DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, DC 20350-2000

IN REPLY REFER TO

OPNAVINST 5450.46K
N446
25 May 99

OPNAV INSTRUCTION 5450.46K

From: Chief of Naval Operations

Subj: NAVAL CONSTRUCTION FORCE (NCF) POLICY

Encl: (1) Naval Construction Force Policy Statement

1. **Purpose**

a. To issue policy and guidance governing the deployment, readiness and peacetime employment of all NCF units under the resource sponsorship of Chief of Naval Operations (CNO), Facilities and Engineering Division (N44).

b. This policy has been rewritten in its entirety clarifying operational control (OPCON) and administrative control (ADCON) of the NCF, incorporating changes in Joint and naval doctrine, and clarifying readiness requirements in conjunction with U.S. Navy Total Force Policy.

2. **Cancellation.** OPNAVINST 5450.46J and OPNAVINST 5450.198A.

3. **Applicability.** This policy applies to Naval Construction Brigades (NCB), Naval Construction Regiments (NCR), Naval Mobile Construction Battalions (NMCB), NMCB Detachments, Naval Construction Force Support Units (NCFSU), Construction Battalion Maintenance Units (CBMU), Underwater Construction Teams (UCT), and Construction Battalion Units (CBU).

4. **Background.** The NCF, or Seabees, are operating forces and deployable naval units whose mission is to construct, repair, maintain, and operate shore, inshore, and deep ocean facilities in support of U.S. Navy and Marine Corps units, and, when directed, other agencies of the United States Government. Other capabilities include Engineer support to disaster relief, and humanitarian/civic assistance.

5. **Action.** Addressees will conform to the policy and procedures contained in this instruction and enclosure (1).

6. **Report.** Symbol OPNAV 5450-4 is assigned to the Employment Plan report required in Section 6 of enclosure (1) and is approved per SECNAVINST 5214.2B.

Distribution:

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OPNAV (N1, N12, N122, N3/N5, N4, N6, N7, N8, N85(8), N86, N095)

OPNAVINST 5450.46K
25 May 99

Naval Construction Force
Policy Statement

Department of the Navy
Chief of Naval Operations

Enclosure (1)

NCF Policy Statement

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NCF Policy Statement

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(e) OPNAVINST 3501.115C, Projected Operational Environment (POE) and Required Operational Capabilities (ROC) for the Naval Construction Force (NCF)
(f) OPNAVINST 3501.93C, Projected Operational Environment (POE) and Required Operational Capabilities (ROC) for Naval Beach Groups and Their Elements
(g) OPNAVINST S306.1D, Navy Capabilities and Mobilization Plan (NCMP)
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(j) NCF/Marine Corps Terms of Reference (NOTAL)
(k) NAVFAC P-2010, Naval Construction Force and Maritime Prepositioning Force Planning & Policy Manual
(l) OPNAVINST 1001.21B, Total Force Policy
(m) NAVFAC P-315, Naval Construction Force Manual
(n) OPNAVINST 4040.39B, Navy Advanced Base Functional Components (ABFC) Planning and Programming System
(o) OPNAVINST 11010.20F, Facilities Projects Manual
(p) OPNAVINST 3440.16C, Navy Civil Emergency Management Program
(q) SECNAVINST 1571.2, Department of Defense (DOD) Innovative Readiness Training Activities in Support of Eligible Organizations and Activities Outside of the DOD
(r) Joint Pub 4-04, Joint Doctrine for Civil Engineering Support

1. Scope of this Policy Statement

a. This policy statement applies to all Naval Construction Force (NCF) units, both active and reserve, under the resource sponsorship of the Deputy Chief of Naval Operations (Logistics), Facilities and Engineering Division, CNO (N44). Specifically, this applies to:

- **Naval Construction Brigades (NCB).**
- **Naval Construction Regiments (NCR).**
- **Naval Mobile Construction Battalions (NMCB).**
- **Construction Battalion Maintenance Units (CBMU).**
- **Naval Construction Force Support Units (NCFSU).**
- **Construction Battalion Units (CBU).**
- **Underwater Construction Teams (UCT).**

b. This Policy Statement is not intended for **Amphibious Construction Battalions (PHIBCB)** which are under the purview and resource sponsorship of the Chief of Naval Operations, Director, Expeditionary Warfare Division, CNO (N85), resource sponsor for Naval Beach Groups and their elements.

c. **Summary of References**

(1) References (a) and (b) describe Naval Engineering Operations and its doctrinal foundations, and detail the civil engineering and facilities related operations of the NCF.

(2) Reference (c) details NCF support to Marine Air-Ground Task Force (MAGTF) operations.

(3) Reference (d) details NCF support to Fleet Hospital operations.

(4) Reference (e) defines primary/secondary mission areas and readiness conditions, and issues the Projected Operational Environment (POE) and Required Operational Capabilities (ROC) for NCF units under the resource sponsorship of CNO (N44), specifically NCBs, NCRs, NMCBs, NCFSUs, CBMUs, UCTs, and CBUs.

(5) Reference (f) defines primary/secondary mission areas and readiness conditions, and issues ROC/POE for Amphibious Construction Battalions (PHIBCB) which are under the resource sponsorship of CNO (N85).

(6) Reference (g) is the Navy Capabilities and Mobilization Plan (NCMP) and provides the basis for Navy mobilization planning in consonance with the Joint Strategic Capabilities Plan (JSCP). The NCMP describes Navy capabilities and sets forth required force levels for planning under various regional contingencies. Annex Y (Naval Construction Force) to the NCMP covers NCF units under the resource sponsorship of CNO (N44), specifically NCBs, NCRs, NMCBs, NCFSUs, CBMUs, UCTs, and CBUs. Annex S (Amphibious Warfare) covers Amphibious Warfare units, which are under the resource sponsorship of CNO (N85) and include PHIBCBs as elements of the Naval Beach Groups.

(7) Reference (h) defines combatant command (COCOM), operational control (OPCON) and administrative control (ADCON) of operating forces.

(8) Reference (i) assigns NCBs and subordinate NCF units to combatant commands in compliance with 10 U.S.C. 162 and 167, and defines forward deployment requirements for active NMCBs.

(9) Reference (j) defines operational and support relationships for NCF units when placed OPCON to Marine Corps units.

(10) Reference (k) provides detailed policies, procedures and organizational responsibilities for planning, coordinating, and managing NCF Maritime Prepositioning Force (MPF) functions. It addresses programmatic, operational, and logistics support and provides guidance on NCF MPF training, exercise, and education requirements for all NCF MPF personnel.

(11) Reference (l) provides Total Force policy for the integration of the Navy's active and reserve components into a single force capable of responding decisively to short-notice regional conflicts and defines a structure for mobilization training to obtain maximum benefit from scarce manpower to enhance the readiness of the Total Force.

(12) Reference (m) provides technical guidance regarding the organization and operation of the NCF and discusses detailed operations of the individual NCF units, their interrelationships within the NCF and the relationships of the NCF to the organization it supports. It also serves as a single information source for educational purposes and training of NCF personnel.

(13) Reference (n) provides policy for the Advanced Base Functional Component (ABFC) planning and programming system which drives Table of Allowance (TOA) planning and management.

(14) Reference (o) provides policy and detailed guidance for the administration of facilities projects at Navy shore activities.

(15) Reference (p) provides policy, planning guidance, operational structure, and assignment of responsibilities for the assistance to civil authorities in the event of an emergency.

(16) Reference (q) provides policy for the use of Navy units and personnel in civil-military innovative readiness training (IRT) activities that result in support and services for eligible organizations and activities outside the Department of Defense, and which are not otherwise prohibited by law.

(17) Reference (r) provides current joint doctrine applicable to the NCF.

2. Mission of the NCF

a. **General.** This section describes the missions of the NCF and each of the specific unit types within the NCF. The Naval Construction Force Executive Steering Group developed the following NCF Vision and Mission statements in October 1997:

The Vision

We are the Seabees. We build and we fight.

We are a professional team of well-trained and fully equipped Seabees providing quality construction and repair services to our customers. We are the combat ready construction force of choice in joint contingency operations and a critical element of naval forward presence. We continually improve our capabilities to deliver quality, timely, cost-effective Engineer services to warfighters. The quality of life for our integrated active and reserve force is recognized as one of the best in the Navy. We are an integral member of the Navy and Marine Corps Team.

The Mission

With Compassion for others – we build, we fight – for peace with freedom. We provide the Navy, Marine Corps, Unified CINCs, and other customers with rapid contingency response, quality construction, disaster recovery support, and humanitarian assistance.

We accomplish this through expeditionary units, which are rapidly deployable, interoperable, self-sustaining, and capable of conducting defensive military operations.

