

Enlisted Personnel

Basic Introduction Course (BIC)

Lesson 7



Auxiliary University Programs



Core Values at the core of our service

Honor “Integrity is our standard. We demonstrate uncompromising ethical conduct and moral behavior in all of our actions. We are loyal and accountable to the public trust.”

Respect “We value our diverse workforce. We treat each other with fairness, dignity, and compassion. We encourage creativity through empowerment. We work as a team.”

Devotion to Duty “We are professionals, military and civilian, who seek responsibility, accept accountability, and are committed to the successful achievement of our organizational goals. We exist to serve. We serve with pride.”

**Honor is to serve yourself; Respect is to serve others;
Devotion to Duty is to serve your country.**



Coast Guard Ethos

I am a Coast Guardsman.

I serve the people of the United States.

I will protect them.

I will defend them.

I will save them.

I am their shield.

For them I am Semper Paratus.

I live the Coast Guard core values.

I am proud to be a Coast Guardsman.

We are the United States Coast Guard.





(ADMIN 1)

**DID YOU LOG AND
SUBMIT YOUR TIME?**



Enlisted Ranks and Grades

The Career Compensation Act of 1949 established uniform pay grades for officers and enlisted personnel in all military services.

- This law requires that the pay in a given grade must be the same, regardless of service.
- By and large, ranks and grades in the U.S. Military services are direct descendants from the British structure.

There are nine grades in the enlisted ranks (E-1 to E-9).

- There is one ceremonial “E-10”, who is the Senior Enlisted member in each of the services.
- The military services USCG, USN, USMC, USA, and USAF have large enlisted workforces.
- The other uniformed services (USPHS and NOAA Commissioned Corps), and the Coast Guard Auxiliary, have no enlisted corps.



Nomenclature and Definitions

Officers have a single rate (Ensign, Captain, etc), but enlisted combine a “rate” and “rating.”

- Rate – A designation that reflects a level of aptitude, training, experience, knowledge, and skill (EX: SA, PO3, CPO).
- Rating – The name given to a specific occupation; requires basic aptitudes related to the specialty plus training, experience, knowledge, and skills.

This system applies to the Coast Guard and the Navy, and nomenclature within the two is similar:

- USMC, USA, and USAF do not have Petty Officers and Chiefs.
- Nomenclature within USMC, USA, and USAF is similar - USCG and USN do not have privates or sergeants.



Table of Coast Guard Enlisted Members

“Non Rates”			Petty Officers			Chief Petty Officers			
E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	“E-10”
SR	SA	SN	PO3	PO2	PO1	CPO	SCPO	MCPO	MCPOC G
Last Name	Last Name	Last Name	Petty Officer	Petty Officer	Petty Officer	Chief	Senior Chief	Master Chief	Master Chief

Summary of Coast Guard enlisted personnel from most junior (left) to senior (right).

- Row One explains a grouping (Non-Rate, Petty Officer, or Chief Petty Officer);
- Row Two is the grade (E-1 to E-9 + ceremonial “E-10”);
- Row Three is the abbreviation (SN DeCastra, PO3 Singletary, MCPO Allen, etc);
- Row Four shows how the individual is properly addressed (DeCastra, Petty Officer Singletary, Master Chief Allen, etc);

These rates are broken down in more depth in the following slides.



Seniority and Mentors

All grades of enlisted personnel are junior to all grades of officers.

- From “left to right”, most junior to most senior, the grades run E-1 to E-9, then W-2 to W-4, then O-1 to O-10.
- However, the typical (and wise) junior officer understands that he or she is vastly inexperienced compared to their more technically knowledgeable, but also less senior Petty Officer or Chief Petty Officer counterparts.

Choose your mentors wisely, and always remember the core value of “Respect”.



Junior Enlisted or “Non-Rates”

Formally addressed as Seaman, Fireman, or Airman

- Informally, most are simply addressed by their last name.

**Seaman Recruit
SR (E-1)**



**Seaman Apprentice
SA (E-2)**



**Seaman
SN (E-3)**



Seaman, Fireman, Airman

Regardless the number of slashes, you can distinguish a Seaman, Fireman, and Airman from one another based on the color of their rating badge.

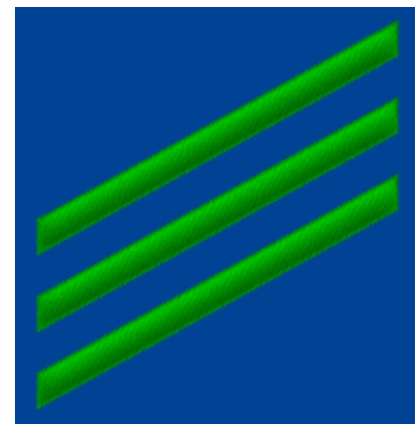
- Seaman is the basic rate for E-2 and E-3 and for all E-1 personnel.
- Firemen are E-2 or E-3 in the engineering or damage control fields.
- Airmen are E-2 or E-3 in the aviation fields.



