

**Milper Message Number
14-070**

**Proponent
AHRC-EPF-R**

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

...Issued: [11 Mar 14]...

A. HQDA ALARACT MESSAGE 026/2014, DAPE-MPE, CHANGE TO RETENTION CONTROL POINTS FOR ENLISTED SOLDIERS SERVING IN THE REGULAR ARMY OR UNDER THE ACTIVE GUARD RESERVE TITLE 10 PROGRAM, 31 JAN 14.

B. ARMY DIRECTIVE 2014-03 (RETENTION CONTROL POINTS), 28 JAN 14.

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. ARMY REGULATION 601-280 (ARMY RETENTION PROGRAM), 31 JAN 06 (RAR 15 SEP 11).

I. MILPER MESSAGE 11-096 (CHANGE TO RETENTION CONTROL POINTS (RCP) FOR ENLISTED SOLDIERS SERVING IN THE REGULAR ARMY OR UNDER THE ACTIVE GUARD), 25 MAR 11.

1. THIS MILPER MESSAGE SUPERSEDES REFERENCE I, AND WILL EXPIRE 2 YEARS FROM ISSUE DATE. THE CONTENTS WILL REMAIN IN EFFECT UNTIL SUPERSEDED OR RESCINDED.

2. THE ARMY ESTABLISHED NEW POLICIES PERTAINING TO RETENTION CONTROL POINTS (RCP) IN REFERENCE A ABOVE WHICH ELIMINATED THE RCP FOR PROMOTABLE SPECIALISTS AND SERGEANTS. THE NEW POLICY AUTHORIZES SPECIALISTS TO SERVE 8 YEARS AND SERGEANTS TO SERVE 14 YEARS. ADDITIONALLY, SOLDIERS SERVING IN THE REGULAR ARMY (RA) AND TITLE 10 ACTIVE GUARD RESERVE (AGR) PROGRAM WHO EXCEED THEIR RCP, WILL SERVE TO THEIR CONTRACTUAL EXPIRATION TERM OF SERVICE (ETS) DATE UNLESS THEY ARE REDUCED IN RANK, REMOVED FROM A CENTRALIZED PROMOTION LIST OR CLASSIFIED IN SPECIAL REPORTING CODE (SRC) 09U. THIS MESSAGE PROVIDES PROCESSING GUIDANCE FOR ADJUSTMENTS OF THE ETS DATE ON SOLDIERS WHO EXCEED THE RCP AS A RESULT OF BEING REDUCED IN RANK, REMOVED FROM A CENTRALIZED PROMOTION LIST, AND SOLDIERS CLASSIFIED IN SRC 09U.

3. RA AND AGR SOLDIERS WHO ARE REDUCED IN GRADE OR REMOVED FROM A CENTRALIZED PROMOTION LIST AFTER 31 JAN 14 AND EXCEED THEIR RCP AS A RESULT OF THE REDUCTION IN GRADE OR REMOVAL FROM PROMOTION LIST WILL BE SEPARATED NOT EARLIER THAN 90 DAYS AND NO LATER THAN 180 DAYS AFTER THE EFFECTIVE DATE OF THE REDUCTION/REMOVAL, REGARDLESS OF THE CURRENT ENLISTMENT AGREEMENT.

A. WHEN A RA SOLDIER IS REDUCED IN GRADE OR REMOVED FROM A CENTRALIZED PROMOTION LIST, THE COMMANDER MUST ENSURE THE CAREER COUNSELOR IS NOTIFIED OF THE REDUCTION. THE UNIT G1/S1 IS RESPONSIBLE TO PROVIDE THE SERVICING CAREER COUNSELOR DOCUMENTATION OF THE REDUCTION/REMOVAL. WHEN AN AGR SOLDIER IS REDUCED IN GRADE OR REMOVED FROM A CENTRALIZED PROMOTION LIST THE UNIT G1/S1 IS RESPONSIBLE FOR PROVIDING HRC PROMOTION BRANCH AND THE RETENTION AND RECLASSIFICATION BRANCH (RRB) THE SUPPORTING DOCUMENTATION. THE CAREER COUNSELOR WILL USE THE "EXCEEDS RCP/REDUCTION" REASON CODE IN THE RETAIN SYSTEM TO ADJUST THE RA SOLDIER'S ETS AND RRB WILL ADJUST THE AGR SOLDIER'S ETS IN THE RESERVE DATA MAINTENANCE SYSTEM (RDMS) AS FOLLOWS:

(1) SOLDIERS WHO EXCEED THE RCP FOR THEIR CURRENT GRADE WILL HAVE THEIR ETS ADJUSTED TO 180 DAYS FROM THE EFFECTIVE DATE OF THE REDUCTION/REMOVAL UNLESS THE SOLDIER REQUESTS AN EARLIER SEPARATION DATE AND IS APPROVED BY THE BATTALION COMMANDER, OR THE SOLDIER MEETS THE CRITERIA IN PARAGRAPH 3B OF THIS MESSAGE. ALL SOLDIERS WILL BE PROVIDED A MINIMUM OF 90 DAYS TO SEPARATE. (EXAMPLE: A SSG WITH 15 YEARS OF ACTIVE FEDERAL SERVICE (AFS) WHO IS REDUCED TO SGT WILL HAVE AN ETS 180 DAYS FROM THE EFFECTIVE DATE OF THE REDUCTION).

