

**MILPER Message Number
18-376**

**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:[11/27/2018 1:04:10 PM]...

A. HQDA ALARACT Message 85/2016, DAPE-MPE, Release of Implementation Guidance for Retention Control Point (RCP) Changes Pertaining To Army Directive 2016-19, Retaining a Quality NCO Corps, 29 September 2016.

B. Army Directive 2018-22 (Retention Policy for Non-Deployable Soldiers), 8 November 2018.

C. AR 135-18 (The Active Guard Reserve (AGR) Program), 29 September 2017.

D. AR 140-10 (Assignments, Attachments, Details, and Transfers), 25 April 2018.

E. AR 140-111 (The U.S. Army Reserve Reenlistment Program), 2 March 2018.

F. AR 600-8-19 (Enlisted Promotions and Reductions), 25 April 2017.

G. AR 601-210 (Regular Army and Reserve Components Enlistment Program), 31 August 2016.

H. AR 601-280 (Army Retention Program), 1 April 2016.

I. MILPER Message 17-278, 11 September 2017, subject: Change to Retention Control Points (RCP) for Enlisted Soldiers Serving in the Regular Army (RA) and the Title 10 Active Guard Reserve (AGR) Program.

1. This MILPER message supersedes reference I and will expire one year from issue date.

2. Soldiers may perform service on active duty (provided they are not barred from continued service or otherwise separated) up to the following RCP as shown in the table

below or age 60, whichever occurs first. In accordance with current policy as described in reference A, RCPs were established as outlined below:

Rank	Total Years Active Service
Private/Private First Class	5
Corporal/Specialist	8
Sergeant	14
Staff Sergeant	20
Sergeant First Class	24
First Sergeant/Master Sergeant	26
Command Sergeant Major/Sergeant Major	30

Notes:

1. Active service is defined as service on active duty.
2. SGM/CSM serving in nominative positions where organizations are commanded by general officers, Sergeants Major that serve as the principle staff SGM at the HQDA level may also be considered nominative, and certain other SGM positions considered as nominative at the discretion of the Sergeant Major of the Army are authorized to serve beyond 30 years total active service while serving in these positions. In these cases, the SGM/CSM Expiration of Term of Service (ETS)/RCP will be established by HQDA as their projected change of responsibility date (PCORD) plus three months. SGM/CSM must submit their retirement 8-12 months from the established ETS date. Those who fail to submit retirement before PCORD will be reclassified in Special Reporting Code (SRC) 09U (see note 3).
3. The RCP for Soldiers classified in SRC 09U is 9 months from the effective date of classification.

3. Effective 15 November 2018, Regular Army Soldiers were granted a temporary exception to the RCP table listed in paragraph 3 above. This temporary exception is valid through 15 November 2019 or until superseded by a new message. The following ranks are eligible for this exception to policy:

Rank	Total Years Active Service
CPL/SPC (Promotable) if serving in a balanced or under strength MOS	10
SGT (Promotable) if serving in a balanced or under strength MOS	15
SSG with a BASD between 1 Nov 98 thru 30 Sep 01	22
SFC with a BASD between 1 Nov 94 thru 30 Sep 97	26

Notes:

1. The foregoing only applies to Soldiers who are otherwise fully eligible for retention (e.g., Soldiers with an Immediate Reenlistment Prohibition (IMREPR) Codes of 10, 11, 9G, 9Q, and 9Y).
2. Soldiers must be deployable IAW reference B to have their ETS date adjusted to meet this exception to policy.
3. Soldiers with an approved retirement who have not departed their home station, may request cancellation of their retirement.
4. Soldiers with an approved retirement who have departed their home station and serving on transition leave may also request cancellation of approved retirement. They must return to home station to process a revocation of their retirement and must understand they are subject to worldwide assignment IAW the needs of the Army.
5. Soldiers who have a disqualifying IMREPR code who later overcome the disqualification can contact their unit career counselor for an ETS adjustment IAW this message.
6. Use the current In/Out Calls MILPER message when determining whether an MOS strength is balanced or under strength.

