

ANNEX A [QUALITY TIERED INCENTIVE (QTI) PROGRAM] GUIDANCE FOR ENLISTED SOLDIERS IN THE ACTIVE COMPONENT TO EXORD 117-26, ARMY RETENTION PROGRAM: QUALITY TIERED INCENTIVE (QTI) PROGRAM.

A.1. (U) *SECTION ONE. GENERAL.* REGULAR ARMY ENLISTED SOLDIERS ENTERING THE IN-AND-OUT YEAR REENLISTMENT OPPORTUNITY WINDOWS WILL HAVE A QUALITY TIERED ANALYSIS EXECUTED BY THEIR COMPANY COMMANDER TO DETERMINE THE AMOUNT OF MONETARY INCENTIVES FOR THE CURRENT REENLISTMENT, BEGINNING 1 APRIL 2026.

A.2. (U) *SECTION TWO.* REGULAR ARMY QTI-PROGRAM STANDARD - ENLISTED IMPLEMENTATION GUIDANCE.

A.2.A. (U) COMPANY COMMANDERS WILL STRATIFY THEIR POPULATION BY COHORT, UTILIZING THE QUALITY TIERED INCENTIVE POINT WORKSHEET AND THE CALCULATION TOOL. SOLDIERS ARE MEASURED ON THEIR PHYSICAL FITNESS, TECHNICAL EXPERTISE, AND OBSERVATIONS OF LEADERSHIP POTENTIAL AND PERFORMANCE.

A.2.A.1. (U) ALL SOLDIERS THAT ARE WITHIN THE SAME RANK AND MILITARY OCCUPATION SPECIALTY (MOS) WILL BE IN ONE COHORT. PROMOTABLE STATUS DOES NOT MOVE A SOLDIER INTO A HIGHER COHORT.

A.2.A.1.B. (U) COMMANDERS WILL COUNSEL ALL SOLDIERS USING THE INITIAL COUNSELING TEMPLATE PROVIDED IN ANNEX C, HQDA EXORD 117-26 ARMY RETENTION PROGRAM; QUALITY TIERED INCENTIVE (QTI) PROGRAM, NO LATER THAN 1 APRIL 2026. CAREER COUNSELORS WILL SUPPORT ORGANIZATIONS BY PROVIDING BY NAME, REENLISTMENT ELIGIBILITY ROSTERS TO IDENTIFY AFFECTED SOLDIERS.

A.2.A.1.C. (U) STARTING 1 APRIL 2026, ALL REENLISTMENTS WILL REQUIRE A COHORT QUALITY TIER STRATIFICATION THAT COULD DETERMINE INDIVIDUAL MONETARY INCENTIVE AMOUNTS.

A.2.A.1.D. (U) COMMANDERS MAY DETERMINE A SOLDIER REQUIRES AN INITIAL ADJUSTMENT TO A HIGHER OR LOWER TIER THAN WHAT THE QUALITY TIERED CALCULATION TOOL PROVIDES, AND ARE AUTHORIZED TO ADJUST AS THEY DEEM NECESSARY, BUT MUST BE ABLE TO PROVIDE JUSTIFICATION TO THE BATTALION COMMANDER DURING VALIDATION.

A.2.A.1.E. (U) COMMANDERS ARE LIMITED TO NO GREATER THAN 50% PLACEMENT OF COHORTS INTO TIER 1, ALL REMAINING TIERS MUST BE EQUITABLY DISTRIBUTED ACROSS TIERS 2 THROUGH 4.

A.2.A.1.F. (U) COMMANDERS WILL UTILIZE THE QUALITY TIERED INCENTIVE POINT WORKSHEET AND CALCULATION TOOL IN REFERENCE C OF HQDA EXORD 117-26 ARMY RETENTION QUALITY TIERED INCENTIVE PROGRAM TO STRATIFY THEIR ORGANIZATIONS APPROPRIATELY. EACH TOOL PROVIDES COORDINATING INSTRUCTIONS AS WELL AS ANNEX C, COMMANDERS GUIDE.

A.3. (U) TECHNICAL PERFORMANCE REVIEW:

A.3.A. (U) TECHNICAL EXPERTISE IS A COMBINATION OF CERTIFIED ASI'S, SQI'S, PDSI'S, TABS, AND BADGES THAT A SOLDIER HAS EARNED IN FORMAL MILITARY TRAINING. COMMANDERS WILL UTILIZE THE QUALITY TIERED INCENTIVE POINT WORKSHEET TO DETERMINE SCORING FOR THIS CATEGORY.

A.3.A.1. (U) THERE SHOULD BE NO REPEATED CREDIT GIVEN FOR THE EXACT SAME QUALIFICATION OR FOR AN IDENTIFIER THAT SOLELY COMBINES MULTIPLE QUALIFICATIONS.

