

MILPERSMAN 1306-800

SPECIAL PROCEDURES FOR UNITS UNDERGOING CONSTRUCTION, CONVERSION

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|---------------------------|-------------|--------|-----|----------------|
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| | (PERS-404) | | | |
| | (PERS-4010) | | | |
| (PERS-4013) | | | | |

1. Policy

a. Navy Personnel Command (NAVPERSCOM), Sea Special Programs/Surface New Construction/Sea Placement Section (PERS-402D) is the placement monitor for surface ships under construction, conversion or reactivation.

b. NAVPERSCOM, Aviation Assignment Branch (PERS-404) is the placement monitor for newly established aircraft squadrons or those transitioning to new model aircraft.

c. NAVPERSCOM, Nuclear Power/Submarine Assignment Branch (PERS-403) details personnel to new construction submarines and to new construction surface ship billets requiring nuclear power Navy Enlisted Classification codes (NECs). Specific information regarding assignment to new construction submarines is contained in MILPERSMAN 1306-412.

d. NAVPERSCOM, SEABEE/SEAL/SWCC/EOD Diver Assignment Branch (PERS-401) is the placement monitor for newly established/recommissioned Naval Construction Force (NCF) Units.

e. NAVPERSCOM, Enlisted Personnel Readiness and Support Branch (PERS-4013) assigns all non-rated/non-designated personnel to units under construction, conversion, reactivation or transition.

f. NAVPERS 1300/18 (7-07), New Construction Screening Form, will be utilized for all precommissioning (PRECOM)/conversion

screenings. It is available on the following Web sites:

<https://navalforms.daps.dla.mil/web/public/home> - Document Automation & Production Service

<http://buperscd.technology.navy.mil/bpforms.htm> - BUPERS CD Technology

<http://www.npc.navy.mil/ReferenceLibrary/Forms/NAVPERS/> - NPC Website

g. Other MILPERSMAN articles pertaining to New Construction Conversion are as follows:

| Topic | See MILPERSMAN |
|---|----------------|
| Surface Ships Undergoing Construction/Conversion | 1306-802 |
| Newly Established/Recommissioned Naval Construction Force Units | 1306-803 |
| Newly Established/Transitioning Aircraft Squadrons | 1306-804 |

2. **Manning Levels**. Ships under construction, newly established and transitioning aviation squadrons, and newly established/recommissioned NCF units are manned to levels directed by the Fleet Commanders. The only exceptions are as follows:

a. Units, which receive Chief of Naval Operations (CNO) priority manning.

b. Nuclear powered surface ships(which have all nuclear power billets filled).

3. **Manning Increments**

a. **Surface Ships**. Personnel assigned to all new construction surface ships (with the exception of nuclear trained personnel) will first report to the ship's precommissioning detachment (PRECOMMDET), located at either Fleet Training Center (FTC) Norfolk, VA, or FTC San Diego, CA, depending on the ship's prospective homeport. After a 2-month training period, most personnel will report to their respective precommissioning unit (PRECOMMUNIT). This is normally the shipyard.

(1) **Nucleus Crew.** The Nucleus Crew consists of selected experienced or specialized personnel. It is normally subdivided into two or more increments (NUC-1, NUC-2, etc.)

(a) NUC-1 personnel receive PRECOM training at the PRECOMMDET and then report to the PRECOMMUNIT 4 to 12 months prior to the ship being placed "In Service." They are responsible for the establishment of the ship's organization and will observe and monitor the installation and checkout of their respective systems.

(b) NUC-2 personnel receive PRECOM training at the PRECOMMDET and then report to the PRECOMMUNIT 2 to 8 months prior to the ship being placed "In Service." On certain ship classes, this increment will include one propulsion watch section and the Combat Systems Team Trainer personnel.

