

Coast Guard Pay & Personnel Center Advancements Branch Newsletter



Summer 2009 Edition

July 2009

Serving our customer needs in SWEs, Advancements, EERs & Personnel Data Corrections

SERVICEWIDE POINT CHANGES

ALCOAST 318/09 made significant changes in the way sea duty, surf duty, and award points are credited for the Servicewide Final Multiple calculation. Effective 1 January 2010, any member with a date of rank of 1 January 2010 or later will receive final multiple points for only that sea time and surf time served in the member's current grade, and those awards awarded in the member's current grade.

When ADV runs the SWE software, we will have the program check the member's date of rank. If the current date of rank is 31 December 2009 or earlier, they will receive points for all Coast Guard sea time served since 1 February 1994, all surf time served since 1 January 2000, and all awards earned throughout their career for awards listed in Article 5.C.3.b. of the PERS-MAN. (Reservists receive award points but do not receive sea or surf time points.) If the member's current date of rank is 1 January 2010 or later, they will receive points for only the sea time and surf time served since that current date of rank, and only those awards received since that current date of rank. The final multiple points are calculated up to the eligibility date for that SWE cycle (1 Feb for the May SWE, 1 Jul for the RSWE in October, and 1 August for the November SWE), so members covered by the new policy will have their sea/surf time and awards calculated from their current date of rank to that eligibility date. Any sea/surf time and awards earned between the eligibility date and that date of advancement will not be used in any subsequent advancement, as the next advancement will be based on that new date of rank.

MCPOCG Bowen has included a lengthy discussion of this change on his Coast Guard All Hands blog at:

<http://coastguardallhands.blogspot.com>, and that site will answer many of the questions members may have on the new policy. Please feel free to contact PPC (ADV) if you have any questions on how this policy change will be implemented.

By: Bill Patterson

Waiver Requests to Extend Eligibility Deadline for Completion of the CPO Academy

Active Duty and Reserve members who advanced to E-7 on or after 01 January 1999 are required to complete either the Coast Guard Chief Petty Officers Academy, Reserve Chief Petty Officers Academy (Reserve only), or one of the Department of Defense (DoD) Senior Enlisted Academies in order to qualify for advancement to E-8.

The deadline date for Active Duty completion is 01 February of the year the member is eligible to compete in the May SWE. For Reserve personnel it is 01 July of the year they are eligible to compete in the October RSWE.

The only exception to this policy is when a documented operational or emergency situation prevents member and/or their command from meeting this deadline. If a command has a member(s) that was prevented from meeting this requirement by the deadline for the above reasons, they may submit a waiver request to our office for review.

Waiver requests may be sent either by e-mail (recommended) to "PPC-DG-ADV," or by message. If e-mail is used, the member's CO, XO or Admin Officer must be copied in the e-mail.

The deadline for submission of the waiver(s) is the PDE correction deadline provided in the applicable ALGENL SWE or ALCGRSV RSWE Announcement Messages.

By: YNCM Terrilee Brown

Challenges with Processing Supplemental/Striker Advancement Messages

In late March our PLA for message traffic changed from COGARD PSC TOPEKA KS//ADV// to COGARD PPC TOPEKA KS//ADV//. This caused significant challenges as units throughout the fleet updated their CGMS files to enable use of the new PLA. We are continuing to experience intermittent problems with message traffic not arriving or being delayed.

Since the placement of folks on the supplemental/striker advancement boards is based upon the Date Time Group or DTG on your incoming messages, it is vitally important to check your addresses in CGMS to ensure appropriate and quick placement.

ALCOAST 050/09 and previous supplemental/striker messages specifically outline guidance indicating that if you do not receive a reply from us within five working days, you should contact us immediately to ensure receipt and follow up on your request. It is disheartening to have to deny requests for consideration for placement using the original DTG when we are contacted a month past the submission date for messages.

If you are sending us supplemental/striker messages, please check for our message reply within five days. If you do not receive a reply, e-mail us directly to request assistance.



By: David Lynch

Submission of Supplemental/Striker Messages with Missing Information

We continue to receive messages for the supplemental/striker advancement process with missing or incorrect information concerning course completion and qualifications.

