

## MILPERSMAN 1306-1010

### ZUMWALT-CLASS GUIDED MISSILE DESTROYER (DDG 1000-CLASS)

<b>Responsible Office</b>	NAVPERSCOM	Phone	DSN	882-4562
	(PERS-40)		COM	(901) 874-4562
			FAX	882-2649

NAVPERSCOM CUSTOMER SERVICE CENTER	Phone: Toll Free	1-866-U ASK NPC
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<b>Reference</b>	(a) COMUSFLTFORCOM/NAVPERSCOMINST 1300.1A (b) OPNAVINST 3591.1F (c) Lautenberg Amendment of 1996
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1. **Purpose**. To issue qualification requirements and assignment policies for personnel ordered duty to the ZUMWALT-Class Guided Missile Destroyer (DDG 1000-Class) Program.

2. **Program Background**

a. DDG 1000-Class guided missile destroyers are advanced multi-mission surface combatants with unique stealth and precision strike and volume fire capabilities intended to conduct forward deployed operations as part of a carrier strike group, expeditionary strike group, or as an independent deployer to conduct tailored missions in support of task force and numbered fleet commanders.

b. DDG 1000-Class guided missile destroyers contain new and cutting edge power conversion, propulsion, radar, vertical launch, gun, sonar, and damage control systems operated by a complex ship-wide network. DDG 1000-Class Sailors require a high level of technical expertise in order to operate and maintain these new advanced systems.

c. DDG 1000-Class crew is minimally manned, as determined by analysis of underway operations and assumed specific levels of automation, technical innovation, and tailored policies, practices, and protocols. Shore support for maintenance, personnel, training, medical, and administrative functions is required and provided by Commander, Zumwalt Squadron One (COMZRON ONE), regional maintenance centers, and the type commander (TYCOM) to maintain mission readiness.

(1) **Manning.** DDG 1000-Class (ship's company) crew size uses a traditional one crew per hull manning construct. Crews are dependent on proper detailing because of the reduced crew size, advanced equipment and systems, security clearance requirements, and billet training profile requirements. Reliefs must be identified early to support an extensive training track.

(2) **Training.** Under the DDG 1000-Class manning concept, crewmembers must be ready and able to perform their jobs (maintenance and operational tasks) upon reporting on board. A billet training profile has been created that specifies the training required prior to reporting on board. The billet training profile pipeline consists of Navy enlisted classification (NEC) producing Navy courses and fleet and DDG 1000-Class unique training. This requirement dictates a shore training strategy that ensures required competencies are obtained prior to reporting on board.

(a) Prospective DDG 1000-Class crew/squadron members must have all required legacy NECs prior to reporting to COMZRON ONE Training Component (UIC 55793).

(b) The function of COMZRON ONE and the DDG 1000-Class shore training facility is to produce prospective gain crewmembers who report to the ship ready for qualification. Sailors must be ordered to COMZRON ONE Training Component (UIC 55793) to complete fleet training, DDG 1000-Class unique training, and personal qualification standards. DDG 1000-Class Sailors, on average, require 179 days at COMZRON ONE to complete fleet and DDG 1000-Class unique training prior to reporting to their assigned ship to ensure Sailors report with a level of knowledge and skill commensurate with the billet training profile.

### 3. **Permanent Change of Assignment Policies and Procedures.**

Prior to receipt of orders, Sailors must be thoroughly screened, due to the advanced training requirements in support of the DDG 1000-Class Program. Sailors who are later found unsuitable will be reassigned by the applicable TYCOM.

#### a. **Permanent Change of Station Replacements**

(1) Billets for DDG 1000-Class ships will generate 18-24 months prior to the incumbent's projected rotation. Each billet for the DDG-1000 Class Program will have an appropriate take-up-month and advertisement in Career Management System-Interactive

Detailing, reflected to permit filling billets with time to complete screening and all training requirements.

(2) In the event of unplanned losses, the immediate superior in command and TYCOM will rotate Sailors from other crews under their cognizance until a qualified relief is received.

b. **Pay Grade Substitutions.** Pay grade substitutions can degrade a command's experience level within a particular rating or NEC, and must be carefully reviewed to ensure approval will not significantly impact readiness. Pay grade substitutions will be managed per reference (a).

c. **Advancement.** Sailors who promote while in the DDG 1000-Class training pipeline or subsequent to their assignment will normally remain on board the command for the remainder of their tour. Reference (a) provides guidance and policy regarding reassignments.

d. **Rating Conversions.** Personnel who have not completed a sea tour following conversion to their present rating must not be assigned to DDG 1000-Class ships or ZUMWALT Fit Sea Component without specific concurrence from Commander, Naval Surface Force, U.S. Pacific Fleet (N1) and manning control authority, U.S. Fleet Forces.

e. **Navy Enlisted Classifications (NECs).** DDG 1000-Class will use traditional NECs. It is expected that several unique NECs will be created to accommodate DDG 1000-Class systems.

