

Boatswain's Mate Force Note

December 2009



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My purpose for writing the Force Note is to keep you informed as to what is going on with the Boatswains Mate rating from this end. What I need from you is what is going on from your end. The more information I have from you, the better I can serve the rating at the HQ level. The quickest method of receiving new and old BM Force Notes is on CG Central under the following link:

[My Workspace](#) : [Career Management](#) : [Enlisted](#) : [My Rating](#) : [Boatswain's Mate](#)

You can also find a copy of the current and only applicable BM EPQ's there.

The business end:

Current Rating Profile:

	E4	E5	E6	E7	E8	E9	Total
Billets	1334	1513	1309	632	139	66	5001
Body/Billet	358	67	45	39	3	0	512
% Strength	127	104	103	106	102	100	110

*These figures do not include BM's assigned to Non Designated Petty Officer Billets

Enlisted Separation Forecast: (Dec 09) These are 2010 Separation Forecast's

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
BMCM									1			
BMCS			1	2				1	2		2	
BMC	1	1	1	1				3	6	7	4	3
BM1	1	2		3	1	1			1	1		
BM2	3	3	1						2			
BM3	7	4		1	1							

Reserve Enlisted Strength/Fill Rate

	E9			E8			E7			E6			E5			E4*			Totals		
	Inv	Body Posn	%	Inv	Body Posn	%	Inv	Body Posn	%	Inv	Body Posn	%	Inv	Body Posn	%	Inv	Body Posn	%	Inv	Body Posn	%
BM	28	14	200%	31	-1	97%	146	-10	94%	137	-291	32%	253	-324	44%	791	441	226%	1386	-171	89%

As you can see from the Rating Profile for active duty, we are currently over at almost every paygrade. This is due mostly to the ME billets being taken before the people. We lost a total of 388 billets to the ME rating and a total of 376 members. It breaks down like this:

BMCM billets lost: 1	BMCM members lost: 0
BMCS billets lost: 2	BMCS members lost: 2
BMC billets lost: 41	BMC members lost: 32
BM1 billets lost: 63	BM1 members lost: 95
BM2 billets lost: 88	BM2 members lost: 103

Now factor in the October/November/December 2009 separations:

BMCM – 8, BMCS – 3, BMC – 15, BM1 – 10, BM2 – 12

I have been told by EPM that after the January change of members from their legacy ratings to ME, things should pick back up. However, keep in mind retention is at an all time high for the organization.

Speaking of advancements, this is a call to all BM3s, active and reserve. You really need to put yourself in a position to advance to BM2. There is no reason why we continue to be well over at E4 and way under at E5.

The ME advancement list is out and **look for revised cuts** sometime towards the middle of January 2010.

If you have a member at your unit that made the change to ME, they are still required to fulfill their billet obligations with regards to certifications as long as they are filling that billet. If you are a coxswain and switch to ME, that does not relieve you of your responsibility to fill the requirements of that billet. If your command moves you to a different billet, then you fill the requirements for that billet.

However, the commands have a responsibility to provide opportunities for you, as a new ME, to professionally develop your ME professional knowledge base.

This will likely take some ingenuity on the part of the command and the member but that is why CO/OICs are paid the big bucks.

This is some information from office of boat forces to assist commands with what the ME requirements might look like:

Sets up and supervises the unit's law enforcement training program IAW the MLEM.

Serve as Small Arms Instructor and lead the unit's weapons training program.

Serve as Boarding Officer

Perform all applicable duties of Weapons Officer as outlined in CG Regulations.

Serve on the unit's LE training board.

Cultivate and nurture relationships with local law enforcement agencies.

Maintain regular contact with Sector Intel Officer.

Encouraged to certify as boat crew member.

I hope this information makes the transition easier to manage. MECM Muisse, the ME RFMC, stands ready to assist anyone with ME questions.

