

2024

UNITED STATES COAST GUARD

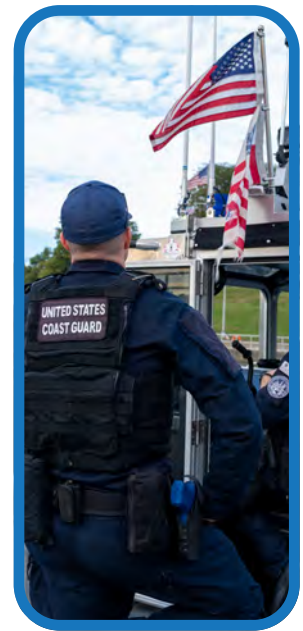
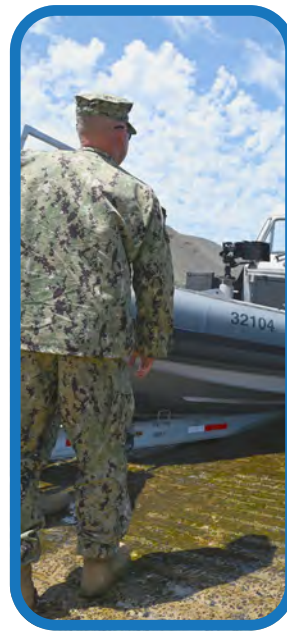
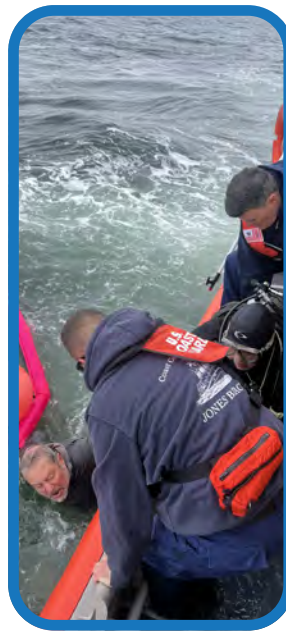
RESERVE

ANNUAL

REPORT







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PURPOSE, VISION, MISSION

Coast Guard Auxiliary and Reserve Act

“There is hereby created and established a United States Coast Guard Reserve (there in after referred to as the “Reserve”), the purpose of which is to provide a trained force of officers and men which, added to regular personnel of the Coast Guard, will be adequate to enable that service to perform such extraordinary duties as may be necessitated by emergency conditions.”

**— Section 201; Passed February 19, 1941,
by the 77th Congress of the United States.**

The Vision of the U.S. Coast Guard Reserve

The Coast Guard’s only dedicated surge force, the Reserve, is a contingency-based workforce, trained locally and deployed globally to meet Coast Guard mission requirements.

— Doctrine for the U.S. Coast Guard Reserve; Publication R

The Mission of the U.S. Coast Guard Reserve

To provide operationally capable and ready personnel to support Coast Guard surge and mobilization requirements in the Homeland and abroad.

— Doctrine for the U.S. Coast Guard; Publication R



THE DIRECTOR OF THE UNITED STATES COAST GUARD RESERVE
WASHINGTON, D.C. 20593-0001

I am proud to present the Fiscal Year (FY) 2024 *Reserve Component Annual Report*. With the assumption of my position as the Director of the Reserve, I am excited to continue the improvements within our Component, building upon the work from the past year and taking us into the future. The central tenets of the *Reserve Component Action Plan* — People, Purpose, and Preparation — continues to set the strategic vision for the Reserve Component. I look toward the future and see ways we can further refine our force, missions, and support structures to achieve a fully mission capable Reserve for 2030.

A ready Reserve, postured for homeland and global contingencies is my top priority. Through a dedicated study on the barriers to Reserve readiness, we identified many of the key challenges our reservists face to achieve personal readiness. This study provided us the opportunity to develop focus areas and hone our resources for a “Readiness Sprint” to remove these barriers. Since last year’s annual report, we’ve reaped positive results, with significant gains in the number of activation-ready members.

In FY 2024, the \$139 million Reserve Training (RT) funds were laser-focused on the training and administration of the RC. While our budget remained the same as FY 2023, the results of last year’s effort to optimize the Personnel Allowance List (PAL) and define the mission activities needed for anticipated contingency demands focused our training capacity and facilitated funds increases in Active Duty for Training—Annual Training (ADT-AT) and Inactive Duty Training (IDT) periods by \$2 million compared to FY 2023. As the only Service with an integrated RC, Coast Guard reservists train and execute missions alongside their active duty counterparts at units across the country. At times, due to mission requirements or geographic constraints, assignments are made well outside of a reasonable commuting distance (RCD), thereby placing a financial burden on our members. Recognizing this as a barrier to retention, we eased the burden through the establishment of the Inactive Duty Training – Travel Reimbursement Program (IDT-TRP) which now provides funding for critically understaffed ranks to be reimbursed for travel expenses. The IDT-TRP is a benefit that bears witness to the commitment of our Reserve members who commute long distances for duty and advances benefits parity with our Department of Defense (DOD) counterparts.

