Manpower Changes FY02-FY09 for Surface Forces

Billets Authorized (BA) Reduction Trend
CRUDES

CLASS	BILLETS AUTHORIZED (FUNDED)								LOST
	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	BILLETS
DDG 51 FLT I	294	272	264	264	247	247	247	247	47
DDG 51 FLT II	304	304	306	290	290	280	255	256	48
DDG 51 FLT IIA PTI	291	291	294	294	291	274	247	254	37
DDG 51 FLT IIA PT II	291	291	294	294	292	268	247	252	39
DDG 51 FLT IIA PT III	293	293	275	275	275	275	247	252	41
CG NON-SMART	332	332	326	326	310	310	304	298	34
CG SMART	321	321	310	300	297	297	291	291	30
FFG 7	201	201	193	199	199	199	199	172	29

CHARTS FOLLOW. MAY WANT TO DROP OR MOVE TO BACK-UP.

Billets Authorized (BA) Reduction Trend
AMPHIBS

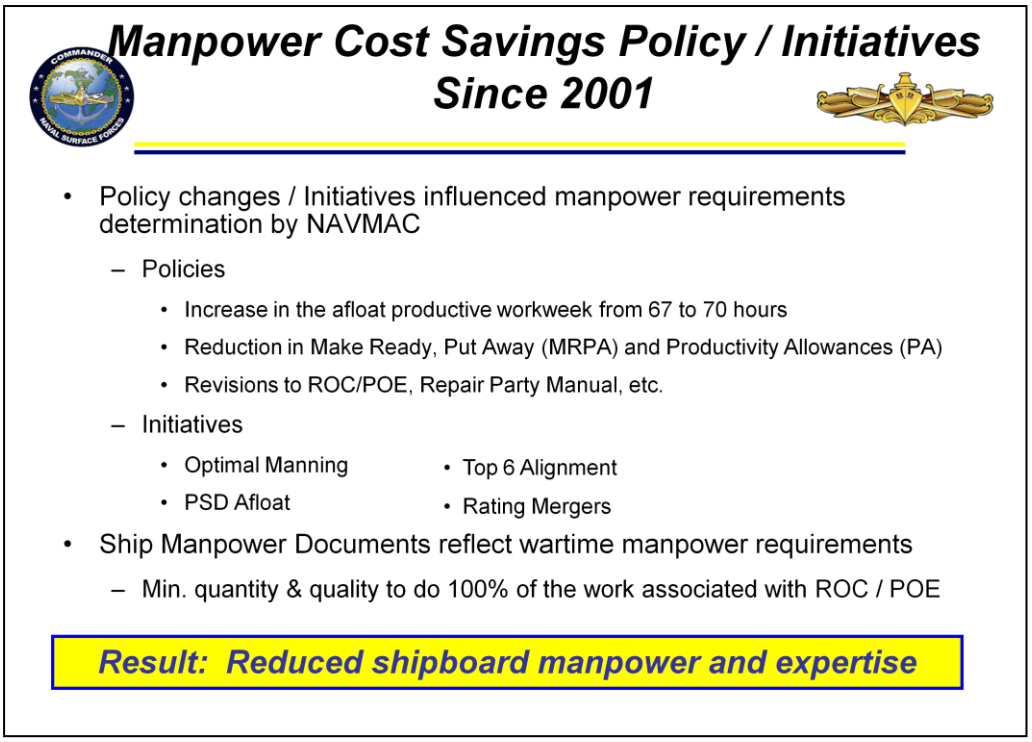
CLASS	BILLETS AUTHORIZED (FUNDED)								LOST
	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	BILLETS
LHA 1	1023	1023	1023	1023	1023	1023	981	981	42
LHD 1	1069	1069	1069	1069	1069	1069	984	984	85
LPD 4	347	347	347	347	347	347	352	337	10
LPD 17							328	316	12
LSD 41							291	280	11
LSD 49							295	284	11
LCC 19	687	687	687	687	687	561	561	561	126
LCC 20				148	148	148	161	148	0

