

NRMS

Quick Overview of Metrics
For CCC and Fleet Users

Quick Overview of the Metrics

- For each zone, common metrics are:
 - Reenlistment Rate = (Reenlistments + Long Term Extensions) divided by (Reenlistments + LTEs + EAOS Losses)
 - Reenlistment Rate with RA (reserve affiliation) = (Reenlistments + Long Term Extensions + RAs) divided by (Reenlistments + LTEs + EAOS Losses)
 - RA Rate = number affiliating within 180 days of detaching divided by number eligible to affiliate (based on RE Codes)
 - Attrition Rate = (Before EAOS losses) (losses more than 90 days from EAOS) divided by (the Before EAOS inventory) [the number of people that are more than 90 days from the Hard EAOS]
 - Note on RAs: All affiliations are counted (codes on transaction report are RAF (if Sailor diaries in within 180 days of separation) and RAO (if Sailor diaries in outside 180 days)...only those occurring within 180 days are credited toward Reenlistment Rate with RA
- Running a report for the last 12 months is good, it gives reenlistment and attrition rates that are the same as the 12-month average metric that is commonly reported

The next few slides show the current 12-Month All Navy RET/ATT, and how the percentages are calculated

RET/ATT SUMMARY for All Navy (00000)

By Enlistment Zone Based on Transaction Date

UIC(s) Selected: UICs and their Children

Based upon Date Range: December 01, 2004 through November 30, 2005

of Months: 12

Zone	At EAOS	Before EAOS	Ineligible Losses Before EAOS RE-4	Ineligible Losses Before EAOS Other	Reenl	RA	Reenl Rate	Reenl Rate With RA	RA Rate	Cross Section Att Rate	Avg Non EAOS Inv	
A 0 - 6 Yrs	29774	12262	9434	2265	15560	168	52.3 %	52.8 %	10.0 %	7.6 %	161459	
B 6+ - 10 Yrs	12964	792	362	371	8024	68	61.9 %	62.4 %	10.2 %	1.7 %	47887	
C 10+ - 14 Yrs	5698	252	91	135	4824	9	84.7 %	84.8 %	9.2 %	0.9 %	27725	
D 14+ - 19 Yrs	8949	202	94	54	8626	9	96.4 %	95.4 %	35.7 %	0.4 %	45253	
E 20 Plus Yrs	11439	865	7	816	2527	0	22.1 %	22.1 %	0.0 %	7.2 %	12021	
Total Less Zone E	57385	13508	9981	2825	37034	250	64.5 %	65.0 %	10.2 %	4.8 %	282324	
USNR 2YO RAD's (Included as eligible separates):							0					
Release of Officer Programs All Zones (not counted as losses):							937					
6YO Oper Ext:							2186					

Average LOS at Reenlistment: A 4.22 B 8.20 C 12.17 D 16.76 E 22.15

At EAOS Ineligible Losses Reason for Separation	Zone A			Average LOS (Years)	Zone B Count	Zones C & D Count	Zone E Count	Total Count
	Count	% of Loss	Weight of Reason					
COMP ENLIST UNRETAINABLE	597	33.8%	33.8%	4.45	661	1258	6	1
OTHER MEDICAL OR DISABILITY	241	13.6%	13.6%	4.48	127	368	79	1
DRUG ABUSE	239	13.5%	13.5%	4.42	113	352	4	1
MISCONDUCT	186	10.5%	10.5%	4.36	87	273	5	1
SERIOUS OFFENSE	186	10.5%	10.5%	4.58	113	299	8	1
EARLY RELEASE	103	5.8%	5.8%	3.91	11	114	1	1
OTHER ATTRITE	81	4.6%	4.6%	4.87	550	631	0	1
ALCOHOL ABUSE	36	2.0%	2.0%	4.32	18	54	0	1
PERSONALITY DISORDER	31	1.8%	1.8%	3.86	1	32	0	1
PARENTHOOD	24	1.4%	1.4%	4.18	2	26	0	1
PHYSICAL STAND / PRT	24	1.4%	1.4%	4.81	53	77	0	1
HARDSHIP	8	0.5%	0.5%	4.27	3	11	0	1
HOMOSEX/SEXUAL PERVERSION	8	0.5%	0.5%	4.29	3	11	0	1
FLEET RESERVE/RETIRE AT HYT	1	0.1%	0.1%	5.08	1	2	8527	1
FRAUD / ERRONEOUS ENTRY	1	0.1%	0.1%	5.50	1	2	0	1
PREGNANCY	1	0.1%	0.1%	3.75	0	1	0	1
Total for above reasons	1767	100.0%	100.0%	4.43	1744	3511	8630	1

