

## **MILPER Number: 25-065**

**Proponent**  
**AHRC-FSF-ER**

**Title**  
**Special MOS Alignment Promotion Program (SMAPP)**

**...Issued:[25 Feb 2025]...**

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- A. AR 195-3 (The Criminal Investigation Command Special Agent Program), 19 Jan 17.
- B. AR 600-8-19 (Enlisted Promotions and Reductions), 21 Jun 24.
- C. AR 601-280 (Army Retention Program), 14 Apr 23.
- D. AR 614-200 (Enlisted Assignments and Utilization Management), 25 Jan 19.
- E. DA PAM 611-21 (Military Occupational Classification and Structure), 20 Nov 24.
- F. ALARACT 030/2024, The Suspension of Temporary Promotions and Select / Train / Educate / Promote (STEP) Policy and the Reduction of On-Line Training, 15 May 24.
- G. HQDA memorandum, DAPE-MPE-PD, 3 Apr 07, subject: Establishment of Automatic Promotion to Sergeant for MOS 12P, Prime Production Specialist.
- H. HQDA memorandum, DAPE-MPE-PD, 15 Jul 08, subject: Accession and Reclassification of NCO for an Automatic Promotion to Staff Sergeant in MOS 51C - Acquisition, Logistics, and Technology Contracting NCO.
- I. HQDA memorandum, DAPE-MPE-PD, 21 Dec 10, subject: Request to enroll MOS 29E in the SMAPP.
- J. HQDA memorandum, DAPE-MPE-PD, 27 Jun 14, subject: SMAPP expansion for MOS 25D, 25E, and 46R.

K. HQDA memorandum, DAPE-MPE-PD, 9 Jan 17, subject: Request to enroll MOS 46Q in the SMAPP.

L. HQDA memorandum, DAPE-MPE-PD, 9 Sep 20, subject: Request to enroll MOS 89D in the SMAPP.

M. HQDA memorandum, DAPE-MPE-PD, 10 Oct 23, subject: Request to enroll MOS 18F in the SMAPP.

N. HQDA memorandum, DAPE-ZA, 2 May 24, subject: Suspension of Temporary Promotions and Select / Train / Educate / Promote Policy.

O. HQDA memorandum, DAPE-ZA, 12 Feb 25, subject: Request to enroll MOS 31D (CID Special Agent) in the SMAPP.

P. MILPER Message Number 18-087, SAPA-PAC, 7 Mar 18, subject: Establishment of Military Occupational Specialty (MOS) 46S (Public Affairs Mass Communication Specialist), Additional Skill Identifier (ASI) 2R (Studio Broadcaster) and Deletion of MOS 46Q (Public Affairs Specialist) and MOS 46R (Public Affairs Broadcast Specialist) for all Components of the Army.

Q. Current reclassification In/Out Call MILPER message.

1. This message rescinds MILPER Message 24-453 and will expire one year from date published.

2. Soldiers serving in the Regular Army (RA) may reclassify into specific critical military occupational specialties (MOS) identified in the SMAPP. Promotion of Soldiers reclassified into a SMAPP-designated MOS will be effective on the date of graduation from the MOS-qualifying school, which occurs after all training phases are completed and the MOS is awarded, provided they are otherwise eligible in accordance with reference B above. This message will be cited as authority for promotion in the promotion order.

3. Soldiers applying for entry into the SMAPP:

a. Must meet qualifications for promotion to the next higher rank, including minimum time in service and time in grade requirements. Soldiers are not required to be a graduate of

Noncommissioned Officer Professional Development System (NCOPDS) nor be in a promotable status. Provided they are otherwise eligible in accordance with AR 600-8-19, paragraph 1-11 (including required NCOPDS), Soldiers will be promoted effective on the graduation date from the MOS-qualifying schools, which occurs after all training phases are completed and the MOS is awarded. When Soldiers complete the MOS-qualifying training without having first met the NCOPDS requirements for promotion as provided for in Reference N, the promotion will be effective the date the NCOPDS requirement is met unless NCOPDS is waived by Army policy. Reference N outlines the current but temporary NCOPDS requirements for promotion to each rank. These requirements expire on 1 May 25 and revert to those requirements outlined in AR 600-8-19, paragraph 1-34 unless superseding guidance is published or is otherwise extended or rescinded.

b. Must be fully eligible for reenlistment, retraining, and voluntary reclassification. Soldiers incur a service remaining requirement (SRR) for attending training. The SRR is calculated from the date the Soldier graduates training and is awarded the MOS. Upon approval of a reclassification request and prior to attending training, Soldiers must reenlist or extend to meet this SRR.

c. Must be endorsed by the first Lieutenant Colonel (LTC)/O5 commander in the Soldier's chain of command.

d. Will receive a memorandum from U.S. Army Human Resources Command (HRC) upon approval of reclassification and entry into the SMAPP. Reclassification is not complete until a reclassification control number (RCN) is issued by HRC; the RCN is required for publishing the MOS order. The notification memorandum and MOS order must be provided to the military personnel directorate at the gaining installation for publication of promotion orders.

e. Soldiers who enlist for any MOS listed in the SMAPP either through normal enlistment processing or via temporary pilot programs are not authorized promotion in accordance with the SMAPP.

#### 4. Critical MOS currently SMAPP designated:

a. For promotion to Sergeant: Soldiers must be a specialist/corporal and meet minimum qualifications (MINQUALS) for the MOS prior to submitting reclassification action. Soldiers will be promoted effective on the graduation date from the MOS-qualifying schools.

