



**STARFLEET MACO
STANDARD OPERATING
PROCEDURES**

Publisher

STARFLEET MACO Command

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1 - Introduction

1.1 - What is STARFLEET Military Assault Command Operations (MACO)

STARFLEET Military Assault Command Operations (MACO) is a department of STARFLEET that provides fun and a unique experience for its members. It allows members to take classes and get certifications for various grades of training to advance within its structure and allows them to connect with others who enjoy similar aspects of Star Trek fandom. When you read STARFLEET MACO, with STARFLEET in all capital letters, then that means what you are reading pertains to the corporate fan club. STARFLEET MACO is under the authority of the office the Vice Commander, STARFLEET and is led by the MACO Commander. The Military Assault Command Operations (MACO) of Star Trek: Enterprise is the fictional military organization that we base STARFLEET MACO off. It is charged with high level, small unit operations that often involve covert missions and reconnaissance.

1.2 -Purpose and Proper Use of the Manual

The STARFLEET MACO Standard Operating Procedure Manual or SOP manual exists for all current and possible future STARFLEET MACO Operators. It is published with the approval and authority of the MACO Commander. This manual is a reference of the general operations and structure of STARFLEET MACO as well as some of the lore of Starfleet MACO to show from where we take our inspiration. The information in this manual supersedes all other manuals, should you find a conflict in it with another source please inform us ASAP at maco@sfi.org.

1.3 – Military Assault Command Operations in Star Trek

STARFLEET's Military Assault Command Operations or MACO is a unique department. It was inspired by the MACO teams of the United Earth as seen on Star Trek Enterprise. MACO teams were placed on the *USS Enterprise* at the request of Captain Jonathan Archer when he felt he was taking his ship and crew into combat. Over the course of several years, the MACOs proved their skills in practice against threats to Earth, including augmenting Starfleet crews during the Romulan War.

1.4 - From the MACO Commander

From myself and my entire staff, I bid you welcome to the STARFLEET Military Assault Command Operations (STARFLEET MACO). If you are new, WELCOME. I hope you have found yourself at a pleasurable experience and ready for the fun and work of being an operative in STARFLEET MACO. If you have become an operative already, welcome back. You, the

operatives, are the backbone and the asset of STARFLEET MACO. We truly are grateful to have you with your talent and excitement within our ranks. Sit back and enjoy the ride.

Welcome to the 2020 edition of the STARFLEET Military Assault Command Operations Standard Operating Procedure (SOP). This publication is intended primarily for the operatives of the STARFLEET MACO, which is a department of STARFLEET, the International Star Trek Fan Association, Inc. However, all that are interested in our part of the Star Trek universe are welcome to take a look and learn.

The SOP was created to give basic guidance to the operatives of how to operate in STARFLEET MACO. It is not intended to be the last word of the procedures. If you have any questions, please follow your chain of command and the doors of the Command Staff are always open.

We at STARFLEET MACO invite you to come and grow with us and experience what fun we have of being the MACO from Star Trek.

We continually will grow and get better with change as needed to make the experience all that much better. It may be some you may not like at first but it is intended to make it more fun.

I, the MACO Commander, invite you to come and enjoy. Just remember we are to work together to experience the fun.

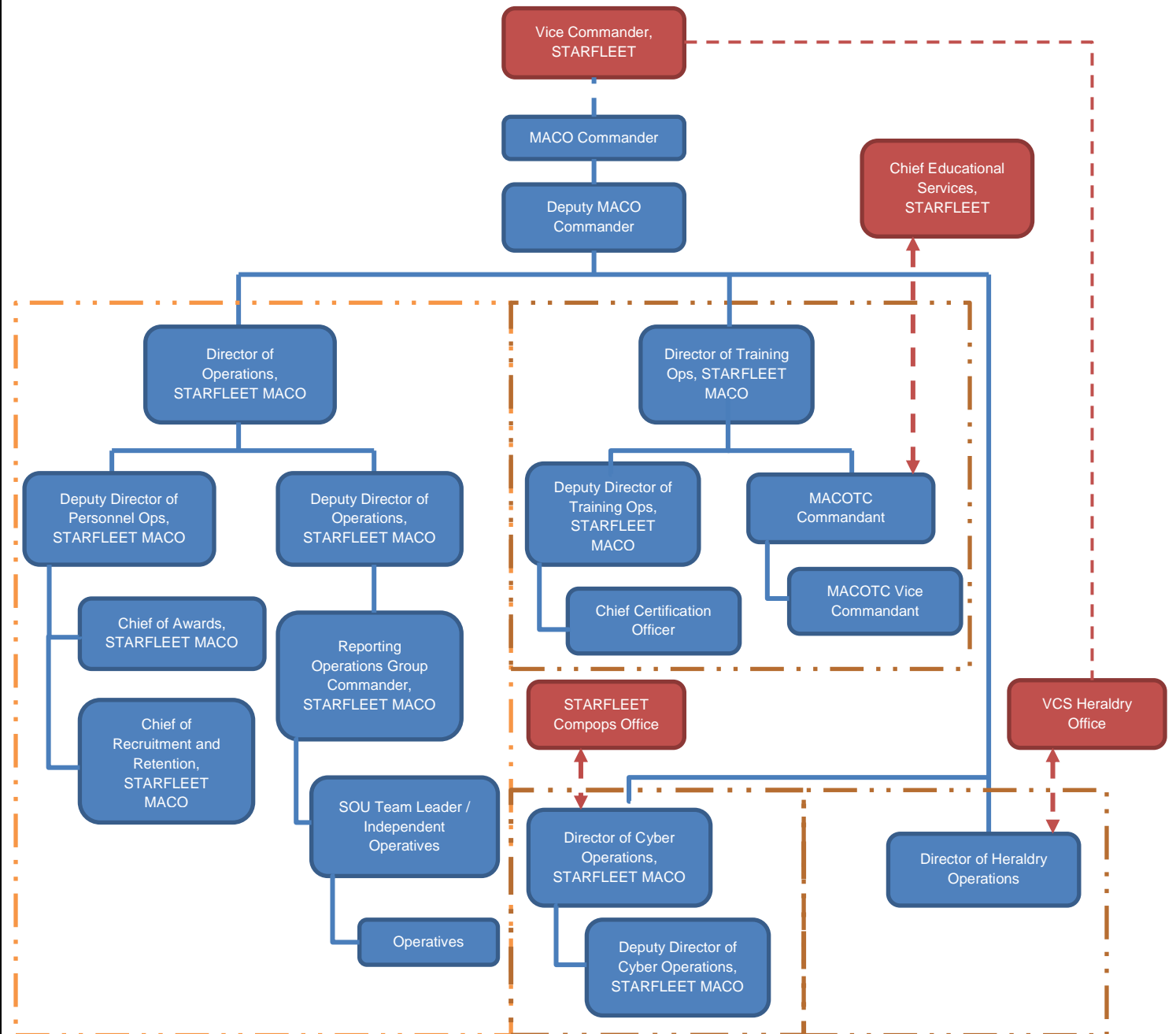
A handwritten signature in black ink, appearing to read 'TJ Allen', with a long horizontal flourish extending to the right.

TJ Allen, MGEN, MACO
Military Assault Command Operations Commander

2 - STARFLEET MACO Organization

STARFLEET MACO has an organizational construction that takes inspiration from Starfleet and Star Trek and created a working, functional structure for its members. STARFLEET MACO is divided into five Operational Divisions. Command, Training, Personnel, Cyber, and Data. This division of duties and labor has been tried and tested to be the most efficient and simple model to ensure proper communications throughout the entirety of STARFLEET MACO from individual Operatives, to the MACO Commander and the Vice Commander, STARFLEET.

