

ANNEX A [COMBAT FIELD TEST (CFT) IMPLEMENTATION GUIDANCE] TO EXORD 103-26, IMPLEMENTATION OF PHYSICAL FITNESS STANDARDS

A.1. (U) **SECTION ONE. GENERAL.** SOLDIERS TAKING A CFT DURING THE IMPLEMENTATION PHASE (FIRST 365 DAYS FROM THE SIGNATURE OF THE DIRECTIVE) WILL NOT BE SUBJECT TO ANY ADMINISTRATIVE OR PUNITIVE ADVERSE ACTION FOR FAILING TO PASS THE COMBAT FIELD TEST. SOLDIERS IN DESIGNATED COMBAT SPECIALTIES (MOS/AOC): 11A, 11B, 11C, 11Z, 12A, 12B, 12D, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z, 89D, AND 89E, MUST PASS THE COMBAT FIELD TEST ACCORDING TO THE TIMELINE IN THE EXORD OR THEY MAY BE SUBJECT TO MANDATORY RECLASSIFICATION.

A.2. (U) THIS IMPLEMENTATION PLAN AND PROCESS APPLIES TO THE COMBAT FIELD TEST.

A.3. (U) REGULAR ARMY (RA), ACTIVE GUARD RESERVE (AGR), AND RESERVE COMPONENT SOLDIERS ON ACTIVE-DUTY ORDERS FOR 365 DAYS OR MORE WILL NOW TAKE 1 CFT AND 1 AFT RECORD TEST ANNUALLY. ALL OTHER RESERVE COMPONENT SOLDIERS IN COMBAT SPECIALTIES WILL TAKE ONE FITNESS TEST PER CALENDAR YEAR ALTERNATING BETWEEN THE AFT AND CFT, TAKING A RECORD AFT ONE CALENDAR YEAR AND A RECORD CFT THE NEXT CALENDAR YEAR. SOLDIERS MUST MAINTAIN A PASSING SCORE OF 350 OR ABOVE ON THE ARMY FITNESS TEST (AFT) AND MAINTAIN A PASS ON THE CFT ANNUALLY TO REMAIN IN COMPLIANCE WITH THE OVERALL COMBAT FITNESS STANDARD. SOLDIERS THAT DO NOT HAVE A VALID CFT WAIVER, HAVE A CUMULATIVE AFT SCORE BELOW 350 AND/OR LESS THAN 60 POINTS IN AN INDIVIDUAL EVENT OR FAIL A CFT, REMAIN SUBJECT TO ADMINISTRATIVE ACTION IN ACCORDANCE WITH (IAW) THE IMPLEMENTATION DATES, INCLUDING SUSPENSION OF FAVORABLE ACTIONS, AND THE POTENTIAL OF REMOVAL FROM SERVICE IN ACCORDANCE WITH EXISTING ARMY POLICIES AND REGULATIONS.

A.4. (U) SOLDIERS THAT DO NOT HAVE AN APPROVED WAIVER AND FAIL THE AFT OR CFT WILL BE PROVIDED A RETEST OPPORTUNITY WITHIN 90-DAYS (RA, AGR, AND RESERVE COMPONENT SOLDIERS ON ACTIVE-DUTY ORDERS FOR 365 DAYS OR MORE) AND 180-DAYS (ALL OTHER RESERVE COMPONENT SOLDIERS). SOLDIERS THAT FAIL THE SAME TEST CONSECUTIVELY WILL BE SUBJECT TO MANDATORY RECLASSIFICATION AND/OR SEPARATION IAW RESPECTIVE AUTHORITIES OUTLINES IN EACH SECTION.

A.5. (U) ALL SOLDIERS WHO FAIL TO MEET THE CFT STANDARD DURING A DIAGNOSTIC AND/OR FOR RECORD ASSESSMENT WILL BE IDENTIFIED USING THE AEA CODE AECFTDQ IN IPPS-A, FOLLOWING THE FIRST MANDATORY DIAGNOSTIC ASSESSMENT IN 2026. THIS CODE IS NOT PUNITIVE AND ALLOWS ORGANIZATIONS TO SEE WHO CURRENTLY DOES NOT MEET THE CFT REQUIREMENT AND MAY REQUIRE ADDITIONAL ACTIONS SUCH AS RECLASSIFICATION. G1S/S1S ARE RESPONSIBLE FOR EXECUTING AEA CODE AECFTDQ IN IPPS-A FOR PERSONNEL WHO DO NOT ACHIEVE THE CFT STANDARD IN THE CASE THAT IPPS-A AUTOMATION IS NOT SERVICEABLE.

A.6. (U) ALL SOLDIERS WHO FAIL TO ACHIEVE THE CFT STANDARD FOLLOWING THE IMPLEMENTATION PHASE WILL BE FLAGGED (CODE C) AND ENROLLED IN

RECONDITIONING TRAINING PER THEIR UNIT'S PHYSICAL READINESS TRAINING PROGRAM.

A.7. (U) SECTION TWO. WAIVERS - ALL PERSONNEL

A.7.A. (U) COMPANY COMMANDERS WILL IDENTIFY SOLDIERS THAT ARE UNABLE TO TAKE THE CFT DUE TO A PERMANENT PROFILE BY REVIEWING THEIR CURRENT ARMY FITNESS TEST (AFT) METRICS SUCH AS CURRENT PROFILED EVENTS AND ADVISE THE SOLDIER TO SUBMIT A WAIVER PAR - REASON CFT WAIVER.

A.7.A.1. (U) SOLDIERS ASSIGNED TO NON-TACTICAL UNITS, DIVISION OR ABOVE ECHELON OR SOLDIERS WITHIN BCTS THAT ARE IDENTIFIED AS MISSION-CRITICAL CAN RECEIVE A CFT WAIVER FROM THE FIRST GENERAL OFFICER OR THE (GCMCA) IN THE CHAIN OF COMMAND.

A.7.A.1.A. (U) SOLDIERS WILL REQUEST A CFT WAIVER UTILIZING A PAR ACTION WAIVER IN IPPS-A. WAIVERS ARE VALID FOR 12-MONTHS, UPON APPROVAL, AN END DATE (12 MONTHS FROM WAIVER APPROVAL) WILL BE APPLIED. SOLDIERS WITH AN APPROVED WAIVER WILL HAVE AN IDENTIFICATION CODE OF AECFTWV PROCESSED AND CAN BE FOUND IN "MY PERSONNEL RESTRICTION" SECTION. IF SOLDIERS FAIL TO PROCESS AN UPDATED WAIVER REQUEST PRIOR TO THE END DATE, THE AEA CODE WILL BE REMOVED AND THEY MAY BE SUBJECT TO MANDATORY RECLASSIFICATION AND/OR SEPARATION.

A.7.A.1.B. (U) WAIVER AUTHORITY RESIDES WITH THE GENERAL COURT MARTIAL CONVENING AUTHORITY (GCMCA) OR THE FIRST GENERAL OFFICER (GO) IN THE CHAIN OF COMMAND, WHO WILL EVALUATE SOLDIER PERFORMANCE, CHAIN OF COMMAND RECOMMENDATIONS, AND THE SOLDIER'S ABILITY TO MEET MOS/AOC REQUIREMENTS. APPROVAL AUTHORITY WILL NOT BE DELEGATED AND WAIVER REQUESTS MAY NOT BE DISAPPROVED BY ANY INTERMEDIATE COMMANDER. THE SOLDIERS CHAIN OF COMMAND MAY RECOMMEND APPROVAL/DISAPPROVAL AND PROVIDE JUSTIFICATION COMMENTS.

A.7.A.1.C. (U) INITIAL WAIVERS PARS MAY BEGIN SUBMISSION ON 1 JUNE 2026. BUT MUST BE SUBMITTED NO LATER THAN (NLT) 31 JANUARY 2027 FOR ACCOUNTABILITY PRIOR TO ENTERING THE MANDATORY RECLASSIFICATION PHASE. AS SOLDIERS RECEIVE PERMANENT PROFILES, THEY MAY SUBMIT WAIVERS AS NEEDED.

A.7.A.1.D. (U) SOLDIERS MAY APPEAL WAIVER DENIALS TO THE NEXT HIGHER COMMANDER IN THEIR CHAIN OF COMMAND. IF THERE IS NO SUCH COMMANDER BELOW THE HEADQUARTERS, DEPARTMENT OF THE ARMY, THE APPEAL WILL BE REFERRED TO THE DEPUTY CHIEF OF STAFF (DCS)G-1. THE SOLDIER MUST SUBMIT A MEMORANDUM FOR RECORD WITHIN 10 BUSINESS DAYS OF THE DISAPPROVAL. THE SOLDIER'S STATEMENT WILL BE REVIEWED FOR ERRORS ONLY AND FORWARDED THROUGH THE SOLDIER'S CHAIN OF COMMAND TO THE APPEALS AUTHORITY WHO WILL MAKE THE FINAL DETERMINATION OF THE SOLDIER'S WAIVER, REVIEWING THE DECISION FOR BEING ARBITRARY, CAPRICIOUS, OR OTHERWISE AN ABUSE OF DISCRETION. THE CHAIN OF COMMAND MAY PROVIDE COMMENTS AND RECOMMEND APPROVAL/DISAPPROVAL IN FORWARDING THE SOLDIER'S APPEAL. IF THE APPEAL IS APPROVED, THE SOLDIER MUST TAKE THE APPROVAL MEMORANDUM AND USE IT AS SUPPORTING DOCUMENTATION TO INITIATE

A NEW CFT WAIVER PAR. IF DISAPPROVED, THE SOLDIER MAY BE SUBJECT TO MANDATORY RECLASS AND/OR SEPARATION.

