

R 011611Z APR 10  
FM COMDT COGARD WASHINGTON DC//CG-1//  
TO ALCOAST  
BT

UNCLAS //N01000//  
ALCOAST 165/10  
COMDTNOTE 1000

SUBJ: ACTIVE DUTY MILITARY WORKFORCE MANAGEMENT - SITREP ONE

1. THIS ALCOAST IS THE FIRST IN A SERIES OF COMMUNICATIONS INTENDED TO KEEP OFFICER, ENLISTED AND CIVILIAN MEMBERS OF THE COAST GUARD AND THE COAST GUARD AUXILIARY UPDATED ABOUT THE CURRENT STATUS OF OUR MILITARY WORKFORCE.

2. WITHIN OUR ACTIVE DUTY WORKFORCE, WE CONTINUE TO EXPERIENCE HISTORICALLY HIGH RETENTION LEVELS IN BOTH OUR OFFICER AND ENLISTED RANKS. CURRENTLY WE HAVE MORE ACTIVE DUTY ENLISTED MEMBERS AND OFFICERS THAN FUNDED BILLETS. LOOKING AHEAD TO FISCAL YEAR (FY) 2011, THE PRESIDENTS BUDGET FOR THE COAST GUARD PROJECTS BILLET LOSSES THAT WILL EXACERBATE THIS OVERAGE IN OUR ACTIVE DUTY WORKFORCE. A MILITARY WORKFORCE REQUIRES FLOWS AT ALL LEVELS TO ENSURE CAREER PROGRESSION FOR OUR PEOPLE. ABSENT NORMAL SEPARATION RATES AT ALL LEVELS, OPPORTUNITIES FOR ADVANCEMENT AND PROMOTION BECOME SIGNIFICANTLY REDUCED, THUS INCREASING TIME-IN-GRADE AT EVERY LEVEL.

3. OVER THE PAST SIX MONTHS, THE COAST GUARD HAS IMPLEMENTED SEVERAL INITIATIVES TO REDUCE THE IMPACTS OF HIGH RETENTION, INCLUDING ELIMINATING ALL SELECTIVE RE-ENLISTMENT BONUSES (SRB), WAIVING UP TO 12 MONTHS TIME-IN-GRADE REQUIREMENTS FOR RETIREMENTS, AND REDUCING ACCESSIONS TO TRACEN CAPE MAY TO THEIR LOWEST LEVEL ON RECORD. OFFICER ACCESSIONS HAVE ALSO BEEN REDUCED. EVEN WITH THIS CAREFUL MANAGEMENT, THE ACTIVE DUTY WORKFORCE STILL REMAINS ABOVE OUR FUNDED LEVEL. THIS SITUATION, COUPLED WITH THE PLANNED MILITARY BILLET REDUCTIONS PROPOSED IN THE PRESIDENTS FY 2011 BUDGET, NECESSITATES THE USE OF ADDITIONAL WORKFORCE MANAGEMENT TOOLS.

4. TO MANAGE THE OFFICER AND WARRANT OFFICER CORPS: CG-PSC-OPM WILL CONSIDER WAIVING OBLIGATED SERVICE REQUIREMENTS BASED ON NEEDS OF THE SERVICE.

5. TO MANAGE THE ENLISTED WORKFORCE: CG-PSC-EPM WILL CONSIDER WAIVING OBLIGATED SERVICE REQUIREMENTS BASED ON NEEDS OF THE SERVICE.

6. THE PRESIDENTS FY 2011 BUDGET PROPOSAL HAS NOT YET BEEN APPROVED BY CONGRESS, AND WHILE WE VALUE EACH COAST GUARD MEMBER, WE MUST PREPARE NOW TO MATCH THE NUMBER OF PEOPLE IN OUR ACTIVE DUTY WORKFORCE TO THE NUMBER OF FUNDED BILLETS. TO HELP MITIGATE THE IMPACT OF THESE OVERAGES, WE WILL:

A. ATTEMPT TO CREATE ADDITIONAL MILITARY BILLETS BY INSOURCING WORK PRESENTLY CONDUCTED BY CONTRACTORS.

B. MARKET OPPORTUNITIES TO TRANSITION FROM THE ACTIVE DUTY TO THE RESERVES.

7. IF THE ABOVE MEASURES ARE UNABLE TO ALIGN BODY TO BILLET LEVELS,

A. WE WILL USE REDUCED OPPORTUNITIES OF SELECTION IN OFFICER CONTINUATION/PROMOTION BOARDS TO ALIGN THE OFFICER WORKFORCE.

