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SUBJ: OFFICER AND ENLISTED EVALUATION REPORTS, UPDATE

A. Executive Order, Ending Radical And Wasteful Government DEI Programs And Preferencing

B. OPM Memo of January 21, 2025, Initial Guidance Regarding DEIA Executive Orders

C. Executive Order, Ending Illegal Discrimination and Restoring Merit-Based Opportunity

1. REFs (A) through (C) require the federal government to end all programs, policies, and practices that promote "Diversity, Equity, and Inclusion" and related principles. To ensure alignment with this guidance, the Coast Guard is initiating a review of Officer Evaluation Report (OER) forms and Enlisted Employee Review (EER) forms.

2. OER: While this review is ongoing, the WORKPLACE CLIMATE dimension in the OER is temporarily suspended.

a. Reported on Officers and Rating Chains are ordered not to evaluate, mark, or include comments related to this dimension in OERs and will leave that dimension blank for all OERs with an end of period that occurs on 31 January 2025 through 31 July 2025 and any OER that is delayed past 31 July 2025 due to PCS of the ROO or change in RO. An update will be provided by 31 July 2025 for OERs with an end of period on or after 30 August 2025.

b. Guidance will be provided to future boards and panels to appropriately account for this temporary suspension.

3. EER: While this review is ongoing, use of the RESPECT FOR OTHERS performance competency in the EER and EER Support Form is temporarily suspended.

a. This direction affects all EERs with an effective date on or after 2 February 2025.

b. Due to the DA requirement that all performance competencies have a numerical value, Rating Chains shall assign a mark of '4' under RESPECT FOR OTHERS to all enlisted members (paygrades E1-E9). The mark of a 4 has been assigned as a placeholder and is not an indication of the member's performance of duties.

c. Guidance will be provided to boards and panels to appropriately account for this temporary suspension.

4. OPM and EPM are directed to take all necessary action to ensure compliance with the above, including but not limited to rejecting the submission, returning for modification, or otherwise redacting the dimension.

5. Suspending use of performance dimensions WORKPLACE CLIMATE in the OER and RESPECT FOR OTHERS in the EER does not change the expectation that members at all times, foster a respectful workplace climate and adhere to our Core Values of Honor, Respect, and Devotion to Duty.

6. Mr. Gary C. Rasicot, Deputy for Personnel Readiness

(CG-DCMS-DPR), sends.

7. Internet release is authorized.