

ATTACHMENT 2:

OPTIONAL RULES: PERSONAE, MANPOWER, RANK, and SKILLS

PERSONAE:

As each person in the 1:1 world has a personality, including quirks and unusual traits, it may enhance your gaming experience to do the same for your 1:6 figures. Assigning characteristics such as strength, endurance, or charisma, might help resolve issues which arise during play. For example, assigning strength values may help determine whether Joe could lift a crate or push a boulder of a given size or weight. Each characteristic is reflected by a number between 1 and 100. A character with a Strength of 60 is stronger than a character whose Strength is 47, for example. For characters, it is determined by rolling a 6d10 and adding the result to 40. This will give characteristics between 46 and 100. Note that 50 is average for a non-character civilian. Why do we give members of our fighting forces such an advantage? The odds of any character having a characteristic score below average (50) are pretty slim... surely no kid's action figure is *below* average, or they wouldn't "make the cut" to become a member of the kid's action figure team! (If a kid wants a "below average" figure for whatever reason, that's fine, too, of course!) The individual characteristics which help comprise your figure's personae are as follows:

Strength - brute strength. Joe's ability to fight hand to hand (HTH), carry, lift, etc. Weights for objects such as crates of munitions to be loaded on a truck, or the power required to work rusty bars loose on a jail cell window will vary by circumstances. The stronger the Joe, the easier such feats become. This characteristic determines how much a Joe can carry, too. Divide Joe's strength by 2 -- this is the amount he can carry into combat *without any movement penalty*.

Intelligence – Joe's relative "smarts." The higher Joe's intelligence, the more quickly he can understand complex issues or solve puzzles. Higher intelligence makes it more difficult to confuse Joe. Higher intelligence will enable Joe to create better tactical operational plans. It may help him hack a computer or devise the best way to blow up a bridge. Whenever Joe faces a complex problem, he can use his Intelligence to solve it.

Endurance - Joe's ability to survive combat, to engage in extended combat, to walk or run long distances, to fight disease, etc. When using these optional rules, the unarmed combat and primitive combat rules will permit figures to make "full power" attacks upon an adversary for the number of turns equal to the character's Endurance divided by four. After that point, Joe can only attack at 1/2 damage (divide attack roll by 2 and round up), or he may pause to recoup endurance points (recouping four points of endurance per turn of rest). Joe may also run at full speed for the number of turns equal to his endurance. After that, he may only run at a top speed of 70".

Dexterity - Joe's ability to engage in fine motor skill activities such as lock picking, setting fuses while under enemy fire, or achieve greater sniper successes. Joe gets a +1%

bonus added to his roll “to hit” while firing weapons - including primitive projectile weapons - per characteristic point above 80%.

Agility - how well Joe can run, dodge, and engage in various gymnastic feats. A higher Agility enables Joe to better hold his footing on a slippery bridge or to wiggle his kayak around whitewater obstacles. Character may move an extra 1” per point above 80 (applies to all forms of movement, including climbing and swimming - provided he’s got the swimming skill, that is). Add an additional point to attack rolls for unarmed and primitive weapon attacks for every two points of character Agility (round down).

Charisma - Joe’s charm and ability may help to convince others to do things, such as grant exit visas from foreign countries, or to persuade an enemy agent/informant to share some vital information. In determining the reactions of others, the character with the highest charisma “wins” the conversation or negotiation provided he can roll that number or less on percentile dice. For example, Tiger Hunt Joe is stranded in Cameroon and needs an Exit Visa. A petty bureaucrat has decided not to grant him one. Can Joe talk him into giving the Exit Visa? Joe’s Charisma is higher than the bureaucrat’s - Joe has an 86 while the bureaucrat has only 65. Just because Joe’s Charisma is higher doesn’t mean he’ll automatically win, though - he still has to roll 86 or less to have succeeded in persuading the bureaucrat to grant the Exit Visa.