(2) SOLDIERS WHO DO NOT EXCEED THE RCP FOR THEIR CURRENT GRADE, BUT HAVE AN ETS DATE THAT EXCEEDS THE RCP FOR THE CURRENT GRADE, WILL HAVE THEIR ETS DATE ADJUSTED TO THE RCP FOR THE CURRENT GRADE OR 180 DAYS FROM THE DATE OF THE REDUCTION/REMOVAL, WHICHEVER IS LATER. (EXAMPLE: A SGT WITH 6 YEARS OF AFS WHO IS REDUCED TO SPC WILL HAVE THEIR ETS ADJUSTED TO THE DAY THEY ATTAIN 8 YEARS OF AFS).

B. SOLDIERS WHO HAVE BETWEEN 18 AND 20 YEARS OF AFS MAY NOT BE SEPARATED BUT WILL BE PERMITTED TO RETIRE ON THE FIRST DAY OF THE MONTH FOLLOWING THE MONTH THEY REACH 20 YEARS OF AFS UNLESS THE SOLDIER IS APPROVED FOR SEPARATION BY THE ASSISTANT SECRETARY OF THE ARMY (MANPOWER & RESERVE AFFAIRS). CAREER COUNSELORS/RRB WILL ADJUST THE SOLDIER'S ETS TO THE LAST DAY OF THE MONTH THE SOLDIER REACHES 20 YEARS OF AFS OR 180 DAYS FROM THE DATE OF THE REDUCTION/REMOVAL, WHICHEVER IS LATER.

C. SOLDIERS WHO HAVE OVER 20 YEARS OF AFS (INCLUDING SOLDIERS SERVING ON INDEFINITE CONTRACTS) WHO EXCEED THEIR RCP AS A RESULT OF THE REDUCTION IN GRADE OR REMOVAL FROM PROMOTION LIST MUST SUBMIT FOR RETIREMENT AND WILL RETIRE NO LATER THAN 180 DAYS FROM THE EFFECTIVE DATE OF THE REDUCTION/REMOVAL. CAREER COUNSELORS/RRB WILL ADJUST THE SOLDIER'S ETS TO 180 DAYS FROM THE EFFECTIVE DATE OF THE REDUCTION/REMOVAL. ONCE THE SOLDIER RECEIVES HIS/HER RETIREMENT ORDERS THE CAREER COUNSELOR/RRB MAY ADJUST THE ETS AGAIN TO MEET THE SEPARATION DATE ON THOSE ORDERS. SOLDIERS WHO DO NOT EXCEED THE RCP FOR THEIR CURRENT GRADE WILL SERVE TO THE RCP FOR THAT GRADE. (EXAMPLE: A MSG WITH 23 YEARS OF AFS IS REDUCED TO SFC WILL HAVE THEIR ETS ADJUSTED TO THE LAST DAY OF THE MONTH THEY ATTAIN 26 YEARS OF AFS).

4. SOLDIERS CLASSIFIED IN SRC 09U, DUE TO BECOMING UNQUALIFIED IN AN AUTHORIZED ARMY MOS, WILL SEPARATE OR RETIRE NOT EARLIER THAN 90 DAYS AND NO LATER THAN 270 DAYS AFTER THE EFFECTIVE DATE OF CLASSIFICATION. SOLDIERS WHO HAVE BETWEEN 18

AND 20 YEARS OF AFS MAY SERVE TO MEET THE MINIMUM RETIREMENT ELIGIBILITY OR NO LATER THAN 270 DAYS AFTER THE EFFECTIVE DATE OF CLASSIFICATION, WHICHEVER IS LATER, UNLESS THE SOLDIER IS APPROVED FOR SEPARATION BY THE ASSISTANT SECRETARY OF THE ARMY (MANPOWER & RESERVE AFFAIRS). RRB WILL MAKE ALL ETS ADJUSTMENTS FOR BOTH THE RA AND AGR 09U POPULATION.

5. SOLDIERS WHO RECEIVED AN INCENTIVE FOR A SPECIFIC SERVICE OBLIGATION AND ARE SEPARATED PRIOR TO COMPLETING THEIR SERVICE OBLIGATION MUST REPAY A PRO-RATED SHARE OF THE INCENTIVE.

6. ALL SOLDIERS BEING RELEASED FROM ACTIVE DUTY DUE TO EXCEEDING THEIR RCP MAY BE ELIGIBLE TO TRANSFER TO THE ARMY NATIONAL GUARD OR ARMY RESERVES.

7. ALL REQUESTS FOR EXCEPTIONS TO THE RCP POLICY FOR MSG (NONPROMOTABLE) AND BELOW WILL BE ENDORSED BY THE FIRST COLONEL (O6) IN THE SOLDIER'S CHAIN OF COMMAND AND PROCESSED THROUGH THE UNIT'S RETENTION OFFICE TO HRC. EXCEPTIONS TO THE RCP POLICY FOR SGM/CSM ARE PROCESSED THROUGH THE ACOM G1 TO DCS G-1, DMPM, ARMY RETENTION.

8. POC FOR ALL INQUIRIES PERTAINING TO THE RETENTION CONTROL POINTS 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-ELIGIBILITY-MANAGEMENT-BRANCH@MAIL.MIL.