



DEPARTMENT OF THE ARMY
OFFICE OF THE CHIEF OF ARMY RESERVE
2400 ARMY PENTAGON
WASHINGTON DC 20310-2400

DAAR-HR (140-10)

28 February 2022

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Suspension of Removal for Retention Control Point (RCP) for U.S. Army Reserve (USAR) Troop Program Unit (TPU) Soldiers with an Exception of E-9s - Implementing Instructions

1. References:

a. AR 140-10, Assignment, Attachments, Details, and Transfers.

b. Memorandum, Office of Chief of Army Reserve (DAAR-HR), Subject: Fiscal Year 2022 Suspension of Removal for Reaching Retention Control Point (RCP) for U.S. Army Reserve (USAR) Troop Program Unit (TPU) Soldiers with an Exception of E-9s (Encl).

2. In accordance with AR 140-10, paragraph 7-2m(1), suspension of the removal of USAR TPU Soldiers for RCP (formerly Maximum Years of Service (MYOS), except for the E-9 population, remains in effect until further notice based on maintaining the continuation of the National Emergency with respect to certain Terrorist Attacks. This policy applies to unit Soldiers who have completed 20-years of qualifying service for retired pay. Although a Soldier has reached their RCP, the Soldier will not be removed from a TPU under this policy unless he or she has received the official letter of notification to receive retired pay at age 60. Removal will be completed within 30-days after the letter of notification is issued. Should issuance of the letter of notification be delayed more than 60-days, authority for continued retention must be obtained from the first General Officer in the Soldier's chain of command.

3. The USAR TPU E-9 population (both Command Sergeants Major (CSM) and Sergeant Major (SGM)) has become overstrength in several subordinate commands, due in part to years of suspending the removal of enlisted Soldiers for RCP. CSMs and SGMs are senior leaders and staff and should not share primary vacancies or be placed in special categories on the Unit Manning Report (UMR). The intent of implementing removal for RCP for E-9 is to better align these Soldiers into authorized positions and allow for more advancements of the E-8 population.

4. The Senior Leader Development Office (SLDO) will implement guidance, execute, and manage the TPU E-9 population. Removal of the E-9s based on RCP will be incremental and managed on a phased approach, implementation is as follows:

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a. On a quarterly basis, SLDO will identify CSMs who have 42-years of service or more and SGMs who have 40-years or more of service and provide to the affected command.

b. Subsequent years of implementation will be based on strength and the needs of the USAR. If needed, each year the number of years of service will decrease for the CSM/SGM population; however, it will be no less than 35 years for CSM and 31 years for SGM in accordance with reference 1a.

c. The first General Officer in the Soldier's chain of command will counsel the Soldier. Soldiers will be notified and given the option to transfer to the Retired Reserve or discharge. The effective date of the transfer or discharge will be 30 days after reaching the respective years of service referenced in paragraph 4a.

d. SLDO will notify Civilian Personnel Management Office (CPMO) of any Military Technicians identified under RCP prior to processing for separation.

5. For additional information, contact SGM Tousant, Le'Roy J., SLDO, (502) 613-4681 or leroy.j.tousant.mil@mail.mil.

FOR THE CHIEF OF ARMY RESERVE:

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ROBERT D. HARTER
Major General, U.S. Army
Deputy Chief of Army Reserve

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DAAR-HR (140-10)

8 March 2022

MEMORANDUM FOR Deputy Chief of Staff, G-1, 300 Army Pentagon, Washington, DC
20310-0300

SUBJECT: Fiscal Year 2022 Suspension of Removal for Reaching Retention Control Point (RCP) for U.S. Army Reserve (USAR) Troop Program Unit (TPU) Soldiers with an Exception of E-9s

1. References.

- a. Army Regulation (AR) 140-10, Assignments, Attachments, Details, and Transfers.
- b. Memorandum, HQDA, DAPE-MPE, 18 Apr 05, Subject: Suspension of Maximum Years of Service (MYOS) During Partial or Higher Levels of Mobilization.
- c. Memorandum, Office of the Chief of Army Reserve, 16 Mar 21, Subject: Suspension of Removal for Maximum Years of Service for U.S. Army Reserve Troop Program Unit Soldiers with an Exception of E-9s.

2. In accordance with AR 140-10, paragraph 7-2m(1), I am extending the suspension of the removal of USAR TPU Soldiers for reaching RCP, formerly Maximum Years of Service (MYOS), except for the E-9 population, for Fiscal Year (FY) 2022 for the following reasons:

- a. Continuation of the National Emergency with respect to certain terrorist attacks.
- b. As of 10 February 22, the USAR's end strength is currently at 97% (188,056 Authorized / 181,886 Assigned). Strength for TPU enlisted Soldiers is 95% (137,150/129,894). Lifting the suspension would result in the removal of over 4,426 additional Soldiers from USAR formations. Specifically, the USAR TPU strength is currently 125% for E-4s (49,807/39,962); 90% for E-5s (29,312/26,332); 69% for E-6s (22,009/15,219); 66% for E-7s (13,758/9,121); 66% for E-8s (4,622/3,045) and 84% for E-9s (1,264/1,060). Reinstating removal for reaching RCP would further reduce assigned strength to 89% for E-5s, 66% for E-6s, 55% for E-7s, and 42% for E-8s respectively; thereby, exacerbating the stress on the force, and in particular the senior enlisted grades.

3. Due in part to the years of suspending the removal of enlisted Soldiers due to reaching RCP (MYOS), the E-9 population (both Command Sergeant Major (CSM) and Sergeant Major (SGM)), remain over strength in several subordinate commands. CSMs

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and SGMs are leaders and senior staff members and should not share positions or be placed in special categories on the Unit Manning Report (UMR).

a. During FY21, the Army Reserve removed 6 SGMs for reaching RCP (MYOS). The enforcement of RCP removal for E-9s will continue based on the current strength and needs. The FY22 implementation guidance is enclosed.

b. In FY22, the Army Reserve will execute RCP removals for CSMs with 42 and SGMs with 40 years of service.

c. According to Army Reserve personnel systems, approximately 14 CSMs/SGMs will be removed from an active reserve status during FY22.

d. Military Technicians identified for removal from TPU service due to reaching RCP, if eligible, may request extension beyond RCP through command channels to the U.S. Army Reserve Command Civilian Personnel Management Office (CPMO) (AFRC-CPM), 4710 Knox Street, Fort Bragg, NC 28310. CPMO will coordinate all eligible requests with the Senior Leader Development Office.

e. Soldiers aspiring to E-9 must be able to accept promotion and complete their service obligation within the 42 years as CSM or 40 years as SGM, or are subject to administrative reduction.

4. For additional information, contact MSG Christopher Chaparro, Office of the Chief of Army Reserve, at (703) 806-7477 or usarmy.usarc.ocar.mbx.ocar-retention@mail.mil.

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DANIELS.JODY.J
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JODY J. DANIELS
Lieutenant General, U.S. Army
Chief of Army Reserve