

MILPERSMAN 1306-978

LITTORAL COMBAT SHIP (LCS)

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Reference	(a) Lautenberg Amendment of 1996 (b) OPNAVINST 6110.1J (c) COMNAVSURFORINST 3502.1
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1. **Purpose.** To issue qualification requirements and assignment policies for personnel ordered to duty in connection with the **Littoral Combat Ship (LCS) Program.**

2. **Program Background.** LCS is a "modular warship concept" primarily designed to complement the Navy's larger multi-mission surface combatants in select warfare mission areas and combat threats in the littoral environment including submarines, mines, and fast attack craft. It consists of the following three primary modular mission packages:

- Surface warfare (SUW);
- Mine warfare (MIW); and
- Anti-submarine warfare (ASW)

a. **Maritime Interdiction Capability.** In the near future, some variants of the SUW package will provide an enhanced maritime interdiction capability to facilitate overseas contingency operations. Additionally, the unique platform design provides the additional capability to support the following:

- (1) Special operations forces;
- (2) High-speed transit;

- (3) Maritime interdiction operations (MIO);
- (4) Intelligence;
- (5) Surveillance and reconnaissance; and
- (6) Anti-terrorism and force protection operations.

b. **Networking Capability.** LCS also has the capability to network and to share tactical information with other Navy aircraft, ships, submarines, and joint units.

c. **New Policies and Procedures.** The LCS **design, manning, and policies** will be a significant departure from current legacy ways of doing business. Current directives will be inadequate to ensure LCS stays manned with the right people at the right time. Current "fit" metrics will be inadequate to meet LCS needs.

d. **Two Hull Designs.** Two hull designs for LCS are currently being built - Lockheed Martin and General Dynamics. Each hull has **different training requirements** for the respective billets. In some cases, those differences are minor, in others, they are fairly significant. For this reason, assigned crews will be specific to one hull design or the other.

e. **Rotating Crews.** All sea frames will have **rotating crews with four crews per three ships** in order to extend hull operational availability and on station time, build a cadre of LCS excellence, and mitigate the impacts of unplanned losses. The **core crew** will be manned using **hybrid billets**. The loss of a single Sailor and his or her unique skill sets will have mission related implications. **It is envisioned that LCS will be the first class of ship for which personnel losses could result in an operational casualty report.**

f. **Training.** A unique aspect of LCS is that normal unit level training will occur during the off-cycle time for the crew. Another aspect of LCS training is no under-instruction (UI) watchstanders on board. Watchstanders, therefore, must go through a **train-to-qualify hull billet specific pipeline** and be ready to assume the watch upon reporting.

g. **Permanent Change of Station (PCS) Replacements**

(1) Due to the hybrid skills, minimal crew size, and off-hull training regime, normal PCS replacements will occur during the **first 3 weeks of the off-hull time**. In order to facilitate this, the immediate superior in command (ISIC) will man from existing resources; if unable to fill, request additional manning actions from type commander (TYCOM) to include temporary additional duty or personnel redirect.

(2) Additionally, the normal requisition window for orders must be modified for LCS **from the standard 5-9-month to an 18-24-month window**. This increased window provides the opportunity to conduct a thorough screening as well as assures training pipeline completion. ISIC and TYCOM will work with Navy Personnel Command (NAVPERSCOM) to identify requirements well in advance to facilitate the complex **screening, assignment, and training sequence** to deliver a qualified relief in the desired time frame.

(3) In the event of **unplanned losses**, the ISIC and TYCOM will rotate Sailors from other crews under their cognizance until a qualified relief is received.

h. **Hybrid Skill Sets VS. Navy Enlisted Classifications (NECs)**. LCS will not use traditional NECs, but rather hybrid skill sets. In the near term, these skills will be as closely matched as possible to existing NECs.

i. **Personnel Assignments**. All assignments to personnel in pay grades below that designated for the billet must be approved by the TYCOM. **Waivers will be considered** based on ability to meet the billet prerequisites including maturity, leadership, and watchstanding skills beyond technical skills and NECs.

3. **Requirements and Qualifications**. Candidates shall meet the following minimum requirements:

a. **Eligible Ratings**. AG, BM, CS, ET, FC, GM, MN, HM, IT, OS, LS, DC, EM, EN, GSM, GSE, and STG.

b. **Citizenship**. Must be a U.S. citizen with Secret clearance eligibility.

c. **Screening**. Satisfactorily complete NAVPERS 1306/94 Littoral Combat Ship (LCS) Screening and report per Exhibit 1.

Exhibit 2 will be utilized by personnel requesting waivers. Exhibit 3 shall be used to de-screen a previously screened member. NAVPERS 1306/94 is located on the BUPERS CD-ROM and can be accessed by using the following link:

<https://www.mynavyhr.navy.mil/References/Forms/NAVPERS/>.

d. **Weapons.** Per reference (a), Sailors convicted of a qualifying domestic violence charge are prohibited access to firearms. Qualifying domestic violence convictions, as set forth in reference (a), are described in DD 2760 Qualification to Possess Firearms or Ammunition. Navy personnel have an affirmative obligation to inform their command if they have a qualifying domestic violence conviction. Members with qualifying convictions may not be assigned to LCS crews. If any individual is in question as to whether or not they have a qualifying conviction, they shall consult their local Navy legal service office or staff judge advocate for legal advice.