CHART FOLLOWS. DROP OR MOVE TO BACK-UP

Bottom Line Upfront

- Significant reductions were made in ship billets across multiple initiatives
- Initiatives were conducted largely independent of each other
- Initiative assumptions were not necessarily valid or executed

STANDBACK and ASSESS IMPACTS



RETITLED. NOTES FROM 24 OCTOBER:

LIST OF ITEMS TO BE EXAMINED (SEE THE CRO BRIEF)

INCLUDE COST SAVINGS

WHAT WAS THE RATIONALE FOR THE WORK WEEK CHANGE?

? DESIGN REQUIREMENT FOR THE MANPOWER DOCUMENT ??

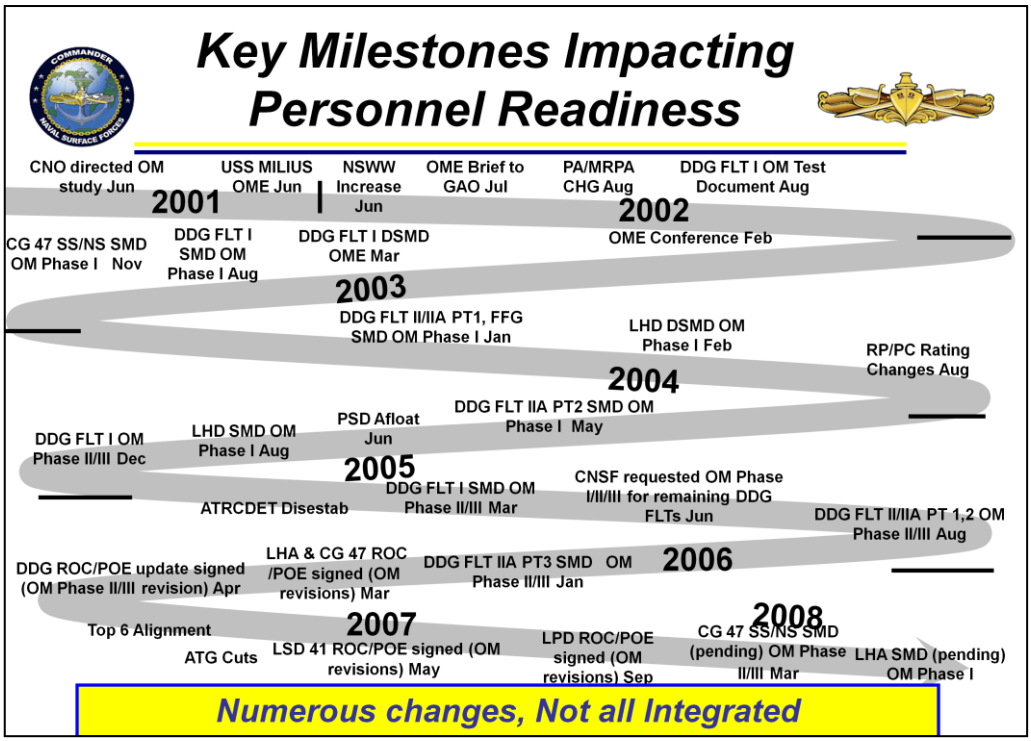
But going back to Manpower Requirements, Here is a quick overview of the changes to policies and initiatives that have influenced the reduction in manpower requirements (the cylinder labeled RQMT from the last slide) in Surface Force Ships.

Of those listed, the increase in the Navy Standard Work Week and the implementation of reduced watch standing through Optimal Manning initiatives are the biggest factors in reducing manpower requirements.

In the case of Optimal Manning several changes were made to ROC/POEs, and other policies such as the repair party manual. Navy manpower is primarily determined off of the ROC/POE.

The next slide shows when reductions were taken.

