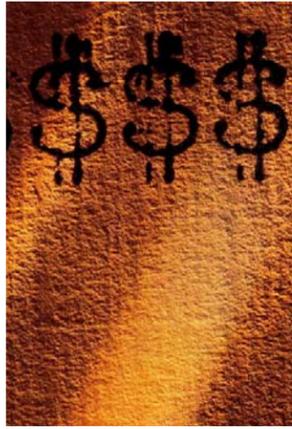


## New RPA Retirement Policy



RPAs who joined after promotion year 2007 (PY07) are subject to ALCOAST 344/07. This requires RPA LCDRs and CDRs who fail promotion two or more times and who have fewer than 16 years of active service to compete for continuation.

The number continued would be linked to needs of the service as defined by the RPA officer corps management plan for that promotion year. RPA LCDRs and CDRs subject to this Continuation policy

complete until they are selected for promotion, until they complete 16 years of combined active service in the promotion year

they were not selected for promotion (i.e., Administrative lock for a 20 year retirement), or until they fail Continuation and are released from active duty.

These adjustments, coupled with authorized below-the-zone selection and in-zone reordering for RPAs adopted in PY07, are necessary to make a more competitive RPA corps whose opportunities and risks for promotion are comparable to their ADPL counterparts. These changes are necessary to improve the health and long term viability of the RPA corps and underscore our commitment to the entire reserve component leadership team – RPAs, senior IDPL officers, senior enlisted reservists, and full time reserve management staffs service-wide.

Note: RPAs who joined the corps prior to PY07 are not subject to the new RPA Lcdr and CDR Continuation process.

When an RPA achieves 20 years of active duty service, they are eligible to receive a full, active-duty retirement, just like other ADPL officers. RPAs are also capped by the same 30 years commissioned service and mandatory retirement at age 62 requirements.

## Coast Guard Modernization

The Coast Guard's current organizational structure is being updated. The Coast Guard Modernization will improve interoperability, standardize operational and business practices, increase readiness and eliminate redundancies. Overall, this reorganization will result in positive impacts on the Coast Guard's ability to carry out operations and serve the Nation.

In 2006, CG Headquarters transitioned to a Numbered Staff system to better align with the DoD structure. In early 2007, the CG Financial Management transition took place to create a Chief Financial Officer for the Coast Guard.



The Deputy Commandant for Mission Support (CG-DCMS) and the Mission Support Organization will transform our logistics support and service delivery to a modern business model where assets are supported by logistics centered focused on life-cycle management.

The Deputy Commandant for Operations (CG-DCO) will serve as the single HQ element to develop regulations and standards.

Coast Guard Operations Command (CG-OPCOM), our Operational Commander, will be responsible for the mission execution of our Strategy for Marine Safety, Security, and Stewardship. This places responsibility for all Coast Guard operations under the direction of one field command and all District Commanders will report to one level of authority.

Coast Guard Forces Command (CG-FORCECOM), our Force Readiness Commander, will achieve, maintain and measure the readiness of forces and provide required operational capabilities to execute all CG missions.

It is projected RPAs will be filling positions within the Reserve Forces Readiness System (RFRS), a sub-component of the Mission Support Organization, as well as within the new Personnel Operations Command (POC).

A "members-only" microsite found in CG Central provides a collaborative environment for the RPA Corps.

[HTTP://cgcentral.uscg.mil/mycg/portal/ep/microsites.do?serviceName=MyCG&name=RPA](http://cgcentral.uscg.mil/mycg/portal/ep/microsites.do?serviceName=MyCG&name=RPA)

# Reserve Program Administrator Corps

[www.uscg.mil/reserve](http://www.uscg.mil/reserve)

## About Reserve Program Administrators (RPAs)

RPAs are military human resource specialists whose primary function to direct and to act as advocates for the professional personnel serving part-time in the Coast Guard Reserve.

RPAs are located at the seat of government to participate in pre-



paring and administering the policies and regulations for the Coast Guard Reserve (10 U.S.C. 10211).

There are approximately 75 Reserve Program Administrators serving in the Coast Guard at any one time ranging from Lieutenant Junior Grade (O-2) to Captain (O-6).

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### Did you know...

- ◆ Over 50% of the current RPA Corps came from a drilling status.
- ◆ The RPA Corps affords officers leaving the ADPL an opportunity to continue serving on active duty.
- ◆ In the past 3 years, 4 RPAs have held a CO position.

## The Mission



RPAs ensure Reservists are ready and able to do their job.

"A trained and ready Reserve force, backed by a robust Reserve component mission support system, is essential to our ability to respond to acts of terrorism, disasters or other contingencies within the maritime domain. Accordingly, the Coast Guard Reserve must embody the competencies necessary to perform three functions:

- Maritime Homeland Security
- Domestic and expeditionary support to National Defense
- Response to domestic disasters, both natural and man-made."

*From the Commandant's Reserve Policy Statement*

## History of the RPA Corps

Building on lessons learned during World War II and the Korean conflict, Congress enacted the Armed Forces Act of 1952 which defines the purpose, qualification policies and administrative guidelines for Reserve Components. In 1954, the Department of Treasury directed the Coast Guard to have, "...not less than thirty-seven officers of the Coast Guard Reserve..." on active duty for the training and administration of the



Coast Guard Reserve Component.

