REPORT

OF THE

COAST GUARD RESERVE POLICY BOARD

MULTIPLE CONVENINGS AT

COAST GUARD HEADQUARTERS

WASHINGTON, DC

28 JANUARY – 31 DECEMBER 2020

TO CONSIDER, RECOMMEND, AND REPORT ON COAST GUARD RESERVE POLICY MATTERS

James M. Kelly
Rear Admiral, U.S. Coast Guard Reserve
Senior Reserve Officer
Deputy Commandant for Operations

REVIEWED: _____

COMMENTS: _____

DATE: _____

Todd C. Wiemers
Rear Admiral, U.S. Coast Guard
Assistant Commandant for
Reserve

REVIEWED: _____

COMMENTS: _____

DATE: _____

U. S. Coast Guard Headquarters
Washington, DC
28 January - 31 December 2020

PROCEEDINGS

1. The Coast Guard Reserve Policy Board (CG RPB) conducted multiple meetings (on site and by teleconference) to consider, recommend, and report to the Secretary, Department of Homeland Security on Coast Guard Reserve policy matters, in accordance with 14 U.S.C. §3703. The delegation of authority contained in Department of Homeland Security Delegation Number: 0170 delegates to the Commandant the duties assigned to the Service Secretary in 14 U.S.C. §3703. The Board convened:

   - Initial Meeting: 0900, 28 January 2020 to 1000, 30 January 2020
   - Teleconference: 1100, 21 April 2020
   - Teleconference: 1100, 16 June 2020
   - Teleconference: 1100, 30 June 2020
   - Teleconference: 1100, 14 July 2020
   - Teleconference: 1100, 22 September 2020
   - Email submission and vote: 18 October 2020

2. Participants: (Voting Members were duly sworn)

Voting Members	Unit
• RADM James M. Kelly, USCGR – President	CG-DCO
• CAPT Marc C. Devereaux, USCGR	CG-DOL-1
• CAPT Rebecca A. Drew, USCGR (28 Jan – 16 Jun 20)	CG-LANT-1
• CAPT Dirk L. Krause, USCG (17 Jun 20 – 31 Dec 21)	CG-LANT-1
• CAPT Jason P. Tama, USCG	CG SEC New York
• CAPT Michael R. Roschel, USCG	CG Base Portsmouth
• MCPO Shannon K. Garretson, USCGR	CG SEC Ohio Valley
• MCPO Timothy A. Beard, USCGR	PAC-00B
• MCPO Rashaun R. Morris, USCGR	CG D1
• CPO Patrick R. Davis, USCGR	CG STA Mayport
Advisors/Speakers	
• LCDR Tracy M. Clere, USCGR – Facilitator	CG-R-55
• LTJG Louis K. Carsia, USCGR – Recorder	CG-R-55
• LCDR Veronica L. McCusker – USCGR – Recorder	CG-YRRP
• CDR Thomas V. Gwilliam, USCGR – Advisor	CG-R-55
• CDR Troy E. Fryar, USCGR – Advisor	CG-PSC-RPM
• CAPT Jennifer A. Travers, USCGR – Advisor	CG-R-8
• Ms. Marta E. Denchfield – Advisor	CG-11
• Mr. Grafton "Chip" Chase – Advisor	CG-R-55

3. The CG RPB received 16 submissions (12 field generated and four CG RPB generated). Recommendations were made on nine submissions. The Board recommended four submissions for policy revision and the remaining 12 submissions were considered and not recommended for policy revision or referred to the appropriate directorate for action.

4. Board Findings and Recommendations:

Field Submission # 1: Release from Active Duty (RELAD) Assignments.

Issue Closed

- Description and Issue Statement:
  Active Duty members who separate from the Coast Guard may consider joining the Reserve Component (RC). Concerns of being immediately recalled to active duty for a contingency or Deployable Specialized Forces (DSF) deployment may deter members from affiliating with the RC.

- Board Recommendation:
  In order to support growth and retention, authorize a one-year deferment from involuntary mobilization upon RELAD across the entire CG RC. Members may waive the deferment to volunteer for deployments or mobilizations. Additionally, the Board recommends collecting data on the impact in order to determine if a two-year deferment is sustainable with the current size of the RC.