BACK UP
and
Parking Lot



INCLUDE KEY MILESTONES ONLY—ONES THAT IMPACT PERSONNEL READINESS

DSMD – Draft Ship's Manpower Document

HSI CLIP – Human Systems Integration Clearinghouse for Issue and Policy

MRPA – Make Ready Put Away allowance

NS – Non Smart Ship

NSWW – Navy Standard Work Week

OM – Optimal Manning

OME – Optimal Manning Experiment

PA – Productivity Allowance

PAPA DET - Pay and Personnel Ashore Detachment

ROC/POE – Required Operational Capability/Projected Operational Environment

SMD - Ship's Manpower Document

SS – Smart Ship

Alternative Sea Manning Concepts Background

Smart Ship Projects (1995 – 1997)

- USS Yorktown and USS Rushmore
- Workload reductions can be achieved in three areas:
  - ***POLICY:*** **Introduced concept of "CORE / FLEX" or "Flex-to-Action"**
  - ***TECHNOLOGY***: Equipment monitoring / Information Mgt automated
  - ***MAINTENANCE:*** Reliable-Centered Maintenance
- ***Results:***
  - Savings of 44 Enlisted and 4 Officers for CG 47 Class
  - Savings of 39 Enlisted for LSD 41 Class

Major obstacle to reduced manning is cultural, not technical

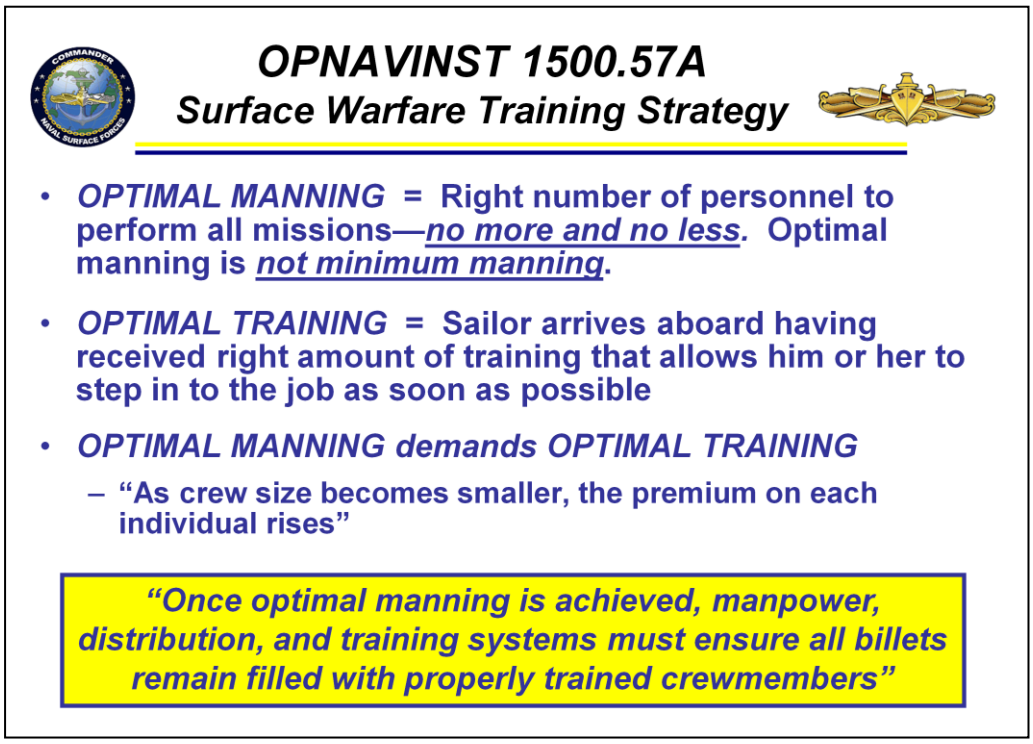
DEVELOP ISSUES FROM THIS BACKGROUND

Alternative Sea Manning Concepts
Background (continued)

Optimal Manning Experiment (2001 - 2002)