A.3.A.1.A. (U) IF AN ASI OR SQI RESULTS IN A BADGE OR TAB, THEY WILL NOT BE DOUBLE-COUNTED. (EXAMPLE: "G" IS A RANGER SQI. THE SOLDIER WILL EITHER GET CREDIT FOR THE SQI "G" OR THE RANGER TAB, BUT NOT BOTH).

A.3.A.1.B. (U) SOLDIERS POSSESSING SQI "V" RANGER PARACHUTIST, CAN RECEIVE CREDIT FOR BOTH SQI "G" RANGER, AND SQI "P" PARACHUTIST, AS THEY ARE SEPARATE QUALIFICATIONS. BUT THEY WILL NOT RECEIVE A THIRD CREDIT FOR HAVING SQI "V", SQI "P", AND SQI "G".

A.4. (U) COMMANDER PERFORMANCE REVIEW

A.4.A (U) COMMANDERS WILL ASSESS THEIR POPULATION FOR LEADERSHIP POTENTIAL AND PERFORMANCE. THIS CATEGORY HOLDS A MAXIMUM OF 15 POINTS.

A.4.A.1. (U) COMPANY COMMAND POLICY LETTERS ARE HIGHLY ENCOURAGED TO EFFECTIVELY PUBLICIZE POTENTIAL AND PERFORMANCE MEASURES THAT MEET EACH COMPANY'S MISSION REQUIREMENTS, ENVIRONMENT, AND WHOLE SOLDIER CONCEPT.

A.4.A.1.A. (U) COMMANDERS MANY DETERMINE MEASURES THAT EQUAL QUALITY OUTSIDE OF THE OTHER TWO LISTED CATEGORIES, SUCH AS (BUT NOT LIMITED TO) COMMANDANTS LIST, DEGREES OR CERTIFICATIONS, OR RANGE QUALIFICATION SCORE.

A.5. (U) SYSTEMS OF RECORD

A.5.A. (U) QUALITY TIERED ASSESSMENTS WILL ONLY BE COMPLETED BASED ON QUALIFICATIONS FOUND IN SOURCES AND SYSTEMS OF RECORD. HARD COPY FORMS, SUCH AS THE DA705 WILL NOT BE ACCEPTED AND MUST BE FOUND IN THE PROPER SYSTEMS OF RECORD FOR QTI-PROGRAM ANALYSIS AND VALIDATION OF QUALIFICATION.

A.5.A.1. (U) ARMY TRAINING INFORMATION SYSTEM (ATIS), IPPS-A, AND IPERMS, WILL BE THE PRIMARY SOURCES AND SYSTEMS OF RECORD UTILIZED FOR PHYSICAL FITNESS AND TECHNICAL EXPERTISE.

A.5.A.1.A. (U) SOLDIERS REQUIRING AN UPDATE OR CORRECTION TO THEIR RECORDS MUST UTILIZE CURRENT POLICIES WITHIN THEIR ORGANIZATION TO HAVE QUALIFICATIONS UPLOADED AND CORRECTED APPROPRIATELY.

A.5.A.1.B. (U) WHEN IPPS-A CAPABILITIES ARE FUNCTIONAL, CAREER COUNSELORS WILL COORDINATE WITH LOCAL S1'S TO ENSURE THAT QUALITY TIER SCORES ARE UPLOADED INTO IPPS-A FOR TRACKING. SERVICING S1'S AND/OR DESIGNATED COMPANY REPRESENTATIVES WILL ONLY UPLOAD THE CURRENT QUALITY TIER SCORE INTO IPPS-A. QUALITY TIER LIST'S WILL BE KEPT ON RECORD WITH THE COMMANDER AND SERVICING CAREER COUNSELOR.

A.6. (U) QUALITY TIER LIFESPAN

A.6.A. (U) EACH INITIAL QUALITY TIER LIST BY COHORT MUST BE EXECUTED NO LATER THAN (NLT) 1 APRIL 2026.

A.6.A.1. (U) ONGOING MANAGEMENT WILL REQUIRE COMMANDERS TO EXECUTE CALCULATIONS AND REVIEW OF THEIR QUALITY TIER LIST'S WITHIN EACH COHORT ANNUALLY, AT A MINIMUM. THE CALCULATIONS WILL OCCUR IN THE FOURTH QUARTER OF EVERY FISCAL YEAR (FY) FOR SOLDIERS ENTERING THE IN-AND-OUT YEAR ROWS.

A.6.A.1.A. (U) COMMANDERS MAINTAIN DISCRETION TO ADJUST SOLDIERS THAT HAVE ACHIEVED AN UPDATED QUALIFICATION OR IF PERFORMANCE HAS DETERIORATED.

A.6.A.1.B. (U) QUARTERLY REVIEWS OF EACH QUALITY TIER LIST BY COHORT ARE ENCOURAGED TO REMAIN IN LINE WITH MILPER ADJUSTMENTS AND SOLDIER QUALITY UPDATES.

