

## **Temporary Early Retirement Authority (TERA) for Coast Guard FAQs**

### **Q1: What is TERA?**

**A1:** TERA stands for “Temporary Early Retirement Authorization,” which was authorized for all DOD Armed Forces under the National Defense Authorization Act. Seeking parity with its DOD counterparts, the Coast Guard received authorization to implement TERA through the 2012 CG Authorization Act and recently announced its plan for implementation in [ALCGPSC 080/13](#). The term “Temporary” means that the authorization is only approved for a temporary period of time, in this case 5 years; it does not mean that retirement is temporary in nature. Once a member requests and is approved to be retired under TERA, he or she is fully retired from the Service.

### **Q2: Is there a message that outlines the Coast Guard’s Policy on TERA?**

**A2:** Yes, you can view ALCGPSC XXX/13 by clicking the link: [ALCGPSC 080/13](#).

### **Q3: Is TERA a voluntary program?**

**A3:** Yes, and you must meet the criteria outlined in [ALCGPSC 080/13](#) to be eligible for retirement under TERA. You must submit a retirement memo requesting to be retired under TERA and, if approved, you would receive a voluntary retirement.

### **Q4: Who is eligible for TERA?**

**A4:** The Coast Guard has established that officers who have completed at least 17 years of service on or before 01 October 2014 will be considered upon submission of their voluntary request. TERA will be considered and approved on a case by case basis as needs of the Service permit. Waivers of obligated service as outlined in [ALCGPSC 009/13](#) (see **Q9**), may be considered, however, officers still must have 17 years of active service on or before 01 October 2104 to be eligible to retire under TERA. Further, as outlined in [ALCGPSC 080/13](#), TERA will not be approved for members who would otherwise be separated by other means, including medical retirements or disciplinary action. Officers who have integrated to become 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.

### **Q5: Is there a target audience of officers?**

**A5:** The target audience, meaning those most likely to be approved for TERA, is outlined in [ALCGPSC 080/13](#). Regular Permanent Officers who meet the eligibility criteria in the grade of O-3 through O-5 will be given priority consideration. All eligible Temporary Officers requesting retirement will retire at their permanent rank. Even though CWOs are not part of the target audience, their requests will be considered based on needs of the Service.

**Q6: Will I receive a reduced pay and benefits package?**

**A6:** If approved for TERA, all members will receive a reduced pay and benefits package. 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. [(Active Duty Pay) x (Percent Multiplier) x (Reduction Factor) = TERA retired pay.] Members with a Career Status Bonus/REDUX who volunteer for TERA will have their gross retired pay further reduced and they could potentially have the unearned portion of their CSB recouped due to not fulfilling the 20 year active duty commitment. For specific information related to this matter, please contact PPC/RAS at 1-800-772-8724 or 785-339-3415.

**Q7: Will I lose entitlements under the Veterans Administration (VA) that I would have received if I would have retired at twenty years?**

**A7:** No, you will receive the same entitlements from the VA. *\*\* Exception: Members retiring with less than twenty years may be eligible to receive Concurrent Retired and Disability Pay (CRDP) entitlements should they be otherwise qualified. Check out the below website for confirmation.*

<http://www.dfas.mil/retiredmilitary/disability/crdp.html>

**Q8: How will the Coast Guard determine who is accepted under TERA?**

**A8:** Officer Personnel Management (OPM) will hold an internal TERA Panel which will review all packages to determine eligibility, needs of the Service, and priority. The panel will make recommendations to Chief, Officer Personnel Management for final determination.

**Q9: Can I use ALCGPSC 009/13, which states that the Coast Guard will consider waiving 10 months of my obligated service (e.g., PG School, TIG, etc.) in order to become eligible for TERA?**

**A9:** Yes, OPM will consider waiver requests on a case by case basis; however, you must still have 17 years of active service to be eligible for TERA.

**Q10: How long will TERA last? Will there be an annual solicitation?**

**A10:** Temporary authorization has only been approved for the Fiscal Year 2013-2018 timeframe. Consequently, the Coast Guard plans to gauge TERA's progress by reviewing it on yearly basis. If the Coast Guard assesses that a continued need exists for TERA, it will continue soliciting for eligible members via an annual ALCGPSC.

**Q11: Does the Coast Guard plan to offer TERA to officers who are separating under other conditions such as medical, disciplinary, or failure to meet the weight standard?**

**A11:** No, TERA will not be approved for members who would otherwise be separated by other means, including medical retirements or disciplinary action (including violation of COMDT weight and body fat standards).

**Q12: When should I submit my request?**

**A12:** All requests for TERA must be submitted to OPM via standard retirement memo referencing [ALCGPSC 080/13](#) by 15 August 2013. Each request must contain a Command endorsement noting backfill requirements.

**Q13: What month should I put on my retirement request for my retirement date?**

**A13:** The only retirement date authorized under TERA is 01 October 2014 as published, which coincides with beginning of the fiscal year. Therefore, you should put 01 October 2014 as your requested retirement date.

**Q14: When should I hear something back from OPM regarding my request?**

**A14:** All members applying for TERA should anticipate approval or disapproval by 01 November 2013. Notification will follow shortly thereafter.

**Q15: Will members who take an early retirement under TERA be required to affiliate with the Reserves?**

**A15:** No, a member who retires under TERA incurs no reserve obligation.

**Q16: Who do I contact if unsure whether I qualify for TERA benefits?**

**A16:** Your first step is to read and understand [ALCGPSC 080/13](#). If you have a unique or extenuating circumstance outside of the guidance outlined in [ALCGPSC 080/13](#), you should contact your chain of command and Servicing Personnel Office (SPO). If your questions are still not answered, you may contact OPM-1 Separations Branch at (703) 872-6432.

**Q17: If I receive a set of orders that I do not prefer can I request to retire under TERA in lieu of accepting orders?**

**A17:** Retirement in lieu of orders (RILO) under the TERA policy is currently not an option during the AY14 assignment process.

**Q18: What if I have 17 years of active service, but less than 10 years of commissioned service? Am I still eligible for TERA?**

**A18:** For permanent commissioned officers, you must have 10 years commissioned service to be eligible for TERA.

**Q19: Does TERA apply to the enlisted workforce?**

**A19:** While Section 219 of the Coast Guard and Maritime Transportation Act of 2012 renewed the Secretary of Homeland Security's authority to allow "limited" early retirement for the enlisted workforce between FY13-FY18, the Service has not elected to implement TERA for enlisted personnel in 2013-2014. TERA for the enlisted workforce may be implemented in the future, in accordance with service need, and other workforce shaping measures implemented to ensure the health and vitality of the enlisted workforce.