(2) **Balance Crew.** Personnel who are part of the balance crew receive PRECOM training at the PRECOMMDET and then report to the PRECOMMUNIT approximately 1 month prior to the ship being placed "In Service."

b. **Nuclear Power Trained Personnel.** Personnel assigned to nuclear power billets on board surface ships will report directly to the PRECOMMUNIT in increments that correlate to surface ship increments. These personnel will receive all their PRECOM training at the shipyard.

c. **Aviation Squadrons.** The phased manning of newly established/transitioned aviation squadrons is keyed directly to the delivery of aircraft to the squadron and training requirements. As aircraft are delivered, personnel will be ordered to report directly to the squadron via appropriate pipeline training.

d. **Seabees**

(1) Newly established/recommissioned units will report to the PRECOMMUNIT, located at either

- Naval Construction Battalion Center (NCBC), Gulfport, MS; or
- NCBC, Port Hueneme, CA

depending on the unit's prospective homeport.

(2) **Nucleus Crew.** The Nucleus Crew, consisting of 80 percent of the unit's manning, will receive PRECOM training at the appropriate NCBC and report 12 months prior to the unit deploying. They are responsible for the establishment of the unit's organization.

4. **Reassignment for Administration/Disciplinary Reasons of Personnel Assigned to PRECOMMUNITs.** Prospective commanding officers (PCOs) are responsible for validating suitability for assignment screenings of their prospective personnel upon their receipt at the PRECOMDET.

a. If a member has transferred and reported to the PRECOMDET and subsequently found to be unsuitable, the member shall be released back to their rating detailer with the expectation of reassignment to a "needs of the Navy" billet depending upon the circumstances of unsuitability. Report by message the circumstances to NAVPERSCOM (appropriate code), or NAVPERSCOM (PERS-4013) as applicable, info the transferring activity. NAVPERSCOM retains final assignment authority.

b. Personnel who become disciplinary/administrative problems after reporting to the PRECOMMUNIT **will not be reassigned.** Only in **extraordinary** circumstances, such as substance abuse, serious moral turpitude, or severe disciplinary cases, will waivers to this policy be considered. Intrusive leadership and mentorship are essential during this transition period as a "gap" may be unavoidable dependant upon available inventory of the de-screened member's rate. Report by message the circumstances to NAVPERSCOM (appropriate code), or NAVPERSCOM (PERS-4013) as applicable, info the transferring activity. NAVPERSCOM retains final assignment authority.

c. Each reassignment request will be reviewed and adjudicated on its merits. This procedure **shall not** be used as a means of transferring personnel in lieu of appropriate disciplinary action, but rather will be restricted to those specific cases for which transfer is the only feasible solution.

d. If the member's transfer is approved, NAVPERS 1070/613 (Rev. 7-06), Administrative Remarks, shall be made indicating the member was found unsuitable for PRECOM duty and stating the reason for disqualification.

5. **En Route Training.** The en route training requirements for personnel assigned to the PRECOM crew of surface ships

completing construction or reactivation, aviation training, and newly established or recommissioned NCF units, are classified into the following categories:

a. **Navy Enlisted Classification (NEC) Training.** Courses of instruction that assign a specific NEC upon completion of training and are required by the activities manning documents.

b. **Factory Training.** Courses of instruction on the maintenance and operation of new systems and equipment, which are not taught by Navy schools and which are not awarded an NEC upon completion. Factory training is arranged by Naval Sea Systems Command (NAVSEASYSKOM)/Naval Air Systems Command (NAVAIRSYSKOM) and is certified as a requirement by the CNO.

c. **Team Training.** Courses of instruction on the maintenance and operation of systems and equipment, in which all personnel scheduled to receive the training must be taught together as a team (for example Combat Information Center (CIC) Team Training). Completion of a team trainer may or may not result in a NEC.

d. **PRECOM Training.** Non-NEC producing courses of instruction, which are required to meet type commander requirements and that can be completed at the Training Support Center (TSC). These courses include

- fire-fighting,
- fire fighting team training,
- damage control,
- 3M,
- Seabee Replacement Training (SERT), and
- others.

6. **Funding Policy.** To ensure effective management of permanent change of station (PCS) and training funds, the following pertains to the assignment of personnel to en route training pipelines:

a. NAVPERSCOM will only fund en route NEC, and Team Training. Additionally, NAVPERSCOM will order most personnel reporting to new construction surface ships to the appropriate PRECOMDET for approximately 8 weeks of PRECOM training.

b. NAVPERSCOM will not fund additional training for personnel who have already reported to their ultimate duty station for Duty Commissioning and Fitting Out (DUTY CFO).