

ALCOAST COMMANDANT NOTICE

CANCEL DATE 4 DEC 17

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

TO ALCOAST

UNCLAS //N01000//

ACN 430/16

SUBJ: HUMAN CAPITAL STRATEGY INITIATIVE - OFFICER EVALUATION SYSTEM (OES), CH-6 to OFFICER ACCESSIONS, EVALUATIONS, AND PROMOTIONS, COMDTINST M1000.3A

A. Officer Accessions, Evaluations, and Promotions, COMDTINST M1000.3A

B. OFFICER AND ENLISTED EVALUATION STATUS UPDATE, ALCGPSC 128/16

1. This ALCOAST announces the promulgation of Change 6 to REF (A), updating OES and Officer Evaluation Report (OER) policy. REF (B) discusses the history of this policy change.

2. OERs with an end of period before 01 JAN 2017 must follow previous policies in REF (A).

3. Major changes to policy include:

a. Delegated additional authorities to Commander (CG PSC):

(1) Submission dates for biennial, annual, and semiannual OERs,

(2) Determination of which officers follow the DUINS schedule,

(3) Designation and responsibilities of the rating chain, and

(4) Ability to grant exceptions to policy and standards for this Chapter.

b. Removed "Special" OER terminology. The word "Special" was used due to limited space on the OER form. Each occasion of report is now listed as appropriate.

c. The rater must provide supporting comment to justify marks of 1, 2, 3, or 7 and may comment on any dimension. This change will allow rating chains the flexibility to comment on significant performance factors during the marking period.

d. All Reported-on Officers must receive mid-period counseling, which will be documented on the OER form. The documentation of mid-period counseling is waived for all 2017 annual OER's and for the first semi-annual OER's (LTJG OER's in January and ENS OER's in March).

e. All Inactive Duty Promotion List (IDPL) officers who are subject to a retention board must submit an OER.

4. Commander (CG PSC) will release a separate message further explaining changes to OES procedures and OER forms.

5. No paper distribution will be made of REF (A). REF (A) is available on the CG Portal at: <https://cg.portal.uscg.mil/library/SitePages/Home.aspx>, and on the internet at: <http://www.uscg.mil/directives>.

6. Contacts:

a. For procedural or form questions for active duty officers, contact CG PSC OPM-3 at ARL-PF-CGPSC-OPM@uscg.mil

b. For procedural or form questions for inactive duty officers, contact CG PSC RPM-1 at ARL-PF-CGPSC-RPMOER@uscg.mil

c. For general policy questions or concerns regarding this policy, contact LCDR Russ Mayer, COMDT (CG-1331) at HQS-PolicyandStandards@uscg.mil.

7. RADM K.B. Hinrichs, Director of Reserve and Military Personnel, sends.

8. Internet release authorized.