Seaman



Fireman



Airman



Petty Officers

Formally address as “Petty Officer”

- May also be addressed by Rate/Rating, “BM2” or “ME3”

**Petty Officer
Third Class
(PO1) E-4**



**Petty Officer
Second Class
(PO2) E-5**



**Petty Officer
First Class
(PO1) E-6**



Chief Petty Officers

Formally addressed as Chief Petty Officer, Senior Chief Petty Officer, or Master Chief Petty Officer

- Referred to simply as “Chief,” “Senior Chief,” or “Master Chief” in common written or verbal communications.

**Chief
Petty Officer
(CPO) E-7**



**Senior Chief
Petty Officer
(SCPO) E-8**



**Master Chief
Petty Officer
(MCPO) E-9**



MCPOCG

The Master Chief Petty Officer of the Coast Guard (MCPOCG) is the senior-most enlisted person in the Coast Guard.

- Principal advisor to the Commandant on quality of life, career development, work environment, and personal matters affecting enlisted personnel.
- Normal tour of assignment is 4 years.
- Each military service has one “E-10” Senior Enlisted who serves in the same capacity.



Enlisted Rating Badges

**Worn on upper left
sleeve of Service
Dress Blue or
Dinner Dress**

Enlisted Eagle,
commonly
referred to as a
“Crow”



Rating Specialty
("Crossed Anchors" = Boatswain's Mate)

Number of chevrons
indicate Pay Grade,
or "Rate" (E-5/PO2)





BIC 7.1



BIC 7.2



BIC 7.3

IDENTIFY THESE INSIGNIA



Rates and Ratings as Titles

Rated enlisted members may also have their respective rate and rating (specialty) as part of their title or abbreviation:



- It is acceptable to informally verbally address a Petty Officer by their rate/rating, such as the case when calling someone "SK3."



Rates and Ratings as Titles

Rated enlisted members may also have their respective rate and rating (specialty) as part of their title or abbreviation:



- It is not acceptable to verbally address any Chief, Senior Chief, or Master Chief with an abbreviation.

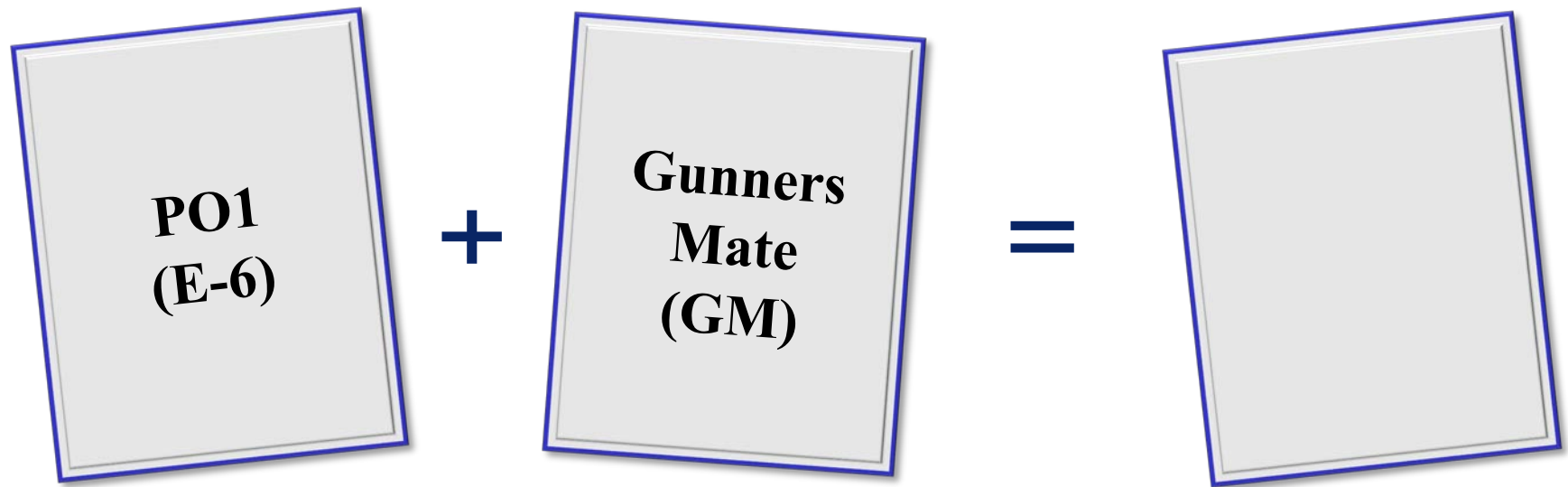




Rates and Ratings as Titles

Fill in the blank based on what you know...

