



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

AEPE-RUP

22 February 2019

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

SUBJECT: Fiscal Year 2019 USAREUR Active Army Retention and Reserve Component Transition Mission and Guidance (AE Cmd Memo 2018-047)

This memorandum expires in 1 year.

1. Supersession. This memorandum supersedes memorandum, USAREUR, AEPE-RUP, 28 November 2017, subject: Fiscal Year 2018 USAREUR Active Army-Retention and Reserve Component-Transition Mission and Guidance (AE Cmd Memo 2017-033).

2. References.

- a. AR 601-280, Army Retention Program.
- b. AR 635-200, Active Duty Enlisted Administrative Separations.
- c. Memorandum, Secretary of the Army, SASA, 26 May 2016, subject: Army Directive 2016-19 (Retaining a Quality Noncommissioned Officer Corps).
- d. Message, HQDA, DAPE-MPE, 021504Z Oct 14, subject: ALARACT 228/2014 Army Precision Retention.
- e. Memorandum, HQDA, DAPE-MPE-RT, 2 October 2018, subject: 1st Half, Fiscal Year 2019 (FY 19), Active Army Retention and Reserve Component Transition Mission and Program Guidance.

3. Purpose. This memorandum provides subordinate commands guidance on the USAREUR FY 19 retention program mission objectives.

4. Mission Objectives.

a. The FY 19 Active Army (AA) retention mission will concentrate on retaining Soldiers with an expiration term of service (ETS) date in FY 19 or FY 20. USAREUR is issuing the mission applied to the FY 19 ETS cohort as an annual mission with a USAREUR-established semiannual requirement. USAREUR is issuing the mission applied to the FY 20 cohort on a semiannual basis with requirements identified by category (that is, initial, mid-career, and careerist). USAREUR will publish parameters for the reenlistment opportunity window in a separate message semiannually.

b. The Reserve Component (RC) transition mission will be an annual objective. Commanders are charged to achieve their assigned mission in each category.

AEPE-RUP

SUBJECT: Fiscal Year 2019 USAREUR Active Army Retention and Reserve Component Transition Mission and Guidance (AE Cmd Memo 2018-047)

c. Assigned AA retention and RC transition mission objectives are [enclosed](#). On a semiannual basis, USAREUR will update and provide the revised objectives to all command retention teams to identify the adjustments made to the mission objectives.

5. FY 19 AA Retention Mission Guidance.

a. As the Army increases end strength and aligns the Force, it is imperative that we retain fully qualified Soldiers to maintain our All Volunteer Force. The first commander in the chain of command 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. These practices include, but are not limited to, retention scoresheets and metrics that do not consider the “whole Soldier” concept. An order-of-merit list is not authorized. The approval authority for reenlistments is the first commander in the chain of command.

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 continued service 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.

6. FY 19 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 given the time required to properly take advantage of the available programs to facilitate a successful transition out of the Army.

7. POC. The POC for this mission and guidance is the USAREUR Command Career Counselor at military 314-537-1081 or civilian 0049-(0)611-143-537-1081.

[Encl](#)



CHRISTOPHER G. CAVOLI
Lieutenant General, USA
Commanding

**1st Half, Fiscal Year 2019
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 19 (USAREUR annual mission numbers):

Unit	FY 19 ETS AA Retention	AC2RC Transition
10th AAMDC	11	7
12th CAB	5	3
173d Abn BCT	57	43
21st SC	70	48
2CR	93	64
7th ATC	13	10
HHBN (Prov), HQ USAREUR	3	3
TOTAL:	252	178

2. AA retention objectives for Soldiers with an ETS in FY 20 (USAREUR 1st Half mission numbers):

Unit	FY 20 ETS AA Retention		
	Initial	Mid-Career	Career
10th AAMDC	6	43	5
12th CAB	18	14	4
173d Abn BCT	59	89	18
21st SC	61	139	40
2CR	76	168	24
7th ATC	20	30	10
HHBN (Prov), HQ USAREUR	9	14	6
TOTAL:	249	497	107

3. Success will be measured as follows:

a. AA retention-mission success equates to meeting the minimum-issued mission requirements for the FY 19 ETS cohort and to achieving the established semiannual mission for the FY 20 ETS cohort in the initial term, mid-career, and career categories.

b. The AC2RC transition-mission success equates to achieving the overall total annual mission. The actual RC affiliation is not critical, but is a point of measure and interest.