A.8. (U) SECTION THREE. REGULAR ARMY CFT STANDARD - ENLISTED IMPLEMENTATION PLAN.

A.8.A. (U) THE IMPLEMENTATION PHASE ALLOWS FOR COMMANDERS TO COUNSEL SOLDIERS WITHIN COMBAT SPECIALTIES AND PROVIDE OPPORTUNITIES TO REQUEST VOLUNTARY RECLASSIFICATION IF THEY CANNOT ACHIEVE THE REQUIRED CFT STANDARD.

A.8.A.1. (U) IMPLEMENTATION PHASE (FIRST 365 DAYS FROM THE SIGNATURE OF THE DIRECTIVE)

A.8.A.1.A. (U) COMMANDERS WILL COUNSEL ALL SOLDIERS USING THE INITIAL COUNSELING TEMPLATE ON THE ARMY DIRECTIVE REQUIREMENTS WITHIN 60 DAYS FROM THE SIGNATURE OF THE DIRECTIVE. TEMPLATE COUNSELING EXAMPLES CAN BE FOUND AT WWW.ARMY.MIL/RETENTION UNDER RESOURCES.

A.8.A.1.B. (U) UPON SIGNATURE OF THE DIRECTIVE, SOLDIERS MUST BE ABLE TO COMPLETE ALL EVENTS, WITH NO ALTERNATE EVENTS, OF THE ARMY FITNESS TEST (AFT) TO BE ELIGIBLE TO TAKE THE CFT. SOLDIERS UNABLE TO TAKE THE CFT DUE TO A PERMANENT PROFILE MAY REQUEST A WAIVER IAW PARAGRAPH A.6.

A.8.A.1.C. (U) COMMANDERS WILL COUNSEL ALL SOLDIERS ON TEMPORARY/PERMANENT PROFILES AND COORDINATE WITH PRIMARY CARE MANAGERS TO IDENTIFY AN APPROPRIATE TIMELINE TO ADMINISTER A CFT OR EXECUTE THE REQUIRED WAIVER.

A.8.A.1.E. (U) SOLDIERS WITH AN APPROVED WAIVER WILL BE TRACKED AND MANAGED AT UNIT LEVEL WITHIN IPSS-A. COMMANDERS WILL SEND A CFT WAIVER REPORT QUARTERLY, TO THE DMPM THROUGH THEIR SERVICING G-1.

A.8.A.1.F. (U) SOLDIERS WHO DO NOT MEET THE CFT STANDARD ON A DIAGNOSTIC TEST WILL BE IDENTIFIED WITH AEA CODE AECFTDQ IN IPSS-A, FOLLOWING THE FIRST MANDATORY DIAGNOSTIC ASSESSMENT IN 2026. G1S/S1S ARE RESPONSIBLE FOR EXECUTING AEA CODE AECFTDQ IN IPSS-A FOR PERSONNEL WHO DO NOT ACHIEVE THE CFT STANDARD IN THE CASE THAT IPSS-A AUTOMATION IS NOT SERVICEABLE. THE AEA CODE SERVES AS AN IDENTIFICATION OF SOLDIERS NOT ACHIEVING THE STANDARD BUT IS NOT PUNITIVE.

A.8.A.1.G. (U) SOLDIERS WITH AN AEA CODE AECFTDQ AND IN THE RANK OF PVT-SSG UNDER 18 YEARS TOTAL ACTIVE FEDERAL SERVICE (TAFS) CAN REQUEST VOLUNTARY RECLASSIFICATION INTO UP TO THREE PRIORITY SPECIALTIES THROUGH THEIR CAREER COUNSELOR TO HUMAN RESOURCES COMMAND (HRC). CURRENT PRIORITY SPECIALTIES ARE (SUBJECT TO CHANGE): 13J, 13M, 14E, 14G, 14P, 14T, 15X, 17E, 25H, 35F, 35G, 35L, 35M, 35N, 35P, 35S, 35T, 92F, 94S.

A.8.A.1.H. (U) SOLDIERS THAT ARE APPROVED FOR VOLUNTARY RECLASSIFICATION WILL RECEIVE THEIR NEW MOS WITH AN ADDITIONAL SKILL

IDENTIFIER (ASI) 4A, REFLECTING THEY ARE NOT MOS TRAINED. ONCE THEY SUCCESSFULLY COMPLETE TRAINING THE ASI WILL BE REMOVED.

A.8.A.1.I. (U) SERVICING CAREER COUNSELORS WILL INFORM THE SOLDIER OF THE OUTCOME OF THEIR RECLASSIFICATION REQUEST AND CONDUCT ANY FOLLOW-ON ACTIONS NECESSARY.

A.8.A.1.J. (U) RECLASSIFYING SOLDIERS SEEKING CONTINUED SERVICE THAT DO NOT MEET THE SERVICE REMAINING REQUIREMENT FOR FUTURE TRAINING AND THE APPROVED MOS WILL BE REQUIRED TO EXTEND OR REENLIST TO MEET THE TERM. FAILURE TO EXTEND OR REENLIST WILL RESULT IN THE SOLDIER BEING RECLASSIFIED TO SPECIAL REPORTING CODE (SRC) 09U AND SEPARATION UNDER AR 635-200, CHAPTER 4.

A.8.A.1.K. (U) ALL SOLDIERS MENTIONED IN PARAGRAPH A.1. MUST TAKE A DIAGNOSTIC CFT NO LATER THAN (NLT) 6 MONTHS AFTER PUBLISHING OF THE AD AND ENTER THEIR SCORECARDS INTO THE ARMY TRAINING INFORMATION SYSTEM (ATIS). DA G-3/5/7 WILL EXECUTE AN ARMY FITNESS TEST STANDARDS WORKING GROUP (AFSWG) GENERAL OFFICER STEERING COMMITTEE (GOSC) TO ASSESS THE CFT IMPLEMENTATION IN AUGUST AND DECEMBER 2026.

A.8.B. (U) MANDATORY RECLASSIFICATION / UTILIZATION PHASE: (AS TESTS BECOME "FOR RECORD" IN 2027 - ENDURING)

A.8.B.1. (U) AS TESTS BECOME "FOR RECORD" IN 2027, SOLDIERS WHO FAIL TO ACHIEVE THE TIME STANDARD ON THE CFT AND ARE UNDER 17 YEARS AND 3-MONTHS TOTAL ACTIVE FEDERAL SERVICE (TAFS) WILL BE SUBJECT TO MANDATORY RECLASSIFICATION. THEY CAN SUBMIT UP TO THREE MOS PREFERENCES BUT WILL BE ASSIGNED AN MOS THAT MEETS THE ARMY'S NEEDS. AN SRC 09U, MOS IMMATERIAL, WILL BE ASSIGNED TO SOLDIERS OVER 17 YEARS AND 3-MONTHS TAFS, ALLOWING THEM TO REACH THE FIRST DAY THEY ARE ELIGIBLE FOR RETIREMENT DUE TO STATUTORY REQUIREMENTS.

A.8.B.1.A. (U) SOLDIERS WHO MEET THE REQUIRED STANDARD WILL BE COUNSELED BY THEIR COMMAND TO MAINTAIN QUALIFICATIONS; NO FURTHER RETEST REQUIRED.

A.8.B.1.B. (U) AS TESTS BECOME "FOR RECORD" IN 2027, SOLDIERS THAT DO NOT HAVE AN APPROVED WAIVER AND FAIL TO PASS A CFT WILL RECEIVE A MANDATORY CFT COMMENT OF "SOLDIER FAILED THE CFT; DOES NOT MEET THE COMBAT STANDARD." THIS COMMENT WILL BE CAPTURED ON DA FORM 2166-9 SERIES EVALUATION REPORTS, PART IV, BLOCK A. THIS REPORT IS NOT A REFERRED EVALUATION.

A.8.B.1.C. (U) AS TESTS BECOME "FOR RECORD" IN 2027, CAREER COUNSELORS WILL CODE ALL SOLDIERS THAT HAVE AN AEA CODE AECFTDQ IN IPPS-A AND ARE BELOW 17 YEARS, 3 MONTHS TAFS WITH AN IMMEDIATE REENLISTMENT PROHIBITION CODE (IMREPR) CODE 9P, "NOT QUALIFIED FOR CURRENT MOS" AND INITIATE MANDATORY RECLASSIFICATION.

A.8.B.1.D. (U) AS TESTS BECOME "FOR RECORD" IN 2027, CAREER COUNSELORS WILL INITIATE A 09U REQUEST ON ALL SOLDIERS WITH AN AEA CODE AECFTDQ IN IPPS-A AND ARE OVER 17 YEARS, 3 MONTHS TAFS. THESE SOLDIERS WILL SERVE AS MOS IMMATERIAL UNTIL THE FIRST MONTH THEY ARE ELIGIBLE FOR RETIREMENT.

