfare, and recreation; child and youth development; and other social and community services.*

FORCE RESILIENCY PROGRAMS

B910 Force Resiliency Program Management. This function includes executive-level activities, oversight, direction, and control of subordinate offices and centers responsible for force resiliency programs (such as equal opportunity, suicide prevention, personnel risk reduction, sexual assault prevention and response, command climate and well-being, and drug demand reduction programs). This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

B920 Force Resiliency Program Operations. This function includes operations performed by force resiliency program offices and centers (such as equal opportunity, suicide prevention, personnel risk reduction, sexual assault prevention and response, command climate and well-

being, drug demand reduction) and other. This includes program operations necessary for implementation and monitoring of program activities.

B999 Other Force Resiliency Activities. This function includes force resiliency activities not covered by other function codes.

COMMISSARY AND MILITARY EXCHANGE OPERATIONS. *This includes functions that provide all ordering, receipt, storage, stocks and retailing for military commissaries and exchanges. This excludes procurement of goods for issue or resale.*

G006 Commissary and Military Exchange Management. This function includes executive-level activities, oversight, direction, and control of the DoD worldwide commissary system and military exchanges and their organization, processes, and procedures to include personnel, funds, facilities, supplies, and equipment. It includes developing and issuing policies and procedures for operations, merchandising, and marketing, as well as procedures for logistics, distribution, transportation and readiness planning when they are unique to the commissary and exchange businesses. It also includes reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

G008 Commissary Operations. This function includes ordering, obtaining, processing, storing, and retailing groceries and other items directly to authorized patrons. It includes reporting to the region staff or to the region director on day-to-day operations and services provided to customers. Elements are accountable for all assets and ordering of all equipment and supplies while maintaining high standards of health and safety and providing quality products and services to Defense Commissary Agency patrons.

G013 Military Exchange Operations. This function includes ordering, receipt, storage, stockage, and retailing of clothing and other items directly to authorized patrons. This includes stores and other retail facilities (e.g., gas station, restaurants and food courts, kiosks, etc.) operated by the Army and Air Force Exchange Services, Navy Exchange Services and Marine Corps Exchange Services.

MILITARY COMMUNITY AND FAMILY SUPPORT SERVICES. *Military Community and Family Support Services includes management and operations functions within the direction of Family Support Services programs, Child and Youth programs, and Morale, Welfare, and Recreation programs and related non-appropriated fund instrumentalities.*

G050 Military Community and Family Readiness System Management. This function includes executive-level activities, oversight, and direction of Military and Family Support Services Programs; Child Care and Youth Programs; Morale, Welfare, and Recreation (MWR) programs; and related non-appropriated fund instrumentalities (NAFIs). As part of the management function, centrally managed MWR functions are provided that either support Service-level NAFIs or provide consolidated support for field activities. (For example, the Military Services manage central non-appropriated fund (NAF) contract services for field activities, central investment of NAFs, centrally managed insurance and human resource

programs for NAFs, and centrally managed information technology functions. Most personnel positions providing these central functions are NAF-funded.) This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

G060 Military and Family Readiness System Services. This function includes services provided under a network of military and family readiness services operated be the DoD and other federal, state, and community-based agencies and organizations, as defined in DoDI 1342.22. These programs may be delivered face-to-face or by telephone, virtual, or electronic messaging. Services include those required by DoDI 1342.22 that may be provided in Family Readiness Support Centers and additional programs and services unique to the Service or the local environment. These services are in direct support of command priorities and include the following:

- Deployment readiness assistance
- Information and referral services
- Relocation assistance (use code G090)
- Financial readiness
- Employment readiness assistance
- Personal and family life education
- Exceptional Family Member Program services (use code G061)
- Child abuse prevention and response services
- Domestic abuse prevention and response services
- Problematic sexual behavior in children and youth response services
- Emergency family assistance services
- MWR services (use codes G020-G025, as appropriate)
- Non-Medical clinical Counseling
- Transition assistance services

G061 Exceptional Family Member Programs. This function includes Exceptional Family Member Programs (defined in DoDI 1315.19 and DoDI 1342.22) provided through installation level programs in Family Readiness Support Centers.

MORALE, WELFARE, AND RECREATION (MWR) SERVICES. *These functions include MWR program activities that provide for the fitness, esprit de corps and quality of life of Service members, their families, DoD civilians, and other authorized patrons. MWR activities are grouped into categories by funding source. MWR activities are supported non-appropriated fund instrumentality (NAFI) operations and use both appropriated funds (APFs) and non-*

appropriated funds (NAFs) as funding sources. DoDI 1015.10 provides full descriptions of the activities included and support authorized for activities within each of the three categories.

- *Category A: Mission Sustaining Programs. These functions promote physical and mental well-being of Service members and are requirements that support accomplishment of the basic military mission.*
- *Category B: Basic Community Support Programs. These functions satisfy the basic physiological and psychological needs of Service members and their families, providing, to the extent possible, support systems that make DoD installations temporary hometowns for a mobile military population.*
- *Category C: Revenue Generating Programs. These functions include activities that are self-supporting through NAF revenue generating capability and provide outlets for pursuit of individual recreational interests.*

G020 MWR Mission Sustaining Programs Management. This function includes oversight and direction of MWR Category A mission sustaining programs.

G021 MWR Mission Sustaining Programs Operations. This function includes activities typically performed to operate MWR Category A mission sustaining programs.

G022 MWR Community Support Programs Management. This function includes oversight and direction of MWR Category B community support programs.

G023 MWR Community Support Programs Operations. This function includes activities typically performed to operate MWR Category B community support programs.

G024 MWR Revenue Generating Programs Management. This function includes oversight and direction of MWR Category C revenue generating programs.

G025 MWR Revenue Generating Programs Operations. This function includes activities typically performed to operate MWR Category C revenue generating programs.

CHILD AND YOUTH PROGRAMS. *These functions include four types of programs that support youth and children (Child Development Programs, School Age Care Programs, Family Child Care, and Youth Programs). These programs are supported by both APFs and NAFs, and are defined as MWR Category B activities, as described in DoDI 1015.10. They are funded with a minimum of 65 percent APFs and 35 percent NAFs.*

G066 Child Development Early Care and Education Program Management. This function includes oversight, personnel management, facility management, direction, and control of early care and education classroom, and developmental activities above the classroom level (e.g., Child Development Center Director or Assistant Director). This also includes management and direct staff support. Center-based care provides services for infants, toddlers, preschoolers and kindergarten-aged children. Requirements and standards for these programs are specified in DoDI 6060.02.

G067 Child Development Early Care and Education Program Activities. This function includes the direct conduct of infant through preschool curricula and developmentally appropriate practice to dependents of DoD civilians stationed overseas and military personnel

both stateside and overseas. Requirements and standards for these programs are specified in DoDI 6060.02.

G068 School Age Care Programs Management. This function includes oversight, personnel management, facility management, direction, and control of care and education classroom, and developmental activities above the classroom level (e.g., Director or Assistant Director) for children ages 6-12, or attending kindergarten, who require supervision before and after school, during duty hours, school holidays, and during school closures. Requirements and standards for these programs are specified in DoDI 6060.02.

G069 School Age Care Programs Activities. This function includes the direct conduct of education classroom and developmental activities for children ages 6-12, or attending kindergarten, who require supervision before and after school, during duty hours, school holidays, and during school closures. Requirements and standards for these programs are specified in DoDI 6060.02.

G070 Youth Programs Management. This function includes oversight, personnel management, facility management, direction and control of a full range of community-based educational, social, cultural, recreational, and physical activities that promote the healthy development and transition of children to adulthood. The Youth Center serves as the "hub" for most activities. Requirements and standards for these programs are specified in DoDI 6060.04.

G071 Youth Programs Activities. This function includes the direct conduct of school aged children (ages 5-18) in the implementation of a full range of community-based educational, social, cultural, recreational, and physical activities that promote the healthy development and transition of children to adulthood. The Youth Center serves as the "hub" for most activities. Requirements and standards for these programs are specified in DoDI 6060.04.

G072 Child and Youth Training and Curriculum Support. This function includes staff training and coaching, oversight of early care, school age care and education classroom, youth programs, and curriculum development and implementation above the classroom level (e.g., Training and Curriculum Specialist). Requirements for these programs are specified in 10 U.S.C 1792.

G073 Family Child Care. This function includes activities for home-based care provided by an individual who has me specific standards and has been certified to provide these services. Requirements and standards for these programs are specified in DoDI 6060.02.

G074 Child Care Resource and Referral. This function includes activities required to assist Service members and their families in obtaining childcare utilizing resource and referral services.

SOCIAL SERVICE PROGRAMS

G080 Homeowners' Assistance Program. This function includes management of the DoD-wide Homeowners' Assistance Program for DoD employees. Operations include programming and budgeting; administering contracts; accepting or rejecting entitlement eligibility; and approval or disapproval of the disbursement of federal funds, claims, and appeals of value or

eligibility. This function is performed by three USACE districts, USACE divisions, HQ USACE, Department of the Army, or OSD depending on the size or controversial nature of the action.

G090 Employee Relocation Assistance Program. This function includes management of the DoD-wide program for employee relocation assistance for DoD employees. Operations include programming and budgeting; administering contracts; accepting or rejecting entitlement eligibility; and approval or disapproval of the disbursement of federal funds, claims, and appeals. This includes oversight of contractor support for (1) home sales services (to include employee contract, description of services, title search, residential appraisals, market assistance, purchase, equity advance, and settlement); (2) home finding assistance (to include rental assistance, buying assistance, and mortgage counseling); and (3) related services consisting of various reporting requirements. This function is performed by the USACE districts and divisions and overseen by HQ USACE.

G105 Recreational Library Operations. This function includes activities and services provided by recreational libraries to include audio and visual information collections, computer-based information systems, and Internet information sources. These information resources support off-duty education, professional military education, and recreational needs of the military community. This includes library service centers that provide support to geographically separated units. These programs are supported as part of the MWR program and are funded as Category A activities.

G210 Postal Services. This function includes post office operations in overseas areas operated as an extension of the United States Postal Service. This function includes postal services to military and other authorized personnel. It also includes providing liaison with civil postal authorities; the monitoring, regulation, and operations necessary to ensure the integrity of military mail transport; and financial transactions for stamp stock and money order forms.

G900 Chaplain Activities and Support Services. This function includes operations and activities that support religious programs to include command religious programs and support services that supplement the command religious program. It also includes administering religious ministries, ecclesiastical relations, pastoral and non-pastoral counseling, and services provided by organists, choir directors, and directors of religious education.

G902 Casualty Assistance and Mortuary Affairs. This function encompasses caring for deceased personnel on an individual basis during war and in peacetime circumstances that cause mass fatalities. There are several services provided as part of this function in the case of both the individual and mass fatality such as:

- Notification, support and counseling of the next of kin of military casualties. A full description of casualty responsibilities is found in DoDI 1300.18.
- Preparation of the remains and transportation to the place of interment. Remains of individual fatalities in the U.S. are prepared in commercial mortuaries. Individual fatalities occurring overseas, and mass fatalities are prepared in either the overseas mortuaries or the aerial port mortuaries. In mass fatalities, identification is a key element in the preparation process. Transportation from overseas locations is by military or commercial transportation with a uniformed escort. Transportation

within the U.S. is on commercial air transportation, escorted by a uniformed member.

- Interment and Military Funeral Honors. Funeral homes provide interment services. The parent Service of the deceased, as mandated by law, provides Military Funeral Honors.

G910 Temporary Lodging Services. This function includes operations that provide for temporary lodging to include providing accommodations for official travelers on temporary duty, temporary lodging during permanent change of station, and lodging for unofficial authorized travelers on space available basis. Lodging is supported by a combination of APFs and NAFs, generated from fees charged for accommodations. Funding policy for temporary lodging is outlined in DoDI 1015.11. This function excludes family housing and permanent unaccompanied housing (to include housing referral) coded S310.

G999 Other Social Services. This function includes social services not addressed by other function codes.

GROUP 12—EDUCATION AND TRAINING. *This group of functions address activities concerned with the management and provision of institutional education and training of DoD civilian and military personnel and their dependents. This includes all dependent education (grades pre-K through 12), and all DoD civilian and military individual training conducted at education and training establishments, as well as transition training for new weapon systems when the training is provided by instructors assigned to the training establishment (e.g., mobile training teams). (Training and education activities may also be provided to contractor and foreign national personnel.) Training provided by training instructors assigned to units under the operating forces commands (e.g., Troop Schools, Fleet Readiness Squadrons, Afloat Training, and post-graduate flying training) is coded using the appropriate Military Education and Training codes. Billets for students, cadets, and trainees in the individuals account (as defined in DoDI 1120.11) are not coded with a function code. Functions marked by an asterisk (*) indicate that the descriptions (below) conform to individual military training programs reported in the Military Manpower Training Report.*

MILITARY EDUCATION AND TRAINING

U001 Military Education and Training Management. This function includes executive-level activities, overseeing, directing, and controlling education and training programs and/or subordinate education and training establishments (schools, institutions, academies, colleges, and universities). This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; allocating and distributing resources.

U050 Military Institutional Education and Training Management. This function includes overseeing, directing, and controlling education and training activities within the institutional education and training facilities, such as schools, centers, academies, colleges, universities, and host/lead Service institutions (e.g. ITRO programs).

U060 International Security Programs. This function includes planning, directing, overseeing, or supporting efforts specifically designed to contribute to regional and international security through a combination of unilateral, bi-lateral, and multi-lateral meetings, conferences, courses, and outreach programs. International security programs provide a forum for direct interaction with high- and mid-level civilian policy makers and military leaders of other nations on topics dealing with U.S. security policy and civil-military relations. These programs support U.S. policies of increasing mutual understanding, countering ideological support for terrorism and contributing to regional stability.

U100 Recruit Training.* This category of institutional training provides introductory physical conditioning and military training to indoctrinate and acclimate enlisted entrants to military life in each of the Services; also known as basic training or "boot camp." Recruit training does not include initial skill training (e.g., MOS school) or Multiple Category Training (see function code U150 below).

U150 Multiple Category Training.* One-Station Unit Training (OSUT), a formal Army training program that meets the training objectives of both recruit and initial skill training in certain skill areas for new Active and Reserve enlisted entrants through a single course at a single training institution.

U200 Officer Accession (Pre-Commissioning) Training.* The "Officer Accession Training" category of institutional training, sometimes called "pre-commissioning" training, includes those establishments/institutions that conduct education and training programs designed to commission individuals into the armed services.

- Service Academies. This includes training provided at academies (e.g., West Point, Annapolis, and Colorado Springs) and Academy Preparatory Schools.
- Officer Candidate/Training Schools. This includes training provided by officer accession training institutions operated by the Army, Navy, Marine Corps, and Air Force that provide a route for qualified enlisted personnel and selected college graduates to become commissioned officers. Examples include the Air Force and Space Force Officer Training School and the Army, Navy, and Marine Corps Officer Candidate Schools.
- Other Enlisted Commissioning Programs. This includes training provided under programs such as the Naval Enlisted Scientific Education Program, Marine Enlisted Commissioning Education Program, Airman Education and Commissioning Program, and Navy Enlisted Commissioning Program.
- Health Professionals Accession Programs. This includes instruction provided under the Health Professionals Accession Programs.
- Army, Navy, and Air Force Senior ROTC. This includes training that occurs off-campus that is part of the ROTC program.

U300 Specialized Skill Training.* This category of institutional training provides personnel with new or higher-level skills in military specialties or functional areas to match specific job requirements. Training is provided by training instructors assigned to military formal learning centers. Specialized skill training includes the following sub-categories:

- Initial Skill Training. (Sub-category of Specialized Skill training.) This is formal training in a specific skill leading to the award of a military occupational specialty or rating at the lowest level. Completion qualifies the individual for a position in the job structure.
- Skill Progression Training. (Sub-category of Specialized Skill Training.) This is formal training that is available to personnel after Initial Skill Training and usually after obtaining some experience working in their specialty to increase job knowledge and proficiency and to qualify for more advanced job duties.
- Specialized Skill Training – Enlisted. This includes initial skill training and skill progression training described above.
- Specialized Skill Training – Officer. This includes initial skill training and skill progression training described above.
- Functional Training. (Subcategory of Specialized Skill Training.) This is formal training available to officer and enlisted personnel in various military occupational specialties who require specific, additional skills or qualifications without changing their primary specialty or skill level.

U350 Operating Force Unit Training. This category of institutional training provides personnel with higher-level advanced skills in military specialties or functional areas to match specific job or operational requirements. Training is provided by training instructors assigned to units under the operating forces (e.g., Troop Schools, Fleet Readiness Squadrons, and post-graduate flight training) rather than military formal learning centers.

U400 Flight Training.* This category of institutional training provides individual flying skills needed by pilots, navigators, and naval flight officers to permit them to function effectively upon assignment to operational aircraft flight programs and/or operational units.

- Undergraduate Pilot Training. It includes undergraduate pilot training for all aircraft types (e.g., jet, propeller, and helicopter).
- Undergraduate Navigator Training/Naval Flight Officer Training. It includes undergraduate navigator training and Naval Flight Officer training for all aircraft types (e.g., jet, propeller, and helicopter).

Professional Development Education.* *This category of institutional training includes educational courses conducted at military service institutions to broaden the outlook and knowledge of personnel or to impart knowledge in advanced academic disciplines.*

U510 Professional Military Education (PME).* The conduct of instruction at junior, intermediate, and senior military service schools and colleges and enlisted leadership programs. This function includes the conduct of instruction of joint PME for officers and enlisted.