OPPORTUNITIES FOR SELECTION WILL BE LOWERED SUBSTANTIALLY FOR O-6

CONTINUATIONS (POTENTIALLY 10-15 PERCENT LOWER THAN PY10 LEVELS) AND TO A LESSER DEGREE, OPPORTUNITIES FOR SELECTION IN ALL PROMOTION SELECTION BOARDS WILL BE LOWER THAN LAST YEAR (POTENTIALLY A 4 TO 6 PERCENT REDUCTION FROM LAST YEARS STATED OPPORTUNITY OF SELECTION FOR ALL OFFICER PROMOTION BOARDS).

B. WE WILL USE A PERFORMANCE-BASED RETENTION PANEL TO ALIGN THE ENLISTED WORKFORCE.

8. REGULAR UPDATES AND INFORMATION ON ANY PERSONNEL MANAGEMENT INITIATIVES WILL BE PROVIDED VIA ALCOAST, LEADERSHIP BLOGS, AND ALL HANDS OPPORTUNITIES.

9. RELEASED BY RADM R. T. HEWITT, ASSISTANT COMMANDANT FOR HUMAN RESOURCES.

10. INTERNET RELEASE IS AUTHORIZED.

BT

R 251926Z JUN 10  
FM COMDT COGARD WASHINGTON DC//CG-1//  
TO ALCOAST  
BT

UNCLAS //N01000//  
ALCOAST 333/10  
COMDTNOTE 1000

SUBJ: ACTIVE DUTY MILITARY WORKFORCE MANAGEMENT - SITREP TWO

A. COMDT COGARD WASHINGTON DC 011611Z APR  
10/ALCOAST 165/10

B. COMCOGARD PSC ARLINGTON VA 051705Z APR  
10/ALCGOFF 045/10

C. COMCOGARD PSC ARLINGTON VA 051708Z APR  
10/ALCGENL 046/10

D. PERSONNEL MANUAL, COMDTINST M1000.6 (SERIES)

E. COMDT COGARD WASHINGTON DC 111648Z JUN  
10/ALCOAST 304/10

F. COMDT COGARD WASHINGTON DC 261352Z MAY  
10/ALCOAST 270/10

1. THIS ALCOAST IS THE SECOND IN A SERIES OF COMMUNICATIONS INTENDED TO KEEP OFFICER, ENLISTED AND CIVILIAN MEMBERS OF THE COAST GUARD AND THE COAST GUARD AUXILIARY UPDATED ABOUT THE CURRENT STATUS OF OUR MILITARY WORKFORCE. BASED UPON WORKFORCE DYNAMICS AND OPERATION DEEPWATER HORIZON, THE FOLLOWING WORKFORCE MANAGEMENT CHANGES ARE BEING IMPLEMENTED.

2. SUSPENSION OF "WAIVER OF OBLIGATED SERVICE" PROGRAM.

A. REF A WAIVED OBLIGATED SERVICE TO AID IN MANAGING THE HISTORICALLY HIGH RETENTION LEVELS BOTH IN OUR OFFICER AND ENLISTED RANKS.

B. REFS B AND C PROVIDED FURTHER GUIDANCE ON REQUESTING VOLUNTARY

SEPARATION FOR BOTH ENLISTED AND OFFICERS THROUGH 30 DEC 2010. TO DATE WE HAVE PROCESSED OVER 700 OFFICER AND ENLISTED MEMBERS REQUESTS FROM ALL LEVELS OF THE SERVICE.

C. THE VOLUNTARY SEPARATION ACTIVITY HAS BEEN KEY IN OUR EFFORTS

TO ALIGN THE WORKFORCE WITH OUR AUTHORIZED BILLET STRENGTH FOR FY11, AND THIS SPECIFIC INITIATIVE HAS MET OUR DESIRED GOALS AND PROVIDED SOME RELIEF TO OUR PERSONNEL STRENGTH OVERAGES. THERE IS STILL SOME CONCERN DUE TO OUR CONTINUED HIGH RETENTION THAT OTHER WORKFORCE SHAPING INITIATIVES MAY BE NEEDED TO ENSURE WE HAVE THE VIBRANT AND HEALTHY WORKFORCE FOR THE LONG TERM, INCLUDING NORMAL ACCESSIONS AND ADVANCEMENT OPPORTUNITIES.

