

**Milper Message Number
13-029**

**Proponent
AHRC-EPF-R**

**Title
REGULAR ARMY PRECISION RETENTION: THE COMMANDERS ALLOCATION PROCESS**

...Issued: [04 Feb 13]...

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- A. AR 601-280, ARMY RETENTION PROGRAM, DATED 31 JAN 06 (*RAR 15 SEP 11).
- B. FY 13 ACTIVE ARMY RETENTION AND RESERVE COMPONENT TRANSITION MISSION MEMORANDUM (DAPE-MP), DATED 10 SEP 12.
- C. ALARACT MESSAGE 259/2012, DAPE-MSO, PRECISION RETENTION, COMMANDER'S ALLOCATION PROCESS (CAP), DATED 21 SEP 12.
- D. MILPER MESSAGE 12-308, REGULAR ARMY PRECISION RETENTION: THE COMMANDERS ALLOCATION PROCESS, DATED 26 SEP 12.
1. THIS MILPER MESSAGE SUPERSEDES MILPER MESSAGE 12-308 AS OF 21 FEB 13 AND WILL EXPIRE NLT 30 SEP 13.
2. PRECISION RETENTION IS DESIGNED TO FACILITATE FORCE ALIGNMENT WHILE SUSTAINING UNIT READINESS AND ACHIEVING ARMY END STRENGTH REQUIREMENTS. THIS MESSAGE PROVIDES PROCEDURAL GUIDANCE FOR ALL LEADERS AND SOLDIERS PERTAINING TO PRECISION RETENTION AND THE COMMANDERS ALLOCATION PROCESS (CAP). THE CAP APPLIES TO REGULAR ARMY SOLDIERS WITH AN ETS DATE WITHIN THE G1 PRESCRIBED REENLISTMENT ELIGIBILITY WINDOW.
3. HISTORICALLY, THE ARMY RETENTION PROGRAM DENIED OVER-STRENGTH SOLDIERS THE OPPORTUNITY TO REENLIST FOR CONTINUED SERVICE IN THEIR PRIMARY MILITARY OCCUPATIONAL SPECIALTY (PMOS) OR FORCED THEM TO RECLASSIFY. THIS POLICY WAS EFFECTIVE IN REDUCING OVER STRENGTH MOS/SKILL LEVELS, BUT FORCED SOLDIERS WITHIN THEIR SPECIFIED MOS TO EITHER RECLASSIFY OR SEPARATE FROM THE ARMY. PRECISION RETENTION WILL ALLOW COMMANDERS TO RETAIN A LIMITED NUMBER OF SOLDIERS SERVING IN OVER STRENGTH MOSs/SKILL LEVELS FOR CONTINUED SERVICE IN THEIR PMOS THROUGH THE USE OF THE CAP.
4. THE CAP.
- A. THE CAP IS NOT A SEPARATE OR NEW REENLISTMENT MISSION CATEGORY. THE TRADITIONAL REENLISTMENT MISSION CATEGORIES (INITIAL, MID-CAREER, AND CAREER) WILL REMAIN IN PLACE AND COMMANDS WILL CONTINUE TO INITIATE FLAGGING ACTIONS OR IMPOSE A BAR TO REENLISTMENT ON SOLDIERS WHO DO NOT MEET ARMY STANDARDS. THE CAP IS A FORCE ALIGNMENT TOOL THAT EMPOWERS COMMANDS TO REENLIST FULLY QUALIFIED SOLDIERS IN OVER STRENGTH MOS FOR CONTINUED SERVICE IN THEIR CURRENT PMOS WITHOUT REQUESTING AN EXCEPTION TO POLICY FROM HRC.
- B. SOLDIERS MUST BE FULLY QUALIFIED FOR RETENTION IAW AR 601-280 AND RECOMMENDED FOR CONTINUED SERVICE BY THEIR IMMEDIATE COMMANDER. SOLDIERS SELECTED FOR REENLISTMENT UNDER THE COMMANDER'S ALLOCATIONS ARE ELIGIBLE TO REENLIST FOR ANY REENLISTMENT OPTIONS IAW ARMY G1 POLICY FOR OVER STRENGTH MOS. THE FOLLOWING GUIDANCE IS PROVIDED FOR COMMANDERS:
- (1) ENSURE SOLDIERS SERVING IN A CAP MOS/SKILL LEVEL ARE COUNSELED BY THEIR CAREER COUNSELOR ON THE IMPACT OF CONTINUED SERVICE IN AN OVER STRENGTH MOS AND THE POTENTIAL FOR RECLASSIFICATION OPPORTUNITIES.
- (2) TABLE 1 OF THIS MESSAGE PROVIDES ACOM/ASCC/DRU COMMANDERS THE NUMBER OF SOLDIERS WITHIN THEIR COMMAND WHO ARE AUTHORIZED FOR CONTINUED SERVICE IN THEIR PMOS. THESE MOS/SKILL LEVELS ARE A SUBSET OF THE OVER STRENGTH POPULATION ON THE CURRENT IN/OUT CALLS. ACOM/ASCC/DRU COMMANDERS ARE NOT AUTHORIZED TO EXCEED THE NUMBER LISTED IN THE CAP WITHOUT AN EXCEPTION FROM THE RETENTION AND RECLASSIFICATION BRANCH (RRB), HRC. ONCE A COMMAND HAS ACHIEVED THEIR MAXIMUM NUMBER FOR A SPECIFIC MOS/SKILL LEVEL, THE RETAIN SYSTEM WILL RESTRICT THE COMMANDS' ABILITY TO APPROVE A REENLISTMENT FOR CONTINUED SERVICE IN THAT MOS/SKILL LEVEL.