A.8.B.1.E. (U) AS TESTS BECOME "FOR RECORD" IN 2027, SOLDIERS WILL NOT BE ELIGIBLE FOR PROMOTION IF THEY RECEIVE AN IMREPR 9P, BUT WILL OBTAIN FUTURE ELIGIBILITY UPON SUCCESSFUL GRADUATION OF TRAINING TO THEIR NEW MOS.

A.8.B.1.F. (U) HRC WILL PROCESS EACH MANDATORY RECLASSIFICATION REQUEST WITH THE PRIORITY TOWARDS REMAINING IN THE MOS BRANCH, PRIORITY SPECIALTIES, AND ALL OTHER NEEDS OF THE ARMY; AND SCHEDULE THE SOLDIER FOR TRAINING.

A.8.B.1.G. (U) IN THE EVENT A SOLDIER IS NOT QUALIFIED FOR ANY MOS AVAILABLE, THE SOLDIER WILL BE CODED WITH A 09U AND PROCESSED FOR FUTURE SEPARATION OR RETIREMENT UNDER AR 635-200, CHAPTER 4.

A.8.B.1.H. (U) SOLDIERS THAT ARE APPROVED FOR RECLASSIFICATION WILL RECEIVE THEIR NEW MOS WITH AN ASI 4B, REFLECTING THEY ARE NOT MOS TRAINED. ASI 4B WILL PREVENT PROMOTION ELIGIBILITY UNTIL THE SOLDIER SUCCESSFULLY GRADUATES TRAINING INTO THEIR NEW MOS. UPON SUCCESSFUL COMPLETION OF TRAINING, THE ASI WILL BE REMOVED.

A.8.B.1.I. (U) AS TESTS BECOME "FOR RECORD" IN 2027, ALL SOLDIERS WITHOUT AN APPROVED WAIVER AND FAILING TO ACHIEVE A THE REQUIRED STANDARD ON TWO CONSECUTIVE CFTS WILL BE PROCESSED FOR A MANDATORY RECLASSIFICATION.

A.8.C. (U) UTILIZATION PROCESS: (AS TESTS BECOME "FOR RECORD" IN 2027 -ENDURING)

A.8.C.1. (U) TEMPORARY PROFILES. SOLDIERS THAT CANNOT EXECUTE THE ORIGINATING TIMELINE DUE TO TEMPORARY PROFILE WILL USE THEIR PRIMARY CARE PROVIDER AND COMMANDER TO DETERMINE FIRST CFT ELIGIBILITY DATE.

A.8.C.1.A. (U) SOLDIERS ELIGIBLE FOR OR SERVING ON STATUTORY REQUIREMENTS (LONG TERM 09U UTILIZATION). SOLDIERS AT 17 YEARS AND 3-MONTHS TAFS OR MORE WILL BE PROCESSED FOR 09U AND UTILIZED AS MOS IMMATERIAL UNTIL THE FIRST MONTH THEY ARE ELIGIBLE FOR RETIREMENT. ADDITIONAL UTILIZATION MAY BE CONSIDERED IN ACCORDANCE WITH (IAW) HUMAN RESOURCES COMMAND (HRC) AND TRANSFORMATION AND TRAINING COMMAND (T2COM) COORDINATION.

A.8.C.1.B. (U) SOLDIERS THAT DO NOT MEET STATUTORY REQUIREMENTS (SHORT TERM 09U UTILIZATION). SOLDIERS THAT ARE BELOW 17 YEARS AND 3-MONTHS TAFS, AND DO NOT QUALIFY FOR ANY SPECIALTIES DURING RECLASSIFICATION WILL BE CODED WITH A 09U AND WILL BE GIVEN NINE MONTHS TO OBTAIN QUALIFICATIONS OR EVERY EFFORT WILL BE MADE TO FIND AN MOS THE SOLDIER

IS OTHERWISE QUALIFIED FOR, PROVIDE SUPPORT WITH WAIVERS, OR FIND UTILIZATION THAT SUPPORTS THE ARMY NEEDS.

A.9. (U) SECTION FOUR. ACTIVE GUARD RESERVE (AGR) ENLISTED [TITLE 10 & 32 AND SOLDIERS ON FULL TIME ORDERS FOR 365 DAYS OR MORE].

A.9.A. (U) IMPLEMENTATION PHASE: (FIRST 365 DAYS FROM THE SIGNATURE OF THE DIRECTIVE)

A.9.A.1. (U) COMMANDERS WILL COUNSEL ALL ENLISTED SOLDIERS WITH COMBAT MOS 11B, 11C, 11Z, 12B, 12D, 13F, 18B, 18C, 18D, 18E, 18F, 18Z, 19C, 19D, 19K, AND 89D WITH REQUIREMENTS AND EFFECTIVE DATES. TEMPLATE COUNSELING EXAMPLES CAN BE FOUND AT WWW.ARMY.MIL/RETENTION UNDER RESOURCES.

A.9.A.1.A (U) COMMANDERS WILL COUNSEL ALL SOLDIERS ON TEMPORARY PROFILES AND COORDINATE WITH PRIMARY CARE MANAGERS TO IDENTIFY AN APPROPRIATE TIMELINE TO ADMINISTER A FOR RECORD CFT.

A.9.A.1.B. (U) SOLDIERS WITH AN APPROVED WAIVER WILL BE TRACKED AND MANAGED AT UNIT LEVEL WITHIN IPSS-A. COMMANDERS WILL SEND A CFT WAIVER REPORT QUARTERLY, TO THE DMPM THROUGH THEIR SERVICING G-1.

A.9.A.1.C. (U) SOLDIERS WHO DO NOT MEET THE CFT STANDARD ON A DIAGNOSTIC TEST WILL BE IDENTIFIED WITH AEA CODE AECFTDQ IN IPSS-A, FOLLOWING THE FIRST MANDATORY DIAGNOSTIC ASSESSMENT IN 2026. G1S/S1S ARE RESPONSIBLE FOR EXECUTING AEA CODE AECFTDQ IN IPSS-A FOR PERSONNEL WHO DO NOT ACHIEVE THE CFT STANDARD IN THE CASE THAT IPSS-A AUTOMATION IS NOT SERVICEABLE. THE AEA CODE SERVES AS AN IDENTIFICATION OF SOLDIERS NOT ACHIEVING THE STANDARD BUT IS NOT PUNITIVE.

A.9.A.1.D. (U) SOLDIERS WITH AN AEA CODE AECFTDQ AND IN THE RANK OF PVT-SSG UNDER 18 YEARS TOTAL CREDITABLE SERVICE TOWARDS RETIREMENT, CAN REQUEST VOLUNTARY RECLASSIFICATION INTO UP TO THREE PRIORITY SPECIALTIES THROUGH THEIR COMMAND.

A.9.A.1.E. (U) SOLDIERS THAT ARE APPROVED FOR VOLUNTARY RECLASSIFICATION WILL HAVE THEIR CURRENT MOS ADJUSTED ONCE THEY SUCCESSFULLY COMPLETE TRAINING.

A.9.A.1.F. (U) TRAINING NON-COMMISSIONED OFFICERS (NCO'S) AND/OR HR NCO'S WILL INFORM THE SOLDIER OF THE OUTCOME OF THEIR RECLASSIFICATION REQUEST AND CONDUCT ANY FOLLOW-ON ACTIONS NECESSARY.

A.9.A.1.G. (U) RECLASSIFYING SOLDIERS SEEKING CONTINUED SERVICE THAT DO NOT MEET THE SERVICE REMAINING REQUIREMENT FOR FUTURE TRAINING AND THE APPROVED MOS WILL BE REQUIRED TO EXTEND OR REENLIST TO MEET THE TERM. FAILURE TO EXTEND OR REENLIST WILL RESULT IN THE SOLDIER BEING RECLASSIFIED TO SPECIAL REPORTING CODE (SRC) 09U AND/OR SEPARATION UNDER AR 135-178, CHAPTER 13.

A.9.A.1.H. (U) ALL SOLDIERS MENTIONED IN PARAGRAPH A.1. MUST TAKE A DIAGNOSTIC CFT NLT 6 MONTHS AFTER PUBLISHING OF THE AD AND ENTER THEIR SCORECARDS INTO ATIS. DA G-3/5/7 WILL EXECUTE AN AFSWG GOSC TO ASSESS THE CFT IMPLEMENTATION IN AUGUST AND DECEMBER 2026.

A.9.B. (U) MANDATORY RE-CLASS/UTILIZATION PHASE: (AS TESTS BECOME "FOR RECORD" IN 2027)

A.9.B.1. (U) SOLDIERS SERVING IN AN MOS IMMATERIAL POSITION OR IN A MIS-MATCH MOS, ARE REQUIRED TO FOLLOW CFT IMPLEMENTATION GUIDANCE AND ARE FURTHER SUBJECT TO MANDATORY RECLASSIFICATION IF STANDARDS ARE NOT ACHIEVED.

A.9.B.1.A. (U) AS TESTS BECOME "FOR RECORD" IN 2027, ENLISTED SOLDIERS THAT DO NOT RECEIVE AN APPROVED WAIVER AND FAIL TO ACHIEVE THE CFT STANDARD WILL BE SUBJECT TO MANDATORY RECLASSIFICATION.

