

## Officer Specialty Management System Information Sheet

- Replaces Legacy Officer Billet Codes (OBCs) with New Framework of Officer Specialties and Sub-Specialties
- Defines Career Path Options, Using Program Desires/Requirements
- Allows for Monitoring of Individual Officer Competency Portfolios and Personnel Allowance List Billet Requirements
- Enables Holistic Workforce Planning
- Assists Assignment Officers in Making Assignments
- May Eventually be Used by the Commandant in the Enhanced Status Quo Promotion System, (a process for promotion of a limited number of officers by specialty based on the needs of the service while maintaining the tenets of a best qualified promotion system)

### Background

Since 2001, the Future Force project staff has sponsored a series of tasks to identify improvements to the current Officer Corps Management System (OCMS) that will enhance system agility and viability. Based on these efforts, a new officer specialty framework has been established. This framework is the heart of a new Officer Specialty Management System (OSMS) that will replace legacy OBCs.

The new framework puts in place a labeling system that simplifies a specialty list that had grown cumbersome for senior leaders and Human Resource (HR) managers. *The result will be a clearer picture of what is required by positions and what capabilities the officer corps has within it.*

As you review the new framework, it is important to remember two key points:

- In no way should the implementation of the new framework be viewed as diminishing the value of any particular specialty; and
- The consolidation of multiple legacy OBCs into fewer specialties/sub-specialties should not be viewed as an indication of the affected specialties having a reduced value to the Service.

### Why are we making changes to a system that has served the Coast Guard so well?

The current OCMS grew out of the Kerrins Report of 1962, a remarkable effort that established the current promotion system and many of our officer corps management policies. After more than 40 years of superb service, our OCMS requires updating through the careful application of some new management tools that build upon the time-tested system while preserving its core – ***promotion of the best-qualified officers*** – to positions of greater responsibility and authority.

A completed analysis of Officer Specialties resulted in the Commandant approving the new Officer Specialty Framework that reorganizes the 70-plus legacy specialties, as represented by OBCs, into ***13 specialties and 38 sub-specialties, each represented by a distinct Officer Specialty Code (OSC)***.

| Specialty  | Sub-Specialty       | OSC      |
|--|---------------------|----------|
| <b>Aviation</b>  |                     | CG-AVI10 |
|  | Aviation Operations | CG-AVI11 |
|  | Aviation Safety     | CG-AVI12 |
| <b>Command, Control, Communications, Computers &amp; Information</b> |                     | CG-C4I10 |

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|--|----------|
| <b>Technology (C4IT)</b>               |          |
| Information Systems Management         | CG-C4I11 |
| Electrical and Electronics Engineering | CG-C4I12 |
| Communications Management              | CG-C4I13 |
|  |          |
| <b>Engineering</b>                     | CG-ENG10 |
| Ocean Engineering                      | CG-ENG11 |
| Naval Engineering                      | CG-ENG12 |
| Civil Engineering                      | CG-ENG13 |
| Industrial Engineering                 | CG-ENG14 |
| Aeronautical Engineering               | CG-ENG15 |
| Logistics                              | CG-ENG16 |
|  |          |
| <b>Finance</b>                         | CG-FIN10 |
|  |          |
| <b>Human Resources</b>                 | CG-HRM10 |
| HR Management                          | CG-HRM11 |
| Recruiting                             | CG-HRM12 |
| Training                               | CG-HRM13 |
|  |          |
| <b>Intelligence</b>                    | CG-INT10 |
|  |          |
| <b>Legal</b>                           | CG-LGL10 |
|  |          |
| <b>Management</b>                      | CG-MGT10 |
| Command and Staff                      | CG-MGT11 |
| Civil Rights                           | CG-MGT12 |
| Public Affairs                         | CG-MGT13 |
| International Affairs                  | CG-MGT14 |
| Resource Management                    | CG-MGT15 |
| Acquisition Project Management         | CG-MGT16 |
| Planning                               | CG-MGT17 |
| Chaplain                               | CG-MGT18 |
|  |          |
| <b>Medical</b>                         | CG-MED10 |
| Physician Assistant                    | CG-MED11 |
| Medical Administration                 | CG-MED12 |
|  |          |
| <b>Operations Afloat</b>               | CG-OAF10 |
| Aids to Navigation                     | CG-OAF11 |
| Ice Operations                         | CG-OAF12 |
|  |          |
| <b>Operations Ashore- Prevention</b>   | CG-OAP10 |
| Vessel Inspections                     | CG-OAP11 |
| Marine Investigations                  | CG-OAP12 |
| Waterways Operations and Management    | CG-OAP13 |
| Port and Facility Safety and Security  | CG-OAP14 |
| Auxiliary Operations Coordination      | CG-OAP15 |
| Marine Safety Engineering              | CG-OAP16 |

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| <b>Operations Ashore- Response</b>  | CG-OAR10 |
| SAR Coordination  | CG-OAR11 |
| Defense Operations/Readiness  | CG-OAR12 |
| Maritime Law Enforcement-Ports, Waterways and Coastal Security Operations | CG-OAR13 |
| Boat Forces Operations  | CG-OAR14 |
| Marine Environmental Response   | CG-OAR15 |
| Incident Management & Preparedness  | CG-OAR16 |
|   |          |
| <b>Reserve Programs</b>   | CG-RPA10 |
|   |          |

**What exactly is an Officer Specialty Framework? How does it impact me?**

The new framework provides an updated labeling system that will replace the legacy OBC system. The new OSCs will describe positions and individual officers. Each specialty and sub-specialty has a corresponding OSC. OSCs have been assigned to each position in the Personnel Allowance List (PAL) and Reserve Personnel Allowance List (RPAL). Pilot programs are currently being conducted that will lead to the assignment of OSCs to Active Duty Promotion List (ADPL) officers, and ultimately, officers on the Inactive Duty Promotion List (IDPL). Staff elements involved in recruiting, assignments, Training Allowance Billet (TAB) allocation, program management, professional development and training are among the most obvious beneficiaries of this revised system. They will gain both an accurate picture of the demands on the officer corps, as represented by the PAL's specialty/sub-specialty needs and the officer corps' ability to meet those demands through the specialties and sub-specialties of our officers.

Approval authority for the establishment and disestablishment of specialties will reside with the Commandant. However, CG-1, Assistant Commandant for Human Resources, will be responsible for coordinating the establishment, disestablishment, and administration of officer sub-specialties. Just as the current officer management system depends on the participation of a variety of key stakeholders (Personnel Service Center (PSC)), Headquarters Programs & Officer Specialty Managers, etc.), the new process requires continuing collaboration and involvement from individual officers. The system is designed to be responsive to feedback from all stakeholders and is expected to continue to evolve to reflect mission requirements.

**Who Benefits?**

Historically, the Coast Guard has benefited from an officer corps made up of dedicated professionals who have the ability to serve in more than one narrowly defined area of our business. Our goal in all enhancements to the OSMS will continue to be to preserve the agility and flexibility that our officer corps is known for.

With specialty and competency requirements accurately articulated for every authorized position, officers will be more informed on career path options, as well as how each specialty (and sub-specialty) supports the mission accomplishment of our Service. This means that an officer charting his or her career will have a better understanding as to the opportunities, implications, and limitations that may be associated with his or her decisions.

- As officers advance in authority and responsibility to higher leadership positions, they benefit by having a clear, consistent standard for identifying the skills, knowledge, education, and experience needed to do their job.
- Supervisors acquire a tool that clearly defines requirements for all positions under their purview. Supervisors and subordinates can use the position requirements to assist in planning professional development (linking Individual Development Plans to OSMS).
- Workforce planners will have a means by which to accurately monitor the officer corps' talent profile and how best that maps to organization needs – where there are shortfalls or surpluses of specific knowledge, skills, education, competencies and experience.

Ultimately, OSMS will provide additional management tools to support the Coast Guard's effort to enhance the adaptability and flexibility of our officer corps – a strength that is unique among all the armed forces.

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**Where can I find additional information on OSMS?**

For further information about OSMS, contact Mr. Reidus Stokes, OSMS Program Manager, CG PSC OPM-3 Officer Evaluations Branch, or visit the CG Portal / Public Places / PSC (opm) / OPM-3 / OSMS tab for the most current information on OSMS.