

SUBJECT: Reenlistment Options and Window

1. Reference: AR 601-280, Army Retention Policy, 31 January 2006.
2. In FY12 the Army is implementing a biannual mission with two distinct phases in order to align with strategic initiatives.

a. **Phase I.** Opportunity window starts on 1 October 2011 and ends on 31 January 2012; only Soldiers with an ETS date between 1 January 2012 and 30 September 2012 are considered in the reenlistment window during this Phase I period. The policy of requiring Soldiers to reenlist prior to 90 days from ETS (90 day window) will remain in effect. Soldiers whose 90 day window falls before 31 January 2012 are restricted by the 90 day window. Examples:

(1) Soldier's ETS is 15 Mar 2012 – Soldier must reenlist NLT 15 Dec 2011 before he/she hits the 90 day window. This example reflects when a Soldier must reenlist earlier than 31 January 2012, due to the 90 day window.

(2) Soldier's ETS is 15 Jul 2012 – Soldier must reenlist NLT 31 Jan 2012 before the end of Phase I. This example reflects when the 90 day window does not apply because the Soldier enters the 90 day window after 31 January 2012.

Note:

Exception: Soldiers with an FY13 ETS date, who are deployed, and have a Stop Move Termination Year/Month (SMTYM) of 30 June 2012 or earlier, and are eligible to receive a Location or MOS/SQI/ASI/Language code Selective Reenlistment Bonus (SRB) are authorized to reenlist during the Phase I period.

b. **Phase II.** The second phase within FY12 will focus on the FY13 ETS population. Army Retention Policy message 12-02 (with change) will address the reenlistment window for the FY13 ETS population NLT 1 March 2012. Career Counselors must ensure they are counseling Soldiers and preparing reenlistment packets, IAW AR 601-280, for those with an FY13 ETS date.

c. This message will change appropriately in order to support strategic initiatives impacting the profession and total force.

3. Reenlistment Options are only available, if otherwise qualified, to those Soldiers at the rank of **Specialist (E4)** or above, who have a contractual ETS date on or before 30 September 2012, **to include those FY13 Soldiers who meet the exception criteria IAW the exception include in paragraph 2.** The eligibility for reenlistment options are as follows:

a. **Initial Term Soldiers:**

(1) Serving in an over strength MOS (N/Y) are limited to the Army Training Reenlistment Option only. Additionally, Soldiers must select an MOS listed as under strength (Y/N) **or balanced (N/N)** on the current IN/OUT Call MILPER Message.

(2) Serving in a balanced (N/N) or under strength MOS (Y/N) are eligible for the Regular Army Reenlistment Option, Current Station Stabilization Reenlistment Option, Overseas Assignment Reenlistment Option, and CONUS Station-of-Choice Reenlistment Option.

(3) Assigned, not attached, to USASOC under MACOM Code SP and serving in an over strength MOS (N/Y) are limited to the Regular Army Reenlistment Option or Army Training Reenlistment Option.

(4) Serving in an over strength MOS (N/Y) who have a **Location or SQI/ASI/LANG SRB** only may reenlist for the Regular Army Reenlistment Option or Army Training Reenlistment Option, providing they are serving in **or duty to the Location or SQI/ASI/LANG** position.

b. **Mid-Career Soldiers:**

(1) Serving in an over strength MOS (N/Y) are limited to the Army Training Reenlistment Option only. Additionally, Soldiers must select an MOS listed as under strength (Y/N) **or balanced (N/N)** on the current IN/OUT Call MILPER Message.

(2) Serving in a balanced (N/N) or under strength MOS (Y/N) are eligible for the Regular Army Reenlistment Option, Current Station Stabilization Reenlistment Option, Overseas Assignment Reenlistment Option, and CONUS Station-of-Choice Reenlistment Option

(3) Assigned, not attached, to USASOC under MACOM Code SP and serving in an over strength MOS (N/Y) are limited to the Regular Army Reenlistment Option or Army Training Reenlistment Option.

(4) Serving in an over strength MOS (N/Y) who have a **Location or SQI/ASI/LANG SRB** only may reenlist for the Regular Army Reenlistment Option or Army Training Reenlistment Option, providing they are serving in **or duty to the Location or SQI/ASI/LANG** position.

c. **Careerist Soldiers:**

(1) In balanced (N/N) or under strength (Y/N) with less than 10 years of AFS on date of discharge may only receive the Regular Army Reenlistment Option.

(2) SSG and above, regardless of strength, with 10 or more years of AFS on date of discharge must reenlist under the Indefinite Reenlistment Program.

(3) SGT or below and serving in an over strength MOS (N/Y) are limited to the Army Training Reenlistment Option only. Additionally, Soldiers must select an MOS listed as under strength (Y/N) **or balanced (N/N)** on the current IN/OUT Call MILPER Message.

(4) SSG serving in an over strength MOS (N/Y) with less than 10 years of AFS on the date of discharge may reenlist for the Regular Army Reenlistment Option or Army Training Reenlistment Option. **SSG (P) and SFC** are limited to Regular Army Reenlistment Option.

