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HQDA EXORD 117-26 ARMY RETENTION PROGRAM: QUALITY TIERED

Originator: DA WASHINGTON DC

TOR: 02/06/2026 18:15:53

DTG: 061810Z Feb 26

Prec: Priority

DAC: General

ARLINGTON NATIONAL CEMETERY ARLINGTON VA, ARNG NGB COMOPS ARLINGTON VA, ARNG NGB J3 JOC WASHINGTON DC, ARNGRC ARLINGTON VA, ARNGRC WATCH ARLINGTON VA, CDR 5 ARMY NORTH AOC FT SAM HOUSTON TX, CDR ARMY FUTURES COMMAND AUSTIN TX, CDR ATEC ABERDEEN PROVING GROUND MD, CDR MDW J3 FT MCNAIR DC, CDR MDW JFHQ-NCR FT MCNAIR DC, CDR NETCOM 9THSC FT HUACHUCA AZ, CDR TRADOC CG FT EUSTIS VA, CDR TRADOC DCS G-3-5-7 OPNS CTR FT EUSTIS VA, CDR USAR NORTH FT SAM HOUSTON TX, CDR USARCENT SHAW AFB SC, CDR USAREUR-AF WIESBADEN GE, CDR USASOC COMMAND CENTER FT BRAGG NC, CDR USASOC FT BRAGG NC, CDR USAWHC DCS G3 CENTRAL TASKING DIV FT BRAGG NC, CDR USAWHC DCS G3 CURRENT OPS FT BRAGG NC, CDR USAWHC DCS G3 WATCH OFFICER FT BRAGG NC, CDR3RD ARMY USARCENT WATCH OFFICER SHAW AFB SC, CDRAMC REDSTONE ARSENAL AL, CDRHRC G3 DCSOPS FT KNOX KY, CDRINSCOM FT BELVOIR VA, CDRINSCOM FT BELVOIR VA, CDRINSCOMIOC FT BELVOIR VA, CDRINSCOMIOC FT BELVOIR VA, CDRMDW WASHINGTON DC, CDRUSACE WASHINGTON DC, CDRUSACIDC FT BELVOIR VA, CDRUSACYBER FT GORDON GA, CDRUSAEIGHT G3 CUROPS SEOUL KOR, CDRUSAEIGHT SEOUL KOR, CDRUSAMEDCOM FT SAM HOUSTON TX, CDRUSARC G33 READ FT BRAGG NC, CDRUSAREC FT KNOX KY, CDRUSARPAC CG FT SHAFTER HI, CDRUSARPAC FT SHAFTER HI, CDRUSAWHC FT BRAGG NC, COMDT USAWC CARLISLE BARRACKS PA, HQ IMCOM FT SAM HOUSTON TX, HQ SDDC CMD GROUP SCOTT AFB IL, HQ SDDC OPS MSG CNTR SCOTT AFB IL, HQ USARSO FT SAM HOUSTON TX, HQ USARSO G3 FT SAM HOUSTON TX, HQDA ARMY STAFF WASHINGTON DC, HQDA CSA WASHINGTON DC, HQDA EXEC OFFICE WASHINGTON DC, HQDA IMCOM OPS DIV WASHINGTON DC, HQDA SEC ARMY WASHINGTON DC, HQDA SECRETARIAT WASHINGTON DC, HQDA SURG GEN WASHINGTON DC, MEDCOM HQ EOC FT SAM HOUSTON TX, NETCOM G3 CURRENT OPS FT HUACHUCA AZ, NGB WASHINGTON DC, SMDC ARSTRAT CG ARLINGTON VA, SMDC ARSTRAT G3 ARLINGTON VA, SUPERINTENDENT USMA WEST POINT NY, SURGEON GEN FALLS CHURCH VA, USAR AROC FT BRAGG NC, USAR CMD GRP FT BRAGG NC, USAR DCS G33 OPERATIONS FT BRAGG NC, USARCENT G3 FWD, USARPAC COMMAND CENTER FT SHAFTER HI

