

ALARACT 020/2014

DTG: 231450Z JAN 14

UNCLASSIFIED/

THIS MESSAGE HAS BEEN SENT BY THE PENTAGON TELECOMMUNICATIONS CENTER ON BEHALF OF DA WASHINGTON DC//DAPE-MPE//

SUBJECT: ARMY PRECISION RETENTION

1. REFERENCES.

A. ARMY REGULATION 601-280, ARMY RETENTION PROGRAM, 31 JAN 06, RAPID ACTION REVISION 1, 15 SEP 11.

B. DEPARTMENT OF THE ARMY DIRECTIVE 2012-03 (ARMY RETENTION INITIATIVES).

C. ALARACT 259/2012, SUBJECT: PRECISION RETENTION, COMMANDER'S ALLOCATION PROCESS (CAP), 21 SEP 12.

2. PURPOSE. TO REITERATE THE INTENT AND ELEMENTS OF PRECISION RETENTION UNDER THE ARMY'S RETENTION PROGRAM.

A. THIS MESSAGE RESCINDS AND SUPERSEDES REFERENCE 1.C. ABOVE.

B. PRECISION RETENTION IS DESIGNED TO FACILITATE ENLISTED FORCE ALIGNMENT BY PRIMARY MILITARY OCCUPATIONAL SPECIALTY (PMOS) AND SKILL LEVEL, WHILE SUSTAINING UNIT READINESS AND ACHIEVING ARMY END STRENGTH OBJECTIVES IN FISCAL YEAR (FY) 2014 AND BEYOND.

C. HISTORICALLY, THE ARMY RETENTION PROGRAM DENIED OVER STRENGTH SOLDIERS THE OPPORTUNITY TO REENLIST FOR CONTINUED SERVICE IN THEIR PMOS AND REQUIRED THEM INSTEAD TO RECLASSIFY. WHILE THIS WAS EFFECTIVE IN REDUCING THE NUMBER OF SOLDIERS SERVING IN OVER STRENGTH MOS/SKILL LEVELS, IT FORCED SOME TOP PERFORMERS WITHIN A CERTAIN MOS TO RECLASSIFY OR SEPARATE FROM THE ARMY.

D. COMMANDERS ARE ISSUED A RETENTION MISSION BASED ON POPULATION AND END STRENGTH REQUIREMENTS. THE RETENTION MISSION IS THE MINIMUM NUMBER OF REENLISTMENTS THE ARMY NEEDS TO SUSTAIN ARMY READINESS. THE ARMY WILL ESTABLISH A THRESHOLD

FOR OVERPRODUCTION. THE THRESHOLD IS A MAXIMUM RETENTION AUTHORIZATION THAT LIMITS REENLISTMENTS TO PREVENT THE ARMY FROM EXCEEDING MANDATED END STRENGTH REQUIREMENTS.

3. PRECISION RETENTION CONSISTS OF TWO SEPARATE PROCESSES, INCLUDING THE COMMANDER'S ALLOCATION PROCESS (CAP) AND MAXIMUM AUTHORIZATION-OVERRIDE (MA-O). CAP IS USED TO FACILITATE FORCE ALIGNMENT. MA-O IS USED TO FACILITATE THE ARMY ACHIEVING END STRENGTH OBJECTIVES. IN ACCORDANCE WITH REFERENCE 1.A. ABOVE, SOLDIERS ALLOWED TO REENLIST MUST BE FULLY QUALIFIED FOR RETENTION AND RECOMMENDED FOR CONTINUED SERVICE BY THEIR UNIT COMMANDER.

A. CAP. CAP IS DESIGNED TO PROVIDE COMMANDERS WITH THE AUTHORITY TO REENLIST A SPECIFIC NUMBER OF SOLDIERS SERVING IN OVER STRENGTH MOS/SKILL LEVELS IDENTIFIED BY HUMAN RESOURCES COMMAND (HRC). AVAILABLE MOS/SKILL LEVELS AND CAP LIMITS FOR COMMANDS WILL BE ANNOUNCED BY HRC VIA MILPER MESSAGE AS REQUIRED. ALL SOLDIERS IN AN OVER STRENGTH MOS WHO ARE NOT SELECTED FOR RETENTION IN THAT MOS VIA CAP WILL BE PROCESSED THROUGH HRC FOR CONSIDERATION OF THE FOLLOWING:

- 1) RECLASSIFICATION INTO A NEWLY AWARDED OR ASSIGNED MOS.
- 2) ASSIGNMENT TO A CRITICAL SHORTAGE LOCATION IN CURRENT MOS.
- 3) DENIAL OF CONTINUED SERVICE IF NO ARMY REQUIREMENT EXISTS TO SATISFY FORCE STRUCTURE REQUIREMENTS.

B. MA-O. MA-O IS DESIGNED TO ALLOW COMMANDERS TO REQUEST RETENTION OF QUALIFIED SOLDIERS AS THE ARMY NEARS THE MAXIMUM RETENTION AUTHORIZATION (THRESHOLD). HQDA WILL MONITOR REENLISTMENTS AND NOTIFY COMMANDS WHEN THE ARMY NEARS ITS MAXIMUM AUTHORIZATIONS, IF NECESSARY, IN ORDER NOT TO EXCEED THE ARMY'S MANDATORY END STRENGTH REQUIREMENTS. COMMANDERS WILL NOT DENY REENLISTMENT SOLELY BASED ON THE ARMY'S MAXIMUM AUTHORIZATIONS. IF A COMMANDER DEEMS THE SOLDIER IS QUALIFIED FOR CONTINUED SERVICE, THE COMMANDER WILL UTILIZE THE MA-O PROCESS WHEN REQUIRED BY HQDA TO REQUEST RETENTION. THE SOLDIER WILL BE PROCESSED THROUGH RETENTION CHANNELS TO HRC FOR CONSIDERATION OF THE FOLLOWING:

- 1) REENLISTMENT.
- 2) EXTENSION.
- 3) DENIAL OF CONTINUED SERVICE DUE TO END STRENGTH REQUIREMENTS.

4. COMMAND CAREER COUNSELORS WILL SERVE AS THE COMMANDER'S

SUBJECT MATTER EXPERT FOR THIS PROGRAM.

5. HRC WILL PUBLISH PROCEDURAL GUIDANCE PRIOR TO THE ARMY APPROACHING ITS MAXIMUM AUTHORIZATIONS AND TO IDENTIFY MOS/SKILL LEVEL ALLOCATIONS. HRC WILL PROVIDE SPECIFIC GUIDANCE AND ADDITIONAL INFORMATION REGARDING THIS ALARACT IN SUBSEQUENT MILPER MESSAGES AND/OR RETAIN MESSAGES.

6. HQDA POINT OF CONTACT IS THE SENIOR ARMY CAREER COUNSELOR, ARMY RETENTION, SERGEANT MAJOR KELVIN V. RAIBON, (DAPE-MPE-PD), DCS, G-1 (DSN 225-7579, COMMERCIAL 703-695-7579).

7. EXPIRATION DATE OF THIS MESSAGE IS 12 MONTHS FROM THE ISSUANCE DATE.