



RECRUITER PROGRAMS POCKET GUIDE

Developed by the I&D staff Training Center Cape May 2010

Note: This pocket guide was accurate as of the cover date. Recruiters are responsible for confirming current CGRC and Coast Guard accession standards.

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AGE

AT LEAST	LESS THAN	QUALIFICATION
17	18	NEEDS CUSTODIAL OR PARENT/GUARDIAN WRITTEN CONSENT, EMANCIPATED MINOR OR IS MARRIED
18	28	MAY APPLY
28	30	MAY APPLY IF PRIOR SERVICE, ENLISTS AS AN E-3, OR HAS A WAIVER FROM CGRC
28	32	MAY APPLY IF E-3 WITH A GUARANTEED A SCHOOL
30	40	MAY APPLY IF THE APPLICANT HAS PRIOR SERVICE AND IS ENLISTING IN PAY GRAD E-4 OR ABOVE, CONSTRUCTIVE AGE MUST REDUCE THE AGE OF THE APPLICANT TO LESS THAN 35

CITIZENSHIP

CRITERIA	QUALIFICATION
U.S. CITIZEN or NATIONALS(American Samoa, Swains Island)	MAY APPLY
DUAL CITIZENSHIP	MAY APY IF THEY DECLARE U.S. CITIZENSHIP
IMMIGRANT ALIEN	MAY APPLY IF: READS, WRITES, AND SPEAKS ENGLISH FLUENTLY AND IS A PERMANENT RESIDENT AND HAS NO PRIOR MILITARY SERVICE.
NON-IMMIGRANT ALIEN	MAY NOT APPLY

DEPENDENCY

IF THAT PERSON IS:	THEN THAT PERSON:
WITHOUT DEPENDENTS	MAY APPLY
UNMARRIED WITHOUT SOLE CUSTODY	MAY APPLY IF DEPENDENTS DO NOT EXCEED 2 FOR E-3 AND BELOW, 3 FOR E-4 WITH A WAIVER FROM CGRC OR MORE THAN 3 FOR E-5 AND ABOVE WITH A WAIVER
SINGLE OR MARRIED WITH JOINT CUSTODY(Without primary legal custody)	MAY APPLY IF ENLISTING IN PAY GRADE E-4 OR ABOVE OR IF SPOUSE IS E-5 OR ABOVE
MARRIED WITH COAST GUARD ACTIVE DUTY SPOUSE AND 2 DEPENDENTS	MAY APPLY IF ENLISTING IN PAY GRADE E-4 OR ABOVE OR IF SPOUSE IS E-5 OR ABOVE
RESERVE MARRIED WITH NO MORE THAN 6 DEPENDENTS	MAY APPLY

FINANCIAL

PROGRAM	CRITERIA	QUALIFICATION
COAST GUARD or COAST GUARD RESERVE RP or RK	TOTAL DEBT DOES NOT EXCEED 30% OF PAY AND ALLOWANCES	MAY APPLY
COAST GUARD RESERVE RX, RQ, RN, RA PROGRAM	TOTAL DEBT OF NOT MORE THAN 80% OF PAY AND ALLOWANCES	MAY APPLY
FILED FOR BANKRUPTCY	WITHIN LAST 10 YEARS	NEEDS CGRC APPROVAL

EDUCATION

CREDENTIALS	QUALIFICATIONS
TIER I: HIGH SCHOOL GRADUATE	<ul style="list-style-type: none"> • HIGH SCHOOL DIPLOMA • ADULT EDUCATION DIPLOMA • COMPLETED 15 SEMESTER OR 20 QUARTER HOURS OF COLLEGE • HOME SCHOOLED WHO SCORE 64 OR HIGHER ON THE ASVAB
TIER II: ALTERNATIVE CREDENTIAL HOLDER (REQUIRES WAIVER FROM CGRC)	<ul style="list-style-type: none"> • GED (LIMITED TO 50 NATIONALLY) HIGH SCHOOL CERTIFICATE OF COMPLETION • DISTANCE LEARNING SCHOOL DIPLOMA • CORRESPONDENCE SCHOOL DIPLOMA • HOME SCHOOLED WHO SCORE 63 OR LESS