(3) THE CAP WILL BE MANAGED AT THE ACOM/ASCC/DRU LEVEL. ACOM/ASCC/DRU COMMANDERS WILL DISTRIBUTE ALLOCATIONS FOR THE CAP THROUGHOUT THEIR COMMAND. ACOM/ASCC/DRU COMMAND CAREER COUNSELORS WILL SERVE AS THE COMMANDER'S SUBJECT MATTER EXPERT (SME) FOR THIS PROCESS.

(4) SOLDIERS WITH A MOS/SKILL LEVEL LISTED IN TABLE 1 NOT SELECTED FOR THE COMMANDER'S ALLOCATION PROCESS REMAIN ELIGIBLE TO REENLIST AND WILL PROCESS IAW PARAGRAPH FIVE BELOW.

(5) ADDITIONAL GUIDANCE FOR THE CAP WILL BE PUBLISHED IN A SUBSEQUENT RETAIN MESSAGE VIA THE RETAIN SYSTEM.

TABLE 1

	FORSCOM	INSCOM	MDW	NETCOM	TRADOC	USARCENT	USAREUR	USARPAC	USASOC
MOS									
12B1	731	N/A	2	N/A	5	N/A	104	67	2
19D1	1013	N/A	N/A	N/A	36	N/A	81	85	1
25B1	286	11	2	56	2	5	11	27	27
25Q1	321	1	N/A	38	3	N/A	10	13	5
74D1	496	7	1	4	1	1	19	50	14
88M1	1224	N/A	3	N/A	8	N/A	86	151	15
91D1	376	3	1	1	2	1	12	38	7
92A1	852	4	1	5	3	2	38	124	19
92G1	737	1	4	2	2	3	40	90	17

5. SOLDIERS SERVING IN MOS/SKILL LEVELS LISTED IN TABLE 1 ABOVE WHO WERE NOT APPROVED FOR CONTINUED SERVICE IN THEIR PMOS VIA THE CAP MAY REQUEST REENLISTMENT THROUGH THEIR UNIT CAREER COUNSELOR. THESE SOLDIERS ARE ONLY AUTHORIZED TO REENLIST FOR THE ARMY TRAINING REENLISTMENT OPTION UNLESS APPROVED FOR ANOTHER OPTION BY HRC. SOLDIERS REENLISTING FOR A NEW MOS MUST SELECT A SHORTAGE/BALANCED MOS IDENTIFIED ON THE CURRENT IN/OUT CALLS. HRC WILL DENY RETENTION FOR ANY SOLDIER WHO DOES NOT QUALIFY FOR A MOS IDENTIFIED AS AN ARMY REQUIREMENT BY HRC. THESE SOLDIERS WILL HAVE THE IMMEDIATE REENLISTMENT PROHIBITION REASON (IMREPR) CODE "9F" (DENIED RETENTION BY SECRETARY OF THE ARMY-FORCE SHAPING/REQUIREMENTS) PLACED IN THEIR RECORD BY HRC NO EARLIER THAN SIX MONTHS PRIOR TO THEIR ETS DATE.

A. THERE IS NO GUARANTEE SOLDIERS WILL RECEIVE THEIR REQUESTED MOS. HRC WILL EVALUATE THE SOLDIER'S QUALIFICATIONS, ALONG WITH ARMY REQUIREMENTS, AND MAKE A RECLASSIFICATION DETERMINATION.

B. ONCE HRC MAKES A RECLASSIFICATION DETERMINATION, THE SOLDIER WILL HAVE 14 CALENDAR DAYS TO REENLIST. SOLDIERS WHO DECLINE TO ACCEPT THE MOS OFFERED BY HRC ARE CONSIDERED TO HAVE BEEN AFFORDED THE OPPORTUNITY TO REENLIST FOR CONTINUED SERVICE IN THE ARMY. PROVIDING SOLDIERS REMAIN OTHERWISE QUALIFIED:

(1) SOLDIERS WHO DECLINE TO ACCEPT THE MOS OFFERED BY HRC REMAIN ELIGIBLE TO RESUBMIT THEIR REQUEST FOR RETRAINING AT A LATER DATE IN ACCORDANCE WITH CURRENT RETENTION POLICIES.

(2) SOLDIERS ARE ENCOURAGED TO CONTINUE THEIR SELF DEVELOPMENT AND CONSIDER SERVING IN THE ARMY OUTSIDE THEIR CURRENT MOS.

C. SOLDIERS REMAIN ELIGIBLE FOR CONTINUED SERVICE WITH THE USAR/ARNG AS THEY TRANSITION FROM THE ACTIVE COMPONENT PROVIDING THEY ARE OTHERWISE QUALIFIED. ADDITIONAL GUIDANCE FOR CAREER COUNSELOR PROCESSING WILL BE ANNOUNCED IN A SUBSEQUENT RETAIN MESSAGE.

6. POC FOR ALL INQUIRIES PERTAINING TO THE RETENTION PRECISION PROCESS IS THE UNIT CAREER COUNSELOR. CAREER COUNSELORS WITH QUESTIONS PERTAINING TO THIS MESSAGE WILL CONTACT THE RETENTION AND RECLASSIFICATION BRANCH, HRC, EPMD, (502) 613-5485.
