

SUBJ: DACOWITS RFI #7 (September 2017)

FROM: OPM-1, EPM-1, CG-12A, CG-1331

TO: CG-12B

WOMEN'S RETENTION

The Committee believes that the Military Services are losing women disproportionately to men at various career points. 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 mission readiness if left unresolved.

The Committee requests a **written response** from the **Military Services** on the status of their use of the Career Intermission Program (CIP (CG TEMP SEP)), to include the following:

DACOWITS:

Overview of the Services' current CIP policy and how long it has been effective.

- Final approval authority for applications.
- Process for overseeing/managing participants while they are in the program (e.g., monthly mustering, personnel issues, etc.).

CG Response:

Temporary Separations is the Coast Guard's version of the CIP. The Coast Guard's Temporary Separations (TEMP SEP) Manual, COMDTINST M1040.6 was promulgated on 14 June 2016. However, the TEMP SEP program has been around much longer than that. The policy and procedures for TEMP SEP was taken from the Coast Guard Separations Manual, COMDTINST M1000.4, which was promulgated on 29 Sep 2011. And the Coast Guard Separations Manual was created from the breakup of the old PERSMAN.

The intent of the TEMP SEP program is to allow high performing active duty personal to return to active duty after a short temporary break from active duty. The TEMP SEP program also guarantees members reenlistment or reappointment to active duty, in the same pay grade, provided members continue to meet all physical and other qualifications. All TEMP SEP requests are submitted by members to Commander, Coast Guard Personnel Support Service Center (CG PSC-OPM/EPM-1) through their unit Commander. Commander (CG-PSC-OPM/EPM-1) determines a member's eligibility for the TEMP SEP and either approves or denies the request based on the members eligibility and the needs of the Service.

To ensure easier return to active duty all members approved for TEMP SEP must agree to affiliate with the Coast Guard Reserve in a drilling or non-drilling capacity (member's choice). The Commander of the Coast Guard Personnel Support Service Center will regularly contact

members on TEMP SEP, however; no member is required to return to active duty. Separation from the Coast Guard Reserve voids the TEMP SEP agreement.

The TEMP SEP Instruction is available upon request.

DACOWITS:

“Number of participants each fiscal year, by rank and occupational specialty; cumulative number of participants since the Service began offering the program.”

“Gender ratio of approved applicants and corresponding justification for their CIP requests.”

“Gender ratio of disapproved applicants and corresponding justification for their CIP requests, as well as justification for disapproval.”

CG Response:

Enlisted

FY15: 137 requests

100 approved (male/female breakdown not available)

FY16: 96 requests

75 approved (35 male, 40 female)

21 Disapproved (16 male, 5 female)

FY17: 85 requests

66 approved (32 male, 34 female)

19 disapproved (13 male, 6 female)

Info provided by CG Personnel Service Center, Enlisted Personnel Management (EPM) -1 Separations

Officer

2014: 45 Approved (26 male, 19 female)

5 Denied (4 male, 1 female)

5 Returned to AD (2 male, 3 female)

2015: 38 Approved (12 male, 22 female) (4 LCDR, 34 LT)

3 Denied (2 male, 1 female) (1 LCDR, 2 LT)

4 Returned to AD (3 male, 1 female)

2016: 35 Approved (25 male, 10 female) (5 LCDR, 30 LT)

7 Denied (5 male, 2 female) (1 LCDR, 6 LT)

2017: 19 Approved (12 male, 7 female) (3 LCDR, 16 LT)

4 Denied (3 male, 1 female) (3 LT, 1 LCDR)

2018: 6 Approved (3 male, 3 female) (6 LT)

Info provided by CG Personnel Service Center, Officer Personnel Management (OPM) -1 Separations

Justification for approval and denial not tracked

DACOWITS:

“Current number of participants currently in the program; the number of participants scheduled to enter the program; and the number of participants scheduled to return to active duty.”

CG Response:

See associated ppt. provided by U.S. Coast Guard Office of Workforce Forecasting & Analysis, Officer Team (CG-12A)

DACOWITS:

“Attrition data for CIP participants and for those who applied but were disapproved.”

CG Response:

Of the 14 denied, 6 remained on AD, 4 were approved for unqualified resignations, and 4 were approved for TEMP SEP at later dates.

Info provided by CG Personnel Service Center, OPM-1 Separations

DACOWITS:

“Lessons learned (e.g., issues with pay/benefits/GI Bill funding; issuance of ID cards; etc.)”

“Success stories (e.g., promotion/advancements after returning to program; conversion from enlisted to officer; etc.)”

CG Response:

Currently not tracked within CG Personnel Service Center.