

UNCLASSIFIED//

SUBJECT: (U) ANNEX A (AFT IMPLEMENTATION GUIDANCE FOR ACTIVE COMPONENT, ARMY NATIONAL GUARD (ARNG), ARMY NATIONAL GUARD OF THE UNITED STATES (ARNGUS), AND ARMY RESERVE SOLDIERS) TO EXORD 218-25, ARMY FITNESS TEST (AFT)//

A.1. (U) SECTION ONE. GENERAL. PURSUANT TO THE ADDITIONAL PERSONNEL GUIDANCE AND SPECIFIED TO POLICY CONTAINED AT REFERENCE J, COMMANDERS WILL NOT TAKE ADVERSE ACTION AGAINST SOLDIERS WHO FAIL A FOR RECORD AFT. SOLDIERS IN DESIGNATED COMBAT SPECIALTIES (MOS/AOC) MUST ACHIEVE A MINIMUM 350 AFT COMBAT STANDARD SCORE BEGINNING 1 JANUARY 2026 (RA/AGR/IMT) OR 1 JUNE 2026 (USAR/ARNG/TPU). THE PROCESS WILL BE PHASED: PREPARATION, VOLUNTARY RECLASSIFICATION, AND MANDATORY RECLASSIFICATION. AFTER THE COMBAT STANDARD GOES INTO EFFECT, SOLDIERS MAY TAKE AN INITIAL ASSESSMENT AFT. THOSE THAT HAVE A SCORE BETWEEN 300-349 WILL BE CODED WITH ASSIGNMENT ELIGIBILITY AND AVAILABILITY (AEA) CODE AECBTDQ, TO ALLOW PREPARATION AND COORDINATION. THE AEA CODE AECBTDQ. WILL PREVENT PERMANENT CHANGE OF STATION (PCS) ONLY. THE SECOND PHASE INCLUDES A FOR RECORD AFT ATTEMPT AND THE OPTION FOR SOLDIERS TO REQUEST RECLASSIFICATION INTO UP TO THREE PRIORITY SPECIALTIES. HUMAN RESOURCES COMMAND (HRC) AND UNITED STATES ARMY RESERVE COMMAND (USARC) WILL ALIGN RECLASSIFICATION WITH SOLDIERS' QUALIFICATIONS AND NEEDS OF THE ARMY. STATES REFER TO ALL STATES, DISTRICT, AND TERRITORIES FOR THE ARMY NATIONAL GUARD. STATE G-1 MILITARY PERSONNEL MANAGEMENT OFFICES (MPMOS) THAT PROCESS RECLASSIFICATION AND UTILIZATION ACTIONS WILL PRIORITIZE THE NEEDS OF THE ARMY NATIONAL GUARD. IN THE FINAL PHASE, SOLDIERS FAILING TO MEET THE REQUIRED AFT COMBAT STANDARD SCORE MAY TAKE AN ADDITIONAL FOR RECORD AFT. SOLDIERS WHO FAIL TO ACHIEVE THE COMBAT STANDARD SCORE BEGINNING 1 JANUARY 2026 (RA/AGR/IMT) OR 1 JUNE 2026 (USAR/ARNG/TPU), WILL UNDERGO MANDATORY RECLASSIFICATION.

A.2. (U) THIS IMPLEMENTATION PLAN AND PROCESS ONLY APPLIES TO IDENTIFIED COMBAT SPECIALTY SOLDIERS WHO SCORE 300-349 ON THE AFT COMBAT STANDARD.

A.3. (U) SOLDIERS THAT HAVE A CUMULATIVE AFT SCORE BELOW 300 AND/OR LESS THAN 60 POINTS IN AN INDIVIDUAL EVENT REMAIN SUBJECT TO ADMINISTRATIVE ACTION, INCLUDING SUSPENSION OF FAVORABLE ACTIONS, AND THE POTENTIAL OF REMOVAL FROM SERVICE IN ACCORDANCE WITH EXISTING ARMY POLICIES AND REGULATIONS AS DIRECTED BY THE ADDITIONAL PERSONNEL GUIDANCE AT REFERENCE J.

A.4. (U) BEGINNING 1 OCTOBER 2025, ALL PROMOTIONS WILL BEGIN USING THE AFT SCORE/DATA. A PROMOTION MILPER WILL BE PUBLISHED SEPARATELY.

A.5. (U) SECTION TWO. REGULAR ARMY & ACTIVE GUARD RESERVE (AGR) [TITLE 10 & 32 AND SOLDIERS ON FULL TIME ORDERS FOR MORE THAN 60 DAYS] AFT COMBAT STANDARD - ENLISTED IMPLEMENTATION PLAN.

A.5.A. (U) THE PREPARATION PHASE ALLOWS FOR AN INITIAL ASSESSMENT TO DETERMINE THE POPULATION THAT DOES NOT MEET THE REQUIRED MINIMUM 350 AFT COMBAT STANDARD SCORE. DURING THIS PHASE, COMMANDS WILL BE REQUIRED TO VERIFY THEIR UNIT'S AFT COMBAT STANDARD SCORE PROGRESS VIA AN INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY (IPPS-A) REPORT, MONTHLY. HQDA G-1 WILL INITIATE A MONTHLY MIS-MATCH REPORT TO VERIFY READINESS.

A.5.A.1. (U) PREPARATION PHASE: (MAY-AUGUST 2025)

A.5.A.1.A. (U) THE HEADQUARTERS DEPARTMENT OF THE ARMY (HQDA), DCS G-1 WILL HOST TWO VIRTUAL TOWNHALLS FOR THE FORCE IN MAY 2025.

A.5.A.1.B. (U) COMMANDERS WILL COUNSEL ALL SOLDIERS USING THE INITIAL COUNSELING TEMPLATE ON THE ARMY DIRECTIVE REQUIREMENTS NO LATER THAN 15 MAY 2025.

A.5.A.1.C. (U) COMMANDERS WILL COUNSEL ALL SOLDIERS ON TEMPORARY PROFILES AND COORDINATE WITH PRIMARY CARE MANAGERS TO IDENTIFY AN APPROPRIATE TIMELINE TO ADMINISTER AN AFT FOR RECORD.

A.5.A.1.D. (U) EFFECTIVE 1 JUNE 2025, COMBAT SPECIALTY SOLDIERS WITH AN AFT COMBAT STANDARD SCORE OF 300-349 WILL BE IDENTIFIED AND CODED WITH AN AEA CODE AECBTDQ.

A.5.A.1.E. (U) SOLDIERS WITHIN THE IDENTIFIED COMBAT SPECIALTIES MAY TAKE AN ASSESSMENT AFT JUNE THROUGH AUGUST 2025.

A.5.A.1.F. (U) FOLLOWING THE FIRST ASSESSMENT AFT, SOLDIERS WHO SCORE BETWEEN 300-349 WILL BE COUNSELED BY THE COMMANDER AND WILL BE CODED WITH AN AEA CODE AECBTDQ.

A.5.A.1.G. (U) FOLLOWING THE FIRST ASSESSMENT AFT, SOLDIERS WHO MEET THE REQUIRED SCORE WILL BE COUNSELED BY THEIR COMMANDER TO MAINTAIN QUALIFICATIONS.

A.5.A.1.H. (U) IPPS-A WILL GENERATE THE AEA CODE AECBTDQ, WHILE THE UNIT S1 WILL HAVE THE ABILITY TO REMOVE THE CODE WHEN A SOLDIER MEETS THE COMBAT SCORE STANDARD.

A.5.A.1.I. (U) DIRECTORATE OF MILITARY PERSONNEL MANAGEMENT (DMPM) WILL PULL A MONTHLY MIS-MATCH REPORT TO CONDUCT DATA ANALYSIS AND PROVIDE KEY STAKEHOLDERS WITH INFORMATION THAT ASSISTS IN CONTINUED PREPARATION AND ANTICIPATION OF FUTURE ACTIONS.

A.5.B. (U) VOLUNTARY RECLASSIFICATION PHASE: (SEP-NOV 2025)

A.5.B.1. (U) DURING THE VOLUNTARY RECLASSIFICATION PHASE, A FOR RECORD AFT WILL BE CONDUCTED. COMMANDS WILL CONTINUE TO IDENTIFY AND REPORT SOLDIERS THAT DO NOT MEET THE MINIMUM 350 AFT COMBAT STANDARD SCORE. SOLDIERS IN THE RANK OF PVT-SSG UNDER 18 YEARS TOTAL ACTIVE FEDERAL

SERVICE (TAFS) CAN REQUEST RECLASSIFICATION INTO UP TO THREE PRIORITY SPECIALTIES THROUGH THEIR CAREER COUNSELOR TO HRC. SOLDIERS OPTING TO WAIT FOR THE FINAL AFT ASSESSMENT WILL RECEIVE COUNSELING AND CONTINUE WITH THE IMPLEMENTATION PLAN.

A.5.B.1.A. (U) SOLDIERS IN IDENTIFIED COMBAT SPECIALTIES WILL TAKE THE FOR RECORD AFT BEGINNING SEPTEMBER 2025.

A.5.B.1.B. (U) SOLDIERS WHO MEET THE REQUIRED SCORE WILL BE COUNSELED BY THEIR COMMAND TO MAINTAIN QUALIFICATIONS, WITH NO FURTHER RETEST REQUIRED.

A.5.B.1.C. (U) THE UNIT S1 WILL REMOVE THE AEA CODE AECBTDQ ON SOLDIERS WHO MEET THE REQUIRED SCORE.

A.5.B.1.D. (U) SOLDIERS WHO SCORE BETWEEN 300-349 ON THE FOR RECORD AFT WILL BE COUNSELED BY THEIR COMMANDER AND REFERRED TO THE UNIT CAREER COUNSELOR.

A.5.B.1.E. (U) IF VOLUNTARY RECLASSIFICATION IS REQUESTED, UNIT CAREER COUNSELORS WILL USE THE DA705 AND OTHER SUPPORTING DOCUMENTATION TO COUNSEL AND PROCESS.

