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FM COMDT COGARD WASHINGTON DC//CG-1//
TO ALCOAST
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ALCOAST 193/15
COMDTNOTE 7220

SUBJ: FY15 ACTIVE DUTY ENLISTED WORKFORCE MANAGEMENT CRITICAL RATE SITREP 2
BONUS PROGRAMS FOR FS AND OS RATES A. COMDT COGARD WASHINGTON DC 201905Z MAR
15/ALCOAST 107/15 B. ENLISTED ACCESSIONS, EVALUATIONS, AND ADVANCEMENTS,
COMDTINST
M1000.2 (SERIES)
C. MILITARY BONUS PROGRAMS, COMDTINST M7220.2 (SERIES) D. MILITARY ASSIGNMENTS
AND AUTHORIZED ABSENCES, COMDTINST M1000.8
(SERIES)

1. Purpose. This ALCOAST clarifies REF A and announces Critical Rate Management Workgroup (CRMW) policies available for enlisted personnel who commit to completion of training and obligated active duty service in the FS and OS ratings.

2. Background. The CRMW was established to identify and manage intervention strategies for rates/ratings deemed to have personnel shortages that could negatively impact mission execution. Factors considered by this workgroup include organizational needs across all ratings, workforce trends, and future personnel requirements forecasting.

3. Policy. Program offerings in REF A remain in effect until modified or terminated in a future ALCOAST. SITREP 2 announces accession and retention bonus programs available for the FS and OS ratings for the remainder of FY15. These bonus programs are detailed in Paragraphs 4-7 below and may be adjusted or terminated in FY16.

These bonus programs are not applicable to Coast Guard Reserve Initial Active Duty for Training (IADT) programs enlistees or current members of the Coast Guard Selected Reserve or Individual Ready Reserve unless they are conditionally released from their Reserve Component enlistments and re-enlisted in the Regular Coast Guard.

Eligible members must apply through their local servicing personnel office no later than 01SEP2015. Late applications will not be accepted.

4. Enlistment Bonus (EB). This paragraph applies to new accessions accessed into the Regular Coast Guard on or after the date this ALCOAST is issued.

a. A 10,000 USD EB is authorized for applicants to enlist in the Coast Guard, complete guaranteed FS or OS Class A-School after recruit training, and satisfactorily complete the full term of their initial enlistment in the Regular Coast Guard as an FS or OS, as appropriate.

b. Members with a culinary degree are authorized a 25,000 USD EB to enlist in the Coast Guard, complete guaranteed FS Class A-School after recruit training, and satisfactorily complete the full term of their initial enlistment in the Regular Coast Guard as an FS.

(1) Members who qualify for a 25,000 USD EB due to possession of a culinary degree are not eligible for the 10,000 USD EB in subparagraph 4.a. above.

(2) FS personnel who acquire a culinary degree after completion of FS Class A-School are not eligible for the 25,000 USD EB.

(3) A culinary degree for the purpose of qualifying for the

25,000 USD EB means an associate or higher degree in food service or restaurant/hotel management from an accredited academic or culinary institution.

(4) Questions concerning acceptability of a qualifying degree must be referred to Commandant (CG-1111), attention CW0 Adams or FSCM Goguen, for resolution, if any doubt - ask.

c. Members must successfully complete FS or OS A-School to receive the EB.

d. Members must meet all performance and conduct standards, including additional reenlistment criteria, as outlined in REF B.

e. Members who have received an EB and do not complete the first term enlistment with an FS or OS rate designation are subject to bonus recoupment. Additional information on the EB policy can be found in Chapter 1 of REF C.

5. Critical Skills Training Bonus (CSTB). Non-rated enlisted members who entered into their first Regular Coast Guard enlistment and complete FS or OS Class A-School are eligible for a CSTB.

a. A 10,000 USD CSTB is authorized for enlisted members in pay grades E-2 and E-3 who are non-rated prior to the effective date of this ALCOAST and subsequently complete FS or OS Class A-School.

b. In order to qualify for the CSTB payment, non-rated members must:

(1) Successfully complete FS or OS Class A-School,

(2) Extend their enlistment so that there are 3 years of obligated active duty service remaining on their enlistment upon completion of Class A-School, and

(3) Complete their first enlistment with an FS or OS designation.

c. Members must meet all performance and conduct standards, including additional reenlistment criteria, as outlined in REF B.

d. Members who have received a CSTB and do not complete their term of enlistment with an FS or OS rate designation are subject to unearned bonus recoupment. CSTB policy can be found in Chapter 1 of REF C.

