

MILPER Number: 24-099

Proponent
AHRC-FSF-ER

Title
Regular Army Precision Retention

...Issued:[25 Mar 2024]...

A. AR 601-280 (Army Retention Program), 14 April 2023.

B. AR 614-200 (Enlisted Assignments and Utilization), 25 January 2019

C. MILPER Message 23-213, AHRC-EPF-R, 4 October 2023, subject: Regular Army Precision Retention.

D. MILPER Message 23-260, AHRC-EPF-R, 11 July 2023, subject: Special MOS Alignment Promotion Program (SMAPP).

1. This MILPER message rescinds reference C effective 3 April 2024 and will expire no later than 2 April 2025.

2. The Secretary of the Army recently approved a significant change to the Army structure which will impact multiple Military Occupational Specialties (MOSs) over the next two fiscal years.

3. Prior to reclassification, Commanders are authorized to utilize personnel in accordance with AR 614-200. Although this will result in an MOS mismatch in reporting, it is understood during this transformation there will be an impact to USR reporting.



4. 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 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.

5. 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. Although Commanders are responsible for approving / disapproving a Soldier's request for reenlistment, precision retention is an administrative action subsequent to the commander's decision to reenlist a Soldier. When applicable, commanders must initiate a suspension of favorable personnel actions (FLAG) or a bar to continued service on Soldiers who fail to meet reenlistment standards.

c. In an effort to facilitate force alignment, the Army ideally wants Soldiers in overage MOSs to reclassify into shortage MOSs. Soldiers currently serving in an MOS listed in paragraph 5d(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: 19D and 31B, all grades. All grades for MOS 15Y with Additional Skill Identifier (ASI) Y1. All grades 35N with ASI Y2.

(a) Specific guidance for MOS 19D1, 19D2, 31B1, 31B2, 31B3: Due to structure changes, Soldiers serving in these MOSs are restricted to reclassify to a new MOS and will not be  approved to reenlist in current MOS without approval from HRC. Servicing G1's, HRC, and Career Counselors will make every effort to consider installation strengths for these Soldiers during the reclassification process. Any exceptions will follow procedures IAW AR 601-280.

(b) Exceptions to Policy (ETP) for CMF 19 and CMF 31

1. Airborne qualified Soldiers serving in MOSs 19D1 and 19D2 (nonpromotable SGTs only) are eligible to reclassify into MOS 11B with no training required. This ETP is specifically focused on those 19D Soldiers currently serving at Fort Liberty. Qualified

Soldiers not serving at Fort Liberty will be placed on assignment to an Airborne position upon reclassification to 11B.

2. All 19D1 and 19D2 Soldiers may reclassify into MOSs 19C and 19K with no training required. The Chief of Armor has waived the formal training requirement for this reclassification.

3. All 31B1 and 31B2 Soldiers who are qualified one of the following ASI's are authorized to reenlist or extend for continued service in MOS 31B: ASI D7; ASI V5; ASI Q9.

(2) Soldiers with a MOS and skill level listed in paragraph 5d(1) above, who are recommended for reenlistment by their commander, must submit their request for reenlistment to HRC in accordance with the procedures outlined in paragraph 5e 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 from reenlistment by paragraph 5d(1) of this message will have their request for reenlistment processed through HRC as follows:

(1) The servicing Career Counselor is the commander's subject matter expert for precision retention. As such, the servicing Career Counselor will process Soldiers' requests via the RETAIN system to HRC.

(2) HRC will evaluate a 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 into a new MOS.

(c) Approve extension of enlistment.

(d) Deny reenlistment.



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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.

6. Part II – Shortages:

a. The Army continues to experience shortages in several MOSs and skill levels. These MOSs and 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 6b(1) through 6b(4), the most current HRC publications take precedence.

(1) The following MOSs have significant growth and offer reclassification and bonus opportunities for Skill Level 1 Soldiers:

MOS TITLE	SKILL LEVEL	1 SRB Amount
13J FIRE CONTROL SPECIALIST	7	\$4,300 - \$41,800
13M HIMARS CREWMEMBER	7	\$4,300 - \$41,800
14E PATRIOT FIRE CONTROL OP/MAINT	10	\$5,900 - \$72,000
14G AIR DEFENSE BATTLE SYSOPER	7	\$4,300 - \$41,800

MOS TITLE	SKILL LEVEL	1 SRB Amount
14P AIR AND MISSILE DEFENSE CREW	7	\$4,300 - \$41,800
14T PATRIOT LAUNCHING STATION OPER	7	\$4,300 - \$41,800
17E ELECTRONIC WARFARE SPC	8	\$4,700 - \$52,300
19C BRADLEY CREWMEMBER*	9	\$5,300 - \$65,400
19K M1 ARMOR CREWMAN	7	\$4,300 - \$41,800
25H NETWORK COMMUNICATION SYS SPC	7	\$4,300 - \$41,800
92F PETROLEUM SUPPLYSPECIALIST	7	\$4,300 - \$41,800

(2) 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	SPC/CPL	SMAPP To SGT		
			Calls-	SGT SRB Tier	SGT STAR
13B CANNON CREWMEMBER	Y/N	8	N	Y	
13F JOINT FIRESUPPORT SPC	Y/N	6	N	Y	
13M HIMARS CREWMEMBER	Y/N	7	N	Y	
17E ELECTRONIC WARFARE SPC	Y/N	8	Y	Y	
19K M1 ARMOR CREWMAN	Y/N	7	N	Y	
35L COUNTER INTEL(CI) AGENT	Y/N	6	N	Y	
89D EXPLOSIVE ORD DISP SPC	Y/N	6	Y	Y	



(3) The MOS(s) 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		SGT SRB SMAPP		SSG STAR
	Calls-SSG	Tier	to SSG		
13M HIMARS CREWMEMBER	Y/N	7	N	Y	
19K M1 ARMOR CREWMAN	Y/N	7	N	Y	

7. 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.

8. There are other MOSs available for reclassification which will increase a Soldier's 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 eligibility.

9. 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-FSF-ER, HRC, at usarmy.knox.hrc.mbx.fadd-reclass@army.mil.

