



U.S. Coast Guard Briefing to DACOWITS RFI #1 March 2024

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1. a. Describe all current, planned, and recently updated geographic stability policies (related to or which could improve retention) within your Service.
 - i. Describe any best practices or successes implementing these policies.

Coast Guard Policy: Military Assignments and Authorized Absences, COMDTINST 1000.8, Chapter 1: Section B uses an assignment continuum to administer assignments, evaluating:

- (a) Service needs;
- (b) assignment priorities and **geographic stability**;
- (c) career enhancement and family well-being.
- Enlisted Advancements: When a member advances, every effort is made to maintain geographic stability.

Existing assignment policy provides Assignment Officers significant flexibility through extensions, retours, and overseas tour length increases to enable geographic stability. Additionally, for enlisted members, time in geographic area is one of the 14 assignment factors, designated in policy, which informs assignment decisions. One of the best practices in earning geographic stability is earning a variety of consecutive units in larger Coast Guard hubs (for example earning billets between cutters, stations, and mission support entities).

Additionally, we utilize a system known as Reserve FlexPAL, which allows all Reserve E-6 and below to remain at a Unit within Reasonable Commuting Distance (RCD), which provides geographic stability. O-3 and below Reserve Officers also utilize Reserve FlexPAL to be assigned within RCD and have the option to extend their orders, if endorsed by their Command



1. a. ii. Describe any challenges implementing these policies.

One major challenge to enabling geographic stability is pursuing stability in remote areas or locations with fewer units co-located, which limits opportunity for earning consecutive assignments in the region. When members promote or advance in rank, OPM and EPM at times are not able to achieve this geographic stability as there is a service need requirement at a different location at the next higher paygrade. When it comes to advancements, EPM will maximize all fleet-up or extension options to achieve this geographic stability, but many times, there is no option to do so.

Additionally, geographic stability does not mean that a member will not complete an assignment or be assigned consecutive tours in the same position, but Assignment Officers are encouraged to assign members within the local area or district as appropriate.



1. a. iii. Does your service use geographic stability to encourage retention?

The Coast Guard uses geographic stability to encourage retention to the extent allowable within the assignment continuum described previously.

Approximately 33% of all orders issued last year were no-cost orders, meaning these members achieved the Commandant's vision of obtaining geographic stability by completing two tours in the same region which doesn't require members to move.



1. a. iv. Do you have any data (anecdotal or otherwise) on the impacts of geographic stability on retention?



The Coast Guard has no data (anecdotal or otherwise) on the impacts of geographic stability on retention.



1. b. Describe all current, planned, and recently updated co-location policies for dual military couples and nonmarried Service members with shared parental custody of a child:

i. Describe any best practices or successes implementing these policies.

Coast Guard Policy: Military Assignments and Authorized Absences, COMDTINST 1000,8 (series), Chapter 1: Section A.

- **Pay Grade**: Policy allows Assignment Officers to make every reasonable effort to assign dual military couples to allow them to reside together. E1-E6 and O1-O4 tour lengths may be adjusted to align rotation dates for both members.
- **Restrictions**: CG members are generally not assigned to the same cutter (any size), the same shore unit (of 60 members or less), and to simultaneous shipboard duty (unless requested by the couple).
- **Other Services**: Assignment Officers also co-locate CG members married to other Armed Service active-duty members whenever possible.
- **Non-Married/Joint Custody**: No policy that specifically aligns tours for nonmarried Service members with shared parental custody of a child.

Collocation is most frequently achieved when designated as the highest priority for both spouses and both members pursue assignment in larger hubs that promote opportunities for a variety of career paths, ranks, and ratings. OPM and EPM will maximize all assignment options to ensure members have the best opportunity to be co-located.



1. b. ii. Describe any challenges implementing these policies.

Collocation is most challenging when members pursue mission-type, unit-type, or leadership/other opportunities as a higher priority than co-location. Similarly, co-location is most challenging in remote areas and areas with fewer units which can limit chances for accommodating multiple career paths, ranks, or ratings.



1. b. iii. Does your service use co-location to encourage retention?

OPM-2 and EPM-2 assign members IAW collocation policy. When E1-E6 and/or O1-O4 tour length completion dates are not aligned, Assignment Officers will coordinate to adjust one member's tour length to match their spouse's tour length to support PCS collocation. In most instances, Assignment Officers look first to lengthen the shorter tour by one year with the exception of a member serving in an arduous duty position (certain afloat, OCONUS, and isolated duty positions), in which case the member may elect to PCS or extend, Service need permitting. Members planning to enter into Command Cadre, DUINS, pay-back, isolated duty, and certain afloat or special assignment positions should understand tour length alignment is not always possible and may result in differing tour lengths.

Members serving in these paygrades and/or identified positions should communicate through career counseling and e-resumes their desires to collocate. When reassigned, all members receive separate PCS orders and entitlements. The Service does not consider a unilateral assignment for a collocated spouse an option.



1. b. iv. Do you have any data (anecdotal or otherwise) on the impacts of geographic stability on retention.

- The Coast Guard does not gather data (anecdotal or otherwise) on the impacts of geographic stability or collocation on retention.



1. c. Identify other innovative initiatives your Service is using to improve the retention of women, including but not limited to bonuses, opportunities for special schools, retraining, and inter-service transfer options:

i. Are any of these initiatives especially effective at improving retention? If so, please provide how you measure effectiveness. If you are not measuring effectiveness, why not?

- The CG's Military Workforce Planning Team has approved over \$97 million dollars in bonus incentives for FY24. While these incentives are not specifically geared towards women, we firmly believe that they will benefit all service members, including women, and contribute to their growth and success within the Coast Guard.
- Temporary Separation program is to retain the valuable experience and training members possess that might otherwise be lost by voluntary separations.
- **PUMP Act Policy:** Outlines requirements to provide lactation support/accommodations to include a clean and private room when returning to work, and storage area for breast milk expressed during the workday for nursing members.
- **Parental Leave** extended to non-birth parent of 12 weeks.
- **Assignments while Pregnant and Post-partum:** Following a birth event, active-duty post-partum members are authorized to defer deployments and TDY assignments up to 12 months following birth event; reservists are authorized to defer involuntary mobilization for up to 12 months.



1. c. Identify other innovative initiatives your Service is using to improve the retention of women, including but not limited to bonuses, opportunities for special schools, retraining, and inter-service transfer options:

i. Are any of these initiatives especially effective at improving retention? If so, please provide how you measure effectiveness. If you are not measuring effectiveness, why not? (cont'd)

- Promotion Opt-Out allowed officers to defer consideration by selection boards giving them additional control over their career progression and promotion timing. Inter-Service Transfers.
- Temporary Service Promotion provided officers in billets requiring critical skills the pay and benefits commensurate with the higher grade assigned to their billet.
- Postgraduate/ Advance Education opportunities
- Inter-Service Transfers
- We do not have metrics that demonstrate the effectiveness of these programs. One possible reason is that there is often more than one reason why members leave the service and it is difficult to attribute retention to one particular program.