



Operation Specialist Force Notes

Sept 2008

SWE Competition, Part Duex



I recently received an initial report from PSC Topeka that outlines the number of folks eligible for the Nov 2008 SWE. To say the least, I was very disappointed! Since the numbers do not reflect those who failed to complete the new EPQs (as they are only tracked at the unit level) the numbers are downright scary. There are two major areas of concern.

The first area is Enlisted Evals. An *alarming* number of our folks are missing the most recent set of evals. The numbers clearly show that there were a staggering number of evals that **should** have been completed but were not. We are not talking about people who just got advanced or people who just transferred, we are talking about people who should have been marked and were not. The number is in the HUNDREDS! There is only one person who the regs holds accountable for actually ensuring that EERs are done on time. That person is the Approval Official, almost always the Commanding Officer. According to the regs, the person with the least accountability for EERs is actually the member. That said, they are also the person with the most to loose. I would strongly encourage everyone to know when they are supposed to be marked and when the marks are supposed to be completed. I encourage them to learn how to look in the system and ensure they actually have those marks recorded in the system and I encourage them to do so. (That piece of paper you saw when you were counseled is worthless if the evals are not properly recorded in the system.) If you are in between the member and the approving official, hold yourself accountable to your requirements and those above you to theirs.

The second area of concern is completion of requirements. Again this area is **not** just something for the member to be concerned about. There is a significant stake in this for the leadership and chain of command. Among the many other things put on our plates, training our reliefs is one of our duties. It could easily be argued it is one of our most important duties. There are already multiple tools available to us to help in this matter. The most important one is the Individual Development Plan (IDP) which is now required for **ALL** E-6 and below (see ALCOAST 391/08). There are also multiple tracking tools that come along with the PQGs. Leaders from E-4 on up need to take the time to train, mentor, and encourage our folks to compete for advancement. This starts right on the front lines on watch (on *every watch*) and continues up through monthly and quarterly training plans and straight on through biannual IDPs and EERs. (Ah yes, we are all marked on how we train others!)

Finally, I'll just remind everyone of this simple fact: MC O'Banion out at the A-School and I supply the fleet with OS3s. **You, the fleet**, supply all of the OS2s and up. You supply them to yourself and to all of the other units in the CG. We have some relief in sight for understaffed units. We are adding well over 150 brand new billets next year and I expect to see that trend continue for maybe a couple of years. (not sure about 2010 and out totals yet). These billets are across most pay grades. I can get the total numbers of OSs bodies beefed up with a lot of assistance from MC O'Banion and his excellent staff out in Petaluma. It is up to you to make those bodies and the ones we have now the correct pay grade.

Although it won't affect anyone's eligibility to advance until the May 09 SWE, I also recently received a report of how many of our OS2s do not have LAMs training yet. That number is 145 AD and 28 SELRES. That number concerns me. Supervisors need to be on top of that too!



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Welcome Aboard!

OSS2 Luis Amador recently relieved Miss Walker as one of our Assignment Officers. I would like to welcome him aboard and wish Miss Walker all of the best in her new assignment and thank her for all of her hard work! Here is a note from Mr. Amador:

My name is CWO Luis Amador; I recently assumed the duties as the OS East Assignment Officer. I have over twenty four years of CG military service. My previous assignments include CGC TANEY, GP Shinnecock, GP Moriches, CG AEROSTAT Program, COMMSTA MIAMI, AIRSTA MIAMI, District Seven, CGC SENECA, GP/AIRSTA Atlantic City, HQ CG-262 and now CGPC-epm-2.

I will strive to provide the excellent service that CWO Walker provided in her tenure as OS East AO and look forward to working with CWO Bowling as we kick-off AY09 transfer season. You may contact me for career counseling or with any questions you may have at anytime.

(RFMC Note: For you younger folks, You can find info on most of those units above at the Historians website! CGC TANEY has a great history, especially on Dec 7th, 1941, but I don't think Mr. A was aboard her then.)

NEW M2000 – read it, live it & love it.