- 1 each coast CG and DDG plus, USS BOXER (CNSP directed)
  - Goal: Find the most effective & efficient crew size while maintaining mission capability and quality of life
- Developed phased approach for implementation:
  - Phase I: Changes to watchstation activities
  - Phase II: Rating skill transfers and **DC tiered response**
  - Phase III: Pay and Personnel Ashore (PSD Afloat Initiative)
  - Phase IV: PMS ashore
- ***Results:*** *Manning Reductions achieved*
  - DDG 18%, CG 12%, Boxer 10%

Core / Flex an integral part of the experiment

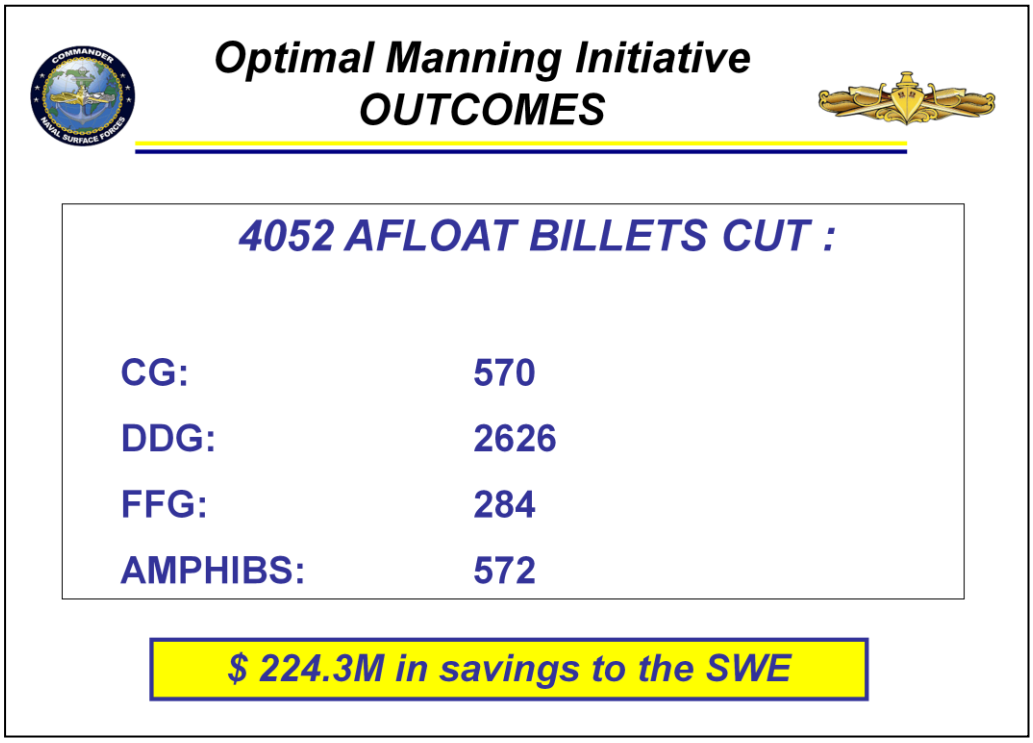


Distribution Inventory to support

Does not take into account IA or Unplanned Loss

OMI Assumptions

- **Assumptions made were not implemented, but billets were removed**
  - Move Maintenance Ashore
  - Establish Warfare Detachments
  - TYCOM Pool of critical replacements
  - Corrosion control Teams
  - Core Flex
  - Self serve Laundry



Distribution Inventory to support

Does not take into account IA or Unplanned Loss

SIMA / RMC Billet Reduction Assumption / Reality

Assumption: Military billets cut after reviewing costs determining it more cost effective to have work done by contract support / civilian shipyard

Reality:

- Billets cut, resulting in loss of sailor billets ashore
- Impact on sailor's ability to gain and maintain rating proficiency while on shore duty
- Lost opportunities for sailors to receive non-schoolhouse training as RMC/SIMA provided skills training

Assumption: PMS 130% DETS to SIMA to perform OM ship PMS

Reality: PMS DETS disestablished shortly after formed

ARE THEY DOING THE PMS ??

