

MILPER Number: 25-133

Proponent
AHRC-FSF-ER

Title
Regular Army Precision Retention

...Issued:[17 Apr 2025]...

A. AR 601-280 (Army Retention Program), 14 April 2023.

B. AR 614-200 (Enlisted Assignments and Utilization Management), 25 January 2019

C. MILPER Message 25-011, AHRC-FSF-ER, 10 January 2025, subject: Regular Army Precision Retention.

D. MILPER Message 25-065, AHRC-EPF-R, 25 February 2025, subject: Special MOS Alignment Promotion Program (SMAPP).

1. This MILPER message rescinds reference C effective 29 April 2025 and will expire no later than 28 April 2026.

2. In response to personnel shortages and the expansion of Army Structure, the Army will prioritize critical military occupational specialties (MOSs) within growth career management fields and will use incentives to shape behavior for these specialties in accordance with those stated priorities.

3. Prior to reclassification, commanders are authorized to utilize personnel in accordance with AR 614-200. Although this will result in an MOS mismatch in reporting, it is understood during this transformation there will be an impact to unit status reporting (USR).

4. Precision Retention is designed to sustain unit readiness and force alignment through the reenlistment and reclassification of Soldiers. Precision Retention is broken down into two parts:

- a. Overages: This identifies MOSs that are over strength and require reclassification out of the MOS in order to achieve force alignment across the Army.
- b. Shortages: This identifies MOSs that are under strength and offers Soldiers promotion opportunities and monetary incentives for reclassification into an MOS.

5. Part I – Overages:

- a. When the Army changes structure, overages in MOSs and skill levels may occur. To reduce these overages, the U.S. Army Human Resources Command (HRC) will restrict reenlistment options by MOS and skill level requiring HRC to approve the Soldier's reenlistment option.
- b. Commanders are required to ensure all Soldiers meet the criteria for reenlistment in accordance with reference A above. Although commanders are responsible for approving/disapproving a Soldier's request for reenlistment, precision retention is an administrative action subsequent to the commander's decision to reenlist a Soldier. When applicable, commanders must initiate a suspension of favorable personnel actions (FLAG) or a bar to continued service on Soldiers who fail to meet reenlistment standards.
- c. To facilitate force alignment, the Army ideally wants Soldiers in overage MOSs/languages to reclassify into shortage MOSs/languages. Soldiers currently serving in an MOS listed in paragraph 5d(1) below who do not volunteer for reclassification or reclassify through their reenlistment option may be reclassified by HRC in accordance with the needs of the Army.
- d. Precision Retention restrictions based on a Soldier's MOS and skill level:
 - (1) The following MOSs/skill levels are restricted: 88H1, 88H2, and 88H3 and all grades for MOS 92S. All grades below E6 for MOS 35P with control languages of TA, JN, GM, PG, HE, JA, TH, VN, PV, RQ, TA, UR, or VB. The Army does not have any authorizations for these languages which impacts promotions and career progression.
 - (2) Soldiers with an MOS and skill level listed in paragraph 5d(1) above, who are recommended for reenlistment by their commander, must submit their request for reenlistment to HRC in accordance with the procedures outlined in paragraph 5e of this message. Soldiers not in their reenlistment window, as defined by Army G-1 Retention, are highly encouraged to submit voluntary reclassification requests through their commander via the RETAIN system.
- e. Procedures: Soldiers who are restricted from reenlistment by paragraph 5d(1) of this

message will have their request for reenlistment processed through HRC as follows:

(1) The servicing Career Counselor is the commander's subject matter expert for precision retention. As such, the servicing Career Counselor will process Soldiers' requests via the RETAIN system to HRC.

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

(a) Approve reenlistment in current MOS.

(b) Direct reclassification into a new MOS.

(c) Approve extension of enlistment.

(d) Deny reenlistment.

f. Soldiers will be notified of HRC's decision by their servicing Career Counselor and, if applicable, any restriction to the number of years/months the Soldier may reenlist/extend. 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.