D. HOWEVER, DUE TO THE INCREASING NEED FOR PERSONNEL IN SUPPORT OF OPERATION DEEPWATER HORIZON, EFFECTIVE 01 JUL 2010, VOLUNTARY SEPARATION OUTLINED IN REFS B AND C IS SUSPENDED. ALL VOLUNTARY SEPARATION REQUESTS RECEIVED BY CG PSC OPM/EPM ON OR BEFORE 01 JUL 2010 WILL BE PROCESSED IAW WITH REFS B THRU D.

E. ENLISTED PERSONNEL WHO DESIRE TO AFFILIATE WITH THE SELECTED RESERVE (SELRES) IAW REF E SHOULD CONTACT THE IN-SERVICE TRANSFER TEAM (ISTT) AT KEAGAN.L.LOUDON AT USCG.MIL AND MAY CONTINUE TO SUBMIT VOLUNTARY SEPARATION REQUESTS TO EPM UNTIL COB 26 JULY 2010.

VOLUNTARY SEPARATIONS SUBMITTED THAT ARE NOT SPECIFIC TO RESERVE AFFILIATION, WILL NOT BE ACCEPTED.

3. SUSPENSION OF THE ACTIVE DUTY STRIKER PROGRAMS

A. REF F ANNOUNCED THAT EFFECTIVE 01 JULY 2010, THE ACTIVE DUTY STRIKER ADVANCEMENT LISTS FOR THE BM, DC, EM, MK, SK AND YN RATINGS WILL BE CLOSED UNTIL FURTHER NOTICE.

B. DUE TO OUR RESPONSE TO OPERATION DEEPWATER HORIZON, THE IMPLEMENTATION DATE ANNOUNCED IN REF F IS HEREBY CHANGED TO 01 JANUARY 2011 VICE 01 JULY 2010 TO ALLOW ALL MEMBERS, ESPECIALLY THOSE IMPACTED BY OPERATION DEEPWATER HORIZON, TO COMPLETE THE STRIKER PROGRAM.

4. AS STATED IN REF A, WE WILL CONTINUE TO REVIEW WORKFORCE MANAGEMENT ALTERNATIVES TO ALIGN OUR AUTHORIZED BILLET TO BODY PERSONNEL ALLOWANCE LIST. HOWEVER, FIRST AND FOREMOST MUST BE OUR ABILITY TO PROVIDE THE WORKFORCE TO EXECUTE THE MISSION, INCLUDING CONTINGENCY OPERATIONS, WHEREVER OUR SERVICES ARE NEEDED. REGULAR UPDATES AND INFORMATION ON ANY PERSONNEL MANAGEMENT INITIATIVES WILL BE PROVIDED VIA ALCOAST.