A.5.B.1.F. (U) DURING VOLUNTARY RECLASSIFICATION, SOLDIERS WILL CHOOSE UP TO THREE SPECIALTIES THEY ARE OTHERWISE QUALIFIED FOR, FROM A LIST OF PRIORITY SPECIALTIES AVAILABLE. CURRENT PRIORITY SPECIALTIES ARE (SUBJECT TO CHANGE): 13B, 13J, 13M, 13R, 14E, 14G, 14H, 14P, 14T, 17E, 25H, 35W, 68W, 92F, 92R, 94S, 94T.

A.5.B.1.G. (U) HRC WILL PROCESS ALL VOLUNTARY RECLASSIFICATION REQUESTS AND PROVIDE THE RESPONSE BACK TO THE UNIT CAREER COUNSELOR.

A.5.B.1.H. (U) EACH STATE G-1 MPMO/ HUMAN RESOURCE OFFICE (HRO) WILL PROCESS ACTIONS FOR TITLE 32 AGR SOLDIERS. ARNG HUMAN CAPITAL MANAGEMENT (HCM) WILL MANAGE TITLE 10 AGR.

A.5.B.1.I. (U) SOLDIERS THAT ARE APPROVED FOR VOLUNTARY RECLASSIFICATION WILL RECEIVE THEIR NEW MOS WITH AN ASI 4A, REFLECTING THEY ARE NOT MOS TRAINED. ONCE THEY SUCCESSFULLY COMPLETE TRAINING THE ASI WILL BE REMOVED. ARNG SOLDIERS WILL DEFAULT TO THEIR SECONDARY MOS IF APPLICABLE.

A.5.B.1.J. (U) UNIT CAREER COUNSELORS WILL INFORM THE SOLDIER OF THE OUTCOME OF THEIR RECLASSIFICATION REQUEST AND CONDUCT ANY FOLLOW UP ACTIONS NECESSARY.

A.5.B.1.K. (U) RECLASSIFYING SOLDIERS SEEKING CONTINUED SERVICE THAT DO NOT MEET THE SERVICE REMAINING REQUIREMENT FOR FUTURE TRAINING AND THE APPROVED MOS WILL BE REQUIRED TO EXTEND OR REENLIST TO MEET THE

TERM. FAILURE TO EXTEND OR REENLIST WILL...RESULT IN THE SOLDIER BEING RECLASSIFIED TO SRC 09U AND SEPARATION DUE TO NOT BEING MOS QUALIFIED.

A.5.B.1.L. (U) DMPM WILL PULL A MONTHLY MIS-MATCH REPORT TO CONDUCT DATA ANALYSIS AND PROVIDE KEY STAKEHOLDERS WITH INFORMATION THAT ASSISTS IN CONTINUED PREPARATION AND ANTICIPATION OF FUTURE ACTIONS.

A.5.C. (U) THE OPTIONAL FOR RECORD AFT OPPORTUNITY IN DECEMBER WILL BE CONDUCTED DURING THE MANDATORY RECLASSIFICATION PHASE. SOLDIERS UNDER 17 YEARS AND 3-MONTHS TAFS NOT MEETING THE REQUIRED SCORE WILL BE SUBJECT TO MANDATORY RECLASSIFICATION. THEY CAN SUBMIT UP TO THREE MOS PREFERENCES BUT WILL BE ASSIGNED AN MOS THAT MEETS THE ARMY'S NEEDS. 09U, MOS IMMATERIAL, WILL BE ASSIGNED TO SOLDIERS OVER 17 YEARS AND 3-MONTHS TAFS.

A.5.C.1. (U) MANDATORY RECLASSIFICATION / UTILIZATION PHASE: (DECEMBER 2025 - ENDURING)

A.5.C.1.A. (U) SOLDIERS IN IDENTIFIED COMBAT SPECIALTIES MAY TAKE AN OPTIONAL FOR RECORD AFT IN DECEMBER 2025. ONCE CONDUCTED, VOLUNTARY RECLASSIFICATION IS NO LONGER AUTHORIZED.

A.5.C.1.B. (U) SOLDIERS WHO MEET THE REQUIRED SCORE WILL BE COUNSELED BY THEIR COMMAND TO MAINTAIN QUALIFICATIONS; NO FURTHER RETEST REQUIRED.

A.5.C.1.C. (U) THE UNIT S1 WILL REMOVE AEA CODE AECBTDQ ON SOLDIERS WHO MEET THE REQUIRED SCORE.

A.5.C.1.D. (U) SOLDIERS WHO SCORE LESS THAN 350 ON THE OPTIONAL FOR RECORD AFT WILL BE COUNSELED BY THEIR COMMANDER AND REFERRED TO THE UNIT CAREER COUNSELOR FOR MANDATORY RECLASSIFICATION.

A.5.C.1.E. (U) EFFECTIVE 1 JANUARY 2026, SOLDIERS THAT SCORE BETWEEN 300-349 ON THE AFT AND HAVE AN EVALUATION REPORT THRU DATE OF 1 JANUARY 2026 OR LATER, WILL RECEIVE A MANDATORY AFT COMMENT OF "SOLDIER SCORED XXX ON THE MOST RECENT RECORD AFT, WHICH DOES NOT MEET THE AFT COMBAT STANDARD, BUT DOES MEET AFT GENERAL STANDARD." THIS COMMENT WILL BE CAPTURED ON DA FORM 2166-9 SERIES EVALUATION REPORTS, PART IV, BLOCK A. THIS REPORT IS NOT A REFERRED EVALUATION.

A.5.C.1.F. (U) EFFECTIVE 1 JANUARY 2026, SOLDIERS THAT SCORE BETWEEN 300-349 ON THE AFT DURING AN ACADEMIC EVALUATION REPORTING PERIOD WILL RECEIVE A MANDATORY AFT EVALUATION COMMENT OF "SOLDIER SCORED XXX ON THE MOST RECENT RECORD AFT, WHICH DOES NOT MEET THE AFT COMBAT STANDARD, BUT DOES MEET AFT GENERAL STANDARD." THIS COMMENT WILL BE CAPTURED ON DA FORM 1059 SERIES EVALUATION REPORTS, PART II, BLOCK C.

A.5.C.1.G. (U) EFFECTIVE 1 JANUARY 2026, CAREER COUNSELORS WILL CODE ALL SOLDIERS THAT HAVE AN AEA CODE AECBTDQ AND ARE BELOW 17 YEARS, 3 MONTHS TAFS WITH AN IMREPR CODE 9P, NOT QUALIFIED FOR CURRENT MOS AND INITIATE MANDATORY RECLASSIFICATION.

A.5.C.1.H. (U) EFFECTIVE 1 JANUARY 2026, CAREER COUNSELORS WILL INITIATE A 09U REQUEST ON ALL SOLDIERS THAT HAVE AN AEA AECBTDQ CODE AND ARE OVER 17 YEARS, 3 MONTHS TAFS. THESE SOLDIERS WILL SERVE AS MOS IMMATERIAL UNTIL THE FIRST MONTH THEY ARE ELIGIBLE FOR RETIREMENT.

A.5.C.1.I. (U) EFFECTIVE 1 JANUARY 2026, SOLDIERS WILL NOT BE ELIGIBLE FOR PROMOTION IF THEY RECEIVE AN IMREPR 9P, BUT WILL OBTAIN FUTURE ELIGIBILITY UPON SUCCESSFUL GRADUATION OF TRAINING TO THEIR NEW MOS.

A.5.C.1.J. (U) HRC WILL PROCESS EACH MANDATORY RECLASSIFICATION REQUEST WITH THE PRIORITY TOWARDS REMAINING IN THE MOS BRANCH, PRIORITY SPECIALTIES, AND ALL OTHER NEEDS OF THE ARMY; AND SCHEDULE THE SOLDIER FOR TRAINING.

A.5.C.1.K. (U) STATE G-1 MPMO WILL MANAGE TITLE 32 AGR SOLDIERS AND ARNG HCM WILL MANAGE TITLE 10 SOLDIERS.

A.5.C.1.L. (U) IN THE EVENT A SOLDIER IS NOT QUALIFIED FOR ANY MOS AVAILABLE, THE SOLDIER WILL BE CODED WITH A 09U AND PROCESSED FOR FUTURE SEPARATION OR RETIREMENT.

A.5.C.1.M. (U) SOLDIERS THAT ARE APPROVED FOR RECLASSIFICATION WILL RECEIVE THEIR NEW MOS WITH AN ASI 4B, REFLECTING THEY ARE NOT MOS TRAINED. ASI 4B WILL PREVENT PROMOTION ELIGIBILITY UNTIL THE SOLDIER SUCCESSFULLY GRADUATES TRAINING INTO THEIR NEW MOS. UPON SUCCESSFUL COMPLETION OF TRAINING, THE ASI WILL BE REMOVED.

A.5.C.1.N. (U) EFFECTIVE 1 JANUARY 2026, ALL SOLDIERS WHO FAIL TO ACHIEVE A SCORE OF 350 ON TWO CONSECUTIVE FOR RECORD AFTS, WILL BE PROCESSED FOR A MANDATORY RECLASSIFICATION.

A.5.D. (U) UTILIZATION PROCESS: (1 JANUARY 2026-ENDURING)

A.5.D.1. (U) ALL SOLDIERS WILL ACHIEVE THE AFT COMBAT STANDARD SCORE OR BE RECLASSIFIED NLT 1 JANUARY 2026.

A.5.D.1.A. (U) TEMPORARY PROFILES. SOLDIERS THAT CANNOT EXECUTE THE ORIGINATING TIMELINE DUE TO TEMPORARY PROFILE WILL USE THEIR PRIMARY CARE PROVIDER AND COMMANDER TO DETERMINE FIRST AFT ELIGIBILITY DATE. THEY WILL BE PROVIDED AN IMPLEMENTATION TIMELINE ACCORDING TO THEIR MEDICAL AVAILABILITY PRESCRIBED AND WILL BE COMPLETE WITH ALL PHASES NLT 1 JANUARY 2026 AND/OR SUBJECT TO CURRENT POLICIES.

