

**U.S. Coast Guard briefing to
DACOWITS
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Presented by:

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**Career Counseling Branch Chief
Officer Personnel Management**



Request for Information #3

- Key Job Opportunities and Assignments

The Committee heard that the Air Force is exploring the “Rooney Rule” in screening and assigning junior officers to key developmental positions. This rule requires that a qualified minority candidate be included on the slate of consideration for key jobs.



Selection Boards (Promotion)

- Gender/Ethnicity information is masked for officers competing for promotion. This ensures an equitable, repeatable process when selecting “best” qualified officers for promotion.
- Selection board membership is reflective of our diverse workforce by taking into account gender, race, ethnicity, accession source, specialty, year group, and geographical experience.



Command Screening Panels

- Gender and race/ethnicity are masked for officers asking to screen for Commanding Officer positions
- Officers deemed “best qualified” for Command are successfully screened
- Assignment Officers use these results to make assignment decisions/recommendations
- All O6 and O5 assignments get briefed to and approved by a Flag-led Assignment Panel.
- Screening panel membership is reflective of our diverse workforce by taking into account gender, race, ethnicity, accession source, year group, and geographical experience.



Assignments

- All CG officer billets are open to women and minority candidates
- The majority of junior officers start their careers in field assignments to gain critical qualifications and experiences.
- Personnel Service Center (PSC) monitors billets to ensure adequate representation of women and minority candidates in key developmental billets. If there are anomalies, PSC will explore to determine why.



Career Counseling/Outreach

- The Career Counseling Branch (OPM-4) provides catered, individual counseling throughout a mbr's career to discuss future assignments and ways to remain competitive for promotion.
- OPM-4 reaches out to officers (primarily by year group) at 3 distinct timeframes within their career to offer counseling and record review services.
- These phases are during their 1 year mark of their first tour, at their 8 year mark before they get looked at for O4, and at their 3 year mark after they've arrived at their second unit.



Points of Contact

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