We will continue to build on the successes of the recent past and integrate my vision for a Reserve 2030. It is vital that we have a full workforce, trained with the competencies to respond as required, and provide members with the resources and benefits they need. We will continue to build our partnerships and unify efforts with the Department of Homeland Security (DHS), DOD, and federal partners in our shared goals of military readiness, national security, and national resilience.

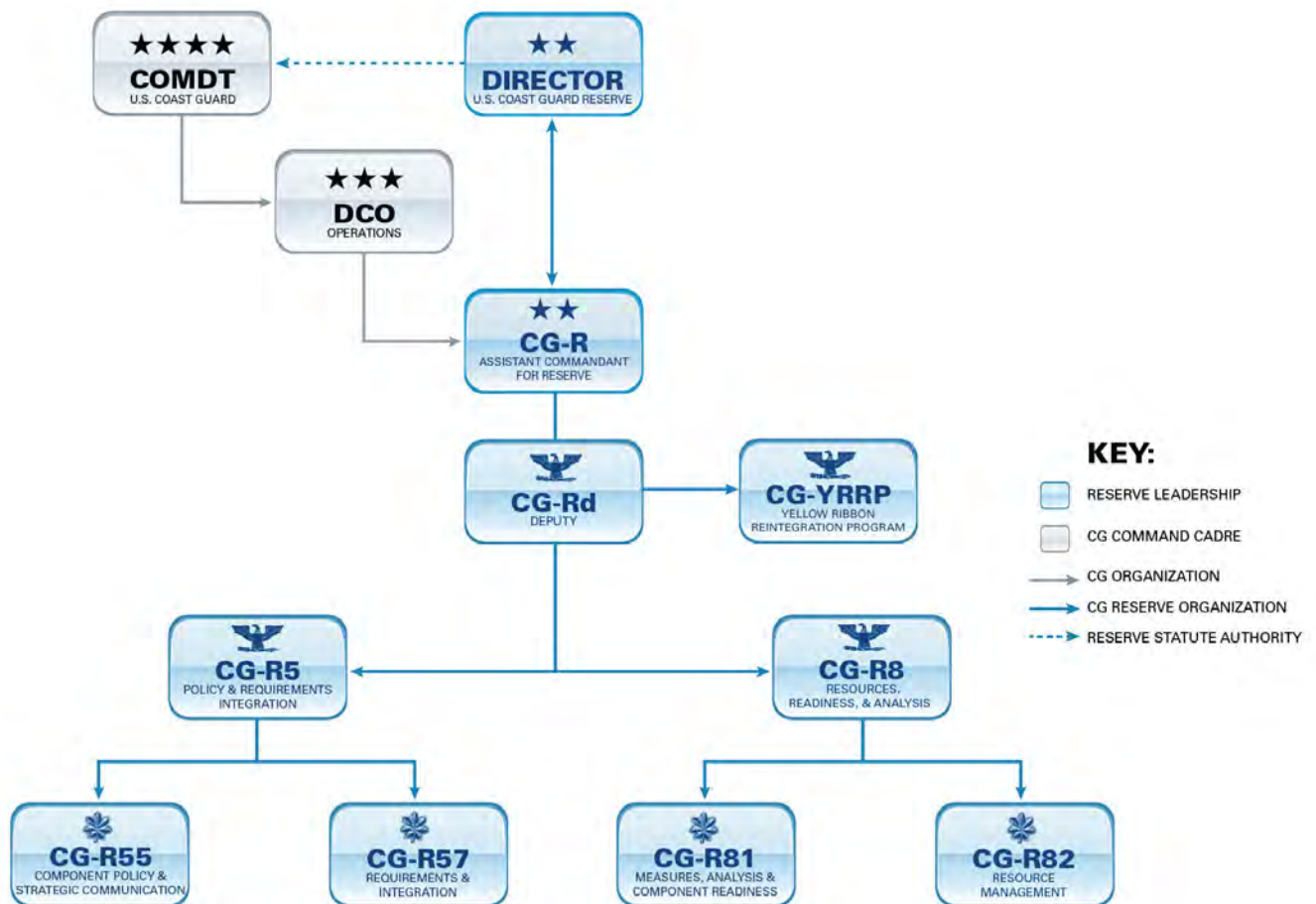
Once again, I am pleased to present the FY 2024 *Reserve Component Annual Report* to inform and advise senior government officials of the current state and future goals for the Coast Guard Reserve.

A handwritten signature in blue ink, reading "T Danko".

