

MILPER Message Number: 15-397

Proponent: AHRC-EPF-R

Title

ENLISTED INVOLUNTARY EARLY SEPARATION PROGRAM

...Issued: [9 Dec 15]...

<https://www.hrc.army.mil/Milper/15-397>

A. MILPER MESSAGE 15-023, AHRC-EPF-R, 26 JAN 15, SUBJECT: ENLISTED INVOLUNTARY EARLY SEPARATION PROGRAM IS RESCINDED ON THE EFFECTIVE DATE OF THIS MESSAGE.

B. MILPER MESSAGE 12-383, AHRC-EPO-P, 6 DEC 12, SUBJECT: ACTIVE ARMY (AA) STOP LOSS/STOP MOVEMENT PROGRAM FOR UNITS SCHEDULED TO DEPLOY OCONUS IN SUPPORT OF OPERATION ENDURING FREEDOM (OEF).

C. ASA (M&RA) POLICY MEMORANDUM, 17 NOV 14, SUBJECT: ENLISTED INVOLUNTARY EARLY SEPARATIONS PROGRAM.

D. ALARACT MESSAGE 184/2015, 8 DEC 15, SUBJECT: ENLISTED INVOLUNTARY EARLY SEPARATION PROGRAM.

E. AR 601-210 (ACTIVE AND RESERVE COMPONENTS ENLISTMENT PROGRAM), 8 FEB 11 (RAR 003, 12 MAR 13).

F. AR 635-5-1 (SEPARATION PROGRAM DESIGNATOR (SPD) CODES), 10 DEC 07 (RAR 001, 4 AUG 11).

G. AR 635-200 (ACTIVE DUTY ENLISTED ADMINISTRATIVE SEPARATIONS), 6 JUN 05 (RAR 003, 6 SEP 11).

1. THIS MESSAGE IS EFFECTIVE 9 DEC 15 AND WILL EXPIRE 7 DEC 16.

2. THIS MESSAGE PROVIDES EXECUTION GUIDANCE FOR THE INVOLUNTARY EARLY SEPARATION OF REGULAR ARMY SOLDIERS IN THE FOLLOWING CATEGORIES WHO ELECT NOT TO REENLIST OR EXTEND:

A. **SOLDIERS ASSIGNED TO DEPLOYING UNITS:** IAW PARAGRAPH 3B OF REFERENCE D ABOVE, SOLDIERS WHO WILL HAVE LESS THAN SIX MONTHS REMAINING IN SERVICE ON THEIR UNIT'S LATEST ARRIVAL DATE (LAD) WILL NOT DEPLOY WITH THE UNIT (EXPIRATION TERM OF SERVICE (ETS))

B. **SOLDIERS ASSIGNED TO KOREA ROTATIONAL UNITS:** IAW PARAGRAPH 3C OF REFERENCE D ABOVE, SOLDIERS WITH AN ETS DATE BETWEEN LAD-180 AND LAD+179 WILL BE INVOLUNTARILY SEPARATED FROM THE ARMY UP TO 12 MONTHS PRIOR TO THEIR CONTRACTUAL ETS DATE, PROVIDED THE SOLDIER HAS AT LEAST 36 MONTHS, BUT NOT MORE THAN 15 YEARS OF TOTAL SERVICE AT THE TIME OF SEPARATION FROM ACTIVE DUTY.

C. **SOLDIERS ASSIGNED TO INACTIVATING UNITS:** IAW PARAGRAPH 3D OF REFERENCE D ABOVE, SOLDIERS WITH AN ETS DATE BETWEEN INACTIVATION AND INACTIVATION +365 WILL BE INVOLUNTARILY SEPARATED FROM THE ARMY UP TO 12 MONTHS PRIOR TO THEIR CONTRACTUAL ETS DATE, PROVIDED THE SOLDIER HAS AT LEAST 36 MONTHS, BUT NOT MORE THAN 15 YEARS OF TOTAL SERVICE AT THE TIME OF SEPARATION FROM ACTIVE DUTY.

3. **HRC IMPLEMENTATION POLICY AND PROCEDURES.**

A. **UNITS DEPLOYING IN SUPPORT OF A NAMED CONTINGENCY OPERATION:**

(1) HRC WILL IDENTIFY APPLICABLE SOLDIERS IN DEPLOYING UNITS AND CHANGE THE SOLDIER'S IMMEDIATE REENLISTMENT PROHIBITION REASON (IMREPR) CODE TO "11" WHEN THE UNIT IDENTIFICATION CODE (UIC) IS SUBMITTED TO THE HRC G-3. THIS CODE IS NOT INTENDED TO PROHIBIT REENLISTMENT OR EXTENSION. IT IS INTENDED TO IDENTIFY THOSE SOLDIERS WHO HAVE AN IMPOSED SERVICE REMAINING REQUIREMENT (SRR) AS STATED BELOW.