A.9.B.1.B. (U) ENLISTED SOLDIERS THAT FAIL THE CFT STANDARD WILL RECEIVE A RET 9P RESTRICTION CODE AND/OR BE RECLASSIFIED TO SRC 09U. THE CODES WILL BE REMOVED UPON SUCCESSFUL GRADUATION OF THE IDENTIFIED MOS FROM MANDATORY RECLASSIFICATION.

A.9.B.1.C. (U) AS TESTS BECOME "FOR RECORD" IN 2027, SOLDIERS THAT FAIL TO ACHIEVE THE CFT STANDARD WILL RECEIVE A MANDATORY CFT COMMENT OF "SOLDIER FAILED TO PASS THE MOST RECENT RECORD CFT, WHICH DOES NOT MEET THE CFT STANDARD.". THIS COMMENT WILL BE CAPTURED ON DA FORM 2166-9 SERIES EVALUATION REPORTS, PART IV, BLOCK A.

A.9.B.1.D. (U) AS TESTS BECOME "FOR RECORD" IN 2027, COMBAT SPECIALTY ENLISTED SOLDIERS WHO APPEAR ON A PROMOTION RECOMMENDATION ROSTER OR AN APPROVED ORDER OF MERIT LIST, WHO DO NOT ACHIEVE THE MINIMUM CFT TIME STANDARD, ARE NOT ELIGIBLE FOR PROMOTION; THEY WILL RETAIN THEIR OML STANDING BUT THEIR PROMOTION ELIGIBILITY STATUS WILL CHANGE FROM MOST/FQ TO NFQ. SOLDIERS WHO ACHIEVE A QUALIFYING CFT TIME STANDARD ON THE SUBSEQUENT CFT WILL HAVE THEIR PROMOTION ELIGIBILITY REINSTATED.

A.9.B.1.E. (U) STATE G-1 MILITARY PERSONNEL MANAGEMENT OPERATIONS (MPMO) WILL MANAGE TITLE 32 AGR SOLDIERS AND ARNG HUMAN CAPITAL MANAGEMENT (HCM) WILL MANAGE TITLE 10 SOLDIERS.

A.10. (U) SECTION FIVE. ARMY NATIONAL GUARD (M-DAY SOLDIER) ON FULL TIME ORDERS FOR 365 DAYS OR MORE CFT (ENLISTED) IMPLEMENTATION PLAN.

A.10.A. (U) THE IMPLEMENTATION PHASE ALLOWS FOR COMMANDERS TO COUNSEL SOLDIERS WITHIN IDENTIFIED MOS'S AND PROVIDE OPPORTUNITIES TO REQUEST VOLUNTARY RECLASSIFICATION IF THEY CANNOT ACHIEVE THE REQUIRED CFT STANDARD.

A.10.A.1 (U) IMPLEMENTATION PHASE: (FIRST 365 DAYS FROM THE SIGNATURE OF THE DIRECTIVE)

A.10.A.1.A. (U) COMMANDERS WILL COUNSEL ALL SOLDIERS ON THE CFT REQUIREMENTS WITHIN 60 DAYS FROM THE SIGNATURE OF THE DIRECTIVE. TEMPLATE COUNSELING EXAMPLES CAN BE FOUND AT WWW.ARMY.MIL/RETENTION UNDER RESOURCES.

A.10.A.1.B. (U) SOLDIERS WHO MEET THE REQUIRED STANDARD WILL BE COUNSELED BY THEIR UNIT COMMANDER TO MAINTAIN QUALIFICATIONS.

A.10.A.1.C. (U) SOLDIERS WHO DO NOT MEET THE CFT STANDARD ON A DIAGNOSTIC TEST WILL BE IDENTIFIED WITH AEA CODE AECFTDQ IN IPPS-A, FOLLOWING THE FIRST MANDATORY DIAGNOSTIC ASSESSMENT IN 2026. G1S/S1S ARE RESPONSIBLE FOR EXECUTING AEA CODE AECFTDQ IN IPPS-A FOR PERSONNEL WHO DO NOT ACHIEVE THE CFT STANDARD IN THE CASE THAT IPPS-A AUTOMATION IS NOT SERVICEABLE. THE AEA CODE SERVES AS AN IDENTIFICATION OF SOLDIERS NOT ACHIEVING THE STANDARD BUT IS NOT PUNITIVE.

A.10.A.1.D. (U) REENLISTING SOLDIERS SEEKING CONTINUED SERVICE THAT DO NOT MEET THE SERVICE REMAINING REQUIREMENT FOR FUTURE TRAINING AND APPROVED MOS WILL BE REQUIRED TO EXTEND OR REENLIST TO MEET THE TERM. SOLDIERS WHO FAIL TO EXTEND OR REENLIST WILL RESULT IN THE SOLDIER BEING RECLASSIFIED TO SRC 09U AND SEPARATION DUE TO NOT BEING MOS QUALIFIED UNDER AR 135-178, CHAPTER 13.

A.10.C. (U) MANDATORY RECLASSIFICATION/UTILIZATION PHASE: (AS TESTS BECOME "FOR RECORD" IN 2027)

A.10.C.1. (U) SOLDIERS WHO MEET THE REQUIRED TIME STANDARD WILL BE COUNSELED BY THEIR COMMAND TO MAINTAIN QUALIFICATIONS; NO FURTHER RETEST REQUIRED.

A.10.C.1.A. (U) AS TESTS BECOME "FOR RECORD" IN 2027, SOLDIERS WHO FAIL TO ACHIEVE THE CFT STANDARD WILL BE SUBJECT TO MANDATORY RECLASSIFICATION.

A.10.C.1.B. (U) UNIT COMMANDERS WILL COUNSEL SOLDIERS WHO FAIL TO ACHIEVE THE TIME STANDARD AND PROCESS FOR MANDATORY RECLASSIFICATION.

A.10.C.1.C. (U) STATES WILL PROCESS RECLASSIFICATION AND UTILIZATION ACTIONS WITH THE PRIMARY FOCUS ON THE NEEDS OF THE STATE ARMY NATIONAL GUARD.

A.11. (U) SECTION SIX. ARMY RESERVE (TROOP PROGRAM UNIT (TPU) SOLDIERS SERVING ON ACTIVE-DUTY ORDERS 365 DAYS OR MORE) CFT (ENLISTED) IMPLEMENTATION PLAN.

A.11.A. (U) IMPLEMENTATION PHASE: (FIRST 365 DAYS FROM THE SIGNATURE OF THE DIRECTIVE)

A.11.A.1. (U) COMMANDERS WILL COUNSEL ALL ENLISTED SOLDIERS WITH COMBAT MOS 11A, 11B, 11C, 11Z, 12A, 12B, 12D, 13A, 13F, 18A, 180A, 18B, 18C, 18D, 18E, 18F, 18Z, 19A, 19C, 19D, 19K, 19Z, 89D, AND 89E, WITH

REQUIREMENTS AND EFFECTIVE DATES. TEMPLATE COUNSELING EXAMPLES CAN BE FOUND AT WWW.ARMY.MIL/RETENTION UNDER RESOURCES.

A.11.A.1.A. (U) COMMANDERS WILL COUNSEL ALL SOLDIERS ON TEMPORARY PROFILES AND COORDINATE WITH PRIMARY CARE MANAGERS TO IDENTIFY AN APPROPRIATE TIMELINE TO ADMINISTER A FOR RECORD CFT.

A.11.A.1.B. (U) SOLDIERS WITH AN APPROVED WAIVER WILL BE TRACKED AND MANAGED AT UNIT LEVEL WITHIN IPSS-A. COMMANDERS WILL SEND A CFT WAIVER REPORT QUARTERLY, TO THE DMPM THROUGH THEIR SERVICING G-1.

A.11.A.1.C. (U) SOLDIERS WHO DO NOT MEET THE CFT STANDARD ON A DIAGNOSTIC TEST WILL BE IDENTIFIED WITH AEA CODE AECFTDQ IN IPSS-A, FOLLOWING THE FIRST MANDATORY DIAGNOSTIC ASSESSMENT IN 2026. G1S/S1S ARE RESPONSIBLE FOR EXECUTING AEA CODE AECFTDQ IN IPSS-A FOR PERSONNEL WHO DO NOT ACHIEVE THE CFT STANDARD IN THE CASE THAT IPSS-A AUTOMATION IS NOT SERVICEABLE. THE AEA CODE SERVES AS AN IDENTIFICATION OF SOLDIERS NOT ACHIEVING THE STANDARD BUT IS NOT PUNITIVE.

A.11.A.1.D. (U) SOLDIERS WITH AN AEA CODE AECFTDQ AND IN THE RANK OF PVT-SSG UNDER 18 YEARS TOTAL CREDITABLE SERVICE TOWARDS RETIREMENT CAN REQUEST VOLUNTARY RECLASSIFICATION INTO UP TO THREE PRIORITY SPECIALTIES THROUGH THEIR COMMAND.

A.11.A.1.E. (U) SOLDIERS THAT ARE APPROVED FOR VOLUNTARY RECLASSIFICATION WILL HAVE THEIR CURRENT MOS ADJUSTED ONCE THEY SUCCESSFULLY COMPLETE TRAINING.