To: CDRUSACE WASHINGTON DC, CDRUSACIDC FT BELVOIR VA, CDRUSACYBER FT GORDON GA, CDRUSAEIGHT G3 CUROPS SEOUL KOR, CDRUSAEIGHT SEOUL KOR, CDRUSAMEDCOM FT SAM HOUSTON TX, CDRUSARC G33 READ FT BRAGG NC, CDRUSAREC FT KNOX KY, CDRUSARPAC CG FT SHAFTER HI, CDRUSARPAC FT SHAFTER HI, CDRUSAWHC FT BRAGG NC, COMDT USAWC CARLISLE BARRACKS PA, HQ IMCOM FT SAM HOUSTON TX, HQ SDDC CMD GROUP SCOTT AFB IL, HQ SDDC OPS MSG CNTR SCOTT AFB IL, HQ USARSO FT SAM HOUSTON TX, HQ USARSO G3 FT SAM HOUSTON TX, HQDA ARMY STAFF WASHINGTON DC, HQDA CSA WASHINGTON DC, HQDA EXEC OFFICE WASHINGTON DC, HQDA IMCOM OPS DIV WASHINGTON DC, HQDA SEC ARMY WASHINGTON DC, HQDA SECRETARIAT WASHINGTON DC, HQDA SURG GEN WASHINGTON DC, MEDCOM HQ EOC FT SAM HOUSTON TX, NETCOM G3 CURRENT OPS FT HUACHUCA AZ, NGB WASHINGTON DC, SMDC ARSTRAT CG ARLINGTON VA, SMDC ARSTRAT G3 ARLINGTON VA, SUPERINTENDENT USMA WEST POINT NY, SURGEON GEN FALLS CHURCH VA, USAR AROC FT BRAGG NC, USAR CMD GRP FT BRAGG NC, USAR DCS G33 OPERATIONS FT BRAGG NC, USARCENT G3 FWD, USARPAC COMMAND CENTER FT SHAFTER HI

CC: HQDA AOC DAMO ODO OPS AND CONT PLANS WASHINGTON DC, HQDA AOC G3 DAMO CAT OPSWATCH WASHINGTON DC, HQDA AOC G3 DAMO OD DIR OPS READ AND MOB WASHINGTON DC

Attachments: HQDA EXORD 117-26 Annex A - Quality Tiered Incentive Program Guidance (Final).docx, HQDA EXORD 117-26 Annex B - Quality Tiered Incentive Point Worksheet (Final).pdf, HQDA EXORD 117-26 Annex C - Commanders Guide - QTI-Program (Final).pdf

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ZNR UUUUU
P 061810Z FEB 26
FM DA WASHINGTON DC
TO RUIAAAA/ARLINGTON NATIONAL CEMETERY ARLINGTON VA
RUIAAAA/ARNG NGB COMOPS ARLINGTON VA
RUIAAAA/ARNG NGB J3 JOC WASHINGTON DC
RUIAAAA/ARNGRC ARLINGTON VA
RUIAAAA/ARNGRC WATCH ARLINGTON VA
RUIAAAA/CDR 5 ARMY NORTH AOC FT SAM HOUSTON TX
RUIAAAA/CDR ARMY FUTURES COMMAND AUSTIN TX
RUIAAAA/CDR ATEC ABERDEEN PROVING GROUND MD
RUIAAAA/CDR MDW J3 FT MCNAIR DC
RUIAAAA/CDR MDW JFHQ-NCR FT MCNAIR DC
RUIAAAA/CDR NETCOM 9THSC FT HUACHUCA AZ
RUIAAAA/CDR TRADOC CG FT EUSTIS VA
RUIAAAA/CDR TRADOC DCS G-3-5-7 OPNS CTR FT EUSTIS VA
RUIAAAA/CDR USAR NORTH FT SAM HOUSTON TX
RUIAAAA/CDR USARCENT SHAW AFB SC
RUIAAAA/CDR USAREUR-AF WIESBADEN GE
RUIAAAA/CDR USASOC COMMAND CENTER FT BRAGG NC
RUIAAAA/CDR USASOC FT BRAGG NC
RUIAAAA/CDR USAWHC DCS G3 CENTRAL TASKING DIV FT BRAGG NC
RUIAAAA/CDR USAWHC DCS G3 CURRENT OPS FT BRAGG NC
RUIAAAA/CDR USAWHC DCS G3 WATCH OFFICER FT BRAGG NC
RUIAAAA/CDR3RD ARMY USARCENT WATCH OFFICER SHAW AFB SC
RUIAAAA/CDRAMC REDSTONE ARSENAL AL