e. **Visit, Board, Search and Seizure (VBSS), and Physical and Mental Condition.** All members of SUW mission packages, except for boatswain's mates and search and rescue swimmers, shall be trained for and perform the duties of VBSS. Due to the nature of the duties, in addition to the physical fitness assessment (PFA) standards of reference (b) and to ensure the VBSS certification criteria of reference (c) can be met, personnel assigned to LCS VBSS billets must meet the following requirements:

- (1) Second class swimmer qualified;
- (2) "Good" or higher on most recent PFA;
- (3) Climb a 30-ft. Jacobs Ladder (see Note 1);
- (4) Participants must volunteer (see Note 2);
- (5) Psychological certification - no known claustrophobia (i.e., fear of enclosed spaces) (see Note 3); and
- (6) Psychological certification - no known acrophobia (i.e., fear of heights) (see Note 3)

Note 1. Not all personnel are located in a fleet concentration area. A baseline for determining probability of success of climbing a 30-ft. Jacobs Ladder is; Males - 10 dead-hang pull-ups (no momentum) and 50 squats, females - 1 minute held pull-up

(chin over bar) and 50 squats. Upon successful demonstration of the above, commands are authorized to complete screening of interested personnel and submit Special Program Waiver Request (Exhibit 2). Individuals shall conduct actual demonstration of ability to climb a 30-ft. Jacobs Ladder upon reporting to regional support office in LCS squadron, San Diego, CA (UIC 30065).

Note 2. Personnel volunteer status for SUW mission package VBSS in subparagraph 4 above is indicated via completion of LCS screening for applicable VBSS billet using NAVPERS 1306/94 and transmission of required suitability message.

Note 3. Certification for items (5) and (6) above is no previous documentation in medical record and completion of LCS screening for applicable VBSS billet using NAVPERS 1306/94 and transmission of required suitability message. See NAVPERS 1306/94, Exhibit 2, and sample screening message for LCS and VBSS assignment.

f. **Obligated Service (OBLISERV).** Selected members must incur required OBLISERV of 36 months from date of reporting on board in ACC 100 status after training is completed. Sea tour is 36 months or prescribed sea tour, whichever is greater.

EXHIBIT 1

SPECIAL PROGRAM SUITABILITY/UNSUITABILITY REPORT

(Use the proper message format.)

FM TRANSFERRING COMMAND
TO COMNAVPERSCOM MILLINGTON TN//PERS409A1/PERS4013//
INFO GAINING ACTIVITY//JJJ//
BT
UNCLAS //N01300//
MSGID/GENADMIN/REQUESTING CMD/-/MMM//
SUBJ/LCS PROGRAM SUITABILITY (OR UNSUITABILITY), ICO NAME,
RATE//
REF/A/DOC/NPC/DATE//
NARR/REF A IS MILPERSMAN 1306-978//
POC/NAME/RATE/UNIT IDENTIFIER/LOCATION/TEL:// **(MANDATORY)**
RMKS/1. PER REF A, SNM IS SUITABLE (OR UNSUITABLE) FOR LITTORAL
COMBAT SHIP PROGRAM.
2. SNM IS A VOLUNTEER FOR VBSS (WHERE APPLICABLE) ASSIGNMENT.
3. (VBSS BILLETS ONLY) SNM IS SUITABLE FOR VBSS ASSIGNMENT.
SNM HAS NO HISTORY OF CLAUSTROPHOBIA OR ACROPHOBIA (FEAR OF
HEIGHTS).
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

SPECIAL PROGRAM WAIVER REQUEST
(Use the proper message format.)

FM REQUESTING COMMAND
TO COMNAVPERSCOM MILLINGTON TN//PERS409A1/PERS4013//
INFO GAINING ACTIVITY//JJJ//
BT
UNCLAS //N01300//
MSGID/GENADMIN/REQUESTING CMD/-/MMM//
SUBJ/LCS PROGRAM WAIVER ICO NAME, RATE//
REF/A/DOC/NPC/DATE//
AMPN/REF A IS MILPERSMAN 1306-978.//
POC/NAME/RATE/UNIT IDENTIFIER/LOCATION/TEL:// **(MANDATORY)**
RMKS/1. PER REF A, REQUEST A WAIVER FOR SNM FOR THE LITTORAL
COMBAT SHIP PROGRAM.
A. SECTION __, ITEM NO ____ (FROM SPECIAL PROGRAM SCREENING
FORM)
B. EXPLAIN/SPECIFICS
2. CO'S JUSTIFICATION/RECOMMENDATION: //
BT

EXHIBIT 3

SPECIAL PROGRAM SCREENING DEFICIENCY REPORT (SPSDR)
(Use the proper message format.)

FM
TO
INFO
BT
UNCLAS //N01300//
MSGID/GENADMIN/(RECEIVING CMD)//
SUBJ/LCS PROGRAM SCREENING DEFICIENCY REPORT ICO NAME/RATE//
REF/A/DOC/COMNAVPERSCOM/DATE//
AMPN/REF A IS MILPERSMAN 1306-978.//
POC/NAME/RANK/IDENTIFIER/LOCATION/TEL:// **(MANDATORY)**
RMKS/1. IAW REF A, THE FOLLOWING IS SUBMITTED DUE TO IMPROPER
SPECIAL PROGRAM SCREENING FOR LITTORAL COMBAT SHIP:
A. MEMBER: NAME AND RATE/RANK
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.//
BT