

ALCOAST 193/15 (Active Bonus Programs for FY15)

Frequently Asked Questions (FAQs)

Q1: COMDTINST M72220.2 (Military Bonus Program) states that members are not authorized to receive an Selective Reenlistment Bonus (SRB) if their current enlistment has more than 3 months remaining. Does ALCOAST 193/15 waive the 3 month requirement?

A1: Yes, the requirement to be within 3 months of a member's current contract expiration is waived for members eligible for an SRB in FY15. This is a one-time exception to this policy to increase the candidate pool size and take advantage of existing funding. This waiver may be terminated in FY16. A future ALCOAST will outline any policy adjustments to the bonus program for FY16. Since ALCOAST 193/15 waives the 3 month requirement, SRB eligible members do not need any of the reenlistment reasons stated in Chapter 1.B.5.e of COMDTINST M7220.2 to gain an entitlement to an SRB.

Q2: ALCOAST 193/15 states that existing contracts can be terminated when a member is eligible and elects an SRB contract. Does that mean any previous obligated service is also terminated? Or, do I add my current obligated service to the 4 year or 6 year SRB contract?

A2: Existing obligated service will be terminated. Members eligible for and who elect a 4 year SRB contract will sign a new 4 year reenlistment contract, obligating exactly 4 years, regardless of their previous contract termination date. Likewise, members who are eligible for and elect the 6 year SRB will terminate existing obligation and reenlist for exactly 6 years. ALCOAST 193/15 differs from COMDINST M72220.0 and previous practices in this regard. This is a temporary change enacted to increase the candidate pool size and remain within the maximum allowable reenlistment contract policy of 6 years. As stated in answer (1), this temporary change may be adjusted in FY16.

Q3: If I am on a contract to go direct to FS or OS A-School from boot-camp, am I eligible for the Enlistment Bonus (EB) or Critical Skills Training Bonus (CSTB)?

A3: Any Coast Guard member that graduates FS or OS A-School after the date of ALCOAST 193/15 was released and before October 1st 2015 is eligible to receive a Critical Skills Training Bonus (CSTB). Members currently in boot camp that go direct to FS or OS A-School are eligible for a CSTB and need to contact their SPO. Members already in FS or OS A-School on the date ALCOAST 193/15 was released are also eligible for a CSTB and should contact their SPO. Only members not yet accessed into the Coast Guard are eligible for the EB.

Q4: Can I qualify for a CSTB and an SRB?

A4: In rare cases, members can collect a CSTB and a 6 year SRB when that member meets the eligibility requirements for both types of bonuses. For example, a member who receives a CSTB for graduating FS or OS A-School after the date ALCOAST 193/15 was released, and before September 1st 2015, may also receive a Zone A, SRB as long as they:

- (A) Have more than 17 months active time in service (TIS) and less than 6 years active TIS,
- (B) Current service obligation expires before 01OCT2018 (6 yr contract)
- (C) Have less than 3 years until the end of enlistment.

Some members may qualify for the SRB upon A-School graduation, while others may have to wait until they fall within the TIS or obligated service requirements. Members who elect a CSTB and are eligible for an SRB can cancel/void any extension which enabled them to meet the 3 year service obligation required by ALCOAST 193/15 and sign a new 6 year SRB contract instead. Concerned members should work with A-School to sign new reenlistment contract on the day they graduate if eligible, otherwise work with their local SPO once they become eligible for the SRB. This policy will expire on October 1st, 2015.

Q5: I am already in the Coast Guard and have a culinary degree. Am I eligible to receive the \$25K EB if I attend FS A-School.

A5: No. Unfortunately the \$25K culinary degree EB is to attract new recruits into the Coast Guard that may be interested in the food service industry. The primary purpose of this bonus is to assist potential recruits with debt that they accumulated through culinary training that would otherwise render the member ineligible to join the Coast Guard. Members that have not yet completed A-School who have a culinary degree may be reviewed on a case by case basis. FS rated members who already possess a culinary degree should take advantage of an SRB program if eligible. Concerned members should email a waiver request to HQS-PolicyandStandards@uscg.mil

Q6: If I am eligible for the FSO kicker, must I elect an SRB to receive the FSO kicker?

A6: Yes, though FSO kicker is to reward good performance it can only be received if a member elects to receive an SRB and enter a new 4 or 6 year enlistment contract. FSO kicker money will be in addition to the SRB money and is available with either the four 4 or 6 year SRB. The member must meet the eligibility requirements for both the SRB and kicker. The member must maintain FSO qualification during the full length of the new contract or will be subject to recoupment.

Q7: Can I receive an SRB by extending my current enlistment?

A7: No, a member should terminate contract and complete a new enlistment. Funding available for SRBs expires October 1st, 2015. SRBs must be paid out prior to that date. If a member extends, their enlistment date may be after October 1st at which point, funding may no longer be available. To assure funding is available and to be in compliance with other personnel policies, a member should reenlist and not extend when electing an SRB.

Q8: When and how will I receive my money?

A8: A member will receive the bonus in a lump sum payment. Bonus payments will generally be received within the next two pay cycles after bonus documentation has been sent to PPC.

Members should anticipate a 25% tax rate on the bonus. Members should communicate with local SPO if payment has not been received within two full pay periods of PPC's notification. Members who elect an EB and or CSTB are authorized to receive the bonus money after they graduate from A-School. If a member does not successfully complete A-School, the EB or CSTB will not be awarded.