2.1 - MACO Organizational Structure



2.2 - MACO Chain of Command

The Chain of Command or COC is the organizational layout of MACO that best facilitates clear accurate communications and instructions across STARFLEET MACO. The Chain of Command should be to make sure questions are asked and answered by the appropriate person or authority, so the answer is correct. Problems should also be reported the same way to ensure that those who need to know of the problem get the information and can fix the issue. It is also best used to send ideas and suggestions so they can be properly recognized and considered. Use the Organizational Chart in this manual to follow the CoC to achieve optimum results.

2.3 - MACO Communication Policy

Like all members of STARFLEET, officers of MACO Leadership are members that have demands and responsibilities outside STARFLEET that will take precedence. For this reason, STARFLEET MACO has what we call the "5/10" policy. This policy states that all members of MACO leadership, from Team Leader to the Director, STARFLEET MACO are expected to reply to communication within Five (5) days to at least confirm receipt of the message and are expected to be able to reply with an answer or solution to your communication within Ten (10) days. If you have not gotten any replies within the first five days try to contact them again to see if your message was lost. If another five days pass, making it a total of ten days then it is recommended you contact the next person up the chain of command.

2.4 - MACO Ribbon

The MACO Ribbon is the unique uniform identification item for members of STARFLEET MACO that have achieved Grade 2 or above. The exact design of the Ribbon depends on the type of Billet the MACO Operative is assigned to, but no matter the design they are all worn on the right sleeve of the Duty Uniform or Excursion Uniform just under the shoulder seam.

If the MACO Operative is assigned to a MACO Duty Billet as their primary Duty Billet (i.e. MACO Operative, MACO Heavy Operative, MACO Team Leader, MACO Senior Team Leader, MACO Director, etc.) then the MACO Operative would wear the MACO Ribbon with the Royal Blue MACO Star in the center to show they are primarily MACO Duty and using the MACO meaning to their Rank Insignia.



If the MACO operative has their primary duty billet in a fleet role, (Commanding officer, XO, SO, Chief of Security, etc) the below ribbon with the red star is worn. This indicates that the MACO operative is primarily engaged with fleet-based roles and that their status as a MACO operative is secondary. People that are fleet based generally use the standard STARFLEET ranks structure to indicate their rank



Finally, if the MACO Operative is assigned to a SFMC Duty MOS as their primary Duty Billet (i.e. Infantryman, Infantry Commander, Battalion OIC, etc) then the MACO Operative would wear the MACO Ribbon with the Black SFMC Star in the center to show they are primarily SFMC Duty and using the SFMC meaning to their Rank Insignia.



3 - MACO Command

MACO Command is the division that manages STARFLEET MACO as a whole. It ensures that all divisions are performing their tasks and meeting the needs of the Operators in MACO. They operate as a conduit for communication to and from STARFLEET Leadership, to advocate for the needs of the members for MACO and ensure all members of MACO receive all communications from STARFLEET Leadership. They also work with the other divisional leaders to constantly look for ways to improve MACO for STARFLEET and its members.

3.1 - MACO Command Staff

3.1.1 – MACO Commander

The MACO Commander is the appointed head of the STARFLEET MACO department. They are appointed by the Vice Commander, STARFLEET and serve at their leisure. Their primary duties include:

- *Act as the primary point of communication between MACO and STARFLEET Leadership.
- *Report to the Vice Commander, STARFLEET on the status of MACO, number of operators, issues that need to be addressed and news that needs to be shared.
- *Select and appoint the MACO Deputy Commander, STARFLEET MACO and the other divisional commanders, ensure they are performing their duties and if needed removed them.
- *Ensure MACO policy is set out, understood and followed by all MACO members and updated as needed.
- *Represent MACO to other departments of STARFLEET if needed for joint projects.
- *Requires completion of Grade 10 MACO Training

3.1.2 – MACO Deputy Commander

The MACO Deputy Commander is the appointed deputy head of the STARFLEET MACO. They are appointed by the Director, STARFLEET MACO and serve at their leisure.

Their primary duties include:

- *Assist the MACO Commander in leading STARFLEET, MACO
- *Work with Division Commanders on projects and tasks as needed.
- *Carries out the duties of the MACO Commander if they are unable to perform their duties or the position is vacant.

*Any assignments or tasks deemed necessary by the MACO Commander.

*Requires completion of Grade 10 MACO Training

4 - MACO Training Operations

MACO Training Operations is the division of STARFLEET MACO that aids in the development and maintenance of training materials and standards for STARFLEET MACO Operators. They work closely with the Dean of the Institute of MACO to improve and update classes under the institute's umbrella. It is also charged with accepting reports submitted from operators in training programs and issuing earned certifications. MACO Training Officers are a form of ambassadors to the STARFLEET membership at large since they are often the official interaction, they have with MACO to get their Grade 1 Completion.

4.1 - Joining MACO

STARFLEET MACO offers a unique and challenging experience for members of STARFLEET, who want to challenge themselves. To start, you need to look and see what MACO Teams or fellow operatives are near you that you can interact with and join, this might influence your direction. Then obtain the Grade 1 - Trainee checklist from the MACO website [HERE](#) to see the requirements that you will need to meet to join MACO. MACO has more demanding to join than most other STARFLEET departments, that is by design it is all part of the experience. Joining MACO does not restrict you from activities in STARFLEET and much like the SFMC Reserve program you can join MACO as a "secondary billet."

After learning the requirements, and you want to join STARFLEET MACO, your first step is to log into your membership database account and join the MACO affiliation. There is an illustrated step by step process for this, located in the Appendices section of this manual. Then you need to complete the Grade 1 checklist and follow the steps on the checklist to submit it to receive your certification. Once you have received your certification you can join an established MACO Team, or start your own, and forge whatever path gives you the most fulfillment. If you want to start a MACO Team see the section on that located elsewhere in this Manual.

4.2 - MACO Paths

STARFLEET MACO looks for the best of the best, but no one is the best at everything. In STARFLEET MACO we have broken it down into six categories, called Paths. Each Path focuses on a possible mission profile that a Starfleet MACO Team would be called upon to perform. There are six paths open to MACO operators, ALPHA, BETA, GAMMA, DELTA, EPSILON, and OMEGA. Each STARFLEET MACO operator would select a path to train in as each has different requirements for certifications. Operators can take as many or as few paths as they are interested in. A full breakdown of the Paths can be found on the MACO site [HERE](#).

4.3 - MACO Specialties

Paths are not the only training and certification program offered to MACO Operators. To give more options to operatives, MACO has developed the MACO Specialties program. The MACO

Grade system allows an Operator to advance higher up the chain while Specialties are specific jobs MACOs would be found doing in the Federation. To see the list of current available Specialties look on the MACO Training page [HERE](#). Click on the link of the Specialty you want to get to the checklist.

4.4 - MACO Training Operations Structure

4.4.1 - Director of Training Operations, STARFLEET MACO

The Director of Training Operations, STARFLEET MACO is the appointed head of the STARFLEET MACO Training Operations Directorate. They are appointed by the MACO Commander and serve at their leisure.

Their primary duties include:

- *Report to the MACO Commander and MACO Deputy Commander on activities of STARFLEET MACO Training Operations by the 10th of each month.

- *Oversees projects and activities of STARFLEET MACO Training Operations to ensure proper completion.

- *If needed issues certifications to MACO Operators who have completed the various grades of training or Specializations offered by MACO.

- *Ensures proper staffing of STARFLEET MACO Training Operations and proper training of those serving in it.