RESERVE PROGRAMS

RK

Individuals train in two phases, phase I is basic training and phase II is A-school (more than 6 day gap between phases)	AGE	A SCHOOL	ENLISTMENT	PRIOR SVC
	17-26	YES (Split IADT)	6-YEAR SELRES (8-YEAR MSO)	NO

RP

Individuals attend basic training and then report immediately to Class "A" School.	AGE	A SCHOOL	ENLISTMENT	PRIOR SVC
	17-26	YES	6-YEAR SELRES (8-YEAR MSO)	NO

RX

Experienced professionals with a skill that translates to a coast guard rating.	AGE	A SCHOOL	ENLISTMENT	PRIOR SVC
	27-40	NO	6-YEAR SELRES (8-YEAR MSO)	NO

RA

Individuals attend DEPOT and must have completed 60 semester hours and choose a critical rating.	AGE	A SCHOOL	ENLISTMENT	PRIOR SVC
	27-40	YES	6-YEAR SELRES (8-YEAR MSO)	NO

RN

Individuals attend DEPOT and must obtain a conditional release (DD-368) prior to enlistment.	AGE	A SCHOOL	ENLISTMENT	PRIOR SVC
	27-40	YES	AT LEAST 3 YEARS AND MUST EQUAL OR EXCEEDING REMAINING MSO	YES

RQ

Individuals attend DEPOT and have no remaining military obligation.	AGE	A SCHOOL	ENLISTMENT	PRIOR SVC
	27-40	NO	AT LEAST 3 YEARS AND NO MORE THAN 6	YES

OFFICER PROGRAMS

OCS

17 week course in leadership, seamanship, navigation, law enforcement, and military subjects.	AGE	QUALIFYING TESTS	EDUCATION
	21-34(temp) 21-30 (reserve)	SAT1 (1100 verbal and math) ACT 23 ASVAB 109(VE+AR)	E-5 and above with at least 4 years active duty and 30 semester hours(temp) Senior in college or a baccalaureate or higher with a GPA of 2.5(reserve)

CSPI

Offers college sophomores and juniors to have their junior and senior years fully funded including pay and allowances followed by OCS. 3 year service commitment.	AGE	QUALIFYING TESTS	EDUCATION
	19-27	SAT1 (1100 verbal and math) ACT 23 ASVAB 109(VE+AR)	Must be a sophomore or junior undergraduate enrolled or accepted in a bachelor degree program at a HBCU, HSI, TCU, or colleges in Guam, Puerto Rico and U. S. Virgin Islands

BLUE 21/WIFI

Guaranteed flight training through the completion of Officer Candidate School (OCS). Those who successfully complete OCS and flight training incur an 11 year obligation.	AGE	QUALIFYING TESTS	EDUCATION
	21 but not their 31 st birthday as of 30 September of the fiscal year in which the panel convenes	SAT1 (1100 verbal and math) ACT 23 ASVAB 109(VE+AR) Score at least 4/4 on ASTB	Hold a Baccalaureate degree in aviation, computers, engineering or technology from a qualifying 4-yr institution with a minimum 25% minority population. (A private pilot's license in conjunction with <i>any</i> degree from a qualifying institution is acceptable.)

DCA

<u>Direct Commission</u>	AGE	QUALIFICATIONS	EDUCATION
<u>Aviator-</u> Individuals must not be on active duty except Coast Guard, less than 10 years non-Coast Guard service. Must be a graduate of a U.S. military flight training program and a Army CWO or Commissioned Officer in the Armed Forces.	21 but not reached their 35 th as of the 30 September of the fiscal year in which the panel convenes	Rotary-wing applicants must have a minimum of 500 flight hours (not including training), fixed-wing must have 500 hours in a fixed-wing aircraft.	Have a Baccalaureate Degree or have completed 30 semester hours (45 quarter hours) at an accredited college or university.

