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ALCOAST 462/24

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SUBJ: BLENDED RETIREMENT SYSTEM (BRS) - UPDATE TO CONTINUATION PAY MULTIPLIERS

1. As part of the Commandant's ongoing Talent Management Transformation efforts to improve workforce retention and attract new talent, the Coast Guard is increasing BRS Continuation Pay (CP) and providing CP earlier in a member's career. This ALCOAST announces the BRS changes that will take effect 1 January 2025.

2. BRS is the retirement plan in place for all military members who entered the Service on or after 1 January 2018. Many additional members, based on time in service, were given an opportunity to opt-in to the BRS. BRS combines the traditional 20-year retirement pension, at a reduced rate, along with matching Thrift Savings Plan (TSP) contribution and the early CP payment. To date over 21,000 Coast Guard men and women are already under BRS, and every new member is accessed under this system. The CP component of the retirement benefit has a number of unique features, and commands/members are encouraged to make informed decisions to maximize this payment and ensure it is most beneficial for members and families. There are tax implications based on how the payment is received, and there are retirement investments options with the potential to overcome the reduction in retirement pension percentage that is part of BRS. Education is essential to the financial success of service members, and resources for BRS education are listed in paragraph 10 below.

3. Under BRS, CP is offered to active-duty and reserve members enrolled in BRS as a one-time direct payout and can be disbursed as either a single lump-sum payment or in two, three, or four equal instalments, scheduled on the anniversary of the initial payment for those who agree to obligate a set number of additional years of service. This CP payment is a one-time benefit, separate from any other career field-specific incentives or retention bonuses.

4. The individual Services may adjust the CP pay-rate multipliers, years of service, and amount of obligated service required. These may be adjusted to address specific service retention needs, specialty skills, and hard-to-fill positions. CP is typically targeted for mid-career service members, payable between completing 7 years of service and before completing 12 years of service.

5. The updated CP multipliers, timing, and obligated service requirements are listed below for members who agree to obligate at least 4 years of additional service, and have reached 8 years of service (YOS):

a. Enlisted members CP is 9 times the monthly basic pay for a member who has reached 8 YOS.

b. Officers CP is 6 times the monthly basic pay for a member who has reached 8 YOS.

c. The Reserve Component CP is 2 times the monthly basic pay for

a member who has reached 8 YOS.

6. On 1 January 2025, any member who previously opted-in to BRS and has between 8 and less than 12 years of service, will be offered the updated CP in accordance with this message. Opt-in BRS members with CP dates changed due to this policy update, or those with dates less than 180 days after 1 January 2025 will be notified by PPC. Members will be provided 180 days to submit the CG-7430A and meet the criteria listed in Paragraphs 9 and 10 from date of notification.

7. A member who does not fulfill the service obligation is subject to full or partial repayment of CP.

8. The CP rates will remain in place until new rates are published.

9. PPC will notify the member and unit admin of the member's eligibility to receive CP approximately 180 days before the member reaches 8 YOS. The member must return the signed CP election form CG-7430A and have the form witnessed by their commanding officer or command designee at least 30 days prior to their CP date. A member failing to return the CP election form prior to 8 YOS will no longer be eligible for CP Waivers will not normally be approved for failing to make the CP election prior to 8 YOS.

a. A member's CP date is defined as that date 8 years from the member's Pay Entry Base Date (PEBD) as indicated on the member's pay slip found within Direct Access, as established by the Coast Guard and deemed to be the point at which a member has met all eligibility requirements for CP. For example, additional obligated service would commence on the 8th anniversary of the members PEBD regardless of when the member's election to receive CP is completed.

b. A member may reverse their decision to receive CP, and their obligation to complete four additional years of service, provided such a reversal occurs at least 30 days before the member's CP date.

10. Commands are reminded that all members who elect CP, must acknowledge they were counseled on their eligibility and understand the terms of the agreement by signing the appropriate Administrative Remarks, Form-3307 SEP-34, for their personnel record by visiting:

(Copy and Paste URL Below into Browser)

<https://www.dcms.uscg.mil/ppc/pd/page7/>

11. Commands and members are encouraged to capitalize on BRS learning opportunities available by visiting:

(Copy and Paste URL Below into Browser)

<https://finred.usalearning.gov/Benefits/Retirement>

and contacting their nearest Personal Financial Manager (PFM) located at each Health, Safety, and Work-Life Regional Practice (HSWL-RP) for financial education, counseling, and resources. CG SUPRT Money Coaches are also available for specific tax questions at: 1-855-CG SUPRT (248-8778) or at:

(Copy and Paste URL Below into Browser)

<http://www.cgsuprt.com/>

A list of PFMs may be found at:

(Copy and Paste URL Below into Browser)

<https://www.dcms.uscg.mil/Our-Organization/Assistant-Commandant-for-Human-Resources-CG-1/Health-Safety-and-Work-Life-CG-11/Office-of-Work-Life-CG-111/Personal-Financial-Management-Program-PFMP/>

12. Continuation Pay Election Form CG-7430A and appropriate Administrative Remarks at:

(Copy and Paste URL Below into Browser)

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

13. Questions regarding the BRS or related items should be directed to your P&A offices who may then contact COMDT (CG-1M12) on behalf of their members by email to [SMB-COMPENSATION@USCG.MIL](mailto:SMB-COMPENSATION@USCG.MIL).

14. CAPT Ryan. P. Matson, Acting Assistant Commandant for Military Personnel (CG-1M), sends.

15. Internet release is authorized.