

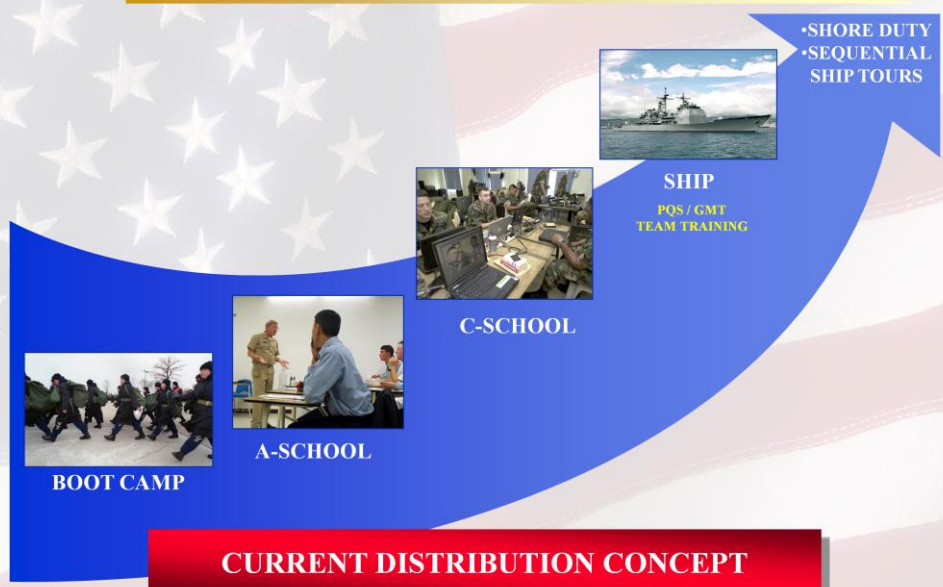
**LCS MANNING  
DISTRIBUTION OPPORTUNITIES**

## **WHY ARE WE HERE?**

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*To Discuss Distribution Innovations  
That Will Ensure That LCS Has  
The Right Sailor  
At The Right Time  
With the Right Training*

# DISTRIBUTION



## WHAT HAS CHANGED?

- **Ships are being manned with fewer Sailors.**
  - DDG – 30% reduction
  - LCS – Crew of 40
    - 8 Officers
    - 32 Sailors, almost all are E-5 and above but some enter at E-6 and E-7.
    - Does not lend itself to normal crew rotation.
- **Sailors must be multi-disciplined (Hybrid Sailor).**
- **Sailors will arrive onboard “Trained” for their job (Train to Qualify).**
- **All Sailors must be onboard (Assured Manning).**
- **Filters must be in place to ensure that the “Right” Sailor arrives prepared to assume full responsibility for his/her place in the crew.**
  - Physically
  - Psychologically
  - Professionally
  - Fully trained
  - Etc.

# LCS DISTRIBUTION

**OPTIONS THAT :**  
•TRAIN TO QUALIFY (T2Q)  
•ASSURE MANNING  
•ENSURE:  
•Right Sailor  
•Right Time  
•Right Qualifications

•SHORE DUTY  
•SEQUENTIAL  
LCS TOURS



LCS  
TEAM TRAINING



SCHOOLS



FLEET  
SHIPS

PROCESSES

TRAIN TO QUALIFY  
PQS  
GMT  
FILTERS



A-SCHOOL



BOOT CAMP

**NEW CONCEPT  
CAN'T BE BUSINESS AS USUAL**

## ASSUMPTIONS

- LCS Sailors will be “Trained to Qualify” before reporting.
- There will be a shore based trainer to support Train to Qualify.
- Training other than OJT and Mission Rehearsal will be shore based.
- The standard Navy Workweek Afloat remains 70 hours.
- There will be a Shore Support Infra-Structure to:
  - Absorb functions that are beyond the capability of a minimal crew.
  - Provide relevant Sea/Shore rotation for “LCS” Sailors.
  - Meet the T2Q requirement.
  - Provide full service support to the crew.
- The Crew will be 100% manned.
- LCS critical billets with unplanned losses will require 24-hour identification, and 72 hour on station.
- All Crewmembers will be volunteers.
- All Crew turnover (churn) is during Off-Cycle.

