

ALCOAST 346/15 (FY15/FY16 Bonus Programs)

Frequently Asked Questions (FAQs)

Critical Skills Training Bonus (CSTB)

Q1: What is the EARLIEST point a member can sign a Critical Skills Training Bonus (CSTB) agreement form (CG-7220D)?

A1: The earliest members may sign the CSTB agreement, Form CG-7220D, is the moment they have orders to report to a CSTB-eligible Class A-School.

Q2: What is the LATEST point a member can sign a Critical Skills Training Bonus (CSTB) agreement form (CG-7220D)?

A2: The latest point members can sign the CSTB agreement, Form CG-7220D, is before they graduate from a CSTB-eligible Class A-School. Paragraph 5.e. of ALCOAST 346/15, chapter 1.C.4.b. of the Military Bonus Programs Manual (COMDTINST M7220.2) is modified to authorize members to complete and sign a Critical Skills Training Bonus (CSTB) Agreement, Form CG-7220D, while assigned to Class A-School (before they graduate).

Q3: For CSTBs, do members (who complete Form CG-7220D at their unit) need to obligate time in accordance with (IAW) ALCOAST 346/15 in order to meet the 4 year Active Duty Service Commitment (ADSC) upon completion of form or prior to A-School departure?

A3: No. If a CSTB eligible member needs to obligate additional time to meet the ADSC, he/she will do that at their respective TRACEN, prior to A-School graduation. Upon signing Form CG-7220D, members need to understand that they must graduate their respective CSTB eligible A-School and will also need to meet the 4 year ADSC, upon graduation before the CSTB may be paid. If a member does not meet these requirements upon A-School graduation, the CSTB will not be paid due to member not fully meeting requirements.

Members should still obligate any time that's required to attend A-School, before they report...but there is no need to have them obligate for the CSTB at that time. Too many things could happen where a member might not graduate their respective A-School, which could result in a member having obligated extra time, for no reason. It's also possible that a member may graduate at a later date than originally expected, to where a member could have to re-extend more time in order to meet the ADSC...due to a delayed graduation date.

Q4: I have a member that graduated EM A-School on 01APR2015; is he eligible to receive a CSTB?

A4: No. Unfortunately, this member does not qualify for the CSTB since he already graduated with a designator before ALCOAST 346/15 was released.

Selective Reenlistment Bonus (SRB)

Q5: I have a member whose end of enlistment (EOE) is 04SEP2018. He meets all reenlistment criteria to be eligible for a Zone A SRB except that one. Can he still reenlist for a Zone A SRB?

A5: No. Unfortunately, he does not qualify for an SRB at this time, with the exception of meeting the criteria of Chapter 1.B.5.e (Transfer/OBLISERV, Training) and 1.B.5.i (3 months within 6/10 YR ANNIV) of COMDTINST M7220.2.

Q6: I am an OS2 and have met all requirements for SRB Zone B with the exception of service obligation expiring prior to 01OCT2016. I reenlisted last transfer season (AY14) prior to arriving at my new unit for 6 years. Am I able to cancel my current enlistment and reenlist for the SRB? Or can I extend my contract 9 months to fulfill Zone B SRB requirements? If not, do I have any other options to receive a Zone B SRB?

A6: No, unfortunately you do not meet the requirements in ALCOAST 346/15 for a Zone B SRB because your end of enlistment (EOE) is past 01OCT2016. Also, you cannot extend your current contract to qualify for the Zone B SRB. Waivers are not being granted. Please look for future ALCOASTs that may qualify you for a bonus.

Q7: Can an FS3, who is eligible for an SRB, receive the Food Service Officer (FSO) Kicker?

A7: No. To be eligible for an FSO kicker, members must be an FS2 or higher to serve as an FSO IAW Chapter 2.C.4.a. of COMDTINST M4061.5A (Coast Guard Food Service Manual).

Q8: If I meet all requirements for a SRB bonus, do I get paid for the entire amount, or, will I be paid for newly obligated service only as outlined in the Military Bonus Programs Manual (COMDTINST 7220.2)? Are SRB payments being deducted by any prior obligation a member may have?

A8: Members under the 01OCT2016 EOE cut-off date will receive full payment; these SRB payments are not pro-rated for prior obligation.