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RUIAAAA/CDRHRC G3 DCSOPS FT KNOX KY
RUIAAAA/CDRINSCOM FT BELVOIR VA
RUEPINM/CDRINSCOM FT BELVOIR VA
RUIAAAA/CDRINSCOMIOC FT BELVOIR VA
RUEPINF/CDRINSCOMIOC FT BELVOIR VA
RUIAAAA/CDRMDW WASHINGTON DC
RUIAAAA/CDRUSACE WASHINGTON DC
RUIAAAA/CDRUSACIDC FT BELVOIR VA
RUIAAAA/CDRUSACYBER FT GORDON GA
RUIAAAA/CDRUSAEIGHT G3 CUROPS SEOUL KOR
RUIAAAA/CDRUSAEIGHT SEOUL KOR
RUIAAAA/CDRUSAMEDCOM FT SAM HOUSTON TX
RUIAAAA/CDRUSARC G33 READ FT BRAGG NC
RUIAAAA/CDRUSAREC FT KNOX KY
RUIAAAA/CDRUSARPAC CG FT SHAFTER HI
RUIAAAA/CDRUSARPAC FT SHAFTER HI
RUIAAAA/CDRUSAWHC FT BRAGG NC
RUIAAAA/COMDT USAWC CARLISLE BARRACKS PA
RUIAAAA/HQ IMCOM FT SAM HOUSTON TX
RUIAAAA/HQ SDDC CMD GROUP SCOTT AFB IL
RUIAAAA/HQ SDDC OPS MSG CNTR SCOTT AFB IL
RUIAAAA/HQ USARSO FT SAM HOUSTON TX
RUIAAAA/HQ USARSO G3 FT SAM HOUSTON TX
RUEADWD/HQDA ARMY STAFF WASHINGTON DC
RUEADWD/HQDA CSA WASHINGTON DC
RUEADWD/HQDA EXEC OFFICE WASHINGTON DC
RUEADWD/HQDA IMCOM OPS DIV WASHINGTON DC
RUEADWD/HQDA SEC ARMY WASHINGTON DC
RUEADWD/HQDA SECRETARIAT WASHINGTON DC
RUEADWD/HQDA SURG GEN WASHINGTON DC
RUIAAAA/MEDCOM HQ EOC FT SAM HOUSTON TX
RUIAAAA/NETCOM G3 CURRENT OPS FT HUACHUCA AZ
RUIAAAA/NGB WASHINGTON DC
RUIAAAA/SMDC ARSTRAT CG ARLINGTON VA
RUIAAAA/SMDC ARSTRAT G3 ARLINGTON VA
RUIAAAA/SUPERINTENDENT USMA WEST POINT NY
RUIAAAA/SURGEON GEN FALLS CHURCH VA
RUJAAAA/USAR AROC FT BRAGG NC
RUJAAAA/USAR CMD GRP FT BRAGG NC
RUJAAAA/USAR DCS G33 OPERATIONS FT BRAGG NC
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SUBJ/HQDA EXORD 117-26 ARMY RETENTION PROGRAM: QUALITY TIERED
INCENTIVE (QTI) PROGRAM
UNCLASSIFIED//

(U) SUBJECT: HQDA EXORD 117-26 ARMY RETENTION PROGRAM: QUALITY TIERED
INCENTIVE (QTI) PROGRAM//

(U) REFERENCES:
REF//A/ (U) ARMY REGULATION 601-280, ARMY RETENTION PROGRAM, DATED 01

JUNE 2025//
REF//B/ (U) SECRETARY OF WAR MEMORANDUM, MODERN WORKFORCE MANAGEMENT,

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DATED 30 SEPTEMBER 2025//
REF//D/ (U) ADDITIONAL DCS, G-1 PERSONNEL GUIDANCE AND EXCEPTIONS TO
POLICY, DATED: TO BE PUBLISHED//

1. (U) SITUATION. THE SECRETARY OF WAR DIRECTED THE RESTORATION OF THE WARRIOR ETHOS AND THE ENHANCEMENT OF PERSONNEL POLICIES THAT REFLECT HIGH-PERFORMANCE CULTURE. TO EXECUTE THESE REQUIREMENTS, THE ARMY IS IMPLEMENTING THE QTI-PROGRAM BEGINNING 01 APRIL 2026 (REFERENCE B).

2. (U) MISSION. THE ARMY WILL IMPLEMENT THE QUALITY TIERED INCENTIVE PROGRAM, EFFECTIVE 01 APRIL 2026 TO IMPROVE INCENTIVIZING HIGHEST QUALITY THROUGH MONETARY REENLISTMENT INCENTIVES AND INCREASE ARMY READINESS.

