



1306
NOV - 6 2014

MEMORANDUM


From: M. L. Austin, RDML
CG PSC

To: G. M. Williamson, 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 2015 (AY15)

Ref: (a) COMCOGARD PSC Arlington VA 151426Z Aug 14/ALCGRSV 075/14
(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 PY15 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:

LCDR Monique M. Roebuck, USCGR – Member
MCPO Kirk D. Murphy, USCGR – Member
MCPO Charles R. Bushey, USCG – Member
MCPO Bobbie J. Sisto, USCG – Member
MCPO Robert J. Pasqua, USCGR – Member

MCPO John C. Rector, USCG – Non-voting Recorder
MCPO Michael R. Snyder, USCG – Non-voting Recorder

2. The Panel shall convene at 0800 on 15 December 2014, 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 selecting eligible 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 determining the members recommended for selection. To be considered for selection and potential assignment to Gold/Silver Badge RCMC/RCSC/RCC duty, applicants must be able to perform all duties and functions set forth in

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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. Those recommended for duty as such must demonstrate a commitment to the Coast Guard's core values. They must be leaders who value "service before self," and cultivate positive command climates and work environments. Those recommended must have a long standing proven record of superior leadership, performance, 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. Applicants recommended must reflect the highest standards of conduct, integrity, professional expertise, attitude, and military bearing consistently demonstrated throughout their entire career.

5. 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. The Panel shall further review all fully-qualified applicants in consideration for any additional criteria they may develop to determine which applicants are best-qualified. In forming best-qualified criteria, review reference (b). I encourage the Panel to evaluate and comment on the specific strengths, background, or other experiences of particular applicants that might prove valuable while serving as RCMC/RCSC/RCC. Additionally, the Panel shall rank order the best-qualified applicants or use some other method to determine the best applicants for selection.

6. 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.

7. 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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