

**MILPER Message Number
20-154**

**Proponent
AHRC-EPF-R**

**Title
Regular Army Precision Retention**

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A. AR 601-280 (Army Retention Program), 16 October 2019.

B. MILPER Message 19-410, AHRC-EPF-R, 18 December 2019, subject: Regular Army Precision Retention.

C. MILPER Message 20-110, AHRC-EPF-R, 14 May 2020, subject: Special MOS Alignment Promotion Program (SMAPP).

D. DA Form 3340 (Request for Continued Service in the Regular Army), 1 June 2018.

1. Effective on 17 June 2020, this MILPER message supersedes reference B and will expire no later than 16 June 2021.

2. Precision Retention is designed to sustain unit readiness and force alignment through the reenlistment and reclassification of Soldiers. Precision Retention is broken down into two parts:

a. Overages: This identifies Military Occupational Specialties (MOSs) that are over strength and require reclassification out of the MOS in order to achieve force alignment across the Army.

b. Shortages: This identifies MOSs that are under strength and offers Soldiers promotion opportunities and monetary incentives for reclassification into an MOS.

3. Part I – Overages:

a. When the Army changes structure, overages in MOSs and skill levels may occur. To reduce these overages, the U.S. Army Human Resources Command (HRC) will restrict reenlistment options by MOS and skill level requiring HRC to approve the Soldier's reenlistment option.

b. Commanders are required to ensure all Soldiers meet the criteria for reenlistment in accordance with reference A above. When applicable, commanders must initiate a suspension of favorable personnel action (FLAG) or a bar to continued service on Soldiers who fail to meet reenlistment standards. For Soldiers serving in one of the MOSs listed in para 3d(1) below, may elect to reenlist for MOS training if otherwise eligible or for the needs of the Army. If other options or extension is desired and their commander approves their request for continued service, precision retention requires HRC to make the final decision on continued service options. Ideally, the Army wants Soldiers in an overage MOS to reclassify into a shortage MOS.

c. In an effort to facilitate force alignment, Soldiers currently serving in an MOS listed in paragraph 3d(1) below who do not volunteer for reclassification or reclassify through their reenlistment option may be reclassified by HRC in accordance with the needs of the Army.

d. Precision Retention restrictions based on a Soldier's MOS and skill level:

(1) The following MOSs/skill levels are restricted: 12K1, 12T1, 12W1, 15H1, 25L1, 25P1, 68H1, 68U1, 68Y1, 92L1, 94R1, and 35P1/35P2 with language codes AD, AV, and HE. All grades for MOS 15Y, 35N, 35P, and 35S with Additional Skill Identifier (ASI) Y1.

(2) Soldiers with a MOS/skill level listed in Part I, paragraph 3d(1) above who are recommended for reenlistment by their commander may reenlist for the Army Training Reenlistment Option for a new MOS or the Regular Army Reenlistment Option for 2 years. Soldiers who desire any other retention option must submit their request for reenlistment to HRC in accordance with the procedures outlined in paragraph 3e of this message. Soldiers not in their reenlistment window as defined by Army G-1 Retention are highly encouraged to submit voluntary reclassification requests through their commander via the RETAIN system.

e. Procedures: Soldiers who are restricted to specific reenlistment options by paragraph 3d(2) of this message will have their request for any other retention option processed through HRC as follows:

(1) The servicing Career Counselor will process the Soldier's request via the RETAIN system to HRC. The servicing Career Counselor is the commander's subject matter expert for precision retention.

(2) HRC will evaluate the Soldier's record and compare his/her accomplishments to other Soldiers of the same MOS/skill level throughout the Army. Based on the needs of the Army and the Soldier's record, HRC will render one of the following decisions:

(a) Approve reenlistment in current MOS.

(b) Direct reclassification to a new MOS.

(c) Approve extension of enlistment.

(d) Deny reenlistment.

f. Soldiers will be notified of HRC's decision by their servicing Career Counselor and, if applicable, any restriction to the number of years/months the Soldier may reenlist/extend. Soldiers have seven calendar days from the approval date to extend or reenlist. Soldiers who fail to take action will have HRC's approval to reenlist/extend revoked and are considered to have been afforded the opportunity for continued service.