ABILITY CHECKS: How do you use the abilities your Joe possesses? Whenever a task comes along which require a listed skill, roll a percentile. If the roll result is less than or equal to the ability score, then Joe succeeds. If the roll exceeds Joe’s ability level, then he fails. Here’s an example: Joe is in a hand-to-hand fight with an evil enemy on board a helicopter. Joe’s enemy successfully flips him (see Hand to Hand Combat section). Due to the location of the figures and the confined space, that means Joe is flipped out the door of the chopper! Can he grab the landing gear or will he plummet to his death below? Roll against Joe’s Agility score to see. Let’s say Joe rolls a 62. His Agility is 75. Lucky Joe! He hangs onto the helicopter’s landing skid! Unfortunately, his evil opponent is now in a much better position and (according to the Hand to Hand combat rules) will strike again. Yet Joe has survived (so far). Unless the issue Joe faces can be directly resolved by his Technical Skills or with knowledge from his Advanced Degrees, there’s probably a way to fit the issue within an Ability Check. Use of Ability Checks (described above) and Skills (next section) can enrich your Joe play immeasurably if you use a little common sense.

(Note that Joe can’t make up for the lack of a Skill through trying to shoehorn the issue into an Ability check. For example, no matter how smart Joe is, he can’t use an Intelligence roll to speak a Foreign Language fluently - he needs the skill! No matter how Agile he is, if he can’t swim, he can’t swim. What if Joe wants to shoot a pistol while treading water? That might call for an Ability check in addition to the Swimming Skill - and don’t forget to add in the Firing Factors as you do with all firearm combat!)

MANPOWER, RANK, and SKILLS:

Although these rules were intended to address combat situations, there is more to building a quasi-realistic force structure and abilities than pure combat. Many will, no doubt, treat their Joes as super-human heroes who can perform any task and successfully undertake any feat. This may be wonderful for a short while, but may become boring and “2 dimensional” after a few battles. For those who would like to build a force in a more measured manner, these Optional Rules may prove helpful. The Manpower section below provides a regime whereby you can build a force that makes some sort of logical sense in terms of the skills that a Joe is likely to possess. These rules were created to enable you to actually build the characters that you’d like - “custom” characters for your force. Several of these skills carry a parenthetical Adventure Team application - a skill might be already included for AT figures (such as the revolver skill), or it may be mandatory for particular AT characters to select once they are able (such as Navigation for an AT Sea Adventurer or pilot skills for an AT Air Adventurer).

- RANK

GI Joe ranks are designated in simple numerical order in these rules as the semantics vary by service. You can label Ranks however you’d like (Pvt = Rank 1, Pfc = Rank 2, etc), or AT figures might be ranked with an AT prefix to denote their civilian seniority (AT-1, AT-2, etc). Generally, as a figure advances in experience his rank and opportunities advance as well. The rank structure is similar to a pyramid, in that there must be two of a rank to qualify for the manpower of a single member of the next higher rank. Thus, for a “Rank 4” to exist, there must be two rank 3’s, 6 rank 2’s, and 12 rank 1’s. There may be some variation for special elite units, but if these rules permitted it, all we’d ever SEE would be “special elite units.” Since all of the Joe units are “special” in some way, further special-ness would be a true exception, not the rule.

All Joes begin at Rank 1. They start as recruits without appreciable skills. They increase their skills and abilities as they progress through the ranks. See the table below to determine the additional benefits of promotion (besides pay raises).

Rank	Benefit (see next section for skills, etc)
E-1	N/A (time spent learning to salute and paint)
E-2	1 small arms skill plus one technical skill
E-3	+1 small arms skill
E-4	+1 technical skill
E-5	N/A (time spent managing)
E-6	+1 technical skill
E-7	+1 advanced degree
E-8+	N/A (time spent at a desk and in politics)
O-1	1 small arms skill plus one technical skill
O-2	+1 small arms or technical skill

- O-3 +1 small arms or technical skill
- O-4 +1 technical skill or advanced degree
- O-5 +1 advanced degree
- O-6+ N/A (useless bureaucratic time polishing apples in the Pentagon and making coffee for Generals)

- SKILLS

To perform any non-universal act requires a “skill roll.” If a figure **has** the skill, then there is a 95% success rate. For a person without the skill, there is only a 25% chance of success. Everyone can walk across a room, open a drawer, and close a door. But there are some skills that are not so easily achieved by one who does not have a particular skill. For example, a person who has never spent any time on horseback is unlikely to be able to ride the horse at a gallop, jump a fence, and shoot; whereas a true horseman would find this not only plausible, but also potentially fun. Thus, a “horsemanship” skill is required to perform such acts. Below is a description of various skills and some information about the application of each. Adventure Team figures aren’t quite as flexible, as they are required to spend their first weapon slot on the revolver (*option: if your AT figure came with a scoped rifle, you may substitute it for the revolver*), and their first other skill in a technical area related to their type (land, sea, air). The AT Commander and “Negro” AT Adventurer are luckier than the others, as their options are more diverse; the AT Commander can opt for any, whereas the “Negro” AT Adventurer chooses Archeology, History, or Engineering (consistent with the figure’s box art).