(2) SOLDIERS WITH IMREPR "11" WHO ELECT NOT TO REENLIST/EXTEND TO MEET THE SRR FOR DEPLOYMENT WILL BE SUBJECT TO INVOLUNTARY EARLY SEPARATION. AFTER 45 DAYS OF DESIGNATING SOLDIERS WITH IMREPR "11" IF THEY FAIL TO TAKE ACTION TO MEET THE SRR, HRC WILL CHANGE THEIR IMREPR CODE TO "9T" (APPROVED EARLY SEPARATION) AND ADJUST THEIR ETS DATE. THE ADJUSTED ETS DATE WILL BE AS CLOSE TO LAD-180 AS POSSIBLE.

B. **UNITS SCHEDULED FOR INACTIVATION:**

(1) HRC WILL IDENTIFY APPLICABLE SOLDIERS AT INACTIVATION -180 AND CHANGE THEIR IMREPR CODE TO "11". THIS CODE IS NOT INTENDED TO PROHIBIT REENLISTMENT OR EXTENSION, RATHER IDENTIFY THOSE SOLDIERS WHO HAVE AN IMPOSED SRR AS STATED BELOW.

(2) SOLDIERS WITH IMREPR "11" WHO ELECT NOT TO REENLIST/EXTEND TO MEET THE SRR FOR REASSIGNMENT, AND CANNOT BE EFFECTIVELY UTILIZED WITHIN OTHER UNITS AT THE SAME INSTALLATION, WILL BE SUBJECT TO INVOLUNTARY EARLY SEPARATION. AFTER 45 DAYS OF DESIGNATING SOLDIERS WITH IMREPR "11" IF THEY FAIL TO TAKE ACTION TO MEET THE SRR, HRC WILL CHANGE THEIR IMREPR CODE TO "9T" AND ADJUST THEIR ETS DATE. THE ADJUSTED ETS DATE WILL BE AS CLOSE TO THE DATE OF INACTIVATION +1 AS POSSIBLE WITHOUT HAVING A NEGATIVE IMPACT ON ARMY READINESS.

C. **UNITS SCHEDULED FOR KOREA ROTATION:**

(1) HRC WILL IDENTIFY APPLICABLE SOLDIERS AT LAD-365 AND CHANGE THEIR IMREPR CODE TO "11". THIS CODE IS NOT INTENDED TO PROHIBIT REENLISTMENT OR EXTENSION, RATHER IDENTIFY THOSE SOLDIERS WHO HAVE AN IMPOSED SRR AS STATED BELOW.

(2) SOLDIERS WITH IMREPR "11" WHO ELECT NOT TO REENLIST/EXTEND TO MEET THE SRR FOR THE KOREA ROTATION +90 DAYS, AND CANNOT BE EFFECTIVELY UTILIZED WITHIN OTHER UNITS AT THE SAME INSTALLATION, WILL BE SUBJECT TO INVOLUNTARY EARLY SEPARATION. AFTER 45 DAYS OF DESIGNATING SOLDIERS WITH IMREPR "11" IF THEY FAIL TO TAKE ACTION TO MEET THE SRR, HRC WILL CHANGE THEIR IMREPR CODE TO "9T" AND ADJUST THEIR ETS DATE. THE ADJUSTED ETS DATE WILL BE AS CLOSE TO LAD-180 AS POSSIBLE WITHOUT HAVING A NEGATIVE IMPACT ON ARMY READINESS.

D. SOLDIERS AFFECTED BY THIS POLICY WILL BE NOTIFIED OF EARLY SEPARATION THROUGH APPROPRIATE CHANNELS BY COMMANDERS WITH SPECIAL COURT-MARTIAL CONVENING AUTHORITY (SPCMCA). THE COMMANDER'S CAREER COUNSELOR IS RESPONSIBLE TO FURNISH A REPORT VIA THE RETAIN SYSTEM IDENTIFYING SOLDIERS FOR EARLY SEPARATION. ADDITIONAL GUIDANCE OUTLINING CAREER COUNSELOR RESPONSIBILITIES WILL BE PUBLISHED VIA RETAIN MESSAGE.