U520 Graduate Education (Fully Funded, Full-Time).* The conduct of instruction at defense-focused graduate education schools and institutions such as the Naval Postgraduate School and Air Force Institute of Technology.

U530 Other Full-Time Education Programs.* The conduct of instruction at defense-focused education programs, schools, colleges, institutions, etc. not covered by other function codes. This code is limited to full-time education programs beyond basic-level instruction. General military training and education programs and activities not covered by a specific function code should be coded U599.

U540 Off-Duty and Voluntary Education Programs. This includes operation of base/installation-level education centers, education counseling, and programs for general educational development of military personnel.

U550 Training Development and Support for Military Education and Training. This includes the development of training technology and instructional systems (e.g., curriculum development to include plans of instruction, student measurement, and methods and media selection) for military institutional education and training. It also includes scripting courseware for interactive multimedia instruction, computer-based training, and distance learning. Training support includes the operation of simulators or other training devices in direct support of military institutional education and training. This function includes contract management for maintenance of training equipment except maintenance of fixed training simulators coded Z992. Also, library services are coded Y850; facility administration is coded S210; and custodial services are coded S410.

U599 Other Military Education and Training Activities. This function includes military education and training activities not covered by other function codes.

CIVILIAN EDUCATION AND TRAINING

U605 Civilian Education and Training Management. This function includes executive-level activities, oversight, direction, and control of training, education, and developmental programs and/or subordinate organizations. This training and education are primarily provided to DoD civilian personnel but may also be provided to military, contractor, dependent, or foreign national personnel, or other federal, state, or local government employees. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance (e.g., quality assurance); conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. This function does not include management of institutions coded U620 (i.e., programs, schools, centers, academies, colleges, universities, and civilian career management systems).

U620 Civilian Institutional Education, Training, and Development Management. This function includes oversight, direction, and control of training, education, and developmental operations at institutional training facilities serving primarily DoD civilian audiences, but also including military, contractor, dependent, or foreign national personnel and other federal, state, or local government employees. This function includes planning, programming, budgeting, policy issuance, policy development, and quality assurance at education and training institutions (e.g., schools, centers, academies, colleges, universities, and civilian career management centers providing civilian training and education).

U630 Acquisition Education, Training, and Development. This function includes the design, development, delivery of instruction, and instructional support for defense acquisition training courses.

U640 Civil Works Education, Training, and Development. This function includes the design, development, delivery of instruction, and instructional support for civil works training courses.

U650 Intelligence Education, Training, and Development. This function includes the design, development, delivery of instruction, and instructional support for intelligence training courses.

U660 Medical Education, Training, and Development. This function includes the design, development, delivery of instruction, and instructional support for medical training courses.

U670 Cyberspace Operations Education, Training, and Development. This function includes the design, development, delivery of instruction, and instructional support for cyberspace operations training courses.

U699 Other Civilian Education, Training, and Development. This function includes the design, development, delivery of instruction, and instructional support for all other subject areas.

DEPENDENT EDUCATION

U710 Dependent Education Management. This function includes executive-level activities, oversight, direction, and control of dependent education. This education is provided to dependents of DoD personnel but may also be provided to eligible dependents of other federal agencies and vendors under DoD contract. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance (e.g., establishing curriculum); conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

U720 Dependent Education Field Management. This function includes oversight, direction, and control of classroom education, and developmental activities above the classroom level (e.g., Deputy Directors, District Superintendents, and Principals). This also includes management and direct staff support when the type of work performed is inextricably tied to, and not severable from, the field management function. Support functions that are separately identifiable and severable are coded using the appropriate support function code.

U760 Dependent Education – Teacher Instruction. This includes the direct conduct of pre-kindergarten through grade 12 courses of instruction to dependents of DoD civilians stationed overseas and military personnel both stateside and overseas.

U770 Dependent Education – Substitute Instruction. This includes the temporary direct conduct of pre-kindergarten through grade 12 courses of instruction to dependents of DoD civilians stationed overseas and military personnel both stateside and overseas.

U780 Dependent Education – Aides for Instruction. This includes the direct assistance to teachers conducting pre-kindergarten through grade 12 courses of instruction to dependents of DoD civilians stationed overseas and military personnel both stateside and overseas.

U799 Other Dependent Education Activities. This includes dependent education activities not covered by other function codes. School bus transportation is coded T824; health clinic services are coded H203; library services are coded Y850; facility administration is coded S210; custodial services are coded S410; and food services are coded T177.

GROUP 13—HEALTH SERVICES. *This group of functions address activities concerned with the management and provision of medical and dental care to active military members, family members, and retirees as well as overseas civilian employees and their family members. This includes all inpatient and outpatient care provided in fixed treatment facilities.*

H010 Health Services Management. This function includes executive-level activities, overseeing, directing, and controlling health service programs and subordinate health service organizations (hospitals, health clinics and dispensaries). Health Services Management activities include developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting mid- and long-range planning, programming, and budgeting; and allocating and distributing resources; and providing systems for quality assurance.

H050 Hospital/Clinic Management. This function includes overseeing, directing, and controlling medical services within fixed treatment facilities (e.g., hospitals, dispensaries, and clinics). It includes reviewing and evaluating performance of operations; allocating and distributing resources; providing systems for quality assurance; or conducting mid- and long-range planning, programming and budgeting for the hospital, health clinic, or dispensary.

H100 Medical Care. Medical care includes inpatient care and consultative evaluation in the medical specialties (e.g., pediatrics and psychiatry). It also includes the coordination of health care delivery relative to the examination, diagnosis, treatment, and disposition of medical inpatients (e.g., intensive care units, coronary care units, and neonatal-intensive care units).

H102 Surgical Care. Surgical care includes inpatient care and consultative evaluation in the surgical specialties, including obstetrics, gynecology, ophthalmology and otorhinolaryngology. It also includes the coordination of health care delivery relative to the examination, treatment, diagnosis, and disposition of surgical patients.

H106 Pathology Services. This function includes the operation of laboratories providing comprehensive clinical and anatomical pathology services; DoD military blood program and blood bank services; epidemiology consultations; DoD DNA registry; toxicology services; and area reference laboratory services.

H107 Radiology Services. This function includes diagnostic and therapeutic radiologic services to inpatients and outpatients, including the processing, examining, interpreting, storage, and retrieval of radiographs, fluorographs, and radiotherapy (e.g., nuclear medicine).

H108 Pharmacy Services. This function includes services that produce, preserve, store, compound, manufacture, package, control, assay, dispense, and distribute medications (including intravenous solutions) for inpatients and outpatients.

H113 Dental Care. Dental care includes in and outpatient oral examinations, patient education, diagnosis, treatment, and care including all phases of restorative dentistry, oral surgery, prosthodontics, oral pathology, periodontics, orthodontics, endodontics, oral hygiene, preventive dentistry, and radiodontics.

H116 Veterinary Services. This function includes a complete zoonosis control program; complete medical care for government-owned animals; and veterinary medical support for animals used for biomedical research and development. This also includes support to other federal agencies when requested and authorized for assistance as part of a comprehensive animal preventive medicine program.

H119 Preventive Medicine. This function includes operation of wellness or holistic clinics (preventive medicine), information centers, and research laboratories for disease prevention and control. This includes screening procedures (e.g., HIV), smoking cessation clinic services, immunizations, community and family health services, early intervention program services, health promotion services and health risk assessments.

H127 Alcohol and Drug Rehabilitation. This function includes operation of alcohol treatment facilities (to include urine testing for drug content) and drug/alcohol counseling centers. This also includes support for alcohol abuse prevention and control programs, alcohol/drug abuse programs, and alcohol/drug abuse residential treatment programs.

H203 Ambulatory Care Services. This function includes all outpatient care in fixed treatment facilities not included elsewhere and same day medical services provided by health clinics (to include medical health clinics at defense facilities and schools). This function excludes occupational, industrial, and environmental safety services coded E225.

H250 Medical and Dental Devices Development. This function includes the design and construction of orthopedic appliances such as braces, casts, splints, supports, and shoes from impressions, forms, molds, and other specifications. This includes the design and construction of dental devices such as preparing casts and models; repairing dentures; fabricating transition, temporary, or orthodontic appliances and finishing dentures. It also includes the construction of optical devices (e.g., glasses).

H350 Hospital Food Services and Nutritional Care. This function includes hospital food services for inpatients (to include operation and administration of food preparation and serving facilities) for inpatients. It also includes dietetic treatment, counseling of patients, and nutritional education. This function excludes non-clinical food preparation for outpatients coded T177.

H450 Medical Records and Medical Transcription. This function includes medical transcription, filing, and maintaining of medical records.

H500 Clinical Research. This function includes all research in which people, or data, or samples of tissue from people are studied to understand health and disease. This includes the

development, testing, and evaluation of new and better ways to detect, diagnose, treat, and prevent disease. It includes case studies, observational studies, and clinical trials.

H650 Hospital Supplies and Equipment. This function includes providing or arranging for supplies, equipment, and certain services necessary to support the mission of the medical facility. Responsibilities include procurement, inventory control, receipt, storage, quality assurance, issue, turn-in, maintenance, disposition, and accounting for designated medical and non-medical supplies and equipment. This includes central sterile supply and clinic handling of hazardous medical materials (HAZMAT) and waste. This function excludes collection and disposal of HAZMAT coded S430, laundry services coded S450, custodial services coded S410, and refuse handling coded S420. It also excludes maintenance of fixed medical and non-medical equipment coded Z992.

H710 Medical Transportation Services. This function includes all ground, helicopter, and fixed wing transportation for personnel who are injured, sick, or otherwise require both emergency and non-emergency medical treatment, including standby duty in support of military activities and ambulance bus services. This excludes maintenance of medical transportation vehicles coded J506 and K536.

H999 Other Health Services. This function includes health services not addressed by other function codes (to include operation of aerospace altitude chambers and decompression chambers).

GROUP 14—COMMAND AND CONTROL. *This group of functions address activities concerned with the effective direction and control of combatant military operations. This includes dedicated operational headquarters and associated command and control systems.*

OPERATIONAL COMMAND AND CONTROL

M120 Combatant Commander Command Authority. This function includes overseeing, directing, and controlling the planning for employment of global or theatre-level U.S. Military Forces at the U.S. Combatant Command level. This includes the non-transferable (Title 10, U.S.C. section 164) command authority exercised only by the Combatant Commanders of Unified and Specified Combatant Commands, and direct staff support when the support is inherent to the command process. This includes planning, directing, and controlling joint and combined military operations; developing and implementing logistics and security assistance plans, programs, policies, and procedures in support of war and peacetime operations; improvements to joint operational capability and interoperability; and evaluations of military forces, plans, programs, and strategies and force structure requirements. Support functions that are separately identifiable and severable are coded using the appropriate support function code.

M145 Military Department Command Authority. This function includes overseeing, directing, and controlling the planning for, and the employment of global or theatre-level forces at the Military Department Component level (e.g., HQ USAREUR, HQ USAFE, HQ MARFOREUR and HQ NAVEUR). This includes command authority exercised by the commanders of the component commands of the Military Services supporting the Combatant Commands. Support

functions that are separately identifiable and severable are coded using the appropriate support function code.

M150 Support to the Combatant Commanders – Information Sharing Systems. This function includes support from decision support services or systems (e.g., meteorological, geophysical, oceanographic, intelligence, forces, command) provided to the Combatant Commanders for military operations, exercises or other activities by organizations/activities not in the operating forces. This function is performed by DISA (e.g., Global Command and Control System) and other activities not in the operating forces (e.g., the JFHQ-DODIN operations center, the service component command DODIN operations centers, and the cyberspace operations-integrated planning element (CO-IPE)).

M155 Operational Contract Support. This function involves the synchronization of contracted support and integration and oversight of contractor personnel and associated equipment in command-directed military operations. It includes:

- Planning and organizing to conduct operational contract support
- Assessing available commercial capabilities and recommending options to support the commander's operational objectives
- Developing, validating and prioritizing requirements
- Planning for the use of contracted support and assessing associated risk
- Managing operational contract support information
- Providing operational perspective to contracting officials
- Advising commanders in coordinating common contracting actions
- Planning contractor management to support, integrate, and account for contractor personnel and associated equipment during operations and deployment/ redeployment

This function also includes managing operational contract support programmatic and force development efforts; developing and issuing operational contract support policies and doctrine; providing guidance; and reviewing, analyzing, and evaluating program performance [DoD Instruction 3020.41 and Joint Publication 4-10, *Operational Contract Support*]

M199 Other Operational Command and Control Activities. This function includes operational command and control activities not addressed by one of the other function codes and not in the operating forces.

ROBOTIC AND UNMANNED SYSTEMS OPERATIONAL COMMAND AND CONTROL

M170 Robotic and Unmanned Systems Command and Control Activities. This function includes overseeing, directing, controlling and planning for the employment of robotic and unmanned systems (including aerial, ground, surface, and underwater) as the primary function of the billet. These include advising, planning, coordinating, directing, controlling and integrating robotic and unmanned systems in military operations; remote operation/piloting;

managing the use of system payloads (sensors, communications, weapons, and cargo); and execution of the launch and recovery of robotic and unmanned systems (UxS). Supporting functions that are separately identifiable and severable (e.g., acquisition, maintenance, intelligence, etc.) are coded using the appropriate support function code.

M179 Other Robotic and Unmanned Systems Command and Control Activities. This function includes robotic and unmanned systems command and control activities not addressed by the other function code above. Robotic and UxS include all types; drones, aircraft/aerial (UAS/UAV), ground (UGV), surface (USV), and underwater (UUV) systems. Supporting functions that are separately identifiable and severable (e.g., acquisition, maintenance, intelligence, etc.) are coded using the appropriate support function code.

GROUP 15—EXPEDITIONARY FORCE OPERATIONS. *This group of functions address activities concerned with military forces that conduct expeditionary operations. Uniformed Service member billets in operating force units should be categorized by the most appropriate function code and use the combat (M415), combat support (M480), or combat service support (M510) codes only if a more appropriate code does not exist.*

M415 Combat. Engaging in armed fighting or the use of force, to include deadly force (e.g., firepower and other destructive capabilities), with the intent/mission to defeat enemy forces (including insurgents and terrorists), seize and/or hold terrain, or gain land, air, sea, space, cyberspace, or information superiority on behalf of the U.S.

- Offensive Combat Operations—combat operations designed primarily to defeat the enemy. Forms of offensive operations are undertaken to seize, retain and exploit the initiative and to achieve air, land, sea, space, cyberspace, or information superiority. Offensive techniques include pursuit, movement to contact, attack, and exploitation.
- Defensive Combat Operations—combat operations designed to defeat an attacking enemy or to nullify or reduce the effect of an attack. Defensive operations also may achieve one or more of the following: gain time, concentrate forces elsewhere; wear down enemy forces as a prelude to offensive operations; and retain tactical or strategic objectives (e.g., air base or electromagnetic spectrum defense).

M480 Combat Support. Fire support and operational assistance provided to combat elements. Functions that provide operational assistance to the combat forces and which are part, or prepared to become part of a theater, command, or task force formed for combat operations.

M510 Combat Service Support. The essential capabilities, functions, activities, and tasks necessary to sustain all elements of operating forces in theater at all levels of war. Within the national and theater logistics systems, it includes, but is not limited to, that support rendered by service forces in ensuring the aspects of supply, maintenance, transportation, health services, and other services required by aviation and ground combat troops to permit those units to accomplish their mission in combat. Combat service support encompasses those activities in all levels of war that produce sustainment to all operating force on the battlefield.

GROUP 16—SPACE. *This group of functions address activities concerned with the U.S. military space program and related activities.*

M800 Space Management. This function includes the executive-level activities, oversight, direction and control of activities and operations responsible for the U.S. military space programs. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; allocating and distributing resources; and conducting or reviewing mid- and long-range planning for operations and integration of U.S. military space programs. It typically includes oversight and approval of mission analyses and materiel requirements; analysis of the utilization of military resources; and assessments of those infrastructure operations that directly support the U.S. military space program's operational, strategic, and business planning.

M810 Space Operations. Includes functions designed to protect freedom of navigation and preserve lines of communication in the space domain, and deter, defend against, and if necessary, defeat efforts to interfere with or attack U.S. or allied space systems (National Space Policy, Dec 9, 2020). As described in JP 3-14, entails the employment of space forces in, to, or from space to achieve specified objectives. U.S. military space operations support the following mission areas: space domain awareness; offensive and defensive space operations; navigation warfare; position, navigation, and timing (PNT); environmental monitoring; missile warning; nuclear detonation detection; spacecraft operations, intelligence, surveillance, and reconnaissance (ISR), satellite communications; and spacelift.

- Space Domain Awareness (SDA). SDA is the timely, relevant, and actionable understanding of the operational environment (OE). SDA functions provide the integration of ISR, environmental tracking, and friendly-force monitoring. Incorporates multiple intelligence and information capabilities, including terrestrial and space-based surveillance, space and terrestrial weather, and information and data-sharing capabilities. Includes space situational awareness, which involves characterizing the space capabilities operating within the terrestrial environment and the space domain that provide the requisite foundational, current, and predictive knowledge and characterization of space objects and the operational environment upon which space operations depend.
- Offensive Space Operations. Actions taken to deny an adversary freedom of action in space. Offensive space operations consist of effects created by direct capabilities in the orbital, link, or terrestrial segments to disrupt, degrade, deny, or destroy adversary space systems or services. May include deceptive operations with appropriate authorities, targeting an adversary's space capabilities and forces with reversible (e.g. jammers to disrupt the PNT signal for precise targeting) or nonreversible (e.g. destruction of launch site) means., creating space superiority and freedom of action and access for friendly joint forces, and preventing adversaries' use of space capabilities and services for malign activities.

