MILPER Number: 26-135

Proponent
AHRC-FSF-ER

Title
Special MOS Alignment Promotion Program (SMAPP)

...Issued:[09 Apr 2026]...

A. AR 195-3 (The Criminal Investigation Command Special Agent Program), 19 Jan 17.

B. AR 600-8-19 (Enlisted Promotions and Reductions), 6 Apr 26.

C. AR 601-280 (Army Retention Program), 14 Apr 23.

D. AR 614-200 (Enlisted Assignments and Utilization Management), 27 Jun 25.

E. DA PAM 611-21 (Military Occupational Classification and Structure), 20 Nov 25.

F. HQDA memorandum, DAPE-MPE-PD, 3 Apr 07, subject: Establishment of Automatic Promotion to Sergeant for MOS 12P, Prime Production Specialist.

G. HQDA memorandum, DAPE-MPE-PD, 15 Jul 08, subject: Accession and Reclassification of NCO for an Automatic Promotion to Staff Sergeant in MOS 51C - Acquisition, Logistics, and Technology Contracting NCO.

H. HQDA memorandum, DAPE-MPE-PD, 21 Dec 10, subject: Request to enroll MOS 29E in the SMAPP; (note: MOS 29E converted to MOS 17E).

I. HQDA memorandum, DAPE-MPE-PD, 27 Jun 14, subject: SMAPP expansion for MOS 25D, 25E, and 46R.

J. HQDA memorandum, DAPE-MPE-PD, 9 Sep 20, subject: Request to enroll MOS 89D in the SMAPP.

K. HQDA memorandum, DAPE-MPE-PD, 10 Oct 23, subject: Request to enroll MOS 18F in the SMAPP.

L. HQDA memorandum, DAPE-ZA, 12 Feb 25, subject: Request to enroll MOS 31D (CID Special Agent) in the SMAPP.

M. HQDA memorandum, DAPE-ZA, 27 Mar 26, subject: Request to enroll MOS 08H (Army Equestrian) in the SMAPP.

N. MILPER Message Number 26-065, AHRC-FSF-ER, 25 Feb 25, subject: Special MOS Alignment Promotion Program (SMAPP)

O. MILPER Message Number 26-084, AHRC-MPF-ER, 18 Mar 26, subject: Establishment of Career Management Field (CMF) 08 (Equid) and Military Occupational Specialty (MOS) 08H (Army Equestrian).

P. Current reclassification In/Out Call MILPER message.

1. This message rescinds MILPER Message 25-065 (reference N) and will expire one year from date published.

2. Soldiers serving in the Regular Army (RA) may reclassify into specific critical military occupational specialties (MOS) identified in the Special MOS Alignment Promotion Program (SMAPP). Promotion of Soldiers reclassified into a SMAPP-designated MOS will be effective on the date of graduation from the MOS-qualifying school, which occurs after all training phases are completed and the MOS is awarded, provided they are otherwise eligible in accordance with reference B above. This message will be cited as authority for promotion in the promotion order.

3. Soldiers applying for entry into the SMAPP:

a. Must meet qualifications for promotion to the next higher rank, including minimum time in service and time in grade requirements. Soldiers are not required to be a graduate of Noncommissioned Officer Professional Development System (NCOPDS) nor be in a promotable status provided they are otherwise eligible for promotion in accordance with AR 600-8-19. Soldiers will be promoted effective on the graduation date from the MOS-qualifying

schools, which occurs after all training phases are completed and the MOS is awarded. When Soldiers complete the MOS-qualifying training without having first met the NCOPDS requirements for promotion as provided for in reference B, the promotion will be effective the date the NCOPDS requirement is met unless NCOPDS is waived by Army policy.

b. Must be fully eligible for reenlistment, retraining, and voluntary reclassification. Soldiers incur a service remaining requirement (SRR) for attending training. The SRR is calculated from the date the Soldier graduates training and is awarded the MOS. Upon approval of a reclassification request and prior to attending training, Soldiers must reenlist or extend to meet this SRR.

c. Must be endorsed by the first Lieutenant Colonel (LTC)/O5 commander in the Soldier's chain of command.

d. Will receive a memorandum from U.S. Army Human Resources Command (HRC) upon approval of reclassification and entry into the SMAPP. Reclassification is not complete until a reclassification control number (RCN) is issued by HRC; the RCN is required for publishing the MOS order. The notification memorandum and MOS order must be provided via Personnel Action Request (PAR) to the Enlisted Promotions Branch, HRC for publication of promotion orders.

e. Soldiers who enlist for any MOS listed in the SMAPP either through normal enlistment processing or via temporary pilot programs are not authorized promotion in accordance with the SMAPP.

4. Critical MOS currently SMAPP designated:

a. For promotion to Sergeant: Soldiers must be a specialist/corporal and meet minimum qualifications (MINQUALS) for the MOS prior to submitting a request for reclassification. Soldiers will be promoted effective on the graduation date from the MOS-qualifying schools.

(1) MOS 08H, Army Equestrian:

(a) Soldiers may submit applications to: usarmy.mdw.mbx.jtf-ncr-mdw aeefmpo@army.mil.

(b) Soldiers must contact their local Career Counselor for processing information.

(c) Soldiers incur a 48-month SRR upon completion of training and award of MOS 08H.

