



1306

MAR 29 2016

MEMORANDUM

P.A. Flynn
From: P. A. Flynn, CAPT
CG PSC-epm

To: CDR S. V. Burdian

Subj: PRECEPT CONVENING THE SPECIAL PANEL FOR SCREENING OF ELIGIBLE ENLISTED MEMBERS FOR COMMAND MASTER CHIEF (CMC) FOR ASSIGNMENT YEAR 2016

Ref: (a) COMCOGARD PSC Arlington VA 08 Mar 16/ALCGENL 034/16
(b) Command Senior Enlisted Leader Program, COMDTINST 1306.1 (series)
(c) Coast Guard Weight and Body Fat Standards Program Manual, COMDTINST M1020.8 (series)
(d) Commandant's Guidance to PY16 Officer Selection Boards and Panels

1. You are hereby appointed President of a panel convened to screen eligible enlisted members for Command Master Chief. The panel will consist of yourself and the following members:

CMC Jason K. Wong
CMC Richard S. Hooker

2. The panel shall convene at 0700, 31 March 2016, at the Coast Guard Personnel Service Center, Washington, DC for the purpose of screening eligible enlisted members for vacant Silver Badge CMC positions. The panel will review records electronically prior to the convening, and will review and sign an oath. The uniform of the day will be Tropical Blue.

3. The panel shall consider all enlisted members who submitted application packages and meet the specific, minimum qualification requirements detailed in references (a) thru (d).

4. To be considered for selection and potential assignment to Silver Badge CMC duty, members must be able to perform all of the duties and functions set forth in reference (b). Chief, Enlisted Personnel Management Division will provide you with a list of those individuals who submitted an applicant package and meet the minimum qualification requirements. The panel shall ensure that any packages that are determined to not meet the minimum criteria are removed from consideration for selection.

5. Selection as a CMC represents one of the highest levels of trust and confidence we place in our people. 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.

6. 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. A member's successful completion of a tour of duty in the Special Assignments community, particularly as a Company Commander, Recruiter or Instructor, should be viewed as a positive commitment to Service need and enlisted workforce diversity, strength and stability. Above all, they must consistently demonstrate and teach the Coast Guard's core values of honor, respect, and devotion to duty.
7. Members who meet the eligibility criteria set forth in references (a) and (b), 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 shall be noted by the panel. I encourage the panel to evaluate and comment on the specific strengths, background, or other experiences of particular members which might prove valuable while serving as CMC and that should be considered when determining assignments.
8. The panel will be provided with the necessary records and clerical assistance by the PSC-epm staff. Each member's entire military record will be available for review by the panel. Upon completion of your deliberations, deliver your report to me.
9. The panel shall be sworn. The recommendations of the panel require a majority of the voting members. The results shall be kept confidential until approved. You shall direct the members not to divulge any information related to the proceedings and deliberations of the panel.

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