- Defensive Space Operations. Actions taken to preserve friendly freedom of action in space. Includes active and passive measures to protect friendly space forces from attach, interference, or hazards. Active space defense consists of temporary actions taken to neutralize specific, imminent threats to US and friendly space forces and capabilities. Passive space defense are measures inherent in the design of space assets and the implementation of space operations that minimize threats to US and friendly space forces and capabilities.
- Navigation Warfare (NAVWAR). Actions that maintain friendly use of PNT information while denying the same to an adversary. Direct capabilities such as offensive fires and enabling capabilities such as defensive space action ensure the integrity of friendly PNT and prevent adversary use of PNT information and capabilities. Requires a coordinated employment of space, cyberspace, and electromagnetic warfare capabilities, enabled by ISR and electromagnetic spectrum (EMS) management.
- Position, Navigation, and Timing. Consists of operations to ensure assured position, navigation, and timing systems for precise and accurate geolocation, navigation, and time reference services from space-based global navigation satellite systems.
- Environmental Monitoring. Consists of space-based environmental sensing to support the development of forecasts and assessments of the space environment; meteorological and oceanographic factors to provide forecasts and assessments of environmental impacts of terrestrial weather; and environmental monitoring support provided to space operations.
- Missile Warning. Consists of space-based and terrestrial sensors that provide warning of a missile attack against North America to national leaders as well as attacks against multinational partners in other geographic regions.
- Nuclear Detonation Detection. Consists of capabilities that provide a persistent, global, and integrated sensor capability to provide surveillance coverage of critical regions of the globe and provide early warning, characterization, and assessment recommendations to national senior leaders and allies of nuclear detonations to support threat determination and follow-on decision making.
- Spacecraft Operations. Includes the monitoring of onboard systems, transmitting the status of those systems to the ground control segment, and receiving and processing instructions from ground control. Consists of activities that enable the telemetry, tracking, and commanding (TTC), movement and maneuver, sustainment of on-orbit satellite operations, and maintenance sub-functions. This includes activities for payload operations that monitor and control the spacecraft payload to collect information or provide a capability in the operating environment. Includes the deployment, repositioning, or reorientation of joint space forces This also includes servicing of satellites through rendezvous and proximity operations as well as on-orbit servicing.

- Intelligence, Surveillance, and Reconnaissance. This function should be coded with the appropriate intelligence function code from the Intelligence subgroup in Group 17-Information Capabilities.
- Satellite Communications. This function should be coded with the appropriate transmission services function code from the Communications, Electromagnetic Spectrum, and Decision Support Services subgroup in Group 17-Information Capabilities.

M820 Spacelift and Reconstitution. Includes programs and activities that enable the ability to deliver payloads (satellites or other materials) into space. Military spacelift (typically space launches) includes operations to deploy, sustain, augment, or reconstitute satellite constellations supporting U.S. military operations, national security objectives, and/or commercial customers. This function includes range operations that provide launch campaign support, pre-launch testing, launch traffic control, scheduling services, and ground facilities as well as spacecraft recovery operations. This function does not include acquisition functions which should be coded with the appropriate acquisition function code from Group 3-Systems Acquisition, Test and Evaluation, Engineering, and Contracting.

M899 Other Space Activities. This function includes space activities not addressed by one of the other space function codes.

GROUP 17—INFORMATION CAPABILITIES. *This functional group addresses activities that plan and execute information operations, both offensive and defensive, involving the integrated use of Military Information Support Operations (MISO), Civil Military Operations (CMO), Public Affairs, Intelligence, Cyberspace Operations, and Communications.*

MILITARY INFORMATION SUPPORT OPERATIONS (MISO). *This functional group performs "planned operations to convey selected information and indicators to foreign audiences to influence their emotions, motives, objective reasoning, and ultimately the behavior of foreign governments, organizations, groups, and individuals in a manner favorable to the originator's objectives" (JP 3-13).*

M201 Military Information Support Operations Management. This function includes executive-level activities, oversight, direction, and control of subordinate organizations or units. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; planning and conducting exercises; conducting and reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. These functions are specific to MISO and special care should be taken not to confuse MISO functions with Civil-Military Operations (M211/M212) or Public Affairs functions (Y501/Y515).

M202 Military Information Support Operations Program Activities and Operations. This function includes providing advice and counsel to respective leadership, staff and subordinate MISO activities and operations in formulating decisions, policies, and positions regarding MISO issues and issue management. This function includes advising; planning; target audience analysis; series development; product development, design, approval, and

distribution; and assessment. Products may include broadcasts via radio, television and/or the Internet; text messaging; leaflet drops; and loudspeaker operations. These functions are specific to MISO and special care should be taken not to confuse MISO functions with Civil-Military Operations (M211/M212) or Public Affairs functions (Y501/Y515).

CIVIL-MILITARY OPERATIONS (CMO). *This functional group performs activities by designated civil affairs forces that "establish, maintain, influence, or exploit relations between military forces, indigenous populations, and institutions, by directly supporting the attainment of objectives relating to the reestablishment or maintenance of stability within a region or host nation" (JP 3-57).*

M211 Civil Military Operations Management. This function includes executive-level activities, oversight, direction, and control of subordinate organizations or units. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; planning and conducting exercises; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. These functions are specific to CMO, and special care should be taken not to confuse CMO functions with Military Information Support Operations (M201/M202) or Public Affairs functions (Y501/Y515).

M212 Civil Military Operations Program Activities and Operations. This function includes providing advice and counsel to respective leadership, staff and subordinate CMO activities and operations in formulating decisions, policies, and positions regarding CMO issues and issue management. This function includes advising, planning, coordinating, execution, activity supervision/management and assessing civil affairs operations. These functions are specific to CMO, and special care should be taken not to confuse CMO functions with Military Information Support Operations (M201/M202) or Public Affairs functions (Y501/Y515).

PUBLIC AFFAIRS. *Public affairs activities and operations ensure the free flow of information regarding the policies, programs, and priorities of the DoD and its leadership, including the Secretary and Deputy Secretary of Defense, the Chairman of the Joint Chiefs of Staff, the heads of DoD Components, and other Departmental leaders, to American citizens and the general public, the news media, the military and civilian audiences internal to the DoD, other government agencies, and non-government organizations and associations. This communications function is conducted through various public affairs programs, notably public information, media relations, community relations, command/internal information, and various outreach efforts that enhance the understanding of DoD issues by external and internal audiences.*

Y501 Public Affairs Management. This function includes executive-level activities, oversight, direction, and control of subordinate organizations and the respective Public Information, Command/Internal Information, and Community Relations Programs. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources. This function also includes providing advice and counsel to respective senior leadership and staff and

subordinate public affairs activities and operations in formulating decisions, policies, and positions regarding public affairs issues and issue management; and serving as the official spokesperson at the respective organizational level on public issues and interests. Public Affairs deals with issues of public interest and communicating with and informing the internal DoD and external publics on those issues. This function does not include oversight of liaison support for protocol matters concerning official visits, ceremonies, and events that are coded Y525. It also excludes oversight of legislative liaison work performed as part of the legislative affairs activity coded Y610.

Y515 Public Affairs Program Activities and Operations. This function includes providing program management and operational guidance of public affairs activities and operations to include producing and providing public affairs policies, products, and services. Functional objectives are achieved by the review of policies; development and issuance of policies and operating guidance; planning, programming, and budgeting; and evaluating operational performance and management of public affairs operating activities and their associated policies, products and services. This function may include providing advice and counsel to respective leadership and staff and subordinate public affairs activities and operations in formulating decisions, policies, and positions regarding public affairs issues and issue management. This function may also include serving as the official spokesperson at the respective organizational level on public issues and interests. This function includes editorial operations; speech writing; newspaper, bulletin, and magazine publication; community relations programs; speakers bureaus; press releases and stories; broadcasting; Worldwide Web and other Internet operations, products, and services; media relations and operations; public communication and correspondence; and command and internal information and communications. Public Affairs deals with issues of public interest and communicating with and informing the internal DoD and external publics on those issues. This function excludes liaison support for protocol matters concerning official visitations, ceremonies, and events that are coded Y525. It also excludes legislative liaison activities coded Y620 and advertising support for military and civilian recruiting coded B820 and B720, respectively. The Public Affairs function may be performed by offices at all levels within the DoD.

G220 Military Band Programs and Activities. This function includes operations necessary for the organization, planning, and provisioning of military bands and for performances at military functions and special events.

G221 Military Band Management. This function includes oversight, direction, and control of military band programs. Functional objectives are achieved through the development and issuance of programmatic policy and policy guidance for military bands; oversight, review, and evaluation of program performance; allocation and distribution of resources; and mid- and long-range planning, programming, and budgeting.

VISUAL INFORMATION. *This includes the production, distribution, and life cycle management of products and services that effectively communicate information through visual and/or aural means. This includes still photography, motion picture photography, video or audio recording, graphic arts, visual presentation services, and the associated support processes.*

Y560 Visual Information Management. This function includes the executive-level activities, oversight, direction, and control of the Visual Information and Combat Camera Programs and subordinate organizations. This includes developing and issuing policies; providing policy guidance for Visual Information and Combat Camera Programs; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

Y570 Visual Information Program Activities and Operations. This function includes program management and operational guidance of visual information operations to include producing and providing visual information products and services (either through in-house capabilities or acquired through contract support) other than those that are an integral part of Combat Camera operations. Functional objectives are achieved by the development, issuance, and review of operating guidance; planning, programming, and budgeting; and evaluating operational performance and management of Visual Information support and Combat Camera operations. This also includes the design, generation, storage, production, distribution, disposition, and life cycle management of still photographs, digital still images, motion pictures, analog and digital video recordings, visual information productions, certain graphic arts (such as paintings, line drawings, and montages) and related captions, overlays, and intellectual control data other than those in direct support of Combat Camera operations.

INTELLIGENCE

M301 Intelligence Management. This function includes executive-level activities, oversight, direction, and control of subordinate organizations or units. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; planning and conducting exercises; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources.

M302 Intelligence Policy and Coordination. This function includes the formulation, coordination, and implementation of both intelligence and counterintelligence policy and their associated interagency liaison activities, to ensure that they support national security policy.

M310 Counterintelligence. This function includes the collection of information and activities conducted to detect, identify, assess, exploit, penetrate, degrade, and counter or neutralize espionage, intelligence collection, sabotage, subversion, assassination and terrorists activities conducted for or on behalf of foreign powers, organizations, persons, or their agents directed against U.S. national security interest or DoD and its personnel, information, materiel, facilities, and activities as defined in DoD Directive 5240.2. It includes counterintelligence (CI) preliminary inquiries and investigations; CI operations; CI collection; CI analysis and production; CI functional services; as well as other activities that directly support CI functions and missions.

M311 Human Intelligence (HUMINT). This function includes the tasking, collection, processing, exploitation, analysis and dissemination of foreign information by trained human intelligence collectors from people and multimedia to identify elements, intentions, composition, strength, dispositions, tactics, equipment, personnel and capabilities. It uses human sources as a tool and a variety of collection methods, both passively and actively, to

gather information to satisfy the Commander's intelligence requirements and cross-cue other intelligence disciplines. This function includes the following subcategories:

- Interrogation. This function entails the systematic process of using approved interrogation approaches to question a captured or detained person to obtain reliable information to satisfy intelligence requirements (JP 2-0) consistent with applicable law.
- Source Operations. This function entails the development of information through the direct and indirect questioning of overt or clandestine sources.
- Debriefing. This function entails the process of questioning cooperative human sources to satisfy intelligence requirements.

M313 Signals Intelligence (SIGINT). This function includes intelligence produced by exploiting foreign communications systems and non-communications emitters. Intelligence is derived from communications, electronic, and foreign instrumentation signals. This includes the tasking, collection, processing, exploitation, analysis and dissemination of intelligence derived from signals and the analysis of signals. It also includes maintenance, modification and modernization of the related systems. This function includes the following subcategories:

- Communications Intelligence (COMINT). Intelligence and technical information derived from collecting and processing intercepted foreign communications passed by radio, wire, or other electromagnetic means. COMINT may include imagery, when pictures or diagrams are encoded by a computer network/radio frequency method for storage and/or transmission.
- Electronic Intelligence (ELINT). Intelligence derived from the interception and analysis of non-communications emitters (e.g., radar). ELINT consists of two subcategories: Operational ELINT and Technical ELINT.
    - Operational ELINT is concerned with operationally relevant information such as the location, movement, employment, tactics, and activity of foreign non-communications emitters and their associated weapon systems.
    - Technical ELINT is concerned with the technical aspects of foreign non-communications emitters such as signal characteristics, modes, functions, associations, capabilities, limitations, vulnerabilities, and technology levels.
- Foreign Instrumentation Signals Intelligence (FISINT). The technical analysis of data intercepted from foreign equipment and control systems such as telemetry, electronic interrogators, tracking/fusing/arming/firing command systems, and video data links.

M316 Geospatial Intelligence (GEOINT). This function includes the collection, processing, exploitation, analysis, production, dissemination and storage of geospatial information, products, and services to describe, assess, and visually depict physical features and geographically referenced activities on the Earth. Geospatial data are derived from imagery processing and analysis and from non-imagery geospatial information acquisition and processing. The data are used to create databases, maps, charts, and other geospatial products

and services. This includes maintenance, modification, and modernization of existing systems that do not add new capabilities. This function includes the following subcategories:

- Imagery. A likeliness or presentation of any natural or man-made feature or related object or activity and the positional data acquired at the same time the likeness or representation was acquired, including products produced by space-based national intelligence reconnaissance systems, and likenesses or presentations produced by satellites, airborne platforms, unmanned aerial vehicles, or other similar means. This does not include handheld photography.
- Imagery Intelligence (IMINT). The technical, geographic, and intelligence information derived through the interpretation or analysis of imagery and collateral materials. It includes the exploitation of imagery data derived from sensors such as:
  - Electro-optical (EO)
  - Radar
  - Infrared (IR)
  - Multi-spectral
  - Laser
- Geospatial Information. The geographic location and characteristics of natural or constructed features and boundaries on the Earth, including:
  - Statistical data
  - Remote sensing, mapping, and surveying technologies
  - Mapping, charting, geodetic data
  - Related products

M320 Open-Source Intelligence (OSINT). This function includes the collection and processing of open-source information that any member of the public can lawfully obtain by request, purchase, or observation. Open sources include foreign media/broadcasts, publications, commercial databases, unofficial and draft documents, published and unpublished reference material, research, "cloud" databases, web-based networking platforms or repositories. It also includes the transformation of collected open-source information into forms or formats which can be analyzed for intelligence significance, and the related information handling and filtering tools for selecting open-source data. This includes maintenance, modification, and modernization of existing collection and processing systems that do not add new capabilities. Not included are resources required exclusively for language exploitation coded M337 and the production, storage, and distribution of mapping, charting, and geodesy products and services coded M316.

M324 Multidisciplinary Intelligence. This function includes the collection, processing, exploitation, analysis and dissemination of intelligence information by a system or method that uses information from two or more intelligence disciplines. This includes maintenance,

modification, and modernization of existing collection/processing systems that do not add new capabilities.

M326 Intelligence Communications and Filtering. This function includes the receipt, selection, filtering, and forwarding of data from intelligence collection systems and other systems to the point of processing. It also includes maintenance, modification, and modernization of existing communication and filtering systems required to mine, compile and route data.

M328 All Source Analysis. This function includes the analysis, evaluation, synthesis, and interpretation of information from all sources to include HUMINT, SIGINT, MASINT, OSINT, TECHINT, and GEOINT data into finished intelligence products.

M330 Intelligence Production, Integration, and Analytic Tools. This function includes profiling intelligence information and building and shaping finished intelligence products, analytic tools, and databases that support all-source analysis. Not included are the tools used by other intelligence disciplines. Intelligence products may include:

- Warnings
- Current Intelligence
- General Military Intelligence
- Target Intelligence
- Scientific and Technical Intelligence
- Counterintelligence
- Estimative Intelligence
- Identity Intelligence

M334 Intelligence Planning, Requirements Management, and Tasking. This function includes identification, registration, systematic review, prioritization, intelligence augmentation, Request for Forces, and Operational Needs Statements, of both present and future intelligence requirements; assignment of resulting tasks to collection, analysis, counterintelligence, or clandestine capabilities and systems for action; and verification of completion of the assigned action.

M335 Measurement and Signature Intelligence (MASINT). This function includes the collection, processing, exploitation, analysis and dissemination of information produced by quantitative and qualitative analysis to support signature development and analysis, to perform technical analysis, and to detect, characterize, locate, and identify the specific characteristics of events and fixed/dynamic targets. MASINT systems use various scientific disciplines and advanced technologies to measure or exploit unique characteristics or signatures. Advanced processing and exploitation techniques also use data collected by other collection disciplines. This also includes maintenance, modification, and modernization of MASINT collection systems.

