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FM COMDT COGARD WASHINGTON DC
TO ALCOAST
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ALCOAST 325/24

SSIC 7220

SUBJ: FY2025 WORKFORCE PLANNING TEAM RESULTS - MONETARY AND
NON-MONETARY INTERVENTIONS

A. Military Bonus and Incentive Programs, COMDTINST 7220.2A

B. Enlistments, Evaluations, and Advancements, COMDTINST
M1000.2C

C. Coast Guard Medical Manual, COMDTINST M6000.1F

D. Performance, Training and Education Manual (PTM), COMDTINST
1500.10D

E. COMDT COGARD WASHINGTON DC 261741Z MAR 24/ALCOAST 137/24

1. This ALCOAST announces the results of the FY2025 Military Workforce Planning Team (MWPT) deliberations regarding monetary and non-monetary interventions for active duty and reserve personnel. Specifically, this ALCOAST authorizes Enlistment Bonuses (EB), Designated Career Field Bonuses (DCFB), Critical Skills Retention Bonuses (CSRB), Selective Reenlistment Bonuses (SRB), and Aviation Bonuses (AvB), as authorized in accordance with REF (A).

2. The interventions outlined in this ALCOAST are in effect for the duration of FY2025 (1 OCT 2024 through 30 SEP 2025) contingent upon Congress extending the authority for payments. Any modifications or discontinuation of monetary interventions will be communicated via ALCOAST not less than 30 days in advance of the change. These interventions apply to enlisted active duty members, active duty officers, reservists under Extended Active Duty (EAD) orders, and Selected Reserve (SELRES) members. This supersedes Chapter 2.D.1.i. of REF (A).

3. FY2025 interventions, including bonus amounts, eligibility, obligated service requirements, etc., are available on the Selective Reenlistment Bonus (SRB) page of the Pay & Personnel Center (PPC), Military Accounts Support (MAS) website at:
(Copy and Paste URL Below into Browser)

<https://www.dcms.uscg.mil/Our-Organization/Assistant-Commandant-for-Human-Resources-CG-1/Pay-and-Personnel-Center-PPC/Military-Accounts-Support-MAS/Selective-Reenlistment-Bonuses-SRB/>

4. Multiple enlistment bonuses for the same period of service (Bonus Stacking) may be authorized, not to exceed the statutory cap of \$75,000 per recruit. Coast Guard Recruiting Command will authorize bonus stacking for eligible applicants.

5. Selective Reenlistment Bonus (SRB):

a. Members meeting the criteria in Chapter 2.F of REF (A), are eligible for an SRB. An SRB may not be paid for the same period of service in which an Enlistment Bonus, Designated Career Field Bonus, or Critical Skills Retention Bonus is paid. Members must continuously meet all performance and conduct standards, including additional reenlistment criteria outlined in REF (B). Members must

reenlist to qualify for an SRB. Members extending their enlistment contracts are not authorized to receive SRBs. Members must satisfactorily complete the term of their SRB contract in the rating for which they received the SRB. Members who fail to do so will be subject to unearned bonus repayment. No waivers will be given for members exceeding Time in Service (TIS) requirements for the applicable zone.

b. COs and OICs are reminded that all members who agree to obligate service and are within the FY of their end of enlistment, or within the FY of their six (6) year active duty anniversary date must:

- (1) be counseled on their SRB eligibility;
- (2) have the opportunity to read REF (A) in its entirety; and
- (3) sign the appropriate Administrative Remarks, Form CG-3307, for their personnel record.

c. Eligible members are reminded that they ultimately decide the length of contractual obligation and actual date of reenlistment. A reenlistment requires the member's signature acknowledging they have read and understand the terms of the contract and have had all questions answered to their satisfaction.

d. Members who were counseled about their SRB eligibility and signed an Administrative Remarks, Form CG-3307, entry IAW REF (A) but have not signed a reenlistment contract, are eligible upon reenlistment to receive a bonus in accordance with this message. Members must still meet the remaining requirements of this ALCOAST and REFs (A) through (D).