- Action Completed:
  CG-R released ACN 094/20 announcing the authorization of a stabilization period, providing the opportunity to defer involuntary activation for a period of one year from the date of affiliation with the SELRES.

Field Submission # 2: Reserve Component Mutual Exchange of Stations.

Issue Closed - Referred

- Description:
  There is nothing stated in policy authorizing Reserve Mutual Exchange of Stations.

- Board Recommendation:
  Update policy to include the Mutual Exchange of Station for all Reserve enlisted and officers up to O-3, excluding screened positions. Policy should align with active duty policy and members will assume end of tour and rotation dates for billets into which they transfer.

Field Submission #3: Reserve Servicewide Exam Cutoff List.

Issue Closed

- Description:
  The advancement policy for the RC creates uncertainty for reservists and is no longer sustainable. The U.S. Coast Guard Human Capital Strategy (January 2016) identifies the needs of CG members as a strategic priority and aims to improve Reserve recruitment and retention.

- Board Recommendation:
  Currently, there are no measures in place to predict advancement opportunities accurately. Predictability may be viable in the future with the results of screening and retention tools (i.e., HYT, Master Chief Advancement Panel, Senior Enlisted Continuity Boards) or requiring a minimum timeframe to submit voluntary retirements.

Field Submission # 4: Authorize Rate Variance for Fully Qualified Members.

Issue Closed

- Description:
  The current reserve assignment process places a substantial emphasis on matching an enlisted reservist's rate to a position with little to no consideration for competency based assignments. Authorize members who have the required qualifications to fill a billet, regardless of rate mismatch.

- Board Recommendation: Board is not in favor. Out of rate assignments are not suitable for permanent billets, but out of rate competencies and skills can be utilized for contingency operations and data can be collected via competency pulls. Training funds are allocated to the rate and should be used appropriately to train the workforce in their rating specialties.

Field Submission # 5: Active Duty Support on Drill Weekends.

Issue Closed

- Description:
  Require active duty members to report to work on drill weekends to better support the Reserve Component.

- Board Recommendation:
  This is not an overarching policy topic, but rather a leadership issue that should be addressed at the unit level. Senior leaders should send a message to the field and outline their directions and expectations to support, assist, and train the reserve workforce.

Field Submission # 6: Change of Duty Status Complications for Extended Active Duty (EAD) Contracts, Order Notes, and Special Needs Enrollment.

Issue Closed - Referred

- Description (1):
  Upon activation of EAD orders for a CG civilian employee, the member's profile is deleted in Direct Access (DA) due to the change to active duty status. Once a civilian's profile is deleted, their civilian CAC is no longer functional, access to their civilian profile is lost, as are civilian benefits, including military leave that would normally accrue while on EAD.

- Board Recommendation:
  This issue is procedural, not policy-related. Recommend CG-R filters issue to appropriate subject matter experts in CG-6.

- Ongoing Action:
  CG-R forwarded Board recommendation to CG-6 and to the DA representative. CDR Kevin d'Eustachio, USCGR, Office of External Outreach and Heritage, COMDT (CG-0923), and Mr. Don Pedersen from CG-LPD are continuing to work with Civilian Personnel and CG-6 to resolve the issue. Initial responses indicate that the impact is minimal and may not merit a DA system change.

Issue Closed

- Description (2):
  Order notes do not reflect authorized travel days at the beginning and end of orders.

- Board Recommendation:
  This issue is procedural, not policy-related. Recommend sending to PPC to handle internally and at the field level.

Issue Closed

- Description (3):
  A reservist activated for over 30 days is eligible to receive TRICARE benefits, but is not authorized to enroll in the Special Needs program, unless they are activated for 181 days or more. However, if the member has a dependent with special needs and requires the Extended Care Health Option (ECHO) of TRICARE, they are required to be enrolled in the Special Needs Program before enrollment in ECHO, and before TRICARE will authorize payment for services. The current policy can prevent eligible members from receiving TRICARE benefits if they are required to enroll in ECHO. Additionally, the process is not easy to navigate and is time consuming, making it more difficult for the member to focus on the mission while trying to take care of a special family member.

- Board Recommendation:
  Recommend CG-R work with CG-1112 to update policy.