3. (U) EXECUTION.

3.A. (U) INTENT. ESTABLISH A FIELD-EXECUTABLE, QUALITY TIERED INCENTIVE PROGRAM FOR RETENTION THAT MEASURES A SOLDIER'S PERFORMANCE THROUGH FITNESS, TECHNICAL EXPERTISE, AND PERFORMANCE/POTENTIAL. COMMANDERS WILL MEASURE THESE METRICS TO CREATE A QUALITY TIER LIST BY COHORT UTILIZING ANNEX B, TO DETERMINE ADDITIONAL MONETARY INCENTIVES FOR THE HIGHEST QUALITY PERSONNEL WITHIN THEIR ORGANIZATIONS.

3.A.1. (U) PURPOSE. VERIFY QUALITY METRICS TO PERFORM QTI ANALYSIS AND IMPROVE OVERALL ARMY RETENTION INCENTIVES THAT INCENTIVIZE HIGH QUALITY DURING REENLISTMENT.

3.A.2. (U) KEY TASKS.

3.A.2.A. (U) CLEAR COMMUNICATION OF THE QTI-PROGRAM STANDARDS, DETERMINING POPULATIONS REQUIRED TO BE REVIEWED AND STRATIFIED, AND ACTIONS REQUIRED BY THE CHAIN OF COMMAND TO IMPLEMENT THE QUALITY TIER LIST BY COHORT.

3.A.2.B. (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.

3.A.2.C. (U) DELIBERATE IMPLEMENTATION OF THE QTI-PROGRAM THROUGHOUT THE ARMY EFFECTIVE 01 APRIL 2026.

3.A.2.D. (U) ASSESS THE IMPACT OF QTI-PROGRAM IMPLEMENTATION ON ALL SOLDIERS THROUGH MONTHLY REPORTING MECHANISMS ESTABLISHED BY THE DIRECTOR OF MILITARY PERSONNEL MANAGEMENT (DMPM).

3.A.3. (U) END STATE. QTI-PROGRAM STANDARDS AND ITS IMPLEMENTATION PLAN ARE COMMUNICATED CLEARLY TO LEADERS AND SOLDIERS THROUGHOUT THE ARMY; ENHANCING COMMANDER'S ABILITY TO EXECUTE STRATIFICATION OF SOLDIERS AND ENSURE THE QUALITY TIERED INCENTIVE TASKS ARE VERIFIED.

3.B. (U) CONCEPT OF OPERATION.

3.B.1. (U) EFFECTIVE 01 APRIL 2026, THE QTI-PROGRAM IS ESTABLISHED

AS

A NEW REQUIREMENT TO DETERMINE A SOLDIER'S REENLISTMENT QUALITY WITHIN THREE CATEGORIES: PHYSICAL FITNESS, TECHNICAL EXPERTISE, AND OBSERVATIONS OF LEADERSHIP POTENTIAL AND PERFORMANCE. COMMANDERS WILL

STRATIFY THEIR ORGANIZATION'S POPULATIONS BY COHORT TO CREATE A QUALITY TIER LIST, FURTHER DETERMINING MONETARY INCENTIVES DURING REENLISTMENT.

3.B.2. (U) THE QTI-PROGRAM ANALYSIS IS REQUIRED AND WILL OCCUR IN THE FOURTH QUARTER OF EACH FISCAL YEAR (FY) TO DETERMINE PERSONNEL TIERING FOR ALL REGULAR ARMY ENLISTED SOLDIERS ENTERING INTO THE CURRENT IN-AND-OUT YEAR REENLISTMENT OPPORTUNITY WINDOWS (ROW).

3.B.2.A. (U) ONGOING QUALITY TIER MANAGEMENT AND PROCESSES ARE PROVIDED WITHIN ANNEX A.

3.B.2.B. (U) QUALITY TIER SCORES WILL BE UPLOADED INTO IPPS-A FOR-ORGANIZATION CONTINUITY AND VALIDATION MEASURES USING THE QUALITY TIERED INCENTIVE POINT WORKSHEET ONCE AUTOMATION IS AVAILABLE.

3.C. (U) TASKS TO ARMY STAFF, SUBORDINATE ORGANIZATIONS AND REQUESTS FOR SUPPORT.