It is absolutely vital that commands verify that all relevant data is reflected in Direct Access prior to releasing your message. Faxes, e-mails, or scans of course completions cannot be used to substantiate completion of requirements. If we receive a message missing information, we must reject that message and a new message will be required to request placement again.



By: David Lynch

New Help Tool for Strikers and Supplemental Ratings

The PPC (ADV) website has a new item titled "Eligibility Criteria For Active/Reserve Supplemental/Striker Advancement List." This spreadsheet lists all current requirements needed for advancement through the striker and supplemental advancement program. It doesn't replace current policy but is a useful tool in determining advancement eligibility. View it at: <http://cgweb.ppc.uscg.mil/adv/>.

By: Doug Rose

Authorized Retention Beyond 30 Years of Active Service

A member entering an indefinite reenlistment is authorized to serve up to the last day of the month that he/she completes 30 years of active service. E-9s assigned to "Gold Badge" CMC or RFMC billets may reenlist beyond 30 years of active service, as provided in PERSMAN Article 12.G.3.

Problem: Since an Indefinite Enlistment is just that... indefinite, you cannot add years/months to an Indefinite Enlistment with an REN/EXT/REX to obligate a member beyond his/her 30 years.

Example: Members in pay grade E-9 who are completing or have been ordered to a standard tour in the MCPO-CG and Commandant-designated "Gold Badge" CMC and RFMC billets may serve beyond 30 years active military service for a period not to exceed completion of a standard tour as the CMC or RFMC.

Solution: Ensure the member's orders are in DA and the Ending Date for this assignment is indicated in the Orders Notes. Submit a Trouble Ticket to PPC to request a change to the member's Expected End Date, Expected Loss Date and Expected Active Duty Term Date.



By: Ginger Farmer

SWE Steps at PPC (ADV)

We're often asked what PPC (ADV) does in the SWE process. Here's a broad overview of steps for a May SWE cycle:



- DEC: Receive exam booklets and answer keys from the subject matter experts (SME) at our three training centers. We page check each, then add the EPME questions provided by the EPME SME to the exam booklet.
- JAN: Enter the exam answers for each exam into our SWE software program for future scanning and grading of exams. We then scan and grade the written answer sheet provided by the SME to ensure it receives a raw score of 150, showing that we correctly keyed the answers into DA.
- Assist PSC (epm) in drafting the SWE Announcement message giving SWE dates, SWE waivers, Course waivers, and timeline of SWE events.
- After the SWE message is released, set the eligibility requirements for each rating in Direct Access to automatically search each member's records and determine eligibility prior to creating PDEs.
- FEB: Build advancements boards for each grade and rating in DA listing every member in the CG. Run the

eligibility program on each member to determine their eligibility status and the number of eligible candidates for mass exam booklet printing.

- Provide master copies of test booklets to our contracted printer for printing.
- Create PDEs in DA. Post PDEs online in DA and also print and ship paper versions to all units in the CG for member verification.
- Assist members with PDE corrections during open period.
- MAR: Receive printed booklets from contracted printer. Page check for accuracy then seal each booklet in clear plastic and file in our exam locker by grade/rate.
- APR: Run our eligibility program on all candidate boards one last time to pick up PDE corrections during correction period and update PDE status.
- Create exam shipping lists for each CG unit listing eligible members and assign a test booklet serial number to each member.
- Create exam packages for each CG unit by pulling exams from exam locker that match the exam serial numbers on each unit's shipping list. Double wrap, and FEDEX packages to units world wide.
- MAY: Receive returned answer sheets/challenges from units.
- Contact all units that did not return answer sheets within two weeks of exam to get status. Track each unit until all exams and substitute ex-

ams are received.

- Scan and score answer sheets and forward challenges to test writers along with Item Analysis and Test Analysis Reports showing exam stats. Post exam raw scores to members' self service in DA.
- JUN: Receive changes/credits from test writers and adjust raw scores in DA.
- JUL: Compute standard score for all exams converting raw score to a standard score based on the population statistics for each grade/rate on the exams.
- Compute final multiple on each board to rank order candidates based on standard score, TIR, TIS, awards, Marks Multiple, sea time, and surf time.
- Create the advancement eligibility lists for each grade and rating, and submit to PSC (epm) for approval.
- Create/post profile letters in DA.
- Release advancement eligibility lists to field via Gold Badge network and on ADV website.
- Create monthly EPAA/ERAA messages as PSC directs and advance members as needed.

It's our honor to serve you in this capacity. The SWE Team at PPC (ADV) continues to strive to improve the SWE system and provide you with the best possible service. Feel free to contact us directly for all your SWE, EER, data correction, and striker/supplemental advancement questions.

By: Doug Rose

Conventional Wisdom and Myths

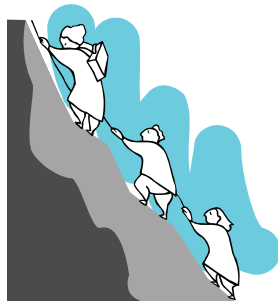


“CO’S will NOT give a “Not Recommended” to poor performers. “

Not true! We looked at all E-7 and E-8 personnel who received a “Not Recommended” on an EER in 2007 and 2008. For that period, there were 38 E-8 and 315 E-7 EERs that carried a “Not Recommended.” The interesting part is only 62 of those EERs were Discipline marks (4 E-8s and 58 E-7s). That means the other 291 EERs were based on poor performance. Those approving officials made the decision to tell the member and the Coast Guard that the member is not performing up to standards. If this many senior enlisted are being told they are not recommended for advancement due to poor performance, it certainly goes against the conventional wisdom that units and COs are not willing to make that call.

“It’s hard to make Senior Chief these days.”

Not true! There are 370 Chiefs on the 17 Senior Chief sections of the May 2008 SWE Eligibility List. As of the latest cut message, 198 (53.5%) of those members are above the cut. For non-aviation ratings, the numbers are 285 on the list and 179 (62.8%) of those are above the cut. The eligibility rate for Senior Chief candidates has been about 12% for the last four years with missing EPME AQEs being the primary reason so few Chiefs are eligible to compete for Senior Chief. Of the 3,287 members looked at for Senior Chief on the May 2009 SWE cycle, 2,664 were missing the EPME AQE. With just a little effort to complete the EPME AQE, a Chief would have an excellent prospect of making Senior Chief.



“Dinosaurs are riding their longevity points to advance over good test takers.”



Depends! This is not the definitive answer to that theory but it does provide some research to stack up against anecdotes. We identified 27 members on the May 2008 SWE Eligibility list who hit the lotto on longevity points. Only those 27 of the 6,202 on the list had 20 TIS points, 10 TIR points, 10 award points, and at least 10 sea duty points. Of those 27, 10 were below the cut and likely will not advance. Two were on lists that were cleared and the other 15 made the cut for their rate. The interesting thing about those 15 is that all but one scored in the top half on their exam raw score. That indicates that not only have they had longer, more varied careers, but they also tested well and deserve to advance.

“The high score on the exam always gets 80 points.”



Not true! The raw score on the exam is converted to a standard score that reflects how an individual performed when compared to the rest of the group that took the test. If the group of scores are bunched together close to the mean (average) score, then the standard scores will be bunched around the mean and no one gets the full 80 points. To get 80 points, a tester normally has to score significantly higher than the mean and the scores will be more widely distributed. On the May 2009 SWE, only 10 members (of the 6202 on the list) garnered the full 80 points for the exam factor. It is not unusual for the high scorer in a rate to get a standard score in the 60s because of how the scores for that rate are distributed. It is all about how you performed when compared to the rest of the group, not what your individual raw score is.

By: Bill Patterson

SWE Statistics The next few pages will contain statistical data from the recent May active duty SWE . The marks and awards points were computed up to the eligibility date and the TIS and TIR are computed up to the Terminal Eligibility Date.

Exam Rate	Number Tested	Average Final Multiple	Average Raw Score	Average Marks Multiple	Average Award Points	Average Time in Service Points	Average Time in Rating Points	Average Sea Points
AET1	53	108.883	73	40.4869	2.92	7.5403	6.72	0.95
AET2	56	99.7616	64	37.4675	1.01	4.595	5.23	1.02
AETC	179	121.582	76	42.7839	6.94	13.0183	7.5	1.28
AETCM	19	131.2884	96	44.6742	9.84	20	6.49	0.28
AETCS	32	131.1121	92	44.0318	9.75	19.8125	7.54	0.19
AMT1	158	118.3312	86	41.5365	5.58	11.5741	8.02	1.58
AMT2	98	103.2752	78	38.1982	1.84	5.836	6.26	1.14
AMTC	284	126.7786	80	43.191	8.4	16.0226	7.78	1.43
AMTCM	23	131.0456	98	44.733	10	20	5.97	0.34
AMTCS	44	131.1925	82	44.2056	9.9	19.4109	7.21	0.6
AST1	47	120.3455	68	41.8887	7.74	11.3719	8.02	1.62
AST2	68	105.817	64	38.9595	2.79	6.0411	6.69	1.32
ASTC	38	128.5692	68	43.2752	9.52	17.1081	7.46	1.52
ASTCM	4	130.1675	76	44.96	10	20	4.95	0.25
ASTCS	9	129.8788	77	44.2022	10	19.6566	6.55	0.13
BMC	605	128.5501	95	43.2367	7.43	12.5846	8.4	6.63
BMCM	61	142.9291	95	45.728	10	19.0713	7.26	10.74
BMCS	31	138.1971	100	45.0403	9.87	15.2251	6.95	10.54
DC1	35	120.8325	93	41.7617	4.62	8.8014	8	6.89
DCC	137	130.8342	97	42.1203	7.79	13.9824	8.23	8.7
DCCM	7	138.8414	107	44.2428	9.85	19.31	6.47	8.95
DCCS	11	137.6072	102	43.3072	9.63	16.72	6.98	10.95
EM1	33	114.8415	70	40.8572	3.66	7.646	7.11	5.55
EM2	40	102.8197	67	38.8412	0.97	4.794	5.61	2.59
EMC	131	127.7449	73	42.11	6.43	11.5413	8.66	9.02
EMCM	19	146.1621	78	44.2215	10	19.6578	7.74	14.55
EMCS	27	137.7888	84	44.0125	9.14	15.9692	7.92	10.83
ET1	117	110.0248	87	40.6747	2.57	7.1102	6.76	3.08
ET2	110	99.728	75	38.8416	0.65	4.2478	4.51	1.09
ETC	206	125.214	79	42.0104	6.13	12.0164	8.24	6.97
ETCM	27	138.244	85	44.1007	9.85	19.9074	7.16	7.21
ETCS	16	136.01	86	43.1637	9.06	18.0731	7.78	7.83

MAY09 SWE Statistical Summary (cont.)

Exam Rate	Number Tested	Average Final Multiple	Average Raw Score	Average Marks Multiple	Average Award Points	Average Time in Service Points	Average Time in Rating Points	Average Sea Points
FS1	66	116.7398	66	40.446	3.33	8.6842	7.98	7.06
FSC	139	134.6717	74	42.4166	7.87	14.5594	8.03	11.85
FSCM	12	141.7716	77	44.3575	9.5	19.3258	7.36	12.21
FSCS	10	141.888	77	43.492	9.6	16.992	6.93	14.86
GMC	106	124.22	86	42.2297	6.17	11.0252	8.23	6.46
GMCM	4	137.1525	88	43.8575	10	19.1675	4.62	9.5
GMCS	7	139.2385	87	43.7857	9.71	17.2257	7.59	10.59
HS1	40	115.733	78	41.652	4.77	9.5062	7.12	2.22
HS2	46	105.0495	77	39.4041	1.6	5.4315	5.68	2.25
HSC	126	127.3661	82	43.237	8.07	14.9363	8.38	2.94
HSCM	10	135.381	91	45.445	10	19.033	5.6	5.3
HSCS	16	137.5556	79	44.2462	9.93	18.4418	8.65	6.27
IS1	7	117.15	64	40.5828	4.28	8.37	8.5	4.04
IS2	21	96.3538	79	38.8552	0.57	3.0609	3.15	0.71
ISC	34	116.54	65	41.9179	4.61	9.5232	7.06	3.23
ISCM	2	140.3	63	45.17	10	17.96	6.16	11
ISCS	3	135.1133	66	45.31	8.66	17.6933	6.22	7.22
IT1	66	110.696	88	40.7372	3.03	7.6516	6.56	2.47
IT2	50	98.1598	73	37.2026	0.82	4.3824	3.47	1.69
ITC	123	123.6409	82	42.3478	6.33	12.1537	8.17	4.34
ITCM	6	135.1016	82	43.4916	10	19.8333	7.36	4.41
ITCS	7	129.8842	84	42.8457	9.57	17.3457	5.76	4.35
MK1	141	116.7915	78	41.1982	4.31	8.8367	7.59	4.98
MK2	249	103.8461	66	39.0224	1.14	5.244	6.14	2.33
MKC	435	128.2036	80	42.4789	7.29	12.5804	7.92	8.05
MKCM	43	142.743	87	44.606	9.88	19.5081	6.26	12.47
MKCS	45	141.1166	87	44.2966	9.68	17.3744	7.71	11.65
MST1	47	112.4506	97	42.2472	4.25	7.7542	5.56	1.07
MST2	118	99.8691	91	38.9398	1.13	4.2122	4.09	1.51
MSTC	136	119.7176	101	43.0628	6.75	10.7276	7.19	1.87
MSTCM	11	131.9963	100	45.209	9.81	18.8036	6.63	1.48
MSTCS	6	127.365	104	45.365	9.5	14	7.64	0.86

MAY09 SWE Statistical Summary (cont.)

Exam Rate	Number Tested	Average Final Multiple	Average Raw Score	Average Marks Multiple	Average Award Points	Average Time in Service Points	Average Time in Rating Points	Average Sea Points
OS1	77	106.9645	80	40.6332	2.2	5.9696	5.13	2.92
OS2	96	99.4727	71	38.5769	0.45	3.9147	4.73	1.81
OSC	187	120.8636	80	41.8763	5.05	10.1674	8.54	5.25
OSCM	21	137.5638	83	44.2866	9.95	19.3847	6.92	7.07
OSCS	28	133.5792	78	43.1967	9	16.28	8.14	7.58
PA1	4	109.925	101	42.2575	3.25	7.5	6.83	0.08
PA2	12	105.0433	99	39.5466	2.5	5.9708	5	2.02
PAC	8	117.0675	114	43.8787	5.87	8.8337	7.33	1.14
PACM	1	127.57	106	43.07	10	17.83	6.67	0
PACS	1	125.38	109	44.96	10	15.92	4.5	0
SK1	119	111.6839	84	40.8637	3.16	7.8089	7.05	2.83
SK2	134	101.2414	68	38.662	1.08	5.0858	4.72	1.96
SKC	254	127.3661	86	42.8756	7.66	13.9604	8.35	4.52
SKCM	11	136.039	82	43.9018	10	19.8327	6.89	4.44
SKCS	22	135.1572	80	43.6331	9.95	18.405	7.87	5.82
YN1	147	113.9895	73	41.9827	4.19	8.5627	7.48	1.6
YN2	142	103.0066	63	40.0274	1.24	4.985	5.61	1.22
YNC	239	126.0688	76	43.7691	8.36	14.2762	8	1.82
YNCM	10	134.172	92	44.062	10	19.992	6.41	3.7
YNCS	18	134.1844	86	44.0794	9.88	19.1483	6.78	3.59

Improper Advancement by SPOs



PPC Topeka (ADV) processes all advancements that are announced by the monthly Enlisted Personnel Advancement Announcement (EPAA) and Enlisted Reserve Advancement Announcement (ERAA). SPOs or PERSRUs are not to process EPAA or ERAA advancements. This includes personnel

on striker and supplemental advancement lists. A SPO, PERSRU, or authorized administrative unit can only advance non-rated personnel, "A" school grads under certain circumstances, or when specifically directed by PSC Arlington. It is vital that you do not advance anyone listed on an EPAA or ERAA. Advancing folks from those two monthly lists causes significant delays and disruption to the advancement process each month. It also ensures a complimentary e-mail concerning the authority to advance. Contact PPC (ADV) ASAP if this occurs by accident.

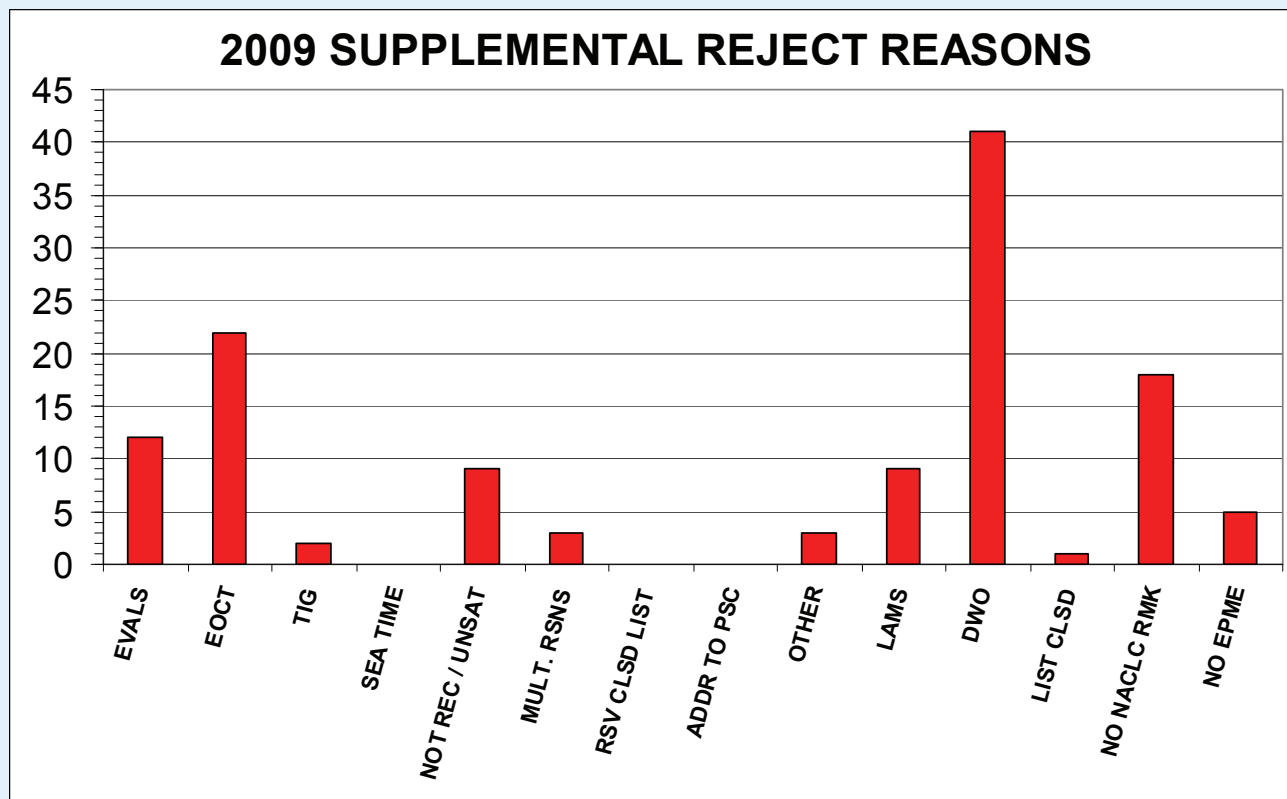
By: David Lynch

Supplemental and Striker Message Reasons for Rejection

As of the 1st of July, we have had to reject 125 of 1120 supplemental/striker messages due to errors. This accounts for an 11.5% error or rejection rate. The graph below outlines type of errors. Some of the categories are rate specific. For instance, we process lots of BM rating requests and “DWO” is a common error, therefore it has the highest percentage. The “missing NA-CLAC” error applies to the GM, ET and PA ratings. The “EOCT” error is elevated because many units submit their traffic before direct access is updated with the completed test. Many of

these errors can be avoided by following a couple of quick checks. Verify Direct Access for course completions each time, even if you have an e-mail saying the test was passed. Review rating specific information on the latest supplemental/striker message and follow the proscribed message format example. Encourage members interested in this advancement process to become familiar with the procedure from start to finish, including reviewing the applicable supplemental/striker authorization message, our ADV website, rating specific qualifications, and reviewing their request and our reply message.

By: David Lynch



Hiring Members Who are TEMDU Enroute to their First Duty Station

The orders bringing a member on active duty contain a position number the member is slated for, but that position is at their permanent duty station. That is often not the location where they are being accessed.



While the position given is for the member's new unit, the member still needs to be "Hired" at the current location. Example: member is a reservist integrating into active duty. Current unit is Sector Houston/Galveston and his new unit is ISC Kodiak. I have the member's new position number and the transaction page is defaulting the member's unit to the new position at ISC Kodiak. However, I need to "Hire" member to this unit, Sector Houston/Galveston, in order to complete the member's PCS orders and account for delay enroute.

This happens quite frequently and you may use the member's new position number as the "Hire". However, the department will default

to member's destination position, so the HRS SUP reviewer should modify the department and position in the "Hire Applicant" component, specifically the "Job Data" portion. You should use the member's previous position number from SEC Houston/Galveston which you can obtain in the member's "Job Data" (NOTE: You should use the position on the "Job Row" prior to the termination).

In the event you have inadvertently hired the member to the new position and then realize you should have hired him at his current location, you will need to submit a trouble ticket to PPC. The information needed to make the changes to the hire orders are the orders sequence number, current unit department and current unit position number.

As I have told members, anytime you encounter a problem with the information or receive an error prior to hiring the member, contact Pam Flewelling at 785-339-3402 or send an e-mail to Pamela.R.Flewelling@uscg.mil. I will be happy to answer any questions or troubleshoot any error.

By: Pam Flewelling

Thank You

SWE Officers/ESOs

A special thanks to all exam SWE officers and ESOs who made the 2009 May SWE a success. You administered over 6,200 exams. Due to your quick turnaround in verifying answer sheets for correctness and returning them to us, we were able to publish the pro-

file letters and eligibility list on 23 June, which is the earliest date we've ever published the May list. The role you play in counseling members on advancement policy and procedures and SWE administration is vital to the success of the advancement system. Thank you for dedication and excellent work!

By: Doug Rose

Upcoming EERs

Period ending July

Evaluate All E-1s and E-2s

Period ending August

Evaluate All E-3s

Period ending September

Evaluate All E-4s and E-7s

Period ending October

Evaluate All E-5s

Period ending November

Evaluate All E-6s and E-8s

PPC ADV STAFF

- Bill Patterson: Branch Chief
- Doug Rose: Assistant Branch Chief, Servicewide Exams (SWE)
- YNCM Terrilee Brown: SWE and SWE Waivers
- YNC Rony Harden: Monthly EPAA/ERAA (ADV)
- Pamela Flewelling: Personnel Data Integrity (PDI)
- David Lynch: Supplemental Advancements (SUP)
- Carolyne McInnes: SWE
- YN1 Stacey Newsome: Enlisted Employee Reviews (EER)
- Ginger Farmer: PDI

Contact Information

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Phone: (785) 339-3400
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ADV on the WEB:

<http://cgweb.ppc.uscg.mil/adv> Check out our helpful information on our web page including:

- SWE Advancement Lists
- Supplemental Advancement Lists
- Striker Lists
- Advancement Statistics
- EER Documentation and Worksheets
- SWE Marks Factor Computation Form
- Advancement Requirements for each Rating
- Links to Advancement Instructions/Notes/Pubs
- Previous ADV Newsletters

Letters to the Editor:

If you have comments or suggestions concerning the contents of this newsletter or suggestions on future content, please send them to: Douglas.C.Rose@uscg.mil.