

# Personnel Service Center Advancements Branch Newsletter

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**Issue #12, July 2007**

**Welcome** to the latest edition of the Advancements Newsletter. Our continuing goal is to provide information to our readers on the Coast Guard's Advancements and Enlisted Employee Reviews (EER).

## NAVRULS EOCT Results must be in Direct Access prior to submitting requests for Boatswain's Mate Supplemental List placement.

Prior to submitting requests to have a member added to Supplemental Advancements Lists, you must ensure the NAVRULS EOCT results have been recorded in Direct Access. Remember if you have completed either of the authorized versions of the NAVRULS course, with the exception of the version offered by the CGI, it is your responsibility to ensure that your test results are forwarded to the Coast Guard Institute to record in DA.

IAW ALCOAST 369/02, the below listed courses can be used to satisfy the NAVRULS requirement:

**\*CGI NAVRULS Correspondence Course – 0469**

**\* Other authorized versions – 1300, 1469, and 1569**

If a request is submitted before the course completion information is recorded in DA, your request will be rejected and a new request message must be submitted requesting placement reflecting the current Date Time Group of the message at the new time of submission.

**By: YNC Rony Harden**

## New Yeoman Master Chief in Advancements

Greetings. Most of you may have seen my name floating around by now as the new Master Chief in PSC Advancements and many of you may remember me from my instructor days at either YN "A" School or Recruiter School in Cape May. Although I just reported from paradise, Hawaii, I am excited to be here and look forward to the job. I wish YNCM Stone the best in his new assignment in Ketchikan, Alaska and thank him for the awesome job he did...He will truly be missed. Please feel free to call or e-mail me with any questions or concerns and I look forward to serving you.

**By: YNCM Terrilee Brown**

## What happens to an EER after you submit as final?

Every working day we run a validation report to accept all EER's that have been submitted as final. If they are error free they will post in the direct access immediately. Remember you must hit the refresh button in the Employee Review Summary page in DA to see the latest EER. If the EER has an error that the rating chain needs to fix, we will return it to your work list with an email. We always provide feedback in the main comments tab in the EER. Many times we are able to correct minor errors here at PSC.

**By: YN1 David Lynch**

## Why So Hard?

We are often asked to relax deadlines and eligibility rules to allow a member to participate in the advancement process and we normally say no unless there are extenuating (i.e. Operational, emergency, or truly unique) circumstances. The most common justifications offered are: "It wasn't the member's fault (blame it on the unit, the SPO, the YN, etc)." and "He/She is a great sailor and deserves a break on this rule." Our governing philosophy is the only way we can ensure the advancement system is fair to everyone is to ensure everyone plays by the same rules. No one gets a special break because they have timely access, because they know someone, or because they cry extra loud. Everyone should meet the same deadlines, pass the same courses, and have their record in Direct Access correct and up to date.

There is no such thing as a benign waiver or exception in advancements. If one person is granted special access to get on a list, it pushes other members down that list and can force someone below a cut. The member afloat for three months or serving in PATFORSWA has to know they are being afforded the same advancement opportunities as the member ashore with full computer and phone access. And everyone in a support role has to understand there are ramifications if they fail to provide the proper level of support to the members they are tasked with serving. If they fail in their duties and responsibilities, it can cost the member an advancement opportunity.

The member has the final responsibility to make sure they are ready to advance. But they do need the help and guidance of their Chief, their CO and the administrative support staff to ensure everything is in place for them to compete. When the member does their part and they get the proper support, the system works. When a part of that process breaks down, it is part of our role to ensure that any exceptions from deadlines or waivers are only granted in truly special circumstances and with the full knowledge of the impact of that waiver or exception on that member and the other members competing for that advancement.

**By: Mr. Bill Patterson**

## The Striker Program And Designators

Clarification as to the awarding of designators in relation to the Striker Program has arrived. PERSMAN Change 41 states in **5.C.29.b (Assignment of Designators)**, paragraph 2 (**Personnel on Established Eligibility Lists**) "*PSC(adv) shall assign appropriate designators to those E-3 personnel placed on a striker advancement list.*" Units/SPOs will no longer award designators to personnel who are participating in the Striker Program.

Effective with the release of ALCOAST 315/07 (DTG 251808Z JUN 07), PSC(adv) automatically awards the appropriate designator when a service member has been placed on a Striker Eligibility List. The effective date for the award of the designator is the release DTG of the message requesting placement.