Members who are within 3 months of their 6/10 YR ANNIV will be able to earn an SRB, regardless of whether their EOE is past 01OCT2016, as long as they are otherwise eligible for an SRB per ALCOAST 346/15. However, a BIG DIFFERENCE is that these members WILL ONLY BE PAID FOR NEWLY OBLIGATED SERVICE; prior obligated time will be deducted from their SRB totals. Basically, a \$36K/6YR Zone A SRB will be converted to a monthly amount and paid for the number of complete months of newly obligated service a member commits to serve. [\$36K/72 mo's = \$500/mo X number of (whole) months of newly obligated service = SRB total]

As a reminder, all members must reenlist for an SRB, extensions are not authorized.

If you find that you have a member eligible for an SRB due to being within 3 months of their 6/10 YR ANNIV, then just update the most current SRB-02 the best you can (to make it as applicable as possible)

until it can be updated by PPC.

Members who have to OBLISERVE for PCS after ALCOAST 346/15 was issued... will also be able to earn an SRB. The SRB totals/procedures will be handled the same way as what's listed for the "6/10 YR ANNIV" members above, except they will have to complete Form SRB-01.

Q9: I understand that ALCOAST 346/15 is waiving Chapter 1.B.5.e of COMDTINST M7220.2 and allowing members to reenlist more than 3 months early for an SRB (if their EOE is before 10/1/2016). What about the members who meet the criteria of Chapter 1.B.5.e (Transfer/OBLISERV, Training) and 1.B.5.i (3 months within 6/10 YR ANNIV) of COMDTINST M7220.2; are they eligible to receive a SRB?

A9: Members under the 01OCT2016 EOE cut-off date will receive full payment; these SRB payments are not pro-rated for prior obligation.

Members who are within 3 months of their 6/10 YR ANNIV will be able to earn an SRB, regardless of whether their EOE is past 01OCT2016, as long as they are otherwise eligible for an SRB per ALCOAST 346/15. However, a BIG DIFFERENCE is that these members WILL ONLY BE PAID FOR NEWLY OBLIGATED SERVICE; prior obligated time will be deducted from their SRB totals. Basically, a \$36K/6YR Zone A SRB will be converted to a monthly amount and paid for the number of complete months of newly obligated service a member commits to serve. [$\$36K/72 \text{ mo's} = \$500/\text{mo} \times \text{number of (whole) months of newly obligated service} = \text{SRB total}$]

As a reminder, all members must reenlist for an SRB, extensions are not authorized.

If you find that you have a member eligible for an SRB due to being within 3 months of their 6/10 YR ANNIV, then just update the most current SRB-02 the best you can (to make it as applicable as possible) until it can be updated by PPC.

Members who have to OBLISERVE for PCS after ALCOAST 346/15 was issued... will also be able to earn an SRB. The SRB totals/procedures will be handled the same way as what's listed for the "6/10 YR ANNIV" members above, except they will have to complete Form SRB-01.

Q10: ALCOAST 346/15 specifies Zone A and Zone B SRBs as no more than 6 and 10 years active service, respectively. Does this mean only the member's active Coast Guard service or prior military service as well (ADBD or Pay base date)?

A10: It is total time in service (TIS), as computed from a member's Active Duty Base Date (ADBD). This includes all Active Duty service from the Coast Guard or any other military service. For example, if the member was in the Army for 5 years and in the Coast Guard for 6 years, he/she has 11 years TIS.

Q11: Does ALCOAST 346/15 authorize cancelling extensions that have not yet started? I didn't see that written in this current message but wanted to ensure that was not the case.

A11: Unless an EOE is prior to 01OCT2016, members are not authorized to cancel extensions (whether it has started or not) to gain eligibility to receive an SRB, with the exception of meeting the criteria of Chapter 1.B.5.e (Transfer/OBLISERV, Training) and 1.B.5.i (3 months within 6/10 YR ANNIV) of

COMDTINST M7220.2. You cannot cancel an extension that has not begun to "make" a member eligible for an SRB. Other than the exceptions noted above, if your EOE is past 01OCT2016, you cannot cancel your contract to reenlist for an SRB.

Also, for SRB's...only reenlistments should be entered; extensions are not authorized.

Q12: I am seeking clarification on paragraph 3 of ALCOAST 346/15: "SITREP 1 waives Chapter 1.B.5.e. of REF B (COMDTINST M7220.2) and allows members to reenlist more than 3 months early." How early can a member reenlist since the 3 months is being waived?

A12: The member can reenlist immediately if he/she meets all the requirements of ALCOAST 346/15.

Q13: I have an OS1 who besides being above the pay grade meets all the requirements for a Zone B SRB IAW ALCOAST 346/15. Is there a waiver process for pay grade and if so, what is that waiver process.

