

**MILPER Message Number
16-283**

**Proponent
AHRC-EPF-R**

**Title
Change to Retention Control Points (RCP) for Enlisted Soldiers Serving in the Regular Army (RA) and the Title 10 Active Guard Reserve (AGR) Program**

...Issued: [9/29/2016 2:43:37 PM]...

A. HQDA ALARACT Message 85/2016, DAPE-MPE, Release of Implementation Guidance for Retention Control Point (RCP) Changes Pertaining To Army Directive 2016-19, Retaining a Quality NCO Corps, 29 September 2016.

B. Army Directive 2016-19 (Retaining a Quality Noncommissioned Officer Corps), 26 May 2016.

C. Army Regulation 135-18 (The Active Guard Reserve (AGR) Program), 1 November 2004.

D. Army Regulation 140-10 (Assignments, Attachments, Details, and Transfers), 15 August 2005.

E. Army Regulation 140-111 (The U.S. Army Reserve Reenlistment Program), 9 May 2007.

F. Army Regulation 600-8-19 (Enlisted Promotions and Reductions), 18 December 2015.

G. Army Regulation 601-210 (Active and Reserve Components Enlistment Program), 8 February 2011 (Expedited Revision (EXREV) 003, 3 December 2013).

H. Army Regulation 601-280 (Army Retention Program), 1 April 2016.

I. MILPER Message 14-070 (Change to Retention Control Points (RCP) for Enlisted Soldiers Serving in the Regular Army (RA) and the Title 10 Active Guard Reserve (AGR) Program), 11 March 2014.

1. This MILPER message supersedes reference I and will expire one year from issue date.

2. The Army established new policies pertaining to Retention Control Points (RCP) in reference A above for Soldiers serving in the Regular Army (RA) and U.S. Army Reserves (USAR)/Army National Guard (ARNG) Soldiers serving under the Active Guard Reserve (AGR) Program in a Title 10 status.

3. Soldiers may perform service on active duty (provided they are not barred from continued service or otherwise separated) up to the following RCP as shown in the table below or age 60, whichever occurs first. First Sergeant (1SG)/Master Sergeant (MSG) is the only rank that has a different RCP

for promotable Soldiers, which applies to RA and USAR only. Retention Control Points effective 1 October 2016:

Rank	Total Years Active Service
Private/Private First Class	5
Corporal/Specialist (including those promotable)	8
Sergeant (including those promotable)	14
Staff Sergeant (including those promotable)	20
SFC & SFC(P) with a BASD of:	
1 October 1992 and earlier	26 Years
2 October 1992 through 1 April 1994 (inclusive)	25 Years
2 April 1994 and later	24 Years
1SG/MSG with a BASD of:	
1 October 1989 and earlier	29 Years
2 October 1989 through 1 October 1990 (inclusive)	28 Years
2 October 1990 through 1 April 1992 (inclusive)	27 Years
2 April 1992 and later	26 Years
1SG/MSG(P) & CSM/SGM with a BASD of:	
1 October 1986 and earlier	32 Years
2 October 1986 through 1 April 1988 (inclusive)	31 Years
2 April 1988 and later	30 Years
Notes:	
1. Active service is defined as service on active duty.	
2. SGM/CSM serving in nominative positions where organizations are commanded by general officers, Sergeants Major that serve as the principle staff SGM at the HQDA level may also be considered nominative, and certain other SGM position considered as nominative at the discretion of the Sergeant Major of the Army are authorized to serve beyond 30 years total active service while serving in these positions. In these cases, the SGM/CSM Expiration of Term of Service (ETS)/RCP will be established by HQDA as their projected change of responsibility date (PCORD) plus three months. SGM/CSM must submit their retirement 8-12 months from the established ETS date. Those who fail to submit retirement before PCORD will be reclassified in Special Reporting Code (SRC) 09U (see note 3).	
3. The RCP for Soldiers classified in SRC 09U is 9 months from the effective date of classification.	

4. Implementation.

a. U.S. Army Human Resources Command (HRC) will execute ETS changes in accordance with the table listed in paragraph 3 during the week of 26-30 September 2016. HRC will adjust RCPs so that all senior NCOs impacted by this policy will have a minimum of 12 months remaining in service from 1 October 2016. Soldiers in the following categories are exempt:

(1) CSMs/SGMs currently serving in or upon selection to a CSL, Key Billet, or Nominative/Command position will have their ETS adjusted to the new RCP or their PCORD, plus three months, whichever

is greater.

(2) Soldiers with a previously approved exception to policy from HQDA or HRC to exceed their RCP will maintain their current ETS. This includes individual requests and the exception authorized by MILPER message 11-096 for SGT(P), SSG and SSG(P), who elected the Career Status Bonus prior to 1 June 2011 to serve up to 20 to 23 years, respectively.

(3) Soldiers who were paid a Critical Skills Retention Bonus (CSRB) with a service obligation date greater than their RCP. These Soldiers will serve to their CSRB obligation end date.

(4) Soldiers who were 40 years of age or older on the date of their enlistment may exceed age 60 to complete the minimum time for regular or non-regular retirement for their respective component.

