



DEPARTMENT OF THE NAVY

LITTORAL COMBAT SHIP CREW 103

FPO AP 96665-2901

5750

Ser LCS103/010

26 Feb 15

UNCLASSIFIED

Subj: COMMAND OPERATIONS REPORT

Ref: (a) OPNAVINST 5750.12K, Annual Command Operations Report

1. Command Data

a. Command: Littoral Combat Ship Crew 103/ USS FREEDOM (LCS 1) and USS FORT WORTH (LCS 3)

b. UIC: 42690 (Crew)/ 20126 (USS FREEDOM)/ 20130 (USS FORT WORTH)

c. Commanding Officer: Kawas, Matthew J., CDR, USN

d. Date Assumed Command: 2014-04-28

e. Mission: Littoral Combat Ship (LCS) Crew 103 is one of the crews assigned to operate FREEDOM-variant LCSs. This year Crew 103 was assigned to USS FREEDOM (LCS 1) and USS FORT WORTH (LCS 3). LCS Crew 103 operates under the Navy's optimal manning concept for LCSs and is comprised of a core team of 54 highly-skilled hybrid Officers and Sailors. These ships are capable of conducting missions across several warfare areas determined by the embarked mission package. Each mission package combines advanced manned and unmanned systems with an aviation component. Mission Module and Aviation detachments combine with the Core Crew to accomplish all assigned tasking.

f. Home Port: San Diego, California

g. Immediate Superior in Command (ISIC):

(1) Operational: Commander, Littoral Combat Ship Squadron ONE (UIC 39872)

(2) Administrative: Commander, Littoral Combat Ship Squadron ONE (UIC 39872)

h. Task Force/Unit Assigned: CTF 37 during Certification Exercise (CERTEX) with NIMITZ Strike Group

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i. Subordinate Commands/Units Assigned

(1) COMLCSRON ONE Surface Warfare Mission Package Detachment One (SUW MP Det ONE)

(2) Helicopter Maritime Strike Squadron 35 Detachments One and Two (HSM-35 Dets ONE and TWO)

j. Type and Number of Aircraft Assigned: 1x MH-60R and 1x MQ-8B assigned as part of aviation detachment when embarked.

k. Tenant Activities: None

l. Number of Personnel Assigned: 54

(1) Officers: 12

(2) Enlisted: 42

(3) Civilian: 0

m. Command Point of Contact

(1) Name: GM1(SW) [REDACTED]

(2) Title: LCS Crew 103 Command Historian

(3) E-mail: [REDACTED]

(4) Phone Number: [REDACTED]

(5) Address: LCS Crew 103, FPO AP 96665-2901

2. Commanding Officer's Assessment

The Crew 103 "Rough Riders" brought profound success to the LCS program throughout 2014. Starting the year on-hull in FORT WORTH, Crew 103 immediately tackled one of the LCS community's most challenging and important initiatives by completing Technical Evaluation and Initial Operational Test and Evaluation (IOT&E) of the SUW MP and its organic Visit, Board, Search and Seizure (VBSS) teams and 30MM Gun Weapons System capabilities. Crew 103 seamlessly integrated with the SUW MP and the embarked HSM-35 helicopter detachment over the course of ten weeks during two challenging underway test periods.

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By developing innovative procedures that leveraged each of the three organization's uniquely distinct capabilities, Crew 103 was able to demonstrate the remarkable lethality of the LCS/SUW MP/AVDET team. The result was overwhelming success in both test events - the LCS Council's top priorities for the year and enormous milestones for the entire LCS program! While embarked in FORT WORTH, the Rough Riders also achieved remarkable firsts that set the standard for future crews' employment, including the first towing exercise with a DDG and the first night-time vertical replenishment evolution.

Early in the year the crew was proud to be awarded the first ever Battle "E" within the LCS Community for its many achievements during Calendar Year 2013. Shortly before shifting to an off-hull training period, Crew 103 also held a Change of Command Ceremony, during which CDR Warren Cupps was relieved by CDR Matthew Kawas, who had until that point served as the Crew's Executive Officer (XO) for approximately three years. CDR Michael Desmond reported in as the new XO a few weeks prior to the change of command, maintaining continuity of effort.