References (a) through (e) and (g) provide detailed mission requirements.

b. **Mission of NCBs and NCRs**

(1) NCBs, as NCF force providers, fulfill operational requirements of a supported combatant commander or a supporting unified commander.

(2) NCRs deploy rapidly and provide command and control of subordinate NCF units. The NCR performs administrative, training, project tasking, project management, and logistical support functions for assigned NCF units. Logistical support during NMCB homeport evolutions is provided by the Training NCRs (also known as "homeport" or NCR-T) and includes planning for and movement of personnel and equipment.

c. **Mission of NMCBs.** NMCBs deploy rapidly and construct advance base facilities in support of the Navy, Marine Corps, and other armed services engaged in military operations. NMCBs perform construction, conduct defensive combat operations, and are self-sustaining. **NMCBs do not deploy with Class IV construction**

materials. Additional functional capabilities for NMCBs include repair, maintenance, and capital improvement of shore facilities and lines of communication during contingency, emergency or disaster recovery operations.

d. **Mission of CBMUs.** CBMUs deploy rapidly to provide follow-on operations, maintenance and repair at advance base shore facilities constructed by the NMCBs or other component construction units under the theater commander's control. CBMUs also perform security operations. The CBMU can accomplish limited construction tasking, but is normally employed only in the operational phase of an advance base life-cycle.

e. **Mission of NCFSUs.** NCFSUs rapidly deploy echelons to provide logistical support for NCRs and other supported NCF units. The NCFSU provides specialized civil engineer support equipment (CESE) and Seabees with specialized construction skills to deployed NMCBs. In addition, the NCFSUs manage, maintain, and inventory transportation, and construction equipment auxiliary assets, for both active and reserve units, the latter under the Prepositioned War Reserve Materiel Stocks (PWRMS) Program.

f. **Mission of CBUs**

(1) The CBU contingency mission is to support activated and deployed fleet hospitals. CBUs operate, maintain, and repair shore facilities and utilities solely in support of forward deployed, ground based, fleet hospitals. Following erection, the CBU provides operation, maintenance and repairs for the fleet hospital facilities and augments fleet hospital security forces. **Reference (d)** details CBU support to fleet hospitals.

(2) CBUs may also be deployed to provide engineering support during emergency or disaster recovery operations.

(3) When not deployed, the CBUs provide construction support to designated Navy shore activities.

g. **Mission of UCTs.** UCTs perform complex in-shore and deep ocean underwater construction in any climate to meet Navy, Marine Corps or joint force operational requirements. UCTs are specially trained and equipped units that provide underwater engineering, construction, repair, and inspection capabilities. UCTs also provide ocean bottom surveys for site selection of underwater facilities.

3. Forward Deployment, Reporting Relationships and ADCON/OPCON of NCF Units

a. **General.** The purpose of this section is to describe the specific reporting relationships for NCF units and to clarify the command relationships as defined in **reference (h)**.

(1) **Combatant Command (COCOM)** is the nontransferable command authority over assigned forces vested only in the commanders of combatant commands by Title 10 U.S.C. Section 164, or as directed by the President in the Unified Command Plan (UCP). COCOM is the authority to perform those functions of command involving organizing and employing commands and forces, assigning tasks, designating objectives, and giving authoritative direction over all aspects of military operations, joint training, and logistics necessary to accomplish the missions assigned to the command. **Reference (h)** provides additional explanation.

(2) **OPCON** is the operational control inherent in COCOM and is the authority to perform those functions of command over subordinate forces involving organizing and employing commands and forces, assigning tasks, designating objectives, and giving authoritative direction necessary to accomplish the missions assigned to the command. **Only the COCOM chain of command or National Command Authority (NCA) delegates OPCON**. See **reference (h)** for further explanation.

(3) **ADCON** is the administrative control over subordinate or other organizations with respect to administration and support, including organization of naval forces, control of resources and equipment, personnel management, unit logistics, individual and unit training, readiness, mobilization, demobilization, and discipline and other matters not included in the operational missions of the subordinate or other organizations. **Specifically included in ADCON are command of peacetime support and employment of NCF forces** (other than OPCON during theater CINC peacetime exercises and training), and readiness reporting (SORTS). In accordance with **reference (h)**, the Department of the Navy is responsible for all logistic and administrative support of NCF forces assigned to or attached to joint commands and combatant commanders. ADCON of NCF forces is delegated as described in this Policy Statement.

(4) All Service forces (except as noted in 10 U.S.C. 162) are assigned to combatant commands by the Secretary of Defense (SECDEF) **"Forces for Unified Commands"** memorandum, **reference (i)**. A force assigned or attached to a combatant command may be transferred from that command only as directed by SECDEF and under procedures prescribed by SECDEF and approved by the President. **Reference (h)** provides further explanation for transferring, reassigning and attaching units to other combatant commands.

(5) **Reference (i)** assigns the **NCBs** to the Commanders In Chief, U.S. Atlantic Command (ACOM) and U.S. Pacific Command (PACOM).

(6) The Commanders In Chief, U.S. Atlantic and Pacific Fleets (CINCLANTFLT and CINCPACFLT) are assigned ADCON over all NCF units assigned to and including their respective **NCBs**.

(7) **ADCON includes command, control and coordination of peacetime operations and support** performed by forward-deployed units and shall remain under their respective Fleet CINCs, exercised via their NCBs. Fleet CINCs / NCBs are authorized to delegate ADCON of assigned units to maximize efficiency of command and control (for example, an NCR should be delegated ADCON of subordinate NMCBs and assigned NCF units).

(8) Specific Seabee resources are forward deployed in accordance with **reference (i)**. The Fleet CINCs and NCBs shall coordinate OPCON relationships with the associated theater CINC exercising COCOM over the forward-deployed resources. For example:

(a) OPCON of NCF units forward deployed to the European theater is maintained by the theater CINC/COCOM, which is Commander in Chief, U.S. European Command (EUCOM), and is exercised via Commander in Chief, U.S. Naval Forces Europe (CINCUSNAVEUR) via the SECOND NCB and TWENTY-SECOND NCR.

(b) OPCON of NCF units assigned from the SECOND NCB to forward deployed sites in the Pacific theater shall remain under the ADCON of SECOND NCB, but placed under the OPCON of CINCPACFLT reporting via the THIRD NCB and THIRTIETH NCR.

(9) As specified in **references (h)** and **(i)**, in the event of a major emergency in the geographic combatant commander's area of responsibility (AOR), or theater, requiring the use of all available forces, that geographic combatant commander may assume direct OPCON of all forces (including forward deployed NCF units) located within the assigned AOR**. Forward deployment of NCF units** provides close geographic proximity to locations where a contingency may occur, minimizing lift requirements and maximizing prompt logistical support and responsiveness.

b. **Reporting relationships of NCBs and NCRs**

(1) The SECOND NCB and THIRD NCB, and their subordinate NCF units are under the ADCON of CINCLANTFLT and CINCPACFLT, respectively. Fleet CINCs shall maintain OPCON over their respective NCBs, unless an NCB is: (1) reassigned by their COCOM to a subordinate joint task force or unified command, (2) attached to another combatant commander by the NCA, or SECDEF, or (3) their Fleet CINC transfers OPCON of the NCB or subordinate NCF units to another military command within the COCOM chain of command. **Reference (h)** provides additional explanation.

(2) NCRs are under the OPCON/ADCON of their NCBs and exercise OPCON/ADCON over subordinate NCF units. In support of forward deployed units in the European theater, CINCUSNAVEUR exercises OPCON over the deployed NMCB in Europe via SECOND NCB and TWENTY-SECOND NCR, both of which remain in CONUS for peacetime operations and coordination of NCF units in that theater.

(3) NCRs may be assigned OPCON to a Marine Expeditionary Force (MEF) or a Marine Air Ground Task Force (MAGTF) in accordance with **reference (j)**.

c. **Reporting relationships of NMCBs**

(1) Forward deployment requirements for NMCBs are specified in **reference (i)**. Rotation of NMCBs shall be planned by both NCBs and the Fleet CINCs, and approved by the CNO (N44). When not deployed, NMCBs are under the ADCON/OPCON of the NCBs reporting via their NCRs. When forward deployed, NMCBs shall be under the OPCON of the AOR theater CINC via the Navy service component commander serving that CINC and OPCON NCR Forward deployed NMCBs remain under the ADCON of the NCBs reporting via the NCRs.

(2) NMCBs may be assigned OPCON to a Marine Expeditionary Force (MEF) or a Marine Air Ground Task Force (MAGTF) in accordance with **reference (j)**.

d. **Reporting relationships of CBMUs and NCFSUs**

(1) CBMUs are under the OPCON/ADCON of NCBs reporting via their respective NCRs.

