

**MILPER Message Number
21-365**

**Proponent
AHRC-EPF-R**

**Title
Special MOS Alignment Promotion Program (SMAPP)**

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- A. MILPER Message Number 20-332, AHRC-EPF-R, 8 Oct 20, subject: Special MOS Alignment Promotion Program (SMAPP).
- B. AR 600-8-19 (Enlisted Promotions and Reductions), 16 May 19.
- C. AR 195-3 (The Criminal Investigation Command Special Agent Program), 19 Jan 17.
- D. AR 601-280 (Army Retention Program), 16 Jun 21.
- E. AR 614-200 (Enlisted Assignments and Utilization Management), 25 Jan 19.
- F. DA PAM 611-21 (Military Occupational Classification and Structure), 19 Jul 18.
- G. HQDA memorandum, DAPE-MPE-PD, 3 Apr 07, subject: Establishment of Automatic Promotion to Sergeant for MOS 12P, Prime Production Specialist.
- H. HQDA memorandum, DAPE-MPE-PD, 15 Jul 08, subject: Accession and Reclassification of NCO for an Automatic Promotion to Staff Sergeant in MOS 51C - Acquisition, Logistics, and Technology Contracting NCO.
- I. HQDA memorandum, DAPE-MPE-PD, 27 Apr 09, subject: Request to enroll MOS 35L in the SMAPP.
- J. HQDA memorandum, DAPE-MPE-PD, 21 Dec 10, subject: Request to enroll MOS 29E in the SMAPP.
- K. HQDA memorandum, DAPE-MPE-PD, 27 Jun 14, subject: SMAPP expansion for MOS 25D, 25E, and 46R.
- L. HQDA memorandum, DAPE-MPE-PD, 8 May 15, subject: Request to enroll MOS

31D in the SMAPP.

M. HQDA memorandum, DAPE-MPE-PD, 9 Jan 17, subject: Request to enroll MOS 46Q in the SMAPP.

N. HQDA memorandum, DAPE-MPE-PD, 9 Sep 20, subject: Request to enroll MOS 89D in the SMAPP

O. Current reclassification In/Out Call MILPER message.

1. This message rescinds MILPER Message 20-332 and will expire one year from date published.

2. Soldiers serving in the Regular Army (RA) may reclassify into specific critical Military Occupational Specialties (MOS) identified in the SMAPP. Promotion of Soldiers reclassified into a SMAPP-designated MOS will be effective on the date of graduation from the MOS-qualifying school, which occurs after all training phases are completed and the MOS is awarded, provided they are otherwise eligible in accordance with reference B above. This message will be cited as authority for promotion in the promotion order.

3. Soldiers applying for entry into the SMAPP:

a. Must meet qualifications for promotion to the next higher rank, including minimum time in service and time in grade requirements. Soldiers are not required to be a graduate of Noncommissioned Officer Professional Development System (NCOPDS) nor be in a promotable status. Provided they are otherwise eligible in accordance with AR 600-8-19, paragraph 1-11 (including required NCOPDS) Soldiers will be promoted effective on the graduation date from the MOS-qualifying schools, which occurs after all training phases are completed and the MOS is awarded. When Soldiers complete the MOS-qualifying training without having first met the NCOPDS requirements for promotion as provided for in AR 600-8-19, paragraph 1-29, the promotion will be effective the date the NCOPDS requirement is met. See AR 600-8-19, paragraph 1-35 for additional information.

b. Must be fully eligible for reenlistment, retraining, and voluntary reclassification. Soldiers incur a service remaining requirement (SRR) for attending training. The SRR is calculated from the date the Soldier graduates training and is awarded the MOS. Upon approval of a reclassification request and prior to attending training, Soldiers must reenlist or extend to meet this SRR.

c. Must be endorsed by the first LTC/O5 commander in the Soldier's chain of command.

d. Will receive a memorandum from U.S. Army Human Resources Command (HRC) upon approval of reclassification and entry into the SMAPP. Reclassification is not complete until a reclassification control number (RCN) is issued by HRC; the RCN is required for publishing the MOS order. The notification memorandum and MOS order must be provided to the military personnel directorate at the gaining installation for publication of promotion orders.

e. Soldiers who enlist for any MOS listed in the SMAPP either through normal enlistment processing or via temporary pilot programs are not authorized promotion in accordance with the SMAPP.

