



Reserve Info Bulletin

FY19 Selected Reserve (SELRES) Bonus Amounts, Eligibility, and Special Incentive Pay for Designated Units (DUP)

The below ALCOAST announces eligibility and amounts paid for SELRES enlistment and affiliation bonuses during FY19. It also establishes the rate for which Designated Unit Pay (DUP), formerly known as High Priority Unit (HPU) pay, will be paid during FY19. These tools are being employed to help facilitate a return to the currently authorized end strength of 7,000 for the Reserve in the long-run, as well as to enable our most critical units to maintain full staffing capacity now and into the future.

Enlistment and Affiliation bonus opportunities exist across the Coast Guard; however, larger bonuses are available for MEs & BMs assigned to Port Security Units (PSUs) to encourage assignment to these extremely important units.

DUP is authorized at \$15 per Inactive Duty Training (IDT) period or Additional Training Period (ATP) authorized with pay for reservists assigned to a PSU, Naval Coastal Riverine Squadron (CORIVRON), or Naval Coastal Riverine Group (CORIVGRU).

Bonuses and special incentive pays are authorized from October 1, 2018 to September 30, 2019. The Office of Reserve Affairs (CG-131) will evaluate future needs and update policy as appropriate.

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TO ALCOAST

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ALCOAST 365/18

COMDTNOTE 1001

SUBJ: FY19 SELECTED RESERVE (SELRES) BONUS AMOUNTS, ELIGIBILITY, AND SPECIAL INCENTIVE PAY FOR DESIGNATED UNITS (DUP)

A. 37 U.S.C. § 331 - General bonus authority for enlisted members

B. 37 U.S.C. § 373 - Repayment of unearned portion of bonus, incentive pay, or similar benefit, and termination of remaining payments, when conditions of payment not met

C. Military Bonus Programs, COMDTINST M7220.2 (series)

D. Reserve Policy Manual, COMDTINST M1001.28 (series)

E. Personnel and Pay Procedures Manual, PPCINST M1000.2 (series)

F. 37 U.S.C. § 352 - Assignment pay or special duty pay

1. This ALCOAST announces eligibility and amounts paid for SELRES Enlistment, Affiliation and Prior Service Enlistment bonuses as authorized by REF (A). It also announces Designated Unit Pay (DUP), formerly known as High Priority Unit Pay. These bonuses and DUP are being continued to help facilitate a return to authorized workforce strength. Additionally, these bonuses and DUP will enable our most critical units to be maintained at full capacity.

2. The following bonus eligibility criteria and DUP are effective 01 October 2018 and will remain in effect until 30 September 2019, or until further notice. The date determining bonus eligibility is the signature date of the written obligation from the member to serve in the SELRES (Administrative Remarks, forms CG-3307 BON-02 or CG-3307 AT-10D as appropriate). The signature date must fall within the effective dates; the transition date (transition to SELRES) must be within 6 months after the signature date. Eligible personnel must remain in the enlisted rating and the unit for which the bonus is authorized. For the purpose of this ALCOAST and the SELRES Bonus and DUP Program, designated or critical units are defined as Port Security Units (PSU), Naval Coastal Riverine Squadrons (CORIVRON), and Naval Coastal Riverine Groups (CORIVGRU).

3. Any member already affiliated with any component of the Coast Guard Reserve (SELRES, IRR, ASL, ISL) is not eligible to receive any of the following bonuses. A SELRES member who reaches the end of their enlistment in the Coast Guard Reserve who decides to reenlist is not eligible for any of the following bonuses. Any member already affiliated with the Coast Guard Reserve that transitions to SELRES is not eligible to receive any of the following bonuses.

4. SELRES Enlistment Bonus - Non-Prior Service (Initial Enlistment) RP, RK, RX, RA Programs:

a. Eligibility requirement: Applicants must enlist for 8-years (6-years SELRES, 2-years IRR) and must complete the Initial Active Duty for Training (IADT) within 24 months. IADT consists of Basic Training or Direct Petty Officer Training (DEPOT) plus A-school completion, if required. Any unearned bonus amounts will be recouped as required by REF (B) if any of the conditions in REF (C) are not met.

b. Bonus Amounts: One of the following bonus amounts is authorized if participation standards outlined in REF (D) have been met; one half of the bonus will be paid upon completion of IADT, and the remainder will be paid



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one year later. The remainder must be requested in writing using the memo template found in REF (C); the memo shall be routed to the member's Servicing Personnel Office (SPO) through the member's unit Commanding Officer and District Reserve Force Readiness Branch (dxr).