FFG Manning Reductions
Assumption / Reality

Assumption: An active FFG with reduced manning and an unaugmented NRF FFG can perform same mission. End strength difference became a POM 08 bill payer.

Reality:

- ROC reflects **Independent Deployer** in low intensity environment
- SUW / ASW / C²W downgraded to secondary mission areas
- MOS / NCO raised to primary mission areas
- BA of 172 does not buy ROC / POE capabilities
- ROC / POE not vetted with Operational Commanders
- Currently scheduled deployments exceed ROC / POE capabilities

12 additional personnel needed to meet ROC / POE requirements

FFG MANNING CONFERENCE SKED FOR 20 – 21 NOVEMBER

Top 6 Alignment
Assumption / Reality

Assumptions: Top 6 enlisted pay grade billet structure required restructure to match funded workforce. Alignment does not impact sailors, will not significantly impact the ship. Bureau / OPNAV data base used as the starting point. OPNAV/Bureau/FFC/Fleet Coordination

- 25K total billets, 17K Ph I, 8K Ph II (PR11)

Reality:

- Top Six pay grades under funded: 77% manned against 73% funded
- Recruiting, retention, detailing, and advancement difficult to manage
- Inadvertent NEC deletions by lowering the pay grade
  - i.e. NEC limited to E-5 and above but billet now E4
- Reduced advancement opportunity as personnel actions are affecting the overall pay grade pyramid
- Significant leadership / skill degradation in key areas ex: LSD ENC

Reduced leadership and technical expertise on ships

REWORK

NEC Shortfalls
Assumption / Reality

Assumption: Ships will be detailed requisite personnel with the required training to meet onboard NEC requirements.

Reality:

- Shortfall in the distribution system providing personnel to ships with requisite NECs.
  - TDI Account Underfunded
- TYCOM TADTAR often used to obtain required training
  - TADTAR Account Underfunded ($30M+ Shortfall)
  - Loss of workforce while at school

Reduced expertise….TYCOM TADTAR pays to meet requirements vice Bureau

Unaccounted For Manpower Losses

- IA tours and IA returnees
- School
- Light Duty
- Legal
- Pregnancy
- Leave
- LIMDU
- Medical

• Targets critical rates i.e. OS, IT, ET
•Specific skill loss and retrain time

• Manpower away from duty station
•Added TADTAR cost to ship

Less than Optimal Manning means every body counts!

Manpower Reducing Policies

- Workload reducing factors codified by instruction

ROC/POE	Other Documents	Navy Standards
Lookouts: Removed requirement for Port & Stbd lookouts at COND III	Ship Maintenance Effectiveness Review (SHIPMER) resulted in a 43% reduction in Planned Maintenance since 1997	Navy Standard Work Week (NSWW) increased from 67 hrs to 70 hrs of productive time.
Signalman: Changed requirement from tracking two contacts to one contact @ COND III	Pay and Personnel Ashore Detachment (PAPA DET) moved PS workload moved ashore	Make Ready Put Away (MRPA) decreased from 30% to 15%
BMOW: Removed requirement for BMOW @ Cond III	Postal Clerk removal from small and medium class ships	Productivity Allowance (PA) decreased from 20% to a variable 2-8%
MSGR: Removed requirement for Messenger @ COND III	Religious Program Specialist Staffing Standard changed, removing RPs from CGs	
AMPHIBS: Changed requirement for a full repair locker in the well deck area to nucleus team	CNSF Repair Party Manual reductions in DC locker manning	

SHIPMER

Planned Maintenance Surface Maintenance Efficiency Review reduced Planned Maintenance by approximately 40% since 1997.

Navy Standard Workweek Changes

Changed from 67 to 70 hours of productive time IAW OPNAVINST 1000.16J CH-1 dtd Jun 17 2002.