The next slide shows how we compute the stats for Zone A

RET/ATT SUMMARY for All Navy (00000)
By Enlistment Zone Based on Transaction
UIC(s) Selected: UICs and their Children
Based upon Date Range: December 01, 2005
of Months: 12

How to compute Reenlistment Rate

Zone	At EAOS	Before EAOS	Ineligible Losses Before EAOS RE-4	Ineligible Losses Before EAOS Other	Reenl	RA	Reenl Rate	Reenl Rate With RA	RA Rate	Cross Section Att Rate	Avg Non EAOS Inv
A 0 - 6 Yrs	29774	12262	9434	2265	15560	168	52.3 %	52.8 %	10.0 %	7.6 %	161459
B 6+ - 10 Yrs	12964	792	362	371	824	68	61.9 %	62.4 %	10.2 %	1.7 %	47887
C 10+ - 14 Yrs	5698	252	91	135	4824	9	84.7 %	84.8 %	9.2 %	0.9 %	27725
D 14+ - 19 Yrs	8949	202	94	54	8626	9	96.4 %	95.4 %	35.7 %	0.4 %	45253
E 20 Plus Yrs	11439	665	7	816	2527	0	22.1 %	22.1 %	0.0 %	7.2 %	12021
Total Less Zone E	57385	13008	9981	2825	37034	250	64.5 %	65.0 %	10.2 %	4.8 %	282324

USNR 2YO RAD's Included as eligible separates: 0
 Release of Officer Programs All Zones (not counted as losses): 927
 GPO Oper Ext: 2186

Average LOS at Reenlistment: A 4.22 B 8.20 C 12.17 D 16.76 E 22.15

At EAOS Ineligible Losses Reason for Separation	Zone A			Average LOS (Years)	Zone B Count	Zones C & D Count	Zone E Count	Total Count
	Count	% of Loss	Weight of Reason					
COMP ENLIST UNRETAINABLE	597	33.8%	33.8%	4.45	661	1258	6	1
OTHER MEDICAL OR DISABILITY	291	13.6%	13.6%	4.48	127	368	79	1
DRUG ABUSE	239	13.5%	13.5%	4.42	113	352	4	1
MISCONDUCT	186	10.5%	10.5%	4.36	87	273	5	1
SERIOUS OFFENSE	186	10.5%	10.5%	4.58	113	299	8	1
EARLY RELEASE	103	5.8%	5.8%	3.91	11	114	1	1
OTHER ATTRITE	81	4.6%	4.6%	4.87	550	631	0	1
ALCOHOL ABUSE	36	2.0%	2.0%	4.32	18	54	0	1
PERSONALITY DISORDER	31	1.8%	1.8%	3.86	1	32	0	1
PARENTHOOD	24	1.4%	1.4%	4.18	2	26	0	1
PHYSICAL STAND / PRT	24	1.4%	1.4%	4.81	53	77	0	1
HARDSHIP	8	0.5%	0.5%	4.27	3	11	0	1
HOMOSEXUAL PERVERSION	8	0.5%	0.5%	4.29	3	11	0	1

15560 Reenlistments divided by 29774 At EAOS losses = 52.3% Reenlistment Rate

RET/ATT SUMMARY for All Navy (00000)
By Enlistment Zone Based on Transaction
UIC(s) Selected: UICs and their Children
Based upon Date Range: December 01, 2005
of Months: 12

