

§ 2182. Multirater assessment of certain personnel

(a) MULTIRATER ASSESSMENT OF CERTAIN PERSONNEL.—

(1) IN GENERAL.—Commencing not later than one year after the date of the enactment of the Coast Guard Authorization Act of 2016, the Commandant shall develop and implement a plan to conduct every two years a multirater assessment for each of the following:

- (A) Each flag officer of the Coast Guard.
- (B) Each member of the Senior Executive Service of the Coast Guard.

(C) Each officer of the Coast Guard nominated for promotion to the grade of flag officer.

(2) OFFICERS.—Each officer of the Coast Guard shall undergo a multirater assessment before promotion to—

- (A) the grade of O-4;
- (B) the grade of O-5; and
- (C) the grade of O-6.

(3) ENLISTED MEMBERS.—Each enlisted member of the Coast Guard shall undergo a multirater assessment before advancement to—

- (A) the grade of E-7;
- (B) the grade of E-8;
- (C) the grade of E-9; and
- (D) the grade of E-10.

(4) SELECTION.—An individual assessed shall not be permitted to select the peers and subordinates who provide opinions for the multirater assessment of such individual.

(5) POST-ASSESSMENT ELEMENTS.—

(A) IN GENERAL.—Following an assessment of an individual pursuant to paragraphs (1) through (3), the individual shall be provided appropriate post-assessment counseling and leadership coaching.

(B) AVAILABILITY OF RESULTS.—The supervisor of the individual assessed shall be provided with the results of the multirater assessment.

(b) MULTIRATER ASSESSMENT DEFINED.—In this section, the term “multirater assessment” means a review that seeks opinion from members senior to the reviewee and the peers and subordinates of the reviewee.

(Added Pub. L. 114-120, title II, § 214(a)(1), Feb. 8, 2016, 130 Stat. 43, § 429; amended Pub. L. 114-328, div. C, title XXXV, § 3503(a), Dec. 23, 2016, 130 Stat. 2775; Pub. L. 115-232, div. C, title XXXV, § 3531(c)(12), Aug. 13, 2018, 132 Stat. 2320; renumbered § 2182, Pub. L. 115-282, title I, § 112(b), Dec. 4, 2018, 132 Stat. 4216; Pub. L. 117-263, div. K, title CXII, § 11244(a), Dec. 23, 2022, 136 Stat. 4042.)

Editorial Notes

REFERENCES IN TEXT

The date of the enactment of the Coast Guard Authorization Act of 2016, referred to in subsec. (a)(1), is the date of enactment of Pub. L. 114-120, which was approved Feb. 8, 2016.

AMENDMENTS

2022—Subsec. (a)(2) to (5). Pub. L. 117-263 added pars. (2) to (5) and struck out former par. (2). Prior to amend-

ment, text of par. (2) read as follows: “Following an assessment of an individual pursuant to paragraph (1), the individual shall be provided appropriate post-assessment counseling and leadership coaching.”

2018—Pub. L. 115-282 renumbered section 429 of this title as this section.

Subsec. (a)(1). Pub. L. 115-232 substituted “Commandant” for “Commandant of the Coast Guard” in introductory provisions.

2016—Subsec. (a)(1). Pub. L. 114-328 substituted “Coast Guard Authorization Act of 2016” for “Coast Guard Authorization Act of 2015”.

Statutory Notes and Related Subsidiaries

EFFECTIVE DATE OF 2016 AMENDMENT

Amendment by Pub. L. 114-328 effective as if included in the enactment of Pub. L. 114-120, see section 3503(e) of Pub. L. 114-328, set out as a note under section 315 of this title.

CHAPTER 23—PERSONNEL; ENLISTED

<p>Sec. 2301. 2302. 2303. 2304. 2305. 2306. 2307. 2308. 2309. 2310. 2311. 2312. 2313. 2314. 2315. 2316. 2317. 2318. 2319.</p>	<p>Recruiting campaigns. Enlistments; term, grade. Promotion. Compulsory retirement at age of sixty-two. Voluntary retirement after thirty years' service. Voluntary retirement after twenty years' service. Retirement of enlisted members: increase in retired pay. Recall to active duty during war or national emergency. Recall to active duty with consent of member. Relief of retired enlisted member promoted while on active duty. Retirement in cases where higher grade or rating has been held. Extension of enlistments. Retention beyond term of enlistment in case of disability. Detention beyond term of enlistment. Inclusion of certain conditions in enlistment contract. Discharge within three months before expiration of enlistment. Aviation cadets; procurement; transfer. Aviation cadets; benefits. Critical skill training bonus.</p>
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Editorial Notes