4. For USAR Title 10 Active Guard Reserve (AGR) Soldiers, effective 19 November 2018, they are authorized a temporary exception to the RCP table listed in paragraph 3 above. This temporary exception is valid through 19 November 2019 or until superseded by a new message. The following ranks are eligible for this exception to policy:

Rank	Total Years Active Service
CPL/SPC (Promotable)	10
SGT (Promotable)	15
SSG with a BASD between 1 Dec 98 thru 30 Sep 01	22
SFC with a BASD between 1 Dec 94 thru 30 Sep 97	26

Notes:

1. The foregoing only applies to Soldiers who are otherwise fully eligible for retention.
2. Soldiers must be deployable IAW reference B to have their ETS date adjusted to meet this exception to policy.
3. Soldiers with an approved retirement and have not departed their home station, may request cancellation of their retirement.

4. Soldiers with an approved retirement who have departed their home station and serving on transition leave may also request cancellation of approved retirement. They must return to home station to process revocation of their retirement and must understand they are subject to worldwide assignment IAW the needs of the Army.

5. Soldiers who have a disqualifying reason for retention who later overcome the disqualification must contact the USAR AGR Retention Team at HRC (email usarmy.knox.hrc.mbx.epmd-agr-retention@mail.mil).

5. Implementation.

a. U.S. Army Human Resources Command (HRC) will execute ETS changes in accordance with the table listed in paragraph 4 and 5 during the week of 26-30 November 2018.

b. Any commander who feels there is a discrepancy with a Soldier's ETS adjustment should immediately bring it to the attention of their unit career counselor. Career counselors will validate the ETS and submit a request for correction to HRC, endorsed by the first COL/O-6 in the Soldier's chain of command, for a resolution.

c. Soldiers in the rank of CPL/SPC or SGT who extend or reenlist to meet the promotable RCP will not have their RCP adjusted to the nonpromotable RCP if they are subsequently removed from the semi-centralized promotion list.

6. 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 G-1/S-1 is responsible for providing 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 G-1/S-1 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 USAR AGR Soldier's ETS in the Reserve Data Maintenance System (RDMS) as follows:

a. Soldiers who exceed the RCP for their reduced grade will have their ETS adjusted to 180 days from the effective date of the reduction/removal unless they are within 180 days from their current ETS or meet the criteria in paragraph 5C of this message. These Soldiers will receive a reenlistment prohibition code of 8G (exceeds RCP due to reduction in grade or removal from a promotion list). The Soldier may request, using DA Form 4187, an earlier separation date, which requires approval by their Battalion Commander. 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).

b. Soldiers who do not exceed the RCP for their reduced grade, but have an ETS that exceeds the RCP for the reduced grade will have their ETS adjusted to the RCP for the reduced grade or 180 days from the date of the reduction/removal, whichever is later, unless they are within 180 days from their current ETS or meet the criteria in paragraph 5C of this message. (Example: A SGT with six years of AFS who is reduced to SPC and his/her ETS exceeds the SPC RCP will have his/her ETS adjusted to the day he/she attains eight years of AFS).

c. Soldiers who have between 18 and 20 years of AFS may not be separated, but will be permitted to retire on the last day of 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.

d. Soldiers who have over 20 years of AFS who exceed RCP as a result of the reduction in grade or removal from a promotion list must submit for retirement and 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 reduced 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 24 years of AFS).

7. Soldiers classified as special reporting code (SRC) 09U due to becoming unqualified in an authorized Army Military Occupational Specialty (MOS) will separate or retire no 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 the classification, whichever is later, unless the Soldier is approved for separation by the Assistant Secretary of the Army (Manpower & Reserve Affairs). RRB will make adjustments for both the RA and USAR AGR SRC 09U population.

8. All requests for exceptions to the RCP policy for MSG (non-promotable) and below will be endorsed by the first Colonel (O-6) in the Soldier's chain of command and processed through the unit's retention office to HRC. Exceptions to policy for SGM/CSM are processed through the ACOM G-1 to the Army G-1. Additional guidance on processing these exceptions to policy will be provided in a subsequent RETAIN message.

9. AGR point of contact for all inquiries pertaining to the RCP is the Retention and Reclassification Branch, HRC, at usarmy.knox.hrc.mbx.epmd-agr-retention@mail.mil.

10. RA point of contact for all inquiries pertaining to the RCP is the servicing career counselor. Career counselors with questions pertaining to this message will contact the Retention and Reclassification Branch, HRC, at usarmy.knox.hrc.mbx.epmd-eligibility-management-branch@mail.mil.