ALCOAST 426/09: New BM Advancement Requirements

This ALCOAST outlines the requirements during our transition from a two exam navigation rules system to one. If you have a member that has passed the Navrules exam, they are eligible to take the open book DWO exam (DWINTR) regardless as to their rating. This is the coxswain requirement of the ALCOAST. If you do not have a DWO exam on file prior to the December 2010 deadline, you will not retain a coxswain certification.

If you have not made the switch, you need to get moving. Things could change with regards to how this is applied at anytime.

The programs allowed for a pretty lenient transition period so don't wait to get this done; **December 2010 is the deadline**. After that, the requirement will be closed book to open book.

From the Office of Cutter Forces:

BMCS R. Scott Pugh
Office of Cutter Forces (CG-751)
Coast Guard Headquarters

The following manuals are in Sequential Clearance and will be hitting the streets as soon as they are signed.

- Astern Fueling at Sea Manual, DRAFT COMDTINST M3120.8
- Cutter Boat Launch and Recovery Procedures Manual, DRAFT COMDTINST M3120.6

We are also working on a Cutter Operations Manual, this will be a combination of the above manuals as well as providing guidance/policy on Towing, Anchoring, Shipboard Man Overboard Recovery, Mooring, and the Cutter Surface Swimmer program (already approved COMDTINST 16134.2C). The first week of December we had a meeting to discuss the way ahead for the manual and I would like to thank the following shipmates for their input, time, and patience.

BOSN2 Daniel McDonald, Atlantic Area-30CF BMC Dave Tsetsilas, CGC TAMPA
BMC Charles Wilkins, CGC FORWARD BMC William Mears, Atlantic Area SEOPS
Team
BM1 Peter Furnari, CGC SEA HORSE
BM1 Ryan Doody, CGC FORWARD

Finally, continued progress is being made towards the promulgation of the AtoN Seamanship Manual. The Buoy Deck Training Team and National Aids to Navigation School are currently conducting a review to ensure accuracy with current policy and to ensure the direction in the manual is in line with what they are teaching.

From the Office of Boat Forces:

Boat Forces has developed a Boat Forces Training Strategy 2020 and is posted on their website at <http://cgweb.comdt.uscg.mil/G-RCB/G-RCBhome.htm> under training and boat crew professionalism. This training strategy provides a framework for improving Boat Forces training across all apprentice-journeyman-master level competencies. This will provide the field with the long term training strategy for the Boat Forces community.

Projects:

The command billet swap project that will begin to better align our BMCMA ashore/afloat billet structure is in the last stage of approval. I want to thank all of the members in the field that assisted with this by providing important feedback during the process. When the billets are actually entered into the system, I will publish more information on the timeline of transition and what billets will change.

The message announcing our new BM EPQs is being routed for release as I am typing. There are some changes so make sure you review them carefully. They will be the only EPQs accepted for advancement after 01 August 2010. Prior to that, either the 12-2006 or the 12-2009 EPQs are acceptable. So, for the May 2010 SWE and the October 2010 SWE, either can be used. For placement on supplemental or striker lists, the new EPQs will be required after the 01 August 2010 deadline.

I have developed a memo request to change the tour lengths on 87's from two to three years. There will be some issues to work through but I will update the progress of this in future editions of the force notes.

When I arrived in this job, I had identified almost 600 BM billets that were not aligned with our core competencies nor that provided much if any professional development for our younger BMs. We have since changed many of those billets to ratings that better fit the expectation of the billet. We still have some out there that need attention but we are getting better alignment with regards to our billets/professional development opportunities.

Information on the new PDR Instruction:

YNCM Emily L. Jennings
Yeoman Rating Force Master Chief

CWO Schuster and I have received numerous calls regarding discrepancies in the recently released update to the PDR Instruction in regards to the maintenance of Unit PDRs. We are aware this is causing some pain in the field and yielded more questions than answers especially for units preparing for their compliance inspections.

Please understand, there will be some form of unit PDR maintenance due to audit remediation requirements. There is no way around that. That said CWO Schuster and I understand the administrative burden and strain this can place on units that have no designated administrative support. This is most evident from the calls and concerns we have received from the boat forces community. We will address those concerns as to ensure no unit without that support is burdened unnecessarily.