M336 Technical Intelligence (TECHINT). This function includes the collection, processing, exploitation, and analysis of foreign materiel and scientific information. TECHINT includes the

acquisition of foreign equipment or foreign scientific/technological information, assessment of its capabilities and vulnerabilities and analysis of foreign technological threat capabilities, limitations, and vulnerabilities. This may include the production of products used by U.S. weapons developers, countermeasure designers, tacticians, and operational forces to prevent technological surprise, neutralize an adversary's technological advantage(s), enhance force protection, and support the development and employment of effective countermeasures to newly identified adversary equipment.

M337 Identity Intelligence (I2) Applications. This function includes the combination of synchronized applications of biometrics, forensics, and captured documents and media capabilities with intelligence and identity management processes to establish identity, affiliations and authorizations in order to deny anonymity to the adversary and protect U.S. and partner nation assets, facilities, and forces.

- Captured Document and Media Exploitation (DOMEX). Processed and exploited captured documents and media may provide valuable information such as adversary plans, intentions, locations, capabilities, and status. Captured documents and media include all media capable of storing fixed information to include computer storage material.
- Biometrics-enabled Intelligence (BEI). Applied BEI supports the identification of individuals and their disposition at the point of encounter. BEI and corresponding I2 products support the persistent identification and targeting of adversaries, which enable a range of military and civilian functions.
- Forensics-enabled Intelligence (FEI). The collection, processing, analysis, and interpretation of forensic material and data as well as associated contextual data that informs a decision maker's needs with individualized information concerning events, ideology, and persons of interest.

M340 Cyberspace Intelligence. This function includes the collection, processing, exploitation, and analysis of information to produce intelligence on network operation, activities, and cyberspace threats. Threats include activities, plans, capabilities and intentions of adversaries; identifying current and emerging threat vectors planned or utilized for cyberspace attack operations; identifying specific technical data to provide the nature and character of deployed malware, system/product weaknesses, and effects; identify ongoing criminal activities; and issues pertaining to operations at all levels in the cyberspace domain.

M399 Other Intelligence Activities. This function includes intelligence activities not covered by one of the other function codes.

CYBERSPACE OPERATIONS

M900 Cyberspace Policy Management. This function includes executive-level activities, oversight, direction, and control for the management of computing and cyberspace operations and subordinate organizations. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range cyberspace operations planning, programming, and budgeting; and/or

allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of computing infrastructures, architecture, and cyberspace operations/warfare (e.g., Information Assurance/Computer Network Defense and Computer Network Attack and Exploitation).

Offensive Cyberspace Operations (OCO). *These functions provide for cyberspace operations "intended to project power in and through cyberspace" (JP 3-12).*

M910 Offensive Cyberspace Operations Management. This function includes the executive-level activities, oversight, direction, and control of cyberspace offensive operations and subordinate organizations. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range cyberspace offensive operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of cyberspace offensive operations.

M911 Offensive Cyberspace Operations. This function includes actions taken using computers and/or computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves by minimizing or eliminating the capability or threat from an adversary to use their computer systems, computer networks and techniques to disrupt, deny, degrade, or destroy friendly computers and/or networks through cyberspace. Offensive operations include mission assessment and planning, exploitation analysis, targeting (analysis, development, reporting), and attack/fires.

M919 Other Offensive Cyberspace Operations. This function includes any other offensive cyberspace operations functions not included above.

DoD Information Network (DODIN) Operations. *These function provide for the "operations to secure, configure, operate, extend, maintain, and sustain DoD cyberspace to create and preserve confidentiality, availability, and integrity" (JP 3-12) of the DoD globally interconnected, end-to-end set of information capabilities, and associated processes that support warfighters, policy makers, and support personnel, including owned and leased communications and computing systems and services, software (including applications), data, security services, other associated services, and national security systems.*

M920 DODIN Operations Management. This function includes the executive-level activities, oversight, direction, and control of DoD computing and DoD Information Network operations and subordinate organizations. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range cyberspace operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning,

and implementation of computing infrastructures, architecture, and DoD Information Network operations. This function also includes developing, and issuing policies, plans, and processes for artificial intelligence/machine learning and data analytics for data management, governance, use, accessibility, quality, security, and disposal.

M921 Computer Systems Operations. This function includes the installation of new or modified hardware/software; managing accounts, permissions, and access to systems and equipment; monitoring the performance, capacity, serviceability, and recoverability of installed systems; implementing security procedures and tools; resolving hardware/software interface and interoperability problems; and maintaining systems configuration and inventory.

M922 Data Management and Analytics. This function includes identifying and defining data requirements, specifications, and sources; designing and developing data models, flows, and interfaces; building, implementing, modifying, managing, and operationalizing data pipelines; building and maintaining databases and data dictionaries; data mining and data warehousing; and identifying, analyzing, and interpreting data to explain actionable insights by building visualizations and dashboards as well as through the combination of scientific methods, mathematics and statistics, specialized programming, advanced analytics, and storytelling.

M923 Network Infrastructure. This function includes the design, development, testing, quality assurance, configuration, installation, integration, maintenance, and/or administration of cable plants and network systems (LANs, WANs, MANs, and internet/intranet systems). This includes defining and maintaining physical network architecture and infrastructure; configuring and optimizing network switches, routers, servers, firewalls, and other associated equipment; analyzing network workload; monitoring network performance; diagnosing problems; ensuring proper load balancing; developing backup and recovery procedures; and installing, testing, maintaining, and upgrading network operating systems software.

M924 Knowledge Management. This function includes web site design, structure, maintenance, and monitoring web site functionality, security, and integrity. This includes web sites that can be linked to and integrated with associated databases and digital document libraries such as SharePoint or other knowledge management applications.

M925 Technical Support/Service Desk. This function includes moves/adds/changes (MACs); break/fixes; installation; troubleshooting; user assistance; local training; problem tracking, resolving and diagnosing; software and hardware maintenance and repair; and backup and recovery operations.

M926 Software Design, Development, Test, and Evaluation. This function includes analyzing systems requirements; designing user interfaces and experiences; writing code, testing and debugging applications; assuring software quality and functionality; writing and maintaining program documentation; developing compilers, assemblers, utility programs, and operating systems; and evaluating new software applications, new systems, and programming technologies. This does not include program management of defense acquisition systems coded F310 and F120.

M927 Network Architecture Planning/Engineering. This function includes conducting needs analyses to define opportunities for new or improved infrastructure and/or

applications; identifying requirements; conducting feasibility studies and trade-off analyses; defining network and/or systems scope and objectives; developing overall functional and technical requirements and specifications; evaluating and recommending sources for systems components; and ensuring the integration and implementation of applications, databases, networks, and related systems.

M928 Artificial Intelligence/Machine Learning. This function includes designing, developing, modifying, testing, evaluating, verifying, and validating artificial intelligence and machine learning (AI/ML) applications, tools, and/or other solutions. This function also includes assessing the technical and societal risks of deployment and use of AI/ML as well as facilitating adoption of AI/ML solutions by supporting end users.

M929 Other DODIN Operations Activities. This function includes any other DoD Information Network operations functions not included above.

Defensive Cyberspace Operations (DCO). *These functions provide passive and active cyberspace operations intended to "preserve the ability to utilize [friendly] cyberspace capabilities and protect data, networks, cyberspace-enabled devices, and other designated systems by defeating on-going or imminent malicious cyberspace activity." (JP 3-12).*

M930 Cyberspace Security/Defense Management. This function includes the executive-level activities, oversight, direction, and control of cyberspace security and defense of DoD Information Network systems and operations and subordinate organizations. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range cyberspace operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of cyberspace security and defense of infrastructures, architecture, and DoD Information Network operations.

M931 Infrastructure Support. This function includes measures that protect and defend information and information systems and infrastructure by ensuring their confidentiality, integrity, availability, authentication, and nonrepudiation. This includes operations that provide for the restoration of information systems by incorporating protection, detection, reaction and response capability. This includes system/network protection; perimeter defense; infrastructure security controls; server and host-based security systems/controls; intrusion detection and monitoring; and firewall administration within the Department of Defense information systems and computer network.

M932 Incident Response/Forensics. This function includes measures in response to reported incidents found on the DoD information system and computer network. This includes operations that provide for the investigation of suspicious or unauthorized activity; forensics activity; identification, analysis, and cataloging of unauthorized software or malware; and restoration of information systems after identification and removal of unauthorized software/malware.

M933 Information Systems Security. This function includes the installation, operation, and maintenance of security controls in support of Defensive Cyber Operations. This includes the coordination with network and system administrators to ensure the implementation of information security measures in support of DoD information systems and computer network operations; advise leadership and management on the security posture of the networks within their charge; provide security control recommendations and implementations in order to facilitate the certification and accreditation process for approved systems, applications, and networks; audit information systems and users to ensure established security polices and controls are adhered to according to governing regulations; vulnerability management through automated tool sets; incident handling capabilities throughout information systems; log analysis and correlation to detect network and system intrusions; and certification and accreditation in coordination with information system managers.

M934 Communications Security (COMSEC)/Cryptographic Key Management. This function includes day-to-day operation of the DoD's COMSEC material control. This includes the coordination and provision of symmetric and asymmetric key products to support communications and command and control systems; collaboration with communications planners for the development of communications plans, instructions and support; provide information regarding new or revised COMSEC policies and procedures; train and inspect COMSEC users; monitor and maintain COMSEC material allowances; and perform COMSEC account audits and inspections to assess adherence to prescribed instructions.

M935 Hardware/Software Assessment. This function includes analyzing systems requirements; evaluating new software applications, new systems, and programming technologies; conduct security and vulnerability testing of new hardware and software applications; assuring software security quality and functionality; writing and maintaining certification, analysis and accreditation documentation for all authorized hardware and software. This does not include program management of defense acquisition systems coded F310 and F120.

M936 Security Architecture Planning/Engineering. This function includes conducting needs analyses to define opportunities for new or improved cyberspace security and defense infrastructure and/or applications; identifying requirements; conducting feasibility studies and trade-off analyses; defining network and/or security and defense systems scope and objectives; developing overall functional and technical requirements and specifications; evaluating and recommending sources for systems components; and ensuring the integration and implementation of applications, databases, networks, and related systems.

M937 Security/Vulnerability Assessment. This function includes measures that protect and defend information and information systems and infrastructure through assessment. This includes risk and vulnerability assessments; readiness assessments; security evaluations and audits; security policy enforcement; and contingency plans and disaster recovery procedures.

M939 Other Cyberspace Security/Defense Activities. This function includes any other cyberspace security and defense activity functions not included above.

COMMUNICATIONS, ELECTROMAGNETIC SPECTRUM, AND DECISION SUPPORT SERVICES

W100 Communications, Electromagnetic Spectrum, and Decision Support Services Management. This function includes executive-level activities, oversight, direction, and control of communications, electromagnetic spectrum (EMS), and decision support services programs and subordinate organizations. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range communication, EMS, and decision support services planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; knowledge management; and policy, planning, and implementation of communications, EMS and transmission systems infrastructure, and decision support services architecture/infrastructures.

Communications Services. *This includes functions that provide transport services (communications) such as long haul, wide and local area voice, digital and video communications. This includes the design, development, installation, and maintenance of voice, digital and video communications capabilities, services, and systems. This excludes maintenance of deployable military communication equipment coded J507, K537.*

W210 Telephone Systems. This function includes common-user and administrative telephone systems at DoD installations and activities. It includes communication services for telephone consoles (to include cellular/satellite systems); range communications; emergency action consoles; the cable distribution portion of a fire alarm, intrusion detection, emergency monitoring and control data; and similar communication networks that require use of a telephone system.

W220 Telecommunication Centers. This function includes communication services for non-deployable telecommunication centers to include non-deployable radios, automatic message distribution systems, technical control facilities, and other electronic systems integral to the communications center.

W299 Other Telecommunications Systems/Services. This function includes communication services for telecommunications systems and supporting electronic equipment not included above. This includes stationary, mobile, and portable administrative electronic telecommunications equipment; distribution plants that provide higher speed, transport services (to include long haul, wide and local area telecommunications services and capabilities); and other telecommunication capabilities.

Electromagnetic Spectrum (EMS) Services. *This includes tactical and non-tactical transmission (radio/satellite) services for mission area application.*

W310 EMS Management. This function includes executive-level activities, oversight, direction, and control of Electromagnetic Spectrum (EMS) operations and subordinate organizations. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and

long-range planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process engineering; risk analysis; and policy, planning, and implementing EMS operations.

W320 EMS Transmission Systems Operation. This function includes transmission services for systems and supporting electronic equipment that operate, transmit, and communicate on the EMS, such as those using High Frequency (HF), Super High Frequency (SHF), Ultra High Frequency (UHF), and Very High Frequency (VHF), Troposcatter, and satellite band (e.g., AEHF, KU, KA, X and L) frequencies. This includes the planning, coordinating, operation and support of stationary, mobile, and portable electronic communications equipment.

W330 Electromagnetic Battle Management. This function includes activities that monitor, assess, plan, coordinate, implement, and direct or control EMS operations in support of the commander's objectives. This includes coordinating all functions in the EMS to enable orderly conduct of friendly EMS operations and support for international, national, DoD, Joint and Service level EMS policy, allocations, and frequency assignment procedures.

W331 EMS Frequency Management. This function includes the requesting, nominating, coordinating, assigning, integrating, synchronizing, prioritizing, deconflicting, and promulgating of frequencies for EMS-dependent capabilities and systems. This includes EMS supportability and certification procedures; assignment of frequencies for non-electronic attack electromagnetic transmissions; frequency integration, synchronization, and prioritization; frequency deconfliction through spectrum interference analysis to determine, mitigate, and resolve electromagnetic interference; assessment of EMS-dependent systems; engineering effects of electromagnetic compatibility; and development of EMS products, such as joint restricted frequency lists or joint communications-electronic operating instructions.

W335 EMS Partnership and Engagement. This function includes all activities related to the application of EMS knowledge to integrate across the DoD, U.S. Government, allies, partners, and industry for EMS operations unity of effort by securing enduring relationships across all domains, functions, components, and agencies for EMS operations. This includes all activities related to the coordination of host nation approval to operate EMS-dependent systems within its national borders, which includes the use of systems that emanate across the border from other areas of interest. This includes assessing, planning, monitoring, implementing, and supervising host nation EMS clearances, authorizations, and agreements.

W389 Other EMS/Transmission System Services. This function includes EMS and transmission services for communications systems and supporting electronic equipment not included above. This includes stationary, mobile, and portable administrative electronic communications equipment; radio, wireless, and cellular communications systems; satellite/terrestrial systems; distribution plants that provide higher speed, transport services (to include long haul, transmission EMS and capabilities); and other communication capabilities.

Decision Support Services. *This includes functions that provide information as a service (such as weather for aircraft/airfield operations) and is not Information Operations as defined by JP 3-13.*

W430 Mapping and Charting. This function includes operations performed by non-intelligence components involved in the planning, policy, oversight, budget, and operational activities that determine the position, course, and distance traveled by vehicles, ships, aircraft, and spacecraft. This includes operations associated with the Global Positioning System (GPS) and other systems intended to improve navigation/positioning capabilities. It also includes operations that determine the size and shape of the earth, the positions of points on its surface, and for describing variations of the earth's gravity field, as well as designing, compiling, printing, and disseminating cartographic and geodetic products.

W440 Meteorological and Geophysical Services. This function includes operations performed by non-intelligence components involved in the planning, policy, budget, and operational activities associated with terrestrial weather, space environment, climate, oceanography, physics of the earth, and other meteorological activities. This function includes weather operations for the Army, Navy, Air Force, and Marines, the Defense Meteorological Satellite Program, and other related operations. This excludes operations that directly support the operating forces (coded M150).

W499 Other Decision Support Services. This function includes information operation services not addressed by other function codes above.

Appendix D: Literature and Other Taxonomies Reviewed

In addition to the references cited in the paper, these references and taxonomies were also used in the review and revision of the DoD Function Codes. The references are organized by functional area where possible.

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5. Commandant of the Marine Corps. (2024). Marine Corps Order 5231.4: Marine Corps Data and Artificial Intelligence. https://www.marines.mil/News/Publications/MCPEL/Electronic-Library-Display/Article/3704428/mco-52314/

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2. Joint Publication 1, volume 1. Aug. 27, 2023. *Joint Warfighting*.
3. Joint Publication 1, volume 2. Jun. 19, 2020. *The Joint Force.*
4. Joint Publication 1-0. Dec. 1, 2020. *Joint Personnel Support*.
5. Joint Publication 3-0. Jun. 18, 2022. *Joint Campaigns and Operations*.
6. Joint Publication 6-0. Dec. 4, 2023. *Joint Communications*.

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2. Chairman of the Joint Chiefs of Staff. (2022). Joint Publication 3-12: Joint Cyberspace Operations. December 19th, 2022.
3. Defense Cyber Workforce Framework Military & Civilian Workforce Identification & Coding Guide Version 1.4 issued on September 11, 2024.

DOD Functions

1. Department of Defense. (2017). 2017 Inherently Governmental and Commercial Activities Inventory Data Call June 1, 2017.
2. Wolfanger, Jessica, Tom Woo, and Jen Atkin. 2019. *DOD Function Codes: Assessment of Currency and Relevancy.* U. CNA. DRM-2019-U-019326-Final.
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4. Department of Defense Instruction 5100.73. Dec. 1, 2007, incorporating change 2, Jun. 12, 2012. *Major DOD Headquarters Activities*.

