

Potential Unit Closure Assignment Guidance for 378's, MSSTs, CGC ACUSHNET, and NSFCC

Updated 07DEC10

Based on the latest information received regarding the Continuing Resolution (CR) beyond 03 DEC 2010, EPM has completely updated this assignment guidance webpage on 07DEC10. As of 03 DEC, Congress has approved the CR until 18 DEC 2010.

FY11 Budget Impacts on Assignment Season:

The President's original FY11 budget request to Congress requested that the Coast Guard decommission (DECOM) 5 major cutters and disestablish 5 MSSTs and the National Strike Force Coordination Center in FY11. CG Headquarters, PACAREA, Logistics Centers, and EPM have been collaborating to develop a comprehensive plan for executing all of these closures in FY11, should this be approved by Congress. Several of the cutters proposed for DECOM will be affecting homeport location changes and crew transfers in 2nd Quarter of FY11, before the start of the transfer season.

EPM Assignment Strategy for the Units Proposed for DECOM:

As of 03 DEC 10, the CR is in effect until at least December 18th. We do not anticipate that Congress will approve the final number of units for 2011 DECOM until December 18th or later.

In order to complete the assignment season on time, EPM has begun the AY11 slating process in accordance with previously published ALCGENL AY11 SITREPs. In accordance with EPM-2 AY11 SITREP THREE, (ALCGENL 192/10 291522Z OCT 10) EPM will include only those crew members of units most likely to be approved for DECOM in the AY11 slate.

A. It has been determined that the following units **HAVE A HIGH POSSIBILITY** of being approved by Congress for DECOM in 2011.

- CGC HAMILTON
- CGC CHASE
- CGC ACUSHNET
- MSST Anchorage

B. **All members of the following crews are therefore being included in the regular AY11 assignment slating process at this time:**

- **CGC BOUTWELL**
 - BOUTWELL will be transferred to HAMILTON's crew in San Diego
- **CGC SHERMAN**
 - SHERMAN will be transferred to CHASE's crew in San Diego
- **CGC ACUSHNET**
- **MSST Anchorage**

C. It has been determined that it is **HIGHLY UNLIKELY** that the following units will be approved by Congress for DECOM in 2011. Therefore, only those crew members at these units who are tour complete in AY11 will be included in the regular AY11 assignment process. **All non-tour complete members of these units will not be included in the AY11 assignment process at this time:**

- CGC MORGENTHAU
- CGC CHASE
- MSST San Francisco
- MSST New Orleans
- MSST New York
- MSST Kings Bay
- NSFCC

Guidance for Members Assigned to CGC BOUTWELL, CGC SHERMAN, CGC ACUSHNET and MSST Anchorage

A. General Guidance:

- Unit members who were originally tour complete in AY11 will PCS as normal regardless of unit DECOM status.
- Your entire crew will be considered tour complete in AY11 and included in the AY11 slate at this time.
- We will be providing nonrate assignment guidance directly to XOs.

B. E-resume Guidance:

- ALL HANDS must follow e-resume timelines for AY11 provided by ALCGENL MSG Traffic.
- E-resume should be completed by the AY11 deadline published on the EPM or rating specific SITREPs.

C. Orders:

- **Members who were not originally tour complete in AY11 will be slated for an AY11 position, but they will not receive orders until Congress approves their unit for DECOM. If Congress determines that the unit will not be approved for DECOM, the members will be “un-slated” and remain in their current assignment. No orders will be issued until a final Budget is approved.**

D. Priority:

- All members transferring will receive the priority designated for their unit IAW Chapter 4 of the PERSMAN, regardless of how short their tour.

- PERSMAN 4.B.4.b - Members who were assigned to the DECOMed unit for less than one year may retain the assignment priority of the previous unit (if it is a higher priority).
- **No assignment priority upgrades will be given to members based on their unit being proposed for DECOM.**

E. Tour Length:

- All orders to subsequent assignments will be for a full tour.
- Requests for tour length adjustments will be accepted via the chain of command and will be considered on a case-by-case basis.

F. Local Transfer Opportunities:

- There are not enough local vacancies to give all crew members local transfers.
- Members may compete for local assignments on the shopping list.
- No additional priorities or upgrades will be given.

