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# HUMAN RESOURCES

## CG-1

## Reserve Enlisted Workforce Situation Report: Reserve High Year Tenure Reactivation

### *FLAG VOICE 457*

The plan for implementation of Reserve enlisted workforce management initiatives was announced in [Flag Voice 413](#). Beginning with the implementation of revised reenlistment criteria, followed by a Reserve Career Retention Screening Panel (R-CRSP) in June of 2014, reactivation of HYT was identified as a tool that would enable the Service to move forward with specific measures to more effectively manage the Reserve enlisted workforce. Soon I will announce via ALCOAST the reactivation of Reserve enlisted HYT with Professional Growth Points (PGPs) that are reflective of the needs of the Service as well as enlisted reservists.

During the past four years, our Reserve enlisted workforce experienced record high retention that resulted in decreased accession levels, and a significant slowing of advancement opportunities. In keeping with the [Commandant's Direction 2014](#), of duty to people, one of our force management goals is to ensure the Coast Guard Reserve remains a vibrant, sustainable workforce to meet future contingency requirements. Reserve HYT reactivation is critical to attaining this goal.

A total Reserve Component analysis was completed to determine the Coast Guard Reserve PGP values by pay grade. HYT PGPs were analyzed from the Marine Corps, Navy, and Coast Guard Active Component (AC) to determine the potential impact on the Reserve enlisted workforce as a whole, and individual ratings if they were employed. Representatives from workforce forecasting, reserve affairs, Coast Guard Reserve Force Master Chief, and Rating Force Master Chiefs evaluated the impact of the various PGPs and selected PGPs that balanced the needs of the Service while providing reservists the opportunity to advance. Approximately 180 candidates during the 2016 cycle have been identified as exceeding the PGPs. This represents three percent of the total Reserve enlisted workforce. The Reserve HYT PGPs recommended below will be phased-in over a three year period starting in 2016.

Reserve PGPs	E3	E4	E5	E6	E7	E8	E9

2016 and 2017	20	20	24	26	28	30	30
2018 and Beyond PGPs	10	14	22	24	26	28	30

Immediately upon approval, the application of Reserve HYT PGPs will be communicated via ALCOAST and will be fully implemented by 2018. Reserve HYT will consider total Time-in Service (TIS), which counts all years of military service (Active and Reserve - from any Service component), including those in which reservists may not have earned enough points to receive a satisfactory year towards a non-regular retirement. As conditions change during the next few years, a robust waiver process will be employed to ensure continued retention of personnel, particularly in critical ratings or based off Service needs. CG PSC-RPM will provide amplifying information concerning HYT implementation, the PGP waiver request process, and the HYT separation and retirement processes via ALCGRSV.

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