DOD Policy

1. Department of Defense. (2024). DoD Dictionary of Military and Associated Terms. July 2024.
2. Department of Defense. (2022). DoD Manual 8260.03, Volume 1. Global Force Management Data Initiative Implementation: Unique Identification for Enterprise Force Structure Data. July 1, 2022.
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2. Department of Defense Directive 1322.18. Oct. 3, 2019. *Military Training*.
3. Department of Defense Directive 1322.35, volume 1. Apr. 26, 2022. *Military Education: Program Management and Administration*.
4. Department of Defense Instruction 1400.25 volume 410. Sep. 25, 2013, incorporating change 1 Aug 2, 2021. *DOD Civilian Personnel Management System: Training, Education, and Professional Development*.

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2. DOD Directive 3610.01, Electromagnetic Spectrum Enterprise Policy, September 4, 2020.
3. Congressional Research Service, Overview of Department of Defense Use of the Electromagnetic Spectrum Updated March 18, 2021.

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1. Chairman of the Joint Chiefs of Staff. (2023) Joint Publication1-1: Joint Warfighting. August 27, 2023.
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9. Presidential Policy Directive/PPD-21. Feb. 12, 2013. *Critical Infrastructure Security and Resiliency*.
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11. U.S. Northern Command. 2024. "U.S. Northern Command Homeland Defense Operations." 2024. https://www.northcom.mil/HomelandDefense/#operations.
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2. Chairman of the Joint Chiefs of Staff. (2012). Joint Publication 3-13: Information Operations. November 27, 2012. Incorporating Change 1, Effective November 20, 2014.
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2. DOD Directive 5240.01: DOD Intelligence and Intelligence-Related Activities and Defense Intelligence Component Assistance to Law Enforcement Agencies and Other Civil Authorities, September 27, 2024.

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2. DOD Instruction 6495.02, Adult Sexual Assault Prevention and Response: Program Procedures. Incorporating Change 9, March 18, 2025.
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2. Belcher, S., & Spratt, J. (2023). Establishing a Robotics Rating: Issues, Analyses, and Findings. CNA. DRM-2023-U-036449-Final.

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Security Cooperation

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3. Department of Defense. (2017). Department of Defense Instruction 5132.14: Assessment, Monitoring, and Evaluation Policy for the Security Cooperation Enterprise. January 13, 2017.
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Appendix E: Review of HD Functions

We identified nearly 60 keywords and phrases representing military operations and functions associated with the Homeland Defense (HD) mission based on our review of [5-8]. We list these in Table 4 identifying the relevant source documents. Table 5 shows those military operations and functions for which the DOD function code taxonomy already has applicable codes, and we list them for each item.

Table 4. Homeland defense organizational roles, responsibilities, and military operations and activities supporting the homeland defense mission

	Sources			
	ASD-HDGS website[a]	NORTHCOM website	DOD-D 5111.13[c]	JP 3-27[d]
Aerospace warning and control		X		X
Arctic/arctic security	X	X		
Ballistic missile defense/missile defense			X	X
Border security		X		
Civil works	X			X
CBRN preparedness and response		X	X	X
Climate/climate change	X	X		
Continuity of government	X		X	X
Continuity of defense operations	X		X	X
Coordination/cooperation with non-DOD federal, state, territorial, local, and tribal organizations	X			X
Counterdrug (criminal operations)				X
Counterterrorism and force protection			X	X
Countering transnational crime		X		X
Countering weapons of mass destruction		X	X	X
Cyber activities			X	
Cyberspace defense operations in support of lead federal agencies				X
DSCA	X		X	X
Defense support to public diplomacy				X

	Sources			
DOD cooperative threat reduction program			X	
DOD emergency preparedness	X		X	X
DOD support to US Secret Service			X	
Domestic antiterrorism		X		X
Domestic counterterrorism		X		X
Domestic crisis management			X	
Domestic incident response	X	X		
Domestic preparedness	X		X	
Domestic use of DOD unmanned aircraft systems			X	
Energy	X			
Energy transition	X			
Freedom of navigation	X	X		
Global antiterrorism			X	
Homeland defense	X		X	
Integrated tactical warning and attack assessment				X
Maritime warning and control		X		X
Missile defense		X		X
Mission assurance	X		X	X
Multinational exercises and training				X
National preparedness			X	X
Nuclear deterrence				X
Oceans policy	X		X	
Partnerships with other federal departments				X
Partnerships with private sector to build the resilience of external infrastructure essential to defense operations	X			
Protect critical infrastructure and defense industrial base	X			X
Protect critical infrastructure information	X			
Protect continental US (CONUS) airspace				X
Protection of US noncombatants				X

	Sources			
Security cooperation with allies and partners	X			X
Security cooperation with Canada, Mexico, and the Bahamas	X			X
Security force assistance				X
Space activities			X	
Support military sealift operations in US ports, harbors, and their approaches				X
Western hemisphere	X			
Western hemisphere security cooperation	X			

Source: Compiled from the references noted below.
[a] Assistant Secretary of Defense for Homeland Defense and Hemispheric Affairs. https://policy.defense.gov/OUSPD-Offices/ASD-for-Homeland-Defense-and-Hemispheric-Affairs/.
[b] Homeland Defense Operations. NORTHCOM. https://www.northcom.mil/HomelandDefense/#operations.
[c] DOD-D 5111.13. Mar. 23, 2018. *ASD for Homeland Defense and Global Security*.
[d] JP 3-27. Dec. 12, 2023. *Joint Homeland Defense*.

Table 5. Homeland defense functions and applicable DOD function codes

	Applicable DOD function codes
Aerospace warning and control	M805, Space operations command and control
	M810, Space operations
Ballistic missile defense	M810, Space operations
Civil works	Q120, Civil works management
	Q220, Water regulatory oversight and management
	Q240, Natural resources oversight and management
	Q260 Civil works planning production and management
	Q420, Bank stabilization
	Q440, Maintenance of open waterways for navigation
	Q460, Maintenance of jetties and breakwaters
	Q520, Operation and maintenance of locks and bridges
	Q540, Operation and maintenance of dams
	Q560, Operation and maintenance of hydropower facilities

	Applicable DOD function codes
	Q580, Operation and maintenance of the Washington Aqueduct
	Q620, Operation and maintenance of recreation areas
	Q999, Other civil works activities
	M211, Civil military operations management/oversight
	M212, Civil military operations program activities and operations
	Z101, Corps of Engineers program and project management
	Z145, Architect/engineering national projects
CBRN preparedness and response	S500, Management of security operations at installations/ facilities (law enforcement, physical security, antiterrorism, and chemical/biological/radiological/nuclear/high explosives (CBRNE) operations)
	S510, Security operations at installations/facilities (law enforcement, physical security, antiterrorism, and CBRNE)
	S520, Support services to security operations at installations/facilities (law enforcement, physical security, antiterrorism, and CBRNE) operations
Climate changes	W440, Meteorological and geophysical services
Continuity of government/continuity of defense operations	Y105, Defense direction and policy integration
	Y115, Joint staff direction of the armed forces
	Y199, Other force management and general support activities
	Y210, Operation planning and control oversight and management
	Y215, Operation planning and control
	Y220, National mobilization and emergency preparedness management
Coordination/cooperation with non-DOD federal, state, territorial, local, and tribal organizations	Z138, Title, outgranting and disposal of real estate/real property-local projects

	Applicable DOD function codes
	Y312, Defense support to public democracy and personnel exchanges
	Y314, Global health engagement (GHE) and humanitarian assistance
	Y415, Legal services and support
	Y620, Legislative affairs
	Y810, Administrative support and federal compliance management
	Y815, Federal compliance of administrative programs
	S500, Management of security operations at installations/ facilities (law enforcement, physical security, antiterrorism, and chemical/biological/radiological/nuclear/high explosives (CBRNE) operations)
	S510, Security operations at installations/facilities (law enforcement, physical security, antiterrorism, and CBRNE)
	S520, Support services to security operations at installations/facilities (law enforcement, physical security, antiterrorism, and CBRNE) operations
	G210, Postal services
	H116, Veterinary services
	I130, Audit liaison activities
	U710, Management and oversight of dependent education
Counterdrug (criminal operations)	I520, Criminal investigative services
	Y415, Legal services and support
	S510, Security operations at installations/facilities (law enforcement, physical security, antiterrorism, and CBRNE)
	M932, Incident response/forensics
Countering transnational crime	S500, Management of security operations at installations/ facilities (law enforcement, physical security, antiterrorism, and CBRNE operations)
	S510, Security operations at installations/facilities (law enforcement, physical security, antiterrorism, and CBRNE)

	Applicable DOD function codes
	S520, Support services to security operations at installations/ facilities (law enforcement, physical security, antiterrorism, and CBRNE operations)
Counterterrorism and force protection	M302, Intelligence policy and coordination
	M310, Counterintelligence
	M330, Intelligence production, integration, and analytic tools
	M334, Intelligence planning, requirements management and tasking
	M399, Other intelligence activities
	S500, Management of security operations at installations/facilities (law enforcement, physical security, antiterrorism, and CBRNE operations)
	S510, Security operations at installations/facilities (law enforcement, physical security, antiterrorism, and CBRNE)
	S520, Support services to security operations at installations/ facilities (law enforcement, physical security, antiterrorism, and CBRNE operations)
Cyber activities	M900, Cyberspace policy, management, and oversight
	M910, Offensive cyberspace operations management and oversight
	M911, Offensive cyberspace operations activities
	M919, Other offensive cyberspace operations activities
	M920, DOD Information Network (DODIN) operations management and oversight
	M921, Computer system operations/management
	M922, Database operations/management
	M923, Network infrastructure operations/management
	M924, Knowledge management
	M925, Technical support/service desk operations/management
	M926, Research, development, testing and evaluation (RDT&E) operations/management
	M927, Network architecture engineering/planning

	Applicable DOD function codes
	M929, Other DODIN operations activities
	M930, Cyberspace security/defense management and oversight
	M931, Infrastructure support
	M932, Incident response/forensics
	M933, Information systems security operations/management
	M934, Communications security (COMSEC)/cryptographic key management
	M935, Hardware/software assessment
	M936, Security architecture/planning
	M937, Security/vulnerability assessment
	M939, Other cybersecurity/defense activities
Cyberspace defense operations in support of lead federal agencies	M939, Other cybersecurity/defense activities
DSCA	M211, Civil military operations management/oversight
	M212, Civil military operations program activities and operations
Defense support to public diplomacy	Y312, Defense support to public democracy and personnel exchanges
DoD Cooperative Threat Reduction Program	Y319, Other security cooperation activities
	F140, Technology transfer and international cooperative program management
	I540, Acquisition security
DOD emergency preparedness	Y220, National mobilization and emergency preparedness management
DoD Support of the U. S. Secret Service	M211, Civil military operations management/oversight
	M212, Civil military operations program activities and operations
	S500, Management of security operations at installations/ facilities (law enforcement, physical security, antiterrorism, and CBRNE operations)
	S510, Security operations at installations/facilities (law enforcement, physical security, antiterrorism, and CBRNE)

	Applicable DOD function codes
	S520, Support services to security operations at installations/ facilities (law enforcement, physical security, antiterrorism, and CBRNE operations)
	S560 Protective services operations
Domestic antiterrorism	S500, Management of security operations at installations/ facilities (law enforcement, physical security, antiterrorism, and CBRNE operations)
	S510, Security operations at installations/facilities (law enforcement, physical security, antiterrorism, and CBRNE)
	S520, Support services to security operations at installations/ facilities (law enforcement, physical security, antiterrorism, and CBRNE operations)
	U060, International security programs
Domestic counterterrorism	M310, Counterterrorism
	M330, Intelligence production, integration, and analytic tools
	M334, Intelligence planning, requirements management and tasking
	S500, Management of security operations at installations/ facilities (law enforcement, physical security, antiterrorism, and CBRNE operations)
	S510, Security operations at installations/facilities (law enforcement, physical security, antiterrorism, and CBRNE)
	S520, Support services to security operations at installations/ facilities (law enforcement, physical security, antiterrorism, and CBRNE operations)
	U060, International security programs
Domestic crisis management Domestic incident response Domestic preparedness	Y220, National mobilization and emergency preparedness management
Domestic use of DOD unmanned aircraft systems	M179, Other unmanned systems command and control activities
Energy	S200, Installation, base, or facility management
	S725, Electrical plant and distribution systems operation and maintenance
Energy transition	R120, Science and Technology

	Applicable DOD function codes
Freedom of navigation program	Q120, Civil works management
	Q220, Water regulatory oversight and management
	Q240, Natural resources oversight and management
	Q260, Civil works planning production and management
	Q420, Bank stabilization
	Q440, Maintenance of open waterways for navigation
	Q460, Maintenance of jetties and breakwaters
	Q520, Operation and maintenance of locks and bridges
	Q540, Operation and maintenance of dams
	Q560, Operation and maintenance of hydropower facilities
	Q999, Other civil works activities
Global antiterrorism	M310, Counterterrorism
	M330, Intelligence production, integration, and analytic tools
	M334, Intelligence planning, requirements management and tasking
	U060, International security programs
Global resilience	Y314, Global health engagement and humanitarian assistance
	M120, Combatant commander command authority
	M145, Military department command authority
	M150, Support to the combatant commanders—information sharing systems
	M810, Space operations
Integrated tactical warning and attack assessment	M805, Space operations command and control
Maritime warning and control	M805, Space operations command and control
Missile defense	M805, Space operations command and control
	M810, Space operations
	M820, Space lift and reconstitution
	M899, Other space activities
Mission assurance	Y105 Defense direction and policy integration
	Y115, Joint staff direction of the armed forces
	Y199, Other force management and general support activities

	Applicable DOD function codes
	Y210, Operation planning and control oversight and management
	Y215, Operation planning and control
	Y220, National mobilization and emergency preparedness management
	Y309, Management and oversight of security cooperation programs and activities
	Y405, Legal services management
	C110, Financial management
	R110, Management and oversight of research and development
	F110, Systems acquisition management
	P110, Logistics management
	T101, Management and overview of supply
	T701, Management and overview of transportation
	S100, Management and oversight of installations
	Z101, Corps of Engineers program and project management
	Q120, Civil works management
	U001, Management and oversight of military education and training
	U605, Management and oversight of civilian education and training
	H010, Health services management
	M120, Combatant Commander command authority
	M145, Military department command authority
	M800, Space management and oversight
	M301, Intelligence management and oversight
	M900, Cyberspace policy, management and oversight
	M920, DODIN operations management and oversight
	M930, Cyber security/defense management and oversight
Multinational exercises and training	Y115, Joint Staff direction of the armed forces
	Y215, Operation planning and control
	Y310, Management and oversight of foreign military sales and security assistance

	Applicable DOD function codes
	Y313, Defense institution building, educational and training activities, and multinational exercises and training
	Y318, Train and equip-building partnership capacity
	Y319, Other security cooperation activities
National preparedness	Y220, National mobilization and emergency preparedness management
US nuclear deterrence	M810, Space operations
Oceans policy	Y105, Defense direction and policy integration
Partnerships with other federal departments	Y311, Security assistance contacts
	Y312, Defense support to public democracy and personnel exchanges
	Y313, Defense institution building, educational and training activities, and multinational exercises and training
	Y314, Global health engagement and humanitarian assistance
	Y315, Equipping foreign military sales/foreign military financing
	Y316, Infrastructure
	Y317, Support to operations
	Y318, Train and equip-building partnership capacity
	Y319, Other security cooperation activities
	Y810, Administrative support and federal compliance management
	Y815, Federal compliance of administrative programs
	Z138, Title outgranting, and disposal of real estate/real property local projects
Partnerships with private sector to build the resilience of external infrastructure essential to defense operations	I530, Industrial security
	I540, Acquisition security
	R120, Science and technology
	F110, Systems acquisition management
	T701, Management and overview of transportation
	T710, Traffic/transportation management services
	T800, Ocean terminal operations

	Applicable DOD function codes
	Z101, Corps of Engineers program and project management
	Z110, Management of major construction of real property
	Z145, Architect-engineering-national projects
Protect critical infrastructure /defense industrial base	Q120, Civil works management
	Q220, Water regulatory oversight and management
	Q240, Natural resources oversight and management
	Q260 Civil works planning production and management
	Q420, Bank stabilization
	Q440, Maintenance of open waterways for navigation
	Q460, Maintenance of jetties and breakwaters
	Q520, Operation and maintenance of locks and bridges
	Q540, Operation and maintenance of dams
	Q560, Operation and maintenance of hydropower facilities
	Q580, Operation and maintenance of the Washington Aqueduct
	Q620, Operation and maintenance of recreation areas
	Q999, Other civil works activities
Protect critical infrastructure information	I540, Acquisition security
	M337, Identity intelligence applications
	S510, Security operations at installations/facilities (law enforcement, physical security, antiterrorism, and CBRNE)
	S540, Information security
Protect CONUS airspace/airspace defense	M800, Space management and oversight
	M805, Space operations command and control
	M810, Space operations
	M820, Space lift and reconstitution
	M899, Other space activities

	Applicable DOD function codes
Protection of US noncombatants	S500, Management of security operations at installations/ facilities (law enforcement, physical security, antiterrorism, and CBRNE operations)
	S510, Security operations at installations/facilities (law enforcement, physical security, antiterrorism, and CBRNE)
	S520, Support services to security operations at installations/ facilities (law enforcement, physical security, antiterrorism, and CBRNE operations)
Security cooperation with allies and partners;	Y309, Management/oversight of security cooperation programs
Security cooperation with Canada, Mexico, the Bahamas; and Security force assistance	Y310, Management and oversight of foreign military sales and security assistance
	Y311, Security assistance contacts
	Y312, Defense support to public democracy and personnel exchanges
	Y313, Defense institution building, educational and training activities, and multinational exercises and training
	Y314, Global health engagement and humanitarian assistance
	Y315, Equipping foreign military sales/foreign military financing
	Y316, Infrastructure
	Y317, Support to operations
	Y318, Train and equip-building partnership capacity
	Y319, Other security cooperation activities
Space activities	M800, Space management and oversight
	M805, Space operations command and control
	M810, Space operations
	M820, Space lift and reconstitutions
	M899, Other space activities
Support military sealift operations in US ports, harbors, and their approaches	T800, Ocean terminal operations
Western hemisphere security cooperation	Y309, Management/oversight of security cooperation programs
	Y311, Security assistance contacts

	Applicable DOD function codes
	Y318, Train and equip-building partnership capacity
	U060, International security programs

Source: CNA.