6. Members who previously signed contracts IAW REF (A) or REF (D) are prohibited from canceling their existing contract to sign a new contract to meet the requirements of this ALCOAST.

7. REF (E) renamed the Critical Skill Training Bonus (CSTB) to Designated Career Field Bonus (DCFB). This change was necessary to align with language in 37 U.S.C. 331, which authorizes a larger payment for this type of bonus. The CSTB is authorized under 14 U.S.C. 2319 and has a limit of \$20,000. REF (E) updated all reference to CSTB and 14 U.S.C. 2319 in REF (A) to DCFB and 37 U.S.C. 331. This change will be reflected in the next update of REF (A), within the next year.

8. The first sentence of REF (A) Chapter 2.G.2. is updated to read, "Eligible members must complete and sign a Designated Career Field Bonus (DCFB) Agreement, Form CG-7220D, within 30 days of reporting to A-School. Members will receive the DCFB amount in effect on their A-school convening date." The remainder of the paragraph is unchanged.

9. Special Assignment Considerations: Members in critical ratings are encouraged to apply for special assignment opportunities. PSC-EPM will work within each rating to ensure a proper balance is achieved between special assignments and rating needs.

10. Members who have already received Assignment Year 2025 orders not covered by an FY2025 MWPT intervention are ineligible to re compete for a position that is eligible for an intervention.

11. Administration:

a. Current applicable bonus agreement forms must be used. Outdated forms will not be accepted. Bonus agreement forms are located at:

(Copy and Paste URL Below into Browser)

<https://www.dcms.uscg.mil/forms>

and

(Copy and Paste URL Below into Browser)

<https://www.dcms.uscg.mil/Our-Organization/Assistant-Commandant-for-Human-Resources-CG-1/Pay-and-Personnel-Center-PPC/Military-Accounts-Support-MAS/Selective-Reenlistment-Bonuses-SRB/>

b. In addition to meeting eligibility criteria specified in the FY2025 MWPT Intervention Table, members must also maintain physical readiness and medical standards for continuous retention IAW REF (C).

c. Members considering appointment to the warrant or officer corps may still enlist, re-enlist, or extend their contract without electing to receive a bonus.

d. The Coast Guard Pay and Personnel Center (PPC) receives a high volume of bonus questions and submissions. Customer questions must be routed through the member's Personnel and Administration (P&A) Office before engaging PPC. Payments may take up to two (2) months from the date a member's P&A office has submitted a trouble ticket to PPC. Refrain from contacting PPC about a bonus until two (2) months have elapsed from a trouble ticket's submission date. If it is not known whether a ticket has been submitted, the designated yeoman should contact PPC Customer Care for investigation. If no ticket is active, submit a trouble ticket with appropriate bonus documentation.

12. All FY2024 bonus offerings terminate on 30 SEP 2024.

13. For questions, members should review REF (A) and consult their unit counselors (typically, the Command YN/CMC/SCPO/MCPO) well in advance of their reenlistment or extension date. Additional sources of information include the member's P&A office, Servicing Personnel Office (SPO), Work-Life staff, and senior yeoman. For questions that cannot be answered after exhausting the above resources, the designated administrative support representative for that specific unit may contact COMDT (CG-1M1) at: HQSPolicyandStandards@uscg.mil.

14. Policies outlined in this message or other military personnel policy matters may be directed to the Office of Military Personnel Policy (CG-1M1) at: HQS-PolicyandStandards@uscg.mil.

15. Questions regarding Class "A" Schools may be directed to CG PSC-EPM-2, at: HQS-SMB-CGPSC-EPM-ASCHOOLREQUESTS@uscg.mil

16. COs and OICs must bring the contents of this ALCOAST to the attention of all personnel.

17. This message will be canceled on 01 OCT 2025.

18. RADM, M. W. Raymond, Assistant Commandant for Military Personnel (CG-1M), sends.

19. Internet release is authorized.