4. **Requirements and Qualifications.** DDG 1000-Class crew and squadron candidates must meet the following minimum requirements:

a. **Technical Expertise.** DDG 1000-Class Sailors must be technical experts in their assigned rating and demonstrate the ability to comprehend, apply, and excel in general shipboard functions (e.g., damage control and force protection). Losing commands must screen and make a specific comment on NAVPERS 1306/99 DDG 1000-Class Program Screening Form regarding a Sailor's technical expertise using deckplate performance, qualifications obtained, and rating exam results. NAVPERS 1306/99 may be accessed by using the following Web address: <https://www.mynavyhr.navy.mil/References/Forms/NAVPERS/>. Supervisor and journeyman prospective gains (E-5 to E-9) must

demonstrate a high level of deckplate technical knowledge and skill, and must be qualified at or above the norm for their pay grade. E5-E6 personnel selected for this program must have scored higher than 50 percent of candidates on in rate exam.

(1) Senior engineering enlisted "Top Snipe" and senior electrician's mate must be graduates of the Calhoun Marine Engineers Beneficial Association (MEBA) Engineering School 2-week Maritime Electrical Propulsion/High Voltage Safety Course (or equivalent).

(2) Senior combat systems enlisted personnel must be graduates of the Cisco Networking Academy Network Fundamentals Course (or equivalent).

(3) Information System Technician (IT) personnel must be a qualified information assurance technician level II (NEC 2791) and be current in cyber security workforce certifications. Experience in Red Hat Operating Systems and the Cisco Networking Academy Network Fundamentals Course are highly recommended.

(4) EM, MM, GSM, and GSE (E-7 and above) must have qualified as an engineering officer of the watch.

(5) EM and GSE (E-5 and E-6) must have qualified as an electrical plant control console operator.

(6) MM and GSM (E-5 and E-6) must have qualified propulsion and auxiliary control operator.

(7) The senior QM must be a graduate of the Navigator Course of Instruction (NEC 0202).

b. **Weapons.** Each candidate in the DDG 1000-Class Program must be capable of handling firearms. Per reference (b), Sailors convicted of a qualifying domestic violence charge are prohibited access to firearms. Qualifying domestic violence convictions, as set forth in reference (c), are described in DD 2760 Qualification to Possess Firearms or Ammunition. DD 2760 may be accessed by using the following Web address: [http://www.esd.whs.mil/Directives/forms/dd2500\\_2999/](http://www.esd.whs.mil/Directives/forms/dd2500_2999/). Navy personnel have an affirmative obligation to inform their command if they have a qualifying domestic violence conviction. Members with qualifying convictions must not be assigned to DDG 1000-Class Program. Sailors with psychiatric or current mental health

diagnoses requiring the use of psychiatric medications require a small arms waiver per reference (b).

c. **Physical Fitness Assessment (PFA)**. Member must currently be within body composition assessment (BCA) standards and must have passed all portions of the PFA, with no portions waived for the most recent PFA cycle.

d. **Citizenship/Clearance**. Member must be a U.S. citizen with the following clearance eligibility:

(1) Top secret special compartmented information (TS-SCI) clearance eligible for enlisted personnel in the following rates and pay grades: CTR, CTT, ET, FC, GM, IC, IS, IT, OS, QM, STG, YN, GSCS, GSEC, GSE1, GSM1, EMCS, EMC, MM1, ENC, EN1.

**Note.** At least nine enlisted engineers E-6 to E-9 must be TS-SCI eligible. Orders for all E-6 and above engineers must contain the requirement for TS-SCI eligibility.

(2) Secret clearance eligible: BM, CS, DC, EM, EN, GSE, GSM, HM, HT, LS, MM, and SH.

e. **Obligated Service (OBLISERV)**. Selected members must incur the required OBLISERV of 36 months from the date of reporting on board the ship. A sea tour is equal to 36 months or the prescribed sea tour, whichever is greater.

f. **Screening**. Satisfactorily complete NAVPERS 1306/99 and report per exhibit 1. Exhibit 2 will be used by personnel requesting waivers. Exhibit 3 must be used to de-screen a previously screened member.

**EXHIBIT 1**

**DDG 1000-CLASS PROGRAM SUITABILITY/UNSUITABILITY REPORT**

(Use the proper message format.)

FM TRANSFERRING COMMAND  
TO COMNAVPERSCOM MILLINGTON TN/PERS40/PERS409/PERS4013//  
INFO COMNAVSURFPAC SAN DIEGO CA/N1/N13//  
COMZRON ONE  
GAINING ACTIVITY  
BT  
UNCLAS //N01300//  
MSGID/GENADMIN/REQUESTING CMD/-/MMM//  
SUBJ/DDG 1000 PROGRAM SUITABILITY (OR UNSUITABILITY), ICO NAME,  
RATE, LAST FOUR SSN//  
REF/A/DOC/NPC/DATE//31AUG2017  
AMPN/REF A IS MILPERSMAN 1306-1010//  
POC/NAME/RATE/UNIT IDENTIFIER/LOCATION/TEL:// **(MANDATORY)**

RMKS/1. PER REF A, SNM IS SUITABLE (OR UNSUITABLE) FOR DDG 1000  
PROGRAM.