DCE

<u>Direct Commission</u>	AGE	QUALIFICATIONS	EDUCATION
<u>Engineer-</u> Provides engineers and technologists with leadership opportunities in program management.	21- 40	Coast Guard E-5 or above with at least 4 years active (temp). Applicants not eligible for temp may apply for a reserve commission.	Baccalaureate Degree or higher in: <ul style="list-style-type: none"> • Communication • Computer Engineering • Electrical Engineering • Information Technology • Network Engineering • Software Engineering • Systems Engineering • Telecommunications • ETC.

DCIO

<u>Direct Commission</u>	AGE	QUALIFICATIONS	EDUCATION
<u>Intelligence Officer-</u> Provides intelligence personnel to the Coast Guard	21 - 40	Must hold a current Director of Central Intelligence Directive (DCID) Sensitive Compartmented Information (SCI) 6/4 eligibility. Applicants must have practical and recent work experience.	Must have a baccalaureate or higher degree from and accredited program in intelligence. -Other majors considered on case by case basis.

DCSS

<u>Direct Commission</u>	AGE	QUALIFICATIONS	EDUCATION
<u>Selected Schools-</u> College graduates who had military training while earning their degree.	21-40	Have successfully completed at least two years of ROTC or equivalent training or two years of a federal military service academy.	Have a baccalaureate from: <ul style="list-style-type: none"> • Norwich University • Prairie View A&M • Texas A&M • Virginia Polytechnic Institute • Virginia Military Institute • Mary Baldwin College • Citadel • North Georgia College & State Univeristy

DCL

<u>Direct Commission</u>	AGE	QUALIFICATIONS	EDUCATION
<u>Lawyer- Licensed Attorney</u> , third year law student who want to be a Coast Guard Judge Advocate.	21-40	Must have less than 10 yrs Active Service	Be a graduate of, or a third-year law student in an ABA-accredited law school or and be admitted to practice before the bar of the highest court of any state, D.C., U. S. Territory jurisdiction or provide proof they intend to take the bar. If student attended a non-ABA accredited university, contact RS/RL to check eligibility.

MARGRAD

<u>Direct Commission Maritime Academy</u>	AGE	QUALIFICATIONS	EDUCATION
<p><u>Graduate-</u> Available to individuals who hold a degree from a qualifying state or federal maritime academy.</p>	<p>21 but not their 41st birthday as of 30 September</p>	<p>Less than 10 years of non-Coast Guard active duty military service.</p> <p>Hold a Third Mate or Third Mate Assistant Engineer license or higher or a degree major in marine environmental protection.</p>	<p>Individuals hold a baccalaureate degree from a qualifying state or federal maritime academy and have at least a 2.5 GPA on a 4.0 scale.</p>

ACADEMY

The Coast Guard Academy accepts applications annually from qualified civilians, active duty members and reservists. The Academy is a 4-year college degree program with teaches the academic and military skills needed to prepare junior officers for service in the Coast Guard.	AGE	QUALIFICATIONS	EDUCATION
	<p>17-22 years of age on July 1 of the year of entry.</p>	<p>Typically the minimum requirements for admission are an SAT score of a least 1100 or an ACT score of 24 and candidates must be in the top 25 percent of their high school class. Applicants cannot have any dependents or financial obligations.</p>	<p>If you are not immediately accepted to the Academy you will automatically be considered for the Academy Scholarship Program. This is a 10 month course that assists candidates in preparing academically for admission to the Coast Guard Academy.</p>

TEAMS

TRAINING

BASIC TRAINING	TECHNICAL TRAINING	SPECIALIZED TRAINING
<p>Instills independence and confidence</p> <p>Develops teamwork and interdependence</p> <p>Transitions from civilian to military life</p> <p>Provides the skills necessary for their first assignment</p>	<p>Is similar to civilian vo-tech Schools, except that they are free</p> <p>State of the art, “real world” applicability</p> <p>There are over 1000 Specializations in 21 career fields</p> <p>Most schools are worth college credit</p>	<p>Is a continual process that never stops</p> <p>You will attend refresher courses and In-service training</p> <p>You will have civilian and industry training opportunities</p> <p>It offers a progression from unskilled to semi-skilled to skilled</p>

