



Reserve Info Bulletin



Implementation of the Reserve Flexible Personnel Allowance List (FlexPAL)

The attached ALCOAST Commandants Notice (ACN) announced the establishment of the Flexible Personnel Allowance List (FlexPAL) for the Reserve. A set of Frequently Asked Questions is attached as well. This is one of the first items to be implemented by the Reserve End Strength Regeneration Action Team (RESAT). RESAT was established to restore the Selected Reserve (SELRES) to its authorized strength of 7,000 by the end of Fiscal Year 2022.

FlexPAL is designed to provide geographic stability for our workforce by reducing the number of reservists who must travel outside of the reasonable commuting distance (RCD) to their drill location. For most units, FlexPAL moves vacant reserve positions to units with available training capacity rather than moving members to the units where vacancies currently exist. However, not all positions and units are flexible. Units such as PSUs and leadership positions (eg. SROs, SERAs, Gold/Silver Badges, etc) do not support the FlexPAL concept.

Initial efforts will focus on addressing the number of reservists in the grades of E4 to E6 currently in multi-encumbered positions. ***This does not mean that members outside of RCD will be moved immediately.*** Implementation will be fully phased in over the next few years.

It is important to note that the number of reservists that can be trained at a unit is not the same as the number of reserve positions currently on the PAL. Just look at all of the multi-encumbered positions that exist today! Many units clearly have the ability to train reservists in excess of their current PAL. To ensure unity of effort at all levels, CG-R will continue to work with HQ capability managers and field units to refine how training capacity is determined and utilized.

In the end, FlexPAL is designed to make it “easier” to be a reservist and promote geographic stability. Questions should be directed to LT Chris Mohnke at christopher.r.mohnke@uscg.mil. FlexPAL documents including FAQ’s, are located on the CG-R portal at <https://cg.portal.uscg.mil/units/CG-R/FlexPAL/Forms/AllItems.aspx>.

#



Reserve Info Bulletin



R 010850 OCT 20

FM COMDT COGARD WASHINGTON DC//CG-8/CG-R//

TO ALCOAST

UNCLAS//N05420//

ACN 113/20

SUBJ: SELECTED RESERVE (SELRES) FLEXIBLE PERSONNEL ALLOWANCE LIST (FLEXPAL)

A. Title 14 United States Code, Section 309

B. Coast Guard Personnel Allowance List (PAL) Manual, COMDTINST M5312.14 (series)

1. Purpose. This message formally announces the new SELRES FlexPAL initiative to meet the Commandant's intent to restore SELRES end-strength to 7,000 members by the end of FY22. The FlexPAL was developed as part of the Reserve End-Strength Regeneration Action Team (RESAT) to support a geographically stable workforce and facilitate reservists drilling within a reasonable commuting distance from their home. SELRES training positions (billets) will be centrally managed by the Assistant Commandant for Reserve (CG-R) with the intent to match reservists with SELRES training positions at units near their homes, particularly in strong recruiting markets. The FlexPAL supports a geographically stable workforce for most members, and may allow junior petty officers in particular to remain in their current unit or geographic area as they advance, potentially for an entire career.

2. Action.

a. Per REF (A), "the Director of the Coast Guard Reserve is the director and functional manager of appropriations made for the Coast Guard Reserve..." As such, the Assistant Commandant for Reserve (CG-R) is responsible for the management of all SELRES positions that are paid for by funds designated for Reserve Training. COMDT (CG-R), in consultation with COMDT (CG-833), PSC-RPM, and DCO/DCMS Program Managers, is responsible for the distribution and placement of all SELRES training positions on the PAL. As the Reserve Component is a national asset, and a SELRES training position reflects a mobilization and training requirement, centrally managing vacant positions with the FlexPAL allows COMDT (CG-R) to optimize current resources through the alignment of training positions with personnel and training capacity.

b. The FlexPAL initiative will be conducted in two phases: Baseline and Steady-State. The Baseline Phase will begin in Q4 FY20 and will greatly reduce the number of multi-encumbered SELRES positions currently on the PAL by reallocating vacant positions. Steady-State will begin upon completion of the Baseline Phase. In Steady-State, vacant SELRES positions will be reallocated to create matches between newly accessed and rotating reservists to units with training capacity.

Implementation of the Reserve Flexible Personnel Allowance List (FlexPAL)



Reserve Info Bulletin



c. SELRES training position changes requiring changes of grade, rate, or title will continue to be processed through the Quarterly PAL Reprogramming Review (PRR) for budget control and rating impact considerations. Other business rules and processes are outlined in the FlexPAL Commandant Instruction, which has been jointly developed, and will be updated and followed by COMDTs (CG-R), (CG-1), PSC-RPM, CG Recruiting Command, (CG-8), and DCO-8 in the management of SELRES training positions.

d. Policy changes required to support this initiative will be incorporated in the next update of REF (B).

3. FlexPAL Documents. The FlexPAL Commandant Instruction, training capacity worksheet, FAQ's, and other relevant documents are available on the COMDT (CG-R8) Sharepoint site: <https://cg.portal.uscg.mil/units/CG-R/FlexPAL/Forms/AllItems.aspx>.

4. Points of Contact. For Reserve and general FlexPAL questions, LT Chris Mohnke COMDT (CG-R81) at christopher.r.mohnke@uscg.mil. For FlexPAL technical questions, LCDR Cecilia Williams (PSC-RPM-2) at Cecilia.r.williams@uscg.mil. For PRR questions, LCDR Chad Conrad COMDT (CG-833) at chad.m.conrad@uscg.mil.