PRIOR PROVISIONS

A prior analysis for chapter 23 “COAST GUARD AUXILIARY” consisted of items 821 “Administration of the Coast Guard Auxiliary”, 822 “Purpose of the Coast Guard Auxiliary”, 823 “Eligibility; enrollments”, 823a “Members of the Auxiliary; status”, 824 “Disenrollment”, 825 “Membership in other organizations”, 826 “Use of member’s facilities”, 827 “Vessel deemed public vessel”, 828 “Aircraft deemed public aircraft”, 829 “Radio station deemed government station”, 830 “Availability of appropriations”, 831 “Assignment and performance of duties”, and 832 “Injury or death in line of duty”, prior to repeal by Pub. L. 115-282, title I, § 113(a), Dec. 4, 2018, 132 Stat. 4221.

AMENDMENTS

2018—Pub. L. 115-282, title I, § 113(a), Dec. 4, 2018, 132 Stat. 4221, inserted chapter 23 designation and heading and added items 2301 to 2319.

§ 2301. Recruiting campaigns

The Secretary shall initiate and carry forward an intensified voluntary enlistment campaign to obtain the required personnel strengths.

(Added Aug. 10, 1956, ch. 1041, §7(a), 70A Stat. 620, §350; renumbered §2301, Pub. L. 115-282, title I, §113(b), Dec. 4, 2018, 132 Stat. 4221.)

HISTORICAL AND REVISION NOTES

Revised section	Source (U.S. Code)	Source (Statutes at Large)
350	34:187 (as made applicable to Coast Guard by 34:189). 34:189 (as applicable to 34:187). 50 App.:470 (last sentence).	Oct. 6, 1945, ch. 393, §§2 (as made applicable to Coast Guard by §13), 13 (as applicable to §2), 59 Stat. 538, 542. June 24, 1948, ch. 625, §20 (last sentence), 62 Stat. 627; Sept. 27, 1950, ch. 1059, §1(14), 64 Stat. 1074.

Editorial Notes

AMENDMENTS

2018—Pub. L. 115-282 renumbered section 350 of this title as this section.

Statutory Notes and Related Subsidiaries

PARTNERSHIP PROGRAM TO DIVERSIFY COAST GUARD

Pub. L. 117-263, div. K, title CXII, §11246, Dec. 23, 2022, 136 Stat. 4046, provided that:

“(a) ESTABLISHMENT.—The Commandant [of the Coast Guard] shall establish a program for the purpose of increasing the number of individuals in the enlisted ranks of the Coast Guard who are—

- “(1) underrepresented minorities; or
- “(2) from rural areas.

“(b) PARTNERSHIPS.—In carrying out the program established under subsection (a), the Commandant shall—

- “(1) seek to enter into 1 or more partnerships with eligible institutions—
 - “(A) to increase the visibility of Coast Guard careers;
 - “(B) to promote curriculum development—
 - “(i) to enable acceptance into the Coast Guard; and
 - “(ii) to improve success on relevant exams, such as the Armed Services Vocational Aptitude Battery; and
 - “(C) to provide mentoring for students entering and beginning Coast Guard careers; and
- “(2) enter into a partnership with an existing Junior Reserve Officers’ Training Corps for the purpose of promoting Coast Guard careers.

“(c) DEFINITIONS.—In this section:

- “(1) ELIGIBLE INSTITUTION.—The term ‘eligible institution’ means an institution—
 - “(A) that is—
 - “(i) an institution of higher education (as such term is defined in section 101 of the Higher Education Act of 1965 (20 U.S.C. 1001)); or
 - “(ii) a junior or community college (as such term is defined in section 312 of the Higher Education Act of 1965 (20 U.S.C. 1058)[]); and
 - “(B) that is—
 - “(i) a part B institution (as such term is defined in section 322 of the Higher Education Act of 1965 (20 U.S.C. 1061));
 - “(ii) a Tribal College or University (as such term is defined in section 316(b) of such Act (20 U.S.C. 1059c(b)));
 - “(iii) a Hispanic-serving institution (as such term is defined in section 502 of such Act (20 U.S.C. 1101a));
 - “(iv) an Alaska Native-serving institution or a Native Hawaiian-serving institution (as such term is defined in section 317(b) of such Act (20 U.S.C. 1059d(b)));
 - “(v) a Predominantly Black institution (as such term is defined in section 371(c) of that Act (20 U.S.C. 1067q(c)));
 - “(vi) an Asian American and Native American Pacific Islander-serving institution (as defined in section 320(b) of such Act (20 U.S.C. 1059g(b))); or