- *Works with the STARFLEET ACADEMY in ensuring Institute of MACO is looked after

- *Continuously review the policies and standards of STARFLEET MACO Training Operations and advises the MACO Commander on ways to improve it.

- *Requires completion of Grade 8 MACO Training or above.

4.4.2 - Deputy Director of Training Operations, STARFLEET MACO

The Deputy Director of STARFLEET MACO Training Operation is the appointed deputy head of the STARFLEET MACO Training Operations Directorate. They are appointed by the Director of STARFLEET MACO Training Operations and serve at their leisure.

Their primary duties include:

- *Assist the Director of STARFLEET MACO Training Operations in managing STARFLEET MACO Training Operations

*Carries out the duties of the Director of STARFLEET MACO Training Operations if they are unable to perform their duties, or the position is vacant.

*Any assignments or tasks deemed necessary by the Deputy Director of STARFLEET MACO Training Operations

*Requires completion of Grade 8 MACO training or above.

4.4.3 - Chief Certification Officer

The Chief Certification Officer is the appointed officer that ensures accurate record-keeping, validation and issuance services of MACO certifications to operatives. Additionally, they are tasked with maintaining an accurate record of all training grades achieved by operatives.

They are appointed by the Director of Training Operations and serve at their leisure. It is preferred that the person appointed to this position is an instructor within STARFLEET Educational Services.

Their primary duties include:

*Receives reports from MACO Operators and issue certificates for achieved Grades and Specializations offered by MACO.

*Creates, maintains and updates a database of operative training grades and qualifications for record-keeping purposes

*Reports to the Deputy Director of STARFLEET MACO Training Operations the number of nature of certifications issued.

*Grade 7 MACO Training or above is recommended for this position

4.4.4 – MACO Training Centre Commandant

The MACO Training Centre Commandant is selected by the Director of Training Ops and presented to the STARFLEET Chief of Educational Services (CES) for seating.

Their primary duties include:

*Receives reports from the MACO Training Centre Directors and Deans

*Report to the CES and the Director of Training Ops

4.4.5 – MACO Training Centre Vice Commandant

The MACO Training Centre Vice Commandant is selected by the MACO Training Centre Commandant and presented to the Director of Training Ops and the Chief Educational Services for final seating.

Their primary duties include:

- *Receives reports from the MACO Training Centre Directors and Deans

- *Report to the MACO Training Centre Commandant and the Director of Training Ops

5 - MACO Personnel Operations

MACO Personnel Operations is the nervous system of STARFLEET MACO. It oversees the formation, reporting and disbanding of MACO Teams and by extension, it oversees all operators in MACO. MACO Personnel Operations also oversees the Retention and Recognition duties of STARFLEET MACO with the MACO Retention Officers and the MACO Awards Program. They are also the central communications channels through MACO both up and down the chain. Operators report to Team Leaders who report to Personnel Ops who then continue the chain.

5.1 - Unit Organization

For effective reporting, communications and administration MACO operatives are primarily organized into groups called Teams. Teams can be but are not required to be attached to Chapters of STARFLEET. Each team has a unique identification number to distinguish it from others. They are encouraged to also develop a nickname, slogan, motto and other items to increase its uniqueness. Each team has an officer in charge called a Team Leader, whose job is to submit monthly reports to MACO Personnel Operations on the status and activities of the Team. They also work to ensure MACOs receive the recognition they have earned by submitting them for awards when appropriate.

To assist with these tasks each Team Leader may assign an Assistant Team Leader. All members of MACO Teams must have passed Grade 1.

5.2 - How to form a team

Forming a team is not a decision to be taken lightly, reporting is required so that higher command would know any issues, concerns, accomplishments, personnel, etc. of the team. If you are not up to the challenge, then see if another person on your ship is. While not a formal requirement, it is a recommended first step to complete MACO training up to Grade 6 in any MACO Path, thus granting the title of Team Leader. The next step is to start building the basic foundations for the Team. You will need to determine if you will be attached to a Chapter or be an unattached team. You will need to pick a team number and make sure it isn't already taken, check the unit roster [here](#) to make sure. Then, of course, get a list of people who will be joining the team. Once you have those basics ready you need to fill out the activation form found [here](#). You can also, and are encouraged, to create a nickname, motto and graphic image for the unit as well. Any image will have to be approved by MACO Command to ensure there will be no issues with copyright questions.

5.3 - Reporting

For the MACO Commander to report effectively to the Vice Commander STARFLEET on the status of MACO, its personnel, projects, and activities the monthly report is critical. All MACO

Operators are accounted for and their activities reported up the chain of command. All Team Leaders are required to report to MACO Operations by the 1st of each month for the previous month period. This is conducted on the following [Reporting](#) form. These reports contain the status of all Operators, their achievements, their comments and concerns for review by MACO Command.

All Team Leaders report in on the first, these reports are combined with Staff reports that are due on the fifth to the Director of Operations, STARFLEET MACO or their duly authorized representative. The Director of Operations, STARFLEET MACO (or their representative) will compile these reports and report to the MACO Commander by the tenth who reports to the Vice Commander, STARFLEET.

5.4 - Awards

Awards are one of the primary tools for STARFLEET MACO to recognize the actions and efforts of Operators and as such are extremely important. The awards program in STARFLEET MACO is overseen by the Chief of Awards, STARFLEET MACO who reports directly to the Deputy Director Personnel Operations, STARFLEET MACO. The awards and nomination process for them are outlined and described in their manual available on the STARFLEET MACO Website.

5.5 - MACO Personnel Operations Structure

5.5.1 - Director of Operations, STARFLEET MACO

The Director of Operations, STARFLEET MACO is the appointed head of the STARFLEET MACO Operations Directorate. They are appointed by the MACO Commander and serve at their leisure.

Their primary duties include:

- *Report to the MACO Commander and MACO Deputy Commander on activities of STARFLEET MACO Operations by the 10th of each month.

- *Create a cumulative report on the number of Operators, Teams, their activities, status as well as comments and concerns as received from the Team Leader monthly reports.

- *Oversees projects and activities of STARFLEET MACO Operations to ensure proper completion.

- *Requires completion of Grade 8 MACO training or above.

5.5.2 - Deputy Director of Personnel Operations, STARFLEET MACO

The Deputy Director of Personnel Operations, STARFLEET MACO is the appointed deputy head of the STARFLEET MACO Personnel Operations Directorate (Personnel Arm). They are appointed by the Director of Operations, STARFLEET MACO and serve at their leisure.

Their primary duties include:

- *Assist the Director of Personnel Operations, STARFLEET MACO in managing STARFLEET MACO Operations

- *Receives reports from the Chief of Awards, STARFLEET MACO and in the absence of a Chief performs the duties themselves.

- *Receives reports from the Chief of Recruitment and Retention, STARFLEET MACO.

- *Carries out the duties of the Director of Operations, STARFLEET MACO if they are unable to perform their duties, or the position is vacant.

- *Any assignments or tasks deemed necessary by the Director of Operations, STARFLEET MACO

- *Requires completion of Grade 8 MACO training or above.

5.5.3 - Deputy Director of Operations, STARFLEET MACO

The Deputy Director of Operations, STARFLEET MACO is the appointed deputy head of the STARFLEET MACO Operations Directorate (Reporting Arm). They are appointed by the Director of Operations, STARFLEET MACO and serve at their leisure.

Their primary duties include:

- *Assist the Director Operations, STARFLEET MACO in managing STARFLEET MACO Operations

- *Collects and reviews reports from the Reporting Operations Group Commanders, STARFLEET MACO for submission to the Director of Operations, STARFLEET MACO.