Rear Admiral Tiffany Danko

Director, U.S. Coast Guard Reserve

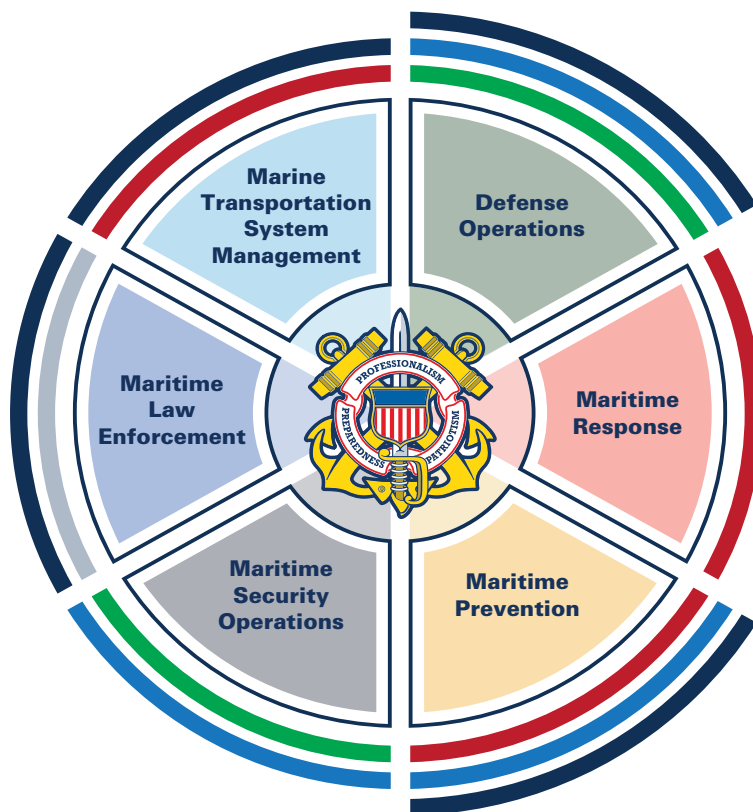




LEGISLATIVE AUTHORITY

The head of the Coast Guard Reserve performs the dual roles of Assistant Commandant for Reserve (CG-R) and Director of Reserve. CG-R develops, issues, and maintains activation and deactivation policy in alignment with statutes, DOD policy, and specific Coast Guard authorities; monitors the statutory authorities utilized to activate and deploy reservists and engages the legislative change process when authorities are insufficient to meet expected contingency needs; and manages Reserve capabilities to quantify and allocate Reserve resources toward meeting contingency response requirements. The Director of Reserve functions as the primary advisor for the Reserve to the Commandant and the functional manager of appropriated Reserve Training funds.

The Coast Guard Reserve's unique, integrated structure allows reservists to train alongside their active duty counterparts to obtain needed skillsets for both steady state and contingency operations. In most circumstances, the Active Component (AC) provides the training resources, equipment, and platforms for reservists to use during their drill weekends for augmenting operations and training to sharpen their skills. In accordance with 14 U.S.C. §309, the Director of Reserve is required annually to submit a report to the Secretaries of Homeland Security and Defense on the state of the Coast Guard Reserve and its ability of the Reserve to meet its missions.



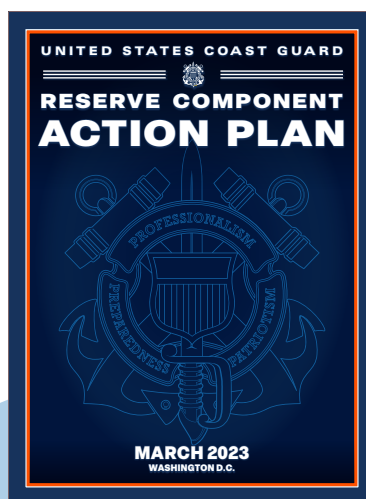
Coast Guard Supported Department of Homeland Security Mission Programs:



FUNCTIONS AND MISSIONS

There are six Coast Guard Operational Mission Programs that are internally directed to ensure the maximization of the RC. These Mission Programs encompass statutory missions codified in the Homeland Security Act of 2002 and are further integrated into the five DHS Operational Security Programs. Reservists train to attain position-assigned competencies needed for expeditionary warfare, boat force operations, law enforcement, cyber operations, environmental response, contingency preparedness and response, mission support, port, waterways and coastal security, and intelligence.

The Coast Guard continues to play a vital role in the capabilities of the Armed Forces in response to contingencies, both domestically and globally. During World War II, 92% of the Coast Guard was comprised of reservists. However, a steady decline in National Defense Authorization Act (NDAA) authorized Reserve strength, along with internal retention shortfalls, created a gap between the Reserve surge force needed to support contingencies and the workforce available to support growing requirements. Leveraging lessons learned from field studies throughout FY 2024, the RC will prioritize all available training resources on bolstering the capabilities of its existing personnel to support the six Operational Mission Programs during contingency operations, while reducing steady state, non-contingency augmentation of the AC. Through these efforts, the RC has set a goal to increase the number of fully mission capable reservists by 10% annually over the next five years, ensuring the future of the Coast Guard Reserve is an agile workforce ready to respond to a multitude of plausible contingencies.