(1) For a 6-year SELRES obligation, any rate at any unit, a total bonus of \$2,000 is authorized.

(2) For a 6-year SELRES obligation, in the critical rates of BM and ME, with assignment to a PSU: a total bonus of \$5,000 is authorized.

c. Administrative Remarks form, CG-3307 BON-02 should be completed to document counseling/entitlement to SELRES Enlistment bonus.

5. SELRES Affiliation Bonus - Prior Enlistment (non-USCG) with remaining Military Service Obligation (MSO) - RN Program:

a. Eligibility requirement: The member shall commit to either a 3-year or a 6-year SELRES obligation, be an E-3 requiring A-school, E-4, or above, and complete IADT if required.

b. Bonus Amounts: One of the following bonus amounts is authorized for the following obligations, to be paid in two equal amounts. If participation standards outlined in REF (D) have been met; one half to be paid upon completion of IADT or first drill, as applicable. The remainder will be paid one year later. The remainder must be requested in writing using the memo template found in REF (C); the memo shall be routed to the member's Servicing Personnel Office (SPO) through the member's unit Commanding Officer and District Reserve Force Readiness Branch (dxr).

(1) For a 3-year SELRES obligation, any rate at any unit, a total bonus of \$2,000 is authorized.

(2) For a 6-year SELRES obligation, E-3 requiring an A-school, in the critical rates of BM and ME, with assignment to a PSU: a total bonus of \$5,000 is authorized.

(3) For a 6-year SELRES obligation, E-4 and above, in the critical rates of BM and ME, with assignment to PSUs 301, 305, 307, or 311, for a minimum period five consecutive years following completion of A-school: a total bonus of \$5,000 is authorized.

(4) For a 6-year SELRES obligation, E-4 and above, in the critical rates of BM and ME, with assignment to PSUs 308, 309, 312, or 313, for a minimum period five consecutive years following completion of A-school: a total bonus of \$10,000 is authorized.

c. Administrative Remarks, form CG-3307 BON-04 should be completed to document counseling/entitlement to SELRES Affiliation bonus.

6. SELRES Prior Service Enlistment Bonus - Prior Service members with no remaining military service obligation (MSO) - RQ Program:

a. Eligibility requirement: Members who have over 7 years and 9 months of active duty service but less than 14 years shall commit to either a 3 or 6-year SELRES obligation, be an E-3 requiring A-school, E-4, or above, and complete IADT if required. For USCG members enlisting in the Reserve within 24-hours after discharge and transferred to the Individual Ready Reserve (IRR) due to billet non-availability, eligibility for the affiliation bonus will remain effective for up to nine months after discharge. The SELRES obligation for bonus payment should be executed via CG-3307, to include the CG-3307 AT-10D and the CG-3307 BON-3. These must be complete before the member is discharged from active duty. However, if necessary, the agreement may be executed up to nine months after the discharge date.

b. Bonus Amounts: One of the following bonus amounts is authorized for the following obligations, to be paid in two equal amounts. If participation



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standards outlined in REF (D) have been met; one half to be paid upon completion of IADT (if required) or first drill, and the remainder to be paid one year later. The remainder must be requested in writing using the memo template found in REF (C); the memo shall be routed to the member's Servicing Personnel Office (SPO) through the member's unit Commanding Officer and District Reserve Force Readiness Branch (dxr).

(1) For a 3-year SELRES obligation, any rate at any unit, a total bonus of \$2,000 is authorized.

(2) For a 6-year SELRES obligation, E-3 requiring an A-school, in the critical rates of BM and ME, with assignment to a PSU: a total bonus of \$5,000 is authorized.

(3) For a 6-year SELRES obligation, E-4 and above, in the critical rates of BM and ME, with assignment to PSUs 301, 305, 307, or 311, for a minimum period five consecutive years following completion of A-school: a total bonus of \$5,000 is authorized.

(4) For a 6-year SELRES obligation, E-4 and above, in the critical rates of BM and ME, with assignment to PSUs 308, 309, 312, or 313, for a minimum period five consecutive years following completion of A-school: a total bonus of \$10,000 is authorized.

