



DEPARTMENT OF THE ARMY
HEADQUARTERS, III CORPS AND FORT HOOD
1001 761ST TANK BATTALION AVENUE
FORT HOOD, TEXAS 76544-5000

REPLY TO
ATTENTION OF

COMMAND POLICY
CSM-03

AFZF-CSM

02 NOV 2009

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fort Hood Army Retention Program

1. REFERENCE. AR 601-280, Army Retention Program, 31 January 2006.
2. APPLICABILITY. This policy applies to all Fort Hood units and personnel.
3. POLICY. The Army Retention Program requires constant involvement at all levels of command. What we do as leaders has a direct impact on a Soldier's development and his/her decision to remain part of our Army. All commanders will ensure that retention is at the forefront of their priority lists and will strive to achieve 100% of each quarter's retention objectives.
 - a. In order to retain sufficient numbers of our high quality Noncommissioned Officers (NCO) and Soldiers, leaders must continue to take steps to improve our Soldiers' well-being. Such a commitment encourages retention and helps maintain professionalism and spirit. The decision to reenlist in or separate from the Army is a personal one for the Soldiers (and his/her Family), and retention counseling will provide each Soldier (and Family) with the necessary information to make an informed decision. We will ensure all remain in the Army by ensuring that are afforded all essential information such as the benefits of the Active Army Retention Program.
 - b. The Reserve Component is also an integral part of a commander's total retention program and commanders will ensure interviews and local appointment procedures are followed in accordance with AR 601-280. Leaders will encourage quality Soldiers, who are not continuing active service, to consider Reserve component options. A trained ready reserve is a vital part of our nation's defense.
 - c. Retention counseling must be continuous and begins the day the Soldier arrives to the unit. These Soldiers must feel welcomed and that they are integral parts of the unit. The chain of command and NCO chain of concern must teach, coach, and counsel individual Soldiers to assist in their professional development. Company commanders and reenlistment NCOs will conduct required interviews in accordance with AR 601-280, Appendix C.

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SUBJECT: III Corps and Fort Hood Army Retention Program

4. The Fort Hood Army Retention Program recognizes outstanding retention efforts on a quarterly and annual basis. It is established to encourage maximum participation in the retention effort by all personnel concerned, particularly the individual Soldier's chain of command.

5. Retention of quality Soldiers is a responsibility shared by leaders. By working as a team, we can enhance our combat readiness by retaining qualified, skilled, and experienced Soldiers.

6. EXPIRATION. This Fort Hood Command Policy Memorandum supersedes the 25 October 2006 policy and will remain in effect until superseded or rescinded.



ROBERT W. CONE
Lieutenant General, USA
Commanding

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IAW FH Form 1853: A