



Reserve Info Bulletin



COMMANDANT'S CAMPAIGN TO RETAIN INITIATIVE

Fellow Reserve Managers -

The Coast Guard is looking to voluntarily retain members that were planning to leave the Service this year. The below ALCOAST describes in more detail the target audience and the avenues which exist for previously separating Service Members. Be on the lookout for more guidance as subsequent information will be provided via SEPCOR.

Thanks for your willingness to pass this information to the Reserve Community.

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SUBJ: CAMPAIGN TO RETAIN - SITREP 1

A. Military Separations Manual, COMDTINST M1000.4 (series)

B. Officer Accessions, Evaluations, and Promotions Manual, COMDTINST M1000.3 (series)

C. Enlistments, Evaluations, and Advancements Manual, COMDTINST M1000.2 (series)

1. I'm pleased to announce a new campaign to retain many of our talented Coast Guard members in this time of uncertainty. It has been clear throughout the COVID-19 pandemic that workforce preservation enables mission readiness. As COVID-19 challenges the Coast Guard's ability to recruit and train personnel, preserving today's mission ready total workforce has never been more important, nor more challenging. As part of the Commandant's "Campaign to Retain," we are looking to voluntarily retain members that were planning to leave the Service this year. There are opportunities to continue service and to carry out our essential Coast Guard missions, particularly for those in critical enlisted ratings and those officers in critical specialties. If you are considering retention, please contact your assignment officer (AO), as they are already starting to fill key positions and



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working to finalize assignments by July 1. And if you still plan to leave active duty, consider joining the Coast Guard Reserve in order to keep your options open.

2. For those in critical ratings and specialties intending to RELAD, TEMPSEP, or voluntarily retire this year, contact your AO to discuss options based on your specific individual and family circumstances. The rating force master chiefs and silver and gold badge senior enlisted leader network can also help to assess your options and connect you to PSC. Members in critical ratings not retained due to High-Year Tenure (HYT) can reach out to their AO for assignment options - retention decisions will be assessed based on service need and member record.

a. Critical active duty officer specialties include: aviators, engineers, marine inspectors, and cyber specialties.

b. Critical active duty enlisted ratings include: BM, CS, ME, MK, OS, YN, and ET (particularly with weapons system qualifications).

3. Enlisted members and officers NOT in a critical rating may also have some opportunities to change separation dates or extend service contracts. If your separation plans this summer have changed, we are ready to discuss flexible career opportunities ranging from extending for a few months to support unit readiness during a challenging PCS season to longer-term extensions on a case-by-case basis.

4. Commanding officers, officers in charge, and supervisors:

a. Engage your members immediately if they're planning a voluntary release from active duty, either imminently or in the coming year. The Coast Guard needs to retain members with specific skill sets, especially in the junior paygrades – both officers and enlisted – to include the Reserves. Help your shipmates who intended to leave the Service make an informed decision. Members may face very different circumstances today than when they made plans to separate from the Service over the past year – your engaged leadership can create an opportunity for them while meeting a critical Coast Guard need. If not on active duty, then endeavor to retain talent in the Coast Guard Reserves. A Commanding Officer retention tool kit is in development to help support those conversations.

b. Members facing involuntary separation or retirement for misconduct, disability, HYT or as a result of the senior enlisted continuation board may not be candidates for long-term retention, but PSC is granting short-term delays to these separations daily to facilitate required separation processing that may have been impacted by COVID-19.

5. For members who have utilized the Temporary Separation Program (TEMPSEP), OPM, EPM, and RPM are planning a webinar to discuss how you



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can expedite your re-affiliation with the active duty. Please watch for additional details on how you can participate in this first-ever TEMPSEP webinar.

6. Many of you still keep in touch with shipmates and friends who honorably left active duty or SELRES in the last two years and are now professionally impacted because of the pandemic. Engage with them. Ask them if they would be interested in coming back to active duty or SELRES. Connect them with a local recruiter or the In-Service Transfer Team directly to explore integration opportunities.

7. Look for additional communications on the Campaign to Retain in the coming weeks that will further describe opportunities to continue your service in the world's best Coast Guard.

8. VADM M. F. McAllister, Deputy Commandant for Mission Support, sends.

9. Internet release is authorized.