PSC(adv) will process the "Add/Promote one member" (P555) transaction in Direct-Access at the time of the placement on the board. When PSC(adv) sends the message in reply to the unit's placement request, the message will contain the following paragraph: "2. IAW REF C, MEMBER HAS BEEN AWARDED DESIGNATOR INDICATED ABOVE, EFF DATE IN REF A." (Reference A is the unit's requesting message.)

If you have any questions concerning this, please contact me at (785)339-3403.

**By: Mr. Alan L. Russ**

## Enlisted Evaluations for paygrades E-6 and Above Require Comments

All employee reviews submitted on enlisted personnel, E-6 and above, are required to include supporting remarks, documenting the individual's leadership potential, along with the commanding officer's advancement recommendation.

The supporting remarks must clearly identify the member's current and future potential for positions of greater responsibility. The accuracy of these entries is essential to distinguish individuals requesting to compete for command cadre or special assignment positions.

**By: YN1 Dave Lynch**

## MAY 2007 SWE STATISTICS

Below is a chart showing the statistics from the MAY07 servicewide exam. For historical statistics please visit our web page at: <http://cgweb.psc.uscg.mil/adv.htm> Click on the blue box in the left column labeled "Advancement Lists, Cutoffs & Stats". **By Doug Rose**

Brd Type Cd	Total Elig	Avg F Mult	Avg Raw Score	Avg Marks	Avg Awd Pts	Avg TIS	Avg TIR	Avg Sea Pts
AET1	58	106.4558	71	39.8948	2.84	7.1334	4.83	1.2
AET2	58	97.1146	73	36.607	0.79	4.2055	3.97	0.81
AETC	107	123.7606	78	42.5908	7.29	14.5393	7.05	1.15
AETCM	17	131.36	101	44.3564	9.64	20	7.14	0.11
AETCS	22	130.315	98	43.4854	9.81	19.5681	6.69	0.21
AMT1	217	116.9569	80	41.3616	4.97	10.8847	7.42	1.6
AMT2	169	103.2825	73	37.8237	1.72	5.6579	6.05	1.26
AMTC	250	129.3328	83	43.3406	8.35	17.0243	8.13	0.83
AMTCM	13	130.3907	94	44.3592	9.84	19.9107	5.94	0.2
AMTCS	39	131.9017	83	43.7689	9.87	19.8866	7.91	0.33
AST1	51	118.8643	80	41.4709	6.88	10.8903	6.82	1.84
AST2	18	103.9772	63	38.2866	2.5	5.6811	4.85	1.64
ASTC	28	130.9735	74	43.31	9.82	17.3221	7.73	0.89
ASTCM	2	130.4	89	43.735	9	20	7.66	0
ASTCS	8	132.6125	86	43.4662	9.87	19.25	8.37	0.56
BM1	219	113.8982	87	41.4166	3.71	7.8065	5.93	4.33
BMC	575	128.1317	90	43.0462	7.24	12.7709	7.93	6.37
BMCM	42	142.0054	94	45.5042	10	19.5514	7.38	8.84
BMCS	31	138.5352	104	45.2948	9.51	15.7583	6.71	8.98
DC1	35	118.9114	82	40.4602	4.11	9.3311	7.76	6.64
DCC	123	130.4121	91	42.0065	7.45	13.9787	8.06	7.72
DCCM	7	139.8242	89	42.9171	10	19.7614	6.97	9.69
DCCS	13	136.8876	87	42.7892	9.38	16.16	6.94	9.97
EM1	17	113.6441	76	40.3764	2.58	7.4611	7.01	6.19
EM2	9	104.3033	74	38.6133	1	6.3166	4.94	2.83
EMC	139	125.408	74	41.811	5.66	10.9015	7.27	8.52
EMCM	17	145.7582	71	44.3441	10	19.7988	8.25	13.15
EMCS	28	138.8296	76	42.7846	8.96	16.8907	7.65	11.42
ET1	81	112.1827	77	40.2272	2.91	7.4487	7.09	3.89
ETC	192	129.9506	78	42.0377	6.17	12.4004	7.83	7.34
ETCM	27	136.3188	80	43.4337	9.92	19.9074	7.32	6.37