A.11.A.1.F. (U) TRAINING NCO'S AND/OR HR NCO'S WILL INFORM THE SOLDIER OF THE OUTCOME OF THEIR RECLASSIFICATION REQUEST AND CONDUCT ANY FOLLOW-ON ACTIONS NECESSARY.

A.11.A.1.G. (U) RECLASSIFYING SOLDIERS SEEKING CONTINUED SERVICE THAT DO NOT MEET THE SERVICE REMAINING REQUIREMENT FOR FUTURE TRAINING AND THE APPROVED MOS WILL BE REQUIRED TO EXTEND OR REENLIST TO MEET THE TERM. FAILURE TO EXTEND OR REENLIST WILL RESULT IN THE SOLDIER BEING TRANSFERRED TO THE INACTIVE STAND-BY LIST (ISL) OR RECLASSIFIED TO SPECIAL REPORTING CODE (SRC) 09U AND/OR SEPARATION UNDER AR 135-178, CHAPTER 13.

A.11.A.1.H. (U) ALL SOLDIERS MENTIONED IN PARAGRAPH A.1. MUST TAKE A DIAGNOSTIC CFT WITHIN SIX MONTHS OF THE PUBLISHED DIRECTIVE AND ENTER THEIR SCORECARDS INTO ATIS. DA G-3/5/7 WILL EXECUTE AN AFSWG GOSC TO ASSESS THE CFT IMPLEMENTATION IN AUGUST AND DECEMBER 2026.

A.11.B. (U) MANDATORY RE-CLASS/UTILIZATION PHASE: (365 DAYS FROM THE SIGNATURE OF THE DIRECTIVE)

A.11.B.1. (U) SOLDIERS SERVING IN AN MOS IMMATERIAL POSITION OR IN A MIS-MATCH MOS, ARE REQUIRED TO FOLLOW CFT IMPLEMENTATION GUIDANCE AND

ARE FURTHER SUBJECT TO MANDATORY RECLASSIFICATION IF STANDARDS ARE NOT ACHIEVED.

A.11.B.1.A. (U) AS TESTS BECOME "FOR RECORD" IN 2027, ENLISTED SOLDIERS THAT DID NOT RECEIVE AN APPROVED WAIVER AND FAILED TO ACHIEVE THE CFT STANDARD WILL BE SUBJECT TO MANDATORY RECLASSIFICATION.

A.11.B.1.B. (U) ENLISTED SOLDIERS THAT FAIL THE CFT STANDARD WILL RECEIVE A RET 9P RESTRICTION CODE AND/OR BE RECLASSIFIED TO SRC 09U. THE CODES WILL BE REMOVED UPON SUCCESSFUL GRADUATION OF THE IDENTIFIED MOS FROM MANDATORY RECLASSIFICATION.

A.11.B.1.C. (U) AS TESTS BECOME "FOR RECORD" IN 2027, SOLDIERS THAT FAIL TO ACHIEVE THE CFT STANDARD WILL RECEIVE A MANDATORY CFT COMMENT OF "SOLDIER FAILED TO PASS THE MOST RECENT RECORD CFT, WHICH DOES NOT MEET THE CFT STANDARD". THIS COMMENT WILL BE CAPTURED ON DA FORM 2166-9 SERIES EVALUATION REPORTS, PART IV, BLOCK A.

A.11.B.1.D. (U) AS TESTS BECOME "FOR RECORD" IN 2027, COMBAT SPECIALTY ENLISTED SOLDIERS WHO APPEAR ON A PROMOTION RECOMMENDATION ROSTER OR AN APPROVED ORDER OF MERIT LIST, WHO DO NOT ACHIEVE THE MINIMUM CFT TIME STANDARD, ARE NOT ELIGIBLE FOR PROMOTION; THEY WILL RETAIN THEIR OML STANDING BUT THEIR PROMOTION ELIGIBILITY STATUS WILL CHANGE FROM MOST/FQ TO NFQ. SOLDIERS WHO ACHIEVE A QUALIFYING CFT TIME STANDARD ON THE SUBSEQUENT CFT WILL HAVE THEIR PROMOTION ELIGIBILITY REINSTATED.

A.12. (U) SECTION SEVEN. REGULAR ARMY & ACTIVE GUARD RESERVE (AGR) (USAR, ARNG T32, ARNG T10, SERVING ON ACTIVE-DUTY ORDERS 365 DAYS OR MORE) CFT (OFFICER AND WARRANT OFFICER) IMPLEMENTATION PLAN.

A.12.A. (U) THE IMPLEMENTATION PHASE ALLOWS FOR COMMANDERS TO COUNSEL OFFICERS AND WARRANT OFFICERS WITHIN IDENTIFIED AOCS AND PROVIDE OPPORTUNITIES TO REQUEST VOLUNTARY TRANSFER INCENTIVE PROGRAM (VTIP) IF THEY CANNOT ACHIEVE THE REQUIRED CFT STANDARD.

A.12.A.1. (U) IMPLEMENTATION PHASE: (FIRST 365 DAYS FROM THE SIGNATURE OF THE DIRECTIVE)

A.12.A.1.A. (U) COMMANDERS WILL COUNSEL OFFICERS AND WARRANT OFFICERS USING THE INITIAL COUNSELING TEMPLATE ON THE ARMY DIRECTIVE REQUIREMENTS WITHIN 60 DAYS FROM THE SIGNATURE OF THE DIRECTIVE. TEMPLATE COUNSELING EXAMPLES CAN BE FOUND AT WWW.ARMY.MIL/RETENTION UNDER RESOURCES.

A.12.A.1.B. (U) COMMANDERS WILL COUNSEL OFFICERS AND WARRANT OFFICERS ON TEMPORARY PROFILES AND COORDINATE WITH PRIMARY CARE MANAGERS TO IDENTIFY AN APPROPRIATE TIMELINE TO ADMINISTER A FOR RECORD CFT.

A.12.A.1.C. (U) OFFICERS AND WARRANT OFFICERS WHO DO NOT MEET THE CFT STANDARD ON A DIAGNOSTIC TEST WILL BE IDENTIFIED WITH AEA CODE AECFTDQ IN IPPS-A, FOLLOWING THE FIRST MANDATORY DIAGNOSTIC ASSESSMENT IN

2026. G1S/S1S ARE RESPONSIBLE FOR EXECUTING AEA CODE AECFTDQ IN IPPS-A FOR PERSONNEL WHO DO NOT ACHIEVE THE CFT STANDARD IN THE CASE THAT IPPS-A AUTOMATION IS NOT SERVICEABLE. THE AEA CODE SERVES AS AN IDENTIFICATION OF SOLDIERS NOT ACHIEVING THE STANDARD BUT IS NOT PUNITIVE.

A.12.A.1.D. (U) FOR RA OFFICERS, OFFICERS WILL SELF-INITIATE THE VTIP REQUEST AND WILL FOLLOW VTIP PROCEDURES OUTLINED IN A PENDING RECLASSIFICATION AND UTILIZATION MILPER MESSAGE, INCLUDING SUBMITTING THEIR LATEST DA FORM 705 AND STATING THE TRANSFER IS TO MEET NON-COMBAT BRANCH REQUIREMENTS. THE COMPLETED ETP TO VTIP REQUEST MUST BE EMAILED BY THE OFFICER TO THE HRC VTIP TEAMBOX: USARMY.KNOX.HRC.MBX.FADD-AC-VTIP@ARMY.MIL. THE HRC VTIP PROGRAM MANAGERS WILL RECEIVE AND VERIFY THE REQUEST BEFORE FORWARDING IT UP THE CHAIN OF COMMAND AT HRC. EACH LEVEL (BRANCH CHIEF, DIVISION CHIEF, GAINING BRANCH TALENT MANAGER, ETC.) REVIEWS THE REQUEST, CONSIDERS FACTORS LIKE BRANCH STRENGTH, ADDS THEIR RECOMMENDATIONS (APPROVE/DISAPPROVE), AND FORWARDS IT TO THE NEXT LEVEL. THIS CONTINUES UNTIL IT REACHES THE DIRECTOR, HRC FSD, WHO MAKES THE FINAL DECISION TO APPROVE OR DISAPPROVE THE VTIP. APPROVED AND/OR DISAPPROVED VOLUNTARY BRANCH TRANSFERS ARE PROVIDED BY THE HRC VTIP PROGRAM MANAGERS AND WILL PROVIDE OFFICERS WITH A NEW NON-COMBAT BRANCH OR FUNCTIONAL AREA. HRC TALENT MANAGERS WILL PROVIDE FOLLOW-ON ASSIGNMENT AS APPLICABLE.

A.12.A.1.E. (U) THE DEPUTY DIRECTOR, HRC RESERVE PERSONNEL MANAGEMENT DIRECTORATE (RPMD) IS THE APPROVAL AUTHORITY FOR VOLUNTARY BRANCH TRANSFERS FOR USAR AGR OFFICERS.

