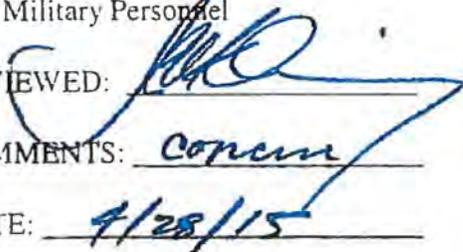


REPORT
OF THE
COAST GUARD RESERVE POLICY BOARD
CONVENED AT
COAST GUARD HEADQUARTERS
WASHINGTON, DC
25-26 MARCH 2015

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

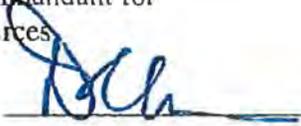
James M. Heinz
Rear Admiral, U.S. Coast Guard
Director of Reserve
And Military Personnel

REVIEWED: 

COMMENTS: concur

DATE: 4/28/15

David R. Callahan
Rear Admiral, U.S. Coast Guard
Assistant Commandant for
Human Resources

REVIEWED: 

COMMENTS: concur

DATE: 3/2/15

U. S. Coast Guard Headquarters
Washington, DC
25-26 March 2015

PROCEEDINGS

1. The Coast Guard Reserve Policy Board met 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. §703. 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. §703. The Board convened at 0900, on 25 March 2015 and adjourned at 1400 on 26 March 2015.

2. Present:

RADM Kurt B. Hinrichs, USCGR – President
CAPT Willard S. Ellis, USCGR – Member
CAPT Douglas J. Dawson, USCGR – Member
CAPT Gregory D. Case, USCG – Member
CAPT Robert T. Hanley, USCGR – Member
CAPT Dirk A. Stringer, USCGR – Member
CAPT Michael W. Wampler, USCGR – Member
CDR Jennifer K. Grzelak-Ledoux, USCGR – Member
MCPO Kirk D. Murphy, USCGR – Member
MCPO George M. Williamson, USCGR – Member

LCDR Joseph P. Foley, USCGR - Non-voting Advisor

CDR Mark A. Freymuth, USCGR - Non-voting Facilitator
LTJG Macy J. Tumblin, USCGR - Non-voting Recorder

3. The Board sat with closed doors.

4. The members of the Board were duly sworn.

5. The President waived the reading of the precept, dated 27 February 2015, since all members were provided a copy and indicated they had read it.

6. The Coast Guard Reserve Policy Board received a total of 24 submissions for consideration. There were 12 submissions which were identified as policy issues, and 12 submissions which were identified as non-policy issues, or policy issues that were already in progress. The Board reviewed and made recommendations on all policy issues and three non-policy issues. The Board also considered one additional issue brought forth by Board members.

FINDINGS AND RECOMMENDATIONS

7. The Board addressed 12 policy issues as indicated below:

Policy Issue # 1: Defining Active Duty for Training - Annual Training (ADT-AT) days.

Description: Reserve members normally do not utilize all 12 ADT-AT days for training. Reservists typically take two weekend days (three days on holidays) off during a two week ADT-AT training evolution. In this scenario, reservists are paid for 12 days of training, but only train for 10 days with 2 days of liberty.

Board Recommendation:

Recommend Commanding Officer/Officer in Charge retain discretion in regards to work/rest/liberty schedules. The intent of ADT-AT is to maximize training opportunities.

Policy Issue # 2: General Discharge for non-performing reservists.

Description: Non-performing reservists are typically separated with an honorable discharge; this may be considered a mischaracterization of their service. Commands should have a distinct and expeditious process to follow within the Reserve Policy Manual, COMDTINST M1001.28 (series), outlining active duty administrative steps, and reserve force manager guidelines. A "non-performer" can be defined as failing to comply with any contractual obligations or program requirements, and therefore should be separated under general discharge procedures.

Board Recommendation:

Current policy is sufficient; due process is afforded to the member while allowing flexibility for the command to request a specific characterization of discharge.

Policy Issue # 3: Active duty to Selected Reserve (SELRES) medical issues.

