

**Chief Warrant and Warrant Officer Association
Annual Meeting April 2002, Bowie Maryland
Agenda Item**

Retention Issues

The Coast Guard continues to struggle with the retention of its members whether junior officers, warrant officers, enlisted or civilian personnel. When the CWOA asked the Commandant to be our guest speaker, we also asked if there were any topics he would like us to discuss at this year's annual meeting. His reply: "Stress Retention"

The Coast Guard is continuously experiencing change, more so since the September 11th tragedies. Other change producers: Joint Rate Review has given their final report, Future Force 21 is gathering statistical data, the Deepwater contract will be announced this year and the Coast Guard will have a new leader, Vice Admiral Collins.

So how can the Association help the Coast Guard with retention issues? We pledge, "Through social association and mutual acquaintance, the chief warrant and warrant officers of the Coast Guard may best advance their professional abilities, enhance their value, loyalty and devotion to the service, and promote its unity and morale." When this statement was written the word "service" represents all CG members; enlisted, warrant offices, junior officers and civilians.

Although an already over-worked, under-manned service, the Coast Guard was the primary resource available and the only organization able to step up in regards to Homeland Security. The Coast Guard is the only service in existence with multi-task mission capabilities that could not only handle the task, but also set the new normalcy. With this increased tempo, the service anticipates growing by an additional 5,000 members over the next three years. The messages listed below (refs a-h) are just a few of the initiatives from the last 12 months. These range from the Suspension of CFTRR, Increased Benefits, to the Lateral Entry of former Coast Guardsmen. Other incentives that have been in place for years include; Telecommuting, Advanced Education Programs, TRICARE changes, Montgomery GI Bill (MGIB) and increases in Tuition Assistance.

- a. ALCOAST 003/01 SUSPENSION OF CENTRALIZED FIRST TERM REENLISTMENT REVIEW (CFTRR)
- b. ALCOAST 064/01 COMDTNOTE 1000 CAREER INTENTION SURVEY PROGRAM
- c. ALCOAST 077/01 COMDTNOTE 1000 FUTURE FORCE 21
- d. ALCOAST 148/01 COMDTNOTE 1100 WORKFORCE RESTORATION
- e. ALCOAST 253/01 COMDTNOTE 1100 WORKFORCE RESTORATION UPDATE
- f. ALCOAST 314/01 COMDTNOTE 1133 CHANGES TO THE OPEN RATE LIST (ORL)

- g. ALCOAST 483/01 COMDTNOTE 1000 MILITARY PERSONNEL REQUIREMENTS
- h. ALCOAST 033/02 COMDTNOTE 1100 LATERAL ENTRY OF FORMER COAST GUARDSMEN

In the Coast Guard's time of need, we cannot look the other way. It would be in our best interest to participate and support retention programs and initiatives with strength and enthusiasm. Our association consciously chose to provide recommendations to CG Senior Leadership with respect to policy decisions many years ago.

Since most issues with respect to retention are local concerns, during this 2002 CWOA Annual Meeting, we, the National BOD, recommend the CWOA promote success and support the Coast Guard's current and future initiatives. **The chair will entertain a motion to “*provide funding to CWOA Chapters who sponsor career enhancement/occupational seminars and social engagements which promote CG Organizational Surveys, not to exceed two events per Chapter per year.*”** Funding approvals must be submitted to the Executive board via the National Office for approval. The Chapter's request shall be answered within 30 days of submission.