A.12.A.1.F. (U) FOR USAR AGR OFFICERS, THE VTIP PROCESS IS A MULTI-STEP, HIERARCHICAL APPROVAL WORKFLOW. IT BEGINS WITH THE OFFICER COMPLETING A PERSONNEL ACTION REQUEST (PAR) IN THE INTEGRATED PERSONNEL PAY SYSTEM ARMY (IPPSA) AND SUBMITTING THE PAR TO IPPSA USER DEFINED LIST (UDL): 00000000010514. ANY ETP TO VTIP PAR MUST INCLUDE A DA FORM 705, SOLDIER TALENT PROFILE, AND A MEMORANDUM FOR RECORD STATING THE OFFICER IS UNABLE TO ACHIEVE THE STANDARD ON THE CFT AND TRANSFER IS TO MEET NON-COMBAT BRANCH REQUIREMENTS. THE TALENT MANAGER WILL RECEIVE AND VERIFY THE REQUEST BEFORE FORWARDING IT UP THE CHAIN OF COMMAND AT HRC. EACH LEVEL (BRANCH CHIEF, RPMD ANALYSIS BRANCH, GAINING TM, ETC.) REVIEWS THE REQUEST, CONSIDERS FACTORS LIKE BRANCH STRENGTH, ADDS THEIR RECOMMENDATIONS (APPROVE/DISAPPROVE), AND FORWARDS IT TO THE NEXT LEVEL. THIS CONTINUES UNTIL IT REACHES THE DEPUTY DIRECTOR, HRC RPMD, WHO MAKES THE FINAL DECISION TO APPROVE OR DISAPPROVE THE VTIP.

A.12.A.1.G. (U) VOLUNTARY BRANCH TRANSFERS FOR ARNG OFFICERS WILL BE PROCESSED IAW NATIONAL GUARD REGULATION (NGR) 600-100.

A.12.B. (U) MANDATORY RECLASSIFICATION AND UTILIZATION PHASE: (AS TESTS BECOME "FOR RECORD" IN 2027-ENDURING)

A.12.B.1. (U) OFFICERS AND WARRANT OFFICERS WHO MEET THE REQUIRED TIME STANDARD WILL BE COUNSELED BY THEIR COMMAND TO MAINTAIN QUALIFICATIONS.

A.12.B.1.A. (U) COMMANDERS WILL INITIATE INVOLUNTARY BRANCH TRANSFER REQUESTS FOR OFFICERS THAT DO NOT HAVE AN APPROVED WAIVER, ARE BASIC OFFICER LEADER COURSE (BOLC)-B COMPLETE IN THE RANK OF 2LT TO CPT, AND WHO WERE UNABLE TO ACHIEVE THE STANDARD FOR THE CFT IN TWO CONSECUTIVE FOR RECORD TESTS.

A.12.B.1.B. (U) THE COMMANDING GENERAL (CG), HRC IS THE APPROVAL AUTHORITY FOR INVOLUNTARY BRANCH TRANSFERS FOR RA AND USAR AGR OFFICERS.

A.12.B.1.C. (U) THE ARNG DIRECTOR, NGB IS THE APPROVAL AUTHORITY FOR INVOLUNTARY BRANCH TRANSFERS FOR ARNG OFFICERS.

A.12.B.1.D. (U) FOR RA OFFICERS, COMMANDERS INITIATE AND SUBMIT THE INVOLUNTARY TRANSFER REQUEST VIA EMAIL DIRECTLY TO THE HRC TEAMBOX: USARMY.KNOX.HRC.MBX.FADD-AC-VTIP@ARMY.MIL. THE INVOLUNTARY TRANSFER REQUEST MUST INCLUDE THE LATEST DA FORM 705 AND A MEMORANDUM FOR RECORD (MFR) STATING THE TRANSFER IS TO MEET NON-COMBAT BRANCH REQUIREMENTS. THE MFR WILL INCLUDE THIS STATEMENT, "DEMONSTRATED INABILITY TO PERFORM EFFECTIVELY IN THE CURRENT BRANCH OR TO ASSIMILATE TO BRANCH RELATED TRAINING." THE MFR MAY INCLUDE 5 NON-COMBAT BRANCH PREFERENCES AS SELECTED BY THE OFFICER. THE HRC VTIP PROGRAM MANAGER WILL RECEIVE AND VERIFY THE REQUEST BEFORE FORWARDING IT UP THE CHAIN OF COMMAND AT HRC. EACH LEVEL (BRANCH CHIEF, DIVISION CHIEF, GAINING TM, ETC.) REVIEWS THE REQUEST, CONSIDERS FACTORS LIKE BRANCH STRENGTH, ADDS THEIR RECOMMENDATIONS (APPROVE/DISAPPROVE), AND FORWARDS IT TO THE NEXT LEVEL. FINAL DECISION AUTHORITY IS THE CG, HRC, FOR INVOLUNTARY TRANSFER REQUESTS.

A.12.B.1.E. (U) FOR USAR AGR OFFICERS, COMMANDERS INITIATE AND SUBMIT THE INVOLUNTARY TRANSFER REQUEST DIRECTLY VIA IPPSA PAR TO THE HRC RESERVE PERSONNEL MANAGEMENT DIRECTORATE (RPMD) IPPSA UDL: 00000000010514. THE INVOLUNTARY TRANSFER REQUEST MUST INCLUDE THE LATEST DA FORM 705 AND A MFR STATING THE TRANSFER IS TO MEET NON-COMBAT BRANCH REQUIREMENTS. THE MFR MAY INCLUDE 5 NON-COMBAT BRANCH PREFERENCES AS SELECTED BY THE OFFICER. THE MFR WILL INCLUDE THIS STATEMENT, "DEMONSTRATED INABILITY TO PERFORM EFFECTIVELY IN THE CURRENT BRANCH OR TO ASSIMILATE TO BRANCH RELATED TRAINING." THE HRC TALENT MANAGER WILL RECEIVE AND VERIFY THE REQUEST BEFORE FORWARDING IT UP THE CHAIN OF COMMAND AT HRC. THE TM WILL RECEIVE AND VERIFY THE REQUEST BEFORE FORWARDING IT UP THE CHAIN OF COMMAND AT HRC. EACH LEVEL (BRANCH CHIEF, RPMD ANALYSIS BRANCH, GAINING TM, ETC.) REVIEWS THE REQUEST, CONSIDERS FACTORS LIKE BRANCH STRENGTH, ADDS THEIR RECOMMENDATIONS (APPROVE/DISAPPROVE), AND FORWARDS IT TO THE NEXT LEVEL. FINAL DECISION AUTHORITY IS THE CG, HRC, FOR INVOLUNTARY TRANSFER REQUESTS.

A.12.B.1.F. (U) HRC WILL PROCESS EACH INVOLUNTARY BRANCH TRANSFER REQUEST IN ACCORDANCE WITH THE PRIORITY-FILL BRANCHES/FUNCTIONAL AREAS, OFFICER KNOWLEDGE, SKILLS, BEHAVIORS (KSB), AND NEEDS OF THE ARMY.

A.12.B.1.G. (U) AS TESTS BECOME "FOR RECORD" IN 2027, COMBAT SPECIALTY OFFICERS THAT DO NOT HAVE AN APPROVED WAIVER AND FAIL TO ACHIEVE THE STANDARD CFT REQUIREMENT WILL RECEIVE A MANDATORY CFT COMMENT OF "SOLDIER FAILED THE MOST RECENT RECORD CFT; DOES NOT MEET THE CFT TIME STANDARD." THIS COMMENT WILL BE CAPTURED ON DA FORM 67-10 SERIES EVALUATION REPORTS, PART IV, BLOCK A. THIS REPORT IS NOT A REFERRED EVALUATION.

A.12.B.1.H. (U) AS TESTS BECOME "FOR RECORD" IN 2027, PROMOTABLE COMBAT SPECIALTY OFFICERS, WHO DO NOT HAVE AN APPROVED WAIVER, ARE IN THE GRADE OF WO1 TO CW3 AND 2LT TO CPT, AND WHO DO NOT ACHIEVE THE STANDARD CFT REQUIREMENT WILL BE FLAGGED AND SUBSEQUENTLY DELAYED FROM PROMOTION. OFFICERS WHO ACHIEVE A QUALIFYING CFT TIME STANDARD ON THE SUBSEQUENT CFT WILL HAVE THEIR FLAG REMOVED FAVORABLY AND WILL NO LONGER BE IN A DELAYED STATUS FROM PROMOTION. IF THE OFFICERS' PROJECTED DATE OF PROMOTION OCCURS WHILE IN A DELAYED STATUS, THE OFFICER WILL HAVE AN ADJUSTED DATE OF RANK EFFECTIVE THE DATE THE OFFICER ACHIEVES THE CFT TIME STANDARD. OFFICERS TRANSFERRED TO ANOTHER BRANCH, OTHER THAN A SPECIAL BRANCH (I.E. CH, JA, AMEDD), WILL NO LONGER BE DELAYED UPON TRANSFER. OFFICERS WHO TRANSFER AFTER THEIR PROJECTED DATE OF PROMOTION WILL HAVE AN ADJUSTED DATE OF RANK EFFECTIVE THE DATE THE OFFICER TRANSFERS BRANCHES.