(2) NCFSUs are under the OPCON/ADCON of the NCBs reporting via their respective NCRs. When components of the NCFSU are deployed, they are under the OPCON of the NCF Unit to which they are assigned.

e. **Reporting relationships of CBUs**

(1) CBUs are OPCON/ADCON to the NCBs.

(2) When not deployed, CBUs are assigned to provide direct support to and serve under specific Navy shore activities or Regional Commanders. Commanding officers of shore activities and Regional Commanders with assigned CBUs shall ensure the peacetime employment and utilization of CBUs conforms with this policy, under the general oversight of the NCBs. The NCBs and Fleet CINCs manage the assignment of CBUs to shore activities/Regional Commanders, submitting recommended changes with supporting reasons to CNO (N44) for approval.

(3) When deployed in support of a fleet hospital, CBUs are placed under the OPCON of fleet hospital commanding officers. During contingency situations CBUs are under the OPCON of the supported CINC to which they are assigned/attached by establishing authority.

(4) When deployed in support of an emergency or disaster relief operation, CBUs remain under the OPCON/ADCON of NCBs unless otherwise directed by higher authority.

f. **Reporting relationships of UCTs.** UCTs are under the OPCON/ADCON of NCBs reporting via their NCR. If assigned to support another military or NCF unit (typically a NMCB), the UCT is usually placed under the OPCON of that supported unit.

4. Concept of Operations

a. **General.** This section summarizes how NCF units operate and what services they generally perform. **References (a) through (e) and (g)** provide further details. Staffing levels represent current end-strengths, are provided for informational purposes only and do not supersede staffing levels determined by governing policy and procedure.

b. **NCB Concept of Operations**

(1) During a contingency situation, NCBs provide general operational and administrative control over deployed NCF units, exercising this via two or more NCRs (if deployed).

(2) During peacetime, NCBs are the principal advisor to their respective Fleet CINCs on Seabee matters and are responsible for ensuring NCF units are capable of meeting their mission requirements.

(3) NCBs are geographically co-located with and report directly to their respective Fleet CINCs. NCBs provide policy guidance in such areas as administration, military and technical training, operational effectiveness, project management and procedures, equipment management, logistic support, and operational control of the NCF, including both active and reserve units.

c. **NCR Concept of Operations**

(1) When deployed in a contingency situation, the NCR provides direct command and control over deployed, subordinate NCF units, supporting and coordinating mobilization, contingency planning, military and engineering operations, and logistic requirements.

(2) During peacetime, two active, line NCRs are collocated with and subordinate to the NCBs, one NCR for each NCB.

(3) Two, non-deployable, homeport (“Training”) NCRs (also known as NCR-T), one for each NCB, provide logistical support, planning and movement of personnel, especially for the rotational forward deployment of NMCBs.

(4) Generally, if two or more NCF units are operating in proximity to each other and sharing logistic resources, they are usually placed under the command and control of an NCR.

(5) NCRs shall be capable of performing as a major subordinate command to the Marine Air-Ground Task Force (MAGTF) command element of the Maritime Prepositioning Force (MPF) during MPF off-load and reconstitution, or to the MAGTF command element of any MAGTF requiring NCF Element operations. An NCR may also deploy in direct support of a MAGTF element, Air Combat Element, or Ground Combat Element.

d. **NMCB Concept of Operations**

(1) NMCBs are rapidly deployable, self-sustaining construction battalions capable of performing vertical, horizontal and specialized construction. NMCBs construct advance base facilities and are capable of defensive combat operations, including fire support coordination, passive defensive measures, convoy defensive tactics, and the ability to defend themselves and their project sites against personnel and light armor/infantry vehicles.

(2) NMCBs may operate in small task organized **detachments** (with a range of command and control options) that are geographically dispersed throughout the theater, as a single NCF element in support of the area or force commander, or in coordination with other NMCBs as part of an NCR.

(3) NMCBs are organized into one headquarters and four line companies with full wartime billet structure of 24 officers, 744 enlisted, and 1 USMC. Each line company includes a weapons platoon using heavy machine guns and lightweight antitank weapons. The headquarters company has mortar capability. CESE includes construction, weight handling, and general purpose vehicles.

(4) There are currently eight active duty NMCBs, four of which are continuously forward deployed to Okinawa, Guam, Roosevelt Roads, Puerto Rico and Rota, Spain, per **reference (i)**. When not deployed or in movement, remaining active duty NMCBs perform planning and training at their homeports at Construction Battalion Center (CBC) Gulfport, MS (under SECOND NCB) or CBC Port Hueneme, CA (under THIRD NCB).

(5) Current peacetime manning (end strength) of active NMCBs at 21 officers, 580 enlisted, and 1 USMC is below wartime strength. Each has a dedicated reserve augment unit with 3 officers and 149 enlisted which may be activated through presidential recall during a crisis situation.

(6) When forward deployed during peacetime, the active NMCBs perform project construction (primarily for skills training and readiness) in support of Fleet CINCs under the coordination and project management of the NCRs. Deployed NMCBs also support Combatant CINC- sponsored Joint Exercises and Deployment for Training (DFT) Programs, as approved by the Fleet CINCs.

(7) There are currently 12 reserve NMCBs. Once fully mobilized, reserve NMCBs have the same contingency missions and required operational capabilities as active NMCBs.

(8) Because of their rapid deployment, self-sustainment and self-defense capabilities, their task specific organizational flexibility, and, often, their geographic proximity, NMCBs (both active and reserve) may be tasked with providing engineering support for emergency assistance, disaster relief, or humanitarian assistance.

(9) Each NMCB is equipped with a Table of Allowance (TOA) consisting of supplies, tools, assemblies and CESE. Class IVA Construction Materials are NOT included but must be provided by the supported command, activity or unit. Limited Class IVB Barrier Material is included in the NMCB TOA. See section 5 of this instruction titled “Readiness Requirements” for more specific information and standards.

(10) NMCB TOAs are provided via four primary means:

- **Final Title Pack-ups (located at Forward Deployment Sites).**
- **Homeport Pack-ups (located at CBCs Gulfport and Port Hueneme).**
- **Prepositioned War Reserve Material Stocks (primarily located at CBCs Gulfport and Port Hueneme).**
- **Maritime Prepositioning Force (MPF, consisting of Core, Basic and Heavy TOA modules).**

(11) In unusual instances, NMCBs may be directed to deploy without their **TOA**. In these scenarios, NMCBs will deploy, either in whole or as detachments, with personal equipment, weapons, tools, and communications equipment only. TOA requirements will be satisfied at the deployment site by prepositioned, local base, or host nation CESE and material. These deployments could include:

- **Advance Base Construction and Support.**
- **Rapid Runway Repair (RRR).**
- **Utilities Battle Damage Repair (BDR).**
- **Base Utilities Support.**
- **Force Sustainment.**
- **Support to Force Protection.**
- **Structural BDR / Vertical Construction.**
- **Other BDR / General Construction.**
- **Water Well Drilling.**
- **Bridging.**

(12) NMCBs shall be capable of performing as a major subordinate command to the Marine element of the Maritime Prepositioning Force (MPF) during MPF off-load and regeneration as described in **reference (k)**, or to the Marine element of a Marine Air-Ground Task Force (MAGTF) responsible for NCF Element operations as described in **references (b)**, **(d)** and **(j)**.

(13) NMCBs shall be able to deploy rapidly in support of an MPF MAGTF. To ensure flexibility and sustainability, the MPF TOA shall be transported via three to four MPS ships, consisting of Core, Basic and Heavy TOA modules.

(a) The Core Module (tentatively labeled TA91) shall support 250 personnel and be dividable into two echelons. There are three Core modules in each Maritime Prepositioning Squadron (MPSRON).

(b) The Basic Module (tentatively labeled TA92) shall contain unique capabilities for vertical construction and CESE which cannot be apportioned equally across the Core module. There is one Basic Module in each MPSRON.

(c) The Heavy Module (tentatively labeled TA93) shall provide additional horizontal construction capability. There is one Heavy Module in each MPSRON.

(d)When combined with the standard Fly In Echelon (FIE), these modules (i.e., three Core, one Basic, and one Heavy) comprise the standard NMCB TOA.