A13: No. For the FS and OS ratings, they must be pay grade E-5 only to receive a Zone B SRB.

Q14: Paragraph 7.c of ALCOAST 346/15 states that members who are eligible for a Zone B SRB may reenlist or extend enlistment for an additional 6 years of active service obligation; can a member "extend" to get a Zone B SRB?

A14: No, all members who are eligible for Zone A and Zone B SRBs must reenlist for SRB; extensions are prohibited from being entered for SRB eligible members.

Q15: If someone obligated 6 years of service to transfer under PCS orders prior to the release of ALCOAST 346/15 can he/she cancel their reenlistment to take advantage of this program?

A15: No. Unfortunately, if the member's EOE is past 01OCT2016, he/she cannot cancel their existing contract to obligate for the SRB. You should also be aware that the member could become eligible for an SRB by meeting the criteria of Chapter 1.B.5.e (Transfer/OBLISERV, Training) and 1.B.5.i (3 months within 6/10 YR ANNIV) of Military Bonus Programs Manual (COMDTINST M7220.2). Look for future ALCOASTS that may qualify him/her for an SRB.

Q16: I have a top performing member at my unit and I had a few questions regarding his bonus eligibility. Under the new reenlistment criteria of ALCOAST 093/14, he would not be eligible for reenlistment. We fully intend on putting a request for retention package in when his tour is near completion. Will he be entitled to this bonus? Is there any endorsement that we can do from our end to help him out?

A16: The member is eligible for a bonus once he is authorized by CG PSC (epm-1) to reenlist. Unfortunately, the bonus cannot be guaranteed to the member until he is granted authorization.

Q17: Are members allowed to submit a waiver to cancel their current reenlistments for the sole purpose of receiving an SRB; and what is the likelihood that the request would be approved?

A17: Members who recently obligated service cannot cancel their contracts to receive the current bonus. No waivers to this policy are authorized.

Q18: I respectfully request to know if waivers are being given for members whose service obligation dates are beyond the 01OCT2016 expiration date? Are they authorized to have their contract cancelled if they meet the more than 17 months and less than 6 years time in service at the time of a new contract for a Zone A SRB?

A18: Waivers are not being granted. The only way a member with an EOE greater than 01OCT2016 may qualify for a bonus is if that member is at their 6 or 10 year anniversary or they are required to extend due to PCS transfer. See Q5 and Q9 for more details.

Q19: I had a question about eligibility for the Zone B SRB per ALCOAST 346/15. In the first bonus message (ALCOAST 193/15), a FAQs page was released and stated you would be able to terminate your current enlistment to reenlist and comply with the obligation service date. I wanted to see if this still applicable to ALCOAST 346/15.

A19: No. Unfortunately, ALCOAST 346/15 does not allow members to cancel their existing contracts to reenlist if the contract EOE is greater than 01OCT2016. Only members with an EOE of 01OCT2016 can cancel remaining obligation to reenlist (with the exception of being at their 6/10 YR ANNIV or in conjunction with PCS transfer orders). If your EOE is 1 Oct 2016 or sooner, please contact your SPO/Admin for assistance.

Q20: Request clarification of the SRB on the following question: "service obligation" that expires prior to 01Oct2016. Does this mean expiration of enlistment (expected active duty termination date)? Or military obligation (total of active duty and reserve obligation)?

A20: The service obligation is referring to the EOE. If a member's EOE is past 01OCT2016, he/she cannot cancel their contract, to include extensions, to meet the requirements of this bonus. Unless, the member is at their 6 or 10 year anniversary or is required to obligate due to PCS orders.

Q21: I have an EM3 that is potentially eligible for the new Zone A SRB (under 6 years of TIS). She has a 3 year, 1 month extension currently approved from an AY13 transfer. Member wishes to cancel this contract and reenlist for the 6 years required for the Zone A SRB of \$36,000. Could you please evaluate and decide if this member could become eligible if 3 year, 1 month extension can be waived/cancelled for a longer period of obligation and later EOE/AD Term Date than specified?

A21: No, unfortunately the member cannot cancel her contract to reenlist for the bonus if her EOE is past 01OCT2016. This includes the extension that has not gone into effect yet. The only way CG-1331 (Policy and Standards Division) would allow this member to cancel the extension is if she is at the 6 year anniversary. Cancelling obligated service in connection with a PCS transfer that occurred prior to the release of ALCOAST 346/15 is not authorized.