Description: Some members are transitioning from the active component to the SELRES with pending medical issues making them not suitable for retention in the SELRES. Despite their intention to transfer to the SELRES, some members are only receiving separation physicals vice more rigorous retention physicals prior to leaving active duty. Separation standards are more lenient than retention standards. The members appear to be medically qualified to separate from active duty but do not meet the retention physical standards. Ultimately, members with limiting medical conditions are being assigned to reserve billets at units and are unable to perform their duties.

Board Recommendation:

Recommend a policy change to Chapter 2.A.1.d.(3) of the Coast Guard Medical Manual, COMDTINST M6000.1 (series), to reflect active component members who are transitioning into the SELRES discontinue the use of Report of Medical Assessment, DD Form 2697, and instead use Report of Medical Exam, DD Form 2808, ensuring Block 74(a) (qualification for service) is completed.

Policy Issue # 4: Reserve Career Retention Screening Panel (R-CRSP) and Chief Petty Officer Academy (CPOA).

Description: Chief Petty Officers who were selected not to be retained through the 2014 Inactive Duty Promotion List (IDPL) R-CRSP submitted appeal packages that consistently made reference to their inability to acquire seats in CPOA. The 2014 R-CRSP process further clarified that nonattendance in a CPOA class reflected failure to demonstrate professional development and growth, and would contribute to a board decision not to retain the member.

Board Recommendation:

Recommend no policy change. The opportunity / time frame to attend the CPOA is sufficient to achieve professional development. In addition, enclosure (1) of the Precept Convening the Panel for Screening of Reserve Enlisted Personnel for the 2014 Reserve Career Retention Screening Panel (R-CRSP), Reserve Career Retention Screening Panel (R-CRSP) Selection Standards, 4.I.(1) provides Panel guidance for failure to demonstrate professional development and growth.

Recommend consider best business practices, such as Ninth Coast Guard District which requires CPOA attendance prior to performing ADT-AT. Per instruction, "CGD NINE (dxr) will not approve ADT-AT requests from reservists who have more than two years time in grade as an E-7 and have not attended CPOA or a DoD equivalent."

Policy Issue # 5: Non-continental United States Reasonable Commuting Distance (RCD).

Description: The Reserve Policy Manual, COMDTINST M1001.28 (series), does not address or include a subcategory and specific guidance for assignments of reservist living outside the continental United States (OCONUS includes Hawaii, Guam, Alaska, Puerto Rico, Virgin Islands). Due to the current Reserve assignment policy, reservists residing OCONUS have been reluctant to advance out of fear of being assigned a position well outside of RCD. The only options for many OCONUS reservists are to pay out of pocket to remain SELRES members or transfer to the Inactive Ready Reserve (IRR).

Board Recommendation:

Recommend beta testing the lifting of the SELRES enlisted assignment restrictions for E-6 to E-7 in Chapter 5.J.2 of the Reserve Policy Manual, COMDTINST M1001.28 (series), and Chapter 1.C of Military Assignments and Authorized Absences, COMDTINST M1000.8 (series), within Puerto Rico, Fourteenth Coast Guard District, and Seventeenth Coast Guard District for assignment years 2016, 2017, and 2018.

Policy Issue # 6: Periodic Health Assessment (PHA) / Dental readiness conflict.

Description: The wording in the Reserve Policy Manual, COMDTINST M1001.28 (series), paragraph 3.I.4 as written is unclear and can be interpreted in more than one way, "Reservists shall not be denied orders to perform active duty, solely due to the lack of current PHA, physical, or dental examinations, as a means of compelling compliance with participation standards. See Chapter 4, Section B of this Manual for policy regarding participation standards. Upon executing the prescribed orders, individual medical readiness requirements must be met." Reserve orders are frequently submitted for personnel who have allowed their medical and or dental to lapse, but have an appointment scheduled during the

requested orders. The word "Upon" at the beginning of the last sentence is ambiguous, is the intended meaning; during executing the prescribed orders or prior to executing the prescribed orders?

Board Recommendation:

Recommend removal of the last sentence in paragraph 3.I.4 of the Reserve Policy Manual, COMDTINST M1001.28 (series), "Upon executing the prescribed orders, individual medical readiness requirements must be met" to improve clarity of intent. Medical readiness is a priority for mobilization readiness and should be emphasized by Commanding Officers/Officers in Charge. Recommend to remove the word "physical" in that same paragraph.