A.5.D.1.B. (U) PME ATTENDANCE: EFFECTIVE 1 JANUARY 2026, SOLDIERS AT PME WHO DO NOT MEET THE MINIMUM AFT COMBAT STANDARD BUT MEET THE GENERAL AFT STANDARD MAY RECEIVE A GRADUATION WAIVER. HOWEVER, THEY WILL RECEIVE AN ACADEMIC EVALUATION REPORT COMMENT OF "SOLDIER SCORED XXX ON THE MOST RECENT RECORD AFT, WHICH DOES NOT MEET THE AFT COMBAT STANDARD, BUT DOES MEET AFT GENERAL STANDARD." THIS COMMENT WILL BE CAPTURED ON DA FORM 1059 SERIES EVALUATION REPORTS, PART II, BLOCK C.

A.5.D.1.C. (U) SOLDIERS ELIGIBLE FOR OR SERVING ON STATUTORY REQUIREMENTS (LONG TERM 09U UTILIZATION). SOLDIERS AT 17 YEARS AND 3-MONTHS TAFS OR MORE WILL BE PROCESSED FOR 09U AND UTILIZED AS MOS IMMATERIAL UNTIL THE FIRST MONTH THEY ARE ELIGIBLE FOR RETIREMENT. ADDITIONAL UTILIZATION MAY BE CONSIDERED IAW DMPM AND TRAINING AND DOCTRINE COMMAND (TRADOC) COORDINATION.

A.5.D.1.D. (U) SOLDIERS THAT DO NOT MEET STATUTORY REQUIREMENTS (SHORT TERM 09U UTILIZATION). SOLDIERS THAT ARE BELOW 17 YEARS AND 3-MONTHS TAFS, AND DO NOT QUALIFY FOR ANY SPECIALTIES DURING RECLASSIFICATION WILL BE CODED WITH A 09U AND WILL BE GIVEN NINE MONTHS TO OBTAIN QUALIFICATIONS OR SEPARATE FROM THE SERVICE. EVERY EFFORT WILL BE MADE TO FIND AN MOS THE SOLDIER IS OTHERWISE QUALIFIED FOR, PROVIDE SUPPORT WITH WAIVERS, OR FIND UTILIZATION THAT SUPPORTS THE ARMY NEEDS.

A.6. (U) SECTION THREE. REGULAR ARMY & ACTIVE GUARD RESERVE (AGR) (USAR, ARNG T32, ARNG T10) AFT (OFFICER AND WARRANT OFFICER) IMPLEMENTATION PLAN.

A.6.A. (U) THE PREPARATION PHASE ALLOWS FOR AN INITIAL ASSESSMENT TO DETERMINE THE POPULATION THAT DOES NOT MEET THE REQUIRED MINIMUM 350 AFT COMBAT STANDARD SCORE. DURING THIS PHASE, COMMANDS WILL BE REQUIRED TO VERIFY THEIR UNIT'S AFT COMBAT STANDARD SCORE PROGRESS VIA AN IPPS-A REPORT, MONTHLY. HQDA G-1 WILL INITIATE A MONTHLY MIS-MATCH REPORT TO VERIFY READINESS.

A.6.A.1. (U) PREPARATION PHASE: (MAY-AUGUST 2025)

A.6.A.1.A. (U) COMMANDERS WILL COUNSEL OFFICERS AND WARRANT OFFICERS USING THE INITIAL COUNSELING TEMPLATE ON THE ARMY DIRECTIVE REQUIREMENTS NO LATER THAN 15 MAY 2025.

A.6.A.1.B. (U) COMMANDERS WILL COUNSEL OFFICERS AND WARRANT OFFICERS ON TEMPORARY PROFILES AND COORDINATE WITH PRIMARY CARE MANAGERS TO IDENTIFY AN APPROPRIATE TIMELINE TO ADMINISTER A FOR RECORD AFT.

A.6.A.1.C. (U) EFFECTIVE 1 JUNE 2025, OFFICERS AND WARRANT OFFICERS WITH AN AFT COMBAT STANDARD SCORE OF 300-349 WILL BE IDENTIFIED AND CODED WITH AN AEA CODE AECBTDQ.

A.6.A.1.D. (U) OFFICERS AND WARRANT OFFICERS WITHIN THE IDENTIFIED BRANCHES MAY TAKE THE FIRST ASSESSMENT AFT DURING THE MONTHS OF JUNE THROUGH AUGUST 2025.

A.6.A.1.E. (U) FOLLOWING THE FIRST ASSESSMENT AFT, OFFICERS AND WARRANT OFFICERS WHO SCORE BETWEEN 300-349 WILL BE COUNSELED BY THE COMMANDER AND CODED WITH AN AEA CODE AECBTDQ.

A.6.A.1.F. (U) FOLLOWING THE FIRST ASSESSMENT AFT, OFFICERS AND WARRANT OFFICERS WHO MEET THE REQUIRED SCORE WILL BE COUNSELED BY THEIR COMMANDER TO MAINTAIN QUALIFICATIONS.

A.6.A.1.G. (U) IPPS-A WILL GENERATE THE AEA CODE AECBTDQ, WHILE THE UNIT S1 WILL HAVE THE ABILITY TO REMOVE THE CODE WHEN OFFICER OR WARRANT OFFICER OVERCOMES THE REQUIREMENT.

A.6.A.1.H. (U) DMPM WILL PULL A MONTHLY MIS-MATCH REPORT TO CONDUCT DATA ANALYSIS AND PROVIDE KEY STAKEHOLDERS WITH INFORMATION THAT ASSISTS IN CONTINUED PREPARATION AND ANTICIPATION OF FUTURE ACTIONS.

A.6.B. (U) [CHANGE TO READ] DURING THE VOLUNTARY RECLASSIFICATION PHASE, A FOR RECORD AFT WILL BE CONDUCTED. COMMANDS WILL CONTINUE TO IDENTIFY AND REPORT OFFICERS THAT DO NOT MEET THE MINIMUM 350 AFT COMBAT STANDARD SCORE. OFFICERS THAT ARE BASIC OFFICER LEADERSHIP COURSE - B (BOLC-B) COMPLETE IN THE RANK OF 2LT TO LTC CAN REQUEST RECLASSIFICATION VIA AN EXCEPTION TO POLICY (ETP) TO THE VOLUNTARY TRANSFER INCENTIVE PROGRAM (VTIP) INTO UP TO FIVE PRIORITY BRANCHES THROUGH THE VTIP HRC TEAMBOX FOR RA OFFICERS OR AN IPPSA PAR FOR USAR AGR OFFICERS. OFFICERS OPTING TO WAIT FOR THE OPTIONAL FOR RECORD AFT IN DECEMBER WILL RECEIVE A COUNSELING AND CONTINUE WITH THE IMPLEMENTATION PLAN.

A.6.B.1. (U) VOLUNTARY RECLASSIFICATION PHASE: (SEPTEMBER-NOVEMBER 2025)

A.6.B.1.A. (U) OFFICERS AND WARRANT OFFICERS IN IDENTIFIED BRANCHES WILL TAKE THE FOR RECORD AFT IN SEPTEMBER 2025.

A.6.B.1.B. (U) OFFICERS AND WARRANT OFFICERS WHO MEET THE REQUIRED SCORE WILL BE COUNSELED BY THEIR COMMAND TO MAINTAIN QUALIFICATIONS.

A.6.B.1.C. (U) THE UNIT S1 WILL REMOVE THE AEA CODE AECBTDQ ON OFFICERS AND WARRANT OFFICERS WHO MEET THE REQUIRED SCORE.

A.6.B.1.D. (U) OFFICERS AND WARRANT OFFICERS WHO SCORE BETWEEN 300-349 ON THE FOR RECORD AFT WILL BE COUNSELED BY THEIR COMMANDER ON CONSEQUENCES OF INVOLUNTARY BRANCH TRANSFER AND WILL BE REFERRED TO THEIR HRC TALENT MANAGER.

A.6.B.1.E. (U) [CHANGE TO READ] DURING VOLUNTARY RECLASSIFICATION, OFFICERS THAT ARE BOLC-B COMPLETE WITH THE RANK OF 2LT TO LTC THAT HAVE NOT ACHIEVED THE MINIMUM 350 AFT COMBAT STANDARD SCORE MAY REQUEST VOLUNTARY BRANCH TRANSFER. OFFICERS THAT REQUEST VOLUNTARY TRANSFER WILL SUBMIT AN ETP TO VTIP.

A.6.B.1.F. (U) [CHANGE TO READ] DURING VOLUNTARY RECLASSIFICATION, ALL WARRANT OFFICERS AND OFFICERS IN THE RANK OF COL THAT HAVE NOT ACHIEVED THE MINIMUM 350 AFT COMBAT STANDARD SCORE ARE NOT AUTHORIZED TO REQUEST AN ETP TO VTIP.

A.6.B.1.G. (U) DIRECTOR, HRC FSD IS THE APPROVAL AUTHORITY FOR VOLUNTARY BRANCH TRANSFERS FOR RA OFFICERS THROUGH THE VTIP.

A.6.B.1.H. (U) FOR RA OFFICERS, OFFICERS WILL SELF-INITIATE THE ETP TO VTIP REQUEST AND WILL FOLLOW VTIP PROCEDURES OUTLINED IN ROUTINE, SEMI-ANNUAL VTIP MILPER MESSAGES, GENERALLY RELEASED IN JUNE AND NOVEMBER EACH FISCAL YEAR, INCLUDING SUBMITTING THEIR LATEST DA FORM 705 AND STATING THE TRANSFER IS TO MEET NON-COMBAT BRANCH REQUIREMENTS. THE COMPLETED ETP TO VTIP REQUEST MUST BE EMAILED BY THE OFFICER TO THE HRC VTIP TEAMBOX: USARMY.KNOX.HRC.MBX.FADD-AC-VTIP@ARMY.MIL. THE HRC VTIP PROGRAM MANAGERS WILL RECEIVE AND VERIFY THE REQUEST BEFORE FORWARDING IT UP THE CHAIN OF COMMAND AT HRC. EACH LEVEL (BRANCH CHIEF, DIVISION CHIEF, GAINING BRANCH TALENT MANAGER, ETC.) REVIEWS THE REQUEST, CONSIDERS FACTORS LIKE BRANCH STRENGTH, ADDS THEIR RECOMMENDATIONS (APPROVE/DISAPPROVE), AND FORWARDS IT TO THE NEXT LEVEL. THIS CONTINUES UNTIL IT REACHES THE DIRECTOR, HRC FSD, WHO MAKES THE FINAL DECISION TO APPROVE OR DISAPPROVE THE VTIP. APPROVED AND/OR DISAPPROVED VOLUNTARY BRANCH TRANSFERS ARE PROVIDED BY THE HRC VTIP PROGRAM MANAGERS AND WILL PROVIDE OFFICERS WITH A NEW NON-COMBAT BRANCH OR FUNCTIONAL AREA. HRC TALENT MANAGERS WILL PROVIDE FOLLOW-ON ASSIGNMENT AS APPLICABLE.