Appendix F: DCWF and SC Work Role Code Crosswalks

Defense Cyber Workforce Role Codes crosswalk

This crosswalk is provided as a reference to show that all current Defense Cyber Workforce Role Codes align with at least one function code. Cyber workforce role codes may align with multiple function codes based on the work performed by billets at specific organizations. This crosswalk does not take into account any specific billet or organization and shows general alignment.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
111	All-Source Analyst		M328	All Source Analysis	This function includes the analysis, evaluation, synthesis, and interpretation of information from all sources to include HUMINT, SIGINT, MASINT, OSINT, TECHINT, and GEOINT data into finished intelligence products.
112	Mission Assessment Specialist		M911	Offensive Cyberspace Operations	This function includes actions taken using computers and/or computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves by minimizing or eliminating the capability or threat from an adversary to use their computer systems, computer networks and techniques to disrupt, deny, degrade, or destroy friendly computers and/or networks through cyberspace. Offensive operations include mission assessment and planning, exploitation analysis, targeting (analysis, development, reporting), and attack/fires.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
121	Exploitation Analyst		M911	Offensive Cyberspace Operations	This function includes actions taken using computers and/or computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves by minimizing or eliminating the capability or threat from an adversary to use their computer systems, computer networks and techniques to disrupt, deny, degrade, or destroy friendly computers and/or networks through cyberspace. Offensive operations include mission assessment and planning, exploitation analysis, targeting (analysis, development, reporting), and attack/fires.
131	Target Developer		M911	Offensive Cyberspace Operations	This function includes actions taken using computers and/or computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves by minimizing or eliminating the capability or threat from an adversary to use their computer systems, computer networks and techniques to disrupt, deny, degrade, or destroy friendly computers and/or networks through cyberspace. Offensive operations include mission assessment and planning, exploitation analysis, targeting (analysis, development, reporting), and attack/fires.
132	Target Network Analyst		M911	Offensive Cyberspace Operations	This function includes actions taken using computers and/or computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves by minimizing or eliminating the capability or threat from an adversary to use their computer systems, computer networks and techniques to disrupt, deny, degrade, or destroy friendly computers and/or networks through cyberspace. Offensive operations include mission assessment and planning, exploitation analysis, targeting (analysis, development, reporting), and attack/fires.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
133	Target Reporter		M911	Offensive Cyberspace Operations	This function includes actions taken using computers and/or computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves by minimizing or eliminating the capability or threat from an adversary to use their computer systems, computer networks and techniques to disrupt, deny, degrade, or destroy friendly computers and/or networks through cyberspace. Offensive operations include mission assessment and planning, exploitation analysis, targeting (analysis, development, reporting), and attack/fires.
141	Warning Analyst		M911	Offensive Cyberspace Operations	This function includes actions taken using computers and/or computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves by minimizing or eliminating the capability or threat from an adversary to use their computer systems, computer networks and techniques to disrupt, deny, degrade, or destroy friendly computers and/or networks through cyberspace. Offensive operations include mission assessment and planning, exploitation analysis, targeting (analysis, development, reporting), and attack/fires.
151	Multi-Disciplined Language Analyst		M324	Multi-disciplinary Intelligence	This function includes the collection, processing, exploitation, analysis and dissemination of intelligence information by a system or method that uses information from two or more intelligence disciplines. This includes maintenance, modification, and modernization of existing collection/processing systems that do not add new capabilities.
211	Forensics Analyst		M932	Incident Response/ Forensics	This function includes measures in response to reported incidents found on the DoD information system and computer network. This includes operations that provide for the investigation of suspicious or unauthorized activity; forensics activity; identification, analysis, and cataloging of unauthorized software or malware; and restoration of information systems after identification and removal of unauthorized software/malware.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
212	Defense Forensics Analyst		M932	Incident Response/ Forensics	This function includes measures in response to reported incidents found on the DoD information system and computer network. This includes operations that provide for the investigation of suspicious or unauthorized activity; forensics activity; identification, analysis, and cataloging of unauthorized software or malware; and restoration of information systems after identification and removal of unauthorized software/malware.
221	Crime Investigator		I520	Criminal Investigative Services	This function includes the conduct of criminal investigations, and supervision and management of all steps required to investigate criminal activities (e.g., interviews/interrogations, information gathering, polygraph, crime scene examination, forensic analysis, etc.). The laboratories conducting forensic examinations and investigative support (e.g., investigative assistants and analysis, technical guidance and supervision to junior agents and apprentice investigators, and trial case preparation) are also included. This function is limited to organizations such as the Army Criminal Investigation Division, Naval Criminal Investigative Service, Air Force Office of Special Investigations, and the Defense Criminal Investigative Service. This function excludes law enforcement operations performed at installations and bases coded S500-S520 and Counterintelligence coded M310. This function also may include cyberspace forensics, if conducted as part of a criminal investigation. Cyberspace forensics conducted outside of criminal investigations should be coded as M932.
311	All-Source Collection Manager		M324	Multi-disciplinary Intelligence	This function includes the collection, processing, exploitation, analysis and dissemination of intelligence information by a system or method that uses information from two or more intelligence disciplines. This includes maintenance, modification, and modernization of existing collection/processing systems that do not add new capabilities.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
312	All-Source Collection Requirements Manager		M334	Intelligence Planning, Requirements Management, and Tasking	This function includes identification, registration, systematic review, prioritization, intelligence augmentation, Request for Forces, and Operational Needs Statements, of both present and future intelligence requirements; assignment of resulting tasks to collection, analysis, counterintelligence, or clandestine capabilities and systems for action; and verification of completion of the assigned action.
321	Access Network Operator		M911	Offensive Cyberspace Operations	This function includes actions taken using computers and/or computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves by minimizing or eliminating the capability or threat from an adversary to use their computer systems, computer networks and techniques to disrupt, deny, degrade, or destroy friendly computers and/or networks through cyberspace. Offensive operations include mission assessment and planning, exploitation analysis, targeting (analysis, development, reporting), and attack/fires.
322	Interactive Operator		M911	Offensive Cyberspace Operations	This function includes actions taken using computers and/or computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves by minimizing or eliminating the capability or threat from an adversary to use their computer systems, computer networks and techniques to disrupt, deny, degrade, or destroy friendly computers and/or networks through cyberspace. Offensive operations include mission assessment and planning, exploitation analysis, targeting (analysis, development, reporting), and attack/fires.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
331	Cyber Intelligence Planner		M340	Cyberspace Intelligence	This function includes the collection, processing, exploitation, and analysis of information to produce intelligence on network operation, activities, and cyberspace threats. Threats include activities, plans, capabilities and intentions of adversaries; identifying current and emerging threat vectors planned or utilized for cyberspace attack operations; identifying specific technical data to provide the nature and character of deployed malware, system/product weaknesses, and effects; identify ongoing criminal activities; and issues pertaining to operations at all levels in the cyberspace domain.
332	Cyber Operations Planner		M911	Offensive Cyberspace Operations	This function includes actions taken using computers and/or computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves by minimizing or eliminating the capability or threat from an adversary to use their computer systems, computer networks and techniques to disrupt, deny, degrade, or destroy friendly computers and/or networks through cyberspace. Offensive operations include mission assessment and planning, exploitation analysis, targeting (analysis, development, reporting), and attack/fires.
333	Partner Integration Planner		M911	Offensive Cyberspace Operations	This function includes actions taken using computers and/or computer networks to disrupt, deny, degrade, or destroy information resident in computers and computer networks, or the computers and networks themselves by minimizing or eliminating the capability or threat from an adversary to use their computer systems, computer networks and techniques to disrupt, deny, degrade, or destroy friendly computers and/or networks through cyberspace. Offensive operations include mission assessment and planning, exploitation analysis, targeting (analysis, development, reporting), and attack/fires.
411	Technical Support Specialist		M925	Technical Support/ Service Desk	This function includes moves/adds/changes (MACs); break/fixes; installation; troubleshooting; user assistance; local training; problem tracking, resolving and diagnosing; software and hardware maintenance and repair; and backup and recovery operations.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
421	Database Administrator		M922	Data Management and Analytics	This function includes identifying and defining data requirements, specifications, and sources; designing and developing data models, flows, and interfaces; building, implementing, modifying, managing, and operationalizing data pipelines; building and maintaining databases and data dictionaries; data mining and data warehousing; and identifying, analyzing, and interpreting data to explain actionable insights by building visualizations and dashboards as well as through the combination of scientific methods, mathematics and statistics, specialized programming, advanced analytics, and storytelling.
422	Data Analyst		M922	Data Management and Analytics	This function includes identifying and defining data requirements, specifications, and sources; designing and developing data models, flows, and interfaces; building, implementing, modifying, managing, and operationalizing data pipelines; building and maintaining databases and data dictionaries; data mining and data warehousing; and identifying, analyzing, and interpreting data to explain actionable insights by building visualizations and dashboards as well as through the combination of scientific methods, mathematics and statistics, specialized programming, advanced analytics, and storytelling.
423	Data Scientist		M922	Data Management and Analytics	This function includes identifying and defining data requirements, specifications, and sources; designing and developing data models, flows, and interfaces; building, implementing, modifying, managing, and operationalizing data pipelines; building and maintaining databases and data dictionaries; data mining and data warehousing; and identifying, analyzing, and interpreting data to explain actionable insights by building visualizations and dashboards as well as through the combination of scientific methods, mathematics and statistics, specialized programming, advanced analytics, and storytelling.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
424	Data Steward		M922	Data Management and Analytics	This function includes identifying and defining data requirements, specifications, and sources; designing and developing data models, flows, and interfaces; building, implementing, modifying, managing, and operationalizing data pipelines; building and maintaining databases and data dictionaries; data mining and data warehousing; and identifying, analyzing, and interpreting data to explain actionable insights by building visualizations and dashboards as well as through the combination of scientific methods, mathematics and statistics, specialized programming, advanced analytics, and storytelling.
431	Knowledge Manager		M924	Knowledge Management	This function includes web site design, structure, maintenance, and monitoring web site functionality, security, and integrity. This includes web sites that can be linked to and integrated with associated databases and digital document libraries such as SharePoint or other knowledge management applications.
441	Network Operations Specialist		M923	Network Infrastructure	This function includes the design, development, testing, quality assurance, configuration, installation, integration, maintenance, and/or administration of cable plants and network systems (LANs, WANs, MANs, and internet/intranet systems). This includes defining and maintaining physical network architecture and infrastructure; configuring and optimizing network switches, routers, servers, firewalls, and other associated equipment; analyzing network workload; monitoring network performance; diagnosing problems; ensuring proper load balancing; developing backup and recovery procedures; and installing, testing, maintaining, and upgrading network operating systems software.
451	System Administrator		M921	Computer Systems Operations	This function includes the installation of new or modified hardware/software; managing accounts, permissions, and access to systems and equipment; monitoring the performance, capacity, serviceability, and recoverability of installed systems; implementing security procedures and tools; resolving hardware/software interface and interoperability problems; and maintaining systems configuration and inventory.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
461	Systems Security Analyst		M933	Information Systems Security	This function includes the installation, operation, and maintenance of security controls in support of Defensive Cyber Operations. This includes the coordination with network and system administrators to ensure the implementation of information security measures in support of DoD information systems and computer network operations; advise leadership and management on the security posture of the networks within their charge; provide security control recommendations and implementations in order to facilitate the certification and accreditation process for approved systems, applications, and networks; audit information systems and users to ensure established security polices and controls are adhered to according to governing regulations; vulnerability management through automated tool sets; incident handling capabilities throughout information systems; log analysis and correlation to detect network and system intrusions; and certification and accreditation in coordination with information system managers.
462	Control Systems Security Specialist		M936	Security Architecture Planning/ Engineering	This function includes conducting needs analyses to define opportunities for new or improved cyberspace security and defense infrastructure and/or applications; identifying requirements; conducting feasibility studies and trade-off analyses; defining network and/or security and defense systems scope and objectives; developing overall functional and technical requirements and specifications; evaluating and recommending sources for systems components; and ensuring the integration and implementation of applications, databases, networks, and related systems.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
511	Cyber Defense Analyst		M933	Information Systems Security	This function includes the installation, operation, and maintenance of security controls in support of Defensive Cyber Operations. This includes the coordination with network and system administrators to ensure the implementation of information security measures in support of DoD information systems and computer network operations; advise leadership and management on the security posture of the networks within their charge; provide security control recommendations and implementations in order to facilitate the certification and accreditation process for approved systems, applications, and networks; audit information systems and users to ensure established security polices and controls are adhered to according to governing regulations; vulnerability management through automated tool sets; incident handling capabilities throughout information systems; log analysis and correlation to detect network and system intrusions; and certification and accreditation in coordination with information system managers.
521	Cyber Defense Infrastructure Support Specialist		M931	Infrastructure Support	This function includes measures that protect and defend information and information systems and infrastructure by ensuring their confidentiality, integrity, availability, authentication, and nonrepudiation. This includes operations that provide for the restoration of information systems by incorporating protection, detection, reaction and response capability. This includes system/network protection; perimeter defense; infrastructure security controls; server and host-based security systems/controls; intrusion detection and monitoring; and firewall administration within the Department of Defense information systems and computer network.
531	Cyber Defense Incident Responder		M932	Incident Response/ Forensics	This function includes measures in response to reported incidents found on the DoD information system and computer network. This includes operations that provide for the investigation of suspicious or unauthorized activity; forensics activity; identification, analysis, and cataloging of unauthorized software or malware; and restoration of information systems after identification and removal of unauthorized software/malware.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
541	Vulnerability Assessment Analyst		M937	Security/ Vulnerability Assessment	This function includes measures that protect and defend information and information systems and infrastructure through assessment. This includes risk and vulnerability assessments; readiness assessments; security evaluations and audits; security policy enforcement; and contingency plans and disaster recovery procedures.
611	Authorizing Official/ Designating Representative		M933	Information Systems Security	This function includes the installation, operation, and maintenance of security controls in support of Defensive Cyber Operations. This includes the coordination with network and system administrators to ensure the implementation of information security measures in support of DoD information systems and computer network operations; advise leadership and management on the security posture of the networks within their charge; provide security control recommendations and implementations in order to facilitate the certification and accreditation process for approved systems, applications, and networks; audit information systems and users to ensure established security polices and controls are adhered to according to governing regulations; vulnerability management through automated tool sets; incident handling capabilities throughout information systems; log analysis and correlation to detect network and system intrusions; and certification and accreditation in coordination with information system managers.
612	Security Control Assessor		M937	Security/ Vulnerability Assessment	This function includes measures that protect and defend information and information systems and infrastructure through assessment. This includes risk and vulnerability assessments; readiness assessments; security evaluations and audits; security policy enforcement; and contingency plans and disaster recovery procedures.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
621	Software Developer		M926	Software Design, Development, Test, and Evaluation	This function includes analyzing systems requirements; designing user interfaces and experiences; writing code, testing and debugging applications; assuring software quality and functionality; writing and maintaining program documentation; developing compilers, assemblers, utility programs, and operating systems; and evaluating new software applications, new systems, and programming technologies. This does not include program management of defense acquisition systems coded F310 and F120.
622	Secure Software Assessor		M935	Hardware/ Software Assessment	This function includes analyzing systems requirements; evaluating new software applications, new systems, and programming technologies; conduct security and vulnerability testing of new hardware and software applications; assuring software security quality and functionality; writing and maintaining certification, analysis and accreditation documentation for all authorized hardware and software. This does not include program management of defense acquisition systems coded F310 and F120.
623	AI/ML Specialist		M928	Artificial Intelligence/ Machine Learning	This function includes designing, developing, modifying, testing, evaluating, verifying, and validating artificial intelligence and machine learning (AI/ML) applications, tools, and/or other solutions. This function also includes assessing the technical and societal risks of deployment and use of AI/ML as well as facilitating adoption of AI/ML solutions by supporting end users.
624	Data Operations Specialist		M922	Data Management and Analytics	This function includes identifying and defining data requirements, specifications, and sources; designing and developing data models, flows, and interfaces; building, implementing, modifying, managing, and operationalizing data pipelines; building and maintaining databases and data dictionaries; data mining and data warehousing; and identifying, analyzing, and interpreting data to explain actionable insights by building visualizations and dashboards as well as through the combination of scientific methods, mathematics and statistics, specialized programming, advanced analytics, and storytelling.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
625	Product Designer User Interface (UI)		M926	Software Design, Development, Test, and Evaluation	This function includes analyzing systems requirements; designing user interfaces and experiences; writing code, testing and debugging applications; assuring software quality and functionality; writing and maintaining program documentation; developing compilers, assemblers, utility programs, and operating systems; and evaluating new software applications, new systems, and programming technologies. This does not include program management of defense acquisition systems coded F310 and F120.
626	Service Designer User Experience (UX)		M926	Software Design, Development, Test, and Evaluation	This function includes analyzing systems requirements; designing user interfaces and experiences; writing code, testing and debugging applications; assuring software quality and functionality; writing and maintaining program documentation; developing compilers, assemblers, utility programs, and operating systems; and evaluating new software applications, new systems, and programming technologies. This does not include program management of defense acquisition systems coded F310 and F120.
627	DevSecOps Specialist		M926	Software Design, Development, Test, and Evaluation	This function includes analyzing systems requirements; designing user interfaces and experiences; writing code, testing and debugging applications; assuring software quality and functionality; writing and maintaining program documentation; developing compilers, assemblers, utility programs, and operating systems; and evaluating new software applications, new systems, and programming technologies. This does not include program management of defense acquisition systems coded F310 and F120.
628	Software/ Cloud Architect		M927	Network Architecture Planning/ Engineering	This function includes conducting needs analyses to define opportunities for new or improved infrastructure and/or applications; identifying requirements; conducting feasibility studies and trade-off analyses; defining network and/or systems scope and objectives; developing overall functional and technical requirements and specifications; evaluating and recommending sources for systems components; and ensuring the integration and implementation of applications, databases, networks, and related systems.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
631	Information Systems Security Developer		M935	Hardware/ Software Assessment	This function includes analyzing systems requirements; evaluating new software applications, new systems, and programming technologies; conduct security and vulnerability testing of new hardware and software applications; assuring software security quality and functionality; writing and maintaining certification, analysis and accreditation documentation for all authorized hardware and software. This does not include program management of defense acquisition systems coded F310 and F120.
632	Systems Developer		M926	Software Design, Development, Test, and Evaluation	This function includes analyzing systems requirements; designing user interfaces and experiences; writing code, testing and debugging applications; assuring software quality and functionality; writing and maintaining program documentation; developing compilers, assemblers, utility programs, and operating systems; and evaluating new software applications, new systems, and programming technologies. This does not include program management of defense acquisition systems coded F310 and F120.
641	Systems Requirements Planner		M927	Network Architecture Planning/ Engineering	This function includes conducting needs analyses to define opportunities for new or improved infrastructure and/or applications; identifying requirements; conducting feasibility studies and trade-off analyses; defining network and/or systems scope and objectives; developing overall functional and technical requirements and specifications; evaluating and recommending sources for systems components; and ensuring the integration and implementation of applications, databases, networks, and related systems.
651	Enterprise Architect		M927	Network Architecture Planning/ Engineering	This function includes conducting needs analyses to define opportunities for new or improved infrastructure and/or applications; identifying requirements; conducting feasibility studies and trade-off analyses; defining network and/or systems scope and objectives; developing overall functional and technical requirements and specifications; evaluating and recommending sources for systems components; and ensuring the integration and implementation of applications, databases, networks, and related systems.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
652	Security Architect		M936	Security Architecture Planning/ Engineering	This function includes conducting needs analyses to define opportunities for new or improved cyberspace security and defense infrastructure and/or applications; identifying requirements; conducting feasibility studies and trade-off analyses; defining network and/or security and defense systems scope and objectives; developing overall functional and technical requirements and specifications; evaluating and recommending sources for systems components; and ensuring the integration and implementation of applications, databases, networks, and related systems.
653	Data Architect		M922	Data Management and Analytics	This function includes identifying and defining data requirements, specifications, and sources; designing and developing data models, flows, and interfaces; building, implementing, modifying, managing, and operationalizing data pipelines; building and maintaining databases and data dictionaries; data mining and data warehousing; and identifying, analyzing, and interpreting data to explain actionable insights by building visualizations and dashboards as well as through the combination of scientific methods, mathematics and statistics, specialized programming, advanced analytics, and storytelling.
661	Research & Development Specialist		M926	Software Design, Development, Test, and Evaluation	This function includes analyzing systems requirements; designing user interfaces and experiences; writing code, testing and debugging applications; assuring software quality and functionality; writing and maintaining program documentation; developing compilers, assemblers, utility programs, and operating systems; and evaluating new software applications, new systems, and programming technologies. This does not include program management of defense acquisition systems coded F310 and F120.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
671	System Testing & Evaluation Specialist		M935	Hardware/ Software Assessment	This function includes analyzing systems requirements; evaluating new software applications, new systems, and programming technologies; conduct security and vulnerability testing of new hardware and software applications; assuring software security quality and functionality; writing and maintaining certification, analysis and accreditation documentation for all authorized hardware and software. This does not include program management of defense acquisition systems coded F310 and F120.
672	AI Test and Evaluation Specialist		M928	Artificial Intelligence/ Machine Learning	This function includes designing, developing, modifying, testing, evaluating, verifying, and validating artificial intelligence and machine learning (AI/ML) applications, tools, and/or other solutions. This function also includes assessing the technical and societal risks of deployment and use of AI/ML as well as facilitating adoption of AI/ML solutions by supporting end users.
673	Software Test & Evaluation Specialist		M926	Software Design, Development, Test, and Evaluation	This function includes analyzing systems requirements; designing user interfaces and experiences; writing code, testing and debugging applications; assuring software quality and functionality; writing and maintaining program documentation; developing compilers, assemblers, utility programs, and operating systems; and evaluating new software applications, new systems, and programming technologies. This does not include program management of defense acquisition systems coded F310 and F120.
711	Cyber Instructional Curriculum Developer		U670	Cyberspace Operations Education, Training, and Development	This function includes the design, development, delivery of instruction, and instructional support for cyberspace operations training courses.
712	Cyber Instructor		U670	Cyberspace Operations Education, Training, and Development	This function includes the design, development, delivery of instruction, and instructional support for cyberspace operations training courses.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
722	Information Systems Security Manager		M933	Information Systems Security	This function includes the installation, operation, and maintenance of security controls in support of Defensive Cyber Operations. This includes the coordination with network and system administrators to ensure the implementation of information security measures in support of DoD information systems and computer network operations; advise leadership and management on the security posture of the networks within their charge; provide security control recommendations and implementations in order to facilitate the certification and accreditation process for approved systems, applications, and networks; audit information systems and users to ensure established security polices and controls are adhered to according to governing regulations; vulnerability management through automated tool sets; incident handling capabilities throughout information systems; log analysis and correlation to detect network and system intrusions; and certification and accreditation in coordination with information system managers.
723	COMSEC Manager		M934	Communications Security (COMSEC)/ Cryptographic Key Management	This function includes day-to-day operation of the DoD's COMSEC material control. This includes the coordination and provision of symmetric and asymmetric key products to support communications and command and control systems; collaboration with communications planners for the development of communications plans, instructions and support; provide information regarding new or revised COMSEC policies and procedures; train and inspect COMSEC users; monitor and maintain COMSEC material allowances; and perform COMSEC account audits and inspections to assess adherence to prescribed instructions.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
731	Cyber Legal Advisor		Y415	Legal Services and Support	This function includes the management of, and operations typically performed by, legal offices at all levels within the DoD. Legal operations typically include, but are not limited to, legal advice to commanders, directors, managers, supervisors, and members of their organizations as well as to individual military members, civilian employees, eligible family members, and retirees. This includes representation of DoD Components and organizations to other foreign, state, and local governments; other U.S. government agencies; and private organizations and persons. This includes participation in administrative and judicial litigation (to include military justice, see note below); adjudication of military justice trial and appellate court cases; and adjudication of claims and security clearance investigations. It also includes court reporting and legal and litigation studies. Any legal related function not falling within the Y405 description is to be identified as Y415.
732	Privacy Compliance Manager		M900	Cyberspace Policy Management	This function includes executive-level activities, oversight, direction, and control for the management of computing and cyberspace operations and subordinate organizations. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range cyberspace operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of computing infrastructures, architecture, and cyberspace operations/warfare (e.g., Information Assurance/Computer Network Defense and Computer Network Attack and Exploitation).

