

DEVELOPMENTAL COUNSELING FORM

For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.

PRIVACY ACT STATEMENT**AUTHORITY:** 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.**PRINCIPAL PURPOSE:** These records are created and maintained to manage the member's Army and Army National Guard service effectively, to document historically a member's military service, and safeguard the rights of the member and the Army.**NOTE:** For additional information, see the System of Records Notice A0600-8-104b AHRC, <https://dpcl.dod.mil/Privacy/SORNs/index/DOD-wide-SORN-Article-View/Article/570051/a0600-8-104b-ahrc/>.**ROUTINE USE(S):** There are no specific routine uses anticipated for this form; however, it may be subject to a number of proper and necessary routine uses identified in the system of records notice specified in the purpose statement above.**DISCLOSURE:** Disclosure is voluntary.**PART I - ADMINISTRATIVE DATA**

Name (Last, First, MI) Soldier Data	Rank/Grade	Date of Counseling
Organization Unit Information	Name and Title of Counselor Immediate Commander	

PART II - BACKGROUND INFORMATION**Purpose of Counseling:** (Leader states the reason for the counseling, e.g. Performance/Professional/Event-Oriented counseling, and include the leader's facts and observations prior to the counseling.)Approach: Non Directive Combined DirectiveType of Counseling: General Form Professional Growth Performance Event Oriented

This counseling form outlines the eligibility determination, the training requirement, and application instructions for the receipt of Blended Retirement System Continuation Pay (BRS-CP).

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points Discussion:

The Blended Retirement System (BRS) is a retirement system that combines elements of the legacy retirement system with benefits similar to those offered by a 401(k) plan. To be eligible for this retirement option, you must have met one of the two requirement below.

I enlisted prior to 31 December 2018, but opted into the BRS program.

I enlisted after 31 December 2018 and was automatically enrolled into the BRS program.

Soldiers enrolled in BRS may be eligible to receive a one-time, mid-career bonus payment in exchange for a four-year service obligation called BRS Continuation Pay (BRS-CP). This one-time bonus payment is in addition to any other field-specific incentives or retention bonuses. BRS-CP is a direct payout to the Soldier and is currently available to those between 7 and 12 years of service. This eligibility date is determined from your Pay Entry Base Date (PEBD). Your service obligation will be tracked in IPPS-A. All Soldiers of the ARNG, regardless of status, are eligible to receive (Continuation Pay) CP at 2.5 for AGR/Mobilized and .5 for M-day times their monthly basic pay. The CY26 CP amount will be computed using eligible Soldiers' current pay grade and years of service as listed on the Defense Finance and Accounting Service (DFAS) monthly basic pay table in effect on the date of the Soldier's signature on the BRS-CP Election Form. To receive BRS-CP, the application instructions must be followed. You must have the proper BRS enrollment code, complete the mandatory financial training, signed this counseling form certifying that you understand your election and disbursement options, and sign the BRS-CP Election form using a CAC signature that contains the date and time stamp. Soldiers can opt to take one lump sum or split it up into 2, 3, or 4 equal payments for the duration of their service obligation. You can IST between states, but you cannot transfer between components (Regular Army, Army Reserves, another branch of service). If you are an enlisted Soldier and do not have four years remaining on your service obligation, you will be required to extend for this payment. If you leave the Army National Guard before your four-year service obligation is complete, you are subject to recoupment based on time served toward your obligation.

I understand that BRS-CP is a one-time, mid-career bonus payment that has a four year service obligation.

I understand that if I do not have four years remaining on my current contract, I am required to sign a DA 4836 and extend to cover the four year service obligation using Rule F7. (Enlisted Soldiers only)

OTHER INSTRUCTIONSThis form will be destroyed upon: reassignment (*other than rehabilitative transfers*), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.

I understand that my ETS is required to be four years out on the date that I elect to receive BRS-CP, and that I must serve four years with the Army National Guard or be subject to recoupment for time not served.

I understand that my four year service obligation must be completed with the Army National Guard. I can IST to another state, but I cannot change service component (Active Army, Army Reserves, change branch of service) or I will be subject to recoupment for time not served.

I understand that my four year service obligation begins the date that I sign my BRS-CP Election Form and will be tracked in IPPS-A.

I understand that I can only elect to receive BRS-CP between the 1st day of my 7th year of service and on the anniversary of my 12th year of service. I understand I am no longer eligible at 12 years and 1 day of service.

I understand that I am required to provide proof of my BRS enrollment.

I understand that I am required to complete CP financial training through the following options: Army Family Web Portal's Online Learning Management System (<https://olms.armyfamilywebportal.com/>), face-to-face with an approved credentialed financial counselor, and/or group training with an approved financial educator. A COPY of this training added to BRS CP GIMS documents. "Prepare Finances for Continuation Pay under Blended Retirement System." This must be complete before I can request CP.

I understand I am eligible to receive CP at 2.5 for AGR/ Mobilized and .5 for M-day my monthly basic pay, using my current pay grade and years of service as listed on the DFAS monthly basic pay table in effect on the date of my signature on the BRS-CP Election Form.

I completed my BRS-CP Election Form with the correct election as outlined above. The form has been CAC signed to include the date and time stamp and included in my BRS-CP election packet.

I understand that I can elect to receive my payment in one lump sum or in 2, 3, or 4 equal payments. My choice is annotated on my election form.

I understand that my BRS-CP Election Form cannot be altered before or after my CAC signature is applied or the form will be invalidated and a new election form will be required. Should this occur, my obligation start date will be the signature date of the corrected election form.

Soldiers have the option to direct their BRS-CP payment to their Thrift Savings Program (TSP) account. If you wish to take advantage of this opportunity, you must update your allotments through myPay and your TSP settings to ensure that this disbursement aligns with your personal finance plans.

I understand that if I want my BRS-CP payment to go to my TSP account, I am required to make the appropriate changes in myPay and my TSP account to meet my desired personal finance plans.

Plan of Action *(Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below).*

- Provide proof that I am enrolled in BRS for my CP election packet
- Complete this counseling statement and retain locally per the policy requirements
- A COPY of this training added to BRS CP GIMS documents
- Complete the BRS-CP Election Form with the information outlined in this counseling statement, CAC sign to include the date and time stamp, and include in my BRS-CP packet
- Ensure that the person who is signing my BRS-CP Election Form is the immediate commander who presented me this counseling and CAC signed with the date and time stamp as the Counselor

Session Closing: *(The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees / disagrees and provides remarks if appropriate.)*

Individual counseled: I agree disagree with the information above.

Individual counseled remarks:

Note: Both the counselor and the individual counseled should retain a record of the counseling.

Signature of Individual Counseled:	DATE (YYYYMMDD):
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Leader Responsibilities: *(Leader's responsibilities in implementing the plan of action.)*

- Receive complete BRS-CP election packet for submission
- Ensure all CAC signatures with date and time stamp are within 60 days of the Soldiers signature

Signature of Counselor:	Date (YYYYMMDD):
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PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: *(Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)*

SIGNATURES

Counselor:	Individual Counseled:	Date of Assessment (YYYYMMDD):
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Note: Both the counselor and the individual counseled should retain a record of the counseling.