(BIC 7.4)

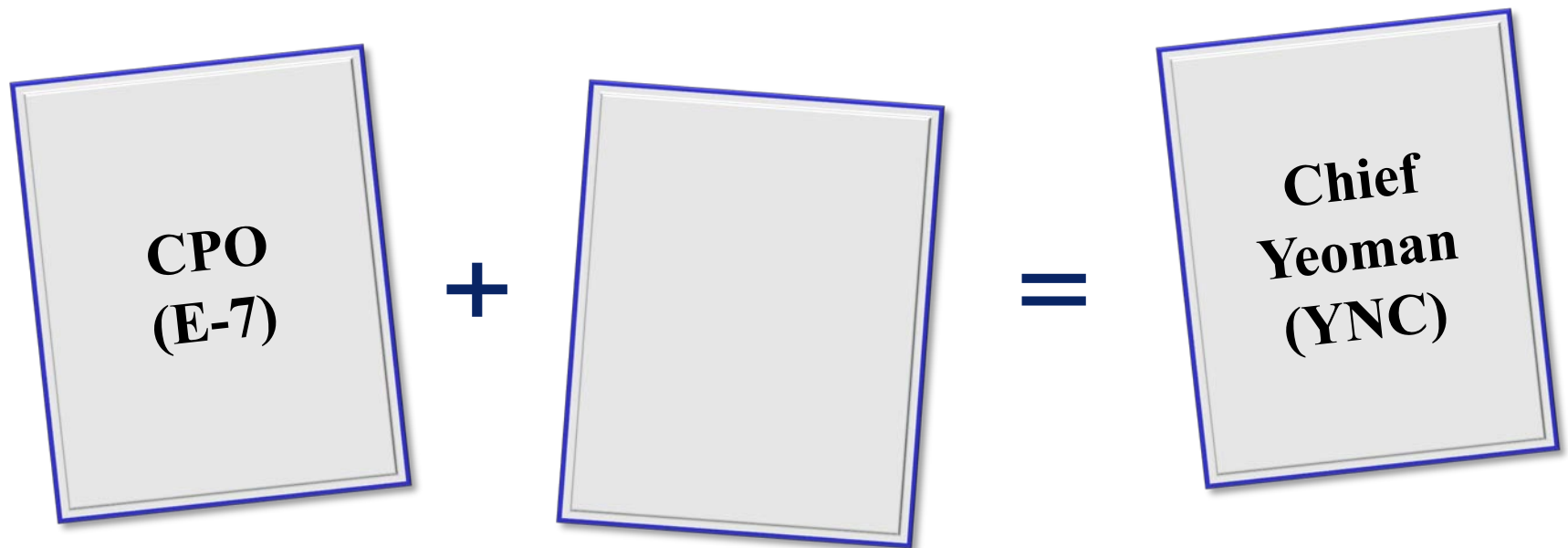




Rates and Ratings as Titles

Fill in the blank based on what you know...

(BIC 7.5)





Rates and Ratings as Titles

Fill in the blank based on what you know...

(BIC 7.6)



Rates and Ratings as Abbreviations

E-1 through E-3

- Rating designation comes last
- Rate + Rating = Abbreviation ... "SNBM"
- E-1 and E-2 will have no rating; most E-3 personnel have no rating either. Personnel that have not yet earned a rating are collectively referred to as "non-rates."

E-4 through E-6

- Rating designation comes first
- Rating + Rate = Abbreviation ... "BM1"

E-7 ... Rating + C = Abbreviation ... "BMC"

E-8 ... Rating + CS = Abbreviation ... "BMCS"

E-9 ... Rating + CM = Abbreviation ... "BMCM"



Comparative Enlisted Ranks

Grade	USCG/USN	USMC	USA	USAF
E-1	SR	Private	Private	Airman Basic
E-2	SA	Private 1 st Class	Private	Airman
E-3	SN	Lance Corporal	Private 1 st Class	Airman 1 st Class
E-4	PO3	Corporal	SPC/CPL	Senior Airman
E-5	PO2	Sergeant	Sergeant	Staff Sergeant
E-6	PO1	Staff Sergeant	Staff Sergeant	TSgt
E-7	CPO	Gunnery Sergeant	Sergeant First Class	Master Sergeant
E-8	SCPO	MSgt/1stSgt	MSG/1SG	SMSgt
E-9	MCPO	MGySgt/SgtMaj	SGM/CSM	CMSgt/CCM
“E-10” (Pay same as E-9)	MCPOCG/MCP ON	SgtMaj of the Marine Corps	Sergeant Major of the Army	Chief Master Sergeant of AF



How do we reflect the core values in our interactions with enlisted personnel?

***HONOR, RESPECT,
DEVOTION TO DUTY***