Following the success of IOT&E and an SUW MP equipment off-load conducted in record time, Crew 103 immediately transitioned into a highly successful Ship's Explosives Safety Inspection (SESI) during which it set LCS program BENCHMARK SCORES. Crew 103 also conducted an exhaustive concurrent Continuous and Preventative Maintenance Availability (PMAV/CMAV) period, expertly coordinating with a broad variety of maintenance organizations and LCSRON ONE N4 staff to ensure on-time completion of this important pre-deployment milestone. Crew 103's intensive efforts resulted in completion of over 75% of the PMAV actions in the first month alone, and on-schedule CMAV work. The maintenance period dramatically expanded the ship's personnel capacity with the addition of extra berthing racks, engineering efficiency, and warfighting capability in preparation for sustained at-sea operations in the 7th Fleet AOR.

In May 2014, Crew 103 conducted an Exchange of Command Ceremony, turning over command of FORT WORTH to "The Juggernauts" of Crew 104. At that point, the Rough Riders started their off-hull period by enjoying some well-deserved leave, before tackling the many training requirements that would enable them to achieve full crew certification and complete all preparations for the next year's deployment.

Following the leave period, the crew's bridge and Mission Control Center teams performed superbly in Rapid Refresh

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scenarios at the LCS Training Facility (LTF), as the crew met all certification requirements the FIRST TIME UP. Comments from the LTF staff included, "The most well-prepared crew we have seen!" and "The best Harbor Navigation package to date!" Throughout its off-hull period, Crew 103 engineers were also busy - preparing for Engineering Certification (EOC) by training in shore-based Readiness Control Officer mock-ups and reviewing LCS program requirements. The team's engineers and maintainers made frequent visits to USS FREEDOM (LCS 1), walking the ship's engineering plant to understand the hull's nuances and differences from FORT WORTH. Additionally, they provided key support to Crew 104 to ensure they were able to meet all their milestones, as well. While completing all off-hull training requirements, Crew 103 concurrently completed several safety stand-downs, heritage celebrations, a Command Climate Survey, an Afloat Cultural Workshop, and various professional Conferences and Symposia.

Crew 103 earned LCS record high marks on its Safety Survey, received a phenomenal score of 100% on its Medical Readiness Inspection, and scored 94% on its comprehensive Morale, Welfare and Recreation inspection - among the top 2 all time for LCS crews. During the off-hull period, the Rough Riders completed several crucial pre-deployment certifications in mission areas such as Medical, Aviation, Damage Control, Navigation, Search and Rescue, and Anti-Terrorism/Force Protection. The team also spearheaded a first-in-class Doctrine Review Board, bringing together participants from Naval Surface Warfare Center, LCSRON ONE, and several sister crews. This event laid the foundation for follow-on LCS tactical initiatives, and helped to cohere tactical thinking. With the Fiscal Year drawing to a close, Crew 103 prepared to wrap up its off-hull period and embark FREEDOM for the first time.

Less than two weeks after transitioning back on-hull, the crew performed brilliantly during its first embarkation of FREEDOM; and in the process it became one of the first crews to execute the LCS program's 3-2-1 crew rotational initiative. The Rough Riders effortlessly accomplished a litany of unit-level milestones before quickly taking FREEDOM to sea for Integrated Ship-Air Tactical Testing (ISATT) and Mission Package Work-up events. During Tactical Group Exercise 15-1 (CERTEX) with the NIMITZ Strike Group and Destroyer Squadron 23, Crew 103 distinguished itself by expertly performing tactical scenarios despite potentially mission-crippling engineering casualties.