- Action Completed:

COMDINST 1754.7C, Special Needs Program policy was updated and released on 21 April 2020, authorizing reservists to enroll preemptively in the Special Needs Program while in an inactive status if they are going to require ECHO services upon mobilization.

Field Submission # 7: Electronic Based Distributed Learning (EBDL) for retirement points.

Issue Closed

- Description:
  When a reservist takes an extended course such as JPME or JCWS-H, the completion date on the certificate is often the date the school creates the certificates. This date may differ from the actual date the member completed the course. If the course completion date on the certificate is a date the member is on any type of orders (IDT, ADT, ADOS, etc.) the member will not receive EBDL credit for any portion of the course. Propose a waiver process to allow for partial credit.

- Board Recommendation:
  The Board is not in favor of allowing waivers for EBDL completion dates. Disseminate better information to the field placing emphasis on the policy for course completion dates.

- Action Completed:
  If a course has multiple modules and the member submits completion certificates for the modules they completed while not in a duty status, they will receive credit for those modules.

  A Reserve Information Bulletin with clarifying information and updated EBDL Course Approved list was released to the field on 8 April 2020.

  Updated EBDL Instruction promulgated 5 February 2021 which better clarifies the policy.

Field Submission # 8: SELRES billets to support Air Stations.

Issue Closed

- Description:
  Current policy states that Individual Ready Reserve members cannot drill at Air Stations or any other unit that does not have a SELRES billet on the Personnel Allowance List (PAL). This policy, in turn prohibits prior active duty pilots from drilling at Air Stations as Operations Duty Officers (ODO). The ODO is part of the unit's response capabilities to coordinate all search and rescue cases and to serve as the initial POC for all communications. The less pilots at an Air Station, the more ODO duties per month that each pilot has, and the less the unit's pilots are available for flight missions.

- Board Recommendation:
  Issue not considered due to current CG-7 and CG-R efforts.

Field Submission # 9: Utilizing IDT Drill for Participation in Chief's Call to Initiation (CCTI)

Issue Closed - Referred

- Description:
  Although CCTI is a recognized program of professional and leadership development and a requirement for attainment of a Command Senior Enlisted Leader position, use of IDT to complete aspects of CCTI is not defined and therefore not authorized. This equates to reserve personnel having to complete a mandatory CG requirement for attainment of advanced leadership billets strictly on a voluntary basis without pay, benefits, or protection due to unforeseen events while carrying out duties involved with CCTI.

- Board Recommendation:
  The Board is not in favor of utilizing IDT drills, but recommends authorizing up to eight Additional Training Periods (ATPs) for CCTI.

Field Submission # 10: Deadline for Completing Annual Screening Questionnaire (ASQ)

Issue Closed

- Description:
  In accordance with the Reserve Policy Manual, reserve members are required to submit an ASQ between 01 August and 31 October annually. Most members complete the ASQ at the October all hands. Moving the deadline to 01 June will allow the ASQ to be used as a more accurate data tool for hurricane mobilization availability.

- Board Recommendation:
  The Board is not in favor of changing the required completion date of ASQ. Changing the date or addition of a new date would require the field to reset expectations for compliance timelines. Although required, ASQ does not have sufficient validity to screen mobilization readiness.

Field Submission # 11: Special Needs Policy and Reserve Mobilizations

Issue Closed

- Description:
  The current special needs policy for reserve members does not align with the active component. Consider updating the Special Needs Policy and the Reserve Policy Manual to allow SELRES members with family members having significant medical, psychological, physical, or educational special needs – which meet the criteria of the

Coast Guard's Special Needs Program – to continue to serve in the Ready Reserve without mobilization.

- Board Recommendation:
  Although sympathetic to the special needs of our members and their families, it is a legal statute, not policy, that requires members of the Reserve Component to maintain readiness and mobilize as needed. 10 U.S.C. states the purpose of the Reserve Component is not to just drill. It is to drill and to train for activation to support contingencies and surge requirements.

  Commands should stress the importance of updating the Annual Screening Questionnaire (ASQ) with any issues and concerns related to activations.

- Ongoing Action:
  CG-R is drafting a new policy that will address the requirement for a Family Care Plan along with an approved template.

