

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.

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