How to compute Reenlistment Rate /w RA

Zone	At EAOS	Before EAOS	Ineligible Losses Before EAOS RE-4	Ineligible Losses Before EAOS Other	Reenl	RA	Reenl Rate	Reenl Rate With RA	RA Rate	Cross Section Att Rate	Avg Non EAOS Inv	
A 0 - 6 Yrs	29774	12262	9434	2265	15560	168	52.3 %	52.8 %	10.0 %	7.6 %	161459	
B 6+ - 10 Yrs	12964	792	362	371	824	68	61.9 %	62.4 %	10.2 %	1.7 %	47887	
C 10+ - 14 Yrs	5698	252	91	135	4824	9	84.7 %	84.8 %	9.2 %	0.9 %	27725	
D 14+ - 19 Yrs	8949	202	94	54	8626	9	96.4 %	95.4 %	35.7 %	0.4 %	45253	
E 20 Plus Yrs	11439	865	7	816	2527	0	22.1 %	22.1 %	0.0 %	7.2 %	12021	
Total Less Zone E	57385	13308	9981	2825	37034	250	64.5 %	65.0 %	10.2 %	4.8 %	282324	
USNR 2YO RAD's (included as eligible separates):							0					
Release of Officer Programs All Zones (not counted as losses):							937					
6YO Oper Ext:							2186					
Average LOS at Reenlistment:	A	4.22	B	8.20	C	12.17	D	16.76	E	22.15		

At EAOS Ineligible Losses Reason for Separation	Zone A				Average LOS (Years)	Zone B Count	Zones C & D Count	Zone E Count	Total Count
	Count	% of Loss	Weight of Reason						
COMP ENLIST UNRETAINABLE	597	33.8%	33.8%	4.45	661	1258	6	1	
OTHER MEDICAL OR DISABILITY	241	13.6%	13.6%	4.48	127	368	79	1	
DRUG ABUSE	239	13.5%	13.5%	4.42	113	352	4	1	
MISCONDUCT	186	10.5%	10.5%	4.36	87	273	5	1	
SERIOUS OFFENSE	186	10.5%	10.5%	4.55	113	299	8	1	
EARLY RELEASE	103	5.8%	5.8%	3.97	11	114	1	1	
OTHER ATTRITE	81	4.6%	4.6%	4.87	550	631	0	1	

(15560 + 168) (Reenlistments + RA) divided by 29774 At EAOS losses = 52.8% Reenlistment Rate with RA (where a Reserve Affiliation (RA) is counted if the Sailor diaries in within 180 days of detaching counts)

RET/ATT SUMMARY for All Navy (00000)
By Enlistment Zone Based on Transaction
UIC(s) Selected: UICs and their Children
Based upon Date Range: December 01, 2004 through November 30, 2005
of Months: 12

How to compute RA Rate

Zone	At EAOS	Before EAOS	Ineligible Losses Before EAOS RE-4	Ineligible Losses Before EAOS Other	Reenl	RA	Reenl Rate	Reenl Rate With RA	RA Rate	Cross Section Att Rate	Avg Non EAOS Inv
A 0 - 6 Yrs	29774	12262	9434	2265	15560	168	52.3 %	52.8 %	10.0 %	7.6 %	161459
B 6+ - 10 Yrs	12964	792	362	371	8024	88	61.9 %	62.4 %	10.2 %	1.7 %	47887
C 10+ - 14 Yrs	5698	252	91	135	4824	9	84.7 %	84.8 %	9.2 %	0.9 %	27725
D 14+ - 19 Yrs	8949	202	94	54	8626	9	96.4 %	95.4 %	35.7 %	0.4 %	45253
E 20 Plus Yrs	11439	865	7	816	2527	0	22.1 %	22.1 %	0.0 %	7.2 %	12021
Total Less Zone E	57385	13508	9981	2825	37034	250	64.5 %	65.0 %	10.2 %	4.8 %	282324
USNR 2YO RAD's (Included as eligible separates):					0						
Release of Officer Programs All Zones (not counted as losses):					937						
6YO Oper Ext:					2186						
<hr/>											
Average LOS at Reenlistment:	A	4.22	B	8.20	C	12.17	D	16.76	E	22.15	

At EAOS Ineligible Losses	Zone A % of	Weight of	Average LOS	Zone B Count	Zones C & D Count	Zone E Count	Total Count
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RA Rate = those affiliating within 180 days of detaching divided by those eligible to affiliate (based on eligible Reentry Codes (RE Codes)).
The numerator is 168, but we don't show the denominator (no room, may find a place to add it). If you are curious, just divide the # of RAs by the RA Rate to get the number eligible to affiliate (i.e. $168/.10=1680$)