A.6.B.1.I. (U) THE DEPUTY DIRECTOR, HRC RESERVE PERSONNEL MANAGEMENT DIRECTORATE (RPMD) IS THE APPROVAL AUTHORITY FOR VOLUNTARY BRANCH TRANSFERS FOR USAR AGR OFFICERS.

A.6.B.1.J. (U) FOR USAR AGR OFFICERS, THE VTIP PROCESS IS A MULTI-STEP, HIERARCHICAL APPROVAL WORKFLOW. IT BEGINS WITH THE OFFICER COMPLETING A PERSONNEL ACTION REQUEST (PAR) IN INTEGRATED PERSONNEL PAY SYSTEM ARMY (IPPSA) AND SUBMITTING THE PAR TO IPPSA UDL: 000000000010514. ANY ETP TO VTIP PAR MUST INCLUDE A DA FORM 705, SOLDIER TALENT PROFILE, AND A MEMORANDUM FOR RECORD STATING THE OFFICER IS UNABLE TO SCORE 350 POINTS ON THE AFT AND TRANSFER IS TO MEET NON-COMBAT BRANCH REQUIREMENTS. THE TALENT MANAGER WILL RECEIVE AND VERIFY THE REQUEST BEFORE FORWARDING IT UP THE CHAIN OF COMMAND AT HRC. EACH LEVEL (BRANCH CHIEF, RPMD ANALYSIS BRANCH, GAINING TM, ETC.) REVIEWS THE REQUEST, CONSIDERS FACTORS LIKE BRANCH STRENGTH, ADDS THEIR RECOMMENDATIONS (APPROVE/DISAPPROVE), AND FORWARDS IT TO THE NEXT LEVEL. THIS CONTINUES UNTIL IT REACHES THE DEPUTY DIRECTOR, HRC RPMD, WHO MAKES THE FINAL DECISION TO APPROVE OR DISAPPROVE THE VTIP.

A.6.B.1.K. (U) THE ARNG DIRECTOR, NGB IS THE APPROVAL AUTHORITY FOR VOLUNTARY BRANCH TRANSFERS FOR ARNG OFFICERS, IAW NATIONAL GUARD REGULATION (NGR) 600-100.

A.6.B.1.L. (U) OFFICERS THAT ARE UNABLE TO ACHIEVE THE MINIMUM 350 AFT COMBAT STANDARD SCORE ARE ENCOURAGED TO BEGIN THE ETP TO VTIP PROCESS IMMEDIATELY.

A.6.B.1.M. (U) OFFICERS THAT HAVE NOT ACHIEVED THE MINIMUM 350 AFT COMBAT STANDARD SCORE DURING THE VOLUNTARY RECLASSIFICATION PHASE MAY

TAKE AN OPTIONAL FOR RECORD AFT IN DECEMBER 2025 IOT TO PROVIDE AN OPPORTUNITY FOR REMEDIATION.

A.6.C. (U) THE OPTIONAL FOR RECORD AFT OPPORTUNITY IN DECEMBER WILL BE CONDUCTED DURING THE MANDATORY RECLASSIFICATION AND UTILIZATION PHASE. OFFICERS AND WARRANT OFFICERS NOT MEETING THE REQUIRED SCORE WILL BE SUBJECT TO MANDATORY RECLASSIFICATION AND/OR UTILIZATION.

A.6.C.1. (U) MANDATORY RECLASSIFICATION AND UTILIZATION PHASE:
(DECEMBER 2025-ENDURING)

A.6.C.1.A. (U) OFFICERS AND WARRANT OFFICERS IN IDENTIFIED BRANCHES MAY TAKE AN OPTIONAL FOR RECORD AFT IN DECEMBER 2025, VOLUNTARY RECLASSIFICATION IS NO LONGER AUTHORIZED ONCE CONDUCTED.

A.6.C.1.B. (U) OFFICERS AND WARRANT OFFICERS WHO MEET THE REQUIRED SCORE WILL BE COUNSELED BY THEIR COMMAND TO MAINTAIN QUALIFICATIONS.

A.6.C.1.C. (U) THE UNIT S1 WILL REMOVE THE AEA CODE AECBTDQ ON OFFICERS AND WARRANT OFFICERS WHO MEET THE REQUIRED SCORE.

A.6.C.1.D. (U) OFFICERS AND WARRANT OFFICERS WHO HAVE NOT ACHIEVED THE MINIMUM 350 COMBAT STANDARD SCORE ON THE OPTIONAL FOR RECORD AFT WILL BE COUNSELED BY THEIR COMMANDER.

A.6.C.1.E. (U) COMMANDERS WILL INITIATE INVOLUNTARY BRANCH TRANSFER REQUESTS FOR OFFICERS THAT ARE BOLC-B COMPLETE IN THE RANK OF 2LT TO CPT AND WHO WERE UNABLE TO ACHIEVE THE MINIMUM 350 AFT COMBAT STANDARD SCORE.

A.6.C.1.F. (U) THE COMMANDING GENERAL (CG), HRC IS THE APPROVAL AUTHORITY FOR INVOLUNTARY BRANCH TRANSFERS FOR RA AND USAR AGR OFFICERS.

A.6.C.1.G. (U) THE ARNG DIRECTOR, NGB IS THE APPROVAL AUTHORITY FOR INVOLUNTARY BRANCH TRANSFERS FOR ARNG OFFICERS.

A.6.C.1.H. (U) FOR RA OFFICERS, COMMANDERS INIATE AND SUBMIT THE INVOLUNTARY TRANSFER REQUEST VIA EMAIL DIRECTLY TO THE HRC TEAMBOX: USARMY.KNOX.HRC.MBX.FADD-AC-VTIP@ARMY.MIL. THE INVOLUNTARY TRANSFER REQUEST MUST INCLUDE THE LATEST DA FORM 705 AND A MEMORANDUM FOR RECORD (MFR) STATING THE TRANSFER IS TO MEET NON-COMBAT BRANCH REQUIREMENTS. THE MFR WILL INCLUDE THIS STATEMENT, "DEMONSTRATED INABILITY TO PERFORM EFFECTIVELY IN THE CURRENT BRANCH OR TO ASSIMILATE BRANCH RELATED TRAINING." THE MFR MAY INCLUDE 5 NON-COMBAT BRANCH PREFERENCES AS SELECTED BY THE OFFICER. THE HRC VTIP PROGRAM MANAGER WILL RECEIVE AND VERIFY THE REQUEST BEFORE FORWARDING IT UP THE CHAIN OF COMMAND AT HRC. EACH LEVEL (BRANCH CHIEF, DIVISION CHIEF, GAINING TM, ETC.) REVIEWS THE REQUEST, CONSIDERS FACTORS LIKE BRANCH STRENGTH, ADDS THEIR RECOMMENDATIONS (APPROVE/DISAPPROVE), AND FORWARDS IT TO THE NEXT LEVEL. FINAL DECISION AUTHORITY IS THE CG, HRC, FOR INVOLUNTARY TRANSFER REQUESTS.

A.6.C.1.I. (U) FOR USAR AGR OFFICERS, COMMANDERS INITIATE AND SUBMIT THE INVOLUNTARY TRANSFER REQUEST DIRECTLY VIA IPPSA PAR TO THE HRC RPMD IPPSA UDL: 00000000010514. THE INVOLUNTARY TRANSFER REQUEST MUST INCLUDE THE LATEST DA FORM 705 AND A MFR STATING THE TRANSFER IS TO MEET NON-COMBAT BRANCH REQUIREMENTS. THE MFR MAY INCLUDE 5 NON-COMBAT BRANCH PREFERENCES AS SELECTED BY THE OFFICER. THE MFR WILL INCLUDE THIS STATEMENT, "DEMONSTRATED INABILITY TO PERFORM EFFECTIVELY IN THE CURRENT BRANCH OR TO ASSIMILATE BRANCH RELATED TRAINING." THE HRC TALENT MANAGER WILL RECEIVE AND VERIFY THE REQUEST BEFORE FORWARDING IT UP THE CHAIN OF COMMAND AT HRC. THE TM WILL RECEIVE AND VERIFY THE REQUEST BEFORE FORWARDING IT UP THE CHAIN OF COMMAND AT HRC. EACH LEVEL (BRANCH CHIEF, RPMD ANALYSIS BRANCH, GAINING TM, ETC.) REVIEWS THE REQUEST, CONSIDERS FACTORS LIKE BRANCH STRENGTH, ADDS THEIR RECOMMENDATIONS (APPROVE/DISAPPROVE), AND FORWARDS IT TO THE NEXT LEVEL. FINAL DECISION AUTHORITY IS THE CG, HRC, FOR INVOLUNTARY TRANSFER REQUESTS.

A.6.C.1.J. (U) HRC WILL PROCESS EACH INVOLUNTARY BRANCH TRANSFER REQUEST IN ACCORDANCE WITH THE PRIORITY-FILL BRANCHES/FUNCTIONAL AREAS, OFFICER KNOWLEDGE, SKILLS, BEHAVIORS (KSB), AND NEEDS OF THE ARMY.

A.6.C.1.K. (U) EFFECTIVE 1 JANUARY 2026, COMBAT BRANCH OFFICERS THAT SCORE BETWEEN 300-349 ON THE AFT AND HAVE AN EVALUATION REPORT THRU DATE OF 1 JANUARY 2026 OR LATER WILL RECEIVE A MANDATORY AFT COMMENT OF "SOLDIER SCORED XXX ON THE MOST RECENT RECORD AFT, WHICH DOES NOT MEET THE AFT COMBAT STANDARD, BUT DOES MEET AFT GENERAL STANDARD." THIS COMMENT WILL BE CAPTURED ON DA FORM 67-10 SERIES EVALUATION REPORTS, PART IV, BLOCK A. THIS REPORT IS NOT A REFERRED EVALUATION.