(14) NMCBs shall be capable of deploying various detachments by air, land and sea as described in section 4.e below.

e. **NMCB Detachments Concept of Operations**

(1) Each NMCB shall be capable of forming, employing, and exercising command and control of independent detachments, teams or parties of up to 67 percent of the NMCB in size as required in support of tailoring to meet assigned objectives. Each detachment shall be under the command of an officer in charge (OIC). Additional detachments and smaller work details of smaller sizes may be required concurrently by the same NMCB. These NMCB sourced detachments and teams include:

(a) **Air Detachment (Air Det).** The Air Det is an advance element of an NMCB, generally with two officers and 87 enlisted, and deployed from the main body of the NMCB to rapidly perform construction and engineering operations. The Air Det is specifically organized, trained and equipped for rapid deployment via strategic air assets provided by others to perform Engineer planning and light to medium horizontal, vertical and specialized construction. The Air Det is also an augmentation unit capable of supporting the short-term Engineer requirements of forward deployed Marine Expeditionary Units.

(b) **Reinforced Air Detachment.** The Reinforced Air Det is the standard Air Det expanded to include up to 150 personnel from the main body of the NMCB and capable of providing increased construction and Engineer support, tailored to and dependent upon the operational scenario.

(c) **Operations Detachment (Ops Det).** The Ops Det is a detail of up to 125 personnel deployed from the main body of the NMCB to perform light to medium construction and Engineer support.

(d) **Reinforced Operations Detachment.** The Reinforced Ops Det is the standard Ops Det expanded to include up to 250 personnel from the main body of the NMCB and capable of providing increased construction and engineering support, tailored to and dependent upon the operational scenario.

(e) **Limited Operations Detachment.** The Limited Ops Det is a smaller Ops Det, typically with 30 personnel deployed from the main body of the NMCB and able to perform light construction and engineering support.

(f) **Engagement Team.** The Engagement Team is a detail of up to 15 personnel deployed from the main body for task specific light construction projects that are accomplished within 30-120 days.

(g) **Training Team.** The Training Team is a detail of approximately five personnel deployed from the main body to provide training and oversight of task specific construction and engineering projects performed by others.

(h) **Main Body.** The Main Body is the core of the deployed NMCB. The size of the main body ranges from 754 personnel at full wartime end strength and no detachments to as few as 250 personnel with all other NMCB personnel deployed with detachments.

(i) **MPF Survey Liaison Reconnaissance Party (SLRP).** The SLRP is a detachment of personnel who deploy as the lead element in support of an MPF operation. The size of the SLRP is situationally dependent (typically 3-8 personnel).

(j) **MPF Advance Party (AP)**. The AP is the advance element of an NMCB which supports the MAGTF in the MPF offload.

(k) **MPF Offload Preparation Party (OPP).** The OPP deploys to the MPF Squadron 4 days prior to offload to prepare the equipment for debarkation.

(2) **Table 1** briefly summarizes the flexibility and various detachment scenarios each NMCB shall be capable of concurrently detailing and supporting.

f. **CBMU and NCFSU Concept of Operations**

(1) The CBMU is organized, manned, trained and equipped to deploy rapidly and provide ongoing maintenance at advance bases and combat support facilities. CBMUs provide self-defense and are self-sustainable

so as to constitute no burden on the supported base commander. Each CBMU has seven officers and 326 enlisted, and consists of a headquarters company, equipment company, utilities company and a construction company. Once an advance base is constructed by either an NMCB or other component construction unit, the CBMU should be deployed to the site to operate and maintain the recently constructed facilities and utilities. In situations where a CBMU is deployed to an advance base before construction is completed, the CBMU should be attached to the construction unit (usually an NMCB).

(2) The NCFSU is organized, manned, trained and equipped to deploy rapidly and provide augmenting, logistic-oriented, construction support to NCF units. The NCFSU has 12 officers and 132 enlisted and is capable of providing unique engineer, motor transport, supply and technical services. The NCFSU deploys in functional support echelons, including long haul equipment, cold weather, well-drilling, soil stabilization, asphalt/concrete plant, paving, waterfront construction, transmission line, earthmoving, compaction, quarry and rock crusher equipment and support. Each echelon can be individually mobilized to assist an NCR, other NCF units, or a MAGTF.

Table 1: NMCB Forward Engagement Detachment Scenarios

This table summarizes the various detachment and detail scenarios a single NMCB may be tasked to provide.

Example: *Under Scenario 3, a single NMCB would consist of and provide command and control for their Main Body plus one Air Det, four Limited Ops Dets, and two Engagement Teams.*

Force Structure	**Scenario 1** Major Crisis	**Scenario 2** Major Contingency	**Scenario 3** Standard Deployment	**Scenario 4** Deployment + Natural Disaster	**Scenario 5** Forward Engagement
Core NMCB: 600+/- Personnel	**1**				
Reinf Air Det: 150 Pers.	**1**				
Main Body: 250-350 Pers.		**1**	**1**	**1**	**1**
Reinf Ops Det: 250 Pers.		**1**			
Air / Ops Det: 90-150 Pers.			**1**	**2**	**1**
Ltd Ops Det: 30 Pers.		**1**	**4**	**3**	**3**
Engagement Team: 15 Pers.			**2**	**2**	**5**
Training Team: 5 Pers.					**3**

g. **CBU Concept of Operations**

(1) When deployed, CBUs serve as the public works department for a deployed fleet hospital, providing responsive erection, operation and maintenance of rapidly deployable medical facilities, utilities operation and transportation services. CBUs also provide limited construction support for advance bases, maintain a self-defense capability and perform disaster relief and recovery support. Each CBU has one officer, 39 enlisted and a 10-person reserve augment.

(2) CBUs are pre-assigned to specific fleet hospital units. When a fleet hospital unit is deployed, the associated CBUs assigned to that fleet hospital unit shall also deploy.

(3) When not deployed, CBUs provide limited construction support at designated shore installations. Project resources and material support are to be provided by the bases where the CBUs are located. Unit integrity shall be maintained at all times to ensure mission capability and deployment readiness. In contingency situations, CBUs may be assigned to augment station security forces, as long as there is no impact on unit integrity and capability to deploy rapidly.

h. **UCT Concept of Operations.** With three officers and 45 enlisted and a reserve augment of one officer and 9 enlisted (excluding personnel assigned to Sea Duty billets), UCTs are specifically trained and equipped to provide underwater engineering, construction, repair and inspection. UCTs also construct arctic ice camps and perform remote arctic diving operations. UCT equipment includes underwater weight handling equipment, underwater construction tools, SCUBA and surface supplied diving equipment, bathymeteric survey equipment, and specialty safety equipment. Each UCT is structured with three Air Dets. Generally, a UCT deploys individual Air Dets of 15 personnel each to support NCF, Navy or other component units (e.g., Marine Air-Ground Task Force (MAGTF)). Because of the varied and specialized skills of the UCT, there are no fixed deployment schedules. Deployment of UCT elements shall be directed by the respective Fleet CINC via NCB, unless directed by higher authority in conjunction with an Operation Order (OPORDER)/Operation Plan (OPLAN).

5. Readiness Requirements

a. **General.** This section describes the readiness requirements of NCF units. NCBs are responsible for ensuring the readiness of NCF units.

b. **Reserve NCF Unit Readiness.** Except as specifically stated in this policy statement, the activation standards and mobilization stratification of reserve NCF units shall be coordinated by the NCBs and Fleet CINCs, subject to approval of the CNO (N44), and Commander, Naval Reserve Force (COMNAVRESFOR). **Reference (l)** provides Total Force Policy for the readiness of Reserve units and the integration of both Active and Reserve components into a single force capable of responding decisively to short-notice regional conflicts. Unless otherwise specified, once reserve NCF units are activated and fully mobilized, they must meet the same deployment requirements prescribed in this policy (i.e., same for active NCF units).

c. **Construction Readiness for <u>all</u> NCF Units.** NCF units, both active and reserve, shall be assigned and execute projects that provide experience in construction and leadership necessary to perform the mission requirements and capabilities detailed in **reference (e)**.

d. **Military Readiness of <u>all</u> NCF Units.** NCF units, both active and reserve, shall undertake military training to develop and maintain the combat skills required to perform the wartime mission. Combat readiness is an integral part of occupational standards for Occupational Field 13 (Seabee) personnel. Units shall conduct physical, infantry, and weapons training to ensure skills are maintained as required and described in **references (a) through (e)** and **(m)**.

e. **NCR Readiness Requirements**

(1) Operational NCRs, both active and fully mobilized reserve, must be capable of deploying with their TOA and providing necessary command and control to subordinate NCF units within 10 days.

(2) A regimental element of up to four personnel will normally proceed other NCF units and must be capable of deploying within 48 hours.

(3) Training NCRs homeported at the CBCs do not deploy. They are responsible for providing logistics support and personnel to NCF units, and ensuring homeported NMCBs, UCTs and other NCF units receive training. Training NCRs also provide personnel and equipment to operational NCRs upon deployment.

