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MEMORANDUM

OCT 24 2011

From: CG-54

A handwritten signature in black ink, appearing to read "J.A. Watson".

Reply to: CG-54D
Attn of: Captain Paul
Thomas
202-372-1015

To: PSC

Subj: MARITIME PREVENTION PROGRAM CONCERNS FOR ASSIGNMENT TO
MARINE INSPECTION & INVESTIGATOR BILLETS

Ref: (a) Marine Safety Manual, Volume V; COMDTINST M16000.10A

1. This memo provides my concerns, as the Maritime Prevention Program manager, for AY 2011. It is part of our on-going effort to implement the Marine Safety Enhancement Plan, and to build capacity, competency and consistency in our prevention workforce. I appreciate the active engagement of your staff in the development of the terms and standards discussed below, and their willingness to help us manage and measure the health of the prevention workforce.
2. My primary concerns for AY 2011 remain with the assignment to marine inspection and investigation billets, and managing the work force to ensure we produce officers who meet the CG Auth Act of 2010 requirements to serve as Prevention Department heads. I fully recognize that the pre-requisites discussed below represent the ideal state and that it may not be possible to achieve 100% "billet fit" given the current state of the workforce. However, I strongly believe that it is important to set standards and measure against those standards in order to identify and justify necessary adjustments to the size and structure of the workforce.
3. Assignment to Marine Inspector Billets - ***Just as every marine is a rifleman, every Prevention Officer will be a Marine Inspector.*** Marine inspection is a core competency and a pre-requisite for assignment as a marine investigator and a Prevention Department head. Program requirements for assignment to Apprentice, Journeyman and Advanced Journeyman Marine Inspector are as follows;
 - ***Apprentice Marine Inspector*** - An entry level, first prevention tour JO (O-1, O-2, but sometimes O-3), Warrant (W-2) or civilian (GS-7-12 Ladder). The Marine Inspector Course (MIC) and Port State Control Officer (PSCO) Course at TRACEN Yorktown are mandatory requirements for an MI to obtain qualifications needed to be assignable as a Journeyman MI. No waivers permitted.

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- ***Journeyman Marine Inspector*** - A qualified MI with a previous Apprentice tour who has obtained four MI qualifications; one of which is on domestic vessels and one of which is on foreign vessels.
- ***Advanced Journeyman Marine Inspector*** - A qualified MI with at least two previous MI tours who has continued to develop competency and has obtained a major qualification designator as a Hull Inspector (HI) or Machinery Inspector (MI). Advanced Journeyman billets have been indentified on PAL and are in ports where not only the qualifications are required to meet the mission, but increased competence will benefit the Coast Guard as well as the Maritime industry.

In order to achieve the proper progression within the marine inspector specialty most officers will require back to back MI tours. Additionally, Black Hull sailors coming into Prevention need to get an Apprentice MI tour out of the way before going to WWM. Failure to do so will seriously jeopardize their long term viability as they will not be competitive for assignment as a Prevention Department Head.

4. Assignment to Marine Investigator billets - ***Every Marine Investigator will be a Marine Inspector***. By definition, marine casualties that require an investigation involve vessels, and a thorough understanding of vessel operations and systems is essential to effective investigations. The knowledge and experience gained as a marine inspector is, therefore, a critical pre-requisite for assignment as an investigator. Program requirements for assignment as Investigating Officer, Senior Investigating Officer and Investigations Division Chief are as follows;
 - **Investigating Officer** - An entry level, first tour IO (O-3 or above) who has successfully completed Apprentice Marine Inspector training level and have a minimum of two years of marine inspection experience. Must be capable of acquiring and maintaining a SECRET (or higher) security clearance. With the exception of an internally transferred O-2 marine inspector who has successfully completed the Apprentice Marine Inspector training level, all first tour IOs must be a CWO3, CWO4, O-3, or senior. The IOC at TRACEN Yorktown is a mandatory (no waivers are allowed) requirement for an IO to obtain a Marine Casualty Investigator certification.
 - **Senior Investigating Officer** - A certified IO (preferably with at least two years of experience as an IO) who has obtained the following competencies: Marine Casualty Investigator, Maritime Enforcement Investigator, Suspension and Revocation Investigator.
 - **Investigations Division Chief** - A Senior Investigating Officer that is responsible for oversight of the Investigations Division.

Subj: PRE-REQUISITES FOR ASSIGNED MARINE
INVESTIGATORS

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5. Post AY11 assessment – My staff will work with yours to determine how well the above program requirements were met after the completion of the AY 2011 process. I propose to measure fill, fit and retention. I expect these measures will not only provide insight into needed changes in the workforce size and structure, but also alert operational commanders to potential readiness shortfalls.

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