A.6.C.1.L. (U) EFFECTIVE 1 JANUARY 2026, COMBAT BRANCH OFFICERS THAT SCORE BETWEEN 300-349 ON THE AFT DURING AN ACADEMIC EVALUATION REPORTING PERIOD WILL RECEIVE A MANDATORY AFT EVALUATION COMMENT OF "SOLDIER SCORED XXX ON THE MOST RECENT RECORD AFT, WHICH DOES NOT MEET THE AFT COMBAT STANDARD, BUT DOES MEET AFT GENERAL STANDARD." THIS COMMENT WILL BE CAPTURED ON DA FORM 1059 SERIES EVALUATION REPORTS, PART II, BLOCK C.

A.6.C.1.M. (U) EFFECTIVE 1 JANUARY 2026, PROMOTABLE COMBAT BRANCH OFFICERS, IN THE GRADE OF 2LT TO CPT, WHO DO NOT ACHIEVE A QUALIFYING AFT SCORE WILL BE FLAGGED AND SUBSEQUENTLY WITHHELD FROM PROMOTION. OFFICERS WHO ACHIEVE A QUALIFYING AFT SCORE ON THE SUBSEQUENT AFT WILL HAVE THEIR FLAG REMOVED FAVORABLY AND WILL NO LONGER BE WITHHELD FROM PROMOTION. IF THE OFFICERS' PROJECTED DATE OF PROMOTION OCCURS WHILE IN A WITHHOLD STATUS, THE OFFICER WILL HAVE AN ADJUSTED DATE OF RANK EFFECTIVE THE DATE THE OFFICER ACHIEVES THE QUALIFYING AFT SCORE. OFFICERS TRANSFERRED TO ANOTHER BRANCH, OTHER THAN A SPECIAL BRANCH (I.E. CH, JA, AMEDD), WILL NO LONGER BE WITHHELD UPON TRANSFER. OFFICERS WHO TRANSFER AFTER THEIR PROJECTED DATE OF PROMOTION WILL HAVE AN ADJUSTED DATE OF RANK EFFECTIVE THE DATE THE OFFICER TRANSFERS BRANCHES.

A.6.C.1.N. (U) EFFECTIVE 1 JANUARY 2026, PROMOTABLE COMBAT BRANCH WARRANT OFFICERS AND OFFICERS, IN THE GRADE OF WO1 TO CW5, MAJ TO COL, WHO DO NOT ACHIEVE A QUALIFYING AFT SCORE WILL BE FLAGGED AND SUBSEQUENTLY WITHHELD FROM PROMOTION. OFFICERS WHO ACHIEVE A QUALIFYING AFT SCORE ON THE SUBSEQUENT AFT WILL HAVE THEIR FLAG REMOVED FAVORABLY AND WILL NO LONGER BE WITHHELD FROM PROMOTION. IF THE OFFICERS' PROJECTED DATE OF PROMOTION OCCURS WHILE IN A WITHHOLD STATUS, THE OFFICER WILL HAVE AN ADJUSTED DATE OF RANK EFFECTIVE THE DATE THE OFFICER ACHIEVES THE QUALIFYING AFT SCORE. OFFICERS WHO FAIL TO ACHIEVE A QUALIFYING AFT SCORE ON THE SUBSEQUENT AFT WILL UNDERGO A HQDA SELECTION REVIEW BOARD TO REMOVE THE OFFICER FROM THE PROMOTION LIST. OFFICERS REMOVED FROM THE PROMOTION LIST SHALL BE CONSIDERED TO HAVE FAILED SELECTION FOR PROMOTION.

A.6.D. (U) UTILIZATION PROCESS: (1 JANUARY 2026-ENDURING)

A.6.D.1. (U) OFFICERS THAT WOULD OTHERWISE MEET NORMAL VTIP ELIGIBILITY REQUIREMENTS MAY REQUEST VTIP IAW NORMAL VTIP PROCEDURES BY EXCEPTION.

A.6.D.1.A. (U) EFFECTIVE 1 JANUARY 2026, OFFICERS MUST MEET THE COMBAT STANDARD TO BE ELIGIBLE FOR COMMAND.

A.6.D.1.B. (U) EFFECTIVE 1 JANUARY 2026, IPPS-A WILL CONTINUE TO PLACE THE AEA CODE AECBTDQ ON COMBAT OFFICERS WHO DO NOT ACHIEVE THE MINIMUM AFT COMBAT STANDARD SCORE.

A.6.D.1.C. (U) THE UNIT S1 WILL REMOVE THE AEA CODE AECBTDQ IF THE OFFICER ACHIEVES A QUALIFYING AFT SCORE ON THE SUBSEQUENT AFT. HRC TALENT MANAGERS WILL REMOVE THE AEA CODE AECBTDQ FOLLOWING AN INVOLUNTARY BRANCH TRANSFER.

A.6.D.1.D. (U) EFFECTIVE 1 JANUARY 2026, COMMANDERS, IN COORDINATION WITH HRC TALENT MANAGERS, WILL INITIATE INVOLUNTARY BRANCH TRANSFER REQUESTS FOR OFFICERS THAT ARE BOLC-B COMPLETE WITH THE RANK 2LT TO CPT AND UNABLE TO ACHIEVE THE MINIMUM AFT COMBAT STANDARD SCORE. INVOLUNTARY BRANCH TRANSFERS WILL BE INITIATED BY COMMANDERS AFTER THE OFFICER FAILED TO MAINTAIN THE COMBAT QUALIFICATION STANDARD ON TWO CONSECUTIVE RECORD AFTS.

A.6.D.1.E. (U) EFFECTIVE 1 JANUARY 2026, COMMANDERS WILL NOT INITIATE INVOLUNTARY BRANCH TRANSFER FOR WARRANT OFFICERS OR OFFICERS IN THE RANK OF MAJ TO COL UNABLE TO ACHIEVE THE MINIMUM AFT COMBAT STANDARD SCORE. WARRANT OFFICERS AND OFFICERS IN THE RANK OF MAJ TO COL WILL BE UTILIZED IN POSITIONS NOT ASSOCIATED WITH COMBAT. HRC TALENT MANAGERS ARE RESPONSIBLE FOR ENSURING OFFICERS THAT DO NOT MEET THE COMBAT STANDARD ARE NOT ASSIGNED TO COMBAT ASSIGNMENTS.

A.6.D.1.F. (U) EFFECTIVE 1 JANUARY 2026, COMMANDERS WILL INITIATE AN INVOLUNTARY SEPARATION WHEN AN OFFICER REFUSES AN INVOLUNTARY BRANCH TRANSFER AND/OR A MANDATORY ASSIGNMENT UTILIZATION. ADMINISTRATIVE

SEPARATION PROCEEDINGS WILL BE INITIATED PURSUANT TO CHAPTER 4 OF AR 600-8-24 OR CHAPTER 2 OF AR 135-175. THE BASIS FOR SEPARATION WILL BE "SUBSTANDARD PERFORMANCE OF DUTY".

A.6.D.1.G. (U) HRC TALENT MANAGERS WILL NOTIFY OFFICERS OF THEIR GAINING BRANCH AND COORDINATE FOR FOLLOW-ON ASSIGNMENT AND/OR UTILIZATION AS APPLICABLE.

A.6.D.1.H. (U) FOR RA AND USAR AGR OFFICERS, THE CG, HRC IS THE APPROVAL AUTHORITY FOR UTILIZATION EXCEPTIONS. UNIT COMMANDERS WILL INITIATE ETPS, ENDORSEMENT MUST BE THE FIRST GENERAL OFFICER IN THE CHAIN OF COMMAND. HRC WILL HANDLE EACH ETP REQUEST ON A CASE-BY-CASE BASIS.

A.6.D.1.I. (U) EFFECTIVE 1 JANUARY 2026, OFFICERS AT PME WITH COMBAT BRANCHES OF 11A, 12A, 13A, 18A, 180A, AND 19A THAT DO NOT MEET THE MINIMUM AFT COMBAT STANDARD BUT MEET THE GENERAL AFT STANDARD MAY RECEIVE A GRADUATION WAIVER. HOWEVER, THEY WILL RECEIVE AN AER COMMENT OF "SOLDIER SCORED XXX ON THE MOST RECENT RECORD AFT, WHICH DOES NOT MEET THE AFT COMBAT STANDARD, BUT DOES MEET AFT GENERAL STANDARD." THIS COMMENT WILL BE CAPTURED ON DA FORM 1059 SERIES EVALUATION REPORTS, PART II, BLOCK C.

A.6.D.1.J. (U) EFFECTIVE 1 JANUARY 2026, COMMANDERS WILL FLAG OFFICERS AND WARRANT OFFICERS WHO FAIL TO ACHIEVE THE AFT COMBAT STANDARD.

A.7. (U) SECTION FOUR. ARMY NATIONAL GUARD (M-DAY SOLDIER) AFT (ENLISTED) IMPLEMENTATION PLAN.

A.7.A. (U) THE PREPARATION PHASE ALLOWS FOR AN INITIAL ASSESSMENT TO DETERMINE THE POPULATION THAT DOES NOT MEET THE REQUIRED MINIMUM 350 AFT COMBAT STANDARD SCORE. DURING THIS PHASE, STATES WILL BE REQUIRED TO VERIFY THEIR UNITS AFT COMBAT STANDARD SCORE PROGRESS VIA AN IPPS-A REPORT, MONTHLY. THE DIRECTOR, ARMY NATIONAL GUARD WILL PUBLISH FURTHER IMPLEMENTATION GUIDANCE AS NECESSARY.

A.7.A.1 (U) PREPARATION PHASE: (MAY-OCTOBER 2025)

A.7.A.1.A (U) SOLDIERS WITHIN IDENTIFIED COMBAT SPECIALTIES MAY TAKE AN AFT ASSESSMENT BEGINNING 1 JUNE 2025.

A.7.A.1.B. (U) NO LATER THAN 31 JULY 2025, SOLDIERS WILL BE COUNSELED ON THE AFT REQUIREMENTS.

A.7.A.1.C. (U) SOLDIERS WITH AN AFT SCORE OF 300-349 WILL BE IDENTIFIED, CODED WITH AN AEA CODE AECBTDQ, AND COUNSELED FOLLOWING THE FIRST ASSESSED AFT DURING THIS PHASE.

