

2014 CRSP FAQs

Updated: 6/23/2014

1. What is the goal of CRSP?

Answer: Current high retention rates have caused a reduction in advancement flow for our junior petty officers and non-rates seeking schools. Flow is defined as personnel movement within the enlisted workforce structure from entrance to exit as measured by retention rates, loss rates, time in service and time in grade. Flow measurements track movement within and out of the system. Movement is comprised of both controllable actions (retirements, advancements, loss of enlisted to officer) and uncontrollable actions (voluntary losses, involuntary losses). System inputs (accessions) are added in direct response to forecasted system out flows (exits). CRSP will increase flow and provide greater opportunity for advancement of high performing junior enlisted.

2. Will the CRSP be rating specific?

Answer: No. CRSP will screen all members meeting the CRSP candidate criteria regardless of their rate.

3. What factors will the CRSP use to determine who will be retained on active duty?

Answer: The CRSP will evaluate the member's record for the previous seven years or since advancement to E-7, whichever is longest, using a performance and conduct-based methodology that focuses on leadership, accomplishment, performance, conduct, professional skills, professional growth and adherence to our Core Values to retain those members that best meet the high standards required in our enlisted service.

4. Is the panel bound by any opportunity of selection to retain members on active duty?

Answer: No. Opportunity of selection is typically used for officer promotion and retention boards. A precept was provided with general guidance to the panel.

5. What if my Active Duty Base Date (ADBD) is incorrect?

Answer: It is the member's responsibility to ensure his or her ADBD is correct. Any discrepancies should be reported to the SPO for correction.

6. I am on the May 2013 Servicewide exam eligibility list, how will my standing be affected by 2014 CRSP?

Answer: Members retained on active duty by 2014 CRSP will retain their standing on active eligibility lists. Members not selected for continued service by the 2014 CRSP are not eligible for further advancement. Their servicewide exam will be invalidated and/or their name will be removed from existing eligibility lists.

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- 7. If I am currently on the PY13 Active Duty Chief Warrant Officer (CWO) final eligibility list, how will this impact my opportunity for promotion?**

Answer: Members that are above the cut will be excluded from the 2014 CRSP. All other members on the PY13 CWO final eligibility list will remain as a candidate for the 2014 CRSP.

- 8. I submitted my application for the PY14 Active Duty Chief Warrant Officer (CWO) Appointment, how will this impact my opportunity for promotion?**

Answer: Members not selected for continued service by 2014 CRSP are not eligible for appointment to warrant grade from the PY14 CWO final eligibility list.

- 9. What if I have missing EERs?**

Answer: It is every member's responsibility to ensure their EERs are completed in a timely manner. Missing EERs can be addressed through the communication **option** (i.e., CG Memo) to the CRSP. Special EERs shall not be submitted just for the CRSP.

- 10. What if I am scheduled for PCS in AY14 or AY15, how will this impact my assignment priority and/or billet selection?**

Answer: CRSP will not be a consideration in the assignment process. Assignment officers will proceed with their normal assignment slating/priorities practices. Please ensure your e-resume is updated as this remains a critical component for reassignment.

- 11. What if I am on weight probation during CRSP and fail to make reasonable and consistent progress or fail my probation?**

Answer: Members who fail probation will be processed for discharge IAW existing policy and will be removed from CRSP processing. Those on probation will be evaluated by the CRSP.

- 12. Who can I contact on questions regarding Post-911 education benefits?**

Answer: All education benefits questions should be directed to Mr. Reidus Stokes at (703) 872-6643, CG-PSC-PSD-FS.

- 13. As a CRSP candidate, can I submit a retirement request to go beyond 1 September 2015?**

Answer: No action will be taken on these requests until after the 2014 CRSP is concluded.

- 14. If I have questions, is there someone I can contact for more information?**

Answer: Yes. All questions, comments, or concerns can be send via email to ARL-PF-CGPSC-EPM-1-CRSP@uscg.mil. Please allow 72 work hours for a response.

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15. I am not selected for continued service, can I request to retire earlier than 1 September 2015?

Answer: Yes. You may elect a retirement date of 1 May 2015 through 1 September 2015. Requests for retirement outside of these dates must be accompanied by a command endorsement that clearly indicates why the request is being submitted outside this timeframe and the potential staffing gap impact to the unit.

16. I am not selected for continued service, can I elect voluntary retirement?

Answer: Yes. You may elect voluntary retirement by submitting a request for retirement. Template is located at CG PSC-epm-1 website.

17. I am not selected for continued service and now have a condition that meets the requirements of a medical board, will the medical board stop my retirement?

Answer: No. The law that provides for disability retirement or separation (10 U.S.C. 61) is designed to compensate a member whose military service is terminated due to a physical disability that has rendered him or her unfit for retention. That law and this disability evaluation system are not to be misused to provide compensation benefits for those who are voluntarily or mandatorily retiring or separating and have drawn pay and allowances, received promotions, and retained on unlimited active duty status while tolerating physical impairments that have not actually precluded CG service. Reference article 2.C.2.b of the Physical Disability Evaluation System, COMDTINST M1850.2D. Personnel who were in the PDES (medical board) prior to the convening of CRSP will remain on active duty until their medical board is adjudicated.