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
733	AI Risks and Ethics Specialist		M900	Cyberspace Policy Management	This function includes executive-level activities, oversight, direction, and control for the management of computing and cyberspace operations and subordinate organizations. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range cyberspace operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of computing infrastructures, architecture, and cyberspace operations/warfare (e.g., Information Assurance/Computer Network Defense and Computer Network Attack and Exploitation).
751	Cyber Workforce Developer and Manager		Y245	Manpower Management Operations	This function includes manpower operations typically performed by manpower offices, centers, and field operating agencies at all levels within the Department. Manpower operations typically include assessing processes, procedures, and workload distribution; designing organizational structures; business process reengineering; validating workload and determining manpower requirements; and, tracking, reporting, and documenting manpower numbers. It includes determining manpower for existing or new mission requirements, new defense acquisition systems (e.g., major weapon systems and automated information systems), functional or mission realignments and transfers; downsizing and reinvention initiatives; and process improvements. This function includes manpower support when determining manpower for: combat development; manpower mobilization planning; the defense planning, programming, and budget process; the manpower resource allocation process; the commercial activities program; and other outsourcing and privatization initiatives. It also includes centralized control of information and data relating to missions, workload, and performance that support reengineering of functional processes and procedures and restructuring organizations.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
752	Cyber Policy and Strategy Planner		M900	Cyberspace Policy Management	This function includes executive-level activities, oversight, direction, and control for the management of computing and cyberspace operations and subordinate organizations. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range cyberspace operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of computing infrastructures, architecture, and cyberspace operations/warfare (e.g., Information Assurance/Computer Network Defense and Computer Network Attack and Exploitation).
753	AI Adoption Specialist		M928	Artificial Intelligence/ Machine Learning	This function includes designing, developing, modifying, testing, evaluating, verifying, and validating artificial intelligence and machine learning (AI/ML) applications, tools, and/or other solutions. This function also includes assessing the technical and societal risks of deployment and use of AI/ML as well as facilitating adoption of AI/ML solutions by supporting end users.
801	Program Manager		F120	Systems Acquisition - Program Management	This function includes activities undertaken by Program Managers of defense acquisition programs to oversee and direct the development, demonstration, and production or procurement of defense systems. This includes program management of acquisition programs for weapon systems and associated support equipment (including training systems), automated information systems, and other equipment and materiel. This excludes program management operations coded separately (e.g., contracting operations coded F320, technology transfer and international cooperative program management coded F140, equipping foreign military sales/foreign military financing coded Y315, supply management coded T101, and item management coded T120). Also, elements of research and development are coded R110-R999 and F150, test and evaluation operations are coded A610-A699, and program support outside the program office is coded F160.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
802	IT Project Manager		F120	Systems Acquisition - Program Management	This function includes activities undertaken by Program Managers of defense acquisition programs to oversee and direct the development, demonstration, and production or procurement of defense systems. This includes program management of acquisition programs for weapon systems and associated support equipment (including training systems), automated information systems, and other equipment and materiel. This excludes program management operations coded separately (e.g., contracting operations coded F320, technology transfer and international cooperative program management coded F140, equipping foreign military sales/foreign military financing coded Y315, supply management coded T101, and item management coded T120). Also, elements of research and development are coded R110-R999 and F150, test and evaluation operations are coded A610-A699, and program support outside the program office is coded F160.
803	Product Support Manager		P115	Logistics Life Cycle Sustainment Activities	This function includes activities required for the planning and execution of programs that support and sustain systems from initial fielding, through operational life and disposal. This function excludes the contacting, engineering, test and evaluation, and acquisition functions coded in Group 3.
804	IT Investment/ Portfolio Manager		M900	Cyberspace Policy Management	This function includes executive-level activities, oversight, direction, and control for the management of computing and cyberspace operations and subordinate organizations. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range cyberspace operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of computing infrastructures, architecture, and cyberspace operations/warfare (e.g., Information Assurance/Computer Network Defense and Computer Network Attack and Exploitation).

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
805	IT Program Auditor		F600	Quality Assurance	This function includes production process proofing and verification, configuration management, risk management, control of test measurement, diagnostic equipment (i.e., selection and calibration), and corrective and preventive action. Corrective and preventive action may also include advising and collaborating with customers and contractors to help integrate quality assurance practices into the manufacturing process.
806	Product Manager		F120	Systems Acquisition - Program Management	This function includes activities undertaken by Program Managers of defense acquisition programs to oversee and direct the development, demonstration, and production or procurement of defense systems. This includes program management of acquisition programs for weapon systems and associated support equipment (including training systems), automated information systems, and other equipment and materiel. This excludes program management operations coded separately (e.g., contracting operations coded F320, technology transfer and international cooperative program management coded F140, equipping foreign military sales/foreign military financing coded Y315, supply management coded T101, and item management coded T120). Also, elements of research and development are coded R110-R999 and F150, test and evaluation operations are coded A610-A699, and program support outside the program office is coded F160.

Defense Cyber Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
901	Executive Cyber Leadership		M900	Cyberspace Policy Management	This function includes executive-level activities, oversight, direction, and control for the management of computing and cyberspace operations and subordinate organizations. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range cyberspace operations planning, programming, and budgeting; and/or allocating and distributing resources. This includes strategic and capital planning; performance assessments; business process reengineering; risk analysis; and policy, planning, and implementation of computing infrastructures, architecture, and cyberspace operations/warfare (e.g., Information Assurance/Computer Network Defense and Computer Network Attack and Exploitation).
902	AI Innovation Leader		M928	Artificial Intelligence/ Machine Learning	This function includes designing, developing, modifying, testing, evaluating, verifying, and validating artificial intelligence and machine learning (AI/ML) applications, tools, and/or other solutions. This function also includes assessing the technical and societal risks of deployment and use of AI/ML as well as facilitating adoption of AI/ML solutions by supporting end users.
903	Data Officer		M922	Data Management and Analytics	This function includes identifying and defining data requirements, specifications, and sources; designing and developing data models, flows, and interfaces; building, implementing, modifying, managing, and operationalizing data pipelines; building and maintaining databases and data dictionaries; data mining and data warehousing; and identifying, analyzing, and interpreting data to explain actionable insights by building visualizations and dashboards as well as through the combination of scientific methods, mathematics and statistics, specialized programming, advanced analytics, and storytelling.

** Defense Cyber Work Role code "0" (Non Cyber Primary Work Role) omitted **

Note: This crosswalk is provided as a reference to show that all current Defense Cyber Workforce Role Codes align with at least one function code. Cyber workforce role codes may align with multiple function codes based on the work performed by billets at specific organizations. This crosswalk does not take into account any specific billet or organization and shows general alignment.

Security Cooperation Workforce Role Codes crosswalk

This crosswalk is provided as a reference to show that all current Security Cooperation Workforce Codes align with at least one function code. Security Cooperation Workforce Codes may align with multiple function codes based on the work performed by billets at specific organizations. This crosswalk does not take into account any specific billet or organization and shows general alignment.

The first 3 characters of the Security Cooperation Workforce Code has been omitted.

Security Cooperation Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
A1	Policy and Resourcing, Awareness/ Foundational		Y309	Security Cooperation Programs and Activities Management	This function includes the executive-level activities, oversight, direction, and control of security cooperation programs and activities subordinate offices. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources for security assistance programs.
A2	Policy and Resourcing, Practitioner		Y309	Security Cooperation Programs and Activities Management	This function includes the executive-level activities, oversight, direction, and control of security cooperation programs and activities subordinate offices. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources for security assistance programs.
A3	Policy and Resourcing, Expert/ Advanced		Y309	Security Cooperation Programs and Activities Management	This function includes the executive-level activities, oversight, direction, and control of security cooperation programs and activities subordinate offices. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources for security assistance programs.

Security Cooperation Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
A4	Policy and Resourcing, Executive		Y309	Security Cooperation Programs and Activities Management	This function includes the executive-level activities, oversight, direction, and control of security cooperation programs and activities subordinate offices. This includes developing and issuing policies; providing policy guidance; reviewing, analyzing, and evaluating program performance; conducting or reviewing mid- and long-range planning, programming, and budgeting; and allocating and distributing resources for security assistance programs.
B1	Foreign Military Sales and Financing, Awareness/ Foundational		Y315	Equipping Foreign Military Sales/Foreign Military Financing	This function includes the group of programs authorized by the Foreign Assistance Act of 1961 (as amended), the Arms Export Control Act of 1976 (as amended), and other related statutes by which the United States provides defense articles, by grant, loan, credit, or cash sales, in furtherance of national policies and objectives.
B2	Foreign Military Sales and Financing, Practitioner		Y315	Equipping Foreign Military Sales/Foreign Military Financing	This function includes the group of programs authorized by the Foreign Assistance Act of 1961 (as amended), the Arms Export Control Act of 1976 (as amended), and other related statutes by which the United States provides defense articles, by grant, loan, credit, or cash sales, in furtherance of national policies and objectives.
B3	Foreign Military Sales and Financing, Expert/ Advanced		Y315	Equipping Foreign Military Sales/Foreign Military Financing	This function includes the group of programs authorized by the Foreign Assistance Act of 1961 (as amended), the Arms Export Control Act of 1976 (as amended), and other related statutes by which the United States provides defense articles, by grant, loan, credit, or cash sales, in furtherance of national policies and objectives.
B4	Foreign Military Sales and Financing, Executive		Y315	Equipping Foreign Military Sales/Foreign Military Financing	This function includes the group of programs authorized by the Foreign Assistance Act of 1961 (as amended), the Arms Export Control Act of 1976 (as amended), and other related statutes by which the United States provides defense articles, by grant, loan, credit, or cash sales, in furtherance of national policies and objectives.
C1	Security Cooperation Organization, Awareness/ Foundational		Y317	Support to Operations	This function includes programs and activities that include targeted assistance designed to enable partners to participate in coalition operations, including developing specific capabilities necessary for such operations, by enhancing interoperability among coalition partners, by sustaining partner operations in cases where partners cannot sustain operations on their own.

