

SUBJ: DACOWITS RFI 4 – June 2020 QBM

FROM: CG Personnel Service Center Officer Personnel Management Division (CG-PSC-OPM), CG Personnel Service Center Enlisted Personnel Management Division (CG-PSC-EPM), CG Personnel Service Center Reserve Personnel Management Division (CG-PSC-RPM), CG Recruiting Command (CGRC) and Office of Military Personnel (CG-133)

TO: DACOWITS Committee

THRU: Office of Diversity & Inclusion (CG-127)

EXIT AND RETENTION SURVEYS (RECRUITMENT AND RETENTION R&R)

DACOWITS remains interested in exit and retention surveys administered by the Military Services, to include governing policies, data captured, and noteworthy trends. The Committee continues to be interested in DoD and Military Service policies governing the ability of Service members to transfer to other Services, the National Guard and/or the Reserves, and the impact of these policies on the retention of women.

The Committee requests a **WRITTEN RESPONSE** from the Military Services to include Reserves and National Guard) on the implementation of DoD Directive (DoDD) 1300.04, dated 25 July 2017, Inter-Services and Inter-Component Transfers of Service members.

DACOWITS:

- a. How has your Service implemented DoDD 1300.04 from both a policy and program perspective?
- b. How does this new policy differ from previous policies or programs? How does this new policy make it easier for Service members to complete an inter-Service or inter-Component transfer?
- c. For the time frames, 2015 and 2019, how many Service members (i.e., broken down by gender, officer or enlisted, and paygrade) have requested an:
 - i. inter-Service transfer
 - ii. inter-Component transfer

CG Response:

- a. The Coast Guard Recruiting Manual, COMDTINST M1100.2F, was updated in 2018 to direct members to the current version of DODD 1300.04 for policy issues and standards. Therefore, the Coast Guard directly uses DODD 1300.04 as the guiding policy for inter-service transfers. The previous version of the Coast Guard Recruiting Manual, COMDTINST M11.00.2E, had no succinct guidance on inter-service transfers. No other policy updates have been made.
- b. Program now uses DODD 1300.04 as the guiding principle to process inter-service transfers. However, the differences in policy and process pre- and post-DODD 1300.04 are minimal. Previously, the Coast Guard policy and process for Inter-Service transfers were similar to the current policy and process, however DODD 1300.04 specifically addresses and ensures each Service produces to same overall process for inter-service transfers. No changes to policy have been made for inter-component transfers.
- c. Please see attached spreadsheet detailing figures for the details surrounding Service Members who have requested inter-Service and inter-Component transfers in 2015 and 2019.