

**Milper Message Number
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Proponent
AHRC-EPF-R**

**Title
CHANGE TO RETENTION CONTROL POINTS (RCP) FOR ENLISTED
SOLDIERS SERVING IN THE REGULAR ARMY OR UNDER THE ACTIVE
GUARD RESERVE (AGR) TITLE 10 PROGRAMS**

...Issued: [25 Mar 11]...

A. HQDA ALARACT 020/2011, CHANGE TO RETENTION CONTROL POINTS (RCP) FOR ENLISTED SOLDIERS SERVING IN THE REGULAR ARMY OR UNDER THE ACTIVE GUARD RESERVE (AGR) TITLE 10 PROGRAMS.

B. ARMY REGULATION 601-280, ARMY RETENTION PROGRAM, 31 JAN 06.

C. ARMY REGULATION 135-18, THE ACTIVE GUARD RESERVE (AGR) PROGRAM,
1 NOV 04.

D. ARMY REGULATION 140-10, ASSIGNMENTS, ATTACHMENTS, DETAILS, AND TRANSFERS,
15 AUG 05.

E. ARMY REGULATION 140-111, THE U.S. ARMY RESERVE REENLISTMENT PROGRAM,
9 MAY 07.

F. ARMY REGULATION 600-8-19, ENLISTED PROMOTIONS AND REDUCTIONS, 30 APR 10.

G. ARMY REGULATION 601-210, ACTIVE AND RESERVE COMPONENTS ENLISTMENT PROGRAM, 7 JUN 07.

H. NATIONAL GUARD REGULATION (NGR) 600-200, ENLISTED PERSONNEL MANAGEMENT,
31 JUL 09.

1. THIS MILPER MESSAGE IS EFFECTIVE 1 JUN 2011 AND WILL REMAIN IN

EFFECT UNTIL SUPERSEDED OR RESCINDED.

2. THIS MILPER MESSAGE PROVIDES CLARIFICATION AND GUIDANCE TO THE IMPLEMENTATION OF THE RETENTION CONTROL POINT (RCP) FOR ENLISTED SOLDIERS SERVING ON ACTIVE DUTY ACROSS ALL ARMY COMMANDS. THIS POLICY APPLIES TO SOLDIERS SERVING IN THE REGULAR ARMY (RA), AND TO THOSE SOLDIERS SERVING UNDER THE ACTIVE GUARD RESERVE (AGR) TITLE 10 PROGRAMS. THIS POLICY DOES NOT APPLY TO SOLDIERS SERVING IN THE USAR OR ARNG WHO ARE MOBILIZED, ASSIGNED TO THE INDIVIDUAL READY RESERVE (IRR), MAN DAY STATUS (M-DAY), TROOP PROGRAM UNIT (TPU) OR ARMY NATIONAL GUARD AGR TITLE 32 SOLDIERS. THE NGB WILL PUBLISH RCP CHANGES FOR TITLE 32 AGR SOLDIERS AT A LATER DATE.

3. THIS MESSAGE WILL BE BROUGHT TO THE IMMEDIATE ATTENTION OF ALL PERSONNEL OFFICES, COMMANDERS, CAREER COUNSELORS AND REENLISTMENT OFFICES.

4. EFFECTIVE 1 JUN 2011, RA AND AGR TITLE 10 SOLDIERS MAY PERFORM ACTIVE SERVICE (SEE NOTE 1) UP TO THEIR RETENTION CONTROL POINT (RCP) OR AGE 62 FOR RA AND USAR OR AGE 60 FOR ARNG, WHICHEVER OCCURS FIRST. SOLDIERS MAY NOT EXCEED THE RCP AS SHOWN BELOW, BY MORE THAN ONE MONTH

ARMY RETENTION CONTROL POINTS

GRADE	TOTAL ACTIVE
SERVICE IN YEARS	
PVT-PFC	5
CPL/SPC	8
CPL/SPC (PROMOTABLE)	12
SGT	13
SGT (PROMOTABLE)	15
SSG	20
SSG (PROMOTABLE)	26
SFC	26
SFC (PROMOTABLE)	29
1SG/MSG	29
1SG/MSG (PROMOTABLE)	32
CSM/SGM	32

NOTES:

(1) ACTIVE SERVICE IS DEFINED AS SERVICE ON ACTIVE DUTY.

