

ENLISTED PERSONNEL MANAGEMENT (EPM-1) Advancements

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Advancements

Collaboration - Stakeholders

COMDT (CG-1331)

CG-1331 maintains current policy, and collaborates with all stakeholders to update or modify existing policy as needed.

CG Pay & Personnel Center (PPC)

Advancements, Evaluations, Service Validation and Personnel Data Corrections (ADV)

PPC (ADV) is the single POC for all Service Wide Exam (SWE) inquiries. They validate advancement eligibility, generate SWE Eligibility Lists, calculate SWE Statistics, update Direct Access, provide names for monthly EPAA, process advancements and EERs, etc.

CG-12A Workforce Forecasting & Analysis

The Data Team provides monthly payroll calculations.

The Enlisted Team provides Electronic Military Staffing Report (eMSR) to forecast enlisted billet counts, by month and quarter.

Anticipated PAL gains, losses, and modifications are due to resource proposals and internal reprogramming of existing resources.



Enlisted Personnel Advancement Announcement (EPAA)

4th-7th Payroll Processing

6th-9th CG-12A Data Team provides monthly payroll calculations.

9th-12th CG-12A Enlisted Team provides the forecasting tool
– **Electronic Military Staffing Report (eMSR) for projecting monthly advancements**

12th-15th PSC (epm-1) Advancements identify projected personnel losses (retirements/discharges/RELADs/CWO Appt/OCS Selectee)

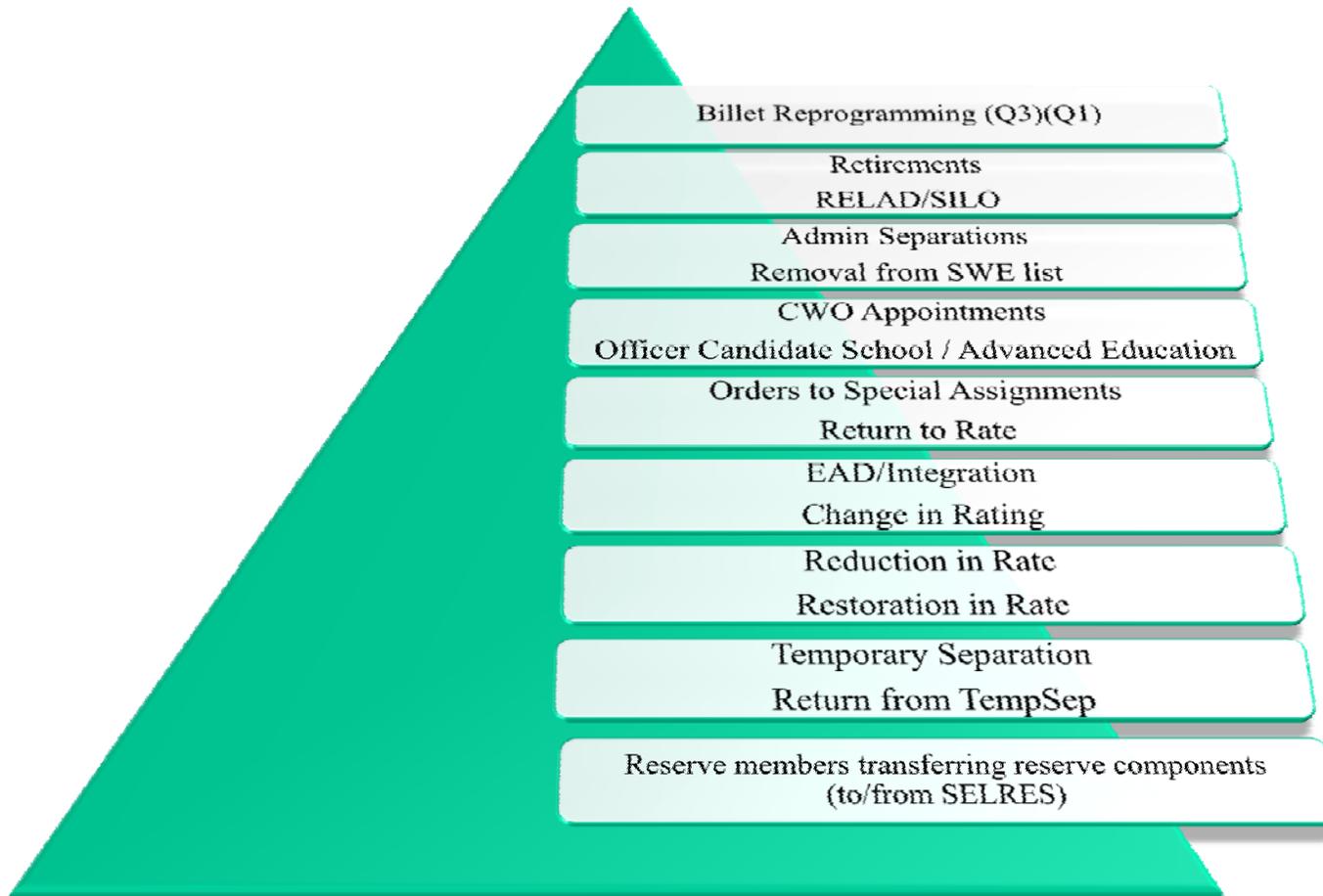
**eMSR + Special Assignments – payroll – personnel losses
= projected number of advancements to fill vacancies**