LINE OF EFFORT

1

PEOPLE

Modernize Reserve Recruiting, Talent Management, and Benefits

LINE OF EFFORT

2

PURPOSE

Maximize Effect of Reserve Capabilities

LINE OF EFFORT

3

PREPARATION

Enhance Reserve Deployability and Resilience

STRATEGIC VISION

The *Reserve Component Action Plan* (RCAP) provides the strategic priorities for the RC with its proactive approach to recruit, organize, train, and employ the Coast Guard Reserve workforce. This plan established a unified message and a clear approach to the barriers and priorities for the RC.

The RCAP remains enduring as it establishes the foundation toward the Reserve of 2030. Use of field studies will shape changes to maximize recruiting initiatives toward critical ratings vital to the growth of RC capabilities. The Coast Guard must intentionally manage every member retained and recruited to ensure the right members with the skills and competencies needed have the required resources to be ready to respond.

Coast Guard senior leadership, both active and Reserve, remain committed to these lines of efforts by identifying barriers the RC and members face, and partnering with key stakeholders to improve systems. The successes this past fiscal year can be directly attributed to the unified strategic direction and commitment from the Deputy Commandant for Operations, Deputy Commandant for Mission Support, and the Director of the Coast Guard Reserve.



OPERATIONS

In FY 2024, personnel in the RC increased to 6,331 from 6,180 at the end of FY 2023. FY 2024 also saw an increase in both contingency and non-contingency activations from FY 2023. Over the past two years, increases in non-contingency activations have out-paced contingency activations as reservists enabled the Coast Guard to execute essential operations.

With the steady increase in voluntary mobilizations, surge force capacity is reduced due to augmentation of AC staff. Over the course of FY 2024, 2,364 reservists were activated (37% of SELRES), but only 18% for contingency response. While these surge staffing requests provide temporary relief and alleviate mission stress on the AC, it creates a vulnerability by depleting SELRES availability for contingency response.

To the fullest extent possible, training opportunities, assignments, and resources are focused on contingency response requirements to ensure support for the Service's highest priority needs. Coast Guard senior leaders remain vigilant to risks that encroach on mission effectiveness, endeavor to mitigate those risks, and resolve to build readiness and resilience within the RC. Operational risks:

- *Reserve end strength is challenged, exacerbated by outdated talent management systems.*
- *Barriers to readiness impact available training time.*
- *Wide-ranging training requirements dilute resources and diminish return-on-investment.*
- *Surge capacity is tested by Reserve augmentation of active duty staffing shortfalls.*
- *Reserve capabilities are demanded beyond traditional mission sets.*
- *Reliance on volunteers for preplanned missions is unsustainable.*



Operational Support

In FY 2024, 81% of reservists on orders were for operational support, enabling the Coast Guard to carry out essential operations.



Operation Vigilant Sentry (OVS): OVS is a DHS/CG task force that deploys joint air and surface assets as well as personnel to address illegal maritime migration in the Caribbean corridor of the United States. In FY 2024, 334 reservists trained across several capabilities provided support to the ongoing border security operations equating to more than 28,000 duty days.

Embarked Security Teams:

The Coast Guard Port Security community is an adaptive force package model with the ability to bring parts or all of its capabilities to meet mission objectives. The first executable deployment utilizing this model was completed in July 2024. The Coast Guard began sending small teams of Port Security members to be Embarked Security Teams (EST) supporting the Navy in the Pacific. The teams completed Navy EST training and embedded with Maritime Expeditionary Security Group ONE Detachment Guam. The teams earned Navy qualifications with weapons release authority and embarked on Special Mission Ships to protect critical National security assets for periods up to six months.



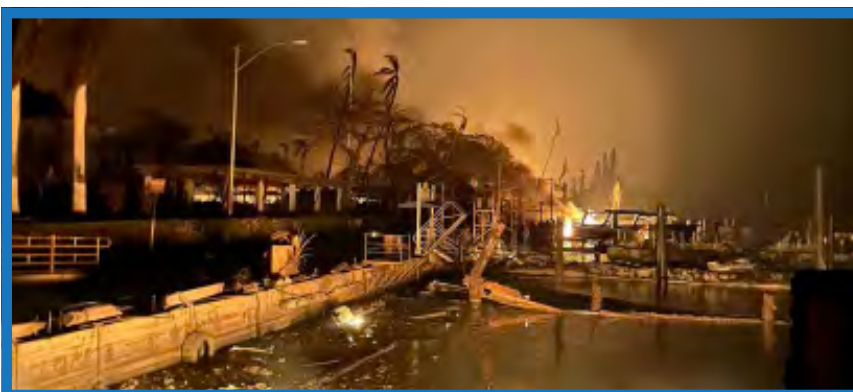
Contingency Response

Throughout FY 2024, the RC provided a 20% increase in surge capability in response to environmental and manmade disasters.