Q9: What if I am unable to fulfill my service commitment?

A9: All bonuses are subject to full or partial recoupment if the service contract is not completed in full, regardless of the reason. SRB contracts will be recouped from the member based on the total time in service the member performed in the capacity of the SRB contract. Additional information on termination and recoupment of bonuses may be found in the Military Bonus Programs manual (COMDTINST M72220.2).

Q10: When you discuss, "Eligible members must apply through their local servicing personnel office no later than 01SEP2015." Do you mean that the member must hand the paperwork in to the SPO prior to that date or do they have to actually sign the new contract with an effective date no later than 01SEP2015?

A10: Eligible members must submit all completed paperwork to their SPO for processing no later than 01SEP2015.

Q11: I am an OS who just received transfer orders, and had to obligate service until 2019. Am I outside the window of eligibility, or can I cancel my obligated service contract/extension to receive a 6 year Zone A SRB?

A11: OS members who meet the TIS requirements (i.e., have more than 17 months and less than 6 years TIS) and received orders in AY15 to obligate service until 2019 may be eligible to terminate their existing contract and reenlist for 6 years to receive the Zone A SRB. The intent of the ALCOAST was to allow these members to receive a bonus if they met TIS eligibility requirements and obligated service this assignment year. Concerned members should email HQS-PolicyandStandards@uscg.mil if they have any further questions about eligibility.

Q12: Are members currently attending or en route to FS or OS "A" School eligible for a CSTB?

A12: Yes, members already in FS or OS "A" School on the date ALCOAST 193/15 was released or currently enroute to FS or OS "A" School can apply for a CSTB at TRACEN Petaluma. Additionally, these members could potentially be eligible to receive a Zone A SRB upon graduation (See Q4 for more details).

Q13: Can current FS or OS "A" School students who are on track to successfully graduate and meet TIS criteria requirements be eligible to receive a Zone A SRB?

A13: Yes, members can sign the contract 5 days prior to graduation. However, the member should be counseled the bonus is contingent upon them graduating. If they do not graduate, the

bonus will be recouped. In general, members must be serving in pay grade E-3 (with appropriate designator) or higher on active duty to be eligible for a Zone A SRB.

Q14. Does the 6 year TIS requirement include prior DoD service?

A14. The 6 year TIS requirement is total active duty time. It would include all previous active duty time, regardless of which service the member served under. See, Articles 1.B. and 1.B.2 of COMDTINST M7220.2.

Q15: Do I need to have the member sign a 3307 entry because none of the 3307 samples located in the 3PM completely fit this bonus situation.

A15: Yes, 3307 entries are required. If a 3307 does not completely match the member's bonus scenario, commands should modify the language accordingly.

Q16: Are E-2's and E-3's who graduate FS or OS A-School (& receive their rating designators) eligible to receive a Zone A SRB? Or do they have to be an E-4?

A16: To be eligible for an SRB a member must be a ranked E3 or above.

Q17: Can a member receive an EB and CSTB?

A17: No, a member is only eligible for an EB or a CSTB but not both.

Q18: Can a member receive an EB and an SRB?

A18: No. A member eligible for an EB should not be immediately eligible for an SRB. A member may be eligible for a future SRB if offered.

Q19: I have an OS that was awarded NJP a couple years ago. Since the FS and OS rates are critical and bonuses are being offered, can we assume the reenlistment controls outlined ALCOAST 093/14 are waived for these members?

A19: There is no blanket waiver for the reenlistment controls outlined in ALCOAST 093/14. All members desiring to reenlist for the bonus must meet all reenlistment requirements. As outlined in ALCOAST 093/14, commands can recommend reenlisting members who do not meet reenlistment criteria through PSC (epm-1).

Q20: Your ALCOAST seems to contradict itself. In Section 7.a.1, it states a member's service obligation can't be past 1Oct18. However, in 7.e, you state members with current end of enlistment (EOE) greater than 3 years cannot cancel to reenlist. There are members who have EOE's greater than 3 years away but end prior to 1Oct18. For example, a member who signed a contract last year for 4 years on 1Jul14. Member's EOE ends 1Jul18. Can this member cancel their contract?

A20: A member should wait until they are within three years of the reenlistment before signing an SRB contract. For the example above, a member would be eligible for an SRB on 1 July 2015. An exception to policy is being made for members that have EOE between September 2018 and October of 2018 because the deadline to submit paperwork for processing is September 1st, 2015. These members are all authorized to elect an SRB one month prior to their EOE.

Q21: In COMDTINST 1000.2, it states that commands cannot cancel extensions that have already gone into effect. Is this policy waived?

A21: Yes. This policy is temporarily waived for members who are reenlisting to meet requirements for SRB A (only for FY15).

Q22: Will these bonus programs continue after October 1st 2015 (into FY16)?

A22: These programs are subject to change/adjustment/or termination based on available funding and needs of the service.

Q23. What if I am close to the eligibility requirements but do not qualify?

A23. Unfortunately the line has to be drawn somewhere. If the line was to move, there would be someone else just outside the eligibility requirements. The requirements were set to incentivize the members filling or about to fill billets that are at critical strength. Members may submit for a waiver but should not expect to receive one. Waiver requests should be sent to HQS-PolicyandStandards@uscg.mil. Members are encouraged to continue to work hard to fully qualify for future bonus opportunities.