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While underway for the exercise, Crew 103 executed the first protection of a Surface Action Group by an LCS in a compressed surface threat environment, and helped accomplish integrated 11 meter RHIB/MH-60R operations for Maritime Interdiction Operations. The team also received BZs from Commander, Carrier Strike Group 11 for its remarkably insightful intelligence reports and from DESRON 23 for consistently reliable communications. Shortly following CERTEX, Crew 103 embarked several Sailors from Crew 111 and Crew 106 through the "School Ship" initiative, providing invaluable training and mentorship in preparation for these crews' upcoming certifications - an exemplary demonstration of inter-crew teamwork and coordination, yet another FIRST in the LCS community, and a critical program milestone. On Christmas Eve, the crew turned over command of FREEDOM to the "Iron Warriors" of Crew 111 and began a two-week post- on hull, pre-deployment holiday leave period.

Throughout 2014, Crew 103 hosted several high-visibility tours and shipboard visits, many with strategic-level importance. These include visits by the City of Fort Worth Mayor Betsy Price; FORT WORTH's Sponsor, the Honorable Kay Granger; influential military analyst and author Mr. Normal Palomar; various local VIPs and military leaders; the Taiwanese Chief of Naval Operations; and an underway embarkation of FREEDOM by a delegation of senior officers from the Royal Saudi Navy. By executing visits such as these, the Rough Riders continued their long-standing tradition of being an exceptional team of LCS Ambassadors to the local, national, and international communities.

In addition to many Rough Riders being recognized for their tireless contributions to our accomplishments over the year, several Rough Riders distinguished themselves by receiving specific awards and other accolades from external organizations in 2014 for their ongoing efforts. Lieutenant [REDACTED] was selected by a group of his Squadron peers to receive the Navy and Marine Corps Association Leadership Award. Boatswain's Mate Senior Chief [REDACTED] was recognized at an elaborate luncheon with the Captain Winifred Quick Collins Award for Inspirational Leadership. Most recently, the crew's Senior Enlisted Leader, Damage Control Senior Chief [REDACTED] competed against the top high-speed shipdrivers in the LCS community and won the first-ever LCSRON ONE Enlisted Shiphandler of the Year Award for 2014. These superb Sailors represented the hard work and exceptional performance indicative of the entire Rough Rider organization!

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Crew 103 welcomed several new shipmates to the team through the course of the year, a result of the "Plus 10" manning augmentation initiative. These included additional Sailors in important ratings such as Operations Specialists, Boatswain's Mates, Electricians Mates, and Hull Technicians. Four Ensigns also began reporting to Crew 103 for the first time ever, adding an important leadership piece that quickly began strengthening the team and making it even more capable. All of these new personnel have integrated remarkably well to the existing Rough Rider team, bringing with them fresh perspectives, renewed enthusiasm, and a wealth of new talent.

The Rough Riders have truly demonstrated what it means to be a synergistic team of resilient, persistent and hybrid Sailors. During the course of the year, Crew 103 tackled every challenge it faced with enthusiasm, determination, and vigor. Through two exceptionally busy on-hull periods and an off-hull training period, the team developed into a remarkably cohesive and efficient group of surface warriors, achieving countless milestones that have made it 100% ready to tackle the dynamic and rewarding missions ahead. Having consistently accomplished program firsts, benchmark readiness scores, and IOT&E with the SUW MP, Crew 103 is poised to bring the LCS Program resounding successes during its maiden deployment to the Asia-Pacific region in FORT WORTH in 2015.

3. Chronology and Narrative

2013-12-21 to 01-05 Crew 103 Leave and Stand-down Period
2014-01-01 SUW MP Det ONE and HSM-35 Det ONE remain embarked with Crew 103
2014-01-07 Fast Cruise / RDML Antonio and RDML (Sel) Ailes Visit (PEO Leadership)
2014-01-08 Ammo On-load
2014-01-17 to 01-23 Underway / Technical Evaluation Week 1 Work-ups / Flight deck certifications / Crew Served Weapon Qualifications
2014-01-28 to 01-31 Underway / Flight Operations / Crew Served Weapon (M240, .50Cal) Re-certifications/ Live Fire (30mm, 57mm)
2014-02-10 to 02-19 Underway / Small Boat Attack and Missile Defense Training / Flight Quarters / VBSS Training and Certification
2014-02-20 to 02-21 Organizational Informational-Assurance Vulnerability Evaluation II/ Ship's Configuration and Logistics Information

