



## Latest Rates & Benefits

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TO ALCOAST  
BT  
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ALCOAST 060/08  
COMDTNOTE 1120

Subj: Selected Reserve (SELRES) Bonus Amounts/Eligibility

- a. The John Warner National Defense Authorization Act for Fiscal Year 2008
  - b. COMDT COGARD Washington R 051932z Feb 07/ALCOAST 064/07
  - c. Reserve Policy Manual, COMDTINST M1001.28(series)
  - d. Personnel Manual, COMDTINIST M1000.6 (series)
1. This ALCOAST announces eligibility and amounts paid for SELRES enlistment/affiliation bonuses as well as two physician assistant (PA) incentive programs as authorized by ref b and the easy to read bonus matrix located on the internet at: <http://www.uscg.mil/hq/reserve>
  2. The following eligibility criteria and bonus amounts are effective immediately and will remain in effect until December 31, 2008 or further notice in accordance with ref a. This message cancels ref b. For the purpose of this ALCOAST and the SELRES bonus program, critical units are defined as Port Security Units (PSU) and Naval Coastal Warfare units (NCW).
  3. SELRES Enlistment Bonus.
    - A. Eligibility requirement for initial enlistment (new accession with no prior military service) under the RP, RK, RX, or RA programs: Applicant must enlist in the MK rating for at least six-years and must complete initial active duty for training (IADT) within 18 months. Applicants must be assigned to a vacant position. Applicants assigned to an overbilled or unbudgeted position are not authorized to receive this bonus.
    - B. Bonus Amount: a total of 6,000 dollars is authorized to be paid in two equal amounts. 3,000 dollars may be paid after completion of IADT and 3,000 dollars may be paid one year later if participation standards contained in chapter 3 of ref c have been met. IADT consists of basic training or reserve enlisted basic indoctrination (REBI) plus A-school completion if required.
  4. Prior Service Enlistment Bonus.
    - A. Eligibility requirements for active duty Coast Guard and non Coast Guard prior enlisted members with no remaining military service obligation (MSO) and over seven years nine months but less than 13 years of combined military service: member must commit to either a three-year or a six-year SELRES agreement, be an e-4 or above under the RQ program, and in the MK or FS ratings at a critical unit or an MK at a non-critical unit. Applicants assigned to an overbilled or unbudgeted position are not authorized to receive this bonus.

B. Bonus amounts:

(1) For a six-year SELRES agreement in a critical rate at a critical unit, a total of 8,000 dollars is authorized to be paid in two equal amounts. 4,000 dollars may be paid upon completion of IADT and 4,000 dollars may be paid one year later if participation standards contained in chapter 3 of ref d have been met.

(2) For a three-year SELRES agreement in a critical rate at a critical unit, a total of 4,000 dollars is authorized to be paid in two equal amounts. 2,000 dollars may be paid upon completion of IADT and 2,000 dollars may be paid one year later if participation standards contained in chapter 3 of ref d have been met.

(3) For a six-year SELRES agreement in a critical rate not at a critical unit, a total of 6,000 dollars is authorized to be paid in two equal amounts. 3,000 dollars may be paid upon completion of IADT and 3,000 dollars may be paid one year later if participation standards contained in chapter 3 of ref d have been met.

(4) For a three-year SELRES agreement in a critical rate not at a critical unit, a total of 3,000 dollars is authorized to be paid in two equal amounts. 1,500 dollars may be paid upon completion of IADT and 1,500 dollars may be paid one year later if participation standards contained in chapter 3 of ref d have been met.

5. Affiliation Bonus.

- A. Eligibility requirement for RELAD personnel in the MK rating, who are E-4 or above and obligated to serve the remainder of their initial eight-year MSO in the Ready Reserve: Member agrees to affiliate with the SELRES for a minimum of three-years. The SELRES affiliation agreement for bonus payment should be executed before the member is released from active duty. However, if necessary, the agreement may be executed up to three months after the RELAD date.
- B. Assignments to overbilled and unbudgeted positions are highly discouraged, but will not preclude RELAD members from receiving an affiliation bonus unless they are pursuing a lateral change in rate.
- C. Members who already have a SELRES obligation (e.g. Members who enlisted in the 2x4x2 or similar programs) are not eligible to receive an affiliation bonus.
- D. Bonus Amount: The amount of the bonus paid will be determined by multiplying 200 dollars times the number of months, up to 48, of reserve obligation the member has remaining or, if member is on active duty, will have remaining at the time of discharge. For example, if a member has a remaining military service obligation of one-year and nine months and agrees to affiliate with the SELRES for a minimum of three-years, the member is eligible to receive only one-year and nine months of bonus entitlements.

6. Bonus eligibility for lateral change in rating.

- A. A RELADing E-4 or above in non-critical SELRES ratings may be eligible for a prior service enlistment bonus or an affiliation bonus if the member agrees to affiliate with the SELRES and executes an agreement to complete a lateral change in rating to the MK critical rating. The lateral change in rating agreement should be executed before the member is released from active duty. If necessary the agreement may be executed up to three months after the RELAD date.

(1) The member must be approved by commander CGPC-rpm-2 to pursue a lateral change in rating and be assigned a training rating indicator by the servicing ISC(pf) as outlined in chapter 7 of ref c.

(2) Payment for the second half of the bonus is contingent upon completion of the lateral change in

rating. Lateral changes in rating must be completed within the time frame outlined in ref c.

