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FM COMDT COGARD WASHINGTON DC
TO ALCOAST
BT

UNCLAS

ALCOAST 430/24

SSIC 1000

SUBJ: UPDATE TO OFFICER ACCESSIONS, EVALUATIONS, AND PROMOTIONS,
COMDTINST M1000.3

A. COMDT COGARD WASHINGTON DC 281442Z NOV 23/ALCOAST 470/23

B. COMDT COGARD WASHINGTON DC 171523Z OCT 23/ALCOAST 394/23

C. Officer Accessions, Evaluations, and Promotions,
COMDTINST M1000.3A

1. This ALCOAST extends the policy of "opting-out" of promotion selection board consideration as promulgated in REF (A) and (B).

2. The following section is inserted to REF (C) as Section A.5 of Chapter 3: "Option to Opt-Out of Promotion Selection Board."

a. Authority. Pursuant to Title 14, U.S. Code, Section 2113 and section 3743, officers may request to opt out of promotion selection board (PSB) consideration for the next higher grade.

b. Eligibility. A request to opt-out of the PSB is limited to promotions to the grade of lieutenant, lieutenant commander, and commander. Additionally, the following conditions must be met:

(1) The basis for the request is to allow the officer to complete a broadening assignment, advanced education, another assignment of significant value to the Coast Guard, a career progression requirement delayed by the assignment or education, or a qualifying personal or professional circumstance, as determined by the Commandant;

(a) Examples of broadening assignments may include, but are not limited to: White House Fellowship, Department of Defense or Homeland Security opportunities, and Federal Executive Fellowships or detail to.

(b) Examples of advanced education may include, but are not limited to: competitive education programs (e.g., Olmsted, Marshall, Rhodes), in-residence service institutions, and in-residence civilian education programs.

(c) Examples of another assignment of significant value include, but are not limited to: positions that require highly specialized or critical skillsets.

(d) Examples of career progression requirement delayed by the assignment or education include, but are not limited to: limited professional experience due to lateral entry into the Service or transition into a new professional specialty.

(e) Examples of qualifying personal or professional circumstance, include, but are not limited to: spouse career considerations, birth or adoption of a child, medical considerations, extraordinary personal opportunity, and credentialing or licensure.

(2) The Commandant determines the exclusion from consideration is in the best interest of the Coast Guard; and

(3) The officer has not previously failed selection for promotion to the grade for which the officer requests the PSB

opt-out. An officer does not fail selection if a board does not consider them due to administrative error.

c. Ineligibility. Officers who meet any of the following conditions are ineligible to opt-out of consideration for promotion:

(1) The officer was in-zone at a mandatory promotion board to the grade for which the officer requests the PSB opt-out and was not recommended for promotion; or declined to accept that promotion; or

(2) Any of the following circumstances apply to the officer:

(a) Conviction at a court-martial; or

(b) Nonjudicial punishment pursuant to Article 15, UCMJ, within the last or current marking period; or

(c) Any administrative documentation of misconduct or poor performance, including a CG-3307 or punitive letter of censure, within the last or current marking period; or

(d) Relief of Command (for cause) within the officer's last assignment; or

(e) OER mark of 3 or less within the last or current marking period.

d. "Requests. Commander (CG PSC-OPM-1) and Commander (CG PSC-RPM-1), as appropriate, will provide guidance for annual request timelines and procedures to account for promotion year officer corps planning. Requests shall include:

(1) A description of the broadening assignment, advanced education, another assignment of significant value to the Coast Guard, a career progression requirement delayed by the assignment or education, or a qualifying personal or professional circumstance.

(2) Justification for requesting PSB consideration to opt-out.

(3) A recommendation from the commanding officer or equivalent.

(4) The promotion year deferral duration. Officers may request PY deferral annually, or for the duration of the member's broadening assignment, advanced education, assignment of significant value, career progression requirement, or qualifying circumstances. Members who elect a multi-year opt out may not be able to alter an approved request, if received after a deadline as set by the Personnel Service Center (PSC) because of planning factors implicated in the promotion process. After three years, the member may compete for promotion or resubmit a new request to opt-out for up to an additional three years.

e. Staffing and Review. Officer requests shall be reviewed by a panel of officers all senior to the officer requesting to defer PSB consideration. The panel will forward its recommendation to PSC for decision. The Commandant delegated authority to PSC to determine whether the member requesting to opt out is experiencing a qualifying personal or professional circumstance, and whether the member's exclusion is in the best interest of the Coast Guard. The panel may recommend eligible personnel from each paygrade (O-2, O-3, and O-4) to opt-out for the promotion board in accordance with the applicable Officer Corps Management Plan. The panel should consider the officer's service record and potential to provide future benefit to the Coast Guard. Officers will be notified in writing via e-mail of approval or disapproval of their request no later than 45 calendar days before the proposed convening date of the first PY PSB. Officers selected for promotion in subsequent years after

deferring PSB consideration will be placed into a new promotion year group based on their resulting date of rank. The records of officers with approved deferrals of promotion consideration will not be identified or made known to any PSB.

f. IDPL Officers. IDPL officers who meet the eligibility requirements as listed above, may request to opt-out of a PSB. All requirements for requesting to opt-out remain the same. If a IDPL officer's running mate opts out, then the new running mate will be that officer on the ADPL of the same grade who has the same date of rank, or, if no officer has the same date of rank, is next senior to the previous running mate and who is or may become eligible for consideration for promotion, in accordance with Title 14 U.S.C.

Section 3742. If the previous running mate was on a list of selectees for promotion, the new running mate will be that officer on the ADPL of the same grade who is next senior to the previous running mate, in accordance with Title 14 U.S.C. Section 3737.

3. Numbering of current sections A.5 through A.13 of Chapter 3 of REF (C) are increased by 1.

4. These changes will be reflected in the next revision of REF (C), which will be released within the next year. All other policies outlined in REF (C) not addressed remain unchanged.

5. An ALCGOFF message is forthcoming with additional information and details.

6. This message will be cancelled on 13 NOV 2025.

7. POC: COMDT (CG-1M1) at: HQS-PolicyandStandards@uscg.mil.

8. CAPT R. P. Matson, Acting Assistant Commandant for Military Personnel (CG-1M), sends.

9. Internet release is authorized.