- *Any assignments or tasks deemed necessary by the Director of Operations, STARFLEET MACO

- *Carries out the duties of the Director of Operations, STARFLEET MACO if they are unable to perform their duties, or the position is vacant.

- *Requires completion of Grade 8 MACO training or above.

5.5.4 - Chief of Awards, STARFLEET MACO

The Chief of Awards, STARFLEET MACO is the appointed head of the STARFLEET MACO Awards Program. They are appointed by the Deputy Director of Personnel Operations, STARFLEET MACO and serve at their leisure.

Their primary duties include:

- *Assist Operators with properly submitting Awards Nominations
- *Submit received nominations to the Deputy Director of STARFLEET MACO Personnel Operations for review by the MACO Commander and MACO Deputy Commander.
- *Inform nominee of their award if the nomination is approved, inform nominator if the nomination is denied and why.
- *Requires completion of Grade 7 MACO training or above

5.5.5 - Chief of Recruitment and Retention, STARFLEET MACO

The Chief of Recruitment and Retention, STARFLEET MACO is the appointed head of the STARFLEET MACO Recruitment and Retention Department. They are appointed by the Deputy Director of STARFLEET MACO Personnel Operations and serve at their leisure.

Their primary duties include:

- *Assist members who are interested in joining STARFLEET MACO.
- *Assisting new Operatives find teams or direct them where to start their own.
- *Reviews comments and concerns from Team Leader Reports seeing if the issues are isolated or widespread.
- *Periodically sends out questionnaires and surveys to operators to see where STARFLEET MACO can improve and expand.
- *Requests exiting Operatives answer some questions as to why they are leaving to see if MACO can address issues.
- *Requires completion of Grade 7 MACO training or above

5.5.6 - Reporting Operations Group Commander, STARFLEET MACO

The Reporting Operations Group Commanders are a chief level appointment reporting to the Deputy Director of Operations, STARFLEET MACO (Reporting Arm). They are appointed by the

Director of Operations, STARFLEET MACO and serve at their leisure. A new Reporting Operations Group Commander is appointed for every fifty active duty teams.

Their primary duties include:

- *Assist Team Leaders with submitting reports if they have issues or questions
- *Review all incoming reports from Team Leaders
- *Contact the team leader if there are any questions to get clarification.
- *Report any issues with the reports or issues submitted on the reports up the Chain of Command to be addressed.
- *Gather all submitted reports and submit their report to the Deputy Director of Operations, STARFLEET MACO (Reporting Arm) by the fifth of each month.
- *Requires completion of Grade 7 MACO training or above

6 - MACO Cyber Operations

MACO Cyber Operations is the division that oversees the development, implementation, maintenance of STARFLEET MACO's digital assets as well as updates information on said assets. MACO Cyber Operations reports to STARFLEET CompOps, but they are not the HelpDesk so be sure to use the Chain of Command to get to the right people you need.

6.1 - MACO Cyber Operations Structure

6.1.1 - Director of Cyber Operations, STARFLEET MACO

The Director of Cyber Operations, STARFLEET MACO is the appointed head of the STARFLEET MACO Cyber Operations Division. They are appointed by the MACO Commander and serve at their leisure.

Their primary duties include:

- *Maintaining the STARFLEET MACO Website and Discord Channels
- *Serves as a technical advisor for the Starfleet Military Assault Command Operations Training Center.
- *Report to the MACO Commander and MACO Deputy Commander on activities of STARFLEET MACO Cyber Operations by the 10th of each month.
- *Also reports to Vice Chief, STARFLEET CompOps as they are a part of STARFLEET Computer Operations.
- *Oversees projects and activities of STARFLEET MACO Cyber Operations to ensure proper completion.
- *Liaises with STARFLEET CompOps on behalf of STARFLEET MACO
- *Requires completion of Grade 8 MACO training or above.

6.1.2 - Deputy Director of Cyber Operations, STARFLEET MACO

The Assistant Deputy Director of STARFLEET MACO Cyber Operation is the appointed deputy head of the STARFLEET MACO Cyber Operations Division. They are appointed by the Deputy Director of STARFLEET MACO Cyber Operations and serve at their leisure.

Their primary duties include:

*Assist the Director of STARFLEET MACO Cyber Operations in managing STARFLEET MACO Cyber Operations

*Carries out the duties of the Director of STARFLEET MACO Cyber Operations is they are unable to perform their duties, or the position is vacant.

*Any assignments or tasks deemed necessary by the Director of STARFLEET MACO Cyber Operations

*Requires completion of Grade 8 MACO training or above.

7 - MACO Heraldry Operations

Heraldry Operations, STARFLEET MACO is responsible for the creation of images and graphics used by MACO Command as well as the approval of any images Teams or Operators want to sure to ensure they are in line with STARFLEET guidelines to avoid copyright issues.

7.1 - Director of Heraldry Operations, STARFLEET MACO

The Director of Heraldry Operation, STARFLEET MACO is the appointed head of the STARFLEET MACO Heraldry Operations Division. They are appointed by the Director, STARFLEET MACO and serve at their leisure.

Their primary duties include:

- *Report to the MACO Commander and the MACO Deputy Director on activities of STARFLEET MACO Heraldry Operations by the 10th of each month.
- *Files reports to the Office of VCS for vetting artwork before usage by the organization.
- *Oversees projects and activities of STARFLEET MACO Heraldry Operations to ensure proper completion.
- *Requires completion of Grade 8 MACO training or above.

8 - STARFLEET MACO Uniforms












As a popular hobby among STARFLEET members is creating and wearing uniforms of the franchise STARFLEET MACO has worked diligently to create a guide for MACO Operators. It is found on the MACO Website. The most important thing about uniforms is to always remember that STARFLEET MACO is a group of fans, not a military organization, never try to pass off any uniform as anything else than a costume crafted with care, pride, and love for a fandom you enjoy.

9 - STARFLEET MACO Ranks

It is critical to understand that while MACOs have a unique insignia for their ranks, all ranks are awarded and recognized as laid out in the STARFLEET Membership Manual.

STARFLEET MACO's Rank Images are found on the following [page](#).

9.1 - Commissioned Officer

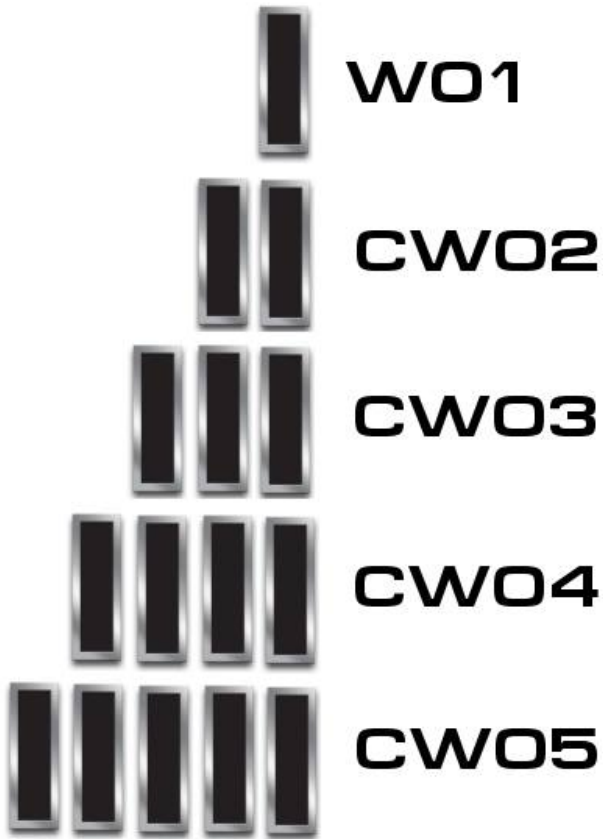
	2LT		BGN
	1LT		MGN
	CPT		LGN
	MAJ		GEN
	LTC		
	COL		
	FLD COL		