Brd Type Cd	Total Elig	Avg F Mult	Avg Raw Score	Avg Marks	Avg Awd Pts	Avg TIS	Avg TIR	Avg Sea Pts
ETCS	21	135.3809	78	42.9342	9.09	19.0076	8.21	5.53
FS1	108	116.8024	62	40.2493	3.37	8.6114	7.39	6.83
FSC	143	134.5672	66	42.2697	7.59	14.8069	7.58	11.05
FSCM	14	139.1264	78	42.6742	9.85	19.9107	7.42	8.07
FSCS	14	139.4514	77	43.3607	9	17.755	6.95	12.06
GM2	60	105.1476	74	39.1115	1.86	5.1631	6.21	2.72
GMC	99	124.4049	82	42.0278	6.05	11.552	7.49	6.21
GMCM	5	139.31	90	44.24	9.8	19.366	6.16	9.6
GMCS	3	133.2566	80	42.45	9.66	17.75	7.66	5.5
HS1	90	111.9801	69	41.6564	3.92	8.59	6.62	2.37
HS2	104	100.9484	70	38.4475	1.28	4.6901	4.33	1.54
HSC	120	132.6556	43	43.0825	7.99	15.0807	7.8	2.76
HSCM	8	134.93	95	43.9	10	18.99	6.2	4.91
HSCS	15	134.3093	75	44.2053	9.66	18.66	8.2	4.47
IT1	57	107.0559	81	39.8149	2.42	6.5956	5.26	2.16
IT2	38	98.0418	80	38.2234	0.71	4.0818	4.09	1.05
ITC	120	126.0555	83	42.009	6.76	13.0296	8.57	4.44
ITCM	5	131.816	82	43.75	9.6	19.9	6.53	1.5
ITCS	2	134.875	92	45.035	9.5	16.5	7.17	6
MK1	96	117.6545	75	40.7236	4.25	8.6086	7.9	5.76
MK2	178	105.749	68	39.5914	1.55	5.0821	5.99	2.6
MKC	433	128.5521	78	42.1964	6.91	12.8128	7.52	7.68
MKCM	32	142.0759	84	43.7284	9.93	19.6978	6.25	10.49
MKCS	44	139.4259	79	43.4565	9.52	18.1022	7.07	10.76
MST1	57	108.0614	91	41.4561	3.1	6.7535	5	1.28
MST2	83	102.7426	91	39.2034	1.67	4.9326	4.76	1.44
MSTC	98	118.9068	94	42.5055	6.65	10.6546	6.05	2.12
MSTCM	9	129.9222	93	44.1744	10	18.8788	6.24	0.4
MSTCS	18	128.0127	97	43.4105	9.5	16.4816	6.86	1.61
OS1	103	105.4284	67	39.935	1.49	5.6566	5.12	2.81
OS2	127	97.5185	61	38.1904	0.25	3.3481	3.83	1.38
OSC	183	119.6981	71	41.534	4.59	9.9078	7.36	5.51
OSCM	37	137.9305	77	43.2262	9.64	19.3583	7.15	8.12
OSCS	43	135.6381	77	43.1444	8.9	17.0525	7.45	6.51
PAC	7	115.5728	112	42.68	6.57	9.0128	5.38	1.45
PACM	1	126.59	103	45.59	10	16.67	4.33	0

Brd Type Cd	Total Elig	Avg F Mult	Avg Raw Score	Avg Marks	Avg Awd Pts	Avg TIS	Avg TIR	Avg Sea Pts
SK1	109	111.1015	75	40.91	3.06	7.1607	6.27	2.06
SK2	77	101.7581	66	38.5019	0.97	4.4327	4.47	2.06
SKC	254	133.5711	88	42.3063	7.57	14.4402	7.8	4.73
SKCM	10	132.96	66	44.161	9.9	18.966	5.11	4.61
SKCS	24	134.6079	67	43.5075	9.91	18.0416	6.82	5.84
YN1	193	110.8231	63	41.4125	3.61	7.7348	6.3	1.2
YN2	113	101.6661	56	38.7584	1.08	4.5149	4.72	1.3
YNC	266	128.7793	69	43.4247	8.62	15.2612	7.92	1.75
YNCM	15	132.8806	62	44.2573	9.86	19.7113	6.42	2.62
YNCS	29	132.1513	84	43.5517	9.89	18.2731	7.25	2.54

