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FM COMCOGARD PSC ARLINGTON VA

TO ALCGPSC

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ALCGPSC 062/15

SUBJ: AY16 TEMPORARY EARLY RETIREMENT AUTHORITY (TERA)

A. Section 219 of the Coast Guard Maritime Transportation Act of 2012

B. ALCGPSC 084/14 Temporary Early Retirement Authority (TERA)

C. ALCGPSC 154/13 Active Duty Officer Workforce Management - Waiving Obligated Service

D. Military Separations, COMDTINST M1000.4

1. This ALCGPSC announces implementation of a temporary early retirement policy for the Coast Guard as authorized by Ref A. Ref B is hereby cancelled.

2. TERA is a discretionary authority, not an entitlement. It is a temporary, voluntary program used as part of a comprehensive workforce management strategy. TERA offers voluntary early retirement, at a reduced monthly retirement pay, to a limited number of eligible personnel prior to completing 20 years of active service.

3. The Coast Guard is offering TERA to active duty promotion list (ADPL) officers who have accumulated at least 15 years of active duty service as of 1 October 2016. Members desiring early retirement must apply for consideration and understand that approval is not assured.

4. TERA retired pay is initially computed using the length of service retirement formula. It is then multiplied by a reduction factor based on the number of months the retiree is short of 20 years. Members with a Career Status Bonus/REDUX who volunteer for TERA will have their gross retired pay further reduced. Members desiring estimates of retired pay under TERA should contact the PPC/RAS at 1-800-772-8724 or 785-339-3415.

5. TERA will not be approved for members subject to or under potential review for involuntary separation, including medical retirements, disciplinary action, or administrative action as outlined in Ref D. Permanent commissioned officers must have ten years of commissioned service to retire as an officer. Temporary officers requesting early retirement with less than 10 years of commissioned service will retire, if approved for TERA, at their permanent rank.

6. As announced in Ref C, obligated service for officers may be waived up to 12 months. Members who have not met their military service obligation stemming from the Post 9/11-GI Bill transfer of benefits (TEB), must rescind their previously approved transfer of benefits request before CG PSC-opm will make a final determination on a request for TERA.

7. Retirement in lieu of orders (RILO) under the TERA policy during the AY16 assignment process is not an option. Applications for TERA will be evaluated based on Service need. Currently there is a strong Service need to retain officers with several different officer specialties. CG PSC-opm will evaluate each request on its own merits and will consider input from the respective program managers.

8. All requests for TERA must be received no later than 15 August 2015. Address requests to CG PSC-opm-1 via standard CG memo with command endorsement using the following global email address: ARL-PF-CGPSC-OPM-1-Separations(at)uscg.mil. The retirement date for all approved TERA retirements will be 1 October 2016 (no waivers or exceptions). All requests will be evaluated after 15 August 2015 and will be approved based on Service need. Applicants should anticipate notification of approval or disapproval by 1 November 2015.

9. Frequently Asked Questions (FAQs) regarding TERA are available at: <http://www.uscg.mil/psc/opm/Opml/opm-1Separations.asp>

10. Primary OPM-1 POC: LT Steve Creech at (703) 872-6432 or LT Brett Ettinger after 10 July 2015.

11. RDML W. G. Kelly, Commander, CG Personnel Service Center, sends.

12. Internet release is authorized.

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