## ASSUMPTIONS (cont.)

- A 4/3 Multi Crewing Scheme will be utilized.
- With 60 ships and 80 crews, there should be sufficient numbers of newly arrived personnel in the off crew to meet emergent requirements of all deployed ships without asking Sailors to do back to back deployments.
- There will be priority manning to back-fill the “Off” Crew.
- LCS will be “Forward Deployed”.
- Deployments will be for 12 months, then a four month standown.
- No one will be required to do back to back 12 month deployments without the four month standown.
- E4s and E5s will rotate after one cycle in order to create additional numbers for advancement selectivity and cover attrition from all sources.
- Promotion does not mean transfer, until the end of prescribed cycle.
- Expect E6 and E7 to rotate after two or more cycles, and to stagger their rotation when feasible.
- Sailors cost about \$60K per year.

## DISCUSSION

- Because of attrition, Navy cannot afford a one for one pipeline to meet LCS billet requirements. Given the many forms of attrition, e.g., physical, psychological, dental, academics, accidents, etc., up front input must equal all attrition over the continuum plus one for each billet.
- How Navy defines Train to Qualify (T2Q) will have a strong impact on the amount and type of training each individual will receive enroute to LCS.
- Assuming all emergent requirements will come from the off-crew, the expectation is that all Sailors will have requisite training, skills to meet emergent requirements; but may lack experience of a deployment depending on their previous assignments. For example, the Independent Duty Corpsman will most likely be enroute to his first LCS duty assignment.
- Contractor maintenance/support has the potential to eliminate relevant shore duty billets.
- Given that almost all LCS billets are E-5 and above, there is a need to create innovative distribution opportunities that meet the senior level rating requirements.
- The Enlisted Crew can be divided into 3 distribution tracks:
  - Lateral Transfers
  - Direct Technical Transfers
  - Home Grown

# NOMINAL CREW

	LCS 1 CO CDR	LCS 2 XO LCDR	CMDCM CSC SCPO					
	LCS 3 OPS LT		LCS 14 CSO LT		LCS 25 ENG LT			
	LCS 4 CICO LTJG		LCS 21 EMO LTJG		LCS 39 MPA LTJG		LCS 34 HMI/HMC	
LCS 11 BMC	LCS 5 QMC	LCS 6 OSC	LCS 9 ITI	LCS 15 FCC	LCS 22 ET1	LCS 26 ENCS	LCS 33 DCC	LCS 35 SKC
LCS 12 BM2	LCS 19 GM1	LCS 7 OSC	LCS 10 ITI	LCS 16 FCC	LCS 23 ET1	LCS 29 EN1	LCS 32 EM1	LCS 36 CS1
LCS 13 BM3	LCS 20 GM2	LCS 8 OS2		LCS 17 FC1	LCS 24 ET2	LCS 30 EN3/EN2	LCS 27 GSE1	LCS 37 CS2
			LCS 18 FC1			LCS 31 EN2	LCS 28 GSM2	LCS 38 CS3