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System (SCLISIS) Pre-Audit
2014-02-21 SEAL TEAM 7 Tour
2014-02-24 to 02-27 Underway / Detect-to-Engage Training
2014-03-04 to 03-07 Underway / Ammo Onload / 57MM & 30MM PAC
Fire / Small Boat Attack Training
2014-03-11 to 03-13 Underway IOT&E /Flight OPS
2014-03-17 to 03-17 Underway IOT&E /Flight OPS
2014-03-21 Battle "Efficiency" Awarded to Crew 103
(First Award in LCSRON ONE History)
2014-03-31 to 04-07 Underway IOT&E / VBSS / Flight Ops / High
speed demonstration
2014-04-07 to 04-11 Port Visit Port Hueneme, CA
2014-04-14 Ammo On-load at Bravo Pier, San Diego
2014-04-16 to 04-17 Underway IOT&E
2014-04-19 to 04-22 SUW MP Det ONE Off-load
2014-04-21 Berthing Barge Inspection and Acceptance
2014-04-20 to 04-27 Crew 103 Attends Dallas-Fort Worth Navy Week
2014-04-21 to 04-26 Safety Inspection Preparations
2014-04-22 to 04-25 Berthing Barge Move Aboard
2014-04-23 to 04-25 Remote Mine hunting Vehicle Fit Test
2014-04-28 City of Fort Worth Mayor Betsy Price visits
FORT WORTH
2014-04-28 Change of Command, CDR Warren Cupps is
relieved by CDR Matthew Kawas during a
ceremony on the FORT WORTH flight deck
2014-04-28 to 05-15 Concurrent PMAV and CMAV
2014-05-01 U.S. Special Operations Command Marines
Visit
2014-05-14 Safety Survey / Ship's Sponsor (The
Honorable Kay Granger) Visit
2014-05-16 Tour by Lieutenant Colonel Quispe, USMC
(MARSOC G4)
2014-05-19 to 05-23 Crew Turnover with LCS Crew 104 onboard FORT
WORTH
2014-05-20 Ship's Explosives Safety Inspection
2014-05-21 SCLISIS Team Audit
2014-05-22 Exchange of Command with Crew 104. Crew 103
and SUW MP Det ONE debark FORT WORTH
2014-05-24 to 06-09 Crew Leave and Stand-down Period
2014-05-24 to 06-09 Support to Crews 102 and 104 (by Crew 103
members not in leave status)
2014-06-09 to 09-29 Crew 103's Off-Hull Training Period,
including: Physical Fitness Assessment
(Cycle 14-1) / Rapid Refresh / UNREP
Training / Anti-terrorism/Force Protection /
Damage Control / Medical Training / Medical
Readiness Inspection / LCS Training Facility

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(LTF) Bridge/Mission Control Center
Simulator Training / Small Arms Weapon
Qualifications

2014-06-30 to 07-15 Command Climate Survey Made Available

2014-08-05 to 08-06 Crew 103 Attends USAID's Joint Humanitarian
Operations Course (Naval Amphibious Base
Coronado)

2014-09-01 to 09-05 Crew 103 Attends Independent Deployers'
Academic Training Conference (Tactical
Training Group - Pacific)

2014-09-08 LCSRON ONE - ESG 3 Female Officers' Luncheon

2014-09-08 to 09-12 Afloat Cultural Workshop

2014-09-09 to 09-14 Fleet Synthetic Training - Independent
Deployer

2014-09-14 Ombudsman Appreciation Day

2014-09-24 Aircraft Firefighting Team Trainer

2014-09-29 to 10-03 Crew 103-led Doctrine Review Board with
Naval Surface Warfare Center, LCSRON ONE,
and leadership from several LCS crews

2014-09-29 to 10-03 Crew Turnover Week with LCS Crew 101 on
board FREEDOM

2014-09-29 to 10-14 Crew 103 certifications, including
Navigation / Search and Rescue / Seamanship
/ Aviation / Damage Control

2014-10-03 Exchange of Command with Crew 101. Crew 103
and SUW MP Det ONE embark FREEDOM