3.C.1. (U) HQDA DEPUTY CHIEF OF STAFF (DCS), G-1 (IN COORDINATION WITH ASA(M&RA)).

3.C.1.A. (U) CONDUCT TOWNHALL SESSIONS TO INFORM KEY LEADERS (G-1) AT COMPANY AND ABOVE OF THE QTI-PROGRAM STANDARD FOR THE ARMY NLT 15 MARCH 2026.

3.C.1.B. (U) OVERSEE AND DIRECT NECESSARY UPDATES TO AUTHORITATIVE DATA SYSTEMS, SUCH AS RETAIN OR THE INTEGRATED PERSONNEL AND PAY SYSTEM-ARMY (IPPS-A), TO ENSURE PROPER RECORDING AND DATA EXCHANGE.

3.C.1.C. (U) STARTING 01 MAY 2026, IMPLEMENT A FORMAL MONTHLY REPORTING PROCESS TO INFORM ARMY SENIOR LEADERS ABOUT THE QTI-PROGRAM'S IMPACT ON RETENTION AND STRENGTH MANAGEMENT READINESS.

3.C.2. (U) INTEGRATED PERSONNEL AND PAY SYSTEM-ARMY (IPPS-A).

3.C.2.A. (U) IMPLEMENT UPLOAD CAPABILITY FOR THE QUALITY TIER SCORE TO BE RECORDED ON A SOLDIERS SOLDIER TALENT PROFILE (STP).

3.C.3. (U) COMMANDER, U.S. ARMY TRANSFORMATION AND TRAINING COMMAND (T2COM).

3.C.3.A. (U) SUPPORT ARMY TRAINING INFORMATION SYSTEM (ATIS) DATA EXCHANGE UPDATES.

3.C.4. (U) COMMANDERS, ALL ARMY COMMANDS (ACOM), ARMY SERVICE COMMANDS (ASCC), AND DIRECT REPORTING UNITS (DRU).

3.C.4.A. (U) ALL COMMANDERS AND LEADERS MUST REVIEW THIS ORDER AND INFORM THEIR SOLDIERS OF THE APPLICABLE QTI-PROGRAM STANDARD AND TIMELINE FOR IMPLEMENTATION.

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3.D. (U) COORDINATING INSTRUCTIONS.

3.D.1. (U) THE ONLY PERSONAL WHO WILL BE CALCULATED IN THE QUALITY TIERED INCENTIVE PROGRAM ARE REGULAR ARMY SOLDIERS THAT ARE ENTERING THE IN-AND-OUT YEAR REENLISTMENT OPPORTUNITY WINDOWS. SOLDIERS THAT ARE FLAGGED OR OTHERWISE INELIGIBLE BUT ARE WITHIN THE ROW MUST BE STRATIFIED IN THE EVENT THEY BECOME ELIGIBLE AT A FUTURE DATE.

3.D.2. (U) EXECUTE THE QTI-PROGRAM IAW ANNEX A OF THIS EXORD.

3.D.3. (U) COMPLY WITH ACTIONS OUTLINED IN PARAGRAPH 3.B.

3.D.4. (U) COMMANDERS WILL COUNSEL SOLDIERS IN ACCORDANCE WITH PARAGRAPHS A.3. THROUGH A.7. OF ANNEX A OF THIS EXORD.

4. (U) SUSTAINMENT. N/A.

5. (U) COMMAND AND SIGNAL.

5.A. (U) COMMAND. ARMY LEAD FOR THIS EXORD IS HQDA DCS, G-1.

5.B. (U) SIGNAL.

5.B.1. (U) HQDA POC'S FOR THIS MESSAGE ARE COL ANGELA N. CHIPMAN AT ANGELA.N.CHIPMAN.MIL@ARMY.MIL OR (703) 695-7643, OR SGM ENRIQUE A. ROSE AT ENRIQUE.A.ROSE4.MIL@ARMY.MIL OR (703) 695-7579.

6. (U) THE EXPIRATION DATE OF THIS EXORD IS 28 FEBRUARY 2027, UNLESS FORMALLY RESCINDED OR SUPERSEDED.

ATTACHMENTS:

ANNEX A - QUALITY TIERED INCENTIVE PROGRAM GUIDANCE.
ANNEX B - QUALITY TIERED INCENTIVE POINT WORKSHEET.
ANNEX C - COMMANDERS GUIDE - QTI-PROGRAM.

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