6. Critical Skills Retention Bonus (CSRB).

a. No CSRB is offered at this time.

b. CSRB policy can be found in Chapter 3 of REF C.

7. Selective Reenlistment Bonus (SRB).

a. A 20,000 USD Zone A SRB is authorized for FS and OS members who reenlist or extend enlistment for an additional 6 years of active service obligation.

(1) Members must have more than 17 months and less than 6 years time-in-service (TIS) with a service obligation that expires prior to 01OCT2018, and

(2) Members must satisfactorily complete their extended active duty period as an FS or OS.

b. A 12,000 USD Zone A SRB is authorized for FS and OS members who reenlist or extend enlistment for an additional 4 years of active service obligation.

(1) Members must have more than 17 months and less than 6 years TIS with a service obligation that expires prior to 01OCT2016.

(2) Members must satisfactorily complete their extended active duty period as an FS or OS.

c. A 10,000 USD kicker is authorized for FS members with more than 17 months and less than 6 years TIS who are qualified IAW REF D to assume the duties and responsibilities of a Food Service Officer

(FSO) and who elect a Zone A SRB per subparagraphs 7.a. or 7.b. above.

(1) Qualified members can receive the FSO kicker in addition to the Zone A SRB.

(2) Members must maintain this eligibility throughout their new obligated service period or the unearned portion of the payment will be recouped.

d. Members must have completed not more than 6 years active service on the date of reenlistment or the date on which the extension becomes operative to be eligible for a Zone A SRB.

e. Members with greater than 3 years remaining on their current enlistment contract are not eligible for a Zone A SRB or FSO kicker.

f. Eligible members can terminate current enlistment contract and sign a new contract to earn a Zone A SRB.

g. Members must meet all performance and conduct standards, including additional reenlistment criteria, as outlined in REF B.

h. Further information on the SRB policy can be found in Chapter 1 of REF C.

8. All bonuses authorized by this ALCOAST will be paid in lump sum, subject to 25 percent income tax withholding of amounts not contributed to a tax-deferred Thrift Savings Plan (TSP) account.

Members should realize there are potential tax implications with large, lump-sum bonuses and therefore should consider directing all or part of their bonus into their TSP account, subject to IRS annual retirement savings program contribution limitations (the limit is

18,000 USD in 2015). Members that elect to contribute bonus monies to their TSP account must do so one month prior to receipt of bonus.

9. Commanding Officers and Officers in Charge are reminded that all members who must obligate service and are within 3 months of their end of enlistment, or within 3 months of their 6th and 10th year active duty anniversary date shall be counseled on their SRB eligibility.

10. Eligible members are reminded that they ultimately decide the length of contractual obligation and actual date of reenlistment or extension. Both the reenlistment and extension require the members signature that acknowledges they have read and understood the terms of the contract and have had all questions answered to their satisfaction. Members should be familiar with REF C, which details reasons for recoupment action. In addition, commands shall ensure the appropriate administrative remarks are completed.

11. Please ensure if a member desires to reenlist 90 days early for SRB purposes that an inclusive day is added to prevent an administrative error that denies the member SRB eligibility.

12. If the member fails to comply with weight or reenlistment standards, and is processed for separation, the unearned portion of the bonus monies will be recouped.

13. For questions, members should contact their unit counselors (typically the Command YN/CMC/SCPO/MCPO) well in advance of their reenlistment or extension date. Additional sources of information include servicing personnel offices, work-life staff, and senior yeomen. For questions that cannot be answered after exhausting all of the above resources, the designated administrative support representative for that specific unit may contact Commandant (CG-133) at HQS-PolicyandStandards(at)uscg.mil.

14. Inevitably, reactivating a bonus program will leave some members just outside the window of eligibility. The service highly values the performance of all its members. Members are encouraged to continue to work hard toward advancement and qualifications. As funds are available and the needs of the service dictate, future adjustments to the bonus program will be made with consideration to those

members who have recently completed Class FS or OS A-School, but are not eligible for an SRB at the time of this ALCOAST.

15. Commanding officers and officers in charge shall bring the contents of this ALCOAST to the attention of all personnel.

16. RADM Dave Callahan, Assistant Commandant for Human Resources, sends.

17. Internet release is authorized.

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