

## USCG - CWO Specialty Review - ALCOAST 234/04

R 121345Z MAY 04 ZUI ASN-A00133000166 ZYB  
FM COMDT COGARD WASHINGTON DC//G-C//  
TO ALCOAST  
BT

UNCLAS //N01040//  
ALCOAST 234/04  
COMDTNOTE 1040

SUBJ: CWO SPECIALTY REVIEW RESULTS

A. COMDT COGARD WASHINGTON DC 210109Z OCT 03 / ALCOAST 475/03

1. IN REF A I ANNOUNCED THE START OF A COMPREHENSIVE WORKFORCE ANALYSIS OF THE CHIEF WARRANT OFFICER (CWO) CORPS. TO CONDUCT THE REVIEW, WE EMPLOYED THE EXPERTISE OF THE CENTER FOR NAVAL ANALYSIS, CONDUCTED A WORKFORCE SURVEY AND NUMEROUS INTERVIEWS WITH CWOS AND SUPERVISORS, AND ENGAGED THE CWO ASSOCIATION AND HEADQUARTERS PROGRAM MANAGERS IN DETAILED DISCUSSIONS. THE CWO REVIEW IS COMPLETE AND THE SURVEY TEAM HAS MADE A NUMBER OF RECOMMENDATIONS. ALTHOUGH ADDITIONAL RECOMMENDATIONS ARE STILL UNDER REVIEW BY THE HUMAN RESOURCES STAFF, I HAVE APPROVED THE FOLLOWING ACTIONS:

- A. CREATE A MARINE INSPECTOR (MI) CWO SPECIALTY.
- B. CREATE AN INFORMATION SYSTEMS (IS) CWO SPECIALTY ALIGNED WITH THE IT ENLISTED RATING.
- C. CREATE A OPERATIONS SYSTEMS (OS) CWO SPECIALTY ALIGNED WITH THE OS ENLISTED RATING.
- D. REALIGN SOME ENLISTED FEEDER/SOURCE RATINGS FOR APPROPRIATE CWO SPECIALTIES.
- E. DESIGNATE A SPECIALTY FORCE MANAGER FOR EACH CWO SPECIALTY.

2. THE REVIEW DID NOT IDENTIFY A NEED FOR A CWO5 AT THIS TIME. THIS MAY BE REASSESSED PERIODICALLY AS COAST GUARD MISSION REQUIREMENTS AND HUMAN RESOURCES NEEDS EVOLVE.

3. THE CHIEF OF STAFF WILL CHARTER A TIGER TEAM CONSISTING OF PROGRAM REPRESENTATIVES, AS WELL AS REPRESENTATIVES FROM LANT AND PAC AREAS, TO IDENTIFY THE DETAILS OF IMPLEMENTING EACH RECOMMENDATION. THE EXACT NATURE AND EXTENT OF THE REALIGNMENT ASSOCIATED WITH THESE RECOMMENDATIONS WILL BE DETERMINED DURING THIS PHASE. THE TIGER TEAM WILL ALSO ASSESS THE OPTIMAL BALANCE OF FEEDER RATINGS TO CONTINUE EQUITABLE OPPORTUNITIES FOR PROMOTION TO CWO. THE TEAM WILL WORK UNDER THE FOLLOWING GENERAL TIMELINE:

- A. DEVELOP BILLET MAPS TO NEW CWO SPECIALTIES - AUG 04.
- B. ANNOUNCE SELECTION PROCESS FOR CURRENT/NEW CWOS - AUG 04.
- C. CONDUCT SELECTION BOARDS FOR LATERAL MOVES - MAR 05.
- D. CONDUCT SELECTION BOARDS FOR NEW CWOS - JUN 05.
- E. LATERAL CWOS IN PLACE - JUN 05.
- F. SPECIALTY FORCE MANAGERS IN PLACE - SUMMER 05.
- G. NEW CWOS IN ASSIGNED PLACE - JUN 06.

4. DETAILED INFORMATION FOR IMPLEMENTATION WILL BE RELEASED IN A FOLLOW-ON ALCOAST.

5. INTERNET RELEASE AUTHORIZED.

6. ADMIRAL T. H. COLLINS, COMMANDANT, SENDS

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