**MACO
OFFICER RANKS**

9.1.1 - MACO Commissioned Officer Rank Comparison

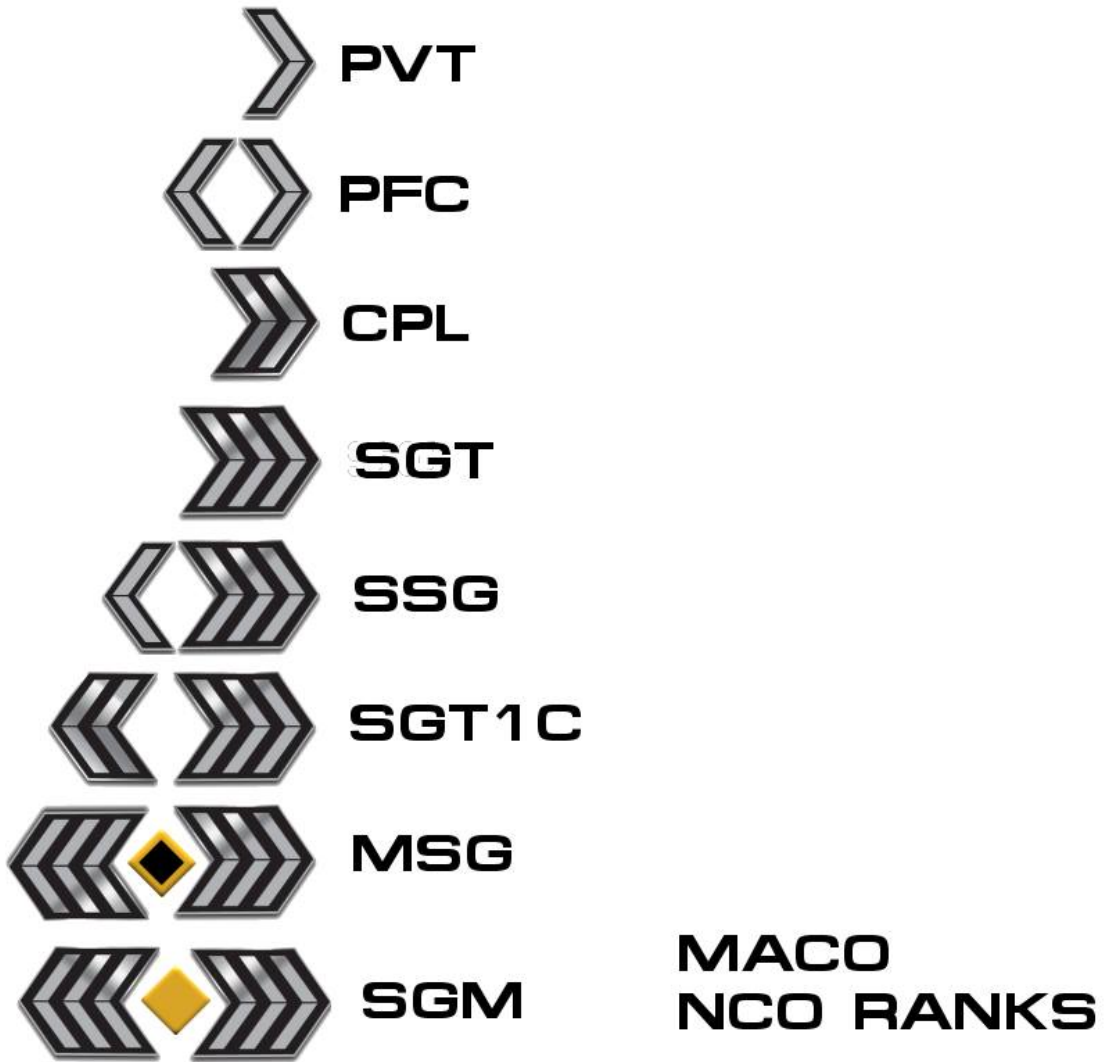
MACO	SFMC	Fleet
2nd Lieutenant	2nd Lieutenant	Ensign
1st Lieutenant	1st Lieutenant	Lieutenant Junior Grade
Captain	Captain	Lieutenant
Major	Major	Lieutenant Commander
Lieutenant Colonel	Lieutenant Colonel	Commander
Colonel	Colonel	Captain
Field Colonel	Brigadier	Fleet Captain
Brigadier General	Brigadier General	Commodore
Major General	Major General	Rear Admiral
Lieutenant General	Lieutenant General	Vice Admiral
General	General	Admiral

9.2 - Warrant Officer



**MACO
WARRANT RANKS**

9.3 - Enlisted and Non-Commissioned Officer



9.3.1 - Enlisted and Non-Commissioned Officer Rank Comparison

MACO	Marines	Fleet
Private Recruit	Private	Crewman Recruit
Private	Private First Class	Crewman Apprentice
Private First Class	Lance Corporal	Crewman
Corporal	Corporal	Petty Officer 3rd Class
Sergeant	Sergeant	Petty Officer 2nd Class
Staff Sergeant	Staff Sergeant	Petty Officer 1st Class
Sergeant First Class	Gunnery Sergeant	Chief Petty Officer
Master Sergeant	First Sergeant	Senior Chief Petty Officer
Sergeant Major	Sergeant Major	Master Chief Petty Officer

10 – History MACO and subsequent organizations in Star Trek

All content related to STAR TREK is taken from the shows, Memory Alpha, Memory Beta or is original content created for entertainment purposes.

10.1 - What is Starfleet MACO

Starfleet MACO is a special operation military branch within the Federation charged with small unit military and intelligence operations vital to the Federation's interests. To do this, members of MACO are called Operatives and organized into small twelve-man teams with select mission profiles to best utilize their skills and abilities. These teams can be broken down further into two six-man, four three-man or three four-man teams to complete the missions.

10.2 - Starfleet MACO Training

MACO training and education started very disorganized and ad hoc. Where training would be held shifted constantly to fit into training regiments of other United Earth forces and to appease the nations of the UE, some of whom were paranoid and worried that if the trainees spent too much time training in the same country they might develop loyalties that run deeper than the ones they swore to the UE. This situation ran for almost a decade until 2139 when the UE Military Chiefs were able to force the issue after the near loss of five MACO teams during a training exercise.

Due to the limitations at various sites and conflicting guidelines by instructors, all five teams were trained on different equipment with different capabilities and when required to work together were completely unable to work as a cohesive unit. The team that was securing the airlock to an asteroid base had been trained on different equipment and missed a safety requirement that caused the airlock seal to break blowing half of the MACO teams into space, only the fact they were in EVAC suits saved their lives.

With proof that the training of certain elements of the United Earth Military was drastically lacking the UE Government allowed the creation of a unified training program for all UE Forces. MACO forces were allocated several small training outposts for extreme environment training in Russia, Africa, Australia, and Luna. MACO Officer training was to be held at the new West Point facilities and enlisted training would be held in a new facility to be constructed in Germany. By 2142 the improvements were in place and showed remarkable improvements across the board.

