

R 281939Z SEP 12

ALCOAST 431/12

COMDTNOTE 16200

SUBJ: CONCEPT OF RESERVE EMPLOYMENT (CORE) ENLISTED ALCOAST 3 - LAW ENFORCEMENT

A. U.S. Coast Guard Competency Management System Manual, COMDTINST M5300.2 (series)

B. U.S. Coast Guard Reserve Policy Statement

C. U.S. Coast Guard Law Enforcement Competency Qualification Instruction, COMDTINST 16247.3 (series)

D. COMDT COGARD WASHINGTON DC 241836Z OCT 11/ALCOAST 500/11

E. U.S. Coast Guard Maritime Law Enforcement Manual (MLEM), COMDTINST M16247.1 (series) (FOUO)

F. Physical Security and Force Protection Program Manual, COMDTINST M5530.1 (series)

1. Purpose: This ALCOAST is intended for the Reserve enlisted force assigned to units that perform the domestic law enforcement (LE) mission. While the Maritime Enforcement Specialist (ME) rating is primarily associated with the LE mission, other ratings associated with boat crewmember operations will attain LE competencies as part of their boat crewmember duties. This ALCOAST has been coordinated with the Master Chief Petty Officer of the Coast Guard Reserve Force, the Rating Force Master Chief (RFMC) for ME, BM, and MK ratings, COMDTs (CG-MLE), (CG-721), (CG-731), (CG-741), and reflects feedback from the Area staffs and Reserve senior leadership. While the goal of CORE is to prepare reservists to respond to Coast Guard surge and contingency operations, an underlying benefit to all units is the use of reservists as an augmentation force prior to their activation.

2. Responsibilities:

A. Reservists are responsible for attaining and maintaining assigned competencies. Competency achievement through training and augmentation supports individual readiness and Individual Training Plans (ITPs). Competencies shall be assigned to Reserve positions on the Personnel Allowance List (PAL) in accordance with Ref (A).

B. In accordance with Ref (B), commanders, commanding officers and supervisors shall ensure reservists under their authority meet LE contingency and surge operation training requirements. Augmentation opportunities and administrative support shall be provided by commands as well.

C. Area, District, and Sector RFRS staffs shall monitor reservists progress toward achieving and maintaining the competencies associated with the LE mission.

D. Commanders, commanding officers, and supervisors shall review

Reserve position-based competencies and the competencies assigned in Training Management Tool (TMT) to ensure alignment with Para 3 of this ALCOAST. The members unit shall ensure TMT is updated within 45 days of the issuance of this ALCOAST. When required, all requests to correct position-based competencies shall be submitted in accordance with Ref (A).

3. Strategic direction for selected LE competencies:

A. Competencies assigned to Reserve positions must be attained and maintained within the duty constraints of Inactive Duty for Training (IDT) and Active Duty for Training (ADT). The competencies listed in Para 3.b. are most frequently needed by personnel within the Coast Guard LE community during contingency and surge operations.

B. Competencies for contingency and surge operations for personnel in rates required to perform the LE mission are as follows:

(1) E-4 and below - Boarding Team Member (OPSBTM)

- (2) E-5 and above - Boarding Officer (OPSBO)
- (3) E-5 and above - PWCS Boarding Officer (OPSBOCA)
- (4) E-4 and above - Coast Guard Police Officer (CGPOFF)

C. Attainment methods, performance timeframes and currency requirements for each competency are discussed below. Commands and reservists shall make every effort to attain assigned competencies within the recommended timeframe. However, these timeframes may be highly dependent on unit workload and training opportunities. Units shall consider these potential constraints when assessing progress made in attaining competencies.

(1) Boarding Team Member (OPSBTM) - complete initial tasks per Ref (C), through attendance at Maritime Law Enforcement Academy, Boarding Team Member (MLEA BTM) course (12 days) or via on-the-job training (OJT) at a local unit. Recommended timeline for E-4s to attain initial certification is within six months from MLEA BTM course graduation or one year from reporting date, if certifying by OJT alone. The recommended timeline for Reserve MEs to achieve BTM certification is six months from ME A-school graduation. For MEs that did not attend ME A-school, recommended timeline is the same as identified in Para 3.C.1. Personnel are required to maintain currency by completing all recurrent tasks listed in Ref (C).