Key Bridge: In March of 2024, Motor Vessel Dali struck the Francis Scott Key Bridge in Baltimore, Maryland, causing a complete collapse of both spans of the bridge resulting in the loss of several lives and a complete closure of the Port of Baltimore. Reservists were integral to response efforts, providing 86 personnel across a broad spectrum of capabilities to account for public safety, facilitate investigation into the incident, and eventually restore the Marine Transportation System to full capability.



Hurricane/Environmental Response: In FY 2024, more than 350 reservists were activated to respond to hurricanes, tropical storms, and continued support to the Lahaina wildfire recovery efforts. Leveraging extensive expertise in Incident Management, these reservists provide critical roles to coordinate response and recovery efforts facilitating essential operations for economic prosperity and control of US ports and waterways.







READINESS

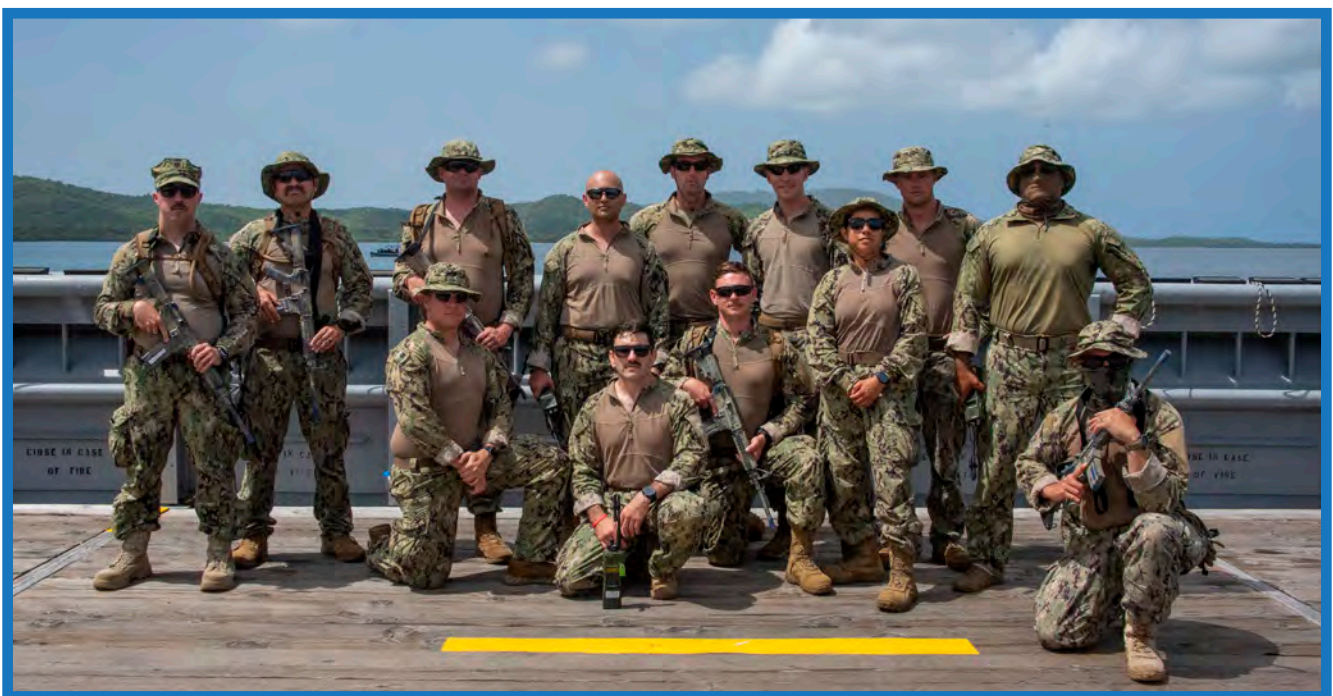
A ready Reserve facilitates a ready Coast Guard. The Reserve Force Readiness System (RFRS) is an operational support system consisting of Reserve Component Managers (RCMs), Full Time Support (FTS) civilian positions, and select RC positions. RFRS personnel fill the organizational structure that manages and maintains the preparedness of the RC, ensuring reservists are trained, equipped, and readily available to be mobilized when a national emergency or contingency operation occurs. The RFRS fosters RC readiness through training schedule coordination, personnel management, and unit readiness assessments. Additionally, RFRS personnel ensure RT funds are maximized towards competency attainment and maintenance to facilitate the rapid mobilization and effective optimization of the RC when activated. RCMs and Reserve stakeholders tackled historical readiness issues through numerous initiatives since FY 2023. The efforts by both leaders and members across all individual readiness categories yielded a 20% increase over the previous year in the activation of ready personnel.

FlexPAL

Initiated in 2019, the Flexible Personnel Allowance List (FlexPAL) identifies chronically vacant SELRES positions across the Coast Guard and moves them into a flexible billet hold locker. Billets within the hold locker can quickly be moved outside of the PAL Reprogramming System (PRS) to units where current or accessing SELRES members can be assigned within a RCD. These flexible billets create geographic stability for SELRES members by aligning training positions to individual members in regions with demonstrated recruiting and training capacity. In FY 2024, members were assigned to 1,456 FlexPAL positions and 516 FlexPAL positions were moved to accommodate member and unit requests.

