Enlisted Evaluation System Revision

Informational Briefing: SRO/SERA

18 October 2017

Assistant Commandant
for Human Resources

EES Revision Overview

Why:

- The current Enlisted Evaluation System (EES) is out-dated and no longer effectively supports the myriad of human resources decisions for the active duty and reserve enlisted workforce.

- The Master Chief Petty Officer of the Coast Guard and CG-1 chartered a joint work group to revise the EES in order for it to remain an effective expectations management tool (member); performance management tool (supervisor); and talent management tool (organization).

Objectives of the EES revision:

1. Incorporate the Leadership Development Framework

2. Provide better data for all assignments, retentions, separations, boards, panels, and advancement decisions

3. Reduce workload by removing any unnecessary measurements

Proposed Competencies

Factor	E1-E3 (**9**)	E4-E5 (**13**)	E6 (**13**)	E7-E9 (**15**)
Military	Military Bearing	Military Bearing	Military Bearing	Military Bearing
	Customs, Court, & Traditions	Customs, Court, & Traditions	Customs, Court, & Traditions	Customs, Court, & Traditions
Performance	Quality of Work	Quality of Work	Quality of Work	Quality of Work
	Commitment	Technical Proficiency	Technical Proficiency	Technical Proficiency
		Initiative	Initiative	Initiative
				Strategic Thinking
Professional Qualities	Decision Making & Problem Solving	Decision Making & Problem Solving	Decision Making & Problem Solving	Decision Making & Problem Solving
	Military Readiness	Military Readiness	Military Readiness	Military Readiness
	Self-Awareness & Learning	Self-Awareness & Learning	Self-Awareness & Learning	Self-Awareness & Learning
		Team Building	Team Building	Partnering
Leadership	Respect for Others	Respect for Others	Respect for Others	Respect for Others
	Followership	Accountability & Responsibility	Accountability & Responsibility	Accountability & Responsibility
		Influencing Others	Directing Others	Workforce Management
		Effective Communication	Effective Communication	Effective Communication
				Chief's Mess Leadership & Participation

Major Changes

- Inclusion of a potential block

- Reduction in the number of competencies for each pay grade

- Comments required for 1-3, & 7s

- Comment space for each factor with length limitations

- New competencies and performance standards aligned w/Leadership Development Framework

- ***Recommendation for Advancement Block***

- **The changes listed in this form require quality assurances in order to ensure the integrity of the EES (EPM-3)**
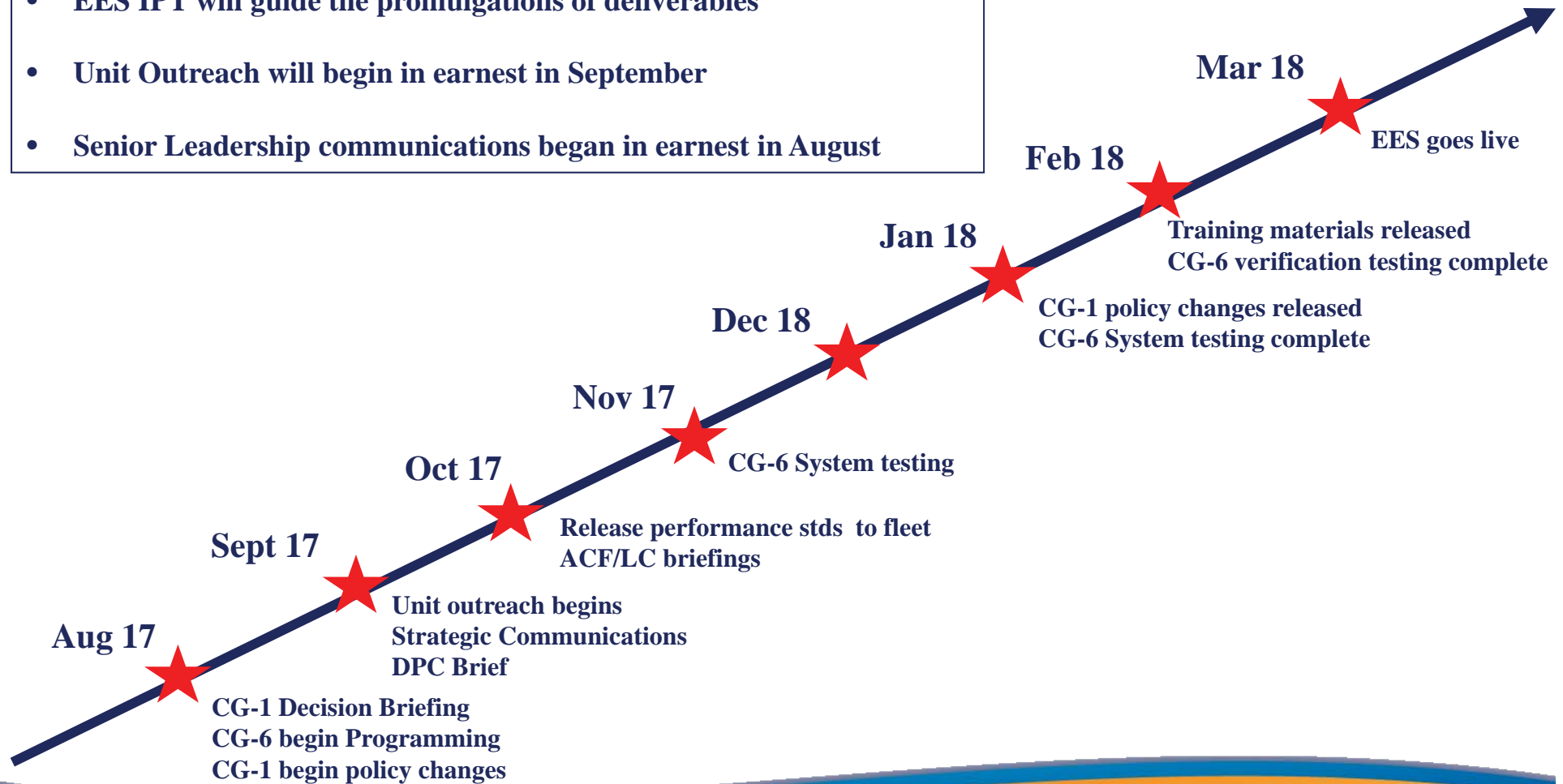
Recommendation for Advancement