2014-10-04 to 10-13 SEWIP-Lite Installation

2014-10-04 to 10-13 Rough Water Trials Pre-installation
Inspection

2014-10-05 Tour and underway embarkation of FREEDOM by
Congressman Crenshaw

2014-10-10 to 10-17 Crew 103 hosts Crews 102, 104 and 111 for on
board training and team certifications

2014-10-14 Fast Cruise / Dock Trials

2014-10-17 to 11-03 KOA KIA EAST CERTEX with Destroyer Squadron
23 and NIMITZ Strike Group

2014-11-03 to 11-07 Cyber Security Symposium

2014-11-04 to 12-24 Engineering Certification Preparations

2014-11-05 Tour of FREEDOM by Mr. Koch (Navy Corrosion
Office)

2014-11-06 Tour of FREEDOM by CAPT Harris (CNSP N8)

2014-11-06 to 11-14 Shipboard Calibration Visit Levels I-II

2014-11-08 to 11-14 PMAV

2014-11-13 Supply Management Certification

2014-11-14 FREEDOM Sanitation Certification

2014-11-14 Tour of FREEDOM by Taiwan VCNO

2014-11-20 Tour by RDML Galinis (Commander, Navy

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Regional Maintenance Center)
2014-11-20 Commanders' Training Symposium
2014-11-21 Pandarra Net Demonstration
2014-11-24 VIP Norman Palomar Visit
2014-12-01 PMAV
2014-12-01 to 12-03 FSO-M Medical Certification
2014-12-01 to 12-24 Engineering Limited Training Team events,
"Go-No Go" week, and Engineering
Certification evolutions
2014-12-01 to 12-05 Physical Fitness Assessment (Cycle 14-2)
2014-12-01 to 12-05 Southeast Asia Cultural Awareness Training
for All Hands
2014-12-05 Royal Saudi Navy VIPs Visit
2014-12-05 to 12-07 Underway ISATT
2014-12-08 to 12-09 Underway Royal Saudi Navy Delegation Visit
2014-12-09 to 12-12 Integrated VTUAV/MH-60R ISATT
2014-12-09 to 12-12 School Ship - Crew 103 hosts reps from Crews
106 and 111 for underway training and quals
2014-12-10 LCSRON ONE Shiphandling Competition
2014-12-12 Fleet ASW Center CO Visit
2014-12-20 to 12-23 Crew Turnover with LCS Crew 111 onboard
FREEDOM
2014-12-24 Exchange of Command from Crew 103 to Crew
111. Crew 103 and SUW MP Det ONE debark
FREEDOM
2014-12-24 to 01-12 Crew 103 Holiday and Pre-Deployment Leave
Period

4. Supporting Reports

- a. MSG: USS FORT WORTH EXCHANGE OF COMMAND/DTG:
222133ZMAY14
- b. MSG: USS FREEDOM EXCHANGE OF COMMAND/DTG: Unknown
- c. MSG: USS FREEDOM EXCHANGE OF COMMAND/DTG: 242140ZDEC14
- d. Command Excellence Award Submissions
- e. CNO Safety Award Nomination
- f. VADM Bulkeley Award for Afloat Safety Culture

5. Published Documents

- a. Commanding Officer's Biography

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b. Littoral Combat Ship Crew 103 Rough Riders
<<https://www.facebook.com/roughriders103>>

c. USS FORT WORTH Official Website
<<http://www.public.navy.mil/surfor/lcs3/Pages/default.aspx>>

d. USS FORT WORTH Facebook Page
<<https://www.facebook.com/pages/USS-Fort-Worth-LCS-3/162361777117758>>

e. USS FORT WORTH Welcome Aboard Pamphlet

f. USS FREEDOM Official Website
<<http://www.public.navy.mil/surfor/lcs1/Pages/default.aspx>>

g. USS FREEDOM Facebook Page
<<https://www.facebook.com/USSFreedom>>

6. Photographs

a. Commanding Officer's official photograph

b. Executive Officer's official photograph



M. J. KAWAS