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 - “(ii) a junior or community college (as such term is defined in section 312 of the Higher Education Act of 1965 (20 U.S.C. 1058)[]); and
- “(B) that is—
 - “(i) a part B institution (as such term is defined in section 322 of the Higher Education Act of 1965 (20 U.S.C. 1061));
 - “(ii) a Tribal College or University (as such term is defined in section 316(b) of such Act (20 U.S.C. 1059c(b)));
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 - “(v) a Predominantly Black institution (as such term is defined in section 371(c) of that Act (20 U.S.C. 1067q(c)));
 - “(vi) an Asian American and Native American Pacific Islander-serving institution (as defined in section 320(b) of such Act (20 U.S.C. 1059g(b))); or

“(vii) a Native American-serving nontribal institution (as defined in section 319(b) of such Act (20 U.S.C. 1059f(b))).

“(2) RURAL AREA.—The term ‘rural area’ means an area that is outside of an urbanized area, as determined by the Bureau of the Census.”

§ 2302. Enlistments; term, grade

(a) Under regulations prescribed by the Secretary, the Commandant may enlist persons for the duration of their minority or a period of at least two years but not more than six years.

(b) The Secretary shall prescribe the grades or ratings for persons enlisting in the Regular Coast Guard.

(Aug. 4, 1949, ch. 393, 63 Stat. 520, §351; Aug. 3, 1950, ch. 536, §16, 64 Stat. 407; Aug. 10, 1956, ch. 1041, §§8(a), 53, 70A Stat. 620, 679; Pub. L. 98-557, §15(a)(3)(F), Oct. 30, 1984, 98 Stat. 2865; Pub. L. 108-293, title II, §203, Aug. 9, 2004, 118 Stat. 1032; Pub. L. 115-232, div. C, title XXXV, §3533(h), Aug. 13, 2018, 132 Stat. 2321; renumbered §2302, Pub. L. 115-282, title I, §113(b), Dec. 4, 2018, 132 Stat. 4221.)

HISTORICAL AND REVISION NOTES

1949 ACT

Based on title 14, U.S.C., 1946 ed., §§35, 35a, 206 (May 26, 1906, ch. 2556, §1, 34 Stat. 200; Jan. 28, 1915, ch. 20, §1, 38 Stat. 800; Apr. 21, 1924, ch. 130, §6, 43 Stat. 106; July 30, 1937, ch. 545, §1, 50 Stat. 547; July 11, 1941, ch. 290, §8, 55 Stat. 586; Aug. 18, 1941, ch. 364, §3, 55 Stat. 629).

Section 35 of title 14, U.S.C., 1946 ed., has been divided. The provisions of the first sentence of subsection (a) are placed in this section. The proviso of subsection (a) is covered in section 367(b) of this title. Subsection (b) is placed in section 365 of this title. Subsections (c) and (d) are placed in section 367(a) of this title, except that part (3) of subsection (c) is covered by section 366 of this title.

Section 206 of title 14, U.S.C., 1946 ed., has been divided. That part dealing with special temporary enlistments is incorporated in this section. That part dealing with temporary appointments of warrant officers is placed in section 302 of this title.

Certain additional details concerning the two types of enlistments are added; these details were previously covered in Coast Guard Regulations.

This section makes provision for the enlistment of personnel in the Coast Guard. The first sentence grants the necessary authority to the Secretary, changes existing law in regard to the term of enlistment from “not to exceed four years” to “not to exceed six years”, and adds a provision for the enlistment of minors for their minority only, such provision being in accordance with existing law applicable to the Navy. The next three sentences establish and define the two types of enlistments that are now in effect in the Coast Guard, setting forth the basic difference in the two types. The last sentence continues a provision to the effect that original enlistments in the Coast Guard shall be temporary. This section is a combination of existing law and regulations in regard to enlistments, with changes as noted above. See title 14, U.S.C., 1946 ed., §35, and Coast Guard Regulations, sections 531 and 532. 81st Congress, House Report No. 557.

1956 ACT

Revised section	Source (U.S. Code)	Source (Statutes at Large)
351	14:351. 34:188 (as made applicable to Coast Guard by 34:189). 34:189 (as applicable to 34:188).	Aug. 4, 1949, ch. 393, §1 (351), 63 Stat. 520; Aug. 3, 1950, ch. 536, §16, 64 Stat. 407. Oct. 6, 1945, ch. 393, §5 (as made applicable to Coast Guard by §13), 13 (as applicable to §5); 59 Stat. 539, 542.