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FM COMDT COGARD WASHINGTON DC//CG-13//

TO ALCOAST

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UNCLAS //NO7220//

ALCOAST 175/12

COMDTNOTE 7220

SUBJ: ACTIVE DUTY ENLISTED WORKFORCE MANAGEMENT FY12 CRITICAL RATE
SITREP 2

A. COMDT COGARD WASHINGTON DC 272007 DEC 11/ALCOAST 581/11

B. COAST GUARD RECRUITING MANUAL, COMDTINST M1100.2 (SERIES)

C. MILITARY BONUS PROGRAM, COMDTINST M7220.2 (SERIES)

1. This ALCOAST supersedes reference (A) and announces the results of the Critical Rate Management Workgroup (CRMW). Program offerings in this Sitrep will remain in effect until modified or terminated in a future ALCOAST.

2. Enlistment with guaranteed Class A school:

a. Enlistment with guaranteed Class A school is offered for the FS rating.

b. Policy for guaranteed Class A school accessions can be found in Chapter 2 of reference (B).

3. Enlistment Bonus (EB):

a. A 7,500 dollar EB is authorized for applicants to enlist in the Coast Guard and attend guaranteed FS school after recruit training.

b. Members must graduate FS A school to receive the EB.

c. EB policy can be found in Chapter 1 of reference (C).

4. Selective Reenlistment Bonus (SRB):

a. No SRB is offered at this time.

b. SRB policy can be found in Chapter 1 of reference (C).

5. Critical Skills Training Bonus (CSTB):

a. A 5,000 dollar CSTB is authorized for OS A school candidates.

b. In order for non-rated members to qualify for the CSTB payment, member must graduate from OS A school and agree to obligate a minimum of four years active service upon graduation.

c. CSTB policy can be found in Chapter 1 of reference (C).

6. Critical Skills Retention Bonus (CSRB):

a. No CSRB is offered at this time.

b. CSRB policy can be found in Chapter 3 of reference (C).

7. Open Rate List (ORL):

a. Effective immediately, the ORL includes the following rates: FS3, FS2, and HS3.

b. Applicants for FS3, FS2, and HS3 must have prior CG experience in rate.

c. The ORL is a workforce planning tool designed to enlist skilled and qualified prior-service members to fill vacancies in specific rates. Rates listed on the ORL are the only rates in the active duty enlisted workforce that have current opportunities for direct accession or integration as rated petty officers. The advancement implications of listing rates on the open rate list are closely monitored. Bringing petty officers directly into ratings with ORL opportunities will not impact advancement opportunities for members currently in the rating.

d. The ORL recruiting focus is exclusively limited to the rates listed above. Eligibility requirements and procedures for enlistment under the ORL are contained in reference (B). Applicant qualifications for enlistment will be reviewed by the appropriate assignment officer in consultation with the Rating Force Master Chief. Final approval or disapproval of an applicant's enlistment via the ORL will be made by CG Personnel Service Center (epm).

e. In accordance with Chapter 2 of reference (B). In process accessions based on reference (A) shall be specially considered by CG

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Recruiting Command (CGRC), Commandant (CG-12A), and CG PSC (epm).

f. For rating-specific concerns, contact the appropriate assignment officer or Rating Force Master Chief. For ORL policy questions contact LCDR R. Kistner, Commandant (CG-12A), at (202) 475-5236.

8. The Critical Rate Management Workgroup was established to identify and manage intervention strategies for ratings deemed to have personnel shortages that could negatively impact mission execution. Factors considered by this panel include organizational needs across all ratings, workforce trends and future personnel forecasts. The CRMW has consolidated the responsibilities of the former SRB panel in determining the need to offer SRBs, Enlistment Bonuses (EB), and Critical Skills Training Bonuses (CSTB). Questions regarding the Critical Rate Management Workgroup or bonus policies can be directed to LT J. Dion Couch at (202) 475-5382 or email James.D.Couch(at)uscg.mil. You can also email personnel policy questions to HQSPolicyandStandards(at)uscg.mil.

9. Commanding Officers and Officers in Charge will bring the contents of this ALCOAST to the attention of all personnel.

10. RDML David R. Callahan, Director of Reserve and Military Personnel Policy sends.

11. Internet release is authorized.

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