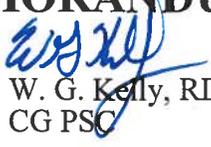




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SEP 25 2015

MEMORANDUM

From:  W. G. Kelly, RDML
CG PSC

To: K. D. Murphy, MCPO

Subj: PRECEPT CONVENING A SCREENING PANEL TO CONSIDER ENLISTED MEMBERS FOR GOLD/SILVER BADGE RESERVE COMMAND MASTER CHIEF (RCMC), RESERVE COMMAND SENIOR CHIEF (RCSC) AND RESERVE COMMAND CHIEF (RCC) FOR ASSIGNMENT YEAR 2016 (AY16)

Ref: (a) COMCOGARD PSC Arlington VA 131507Z May 15/ALCGRSV 029/15
(b) Command Senior Enlisted Leader Program, COMDTINST 1306.1 (series)
(c) Military Assignments and Authorized Absences, COMDTINST M1000.8 (series)
(d) Coast Guard Weight and Body Fat Standards Program Manual, COMDTINST M1020.8 (series)
(e) Commandant's Guidance to PY16 Officer Selection Boards and Panels

1. Pursuant to reference (a), a Screening Panel is hereby appointed consisting of yourself as President and the following members:

CAPT Andrew S. McKinley, USCGR – Member
CAPT Mark J. Fedor, USCG – Member
MCPO Kurt Shoemaker, USCGR – Member
MCPO Dawn M. Stephens, USCG – Member
MCPO Jason K. Wong, USCG - Member
MCPO Robert W. Young, USCGR – Member

MCPO Michael R. Snyder, USCG – Non-voting Recorder
MCPO Jennifer L. Stiles, USCG – Non-voting Recorder

2. The Panel shall convene at 0800 on 13 October 2015, in suite 501, fifth floor in the Captain Dorothy Stratton Conference Room, Coast Guard Personnel Service Center, or as soon thereafter as practicable, for the purpose of screening eligible enlisted applicants for Gold/Silver Badge Reserve Command Master Chief (RCMC), Reserve Command Senior Chief (RCSC), and Reserve Command Chief (RCC) duty. Members of the Panel shall swear or affirm that they will, without prejudice or partiality, and having in view both the special fitness of the members and the efficiency of the Coast Guard, perform the duties imposed upon them, and that they will not disclose their proceedings to any person not a member of the Panel.

3. The Panel shall refer to the provisions of reference (a), (b), Art. 1.E.2. of reference (c) and reference (e) in your development of criteria for screening the applicants. To be considered for

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selection and potential assignment to Gold/Silver Badge RCMC/RCSC/RCC duty, applicants must be able to meet the specific minimum qualifications requirements, perform all duties, and functions set forth in reference (b). Chief, Reserve Personnel Management Division will provide you with the application packages of all eligible applicants who responded in accordance with reference (a).

4. Selection as a RCMC/RCSC/RCC represents one of the highest levels of trust and confidence we place in our Coast Guardsmen. They must be leaders who consistently demonstrate a commitment to excellence, service to nation, and duty to people. In addition, they must cultivate and promote positive command climates and work environments. Specifically, those members determined to be fully-qualified and recommended for assignment must have a long standing proven record of superior leadership, conduct, professional expertise, attitude, military bearing, and concern for the enlisted workforce. They must also display the strength of character to hold subordinates accountable for lapses in performance and/or behavior.

5. 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 applicants 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.

6. Applicants who meet the eligibility criteria in references (a), (b), and (d), and who are determined by the Panel to be capable of performing all duties and functions required by those references, shall be deemed fully-qualified. Furthermore, the Panel shall rank order all fully-qualified members based on the criteria set forth in reference (b) and this precept. The members at the top of the rank-ordered list that are most prepared for assignment to a Gold Badge position shall be noted by the Panel, and that should be considered when determining assignments.

7. You should emphasize to the members of the Panel the importance of their obligation to confine themselves to matters of record and not predicate judgments on rumor or hearsay. At the end of your deliberations, all members must be able to say that the applicants recommended for selection are, in the opinion of at least a majority of the members, if the Panel has five members, or in the opinion of at least two-thirds of the members, if the Panel has more than five members, the best-qualified to carry out the duties and responsibilities of the position for which they are screened.

8. The Panel shall submit a report in writing signed by all members of the Panel. Except for the report of this Panel, the proceedings of the Panel shall not be disclosed to any person not a member of the Panel. You will direct the members of the Panel that their recommendation shall be kept confidential until the names of the applicants selected are released to the Service at large.

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