



LEADERS GUIDE FOR THE BAR TO REENLISTMENT PROGRAM



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Bar to Reenlistment

Topics Covered

- ✓ **Purpose of a Bar to Reenlistment**
- ✓ **Guidelines for use of a Bar to Reenlistment**
- ✓ **Reasons for initiation of a Bar to Reenlistment**
- ✓ **Initiation of a Bar to Reenlistment**
- ✓ **Final Thoughts**

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Purpose of a Bar to Reenlistment

Bottom Line Up Front:

- ✓ **The Bar to Reenlistment is a rehabilitation tool, not a separation tool.**
- ✓ **If the Soldier is worth keeping, the bar to reenlistment is an appropriate tool.**
- ✓ **If the Soldier needs to be separated, the appropriate separation method should be used.**

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Purpose of a Bar to Reenlistment

The goal of all leaders should be to retain quality Soldiers. A good measure for defining quality outside of established standards is to first ask yourself these questions:

Is this a leader of the future?

Is this the Soldier I want in my foxhole?

Would I select this Soldier if I had the ability to form my own team?



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Purpose of a Bar to Reenlistment

Quality of the force is a responsibility of leaders at all levels. Reenlistment is a privilege and not a right.

**AR 601-280 (The Army Retention Program)
Chapter 1, Paragraph 1-7 states:**

DA policy is that only those Soldiers who have maintained a record of acceptable performance will be offered the privilege of reenlisting within the Active Army, transferring, or enlisting into the Reserve Components.

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Purpose of a Bar to Reenlistment

AR 601-280 (The Army Retention Program) Chapter 8, Paragraph 8-2a states:

8–2. Standards for Reenlistment.

- a. Only Soldiers of high moral character, personal competence, and demonstrated adaptability to the requirements of the professional Soldier’s moral code will be reenlisted in the Active Army.**

Soldiers who cannot, or do not, measure up to such standards, but whose separation under proper administrative procedures is not warranted at the present time, will be barred from further service under this chapter.

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Purpose of a Bar to Reenlistment

The Bar to Reenlistment affords the Commander a way to enforce standards and retain the best.

- ✓ The Bar to Reenlistment is used primarily as a rehabilitative tool to inform Soldiers that:
 1. They are not a candidate for further service
 2. They may be a candidate for separation if the circumstances that led to the Bar to Reenlistment are not overcome
- ✓ The Bar to Reenlistment is used to deny reenlistment to Soldiers when separation proceedings aren't warranted.



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Guidelines for use of a Bar to Reenlistment

- ✓ **The Bar to Reenlistment is best used as one of the final steps in a logical, progressive sequence of rehabilitative efforts (including, but not limited to, formal counseling, corrective training, UCMJ, etc).**
- ✓ **The Bar to Reenlistment should not be based on generalities or vague places or times.**
- ✓ **The commander should expect to keep the Soldier between 3 and 6 months from approval date.**

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Guidelines for use of a Bar to Reenlistment

What the Bar to Reenlistment is not:

- ✓ **NOT** a punitive action, and **NOT** used in place of trial by Courts-Martial or UCMJ.
- ✓ **NOT** used if Separation is being considered or is pending.
- ✓ **NOT** required before initiating separation action, if warranted.
- ✓ **Will NOT** deny Soldier's reentry at a later date.

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Guidelines for use of a Bar to Reenlistment

When the Bar to Reenlistment should **not** be initiated:

- ✓ Normally **not** initiated on a Soldier who has been in the unit less than 90 days. If initiated, the commander will include an explanation of the timing
- ✓ **Not** initiated on Soldiers with an approved retirement or those serving on an indefinite reenlistment

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Guidelines for use of a Bar to Reenlistment

- ✓ A Bar to Reenlistment will **not** normally be initiated against a Soldier during the last 30 days before ETS or his or her departure from the unit to which currently assigned.
- ✓ If warranted, by recent incidents, though, a Bar to Reenlistment should be initiated regardless of a Soldier's ETS or departure date.
- ✓ When a Bar to Reenlistment is initiated during this period, the commander's certificate will contain an explanation of why the action was not taken at an earlier date.

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Guidelines for use of a Bar to Reenlistment

Commanders **WILL** initiate either Bar to Reenlistment or separation proceedings against Soldiers who:

- Do not make satisfactory progress in Army Weight Control Program IAW AR 600-9.
- Fail two consecutive APFT.
- Are removed for cause from NCOES courses.

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Guidelines for use of a Bar to Reenlistment

Bars to Reenlistment will be based on specific incidents substantiated by official remarks made at the time of each occurrence (on DA 4856, as applicable).