RET/ATT SUMMARY for All Navy (00000)
 By Enlistment Zone Based on Transaction Date
 UIC(s) Selected: UICs and their Children
 Based upon Date Range: December 01, 2004 th
 # of Months: 12

How to compute Attrition Rate

Zone	At EAOS	Before EAOS	Ineligible Losses Before EAOS RE-4	Ineligible Losses Before EAOS Other	Reenl	RA	Reenl Rate	Reenl Rate With RA	RA Rate	Cross Section Attr Rate	Avg Non EAOS Inv
A 0 - 6 Yrs	29774	12262	9434	2265	15560	168	52.3 %	52.8 %	10.0 %	7.6 %	161459
B 6+ - 10 Yrs	12964	792	362	371	8024	68	61.9 %	62.4 %	10.2 %	1.7 %	47887
C 10+ - 14 Yrs	5698	252	91	135	4824	9	84.7 %	84.8 %	9.2 %	0.9 %	7725
D 14+ - 19 Yrs	8949	202	94	54	8626	9	96.4 %	95.4 %	35.7 %	0.4 %	45253
E 20 Plus Yrs	11439	865	7	816	2527	0	22.1 %	22.1 %	0.0 %	7.2 %	12021
Total Less Zone E	57385	13508	9981	2825	37034	250	64.5 %	65.0 %	10.2 %	4.8 %	282324
USNR 2YO RAD's (Included as eligible separates):					0						
Release of Officer Programs All Zones (not counted as losses):					937						
6YO Oper Ext:					2186						
Average LOS at Reenlistment: A 4.22 B 8.20 C 12.17 D 16.76 E 22.15											

At EAOS Ineligible Losses Reason for Separation	Zone A			Average LOS (Years)	Zone B Count	Zones C & D Count	Zone E Count	Total Count
	Count	% of Loss	Weight of Reason					
COMP ENLIST UNRETAINABLE	597	33.8%	33.8%	4.45	661	1258	6	1
OTHER MEDICAL OR/DISABILITY	241	13.6%	13.6%	4.48	127	368	9	1
DRUG ABUSE	239	13.5%	13.5%	4.42	113	352	4	1
MISCONDUCT	186	10.5%	10.5%	4.36	87	273	5	1
SERIOUS OFFENSE	186	10.5%	10.5%	4.58	113	299	8	1
EARLY RELEASE	103	5.8%	5.8%	3.91	11	114	1	1
OTHER ATTRITE	81	4.6%	4.6%	4.87	550	631	0	1
ALCOHOL ABUSE	36	2.0%	2.0%	4.32	18	54	0	1
PERSONALITY DISORDER	31	1.8%	1.8%	3.86	1	32	0	1
PARENTHOOD	24	1.4%	1.4%	4.18	2	26	0	1

12262 Before EAOS losses divided by 161459
Average Non EAOS Inventory = 7.6% Cross
Section Attrition Rate

Now a Quick Look at the Bottom of the Report

Following are marked up portions of the All Navy
RET/ATT Report showing the At and Before EAOS
Loss sections (the bottom of page one and page two)

RET/ATT SUMMARY for All Navy (00000)
By Enlistment Zone Based on Transaction Date
UIC(s) Selected: UICs and their Children
Based upon Date Range: December 01, 2004 through November 30, 2005
of Months: 12

Zone	At EAOS	Before EAOS	Ineligible Losses Before EAOS RE-4	Ineligible Losses Before EAOS Other	Reenl	RA	Reenl Rate	Reenl Rate With RA	RA Rate	Cross Section Att Rate	Avg Non EAOS Inv
A 0 - 6 Yrs	29774	12262	9434	2265	15560	168	52.3 %	52.8 %	10.0 %	7.6 %	161459
B 6+ - 10 Yrs	12964	792	362	371	8024	68	61.9 %	62.4 %	10.2 %	1.7 %	47887
C 10+ - 14 Yrs	5698	252	91	135	4824	9	84.7 %	84.8 %	9.2 %	0.9 %	27725
D 14+ - 19 Yrs	8949	202	94	54	8625	9	96.4 %	95.4 %	35.7 %	0.4 %	45253
E 20 Plus Yrs	11439	865	7	816	2527	8	22.1 %	22.1 %	0.0 %	7.2 %	12021