Greetings from the Headquarters Office of Communications! In case you didn't get the word, the Telecommunication Manual, COMDTINST M2000.3D is on the street and I encourage all OS personnel and supervisors to thoroughly review it as many things have changed in the world of communications and continue to do so. Also, I would like to take this opportunity to recognize the contractors who assisted in preparing this manual for release; without their help, it would have taken a lot longer than the 3 years it took to finish it. All are retired former communicators and the experience they brought to the rewrite project was invaluable:

Mr. Len Sheltry (LCDR/COMM4 ret.)
Mr. Alex Poplawsky (OSS2 ret.)
Mr. Tom Sherwood (OSCM ret.)
Ms. Crystal Bopp (OSS2 ret.)

I hope you all find M2000.3D useful as a telecommunication resource. If you have any policy questions or have suggestions for the next update, please feel free to contact me via email or telephone.

Regards,

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A note from the CAMSs and COMSTA OSCMs

Hailing all Cutter Fleet, if you have the extra rack space and could use a couple of extra Operation Specialist for a day trip, or patrol for that matter. Don't forget to give your fellow local Operations Specialists a call to facilitate possible training while you're underway. Over half of the Operations Specialists at the communications stations have no sea time and would benefit greatly in customer/client relationships, on the job training, and getting a few qualifications signed off.

(RFMC Note: There are three basic ways to get TAD folks in your shop for a patrol:

- 1) **Critical Fill:** This is the top dog of TAD requests. This happens when you are so short of people or a certain skill set that you will not be mission capable w/o help. These are fairly rare. If no one volunteers, the ISCs will end up 'selecting and directing' a fill for you. Be honest with what you need. This is best described as a certain competency. Be careful on shooting for one of these because you will be held under a magnifying glass to see how you got there in the first place. If you have 18 billets and not enough people to stand watch in radio, you are gonna likely look like an idiot, since EVERY OS on board should be able to do that. If you don't have enough to stand CIC W/S, you will look like slightly less of an idiot as 8 people should be able to do this, minimum.
- 2) **Voluntary TAD Fill:** This is the middle ground. Again, it is a formal request, but only volunteers will get orders. No volunteers, no body. It might be tight w/o the body, but mission will be met.
- 3) **Chief's Mess Fill.** This is the easiest one to get through. It is informal and has little to do with mission or unit's needs. Got some empty racks, willing to give a little to get a little? Do as described above. Everyone wins. Don't forget sailors – you may need those shore based guys to do a little training for your folks later on! The toughest part of this is usually travel funding. A deal needs to be struck between the two commands to cover any travel costs. Local works best of course, but hey if you are going to D17, you will probably stop close enough to the CommSta for them to drop folks off!)

Reserve SWEs for Nov

Hopefully everyone has seen by now that the RSWE for all grades of OSs is back on line. Everyone involved needs to start preparing for the RSWE now! Just like AD folks, supervisors will need to verify completion of all EPQs for the next grade by 1 July 2008 to be eligible to compete in the RSWE. Current placement on the supplemental list is irrelevant! Once the RSWE eligibility list is on the street, the supplemental list will be destroyed and any person left on it will not be advanced off of it. Everyone eligible should take the RSWE and everyone currently on a supplemental list should ensure they are eligible and ready to take the RSWE.

Supervisors: A lot of reserve Petty Officers have never participated in a RSWE or at least haven't done it in a while. Please get involved and make sure they understand the entire process!



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LAMS for E-6

ZERO more SWE eligibility periods left before LAMS will be required for competition in a SWE for E-6! To compete in the 2009 SWEs, no LAMS, no test, no advancement. Participation in a previous SWE is irrelevant! Those of you E-5 and below need to be on the ball for this. Those of you E-6 and above need to have a plan to get all of you folks through this, not just over the next year or two, but from now on. Take every chance you can to get your folks, E-5s and E-4s in ASAP.