WEAPON SKILLS, TECHNICAL SKILLS, AND ADVANCED DEGREES

This section includes an overview of Weapon skills, then includes an articulation of each specific Technical Skill and Advanced Degree. Following the brief description of each skill, there is a list-format compilation of the Technical Skills and Degrees for your convenience. Below are the skills and descriptions followed by a brief list of the skills. You may wish to review the skill descriptions in detail at least once, but after generating a character or two, you will find the summary list more convenient.

Weapon Skills: Either accept these on a quota basis or roll for each figure individually. If you choose to roll, use percentile dice to determine the outcome as expressed below. Note that if the “roll” method is applied, re-rolling the dice a second time is not permitted: roll once per figure and live with the result. If a figure is promoted and gains an additional weapon skill, then you may use it on a pre-existing weapon type to move your small arms proficiency up one category (which will help on your “to hit” rolls). If you are initially building a team and don't want to start them all at the bottom, use the suggested rolls in parenthesis below to initially set up your team's small arms skill level.

Small Arms: Expert Shot - one for every 2 marksmen in the unit (roll 01-10)
Marksman - one for every 2 average shots in the unit (roll 11-30)
Average Shot - this is the most common position (roll 31-90)
Poor Shot - one for every expert in the unit (roll 91-00)

*note: this applies to a single weapon on which the figure has qualified. For officers, it is the pistol. For enlisted ranks, it is the rifle. Add additional weapons if you would like as the figure advances in rank and skill, or use the additional slots to increase the figure’s skill in a single weapon. Firing a weapon without experience or “rating” means that the figure must fire as a “poor shot.” Thus, if my officer pilot captures an enemy tripod mounted machine-gun, he operates it as a “poor shot” (unless he also happens to have the machine-gun skill).

**** Adventure Team special rule:** All begin proficient with revolver as “average shots.” The Lebel with shoulder holster was what they trained with and were issued. (If your AT figure was a later version which honestly came with the bolt-action rifle, then substitute the bolt-action rifle in this slot.)

Edged Weapons: this includes swords, knives, axes, halberds, etc. Joes with this skill can use any edged weapon without penalty. Does not include throwing weapons. See Primitive Weapon Use section above.

Blunt Weapons: this includes bo and jo sticks as well as maces, nunchaku, and any other club-like blunt weapon. See Primitive Weapon Use section above.

Ranged Weapons: this includes recurve bows, crossbows, compound bows, throwing knives, throwing axes, spears, etc. Joes with this skill may use anything from an atl-atl to a crossbow without penalty. Use regular firearms “to hit” rules for combat.

Technical Skills:

Foreign Languages - this skill enables the Joe to converse in one language in addition to English. The language must be selected immediately, and should be necessary, critical, important, or relevant to the figure’s experience or projected duty assignment. (An OSS agent air-dropping into France may want to know French, for example).

Vehicle Repair - this skill enables the Joe to repair a type of vehicle if it should become damaged. The type of vehicle must be selected immediately and - as with foreign languages - should be relevant for that figure. Types include: fixed wing prop, fixed wing jet (like Max Steel jet), gasoline engines (jeeps), rotary wing (like the AT Copter), marine outboard motors, marine inboard motors, small engines, etc. Characters of a given type must select within their discipline; for example, the Sea Adventurer would not choose Jeeps, and the air Adventurer would not choose marine outboard motors.

Pilot - permits the character to operate the aircraft of your choice. This must be selected immediately. This category includes fixed-wing propeller, fixed-wing jet, fixed-wing twin engine, rotary wing, space shuttle, reentry capsule, etcetera. The AT Air Adventurer, Action Pilot, and all Astronauts must select “Pilot” and an aircraft type immediately upon becoming eligible.