EDUCATION

MONTGOMERY G.I. BILL	TUITION ASSISTANCE	OTHER EDUCATION
<p>AD Currently provides \$49,248.00 for college</p> <p>Partial payments can be received in as little as two years</p> <p>Full benefit of \$1368.00 per month is available after three years.</p> <p>It begins with an easy payroll deduction of \$100.00 per month for twelve months.</p> <p>POST 911</p> <p>Provides 36 months of full time education benefits</p>	<p>Currently provides up to \$4500.00</p> <p>Pays for up to 100% tuition</p> <p>Service-members are eligible for In-service grants</p>	<p>Free credit-by – examination (CLEP) program</p> <p>Many Coast Guard courses are worth college credit</p> <p>Service-members Opportunity Colleges are military friendly and allow you to transfer easily between colleges and universities</p> <p>Most states offer in-state tuition rates to military members and their families</p>

<p>Must complete at least 90 days of aggregate (cumulative) service for partial benefits</p> <p>Tuition and fees paid to the school not to exceed the maximum in-state tuition & fees at a public institution of higher learning</p> <p>A monthly housing allowance based on the BAH for an E-5 with dependents at the location of the school</p> <p>Book and supplies stipend of up to \$1000.00</p>		
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ADVENTURE

AN AVERAGE DAY	MISSIONS OF THE COAST GUARD	PERSONAL ADVENTURE
<p>Conduct 82 SAR cases</p> <p>Save 15 lives</p> <p>Interdict 26 illegal migrants at sea</p> <p>Seize \$12.4 million worth of illegal drugs</p> <p>Protect \$4.9 million in property</p>	<p>Port Security</p> <p>Drug interdiction/Migrant Interdiction</p> <p>Aids to Navigation/Ice Operation</p> <p>Search and Rescue</p> <p>Living Marine Resources/Marine protection and Safety</p> <p>Homeland Security/Defense readiness</p>	<p>Worldwide assignment possibilities</p> <p>Authorized travel expenses are paid by the USCG</p> <p>Travel on military aircraft is free on a space-available basis</p> <p>30 days annual vacation with pay</p>

MONEY

MONTHLY INCOME	PAY INCREASES	OTHER MONEY SAVING ENTITLEMENTS
Base Pay Rent Money Food Money	Promotion increases Longevity increases Annual cost of living increases	Exchange and commissary privileges Free medical and dental Clothing allowance Non-contributory retirement plan Low cost life-insurance Low cost or free recreational facilities

SATISFACTION

RESPONSIBILITY	SERVICE	RECOGNITION
Responsibility to yourself Responsibility to your co-workers Responsibility to your job	Challenge Tradition Patriotism	Decorations and awards Promotions Respect