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Bar to Reenlistment Reasons

- ✓ **Soldiers may be barred from reenlistment for one or a combination of infractions or reasons. Examples are listed on the following slides.**
- ✓ **This listing provides examples of the rationale for the imposition of a bar and is not intended to be all-inclusive.**

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Bar to Reenlistment Reasons

- ✓ Lateness to formations, details, duties
- ✓ AWOL for 1-24 hour periods
- ✓ Losses of clothing or equipment
- ✓ Substandard personal appearance/hygiene
- ✓ Continuous indebtedness/late payments
- ✓ Excessive # of sick calls without medical justification
- ✓ Cannot follow orders; shirks responsibility; is recalcitrant (unruly, disobedient, unmanageable)
- ✓ Failure to manage personal/marital/family affairs
- ✓ Causes trouble in the civilian community

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Bar to Reenlistment Reasons

- ✓ Personal behavior brings discredit upon unit/Army
- ✓ Non competitive for promotion:
 - Slow rank progression resulting from a pattern of marginal conduct/performance
 - No demonstrated potential for future service (repeated counseling statements or other indicators)
 - No demonstrated ability to keep pace with others in CMF
 - Declines attendance in professional development courses (WLC, ALC, SLC, etc.)
- ✓ Un-trainable/Un-suitable Soldiers
- ✓ Single parents/dual service couples who do not have on file within 60 days after counseling, an approved family care plan as described in AR 600-20, ch 5

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Initiation of a Bar to Reenlistment

- ✓ Normally initiated by company level commander.
- ✓ A senior commander in the chain who believes that bar action is warranted will personally initiate a Bar to Reenlistment versus “directing” a subordinate commander to do so.
- ✓ Use DA Form 4126-R (Bar to Reenlistment Certificate) to summarize the basis for the Bar to Reenlistment , to include the number & dates of courts-martial, UCMJ, and all other factual and relevant data supporting the recommendation.
- ✓ List ALL instances where the Soldier is not meeting the standard(s), not just the final incident... Soldier will have to overcome all of it.

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Initiation of a Bar to Reenlistment

- ✓ Prior to presentation to the Soldier, the servicing Career Counselor should review the Bar to Reenlistment certificate for administrative accuracy and regulatory compliance.
- ✓ The initiating commander will present the Bar to Reenlistment certificate to the Soldier. The Soldier may take up to 7 days to submit a statement, with any supporting documents, if desired. An extension of the 7 day period may be granted on a case by case basis.
- ✓ The Bar to Reenlistment , along with any Soldier provided materials, will be forwarded up the chain of command to the approval authority.

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Initiation of a Bar to Reenlistment

- ✓ Each commander in the chain **will** personally endorse and forward the packet.
- ✓ Any commander in the chain may disapprove and return the Bar to Reenlistment packet.

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Approval Authority

- ✓ **For Soldiers with 10 or more years TAFS, and not on an indefinite reenlistment, as of date of initiation, the approval authority is the first GO, or the first commander exercising General Court Martial Convening Authority (GCMCA), whichever is in the most direct line to the Soldier.**
- ✓ **For Soldiers with less than 10 years TAFS as of date of initiation, the approval authority is the first commander in the rank of LTC or above in the Soldier's chain of command, or the commander exercising Special Court Martial Convening Authority (SPCMCA), whichever is in the most direct line to the Soldier.**

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Approval Authority

- ✓ **Commanders do not have the authority to prevent a Soldier's retirement by barring the Soldier once the Soldier attains 18+ years of active duty.**
- ✓ **The personal signature of the approving/disapproving authority is required.**
- ✓ **Final approval authority for any bar to reenlistment must be at least one approval level higher than the initiating authority (the LTC/SPCMCA cannot initiate and approve a Bar to Reenlistment , it would go to the first GO/GCMCA for approval).**

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Appeal Authority

- ✓ **Soldiers will be allowed 7 days to submit an appeal, if desired (an extension may be allowed on a case by case basis).**
- ✓ **Appeals will be endorsed personally by each commander and approved or disapproved at least one approval level higher than the original bar approval authority.**
 - **For Soldiers with less than 10 years TAFS, the appeal authority is the first GO/first commander with GCMCA.**
 - **For Soldiers with 10+ years TAFS, the appeal authority is the CG, HRC.**

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Approved Bars to Reenlistment

- ✓ **Soldiers with less than 6 months to ETS may be extended for rehabilitative purposes for up to, but not beyond 6 months from approval date.**
- ✓ **Upon notification of approval of the Bar to Reenlistment, the company commander will continue documented evaluation of the Soldier. The Soldier will receive detailed and specific guidance on what is needed to overcome the Bar to Reenlistment , and needs to be counseled monthly by the company commander on his/her progress, or lack thereof.**
- ✓ **Barred Soldiers are not eligible to PCS, and will receive both an AEA code of “C” with a 6 month termination date and an IMREPR (formerly ERUP) code of 9K.**