Note: 12262 = 9434 + 2265 (the sum of before EAOS ineligible losses)

Average LOS at Reenlistment: A 4.22 B 8.20 C 12.17 D 16.76 E 22.15

At EAOS Ineligible Losses Reason for Separation	Zone A			Average LOS (Years)	Zone B Count	Zones C & D Count	Zone E Count	Total Count
	Count	% of Loss	Weight of Reason					
COMP ENLIST UNRETAINABLE	597	33.8%	33.8%	4.45	661	1258	6	1
OTHER MEDICAL OR DISABILITY	241	13.6%	13.6%	4.48	127	368	79	1
DRUG ABUSE	239	13.5%	13.5%	4.42	113	352	4	1
MISCONDUCT	186	10.5%	10.5%	4.36	87	273	5	1
SERIOUS OFFENSE	186	10.5%	10.5%	4.58	113	299	8	1
EARLY RELEASE	103	5.8%	5.8%	3.91	11	114	1	1
OTHER ATTRITE	81	4.6%	4.6%	4.87	550	631	0	1
ALCOHOL ABUSE	36	2.0%	2.0%	4.32	18	54	0	1

The losses listed here are AT EAOS (within 90 days of EAOS), so they do not count toward attrition (recall, an attrite is a loss more than 90 days from EAOS)

RET/ATT SUMMARY for All Navy (00000)
 By Enlistment Zone Based on Transaction Date
 UIC(s) Selected: UICs and their Children
 Based upon Date Range: December 01, 2004 through November 30, 2005
 # of Months: 12

Reason for Separation	Zone A			Average LOS (Years)	Zone B Count	Zones C & D Count	Zone E Count	Total Count
	Count	% of Attr	Weight of Reason					
FRAUD / ERRONEOUS ENTRY	2175	17.7%	17.7%	0.23	2	0	0	2177
DRUG ABUSE	2100	17.1%	17.1%	2.30	103	52	0	2255
OTHER MEDICAL OR DISABILITY	2047	16.7%	16.7%	1.91	267	159	10	2483
MISCONDUCT	1804	14.7%	14.7%	2.32	65	23	0	1892
SERIOUS OFFENSE	1319	10.8%	10.8%	2.32	76	52	0	1447
PERSONALITY DISORDER	939	7.7%	7.7%	1.84	19	8	0	966
ALCOHOL ABUSE	399	3.3%	3.3%	2.85	54	28	0	481
PARENTHOOD	315	2.6%	2.6%	3.22	66	14	0	395
COMP ENLIST UNRETAINABLE	236	1.9%	1.9%	1.63	21	6	4	267
UNKNOWN	198	1.6%	1.6%	2.32	15	43	34	290
ENTRY LEVEL PERFORMANCE	171	1.4%	1.4%	0.27	0	0	0	171
HOMOSEX/SEXUAL PERVERSION	164	1.3%	1.3%	2.03	15	12	0	191
HARDSHIP	112	0.9%	0.9%	2.98	26	9	0	147
PREGNANCY	90	0.7%	0.7%	2.36	4	1	0	95
DEATH ON ACTIVE DUTY	78	0.6%	0.6%	2.83	18	29	6	131
EARLY RELEASE	57	0.5%	0.5%	3.90	4	1	0	62
PHYSICAL STAND / PRT	30	0.2%	0.2%	4.04	33	8	0	71
PERFORMANCE	16	0.1%	0.1%	1.97	1	0	0	17
OTHER ATTRITE	12	0.1%	0.1%	2.57	2	8	0	22
FLEET RESERVE/RETIRE AT HYT	0	0.0%	0.0%	0.00	1	1	811	813
Total for above reasons	12262	100.0%	100.0%	1.85	792	454	865	14373

Does this look familiar from the top of page 1?

These losses are BEFORE EAOS, so they do count toward attrition (recall, an attrite is a loss more than 90 days from EAOS)

What About A Report <12 Months?