18. I am not selected for continued service, will I be retired under honorable conditions?

Answer: Yes. If you are not selected for continued service, you will receive an honorable characterization of service.

19. I am not selected for continued service, how will my Certificate of Release or Discharge from Active Duty, DD Form 214 be coded?

Answer: The Separation Program Designator (SPD code – Block 26), differs slightly between voluntary and involuntary retirements. The SPD code in block 26 of the DD 214 for IR will reflect “LBD” indicating sufficient service for retirement, involuntary retirement. The SPD code for voluntary retirement will reflect “RBD” indicating sufficient service for retirement, voluntary retirement. Members not selected for continued service by the CRSP accrue the same benefits as members who retire pursuant to a voluntary request after completion of 20 or more years of active military service. The only discernible differences between voluntary and involuntary CRSP retirement will be in the content of block 26 of the DD Form 214. Members will be given the “choice” to elect voluntary

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retirement should they desire to not have the SPD code that illustrates involuntary retirement. The most important item on the DD Form 214 is block 24, Character of Service, and this block will indicate "Honorable."

20. I am not selected for continued service, will I receive separation pay?

Answer: No, the CRSP is only applicable to members who are retirement eligible. Members not selected for continued service will be involuntarily retired and will receive all applicable retirement benefits.

21. I am not selected for continued service but elected the Career Status Bonus (CSB), which paid me a \$30K bonus in exchange different (lower) retired pay computation under the 1986 Military Retirement Reform Act (1986 MMRA, also called REDUX), will I be required to repay the CSB?

Answer: No. The lower retirement multiplier (REDUX) will remain in effect as part of the CSB.

22. Where can I find information about retirement?

Answer: Information about retirement can be found at PPC's website:
<http://www.uscg.mil/ppc/ras/>

23. When will retirement orders be issued?

Answer: Retirement orders will be issued NLT 6 months prior to 1 September 2015 unless you elect an earlier retirement date.

24. I am not selected for continued service, can I qualify for unemployment benefits? No. Members will receive a pension (retired pay), which is considered income. The Department of Labor website (www.dol.gov) may be visited to research state laws regarding unemployment benefits for retired military personnel. Because each state is different, a thorough review of a perspective state(s) unemployment benefit is highly recommended. A brief example provided by the Department of Labor regarding retired military personnel applying for unemployment benefits indicates a scenario in which a retired military member has lost his/her job after retirement (i.e., as a civilian) and applied for unemployment benefits. The unemployment benefits calculator will "offset and/or deduct" the military retired salary to establish unemployment entitlement.

25. I am not selected for continued service, can I attend Transition GPS (Goals, Plans, Success) seminar, formerly Transition Assistance Program (TAPS)?

Answer: Contact your respective Transition Relocation Manager (TRM) to ensure you are scheduled for a seminar prior to retirement.

26. What assistance is available from Health, Safety, and Work-Life Regional Practices (HSWL RP)?

Answer: Selection for non continued service could be a very stressful event not just those leaving the Coast Guard, but also shipmates and family members. The

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CG HSWL Field Staffs offers numerous individual and family support resources to help affected members, including:

- a. For complete access to resources available from the CG Office of Worklife, go to: <http://www.uscg.mil/worklife>
- b. CG SUPRT (Employee Assistance Program) - provides confidential counseling sessions by phone or in person. Call 1 855-247-8778 available for access 24/7 or go to http://www.uscg.mil/worklife/employee_assistance.asp
- c. CG medical clinics, CG regional Health, Safety, and Work-Life (HSWL) field offices, and TRICARE behavioral health care. Links to contact information for these services can be found under “resources” at: http://www.uscg.mil/worklife/suicide_prevention.asp

It is imperative that commands and shipmates of individuals not selected for continued service be vigilant for signs that those members are not coping with the stress caused by their status. In cases where individuals are feeling desperate, alone, or hopeless, help is also available from the national suicide prevention lifeline. Call 800-273-talk (8255) to obtain assistance. Additional information and help is available at their website at www.suicidepreventionlifeline.org

27. May I contact a panel member of the CRSP to discuss my non selection for continued service?

Answer: Yes. However, specific aspects may not be disclosed as the actual proceedings and deliberations of the panel are confidential.

28. Will those members not selected for continued service be allowed to appeal the panel’s decision? Answer: An appeal will only be allowed to address material error, newly discovered evidence, or presence of improper documents in the member’s EI-PDR if the presence of such information, or lack thereof, may have negatively affected or influenced the panel’s decision. Documents can be removed from a personnel file only through a ruling from the Board for Correction of Military Records (BCMR) in accordance with procedures established in Correcting Military Records, COMDTINST 1070.1. An appeal based on an applicant’s opinions and allegations, without independent supporting evidence, will not be sufficient to overcome the presumption of regularity.