7. SELRES Affiliation Bonus - Current USCG Active Duty members with remaining MSO (RELAD):

a. Eligibility requirement: Members in any rating, E-3 requiring A-school, E-4, and above, who are obligated to serve the remainder of their initial 8-year MSO in the Ready Reserve: member agrees to affiliate with the SELRES for a minimum of three years and complete IADT if required. The SELRES affiliation obligation (CG-3307 AT-10D and CG-3307 BON-4) for bonus payment should be executed before the member is released from active duty. However, if necessary, the obligation may be executed up to nine months after RELAD. For members transferred to the Individual Ready Reserve (IRR) due to billet non-availability, eligibility for the affiliation bonus will remain effective for up to nine months after RELAD. Assignments to over billeted and unbudgeted positions are discouraged, but will not preclude RELAD members from receiving an affiliation bonus.

b. Bonus Amounts: One of the following bonus amounts is authorized for the following obligations, to be paid in two equal amounts, if participation standards outlined in REF (D) have been met. The first half of the bonus will be paid upon completion of IADT (if required) or first drill, and the remainder will be paid one year later. The remainder must be requested in writing using the memo template found in REF (E); the memo shall be routed to the member's Servicing Personnel Office (SPO) through the member's unit Commanding Officer and District Reserve Force Readiness Branch (dxr).

(1) For a 3-year SELRES obligation, any rate at any unit, a total bonus of \$2,000 is authorized.

(2) For a 6-year SELRES obligation, E-3 requiring an A-school, in the critical rates of BM and ME, with assignment to a PSU: a total bonus of \$5,000 is authorized.

(3) For a 6-year SELRES obligation, E-4 and above, in the critical rates of BM and ME, with assignment to PSUs 301, 305, 307, or 311, for a minimum period five consecutive years following completion of A-school: a total bonus of \$5,000 is authorized.

(4) For a 6-year SELRES obligation, E-4 and above, in the critical rates of BM and ME, with assignment to PSUs 308, 309, 312, or 313, for a minimum period of five consecutive years following completion of A-school: a



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total bonus of \$10,000 is authorized.

8. DUP is authorized by REF (F) at \$15 per Inactive Duty Training Period (IDT) or Additional Training Period (ATP) authorized with pay for Reservists assigned to a PSU, CORIVRON, or CORIVGRU.

9. REF (C) outlines the application procedures for enlisted bonus programs, along with additional eligibility restrictions, payment schedules and information on recoupment of bonuses, should a member not satisfactorily complete a contract. Before advising members about the availability of bonuses, commands or recruiters shall ensure that a member meets all eligibility requirements in this message and in REF (D). Bonus eligibility shall be documented on the appropriate Administrative Remarks, Form CG-3307, as per REF (E). Commands shall initiate recoupment action against members who receive a SELRES bonus, but who later do not meet satisfactory participation requirements outlined in REF (D).

10. SELRES members who accept an Extended Active Duty (EAD) Contract, those who are approved for conditional release into a Department of Defense (DoD) enlistment to fill a vacant active duty billet, and those who integrate to active duty during the period in which they obligated themselves to serve with the SELRES shall have the unearned portion of the affiliation bonus recouped. Members with obligated service due to acceptance of SELRES enlistment or affiliation bonuses will not normally be approved for enlistment into a DoD component or the Regular Coast Guard until completion of the obligated Coast Guard SELRES service. SELRES members who are performing short-term or long-term Active Duty Operational Support (ADOS), whether it is in support of a Contingency or not, shall retain their bonus. Any non-fulfilment of obligated SELRES service will result in the member's indebtedness to the Coast Guard in the amount of the unearned bonus as prorated per REF (B). Unearned bonus debt may not be considered for waiver of collection under 10 U.S.C. § 2774 or remission under 14 U.S.C. § 461. Exceptions to unearned bonus collection must be requested from COMDT (CG-8C) per Subsection 373(b) of REF (B).

11. For application procedures please visit the following web page:

<http://www.dcms.uscg.mil/ppc/mas/rates/#bonuses>.

12. POC for questions regarding USCG members transitioning to SELRES status is Ms. Barbara Hansen, CGR-SMB-ISTT@uscg.mil or (202) 795-6847, In-Service Transfer Team (ISTT).

13. POC for recruiters: Mr. Lane Solak, Lane.A.Solak@uscg.mil or (202) 795-6852.

14. POC for questions regarding policy: LT Daniel Sweeney at:

Daniel.N.Sweeney@uscg.mil or (202) 475-5039.

15. RDML Matthew W. Sibley, Acting Director of Reserve and Military Personnel, sends.

16. Internet release is authorized.