

U.S. Department of  
Homeland Security

United States  
Coast Guard



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1040  
DEC 05 2012

MEMORANDUM FOR:

Janet Napolitano  
Secretary

FROM:

v/r  
Admiral R. J. Papp, Jr.  
Commandant; (202) 372-4411

SUBJECT:

COAST GUARD ACTIVE DUTY ENLISTED CAREER  
RETENTION SCREENING PANEL AUTHORIZATION  
REQUEST FOR 2013

I request approval for the Coast Guard to hold an Active Duty Enlisted Career Retention Screening Panel (CRSP) in 2013. The Coast Guard held three panels with your approval in 2010, 2011 and 2012.

The 2012 panel considered 677 retirement eligible candidates and selected 147 for involuntary retirement by the end of calendar year 2013. These retirements will allow continued accessions and advancements that are essential for a healthy enlisted workforce.

I have determined that holding another panel in 2013 is in the best interest of the Coast Guard. CRSP is designed to strategically rebalance the enlisted force toward a more upwardly mobile, performance based demographic. Relatively stagnant military end-strength and lower than normal attrition rates continue to result in lower than normal accession forecasts. These dynamics jeopardize the future military workforce of the Coast Guard by slowing the advancement of the Coast Guard's most high performing senior enlisted members.

Those not selected for continued service will be involuntarily retired. Members identified for involuntary retirement will be entitled to full retirement benefits. The legal authority to conduct a CRSP panel derives from title 10, U. S. Code Section 1169 and title 14, U.S. Code Section 357 (j). Under Section 1169, regular enlisted members of an armed force may be discharged, before service term expiration, as the Secretary concerned may prescribe. Under Section 357 (j), the Secretary of Homeland Security may authorize involuntary retirements without action by Enlisted Personnel Boards pursuant to a "reduction in force." In order to avoid creating confusion in the fleet, the CRSP process does not include the term "reduction in force," which has specific meanings in other statutory contexts, because title 14 does not define, directly or by reference, "reduction in force."

As previously indicated, I plan to establish the panel as an annual performance and conduct tool to ensure we retain the best of our retirement eligible senior enlisted personnel. I have requested

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SCREENING PANEL AUTHORIZATION REQUEST FOR 2013

a delegation of authority from you to provide the Coast Guard with the permanent authority to hold this panel when needed. While the permanent authority is awaiting your consideration, I request your approval to hold the panel in 2013. If approved, the panel will only review enlisted Coast Guard members who are retirement eligible within the panel-directed involuntary retirement timeframe.

Your endorsement of this memo will provide the Coast Guard with the legal authority required to conduct the CRSP during 2013.

Approve/date  12-14-12 Disapprove/date \_\_\_\_\_  
Modify/date \_\_\_\_\_ Needs discussion/date \_\_\_\_\_