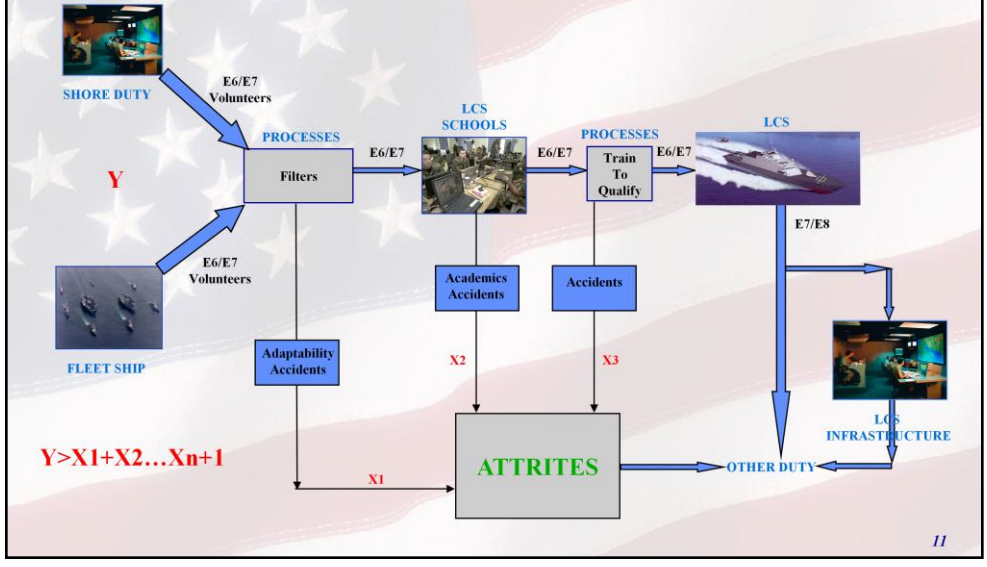
Officers: 8  
Enlisted: 32  
 Total: 40  
 • 2 Command  
 • 18 Watchstanders  
 • 15 On-Call Maintainers  
 • 5 Ship Support

Officers  
 Lateral  
 Direct Technical Transfers  
 Home Grown

# LATERAL TRANSFERS

- **Definition – A distribution process for the Senior, One-Of-A-Kind, Independent Billets.**
- **Billets:**
  - CMDCM, LCS 5, LCS 33, LCS 34, LCS 35
  - Any SCPO, QMC, DCC, HM1/HMC, SKC
- **Discussion**
  - Will transfer laterally from another Command
  - Will receive enroute LCS training (if required)
  - Will serve 1 tour, then either transfer to LCS Infrastructure or return to regular distribution.

# LATERAL TRANSFER DISTRIBUTION PROCESS



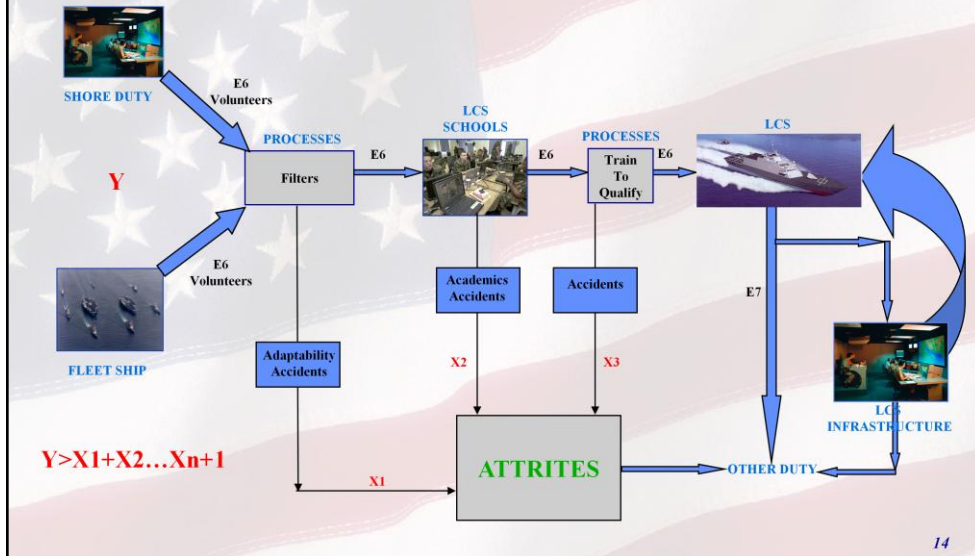
## **LATERAL TRANSFER DISTRIBUTION PROCESS**

- **Pros**
  - Hand picked quality Sailors at senior level.
  - With the exception of DCC, skills are not platform dependent.
- **Cons**
  - Can we really expect 48 month tours with three cycles without serious compensation.
  - Requires additional growth billets in originating communities to meet large demand that a Class of 60 ships and 80 crews will command.
  - High tempo for extended periods may negatively impact volunteers.