Field Submission # 12: Operational Drill Flexibility

Issue Closed

- Description:
  Existing procedures and timelines for scheduling Reserve inactive duty training (IDT) limit IDT flexibility and impedes SELRES ability to support emergent operational requirements and short-notice training opportunities. The current procedures, limit Reservists availability to participate in unscheduled training opportunities such as boardings, inspections, pollution response, maintenance, and other field work, and also limit their ability to progress toward competency attainment.

- Board Recommendation:
  Policy is not dictating the restriction and therefore does not need to be changed.

  Leadership can and should articulate to members to schedule their drills in advance, but remind them that drills in a "pending" status can be adjusted till the day before the scheduled drill.

RPB Board Submission # 1: Reserve Gold Badge Tour Length Change

Issue Closed - Referred

- Description:
  Reserve gold badge tour length should increase from two to three years.

- Board Recommendation:
  Board is in favor; three-year tours allow for a better opportunity to make a positive impact within the area of responsibility and the Reserve Component. A three-year tour

also afford adequate time to build an essential network and can help ensure continuity when the Admiral and active duty gold badge depart. The extended tour length will give time to understand and execute broad scale initiatives at District levels, and time to act on roles and responsibilities, and provide geographic stability.

RPB Board Submission # 2: Authorize Sectors to manage Additional Training Periods (ATP).

Issue Closed - Referred

- Description:
  Small boat stations do not have adequate time to train and maintain certifications under the current 48/12 annual reserve duty schedule. Small boat stations should be allocated ATPs in the same way that Port Security Units (PSU), Naval Coastal Riverine Squadrons (CORIVRON), and Naval Coastal Riverine Groups (CORIVGRU) are assigned ATPs.

- Board Recommendation:
  Recommend CG-731 (Boat Forces) create a work group to determine extent of issues with the current process for allocating ATPs and to put a pilot program in place with effected Stations (i.e., New York).

RPB Board Submission # 3: Require reserve members to attend CPOA for retention in the CG.

Issue Closed - Referred

- Description:
  The current process for reservists who are advanced to Chief Petty Officer to attend the Chief Petty Officer Academy does not adequately meet the need for professional development to strengthen the CPO Corps and make our Service better. As of Feb 2020, there were 263 Reserve CPOs who have not attended CPOA.

- Board Recommendation:
  Board voted that this issue has been resolved.

- Action Completed:
  Board confirmed that MCPO-CGR's office is already addressing the issue.

RPB Board Submission # 4: Global Access/ Goodlink/ Blackberry for Senior Enlisted Reservists.

Issue Closed - Referred

- Description:

As a member of the Command Cadre, Reserve Silver Badges have an enormously vital role to their principal and the Chiefs Mess. Historically, PSUs have been the only units where a Reserve Silver Badge is authorized a unit mobile device with Mobility Standard/GoodLink/Blackberry capabilities. Utilizing civilian e-mails has been the current state of transmission for information that can be sensitive and timely. Lack of appropriate communication and action to SELRES issues will continue and have damaging effects on the Reserve Component (RC) and to their commands.

- Board Recommendation:
  Board voted that policy is not dictating the restriction and therefor does not need to be changed. Due to funding constraints of the Reserve Component (AFC-90 vice AFC-30) and the limited number of licenses, the decision to issue a phone with or without GoodLink/Blackberry would have to be kept to the unit level.

- Action Completed:
  CMC Timothy Beard is continuing to address the issue. PACAREA units are currently issuing mobile communication devices with Blackberry mobile to SELRES Command Cadre.

❖ **Additional Suggestions:**
- Align meeting structure of Reserve Policy Board to the Navy's Reserve Policy Board (i.e., more in-person meetings).
  - CG-R55 is currently in the process of rewriting the Reserve Policy Board Instruction, which will address the make-up of the Board and structure of the meetings.
- Change Submission Form to an electronic form with drop downs and automatic routing similar to the Officer Evaluation Report format.

ADJOURNMENT

The Board adjourned on 31 December 2020.

James M. Kelly
Rear Admiral, U. S. Coast Guard Reserve
President

Marc C. Devereaux
Captain, U.S. Coast Guard Reserve
Member

Dirk L. Krause
Captain, U.S. Coast Guard
Member

Jason P. Tama
Captain, U.S. Coast Guard
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Michael Roschel
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