FLAG VOICE #478
Enlisted Employee Review System (EERS) Revision

Earlier this year the Master Chief Petty Officer of the Coast Guard and CG-1 chartered a work group to revise the EERS in order for it to remain an effective tool to manage and lead the talent in the Coast Guard active duty and reserve enlisted workforce.

The new EERS evaluation criteria incorporate the Coast Guard Leadership Development Framework, ensuring that performance evaluations are aligned with and reinforce our established leadership competencies. As a result, the number of evaluation criteria has been significantly reduced, and they are more tailored to guide and measure the expected performance specific to each paygrade. In addition, required comments for certain marks, future potential, and a distinction between whether a member is ready or not ready to perform the duties of the next higher paygrade will provide better information and insight to make decisions for assignments, retention, separations, boards, panels and ultimately advancements.

Because this change will impact nearly everyone in the Coast Guard, as either a member being evaluated or as a supervisor, an aggressive communication and education campaign will begin this fall, with an EERS implementation date of March 1, 2018 (E-4s will be the first to be evaluated under the new system). The following is a timeline for the roll out of the EERS:

Activity	Target Date
Initiate Fleet-wide Communications	October 2017
New Performance Standards Released	October 2017
Policy Changes Released	January 2018
Unit Outreach	January-March 2018
Training Materials Released	February 2018
Implementation Date	01 March 2018

The new performance standards and other EERS information will be available on October 1, 2017 at https://cg.portal.uscg.mil/units/psc/psc-epm/SitePages/EPM-3.aspx (CG Portal) and http://www.dcms.uscg.mil/Our-Organization/Assistant-Commandant-for-Human-Resources-CG-1/Personnel-Service-Center-PSC/EPM/EPM3/ (internet). Please ensure this information is shared with all hands, as it is critical that members are aware of the criteria by which they'll be evaluated under the new system.

I appreciate your support as we roll out the first significant changes to the EERS in over a decade. Your feedback is welcome and can be provided to the project point of contact, CAPT Chuck Fosse in PSC-EPM.

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