



Coast Guard HR Flag Voice 68

WORKFORCE RESTORATION PLAN UPDATE

ALCOAST 158/99 (261427Z OCT 99) contained specific information on our plans to restore the workforce to authorized strength by the end of FY00. This Flag Voice provides an overview of that effort.

We are entering the second year of our 2-year plan to restore the workforce. "Restore" means "recruit, hire and retain." During the first year we increased the number of military recruiters and improved their associated tools and support to restore the enlisted workforce. We also increased the civilian personnel management "Hub and Spoke" organization staff, brought aboard a civilian personnel management contractor, and continued Office of Personnel Management (OPM) hiring assistance.

We will continue the FY99 workforce initiatives during FY00 with minor adjustments.

Officer Workforce

- Schedule Officer Candidate School and Direct Commissioned Officer accessions to maximum capacity.
- Recall both reserve and retired officers where practical.
- Use LT continuation to retain high-performing officers.

Civilian Workforce

- Continue OPM hiring assistance and the civilian personnel management contractor.
- Broaden our applicant pools by using a new recruitment brochure and initiating other new marketing efforts, including connecting our web-based civilian job listing with

colleges', universities', and professional organizations' web sites.

-- Automate the job application and rating processes to reduce recruitment times.

-- Use recruitment incentives, including recruiting bonuses and superior qualifications appointments, to attract highly qualified candidates.

-- Complete hiring into new civilian personnel specialist vacancies.

Active Duty Enlisted Workforce

-- Retention initiatives

Continue High Year Tenure (HYT) suspension.

Increase Selected Reenlistment Bonus (SRB)-eligible ratings and multiples.

Continue the Centralized First Term Reenlistment Review (CFTRR) and nonrate affiliation requirement suspensions.

-- Recruiting initiatives

Continue offering two- and three-year enlistments.

Continue easing the open rate list (ORL) by waiving the 3-month time-in-grade (TIG) restriction for CG E4, E5, and E6 reenlistments and crediting previous Coast Guard members within 3 years of separation with one-half TIG toward participation requirements and full TIG toward service-wide Exam (SWE) multiple calculations.

Ease reenlistment restrictions for especially well-qualified former CG and non-CG E4, E5, and E6 service members for hard-to-fill rates not on the open rate list (ORL).

Continue offering extended active duty (EAD) to reservists for 2- to 4-year periods.

Continue allocating geographic preferences and guaranteed training, balanced with opportunities for members on the "A" school lists.

Under specific conditions modify recruiting waiver policies, such as Ritalin use.

Offer advanced pay grade enlistments, such as pay grade E2 to high school graduates in the top 10 percent of their class or who have successfully completed one year or 1000 hours of an accredited post-secondary vocational-technical program (not a Vo-tech high school) or pay grade E3 to high school graduates with the rank of Eagle Scout (Boy Scouts); who have attained the Gold Award (Girl Scouts); have successfully completed two years or 2000 hours of an accredited post-secondary vocational-technical program (not a Vo-tech high school); have served successfully as an E4 or higher in any reserve or national guard component; or completed 60 semester hours or 90 quarter hours at an accredited college or university.

Directly enlist specialty skills from various trade schools as E4 petty officers.

Offer an enlistment bonus in lieu of a college fund and vice versa to pursue schooling that will fill critical ratings.

Reserve Workforce

-- Retention incentives

Offer SELRES re-enlistment bonus during the first 14 years time in service.

Offer SELRES affiliation bonus during the first 8 years of military service.

-- Recruiting incentives

Provide an enlistment bonus to pursue schooling that will fill critical ratings.

Provide a previous service enlistment bonus to new members who formerly served in another military component.

Relax requirement to recruit to vacant RPAL billets, allowing over-billeting in critical ratings.

Provide unit commanders with specific guidance on pre-separation briefings to improve RELAD recruiting to increase the percentage of members released from active duty who join the SELRES.

Continue the 12 mobile recruiters equipped to operate away from a recruiting office in locations where high numbers of vacant RPAL billets exist.

We continue to need your help!

One of the best sources of new reservists is former CG active duty members. Too many members leave active duty without fully appreciating the benefits of reserve membership. It is of the utmost importance unit commanding officers and officers-in-charge ensure eligible members receive adequate counseling on the benefits of affiliating with the reserve.

Our recruiting incentive assistance program continues and includes awarding a Commandant's Letter of Commendation or a 72-hour liberty at a referred recruit's graduation from recruit training.

I sincerely appreciate the efforts of all those who heeded our call to become actively involved in the recruiting effort. Your involvement was key to helping us exceed our FY99 recruiting mission. As our recruiting efforts continue, everyone's involvement continues to be necessary and I highly encourage you. Please see the more detailed information in ALCOAST 158/99, a valuable "tool box" to assist your recruiting efforts. Also, CGRC has developed a field guide for those interested in assisting recruiting when off duty. To obtain a copy, call YN1 McCracken at 202-493-6675.

Obtain additional information on recruiting initiatives from your local recruiting office or by calling 1-800-GET-USCG, which will connect you to your nearest recruiting office. Direct general policy questions about these initiatives to COMDT (G-WPM-1), POC LCDR Roger Mason, 202-267-1908.

Regards, FL Ames

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