(2) MOS 12P, Prime Power Production Specialist:

(a) Soldiers may request reclassification into MOS 12P regardless of the In/Out Calls of their current primary military occupational specialty (PMOS).

(b) Information and procedures for reclassification into MOS 12P are found at http://www.usace.army.mil/Prime-Power-School/12D.

(c) Soldiers must contact their local Career Counselor for processing information.

(d) Soldiers incur a 30-month SRR upon graduation and award of MOS 12P.

(3) MOS 17E, Electronic Warfare Specialist:

(a) Soldiers may request reclassification into MOS 17E regardless of the In/Out Calls for their current PMOS.

(b) Soldiers must contact their local Career Counselor for processing information.

(c) Soldiers incur a 36-month SRR upon graduation and award of MOS 17E.

(4) MOS 31D, Criminal Investigation Command (CID) Special Agent:

(a) Soldiers may request reclassification into MOS 31D regardless of the In/Out Calls for their current PMOS.

(b) Soldiers must be approved for reclassification into MOS 31D by the Commander, U.S. Army Criminal Investigation Command (USACIDC), in accordance with AR 195-3.

(c) Soldiers must forward the acceptance memorandum to their servicing Career Counselor for processing.

(d) Soldiers incur a 36-month SRR upon graduation and award of MOS 31D.

(e) Soldiers must complete MOS 31D training and a 12-month apprentice period to receive full accreditation in MOS 31D as provided by AR 195-3.

(f) Information and procedures for reclassification into MOS 31D are found at https://www.cid.army.mil/Join-CID/.

(5) MOS 89D, Explosive Ordnance Disposal (EOD) Specialist:

(a) Soldiers may request reclassification into MOS 89D regardless of the In/Out Calls for their current PMOS.

(b) Soldiers must forward the acceptance memorandum to their servicing Career Counselor for processing.

(c) Soldiers incur a 36-month SRR upon graduation and award of MOS 89D.

(d) Information and procedures for reclassifying into MOS 89D are found at https://www.goarmysof.army.mil/EOD.

b. For promotion to Staff Sergeant (SSG): In accordance with reference B, Soldiers must be a graduate of the Basic Leader Course (BLC) for promotion to SSG. For future promotion consideration, Soldiers must be a graduate of Advanced Leader Course (ALC) for promotion to Sergeant First Class. There are no ALC for MOS 25D, 25E, or 51C, however, reclassification training courses are approved as the ALC equivalent for the MOS. Upon graduation and award of the MOS, Soldiers are required to submit a packet through their unit S-3 Schools to HRC Enlisted Schools Branch to receive credit for ALC.

(1) MOS 25D, Cyber Network Defender:

(a) Soldiers may request reclassification into MOS 25D regardless of the In/Out Calls for their current PMOS.

(b) Soldiers must be conditionally accepted by the Personnel Development Office, U.S. Army Signal Center of Excellence, and receive approval to take the MOS 25D in-service screening test (ISST) in accordance with DA PAM 611-21, table 10-25D.

(c) Soldiers must forward the acceptance memorandum to their servicing Career Counselor for processing.

(d) Soldiers incur a 36-month SRR upon graduation and award of MOS 25D.

(2) MOS 25E, Electromagnetic Spectrum Manager:

(a) Soldiers may request reclassification into MOS 25E regardless of the In/Out Calls for their current PMOS.

(b) Soldiers must contact their local Career Counselor for processing information. Soldiers must be approved for reclassification into MOS 25E by HRC in accordance with DA PAM 611-21, table 10.

(c) Soldiers incur a 36-month SRR upon graduation and award of MOS 25E.

(3) MOS 51C, Acquisition, Logistics, and Technology Contracting NCO:

(a) Soldiers must forward the acceptance memorandum to their servicing Career Counselor for processing.

(b) Soldiers incur a 60-month SRR upon completion of training and award of MOS 51C.

(c) Information and procedures for reclassification into MOS 51C are found at https://asc.army.mil/web/career-development/military-nco/active-component-reclass-program.

c. For promotion to Sergeant First Class: MOS 18F, Special Forces Intelligence Sergeant:

(1) Must be Staff Sergeant; Soldiers will be promoted to Sergeant First Class upon graduation and award of the MOS.

(2) Soldiers must be otherwise fully eligible for promotion to include time in grade (TIG) requirements and, in accordance with reference B, a graduate of ALC. Soldiers will be promoted effective the date all MOS training requirements (phases) are met and upon award of MOS 18F.

(3) Soldiers must forward the selection memorandum to their servicing Career Counselor for reclassification processing.

(4) These Soldiers have met the initial SRR to serve in career management field (CMF) 18; however, they are also required to meet the 3-year SRR for promotion to SFC.

5. To remain eligible for this program, Soldiers must remain eligible for promotion and graduate training. Soldiers who do not complete training as scheduled or are disqualified for the new MOS (to include remaining eligible for promotion) will remain in their current PMOS and be reassigned in accordance with the needs of the Army.

6. Soldiers and leaders should contact their servicing or installation Career Counselor for questions concerning reenlistment or reclassification. Career Counselors with questions pertaining to this message should contact the Retention and Reclassification Branch, AHRC-MPF-ER, HRC, Force Alignment Division (FAD), at the following email address usarmy.knox.hrc.mbx.fadd-reclass@army.mil.