(4) Mobilization readiness requirements for reserve NCRs that may be recalled to active duty shall be established and coordinated by the NCBs based on Operation Order (OPORDER)/Operation Plan (OPLAN) requirements and subject to CNO (N44) approval.

f. **NMCB (Main Body) Readiness Requirements.** NMCBs shall undertake military training and be tasked with construction projects that directly contribute to readiness.

(1) Operational Readiness: Active and fully mobilized reserve NMCBs shall at all times be capable of providing responsive construction support to Navy, Marine Corps and other component forces as follows:

(a) When deployed, NMCBs shall be ready to redeploy with their entire TOA within 6 days.

(b) Within 30 days after return from deployment to their homeport, NMCBs shall be capable of redeploying as a complete battalion with full TOA within 10 days.

(c) If directed to deploy without TOA, NMCBs shall be ready to deploy either as a complete unit or in elements within 72 hours of tasking. The unit shall be provided TOA and construction material at the deployment site by the supported command or unit.

(d) Mobilization readiness requirements for reserve NMCBs which may be recalled to active duty shall be established and coordinated by the NCBs based on OPORDER/OPLAN requirements.

(2) Logistical Readiness: The organic NMCB TOA shall be capable of sustaining construction operations at the deployed site for 60 days (1,200 construction hours) without resupply, except for ammunition, subsistence rations, and petroleum/oil/lubricants (POL) as follows:

Class I (Subsistence):	5 days.
Class III (POL):	3 days.
Class V (Ammunition):	15 days.

(a) Construction materials (Class IV) are NOT part of the TOA and must be planned for and provided by the supported command or unit.

(b) Reserve NMCB TOAs are maintained under the PWRMS system. Refer to section 5i of this enclosure which provides PWRMS readiness and stratification requirements.

(c) TOA for each active NMCB is assigned to the custody of their respective Fleet CINCs. During peacetime the TOA may be used by NMCBs for training and maintaining readiness. The Fleet CINCs shall ensure these TOAs are continually in a satisfactory state of readiness. Portions of the TOA which are not required during

peacetime deployments may be prepositioned at potential deployment sites but shall be maintained in a continually satisfactory state of readiness. Special consideration shall be given to prepositioning those items which will be needed during the early stages of a conflict to preserve lift assets.

(d) NMCB TOA, including equipment and repair parts, shall be ready for shipment from ports of embarkation within the deployment time requirements described in section 5f(1) Operational Readiness for NMCBs.

(e)Upon completion of a contingency mission for supported CINCs, commands or units, the NMCB TOA shall be reconstituted and replenished by the Fleet commanders, working in coordination with the supported CINCs, CNO and NCBs.

g. **NMCB Detachment Readiness Requirements**

(1) Operational Readiness: The general Operational Readiness requirements for NMCBs described in section 5f(1) apply to NMCB Detachments. **Table 2** specifies deployment readiness capabilities that shall be maintained by all active and mobilized reserve NMCBs (allowing 30 days after returning to homeport).

Table 2: NMCB Detachments Readiness Standards

Sustainment Standards apply to Organic TOA (except Ammunition, Subsistence and Fuel/POL).

Force Structure	Time to Deploy	Days of Sustainment
Air Detachment	**48 Hours**	**30**
Reinf Air Detachment	**48 Hours**	**30**
Ops Detachment	**96 Hours**	**60**
Reinf Ops Detachment	**6 Days**	**60**
Limited Ops Detachment	**48 Hours**	**60**
Engagement Team	**48 Hours**	**30**
MPF Survey Liaison Reconnaissance Party (SLRP): 3-8 Personnel	**24 Hours**	**8**
MPF Offload Prep Party: 20 Personnel	**48 Hours**	**3**
MPF Advance Party: 50-70 Personnel	**48 Hours**	**8**

(2) Logistical Readiness: The general requirements for NMCBs described in section 5f(2) apply to NMCB Detachments. **Table 2** also specifies material readiness requirements in terms of “days of sustainment” which shall be maintained by each NMCB. Organic TOA for NMCB Detachments are limited as follows:

Class I (Subsistence): 5 days.

Class III (POL): 3 days.
Class V (Ammunition): 15 days.

h. **Other NCF Unit Readiness Requirements.** The Operational and Logistical Readiness for remaining NCF Units shall be maintained as follows:

(1) **CBMU Readiness Requirements.** Manned by reserve personnel who are subject to Presidential Selected Reserve Call Up for activation and employment, CBMUs, once activated and fully mobilized, shall be capable of deploying in accordance with the standards specified in **Table 3**. The CBMU TOA is capable of sustaining maintenance operations as shown in **Table 3**, except for the following limitations:

Class I (Subsistence): 5 days.
Class III (POL): 3 days.
Class V (Ammunition): 15 days.

(2) **NCFSU Readiness Requirements.** Manned by reserve personnel and subject to Presidential Selected Reserve Call Up for activation and employment, NCFSUs, once activated and fully mobilized, shall be capable of deploying in accordance with the standards specified in **Table 3**.

(a) The NCFSU TOA is primarily equipment. Deployed NCFSUs will be supported by the gaining unit in areas of administration, security, supply, messing, medical, dental, provisioning and construction of camp facilities.

(b) NCFSU equipment is not subject to Reserve Call Up restrictions and may be employed as directed by the NCBs and Fleet CINCs in coordination with the Naval Facilities Engineering Command (COMNAVFACENGCOM) Seabee Logistics Center (SLC).

(c) NCFSU organic TOA is limited to:

Class I (Subsistence): 5 days.
Class III (POL): 3 days.
Class V (Ammunition): 15 days.

(3) **CBU Readiness Requirements.** Active CBUs and mobilized CBU augment units shall be allowed to deploy with a small portion of their peacetime TOA to include personal equipment and tools, and shall be capable of deploying in accordance with the standards specified in **Table 3**.

(a) All other TOA shall be provided to the deploying CBU by the gaining fleet hospital unit.

(b) The remaining CBU TOA (predominantly CESE) is controlled under the PWRMS program and is used for peacetime training and employment support. When a CBU deploys, the CBU TOA will be reconstituted under the PWRMS program with custody of the TOA transferring to the NCBs, under the cognizance of the COMNAVFACENGCOM's Seabee Logistics Center (SLC). The TOA may be redirected and shipped to one of the CBCs for reallocation to satisfy contingency requirements.

(c) Annual readiness planning meetings shall be conducted and attended by representatives from the NCBs, CBUs, fleet hospitals, and Commander, Naval Surface Reserve Force (COMNAVSURFRESFOR) to plan, coordinate and schedule exercises and annual training for both active and mobilized CBU augment units.

(4) **UCT Readiness Requirements.** Each UCT shall be capable of deploying Air Detachments in accordance with the standards specified in **Table 3**. UCT organic TOA is assigned to the custody of their respective Fleet CINC and shall be used by the UCT during peacetime for training and readiness. UCT TOA, including equipment and repair parts, shall be ready for shipment from ports of embarkation within these deployment time requirements. The following also apply:

Table 3: Other NCF Unit Readiness Standards

Times to Deploy apply to active and fully mobilized Reserve units excluding ammunition, subsistence and fuel/POL organic TOA limitations.

Force Structure	Time to Deploy	Days of Sustainment
CBMU	**10 Days**	**60**
NCFSU	**10 Days**	**60**
CBU	**48 Hours**	**Not Applicable**
UCT: 1st Air Det	**48 Hours**	**60**
Remaining Dets	**6 Days**	**60**

(a) The UCT TOA is capable of sustaining maintenance operations as shown in **Table 3**, except for the following limitations:

Class I (Subsistence): 5 days.
Class III (POL): 15 days.
Class V (Ammunition): 15 days.

(b) Construction materials (Class IV) are NOT part of the TOA, but must be planned for and provided by the supported command or unit.

(c) Augment equipment requirements for expeditious Battle Damage Repair for ocean facilities are the responsibility of the supported command or unit.

(d) Administrative and logistics support for construction operations exceeding 30 days is the responsibility of the supported command or unit.

(e) Ocean Construction Equipment Inventory (OCEI): COMNAVFACENGCOM shall budget for, procure and maintain an inventory of specialized ocean construction equipment and facility components responsive to major fleet and Navy ocean facility construction and repair requirements.

i. **Prepositioned War Reserve Materiel Stocks (PWRMS), NCF TOA Management and SLC Readiness Requirements.** Active NMCB units have a complete TOA assigned to the custody of the NCBs and their Fleet CINCs. TOA for reserve NCF units and CBUs is managed under the PWRMS program. The PWRMS program is managed and controlled by COMNAVFACENGCOM's SLC for the program sponsor CNO (N41). The SLC is the

technical advisor on all matters relating to NCF TOA and equipment assets. Additional responsibilities include the following:

(1) Developing and maintaining the TOA standards.