Ok, you ran a report for the last quarter, and cant seem to get the math to work. In short, the Non EAOS Inventory shown on the RET/ATT Report is an average of the previous 12 months. This is done intentionally. If it were shown for the period of time the report was run, it would be all over the map. By showing the average inventory, you get a constant feel for the number of people before EAOS.

Confused? Look to the next slide to see how the math works for a report that is <12 months.

RET/ATT SUMMARY for All Navy (00000)
 By Enlistment Zone Based on Transaction Date
 UIC(s) Selected: UICs and their Children
 Based upon Date Range: September 01, 2005 through November 30, 2005

of Months: 3

Zone	At EAOS	Before EAOS	Ineligible Losses Before EAOS RE-4	Ineligible Losses Before EAOS Other	Reenl	RA	Reenl Rate	Reenl Rate With RA	RA Rate	Cross Section Att Rate	Avg Non EAOS Inv
A 0 - 6 Yrs	7409	3210	2280	560	3734	168	50.4 %	52.7 %	10.0 %	8.1 %	159000
B 6+ - 10 Yrs	4002	290	94	112	2479	68	61.9 %	63.6 %	10.2 %	1.9 %	49083
C 10+ - 14 Yrs	1572	66	15	39	1349	9	85.8 %	86.4 %	9.2 %	1.0 %	27477
D 14+ - 19 Yrs	2240	67	17	16	2155	9	96.2 %	96.4 %	35.7 %	0.6 %	13794
E 20 Plus Yrs	2819	271	0	237	650	0	23.1 %	23.1 %	0.0 %	9.1 %	11934
Total Less Zone E	15223	3573	2406	727	9717	250	63.8 %	65.5 %	10.2 %	5.1 %	279354

USNR 2YO RAD's (Included as eligible separates): 0
 Release of Officer Programs All Zones (not counted as losses): 153
 6YO Oper Ext: 391

Average LOS at Reenlistment	A	B	C	D	E
	4.28	8.28	12.15	16.79	21.94

At EAOS Ineligible Losses Reason for Separation	Zone A			Average LOS (Years)	Zone B Count	Zones C & D Count	Zone E Count	Total Count
	Count	% of Loss	Weight of Reason					
COMP ENLIST UNRETAINABLE	176	40.2%	40.2%	4.38	189	365	0	1
OTHER MEDICAL OR DISABILITY	69	15.8%	15.8%	4.44	30	99	24	1
MISCONDUCT	43	9.8%	9.8%	4.25	24	67	2	1
DRUG ABUSE	41	9.4%	9.4%	4.10	26	67	0	1
SERIOUS OFFENSE	31	7.1%	7.1%	4.35	27	58	2	1
EARLY RELEASE	20	4.6%	4.6%	3.99	3	23	0	1
PHYSICAL STAND / PRT	17	3.9%	3.9%	4.50	36	53	0	1
OTHER ATTRITE	15	3.4%	3.4%	4.59	147	162	0	1
PERSONALITY DISORDER	8	1.8%	1.8%	3.25	0	8	0	1
PARENTHOOD	7	1.6%	1.6%	4.04	0	7	0	1
ALCOHOL ABUSE	6	1.4%	1.4%	4.26	2	8	0	1
HOMOSEX/SEXUAL PERVERSION	4	0.9%	0.9%	4.40	1	5	0	1

3210 Before EAOS losses divided by 159000
Average Non EAOS Inventory = 2.0%...
NOT 8.1% as shown OH NO!!!

RET/ATT SUMMARY for All Navy (00000)
 By Enlistment Zone Based on Transaction Date
 UIC(s) Selected: UICs and their Children
 Based upon Date Range: September 01, 2005 through November 30, 2005