Yellow Ribbon

To address family readiness in support of these mobilizations, the DOD-led Yellow Ribbon Reintegration Program (YRRP) connects National Guard and Reserve members and their families with resources throughout the deployment cycle. While the program is still supporting PSUs performing traditional defense missions, YRRP expanded to address other elements of the RC. In FY 2024, YRRP conducted seminars for multiple waves of reservists mobilized in support of Operation Vigilant Sentry, conducted mobilization readiness seminars, and supported reservists mobilized for disaster response nationwide. In total for FY 2024, YRRP delivered 14 training events to hundreds of reservists and dependents.





Medical and Resource Support Expansion

In FY 2024, the Coast Guard focused on expanding medical support to strengthen overall Reserve readiness and improve healthcare accessibility for reservists. Recognizing the critical role of health and medical preparedness in operational effectiveness, the Coast Guard explored opportunities to integrate Public Health Service (PHS) Reserve medical and dental officers within Coast Guard clinics. This initiative aims to enhance healthcare availability, especially for reservists with limited access to medical support due to geographic constraints or assignment locations.

By leveraging PHS Reserve expertise, the Coast Guard seeks to remove barriers to timely medical care, resulting in more efficient medical readiness across the RC. This approach not only ensures that reservists meet health standards necessary for deployment but also addresses preventive care, reducing the likelihood of medical issues arising during critical missions.

Furthermore, the Coast Guard continues to assess and address the broader need to expand medical resources for units with reservists, including personnel, equipment, and logistical support. Expanding access to care enables Reserve members with the tools and infrastructure needed to maintain high performance and adaptability in contingency operations. A strengthened overall healthcare system will directly contribute to the Coast Guard's commitment to a resilient and ready RC, fully capable of meeting national requirements and responding to emergent demands.



RESERVE TRAINING FUNDS

In FY 2024, \$139 million in Reserve Training (RT) funds were allocated to support the training and administration of the RC. The RT budget, part of the Military Personnel Support (MPS) Program, Project, and Activity (PPA), represents 1.4% of the Coast Guard Operations and Support (O&S) appropriation. Over 87% of Reserve Training funds went to support workforce pay and entitlements for inactive duty training, active duty training, and FTS personnel. The remaining 13% of the budget funded critical workforce retention programs, training overhead costs, programmatic support functions, (e.g., promotion boards, additional recruiters, fiscal internal controls support, etc.), and other support to Reserve members.

The Coast Guard maintains FTS positions on the PAL funded by the Reserve Training fund. These consist of direct and indirect FTS positions. Indirect FTS positions, staffed by active duty and civilian personnel, are employed in non-Reserve related billets to recognize the resources required to benefit and support overall Service needs. Direct support FTS positions spend 100% of their workload directly supporting the RC and are staffed by active duty, civilian, and RCMs.

RCMs are unique in the Coast Guard in that they are Reserve officers on full-time active duty that are directly responsible for the organization, administration, recruiting, instructing, and training of the RC, in accordance with 10 U.S.C. § 10211 and § 12310. RCMs provide Reserve specific expertise, leadership, and collaboration between the Coast Guard AC and RC to strengthen the professionalism, proficiency, capabilities, and readiness of the RC.

Beginning in FY 2022, CG-R has made a concerted effort to maximize funding available to train Selected Reserve (SELRES) members. Over the past three FYs, CG-R reduced administrative costs by an average of 3.4%, resulting in increased funding to support SELRES training. In FY 2024, SELRES members performed 55,648 days of Active Duty for Training–Annual Training (ADT-AT), an increase of 8.7% compared to FY2023 and 2.3% compared to the 3-year average. Similarly, SELRES members completed 248,910 Inactive Duty Training (IDT) periods in FY 2024 compared to 238,772 in FY 2023, an increase of 4.2%. Funding to support training in addition to ADT-AT and IDT also increased by \$2 million compared to FY 2023, resulting in the performance of 4,791 days of Active Duty Training – Other Training Duty (ADT-OTD) and 13,585 Additional Training Periods (ATP). Based on the number of drilling reservists carried throughout FY 2024, SELRES members completed a “per-member-average” of 44.29 paid drills (92.3%), and 10.43 days of paid ADT-AT (86.9%). ADT-AT completion rates decreased compared to FY 2023, due to the increased demand for RC support from the AC, thus reducing the requirement for those reservists on orders to complete ADT-AT during the same year.

