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AUG - 7 2014

MEMORANDUM

From: *P.A. Flynn*
P. A. Flynn
CG PSC-epm

To: T. C. Wiemers, CAPT
CG-731

Subj: PRECEPT CONVENING THE PANEL FOR SCREENING OF PERSONNEL FOR
ASSIGNMENT AS OFFICER IN CHARGE DURING ASSIGNMENT YEAR 2015

Ref: (a) Military Assignments and Authorized Absences, COMDTINST M1000.8 (series)
(b) Coast Guard Weight and Body Fat Standards Program Manual, COMDTINST
M1020.8 (series)
(c) Commandant's Guidance to PY15 Officer Selection Boards and Panels

1. An Officer in Charge Screening Panel is hereby appointed consisting of yourself as President and the following additional members:

CDR James Rush
CWO3 Christopher Brown
BMCM Shawn Hoefling
BMCM Christopher Swiatek
BMCM Jason Willey
BMCM Brent Zado

Nonvoting recorder/reporter:

LCDR Brad Kelly
LT Michael Wurster
CWO4 Jonathan Franchebois
CWO2 Ian Christian
CWO2 Terrell Malvesti
CWO2 Tracy Randall
Ms. Ada Harris
YN1 Sabrina Isaac

2. The Panel will convene at 0900, 11 August 2014, at the Coast Guard Personnel Service Center, Arlington, VA for the purpose of selecting applicants for assignment as Officer in Charge (OIC) of Coast Guard Cutters, Stations, and Aids to Navigation Teams. The prescribed uniform for members of the panel is Tropical Blue.

3. The Panel shall consider all enlisted members who submitted application packages and meet the specific qualification requirements detailed in references (a) and (b).

4. The Chief, Enlisted Advancements and Separations Branch, will provide you with a list of those individuals who submitted an application package.

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5. The goal of this screening panel is to produce a best-qualified list of screened personnel, rank ordered in each the four OIC Certifications (Multi-Mission Afloat, Multi-Mission Ashore, Aids to Navigation Afloat, Aids to Navigation Ashore).
6. The panel shall consider this goal as a guide for its deliberations and consider the distinguished standards of professionalism expected from our OIC's. The primary criteria for selection will be individual performance and prior experience. The panel may establish additional criteria, which it feels appropriate to meet the goals of the command selection process.
7. Command of a Coast Guard unit represents the highest level of trust and confidence we place in our people. Those recommended must reflect the highest standards of conduct, integrity, capability, attitude, and military bearing. In reference (c), the Commandant details his expectations for selection of future leaders of the Coast Guard Officer Corps which is equally applicable to selecting future Enlisted unit commanders. An OIC invariably becomes involved in situations requiring immediate action and often unpopular decisions. These challenges can only be met by people with sound character who have demonstrated a bias toward action and a track record of delivering results. Equally important, those recommended must have a proven record of Duty to People. Leaders must put those they lead before themselves, carefully cultivate positive command and work climates, and hold members accountable for performance and discipline lapses to forge productive, proficient operational units. Officers in Charge must also be Committed to Excellence. These leaders must be masters of their craft who pursue personal proficiency, transform their experience into effective leadership, and pass on that expertise to subordinates building effective, proficient teams that sustain mission excellence. You and your panel members are the principal guarantors that the proper balance of pride, dedication, and ability to lead units in mission execution, caring, discipline, moral ethics, and professional skills abide in our OIC's. The enlisted members you select must be capable of providing the leadership necessary to meet the current missions and operational tempo, while preparing the Coast Guard for future challenges.
8. The Coast Guard is firmly committed to equality of treatment and opportunity for all personnel without regard to race, creed, color, gender, or national origin. The candidates you select must be able to help the Coast Guard provide superior public service across all missions and foster cohesiveness in our workforce while strengthening the development of diversity. They must have the ability to form effective partnerships within and outside of the service, and to support the innovations needed to more effectively and efficiently manage the Coast Guard's resources. Above all, they must consistently demonstrate and teach the Coast Guard's core values of honor, respect and devotion to duty.
9. The panel will be provided with the necessary records and clerical assistance by the PSC-epm-1 panel staff. An Assignment Officer will be available to address any concerns or issues that may arise during the panel's discussions. Upon completion of your deliberations, deliver your report to me.
10. The panel shall be sworn. The recommendations of the panel require a majority of the voting members and its results shall be kept confidential until its report is approved. You shall direct panel members not to divulge any information related to the proceedings and deliberations of this panel.

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