## DIRECT TECHNICAL TRANSFER

- **Definition** - A distribution process for the Mid-Level, technical billets that requires significant LCS training. These billets are 1 tour billets (with two exceptions, there are no progression opportunities within LCS).
- **Billets**
  - LCS 9, LCS 10, (IT1 (2))
  - LCS 15, LCS 16, LCS 17, LCS 18, (FCC (2), FC1 (2))
  - LCS 22, LCS 23, LCS 24 (ET1 (2), ET2)
  - LCS 28, LCS 27 (GSM2, GSE1)
- **Discussion**
  - Transfer from Fleet Unit.
  - Significant training enroute
  - Will serve 1 tour and then either transfer to LCS Infrastructure or return to regular distribution.
  - The opportunity exists to experiment with direct accession of high-tech skills from academia or industry. These accessions can come-in as senior enlisted, warrant or as a newly defined LCS technician with no military rank.

# DIRECT TECHNICAL TRANSFER PROCESS 1



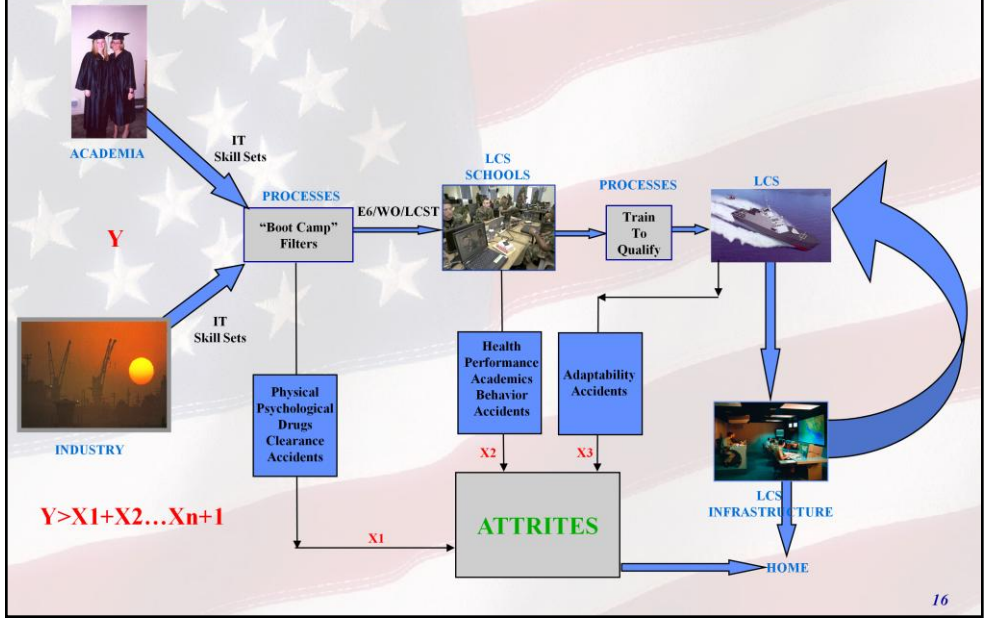
# DIRECT TECHNICAL TRANSFER PROCESS 1

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- **Pros**
  - Hand picked quality Sailors at senior level.
  - Minimize cost by training to requirements.
- **Cons**
  - Extensive enroute training and cross training.
  - Requires additional growth billets in originating communities to meet large demand that a Class of 60 ships and 80 crews will command.

**Note:** promotion during a cycle, e.g., IT1 to ITC, does not necessarily mean a transfer off ship, until the end of the prescribed cycle; otherwise, additional strain will be put on the pipeline.

# DIRECT TECHNICAL TRANSFER PROCESS 2



## **DIRECT TECHNICAL TRANSFER PROCESS 2**

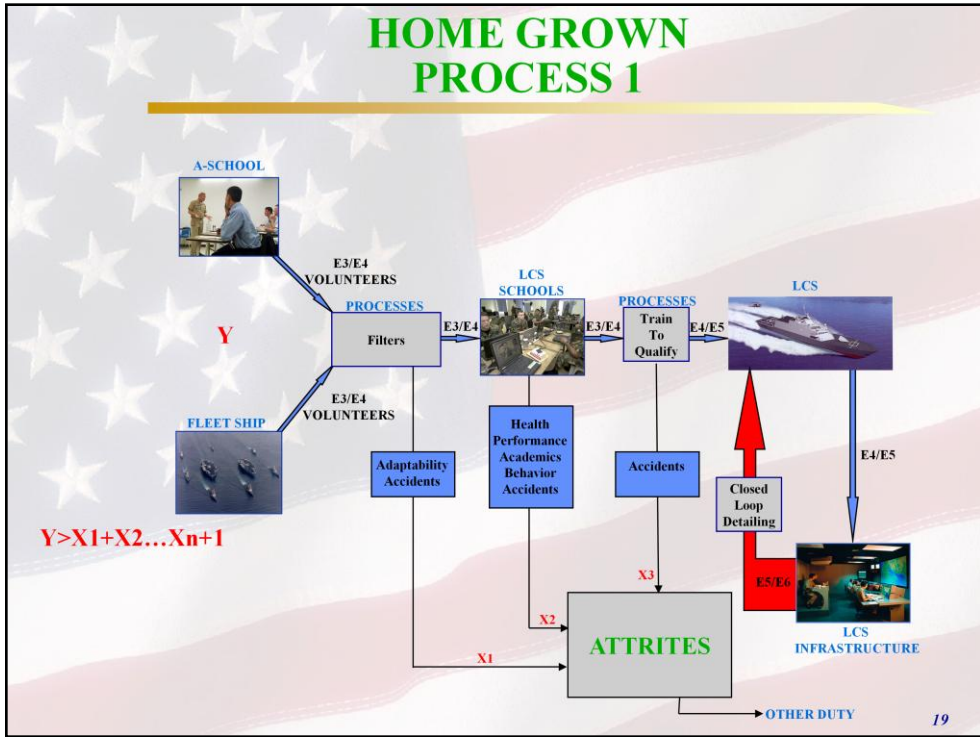
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- **Pros**
  - **Minimizes training requirements.**
  - **Capitalizes on currency of skill sets.**
  - **Relieves some of the strain on community pipelines.**
  - **Precedence in the Army aviation community.**
- **Cons**
  - **Lacks normal military experience.**
  - **No leadership skills inherent to progression.**
  - **Expect senior leadership push-back.**

