



All Hands Messages

Approved Billet Reprogramming and Modernization Update

To the Men and Women of the Coast Guard:

In my August 15th ALL HANDS e-mail, I mentioned this next year would be a critical period in our efforts to modernize the Service. This e-mail provides an update on our progress.

In August we announced the official review of the environmental impacts of our modernization efforts. The review is complete, and our modernization plans will not have any significant impacts on our working environments. Electronic copies of the Final Programmatic Environmental Assessment (PEA) and Finding of No Significant Impact (FONSI), as well as comments received on the Draft PEA and FONSI, are available from the Federal Docket Management Facility at Internet Web site address: www.regulations.gov using the docket number USCG-2008-0991.

With the Environmental Assessment concluded, we are now ready to begin the first billet reprogrammings reflecting the portions of our modernization planning efforts that have been approved. We will be building out our new organization in functional segments, not unlike the process for software development. For that reason we are calling this first segment of reprogrammings “Version 1.0” of our new organization. Key functions of the Version 1.0 organizational design include the Coast Guard Operations Command (CG OPCOM), the Coast Guard Force Readiness Command (CG FORCECOM), as well as the five Logistics/Service Centers. We also need legislative authority to fully implement our modernization changes and that is why we are starting with version 1.0. This will be a dynamic process but I will keep you updated as we progress.

On October 30th, we will stand up the first of the five logistics/service centers, the Aviation Logistics Center in Elizabeth City, NC. This center will unify support under a single organization for our aviation forces. Over the next month, you will hear more detail about the other Logistics/Service Centers.

The reputation and success of our Coast Guard lies in the exceptional professionalism and dedication of our combined military and civilian workforce. With this in mind I want to reemphasize that modernization planning is being carried out with every effort to minimize impacts on our workforce.

For our military personnel, ALCGPERSCOM 068/08 released October 9th, provided details on the changes to the Assignment Year 2009 military assignment process as a

result of the modernization billet reprogramming. Shortly, our Personnel Command will release an updated AY 09 Military Shopping List reflecting these changes. The new modernization positions reflected in this shopping list will be filled by military personnel expecting reassignment in AY09. As we move forward, a few senior military personnel may be reassigned early to fill modernization positions critical to initial implementation.

For our civilian workforce, I realize you are anxious about your individual circumstances. Please be patient. I can assure you that you will be notified as soon as the details associated with civilian positions are determined. I caution workforce members with access to the Personnel Allowance List (PAL) from sharing PAL information, as the ongoing analysis of civilian position reprogramming is not complete and not yet accurately reflected in the PAL. The Civilian Human Resources Office is currently working with the Modernization Teams to finalize this assessment. Leadership will continue to keep you informed as this assessment progresses. Appropriate union notifications will be made to include completed bargaining over impact and implementation of resulting changes to employee working conditions.

I am encouraged by the level of external support we have received for our modernization efforts. Both the House and the Senate endorsed the Legislative Change Proposal which would authorize our modernization plans. Although this legislative change was not passed before Congress recessed, we are working closely with our oversight committees to facilitate passage of this legislation early in the next session of Congress.

In the meantime, we will continue to move forward. We will advance as much as we can within the bounds of our legal authority to enhance our organizational effectiveness, better support our workforce, and protect the safety and security of our Nation.

I encourage you to continue to review the Modernization Section on CG Central and at Commandant's Corner 2.0 to stay up to date on the positive changes underway for our Service.

Thank you for your hard work and commitment to our Coast Guard. Semper Paratus!

Admiral Thad Allen
Commandant, U.S. Coast Guard

