

Milper Message Number
13-375

Proponent
AHRC-EPF-R

Title
ENLISTED INVOLUNTARY EARLY SEPARATION PROGRAM

...Issued: [24 Dec 13]...

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- A. MILPER MESSAGE 12-165, HRC-EPF-M, MAY 12, SUBJECT: ENLISTED INVOLUNTARY EARLY SEPARATION PROGRAM IS RESCINDED ON THE EFFECTIVE DATE OF THIS MESSAGE.
- B. MILPER MESSAGE 12-383, AHRC-EPO-P, DEC 12, SUBJECT: ACTIVE ARMY (AA) STOP LOSS/STOP MOVEMENT PROGRAM FOR UNITS SCHEDULED TO DEPLOY OCONUS IN SUPPORT OF OPERATION IRAQI FREEDOM (OIF), OPERATION ENDURING FREEDOM (OEF), AND OPERATION NEW DAWN (OND).
- C. ASA (M&RA) POLICY MEMORANDUM, SUBJECT: ENLISTED INVOLUNTARY EARLY SEPARATIONS PROGRAM, 3 DECEMBER 2013.
- D. ALARACT MESSAGE 339/2013, ENLISTED INVOLUNTARY EARLY SEPARATION PROGRAM, 23 DECEMBER 2013.
- E. AR 635-200, ACTIVE DUTY ENLISTED ADMINISTRATIVE SEPARATIONS (*RAR 003, 09/06/2011), 6 JUNE 2005.
- F. AR 635-5-1, SEPARATION PROGRAM DESIGNATOR (SPD) CODES (*RAR 001, 08/04/2011), 10 DECEMBER 2007.

1. THIS MESSAGE WILL EXPIRE NLT 01 JANUARY 2016 MILPER PROVIDES EXECUTION GUIDANCE FOR THE INVOLUNTARY EARLY SEPARATION OF REGULAR ARMY SOLDIERS ELECTING NOT TO REENLIST OR EXTEND TO DEPLOY WITH THEIR UNIT OR ARE ASSIGNED TO INACTIVATING UNITS THAT DO NOT REENLIST OR EXTEND TO BECOME PERMANENT CHANGE OF STATION ELIGIBLE.

- A. SOLDIERS ASSIGNED TO DEPLOYING UNITS: IAW PARAGRAPH 3A, AND 3A(1) THRU 3A(4) OF REFERENCE D ABOVE, SOLDIERS WHO WILL HAVE LESS THAN SIX MONTHS REMAINING IN SERVICE ON THEIR UNIT'S LATEST ARRIVAL DATE (LAD) WILL NOT DEPLOY WITH THE UNIT (ETS<LAD+6 MONTHS). THESE SOLDIERS WILL BE INVOLUNTARILY SEPARATED FROM THE ARMY UP TO 12 MONTHS PRIOR TO THEIR CONTRACTUAL ETS DATE.
- B. SOLDIERS ASSIGNED TO INACTIVATING UNITS: SOLDIERS WITH AN ETS DATE BETWEEN INACTIVATION AND INACTIVATION+365, WILL BE INVOLUNTARILY SEPARATED FROM THE ARMY UP TO 12 MONTHS PRIOR TO THEIR CONTRACTUAL ETS DATE IAW PARAGRAPH 3B, AND 3B(1) THRU 3B(3) OF REFERENCE D ABOVE.

2. HRC IMPLEMENTATION POLICY AND PROCEDURES.

A. UNITS DEPLOYING IN SUPPORT OF A NAMED CONTINGENCY OPERATION:

(1) HRC WILL IDENTIFY APPLICABLE SOLDIERS IN DEPLOYING UNITS WHEN THE UIC'S ARE SUBMITTED THE HRC G-3 AND CHANGE THEIR IMREPR CODE TO "11". THIS CODE IS NOT INTENDED TO PROHIBIT REENLISTMENT OR EXTENSION, RATHER IDENTIFY THOSE SOLDIERS WHO HAVE AN IMPOSED SERVICE REMAINING REQUIREMENT (SRR) AS STATED BELOW.

(2) SOLDIERS WITH IMREPR 11 WHO ELECT NOT TO REENLIST/EXTEND TO MEET THE SRR FOR DEPLOYMENT WILL BE SUBJECT TO INVOLUNTARY EARLY SEPARATION. HRC WILL ADJUST ETS DATE AND CHANGE IMREPR CODE TO 9T WHEN SOLDIERS WHO HAVE BEEN DESIGNATED WITH IMREPR 11 FOR 45 DAYS OR MORE.

B. UNITS SCHEDULED FOR INACTIVATION:

(1) HRC WILL IDENTIFY APPLICABLE SOLDIERS AT INACTIVATION -180 AND CHANGE THEIR IMREPR CODE TO "11". THIS CODE IS NOT INTENDED TO PROHIBIT REENLISTMENT OR EXTENSION, RATHER IDENTIFY THOSE SOLDIERS WHO HAVE AN IMPOSED SRR AS STATED BELOW.

(2) SOLDIERS WITH IMREPR 11 WHO ELECT NOT TO REENLIST/EXTEND TO MEET THE SRR FOR REASSIGNMENT, AND

CANNOT BE EFFECTIVELY UTILIZED WITHIN OTHER UNITS AT THE SAME INSTALLATION, WILL BE SUBJECT TO INVOLUNTARY EARLY SEPARATION. HRC WILL ADJUST ETS DATE AND CHANGE IMREPR CODE TO 9T WHEN SOLDIERS WHO HAVE BEEN DESIGNATED WITH IMREPR 11 FOR 45 DAYS OR MORE. THE ADJUSTED ETS DATE WILL BE NO EARLIER THAN THE DAY FOLLOWING THE UNITS INACTIVATION DATE AND NO LATER THAN THE UNIT'S INACTIVATION DATE + 90 DAYS.