(2) Ensuring equipment in the TOA is air-certifiable.

(3) Procuring, storing, and maintaining PWRMS for NCF reserve units.

(4) Providing and coordinating the planning, programming and budgeting of all TOA and PWRMS.

(5) Serving as Logistics Agent for NCF participation in the MPF Program**.** NCF MPF TOAs are PWRMS.

(6) Implementing centralized CESE and PWRMS management with the specific objectives of:

(a) Ensuring aforementioned material readiness requirements for NCF Units are adequately supported.

(b) Minimizing CESE inventories to reduce overall program cost.

(c) Using PWRMS to support peacetime reserve unit training and CBU shore activity projects.

(7) Maximizing program cost effectiveness while satisfying mission requirements. This shall be accomplished by stratifying PWRMS equipment and asset prepositioning, warehousing, reassignment, procurement, and deployment capabilities to meet OPLAN time-line requirements. This shall be accomplished in coordination with the Fleet CINCs and NCBs.

(8) Active and Reserve NCF unit TOA requirements are primarily met through structured Advanced Base Functional Components (ABFC) which provide NCF units with their respective organic TOAs necessary to operate in peacetime and contingency/military operations. **Reference (n)** provides policy, procedures, and assigns responsibilities for ABFC planning and programming. The SLC is responsible for coordinating ABFC and TOA for NCF units. ABFCs which define NCF unit TOA are:

NCF Unit	ABFC
Amphibious Construction Battalion	P15
Construction Battalion Maintenance Unit	P5
Construction Battalion Unit	TA1
Naval Construction Force Support Unit	P31
Naval Construction Brigade (HQ)	P30
Naval Construction Regiment (HQ)	P29
Naval Mobile Construction Battalion	P25
- Air Detachment	P25A
Underwater Construction Team	P35

6. Employment Planning

a. **General.** Planning of peacetime employment of NCF units shall consider operational readiness requirements and training, as well as Department of Navy-wide contingency requirements and priorities. Projects and employment plans shall be completed in accordance with the following requirements.

b. **Employment Practices and Limitations for all NCF Units.** During peacetime, NCF units shall execute projects which contribute to the improvement of the Department of Navy shore establishment without degrading the unit's readiness to meet wartime and contingency assignments.

(1) **Constraints on Use of NCF Units.** The following constraints apply to ALL NCF units during peacetime employment.

(a) Employment planning shall balance peacetime project support with readiness training and exercising to ensure the readiness and capability requirements of this instruction and **reference (e)** are always maintained for all NCF units. Special emphasis shall be placed on contingency training and projects that enhance unit readiness and capability requirements or directly contribute to improved Navy readiness and mission fulfillment (e.g., fleet utilities, seaports, and airports). Unit integrity shall be maintained sufficient to ensure compliance with the operational and material readiness requirements provided in section 5, Readiness Requirements.

(b) NCF units shall perform new construction, alteration, repair, or non-recurring maintenance projects and shall not be tasked to perform routine recurring maintenance on shore facilities or other non-rating related work such as grass cutting, trash pickup, security, or environmental cleanup (such as asbestos removal).

(c) Projects of a non-operational nature (such as non-appropriated fund projects) shall be selected to develop a balanced workload, rather than as principle workload elements.

(d) Projects shall comply with **reference (o)**. In addition, employment of reserve NCF units shall comply with **reference (l)** that provides a structure for mobilization training to maximize the benefit from scarce manpower.

(e) During natural disaster recovery, NCF units, under the direction of appropriate military authority, may be used on projects that provide essential facilities for shelter, safety, health protection of personnel or protection of property in accordance with **reference (p)**.

(f) Civic and community action projects for non-military organizations may only be undertaken if approved in accordance with **reference (q)** and in accordance with current guidance for "Innovative Readiness Training Activities in Support of Eligible Organizations and Activities Outside of the Department of Defense" from **CNO (N095)**. Approval must be received prior to execution of the work. The following is also required:

1. Fleet CINC and NCB written approval is required before the assigned NCF unit(s) perform any detailed project planning or commence work.

2. Sponsoring organizations shall provide plans and specifications for the work, obtain all required local approvals, notifications and permits, furnish all necessary material, and provide all coordination support required in completing the project. All costs for berthing, messing, or per diem shall be the responsibility of the sponsoring organization.

3. Navy-owned tools and construction equipment may be used in the project, however, any special tools required for the project must be supplied by the sponsoring organization. Consumables, such as gas for welding and POL for equipment, may be provided by assigned NCF units, but shall be expended on a reimbursable basis only.

4. No liability will be assumed by the Navy, both during and after completion of the project.

5. The work performed shall adequately serve as training for the ratings of the assigned NCF personnel.

6. The unit's senior military member present at the project site shall direct all military personnel engaged in the work. At no time will Navy personnel be directed by non-Navy personnel.

(2) **Elements of the Engineering Process**

(a) There are six fundamental elements which form the basis for facility engineering and life-cycle management. They are project management, planning, design, construction, operations/maintenance, and disposal. All six elements exist in almost any civil engineering undertaking, including projects assigned to NCF units.` No construction project can be undertaken without adequate planning and design. **Reference (a)** provides further details of these functional elements.

(b) In general, NCF units shall maintain full project management, planning and construction capabilities, and limited operations/maintenance (except specific maintenance units) and basic disposal capabilities. Limited design capability shall be maintained, but will focus on modifying designs prepared by others to meet existing site conditions.

(3) **Project Management.** All levels of the NCF chain of command are responsible for project management. Project management is the process by which project scope, schedule, costs and resources are defined and managed. It is required on all projects performed by NCF units. Each NCF unit is responsible for managing the specific projects to which they are assigned. NCBs and activated NCRs shall provide project management oversight and coordination to assigned NCF units.

c. **Force Assignment and Employment Plans for NMCBs and UCTs**

(1) **CINCLANTFLT** and **CINCPACFLT**, coordinating through their respective **NCBs**, are responsible for reviewing, evaluating and approving project requests, confirming compliance with this policy, and preparing and submitting the Employment Plans required by this instruction for NMCBs and UCTs (both active and reserve) under their OPCON/ADCON. Employment planning requirements for CBUs are detailed in section 6d of this instruction.

(a) **Fleet CINCs** shall coordinate with **Theater CINCs** to ensure specific exercise requirements for NCF units within their AOR are identified sufficiently early to ensure employment planning and submission is completed in accordance with the timelines described in this section.

(b) Employment Plans shall summarize project workload by fiscal year and location, detail specific projects planned for accomplishment, and summarize theater CINC exercises and contingency requirements (including DFTs). Fleet CINCs shall ensure skill training (through projects or exercises) is sufficient to ensure readiness and capability requirements for each NCF unit/unit type is maintained.

(c) Employment Plans shall be submitted in accordance with the format prescribed in **appendix A**, identifying work to be completed during the 2-1/2 year period commencing 1 April of the fiscal year during which the plan is submitted.

(d) Plans shall be submitted to CNO (N44) by 15 February each year, copy to COMNAVFACENGCOM. Plans shall also be forwarded in a personal computer-based spreadsheet. Confirm application and version with CNO (N44) prior to sending.

(e) **Figure 1** shows the Employment Planning relationships and decision model.

(2) **Commander in Chief, U.S. Naval Forces, Europe (CINCUSNAVEUR)**, in coordination with and on behalf of the Commander in Chief, U.S. European Command, shall prepare employment plans for NCF units which are forward deployed to their AOR and submit them annually to CINCLANTFLT. CINCLANTFLT is responsible for reviewing and integrating this plan into the overall CINCLANTFLT Employment Plan. The plan shall be submitted sufficiently early (or as directed by CINCLANTFLT) to allow CINCLANTFLT submission in accordance with the timelines described in this section.

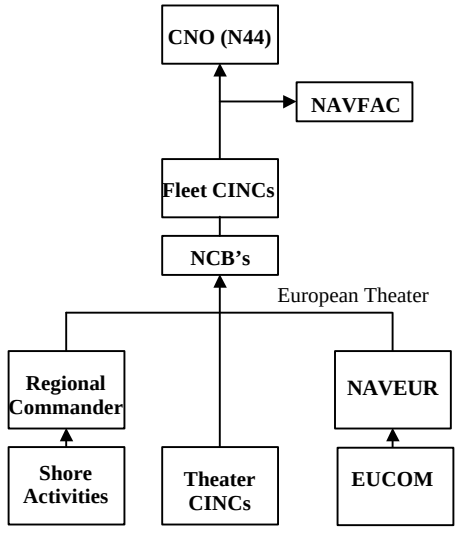
(3) **All other shore activities, Regional Commanders and managers of non-appropriated fund programs** who desire NCF completion of non-contingency construction projects shall:

(a) Submit project requests to the appropriate Fleet CINC via the NCB exercising OPCON over the specific NCF unit(s).

