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INFORMATION PAPER

MCJA-OSC  
1 October 2013

SUBJECT: MOS Administrative Retention Review (MAR2)

1. Purpose: To provide information for Soldiers going through the MEB/PEB process on the MOS Administrative Retention Review (MAR2) process.

2. Facts:

a. Soldiers must be of sufficient medical fitness to satisfactorily perform primary military occupational specialty (PMOS) or functional area requirements as well as those functional activities all Soldiers must perform regardless of PMOS.

(1) AR 600-60 formerly provided for a military occupational specialty (MOS)/Medical Retention Board (MMRB) process to determine a Soldier's ability to perform the duties required of his or her PMOS in a worldwide field or austere environment.

(2) ALARACT 261/2012 and Army Directive 2012-18 rescinded AR 600-60 and replaced the MMRB with a streamlined review process for MOS Administrative Retention Review known as the MAR2.

b. MAR2 enhances readiness by providing a process to monitor and maintain a quality force. This process helps to ensure that Soldiers are physically qualified and prepared to fulfill missions worldwide. The MAR2 is a Commander's tool to identify Soldiers in the unit who have permanent medical limitations (P3/P4 profiles) and to request an administrative review to determine if the Soldier meets standards of his/her Area of Concentration (AOC) or PMOS. During the review:

(1) The Soldier's permanent profile (DA Form 3349) is compared to the AOC/PMOS standards; and

(2) Recommendations from the Soldier and his or her chain of command on the Soldier's ability to perform in the current AOC/PMOS in a deployed/field environment are considered.

c. The MAR2 Packet is submitted to the U.S. Army Human Resources Command (AHRC), Retention and Reclassification Branch (RRB) for Soldiers who meet retention standards but cannot fulfill AOC or MOS requirements. AHRC RRB will issue one of 3 possible decisions:

(1) Retain in PMOS;

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(2) Reclassify; or

(3) Refer to MEB for further evaluation.

d. For those determined to reclassify, Soldiers will have the opportunity to request up to five (5) MOSs when initially career counseled, but must meet the qualifications for the requested MOSs, including Armed Services Vocational Aptitude Battery (ASVAB) scores, level of security clearance, and physical requirements. Upon acceptance into the new MOS, Soldiers are scheduled for training and assignment for reclassification. Soldiers may not change the assignment HRC has designated, absent exceptional circumstances - which HRC evaluates on an individual basis.

e. Appeal process. A Soldier who wishes to appeal the decision of the RRB must submit an appeal within ten (10) business days after receiving notice from his/her commander. The Soldier must state the reason(s) for their appeal and may submit any other relevant materials in support of the appeal. Soldiers may request an additional ten (10) business days from their commander to prepare the appeal. The most recent guidance from the Army, Army Directive 2012-18, dated 23 August 2012, does not contain a requirement that appeals be only for material error.

f. The MAR2 is NOT for Soldiers who do not appear to meet the medical retention standards of AR 40-501 (Standards of Medical Fitness). Those Soldiers must be referred to the Disability Evaluation System (DES).

(1) Soldiers unable to perform the functional activities required of every Soldier listed in block 5 of the DA Form 3349 (Physical Profile) must be referred to the DES. These activities include:

- (a) Firing the individual weapon;
- (b) Wearing the ballistic helmet;
- (c) Wearing body armor and load bearing equipment (LBE);
- (d) Wearing the protective mask and MOPP; and
- (e) Living in an austere environment without worsening the medical condition.

(2) For Soldiers' cases referred for MEB/PEB processing, the Physical Evaluation Board is not bound to find MAR2 referred Soldiers unfit.

(3) If the MAR2 refers a Soldier to the MEB, the MEB cannot return the Soldier directly to duty unless the physical profile is changed by the Military Treatment Facility to a P2 or lower.

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3. This Information Paper is provided as a service to Soldiers in the MEB/PEB process and is intended as general information only. A Soldiers' Counsel is available to provide specific legal advice to Soldiers involved in the MEB/PEB process. Contact your local Office of Soldiers' Counsel for more information. If you don't know how to reach your local OSC office please contact you PEBLO or see our website for contact information at <https://www.jagcnet.army.mil/otjagosc>.

Approved by: Ms. Joyce A. Hamel

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