



Enlisted Personnel Notes

Reclassification of Soldiers in Selected MOSs

By Major Ruben Matos

The Army continues to reshape and adjust its personnel structure to meet changing requirements. One method is to precisely target specific military occupational specialties (MOSs) within the enlisted soldier population for MOS realignment. This helps ensure unit readiness and the ability to man the force with the right soldiers, in the right place, at the right time. As we transform to a more modular force and begin to initiate force stabilization, all the while continuing with our high personnel tempo, we cannot afford to maintain MOS imbalance; otherwise, unit readiness across the Army will suffer. To help fix these potential problems, the US Army Human Resources Command (HRC) has begun targeted MOS reclassification, moving soldiers from overstrength to understrength MOSs.

Efforts are underway between HRC and the applicable branch proponents to initiate necessary reclassification for soldiers currently serving in nine overstrength MOSs—two of which are 21B combat engineer and 21J general construction equipment operator. Selected soldiers serving in the targeted MOSs—who meet MOS qualification requirements for their newly selected understrength MOS—will receive a letter from HRC directing their reclassification.

The numbers needed to reclassify out of and into an MOS will vary based on the needs of the Army.

Soldiers selected for reclassification by HRC will benefit in the long run since moving soldiers into an understrength MOS will expand their opportunity for promotion and career-enhancing assignments. The Army will increasingly rely on mandatory reclassification of selected soldiers to meet unit manning guidance. Soldiers in MOSs that are overstrength are encouraged to voluntarily seek reclassification as a way to stay competitive for promotions and professionally rewarding assignments. The mandatory reclassification effort will continue, and the number of MOSs affected is likely to expand as additional force structure changes are implemented.

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