

## OS Assignments - Myth, Urban Legend, or Fact?

### - The Shopping List in Direct Access can be counted on all the time.

This is not true. The most important thing to remember is that the Shopping List in Direct Access is only accurate during the period between when the commands finish reviewing it and the e-resume deadline. Direct Access is a funny beast. Issuing orders will change the number of open positions, but so will a myriad of other actions which can be taken by a number of HQ units.

### - Assignment Priority 3 means I'll get whatever I want.

Nope! This is false but you should compete well since we don't have too many priority ones and twos in the OS rate. For some rates, Priority 3 may be a sure way to get you whatever you want on your e-resume. Please keep in mind there are other priority 3 members and our PATFORSWA cutters and other overseas folks in the OS rating. A priority three does not guarantee you your first choice or dream job but you should compete well. It's still a good idea to list a lot of jobs which is explained further in the OS e-resume guidance and in the paragraphs below.

### - You Should Only List Jobs on your E-resume that you absolutely want.

This is absolutely false. The more jobs you list the better it will be for you! We suggest you approach the e-resume jobs listing like you're doing an expanding square search pattern. Here's why: You may not want to list east coast or west coast jobs but if you don't you won't even compete for those jobs and you may end up competing for what's left over. You may end up being assigned somewhere further away from your desires and then wish you could have gone to a job you never listed instead. Essentially, you're rank ordering the jobs so it's best to list a lot of jobs if not all of them. You can even write in your e-resume text that you have rank ordered your jobs and while you don't prefer a particular coast you would rather go there than to another area. The bottom-line is we start at the top of your e-resume and work down it and stop when you earn a particular job. You don't compete for jobs you don't list. If you list eight jobs and we can't get you to one of those jobs then your e-resume goes to the bottom of the priority pile that you are competing in.

### -You can call your detailer for career counseling

This is true; however, there is a time and method to do this. Everyone is entitled to career counseling but the time line is usually June through August of every year. You should not call your detailer directly for anything you want or to ask where you are going. We also suggest you arrange this through your chain of command and have the Chief call or command representative so we can schedule enough time to give good career counseling and possibly include others at the same time.

### - The Detailer has to call me if he/she can't get me a job on my e-resume.

This couldn't be farther from the truth. Let's do some math. We transferred about 475 OS's. Say ½ listed only a couple picks on their e-resume, and we stopped the slating process to call these people giving each the option to sleep on it and call us in the a.m. (this doesn't even take into account that we are a sea-going service and our members are out of touch for days/months on end). As you can see this would not and does not work. That said, take a look at the e-resume guidance on the OS web page for ways to set yourself up for success. If you follow this guidance you will almost certainly get something on your e-resume.

- Detailers tell me to re-submit my e-resume for a specific job or group of jobs because Detailers are evaluated on how often they get someone a pick from their e-resume.

We are not evaluated by getting you something on your e-resume. We advise you to update your e-resume for a variety of reasons (it's unrealistic, the jobs listed are no longer available, we're unable to co-locate you and your active duty spouse based on choices listed, etc.). There are two things to keep in mind. First, we have no need to try and trick you in to something. This is still the military and we can issue you orders where there is a service need (whether you pick it or not). Second and most importantly, we (Detailers) started off in your shoes and wanted to be treated fairly then as we still do now. Our actions are an effort to afford you the opportunity to participate in the process that will dictate your life during the next tour. Your e-resume is your primary communication tool to the assignment officers and we want you to use it to communicate with us.

- Detailers keep a file on everybody

We sure do, it's part of Direct Access. This is for the benefit of the member and the Coast Guard. We use it to record any promises made (short tour, assignment priority upgrade, etc.), career counseling (member advised to request a certain type of unit/position), career intentions, etc. We normally add any msg traffic or e-mails into this file.

- The Enlisted Assignments Road Show is a waste of time because the (insert your rating here) Detailer won't be there. The Enlisted Assignments Roadshow presentation was developed and is updated annually collectively by all of the Enlisted Detailers. Whether it's me, the YN Detailer, or an Aviation Detailer, the message is the same and worthwhile. The CG spends thousands annually to send us on the road to help you help yourself on career planning and the assignment process. We spend a lot of time after the presentation answering questions one-on-one. If it's something we can't answer (i.e. rating specific) we'll take it back with us and get an answer for you from your Detailer. Keep in mind as an OS you are expected to be a leader and mentor to others. Although you may not see any direct personal value, the information we pass on will better prepare you to help those under your leadership.

- In this currently challenging budget environment all I have to do is ask for an extension or no-cost orders and I'll get it.

It's not quite that simple. Fiscal responsibility is only one of 16 different factors that we consider during the assignment process. If everyone in the Coast Guard wanted to stay exactly where they are right now this would be easy. However, it is likely that the PO Gone on the CGC NEVERHOME doesn't want to stay there. Therefore all of the assignment factors have to be considered. While we fully intend to maximize our fleet ups, when it comes to extensions we must consider the long-term, service-wide impact when it comes to extensions. That is why we will continue to tell you that you must compete for an extension, not just be granted one automatically. If you place an extension as the only pick on your e-resume, there is a significant chance that you will be disappointed (see e-resume guidance on our webpage). As for no-cost orders, if you ask me transfer you from NY to CA it doesn't matter if you say you'll take no cost orders. In accordance with Federal Travel Regulations (JFTR) if you receive orders outside your current geographical location, you are entitled to travel funds and I can't force you to move without them.

-You can't Manage your Career Because You Really Just Go where the Detailer Sends You.

This is false and a dangerous practice. There is a saying I use often: "If you're coasting you're probably going down hill." For your own sake, take charge of your career and your destination. If you want to get to Florida then maybe you should ask for an overseas tour and your chances will be much better. That doesn't mean you'll serve your whole career in Florida but that's the best way to help you compete to get there. We suggest you base your career on advancement and professional growth. Manage it like a progressing career and keep having fun. I assure you that all of the assignment officers have been in your shoes and transferred a lot; however, if you look at the retirement tables I would venture to say that retiring as a CWO or MCPO is better than retiring as an E5 or E6. It's okay if you choose to do that but we don't suggest it at all. At the end of the day we are all leaving the Coast Guard. I suggest you do this on your terms with as many benefits as possible by managing your career. Take a look at this link and plug in your goal pay grade, compare it to others, and then answer this question again.

<http://militarypay.defense.gov/mpcalcs/Calculators/FinalPayHigh3.aspx>