Communications - Any character can push a button and talk. This skill goes beyond mere operation. It enables the figure to create makeshift antennas, make field repairs, and operate more effectively than a normal “appliance operator.” If resources and time are available, this character may even build a radio transceiver if necessary. The skill includes telephone operations as well (such as covert wiretapping and “wiring” informants with “bugs.”). This does not include computer use/hacking or software applications (that is a separate category). When the critical message has to get through, Joes rely upon the character with Communications skill to make it happen.

Meteorology - this enables the character to predict the weather or to spot unusual occurrences which warrant further investigation. This is often a critical skill in wartime to determine when to move forces or when the ground forces might be able to rely upon air support.

Geology/Seismology – this permits Joe to determine where faults lie in the Earth, and to better understand geological formations and characteristics. This includes knowledge of earthquakes, tornadoes, avalanches, washouts, dams, flooding, etc. It has many non-military applications for Joe; if the volcano is soon to erupt, it tells the “Volcano Jumper” how long he’s got to get the sensors in place to monitor the eruption and gather data.

Computer Operations - this skill enables the character to use the computer effectively for various applications as well as communications with other computers. The character has a wide knowledge base in system languages (OS/2, UNIX, and a variety of others). Character can swap hardware, circuit boards, drives, etc, and ensure continued functionality of the system as well as resolve compatibility problems.

Computer Networks - unlike the operator, the forte of the Networks Joe is his knowledge and skill in manipulating the network systems themselves. This character possesses all of the skills of the hacker, plus the maturity of a dedicated mission-oriented troop. He’s the Joe Cyber-Warrior. (Note: Computer Operations is a prerequisite to the Computer Networks skill.)

Medic - whenever Joes undertake a dangerous mission, it’s important to have a medic along. The medic skill includes trauma-related skills and abilities required to stabilize a patient for evacuation. Te medic often is helpful for more mundane medication dispensation, such as when the Action Sailor and the Land Adventurer go for a boat ride and the queasy Land Adventurer gets seasick (he rolled against his Endurance skill level... and lost).

Medic II – this goes beyond the field medic level of skill. This includes the skills of a full-fledged doctor. It also includes medical knowledge related to research and development. A Medic II must be on the team to find a new antidote to the mysterious fungus infection the explorer Joes picked up while exploring the ancient crypts of Bora Bora.

Lock Picking - brute force isn’t always the best way to face a problem. This skill permits Joe to pick locks of all types, including not only mechanical key and combination locks, but also electrical and electronic cypher-locks. When Joe needs to access the enemy communications center on Spy Island, covert entry is preferable to detonating explosives to blow the lock off the door.

Espionage – Good spies generally have a high Charisma and an ability to adapt to unpredictable environments. They are noted for their keen observation skills and total self-reliance. While other skills might be essential (Lock Picking, SCUBA, Skiing, etc), the Espionage skill enables Joe to survive encounters with enemy officers and agents through his special training. Espionage training hones Joe’s interpersonal skills such that he receives a +5 bonus to his Charisma score. Combined with other Technical Skills, the Espionage skill gives Joe a bit better chance of survival on his Spy Island adventures or Secret Agent missions. This skill includes the ability to use Disguises; if the agent is in disguise (such as with the mask from the Secret Agent set), he gets an ADDITIONAL +5% to his Charisma score! A well-trained Secret Agent with the right equipment is formidable, indeed.

Technical Climbing / Rappelling - for rescue operations in mountain country, it’s important for Joe to “know the ropes.” This skill may be helpful to the Adventurer for climbing in Egyptian wells, for the

SWAT team member in an urban hostage rescue scenario, for helo search and rescue operations, or for the Action Soldier during a mountain attack in ski country.

Artillery Spotting - permits the Joe to call in accurate artillery fire. This can be useful to the Action Soldier, the AT Man of Action, or even to an Action Marine or Sailor sent to shore to prepare the battlespace for seaborne assault. Similarly, the AT Joes could use the skill for such nonmilitary endeavors as removing the danger of an avalanche through accurate targeting of explosive projectiles (working with a Joe who has geologist/seismologist skill to find the right spot)..

Horsemanship - this skill is important for a variety of applications. Horses are used from the Spanish Sahara to the streets of Los Angeles. Any Joe with this skill can ride as well as race, jump hurdles, and perform other actions while on horseback (such as lasso, shoot, etc) without penalty. Without this skill, it's all a character can do to passably ride the beast, but with Horsemanship, Joe becomes a virtual cowboy or accomplished equestrian.