4. SEPARATION GUIDANCE.

A. SEPARATIONS UNDER THIS POLICY WILL BE ADMINISTERED UNDER THE PROVISIONS OF AR 635-200, CHAPTER 16-7. FOR PURPOSES OF POST-SERVICE BENEFITS, INVOLUNTARY EARLY SEPARATION PRESCRIBED BY THIS POLICY IS CONSIDERED TO BE FOR THE CONVENIENCE OF THE GOVERNMENT. THEREFORE, IT DOES NOT AFFECT ANY RIGHT, PRIVILEGE, OR BENEFIT TO WHICH A SOLDIER IS OTHERWISE ENTITLED HAD THE SOLDIER COMPLETED HIS/HER ENLISTMENT OR EXTENDED ENLISTMENT, EXCEPT THAT THE SOLDIER IS NOT ENTITLED TO PAY AND ALLOWANCES FOR THE PERIOD NOT SERVED.

B. REASON FOR SEPARATION TO BE ENTERED ON THE DD FORM 214 IS "INSUFFICIENT RETAINABILITY", AND THE SEPARATION PROGRAM DESIGNATOR CODES ARE "LBM" FOR SERVICE-INITIATED RELEASE OR TRANSFER TO ANOTHER COMPONENT OR "JBM" FOR SERVICE-INITIATED DISCHARGE (AR 635-5-1). REENTRY ELIGIBILITY CODE IS RE-1 (AR 601-210).

C. SOLDIERS WITH AN ADJUSTED ETS DATE CANNOT BE FORCED TO SELL BACK UNUSED LEAVE. DEPENDING ON LEAVE ACCRUED AND A SOLDIER'S ELECTION TO TAKE TRANSITION LEAVE, COMMANDERS HAVE THE FLEXIBILITY TO ADJUST THE SOLDIER'S ETS DATE BY ONE TO THREE MONTHS, BUT NEVER BEYOND THE SOLDIER'S CONTRACTUAL ETS DATE.

D. UNEARNED PORTIONS OF ENLISTMENT AND REENLISTMENT BONUSES WILL NOT BE RECOUPED.

E. SEPARATION PAY IS NOT AUTHORIZED FOR THOSE SEPARATED UNDER PARAGRAPH 3A ABOVE, BUT IS AUTHORIZED FOR THOSE SEPARATED UNDER PARAGRAPHS 3B AND 3C ABOVE THAT MEET SEPARATION PAY ELIGIBILITY.

5. EXCEPTIONS.

A. SOLDIERS THAT NEED TO BE REMOVED FROM THE PROGRAM FOR COMPASSIONATE OR ORGANIZATIONAL REASONS AS OUTLINED BELOW WILL BE SEPARATED ON HIS OR HER CONTRACTUAL ETS DATE. APPROVAL AUTHORITIES CANNOT BE FURTHER DELEGATED.

(1) FOR DEPLOYING UNITS, COMMANDERS WITH SPCMCA MAY DISAPPROVE SEPARATIONS UNDER THIS PROGRAM FOR COMPASSIONATE REASONS OR OPERATIONAL NECESSITY.

(2) FOR INACTIVATING UNITS AND KOREA ROTATIONAL UNITS, INSTALLATION SENIOR MISSION COMMANDERS HAVE THE AUTHORITY TO ADJUST AFFECTED SOLDIERS BACK TO THEIR CONTRACTUAL ETS FOR COMPASSIONATE REASONS OR UNFORESEEN PERSONNEL VACANCIES/REQUIREMENTS ON THE INSTALLATION OF THE INACTIVATING UNIT.

B. IN THE EVENT THAT A UNIT SCHEDULED FOR INACTIVATION, KOREA ROTATION, OR TO DEPLOY IN SUPPORT OF A DECLARED CONTINGENCY OPERATION RECEIVES A CHANGE THAT DELETES THE DEPLOYMENT ORDER OR ALTERS THE DATE OF INACTIVATION/LAD, FOLLOW THE GUIDANCE OUTLINED IN PARAGRAPH 5A(2) OF REFERENCE D ABOVE.

6. REENLISTMENTS OR VOLUNTARY EXTENSIONS. SOLDIERS WITH AN ADJUSTED ETS DATE AND IMREPR CODE OF "9T" WHO WISH TO REENLIST OR EXTEND MUST REQUEST AN EXCEPTION TO POLICY THROUGH THE COMMANDER EXERCISING SPCMCA TO THE ARMY HUMAN RESOURCES COMMAND (HRC). A SEPARATE RETAIN MESSAGE WILL BE RELEASED TO CAREER COUNSELORS OUTLINING THE SPECIFIC PROCEDURES.

7. FOR QUESTIONS CONCERNING SEPARATIONS UNDER THIS PROGRAM, CONTACT THE UNIT OR INSTALLATION CAREER COUNSELOR. CAREER COUNSELORS WITH QUESTIONS SHOULD CONTACT THE RETENTION AND RECLASSIFICATION BRANCH, HRC, AT USARMY.KNOX.HRC.MBX.EPMD-AIT@MAIL.MIL.