Policy Issue # 7: Periodic Health Assessments (PHA) and Readiness Management Periods (RMPs).

Description: In a given fiscal year, medical requirements typically account for 8-12 hours of required work for SELRES members. This figure is derived from members spending four hours, including travel and wait times, on a PHA, four hours on dental exam, and depending on the member's status, four or more hours on immunizations and laboratory tests. Additionally, should the dental exam yield unsatisfactory results, the member would be required to spend more personal time, and money, getting the necessary dental work to be in compliance. The time spent by reservists pursuing medical requirements is significant. However, existing fiscal constraints dictate that members can only be expected to be paid for four hours of work. The rest of the obligations are compensated with retirement points via unpaid RMPs. This existing system incorrectly assumes that all SELRES members will remain in the Coast Guard until retirement. Moreover, it requires members to work in the present and be compensated for that work in the often distant future, if at all.

Board Recommendation:

Recommend no change to current policy. An RMP is a minimum of three hours, however can extend for up to 24 hours. Increasing available RMPs for all SELRES to complete annual readiness requirements is not currently economically feasible. In circumstances where members have unusual circumstances, Force Readiness Branch (dxr) and Director of Operational Logistics (DOL) staffs already have the opportunity to coordinate additional RMPs for members.

Policy Issue # 8: Periodic Health Assessments (PHA) contractor performance failures.

Description: Reservists are occasionally experiencing suboptimal PHA contractor performance due to short notice appointment cancellations, compromised PHA kits, and lack of vendor availability within 50 miles. Reservists have experienced multiple vendor appointment cancellations and as a result had to miss time during the week from their civilian employment. Appointment rescheduling often takes a member well outside their window for PHA accomplishment. The impact is compounded for the member under current RMP policy, which restricts compensation when multiple visits are required to complete the PHA requirement. The issue is also amplified for reservists stationed at units well outside of major metropolitan areas. For example, reservists stationed at Coast Guard Sector Humboldt Bay have found the nearest contractor to be 140 miles away in Redding, CA. Frustration with suboptimal performance is made more acute when medical services at the home unit are available but inaccessible by policy. In these, instances where the contractor cannot perform, there is a negative impact on member satisfaction, compensation, employer relations, and unit readiness.

Board Recommendation:

Recommend a change to the PHA provider contract to address cancellation, delays, and significant travel requirements for reservists to allow PHAs to be performed at Military Treatment Facilities when these issues make it difficult for the member to attend the contract PHA.

Policy Issue # 9 and 10: Reserve weight non-compliance.

Description: Currently, reserve members who exceed the Maximum Allowable Weight (MAW) or body fat standards at the end of their probationary period must be transferred to the Standby Reserve, Inactive Standby List (ISL), for up to one year, in accordance with the Coast Guard Weight and Body Fat Standards Program Manual, COMDTINST M1020.8 (series). There is not clear justification why Reserve personnel are authorized an additional year to comply, which seems to be simply delay the processing for separation. Recommend Coast Guard Reserve policy for personnel who are not in compliance with Coast Guard Weight and Body Fat Standards Program Manual, COMDTINST M1020.8 (series), mirror the Active Duty policy by eliminating the requirement for member transfer into the Inactive Status List (ISL) for a one year period. Weight non-compliant Reserve members should be discharged or retired (as eligible) consistent with the present Active Duty policy outlined in Coast Guard Weight and Body Fat Standards Program Manual, COMDTINST M1020.8 (series).

Board Recommendation:

Recommend changing the Coast Guard Weight and Body Fat Standards Program Manual, COMDTINST M1020.8 (series) and Reserve Policy Manual, COMDTINST M1001.28 (series) to mirror the Active Duty policy by eliminating the requirement for a non-compliant Reserve member to transfer into the ISL for a one year period.

Policy Issue # 11: Reservist special leave accrual.