**FY 2024
RESERVE TRAINING
APPROPRIATION**

**\$139
MILLION**

FY 2024 RESERVE TRAINING EXPENDITURES

38.5% INACTIVE DUTY
& BONUSES



29.0% FULL-TIME
SUPPORT (FTS)



19.6% ACTIVE DUTY
TRAINING



8.8% TRAINING
OVERHEAD



2.5% PROGRAMMATIC
SUPPORT



0.9% MEDICAL
ORDERS



0.7% EDUCATION
ASSISTANCE





Workforce

	Billet	Actual
SELRES	7000	6331
Military FTS	347	330
Civilian FTS	81	77

** Reported by the Deputy Commandant of Mission Support-Deputy for Personnel Readiness as of 30 September 2024. NDAA for FY 2024 authorized an end strength of 7,000 members for SELRES.**

Recruiting

Recruiting and retention continue to top the list of strategic priorities due to continued shortfalls that have left the Component below NDAA authorized end strength. CG-R advocated and achieved an increased recruiting goal of 650 in FY 2023 to 725 in FY 2024.

Recruiting for the RC requires distinct tools and messaging that targets different demographics than active duty with well-defined, Reserve-rich recruiting material. As a result, the Reserve Training budget authorized \$1.176 million in Reserve bonuses and funded 28 recruiters, 23 FTS personnel, and five temporarily assigned Reserve recruiters (TARRs). In total, \$4.2 million was allocated to bolster efforts directly supporting SELRES recruiting and retention. The increase in budget and personnel support contributed to the 102% achievement of the FY 2024 Reserve and enlisted active duty goals, and meeting officer recruiting goals for the first time since 2007.

In FY 2024, the SELRES increased to 6,331 from 6,180 at the end of FY 2023. This reflects an increase of 151 members and solid improvement from Recruiting Offices (RO) and In-Service Transfer Team (ISTT) towards reaching authorized end strength. However, the current SELRES load plan of 725 for accession will never achieve the Component's authorized end strength. Increased recruiting targets of 950 accessions per year would close the body-billet gap within four years.

FY 2023 – 102.8%

Source	Recruits	Goal	%
TOTAL	668	650	102.8
ISTT	401	400	100.3
ROs	267	250	106.8

FY 2024 – 102%

Source	Recruits	Goal	%
TOTAL	737	725	102
ISTT	377	400	94
ROs	360	325	111





Optimization of the Personnel Allowance List > C-Schools

PAL Optimization continued to be a programmatic point of emphasis in FY 2024, as competencies were continuously evaluated to maximize capabilities within the six Operational Mission Programs. More importantly, PAL Optimization quantified the training requirements placed on the RC and provided a defensible means to allocate resources to meet those demands. Formal Training, or C-schools, are a constrained resource for active and reserve personnel, both in quota (seat) availability and funding. To most efficiently use these resources, CG-R collaborated with Coast Guard Force Readiness Command and program managers to prioritize Reserve training. Despite mobilizing 430 RC personnel for contingency response (and satisfying annual training requirements in the process), the RC remained dedicated to training, completing 1,170 formal course requirements as prescribed through PAL Optimization.

An important by-product of PAL Optimization in FY 2024 was the evaluation of expectations placed on drilling reservists throughout the 27 capabilities. Prior to standardized, position-based competency assignments, training and qualification demands as they relate to available training and fiduciary resources were not fully understood, nor easily quantifiable. Through collaboration with program managers, more than 12,000 contingency response qualification requirements were identified, revealing the magnitude of unrealistic expectations placed on reservists.

Moving forward in FY 2025 with a clearer understanding of the demands placed on reservists and the RC's operational risk, the Service will evaluate and prioritize Reserve missions to ensure the RC can meet future National, Defense, and Coast Guard strategic demands.

Inactive Duty Training Travel Reimbursement Program (IDT-TRP)

Over 1,700 reservists live 150 miles or more from their assigned duty station and members have been responsible for all travel costs incurred for travel to duty, significantly impacting junior enlisted members' net pay. In FY 2024, CG-R implemented the highly successful IDT-TRP, a powerful retention and benefits parity tool. This program reduces the financial burden of duty by reimbursing travel expenses for members who meet the criteria outlined in the Joint



Travel Regulations (JTR). IDT-TRP was implemented using a phased approach to ensure success of processes and procedures, while effectively using limited resources. FY 2024 ended with IDT-TRP authorized for all E6 and below members which was vital to addressing the need to retain reservists in critically short paygrades.

The inaugural year of IDT-TRP authorized nearly 30% of eligible members to apply for travel reimbursement. IDT-TRP increases the candidate pool for geographically isolated units by reducing financial constraints when considering assignment. Currently, IDT-TRP is an unfunded program that must be balanced against Reserve training opportunities and other important resource priorities each FY. Based on criteria outlined in the FY 2024 JTR, IDT-TRP for eligible USCG Reserve members would cost \$2.4 million. If IDT-TRP is funded as a program of record, CG-R will continue expansion of this valuable program to encourage retention of more members in critically short paygrades, and retain members qualified in critically short skillsets and competencies required for mobilization readiness and full-scale operations.