Security Cooperation Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
C2	Security Cooperation Organization, Practitioner		Y317	Support to Operations	This function includes programs and activities that include targeted assistance designed to enable partners to participate in coalition operations, including developing specific capabilities necessary for such operations, by enhancing interoperability among coalition partners, by sustaining partner operations in cases where partners cannot sustain operations on their own.
C3	Security Cooperation Organization, Expert/ Advanced		Y317	Support to Operations	This function includes programs and activities that include targeted assistance designed to enable partners to participate in coalition operations, including developing specific capabilities necessary for such operations, by enhancing interoperability among coalition partners, by sustaining partner operations in cases where partners cannot sustain operations on their own.
C4	Security Cooperation Organization, Executive		Y317	Support to Operations	This function includes programs and activities that include targeted assistance designed to enable partners to participate in coalition operations, including developing specific capabilities necessary for such operations, by enhancing interoperability among coalition partners, by sustaining partner operations in cases where partners cannot sustain operations on their own.
D1	Support Enablers, Awareness/ Foundational		Y317	Support to Operations	This function includes programs and activities that include targeted assistance designed to enable partners to participate in coalition operations, including developing specific capabilities necessary for such operations, by enhancing interoperability among coalition partners, by sustaining partner operations in cases where partners cannot sustain operations on their own.
D2	Support Enablers, Practitioner		Y317	Support to Operations	This function includes programs and activities that include targeted assistance designed to enable partners to participate in coalition operations, including developing specific capabilities necessary for such operations, by enhancing interoperability among coalition partners, by sustaining partner operations in cases where partners cannot sustain operations on their own.

Security Cooperation Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
D3	Support Enablers, Expert/ Advanced		Y317	Support to Operations	This function includes programs and activities that include targeted assistance designed to enable partners to participate in coalition operations, including developing specific capabilities necessary for such operations, by enhancing interoperability among coalition partners, by sustaining partner operations in cases where partners cannot sustain operations on their own.
D4	Support Enablers, Executive		Y317	Support to Operations	This function includes programs and activities that include targeted assistance designed to enable partners to participate in coalition operations, including developing specific capabilities necessary for such operations, by enhancing interoperability among coalition partners, by sustaining partner operations in cases where partners cannot sustain operations on their own.
E1	Acquisition, Awareness/ Foundational		F140	Technology Transfer and International Cooperative Program Management	This function includes the review and evaluation of U.S. and Allied strategic trade cases, munitions cases, technical data exchange agreements, information exchange projects, reciprocal memorandums of understanding, and other similar agreements. This includes the development and maintenance of commodities lists, munitions list reviews, and support for international standardization agreements. It also includes support to technical advisory committees and steering and working groups concerned with export control and technology transfer, other appropriate technology transfer related activities, and international cooperative research and development projects and agreements. This function excludes management headquarters oversight of foreign military sales and security assistance management coded Y310 and equipping foreign military sales/foreign military financing coded Y315.

Security Cooperation Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
E2	Acquisition, Practitioner		F140	Technology Transfer and International Cooperative Program Management	This function includes the review and evaluation of U.S. and Allied strategic trade cases, munitions cases, technical data exchange agreements, information exchange projects, reciprocal memorandums of understanding, and other similar agreements. This includes the development and maintenance of commodities lists, munitions list reviews, and support for international standardization agreements. It also includes support to technical advisory committees and steering and working groups concerned with export control and technology transfer, other appropriate technology transfer related activities, and international cooperative research and development projects and agreements. This function excludes management headquarters oversight of foreign military sales and security assistance management coded Y310 and equipping foreign military sales/foreign military financing coded Y315.
E3	Acquisition, Expert/ Advanced		F140	Technology Transfer and International Cooperative Program Management	This function includes the review and evaluation of U.S. and Allied strategic trade cases, munitions cases, technical data exchange agreements, information exchange projects, reciprocal memorandums of understanding, and other similar agreements. This includes the development and maintenance of commodities lists, munitions list reviews, and support for international standardization agreements. It also includes support to technical advisory committees and steering and working groups concerned with export control and technology transfer, other appropriate technology transfer related activities, and international cooperative research and development projects and agreements. This function excludes management headquarters oversight of foreign military sales and security assistance management coded Y310 and equipping foreign military sales/foreign military financing coded Y315.

Security Cooperation Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
E4	Acquisition, Executive		F140	Technology Transfer and International Cooperative Program Management	This function includes the review and evaluation of U.S. and Allied strategic trade cases, munitions cases, technical data exchange agreements, information exchange projects, reciprocal memorandums of understanding, and other similar agreements. This includes the development and maintenance of commodities lists, munitions list reviews, and support for international standardization agreements. It also includes support to technical advisory committees and steering and working groups concerned with export control and technology transfer, other appropriate technology transfer related activities, and international cooperative research and development projects and agreements. This function excludes management headquarters oversight of foreign military sales and security assistance management coded Y310 and equipping foreign military sales/foreign military financing coded Y315.
F1	Building Partner Capacity/DoD Train and Equip, Awareness/ Foundational		Y318	Train and Equip-Building Partnership Capacity	This function includes U.S. Code Title 10 programs and activities that provide materiel assistance and related tactical and operational training to partners to develop specific defense capabilities (e.g., the consolidated train-and-equip programs).
F2	Building Partner Capacity/DoD Train and Equip, Practitioner		Y318	Train and Equip-Building Partnership Capacity	This function includes U.S. Code Title 10 programs and activities that provide materiel assistance and related tactical and operational training to partners to develop specific defense capabilities (e.g., the consolidated train-and-equip programs).
F3	Building Partner Capacity/DoD Train and Equip, Expert/ Advanced		Y318	Train and Equip-Building Partnership Capacity	This function includes U.S. Code Title 10 programs and activities that provide materiel assistance and related tactical and operational training to partners to develop specific defense capabilities (e.g., the consolidated train-and-equip programs).

Security Cooperation Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
F4	Building Partner Capacity/DoD Train and Equip, Executive		Y318	Train and Equip-Building Partnership Capacity	This function includes U.S. Code Title 10 programs and activities that provide materiel assistance and related tactical and operational training to partners to develop specific defense capabilities (e.g., the consolidated train-and-equip programs).
G1	Advise, Train, and Educate, Awareness/ Foundational		Y313	Defense Institution Building, Educational and Training Activities, and Multinational Exercises and Training	This function includes programs and activities that help a partner nation develop more effective defense institutions ensuring effective oversight, management and execution of logistics, personnel, and resource management; and strategy, policy, and doctrine (e.g., the Ministry of Defense Advisors Program and the Defense Institutional Reform Initiative). It also includes programs and activities that support participation of partners in relevant multilateral education and training programs to educate partners on specific topics (e.g., the Regional Centers for Security Studies, the Inter-American Air Forces Academy, and international engagement authorities for Service Academies).This function also includes programs and activities that enable U.S. forces to meet training requirements and improve readiness with the benefit of helping partners develop skills and operational concepts in line with U.S. interests.
G2	Advise, Train, and Educate, Practitioner		Y313	Defense Institution Building, Educational and Training Activities, and Multinational Exercises and Training	This function includes programs and activities that help a partner nation develop more effective defense institutions ensuring effective oversight, management and execution of logistics, personnel, and resource management; and strategy, policy, and doctrine (e.g., the Ministry of Defense Advisors Program and the Defense Institutional Reform Initiative). It also includes programs and activities that support participation of partners in relevant multilateral education and training programs to educate partners on specific topics (e.g., the Regional Centers for Security Studies, the Inter-American Air Forces Academy, and international engagement authorities for Service Academies).This function also includes programs and activities that enable U.S. forces to meet training requirements and improve readiness with the benefit of helping partners develop skills and operational concepts in line with U.S. interests.

Security Cooperation Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
G3	Advise, Train, and Educate, Expert/ Advanced		Y313	Defense Institution Building, Educational and Training Activities, and Multinational Exercises and Training	This function includes programs and activities that help a partner nation develop more effective defense institutions ensuring effective oversight, management and execution of logistics, personnel, and resource management; and strategy, policy, and doctrine (e.g., the Ministry of Defense Advisors Program and the Defense Institutional Reform Initiative). It also includes programs and activities that support participation of partners in relevant multilateral education and training programs to educate partners on specific topics (e.g., the Regional Centers for Security Studies, the Inter-American Air Forces Academy, and international engagement authorities for Service Academies).This function also includes programs and activities that enable U.S. forces to meet training requirements and improve readiness with the benefit of helping partners develop skills and operational concepts in line with U.S. interests.
G4	Advise, Train, and Educate, Executive		Y313	Defense Institution Building, Educational and Training Activities, and Multinational Exercises and Training	This function includes programs and activities that help a partner nation develop more effective defense institutions ensuring effective oversight, management and execution of logistics, personnel, and resource management; and strategy, policy, and doctrine (e.g., the Ministry of Defense Advisors Program and the Defense Institutional Reform Initiative). It also includes programs and activities that support participation of partners in relevant multilateral education and training programs to educate partners on specific topics (e.g., the Regional Centers for Security Studies, the Inter-American Air Forces Academy, and international engagement authorities for Service Academies).This function also includes programs and activities that enable U.S. forces to meet training requirements and improve readiness with the benefit of helping partners develop skills and operational concepts in line with U.S. interests.

Security Cooperation Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
H1	State Partnership Program, Awareness/ Foundational		Y311	Security Assistance Contacts	This function includes programs and activities that enable defense and military leaders to engage with partner counterparts for discussions, exchanges of tactics, joint planning, and other purposes. Examples include such activities as key leader engagements, traditional combatant commander's activities, the State Partnership Program, ship visits, and other base/installation visits.
H2	State Partnership Program, Practitioner		Y311	Security Assistance Contacts	This function includes programs and activities that enable defense and military leaders to engage with partner counterparts for discussions, exchanges of tactics, joint planning, and other purposes. Examples include such activities as key leader engagements, traditional combatant commander's activities, the State Partnership Program, ship visits, and other base/installation visits.
H3	State Partnership Program, Expert/ Advanced		Y311	Security Assistance Contacts	This function includes programs and activities that enable defense and military leaders to engage with partner counterparts for discussions, exchanges of tactics, joint planning, and other purposes. Examples include such activities as key leader engagements, traditional combatant commander's activities, the State Partnership Program, ship visits, and other base/installation visits.
H4	State Partnership Program, Executive		Y311	Security Assistance Contacts	This function includes programs and activities that enable defense and military leaders to engage with partner counterparts for discussions, exchanges of tactics, joint planning, and other purposes. Examples include such activities as key leader engagements, traditional combatant commander's activities, the State Partnership Program, ship visits, and other base/installation visits.

Security Cooperation Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
I1	Assessment, Monitoring, and Evaluation, Awareness/ Foundational		Y319	Assessment, Monitoring, and Evaluation	This function includes programs and activities that examine, review, and measure security cooperation efforts to inform and ensure planning, policies, prioritization, training, staffing, execution, and resource decisions. This includes assessing and evaluating to measure the effects and implications of security cooperation programs and initiatives for the United States and its allies and partners. This function also includes the assessment, monitoring, and evaluation that involves analyzing the context, conditions, capabilities, and requirements of allies and partners to inform follow-on or in-progress security cooperation planning and activities.
I2	Assessment, Monitoring, and Evaluation, Practitioner		Y319	Assessment, Monitoring, and Evaluation	This function includes programs and activities that examine, review, and measure security cooperation efforts to inform and ensure planning, policies, prioritization, training, staffing, execution, and resource decisions. This includes assessing and evaluating to measure the effects and implications of security cooperation programs and initiatives for the United States and its allies and partners. This function also includes the assessment, monitoring, and evaluation that involves analyzing the context, conditions, capabilities, and requirements of allies and partners to inform follow-on or in-progress security cooperation planning and activities.
I3	Assessment, Monitoring, and Evaluation, Expert/ Advanced		Y319	Assessment, Monitoring, and Evaluation	This function includes programs and activities that examine, review, and measure security cooperation efforts to inform and ensure planning, policies, prioritization, training, staffing, execution, and resource decisions. This includes assessing and evaluating to measure the effects and implications of security cooperation programs and initiatives for the United States and its allies and partners. This function also includes the assessment, monitoring, and evaluation that involves analyzing the context, conditions, capabilities, and requirements of allies and partners to inform follow-on or in-progress security cooperation planning and activities.

Security Cooperation Workforce Role		=	DoD Function Code		
Code	Title		Code	Title	Description
I4	Assessment, Monitoring, and Evaluation, Executive		Y319	Assessment, Monitoring, and Evaluation	This function includes programs and activities that examine, review, and measure security cooperation efforts to inform and ensure planning, policies, prioritization, training, staffing, execution, and resource decisions. This includes assessing and evaluating to measure the effects and implications of security cooperation programs and initiatives for the United States and its allies and partners. This function also includes the assessment, monitoring, and evaluation that involves analyzing the context, conditions, capabilities, and requirements of allies and partners to inform follow-on or in-progress security cooperation planning and activities.

** The first 3 characters of the Security Cooperation Workforce Code has been omitted. **

Note: This crosswalk is provided as a reference to show that all current Security Cooperation Workforce Codes align with at least one function code. Security Cooperation Workforce Codes may align with multiple function codes based on the work performed by billets at specific organizations. This crosswalk does not take into account any specific billet or organization and shows general alignment.

Appendix G: Training Slides

We have created training slides that could be disseminated to components to assist with the application of function codes in manpower databases.

Figure 6. Training slides

DoD Function Codes Overview

- Codes describe the work performed by DoD military and civilian personnel
- 17 functional groups with sub-groups and multiple functions under each
- Each function includes an alphanumeric code, title, and definition describing the type of work performed.
  - Most functional groups include at least one miscellaneous "other" function that has an alphanumeric code typically ending in "99" (e.g., "H999– Other Health Services").
  - These miscellaneous functions are used to code work that is not identified by other functions on the list.

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Coding rules

- Manpower authorizations (billets) shall be coded to indicate the type of work performed

- In some cases, this may not correspond to job titles, civilian job series, or military occupational specialties
  - For instance, although accountants are typically found in accounting functions and engineers in engineering functions, in some cases a budget analyst may be working in an accounting function or a geologist in an engineering function
  - Therefore, the type of work (i.e., function) and not type of position (i.e., job series or occupational specialty) is coded

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Coding rules (cont.)

- All billets should be coded with the most appropriate function code, regardless of whether the billet is expeditionary or non -expeditionary

- While combat billets will be coded with M415, caution should be used when using the combat support and combat service support function codes
  - For example, a deployable billet for an organizational -level maintenance mechanic should be assigned with a function code within Group 4 -Logistics rather than a combat support or combat service support code

- If a DoD Component identifies a function that is not on the list, the manpower is coded using the "99-Other" function code within the function group that most closely identifies the type of work being performed.
  - If the manpower numbers are significant, the Component should submit a request for a new function code, title, and definition.

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Coding rules (cont.)

- Differentiate between function codes and work role codes
- Every billet should have an assigned function code
  - Only function codes should be used in the function code field
- Work role codes should be entered in the appropriate work role code fields
  - Not every billet will have work role codes
- Function codes and work role codes should be coded independently
  - However, function codes and work role codes can be compared and used for quality control checks
  - For example, in most cases, a billet with a cyber function code should have cyber work role codes assigned (although there are exceptions)

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Abbreviations

AoC	area of concentration
AI	artificial intelligence
ASD	Assistant Secretary of Defense
ASN M&RA	Assistant Secretary of the Navy, Manpower and Reserve Affairs
CBRNE	chemical/biological/radiological/nuclear/high explosives
CONUS	continental US
DCWF	Defense Cyber Workforce Framework
DCPAS	Defense Civilian Personnel Advisory Service
DOD	Department of Defense
DOD-D	DOD directive
DOD-I	DOD instruction
DODIN	DOD Information Network
DON	Department of the Navy
DSCA	defense support to civil authorities
EMS	electromagnetic spectrum
FMTS	Fourth Estate Manpower Tracking System
FIC	Force and Infrastructure Categories
FPAC	functional predictive analytic codes
FYDP	future year defense plan
HD	homeland defense
IDA	Institute for Defense Analyses
IGCA	inherently governmental and commercial activities
JP	joint publication
KSAs	knowledge, skills, and abilities
M&RA	Manpower and Reserve Affairs
ML	machine learning
NORTHCOM	US Northern Command
ODA&M	Office of the Director of Administration and Management
OMB	Office of Management and Budget
OPM	Office of Personnel Management
OSD	Office of the Secretary of Defense
OUSD P&R	Office of the Under Secretary of Defense for Personnel and Readiness
PE	program element
RDT&E	research, testing, development, and evaluation

SC	security cooperation
SME	subject matter expert
TFM&RS	Total Force Manpower and Resources
TFMMS	Total Force Manpower Management System
TFSMS	Total Force Structure Management System
TFSD	Total Force Structure Division
USAFMSA	US Army Force Management Support Agency
USAMAA	US Army Manpower Analysis Agency
UxS	unmanned systems

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DRM-2025-U-042263-1Rev

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