G. Cross Deck Transfer Opportunities:

- Members may compete for cross deck assignments on the shopping list.
- No additional priorities or upgrades will be given.

Guidance for Members Interested in Assignment to CGC BOUTWELL, CGC SHERMAN, CGC ACUSHNET, or MSST Anchorage

- AY11 vacancies for all these units were included on the shopping list;
- Members will not be issued orders to BOUTWELL, SHERMAN, ACUSHNET, or MSST Anchorage after 03 DEC 2010, until Congress approves the number of units to DECOM.
- Should Congress choose to keep any of these units operational, members will be slated for vacancies at these units using the 14 assignment factors of the PERSMAN.
- For cutters only: A few members were slated to these units prior to 07 DEC in order to attend lengthy pipeline training prior to the budgetary decision being made. These members are now being contacted for possible reassignment to other AY11 vacancies.

Guidance for Members of CGC MORGANTHAU, CGC CHASE, MSST San Francisco, MSST New Orleans, MSST New York, MSST Kings Bay, NSFCC

- Members who are tour complete in AY11 will be included in the AY11 assignment slate.
- Members who are not tour complete in AY11 will not be included in the AY11 assignment slate.
- If Congress later decides to DECOM your unit in 2011, we will notify your Command and develop a new assignment plan for your crew based on the best information that we have at that point in time. Our goal will be to minimize the impacts to career development opportunities and member needs, while still being able to meet the needs of the current unit and the Service.

Please direct any additional questions to your Command. Command Cadre (CO, XO, Command Chief) may contact the following EPM-2 Central Assignment Coordinators for personnel questions and issues concerning potential unit closures:

- **Cutters:** LT Kristen Nihill, Kristen.A.Nihill@uscg.mil
- **MSSTs & NSFCC:** LT Frank Morrison, Frank.J.Morrison@uscg.mil

Unit Closure FAQ's

Updated 07 DEC 10

These FAQs apply to any member of a unit or crew that is being proposed for DECOM and/or disestablishment in the FY11 President's Budget.

NEW FAQs:

Q: When can I expect my orders?

A: You will be slated and issued orders with the general AY11 population, and should expect orders by 31 MAR 2011.

Q: Is my unit decom schedule going to hinder my availability to attend pipeline training for my next assignment?

A: It is up to you and your current unit to ensure that you are available to attend the requisite pipeline training for your future assignment. You should expect orders by 31 MAR 2011, which is the same deadline as in previous assignment years. Therefore, the assignment schedule will have no impact on pipeline availability. If your DECOM schedule limits your availability to attend pipeline training, you should address this with your current and future command.

Q: If it is decided that my unit is not likely to be approved for DECOM, do I have to stay at my unit? What if I want to short tour? Will my e-resume on file be considered?

A: We will not authorize short tours only for the sake of personal preference. Our objective is to ensure a full crew is assigned to your unit so that it may maintain operational effectiveness until its DECOM date. If you believe that there is an extenuating circumstance that merits authorizing a short tour for you in such a case, please address it via your Chain of Command to your EPM POC.

Q: What if I am already early slated for a unit that you decide IS NOT likely to be DECOMed? Am I going to still be slated for that unit?

A: Yes, it is our obligation to backfill your future unit. We will not undo the assignment slate.

Q: What if I am already slated for a unit that you decide IS likely to be DECOMed? Will you unslate me? Will there be jobs left for me to apply for in AY11?

A: We will unslate you if you are slated for a unit that is approved by Congress for AY11 DECOM. We will then determine your new assignment desires and reslate you to a unit for which you are qualified.

PREVIOUSLY POSTED FAQs

ASSIGNMENT AVAILABILITY

SHOPPING LIST:

Q: If I am at a unit that is proposed to be decommissioned, am I supposed to submit an e-resume based on the normal AY11 shopping list?

A: If you are assigned to one of the following units, you should have submitted an e-resume by 27 NOV 10, or as your rated AY11 SITREP prescribes:

CGC BOUTWELL	CGC SHERMAN
CGC MORGANTHAU	CGC CHASE
CGC ACUSHNET	CGC TORNADO
CGC ZEPHYR	CGC SHAMAL
MSST Anchorage	MSST San Francisco
MSST New Orleans	MSST New York
MSST Kings Bay	NSFCC
CGC CHANDELEUR STARBOARD	

You may apply for any position on the AY11 shopping list.