(2) THE RCP FOR SOLDIERS IN THE GRADES OF SSG(P) AND ABOVE ASSIGNED TO SPECIAL BANDS (WEST POINT BAND, THE ARMY BAND, THE FIFE AND DRUM CORPS, AND THE ARMY FIELD BAND) DIFFERS FROM THE ABOVE TABLE. THEY ARE: SSG(P) AND SFC 30 YEARS; SFC(P) AND 1SG/MSG 33 YEARS; AND 1SG/MSG(P) AND CSM/SGM 35 YEARS.

(3) MASTER SERGEANTS SELECTED TO ATTEND THE UNITED STATES ARMY SERGEANTS MAJOR COURSE FOR THE PURPOSE OF PROMOTION TO SERGEANT MAJOR ARE AUTHORIZED TO SERVE UP TO 32 YEARS.

(4) COMMAND SERGEANTS MAJOR AND SERGEANTS MAJOR (HQDA AND ACOM) SERVING IN NOMINATIVE POSITIONS WHERE THE OFFICER IS A GENERAL OFFICER OR SENIOR EXECUTIVE SERVICE (SES) EQUIVALENT (OR SERVING AS THE COMMANDANT AT THE USA SERGEANTS MAJOR ACADEMY OR EXECUTIVE OFFICER TO THE SERGEANT MAJOR OF THE ARMY) ARE AUTHORIZED TO SERVE UP TO 35 YEARS.

5. SOLDIERS NOT SERVING ON AN INDEFINITE REENLISTMENT, WHO REACH THEIR RCP (AS NOTED IN THIS MESSAGE) PRIOR TO THEIR EXPIRATION TERM OF SERVICE (ETS) ARE AUTHORIZED TO SERVE UNTIL THEIR CURRENT ETS. THIS INCLUDES SOLDIERS WHO HAVE BEEN REDUCED IN GRADE OR REMOVED FROM A PROMOTION LIST (EITHER VOLUNTARY OR INVOLUNTARY). THIS DOES NOT APPLY TO SOLDIERS WHO ARE SEPARATED EARLIER UNDER APPLICABLE ADMINISTRATIVE, PHYSICAL DISABILITY OR UCMJ SEPARATION PROVISIONS. SOLDIERS MAY NOT BE SEPARATED SOLELY BECAUSE THEY EXCEED THEIR RCP. COMMANDERS MAY UTILIZE THE PROVISIONS OF AR 635-200 TO SEPARATE SOLDIERS WHO HAVE LIMITED POTENTIAL FOR FUTURE SERVICE.

6. SOLDIERS SERVING ON AN INDEFINITE REENLISTMENT, WHO REACH THEIR RCP (AS NOTED IN THIS MESSAGE) DURING THEIR CURRENT ENLISTMENT AGREEMENT THROUGH LENGTH OF SERVICE WILL BE AUTHORIZED TO SERVE ON ACTIVE DUTY UNTIL THEIR CONTRACTED EXPIRATION TERM OF SERVICE (ETS), UNLESS THEY ARE SEPARATED EARLIER UNDER APPLICABLE ADMINISTRATIVE, PHYSICAL DISABILITY, OR UNIFORM CODE OF MILITARY JUSTICE (UCMJ) SEPARATION PROVISIONS. THIS DOES NOT APPLY TO SOLDIERS SERVING ON AN INDEFINITE REENLISTMENT WHO ARE REDUCED IN RANK.

7. SOLDIERS SERVING ON AN INDEFINITE REENLISTMENT, WHO EXCEED THEIR RCP (AS NOTED IN THIS MESSAGE) AS THE RESULT OF A REDUCTION IN GRADE OR REMOVAL FROM PROMOTION LIST (EITHER VOLUNTARY OR INVOLUNTARY), MAY SERVE ON ACTIVE DUTY UNTIL THE RCP FOR THE LOWER GRADE OR MINIMUM RETIREMENT ELIGIBILITY, WHICHEVER OCCURS LATER, UNLESS SEPARATED EARLIER UNDER APPLICABLE ADMINISTRATIVE, PHYSICAL DISABILITY, OR UCMJ SEPARATIONS PROVISIONS.

