



DEPARTMENT OF THE ARMY

United States Trial Defense Service
Fort Rucker Field Office
5700 Novosel St, Room 345
Fort Rucker, AL 36362



MOS RECLASSIFICATION

A. General Comment: MOS reclassification is not and should not be substituted for disciplinary action. However, an MOS reclassification may be used in conjunction with punitive and non-punitive responses to appropriate situation. Additionally, MOS reclassification is, in many instances, a first step in what may eventually lead to an elimination proceeding UP of AR 635-200. Remember, MOS training and retraining represent a significant investment by the Army. Therefore, an MOS should not be changed or taken away unless a significant benefit will accrue to the Army as a result

B. Grounds:

1. Erroneous award;
2. UCMJ disciplinary action that adversely affects the individuals eligibility to perform duty in the MOS;
3. Appointment to or reduction from a pay grade which is not in line with or authorized for prior MOS;
4. Loss of qualification which is defined as duty performance clearly demonstrating that the individual cannot satisfactorily perform the duties in the MOS. Soldiers disqualified due to their own misconduct must be processed for administrative elimination prior to submission of reclassification action;
5. Disqualification from the PRP for Soldiers involved in Nuclear Surety Activities under AR 50-5;
6. Lack of security clearance required in performance of duties normally associated with MOS; and
7. Failure of Skill Qualification Test (SQT). A Soldier demonstrates proficiency in the mission critical tasks of his duty position through daily performance and commander's evaluations. By passing the SQT, the Soldier demonstrates knowledge of the requirements of his PMOS. Therefore, when a Soldier fails the SQT, the commander will consider whether reclassification is appropriate in the relation to duty performance as described in paragraph 4 above. If duty performance is satisfactory the chain of command should assist the Soldier in preparing for the next SQT.

C. Procedural Considerations:

1. The unit commander institutes the action, through command channels, to the reclassification authority UP AR 600-200, paragraph 2-29.
2. A Soldier is entitled to a reclassification board only at the discretion of the reclassification authority and may be reclassified without a board.
3. All reclassification actions requiring recoupment of bonus must be forwarded to HQDA after decision by the reclassification authority.

D. Special Considerations:

1. Reclassification based on a medical or physical profile limiting performance of duty within the MOS must be processed under AR 600-60, Physical Performance Evaluation System, which, in most cases, requires an MOS/Medical Retention Board.
2. Under provisions of AR 600-85, Alcohol and Drug Abuse Prevention and Control Program, paragraph 1-15, and associated regulations, personnel diagnosed as alcohol dependent must be medically restricted or suspended from aviation duties. Aviation personnel who use illegal drugs, whether or not determined to be medically fit, are subject to suspension from flying duties in addition to appropriated disciplinary and administrative measures. These provision may lead to eventual reclassification action for aviation personnel.

E. References:

AR 600-200, Enlisted Personnel Management System, Chapter 2, Section VII.

AR 611-1, Military Occupational Classification Structure, Development and Implementation.

AR 600-60, Physical Performance Evaluation System.

AR 600-85, Alcohol and Drug Abuse Prevention and Control Program.

For further information contact the Trial Defense Service at 334-255-3919.