(3) A-school quotas are available for the MK rating and can be obtained by contacting the in-service transfer team at 703-235- 1866/7.

B. Members assigned the appropriate training rating indicator in Direct Access will be authorized payment for the bonus program which they are eligible to receive.

C. According to ref c, a lateral change in rating must be assigned to a vacant position to receive a bonus. Therefore, members assigned to an overbilled or unbudgeted position are not eligible to receive a bonus, including the affiliation bonus.

7. Reenlistment/Extension Bonus: Due to the current high rate of retention, the Reenlistment/Extension bonus is not offered at this time.
8. Law ref c, high priority unit pay has been increased to 25 dollars per IDT drill for enlisted reservists assigned to a Port Security Unit (PSU) or a Naval Coastal Warfare unit (ncw).
9. Application procedures for enlisted bonus programs, additional eligibility restrictions, payment schedules and information on recoupment of bonuses, should a member not satisfactorily complete a contract, are contained in ref d. Before advising members of bonus eligibility, commands or recruiters shall ensure that a member meets all requirements in this message and in ref d. Bonus eligibility shall be documented on an Administrative Remarks (CG-3307) entry reading as follows: "I have been advised that I am eligible for a xxx dollar SELRES enlistment or affiliation incentive bonus. Receipt of this bonus commits me to SELRES participation through mm/dd/yyyy. I hereby acknowledge that I have read and fully understand the contents of COMDTINST 7220.1(series) and ALCOAST xxx/08". Commands shall initiate recoupment action on members who receive a SELRES bonus and then do not meet satisfactory participation requirements outlined in chapter 4 of ref c.
10. Special pay for select reserve health care professionals in critically short wartime specialties as allowed by law and determined by CG-112.

A. Eligibility Requirement: Member must execute a written agreement to serve a minimum of three years in a designated SELRES Physician Assistant (PA) billet assigned to a PSU or SMTC. SELRES PAs are not eligible to receive this incentive in conjunction with the student loan repayment program outlined in para 10 of this ALCOAST. This incentive program may be used as a recruiting tool for new applicants as well as a retention tool for current PAs and is not retroactive. To maintain continued eligibility, recipient PAs must meet minimum SELRES performance standards contained in chapter 4 of ref c.

B. Bonus Amount: A total of 10,000 dollars per year is authorized to be paid each year for up to three years. Members wishing to extend must sign an additional three-year agreement.

C. Procedure

(1) Member: Submit a letter requesting payment via the chain of command to commander CGPC-rpm with copy to COMDT CG-1312 for budget planning and prospective servicing ISC (pf) for assignment implications. Member must also submit letter requesting subsequent payments at the beginning of each twelve month period for which the PA has agreed to serve.

(2) Commander CGPC-rpm: Verify, endorse, and forward member's request for payment to PSC for processing.

(3) PSC: Process member's request for payment accordingly.

- D. A PA who voluntarily terminates service in the SELRES or at the critical unit before the end of the period for which a payment was made shall refund the full amount of the payment made for the period on which the payment was based.

11. Health Professional Student Loan Repayment Program (HPLRP).

- A. Eligibility requirement for PAs: Member must agree to affiliate with the SELRES for a minimum of six-years in a billet coordinated with COMDT CG-1122, Commander CGPC-rpm and member's servicing ISC (pf). Only federally sponsored loans are eligible to be paid with the HPLRP. This program does not cover private loans for graduate or undergraduate PA training. SELRES PAs shall not receive this incentive in conjunction with the special pay outlined in paragraph 9 of this ALCOAST until the six year commitment has expired. This incentive program may be used as a recruiting aide for new applicants or as a retention tool for current PAs and is not retroactive. To maintain continued eligibility, recipient PAs must meet minimum SELRES performance standards contained in chapter 4 of ref c.
- B. Bonus Amount: The HPLRP provides loan repayments up to 50,000 dollars directly to the lender over three years covering principal and interest in amounts up to 20,000 dollars for year one, 20,000 dollars for year two, and 10,000 dollars for year three.

C. Procedure

(1) Member:

(a) submit a letter requesting payment via the chain of command to CGPC-rpm with copy to COMDT CG-1312 for budget planning and prospective servicing ISC (pf) for assignment implications. Letter is to include payoff statements from the lending institutions for federally sponsored loans. Statements must be no less than 60 days old and show the following information: Borrower's name, social security number, addresses of lenders, principal balance, original balance, loan origination date, and type of loan (in order to establish federally approved status). The total loan balance noted on the statements will become the fixed basis for the future HPLRP payments.

(b) Submit letter requesting subsequent payments to Commander CGPC-rpm each year of loan repayment program.

(2) Commander CGPC-rpm: Verify, endorse, and forward member's request for payment to FINCEN for processing with copy to PSC (ses).

(3) FINCEN:

(a) Process member's request for payment accordingly.

(b) Submit payment to lender.

(4) PSC (ses): Make tax adjustments to reflect payment on members W-2.

(5) COMDT CG-1312: provide accounting data for loan repayment to Commander CGPC-rpm and make LUFS entries.

- 12. For application procedures and the latest SELRES bonus matrix please visit the following web page:  
<http://www.uscg.mil/hq/reserve>
- 13. The COMDT CG-131 POC for bonus policy is Mr. Chip Chase email [grifton.d.chase@uscg.mil](mailto:grifton.d.chase@uscg.mil).

14. Internet release authorized.

15. RDML D. R. May, Acting Director of Reserve/Director of Training, sends.

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