A.12.B.1.I. (U) AS TESTS BECOME "FOR RECORD" IN 2027, PROMOTABLE COMBAT SPECIALTY WARRANT OFFICERS AND OFFICERS, IN THE GRADE OF CW4 TO CW5 AND MAJ TO COL, WHO DO NOT HAVE AN APPROVED CFT WAIVER AND DO NOT ACHIEVE A QUALIFYING CFT TIME STANDARD WILL BE FLAGGED AND SUBSEQUENTLY DELAYED FROM PROMOTION. OFFICERS WHO ACHIEVE A QUALIFYING CFT TIME STANDARD ON THE SUBSEQUENT CFT WILL HAVE THEIR FLAG REMOVED FAVORABLY AND WILL NO LONGER BE IN A DELAYED STATUS FROM PROMOTION. IF THE OFFICERS' PROJECTED DATE OF PROMOTION OCCURS WHILE IN A DELAYED STATUS, THE OFFICER WILL HAVE AN ADJUSTED DATE OF RANK EFFECTIVE THE DATE THE OFFICER ACHIEVES THE QUALIFYING CFT TIME STANDARD. OFFICERS WHO FAIL TO ACHIEVE A QUALIFYING CFT TIME STANDARD ON THE SUBSEQUENT CFT WILL UNDERGO A PROMOTION REVIEW BOARD TO CONSIDER WHETHER TO REMOVE THE OFFICER FROM THE PROMOTION LIST. OFFICERS REMOVED FROM THE PROMOTION LIST SHALL BE CONSIDERED TO HAVE FAILED SELECTION FOR PROMOTION.

A.12.C. (U) UTILIZATION PROCESS: (AS TESTS BECOME "FOR RECORD" IN 2027 -ENDURING)

A.12.C.1. (U) OFFICERS THAT WOULD OTHERWISE MEET NORMAL VTIP ELIGIBILITY REQUIREMENTS MAY REQUEST VTIP IAW NORMAL VTIP PROCEDURES BY EXCEPTION.

A.12.C.1.A. (U) AS TESTS BECOME "FOR RECORD" IN 2027, OFFICERS THAT DO NOT HAVE AN APPROVED WAIVER MUST MEET THE COMBAT STANDARD IN BOTH THE AFT AND CFT TO BE ELIGIBLE FOR COMBAT SPECIALTY COMMAND.

A.12.C.1.B. (U) AS TESTS BECOME "FOR RECORD" IN 2027, COMMANDERS, IN COORDINATION WITH HRC TALENT MANAGERS, WILL INITIATE INVOLUNTARY BRANCH TRANSFER REQUESTS FOR OFFICERS THAT DO NOT HAVE AN APPROVED WAIVER, ARE BOLC-B COMPLETE WITH THE RANK 2LT TO CPT AND UNABLE TO ACHIEVE THE MINIMUM CFT COMBAT STANDARD TIME STANDARD. INVOLUNTARY BRANCH TRANSFERS WILL BE INITIATED BY COMMANDERS AFTER THE OFFICER FAILED TO ACHIEVE A CFT PASS ON TWO CONSECUTIVE RECORD CFTS.

A.12.C.1.C. (U) AS TESTS BECOME "FOR RECORD" IN 2027, COMMANDERS WILL NOT INITIATE INVOLUNTARY BRANCH TRANSFER FOR WARRANT OFFICERS IN THE RANK OF CW3 TO CW5 OR OFFICERS IN THE RANK OF MAJ TO COL, WHO ARE UNABLE TO ACHIEVE THE CFT REQUIREMENT. WARRANT OFFICERS AND OFFICERS IN THE RANK OF MAJ TO COL WILL BE IDENTIFIED UTILIZING AEA CODE AECFTDQ IN IPPS-A AND BE UTILIZED IN HIGHER ECHELON OR POSITIONS NOT ASSOCIATED WITH COMBAT. HRC TALENT MANAGERS ARE RESPONSIBLE FOR ENSURING OFFICERS THAT DO NOT MEET THE COMBAT STANDARD ARE NOT ASSIGNED TO COMBAT ASSIGNMENTS.

A.12.C.1.D. (U) AS TESTS BECOME "FOR RECORD" IN 2027, COMMANDERS WILL INITIATE ELIMINATION WHEN AN OFFICER REFUSES AN INVOLUNTARY BRANCH TRANSFER AND/OR A MANDATORY ASSIGNMENT UTILIZATION. OFFICER ELIMINATION PROCEEDINGS WILL BE INITIATED PURSUANT TO CHAPTER 4 OF AR 600-8-24 OR CHAPTER 2 OF AR 135-175. THE BASIS FOR SEPARATION WILL BE "SUBSTANDARD PERFORMANCE OF DUTY".

A.12.C.1.E. (U) HRC TALENT MANAGERS WILL NOTIFY OFFICERS OF THEIR GAINING BRANCH AND COORDINATE FOR FOLLOW-ON ASSIGNMENT AND/OR UTILIZATION AS APPLICABLE.

A.12.C.1.F. (U) FOR RA AND USAR AGR OFFICERS, THE CG, HRC IS THE APPROVAL AUTHORITY FOR UTILIZATION EXCEPTIONS. UNIT COMMANDERS WILL INITIATE ETPS, ENDORSEMENT MUST BE THE FIRST GENERAL OFFICER IN THE CHAIN OF COMMAND. HRC WILL HANDLE EACH ETP REQUEST ON A CASE-BY-CASE BASIS.

A.12.C.1.G. (U) AS TESTS BECOME "FOR RECORD" IN 2027, COMMANDERS WILL FLAG OFFICERS AND WARRANT OFFICERS WHO FAIL TO ACHIEVE THE CFT STANDARD.

A.13. (U) SECTION EIGHT. ARMY NATIONAL GUARD (TRADITIONAL SOLDIER SERVING ON ACTIVE-DUTY ORDERS 365 DAYS OR MORE) CFT (OFFICER AND WARRANT OFFICER) IMPLEMENTATION PLAN.

A.13.A. (U) THE IMPLEMENTATION PHASE ALLOWS FOR COMMANDERS TO COUNSEL OFFICERS AND WARRANT OFFICERS WITHIN IDENTIFIED AOCs AND PROVIDE OPPORTUNITIES TO REQUEST VOLUNTARY TRANSFER INCENTIVE PROGRAM (VTIP) IF THEY CANNOT ACHIEVE THE REQUIRED CFT STANDARD.

A.13.A.1. (U) IMPLEMENTATION PHASE: (FIRST 365 DAYS FROM THE SIGNATURE OF THE DIRECTIVE)

A.13.A.1.A. (U) OFFICERS WITHIN IDENTIFIED COMBAT SPECIALTIES WILL TAKE A DIAGNOSTIC CFT WITHIN SIX MONTHS OF THE PUBLISHED DIRECTIVE.

A.13.A.1.B. (U) WITHIN 60 DAYS OF THE DIRECTIVE, COMMANDERS WILL COUNSEL ALL OFFICERS WITH COMBAT BRANCHES 11A, 12A, 13A, 18A, 89E, 180A, AND 19A ON THE CFT REQUIREMENTS AND EFFECTIVE DATES. TEMPLATE COUNSELING EXAMPLES CAN BE FOUND AT WWW.ARMY.MIL/RETENTION UNDER RESOURCES.

A.13.A.1.C. (U) OFFICERS WHO MEET THE REQUIRED TIME STANDARD WILL BE COUNSELED BY THEIR COMMANDER TO MAINTAIN QUALIFICATIONS.

A.13.A.1.D. (U) OFFICERS AND WARRANT OFFICERS WHO DO NOT MEET THE CFT STANDARD ON A DIAGNOSTIC TEST WILL BE IDENTIFIED WITH AEA CODE AECFTDQ IN IPPS-A, FOLLOWING THE FIRST MANDATORY DIAGNOSTIC ASSESSMENT IN 2026. G1S/S1S ARE RESPONSIBLE FOR EXECUTING AEA CODE AECFTDQ IN IPPS-A FOR PERSONNEL WHO DO NOT ACHIEVE THE CFT STANDARD IN THE CASE THAT IPPS-A AUTOMATION IS NOT SERVICEABLE. THE AEA CODE SERVES AS AN IDENTIFICATION OF SOLDIERS NOT ACHIEVING THE STANDARD BUT IS NOT PUNITIVE.

A.13.B. (U) MANDATORY BRANCH TRANSFER/UTILIZATION PHASE: (AS TESTS BECOME "FOR RECORD" IN 2027)

A.13.B.1. (U) COMMANDERS WILL COUNSEL OFFICERS THAT MEET THE COMBAT FITNESS TEST TIME STANDARD TO MAINTAIN QUALIFICATIONS.

A.13.B.1.A. (U) AS TESTS BECOME "FOR RECORD" IN 2027, OFFICERS THAT DO NOT MEET THE CFT STANDARD ON A RECORD TEST WILL BE SUBJECT TO MANDATORY INVOLUNTARY BRANCH TRANSFER.

A.13.B.1.B. (U) THE STATE OFFICE OF PERSONNEL MANAGEMENT (OPM) WILL PROCESS EACH INVOLUNTARY BRANCH TRANSFER REQUEST IN ACCORDANCE WITH NGR 600-100 AND NGR 600-101.

A.13.B.1.C. (U) INVOLUNTARY BRANCH TRANSFER ACTIONS MUST BE APPROVED BY STATE TAG.

A.13.B.1.D. (U) STATES SUBMIT BRANCH TRANSFER PACKET TO THE ARMY NATIONAL GUARD PERSONNEL POLICY DIVISION (ARNG-HRH-O) FOR PROCESSING IN COORDINATION WITH THE BRANCH PROPONENT FOR APPROVAL IAW NGR 600-100 AND NGR 600-101.

A.13.B.1.E. (U) OFFICERS/WARRANT OFFICERS POSSESSING SECONDARY AND TERTIARY BRANCHES WILL BRANCH TRANSFER TO THOSE NON-COMBAT BRANCHES AS A PRIMARY OPTION AS APPLICABLE.

A.14. (U) SECTION NINE. ARMY RESERVE (TPU) SERVING ON ACTIVE-DUTY ORDERS 365 DAYS OR MORE CFT (OFFICER) IMPLEMENTATION PLAN.

A.14.A. (U) IMPLEMENTATION PHASE: (FIRST 365 DAYS FROM THE SIGNATURE OF THE DIRECTIVE)

A.14.A.1. (U) WITHIN 60 DAYS OF THE DIRECTIVE PUBLICATION, COMMANDERS WILL COUNSEL ALL OFFICERS WITH COMBAT BRANCHES 11A, 12A, 13A, 18A, 89E, 180A, AND 19A WITH REQUIREMENTS AND EFFECTIVE DATES. TEMPLATE COUNSELING EXAMPLES CAN BE FOUND AT WWW.ARMY.MIL/RETENTION UNDER RESOURCES.

A.14.A.1.A. (U) COMMANDERS WILL COUNSEL OFFICERS ON TEMPORARY PROFILES AND COORDINATE WITH PRIMARY CARE MANAGERS TO IDENTIFY AN APPROPRIATE TIMELINE TO ADMINISTER A FOR RECORD CFT.

A.14.B. (U) MANDATORY RECLASSIFICATION/UTILIZATION PHASE: (AS TESTS BECOME "FOR RECORD" IN 2027)

A.14.B.1. (U) AS TESTS BECOME "FOR RECORD" IN 2027, OFFICERS THAT DO NOT MEET THE MINIMUM CFT TIME STANDARD ON THE RECORD CFT WILL BE SUBJECT TO INVOLUNTARY BRANCH TRANSFER.

A.14.B.1.A. (U) OFFICER'S SERVING IN AN MOS IMMATERIAL POSITION OR IN A MIS-MATCH AOC, ARE REQUIRED TO FOLLOW CFT IMPLEMENTATION GUIDANCE AND ARE FURTHER SUBJECT TO INVOLUNTARY BRANCH TRANSFER IF STANDARDS ARE NOT ACHIEVED.

A.14.B.1.B. (U) THE SECRETARY OF THE ARMY DELEGATES THE AUTHORITY TO INVOLUNTARILY BRANCH TRANSFER TPU OFFICERS TO AREA COMMANDERS. THIS AUTHORITY MAY BE FURTHER DELEGATED TO THEIR DEPUTY COMMANDERS.

A.14.B.1.C. (U) AS TESTS BECOME "FOR RECORD" IN 2027, COMBAT SPECIALTY OFFICERS THAT FAIL TO ACHIEVE THE REQUIRED STANDARD ON THE CFT WILL RECEIVE A MANDATORY CFT COMMENT OF "SOLDIER FAILED THE MOST RECENT RECORD CFT; DOES NOT MEET THE CFT TIME STANDARD." THIS COMMENT WILL BE CAPTURED ON DA FORM 67-10 SERIES EVALUATION REPORTS, PART IV, BLOCK A. THIS REPORT IS NOT A REFERRED EVALUATION.

A.14.B.1.D. (U) COMMANDERS WILL INITIATE INVOLUNTARY BRANCH TRANSFER TO A NON-COMBAT BRANCH FOR OFFICERS UNABLE TO ACHIEVE THE MINIMUM CFT TIME STANDARD AS TESTS BECOME "FOR RECORD" IN 2027. HOWEVER, THE REQUIREMENT TO INITIATE INVOLUNTARY BRANCH TRANSFER IS NOT APPLICABLE TO USAR OFFICERS WITH 17 YEARS OR MORE OF QUALIFYING YEARS OF SERVICE (QYS). OFFICERS WITH 17 YEARS OR MORE OF QYS WILL BE UTILIZED IN POSITIONS NOT ASSOCIATED WITH COMBAT.

A.14.B.1.E. (U) AS TESTS BECOME "FOR RECORD" IN 2027, PROMOTABLE COMBAT SPECIALTY OFFICERS, IN THE GRADE OF 2LT - CPT, WHO DO NOT ACHIEVE THE CFT TIME STANDARD WILL BE DELAYED FROM PROMOTION. OFFICERS WHO ACHIEVE A QUALIFYING CFT TIME STANDARD ON THE SUBSEQUENT CFT WILL NO LONGER BE IN A DELAYED PROMOTION STATUS. IF THE OFFICERS' PROJECTED DATE OF PROMOTION OCCURS WHILE IN A DELAYED STATUS, THE OFFICER WILL HAVE AN ADJUSTED DATE OF RANK EFFECTIVE THE DATE THE

OFFICER ACHIEVES THE QUALIFYING CFT TIME STANDARD. OFFICERS TRANSFERRED TO ANOTHER BRANCH, OTHER THAN A SPECIAL BRANCH (I.E. CH, JA, AMEDD), WILL NO LONGER BE DELAYED UPON TRANSFER. OFFICERS WHO TRANSFER AFTER THEIR PROJECTED DATE OF PROMOTION WILL HAVE AN ADJUSTED DATE OF RANK EFFECTIVE THE DATE THE OFFICER TRANSFERS BRANCHES.

A.14.B.1.F. (U) AS TESTS BECOME "FOR RECORD" IN 2027, PROMOTABLE COMBAT SPECIALTY WARRANT OFFICERS AND OFFICERS, IN THE GRADE OF WO1-CW5, MAJ-COL, WHO DO NOT ACHIEVE A QUALIFYING CFT TIME STANDARD WILL BE DELAYED FROM PROMOTION. OFFICERS WHO ACHIEVE A QUALIFYING CFT TIME STANDARD ON THE SUBSEQUENT CFT WILL NO LONGER BE DELAYED. IF THE OFFICERS' PROJECTED DATE OF PROMOTION OCCURS WHILE IN A DELAYED STATUS, THE OFFICER WILL HAVE AN ADJUSTED DATE OF RANK EFFECTIVE THE DATE THE OFFICER ACHIEVES CFT TIME STANDARD. OFFICERS WHO FAIL TO ACHIEVE A QUALIFYING CFT TIME STANDARD ON THE SUBSEQUENT CFT WILL UNDERGO A PROMOTION REVIEW BOARD TO CONSIDER WHETHER TO REMOVE THE OFFICER FROM THE PROMOTION LIST. OFFICERS REMOVED FROM THE PROMOTION LIST SHALL BE CONSIDERED TO HAVE FAILED SELECTION FOR PROMOTION.

A.15. (U) SECTION TEN. ARMY RESERVE NOT ON AGR AND NOT ON ACTIVE-DUTY ORDERS MORE THAN 365 DAYS (ENLISTED AND OFFICER) IMPLEMENTATION PLAN.

A.15.A. (U) ALL COMPONENTS WILL FOLLOW WAIVER, RECLASSIFICATION, AND ALL OTHER ADMINISTRATIVE GUIDANCE ESTABLISHED IAW PREVIOUS SECTIONS BUT MUST FOLLOW TIMELINES AND TEST REQUIREMENTS ESTABLISHED WITHIN SECTION A.15.

A.15.A.1. (U) ALL OTHER RESERVE COMPONENT SOLDIERS IN COMBAT SPECIALTIES WILL TAKE ONE FITNESS TEST PER CALENDAR YEAR ALTERNATING BETWEEN THE AFT AND CFT, TAKING A RECORD AFT ONE CALENDAR YEAR AND A RECORD CFT THE NEXT CALENDAR YEAR.

A.15.A.1.A. (U) THE TEST FOR RECORD IN CALENDAR YEAR 2027 WILL BE THE CFT. ALL SOLDIERS WILL TAKE A DIAGNOSTIC CFT WITHIN 6 MONTHS OF THE DATE OF THE ARMY DIRECTIVE PUBLICATION AND ENTER THEIR SCORES INTO THE ARMY SYSTEM OF RECORD. ALL IMPLEMENTATION AND MANDATORY PHASE REQUIREMENTS REMAIN THE SAME AS ABOVE SECTIONS BY COMPO.

A.15.A.1.B. (U) IF A SOLDIER FAILS THE CFT, THEY WILL HAVE 180-DAYS TO RETEST.

A.15.A.1.C. (U) AFT AND CFT SCORES ARE VALID FOR 2 YEARS IF THERE IS ONE RECORD AFT OR CFT TAKEN AND PASSED WITHIN 12 MONTHS. SOLDIERS ARE AUTHORIZED TO TAKE AN ADDITIONAL RECORD AFT WITHIN 8 MONTHS OF A PREVIOUS CFT OR AFT FOR PROMOTION OR SCHOOLING.