

# New Retention Control Points Take Effect Feb. 1

NCO Journal Staff Report

**A**rmy Directive 2013-28 has been released with an effective date of Feb. 1, 2014. The directive identifies new retention control points (RCP) for each enlisted rank. Retention control points are the maximum amount of years of active service, an enlisted Soldier can have before they must either get promoted or leave the Army.

The directive applies to Soldiers serving in the Regular Army and Soldiers of the U.S. Army Reserve and the Army National Guard of the United States who are serving under the Active Guard Reserve Title 10 programs. This policy does not apply to Soldiers serving in the USAR or ARNGUS who are mobilized, or assigned to the Individual Ready Reserve or Troop Program Unit.

A Soldier's RCP is based on their basic active service date (the date they were sworn into the Army). However, Soldiers whose RCP precedes their end term of service (ETS) will serve until their ETS date.

RCP is a program that will not allow Soldiers to reenlist when they have reached their specific RCP. Soldiers can attend promotion boards prior to their RCP date to extend their Army career. If a Soldier gets promoted prior to reaching their RCP, they can continue their service and reenlist at their new rank provided they meet current reenlistment standards (see table below for how promotable status affects each rank's RCP).

Those Soldiers who exceed the RCP for their current rank because of a reduction in grade or removal from the promotion list must retire or separate from the Army no



SECRETARY OF THE ARMY  
WASHINGTON

28 JAN 2014

## MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2013-28 (Retention Control Points)

1. The purpose of this directive is to implement retention control points (RCPs) that are consistent for enlisted Soldiers serving on active duty across all Army components. This policy applies to Soldiers serving in the Regular Army and Soldiers of the U.S. Army Reserve (USAR) and Army National Guard of the United States (ARNGUS) who are serving under the Active Guard Reserve Title 10 programs. This policy does not apply to Soldiers serving in the USAR or ARNGUS who are mobilized, or assigned to the Individual Ready Reserve or a Troop Program Unit.

2. Effective 1 February 2014, Regular Army and Active Guard Reserve enlisted Soldiers may perform service on active duty up to their RCP or age 62 for the Regular Army and USAR or age 60 for the ARNGUS, whichever occurs first.

Army Retention Control Points

Grade	Total Years Active Service
Private-Private First Class	5
Corporal/Specialist	8
Corporal/Specialist (Promotable)	8
Sergeant	14
Sergeant (Promotable)	14
Staff Sergeant	20
Staff Sergeant (Promotable)	26
Sergeant First Class	26
Sergeant First Class (Promotable)	29
First Sergeant/Master Sergeant	29
First Sergeant/Master Sergeant (Promotable)	32
Command Sergeant Major/Sergeant Major	32

### Notes:

1. Active service is defined as service on active duty.
2. Soldiers assigned to the U.S. Army Band, U.S. Army Field Band, West Point Band and Old Guard Fife and Drum Corps may serve up to the RCP for their rank as stated in this policy. Soldiers in the bands who exceed the RCP for their current rank may serve until 31 January 2015.
3. Command sergeants major (CSMs) and sergeants major (SGMs) (at Headquarters, Department of the Army and Army Commands) serving in nominative positions where the CSM/SGM is rated by a general officer, member of the Senior Executive Service or equivalent, or serving as CSM at the U.S. Army Sergeants Major Academy or as Executive Officer to the Sergeant Major of the Army are authorized to serve up to 35 years total active service.
4. "Promotable" refers to Regular Army and USAR only. The ARNG Active Guard Reserve Title 10 Program has no "promotable" status. RCPs for those Soldiers are established at the "nonpromotable" grade.
5. The RCP for Soldiers classified in reporting code 09U is 9 months from the effective date of classification.

earlier than 90 days or no later than 180 days after the effective date of the reduction in grade. ■

**For specific questions  
please see your Career  
Counselor.**

New RCPs:

Private-Private First Class:

**5 years time in service**

Corporal/Specialist/Specialist (P):

**8 years time in service**

Sergeant/Sergeant (P):

**14 years time in service**

Staff Sergeant:

**20 years time in service**

Staff Sergeant (P):

**26 years time in service**

Sergeant First Class:

**26 years time in service**

Sergeant First Class (P):

**29 years time in service**

First Sergeant/Master Sergeant:

**29 years time in service**

First Sergeant/Master Sergeant (P):

**32 years time in service**

Command Sergeant Major/Sergeant

Major:

**32 years time in service**

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3. Soldiers who exceed the RCP for their current rank because of a reduction in grade or removal from a promotion list must retire or separate no earlier than 90 days or no later than 180 days after the effective date of the reduction in grade. Soldiers with 18 or more years of active Federal service who exceed RCPs as a result of a reduction in rank may serve to meet minimum retirement eligibility unless involuntarily separated by me or my designated representative.

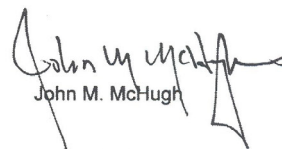
4. Soldiers who are classified in reporting code 09U (Unqualified in Authorized Army MOS) must retire or separate no earlier than 90 days or no later than 270 days after the effective date of classification in 09U. Soldiers with 18 or more years of active Federal service who are classified in 09U may serve to meet minimum retirement eligibility unless involuntarily separated by me or my designated representative.

5. Soldiers who have from 18 to 20 years of active service may not be separated unless the convening authority recommends discharge, and the Assistant Secretary of the Army (Manpower and Reserve Affairs) has made a final determination in such cases.

6. Any deviation from this policy must be formally requested as an exception to policy. The request for exception to policy must be addressed to the Deputy Chief of Staff, G-1; Director, Military Personnel Management (DAPE-MPE-PD); 300 Army Pentagon; Washington, DC 20310 for approval by the Assistant Secretary of the Army (Manpower and Reserve Affairs).

7. The Deputy Chief of Staff, G-1 is the proponent for this policy and will incorporate the provisions of this directive into the next revisions of Army Regulation 140-111 (U.S. Army Reserve Reenlistment Program) and Army Regulation 601-280 (Army Retention Program).

8. This directive will be rescinded upon publication of the revised Army regulations.

  
John M. McHugh

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