

**Milper Message Number
16-116**

**Proponent
AHRC-EPF-R**

**Title
Regular Army Precision Retention**

...Issued: [22 Apr 16]...

A. AR 601-280 (Army Retention Program), 1 Apr 16.

B. ALARACT Message 228/2014, DAPE-MPE, Subject: Army Precision Retention, 2 Oct 14.

C. MILPER Message 16-011, Subject: Regular Army Precision Retention, 12 Jan 16.

D. DA Form 3340 (Request for Reenlistment or Extension in the Regular Army), Mar 16.

1. This MILPER Message supersedes MILPER Message 16-011 on 7 May 16, and will expire NLT 31 Dec 16.

2. Precision Retention is vital to the Army's ability to sustain unit readiness and force alignment while meeting congressionally mandated end strength requirements. To effectively execute Precision Retention, the Army has moved from an annual reenlistment mission to a quarterly reenlistment mission. This change in the reenlistment mission issued to commanders will provide the Army with the flexibility required to make adjustments throughout the Fiscal Year. In addition to the quarterly reenlistment window, the U.S. Army Human Resources Command (HRC) may restrict reenlistment for soldiers based on their Expiration Term of Service (ETS) date or their Military Occupational Specialty (MOS) and skill level.

3. Commanders in the field are not required to consider Precision Retention in their decision to reenlist a Soldier. Commanders are required to ensure all Soldiers meet the criteria for reenlistment in accordance with reference A above. When applicable, commanders will initiate suspension of favorable action or a bar to reenlistment on soldiers who fail to meet reenlistment standards. Commanders will approve/disapprove a Soldier's request for reenlistment in accordance with reference A above. Precision Retention is an administrative action subsequent to the commander's decision to reenlist a Soldier.

4. Precision Retention restrictions based on a Soldier's ETS date: no restrictions at this time.

5. Precision Retention restrictions based on Soldier's MOS and skill level.

a. The following MOS/skill levels are restricted: 09L1, 12W1, 13T1, 13T2, 13T3, 15J1, 15J2, 15S1, 15S2, 89D1, 89D2, 92S1, 92S2, 94Y1, 94Y2, and 35P all skill levels with language code HE, SC, TH, or UR.

b. Soldiers with an MOS/skill level listed in paragraph 5A above who are approved for reenlistment by their commander must submit their request for reenlistment to HRC in accordance with the procedures outlined in paragraph 6 of this message.

6. Procedures: Soldiers who are restricted by paragraph 4 or 5 of this message will have their request for reenlistment processed through HRC as follows:

a. Once approved by the commander for retention via DA Form 3340, the servicing Career Counselor will process the soldier's request via the RETAIN system to HRC. The servicing Career Counselor is the commander's subject matter expert for Precision Retention.

b. Career Counselors will submit the Soldier's DA Form 3340, endorsed by the Company/Battery/Detachment Commander, along with the Soldier's Enlisted Record Brief (ERB), to HRC. Although no additional documentation is required, Soldiers and leaders are encouraged to provide memorandums articulating any accomplishments the Soldier has achieved which are not annotated on the Soldier's ERB or IPERMS record (example: soldier is the FY15 soldier of the year for the Brigade.)

c. HRC will evaluate the Soldier's record and compare their accomplishments to other Soldiers of the same MOS/skill level throughout the Army. Based on needs of the Army and the Soldier's record, HRC will render one of the following decisions:

- (1) approve reenlistment in current MOS.
- (2) direct reclassification to a new MOS.
- (3) approve extension of enlistment.
- (4) deny reenlistment.

d. Soldiers will be notified through their servicing Career Counselor of the HRC decision and, if applicable, any restriction to the number of years/months the Soldier may reenlist/extend. In the event that a Soldier is denied reenlistment, commanders will be provided a memorandum detailing HRC's decision. 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.

e. Soldiers denied reenlistment will have the immediate reenlistment prohibition reason (IMREPR) code "9F" (denied retention by Secretary of the Army-Force Shaping/Requirements) placed on their personnel record. These Soldiers may be eligible for separation pay and are eligible for continued service in the Reserve Component.

7. 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, HRC, EPMD, usarmy.knox.hrc.mbx.epmd-retention-reclass-branch@mail.mil.