8. SOLDIERS WITH 20 OR MORE YEARS OF ACTIVE FEDERAL SERVICE (AFS) SERVING ON AN INDEFINITE REENLISTMENT WHO ARE REDUCED IN GRADE OR REMOVED FROM A PROMOTION LIST AND AS A RESULT EXCEED THEIR RCP FOR THEIR NEW GRADE MUST RETIRE NOT EARLIER THAN 90 DAYS OR LATER THAN 180 DAYS AFTER THE EFFECTIVE DATE OF REDUCTION IN GRADE.

9. SOLDIERS WHO HAVE BETWEEN 18 AND 20 YEARS OF ACTIVE SERVICE MAY NOT BE SEPARATED UNLESS THE APPROPRIATE CONVENING AUTHORITY RECOMMENDS DISCHARGE IAW AR 635-200 AND THE ASSISTANT SECRETARY OF THE ARMY (MANPOWER & RESERVES AFFAIRS) HAS MADE A FINAL DETERMINATION.

10. THE RCP FOR AGR SOLDIERS IS ESTABLISHED BASED ON THE POLICY IN EFFECT ON THE DATE OF ENLISTMENT/REENLISTMENT (BLOCK 5) ON THE DD FORM 4. ANY AGR SOLDIER THAT EXECUTES THEIR CONTRACT ON OR AFTER 1 JUN 11, WILL FALL WITHIN THE RCP GUIDELINES OUTLINED IN THIS MESSAGE.

11. THE THREE-YEAR PROBATIONARY PERIOD POLICY FOR ALL AGR PROGRAM SOLDIERS REMAINS IN EFFECT.

12. THE FOLLOWING EXCEPTIONS TO THIS POLICY APPLY:

A. ARNG AGR SOLDIERS ARE AUTHORIZED THE FOLLOWING RCPS: SGT AND BELOW AT 20 YEARS; SSG AT 23 YEARS. THE PROMOTABLE STATUS ONLY REFERS TO RA AND USAR. THERE IS NO PROMOTABLE STATUS IN THE ARNG AGR TITLE 10 PROGRAM. ARNG AGR TITLE 10 ENLISTED SOLDIERS RCP IS ESTABLISHED AT THE NON-PROMOTABLE GRADE.

B. DEPLOYED SOLDIERS WHO REACH THEIR RCP DURING THEIR DEPLOYMENT MAY SERVE UP TO 12 MONTHS FROM REDEPLOYMENT PLUS 90 DAYS (R+90). SEPARATION DATE WILL BE NO EARLIER THAN R+90. THIS EXCEPTION EXPIRES FOR ANY SOLDIER DEPLOYING AFTER 1 OCT 2011.

C. SOLDIERS IN THE RANK OF SGT AND SGT(P) WHO ARE FULLY ELIGIBLE AND HAVE ELECTED TO TAKE THE CAREER STATUS BONUS AND HAVE SUBMITTED A COMPLETED DD FORM 2839 PRIOR TO 1 JUN 2011 MAY SERVE UP TO 20 YEARS OF TOTAL AFS. ALL SOLDIERS IN THE RANK OF SSG AND SSG(P) WHO ARE FULLY ELIGIBLE AND HAVE ELECTED TO TAKE THE CAREER STATUS BONUS AND HAVE SUBMITTED A COMPLETED DD FORM 2839 PRIOR TO 1 JUN 2011 MAY SERVE UP TO 23 YEARS OF TOTAL AFS.

13. ALL REQUESTS FOR EXCEPTION TO POLICY FOR MSG AND BELOW NOT OTHERWISE ADDRESSED IN THIS MESSAGE MUST BE ENDORSED BY THE FIRST COLONEL IN THE SOLDIER'S CHAIN OF COMMAND AND PROCESSED THROUGH THE UNIT'S RETENTION OFFICE TO HRC VIA THE RETAIN SYSTEM. ALL REQUESTS FOR CSM/SGM MUST BE PROCESSED THROUGH THE SOLDIER'S ACOM G-1 OFFICE TO DCS G-1, DMPM, ARMY RETENTION.

14. LEADERS AND SOLDIERS WITH QUESTIONS PERTAINING TO RCP CHANGES ADDRESSED IN THIS MESSAGE SHOULD CONTACT THEIR APPROPRIATE UNIT CAREER COUNSELOR. UNIT CAREER COUNSELORS WITH QUESTIONS REGARDING THIS MESSAGE SHOULD CONTACT THEIR APPROPRIATE ACOM RETENTION OFFICE FOR CLARIFICATION.