

## PROPOSED CIVILIAN MARINER (CIVMAR) CREWING MODEL – PILOT PROGRAM

1. **Executive Summary.** This document describes a pilot CIVMAR crewing model intended to test the concept of assigning crewmembers to a vessel for two years. The pilot program will run for a duration of 12 months. The principal difference between this proposal and the present CIVMAR assignment model is that under the current model CIVMARS are assigned to ships by Marine Placement Specialists (MPS) for a minimal period of four months. MPS coordinate with the ship to manage leave, training and replacements for crewmembers who have completed their minimum four-month assignment. During the pilot, crewmembers will be assigned to the ship for a period of 12 months and all leave and training will be managed by the ship's Master. To facilitate the decentralization of crew management from the MPS to the ship's Master, the ship will be allocated a portion of the CIVMAR pipeline which will be assigned to the ship.
  
2. **Proposal.** For this crewing pilot, USNS Joshua Humphreys and USNS Pecos will be used to "pilot" this concept with the goal for each ship to function independently of MPS with the exception of emergencies. The ship's Master will manage the personnel readiness of his command to include leave and training. MPS will support as needed, but generally will not interfere with the Master's management of the crew. The following parameters will apply:
  - a. The pilot program will run for a duration of twelve months. If successful, the expectation is that crew members will serve aboard ships for two year tours.
  - b. The participating ships will be manned to 115% of the Ship's Manning Scale for the duration of the pilot.<sup>1</sup>
    - i. CONUS – The ship's manning scale directs a three station manning level of 74 personnel. The ship will be manned to 85 personnel.
    - ii. OCONUS – The ship's manning scale directs a five station manning level of 89 personnel. The ship will be manned to 102 personnel.
    - iii. If a ship deploys during the pilot, the manning level will flex between three and five stations.
  - c. The existing crew of each ship will remain assigned to the ship for a period of 12 months. Newly reporting crew members will be informed of the pilot duration.
  - d. The ship's Master will have authority granted within Navy Regulations and MSC Policy to manage the crew as necessary to maintain:
    - i. Ships Readiness
    - ii. Operational demands

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<sup>1</sup> In determining to use 15% of the pipeline, a snapshot of the pool was taken on random dates. The data showed that on average 15% of the personnel that make up the 22% pipeline were in assignable categories.

- iii. Crew Leave and morale
- iv. Good Order and Discipline
- e. Director, Total Force Manager (TFM) will continue to support the Master as needed, and will maintain manpower ashore to replace personnel that require permanent removal from the ship.
- f. MSC policies regarding overdue relief will not be applicable during the pilot. However, leave may be granted at the discretion of the Master.
- g. MSC policy directing members to be onboard a ship for a minimum of four months prior to receiving ship's funded leave is suspended for the pilot. However, travel authorization will be limited to twice per year with the exception of AMCROSS messages.
- h. The Master or his/her designee will work with the N12 CIVMAR Training Department to obtain quotas for any required training. All tuition cost associated with training will be the responsibility of Director, TFM.
- i. Employees and their supervisors are mutually responsible for requesting and managing leave to mitigate forfeiture of accumulated annual leave.
- j. The Director TFM is responsible for managing the pilot and will be the focal point for the collection of metrics and lessons learned.

**3. Requirements for Relief of Key Personnel.** Temporary promotions will be coordinated with Director, TFM to ensure the individual meets the qualifications for the position and that personnel actions are processed accordingly. COMSC retains the sole authority to temporarily promote Masters and Chief Engineers.