



Reserve Info Bulletin



FLEXIBLE PERSONNEL ALLOWANCE LIST (FLEXPAL) EXPANSION TO INCLUDE JUNIOR OFFICERS

This bulletin announces the expansion of the scope of the FlexPAL and the training capacity worksheet to include officers of paygrades O1, O2, and O3. Similar to Petty Officers, many units across the Coast Guard possess the training capacity for Junior Officers (JOs) to drill above the historic, static PAL. This initiative should provide opportunities for junior members in the Coast Guard Reserve to be assigned to units closer to their homes, ultimately reducing commuting distances for members.

FlexPAL Policy Baseline Phase for Reserve JOs: Similar to the E4 to E6 FlexPAL baselining process as outlined in the FLEXPAL for SELRES Positions instruction, COMDTINST 5420.1, paragraph 9.a.1, the goal of this phase is to reduce the number of multi-encumbered SELRES JO positions on PAL and to transition vacancies to a SELRES Hold Locker. Initially, JO positions that have been historically vacant will be collected and removed from the unit PAL; and they will be used when new and/or existing Reserve JOs seek assignments to these units, as long as the local unit's training capacity is not exceeded. A specific position number from the SELRES Hold Locker will accompany each JO upon his/her arrival to the assigned unit.

Training Capacity Worksheet: The training capacity worksheet is the predominant tool used by RPM-2 Assignment Officers to make effective assignment decisions. It details the maximum number of Reservists, by rank, that each unit can train. In the case of enlisted Reservists, the worksheet also breaks down the capacity of each rating. After the initial training capacity is established, it is continually updated as Program Managers and CG-R implement business rules and unit feedback to refine capacity. To date, JO training capacity for the vast majority of CG Units has been captured, and we expect that niche programs will be built out in the coming months. The most recent published version of the training capacity worksheet can be found on the CG-R homepage here:

<https://cg.portal.uscg.mil/units/CG-R/SitePages/Home.aspx>

Assignment Procedures: Members should follow the normal assignment season rules in addition to the following instructions. The FlexPAL process is similar to the current process, Reservists O1 to O3 will submit an E-Resume in Direct Access (DA) to FlexPAL position number 00042876, position title "JO – FlexPAL Request". Within the "Member Comments" section, the officer should state their desired unit(s) and/or geographic location(s). Applying for a FlexPAL assignment should be done in conjunction with the member's other E-Resume submissions. Members are reminded that if they change their E-Resumes they must re-apply for all of the desired positions and that all members can only submit an E-Resume once in a 24 hour period. Members may also apply utilizing a hard-copy CG-2002 if unable to apply via DA. Commands and members are encouraged to consult the training capacity worksheet; however, RPM-2 has the most up-to-date version and has the final determination in all assignments. Reasonable commuting distance (RCD) is important, but not the only factor that Assignment Officers consider. Due to this expansion following the normal assignment season, RPM and CG-R will consider off-season PCS assignments for members on a case by case basis, especially those who live a considerable distance outside of RCD.



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Point of Contact: For assignment concerns, members should first contact their designated assignment officer. For units who wish to discuss training capacity adjustments, please contact LT Christopher Mohnke at Christopher.R.Mohnke@uscg.mil, who will coordinate the discussion with the appropriate program manager. For general FlexPAL questions, please consult the FAQs here: <https://cg.portal.uscg.mil/units/CG-R/FlexPAL/Forms/AllItems.aspx>, and contact LT Christopher Mohnke with any additional questions.