2. CO'S COMMENTS: (NOTE COMMENTS MUST INCLUDE INFORMATION IN  
MILPERSMAN 1306-1010, PARAGRAPH 4, TECHNICAL EXPERTISE,  
QUALIFICATIONS AND CERTIFICATIONS OBTAINED, DECKPLATE  
PERFORMANCE, TECHNICAL KNOWLEDGE AND SKILL,  
CITIZENSHIP/CLEARANCE ELIGIBILITY, MENTAL HEALTH, AND OVERALL  
SCREENING COMPLETION (DDG-1000 CLASS PROGRAM SCREENING FORM,  
NAVPERS 1306/99).

3. SNM IS A VOLUNTEER FOR DDG 1000 PROGRAM ASSIGNMENT.  
A. REASON FOR UNSUITABILITY: (EXPLAIN WITH SPECIFIC DETAILS).  
B. REPORT OF SUITABILITY WAS FILED IN SERVICE RECORD.  
C. SNM HAS \_\_\_ MONTHS OF OBLISERV FOR SPECIFIED PROGRAM.//  
BT

**EXHIBIT 2**  
**DDG 1000-CLASS PROGRAM WAIVER REQUEST**  
(Use the proper message format.)

FM REQUESTING COMMAND  
TO COMNAVPERSCOM MILLINGTON TN/PERS40/PERS409/PERS4013//  
INFO COMNAVSURFPAC SAN DIEGO CA/N1/N13//  
COMZRON ONE  
GAINING ACTIVITY  
BT  
UNCLAS //N01300//  
MSGID/GENADMIN/REQUESTING CMD/-/MMM//  
SUBJ/DDG 1000 PROGRAM WAIVER ICO NAME, RATE, LAST FOUR SSN//  
REF/A/DOC/NPC/DATE//31AUG2017  
AMPN/REF A IS MILPERSMAN 1306-1010.//  
POC/NAME/RATE/UNIT IDENTIFIER/LOCATION/TEL:// **(MANDATORY)**

RMKS/1. PER REF A, REQUEST A WAIVER FOR SNM FOR THE DDG 1000 PROGRAM.

A. SECTION \_\_, ITEM NO \_\_\_\_ (FROM SPECIAL PROGRAM SCREENING FORM and Paragraph 4 of this Article).

B. EXPLAIN/SPECIFICS.

2. CO'S JUSTIFICATION/RECOMMENDATION: //

BT

**EXHIBIT 3**

**DDG 1000-CLASS PROGRAM SCREENING DEFICIENCY REPORT (PSDR)**

(Use the proper message format.)

FM RECEIVING ACTIVITY  
TO COMNAVSURFPAC SAN DIEGO CA/N1/N13//  
COMNAVPERSCOM MILLINGTON TN/PERS40/PERS409/PERS4013//  
INFO COMZRON ONE  
BT  
UNCLAS //N01300//  
MSGID/GENADMIN/(RECEIVING COMD)//  
SUBJ/DDG 1000 PROGRAM SCREENING DEFICIENCY REPORT ICO  
NAME/RATE/LAST FOUR SSN//  
REF/A/DOC/COMNAVPERSCOM/DATE//31AUG2017  
AMPN/REF A IS MILPERSMAN 1306-1010.//  
POC/NAME/RANK/IDENTIFIER/LOCATION/TEL:// **(MANDATORY)**

RMKS/1. IAW REF A, THE FOLLOWING IS SUBMITTED DUE TO IMPROPER  
SPECIAL PROGRAM SCREENING FOR DDG 1000 PROGRAM:

- A. MEMBER: NAME, RATE/RANK, AND LAST FOUR SSN
- B. WAS SCREENING FORM FILED IN SERVICE RECORD? GIVE  
NAME/RANK/TITLE/DATE OF INDIVIDUAL SIGNING SCREENING FORM.
- C. TRANSFERRING COMMAND AND UIC.
- D. EXPLAIN FULLY THE REASON SNM IS CONSIDERED IMPROPERLY  
SCREENED.
- E. IF SNM WAS PROPERLY SCREENED, DID PROBLEMS DEVELOP AFTER  
ARRIVAL? EXPLAIN FULLY.
- F. IS SNM CONSIDERED MARGINALLY UNSUITABLE BUT COULD CONTINUE  
SPECIAL PROGRAM DUTY? EXPLAIN FULLY.
- G. ARE DISQUALIFYING FACTORS SO SEVERE THAT SNM SHOULD BE  
REASSIGNED? EXPLAIN FULLY.//

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