Mr. Schuster and I are in the process of drafting an ALCOAST proposing clarity and specifics to unit PDR retention. I would anticipate this ALCOAST would be released in the late January/February time frame.

In the meantime, we recommend all units not collocated with their SPO do not begin creating unit PDRs until the release of this ALCOAST. If the unit is already maintaining them, please keep them up to date. Also, one of the original intentions of the Instruction was to require all DSF units to maintain unit PDRs. If you are a DSF unit and do not maintain them currently, please begin to do so now as the ALCOAST will clarify that requirement. Finally in regards to the retention of the DD Form 2760, the intention was for the document to be maintained at the bottom of section 4 as it must be updated annually. This will also be included in the ALCOAST.

This e-mail will be sent to the Compliance teams as well. I ask you all to disseminate widely throughout your AOR as CWO Schuster and I are limited in our scope outside the release of the message.

If you have any questions or concerns, please let us know. We hope this will help in the interim.

Nationwide Automatic Identification System (NAIS) Sponsor's Representative:

CWO Robert Page
Commandant (CG-7611)

The Nationwide Automatic Identification System (NAIS) major system acquisition is progressing such that vessel tracking capability is now widely available. You are receiving this email because either you have expressed interest in the NAIS project, you are in a position to help distribute information regarding AIS/NAIS, or you could potentially use information regarding AIS and the NAIS project.

With the help of many other offices, CG-761 has updated the NAIS Increment 1 Resource Guide. The guide is now available on NAVCEN's e-Tracking CG Portal site: <https://cgportal.uscg.mil/lotus/mydoc?uri=dm:e7e5fa8040555d549aabba1d366b687f&verb=view>.

The purpose of the resource guide is to provide an overview of current and planned AIS capabilities to facilitate strategic and tactical decision making and to encourage operational personnel to incorporate AIS vessel tracking data into their daily activities. In summary, the resource guide includes an NAIS program overview and relevant information on the NAIS Increment 1 capabilities, AIS regulations and enforcement policy, description of the NAIS support structure, NAIS data sharing information, NAIS data access methods and uses, NAIS related websites and points of contact.

As the NAIS project matures and additional capability is brought online, additional training material will be developed and distributed.

Leadership and Development, New London:

BMCM John M. Petrie
Lead Instructor
Command and Operations School

I am asking for your help in spreading the word about one of our leadership courses here at the Leadership and Development Center.

We offer a course called TCT Cutter, designed to focus on junior officers and E5/E6's on board ALL our cutters. This course is more than just your typical TCT course in that it focuses on members who have already been TCT trained and are now part of bridge teams, 1lts, ops, and dep. heads. This course is more like a precursor to PCO/PXO or POPS. During this 3 day course the students review TCT and also do simulator exercises designed to sharpen their skills in Bridge Resource Management, cutter navigation and collision avoidance.

We have had 2 courses so far this year and couldn't even fill all the seats.

If you could use your bang list and your persuasive powers to help me get the word out that this is NOT just another TCT course and help fill these seats.

From the Officer in Charge Community:

We continue to experience RFCs throughout our Officer in Charge community, as well as with our XPOs and EPOs.

Here are some of the leading factors for reliefs since 2007:

OIC:

5 for Misconduct/Core Values issues
4 for Safety issues
2 for Alcohol issues
2 for hostile work environment

XPO:

10 for Misconduct/Core Values issues
5 for Alcohol issues
3 for failure to qualify

Please ensure this is part of your training program when conducting OIC colleges and other type programs. Additionally, watch out for your fellow OICs and XPOs. If you know they are headed for danger, speak up. We might avoid one more from happening with early interdiction.

Be safe and have a great holiday season,

BMCM Kevin Leask
BM RFMC
202-372-2296

Official Disclaimer: The purpose of these Force Notes is for the sole purpose of passing information to those within the Boatswains Mate Rating. The material contained within may not be official CG policy.