4. Critical MOS currently SMAPP designated:

a. For promotion to sergeant:

(1) MOS 12P, Prime Power Production Specialist:

(a) Must be a specialist/corporal and meet minimum qualifications (MINQAULS) for the MOS prior to submitting reclassification action; Soldier can attend training without the Basic Leader Course (BLC) requirement and will be awarded the MOS upon graduation from the course; however, they will not be promoted until the NCOPDS requirement is met and award of MOS 12P.

(b) Soldiers may request reclassification into MOS 12P regardless of the In/Out Calls of their current Primary Military Occupational Specialty (PMOS).

(c) Information and procedures for reclassification into MOS 12P are found at <http://www.usace.army.mil/Prime-Power-School/12D>.

(d) Soldiers must contact their local Career Counselor for processing information.

(e) Soldiers incur a 30-month SRR upon graduation and award of MOS 12P.

(2) MOS 17E, Electronic Warfare Specialist:

(a) Must be a specialist/corporal and meet MINQAULS for the MOS prior to submitting reclassification action; Soldier can attend training without the BLC requirement and will be awarded the MOS upon graduation from the course; however, they will not be promoted until the NCOPDS requirement is met and award of MOS 17E.

(b) Soldiers may request reclassification into MOS 17E regardless of the In/Out Calls for their current PMOS.

(c) Soldiers must contact their local Career Counselor for processing information.

(d) Soldiers incur a 36-month SRR upon graduation and award of MOS 17E.

(3) MOS 31D, Criminal Investigation Command (CID) Special Agent:

(a) Must be a specialist/corporal and meet MINQAULS for the MOS prior to submitting reclassification action; Soldier can attend training without the BLC requirement and will be awarded the MOS upon graduation from the course; however, they will not be promoted until the NCOPDS requirement is met and award of MOS 31D.

(b) Soldiers may request reclassification into MOS 31D regardless of the In/Out Calls for their current PMOS.

(c) Soldiers who enlist for the MOS 31D pilot program are not eligible to participate in the SMAPP.

(d) Soldiers must be approved for reclassification into MOS 31D by the Commander, U.S. Army Criminal Investigation Command (USACIDC), in accordance with AR 195-3.

(e) Soldiers must forward the acceptance memorandum to their servicing Career Counselor for processing.

(f) Soldiers incur a 36-month SRR upon graduation and award of MOS 31D.

(g) Soldiers must complete MOS 31D training and a 12-month apprentice period to receive full accreditation in MOS 31D as provided by AR 195-3.

(h) Information and procedures for reclassification into MOS 31D are found at <https://join.cid.army.mil>.

(4) MOS 35L, Counterintelligence (CI) Agent:

(a) Must be a specialist/corporal and meet MINQAULS for the MOS prior to submitting reclassification action; Soldier can attend training without the BLC requirement and will be awarded the MOS upon graduation from the course; however, they will not be promoted until the NCOPDS requirement is met and award of MOS 35L. Additionally, Soldiers may be scheduled for training with the required clearance listed on the MOS acceptance memo.

(b) Soldiers may request reclassification into MOS 35L regardless of the In/Out Calls for their current PMOS.

(c) Soldiers must process requests for reclassification into MOS 35L through the Military Intelligence Office at their installation.

(d) Soldiers must forward the approval memorandum to their servicing Career

Counselor for processing.

(e) Soldiers incur a 36-month SRR upon graduation and award of MOS 35L.

(f) Soldiers must complete MOS 35L training and a 12-month probationary program requirement after graduation from CI Special Agents Course (CISAC) as required in DA PAM 611-21.

(g) Information and procedures for reclassifying into MOS 35L are found at <https://ikn.army.mil/apps/IKNHostedWebsites/CIRecruiting>.

(5) MOS 46S, Public Affairs Mass Communication Specialist:

(a) Must be a specialist/corporal and meet MINQAULS for the MOS prior to submitting reclassification action; Soldier can attend training without the BLC requirement and will be awarded the MOS upon graduation from the course; however, they will not be promoted until the NCOPDS requirement is met and award of MOS 46S.

(b) Soldiers must contact their local Career Counselor for processing information.

