



US Coast Guard briefing to DACOWITS 8 December 2016

Presented by:

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Requests for Information

- Retention

The Committee believes that the Military Services are losing women disproportionately to men at the mid-career point. There has been concern expressed by senior leaders that as the Military Services work to attract more women that this attrition will result in a disproportionate impact to the mission if left unresolved.



Retention Response

- The mid-career point is assumed to be either 10 or 15 years.
- No, the Coast Guard is not losing women disproportionately to men at either mid-career point.
- The Coast Guard may be losing women at a greater rate at the initial exit point (4 year for enlisted, 3 or 5 years for officers), which impacts the Coast Guard options differently from a mid-career point problem.



Recent Retention Initiatives

- Impacts of increase maternity convalescent leave to be assessed
- Impacts of blended retirement to be assessed
- CG Specific: Updated Temporary Separations this summer, not legally authorized to use CIP.
 - Revamped maternity related TEMPSEP
 - Sexual Assault related TEMPSEP
 - Surrogacy TEMPSEP
 - Overall usage of TEMPSEP and return rates from TEMPSEP will be assessed in the next five years



Points of Contact

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