Dog Handling - an important skill for any Polar Explorer Joe or military/civilian K-9 officer. This enables the character to select the best canine prospects, and train the animals for specific functions such as for seeing-eye dogs, bomb dogs, drug dogs, attack dogs, etcetera. This skill also comes in handy if the enemy is using guard dogs to watch over their facility during a Joe infiltration; a Joe Dog Handler would best know how to get around such an obstacle.

Snowshoeing - this skill enables Joe to effectively use snowshoes, especially under the stress of a mountaintop firefight or when pursued by a bruin disturbed from her winter slumber. Ordinarily, an unskilled user can move from point A to point B on snowshoes, but can do little else. A Joe with the Snowshoeing skill can perform all sorts of feats on snowshoe including firing weapons, engaging in unarmed combat, and even "skiing" steeper slopes.

Skiing - similar to the snowshoeing skill, it enables Joe to go beyond limited, clumsy use of the skis. Joe can use them effectively to attack or to flee. If pursued by another skier in mountain country, Joe's skiing skills may be all that keep him from freedom and a POW camp (like the narrow escape of Norwegian Claus Helberg from Nazi skiers after the successful attack on the Vemork heavy-water plant in WWII).

Space Technology - enables Joe to undertake all tasks necessary to man a shuttle or orbital laboratory (except for piloting skills). This includes engineering to the degree required to manage propulsion, energy, and life support systems. A shuttle mission would need this skill as well as a pilot and any other specialists who might be performing particular geological/geographical or medical experiments.

Submarine Technology - enables Joe to undertake all tasks necessary to man a submarine or other underwater machine. This includes engineering to the degree required to manage propulsion, energy, and life support systems in submarines. Includes maintenance, repair, and modification of underwater devices such as semi-submersibles (like the Sea Wolf) or undersea sleds.

Swimming - permits Joe to confidently and aggressively swim in fresh and salt water to undertake missions and perform underwater tasks (not including SCUBA use). Practically any Joe can dogpaddle, but for aquatic operations, stream and river crossing, or survival at sea, it pays to be a good swimmer.

Scuba - the next logical step after Swimming. Any Joe engaging in SCUBA activities must have the prerequisite swimming ability. The SCUBA skill allows Joe to perform SEAL missions, aquatic

infiltration, exfiltration, and related marine covert activities. The accomplished SCUBA diver will be trained in decompression, dive times, nitrogen narcosis, and all other aspects of deep dives as well.

Map Reading - a “little brother” of the Navigation skill. So long as Joe has a map and compass, this skill will permit Joe to get from point A to point B efficiently. (This skill is a “freebie” for Action Soldiers, Action Pilots, and Air Adventurers.) Although not very useful for deep desert or trans-oceanic travel, it is extremely valuable for tactical or field use. Where more accurate navigation is required, the sextant or GPS must be used - see Navigation above.

Navigation - an important skill for soldiers on land or adventurers on the sea, on by travelers in space. (AT: required for AT Sea Adventurers as soon as possible.) Navigation includes use of map and compass, use of the sextant, GPS, and efficient travel by “dead reckoning.” Whether leading a military attack or simply surviving an aircraft crash in the desert, navigation is the skill that’ll get Joe home.

Munitions - covers the use of all sorts of explosives. This skill enables Joe to use plastic explosives, improvised munitions, timers, detonators, tripwires, claymores, radio detonation devices, etcetera. With the munitions skill, Joe can place explosive devices where they are sure to achieve the desired result. In this regard, Joes with the munitions skill possess limited engineering abilities in order to use their munitions most effectively.

Boat Handling - permits Joe to operate small craft from canoes and flat-bottomed boats to everglades air boats, yawl boats, yachts of all sizes, and even military landing craft. This also includes knowledge of the protocols and customs of handling vessels. Practically anyone can hold the helm when the waters are calm, but it takes a Joe with Boat Handling skill to successfully manage the vessel in seaborne journeys, rough waters, shoals, or storms.

Other - There may be some other technical skills your Joe needs in his line of work. (For example, maybe your Joe has decided to eschew the life of adventure wants to be an alfalfa farmer. In that case, “Farming” might be a skill your Joe needs to obtain. This category is entirely up to you!)