A.6.A.1.C. (U) IF A SOLDIER OR COMMANDER MOVES THROUGH A PERMANENT CHANGE OF STATION (PCS), OR OTHERWISE TRANSFERS TO ANOTHER COMPANY, THE NEW COMMANDER WILL REVIEW THE SOLDIER'S CURRENT QUALITY TIERED ASSESSMENT AND INSERT THEM APPROPRIATELY INTO THEIR RESPECTIVE QUALITY TIER LIST BY COHORT WITHIN THE FIRST 30 DAYS. COMMANDERS ARE AUTHORIZED TO EXCEED THE 50% TIER ONE LIMIT IF THE INCOMING SOLDIER HAS A SCORE THAT MEETS TIER ONE PLACEMENT. FOLLOW-ON ADJUSTMENTS MUST BE COMPLETED AFTER THE 90-DAY ASSESSMENT BY THE SOLDIER'S FIRST LINE LEADERSHIP.

A.6.A.1.D. (U) COMMANDERS AND SERVICING CAREER COUNSELORS WILL BE ABLE TO PULL THE SOLDIERS CURRENT QUALITY TIER SCORE FROM IPPS-A TO PLACE THEM WITHIN THEIR CURRENT ORGANIZATIONS QUALITY TIER LIST.

A.6.A.1.E. (U) COMMANDERS MAY NOT ADJUST THE NEW SOLDIERS TIER LEVEL OUTSIDE OF WHAT THE CURRENT SCORE PROVIDES AND THROUGH THEIR OWN DETERMINATION UNTIL THE FOLLOWING QUARTER AND A 90-DAY ASSESSMENT HAS BEEN COMPLETED BY THE SOLDIERS FIRST LINE LEADERSHIP.

A.7. (U) APPEALS.

A.7.A. (U) IF A SOLDIER DESIRES TO APPEAL THEIR QUALITY TIER SCORE AND/OR THEIR COHORT QUALITY TIER, THEY HAVE SEVEN CALENDAR DAYS TO SUBMIT A REQUEST FROM THE DATE THE QUALITY TIERED INCENTIVE POINT WORKSHEET WAS SIGNED.

A.7.A.1. (U) SOLDIERS SUBMITTING AN APPEAL WILL PROVIDE THEIR STATEMENT ON A MEMORANDUM FOR RECORD (MFR) EXPLAINING THEIR GRIEVANCE AND JUSTIFICATION FOR AN ADJUSTMENT TO THEIR COMMANDER.

A.7.A.1.A. (U) THE SOLDIER'S STATEMENT WILL BE REVIEWED FOR ERRORS ONLY AND FORWARDED THROUGH THE SOLDIER'S BATTALION-LEVEL COMMANDER FOR REVIEW BY THE BRIGADE-LEVEL COMMANDER WHO WILL MAKE THE FINAL DETERMINATION OF THE SOLDIERS QTI SCORE AND COHORT QUALITY TIER PLACEMENT, REVIEWING THE COMPANY COMMANDER'S DECISION FOR BEING ARBITRARY, CAPRICIOUS, OR OTHERWISE AN ABUSE OF DISCRETION. THE COMPANY AND BATTALION-LEVEL COMMANDERS MAY PROVIDE COMMENTS TO THE BRIGADE-LEVEL COMMANDER IN FORWARDING THE SOLDIER'S APPEAL.

A.7.A.1.B. (U) FOLLOWING THE FINAL DETERMINATION OF AN APPEAL, THE SOLDIER IS REQUIRED TO SIGN THE QUALITY TIERED INCENTIVE POINT WORKSHEET TO REMAIN ELIGIBLE FOR MONETARY REENLISTMENT INCENTIVES FOR THAT CURRENT REENLISTMENT.

A.7.A.1.C. (U) SOLDIERS THAT REFUSE TO SIGN THEIR QUALITY TIERED INCENTIVE POINT WORKSHEET WILL REMAIN ELIGIBLE FOR THE REENLISTMENT BONUS INCENTIVE ESTABLISHED BY THE COMPANY COMMANDER, NO HIGHER.

A.8. (U) HQDA POCS FOR THIS MESSAGE ARE THE SENIOR ARMY RETENTION OPERATIONS NCO, MSG NICOLE PALMER AT [NICOLE.S.PALMER5.MIL@ARMY.MIL](mailto:NICOLE.S.PALMER5.MIL@ARMY.MIL) OR (703) 695-7557 AND THE SENIOR ARMY CAREER COUNSELOR SGM ENRIQUE ROSE AT [ENRIQUE.A.ROSE4.MIL@ARMY.MIL](mailto:ENRIQUE.A.ROSE4.MIL@ARMY.MIL) OR (703) 695-7579.