Q22: Chapter 1.B.6.b.1.e of the Enlisted Accessions, Evaluations, and Advancements Manual (COMDTINST M1000.2) states an appropriate authority may cancel an Agreement to Extend Enlistment (before it begins) in the following case: Extensions of two years or less for a member to receive PCS orders, attend training, or obligate for advancement before their operative date for immediate reenlistment or longer extension without any loss of Selective Reenlist Bonus eligibility. Is this still the case?

A22: Members must be under the 01OCT2016 EOE cut-off date to receive full payment. If a member's EOE goes past the EOE deadline, whether an extension has begun or not, he/she cannot utilize the above to cancel their contract for the purpose of meeting SRB eligibility. With the exception of meeting the criteria of Chapter 1.B.5.e (Transfer/OBLISERV, Training) and 1.B.5.i (3 months within 6/10 YR ANNIV) of the Military Bonus Programs Manual (COMDTINST M7220.2), a member cannot cancel an extension that has not begun.

Q23: I am currently an FS2 in the Coast Guard Reserve and am interested in integrating into active service. What are my options, and am I eligible for a bonus?

A23: Depending on the needs of the service and approval from the Coast Guard Recruiting Command, you may be eligible to serve in your prior-service specialty.

The Open Rate List (ORL) is a list of all Coast Guard jobs currently needing to be filled. The ORL is a workforce planning tool designed to attract skilled and qualified prior-service members to fill vacancies in specific rates. Rates listed on the ORL are the only rates in the active duty enlisted workforce that provide current opportunities for direct accession or integration as petty officers. The advancement implications of listing rates on the Open Rate List are closely monitored. Per ALCOAST 107/15, the ORL includes the following rates: BM2, FS3, FS2, OS3, and OS2. Applicants for BM2, FS2, and OS2 must have prior Coast Guard experience.

Eligibility requirements and procedures for enlistment under the ORL are contained in the Coast Guard Recruiting Manual (COMDTINST M1100.2). Maximum active duty time for E-4 applicants is 6 years time in service and the maximum active duty time for E-5 applicants is 10 years time in service. Applicant qualifications for enlistment will be reviewed by the appropriate assignment officer in consultation with the Rating Force Master Chief. Final approval or disapproval of an applicant's enlistment via the ORL will be made by Coast Guard Recruiting Command.

Members are not eligible for an EB, CSTB, or SRB through the ORL.

Q24: There is an EM "A" School student that is currently an AMT3 with over 5 years of active duty time. This disqualifies her for the CSTB, but is the member eligible for a Zone A SRB?

A24: It depends. The member is authorized to obligate service in her current rating for the purpose of receiving a Zone A SRB as EM upon graduation from EM "A" School. Members will be reviewed on a case-by-case basis.

Q25: I have a member who missed her chance to receive an SRB (IAW ALCOAST 346/15) due to reaching her 6 year anniversary because we did not know that these members were eligible to receive an SRB. If this member was meeting eligibility requirements on her 6 year anniversary, can she receive one now?

A25: Yes. Members whose 6 or 10 year anniversary date occurred between 02SEP2015 and 20NOV2015 may still receive an SRB as long as they were otherwise eligible to receive one IAW ALCOAST 346/15.

Affected members must have their SRB-02 sent to the PPC-SMB-MAS-Bonus e-mail account NLT 20NOV2015 so SRB eligibility verification may be obtained. Reenlistment contracts should not be entered for these members until eligibility has been confirmed by PPC's Bonus Team. PPC will reply back with a determination and directions on how to proceed with each eligible members' reenlistment contract. Requests must be submitted to PPC by 1700 (CST) on 30OCT2015; this permission ends at this time and late submissions will not be accepted.

Q26: What if I am close to the eligibility requirements but do not qualify?

A26: 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 are encouraged to continue to work hard to fully qualify for future bonus opportunities.

*****Items to Note*****

1) PPC lists SRB procedures and updates at [<http://www.uscg.mil/ppc/mas.asp#FY15bonus>]; please ensure you comply with the procedures and seek SRB eligibility verification before reenlistment contracts are signed/approved. The SRB procedures were put in place for ALCOAST 193/15, but they still apply for the SRB's authorized by ALCOAST 346/15, unless otherwise changed by PPC.

2) SRB payments will be delayed for the foreseeable future; it is likely SRB payments could take up to 4-5 complete pay periods from the date a trouble ticket is submitted (requesting payment) before payment is received by member. Adherence to the SRB procedures will likely help speed up payment processing as ineligible members can be indentified before they erroneously sign an invalid contract...and time is spent addressing those concerns.