A.7.A.1.D. (U) STATES WILL HAVE THE ABILITY TO REMOVE THE IPPS-A AEA CODE AECBTDQ WHEN A SOLDIER OVERCOMES THE AFT REQUIREMENT.

A.7.A.1.E. (U) SOLDIERS WHO MEET THE REQUIRED SCORE WILL BE COUNSELED BY THEIR UNIT COMMANDER TO MAINTAIN QUALIFICATION FOLLOWING THE FIRST ASSESSED AFT DURING THIS PHASE.

A.7.A.1.F. (U) NGB-ARNG WILL PULL A MONTHLY MIS-MATCH REPORT TO CONDUCT DATA ANALYSIS AND PROVIDE KEY STAKEHOLDERS WITH INFORMATION THAT ASSISTS IN CONTINUED PREPARATION AND ANTICIPATION OF FUTURE ACTIONS.

A.7.B (U) DURING THE VOLUNTARY RECLASSIFICATION PHASE, A FOR RECORD AFT WILL BE CONDUCTED. COMMANDERS WILL CONTINUE TO IDENTIFY AND REPORT SOLDIERS THAT DO NOT MEET THE MINIMUM 350 AFT COMBAT STANDARD SCORE. SOLDIERS IN THE RANK OF PVT-SSG UNDER 18 YEARS OF CREDITABLE SERVICE TOWARD A NON-REGULAR RETIREMENT CAN REQUEST RECLASSIFICATION. THE DIRECTOR, ARMY NATIONAL GUARD WILL PUBLISH FURTHER IMPLEMENTATION GUIDANCE. SOLDIERS OPTING TO WAIT FOR THE FINAL AFT ASSESSMENT WILL RECEIVE COUNSELING AND CONTINUE WITH THE IMPLEMENTATION PLAN.

A.7.B.1 (U) VOLUNTARY RECLASSIFICATION PHASE: (NOVEMBER 2025-MAY 2026)

A.7.B.1.A (U) SOLDIERS IN IDENTIFIED COMBAT SPECIALTIES WILL TAKE THE FOR RECORD AFT DURING THIS PHASE.

A.7.B.1.B. (U) SOLDIERS WHO SCORE BETWEEN 300-349 ON THE AFT WILL HAVE AN OPPORTUNITY TO RETAKE THE AFT THROUGH MAY 2026.

A.7.B.1.C. (U) SOLDIERS WHO SCORE BETWEEN 300-349 ON THE 2ND AFT WILL BE COUNSELED BY THEIR COMMANDER AND WILL HAVE THE OPTION TO RETEST PRIOR TO JUNE 2026.

A.7.B.1.D. THE UNIT WILL USE THE DA705 AND OTHER SUPPORTING DOCUMENTATION TO COUNSEL AND PROCESS A SOLDIER'S REQUEST FOR VOLUNTARY RECLASSIFICATION.

A.7.B.1.E. (U) SOLDIERS WHO MEET THE REQUIRED SCORE WILL BE COUNSELED BY THEIR COMMAND TO MAINTAIN QUALIFICATIONS, WITH NO FURTHER RETEST REQUIRED.

A.7.B.1.E. (U) THE STATE WILL REMOVE AEA CODE AECBTDQ ON SOLDIERS WHO MEET THE REQUIRED SCORE.

A.7.B.1.F. (U) STATE G-1 MPMO WILL PROCESS ALL VOLUNTARY RECLASSIFICATION REQUESTS IN COORDINATION WITH THE STATE G-3.

A.7.B.1.G. SOLDIERS THAT ARE APPROVED FOR VOLUNTARY RECLASSIFICATION WILL RECEIVE THEIR NEW MOS WITH AN ASI 4A, REFLECTING THEY ARE NOT MOS TRAINED. ONCE THEY SUCCESSFULLY COMPLETE TRAINING THE ASI WILL BE REMOVED. SOLDIERS WILL DEFAULT TO THEIR SECONDARY MOS IF APPLICABLE.

A.7.B.1.G. (U) STATES WILL INFORM THE SOLDIER OF THE OUTCOME OF THEIR RECLASSIFICATION REQUEST AND CONDUCT ANY FOLLOW UP COUNSELING AS NECESSARY.

A.7.B.1.H. (U) REENLISTING SOLDIERS SEEKING CONTINUED SERVICE THAT DO NOT MEET THE SERVICE REMAINING REQUIREMENT FOR FUTURE TRAINING AND APPROVED MOS WILL BE REQUIRED TO EXTEND OR REENLIST TO MEET THE TERM. SOLDIERS WHO FAIL TO EXTEND OR REENLIST WILL... RESULT IN THE SOLDIER BEING RECLASSIFIED TO SRC 09U AND SEPARATION DUE TO NOT BEING MOS QUALIFIED.

A.7.B.1.I. (U) THE NGB-ARNG WILL PULL A MONTHLY MIS-MATCH REPORT TO CONDUCT DATA ANALYSIS AND PROVIDE KEY STAKEHOLDERS WITH INFORMATION THAT ASSISTS IN CONTINUED PREPARATION AND ANTICIPATION OF FUTURE ACTIONS.

A.7.C. (U) THE OPTIONAL FOR RECORD AFT OPPORTUNITY WILL BE CONDUCTED DURING THE MANDATORY RECLASSIFICATION PHASE. THE DIRECTOR, ARMY NATIONAL GUARD WILL PUBLISH FURTHER IMPLEMENTATION GUIDANCE.

A.7.C.1. (U) MANDATORY RECLASSIFICATION/UTILIZATION PHASE: (1 JUNE 2026-ENDURING)

A.7.C.1.A. (U) SOLDIERS WHO MEET THE REQUIRED SCORE WILL BE COUNSELED BY THEIR COMMAND TO MAINTAIN QUALIFICATIONS; NO FURTHER RETEST REQUIRED.

A.7.C.1.B. (U) THE STATE WILL REMOVE AEA CODE AECBTDQ ON SOLDIERS WHO MEET THE REQUIRED SCORE.

A.7.C.1.C. (U) SOLDIERS WHO SCORE LESS THAN 350 ON THE AFT WILL BE SUBJECT TO MANDATORY RECLASSIFICATION BEGINNING JUNE 2026.

A.7.C.1.D. (U) UNIT COMMANDERS WILL COUNSEL SOLDIERS WHO FAIL TO ACHIEVE THE COMBAT STANDARD AND PROCESS FOR MANDATORY RECLASSIFICATION.

A.7.C.1.E. (U) STATES WILL PROCESS RECLASSIFICATION AND UTILIZATION ACTIONS WITH THE PRIMARY FOCUS ON THE NEEDS OF THE STATE ARMY NATIONAL GUARD.

A.8. (U) SECTION FIVE. ARMY NATIONAL GUARD (TRADITIONAL SOLDIER) AFT (OFFICER AND WARRANT OFFICER) IMPLEMENTATION PLAN.

A.8.A (U) THE PREPARATION PHASE ALLOWS FOR AN INITIAL ASSESSMENT TO DETERMINE THE POPULATION THAT DOES NOT MEET THE REQUIRED MINIMUM 350 AFT COMBAT STANDARD SCORE. DURING THIS PHASE, STATES WILL BE REQUIRED TO VERIFY THEIR UNIT'S AFT COMBAT STANDARD SCORE PROGRESS VIA AN IPSS-A REPORT, MONTHLY. THE DIRECTOR, ARMY NATIONAL GUARD WILL PUBLISH FURTHER IMPLEMENTATION GUIDANCE AS NECESSARY.

A.8.A.1. (U) PREPARATION PHASE: (MAY-OCTOBER 2025)

A.8.A.1.A. (U) OFFICERS WITHIN IDENTIFIED COMBAT SPECIALTIES MAY TAKE AN AFT ASSESSMENT BEGINNING 1 JUNE 2025.

A.8.A.1.B. (U) NO LATER THAN 31 JULY 2025, COMMANDERS WILL COUNSEL ALL OFFICERS WITH COMBAT BRANCHES 11A, 12A, 13A, 18A, 180A, AND 19A ON THE AFT REQUIREMENTS AND EFFECTIVE DATES.

A.8.A.1.C. (U) OFFICERS WITH AN AFT SCORE OF 300-349 WILL BE IDENTIFIED, CODED WITH AN AEA CODE AECBTDQ, AND COUNSELED FOLLOWING THE FIRST ASSESSED AFT DURING THIS PHASE.

A.8.A.1.D. (U) STATES WILL HAVE THE ABILITY TO REMOVE THE IPSS-A AEA CODE AECBTDQ WHEN AN OFFICER OVERCOMES THE AFT REQUIREMENT.

A.8.A.1.E. (U) OFFICERS WHO MEET THE REQUIRED SCORE WILL BE COUNSELED BY THEIR COMMANDER TO MAINTAIN QUALIFICATION FOLLOWING THE FIRST ASSESSED AFT DURING THIS PHASE.

A.8.A.1.F. (U) NGB-ARNG WILL PULL A MONTHLY MIS-MATCH REPORT TO CONDUCT DATA ANALYSIS AND PROVIDE KEY STAKEHOLDERS WITH INFORMATION THAT ASSISTS IN CONTINUED PREPARATION AND ANTICIPATION OF FUTURE ACTIONS.

A.8.B. (U) DURING THE VOLUNTARY BRANCH TRANSFER PHASE, A FOR RECORD AFT WILL BE CONDUCTED. COMMANDERS WILL CONTINUE TO IDENTIFY AND REPORT OFFICERS AND WARRANT OFFICERS THAT DO NOT MEET THE MINIMUM 350 AFT COMBAT STANDARD SCORE. THE DIRECTOR, ARMY NATIONAL GUARD WILL PUBLISH FURTHER IMPLEMENTATION GUIDANCE. OFFICERS AND WARRANT OFFICERS OPTING TO WAIT FOR THE FINAL AFT ASSESSMENT WILL RECEIVE COUNSELING AND CONTINUE WITH THE IMPLEMENTATION PLAN.