4. Part II – Shortages:

a. The Army continues to experience shortages in several MOSs and skill levels. These MOSs/skill levels offer opportunities for Soldiers who reclassify to not only work in a new career field but also the possibility of promotion and a Selective Retention Bonus (SRB) upon completion of their training.

b. To determine shortage MOSs and skill levels with promotion and retention bonus opportunities, HRC publishes the following information:

(1) Reclassification IN/OUT Calls – This MILPER message identifies strengths of all MOSs for skill levels 1 thru 4. Shortage MOSs have a "Y" in the "IN" column. Balanced MOSs have an "N" in both columns. Overage MOSs have a "Y" in the "OUT" column.

(2) SRB Program – This MILPER message identifies critical MOSs and skill levels entitled to a retention bonus. Soldiers reclassifying into MOSs listed with a tier 3 or higher are entitled to receive the bonus for the new MOS upon completion of training.

(3) Special MOS Alignment Promotion Program (SMAPP) – This MILPER message identifies MOSs for Soldiers to reclassify into where upon successful completion of training they are promoted to Sergeant (SGT) or Staff Sergeant (SSG).

(4) STAR MOS list – This list, which is included in the monthly promotion cutoff scores memorandum, identifies MOSs in which there were not enough eligible Soldiers to promote to SGT or SSG.

c. The tables below are provided as a quick reference for Soldiers and leaders to use when discussing career options and opportunities for Specialists (SPC)/Corporals (CPL) and SGTs. When discrepancies exist between these tables and the HRC publications listed in paragraph 4b(1) through 4b(4), the most current HRC publications take precedence.

(1) The MOSs in this table provide the best opportunity for a SPC/CPL to reclassify into a new MOS with high promotion potential and a bonus upon completion of training. Additionally, this table identifies MOSs in the SMAPP which authorizes promotion to SGT upon awarding of the new MOS.

MOS	TITLE	IN/OUT Calls-SGT	SPC/CPL SRB Tier	SMAPP To SGT	SGT STAR
12P	PRIME POWER PRODUCTION SPC	Y/N	7	Y	Y
17C	CYBER OPERATIONS SPECIALIST	Y/N	9	N	Y
35L	COUNTER INTELLIGENCE AGENT	Y/N	8	Y	Y
35M	HUMAN INTELLIGENCE COLLECTOR	Y/N	8	N	Y
89D	EXPLOSIVE ORDNANCE DISPOSAL SPC	Y/N	10	N	Y

(2) The MOSs in this table provide the best opportunity for a SGT to reclassify into a new MOS with high promotion potential (MOS has been on the SSG STAR list for at least 6 months) and a bonus upon completion of training.

MOS	TITLE	IN/OUT Calls-SSG	SGT SRB Tier	SMAPP to SSG	SSG STAR
12Y	GEOSPATIAL ENGINEER	Y/N	3	N	Y
13F	FIRE SUPPORT SPECIALIST	Y/N	8	N	Y
13M	MLRS/HIMARS CREWMEMBER	Y/N	4	N	Y
25D	CYBER NETWORK DEFENDER	Y/N	9	Y	Y
25E	ELECTROMAGNETIC SPECTRUM MANAGER	Y/N	6	Y	Y
51C	ALT&T CONTRACTING NCO	Y/N	6	Y	Y
74D	CBRN SPECIALIST	Y/N	5	N	Y

5. Training vacancies for MOSs listed in the tables above were available at the time this message was published. These vacancies are limited and although HRC continually works on obtaining training vacancies for these MOSs there is the potential a Soldier requesting one of these MOSs will be informed there is no training available.

6. There are other MOSs available for reclassification which will increase a Soldiers promotion potential to SGT or SSG with the possibility of a bonus in the new MOS. Your unit Career Counselor is the subject matter expert who can explain opportunities for reclassification, promotion, or SRB entitlement. Contact your unit

Career Counselor who will assist you with determining individual Soldier's eligibility.

7. Point of contact for all inquiries pertaining to the Precision Retention process is the servicing Career Counselor. Career Counselors with questions pertaining to this message will contact the Retention and Reclassification Branch, AHRC-EPF-R, HRC, EPMD, usarmy.knox.hrc.mbx.epmd-retention-reclass-branch@mail.mil.