

Quality Tiered Incentive (QTI) Program Implementation

Commanders Guide



QTI - Program Scheme of Maneuver

PHASE I - Preparation: 1 APR 2026 to 1 JUL 2026

Beginning 1 April 2026, Commands will counsel Soldiers on new quality tiered incentive program requirements, execute an initial stratification by cohort, and prepare their organizations for the upcoming management of quality tier lists. The preparation phase allows for effective communication and an initial assessment to determine Soldier's monetary incentives, if they are authorized a Selective Reenlistment Bonus (SRB) in the current MILPER message.

All Counseling's and quality tier scores must be complete NLT 1 April 2026.

PHASE II - Enduring: 4TH Quarter each Fiscal Year (FY), AUG-SEP

Ongoing management will require commanders to execute calculations and review of their quality tier lists 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.

Scoring and Quality Tier List Stratification Timeframe Requirements:



Who Must Be Stratified?

Regular Army enlisted Soldiers entering the in-and-out year reenlistment opportunity windows (ROW). (Career Counselors will provide a by-name eligibility roster to Command teams for all Soldiers that will enter their ROW during the timeframe identified).

- **ROW**: Reenlistment Opportunity Window
- **Quality Tier**: The tiers identified by the Quality Tier Score and Commanders assessment.
- **Bonus Tier**: The tiers identified on the Selective Retention Bonus MILPER Message for each MOS/Skill level offered a current monetary incentive.
- **STEP**: If a Soldier qualifies for a bonus on the current SRB MILPER Message, the initial amount is determined by the bonus tier. Then the amount further breaks down by their identified STEP from the quality tier process. STEP = final SRB amount.
- **Cohort**: 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. This allows the Soldier to be ranked amongst their direct peer group and prevents an unequitable review. (Example: This prevents a 11B4 being rated against a 68W1).




Quality Tier VS. STEP Visual

QUALITY TIERS AND STEP AMOUNTS ARE OPPOSITE.

QUALITY TIER 1 = HIGHEST QUALITY.

STEP 4 = HIGHEST PAYMENT AMOUNT



QUALITY TIER 4 = LOWEST QUALITY

STEP 1 = LOWEST PAYMENT AMOUNT

QUALITY TIER 1 SOLDIERS

\$\$\$\$

= STEP 4 PAYMENT

QUALITY TIER 2 SOLDIERS

7.5% less than
Step 4

\$\$\$

= STEP 3 PAYMENT

QUALITY TIER 3 SOLDIERS

15% less than
Step 4

\$\$

= STEP 2 PAYMENT

QUALITY TIER 4 SOLDIERS

25% less than
Step 4

\$

= STEP 1 PAYMENT

- Regular Army Enlisted Soldiers entering the in-and-out year ROW 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.
- Only Soldiers with a bonus authorized in the current SRB MILPER Message will receive monetary incentives, all others will continue to be assessed in the event a bonus is authorized in the future.
- Quality tiered incentive point worksheets **must be** digitally signed.



QTI - Program Execution Process Map

QTI - Program Required Documents:

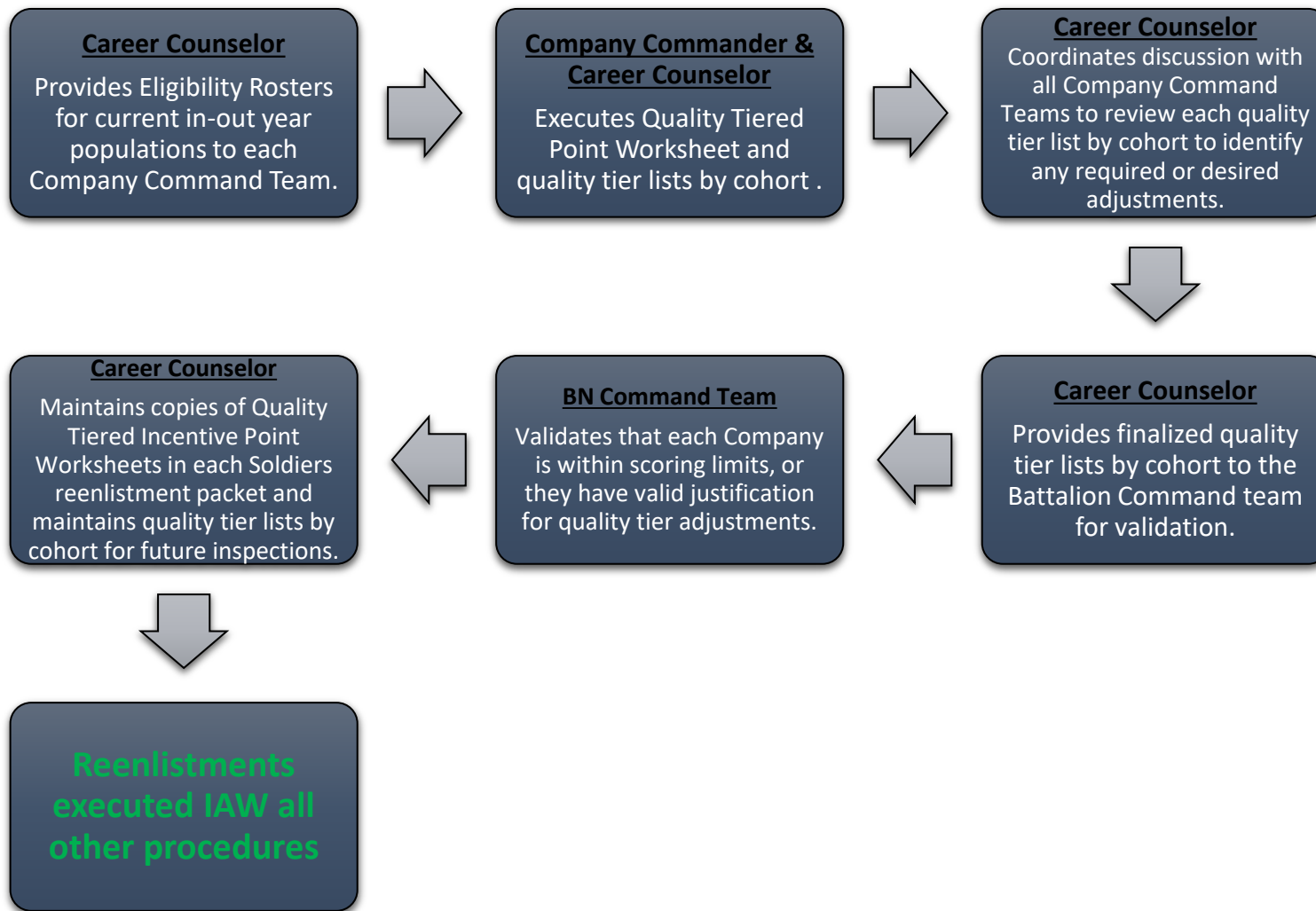
1. Eligibility rosters for in-and-out year populations.
2. Quality tiered incentive point worksheet for each identified Soldier.
3. Quality tier lists by cohort.