A.8.B.1 (U) VOLUNTARY BRANCH TRANSFER PHASE: (NOVEMBER 2025-MAY 2026)

A.8.B.1.A (U) THE ARNG DIRECTOR, NATIONAL GUARD BUREAU IS THE APPROVAL AUTHORITY FOR VOLUNTARY AND INVOLUNTARY BRANCH TRANSFERS FOR ARNG OFFICERS, IAW NATIONAL GUARD REGULATION (NGR) 600-100.

A.8.B.1.B. (U) OFFICERS WITH PHYSICAL LIMITATIONS AND PERMANENT PROFILES THAT ARE UNABLE TO ACHIEVE THE REQUISITE AFT SCORE ARE ENCOURAGED TO SUBMIT A VOLUNTARY BRANCH TRANSFER IAW NGR 600-100 AND NGR 600-101.

A.8.B.1.C. (U) OFFICERS THAT SCORED BELOW 350 AFT DURING THE PREPARATION PHASE WILL TAKE A FOR RECORD AFT TO PROVIDE AN OPPORTUNITY FOR REMEDIATION.

A.8.B.1.D. (U) COMMANDERS WILL COUNSEL OFFICERS WHO FAIL TO ACHIEVE THE COMBAT STANDARD SCORE.

A.8.C. (U) THE OPTIONAL FOR RECORD AFT OPPORTUNITY WILL BE CONDUCTED DURING THE MANDATORY BRANCH TRANSFER PHASE. THE DIRECTOR, ARMY NATIONAL GUARD WILL PUBLISH FURTHER IMPLEMENTATION GUIDANCE.

A.8.C.1. (U) MANDATORY BRANCH TRANSFER/UTILIZATION PHASE: (1 JUNE 2026-ENDURING)

A.8.C.1.A. (U) COMMANDERS WILL COUNSEL OFFICERS THAT MEET THE COMBAT STANDARD SCORE TO MAINTAIN QUALIFICATIONS.

A.8.C.1.B. (U) OFFICERS THAT DO NOT MEET THE COMBAT BRANCH QUALIFICATION WITH A 350 SCORE ON THE FOR RECORD AFT WILL BE SUBJECT TO MANDATORY INVOLUNTARY BRANCH TRANSFER BEGINNING JUNE 2026.

A.8.C.1.C. (U) THE STATE OFFICE OF PERSONNEL MANAGEMENT (OPM) WILL PROCESS EACH INVOLUNTARY BRANCH TRANSFER REQUEST IN ACCORDANCE WITH NGR 600-100 AND NGR 600-101.

A.8.C.1.D. (U) INVOLUNTARY BRANCH TRANSFER ACTIONS MUST BE APPROVED BY STATE TAG.

A.8.C.1.E. (U) STATES SUBMIT BRANCH TRANSFER PACKET TO ARNG-HRH-O FOR PROCESSING AND COORDINATION WITH THE BRANCH PROPONENT FOR APPROVAL IAW NGR 600-100 AND NGR 600-101.

A.8.C.1.F. (U) OFFICERS/WARRANT OFFICERS POSSESSING SECONDARY AND TERTIARY BRANCHES WILL BRANCH TRANSFER TO THOSE NON-COMBAT BRANCHES AS A PRIMARY OPTION AS APPLICABLE.

A.9. (U) SECTION SIX. ARMY RESERVE (TPU/IMA SOLDIER) AFT (ENLISTED) IMPLEMENTATION PLAN.

A.9.A. (U) PREPARATION PHASE: (MAY-OCTOBER 2025)

A.9.A.1. (U) COMMANDERS WILL COUNSEL ALL ENLISTED SOLDIERS WITH COMBAT MOS 11B, 12B, 13B, 18Z, AND 19D WITH REQUIREMENTS AND EFFECTIVE DATES.

A.9.A.1.A. (U) COMMANDERS WILL COUNSEL ALL SOLDIERS ON TEMPORARY PROFILES AND COORDINATE WITH PRIMARY CARE MANAGERS TO IDENTIFY AN APPROPRIATE TIMELINE TO ADMINISTER A FOR RECORD AFT.

A.9.A.1.B. (U) EFFECTIVE 1 JUNE 2025, SOLDIERS WITH AN AFT COMBAT STANDARD SCORE OF 300-349 WILL BE IDENTIFIED AND CODED WITH AN AEA CODE AECBTDQ.

A.9.A.1.C. (U) SOLDIERS WITHIN IDENTIFIED COMBAT SPECIALTIES MAY TAKE THE FIRST ASSESSMENT AFT DURING THE MONTHS OF JUNE AND OCTOBER 2025.

A.9.A.1.D. (U) FOLLOWING THE ASSESSMENT AFT, SOLDIERS WHO SCORE BETWEEN 300-349 WILL BE COUNSELED BY THE COMMANDER AND WILL BE CODED WITH AN AEA CODE AECBTDQ.

A.9.A.1.E. (U) U.S. ARMY RESERVE COMMAND WILL PULL A MONTHLY REPORT NLT THE 5TH OF EVERY MONTH TO CONDUCT DATA ANALYSIS AND PROVIDE KEY

STAKEHOLDERS WITH INFORMATION THAT ASSISTS IN CONTINUED PREPARATION AND ANTICIPATION OF FUTURE ACTIONS.

A.9.A.1.F. (U) ENLISTED SOLDIERS WILL HAVE MULTIPLE OPPORTUNITIES TO MEET THE MINIMUM AFT COMBAT STANDARD SCORE FROM THE RELEASE OF THE AD/HQDA EXORD.

A.9.A.1.G. (U) USARC WILL PROVIDE A MONTHLY REPORT TO THE DMPM NLT THE 5TH OF EVERY MONTH.

A.9.B. (U) VOLUNTARY RE-CLASS PHASE: (NOVEMBER 2025-MAY 2026)

A.9.B.1. (U) ENLISTED SOLDIERS WITHIN IDENTIFIED SPECIALTIES WILL TAKE A FOR RECORD AFT DURING THE MONTHS OF NOVEMBER 2025 TO FEBRUARY 2026.

A.9.B.1.A. (U) ENLISTED SOLDIERS UNABLE TO ACHIEVE THE MINIMUM AFT COMBAT STANDARD SCORE CAN REQUEST VOLUNTARY RECLASSIFICATION UPON RELEASE OF AD/HQDA EXORD THROUGH 31 MAY 2026.

A.9.B.1.B. (U) ENLISTED PERSONNEL WILL SUBMIT REQUESTS FOR VOLUNTARY RECLASSIFICATION THROUGH THEIR CHAIN OF COMMAND BY FOLLOWING PROCEDURES OUTLINED IN THE UNITED STATES ARMY RESERVE PERSONNEL ACTION GUIDE (A-2-A-1/T-2-O-1/T-2-O-3). APPLICANTS WILL ENSURE TO PROVIDE A COPY OF MOST RECENT DA FORM 705 AND NOTE IN PERSONNEL ACTION THAT THE REQUEST IS TO MEET REQUIREMENTS FOR COMBAT BRANCHES. USARC G1 HR SPECIALISTS WILL NOTIFY ENLISTED SOLDIERS OF THEIR GAINING MOS/UNIT AND COORDINATE FOR FOLLOW-ON UTILIZATION AS APPLICABLE.

A.9.B.1.C. (U) APPROVAL AUTHORITY FOR VOLUNTARY RECLASSIFICATION WILL BE IAW CURRENT USARC PROCESSES.

A.9.B.1.D. (U) COMMANDERS WILL COUNSEL SOLDIERS WHO FAIL TO ACHIEVE THE MINIMUM AFT COMBAT STANDARD NLT FEBRUARY 2026 ON CONSEQUENCES OF INVOLUNTARY RECLASSIFICATION.

A.9.B.1.E. (U) ENLISTED SOLDIERS THAT DO NOT ACHIEVE THE MINIMUM AFT COMBAT STANDARD SCORE DURING THE VOLUNTARY RECLASSIFICATION PHASE MAY TAKE AN ADDITIONAL FOR RECORD AFT IN BETWEEN THE MONTHS OF MARCH TO MAY 2026.

A.9.C. (U) MANDATORY RE-CLASS/UTILIZATION PHASE: (1 JUNE 2026)

A.9.C.1. (U) ENLISTED SOLDIERS THAT DID NOT ACHIEVE THE MINIMUM AFT COMBAT STANDARD ON THE FOR RECORD AFT WILL BE SUBJECT TO MANDATORY RECLASSIFICATION ON 1 JUNE 2026.

A.9.C.1.A. (U) EFFECTIVE 1 JUNE 2026, SOLDIERS THAT SCORE BETWEEN 300-349 ON THE AFT AND HAVE AN EVALUATION THRU DATE OF 1 JUNE 2026 OR LATER WILL RECEIVE A MANDATORY AFT COMMENT OF "SOLDIER SCORED XXX ON THE MOST RECENT RECORD AFT, WHICH DOES NOT MEET THE AFT COMBAT STANDARD, BUT DOES MEET AFT GENERAL STANDARD". THIS COMMENT WILL BE

CAPTURED ON DA FORM 2166-9 SERIES EVALUATION REPORTS, PART IV, BLOCK A.

A.9.C.1.B. (U) EFFECTIVE 1 JUNE 2026, SOLDIERS THAT SCORE BETWEEN 300-349 ON THE AFT DURING AN ACADEMIC EVALUATION REPORTING PERIOD WILL RECEIVE A MANDATORY AFT EVALUATION COMMENT OF "SOLDIER SCORED XXX ON THE MOST RECENT RECORD AFT, WHICH DOES NOT MEET THE AFT COMBAT STANDARD, BUT DOES MEET AFT GENERAL STANDARD". THIS COMMENT WILL BE CAPTURED ON THE DA FORM 1059 SERIES EVALUATION REPORTS, PART II, BLOCK C.

A.9.C.1.C. (U) EFFECTIVE 1 JUNE 2026, PROMOTABLE COMBAT ENLISTED SOLDIERS, WHO DO NOT ACHIEVE THE MINIMUM AFT COMBAT STANDARD WILL BE WITHHELD FROM PROMOTION. SOLDIERS WHO ACHIEVE A QUALIFYING AFT SCORE ON THE SUBSEQUENT AFT WILL NO LONGER BE WITHHELD.

