



DEPARTMENT OF THE ARMY
UNITED STATES ARMY EUROPE
UNIT 29351
APO AE 09014-9351

AEPE-RUP

8 January 2016

MEMORANDUM FOR HQ USAREUR Staff Principals, Commanders of USAREUR Major Subordinate Commands, and the Commander, HHBN, USAREUR

SUBJECT: Fiscal Year 2016 USAREUR Active Army Retention and Reserve Component Transition Mission and Guidance

This memorandum expires in 1 year.

1. References.

- a. AR 601-280, Army Retention Program.
- b. Army Regulation 635-200, Active Duty Enlisted Administrative Separations.
- c. Memorandum, Secretary of the Army, SASA, 2 February 2012, subject: Army Retention Initiatives (Army Directive 2012-03).
- d. Memorandum, HQDA, DAPE-MPE-PD, 20 October 2015, subject: 1st Quarter, Fiscal Year 2016 (FY 16), Active Army Retention and Reserve Component Transition Mission and Guidance.

2. Purpose. To provide subordinate commands with guidance on USAREUR's FY 16 retention program mission objectives.

3. Mission Objectives.

- a. The FY 16 Active Army (AA) retention mission will concentrate on retaining Soldiers with an expiration term of service (ETS) date in FY 16 or FY 17. The mission applied to the FY 16 ETS cohort is issued as an annual mission with a quarterly requirement established by USAREUR. The mission applied to the FY 17 cohort is issued on a quarterly basis and broken down by category (initial, mid-career, and career). Parameters for the reenlistment opportunity window will be published in a separate message each quarter.
- b. The Reserve Component (RC) transition mission will be an annual objective. Commanders are charged to achieve their assigned mission in each category.
- c. Assigned AA retention and RC transition mission objectives are [enclosed](#). The [enclosure](#) will be updated to show quarterly adjustments made to the mission objectives and disseminated to all command retention teams.

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4. FY 16 AA Retention Mission Guidance.

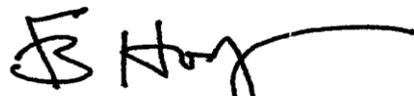
a. As the Army reduces end strength and aligns the Force, it is imperative that we retain fully qualified Soldiers to maintain our All Volunteer Force. Immediate commanders must review Soldiers using the “whole Soldier” concept and evaluate eligibility in accordance with AR 601-280. When determining which Soldiers to reenlist, commanders should consider various criteria. These include, but are not limited to, the Army Values, the Warrior Ethos, and the Soldier’s leadership potential, past performance, and ability and potential to serve in any military occupational specialty. Commanders must review both qualitative and quantitative marks that consider both tangible and intangible measures. Commanders will not employ business practices and artificial barriers that do not support the Army Retention Program, including, but not limited to, retention scoresheets and metrics that do not consider the “whole Soldier” concept. An order-of-merit list is not authorized and will not be used. The approval authority for reenlistments is the immediate commander.

b. This is a reminder to commanders that taking appropriate action is essential for those Soldiers found unsuitable for reenlistment. For Soldiers not meeting the standards, a bar to reenlistment in accordance with AR 601-280 or an administrative separation in accordance with AR 635-200 should be considered. These tools are the cornerstones of a successful retention program.

5. FY 16 RC Transition Mission Guidance. The RC transition mission is an essential element of the retention program and directly affects the capability of the RC to achieve end strength. All Soldiers separating from the AA must be counseled on the options and benefits of affiliating with the RC. Commanders must ensure that separating Soldiers are afforded the time required to properly take advantage of the available programs to facilitate a successful transition out of the Army.

6. POC. The POC for this mission and guidance is the USAREUR Command Career Counselor at military 314-537-1081.

Encl



FREDERICK “BEN” HODGES
Lieutenant General, USA
Commanding

**1st Quarter, Fiscal Year 2016
Active Army Retention and Reserve Component
Transition Objectives**

1. Active Army (AA) retention (cohort) and Active Component to Reserve Component (AC2RC) transition objectives for Soldiers with an expiration term of service (ETS) in FY 16 (USAREUR annual mission numbers):

Unit	FY 16 ETS AA Retention	AC2RC Transition
10th AAMDC	11	12
12th CAB	9	19
173d Abn BCT	30	31
21st TSC	34	48
2d CR	56	72
JMTC	6	13
USAREUR HHBN	5	6
TOTAL:	151	201

2. AA retention objectives for Soldiers with an ETS in FY 17 (USAREUR 1st Quarter mission numbers):

Unit	FY 17 ETS AA Retention		
	Initial	Mid-Career	Career
10th AAMDC	7	7	5
12th CAB	10	20	7
173d Abn BCT	25	21	14
21st TSC	27	35	22
2d CR	35	17	9
JMTC	4	4	8
USAREUR HHBN	2	4	5
TOTAL:	110	108	70

3. Measure of Success.

a. Active Army retention mission success equates to meeting the minimum issued mission requirements for the FY 16 ETS cohort, and to achieving the established quarterly mission for the FY 17 ETS cohort in the initial term, mid-career, and career categories.

b. Reserve Component transition mission success equates to achieving the overall total annual mission. Actual component affiliation is not critical, but is a point of measure and interest.