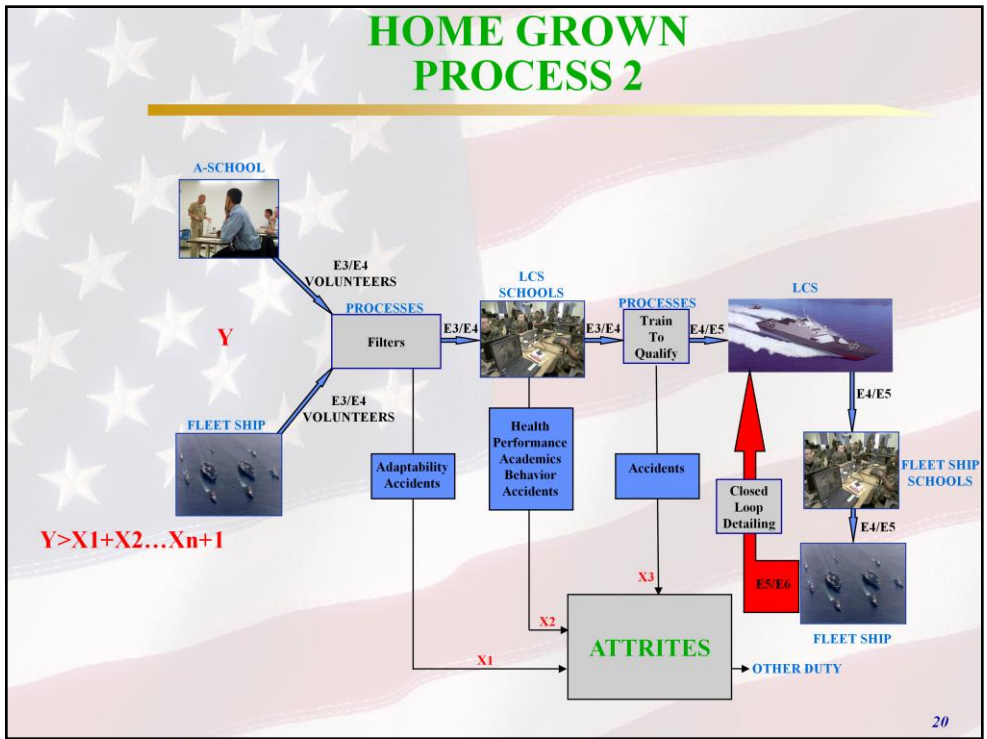
## HOME GROWN

- **Definition** - A distribution process for the Junior billets (E4/E5) that have a potential progression on the LCS (For example, there are senior billets in the same rating, BM3 → BM2 → BMC)
- **Billets:**
  - LCS 13, LCS 12, LCS 11 (BM3, BM2, BMC)
  - LCS 20, LCS 19 (GM2, GM1)
  - LCS 8, LCS 7, LCS 6 (OS2, OSC, OSC)
  - LCS 31, LCS 30, LCS 29, LCS 26 (EN2, EN3/EN2, EN1, ENCS)
  - LCS 38, LCS 37, LCS 36 (CS3, CS2, CS1)
- **Discussion**
  - Largest distribution track in terms of billets.
  - Introduction to LCS at E4/E5 level.
  - Sequential billets available in LCS.
  - Potential to remain in “LCS” community through E7.
  - Need process to ensure promotion selectivity to more senior billets on LCS.
  - Post LCS availability to meet requirements of either Fleet Ships or LCS Infrastructure.

# HOME GROWN PROCESS 1



# HOME GROWN PROCESS 2



## HOME GROWN DISTRIBUTION PROCESS

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- **Pros**
  - Fairly normal career path with the exception of the pyramid base.
  - Good investment for up front training.
  - Should be sufficient billets, given size of the Class, that are turning over in the off cycle to provide sufficient surge capacity to meet emerging requirements.
- **Cons**
  - Requires accelerated throughput (one cycle per tour vice multiple) to ensure adequate growth capability to enjoy selectivity for promotion and cover normal attrition.
  - Locking individuals into high tempo platform for extended periods may negatively impact retention without special compensation.

## ISSUES

- Are we asking too much to expect Sailors to do 48 month tours (3 cycles in four years)? Are we willing to pay to get the commitment we need or are we just going to void the assumption that “all” are volunteers?
- What does the crew in a PC look like (volunteers, retention, career progression, etc.)?
- The PERS 402 “Growing future Sailors” does not work. For example, LCS 8 cannot aspire to any of 3 billets; only one man; can only aspire to one and then wonder who is going to fill the other two. Why not aspire to OSI, and then OSC?
- Is a critical skills bonus going to be available for LCS Sailors? (Need to think about this. How critical is an LCS Sailor in terms of amount of training required to attain Hybrid status; does an LCS sailor need to be a brain child? Why? LCS is not necessarily a high tech ship or does the hybrid requirement drive skill levels to the point where a critical skills bonus makes sense?)
- None of the assumptions or career progression has been adequately modeled to offer some semblance of reassurance that these options can be a working model.
- Why would an Aegis trained technician opt out of that professionally, challenging career path for a low tech, high tempo path?
- Other options beyond multi-crewing need to consider the benefits and costs associated with Blue/Gold crewing. The impact on perstempo, assured manning, volunteerism and operational tempo may offset the additional cost of Blue/Gold.