5. RELEASED BY RADM R. T. HEWITT, ASSISTANT COMMANDANT FOR HUMAN RESOURCES.

6. INTERNET RELEASE IS AUTHORIZED.

BT

R 052201Z AUG 10  
FM COMDT COGARD WASHINGTON DC//CG-1//  
TO ALCOAST  
BT

UNCLAS //N01000//  
ALCOAST 408/10  
COMDTNOTE 1000

SUBJ: ACTIVE DUTY MILITARY WORKFORCE MANAGEMENT SITREP THREE

A. COMDT COGARD WASHINGTON DC 011611Z APR

10/ALCOAST 165/10

B. COMDT COGARD WASHINGTON DC 251926Z JUN

10/ALCOAST 333/10

1. THIS ALCOAST IS THE THIRD IN A SERIES OF COMMUNICATIONS INTENDED TO KEEP OFFICER, ENLISTED AND CIVILIAN MEMBERS OF THE COAST GUARD AND THE COAST GUARD AUXILIARY UPDATED ON THE CURRENT STATUS OF OUR MILITARY WORKFORCE.
2. OVER THE COURSE OF THE LAST TWO YEARS THE ENTIRE MILITARY WORKFORCE HAS EXPERIENCED RECORD HIGH RETENTION THAT HAS DECREASED ACCESSIONS, REDUCED A-SCHOOL QUOTAS, AND SIGNIFICANTLY SLOWED DOWN ADVANCEMENTS/PROMOTIONS. TO ENSURE VIABILITY AND GROWTH POTENTIAL, WE MUST TAKE STEPS TO ENSURE THAT WE MAINTAIN WORKFORCE FLOW AND ADVANCEMENT OPPORTUNITIES.
3. OFFICER WORKFORCE MANAGEMENT TOOLS ARE CLEARLY DEFINED IN LAW AND POLICY. THIS YEAR, TO ADDRESS UNUSUALLY HIGH RETENTION RATES WITHIN THE OFFICER CORPS, WE LOWERED THE OPPORTUNITY OF SELECTION IN PROMOTION AND CONTINUATION BOARDS. AS AN EXAMPLE, WITH AN OPPORTUNITY OF SELECTION OF 50 PERCENT, ONLY 25 OF THE 50 OFFICERS IN THE CAPTAINS CONTINUATION ZONE MAY BE SELECTED. AS STATED IN THE COMMANDANTS GUIDANCE TO OFFICER SELECTION BOARDS AND PANELS, THERE WILL BE VERY GOOD AND HONORABLE OFFICERS WHO WILL NOT BE OFFERED THE OPPORTUNITY FOR PROMOTION OR CONTINUATION. THESE ARE DIFFICULT, BUT NECESSARY DECISIONS TO MAINTAIN A HEALTHY FLOW THROUGH OUR OFFICER CORPS.
4. SIMILAR WORKFORCE SHAPING TOOLS DO NOT EXIST FOR THE ENLISTED WORKFORCE. GIVEN OUR HIGH RETENTION RATES, THIS INCONSISTENCY COMPROMISES OUR ABILITY TO MAINTAIN A HEALTHY ADVANCEMENT FLOW. IN ACCORDANCE WITH THE COMMANDANTS GUIDING PRINCIPLES TO STEADY THE SERVICE, HONOR OUR PROFESSION, AND RESPECT OUR SHIPMATES, IT IS NECESSARY TO IMPLEMENT AN ADDITIONAL WORKFORCE SHAPING TOOL. OUR GOAL IS TO ENSURE THAT THE COAST GUARD HAS A VIBRANT AND HEALTHY ENLISTED WORKFORCE FOR THE LONG TERM, ONE WITH CONSISTENT ACCESSION LEVELS AND STEADY ADVANCEMENT OPPORTUNITIES.
5. TO MEET THIS GOAL, WE ARE PLANNING TO HOLD A CAREER RETENTION SCREENING PANEL (CRSP) FOR ENLISTED PERSONNEL WHO MEET THE FOLLOWING CRITERIA:
  - A. ALL E-6 AND BELOW WITH 20 OR MORE YEARS OF ACTIVE MILITARY SERVICE AS OF 01 SEPTEMBER 2010.
  - B. ALL E-7 AND ABOVE WITH 20 OR MORE YEARS OF ACTIVE MILITARY SERVICE WHO HAVE THREE OR MORE YEARS TIME IN GRADE AS OF 01 SEPTEMBER 2010.
6. THE CRSP WILL USE A PERFORMANCE-BASED METHODOLOGY TO DETERMINE WHO WILL BE RETAINED ON ACTIVE DUTY. THE MCPOCG IS FULLY SUPPORTIVE

OF THIS PROCESS AND IS WORKING WITH PSC-EPM TO ESTABLISH THIS PERFORMANCE BASED METHODOLOGY. MORE INFORMATION REGARDING SPECIFIC PROCESS DETAILS WILL BE MADE AVAILABLE IN THE NEAR FUTURE.

7. PERSONNEL WHO MEET THE CRITERIA LISTED IN PARAGRAPH 5 ARE HIGHLY ENCOURAGED TO PROMPTLY REVIEW AND UPDATE THEIR DIRECT ACCESS INFORMATION AS WELL AS THEIR PERSONNEL DATA RECORD (PDR).