New Course Development

~~TRACEN Petaluma is working very hard on both the new A-School curriculum and the new PQGs. This is another in depth process and it is not quick. Hopefully we can get both up and running by early summer. My best guess is that we should be able to have the PQGs out in time to require them for the May 2009 SWE, but probably not before that. —OK, my hope are waning a bit on this. It *might* still happen, but obviously since they are not out yet, it is getting close. I am trying to push it for you. OK, my hope is gone. There is no chance that I will have this available in time to require it for the May SWEs. Maybe (*and just maybe*) we will get it out in time for the OCT/NOV cycle.~~

CG Central

It's here – it aint going away, CGWEB is. Good stuff available there and not as hard to use as say – People Soft, CGHRMS or DA – whatever it is called this week. There has been plenty out there on how to set it up and get started. (Including ALCOAST 544/05) If you need training – seek it out at your command. I now post my Force Notes there as soon as they are done. You can set an alert for my page so you know when anything is added. Once you do this, as soon as I add or change anything – you get an email “rat”ing me out! I won't be able to sneak things on there! To get there - My Workspace : Career Management : Enlisted : My Ratings and you will see all of the Ratings. If you have any good ideas on what to post there please let me know. There is a lot of good stuff under the ENLISTED heading. Some of our folks have been sending stuff to me for inclusion on my pages so I have done so – check it out!

OS A-School Surveys

Every command who gets an OS A-School grad should expect surveys about 6 months in to the Grads tour. The grad gets one and the command gets one. This is your chance to improve on what the A-School is doing. I would like to ask supervisors and Command Cadre to do every thing possible to ensure both surveys are completed. The School House can't fix anything unless they know it is broken and may not continue those things that are working if they do not know the benefit of them. This is kind of like voting – you would be in no position to gripe if you do not fill these out! Thanks!

Elephant Bites

(I will try to throw some of these in each Force Notes. Feel free to see if you know the answer and THEN look up the reference to double check yourself. If you think you have a good elephant bite – send it to me. If you are wondering what an elephant bite is – see my Sep 05 Force Notes)



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1. What 2007 ALCOASTs are still in effect?
2. Name a notable accomplishment of Cutter Icarus.
3. Name a notable accomplishment of Cutter Harriet Lane. (not the 270)
4. Name a notable accomplishment of Cutter Spencer . (not the 270)
5. At what paygrade should *every* Coastie know how to draft a message? (There is a clear official answer here, not looking for an opinion)

Want to write an article for the OS Force Notes?

If you believe your unit has a special process, training plan or has found a great way to overcome a certain obstacle and would like the rest of the rating to know about it, feel free to submit an article. I will review it and if I feel it has merit for the rest of the rating, I will include it in my Force Notes. Here are the guidelines:

1. Must be routed through the Senior OS at the unit. (Although it may be written by Junior folks)
2. Must be positive in nature.
3. May be edited for content by the RFMC. I will re route back to you first.
4. Must include a POC for people with questions.
5. Command endorsements about the positive impact on the unit are encouraged, but not required.

Content suggestions? Please email me if you have something particular you would like to see in the Force Notes. I publish them to help you in your career and your job!

Respectfully;
Phil Rolfe
Operations Specialist Rating Force Master Chief

<u>Rating fill information (latest info available)</u>	OS3	OS2	OS1	OSC	OSCS	OSCM	Total
Billets	502	476	546	282	57	12	1875
OSs in PO Billets	1	3	10	24	10	2	50
Total Authorized	503	479	556	306	67	14	1925
Actually Onboard	462	472	555	306	68	14	1877
Difference (+/-)	-47	-7	-1	0	1	0	-50
Difference (%)	-8%	-1%	0	0	+1%	0	-2%

These numbers alone should not be used to explain or forecast advancements



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Planned Separations (all types) by Rate and Month (These numbers alone should not be used to explain or forecast advancements)							
	OS3	OS2	OS1	OSC	OCS	OSCM	Total
Oct 08	1	5	1	1	1	1	10
Nov 08	1	0	1	4	0	0	6
Dec 08	0	0	0	6	1	0	7
2009	0	0	2	8	1	1	12



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ZUI:

INTRANET links and sources:

Commandant, Office Of Security Policy and Management (CG-86)

Coast Guard Security Center (SECCEN)

SWE Stats and Lists AOFC Link to ATG Website

CG Directive (Intranet) E-PMEs

HQ Communication Center (GMF Depository and more)

TISCOM EKMS LANT EKMS PAC EKMS

Command Center Standardization Team

Internet links and sources

E-PME Subject Matter Specialists

OS Performance Quals OS Subject Matter Specialist

CG Online Forms (web) CG Directives (web)

The American Council on Education Web Site (College Credit Source)

OS EAST AO OS WEST AO

Chief Petty Officer Academy

Work Schedule Guidance for Civilian Command Center Controllers