E-RESUME DEADLINE:

Q: How far in advance of the decommissioning will I have to complete my E-Resume?

A: You should complete your e-resume by the AY11 e-resume timeline published on the EPM or rating specific SITREP.

EARLY SLATE:

Q: Can rates with "early slates" shop and transfer early?

A: You may apply to early slate, progressive slate, or special assignment solicitations. You may also apply to screen for OIC, XPO, and EPO. Your application can be considered for AY11 assignments. We would not transfer you earlier than the solicitation prescribes.

We have already decided to slate non-tour complete members at units proposed for DECOM for command cadre positions based on the latest information we had regarding their unit's DECOM.

SPECIAL ASSIGNMENTS:

Q: Can personnel compete for special assignments in 2011?

A: Yes, we have allowed members from the units proposed to DECOM to compete for special assignments. Most of those solicitations were released in the spring and summer, with application deadlines in the summer. We slated members for special assignments on a case-by-case basis, while considering the likelihood of them being DECOMed, and the needs of the special assignment program.

ROTATION SCHEDULE:

Q: Will they be transferring us on a normal rotation schedule or early?

A: If your unit is DECOMed in 2011, we will slate you for a July 1, 2011 transfer. The current DECOM schedule allows for personnel to depart their unit on time. However, if the DECOM timeline is delayed, or certain members are needed to stay onboard the unit to carry out the DECOM, we may adjust some PCS report dates to August 1 or later in FY11.

ORDERS TIMELINE:

Q: How far in advance of DECOM will I receive my orders?

A: In accordance with the PERSMAN Chapter **4.B.2.a, covering Issuing Transfer Orders**, every attempt will be made to issue transfer orders at least 90 days before the reporting date to INCONUS units, 120 days before the reporting date to OCONUS units, and 120 days before the departure date from OCONUS units in order to give personnel as much time as possible to attend to personal matters before transfer. The normal orders issuance period is December - March and the typical report date is in June/July. With the current plan of the potential DECOMs occurring during the second quarter of FY11 there will be sufficient opportunity to meet standard assignment timelines. There

may be an interim period between DECOM and actual departure for new unit that will be covered by training, disposition plans, potential delays, leave, or TDY assignments.

Q: Assuming a March DECOM, will all orders be executed in March? If so, what is EPM's plan to accommodate such a large number of off-season assignments?

A: While some personnel may have the ability to execute orders early, there are many factors involved, including their family situation, actual date of DECOM, orders receipt, future duty location, and future duty accommodations (e.g. desk/rack space). Current DECOM dates do not necessarily free up personnel due to cross deck reliefs, disposition plans, and potential delays. Most personnel will not be needed at their new units until about July and there is some flexibility with adjusting report dates based on unit/member needs. Personnel can complete required training, take leave, or be administratively assigned to local units for an interim period as needed to cover any gaps between DECOM and report dates.

TOUR LENGTH:

Q: If not tour complete in summer 2011, will personnel receive new 3/4 year orders or can they expect to complete the time remaining on their current tour?

A: As per PERSMAN, Article 4.A.5.b, tour lengths are target or goals which can be met only under ideal conditions. Because of the dynamic nature of the personnel system, it is very difficult to ensure the completion of tours for members. Short tours are sometimes required based on service, unit, or member needs under many situations. Circumstances such as a unit DECOM may trigger a tour completions for all members attached. If and when the budgetary decision is approved to DECOM your unit, we will consider your entire crew tour complete.

When any member is considered to be tour complete, he/she is then eligible for Permanent Change of Station (PCS) transfer. All orders will be issued with tour lengths according to the standard tour lengths outlined in the "Tour Lengths for Enlisted Personnel Table" found in PERSMAN, Article 4.A.5.b. Assignment Officers will consider member and command requests for tour length adjustments on a case-by-case basis.

Q. But I just reported to one of the units whose crew may be disestablished. What does this mean for me?

A: You could potentially do a one-year tour at this unit if it is approved for DECOM. You should have already submitted an e-resume for an AY11 transfer.

