

## Notes from the People Track –

### PPC 2012 YN Symposium

### Questions & Answers

### EPM – Assignment Officers:

*Speakers: CWO Schuster/CWO Pallais*

- Q: Junior members are afraid to call a detailer. Can they call at anytime or just during a particular window?  
A: Yes – members who are tour complete are encouraged to call.
- Special Needs – Nine months prior to PCS, member needs to revalidate their case. If they do not revalidate, their case will be closed. Special needs are NOT forever, nor are they a black mark on the member's record. The detailer only knows that they are on "special needs" and checks with the desired unit to see if the needs can be met. Member's special needs are re-evaluated every two years.
- Important for members to understand that when they take the SWE, they are "agreeing" to advance and sometimes that means they may or may not transfer early.
- Members above the cut SHALL submit an E-resume, however, 50% of members are not doing that. Commands can help validate that members are complying.
- Q: When a member submits an E-resume, are the jobs updated based on the "revised" cuts?  
A: Members who are above the cut are encouraged to contact their detailer for guidance before submitting their E-resume when it is outside the "shopping list" timeframe. Rank does NOT matter, E4-E5, E-5-E-6, etc., we want to do what we can for the member and find the right spots if they are needed to move.
- Security clearances are starting to become more important for assignments.
- Members are encouraged to list their top five billet picks, however, they should also submit a total of 15-20 billets – giving the detailer something to work with. Be realistic - members need to take into consideration regarding their billet picks based on tour completion and assignment priority.
- Regarding high competition for one open billet, detailers look at several factors: Is member tour complete? What is their priority? How can member advance? Is sea time required? Regardless of member's priority number, the detailer will look at changing the position of the number in order to create a diverse workforce.
- Q: First class comes to a SPO as an auditor without any SPO experience. What efforts are being put into assigning E-4's / E-5's to SPO's so they get that experience?

A: E-4's / E-5's get SPO billets if things match up. In the case of an inexperienced E-6, E-4's and E-5's need to "help them help themselves" if they are uncomfortable asking for help. Explain things, teach, TEAMWORK. SPO Auditor positions are not competency based assignments. People go where there are openings – can't always send qualified people to positions. Help them become qualified.

- Q: In regards to "Don't Ask, Don't Tell", how is the Coast Guard treating "Domestic Partnership" transfers?

A: 20% of YN are Co-Lo's and there is no policy (yet) for same sex marriage, so members are treated as a "boyfriend / girlfriend" situation.

- Problem – Overseas dependents are being sent home one year later because prescreening is not being done properly. Families MUST do a pre-screening regarding health, finances, children, schooling, etc.  
Suggestion – If no one from the current unit has any experience or valid information to answer questions, then have someone from the future unit assist with prescreening. They can provide more accurate information and help families be more prepared for an overseas tour. HQ is looking at changing policy and having the receiving unit conduct the overseas interview.
- Due to new weight instruction, physical condition is more important than ever if you are tour complete in 2013.
- Enlisted evaluations – if not in the system when submitting an e-resume, esp, for a Special Assignment, member can lost out on billet assignment.
- Overseas orders – time frame very important for requesting one year extension before or immediately after reporting to unit. If member does not request, there is no guarantee they will get an extension at the end of their tour. They will have to compete with everyone else for that billet.
- Must remind members that if they do not meet obligates service, then can and WILL be terminated. Even if member receives orders to a unit that they do not want to go to, they MUST obligate to transfer or get discharged.
- Members who own a home will have to figure out their situation. They will not be "looked over" simply because they own a home – not going to be as empathetic as prior years.
- Q: Is the budget affecting assignments?  
A: No. Budget is already set aside for transferring members. Will not prevent a member from being transferred from coast to coast, however, someone asking for an extension will be favorable.
- Q: How do you fill a billet?  
A: Priority, EVALUATIONS, where they've been, what they've done. East coast and west coast detailers work together.

- Q: Where do you start when determining where a person will get stationed?  
Priority? Stories on e-resume?  
A: 20% of YN are co-located so priority is not a huge part for YN. We have spreadsheets to take a “more-rounded” look at the both the needs of the service and member.
- Q: How much does the budget play into a new billet? (ie, going from west coast to east coast).  
A: If you’ve earned the billet you want, you can get it. Unit, member, service needs = how billets are determined, not fuel cost (the largest cost of moving members around).
- Q: How does a co-location with another service member work?  
A: It’s based on communication process – detailers from both services need to talk to each other. Common problem is that other service detailers don’t communicate back to the Coast Guard. Member needs to communicate as much as possible.
- Q: I’m married to an Active Duty Navy member and I have yet to be co-located. What do I need to do?  
A: Call me. If your spouse has transferred and you are not tour complete – call the detailer.
- Q: How long do you allow a member to stay in a geographical area?  
A: After two tours, member is considered to be “homesteading”, otherwise, if a member remains in one geographical area, it is because no one else wants it.