(1) MOS 12P, Prime Power Production Specialist:

(a) Soldiers may request reclassification into MOS 12P regardless of the In/Out Calls of their current primary military occupational specialty (PMOS).

(b) Information and procedures for reclassification into MOS 12P are found at <http://www.usace.army.mil/Prime-Power-School/12D>.

(c) Soldiers must contact their local Career Counselor for processing information.

(d) Soldiers incur a 30-month SRR upon graduation and award of MOS 12P.

(2) MOS 17E, Electronic Warfare Specialist:

(a) Soldiers may request reclassification into MOS 17E regardless of the In/Out Calls for their current PMOS.

(b) Soldiers must contact their local Career Counselor for processing information.

(c) Soldiers incur a 36-month SRR upon graduation and award of MOS 17E.

(3) MOS 31D, Criminal Investigation Command (CID) Special Agent:

(a) Soldiers may request reclassification into MOS 31D regardless of the In/Out Calls for their current PMOS.

(b) Soldiers must be approved for reclassification into MOS 31D by the Commander, U.S. Army Criminal Investigation Command (USACIDC), in accordance with AR 195-3.

(c) Soldiers must forward the acceptance memorandum to their servicing Career Counselor for processing.

(d) Soldiers incur a 36-month SRR upon graduation and award of MOS 31D.

(e) Soldiers must complete MOS 31D training and a 12-month apprentice period to receive full accreditation in MOS 31D as provided by AR 195-3.

(f) Information and procedures for reclassification into MOS 31D are found at <https://www.cid.army.mil/Join-CID/>.

(4) MOS 89D, Explosive Ordnance Disposal (EOD) Specialist:

- (a) Soldiers may request reclassification into MOS 89D regardless of the In/Out Calls for their current PMOS.
- (b) Soldiers must forward the acceptance memorandum to their servicing Career Counselor for processing.
- (c) Soldiers incur a 36-month SRR upon graduation and award of MOS 89D.
- (d) Information and procedures for reclassifying into MOS 89D are found at <https://www.goarmysof.army.mil/EOD>.

b. For promotion to Staff Sergeant: In accordance with reference N, Soldiers must be a graduate of the Basic Leader Course (BLC). There are no Advanced Leader Courses (ALC) for MOS 25D, 25E, or 51C, however, reclassification training courses are approved as the ALC equivalent for the MOS. Soldiers are required to submit a packet through their unit S-3 Schools to HRC Enlisted Schools Branch to receive the credit for ALC.

(1) MOS 25D, Cyber Network Defender:

- (a) Soldiers may request reclassification into MOS 25D regardless of the In/Out Calls for their current PMOS.
- (b) Soldiers must be conditionally accepted by the Personnel Development Office, U.S. Army Signal Center of Excellence, and receive approval to take the MOS 25D in-service screening test (ISST) in accordance with DA PAM 611-21, table 10-25D.
- (c) Soldiers must forward the acceptance memorandum to their servicing Career Counselor for processing.
- (d) Soldiers incur a 36-month SRR upon graduation and award of MOS 25D.

(2) MOS 25E, Electromagnetic Spectrum Manager:

- (a) Soldiers may request reclassification into MOS 25E regardless of the In/Out Calls for their current PMOS.
- (b) Soldiers must contact their local Career Counselor for processing information. Soldiers must be approved for reclassification into MOS 25E by HRC in accordance with DA PAM 611-21, table 10.

(c) Soldiers incur a 36-month SRR upon graduation and award of MOS 25E.

(3) MOS 51C, Acquisition, Logistics, and Technology Contracting NCO:

(a) Soldiers must forward the acceptance memorandum to their servicing Career Counselor for processing.

(b) Soldiers incur a 60-month SRR upon completion of training and award of MOS 51C.

(c) Information and procedures for reclassification into MOS 51C are found at <https://asc.army.mil/web/career-development/military-nco/active-component-reclass-program>.

c. For promotion to Sergeant First Class: MOS 18F, Special Forces Intelligence Sergeant:

(1) Must be Staff Sergeant; Soldiers will be promoted to Sergeant First Class upon graduation and award of the MOS.

(2) Soldiers must be otherwise fully eligible for promotion to include time in grade (TIG) requirements and in accordance with reference N, a graduate of the Advanced Leader Course (ALC). Soldiers will be promoted effective the date all MOS training requirements (phases) are met and upon award of MOS 18F.

(3) Soldiers must forward the selection memorandum to their servicing Career Counselor for processing for reclassification processing.

(4) These Soldiers have met the initial SRR to serve in career management field (CMF) 18; however, they are required to meet the SRR for promotion to SFC.

5. To remain eligible for this program, Soldiers must graduate training and remain eligible for promotion. Soldiers who do not complete training as scheduled or are disqualified for the new MOS (to include remaining eligible for promotion) will remain in their current PMOS and be reassigned in accordance with the needs of the Army.

6. Soldiers and leaders should contact their servicing or installation Career Counselor for questions concerning reenlistment or reclassification. Career Counselors with questions pertaining to this message will contact the Retention and Reclassification Branch, AHRC-FSFER, HRC, Force Alignment and Development Division (FADD), [usarmy.knox.hrc.mbx.fadd-reclass@army.mil](mailto:usarmy.knox.hrc.mbx.fadd-reclass@army.mil)