6. Part II – Shortages:

a. The Army continues to experience shortages in several MOSs and skill levels. These MOSs and skill levels offer opportunities for Soldiers who reclassify to not only work in a new career field but also the possibility of promotion and a selective retention bonus (SRB) upon completion of their training.

b. To determine shortage MOSs and skill levels with promotion and retention bonus opportunities, HRC publishes the following information:

(1) Reclassification IN/OUT Calls – This MILPER message identifies strengths of all MOSs for skill levels 1 thru 4. Shortage MOSs have a "Y" in the "IN" column. Balanced MOSs have an "N" in both columns. Overage MOSs have a "Y" in the "OUT" column.

(2) SRB Program – This MILPER message identifies critical MOSs and skill levels entitled to a retention bonus. Check current MILPER for Tier/SRB Amounts.

(3) Special MOS Alignment Promotion Program (SMAPP) – This MILPER message identifies MOSs for Soldiers to reclassify into where, upon successful completion of training, they are promoted to Sergeant (SGT) or Staff Sergeant (SSG).

(4) STAR MOS list – This list, which is included in the monthly promotion cutoff scores memorandum, identifies MOSs in which there were not enough eligible Soldiers to promote to SGT or SSG.

c. The tables below are provided as a quick reference for Soldiers and leaders to use when discussing career options and opportunities for Specialists (SPC)/Corporals (CPL) and SGTs. When discrepancies exist between these tables and the HRC publications listed in paragraph 6b(1) through 6b(4), the most current HRC publications take precedence.

(1) The following MOSs have significant growth and offer reclassification and bonus opportunities for Skill Level 1 Soldiers:

MOS	TITLE	SKILL LEVEL 1
13J	FIRE CONTROL SPECIALIST	Y
13M	HIMARS CREWMEMBER	Y
14E	PATRIOT FIRE CONTROL OP/MAINT	Y
14G	AIR DEFENSE BATTLE SYSOPER	Y
14T	PATRIOT LAUNCHING STATION OPER	Y
19C	BRADLEY CREWMEMBER	Y
25H	NETWORK COMMUNICATION SYS SPC	Y
92F	PETROLEUM SUPPLY SPECIALIST	Y

(2) The MOSs in this table provide the best opportunity for a SPC/CPL to reclassify into a new MOS with high promotion potential and a bonus upon completion of training. Additionally, this table identifies MOSs in the SMAPP which authorizes promotion to SGT upon awarding of the

new MOS.

MOS TITLE	IN/OUT Calls- SGT	SPC/CPL SRB	SMAPP To SGT	SGT STAR
13B CANNON CREWMEMBER	Y/N	3	N	Y
13F JOINT FIRE SUPPORT SPC	Y/N	4	N	Y
35S SIGNALS COLLECT- ANALYST	Y/N	7	N	Y
89D EXPLOSIVE ORD DISP SPC	Y/N	9	N	Y
91M BRADLEY FIGHTING VEH SYS	Y/N	7	N	Y

(3) The MOS(s) in this table provide the best opportunity for a SGT to reclassify into a new MOS with high promotion potential (MOS has been on the SSG STAR list for at least 6 months) and a bonus upon completion of training.

MOSTITLE	IN/OUT Calls- SSG	SGT SRB	SMAPP to SSG	SSG STAR
13M HIMARS CREWMEMBER	Y/N	4	N	Y
25D CYBER NETWORK DEFENDER	Y/N	10	N	Y

7. Training vacancies for MOSs listed in the tables above were available at the time this message was published. These vacancies are limited, and although HRC continually works on obtaining training vacancies for these MOSs, there is the potential a Soldier requesting one of these MOSs will be informed there is no training available.

8. There are other MOSs available for reclassification which will increase a Soldier's promotion potential to SGT or SSG with the possibility of a bonus in the new MOS. Your unit Career Counselor is the subject matter expert who can explain opportunities for reclassification, promotion, or SRB entitlement. Contact your unit Career Counselor who will assist you with determining individual Soldier eligibility.

9. 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, AHRC-FSF-ER, at usarmy.knox.hrc.mbx.fadd-reclass@army.mil