Description: Effective November 8, 2011, in accordance with ALCOAST 519/11, reserve personnel were authorized to accrue leave earned on active duty orders 30 days or greater. Prior to this change, reservists were required to use or sell leave associated with each set of active duty orders. As a result of this change both the unit and the reservists have struggled with the management of accrued leave. Reservists who desire to use their leave are frequently unable to take leave due to duration of orders and funding constraints associated with Active Duty for Operational Support (ADOS) orders.

Board Recommendation:

Recommend Commandant (CG-131) introduce this issue at the Reserve Force Policy Board (RFPB) to determine what the other services are doing, and inquire as to whether they are having this same issue due to statutory language in 37 U.S.C. § 501 and 10 U.S.C. § 701.

Policy Issue # 12: Coast Guard Reserve Medical Officer shortage.

Description: The Coast Guard Reserve is critically short of medical officers for the operational forces. Currently only 3 of the 8 Coast Guard Port Security Units (PSUs) have a medical officer assigned.

Board Recommendation:

Recommend this issue be referred to the Coast Guard Pacific Area (PAC) / PSU working group for consideration.

8. The Board addressed three non-policy issues as indicated below:

Non-Policy Issue # 1: ADT-AT request denial.

Description: Reserve members who mobilized in support of the Texas City “Y” Oil Spill were informed on the last day of their ADOS orders, that their mobilization duty counted towards their 12 day ADT-AT annual requirement, and that due to budgetary constraints they would not be authorized to conduct their previously scheduled ADT-AT for the remainder of the Fiscal Year. Some members were planning to complete their annual ADT-AT in support of currency maintenance, and some of the members had received quotas in "C" schools. Fortunately, Eighth Coast Guard District (dxr) was able to carve out the funds to accommodate these members, but it set a very dangerous precedent that could dissuade Reserve members from volunteering for such contingency operations in the future.

Board Recommendation:

Recommend Direct Access (DA) order notes reflect annual ALCGFINANCE guidance in regards to ADT-AT limitations and ADOS orders.

Non-Policy Issue # 2: A-School orders are not visible to reservist’s home unit.

Description: Training Centers are creating A-School orders for reservists who depart basic training and report directly to A-School without unit visibility. The member's home unit does not have visibility of the orders in Direct Access because they are not annotated as the permanent unit. The member arrives to A-School with incomplete orders and the home unit Servicing Personnel Office (SPO) must create orders at the last minute.

Board Recommendation:

Request Force Readiness Command (FORCECOM), Personnel Service Center (RPM), and Coast Guard Recruiting Command (CGRC) process map the A-School order process and examine for possible process deficiencies.

Non-Policy Issue # 3: Mobilization Readiness Tracking Tool (MRTT) utilization.

Description: MRTT is not being consistently used or effectively applied by the unit requesting forces, for both contingency and unit augmentation purposes. MRTT does not allow enough autonomy for the requesting unit to evaluate potential volunteer candidates directly for the assignment.

Board Recommendation:

Recommend Commandant (CG-5) require MRTT qualified user training for Resource Unit Leader positions.

9. The Board brought forth one additional issue as indicated below:

Additional Issue Brought Forth by the Board:

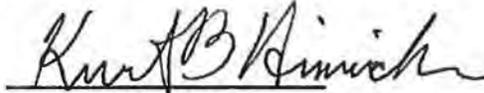
Description: The board inquired into the issuance of a Certificate of Release or Discharge from Active Duty, DD-214s for reserve members who retire from the Coast Guard Reserve. Currently, reservists are not entitled to a final DD-214 unless immediately coming off of orders greater than 90 days consecutive days or a contingency operation.

Board Recommendation:

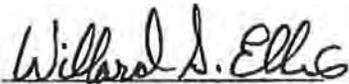
Recommend Commandant (CG-131) introduce this issue at the Reserve Forces Policy Board (RFPB).

ADJOURNMENT

10. The Board adjourned at 1400, 26 March 2015.



Kurt B. Hinrichs
Rear Admiral, U. S. Coast Guard Reserve
President



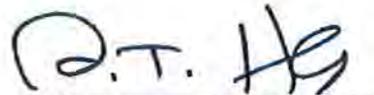
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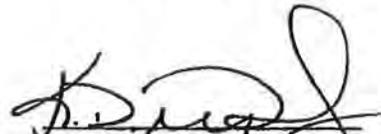
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