



1306

SEP 5 - 2014

## MEMORANDUM

From: M. L. Austin, RDML  
CG PSC

To: L. L. CaleJones, YNCM  
CG-00B

Subj: PRECEPT CONVENING THE PANEL FOR SCREENING OF ELIGIBLE ENLISTED MEMBERS FOR COMMAND MASTER CHIEF AND COMMAND SENIOR CHIEF (CMC/CSC) FOR ASSIGNMENT YEAR 2015

Ref: (a) COMCOGARD PSC Arlington VA 071157Z JUL 14/ALCGENL 156/14  
(b) Command Senior Enlisted Leader Program, COMDTINST 1306.1  
(c) Coast Guard Weight and Body Fat Standards Program Manual, COMDTINST M1020.8 (series)  
(d) Commandant's Guidance to PY15 Officer Selection Boards and Panels

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

LT Margaret A. Brown  
MKCM Terence F. Vanderwerf  
SKCM Mario L. Padilla  
SKCM Dawn M. Stephens

Non-voting Members/Clerical Assistance:

LT Michael A. Wurster  
CWO3 James M. Dignan  
OSCM James H. Bach  
Ms. Ada M. Harris  
YN1 Sabrina D. Isaac

2. The panel shall convene at 0830, 9 September 2014, at the Coast Guard Personnel Service Center, Arlington, VA for the purpose of screening eligible enlisted members for Gold/Silver Badge Command Master Chief and Command Senior Chief (CMC/CSC) duty. 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 qualification requirements detailed in references (a) thru (d).

4. To be considered for selection and potential assignment to Gold/Silver Badge Command Master Chief and Command Senior Chief (CMC/CSC) duty, members must be able to perform all of the duties and functions set forth in reference (b). Chief, Enlisted Personnel Management

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Division will provide you with a list of those individuals who submitted an applicant package. The panel shall confirm that the minimum requirements have been met for each package. The panel shall ensure that any packages that do not meet the minimum criteria are removed from consideration for selection.

5. Selection as a CMC/CSC represents one of the highest levels of trust and confidence we place in our Coast Guardsmen. 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. Those recommended must reflect the highest standards of conduct, integrity, professional expertise, attitude, and military bearing consistently demonstrated throughout an entire career.

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. 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." The panel shall further review all "fully qualified" members in consideration for any additional criteria they may develop to determine which members 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 members which might prove valuable while serving as CMC or CSC. Additionally, the panel shall rank order the "best qualified" members or use some other method to determine the best members for selection. The member's entire military record will be available for view and confirmation by the panel.

8. The panel will be provided with the necessary records and clerical assistance by the PSC-epm-1 panel staff. 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 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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