(2) Boarding Officer (OPSBO) - per Ref (D), the primary avenue for certified BTMs and ME A-school graduates to achieve qualification is completion of the Boarding Officer Qualification Support Program (BOQSP) e-learning, the 12 day MLEA Boarding Officer Practical Course (BOPC), and associated tasks per Ref (C). Recommended timeline to complete BOPC is within one year of attaining Boarding Team Member (BTM) certification. Upon completion of BOPC, recommended timeline to achieve Boarding Officer (BO) certification is within 24 months. Personnel are required to maintain currency by completing all recurrent tasks listed in Ref (C).

(3) Boarding Officer Certified Ashore (OPSBOCA) - requirements for assignment of this competency are contained in Ref (E). Minimum requirements are:

(a) Current certification as a Coast Guard Boarding Officer (OPSBO).

(b) Certification by the commanding officer/officer-in-charge.

(c) Completion of MLEA Ports, Waterways, and Coastal Security (PWCS) BO course: The MLEA PWCS BO course is designed for members performing Coast Guard LE duties at facilities adjacent to the water and while conducting port security operations in accordance with the Coast Guard and Maritime Transportation Act of 2004. Duties include but are not limited to:

1) Monitoring and ensuring the adequacy of facility security measures.

2) Augmenting facility security forces to man access control points.

3) Securing facility perimeters against intrusion.

4) Manning fixed weapons emplacements on piers and facilities to protect against waterside attack.

5) Securing waterside access to critical infrastructure.

(4) Coast Guard Police Officer (CGPOFF) requirements for personnel serving in a Coast Guard Police Department or Designated Security Force Department position for a minimum of one year. These personnel must complete the Federal Law Enforcement Training Center (FLETC) Mixed Basic Police Course (501048) or US Army Civilian Police Academy (501409) and the local performance qualification standard

(PQS) in accordance with Ref (F). Member completing other Federal or State Police Academy training programs may receive competency upon approval from the ME RFMC or COMDT (DCMS-341).

4. Implementation Guidance:

A. Units shall develop a program to ensure reservists receive timely and adequate training from Active component members so they may improve training capabilities for future reservists. Active component members of units with qualified reservists shall periodically accompany those reservists to build relationships and convey specialty knowledge that may otherwise not be readily available to the reservists.

B. Position competency assignment and training progression shall align with rating skill sets, PQS, enlisted rating advancement, and training system requirements as they are developed.

C. The competencies described in Para 3 are the expected minimum for reservists in their respective rates. Assignment of contingency competencies does not preclude reservists from attaining or maintaining more advanced competencies provided they maintain currency and individual readiness to fulfill their contingency role. Commands are highly encouraged to provide training opportunities that strengthen proficiency and local mission requirements.

D. Commands shall assess the needs of the unit against the professional development needs of the member. Once a reservist attains a primary duty competency, sufficient time, as determined by the unit, shall be afforded to allow that reservist to gain additional experience in using that competency.

5. POCs for this message are: CDR Benjamin L. Smith, COMDT (CG-131), 202-475-5439 or benjamin.l.smith(at)uscg.mil and CDR R. Keith Nelson, COMDT (CG-MLE-2), 202-372-2166 or randall.k.nelson(at)uscg.mil. Visit the CG Reserve member resources webpage link for further information on CORE:

[http://uscg.mil/reserve/member\(underscore\)resources.asp](http://uscg.mil/reserve/member(underscore)resources.asp)

6. Released by RDML Cari B. Thomas, Assistant Commandant for Response Policy, RDML Mark E. Butt, Assistant Commandant for Capabilities, and RADM Steven E. Day, Acting Director of Reserve and Military Personnel.

7. Internet release authorized.