C. SOLDIERS AFFECTED BY THIS POLICY WILL BE NOTIFIED OF EARLY SEPARATION THROUGH APPROPRIATE CHANNELS BY COMMANDERS WITH SPECIAL COURT-MARTIAL CONVENING AUTHORITY (SPCMCA). THE COMMANDER'S CAREER COUNSELOR IS RESPONSIBLE TO FURNISH A REPORT VIA THE RETAIN SYSTEM IDENTIFYING SOLDIERS FOR EARLY SEPARATION. ADDITIONAL, GUIDANCE OUTLINING CAREER COUNSELOR RESPONSIBILITIES WILL BE PUBLISHED VIA RETAIN MESSAGES.

3. SEPARATION GUIDANCE.

A. SEPARATIONS UNDER THIS POLICY WILL BE ADMINISTERED UNDER THE PROVISIONS OF AR 635-200, CHAPTER 16-7. FOR PURPOSES OF POST-SERVICE BENEFITS, INVOLUNTARY EARLY SEPARATION PRESCRIBED BY THIS POLICY IS CONSIDERED TO BE FOR THE CONVENIENCE OF THE GOVERNMENT. IT THEREFORE DOES NOT AFFECT ANY RIGHT, PRIVILEGE, OR BENEFIT THAT A SOLDIER IS OTHERWISE ENTITLED HAD THEY COMPLETED THEIR ENLISTMENT OR EXTENDED ENLISTMENT, EXCEPT THAT THE SOLDIER IS NOT ENTITLED TO PAY AND ALLOWANCES FOR THE PERIOD NOT SERVED.

B. REASON FOR SEPARATION TO BE ENTERED ON THE DD FORM 214 IS "INSUFFICIENT RETAINABILITY", AND THE SEPARATION PROGRAM DESIGNATOR CODES ARE LBM FOR SERVICE-INITIATED RELEASE OR JBM FOR TRANSFER TO ANOTHER COMPONENT. (AR 635-5-1). REENTRY ELIGIBILITY CODE IS RE-1 (AR 601-210).

C. SOLDIERS WITH AN ADJUSTED ETS DATE CANNOT BE FORCED TO SELL BACK UNUSED LEAVE. DEPENDING ON LEAVE ACCRUED AND A SOLDIER'S ELECTION TO TAKE TRANSITION LEAVE, COMMANDERS HAVE THE FLEXIBILITY TO ADJUST THE SOLDIER'S ETS DATE BY ONE TO THREE MONTHS, BUT NEVER BEYOND THE SOLDIER'S CONTRACTUAL ETS DATE.

D. UNEARNED PORTIONS OF ENLISTMENT AND REENLISTMENT BONUSES WILL NOT BE RECOUPED.

E. SEPARATION PAY IS NOT AUTHORIZED FOR THOSE SEPARATED UNDER 2A ABOVE, BUT IS AUTHORIZED FOR THOSE SEPARATED UNDER 2B ABOVE WHO MEET SEPARATION PAY ELIGIBILITY.

4. EXCEPTIONS.

A. SOLDIERS WHO NEED TO BE REMOVED FROM THE PROGRAM FOR COMPASSIONATE OR ORGANIZATIONAL REASONS AS OUTLINED BELOW WILL BE SEPARATED ON HIS OR HER CONTRACTUAL ETS DATE. THIS AUTHORITY CANNOT BE FURTHER DELEGATED.

(1) FOR DEPLOYING UNITS, COMMANDERS WITH SPCMCA MAY DISAPPROVE SEPARATIONS UNDER THIS PROGRAM FOR COMPASSIONATE REASONS OR OPERATIONAL NECESSITY.

(2) FOR INACTIVATING UNITS, INSTALLATION SENIOR MISSION COMMANDERS HAVE THE AUTHORITY TO ADJUST AFFECTED SOLDIERS BACK TO THEIR CONTRACTUAL ETS FOR COMPASSIONATE REASONS OR UNFORESEEN PERSONNEL VACANCIES/REQUIREMENTS ON THE INSTALLATION OF THE INACTIVATING UNIT.

B. IN THE EVENT THAT A UNIT SCHEDULED FOR DEACTIVATION OR TO DEPLOY IN SUPPORT OF A DECLARED CONTINGENCY OPERATION RECEIVES A CHANGE THAT DELETES THE DEPLOYMENT ORDER OR ALTERS THE DATE OF DEACTIVATION/LAD, FOLLOW GUIDANCE OUTLINED IN PARAGRAPH 5A(2) OF REFERENCE D ABOVE.

5. REENLISTMENTS OR VOLUNTARY EXTENSIONS. SOLDIERS WITH AN ADJUSTED ETS DATE AND IMREPR CODE CHANGED TO 9T WHO WISH TO REENLIST OR EXTEND MUST REQUEST AN EXCEPTION TO POLICY THROUGH THE COMMANDER EXERCISING SPCMCA TO HRC. A SEPARATE RETAIN MESSAGE WILL BE RELEASED TO CAREER COUNSELORS OUTLINING THE SPECIFIC PROCEDURES.

6. FOR QUESTIONS CONCERNING SEPARATIONS UNDER THIS PROGRAM, CONTACT THE UNIT OR INSTALLATION CAREER COUNSELOR. CAREER COUNSELORS WITH QUESTIONS SHOULD CONTACT THE RETENTION AND RECLASSIFICATION BRANCH, HRC USARMY.KNOX.HRC.MBX.EPMD-AIT@MAIL.MIL.