The formation of the Federation in 2161 caused a large shift in MACO, now Starfleet Security Tactical Response Force (TRF)'s training. The facilities at West Point and Stuttgart were drastically reduced and partially mothballed as Starfleet wanted them to train with all other Starfleet Officers. This continued until 2253 when during the Klingon War Starfleet needed to quickly accelerate its training to replace its combat losses and when it became clear the TRF

needed additional training to increase its effectiveness. The facilities were reactivated but not modernized due to the strain on resources.

When the war ended in 2255 and MACO was reformed the facilities at West Point were completely reconstructed into the New West Point Academy. The Stuttgart facility was deemed too outdated and a deactivated Andorian Imperial Guard base was given to them to be reconstructed to meet the needs of MACO. The base was built and named Diebold Base after Glenn Diebold who helped develop MACO training before the Romulan War. Both installations were constructed with state-of-the-art equipment to give the new MACOs the best training possible. New environmental training sites were constructed across the Federation and several decommissioned ships were given to the MACOs for training.

10.3 - History

10.3.1 - Origins

Because of the devastation of World War III when the massive reconstruction of Earth began following the First Contact with the Vulcans in 2063, the surviving and newly born governments of the world decided that another conflict of such a scale would destroy them forever. One by one, they joined together starting in 2064 by 2100 all Earth governments were united and by 2150 every colony, town, and settlement in the Sol System was part of the United Earth Government.

10.3.2 - United Earth

The governments of Earth knew that to completely unify, they would need to bring several key elements under the banner of the new government and away from individual nations those key elements were Financial, Legal, and Military. With the devastation of international trade and infrastructure, creating a united currency was the simplest and accepted within a few years. Legal would take much longer until almost 2140 to be fully complete. Military integration was the most difficult for all, from mistrust of old enemies to long traditions of service and pride to current usefulness there were many conflicts over the issue.

The first to be founded was the United Earth Space Probe Agency in 2065. It was charged with all interstellar operations of the new government, and its primary arm was the United Earth Starfleet which oversaw all government projects and protection of the Sol System. To prevent another war or risk conflict, the agency and Starfleet were not chartered as military forces but civilians with a military hierarchy. Their forces would have little to no weapons, engage only in defense operations and explore.

As the UESPA started its operations, the UE Government began the debates on military forces in the new government. With many governments still worried about each other and more horror like Colonel Green, the issue was difficult to get any sort of agreement on. Many of the smaller governments were willing to accept the idea of a united military but larger ones such as the

United States, the Russian Confederated Territories, and the Britannic Alliance were hesitant. In 2072 seeing the success of the UESPA as well as the stability of the Earth Government and in some cases prodding from the Vulcans they relented, and the United Earth Military Command was founded. The larger governments agreed under the stipulation that they would have time to slowly demobilize and disarm over a few decades. The last of them disbanded in 2130 with many of them providing forces to the military, especially officers, until their final dismissal.

The United Earth Military was divided into several commands, Aerospace Command, Infantry Commander, Armored Command, Logistics and Support Command, Training Command and Assault Command. The Military Assault Command was run by Military Assault Command Operations (MACO) and charged with what would be called special operations among some Earth Forces. They were considered the most elite forces at Earth's command at first being comprised of personnel from organizations such as the US Army Rangers and Delta Forces, US Navy SEALs, Russian Spetsnaz, British Special Air Service, and many others.

As of 2153, MACO technology and tactics were more advanced than Starfleet and believed from simulations to be able to match both Vulcan High Command and Andorian Imperial Guard special forces in combat.

General George Casey was the commander of the MACO when the Xindi Conflict broke out in 2153. He was also the first person in the United Earth Military to oversee one of the commands who never served in a previous Earth Military or went training outside of the United Earth Military. He would play an even larger part of history before his career was finished.

10.3.3 - Conflict with Starfleet

Starfleet and the United Earth Military were often at odds due to their different natures, one was founded in exploration and diplomacy the other retained its charge for the use of force. Each had a different purview and list of priorities which often caused ideological clashes. This was especially true with Starfleet and MACO due to several incidents in the early days of the founding of the United Earth.

Unfortunately, not all nations and colonies decided to join the United Earth. Some even decided to actively oppose it. As a result, Starfleet requested permission to act as a mediator, although the military profusely objected, claiming that Starfleet's remit was outside the Earth's atmosphere. It was decided that Starfleet could proceed. They were successful at first; however, there was an incident with negotiating with a warlord resulting in the death of the United Earth Representative which the military claimed was due to negligence or neglect of several security concerns by Starfleet. Following that, Starfleet was removed from the mediation teams and MACO took its place. In several locations, some governments or warlords all but declared war on the United Earth and over the pleas of Starfleet, the MACOs were unleashed on these enemy forces. Multiple hostile warlords and governments were brought down overnight with minimal bloodshed. From that point on until the Xindi Conflict and Romulan War, Starfleet and the Military would always have a colder relationship.

10.3.4 - Xindi Conflict

In 2153, Earth was attacked by the Xindi and with intelligence provided by Captain Archer of Starfleet, Earth knew to expect more. The United Earth vastly increased it militarily and even went so far as to pass what is called the Overwhelming Forces Act which gave the United Earth the authority to take command of all remaining non-United Earth military forces should they be needed if the Xindi attacked. Captain Archer convinced Starfleet Command that they needed to attempt to engage the Xindi before they reached Earth and if all possible prevent a second attack either through diplomacy or with force. Although he never said it to Starfleet, he believed force would be the only viable method and went to the unprecedented step to contacting the MACO and requesting a detachment be assigned to Enterprise for the mission. In the beginning, there was a clear division between the MACO unit and the crew. The MACOs were disciplined professionals who were given a clear mission, they knew the severity of. This led to them often seeming cold when they were focused on their mission, protect Enterprise and her crew and be ready for operations at a moment's notice.

The crew with several exceptions remained reserved until they engaged the Xindi in the Expanse. The courage and dedication displayed by the MACOs as they defended the ship from borders on several occasions as well as rescued crew members who were in danger began to change the minds of many of the crew. A frank discussion between Major Hayes and Lieutenant Reed lead to greater acceptance by the crew as well. The cooperation between the two groups was not without friction such as when Captain Archer was affected by a Xindi Pheromone and put the MACOs in control of the ship when the Starfleet crew attempted to stop his work on repairing a hatchery ship. He relied on the MACO military training and discipline but was in the end stopped by his crew and returned to normal. Major Hayes was killed in the line of duty heroically leading a rescue party for Ensign Sato, he placed the MACOs under Reed's command and recommended his replacement before dying of his injuries. The walls between the two forces kept coming down until at the end of the mission the crew of the Enterprise viewed them as fellow crewmates.

Following their return from Xindi space, Captain Archer requested to keep his MACO detachment aboard and shocked Starfleet Command when he recommended all Starfleet ships start to carry a detachment of them from now on as standard procedure. It was clear that his time in the Expanse has changed him and taught him many things. When asked why he would recommend it, he told the admirals that he joined Starfleet to be an explorer and a captain to lead other explorers. He and his crew could fight and use tactics when needed but they were not as skilled at it as MACOs and sadly in his experience that there are as many people in the galaxy that will point a weapon at them as will offer the hand of friendship. Simply put, Starfleet was founded on a great principle and ideals, but having gone deeper into the galaxy, he found that Starfleet could not do it alone.

While Starfleet did not request units from MACO, Captain Archer's words were heeded by many within Starfleet and MACO soon received a request from almost eighty percent of the fleet to ask for a detachment as well as some facilities for units to support their security forces. When the Coalition of Worlds was founded in 2155, Starfleet officially had MACO units assigned to

specific classes of ships, notably the NX class and when the Romulan War broke out they were assigned to all ship in the fleet.