4. **Reenlistment Options:** Initial term and Mid-Career (Soldiers reenlisting for movement options) must have a minimum of 12 months time on station **or have met the minimum SRR** before departing the installation.

a. **Regular Army Reenlistment Option (E-1)** can reenlist for 2 - 6 years. New ETS date must be greater than one year from contractual ETS date.

b. **Current Station Stabilization Reenlistment Option (E-2):** Soldiers assigned to CONUS TDA units must have less than 23 months Time on Station (TOS) at time of reenlistment to qualify for this option. There are no TOS restrictions for Soldiers assigned to MTO&E units. Soldiers assigned to CONUS TDA units may not exceed 24 months TOS when adding reenlistment stabilization to current TOS. (Example: Soldier who is assigned to a CONUS TDA unit and has 20 months TOS on date of reenlistment may be stabilized for no more than 4 months). Soldiers assigned to OCONUS TDA/MTO&E units are authorized this option provided they reenlist at least 6 months prior to DEROS. New ETS date must be greater than one year from contractual ETS date.

(1) **Initial Term Soldiers** - minimum 3 year reenlistment. Guarantees 1 to 12 months stabilization from date of reenlistment for CONUS based Soldiers or 1 to 12 months stabilization from DEROS for OCONUS based Soldiers.

(2) Mid-Career Soldiers - minimum 3 year reenlistment. Guarantees 1 to 12 months stabilization from date of reenlistment for CONUS based Soldiers or 1 to 12 months stabilization from DEROS for OCONUS based Soldiers.

c. **Army Training Reenlistment Option (E-3):** New ETS date must be greater than one year from contractual ETS date. Training processing guidance and procedures are outlined in (1) thru (6) (below) **and must have a minimum of 12 months time on station before departing the installation, as prescribed in paragraph 4.**

(1) Non-deployed Soldiers/Units: All training start dates must be within 12 months of request date regardless of the type of unit the Soldier is assigned to.

(2) Soldiers assigned to TDA units: Training start date must be within 12 months of request date and the Soldier cannot have more than 24 months time on station at training start date.

(3) Soldiers with an SMSC code of "A", "F", or "I" are authorized to request retraining. Training start date will be no earlier than 60 or 90 days (as applied) after redeployment and no later than 180 days prior to the unit's next LAD.

(4) Soldiers assigned to OCONUS units: Eligible to start processing 18 months prior to DEROS. Training will not be scheduled prior to a Soldier's DEROS.

(5) Initial Term Soldiers - minimum 3 year reenlistment. Soldiers must meet the minimum SRR for the new MOS and follow-on assignment.

(6) Mid-Career Soldiers - minimum 3 year reenlistment. Soldiers must meet the minimum SRR for the new MOS and follow-on assignment.

d. **Overseas Assignment Reenlistment Option (E-4):** Soldiers assigned to current TDA units who reenlist for Option 4 must reenlist for a MTO&E unit; they are not authorized to reenlist for another TDA location. **Soldiers must have 12 months time on station or have met the minimum service remaining requirement before departing the installation, as prescribed in paragraph 4.** New ETS date must be greater than one year from contractual ETS date.

(1) Initial Term Soldiers - minimum 4 year reenlistment for a long tour area and 3 years for a short tour area. Soldiers must be within 12 months of their date available to move (DEROS, LCM end date, SMTYM, or AEA end date) to obtain this option in RETAIN.

(2) Mid-Career Soldiers - minimum 4 year reenlistment for a long tour area and 3 years for a short tour area. Soldiers must be within 12 months of their date available to move (DEROS, LCM end date, SMTYM, or AEA end date) to obtain this option in RETAIN.

e. **CONUS Station-of-Choice Reenlistment Option (E-5)**: Soldiers assigned to current TDA units who reenlist for Option 5 must reenlist for a MTO&E unit; they are not authorized to reenlist for another TDA location. **Soldiers must have 12 months time on station before departing the installation, as prescribed in paragraph 4.** New ETS date must be greater than one year from contractual ETS date.

(1) Initial Term Soldiers - minimum 3 year reenlistment. Soldiers must be within 12 months of their date available to move (DEROS, LCM end date, SMTYM, or AEA end date) to obtain this option in RETAIN.

(2) Mid-Career Soldiers - minimum 3 year reenlistment. Soldiers must be within 12 months of their date available to move (DEROS, LCM end date, SMTYM, or AEA end date) to obtain this option in RETAIN.

5. Movement out of the unit resulting from a reenlistment option must be accomplished prior to LAD minus 180 days. This means all report dates and training start dates must be prior to LAD minus 180 days. All report dates and training dates must be after the 60 or 90 day stabilization period following redeployment. Movement options for Soldiers assigned to OCONUS AFM units remains driven by their DEROS date. DEROS adjustments may be accomplished IAW AR 614-30 for Soldiers who have a DEROS between LAD minus 90 and LAD minus 180 days and desire to reenlist for a movement option to move prior to LAD -180.

6. **Soldiers with an FY12 ETS date must reenlist prior to 31 January 2012 (end of Phase I). Soldiers with an FY 12 ETS date who do not reenlist during Phase I are no longer eligible for reenlistment.**

7. **This message is approved for public release and will be re-released on the effective date of 1 October 2011.**

8. POC for this message is SGM Drummond at DSN 312-225-7579.

End of Policy Message 12-02

PREVIEW

SGM Drummond

FY12 Retention, Phase I