ASSIGNMENT CONSIDERATIONS

PRIORITY:

Q: If I just transferred in and my cutter is DECOMed, what will my assignment priority be? And how long do I need to be assigned to my unit to ensure I receive my assignment priority?

A: All members who transfer from your unit will receive the Assignment Priority designated in 4.B.4.a of the PERSMAN, regardless of how short their assignment. Even if a member only spent a month assigned to the unit, they will receive the unit's priority. The only exception applies to those who fall under 4.B.4.b, which says that enlisted members who were assigned to the DECOMed unit for less than one year may retain the assignment priority of the previous unit (if it is a higher priority).

Q: Will there be any priority consideration in the assignment process? Will personnel be competing equally in the AY11 process?

A: All members who become tour complete due to a unit DECOM will receive the assignment priority associated with its unit as listed in 4.B.4.a of the PERSMAN. No additional preference or priority upgrade will be given. Members will compete for their next assignment in accordance with the 14 assignment factors listed in 4.B.1.g.

Q: Since so many operational units are proposed for DECOM, is the large increase of Priority 3 transfers going to affect how the transfer process happens?

A: The majority of enlisted personnel are Priority 3's. On a normal year they are about 38% of the tour complete population. If all the proposed DECOMs are approved for AY11, it will add about 690 tour complete members to the competition. More than 43% of the tour complete members in 2011 will then be Priority 3's. The answer is yes, the Priority 3 population continues to grow, and in AY11 there will be more competition among Priority 3 members if these DECOMs are approved.

LOCAL TRANSFER OPPORTUNITIES:

Q: What opportunities will personnel have to remain in the local area?

A: The opportunities for local transfers exist, especially in large metro areas with significant concentrations of CG units. It should be noted that Alameda will NOT be able to accommodate the overwhelming bulk of the personnel overages created by the potential unit closures. Members may compete for local positions listed on the shopping list using all of the 14 assignment factors listed in 4.B.1.g of the PERSMAN. Members should not expect to be issued orders to jobs that are not open. Similar to the approach of how the LORAN personnel plan is being executed, we will attempt to find local alternatives when desired and when possible, but only if the assignment decision will benefit the member (in both the short and long term), the receiving unit, and the Service.

CROSS DECK OPPORTUNITIES:

Q: Will CHASE personnel be considered for cross-deck to BOUTWELL or transfer to another 378? If cross-decked will it be considered a new tour?

A: Each member's rotation date will also be examined as one of the key components of the assignment decision. In most cases it would be unfair and unnecessarily arduous to ask a member to serve a new full tour (e.g. 1 full HEC tour followed by a subsequent HEC tour) at their new unit. Ordinarily, members should expect to keep their rotation date; significant alterations of these dates can have some serious implications regarding the population base of tour complete personnel over the next 3 or 4 assignment cycles. Essentially, these changes, if granted on a large scale, could potentially cause a

shortage of tour complete personnel compared to open positions in subsequent years. We will look at the desire for CHASE personnel to fill a vacant position aboard BOUTWELL on a case by case basis.

FAMILY:

Q: Will there be consideration to accommodate families with children in school?

A: All enlisted members who will be impacted by the pending unit closures should update their e-resumes and include their specific member needs. Assignment Officers will review all e-resumes and all member needs will be carefully considered. Without having an approved DECOM timeline, it is difficult to know what the mitigating strategies will be. All members are advised to think ahead and make appropriate family plans. Assignment Officers will work with members to the greatest extent possible while balancing needs of the Service, Unit, and Member.

HOUSING:

Q: Are there any programs provided by the DOD or DHS for personnel that purchased a house and cannot sell due to redeployment?

A: The U.S. Army Corps of Engineers DoD Homeowners Assistance Program (HAP) provides assistance to eligible Federal personnel, both military (including Coast Guard) and DoD civilians faced with losses on the sale of their primary residence when there is no present market for the sale of such property upon reasonable terms and conditions. For more information (including eligibility criteria) in reference to the HAP, members should visit: <http://hap.usace.army.mil/>

FUTURE IMPACTS

GENERAL CAREER IMPACTS :

Q: Has there been discussion on the impact of DECOMs to career path opportunities or advancements for ratings impacted significantly by the loss of afloat billets? (e.g., ETs who also lost LORAN E-7 and above billets). Where will "extra" rates/ranks be assigned?