(6) MOS 89D, Explosive Ordnance Disposal (EOD) Specialist:

(a) Must be a specialist/corporal and meet MINQAULS for the MOS prior to submitting reclassification action; Soldier can attend training without the BLC requirement and will be awarded the MOS upon graduation from the course; however, they will not be promoted until the NCOPDS requirement is met and award of MOS 89D.

(b) Soldiers may request reclassification into MOS 89D regardless of the In/Out Calls for their current PMOS.

(c) Soldiers must forward the acceptance memorandum to their servicing Career Counselor for processing.

(d) Soldiers incur a 36-month SRR upon graduation and award of MOS 89D.

(e) Information and procedures for reclassifying into MOS 89D are found at <https://www.goarmysof.com/eod/eodrecruiting.html>.

b. For promotion to staff sergeant:

(1) MOS 25D, Cyber Network Defender:

(a) Must be a sergeant; Soldiers will be promoted to staff sergeant upon graduation and award of the MOS.

(b) Soldiers requiring Advanced Leader Course (ALC) credit when selected for

reclassification into MOS 25D must complete Structured Self Development (SSD) 2, Distributed Leaders Course (DLC) 2 or ALC common core training before attending MOS 25D reclassification training. The MOS 25D course is approved as the ALC equivalent for the MOS. However, Soldiers will be required to submit a packet to HRC Schools Branch to receive the credit for ALC.

(c) Soldiers may request reclassification into MOS 25D regardless of the In/Out Calls for their current PMOS.

(d) Soldiers must be conditionally accepted by the Personnel Development Office, U.S. Army Signal Center of Excellence, and receive approval to take the MOS 25D in-service screening test (ISST) in accordance with DA PAM 611-21, table 10-25D.

(e) Soldiers must forward the acceptance memorandum to their servicing Career Counselor for processing.

(f) Soldiers incur a 36-month SRR upon graduation and award of MOS 25D.

(2) MOS 25E, Electromagnetic Spectrum Manager:

(a) Must be a sergeant; Soldiers will be promoted to staff sergeant upon graduation and award of MOS 25E.

(b) Soldiers requiring ALC credit when selected for reclassification into MOS 25E must complete SSD 2, DLC 2, or ALC common core training before attending MOS 25E reclassification training. The MOS 25E course is approved as the ALC equivalent for the MOS. However, Soldiers will be required to submit a packet to HRC Schools Branch to receive the credit for ALC.

(c) Soldiers may request reclassification into MOS 25E regardless of the In/Out Calls for their current PMOS.

(d) Soldiers must contact their local Career Counselor for processing information. Soldiers must be approved for reclassification into MOS 25E by HRC in accordance with DA PAM 611-21, table 10.

(e) Soldiers incur a 36-month SRR upon graduation and award of MOS 25E.

(3) MOS 51C, Acquisition, Logistics, and Technology Contracting NCO:

(a) Must be a sergeant; Soldiers will be promoted to staff sergeant upon graduation and award of the MOS.

(b) Soldiers requiring ALC credit when selected for reclassification into MOS 51C must complete SSD 2, DLC 2, or ALC common core training before attending MOS 51C reclassification training. The MOS 51C course is approved as the ALC equivalent for the

MOS. However, Soldiers will be required to submit a packet to HRC Schools Branch to receive the credit for ALC.

(c) Soldiers must forward the acceptance memorandum to their servicing Career Counselor for processing.

(d) Soldiers incur a 60-month SRR upon completion of training and award of MOS 51C.

(e) Information and procedures for reclassification into MOS 51C are found at <https://asc.army.mil/web/career-development/military-nco/active-component-reclass-program>.

5. In order to remain eligible for this program, Soldiers must graduate training and remain eligible for promotion. Soldiers who do not complete training as scheduled or are disqualified for the new MOS (to include remaining eligible for promotion) will remain in their current PMOS and be reassigned in accordance with the needs of the Army.

6. Soldiers and leaders should contact their servicing or installation Career Counselor for questions concerning reenlistment or reclassification. Career Counselors with questions pertaining to this message will contact the Retention and Reclassification Branch, AHRC-EPF-R, HRC, Enlisted Personnel Management Directorate (EPMD), usarmy.knox.hrc.mbx.epmd-reclass@army.mil.