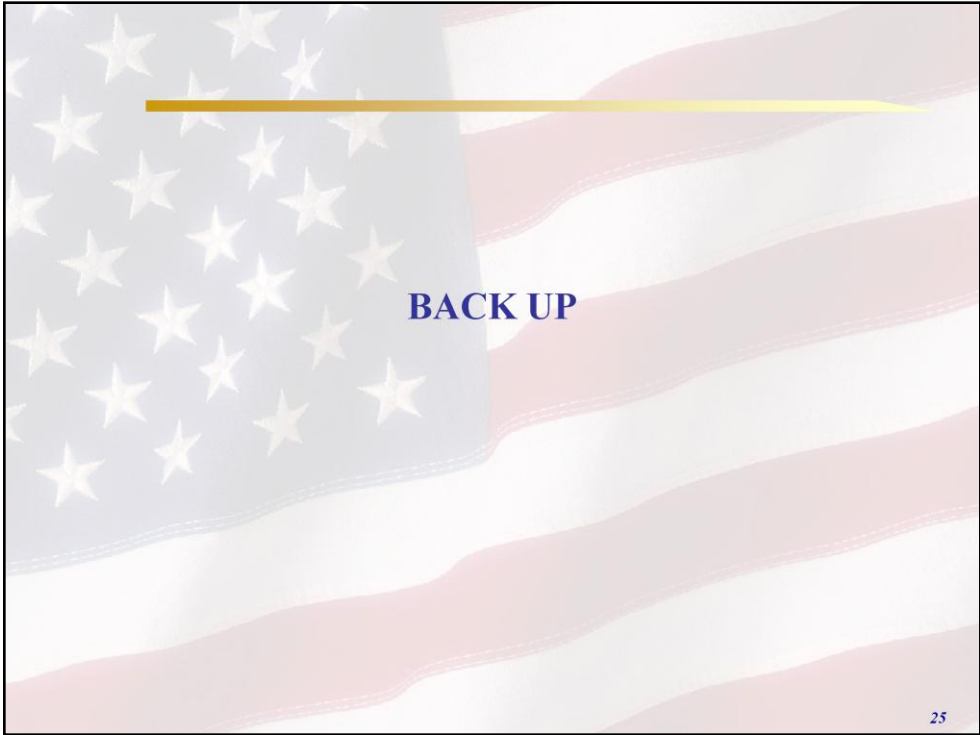
## CREWING ALTERNATIVES

- Blue/Gold requires \$96M per year additional cost.
- Offers opportunity to explore differing deployment schemes.
- Increases crew down-time and may offset additional cost by reducing compensation requirements.
- Increases assurance of meeting emergent requirements for deployed ships.
- Increases expertise/knowledge of single ship (versus multi-ship) configuration.



## RECOMMENDATIONS

- **Define T2Q!**
- **Solve the accession formula for “Y”.**
- **Recognize need for a variety of distribution processes and validate.**
- **Model the various distribution processes and crewing alternatives.**
- **Investigate the PC/PGM/PHM experience.**
- **Investigate retention, recruiting and promotion schemes.**
  - **6YO/8YO programs.**
  - **Critical skills bonus.**
  - **LCS volunteer bonus.**
  - **Guaranteed promotion (promote to billet).**
- **Determine acceptable delay in meeting LCS emergent requirement.**
- **Give immediate priority to back filling off cycle crew depleted by an emergent requirement. (Reason to have additional bodies trained and available.)**
- **Validate assumption that LCS will require cream of the crop Sailors, beyond normal pre-com requirements.**
- **Program necessary funds to establish the shore support infrastructure required to meet the needs of this unique Class of ships, including the T2Q tools.**
- **Identify billet requirements of a necessary shore support infrastructure early in the process to begin growing required numbers.**



**BACK UP**

# Growing Future Sailors

## Operations Career Path

- OS2 can progress from LCS 8 Billet to anyone of 3 possible LCS Billets
- Initial training keeps this sailor in the inventory for detailing to future LCS billets
- Off Ramps to any modern platform