A: There has been some initial discussion on the POTENTIAL implication of these closures on personnel and their respective ratings. Please remember that none of the closure decisions/decoms proposed in the Congressional Appropriations Bill are enacted (yet) as law. Generally speaking, personnel should prepare for a slow down in the number of advancements – in all ratings, due to a decreased number of positions. Remember, in the Enlisted Workforce we advance to a verifiable vacancy in the field, and in this context we are losing billets. Extra personnel will be assigned based on a number of factors, and in some cases personnel may be assigned to positions that would not necessarily be tour complete in AY11.

Career Paths should not be significantly impacted at the Senior Ranks, and there may be some minor impacts to the very junior members of the organization as they attempt to establish career paths and gain competencies.

PIPELINE TRAINING:

Q: With the compressed transfer timeline, what will be the impacts on required pipeline training for members' next billets?

A: Impacts will be determined on a case by case basis, depending on what the required pipeline training is for a member's slated position, and if the decision to close your unit has been made before the last possible class convening date of your slated unit. If the decision has not been made whether to decom your unit, you may not be issued orders to an assignment that requires lengthy pipeline training with limited seats and convening dates.

SWE:

Q: How might the off-season timeline impact SWE eligibility/opportunity? Will there be accommodations for those "in transit"?

A: Commands should work to mitigate these conflicts if there are any.

RETIREMENT:

Q: I have a BMC who will be retiring. He would like to retire at the 26 year mark. His anniversary date is in Feb 2012. Will he be forced to retire on the date the cutter is disposed of, or could he go TAD somewhere in Alaska to finish his time (last day at work would be in Fall 2011)?

A: The retirement window is from SEP - DEC to align with the standard transfer timeline, allowing for a JUN/JUL backfill before commencing leave/admin period. Based on Service need, the appropriate retirement date in this situation would be 01JUL11 to align departure with decom date. Alternatively, the member could accept orders and submit a retirement letter once arriving at the new unit for SEP - DEC of a future year to meet OBLISERV requirements, complete at least 26 years of Service, and align with retirement window.

NONRATE SPECIFIC

Q: Will E-3s have a shopping list and be able to pick where they want to go?

A: No, they will be transferred to a vacancy in the local area or an area where the member desires and lists on their paper e-resume. We will exercise financial stewardship wherever possible. For example, if a member will be tour complete within a short time of their A-School class convening date, they may be assigned to the vicinity of their A-School while awaiting school.

Q: What are the tour length and OBLISERV requirements for nonrates' follow-on tour?

A: Nonrates will be given orders for a full tour and will be required to OBLISERV IAW the PERSMAN; however, they are welcome to request a waiver from EPM for the obligated Service.

Q: If an E-3 is already in the striker program, will this be taken into account when they receive their transfer assignment?

A: We will work with the Rated AO to see if they would like to transfer the Non-Rate to a certain location. If not, the Non-Rate will be transferred to a vacancy exercising financial stewardship.

Q: Will there be any impact on my location on the A School list?

A: No

ET SPECIFIC

Q: For ETs, with the LORAN stations closing are they going to be doubling up on billets or making new ones?

A: Yes, ETs will continue to be double encumbered, and this is an effort to mitigate an adverse candidate pool deficit compared to open billet overage in subsequent years. The majority of double encumbered positions exist on shore; however, we are attempting to also "plus up" Cutters due to the increase in technical systems and equipment found o/b these platforms. Presently, there is no projected billet growth forecasted for FY11.

MISCELLANEOUS

Q: Will an Assignment Officer be assigned solely for the potential unit closures, or will I have to communicate with my normal rating assignment officer?

A: Assignments will be handled by your normal rating assignment officer. Command concerns and decommissioning coordination will be centralized through the Cutter Central Assignments Coordinator or the MSST/NSFCC Central Assignments Coordinator.

Q: Will the entire crew stay on through the decommissioning or will only essential personnel remain?

A: CG HQ, PACAREA and your Commands are working on identifying the critical personnel that might be required to stay assigned to the unit beyond the decommissioning date to assist in the foreign military sales handoff and/or disposal of the unit. Commands will include the member's desires in their recommendations.