





U.S. Coast Guard Briefing to DACOWITS RFI 3 December 2024

Presented by:

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Policies and processes that impact Service members' ability to transfer back and forth between the Active Component and Reserve Component.



Officers

- Temporary Separation (TEMPSEP)
 - Immediate Reserve Affiliation
 - Length of TEMPSEP: <3 years
 - Return to Active Duty (optional)
- Regular to Reserve (R2R) Board
 - Regular Officers seeking Reserve commission
- Reserve Officer Active Status Panel (ROASP)
 - Reserve Officers (2x Non-selected) on Active Duty (AD)



Policies and processes that impact Service members' ability to transfer back and forth between the Active Component and Reserve Component.



Enlisted

- **TEMPSEP Program:** Allows active-duty members to temporarily depart active-duty, affiliate with the reserve component, and provide a streamlined return to active-duty service. COMDTINST M1040.6 (series), Temporary Separations.
- **Extended Active Duty (EAD):** Allows reserve personnel to serve voluntarily as active-duty and potentially pave a pathway for permanent integration to the active-duty component. COMDTINST M1000.2 (series), Enlistments, Evaluations, and Advancements.



What does the process look like today?

Officers

- **TEMPSEP Program, COMDTINST 1040.6A:** Members request to separate IAW the TEMPSEP Program. OPM processes their separation, confirms eligibility, and conducts one-on-one counseling with each member. Members then coordinate with Reserve Personnel Management to be accessed into their requested Reserve component. Members may affiliate with the Reserve for up to three years. Should members elect to return to Active Duty (AD), they must notify Officer Personnel Management six months in advance of return date via their "Notice of Intent to Return." Members will be re-appointed as an AD officer in the same relative precedence order.
- **R2R Board, COMDTINST 1000.3A:** Members that are ineligible for TEMPSEP, or who do not wish to return to AD, may request a reserve appointment via the R2R Board within one year of date of resignation. Applicants will be selected on a fully qualified basis.
- **ROASP, COMDTINST 1001.28D:** Reserve officers that twice fail selection on the Active-Duty Promotion List will be afforded the same opportunity to affiliate with the Ready Reserve as Regular officers do via R2R. This panel will consider twice non-selected Reserve offers requesting to affiliate with a Ready Reserve component. Applicants will be selected on a fully qualified basis.

What does the process look like today?

Enlisted

TEMPSEP Program, COMDTINST 1040.6A: Enlisted active-duty members request TEMPSEP from Enlisted Personnel Management (EPM) with command endorsement via memorandum. TEMPSEP requests are submitted to EPM via command-endorsed memorandum no less than three months from the requested date of separation. The request is reviewed by EPM temporary separation section and reviewed by the member's assignment officer. Final approval/disapproval is determined by Commander, EPM-1. TEMPSEPs may not exceed three years. Members must affiliate with the CG Reserve and will be released from active duty. Members then fulfill their TEMPSEP obligation and route their intent to return to the active component to EPM-1 no less than six months prior to their intended return date to ensure all requirements are met. The member may then be assigned to a new Permanent Duty Station.

EAD, COMDTINST M1000.2 (series): Reserve Personnel who desire to accept AD orders and contracts for 1-5 years may request EAD through EPM-1 via CG-3472 form. Members from the open rate list (rates/ratings with vacancies) are able to apply to fill any vacant position for which they are qualified. If their request is approved by EPM-1, the member is authorized to begin EAD. After one year, if the member desires to integrate to AD, they may request to do so via memorandum to EPM-1. If approved, the member then is hired to the active-duty component. If a member does not desire to integrate, they may continue their EAD contract through termination date and then reaffiliate with the Reserve component.



Are there challenges for the Service member and the Services?



Officers

- Return to AD IAW TEMPSEP Policy
 - Administrative/record updating hurdles.
 - Senate confirmation timelines for officer promotions.
 - Extensive administrative coordination required to re-hire and update member's record.



Are there challenges for the Service member and the Services?



Enlisted

- Due to the nature of hardship, childbirth, family needs, education opportunities, or other situations which occur outside of military timelines, the members' requests do not always align well with a TEMPSEP at end of enlistment (EOE).
- Members who have EOE's greater than two years from date of request are less likely to receive an approved TEMPSEP package unless significant cause can be provided.
- If the member's requested temporary separation date is outside the normal assignment and retirement window, the assignment officer may not have a replacement to fill the vacated position. When this occurs, the unit may not receive a backfill until the following assignment year and the position will remain vacant.



Are there any lessons learned from Career Intermission Program (CIP) that could be applicable to a more effective permeability policy?



Officer

- Sexual Assault, Hardship, and Care of Newborn Child “protections”: In exceptional circumstances such as sexual assault, personal hardship, care of newborn children, etc., TEMPSEP eligibility criteria are broadened to accommodate the separation requests of members via TEMPSEP.
- Promotion impacts: Date of rank adjustments authorized via TEMPSEP Policy have ensured members returning from TEMPSEP remain competitive for promotion. The USCG has not observed negative impacts on promotion for TEMPSEP members.



Are there any lessons learned from Career Intermission Program (CIP) that could be applicable to a more effective permeability policy?



Enlisted

The CG does not have a Career Intermission Program for enlisted members. Additionally, EPM has not yet identified any significant lessons learned from the program or policy that need to be changed.