(b) Project request documentation shall comply with the engineering review, funding and approval requirements specified in **reference (o)**.

(c) Requests shall include specific information to permit evaluation of each project for readiness training potential.

Figure 1
Employment Planning Decision Tree



All other requests shall be submitted directly to NCB's.

(d) Submit requests via major claimants or non-appropriated fund program manager by 15 December (unless an earlier date is specifically directed by the Fleet CINC). Identify work requested for completion during

the 2-1/2 year-period beginning the middle of that same fiscal year (employment plans, when approved each March, span 2-1/2 years).

(4) **COMNAVFACENGCOM** shall review the Fleet CINC employment plan submissions, evaluate overall NCF employment program effectiveness, and prepare final deployment schedules for approval by CNO.

(5) **CNO (N44)**, in coordination with COMNAVFACENGCOM, shall review plan submissions and issue the approved NCF Force Assignment and Employment Plan by 15 March annually. The Force Assignment and Employment Plan will be for a 2-1/2 year-period commencing the middle of that fiscal year and shall indicate the level of effort allocated to each geographic area and the approved NMCB Deployment Schedule.

d. **Employment Planning for CBUs**

(1) **NCBs**, on behalf of and subject to the approval of their Fleet CINCs, shall:

(a) Develop and implement programs to ensure the peacetime employment and utilization of CBUs conforms with this policy. Employment planning shall identify training and exercises sufficient to ensure unit readiness and capability requirements are maintained.

(b) Ensure CBUs within their AOR receive the required support for logistics, berthing, messing, and personnel record maintenance.

(c) Program CBU manpower and TOA resource requirements under the cognizance of and in coordination with CNO (N44).

(d) Serve as liaison with Fleet Hospital Operations and Training Command (FLEHOSPOTC), the Fleet Hospital Program Office, COMNAVSURFRESFOR, and the Command Staff of each fleet hospital in matters of readiness training and mobilization planning and execution. CBUs have a fleet hospital support contingency mission and shall participate in active duty training (targeted annually)at FLEHOSPOTC at Marine Corps Base, Camp Pendleton, CA. The Chief, Bureau of Medicine and Surgery shall fund travel, per diem, and training support for deployments to FLEHOSPOTC.

(e) Conduct detailed management reviews of each CBU at least every 3 years to verify attainment and maintenance of mission requirements, readiness and compliance with applicable policies, and peacetime employment standards.

(f) On an annual basis, review the mission accomplishment of assigned CBUs and submit a written summary to CNO (N44) by December 15, addressing at least the following:

1. Training, Mission Readiness and Effectiveness.

2. Peacetime Mission Accomplishment.

3. CBU Locations and Shore Activity Support Agreements and policy.

4. TOA/Equipment Effectiveness.

5. Management Review results.

6. Funding and Manpower.

7. Reserve Augment Integration.

8. FHOTC Coordination and Planning.

9. Quality of Life.

(g) Coordinate the peacetime assignment of CBUs to designated shore installations for construction project support. Changes in the location assignments of CBUs shall be approved by the appropriate Fleet CINC and CNO.

(2) **Commanding Officers of Designated Shore Activities / Regional Commanders with an assigned CBU shall:**

(a) Develop and implement procedures to be followed by customer activities requesting CBU assistance. Project sites must be within 1-hour commuting distance. Projects must comply with this policy and **reference (o)**.

(b) Ensure customer activities receiving CBU support are providing necessary resources that are not under the purview of the CBU, specifically including, but not limited to, complete design plans, specifications, materials, funds, self-help personnel and special tools and equipment not in the CBU TOA.

(c) Prioritize and approve projects for assigned CBUs, in coordination with NCBs.

(d) Incorporate the CBU in their Regional Disaster Preparedness Plan, making optimum use of CBU assets, training and readiness capability.

(e) Coordinate relations with all local government employee and trade union officials to ensure objectives of the peacetime construction program are met, and ensure competition with public works departments/ centers, civil service organizations, and civilian contractors will be minimized.

Acronyms

ABFC	Advanced Base Functional Component.
ADCON	Administrative Control.
AMW	Amphibious Warfare.
AOR	Area of Responsibility (theater).
AP	Advance party.
BDR	Battle Damage Repair.
CBC	Construction Battalion Center.
CBMU	Construction Battalion Maintenance Unit.
CBU	Construction Battalion Unit.
CESE	Civil Engineer Support Equipment.
CINC	Commander in Chief.
CNO	Chief of Naval Operations.
COCOM	Combatant Command.
DFT	Deployment for Training.
EUCOM	CINC, U.S. European Command.
LANTFLT	CINC, U.S. Atlantic Fleet.
MAGTF	Marine Air-Ground Task Force.
MEF	Marine Expeditionary Force.
MPF	Maritime Prepositioning Force.
MPSRON	Maritime Prepositioning Ship Squadron.
NBG	Naval Beach Group.
NCA	National Command Authority.
NCB	Naval Construction Brigade.
NCF	Naval Construction Force.
NCFSU	Naval Construction Force Support Unit.
NCR	Naval Construction Regiment.
NCR-T	Training or Homeport NCR.
NDP	Naval Doctrine Publication.
NMCB	Naval Mobile Construction Battalion.
NWP	Naval Warfare Publication.
OIC	Officer in Charge.
OPCON	Operational Control.
OPLAN	Operation Plan.
OPP	Offload Preparation Party.
PACFLT	CINC, U.S. Pacific Fleet.
PHIBCB	Amphibious Construction Battalion.
POL	Petroleum, Oil and Lubricants.
PWRMS	Prepositioned War Reserve Material Stock.
PSRC	Presidential Selected Reserve Call-up.
RRR	Rapid Runway Repair.
SECDEF	Secretary of Defense.
SLC	Seabee Logistics Center.
SLRP	Survey Liaison Reconnaissance Party.
TOA	Table of Allowance.
UCP	Unified Command Plan.
UCT	Underwater Construction Team.

Appendix A

SAMPLE: NCF Force Assignment and Employment Plan

INFORMATION REQUIRED: For active and reserve NMCBs, and UCTs, provide a summarized project listing by fiscal year, deployment site, type of facility, type of construction, and a project listing as shown in the samples that follow, including Theatre CINC Exercises and DFTs. Provide the information electronically (contact N44 for current application and version). The primary type of facility the project is being performed for should be listed as an Operational (OPS) facility or a Community/Housing (CH) facility. The primary type of work being done in the project should be classified as either construction/alteration (CA) or repair/maintenance (RM). The funding source nomenclature should be consistent. For the annual CBU Employment summary provide the same information, in the same format for the current year only.

PROJECT #	CUSTOMER #	PROJECT/DET SITE	PROJECT TITLE	TYPE OF FACILITY (OPS or CH)	TYPE OF CONSTRUCTION (CA or RM)	FUNDING SOURCE	FY98 Mandays	FY99 Mandays	FY00 Mandays	TOTAL Mandays
SP0-300	N/A	GUAM	SEABEE CAMP MAINTENANCE	OPS	RM	2NCB	2000	4710	4290	11000
SP0-500	N/A	GUAM	CO DISCRETIONARY	CH	RM	NAVSTA	300	1256	1144	2700
SP0-DLT	N/A	ROTA	DIRECT LABOR TRNG	OPS	N/A	2NCB	997	3261	2166	6424
SP0-SPN	N/A	ROTA	SPANISH PROJECTS	CH	CA	2NCB	300	171	429	900
	RC22-91	ST. MAWGAN	RPR/UPGRADE WATER SUPPLY	CH	RM	CNE	1,800	1200		3000
CP4-862	C46-92	CHINAE	UPGRADE YOUTH SPORTS CPLX	CH	CA	BUPERS	742			742
SP6-885	4P94	SIGONELLA	SOFTBALL FIELD LIGHTING	CH	CA	LANTFLT		500		500
YP7-800	R51-96	YOKOSUKA	RPR PRIMARY ELCT DISTRO	OPS	CA	PACFLT		1069	806	1875
GM3-823		BOSNIA	EXERCISE STRONG ARM	OPS	DFT	PACOM PFP	415	0	0	415
NN7-801	REC36-91	NORFOLK	REHAB GALLEY, BLDG 38	OPS	RM	LANTFLT			1875	1875
F7-802	R27-95	FALLON	RPLC MAIN WATER SUPPLY LINE	OPS	RM	PACFLT		3,140	860	4,000

NCF Policy Statement

Appendix A

SAMPLE: NCF force Assignment and Employment Plan

Data Analysis: The data in the preceding table should be analyzed and presented to reflect Seabee mandays of work at deployment sites and detachment sites by fiscal year. Examples are presented below.