Proposal: A "three-button" system; only personnel who receive a "Ready" will receive a SWE.

- **Ready:** Check this block…has the capability and capacity to carry out the duties and responsibilities of the next higher grade and **has satisfied all eligibility and qualification requirements** for the next higher grade. Required **time in grade** should not be considered when determining overall eligibility for advancement

- **Not Ready:** Check this block…is not yet ready to carry out the duties and responsibilities of the next higher grade, or has **not satisfied all eligibility and qualification** requirements for the next higher grade. Required **time in grade** should not be considered when determining overall eligibility for advancement

- **Not Recommended:** Check this block…should not be advanced to the next higher grade, **due to substandard performance or negative conduct**, to include an unsatisfactory conduct mark, or good order and discipline issues.

Milestones

- **EES IPT will guide the promulgations of deliverables**

- **Unit Outreach will begin in earnest in September**

- **Senior Leadership communications began in earnest in August**

Mar 18

EES goes live

Feb 18

Training materials released
CG-6 verification testing complete

Jan 18

CG-1 policy changes released
CG-6 System testing complete

Dec 18

Nov 17

CG-6 System testing

Oct 17

Release performance stds to fleet
ACF/LC briefings

Sept 17

Unit outreach begins
Strategic Communications
DPC Brief

Aug 17

CG-1 Decision Briefing
CG-6 begin Programming
CG-1 begin policy changes

Human Resources Directorate

Communications Outreach Matrix

Outreach	Audience	Date	Outreach	Audience	Date
Communications Products			**Field Outreach**		
RFMC Force Notes		15SEP17	CGD1 Units		JAN-FEB18
EPM-3 Website Launch		15SEP17	CGD5 Units		JAN-FEB18
CG-1 Flag Voice		15SEP17	CGD7 Units		JAN-FEB18
FAQ Guide Posted		22SEP17	CGD8 Units		JAN-FEB18
All Hands Briefer		15SEP17	CGD9 Units		JAN-FEB18
**VCG/MCPOCG Email		15SEP17	CGD11 Units		JAN-FEB18
SRO/CMC Phone call		30SEP17	CGD13 Units		JAN-FEB18
All Hands Blog-Brief		01OCT17	CGD14 Units		JAN-FEB18
Accession Points		01OCT17	CGD17 Units		JAN-FEB18
Flag Note		01OCT17	DDE-Units		JAN-FEB18
Paratus Report-Spark		01OCT17	TRACENs		OCT2017
Reservist Magazine-Spark		01NOV17	SRO/SERA		18OCT2017
PPC Webinar		01NOV17			
Paratus Report-Detailed		01FEB18			
Reservist Magazine-Detailed		01FEB18			
All Hands Blog-Detailed		01FEB18			
Internal Comms Bulletin		01FEB18			
Base CO Conference		18OCT17			
Sector CO Conference		18OCT17			
DSF CO Conference		TBD			
Afloat CO Conference		TBD			
Aviation CO Conference		TBD			

Unit Outreach Plan
- Will conduct 3 x weekly conference calls with unit COs from 01JAN17-28FEB17
- Senior Leadership Social Media posts-ongoing
- **Begin Strategic Comms Outreach

SRO/SERA Support

What we ask of you:

- Support strategic communications narrative w/your unit
    - When the unit outreach phase begins, encourage your units to participate
    - Encourage everyone to watch the trng video when it becomes available

- Immediately counsel all E-4/5/6/7s at your units on the new performance standards that will be expected of them. We are already half way through the marking period for many of them.

- Discuss the changes with your leadership and crews. Ensure that your subordinates are counseled on their new expectations. Point them to the EPM portal or website and FAQs if they have any questions prior to the policy/procedural guide updates.

- Emphasize the use of the PSCINST (Process Guide) to assist supervisors in the preparation of marks once released

Questions?