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FM COMCOGARD PSC ARLINGTON VA
TO ALCGPSC

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ALCGRSV 050/15

SUBJ: 2016 RESERVE HIGH YEAR TENURE (R-HYT) AMPLIFYING GUIDANCE

A. COMDT COGARD Washington DC 261519Z JUN 15 ALCOAST 262/15

B. Title 10 U.S.C. 1176(b)

1. REF A announced the reactivation of High Year Tenure for the Coast Guard Reserve and set the Professional Growth Points (PGPs) for the Reserve enlisted workforce. This includes all enlisted reservists assigned to the Selected Reserve (SELRES) and Individual Ready Reserve (IRR). This ALCGRSV provides amplifying guidance on the implementation of the 2016 R-HYT. REF A, and this ALCGRSV are considered official notification of the reactivation of R-HYT. Failure to follow R-HYT procedures will NOT delay the 30 September 2016 deadline for separation or 1 October 2016 date of retirement. Request widest dissemination of this notice.

2. IAW REF A, the R-HYT PGPs for pay grades E-3 and above will be enforced. Enlisted reservists who will reach or exceed their PGP between 1 October 2015 and 30 September 2016 will be separated no later than 30 September 2016 or retired no later than 1 October 2016.

3. The list of personnel who meet the 2016 R-HYT criteria will be announced in a future ALCGRSV message OOA 1 October 2015 and posted on the CG PSC-RPM R-HYT website:

<http://www.uscg.mil/rpm/rpml/r-hyt/r-hyt.asp>.

4. Total Time in Service (TIS) will be used to determine candidacy for 2016 R-HYT. TIS is a member's total military service time (Active and Reserve Components). Coast Guard Personnel Service Center, Reserve Personnel Management (CG PSC-RPM) will determine R-HYT candidacy using Pay Base Date (PBD) data in Direct Access.

5. Existing waivers for 30 years TIS or 60 years of age that extend past 30 September 2016 are still in effect. Members who have approved waivers will be excluded from the 2016 R-HYT candidate list and processed for retirement or separation as dictated in their waiver.

6. R-HYT candidates with more than 18 years of qualified service toward a non-regular (Reserve) retirement as of 1 October 2016 will be separated on a date determined IAW REF B.

7. 2016 R-HYT candidates advanced to the next higher pay grade on or before 1 May 2016 will be removed from the candidate list unless they meet or exceed the 2016 R-HYT PGP for the new pay grade.

8. R-HYT takes precedence over the Reserve Career Retention Screening Panel (R-CRSP). Personnel who meet or exceed their PGP between 1 October 2015 and 30 September 2016 will fall under the guidelines for R-HYT even if they were retained by R-CRSP. Reservists who meet or exceed their PGP between 1 October 2015 and 30 September 2016 but are scheduled for retirement or separation by another administrative process before 30 September 2016 will be retired or separated on the earlier date.

9. 2016 R-HYT timeline:

a. 1 October 2015: Candidates announced and PGP waiver request submission period begins.

b. 31 January 2016: PGP waiver request submission period ends.

c. 8-11 March 2016: PGP waiver panel.

d. OOA 2 May 2016: PGP Waiver notifications commence and 2016

R-HYT candidates removed from advancement list if not advanced on or before 1 May 2016.

e. 1 June 2016: Deadline for voluntary retirement requests for retirement eligible 2016 R-HYT candidates.

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- f. 30 September 2016: Mandatory separation date for 2016 R-HYT candidates.
- g. 1 October 2016: Mandatory retirement date for 2016 R-HYT candidates.
- h. 1 October 2016: Effective date of 2016 R-HYT PGP waivers.
- i. 1 January 2017: All retirement requests for candidates granted a 2016 PGP waiver are due to CG PSC-RPM.
- j. 30 September 2017: 2016 R-HYT PGP waivers expire.
- k. 30 September 2017: Separation date for members with approved 2016 R-HYT PGP waivers.
 - l. 1 October 2017: Retirement date for members with approved 2016 R-HYT PGP waivers.
- 10. 2016 R-HYT PGP Waiver request procedures will be announced in a future ALCGRSV message OOA 1 October 2015 and posted on the CG PSC-RPM R-HYT website: <http://www.uscg.mil/rpm/rpml/r-hyt/r-hyt.asp>.
- 11. CG PSC-RPM-2 will make every effort to minimize unanticipated vacancies that result from the reactivation of R-HYT. Positions currently filled by 2016 R-HYT candidates will be shopped in Assignment Year 2016 (AY16) to minimize potential gaps.
- 12. Additional 2016 R-HYT information and FAQs are located on the CG PSC-RPM website: <http://www.uscg.mil/rpm/rpml/r-hyt/r-hyt.asp>. Questions not answered by the FAQs should be directed to the following CG PSC-RPM e-mail address: ARL-SMB-CGPSC-RPM-R-HYT(at)uscg.mil. Allow a minimum of 5 business days for a response.
- 13. CG PSC-RPM POC: LT K. K. Clarke, (703)872-6511.
- 14. CAPT Rob Hanley, Chief, CG PSC-RPM, sends.
- 15. Internet release authorized.

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