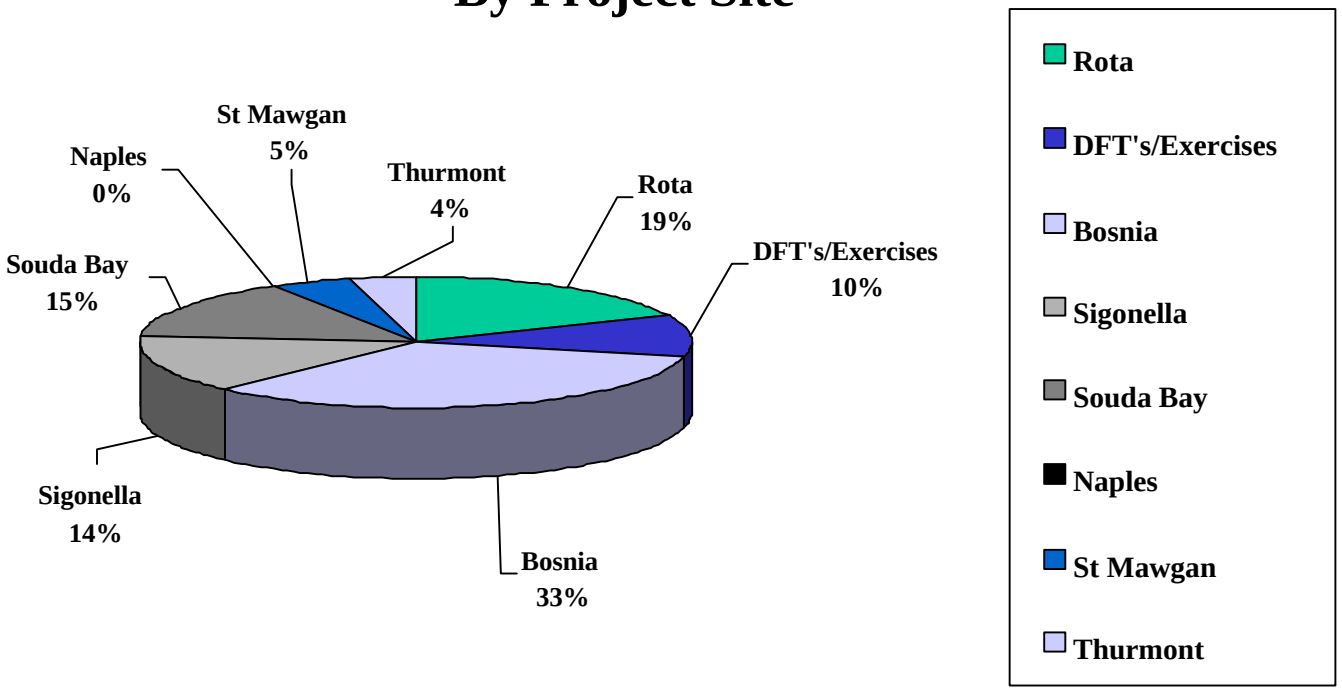
European Seabees FY98-00 Employment by Project Site

(Figures in Mandays)

Project Sites	FY98	FY99	FY00
Rota	6915	23761	20706
DFT's/Exercises	3750	5500	4750
Bosnia	12,600	2,400	0
Sigonella	5,213	9,935	4,370
Souda Bay	5581	11361	5199
Naples	0	1872	623
St Mawgan	1762	1793	830
Thurmont	1498	958	426
Total Man-days	37319	57580	36904

Appendix A
SAMPLE

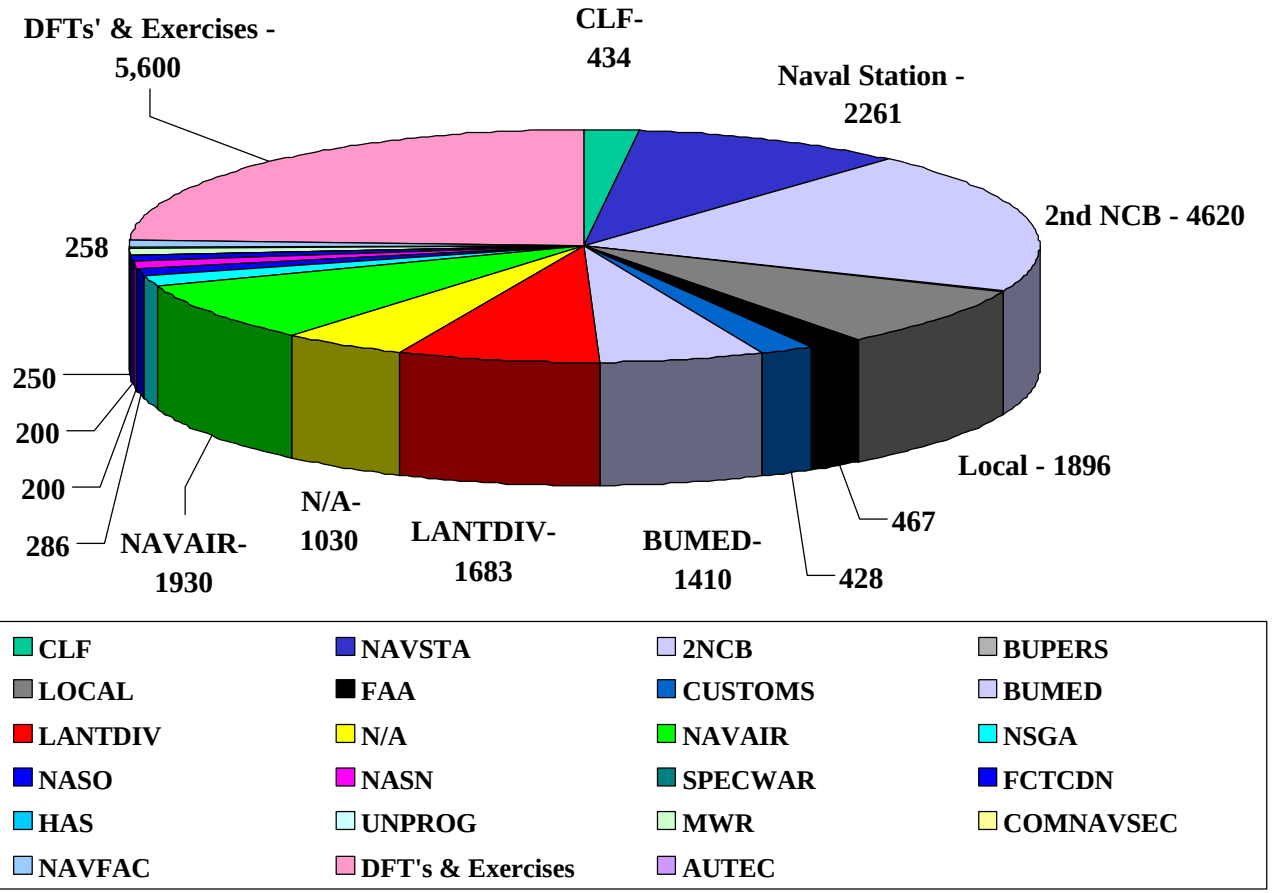
European Seabee FY98 Employment (% Total Mandays) By Project Site



NCF Policy Statement

Appendix A
SAMPLE

FY98 Seabee Employment Mandays (by Atlantic Battalion Customers)



Appendix A
SAMPLE

Seabee Manday Work Execution
By Atlantic Seabee Customers FY98-FY00

	FY98	FY99	FY00
CLF	434	5546	8663
NAVSTA	2261	11032	6947
2NCB	4620	10695	10312
BUPERS	0	1035	2215
LOCAL	1896	4666	5286
FAA	467	0	0
CUSTOMS	428	0	0
BUMED	1410	2155	2000
LANTDIV	1683	2850	0
N/A	1030	3085	3085
NAVAIR	1930	3742	3600
NSGA	286	214	0
NASO	286	614	0
NASN	200	370	2980
SPECWAR	0	500	280
FCTCDN	200	150	0
HAS	0	1290	210
UNPROG	0	850	1965
MWR	250	0	0
COMNAVSEC	0	2145	2855
NAVFAC	258	771	771
DFT's & Exercises	5,600	4800	8,000
AUTEC	0	930	1070
TOTAL	23239	57440	60239