

U.S. Department of
Homeland Security

United States
Coast Guard



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DEC 12 2011

MEMORANDUM FOR:

Janet Napolitano
Secretary

FROM:

Admiral R. J. Papp, Jr.
Commandant; (202) 372-4411

SUBJECT:

COAST GUARD ACTIVE DUTY ENLISTED CAREER
RETENTION SCREENING PANEL AUTHORIZATION
REQUEST FOR 2012

I request approval for the Coast Guard to hold an Active Duty Enlisted Career Retention Screening Panel (CRSP) in 2012. The Coast Guard held two panels with your approval in 2010 and 2011.

The 2011 panel considered 259 retirement eligible candidates and selected 55 for involuntary retirement by the end of calendar year 2012. These retirements will allow continued accessions and advancements that are essential for a healthy enlisted workforce.

I have determined that holding another panel in 2012 is in the best interest of the Coast Guard. CRSP is designed to strategically rebalance the enlisted force toward a more upwardly mobile, performance based demographic. As in 2010 and 2011, attrition remains lower than normal. Relatively stagnant military end-strength and lower than normal attrition rates continue to result in lower than normal accession forecasts. These dynamics jeopardize the future military workforce of the Coast Guard by slowing the advancement of the Coast Guard's most high performing enlisted members.

Those not selected for continued service will be involuntarily retired. Members identified for involuntary retirement will be entitled to full retirement benefits. The legal authority to conduct a CRSP panel derives from title 10, U. S. Code Section 1169 and title 14, U.S. Code Section 357 (j). Under Section 1169, regular enlisted members of an armed force may be discharged, before service term expiration, as the Secretary concerned may prescribe. Under Section 357 (j), the Secretary of Homeland Security may authorize involuntary retirements without action by Enlisted Personnel Boards pursuant to a "reduction in force." In order to avoid creating confusion in the fleet, the CRSP process does not include the term "reduction in force," which has specific meanings in other statutory contexts, because title 14 does not define, directly or by reference, "reduction in force." USCG counsel, Mort Shea, reviewed this action and has determined it complies with applicable laws and regulations.

Subj:

COAST GUARD ACTIVE DUTY ENLISTED CAREER RETENTION
SCREENING PANEL AUTHORIZATION REQUEST FOR 2012

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As previously indicated, I plan to establish the panel as an annual workforce shaping option for the Coast Guard to ensure the high performance of our senior enlisted members. I am in the process of submitting a Legislative Change Proposal (LCP) granting the Coast Guard permanent authority to hold this panel as needed. Since the LCP approval may take several years, I request your approval to hold the panel in 2012 while awaiting permanent authority. If approved, the panel will only review enlisted Coast Guard members who are retirement eligible within the panel-directed involuntary retirement timeframe.

Your endorsement of this memo will provide the Coast Guard with the legal authority required to establish the CRSP as a workforce-shaping tool during 2012.

Approve/date  12-21-11 Disapprove/date _____
Modify/date _____ Needs discussion/date _____

cc: