

Questions Asked by Attendees

1. Q: The typical reserve member drills 180 workdays during a 5 year period. That's about 6 months. What would happen to the Active workforce if we transferred them every 6 months as well?

A: That logic is not sound, if it was we would retire after 140 years of service. We will work with the command and the members to make this process work.

1.a. 12/3/10: The five year period tour rotation for Senior and Junior enlisted is not new for AY-11 (refer to the Reserve Policy Manual).

2. Q: If SERA's proposed their unit's billet structure and assignments, quality of match would greatly improve. In an effort to improve the "Quality of Match" measurement, would you consider input from SERA's as to billets and personnel as an entire slate? Would this be done during the Command Concerns phase? When is that deadline?

A: Billet structure was established prior to the establishment of SERA positions. Mismatch rates are authorized for SERA billets. RPM-2 does not establish or change position ratings on the PAL. Refer to the SARR process discussion in the AY-11 Kick-Off messages (ALCGRSV 047/10 and ALCGRSV 048/10).

3. Q: Is that true of all positions, not just SERAs? What if BMC becomes BMCS and OINC is a BMC? Will they be moved?

A: Each situation will be reviewed individually and there will be discussions between the AO and the OINC.

1.a. 12/3/10: Refer to SERA process discussion in the AY-11 Kick-Off messages (ALCGRSV 047/10).

4. Q: How can you check status of command endorsement?

A: View your E-Resume in Direct Access.

5. Q: Members that are not tour complete, should they submit an e-resume?

A: Refer to the AY-11 Kick-Off messages (ALCGRSV 047/10 and ALCGRSV 048/10).

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6. Q: When new jobs come up in a state, can we have that information automatically emailed to us?

A: The best thing to do would be for the interested member to periodically check Direct Access (E-Resume) for potential openings.

7. Q: Do you have to do an e-resume even if you are not transferring?

A: Refer to the AY-11 Kick-Off messages (ALCGRSV 047/10 and ALCGRSV 048/10).

8. Q: for northern unit's (D9) were there may be only be one billet within RCD, do you still need to submit e-resume', or can you assume you'll stay put.

A: Submit with present billet as #1 choice, but you will still need to apply for positions within your rating/rank. If you're Senior Enlisted you have the option to apply for a SERA job. Refer to the AY-11 Kick-Off messages (ALCGRSV 047/10 and ALCGRSV 048/10).

9. Q: Will SERA's be coming to Sectors?

A: Unknown at this time. RPM-2 is not involved with the creation/reprogramming of these billets. RFRS are normally assigned at the Sector to perform this function.

10. Q: is there any talk of compensating travel for those members who volunteer for DSF/high priority units that are located outside RCD?

A: No. Compensation issues are not managed at the RPM-2.

11. Q: E6 and below tour complete members can put down closed billets, and also the billet they are currently in on E-resume, correct?

A: That is correct. Refer to the AY-11 Kick-Off message (ALCGRSV 048/10).

12. Q: if there's an E-4 in an E-6 billet, and it gets filled by an E-6, will that E-4 be moved out?

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A: If the E-4 is not tour complete, more than likely the member will be double encumbered in an E-4 or E-5 position at the current unit.

13.Q: will we be able to get an RMP for these in the future?

A: Compensation issues are not managed at the RPM-2. Contact your SERA or servicing admin staff.

14.Q: If a SERA is advanced to a rank that outranks the OinC, will they be moved involuntarily?

A: More than likely they will move, but before we take that action we will speak with the OINC and deal with each situation individually. Refer to the AY-11 Kick-Off message (ALCGRSV 047/10).

15.Q: Are all E6 and below required to submit an E-resume, or just those over 5 yrs at current unit?

A: DSF members who are tour complete in AY11 are required to submit an E-Resume. Refer to the AY-11 Kick-Off message (ALCGRSV 047/10 paragraph 4.A and 4.D.).

16.Q: Are Sectors allowed to shuffle reserve members between units within the Sector without notification to rpm?

A: No. They need to contact RPM-2 to ensure proper position changes are made within Direct Access and to adhere with the normal assignment process.

17.Q: Or will SERA's be staying at outlying unit?

A: The design of the SERA program for members to serve in the position at the unit where the billet is assigned on the PAL. Refer to the SERA COMDT Instruction.

18.Q: Something comes up mid-year--my civilian employer re-locates me to another state and I must move. How do I handle reassignment in the reserves, if this occurs outside of the normal Reserve Enlisted Assignment process/timeline? Do I still go through the E-Resume procedure, and submit to the AO? How long does

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it typically take, assuming a vacant reserve billet that matches up near my new location?

A: Yes, submit an E-Resume and work through your command/SERA to notify RPM-2. Ensure an e-mail is sent to the current Assignment Officer that your E-Resume has been submitted (Direct Access does not notify the AO of any newly submitted E-Resumes). Time lapse – normally, within 30 days of your notification to the AO.

19.Q: Do enlisted reservists in the IRR, such as still drilling in CAT-H, follow this process too? (E-Resume, AO, etc)

A: If the member is requesting a paid SELRES billet, the member would need to go through the In-Service Transfer Team (at CG Recruiting Command). If the member is wants to drill for non-paid points, the member must submit a request through CG PSC (RPM-1).

20.Q: How do advancements affect assignment? Will an advancement affect billet match and prompt a move?

A: Depends on the rank of the individual (E-6 cannot fill an E-7 position and vice versa) and the timing of the advancement. Members advanced to E-7 during the months of October through July may compete in the following AY because they have missed the E-resume submission time frame to compete during the normal AY cycle. If the member desires to transfer early they will need to discuss this with their individual AO.

21.Q: Can you use advancement as an exception to "tour complete" requirement and compete for another position?

A: See answer to question 20.

22.Q: Then why were we all told that when we were at our unit for more than 5 years or in an unbudgeted position and we all needed to put in an E-resume?

A: Refer to the guidance provided in the kickoff messages (ALCGRSV 047/10 and ALCGRSV 048/10) which detailed which members needed to complete an E-Resume.

23.Q: Why wasn't there a shopping list for E6 and below?

A: See paragraph 3 of ALCGRSV 048/10 which discussed the reasoning why shopping lists were not issued for junior enlisted assignments.

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24. Q: Is everyone including E6 and below required to submit an e-resume by the end of the month?

A: Those members four complete in AY2011. Refer to the guidance provided in the kickoff messages (ALCGRSV 047/10 and ALCGRSV 048/10) which detailed which members needed to complete an E-Resume.

25. Q: What consequences does a CWO or RSE incur if he/she declines an assignment? IRR? For how long?

A: Refer to discussion in paragraph 7 of ALCGRSV 047/10.

26. Q: Deadline for E7+ and RCWO e-resumes?

A: Refer to ALCGRSV 047/10.

27. Q: How far are members allowed to be transferred from their home of record?

A: The reasonable commuting distance is 100 miles. Refer to 5.A.2.A of Reserve Policy Manual. Reference was cited in ALCGRSV 048/10

28. Q: If a member is transferred outside the geographic limitations (due to the needs of the service) for E-6 and below, who pays for the travel?

A: Junior enlisted (E-4 to E-6) must waive the reasonable commuting distance (RCD) in order to accept an assignment outside RCD. The member can decline the assignment and request a change their status to IRR or ISL.

29. Q: Special assignments that require a written application - are members still required to submit an E-resume?

A: When you are asking about special assignments assuming you are referring to Gold/Silver Badge positions which require written applications. Recommend also submitting an E-Resume to ensure you will be considered for the AY and prevent yourself from losing a potential job if you are not selected for the CMC job.

30. Q: If a reserve member is at the 5 yr mark and the next closest unit is outside RCD what will happen?

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A: Depends on rank and rate. If the billet is the only choice in their rating there is a very good chance that we would leave them there (junior enlisted). The only other option if the billet is filled with no room for over billeting the senior enlisted member may have to change status to IRR, ISL or RET if eligible.

31. Q: I have an E-9 that is a SERA and the Officer in Charge is an E-7?

A: This is the business rule moving forward. See discussion in ALCGRSV 047/10.

32. Q: Since the use of E-resumes are fairly new to Reserves where is the best source of training on E-resumes?

A: There is a quick reference guide to E-resumes on the PSC-RPM-2 website.

33. Q: So all E6 and below that are tour complete will be reassigned unless there is no billet within RCD?

A: No, see the candidate pool discussion in ALCGRSV 048/10.

34. Q: If a member doesn't agree to go beyond the RCD will RPM find them a billet within the RCD?

A: That is a good question. If a member does not live within RCD of any CG unit we won't create a position for them. Such as living in South Dakota. RPM-2 does not have the ability to create or modify existing positions on PAL see SARR discussion in ALCGRSV 047 AND 048/10. A remote member will either have to decline RCD and seek a position within their rating or the member would have to seek a status change to the IRR, ISL or RET-2 if eligible.

35. Q: Is RCD considered in E-6 and below assignments? What guidelines are you using?

A: Reserve Policy Manual, RCD reference is also cited in ALCGRSV 048/10.

36. Q: Can you clarify - If a member advances to E-7 and there is no E-7 within the RCD the expectation is that they will travel to fill an E-7 billet beyond the RCD? If that is the case will we have people not wanting to advance?

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A: Maybe, career management decisions are up to the individual member.

37. Q: What happens if we don't fill out an e-resume?

A: If you are up for rotation and choose not to submit an e-resume by the deadlines established in the AY kickoff messages, then it will be assumed you are willing to be assigned based on the needs of the service. For Junior enlisted, RCD will be taken into consideration.

38. Q: How is this going to affect the retention rates in the reserves?

A: Unknown.

39. Q: is this info on-line, the ppt?

A: This presentation will be online at www.uscg.mil/rpm/outreach

40. Q: where do reserve members find the shopping lists? Direct access does not show any open billets in my state?

A: Senior Enlisted shopping lists are posted on the RPM-2 site as discussed in ALCGRSV 047/10. Junior enlisted no shopping lists see ALCGRSV 048/10.

41. Q: is there a way to review this session at a later date and time?

A: This webinar was recorded and will be posted at www.uscg.mil/rpm/outreach