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Approved Bars to Reenlistment

- ✓ **The Bar to Reenlistment will be reviewed at least each 3 months after date of approval, and 30 days prior to departure or separation.**
- ✓ **The commander may initiate separation proceedings at any time while the Bar to Reenlistment is in effect, but should only do so when further documented instances occur. Otherwise, the commander should continue to monitor and counsel the Soldier monthly.**

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Approved Bars to Reenlistment

- ✓ **Upon review, if the commander feels the Bar to Reenlistment should remain in effect, the Soldier should be counseled to that effect, reviewing and updating the plan of how to overcome the Bar to Reenlistment.**
- ✓ **The Soldier will also be informed that at the time of the second 3 month review the bar is not recommended for and approved for removal, then separation proceedings will be initiated.**

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Bar to Reenlistment Separation Action

IAW AR 635-200, paragraphs 1-46 & 1-47:

- ✓ Separation action is not based on imposition of a Bar to Reenlistment, but rather on the Soldier's conduct and/or performance of military duties. (The reasons for the Bar to Reenlistment)
- ✓ If at the time of the second 3 month review the CDR does not recommend that the bar be removed, the CDR **WILL** process the Soldier for separation per chapters 13, 14, or other appropriate chapters of this regulation (AR 635-200).
- ✓ Processed for separation means that separation action is initiated and processed through the chain to the separation authority for appropriate action.

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Bar to Reenlistment Separation Action

- ✓ In some instances, a separation board may recommend that the barred Soldier be retained in the Army. In these instances, the Bar to Reenlistment will remain in effect and reviews will be conducted at 3 month intervals.
- ✓ Soldiers with an approved local Bar to Reenlistment **will not be allowed to PCS**. They will be stabilized and the stabilization remains in effect until the Bar to Reenlistment is removed, or the Soldier is separated



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Removal of a Bar to Reenlistment

- ✓ **Once the Soldier has overcome the circumstances that led to the Bar to Reenlistment, the commander can submit a request, in writing, to the approval authority for removal of the Bar.**
- ✓ **Each commander in the chain will personally endorse, supporting or recommending disapproval of the removal request and forward it up.**
- ✓ **The approval authority to remove a Bar to Reenlistment will be the same authority who would approve the bar, but will not be a lower command level than the commander who originally approved the bar.**
- ✓ **The retention office will maintain copies of Bar to Reenlistment packets for the current and previous fiscal year.**

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Bar to Reenlistment

Keep in mind:

- ✓ **A Soldier's unfitness or unsuitability may show up soon after entry into the military service or it may not develop or become apparent until after many years of service.**
- ✓ **A current commander should not be deterred from taking action under AR 601-280 chapter 8 against Soldiers performing in a substandard manner who may have been permitted to remain on active duty for a number of years.**

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Bar to Reenlistment

Keep in mind:

- ✓ **When used correctly, a Bar to Reenlistment is an effective tool to assist in the rehabilitation of Soldiers whose retention in the formation is desired.**
- ✓ **It should be one of the first steps taken if rehabilitation is desired.**
- ✓ **Educate your leadership that it is not required before initiating separation actions; it does NOT prevent the Soldier from requesting re-entry at a later date.**

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Bar to Reenlistment

Keep in mind:

- ✓ **If a Bar to Reenlistment is used, the Soldier will be advised exactly what is expected in order to overcome the Bar to Reenlistment and be given explicit timetables to over-come the reasons for the bar.**
- ✓ **Unit Commanders will initiate separation proceedings under AR 635-200 upon completion of the second 3-month review, unless a recommendation for removal is submitted and approved by proper authority.**

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Bar to Reenlistment

Keep in mind:

- ✓ **Soldiers who separate with a Bar to Reenlistment in effect can still request re-entry into the Army. They require a waiver/exception to policy.**
- ✓ **ETSing with a Bar to Reenlistment and being chaptered out (Chapter 13 or 14) will give an RE (re-entry) code of 3...the Separation Designator Code (SPD) will indicate either that a Bar to Reenlistment was in effect for an ETSing Soldier, or that the Soldier was separated prior to ETS for misconduct, etc**

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Bar to Reenlistment

Bottom Line at the End:

- ✓ If you are considering separation the Bar to Reenlistment **should not** be used.
- ✓ If you feel the Soldier has potential and your goal is to rehabilitate the Soldier, the Bar to Reenlistment **should be** used.



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Bar to Reenlistment

- ✓ The Bar to Reenlistment program is fully explained in AR 601-280 (The Army Retention Program), Chapter 8.
- ✓ Your servicing Career Counselor is a subject matter expert in Bars to Reenlistment. He/She is available to advise and assist you throughout the process.

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QUESTIONS????

USAREUR RETENTION

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