A.10. (U) SECTION SEVEN. ARMY RESERVE (TPU/IMA SOLDIER) AFT (OFFICER) IMPLEMENTATION PLAN.

A.10.A. (U) PREPARATION PHASE: (MAY-OCTOBER 2025)

A.10.A.1. (U) COMMANDERS WILL COUNSEL ALL OFFICERS WITH COMBAT BRANCHES 11A, 12A, 13A, 18A, 180A, AND 19A WITH REQUIREMENTS AND EFFECTIVE DATES.

A.10.A.1.A. (U) COMMANDERS WILL COUNSEL OFFICERS ON TEMPORARY PROFILES AND COORDINATE WITH PRIMARY CARE MANAGERS TO IDENTIFY AN APPROPRIATE TIMELINE TO ADMINISTER A FOR RECORD AFT.

A.10.A.1.B. (U) ALL OFFICERS WITHIN IDENTIFIED COMBAT BRANCHES MAY TAKE THE FIRST ASSESSMENT AFT DURING THE MONTHS OF JUNE TO OCTOBER 2025.

A.10.A.1.C. (U) FOLLOWING THE FIRST ASSESSMENT AFT, OFFICERS WHO DO NOT ACHIEVE THE MINIMUM AFT COMBAT STANDARD WILL BE COUNSELED AND CODED WITH AN AEA CODE AECBTDQ.

A.10.A.1.D. (U) U.S. ARMY RESERVE COMMAND WILL PULL A MONTHLY REPORT NLT THE 5TH OF EVERY MONTH TO CONDUCT DATA ANALYSIS AND PROVIDE KEY STAKEHOLDERS WITH INFORMATION THAT ASSISTS IN CONTINUED PREPARATION AND ANTICIPATION OF FUTURE ACTIONS.

A.10.A.1.E. (U) OFFICERS WILL HAVE MULTIPLE OPPORTUNITIES TO ACHIEVE THE MINIMUM AFT COMBAT STANDARD FROM THE RELEASE OF THE AD/HQDA EXORD.

A.10.A.1.F. (U) USARC WILL PROVIDE A MONTHLY REPORT TO THE DMPM NLT THE 5TH OF EVERY MONTH.

A.10.B. (U) VOLUNTARY RECLASSIFICATION PHASE: (NOVEMBER 2025-MAY 2026)

A.10.B.1. (U) ALL OFFICERS WITHIN IDENTIFIED COMBAT BRANCHES WILL TAKE A FOR RECORD AFT DURING THE MONTHS OF NOVEMBER 2025 TO FEBRUARY 2026.

A.10.B.1.A. (U) OFFICERS UNABLE TO ACHIEVE THE MINIMUM AFT COMBAT STANDARD CAN REQUEST VOLUNTARY BRANCH TRANSFER UPON RELEASE OF AD/HQDA EXORD THROUGH 31 MAY 2026.

A.10.B.1.B. (U) OFFICERS WILL SUBMIT REQUESTS FOR VOLUNTARY RECLASSIFICATION/BRANCH TRANSFER THROUGH THEIR CHAIN OF COMMAND BY FOLLOWING PROCEDURES OUTLINED IN THE UNITED STATES ARMY RESERVE PERSONNEL ACTION GUIDE (A-2-A-1/T-2-O-1/T-2-O-3). APPLICANTS WILL ENSURE TO PROVIDE A COPY OF MOST RECENT DA FORM 705 AND NOTE IN PERSONNEL ACTION THAT THE REQUEST IS TO MEET REQUIREMENTS FOR COMBAT BRANCHES. USARC G1 HR SPECIALISTS WILL NOTIFY OFFICERS OF THEIR GAINING BRANCH AND COORDINATE FOR FOLLOW-ON UTILIZATION AS APPLICABLE.

A.10.B.1.C. (U) APPROVAL AUTHORITY FOR VOLUNTARY BRANCH TRANSFER WILL BE IAW CURRENT USARC PROCESSES.

A.10.B.1.D. (U) USARC G1 OFFICER MANAGEMENT BRANCH MAY APPROVE THE VOLUNTARY BRANCH TRANSFER OF UNQUALIFIED OFFICERS PENDING THEIR COMPLETION OF PROPONENT REQUIREMENTS.

A.10.B.1.E. (U) COMMANDERS WILL COUNSEL OFFICERS WHO FAIL TO ACHIEVE THE MINIMUM AFT COMBAT STANDARD NLT FEBRUARY 2026 ON CONSEQUENCES OF INVOLUNTARY BRANCH TRANSFER.

A.10.B.1.F. (U) OFFICERS THAT DO NOT ACHIEVE THE MINIMUM AFT COMBAT STANDARD DURING THE VOLUNTARY RECLASSIFICATION PHASE MAY TAKE AN ADDITIONAL FOR RECORD AFT OPPORTUNITY IN BETWEEN THE MONTHS OF MARCH TO MAY 2026.

A.10.C. (U) MANDATORY RECLASSIFICATION/UTILIZATION PHASE: (1 JUNE 2026)

A.10.C.1. (U) OFFICERS THAT DID NOT MEET THE MINIMUM AFT COMBAT STANDARD ON THE FOR RECORD AFT WILL BE SUBJECT TO INVOLUNTARY BRANCH TRANSFER ON 1 JUNE 2026.

A.10.C.1.A. (U) THE SECRETARY OF THE ARMY DELEGATES THE AUTHORITY TO INVOLUNTARILY BRANCH TRANSFER TPU OFFICERS TO AREA COMMANDERS. THIS AUTHORITY MAY BE FURTHER DELEGATED TO THEIR DEPUTY COMMANDERS.

A.10.C.1.B. (U) EFFECTIVE 1 JUNE 2026, COMBAT BRANCH OFFICERS THAT SCORE BETWEEN 300-349 ON THE AFT AND HAVE AN EVALUATION THRU DATE OF 1 JUNE 2026 OR LATER WILL RECEIVE A MANDATORY AFT COMMENT OF "SOLDIER SCORED XXX ON THE MOST RECENT RECORD AFT, WHICH DOES NOT MEET THE AFT COMBAT STANDARD, BUT DOES MEET AFT GENERAL STANDARD." THIS COMMENT WILL BE CAPTURED ON DA FORM 67-10 SERIES EVALUATION REPORTS, PART IV, BLOCK A. THIS REPORT IS NOT A REFERRED EVALUATION.

A.10.C.1.C. (U) EFFECTIVE 1 JUNE 2026, COMBAT BRANCH OFFICERS THAT SCORE BETWEEN 300-349 ON THE AFT DURING AN ACADEMIC EVALUATION REPORTING PERIOD WILL RECEIVE A MANDATORY AFT EVALUATION COMMENT OF "SOLDIER SCORED XXX ON THE MOST RECENT RECORD AFT, WHICH DOES NOT MEET

THE AFT COMBAT STANDARD, BUT DOES MEET AFT GENERAL STANDARD." THIS COMMENT WILL BE CAPTURED ON DA FORM 1059 SERIES EVALUATION REPORTS, PART II, BLOCK C.

A.10.C.1.D. (U) COMMANDERS WILL INITIATE INVOLUNTARY BRANCH TRANSFER TO A NON-COMBAT BRANCH FOR OFFICERS UNABLE TO ACHIEVE THE MINIMUM AFT COMBAT STANDARD. HOWEVER, THE REQUIREMENT TO INITIATE INVOLUNTARY BRANCH TRANSFER IS NOT APPLICABLE TO USAR OFFICERS WITH 17 YEARS OR MORE OF QUALIFYING YEARS OF SERVICE (QYS) ON 1 JUNE 2026. OFFICERS WITH 17 YEARS OR MORE OF QYS WILL BE UTILIZED IN POSITIONS NOT ASSOCIATED WITH COMBAT.

A.10.C.1.E. (U) EFFECTIVE 1 JUNE 2026, PROMOTABLE COMBAT BRANCH OFFICERS, IN THE GRADE OF 2LT - CPT, WHO DO NOT ACHIEVE THE MINIMUM AFT COMBAT STANDARD SCORE WILL BE WITHHELD FROM PROMOTION. OFFICERS WHO ACHIEVE A QUALIFYING AFT SCORE ON THE SUBSEQUENT AFT WILL NO LONGER BE WITHHELD. IF THE OFFICERS' PROJECTED DATE OF PROMOTION OCCURS WHILE IN A WITHHOLD STATUS, THE OFFICER WILL HAVE AN ADJUSTED DATE OF RANK EFFECTIVE THE DATE THE OFFICER ACHIEVES THE QUALIFYING AFT SCORE. OFFICERS TRANSFERRED TO ANOTHER BRANCH, OTHER THAN A SPECIAL BRANCH (I.E. CH, JA, AMEDD), WILL NO LONGER BE WITHHELD UPON TRANSFER. OFFICERS WHO TRANSFER AFTER THEIR PROJECTED DATE OF PROMOTION WILL HAVE AN ADJUSTED DATE OF RANK EFFECTIVE THE DATE THE OFFICER TRANSFERS BRANCHES.

A.10.C.1.F. (U) EFFECTIVE 1 JUNE 2026, PROMOTABLE COMBAT BRANCH WARRANT OFFICERS AND OFFICERS, IN THE GRADE OF WO1-CW5, MAJ-COL, WHO DO NOT ACHIEVE A QUALIFYING AFT SCORE WILL BE WITHHELD FROM PROMOTION. OFFICERS WHO ACHIEVE A QUALIFYING AFT SCORE ON THE SUBSEQUENT AFT WILL NO LONGER BE WITHHELD. IF THE OFFICERS' PROJECTED DATE OF PROMOTION OCCURS WHILE IN A WITHHOLD STATUS, THE OFFICER WILL HAVE AN ADJUSTED DATE OF RANK EFFECTIVE THE DATE THE OFFICER ACHIEVES THE QUALIFYING AFT SCORE. OFFICERS WHO FAIL TO ACHIEVE A QUALIFYING AFT SCORE ON THE SUBSEQUENT AFT WILL UNDERGO A HQDA SELECTION REVIEW BOARD TO REMOVE THE OFFICER FROM THE PROMOTION LIST. OFFICERS REMOVED FROM THE PROMOTION LIST SHALL BE CONSIDERED TO HAVE FAILED SELECTION FOR PROMOTION.