10.3.5 - Romulan War

At the beginning of the Romulan War in 2156, MACO units were found on many Starfleet Vessels to help defend them from boarders. Sadly, many were never being able to put their skills to the test, Romulans destroyed disabled or damaged ships unless they had some sort of possible value. After this practice was discovered, over the objections of Starfleet, most MACO units were pulled from starship defense and re-tasked with offensive operations. Some units remained on capital ships or priority targets that the Romulans might try to take such as starbases or flagships.

There are very few stories of success to be found in the annals of this war, it was brutal, bloody and merciless. All forces in the United Earth suffered extensive casualties including the MACOs. When able to engage Romulan forces, MACOs proved their combat abilities such as the successful defense of Starbase 4. At the end of the war, MACO was at forty percent operational capacity, which was to play a key factor in their fate in the new United Federation of Planets.

10.3.6 - Founding of the Federation

In 2161 with the birth of the United Federation of Planets, a large-scale reorganization occurred along with the forces of all Member worlds. Large amounts of United Earth Military and Starfleet were to be absorbed into the new Federation Starfleet along with the Andorian Imperial Guard, Vulcan Defense Forces, and Tellarite Navy. Not all forces would be absorbed, each member would keep a dedicated system defense force for system security and patrols. It was decided that the Federation would be centered on Earth, as such Starfleet was given authority in the system in terms of security negating the need for some of the defense forces others would have. A group of older surviving ships from before the Romulan War remained in service to the United Earth as the United Earth Solar Fleet, the rest was given to the Federation for use in the new Starfleet.

With memories of the Romulan War fresh in everyone's mind, the United Earth Military was absorbed into various branches and divisions of the new Federation. A small contingent of infantry and aerospace forces were reorganized into the United Earth Solar Force for planetary protection as well as emergency support.

From their operations in the Romulan War, it was decided that MACOs would still be needed. Given that, they became trained and accustomed to serving on ships and using Starfleet ships for transportation. The MACOs were brought into Starfleet Security, so they would be well integrated into shipboard operations and procedures as well as able to quickly deploy.

MACOs were reorganized into the Starfleet Security Tactical Response Force (TRF), which would be teams of personnel that were assigned at the request of a captain or the needs of a

mission. They retained their superior training for missions such as hostage rescue, capturing starships and others and would be put to the test in the future.

10.3.7 - Klingon War

Starfleet was well constructed and designed to combat threats like the Romulans, but they were completely unprepared for the raw brutality of the Klingon Empire when war broke out in 2251. The Federation was put on the defensive at once and was pushed back in short order.

The TRF was quickly called into action and while it performed well, they were completely unable to match the Klingons in the numbers needed to make a significant difference in the war. With the successes in defense from boarders, priority extractions and even the capture of a Klingon vessel, it was decided that the TRF needed to be returned to preeminent status in the Federation. The TRF was removed from the umbrella of Starfleet Security and a new division was founded run jointly by Starfleet Intelligence and Starfleet Security, Starfleet Military Assault Command Operations - Starfleet MACO.

MACO was greatly expanded and with accelerated training brought up to strength within a year allowing them to commence operations against the Klingons in short order. For the remainder of the war, the MACOs were fielded often to raid Klingon stations, support ground forces in offensive operations, defend Starfleet capital ships and gather many forms of intelligence.

10.3.8 - Khitomer Accords

With the destruction of Praxis, the Klingon Empire effectively vanished, they had to drastically reduce its military power to survive. To that end, the Federation and Klingon Empire for the first time signed a peace treaty, the Khitomer Accords in 2293. This treaty eliminated the neutral zone between the powers, opened trade and exchange and established promises that they would not fight. The Romulan Empire remained mostly docile and respectful of the Neutral Zone established after the Earth-Romulan War. These factors lead the Federation to decide that there was a reduced threat to the Federation and wanted to scale back resources from Starfleet. MACO was reduced in size and scope with their operations turned to more information gathering then active engagement.

10.3.9 - Cardassian War

At the outbreak of the Cardassian War, MACO was tapped by intelligence to work on gathering intelligence and counterintelligence. After about six months, it became clear they were out of their league on several fronts against the Obsidian Order. MACO was re-tasked from mostly passive work and a return to active field duty. Lucky, Starfleet had learned well the lessons of the past and kept the MACOs trained and ready to return to field operations when called for. MACO was sent into the field for an active gathering of intelligence, joining forces for attacks on Cardassian forces and were successful in one of the greatest intelligence missions ever, stealing classified ciphers from a Cardassian station allowing Starfleet to read the IFF

Transponders of all Cardassian vessels. Starfleet Intelligence decided to follow the war to keep MACO fully operational since the Cardassians were still a threat as well as the return of the Romulan Empire.

10.3.10 - Dominion War

Following the end of the Cardassian War, many in Starfleet Command felt tensions on the rise again and decided to keep the MACOs full capacity. With the discovery of the Dominion, Starfleet started expanding MACOs numbers and armory. Several small stealth ships were constructed so MACOs could be deployed and move quieter, new technologies from R&D such as personal transporters and other classified technology were made available. Intense training for MACO was put into place to prepare them for the war Starfleet was sure was coming. After intense debate, MACO was kept off the field when the Klingons withdrew from the Khitomer Accords, Starfleet was certain that the Dominion was the larger threat and didn't want to reveal the MACO's capacities yet.

When the Dominion War broke out, the MACOs were unleashed. However, Starfleet vastly underestimated the numbers that the Dominion would field and the skills which they had in comparison to other troops. While the MACOs performed well on all fronts, they were simply outnumbered. About four months into the war, MACOs were assigned to Klingon ships for missions behind enemy lines, dubbed Operation Valkyrie, proved to be a success for a time, eventually the Dominion was able to adapt, and the effectiveness of the strikes dropped.

During the Battles of Vulcan, several MACO units were instrumental in turning the tide against the Dominion. During the first battle of Chin'toka, MACO units perform clearing and reconnaissance missions against many of the ground forces. To build on the success of Operation Valkyrie, MACO and Romulan Special Forces were deployed from Romulan strike ships behind enemy lines for raids and intelligence gathering including preparing for the liberation of Benezar.

Following the war, the MACOs could boast of very successful actions and missions even with a hefty casualty list. Using tactics and skills gained through the war as well as some new technologies, the MACOs were kept at the same operational readiness as before the war to be ready for the next war to come.

Following the war, the MACOs could boast of very successful actions and missions even with a hefty casualty list. Using tactics and skills gained through the war as well as some new technologies, the MACOs were kept at the same operational readiness as before the war to be ready for the next war to come.

