

ENLISTED PERSONNEL TERA FAQs

1) Why aren't we going to implement TERA now for the enlisted workforce?

The Coast Guard intends to reserve our enlisted TERA authorization allotment to provide an opportunity for enlisted members that are involuntarily discharged, should the HYT professional growth points dip below the 20-year mark in the years ahead.

2) Is there a reason, the Coast Guard is not going to implement TERA for our senior enlisted personnel that are not yet retirement eligible?

The Coast Guard is not projected to reach the statutory limits for any of its enlisted pay grades; therefore no Service need exists to implement TERA for senior enlisted members.

3) If we are separating people using CRSP and HYT, why wouldn't we use TERA this year?

The Career Retention Screening Panel and High-Year Tenure panel process, currently, affect only retirement-eligible personnel. Retirement-eligible personnel are not authorized to use TERA because it is an early-retirement program. Since this is the first-year both CRSP and HYT are being used simultaneously, CG PSC needs time to gauge the effect those tools have on the enlisted workforce prior to implementing TERA.