14th-20th PPC (ADV) verifies continued advancement eligibility; generates draft EPAA for PSC (epm) approval.

15th-23rd ALCGENL released



Actions that impact advancements



CG PPC (ADV)

- *Maintains SWE advancement eligibility list (Active Duty and Reserves)*
 - *Continually verifies advancement eligibility*
- Removal from eligibility list (3.A.13.b or 3.A.25.f)*
 - Withholding Advancement (3.A.19.b)*

Active Duty

May SWE Competition

- Final Multiple/Profile letters – July
- SWE eligibility list – July

November SWE Competition

- Final Multiple/Profile letters – December
- SWE eligibility list – December

Reserves

October SWE Competition

- Final Multiple/Profile letters – Oct/Nov
- SWE eligibility list – Nov/Dec

* *Reference: Enlisted Accessions, Evaluations, and Advancements, COMDTINST M1000.2 (series)*



SWE Cutoffs Released

Active Duty

May SWE Competition

- September (initial)
- Quarterly revisions (Dec/Mar/Jun/Sep)

November SWE Competition

- January (initial)
- Quarterly revisions (Mar/Jun/Sep)

Reserve

October SWE Competition

- No cuts or revisions
- Advancements are based on billet vacancies
- Contact CG PSC (rpm-1) for more information.



SWE Cutoffs and Revisions

**Does not apply to reservists*

- ☛ Enlisted advancement cutoffs are designed primarily for assignment officer planning purposes.
- ☛ Revised cutoffs based on additional projected vacancies during specific period of eligibility.
- ☛ Factors that impact cutoffs and revisions: Quarterly eMSR, Payroll, Special Assignment, CWO Appointment, Advance Education, OCS Selectees, Retirements, Separations, HYT, etc.
- ☛ Advancements within enlisted workforce are made in consideration of expected position reductions.
- ☛ Cuts already account for adjustments to SWE eligibility list (prev adv, removed members, losses).
- ☛ At or above the cutoff guaranteed advancement if remain eligible during specific period of eligibility.
- ☛ At or above the cutoff for advancement to E7 / E9 will be slated for CPO Academy / Senior Enlisted Leadership Course respectively, effective with the May 2016 SWE.
- ☛ CO's recommendation for advancement must be maintained for the period from recommendation to advancement.

Loss of CO's recommendation results in removal from the SWE eligibility list(s)
Must be recommended and qualify again through a new SWE competition



Mandated Leadership Training

- Effective with the May 2016 SWE (ALCOAST 122/16).
- Above the Cut for CPO: Members will be automatically slated for CPO Academy (CPOACAD).
- Above the Cut for MCPO: Members will be automatically stated for Senior Enlisted Leadership Course (SELC).
- Current CPO and above: Required to complete continuum course if they intend to pursue E-8 or certain positions (i.e. RFMC, CMC).
- Waiver Process - CG-12C is the POC for all CPOACAD and SELC requests for waiver.
- PSC (epm-1) Advancements will collaborate with CG-12C regarding cutoff projections and monthly advancements.
- CG-12C and/or PSC (epm-1) will notify PPC (ADV) on withheld advancements.



Resources

CG PSC (epm-1) Advancements: Internet Site:

- Internet: <http://www.uscg.mil/epm/epm1/Advancementsdefault.asp>

Please send all documents or inquiries to:

ARL-PF-CGPSC-EPM-1-Advancements@uscg.mil

CG PPC Advancement Branch: Advancements, Evaluations, Service Validation and Personnel Data Corrections (ADV)*

- Internet: <http://www.uscg.mil/ppc/adv.asp>

- CG PORTAL **

<https://cg.portal.uscg.mil/units/ppc/SitePages/Advancements%20and%20Evaluations%20Branch.aspx>

** Note: The link to the PPC (ADV) page on CG PORTAL can only be accessed from a CG workstation. When prompted to select a certificate, please select the e-mail certificate.

- Email: PPC-DG-CustomerCare@uscg.mil

- Phone: (785) 339-2200

COMDT (CG-12C):

- Internet: http://www.uscg.mil/leadership/courses/military_cpoa.asp