Make Ready and Put Away (MRPA)

Decreased from 30% to 15%, N12 ltr 5310 Ser N12/2U0240.

Productivity Allowance

Reduced from 20% to a variable 2-8%, N12 ltr 5310 Ser N12/2U0240.

PAPA DET

Pay And Personnel Ashore, NAVSUP sponsored study conducted 2002 to move PN and DK workload ashore.

PC Rating Deleted from Classes

COMNAVSURFOR msg R061557Z Aug 04, removed Postal Clerks from all Small and Medium Class Ships

RP Staffing Standard Change

Updated “Operational Religious Ministry Directed Manpower Requirements and Staffing Standard” ltr 5300 Ser N971/856019 dtd 7 Feb 06 removed the requirement for an RP onboard CGs.

OM PHASES I / II / III IMPLEMENTED

ASSUMPTION	NUMBER OF BILLETS	RATES AFFECTED
Stand-up PAPA Det	1, 2, and 1	PS1, PS2, DK2
Combine the EOOW with DCC Operator Combine Rover and Op/Monitor Watches	1 and 1	GSM2, GSM3
Delete the AFT IC Watch	1	IC3
Delete the Test and Maintenance Console Op Watches	3	FC1, FC2, FC3
Changes to NSWW and updates VLS Watches	4 and 1 1	GM2, FC3
Combine the OC Division and Info Systems Work Center	1	IT3
Reduce 2 Condition I & 2 Cond III Watches	3 and 4	SN, OS2
Eliminate PCs onboard ship classes w/less than a 450 crew	1	PC2
Combine HAZMAT and Environmental in one Division	1 and 1	SK3, SKSN
Reduce Phone Talker and Stretcher Bearers	1,10 (9 OD Div/1 CG Div) , 1, & 1	DCFN, SN, DC3, HM2
Merge QMOW and BMOW into one QM Watch	1 and 2	SM2, SM3

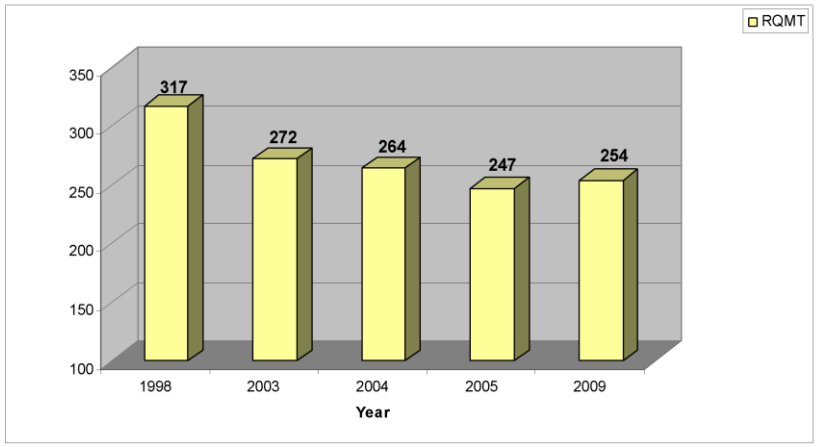
80% reduction in PSs

15% reduction in OSs

50% reduction Deck SN for PMS Ashore

CAN WE TIE THIS TO READINESS ??

DDG Optimal Manning
BA Story



1998– Commissioning baseline. 317 billets 294 funded

2003– Optimal Manning Phase 1 Reduction to 272 billets and 272 funded. Ex: Eliminated P&S lookouts

2004– Optimal Manning Phase 2 Reduction to 264 billets and 264 funded. Ex: Use of radios allowed elimination of redundant phone talkers, combined selected phone talkers and status plotter watches in repair lockers.

2005– Optimal Manning Phase 3 Reduction to 247 billets with 247 funded. Re-optimization of watches and workload.

2009– PR09 increase to a range of 252-256 depending on FLT based on NAVMAC revised SMDs