GEOGRAPHIC MAKEUP		
USCG District	# Members	%
D1	34	11.3%
D5	46	15.3%
D7	43	14.3%
D8	78	26%
D9	45	15%
D11	33	11%
D13	18	6%
D17	3	1%

FY 2024 DATA:

300 members approved
 \$181K expended
 1,171 travel claims processed
 \$155 average per claim

STAKEHOLDER ENGAGEMENT

National Guard and Reserve Equipment Report (NGRER): The FY 2025 NGRER is an important tool to inform Congress of the Coast Guard Reserve's current and future equipment modernization posture and the Service's plan for improving major equipment and compatibility to achieve total force integration in support of the National Defense Strategy objectives. CG-R worked closely with program managers in the offices of Boat Forces, Defense Operations, Shore Forces, Deployable Specialized Forces, Security Forces, and the Mobile Support Unit to complete the equipment requirements, status, and projected need. The Coast Guard Reserve's FY 2026 NGRER submission highlighted an anticipated shortfall of \$6.7 million in equipment and Personal Protective Equipment for FY 2026, and a forecasted further shortfall of more than \$260 million by the end of FY 2028, most notably due to acquisition costs for the fifth generation Transportable Port Security Boat and third generation Response Boat – Small for both the AC and RC.



Coast Guard Reserve Policy Board (RPB): The RPB is a working advisory body to the Secretary of Homeland Security (SECDHS) and the Commandant of the Coast Guard (CCG) on issues affecting the Coast Guard RC. The RPB reviews matters of a strategic nature relating specifically to Coast Guard Reserve policy and considers, recommends, and reports on referred policy matters to the CCG.

In FY 2024, the RPB received 22 submissions and conducted seven meetings to consider, recommend, and report to the SECDHS on Coast Guard Reserve policy matters. The Board made policy recommendations on 10 submissions to include promotion board membership, Reserve activation, and RPB membership. The remaining were returned with policy clarification or referred to the appropriate offices for consideration.

Reserve Forces Policy Board (RFPB): The RFPB consists of military executives and senior enlisted representatives from each of the seven reserve components of the Armed Forces as well as US citizens with significant knowledge and experience in national security and reserve component matters. The board is one of the oldest DOD advisory committees and serves as the principal policy advisor to the Secretary of Defense on matters relating to the reserve components. The RFPB has established three permanent subcommittees: Total Force Personnel Policy; Homeland Defense; and Total Force Integration. The Coast Guard representative to the RFPB serves on the Homeland Defense Subcommittee (HLD SC).



In FY 2024 the HLD SC conducted interviews with subject matter experts to enhance the efficiency and effectiveness of the reserve components' contributions to homeland defense, particularly in supporting force projection in a contested homeland environment. For example, there are significant opportunities to enhance the collaboration between reserve components and electric utilities, crucial for "fort to port" operations and other DOD missions. Reserve component personnel, especially those employed by utility companies, possess valuable expertise and training that can help safeguard vital power infrastructure from cyberattacks. However, gaps in DOD policies, mobilization authorities, and civilian employment information registries hinder the execution of such homeland defense support operations.

Future subcommittee reports will explore ways to expand and improve reserve component support for port security and defense-critical supply chains, all with the goal of enabling the DOD and its partners to successfully counter adversary operations against the U.S. homeland.

Total Force Policy (TFP) and Strategic Sealift Support: In FY 2024, the Coast Guard participated in critical discussions on the DOD TFP, tackling challenges related to executing sustained rotational overseas contingency operations. This effort involved developing courses of action in collaboration with DOD and the Maritime Administration to enhance sealift surge capabilities to maintain operational readiness.

Total Force Optimization: Led by the Under Secretary of Defense for Personnel and Readiness, this workgroup's objectives are to identify, develop, and implement policies that eliminate barriers, enabling the total force from all Services to achieve maximum strategic impact in global competition. Involvement in this working group will shape Coast Guard policies that enhance the integration, readiness, and responsiveness of the total force, ensuring seamless coordination in times of global crisis and reinforcing national security capabilities.



Reserve Component Chiefs: The Coast Guard Director of Reserve meets with the Army, Marine Corps, Navy, and Air Force Reserve Component Chiefs on a quarterly basis to synergize efforts, facilitate alignment with DOD Services, and extract best practices to efficiently and effectively mobilize reservists for a multitude of contingencies to include large-scale events.







CLOSING

The RC continues to focus on the prioritization of missions, capabilities, and readiness of reservists. The contingencies the Nation faces are ever evolving, and the Coast Guard Reserve remains ready to meet the call. The growth of partnerships within DHS, as well as joint exercises with DOD, global, federal, and state partners continue to exemplify the excellence of this RC and its members. The Coast Guard will continue to leverage its exceptional Reserve workforce as we develop the future priorities of the Service and the Component. Our people are our greatest resources, and we remain dedicated to making the Coast Guard Reserve a leader in National and global contingency response.



reserve.uscg.mil

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