11 - Resources

11.1 - Websites

STARFLEET Homepage - <http://sfi.org/>

SFI Database - <https://db.sfi.org/>

STARFLEET Academy - <http://academy.sfi.org/>

MACO Homepage - <http://maco.sfi.org>

MACO Training Centre – <http://academy.sfi.org/>

11.2 - Manuals

STARFLEET MACO Awards Manual

STARFLEET MACO Uniform Guide

STARFLEET MACO Website

11.3 - Contacts

MACO Command - maco@sfi.org

- Commander, STARFLEET MACO - commander.maco@sfi.org

-- Deputy Commander, STARFLEET MACO - depcmd.maco@sfi.org

MACO Personnel Operations - PersOps.maco@sfi.org

- Director of Personnel Operations, STARFLEET MACO - Ops.maco@sfi.org

-- Deputy Director of Personnel Operations, STARFLEET MACO - Personnel.maco@sfi.org

-- Deputy Director of Operations, STARFLEET MACO - Reporting.maco@sfi.org

--- Chief of Awards, STARFLEET MACO - Awards.maco@sfi.org

--- Chief of Recruitment and Retention, STARFLEET MACO - Recruiting.maco@sfi.org

--- Reporting Operations Group Commanders, STARFLEET MACO - Repops.maco@sfi.org

MACO Training Operations - trainops.maco@sfi.org

- Director of Training Operations, STARFLEET MACO - Training.maco@sfi.org

-- Deputy Director of Training Operations, STARFLEET MACO - Deptrain.maco@sfi.org

--- Chief Certification Officer, STARFLEET MACO - Certs.maco@sfi.org

-- MACO Training Centre Commandant – macotc@sfi.org

--- MACO Training Centre Vice Commandant – vice.macotc@sfi.org

MACO Cyber Operations - Cyberops.maco@sfi.org

- Director of Cyber Operations, STARFLEET MACO - Cyber.maco@sfi.org

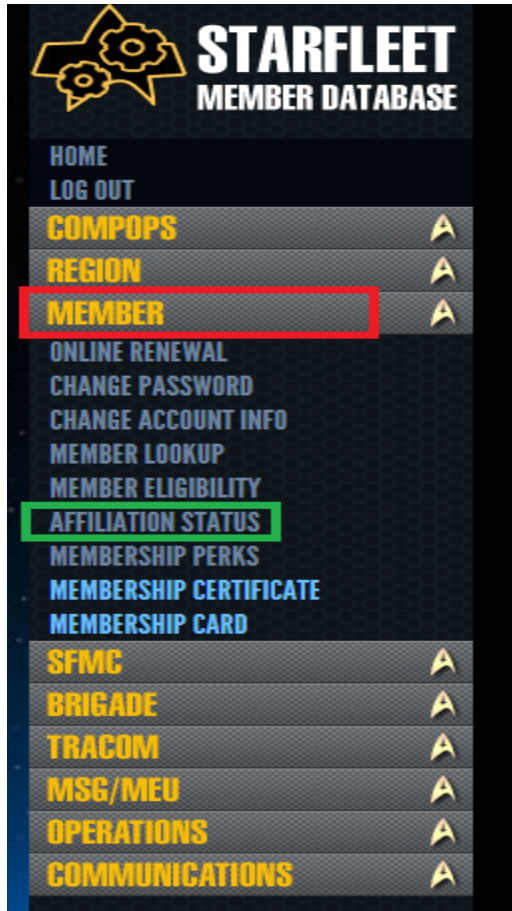
-- Deputy Director of Cyber Operations, STARFLEET MACO - DepCyber.maco@sfi.org

MACO Heraldry Operations - Heraldry.maco@sfi.org

- Director of Heraldry Operations, STARFLEET MACO - Heraldry.maco@sfi.org

Appendix A - Joining MACO on the Database

To join MACO you have to add the affiliation on your Database Membership. To do so. Log into your database account at sfi.org. Once logged in, use the toolbar on the left side of the screen:



Click on Member (Red Box) then Select Affiliation Status (Green Box) which will open the following option:

STARFLEET
MEMBER DATABASE

SELECT AFFILIATION

PLEASE SELECT YOUR AFFILIATION

Romulan Empire	<input type="checkbox"/>	ACTIVE
Klingon Empire	<input type="checkbox"/>	ACTIVE
Military Assault Command Operations	<input checked="" type="checkbox"/>	ACTIVE
MAQUIS	<input type="checkbox"/>	ACTIVE
Fleet	<input type="checkbox"/>	ACTIVE
STARFLEET Medical	<input type="checkbox"/>	ACTIVE
RESET	<input type="checkbox"/>	

SUBMIT

AFFILIATIONS

HOME
LOG OUT
COMPOPS A
REGION A
MEMBER A
ONLINE RENEWAL
CHANGE PASSWORD
CHANGE ACCOUNT INFO
MEMBER LOOKUP
MEMBER ELIGIBILITY
AFFILIATION STATUS
MEMBERSHIP PERKS
MEMBERSHIP CERTIFICATE
MEMBERSHIP CARD

Check the box next to Military Assault Command Operations (Orange Box) then click on Submit (Blue Box). Congratulations you now have MACO Affiliation.

Appendix B - Submitting MACO Team Report

REPORTING

<http://maco.sfi.org/operative-sou-monthly-report-form/>



OPERATIVE / SOU MONTHLY REPORT FORM

Report Type *	Unit Name *	Group *	Unit Designation *	Total Operatives *
SOU Team	Independent Operative	Group 1	000	1
Unit Website	Unit Motto			
Operative/Team Leader Rank and Name *	Operative/Team Leader Email Address *			
Assistant Team Leader Rank and Name	Assistant Team Leader Email Address			
Chapter Commanding Officer (Rank and Name) *	Chapter CO Email Address *			

Fill out all items with an asterisk. These are required sections.

Chapter Commanding Officer (Rank and Name) *	Chapter CO Email Address *
Unit Roster *	
Name: Rank: SCC#: Expiration Date: (Repeat this format for each member of the Team)	
Unit Roster Changes	
Action: (Add or Remove) Name: Rank: SCC#: Expiration Date: (Repeat this format for each member of the Team that was added or lost this reporting period)	

Fill out the Unit Roster and Roster Changes as indicated in the reporting form.

Example of three people on the roster is as follows:

Name: John Doe
Rank: Lieutenant (Fleet)
SCC#: 123456
Expiration Date: 12/12/2099
Name: Jay Doe
Rank: Major (MACO)
SCC#: 123457

Expiration Date: 12/12/2099
Name: Jack Doe
Rank: 1st Lieutenant (SFMC)
SCC#: 123459
Expiration Date: 12/12/2099

Problems, Comments, or Suggestions

No Comments

SUBMIT



After finishing the report, click Submit

Appendix C - Reporting

TEAM MONTHLY REPORTS

Reports are to be filed on or before the first of every month. This can be done by the Team Leader, Assistant Team Leader, Ship Commanding Officer or Ship Executive Officer. Reports are to be filed on <http://maco.sfi.org/operative-sou-monthly-report-form/>.

- First Offense of Failure to Report - Team Leader is emailed from the Group Commander with a cc to MACO Command
- Second Offense of Failure to Report - Team Leader and the Commanding Officer of the ship will be emailed from the Group Commander and the Assistant Deputy Director Reporting Ops with a cc to MACO Command
- Third Offense of Failure to Report - Team Leader and the Commanding Officer of the ship will be emailed from the Group Commander, the Assistant Deputy Director Reporting Ops and the Deputy Director Personnel Ops with a cc to MACO Command. At this time MACO Command will email the Commanding Officer of the ship and start the formal deactivation of the Team.
- Deactivation of the Team will be the Team is removed from Roster. If the Ship CO wants to keep the Team, then a new Team Leader needs to be named.

STAFF REPORTS

MACO Command Staff are to report as follows:

Group Commanders and other staff below the Assistant Deputy Director level are to file by the fifth (5th) of the month to the Assistant Deputy Director Reporting Ops and the Deputy Director Personnel Ops

Assistant Deputy Director level are to report by the tenth (10th) of the month to Deputy Director level and MACO Command Staff (Director and Executive Director).

Deputy Director Level are to send their report and comments to MACO Command by the twelfth (12th) of the month

Executive Director is to send his comments by the fourteenth (14th) of the month to the Director

Director is to send his report to the Vice Commander, STARFLEET by the fifth (5th) of the month and cc the Executive Director.

The VCS decides when the Director is to report.

Failure to Report to the next level of command will be reported up the chain. It will be up to the Director to change the staff after three Failure to Report.