In 1959, the first RPA Designation Board chose a total of 41 officers ranging from O-3 through O-6 as the first RPAs. CAPT Eleanor L'Ecuyer, a member of that initial class, was the first female in the CG to retire as an O-6.

Many study groups have looked at both "how to better manage an RPA Corps" and "why have an RPA Corps." In the 1970s, Congress reversed the Navy's decision to manage the Naval Reserve Program with regular active duty personnel.

10 USC 12310

## Designation as Provisional RPA



All officers are initially designated Provisional RPAs. Regular Officers from the ADPL must resign their Coast Guard commission and accept a commission in the Coast Guard Reserve. Reserve officers from the IDPL are recalled to extended active duty within 60 days of notification of selection. Designees are then transferred to the RPA promotion list and immediately begin serving as provisional RPAs on extended active duty.

Each officer designated as a provisional RPA shall initiate a National Agency Check immediately upon their selection. Depending on the needs of the service and the member's previous experience, provisional RPA's can expect to be assigned to an introductory position at CG-131 or CG PC-rpm. After completing a two year extended active duty, an appointment board considers them for permanent designation as an RPA.

To qualify for designation as a provisional RPA, an active duty promotion list (ADPL) officer or Inactive Duty Promotion List (IDPL) Reserve officer in the grade of lieutenant or lieutenant (junior grade) must have at least two years' commissioned service in the Coast Guard or Coast Guard Reserve when the RPA designation board convenes. Lieutenants must have three or fewer years in grade when the board convenes.

Applications are normally due in November of each year.

## Promotions

Personnel Manual, Commandant Instruction M1000.6A, Chapters 5.A., 14.A., Title 14 U.S.Code.

Because of their small numbers and uneven distribution by year groups, RPAs are not regulated by the grade distribution percentages of the Active Duty Promotion List (ADPL). Instead, the size of the RPA corps is linked to the number of positions coded with the RPA officer field and the number of accessions designated as provisional RPAs (detailed in ALCOAST 344/07).

Promotion opportunities are comparable to the ADPL. Each RPA is assigned a running mate per 14 U.S.C. 726 and is eligible for selection for promotion when his/her running mate enters a promotion zone. CG PC convenes a selection board comprised of ADPL and RPA officers to recommend LTjg through CDR RPAs for promotion. Currently, no RPA serves as a Flag Officer.

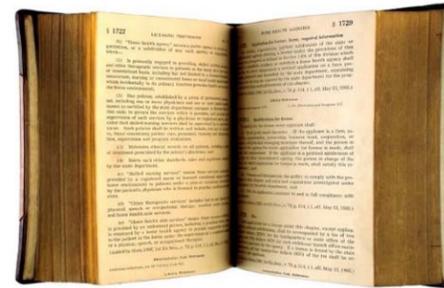
The board carefully considers RPA promotions based on competence in performance of duty, educational background, motivation, personal characteristics, moral integrity, and administrative ability. The board selects only those considered best qualified and able to perform at the next higher grade.

Once the board makes their selections, the report is routed through the Commandant to the Secretary of Homeland Security for approval. All RPAs selected and approved will appear on the RPA promotion list in the order of their current relative seniority. Promotion is effective the date the RPA's running mate is promoted.



## Policy for Appointing or Removing Designation

Personnel Manual, Commandant Instruction M1000.6A Chapter 1.B.3-4, Title 10 and 14 U.S. Code.



RPAs are authorized under authority of 10 U.S.C. 10211 and 12501, which allows the Service to assign certain Coast Guard Reserve officers to extended active duty "organizing, instructing, or training the reserve components."

**Removing RPA Designation:** Once an officer has received an RPA or provisional RPA designation, the Commandant may remove it for any of these reasons:

- A board of officers convened for that purpose so recommends and the Commandant approves.
- The first board to consider the provisional RPA officer does not select him/her for designation as RPA.
- On the RPA's approved request.
- On failure of selection for promotion on a fully-qualified basis.
- On termination of extended active duty.

## Assignments

RPAs are assigned to positions the Commandant determines as necessary to fulfill the mission of the Coast Guard Reserve. RPAs should also have knowledge of other Coast Guard missions. Current assignment policy allows RPAs to rotate 2 tours in-program and 1 tour out-of-program. This affords the opportunity to become a well-rounded officer through development of skills and varied experience.



44 of the RPAs can be found working in-program at four main locations:

- HQ, Office of Reserve Affairs (CG-131) creates Policy, manages Budget, conducts Evaluation and provides Information. They establish the "rules" on what the Reserve does, how much they can spend and publish the Reservist Magazine. 16 RPAs currently work here.
- Personnel Command, Reserve Personnel Management (CG PC-rpm) is the enactor of the policy. They conduct promotions, discharges, selection to schools and assignment of some Reservist. 6 RPAs work here.
- MLC/ISC Personnel, Force Optimization and Training offices (pf) offices cover 4 main areas of work: Contingency Staffing, Reserve Management, Training/Educational Services, and Career Development. The Coast Guard has 10 ISC (pf/fot), 2 which are OCONUS, and 2 MLC offices. 21 RPAs work in these offices.
- Office of the Assistant Secretary of Defense, Reserve Affairs (OASD/RA) has 1 RPA O-6 position. They are responsible for aligning DoD and CG Reserve policy and programs.