(5) NCOs who entered an indefinite reenlistment contract and hold the same rank as when they reenlisted may remain in service until the date identified on their contract. However, once the Soldier is promoted or demoted, the RCP outlined in paragraph 3 applies.

(6) Soldiers who were previously approved for Post 9/11 GI Bill Transfer of Education Benefits (TEB). In order to maintain TEB, Soldiers who have served at least 10 years as of the TEB request date and cannot complete the required four additional years due to the new RCP must serve for the maximum amount of time allowed by the RCP. HRC will change the respective service obligation end dates no later than 15 October 2016. Soldiers should verify their adjusted obligation end date at www.dmdc.osd.mil/milconnect.

(7) NCOs selected to attend the U.S. Army Sergeants Major Academy before 26 May 2016 may serve to complete 36 months time in grade upon promotion to SGM.

(8) SFC and MSG who cannot complete 36 months time in grade due to the new RCP may serve to their 26th or 29th year, respectively, or 36 months time in grade, whichever occurs first.

b. Any discrepancies with a Soldier's ETS adjustment should be brought to the attention of the unit career counselor who will coordinate with HRC to validate the ETS date.

5. When an RA Soldier is reduced in grade or removed from a centralized promotion list, the commander must ensure the career counselor is notified of the reduction. The unit G-1/S-1 is responsible for providing the servicing career counselor documentation of the reduction/removal. When an AGR Soldier is reduced in grade or removed from a centralized promotion list, the unit G-1/S-1 is responsible for providing HRC Promotion Branch and the Retention and Reclassification Branch (RRB) the supporting documentation. The career counselor will use the "exceeds RCP/reduction" reason code in the RETAIN system to adjust the RA Soldier's ETS and RRB will adjust the AGR Soldier's ETS in the Reserve Data Maintenance System (RDMS) as follows:

a. Soldiers who exceed the RCP for their reduced grade will have their ETS adjusted to 180 days from the effective date of the reduction/removal unless they are within 180 days from their current ETS or meet the criteria in paragraph 5C of this message. The Soldier may request an earlier separation date, which requires approval by their Battalion Commander. All Soldiers will be provided a minimum of 90 days to separate (example: A SSG with 15 years of Active Federal Service (AFS) who is reduced to SGT will have an ETS 180 days from the effective date of the reduction).

b. Soldiers who do not exceed the RCP for their reduced grade, but have an ETS that exceeds the RCP for the reduced grade will have their ETS adjusted to the RCP for the reduced grade or 180

days from the date of the reduction/removal, whichever is later, unless they are within 180 days from their current ETS or meet the criteria in paragraph 5C of this message. (Example: a SGT with six years of AFS who is reduced to SPC and his/her ETS exceeds the SPC RCP will have his/her ETS adjusted to the day he/she attains eight years of AFS).

c. Soldiers who have between 18 and 20 years of AFS may not be separated, but will be permitted to retire on the first day of the month they reach 20 years of AFS unless the Soldier is approved for separation by the Assistant Secretary of the Army (Manpower & Reserve Affairs). Career counselors/RRB will adjust the Soldier's ETS to the last day of the month the Soldier reaches 20 years of AFS or 180 days from the date of the reduction/removal, whichever is later.

d. Soldiers who have over 20 years of AFS who exceed RCP as a result of the reduction in grade or removal from a promotion list must submit for retirement and retire no later than 180 days from the effective date of the reduction/removal. Career counselors/RRB will adjust the Soldier's ETS to 180 days from the effective date of the reduction/removal. Once the Soldier receives his/her retirement orders the career counselor/RRB may adjust the ETS again to meet the separation date on those orders. Soldiers who do not exceed the RCP for their reduced grade serve to the RCP for that grade. (Example: A MSG with 23 years of AFS is reduced to SFC will have their ETS adjusted to the last day of the month they attain 24 years of AFS).

6. Soldiers classified in SRC 09U, due to becoming unqualified in an authorized Army Military Occupational Specialty (MOS), will separate or retire not earlier than 90 days and no later than 270 days after the effective date of classification. Soldiers who have between 18 and 20 years of AFS may serve to meet the minimum retirement eligibility or no later than 270 days after the effective date of the classification, whichever is later, unless the Soldier is approved for separation by the Assistant Secretary of the Army (Manpower & Reserve Affairs). RRB will make adjustments for both the RA and AGR 09U population.

7. Soldiers who received an incentive for a specific service obligation and separate prior to completing their service obligation are subject to recoupment of the unearned portion of the incentive.

8. All Soldiers released from active duty due to exceeding their RCP may be eligible to transfer to the Army National Guard or Army Reserves.

9. All requests for exceptions to the RCP policy for MSG (nonpromotable) and below will be endorsed by the first Colonel (O-6) in the Soldier's chain of command and processed through the unit's retention office to HRC. Exceptions to policy for SGM/CSM are processed through the ACOM G-1 to the Army G-1. Additional guidance on processing these exceptions to policy will be provided in a subsequent RETAIN message.

10. Point of contact for all inquiries pertaining to the RCP is the servicing career counselor. Career counselors with questions pertaining to this message will contact the Retention and Reclassification Branch, HRC, at usarmy.knox.hrc.mbx.epmd-eligibility-management-branch@mail.mil.