2010 MILITARY PAY CHART (ACTIVE)

Paygrade	<2	2	3	4	6	8	10	12	14	16	18
Commissioned Officers											
O-10	-	-	-	-	-	-	-	-	-	-	-
O-9	-	-	-	-	-	-	-	-	-	-	-
O-8	9,399.00	9,706.80	9,911.10	9,968.40	10,223.40	10,649.10	10,748.40	11,152.80	11,268.60	11,617.20	12,121.20
O-7	7,809.90	8,172.90	8,340.60	8,474.10	8,715.60	8,954.40	9,230.40	9,505.50	9,781.80	10,649.10	11,381.40
O-6	5,788.50	6,359.40	6,776.70	6,776.70	6,802.50	7,094.10	7,132.50	7,132.50	7,537.80	8,254.80	8,675.40
O-5	4,825.50	5,436.00	5,812.50	5,883.30	6,117.90	6,258.60	6,567.60	6,794.10	7,086.90	7,535.10	7,748.10
O-4	4,163.70	4,819.80	5,141.40	5,213.10	5,511.60	5,831.70	6,230.10	6,540.60	6,756.60	6,880.20	6,951.90
O-3	3,660.60	4,149.90	4,479.30	4,883.40	5,117.10	5,373.90	5,540.10	5,813.40	5,955.60	5,955.60	5,955.60
O-2	3,162.90	3,602.40	4,149.00	4,289.10	4,377.30	4,377.30	4,377.30	4,377.30	4,377.30	4,377.30	4,377.30
O-1	2,745.60	2,857.50	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20	3,454.20
Commissioned officers with more than four years of active duty as warrant officers or enlisted members											
O-3E	-	-	-	4,883.40	5,117.10	5,373.90	5,540.10	5,813.40	6,043.50	6,175.80	6,355.80
O-2E	-	-	-	4,289.10	4,377.30	4,516.80	4,752.00	4,933.80	5,069.10	5,069.10	5,069.10
O-1E	-	-	-	3,454.20	3,688.80	3,825.00	3,964.80	4,101.60	4,289.10	4,289.10	4,289.10
Warrant Officers											
W-5	-	-	-	-	-	-	-	-	-	-	-
W-4	3,783.00	4,069.50	4,186.50	4,301.10	4,499.10	4,695.00	4,893.00	5,191.80	5,453.40	5,702.10	5,905.50
W-3	3,454.50	3,598.50	3,746.10	3,794.70	3,949.50	4,254.00	4,571.10	4,730.10	4,892.70	5,070.90	5,390.40
W-2	3,057.00	3,346.20	3,435.30	3,496.50	3,694.80	4,002.90	4,155.30	4,305.90	4,489.50	4,633.20	4,763.40
W-1	2,683.50	2,971.80	3,049.80	3,213.90	3,398.10	3,694.20	3,827.70	4,014.30	4,197.90	4,342.20	4,475.40
Enlisted Members											
E-9	-	-	-	-	-	-	4,570.80	4,674.30	4,804.80	4,958.40	5,112.90
E-8	-	-	-	-	-	3,741.60	3,907.20	4,009.50	4,132.50	4,265.40	4,505.40
E-7	2,601.00	2,838.90	2,947.50	3,091.80	3,204.00	3,396.90	3,505.50	3,699.00	3,859.50	3,969.00	4,085.70
E-6	2,249.70	2,475.30	2,584.50	2,690.70	2,801.40	3,051.00	3,148.20	3,336.00	3,393.60	3,435.60	3,484.50
E-5	2,061.30	2,199.30	2,305.50	2,414.40	2,583.90	2,761.80	2,906.70	2,924.70	2,924.70	2,924.70	2,924.70
E-4	1,889.70	1,986.30	2,094.00	2,199.90	2,293.80	2,293.80	2,293.80	2,293.80	2,293.80	2,293.80	2,293.80
E-3	1,705.80	1,813.20	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00	1,923.00
E-2	1,622.10	1,622.10	1,622.10	1,622.10	1,622.10	1,622.10	1,622.10	1,622.10	1,622.10	1,622.10	1,622.10
E-1	1,447.20	1,447.20	1,447.20	1,447.20	1,447.20	1,447.20	1,447.20	1,447.20	1,447.20	1,447.20	1,447.20
Note: Monthly pay for O-7s through O-10s in 2009 is capped at \$14,750.10 under Level II of the Executive											

2010 RESERVE PAY CHART

Pay Grade	Years of Service				
	Under 2	Over 2	Over 3	Over 4	Over 6
O-7	1041	1089	1113	1130	1162
O-6	771	848	904	904	907
O-5	643	725	776	785	815
O-4	555	643	685	695	735
O-3	488	553	597	651	682
O-2	422	481	553	572	583
O-1	366	380	460	460	460

Pay Grade	Years of Service				
	Less than 2	Over 2	Over 3	Over 4	Over 6
E-9					
E-8					
E-7	346	378	393	413	427
E-6	300	330	344	359	373
E-5	275	294	307	321	344
E-4	252	264	279	294	306
E-3	227	242	256	256	256
E-2	216	216	216	216	216
E-1	193	193	193	193	193
E-1 with less than 4 months of service	179				

BMI

<i>Represents Maximum Allowable Weights for BMI of 27.5 (regardless of age)</i>																							
Height inches	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80
Weight pounds	131	136	141	145	150	155	160	165	170	175	180	186	191	197	202	208	214	220	225	231	237	244	250

Body Fat Standards		
Age	Percent Body Fat (Men)	Percent Body Fat (Women)
Less than 30	22%	32%
Less than 40	24%	34%
Age 40 or greater	26%	36%