



## Coast Guard HR Flag Voice 104

### ENLISTED ADVANCEMENT CUTOFFS

The Servicewide Exam Eligibility List Cutoffs are historically based on only known separations (not forecasted), billet increases and decreases, and movements into/out of petty officer billets. For instance, we would count only the retirement letters in hand, not how many have usually retired from a given paygrade during a year's period. This is a very conservative approach, and while virtually ensuring there was no "carry over" from one year's advancement list to the following year, we would often advance members well below the Cutoffs. Thus members and their families all too often had little warning of the advancements that were eventually made during the course of the year.

Two years ago, I reestablished the use of Servicewide Exam Eligibility List Predictors for pay grades E5-E9 (ALDIST 165/99). Predictors were based on **forecasted** (expected) separations and billet losses or deletions over the course of the year, hence the number of members "predicted" for advancement more accurately reflected actual advancements for the entire eligibility period. Under existing policy, members below the Cutoff and above or at the Predictor (Predictor Zone) had a "likely" chance of being advanced. I hoped this information would help ease the stress associated with potential unplanned advancements and PCS moves. Unfortunately, since advancements were not guaranteed for members in the Predictor Zone, most members were still forced to wait until after their name appeared above the revised cutoff before they could actively compete for a new assignment or plan for a PCS move. In other words, there was little utility in the Predictors.

As part of our continuing effort to improve the advancement process, and enhance career development and planning for our enlisted workforce, ALCGPERSCOM 077/00 announced our decision to incorporate **forecast** data directly in determining initial Cutoffs for the Servicewide Eligibility Lists. We believe the resulting Cutoffs will more accurately match actual advancements during the entire eligibility period. Since advancements based on the Cutoffs are guaranteed, members above or at the cut will be able to actively participate in the S.P.E.A.R process from the beginning at the higher paygrade. The May 2000 Servicewide Eligibility List Cutoffs, which will be released shortly, will include forecast data. Please refer to ALCGENL 035/OO and ALCGPERSCOM 074/00 for further information on the publishing of the cutoffs.

Regards, FL Ames

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