QTI - Program Execution Process:

1. Career Counselors must provide identified populations via eligibility rosters to each company command team.
2. Company Commanders & Career Counselors will execute quality tiered incentive point worksheets and cohort quality tier lists.
3. Company Commanders must validate each of their quality tier lists by cohort and ensure they and their servicing Career Counselor have the final approved version.
4. Career Counselors must present all quality tier lists (by cohort) and company to the Battalion Command Team for validation.
5. Battalion Command teams must endorse all quality tier lists by cohort (for each company).
6. Career Counselors must execute all reenlistments IAW reenlistment procedures and policy with correctly identified quality tiers and step payments.
7. Career Counselors must maintain all Soldier reenlistment packets IAW current procedures.

S1s:

1. Must ensure that all records are updated in proper systems of record.
2. No hard copy qualifications will be accepted directly from the Soldier. (Example: Hard copy DA705) Endorsed qualifications can be found in IPPS-A, iPERMS, ATIS, or by Commander validation.



Quality Tier List Calculation Tool

Technical Expertise Review

- Technical expertise is a combination of certified ASIs, SQIs, PDSIs, 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.
- There will be no repeated credit given for the exact same qualification or for an identifier that solely combines multiple qualifications.
- If an ASI or SQI results in a badge or tab, they will not be double-counted. (Example: SQI “G” is a ranger ASI. The Soldier will either get credit for the SQI “G” or the ranger tab, but not both).
- 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” combining ranger and parachutist.
- Additional Example: Soldiers possessing a Master Badge can receive credit for both the Combat Badge and the Expert Badge. But they will not receive a third credit for having the Master Badge.
- Users should always refer to regulatory guidance for the most up to date qualifications. (<https://www.army.mil/g-1#org-g-1-resources> or DA PAM 611-21) to help understand which ASIs are not valid qualifications (Example, but not limited to: ASI 00, ASI 4A, or ASI 4B).

Commander Performance Review

- Commanders will assess their population for leadership potential and performance. This category holds a maximum of 15 points.
- 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.
- Commanders may determine measures that exhibit quality outside of the other two listed categories, such as (but not limited to) commandants list, degrees or certifications, and/or range qualification scores.

Quality Tier Lifespan

Quality Tier Lifespan



- Ongoing management will require Commanders to execute calculations and review of their quality tiers by cohort annually, at a minimum. The calculations will occur in the fourth quarter of FY for Soldiers entering the in-and-out year rows.
- Commanders maintain discretion to adjust Soldiers that have achieved an updated qualification or if performance has deteriorated.
- Quarterly reviews of each quality tier by cohort are encouraged to coincide with SRB MILPER adjustments and Soldier quality updates.
- 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 Soldiers current quality tiered assessment and insert them appropriately into their respective 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.
- 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 organization's quality tier list once IPPS-A capabilities are functional.
- Commanders may not adjust the new Soldier's tier level outside of what the current score reflects until a 90-day assessment has been completed by the Soldier's first line leadership.

Appeals

Appeals

- If a Soldier desires to appeal their quality tier score and/or their quality tier placement, they have 7 calendar days to submit a request from the date the quality tiered incentive point worksheet was signed.
- 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.
- 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.
- Following the final determination of an appeal, the Soldier is required to sign the quality tiered incentive point worksheet to remain eligible for reenlistment monetary incentives for that current reenlistment.
- 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.

Commanders Counseling Guide



Counseling Enclosures

- QTI-Program Identification Counseling (Everyone)
- Bottom Tier Quality Counseling

** Templates available for download, can be found in the resources tab on www.army.mil/retention