5. Released by RDML M. J. Fedor, Assistant Commandant for Resources and RDML T. C. Wiemers, Assistant Commandant for Reserve.

6. Internet release is authorized.



Reserve Info Bulletin



FlexPAL FAQs

1. What is FlexPAL, and why is the Coast Guard adapting this model?

(A.1) FlexPAL is a new way of assigning reserve training positions (billets) and people to better accommodate the reserve component workforce who is more geographically stable and not subject to military-funded permanent change of station (PCS). While training capacity exists at units throughout the Coast Guard, over time the training position locations have remained static, yet the reservists themselves have moved. The current system has junior members who have to travel long distances to drill in available positions, over 660 long term vacancies in some locations, and other locations multi-encumbered with three or four people sharing a single training position. The goal of FlexPAL is to reduce long-term vacancies, provide a training position for every member assigned to a unit with training capacity, and reduce commuting distances where possible.

2. How will this impact an operational commander's ability to use reservists to support local unit operations?

(A.1) The Reserve Component (RC) is a national asset that trains locally and deploys globally. Reservists are assigned to units to perform training for mobilization as a primary duty that often has a secondary result of providing local unit augmentation. Reservists assigned to local units will have no change in their ability to perform local training and augmentation.

(A.2) Operational commanders who need reserve support will retain the current ability to mobilize reserve forces for either voluntary augmentation or contingency mobilization. Like the current state, reservists activate to perform duty at either their parent unit or another unit, as requirements dictate.

3. Will FlexPAL send more people to a unit that is already overbilled or above training capacity?

(A.1) No. Units that have multi-encumbered positions (3-4 people all assigned to the same billet) will have training positions pulled from the Billet Locker to assign each person a unique billet; but we will not add additional people above the approved training capacity.



Reserve Info Bulletin



4. Who will maintain leadership as the numbers of personnel change at a unit?

(A.1) The command leadership structure will not change. The FlexPAL will initially target E4-E6. Training Petty Officers, SERA, Badges, and senior staff billets will be static and remain at the unit for leadership, support, and oversight.

(A.2) Phase 2 may involve additional transfers of E7s and junior officers, which would afford additional leadership as reserve geographic centers of mass emerge.

5. What about PSUs?

(A.1) Billets at certain units, including PSUs, will remain static to represent DOD deployment and/or contingency commitments, as well as key leadership positions.

6. For junior enlisted members who are not tour complete, does this affect their tour length?

(A.1) No. Junior enlisted members will continue to be reviewed for rotation every 4-5 years corresponding with normal tour completion dates.

7. What triggers a person's training position to be moved?

(A.1) End of tour. Consistent with current practice, a member is reviewed for assignment at the completion of a tour. A member may stay at the current unit, or rotate to another unit that has training capacity.

Example: At the end of the tour, BM2 Coastie may be rotated from the Station to a nearby Sector for career broadening and professional development. A position at the Sector may be coming open, or – if no one is transferring into BM2 Coastie's position, it may be moved to the Sector.

(A.2) Advancement.

Example: When MST3 Semper advances out of the current position, a vacant MST2 position out of the Billet Locker may be swapped with the MST3 billet and assigned to the Sector where MST2 Semper works. The (now vacant) MST3 training position will be placed in the Billet Locker pending a new accession.



Reserve Info Bulletin



(A.3) Relocation. A reservist moving his or her home of record may request re-assignment.

Example: YN2 Paratus' active duty spouse received PCS orders from Boston to San Diego. YN2 requests to be transferred to a nearby unit in San Diego. A YN2 training position is pulled from the Billet Locker and assigned to a unit with training capacity; YN2 Paratus is assigned to that unit.

(A.4) New Accessions. When a reservist graduates Cape May, he or she will work with the detailer to request assignment at a unit that has training capacity near their home. When an active duty member RELAD's, he or she can also request assignment to a nearby unit with training capacity.

Example: When GM2 Lighthouse RELAD's from active duty at the Armory detachment in Alameda for a nearby civilian job, a GM2 billet can be pulled from the Billet Locker and placed at the Armory Detachment so that GM2 can immediately start drilling.

(A.5) Changes in the unit training capacity.

Example: If there is an increase or decrease in the number of boats at a station, the local training capacity may increase or decrease, with a corresponding billet fluctuation. Encumbered billets will be reviewed for local placement best suited for available training capacity.

8. Are commands going to be asked for concurrence of FlexPAL assignments?

(A.1) No. Detailers will make assignments within the constraints identified by the Training Capacity Worksheets, in concurrence with program managers. Commands will continue to utilize the command concerns process via the assignment year guidance. In rare cases, units who are at training capacity may seek an exception, which would require program and command concurrence.



Reserve Info Bulletin



9. Why are billets being moved outside resource/ PRR process?

(A.1) Unlike active duty and civilian billets, reserve billets are only tied to resources when they are encumbered. Reserve assignments, similar to active duty assignments, are centrally managed via PSC.

10. How is the FlexPAL model different from the way SELRES billets are currently managed?

(A.1) Currently, when a new recruit or rotating SELRES member needs a billet, a position vacancy must exist on PAL at an acceptable unit type and location. With FlexPAL, as long as training capacity exists for the member, a vacant position can be moved to meet the Service and member needs.

(A.2) Similar to the Active Component, the current resource model allows Resource Management Offices (RMOs) at the District/AREA level to be “billet owners” of a succinct number of SELRES positions, whether those positions are filled or vacant. The FlexPAL centralizes billet management and shifts organizational ownership to the Assistant Commandant of Reserve (CG-R).