

U.S. Department of
Homeland Security

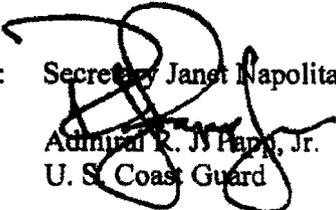
United States
Coast Guard



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AUG 13 2010

MEMORANDUM FOR: Secretary Janet Napolitano
FROM: 
Admiral R. J. Papp, Jr.
U. S. Coast Guard
SUBJECT: COAST GUARD ACTIVE DUTY ENLISTED CAREER
RETENTION SCREENING PANEL

I request your approval for the Coast Guard to conduct an Active Duty Enlisted Career Retention Screening Panel in the fall of 2010. The panel is required to address high retention and its adverse impact on workforce flow. The legal authority to conduct such a panel derives from Title 14, U.S. Code Section 357 (j) and from Title 10, U. S. Code Section 1169. Per Title 14 U.S. Code, Section 357 (j), the Secretary of Homeland Security must provide authorization for involuntary retirements without a Board's action.

The Coast Guard has taken steps to resolve the retention problem. We have reduced our accessions to the lowest level in our records. We temporarily waived obligated service requirements to allow voluntary separations. However, the majority (91%) of over 700 recent voluntary separation requests were from junior enlisted ranks, and not our more senior workforce. If allowed to continue, this trend, along with our reduced accessions, will result in an imbalance in the enlisted workforce's experience level for many years to come.

The panel will review approximately 1600 records, including the records of all first class petty officers and below with twenty or more years of service and all chief petty officers and above with twenty or more years of service and three years or more time in grade. Because the panel will only review those with twenty or more years of service, everyone reviewed will be retirement eligible. Members asked to involuntary retire will still be entitled to full retirement benefits.

Your endorsement of this memo will provide the Coast Guard with the legal authority required to conduct this panel.

Recommendation:

Recommended you sign.

Executive Secretariat Clearance:


Phil McNamara

DATE: 8/24/10

The Secretary

APPROVED: 

DATE: 9-21-10

DISAPPROVED: _____

DATE: _____

COMMENTS: