NRMS

Quick Overview of Metrics For CCC and Fleet Users

Quick Overview of the Metrics

- For each zone, common metrics are:
 - <u>Reenlistment Rate</u> = (Reenlistments + Long Term Extensions) divided by (Reenlistments + LTEs + EAOS Losses)
 - <u>Reenlistment Rate with RA</u> (reserve affiliation) = (Reenlistments + Long Term Extensions + RAs) divided by (Reenlistments + LTEs + EAOS Losses)
 - <u>RA Rate</u> = number affiliating within 180 days of detaching divided by number eligible to affiliate (based on RE Codes)
 - <u>Attrition Rate</u> = (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

	At	Before	Ineligible Losses Before EAOS	Ineligible Losses Before EAOS			Reenl	Reeni Rate	RA	Cross Section	Avg Non EAOS
Zone	EAOS	EAOS	RE-4	Other	Reenl	RA	Rate	With RA	Rate	Att Rate	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 %	96.4 %	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
ι	JSNR 2YO F	AD's (Inc	luded as eligit	ble separates):	C						
Release of Off	icer Progra	ms All Zo	nes (not count	ed as losses):	937						
				6YO Oper Ext:	2186						
Averane LOS at Reen	lietment:	۵	422 B	8 20	c	12	17 I	167	'e 1	= 22	15

		z	one A		Zone B	Zones	Zone E	Total
At EAOS Ineligible Losses Reason for Separation	Count	% of Loss	Weight of Reason	Average LOS (Years)	Count	C & D Count	Count	Count
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	з	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	C	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 I UIC(s) Selected: UICs and their Children Based upon Date Range: December 01, 20(# of Months: 12

How to compute Reenlistment Rate

	At Before	Ineligible Losses Before EAOS B	Ineligible Losses lefore EA	s S	Re	eni Ra	eni ite RA	Cross Section	Avg Non EAOS
Zone	EAOS EAOS	RE-4	Other	Reenl	RA Ra	te With	RA Rate	Att Rate	Inv
A 0 - 6 Yrs	29774 12262	9434	2265	15560	168 53	2.3 % 52	2.8 % 10.0	% 7.6%	161459
B 6+ - 10 Yrs	12964 792	362	371	8024	68 61	1.9 % 62	2.4 % 10.2	% 1.7 %	47887
C 10+ - 14 Yrs	5698 252	91	135	4824	9 8	4.7% 84	.8% 9.2	% 0.9 %	27725
D 14+ - 19 Yrs	8949 202	94	54	8626	9 9	5.4% 96	3.4 % 35.7	% 0.4 %	45253
E 20 Plus Yrs	11439 865	7	816	2527	p z	2.1 % 22	2.1 % 0.0	% 7.2%	12021
Total Less Zone E	57385 13508	9981	2825	37034	250 64	4.5 % 65	5.0 % 10.2	% 4.8%	282324
U	SNR 2YO RAD's (In	ncluded as eligible	e separate	s): 0					
Release of Offi	cer Programs All 2	ones (not counted	i zs losse	s): 927					
		67	O Oper E	xt: 2186					
		\land /							
Average LOS at Recall	etment: A	4.70	8 20		12.17	D	16 76	E 2	2.46
Average LOS at Reenin	schent: A	* <u>-</u>	0.20	/ ~	12.17	U	10.70	E 2	2.15
		X	/						
			/7.	ne A		Zone B	Zones	Zone E	Total
			/~		Average	Count	C & D	Count	Count
At EAOS Ine	ligible Losses		% of	Weight of	LOS		Count		
Reason to	Separation	Count	Loss	Reason	(Years)				
COMP ENLIST UNRETA	INABLE	997	33.8%	33.8%	4.45	661	1258	6	1
OTHER MEDICAL OR DI	SABILITY	24	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 DISORD	ER	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	r /	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 PER				<u>۱</u>					
Howood/ OEXONE FER	RVERSION	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, 200 # of Months: 12

How to compute Reenlistment Rate /w RA

Zone	At EAOS	Before EAOS	Ineligible Losses Before EAOS RE-4	Ineligible Losses Before EA Other	e Ois Reeni	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 %	96.4 %	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
ι	ISNR 2YO RA	AD's (Inc	luded as eligib	le separate	es): 0			1			
Release of Off	icer Program	s All Zo	nes (not counte	ed as losse	s) 937			1			
			6	YO Oper E	xt: 2186						
			\land /	7							
			\land				I				
Average LOS at Reenl	istment:	A.	4.22 B	8.20	c c	12.1	17 0	0 16.	.76	E 2	22.15
			<u> </u>	$-\!\!/-$							
				/							
			$/ \setminus /$	z	one A		Zon	e B Zor	nes	Zone E	Total
At EAOS Ine	ligible Los	sses /	/ X			Averag	e Cou	int C&	2 D	Count	Count
Reason fo	r Separati	on /	chun	% of	Weight of Reason	LOS (Veare		00	unt		
COMP ENLIST LINRETA	INABLE		50	33.8%	33.8%	(10010	45	661	1258	6	1
OTHER MEDICAL OR D	ISABILITY	/	241	13.6%	13.6%		48	127	368	70	1
DRUG ABUSE			23	13.5%	13.5%		42	113	352	, 3 A	1
NICCONDUCT			100	10.0%	10.5%		200	07	072		
MISCONDUCT			100	10.5%	10.5%		.30	67	2/3	5	1
SERIOUS OFFENSE	/		180	10.8%	10.5%	4	.50	113	239	8	1
EARLY RELEASE	/		103	5 5.8%	5.8%	3	.9	11	114	1	1
OTHER ATTRITE	/		81	4 6 %	4 6%	- 4	24/	1000	5.51	O	- 1

(15560 + 168) (Reenlistments + RA) divided by 29774 At EAOS losses = 52.8% <u>Reenlistment</u> <u>Rate with RA</u> (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 I UIC(s) Selected: UICs and their Children

How to compute RA Rate

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	Reeni	RA F	eenl tate	Reeni Rate With RA	RA 8 Rate A	Cross ection tt 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 %	96.4 %	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
U	SNR 2YO F	RAD's (Inc	luded as eligib	le separates):	0						
Release of Offic	cer Progra	ms All Zo	nes (not count	ed as losses):	937						
				6YO Oper Ext:	2186						
					1						
								1			
Average LOS at Reenli	stment:	A	4.22 B	8.20	٩	12.17	D	16.7	6 E	22	15
								1			
				Zone	A		Zone	E Zon	es Zor	ne E	Total
At EAOS Inel	ligible Lo	osses		% of W	hight of	Average LOS	Cour	C& Cou	nt Co	iunt (Jount

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 A 0 - 6 Yrs	At EAOS 29774	Before EAOS 12262	Ineligible Losses Before EAOS E RE-4 9434	Ineligible Losses Before EA Other 2265	e OS Reeni 15560	RA R 168 5	Re eenl Ra ate Witi 52.3 % 5	eni ate RA hRA Rate 2.8% 10.0	Cross Section Att Rate % 7.6 %	Avg Non EAOS Inv 161459
B 6+ - 10 Yrs	12964	792	362	371	8024	68 6	51.9% 6	2.4 % 10.2	% 1.7%	47887
C 10+ - 14 Yrs	5698	252	91	135	4824	9 8	34.7% 8	4.8% 9.2	% 0.9 %	27725
D 14+ - 19 Yrs	8949	202	94	54	8626	9 9	6.4% 9	6.4 % 35.7	% 0.4 %	45253
E 20 Plus Yrs	11439	865	7	816	2527	0 2	2.1% 2	2.1 % 0.0	% 7.2%	12021
Total Less Zone E	57385	13508	9981	2825	37034	250 6	4.5% 6	5.0 % 10.2	% 4.8 %	282324
L	JSNR 2YO R	AD's (Inc	luded as eligible	e separate	es): 0					
Release of Off	ficer Program	ns All Zor	nes (not counte	d as losse	s): 937					1
	1		6)	(O Oper E	xt: 2186					1
				,						
Average LOS at Reenl	listment:	A	4.22 B	8.20	С	12.17	D	16.76	F 2	2.15
				z	one A		Zone B Count	Zones C & D	Zone E Count	Total
At EAOS Ine Reason fo	eligible Lo r Separat	osses	Count	Z % of Loss	one A Weight of Reason	Average LOS (Years)	Zone B Count	Zones C & D Count	Zone E Count	Total Count
At EAOS Ine Reason fo COMP ENLIST UNRET	eligible Lo Separat	sses ion	Count 597	Z % of Loss 33.8%	one A Weight of Reason 33.8%	Average LOS (Years) 4.45	Zone B Count 661	Zones C & D Count 1258	Zone E Count 6	Total Count 1
At EAOS Inc Reason fo COMP ENLIST UNRET OTHER MEDICAL OR D	eligible Lo Separat INABLE DISABILITY	osses ion	Count 597 241	Z % of Loss 33.8% 13.6%	one A Weight of Reason 33.8% 13.6%	Average LOS (Years) 4.45 4.48	Zone B Count 661 127	Zones C & D Count 1258 368	Zone E Count 6 79	Total Count 1 1
At EAOS Ine Reason fo COMP ENLIST UNRET OTHER MEDICAL OR D DRUG ABUSE	eligible Lo Separat INABLE DISABILITY	osses ion	Count 597 241 239	Z Loss 33.8% 13.6% 13.5%	one A Weight of Reason 33.8% 13.6% 13.5%	Average LOS (Years) 4.45 4.48 4.42	Zone B Count 661 127 113	Zones C & D Count 1258 368 352	Zone E Count 6 19 4	Total Count 1 1
At EAOS Ine Reason fo COMP ENLIST UNRET OTHER MEDICAL OR D DRUG ABUSE MISCONDUCT	eligible Lo Separat INABLE DISABILITY	osses ion	Count 597 241 239 186	Z Kof Loss 33.8% 13.6% 13.5% 10.5%	one A Weight of Reason 33.8% 13.6% 13.5% 10.5%	Average LOS (Years) 4.45 4.48 4.42 4.36	Zone B Count 661 127 113 87	Zones C & D Count 1258 368 352 273	Zone E Count 6 19 4 5	Total Count 1 1 1
At EAOS Ine Reason fo COMP ENLIST UNRET OTHER MEDICAL ORD DRUG ABUSE MISCONDUCT SERIOUS OFFENSE	eligible Lo Separat INABLE DISABILITY	osses ion	Count 597 241 239 186 186	Z % of Loss 33.8% 13.6% 13.5% 10.5%	one A Weight of Reason 33.8% 13.6% 13.5% 10.5% 10.5%	Average LOS (Years) 4.45 4.48 4.42 4.36 4.58	Zone B Count 661 127 113 87 113	Zones C & D Count 1258 368 352 273 299	Zone E Count 9 4 5 8	Total Count 1 1 1 1 1
At EAOS Ine Reason fo COMP ENLIST UNRET OTHER MEDICAL OR D DRUG ABUSE MISCONDUCT SERIOUS OFFENSE EARLY RELEASE	eligible Lo Separat INABLE IISABILITY	isses ion	Count 597 241 239 186 186 186	Z Kof Loss 33.8% 13.6% 13.5% 10.5% 5.8%	one A Weight of Reason 33.8% 13.6% 13.5% 10.5% 10.5% 5.8%	Average LOS (Years) 4.45 4.48 4.42 4.36 4.58 3.91	Zone B Count 661 127 113 87 113 113	Zones C & D Count 1258 368 352 273 299 114	Zone E Count 6 19 4 5 8 1	Total Count 1 1 1 1 1 1
At EAOS Ine Reason fo COMP ENLIST UNRET OTHER MEDICAL OR D DRUG ABUSE MISCONDUCT SERIOUS OFFENSE EARLY RELEASE OTHER ATTRITE	eligible Lo r Separati INABLE IISABILITY	osses ion	Count 597 241 239 186 186 103 81	Z % of Loss 33.8% 13.6% 10.5% 10.5% 5.8% 4.6%	one A Weight of Reason 33.8% 13.6% 13.5% 10.5% 10.5% 5.8% 4.6%	Average LOS (Years) 4.45 4.48 4.42 4.36 4.58 3.91 4.87	Zone B Count 661 127 113 87 113 11 550	Zones C & D Count 1258 368 352 273 299 114 631	Zone E Count 6 19 4 5 8 1 0	Total Count 1 1 1 1 1 1 1
At EAOS Ine Reason fo COMP ENLIST UNRET OTHER MEDICAL OR D DRUG ABUSE MISCONDUCT SERIOUS OFFENSE EARLY RELEASE OTHER ATTRITE ALCOHOL ABUSE	eligible Lo Separat NABLE NSABILITY	osses ion	Count 597 241 239 186 186 103 81 36	Z % of Loss 13.6% 13.5% 10.5% 10.5% 5.8% 4.6% 2.0%	weight of Reason 33.8% 13.6% 10.5% 10.5% 5.8% 4.6% 2.0%	Average LOS (Years) 4.45 4.48 4.42 4.36 4.58 3.91 4.87 4.32	Zone B Count 127 113 87 113 11 550 18	Zones C & D Count 1258 368 352 273 299 114 631 54	Zone E Count 6 9 4 5 8 1 0 0	Total Count 1 1 1 1 1 1 1 1 1
At EAOS Inc Reason fo COMP ENLIST UNRET OTHER MEDICAL OR D DRUG ABUSE MISCONDUCT SERIOUS OFFENSE EARLY RELEASE OTHER ATTRITE ALCOHOL ABUSE PERSONALITY DISORD	eligible Lo Separat NABLE DISABILITY	osses ion	Count 597 241 239 186 186 103 81 36 31	Z % of Loss 13.6% 13.5% 10.5% 5.8% 4.6% 2.0% 1.8%	one A Weight of Reason 33.8% 13.6% 13.5% 10.5% 10.5% 5.8% 4.6% 2.0% 1.8%	Average LOS (Years) 4.45 4.48 4.42 4.36 4.58 3.91 4.87 4.32 3.86	Zone B Count 127 113 87 113 11 550 18 1	Zones C & D Count 1258 368 352 273 299 114 631 54 32	Zone E Count 6 9 4 5 8 1 0 0 0	Total Count 1 1 1 1 1 1 1 1 1 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	Reeni	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 %	96.4 %	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:	Α	4.22	в	8.20	С	12.17	D	16.76	E	22.15
------------------------------	---	------	---	------	---	-------	---	-------	---	-------

		Z	one A		Zone B	Zones	Zone E	Total
At EAOS Ineligible Losses Reason for Separation	Count	% of Loss	Weight of Reason	Average LOS (Years)	Count	C & D Count	Count	Count
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

	_	Z	one A		Zone B	Zones	Zone E	Total
Before EAOS Losses Reason for Separation	Count	% of Attr	Weight of Reason	Average LOS (Years)	Count	C & D Count	Count	Count
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	C	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%	1.86	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 A 0 - 6 Yrs B 6+ - 10 Yrs C 10+ - 14 Yrs D 14+ - 19 Yrs E 20 Plus Yrs	At EAOS 7409 4002 1572 2240 2819	Before EAOS 3210 280 66 67 271	Ineligible Losses Before EAOS RE-4 2280 94 15 17 0	Ineligible Losses Before EAO Other 560 112 39 16 237	S Reeni 3734 2479 1349 2155 650	Re RA R: 168 5 68 6 9 8 9 9 0 2	Resent Rate ate With 0.4 % 52 1.9 % 63 5.8 % 86 6.2 % 96 3.1 % 23	eni te RA RA Rate 2.7% 10.0 3.6% 10.2 3.4% 9.2 3.4% 35.7 3.1% 0.0	Cross Section Att Rate 6 8.1 % 7 1.0 % 7 0.6 % 9 9.1 %	Avg Non EAOS Inv 159000 49083 27477 43794 11934
Total Less Zone E	15223	3573	2406	727	9717	250 6	3.8 % 65	5.5 % 10.2	% 5.1 %	279354
(USNR 2YO I	RAD's (Incl	luded as eligib	le separates): 0			/		1
Release of Of	ficer Progra	ms All Zor	nes (not counte	ed as losses): 153					1
	/		6	YO Oper Ex	t: 391			/		
Average LOS at Reen	listment:	A .	4.28 B	8.28	с	12.15	D	19.79	E 2	.94
				Zor	ne A	Average	Zone B Count	Zones C & D	Zone E Count	Total Count
Reason fo	or Separa	tion	Count	% of N Loss	Veight of Reason	LOS (Years)		Count		
COMP ENLIST UNRET	AINABLE		176	40.2%	40.2%	4.38	189	365	6	1
OTHER MEDICAL OR D	ISABILITY		69	15.8%	15.8%	4.44	30	99	24	1
MISCONDUCT	1		43	9.8%	9.8%	4.25	24	67	2	1
DRUG ABUSE	1		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%	3.69	3	23	0	1
PHYSICAL STAND / PR	ar -		17	3.9%	3.9%	4.50	36	53	0	1
OTHER ATTRITE			15	5 3.4%	3.4%	4.59	147	162	0	1
PERSONALITY DISORI	JER		5	1.8%	1.8%	3.25	0	8	0	1
PARENTHOOD			7	1.6%	1.6%	4.04	0	7	0	1
ALCOHOL ABUSE	DVEDGION		6	1 1.4%	1.4%	4.26	2	8	0	1
NUMUSEX/SEXUAL PE	RVERSION		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 A 0 - 6 Yrs	At EAOS 7409	Before EAOS 3210	Ineligible Losses Before EAOS RE-4 2280	Ineligible Losses Before EAO Other 560	S Reenl 3734	RA F 168	Re eenl Ra Cate Witt 50.4 % 5	eni ate RA hRA Rat 2.7% 10.	Cross Section e Att Rate	Avg Non EAOS Inv 59000
B 6+ - 10 Yrs	4002	230	94	112	2479	68	61.9% 6	3.6 % 10.	2 % 1.9 %	6 49083
C 10+ - 14 Yrs	1572	66	15	39	1349	9	85.8 % 8	6.4 % 9.	2 % 1.0 9	6 27477
D 14+ - 19 Yrs	2240	67	17	16	2155	9	96.2 % 9	6.4 % 35.	7% 0.69	43794
E 20 Plus Yrs	2819	271	0	237	650	0	23.1 % 2	3.1% 0.	0% 9.19	6 11934
Total Less Zone E	15223	3573	2406	727	9717	250	63.8 % 6	5.5 % 10.	5.1 %	6 279354
ι	JSNR 2YO	RAD's (In	cluded as eligib	le separates)): 0					
Release of Off	licer Progra	ams All Zo	ones (not counte	ed as losses)	: 153				/	
			6	SYO Oper Ext	t: 391				/	
Average LOS at Reen	listment:	А	4.28 B	8.28	с	12.15	D	16.79	E 2	21.94
								/		
				Zor	ne A		Zone B Count	Zones C & D	Zone E	Total
At EAOS Ine Reason fo	eligible L or Separa	osses ition	Count	Zor % of V Loss	ne A Veight of Reason	Average LOS (Years)	Zone Coynt	Zones C & D Count	Zone E Count	Total Count
At EAOS Ine Reason fo COMP ENLIST UNRETA	eligible L or Separa NNABLE	osses ition	Count 176	Zor % of V Loss 3 40.2%	ne A Veight of Reason 40.2%	Average LOS (Years) 4.38	Zone B Count 189	Zones C & D Count 365	Zone E Count	Total Count
At EAOS Ine Reason fo COMP ENLIST UNRETA OTHER MEDICAL OR D	eligible L or Separa MNABLE MSABILITY	osses tion	Count 176 65	Zor % of V Loss 3 40.2% 9 15.8%	ne A Veight of Reason 40.2% 15.8%	Average LOS (Years) 4.3	Zone B Count 189 1 30	Zones C & D Count 365 99	Zone E Count 0 24	Total Count 1 1
At EAOS Inc Reason fo COMP ENLIST UNRETA OTHER MEDICAL OR D MISCONDUCT	eligible L or Separa NNABLE NSABILITY	osses tion	Count 176 68 43	Zor % of V Loss 6 40.2% 9 15.8% 3 9.8%	veight of Reason 40.2% 15.8% 9.8%	Average LOS (Years) 4.3 4.4 4.2	Zone 8 Count 189 30 24	Zones C & D Count 365 99 67	Zone E Count 0 24 2	Total Count 1 1 1
At EAOS Ine Reason fo COMP ENLIST UNRETA OTHER MEDICAL OR D MISCONDUCT DRUG ABUSE	eligible L or Separa NINABLE NISABILITY	osses tion	Count 176 68 43 44	Zor <u>% of</u> Loss 40.2% 5 40.2% 9 15.8% 3 9.8% 1 9.4%	te A Veight of Reason 40.2% 15.8% 9.8% 9.4%	Average LOS (Years) 4.30 4.20 4.21 4.11	Zone 8 Count 189 30 24 0 26	Zones C & D Count 365 99 67 67	Zone E Count 0 24 2 0	Total Count 1 1 1 1
At EAOS Ine Reason fo COMP ENLIST UNRETA OTHER MEDICAL OR D MISCONDUCT DRUG ABUSE SERIOUS OFFENSE	eligible L r Separa NNABLE NSABILITY	osses ition	Count 176 69 40 41 31	Zor <u>kof</u> 40.2% 15.8% 9.8% 19.4% 17.1%	veight of Reason 40.2% 15.8% 9.8% 9.4% 7.1%	Average LOS (Years) 4.3(4.2) 4.1(4.3)	Zone 8 Count 189 30 24 0 26 3 27	Zones C & D Count 365 99 67 67 58	Zone E Count 0 24 2 0 2	Total Count 1 1 1 1 1
At EAOS Ine Reason fo COMP ENLIST UNRETA OTHER MEDICAL OR D MISCONDUCT DRUG ABUSE SERIOUS OFFENSE EARLY RELEASE	eligible L or Separa NINABLE DISABILITY	osses tion	Count 177 69 40 41 31 31 20	Zor <u>% of</u> <u>¥</u> 5 40.2% 9 15.8% 3 9.8% 1 9.4% 1 7.1% 0 4.6%	te A Veight of Reason 40.2% 15.8% 9.8% 9.4% 7.1% 4.6%	Average LOS (Years) 4.3(4.2) 4.1(4.3) 3.8(Zone B Count 189 30 24 0 26 3 27 0 3	Zones C & D Count 365 99 67 67 58 23	Zone E Count 0 24 2 0 2 0 2 0	Total Count 1 1 1 1 1 1
At EAOS Inc Reason fo COMP ENLIST UNRETA OTHER MEDICAL OR D MISCONDUCT DRUG ABUSE SERIOUS OFFENSE EARLY RELEASE PHYSICAL STAND / PR	eligible L or Separa NNABLE NSABILITY T	osses tion	Count 176 69 40 41 31 20	Zor <u>% of</u> <u>V</u> 5 40.2% 9 15.8% 3 9.8% 1 9.4% 1 9.4% 1 7.1% 0 4.6% 7 3.9%	te A Veight of Reason 40.2% 15.8% 9.8% 9.4% 7.1% 4.6% 3.4%	Average LOS (Years) 4.30 4.2 4.0 4.30 4.30 3.80 4.50	Zone 8 Count 189 30 24 26 32 27 3 30 36 32 30 36	Zones C & D Count 365 99 67 67 58 23 53	Zone E Count 0 24 2 0 2 0 0 0	Total Count 1 1 1 1 1 1 1
At EAOS Inc Reason fo COMP ENLIST UNRETA OTHER MEDICAL OR D MISCONDUCT DRUG ABUSE SERIOUS OFFENSE EARLY RELEASE PHYSICAL STAND / PR OTHER ATTRITE	eligible L or Separa NNABLE NSABILITY T	osses tion	Count 176 69 40 41 37 20 17 18	Zor <u>% of</u> V Loss 40.2% 9 15.8% 9 9.8% 1 9.4% 1 7.1% 0 4.6% 7 3.9% 5 3.4%	te A Veight of Reason 40.2% 9.8% 9.8% 9.4% 7.1% 4.6% 3.9% 5.4%	Average LOS (Years) 4.3 4.2 4.1 4.3 3.8 4.5 4.5 4.5 4.5	Zone 8 Count 189 30 24 0 26 3 27 3 0 36 0 147	Zones C & D Count 365 99 67 67 58 23 53 162	Zone E Count 0 24 2 0 2 0 0 0 0	Total Count 1 1 1 1 1 1 1 1
At EAOS Inc Reason fo COMP ENLIST UNRETA OTHER MEDICAL OR D MISCONDUCT DRUG ABUSE SERIOUS OFFENSE EARLY RELEASE PHYSICAL STAND / PR OTHER ATTRITE PERSONALITY DISORD	eligible L or Separa NNABLE NSABILITY T	osses tion	Count 176 43 44 37 20 11 12 12 12 12 12 12 12 12 12 12 12 12	Zor % of V Loss 40.2% 9 15.8% 9 9.8% 1 9.4% 1 7.1% 0 4.6% 7 3.9% 5 3.4% 9 1.8%	te A Veight of Reason 40.2% 15.8% 9.8% 9.4% 7.1% 4.6% 3.3% 5.4% 1.8%	Average LOS (Years) 4.30 4.20 4.01 4.30 4.50 4.50 4.50 4.50	Zone 8 Count 189 30 24 0 26 3 27 3 0 36 0 147 5 0	Zones C & D Count 365 99 67 67 58 23 53 162 8	Zone E Count 0 24 2 0 2 0 0 0 0 0 0	Totai Count 1 1 1 1 1 1 1 1 1 1
At EAOS Inc Reason fo COMP ENLIST UNRETA OTHER MEDICAL OR D MISCONDUCT DRUG ABUSE SERIOUS OFFENSE EARLY RELEASE PHYSICAL STAND / PR OTHER ATTRITE PERSONALITY DISORD PARENTHOOD	eligible L or Separa MNABLE MISABILITY T T	osses tion	Count 176 43 44 37 20 17 18 19 19	Zor % of V Loss 40.2% 9 15.8% 9 9.8% 1 9.4% 1 7.1% 0 4.6% 7 3.9% 5 3.4% 9 1.8% 7 1.6%	te A Veight of Reason 40.2% 15.8% 9.8% 9.4% 7.1% 4.6% 4.6% 1.8% 1.8% 1.6%	Average LOS (Years) 4.30 4.20 4.01 4.30 4.50 4.50 3.20 4.00 4.50 4.50 4.50 4.50 4.50 4.50 4.5	Zone 8 Count 189 30 24 30 26 30 26 30 26 30 27 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 30 36 36 36 36 36 36 36 36 36 36 36 36 36	Zones C & D Count 365 99 67 67 58 23 53 162 8 7	Zone E Count 0 24 2 0 2 0 0 0 0 0 0 0 0	Totai Count 1 1 1 1 1 1 1 1 1 1 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/(# 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	<pre># to divide Average Non EAOS Inventory by (= 12 / # of months)</pre>	# of Months for Report Period	<pre># to divide Average Non EAOS Inventory by (= 12 / # of months)</pre>
1	12	7	1.71
2	6	8	1.5
3	4	9	1.33
4	3	10	1.2
5	2.4	11	1.09
6	2	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 <u>Reenlistment Rate</u> 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), <u>not a ratio</u> <u>of stayers to inventory</u>. 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'