### Upcoming OCT RSWE and NOV SWE

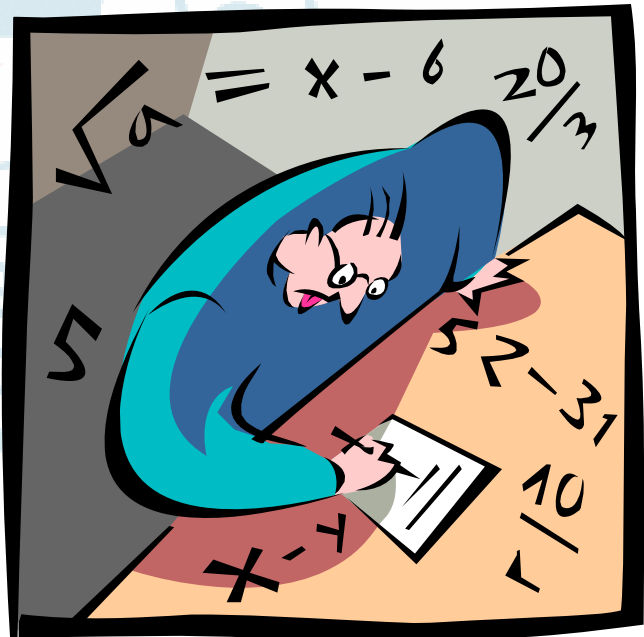
Don't forget to pass to your fellow members that the next SWE's are in October for all reserve enlisted grades, and November for active duty members who are currently E4 and E5. The reserve SWE announcement message has already been released. See MSG ALCGRSV 012/07 located at [http://cgweb.comdt.uscg.mil/hsc\\_t-4/commcen/ARCHIVES/GENMSG2007/main2007.htm](http://cgweb.comdt.uscg.mil/hsc_t-4/commcen/ARCHIVES/GENMSG2007/main2007.htm) . The November SWE announcement message should be out soon.

Each member must complete and have met or meet the eligibility requirements by 01 July for the October RSWE and 01 August for the November SWE. Please refer to the Reserve Policy Manual, chapter 7C for reserve requirements and to the PERSMAN, chapter 5.C for additional reserve and regular active duty eligibility requirements.

For a consolidated list of specific eligibility requirements by rating and grade, refer to our web page where we provide helpful spreadsheets. These spreadsheets are updated several times a year. It's not policy like the RESPOLMAN or PERSMAN, but a tool to see what was required for the most recent SWE cycle. The updated versions of the eligibility criteria spreadsheets for the OCT07 and NOV07 SWE's will be posted soon. Go to <http://cgweb.psc.uscg.mil/adv.htm> and click the blue box labeled "Advancement Requirements."

Also make sure to occasionally go to your Rating Force Managers web page for updates on infor-

mation pertaining to your rating. PSC's home page provides a link in the center column about half way down the page called "Rating Force Managers" at: <http://cgweb.psc.uscg.mil/psc.htm> .  
**By: Doug Rose**



## Evaluation Schedule for the coming months

### Period ending EER's for July

Evaluate Active Duty E1's and E2's

### Period ending EER's for August

Evaluate Active Duty E3's

### Period ending EER's for September

Evaluate Active Duty E4's and all E7's

### Period ending EER's for October

Evaluate Active Duty E5's

### Period ending EER's for November

Evaluate Active Duty E6's and all E8's

### Period ending EER's for December

Every takes a month off and goes directly to January



## Applying Advancement Recommendations

Article 10.B.7. of the PERSMAN provides the policy for recommending a person for advancement on an EER. This part of the EER has implications that reach beyond simply being able to sit for the next servicewide. Non-recommendations may impact a member's assignment consideration, application for special programs, or overall career performance summary. If the situation later warrants, the Approv-

ing Official may later change any recommendation they award.

Since the recommendation for advancement may not be appealed, it is vital to accurately document and counsel a member on the recommendation. Recommendations should not be withheld because a member does not currently have their eligibility requirements met, such as EPQS, courses, qualifications. If eligibility requirements are not completed by the requirement date, the member's PDE will show not eligible. The CO recommendation is not a validation of required courses and qualifications but is based on the member's potential to perform at the next grade IAW PERSMAN, Art. 10.B.7.1

A member should also not have his recommendation withheld based solely upon a medical hold status or being junior in rate. Comments are required on all recommendations for E6 and above and whenever a person receives a "not" recommended mark. Commands should take care to ensure that the comments accurately depict the members performance, conduct, ability to perform at the next higher grade, and are in line with Art. 10.B.7. **By: YN1 David Lynch**

## PSC ADV STAFF

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Doug Rose: Assistant Branch Chief

YNCM Terrilee Brown: SWE's

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## ADV on the WEB:

<http://cgweb.uscg.mil/g-w/psc/adv.htm>