8. AS STATED IN REFS A AND B, WE WILL CONTINUE TO EVALUATE WORKFORCE MANAGEMENT ALTERNATIVES TO MAINTAIN A HEALTHY WORKFORCE. REGULAR UPDATES ON PERSONNEL MANAGEMENT INITIATIVES WILL BE PROVIDED IN FUTURE MESSAGES. ALL INFORMATION RELATING TO THE CRSP INCLUDING FAQs WILL BE POSTED ON THE PSC-EPM WEBSITE WHEN AVAILABLE AT [HTTP://WWW.USCG.MIL/PSC/EPM/](http://www.uscg.mil/psc/epm/)

9. RELEASED BY RADM R. T. HEWITT, ASSISTANT COMMANDANT FOR HUMAN RESOURCES.

10. INTERNET RELEASE IS AUTHORIZED.

BT

R 211936Z SEP 10  
FM COMDT COGARD WASHINGTON DC//CG-1//  
TO ALCOAST  
BT

UNCLAS //N01000//  
ALCOAST 464/10  
COMDTNOTE 1000

SUBJ: ACTIVE DUTY MILITARY WORKFORCE MANAGEMENT SITREP FOUR

A. COMDT COGARD WASHINGTON DC 052201Z AUG

10/ALCOAST 408/10

B. 14 USC 357(J)

C. 10 USC 1169

1. REF (A) ANNOUNCED A CAREER RETENTION SCREENING PANEL (CRSP) TO BE CONVENED THIS FALL. THIS MESSAGE PROVIDES MORE DETAIL ON HOW THE CRSP WILL BE CONDUCTED.

2. THE CRSP WILL BE HELD AT PERSONNEL SERVICE CENTER (PSC) COMMENCING 27 SEP 2010. THE CRSP IS A PERFORMANCE BASED TOOL THAT WILL ASSESS THE CONTINUED SERVICE OF RETIREMENT ELIGIBLE PERSONNEL WHO MEET THE BELOW CRITERIA:

A. ALL RETIREMENT ELIGIBLE E-6 AND BELOW WITH 20 OR MORE YEARS OF ACTIVE MILITARY SERVICE AS OF 01 SEPTEMBER 2010.

B. ALL RETIREMENT ELIGIBLE E-7 AND ABOVE WITH 20 OR MORE YEARS OF ACTIVE MILITARY SERVICE WHO HAVE THREE OR MORE YEARS TIME IN GRADE (TIG) AS OF 01 SEPTEMBER 2010.

3. PERFORMANCE CRITERIA. THE COAST GUARD REQUIRES SENIOR ENLISTED PERSONNEL TO SERVE AS DECK-PLATE LEADERS THAT DEMONSTRATE THE ABILITY TO DEVELOP SHIPMATES AND ENFORCE STANDARDS WHILE CONDUCTING THEMSELVES IN A CONSISTENTLY PROFESSIONAL AND ETHICAL MANNER. THEIR PERSONAL AND PROFESSIONAL ATTRIBUTES INCLUDE BEING A VISIBLE LEADER, SETTING THE TONE OF THE UNIT, AND SERVING AS THE TECHNICAL EXPERTS IN THEIR CHOSEN FIELD. SENIOR ENLISTED LEADERS DISPLAY THE STRENGTH OF CHARACTER TO HOLD SUBORDINATES ACCOUNTABLE FOR LAPSES IN PERFORMANCE AND/OR BEHAVIOR. THEY LIVE BY OUR CORE VALUES OF HONOR, RESPECT AND DEVOTION TO DUTY. ADDITIONAL CONSIDERATION WILL BE GIVEN TO THEIR ABILITY TO PRODUCE AND FOSTER WELL-TRAINED TEAMS WHILE PROVIDING SOUND PROACTIVE SOLUTIONS LINKED TO COMMAND AND COAST GUARD MISSION ACCOMPLISHMENT.

4. DOCUMENTED MISCONDUCT AND SUBSTANDARD OR MARGINAL PERFORMANCE ARE THE PRIMARY REASONS CRSP ELIGIBLE CANDIDATES WILL BE CONSIDERED FOR INVOLUNTARILY RETIREMENT IAW REFS (B) AND (C). THE FOCUS WILL BE PERFORMANCE WITHIN THE LAST FIVE YEARS, OR SINCE THE MEMBERS ADVANCEMENT TO THEIR CURRENT GRADE (E5/E6/E7/E8/E9), WHICHEVER TIMEFRAME IS LONGER (E.G. IF A MEMBER WAS ADVANCED TO THEIR CURRENT RANK SEVEN YEARS AGO, THE LAST SEVEN YEARS OF PERFORMANCE WILL BE REVIEWED. IF THE MEMBER ADVANCED ONE YEAR AGO, THE LAST FIVE YEARS OF PERFORMANCE WILL BE REVIEWED.). THE FACTORS LISTED BELOW WILL INDICATE TO THE PANEL THAT AN INDIVIDUAL MAY NOT MEET THE PERFORMANCE REQUIREMENTS FOR CONTINUATION. THE PANEL MAY CONSIDER THESE FACTORS WITH THE ENTIRE OFFICIAL MILITARY PERSONNEL DATA RECORD TO SELECT FOR CONTINUATION THOSE SHIPMATES WHOSE SERVICE IS CONSIDERED TO BE IN THE BEST INTEREST OF THE COAST GUARD. WHILE THIS LIST IS NOT ALL INCLUSIVE, IT PROVIDES THE PERFORMANCE INDICATORS THE PANEL WILL

CONSIDER TO SELECT THOSE CRSP CANDIDATES FOR INVOLUNTARY RETIREMENT:

A. SUBSTANDARD PERFORMANCE OF DUTY TO INCLUDE RECEIPT OF A NOT RECOMMENDED FOR ADVANCEMENT BASED ON AN UNSATISFACTORY CONDUCT MARK OR DECLINING PERFORMANCE WITH THE SAME APPROVING OFFICIAL IN THE RATING CHAIN.

B. RECEIPT OF AN ENLISTED EVALUATION REPORT (EER) WITH A MINIMUM AVERAGE CHARACTERISTIC MARKS OF 3.5 OR BELOW.

C. MORAL OR PROFESSIONAL DERELICTION, SUCH AS RELIEF FOR CAUSE.

D. FAILURE TO MEET SERVICE NORMS OR REGULATIONS CONCERNING ALCOHOL USE AND BODY FAT STANDARDS.

E. DOCUMENTED MISCONDUCT INVOLVING VIOLATION OF THE UCMJ, E.G., NON-JUDICIAL PUNISHMENT, OR CONVICTION BY MILITARY COURT-MARTIAL/ CONVICTION BY A CIVILIAN COURT.

F. OTHER DOCUMENTED ADVERSE INFORMATION CLEARLY INDICATING THE CRSP CANDIDATES CONTINUATION MAY BE INCONSISTENT WITH NATIONAL SECURITY INTEREST OR MAY OTHERWISE NOT BE IN THE BEST INTEREST OF THE COAST GUARD, SUCH AS LOSING ONES SECURITY CLEARANCE.

G. FINANCIAL IRRESPONSIBILITY, SUCH AS FAILURE TO PAY JUST DEBTS OR A PATTERN OF GOVERNMENT CREDIT CARD DELINQUENCY, INCLUDING REVOCATION OF THE GOVERNMENT CREDIT CARD DUE TO MISUSE OR FAILURE TO PAY OUTSTANDING BALANCE.

H. A CANDIDATE ON PERFORMANCE PROBATION WHO DOES NOT DEMONSTRATE PROGRESS DURING THE PROBATIONARY PERIOD IN OVERCOMING THE DEFICIENCY.

I. FAILURE TO DEMONSTRATE UPWARD MOBILITY BY NOT QUALIFYING OR PARTICIPATING IN THE SERVICE WIDE EXAM.

5. THERE IS NO PRE-SET OPPORTUNITY OF SELECTION (OOS) FOR THE CRSP (OOS ARE TYPICALLY USED FOR OFFICER PROMOTION AND RETENTION BOARDS). THE PANEL CAN RETAIN ALL MEMBERS THEY DECIDE MEET THE GUIDANCE DEFINED IN THE PANEL PRECEPT. THE PANEL WILL RECOMMEND INVOLUNTARY RETIREMENT OF ALL MEMBERS THAT AT LEAST TWO-THIRDS OF THE PANEL MEMBERS DETERMINE DO NOT MEET THE APPROPRIATE PERFORMANCE LEVELS REQUIRED OF THEIR GRADE AND ASSIGNED DUTIES.

6. AS STATED IN REFERENCE (A), WE WILL CONTINUE TO EVALUATE WORKFORCE MANAGEMENT ALTERNATIVES TO MAINTAIN A HEALTHY WORKFORCE. REGULAR UPDATES ON PERSONNEL MANAGEMENT INITIATIVES WILL BE PROVIDED IN FUTURE MESSAGES.

7. RADM R. T. HEWITT, ASSISTANT COMMANDANT FOR HUMAN RESOURCES, SENDS.

8. INTERNET RELEASE IS AUTHORIZED.

BT