of Months: 3

Zone	At EAOS	Before EAOS	Ineligible Losses Before EAOS RE-4	Ineligible Losses Before EAOS Other	Reenl	RA	Reenl Rate	Reenl Rate With RA	RA Rate	Cross Section Att Rate	Avg Non EAOS Inv
A 0 - 6 Yrs	7409	3210	2280	560	3734	168	50.4 %	52.7 %	10.0 %	8.1 %	159000
B 6+ - 10 Yrs	4002	280	94	112	2479	68	61.9 %	63.6 %	10.2 %	1.9 %	49083
C 10+ - 14 Yrs	1572	66	15	39	1349	9	85.8 %	86.4 %	9.2 %	1.0 %	27477
D 14+ - 19 Yrs	2240	67	17	16	2155	9	96.2 %	96.4 %	35.7 %	0.6 %	43794
E 20 Plus Yrs	2819	271	0	237	650	0	23.1 %	23.1 %	0.0 %	9.7 %	11934
Total Less Zone E	15223	3573	2406	727	9717	250	63.8 %	65.5 %	10.2 %	5.1 %	279354
USNR 2YO RAD's (Included as eligible separates):					0						
Release of Officer Programs All Zones (not counted as losses):					153						
6YO Oper Ext:					391						
Average LOS at Reenlistment:											
A	4.28	B	8.28	C	12.15	D	16.79	E	21.94		

At EAOS Ineligible Losses Reason for Separation	Zone A			Average LOS (Years)	Zone B Count	Zones C & D Count	Zone E Count	Total Count
	Count	% of Loss	Weight of Reason					
COMP ENLIST UNRETAINABLE	176	40.2%	40.2%	4.38	189	365	0	1
OTHER MEDICAL OR DISABILITY	69	15.8%	15.8%	4.44	30	99	24	1
MISCONDUCT	43	9.8%	9.8%	4.25	24	67	2	1
DRUG ABUSE	41	9.4%	9.4%	4.10	26	67	0	1
SERIOUS OFFENSE	31	7.1%	7.1%	4.38	27	58	2	1
EARLY RELEASE	20	4.6%	4.6%	3.89	3	23	0	1
PHYSICAL STAND / PRT	17	3.9%	3.9%	4.50	36	53	0	1
OTHER ATTRITE	15	3.4%	3.4%	4.59	147	162	0	1
PERSONALITY DISORDER	8	1.8%	1.8%	3.25	0	8	0	1
PARENTHOOD	7	1.6%	1.6%	4.04	0	7	0	1
ALCOHOL ABUSE	6	1.4%	1.4%	4.26	2	8	0	1

BUT, (3210) / (159000 / 4) = 3210 / 39750
and 3210 / 39750 = 8.1%, phew it does work!

Say It Again?

Non EAOS inventory and cross-section attrition rates are annualized. Hence, if asked how the calculations work for a period less than 12 months, understand that you must adjust the average inventory.

The easiest way is to divide the average inventory by $12/(\# \text{ of months of the report})$.

For example, for a 3 month report:

$$12 / 3 = 4$$

So divide Average Non EAOS Inventory by 4, and use that to check the calculation.

Can You Make This Any Easier?

Try this: Use this table for the number to divide Average Non EAOS Inventory by, based on the number of months for the report you ran.

(i.e. 3 month report, divide by 4)

# of Months for Report Period	# to divide Average Non EAOS Inventory by (= 12 / # of months)
1	12
2	6
3	4
4	3
5	2.4
6	2

# of Months for Report Period	# to divide Average Non EAOS Inventory by (= 12 / # of months)
7	1.71
8	1.5
9	1.33
10	1.2
11	1.09
12	1

You in the Front Row, What is Your Question?

Ok, I understand the drill with cross-section attrition for periods less than 12 months.

Why don't I need to adjust the calculation for Reenlistment Rate on a period less than 12 Months?

Great question. Reenlistment Rate is a ratio of RE + LTE divided by RE + LTE + at EAOS Losses. This means it is a ratio of (stayers) vs (stayers and at EAOS leavers), not a ratio of stayers to inventory. So, the reenlistment rate calculations need no adjustment for periods less than 12 months. But, if you run a report for less than 12 months, the reenlistment rate is for that period (not a 12-month rolling average, which is a commonly reported metric)

Putting It All Together

These metrics are probably familiar to all of you, but we do have some new ones (like cross-section attrition, Reenlistment Rate with RA, and RA Rate) I just wanted to put out a few screen shots of one of the ‘bread and butter’ reports, so you can comfortably explain what is what, and how the metrics are calculated



If we cant explain them, we can sometimes be accused of ‘pulling rabbits out of a hat’