Annex B Explanation of Retention Calculations to OKARNG Retention SOP

1. OVERVIEW: Retention missions start at NGB and involve a few calculations (discussed below) issued to a State in a Retention Mission Letter. G1takes that mission and further assigns equitable Brigade (MSC) missions using the method below. Once issued, Brigades then have the option to further their mission to Battalions.

2. NGB: September 30th NGB determines number Soldiers with an ETS date within the next 365 days for each state, they further break those into careerist and obligors. Careerist is any Soldier who is past their initial 8-year MSO, and an Obligor is any Soldier who has not yet completed their 8-year MSO. They then determine a success rate for maintaining strength which currently set at 85% retention of careerist and 65% retention of Obligors. Success rate is also determined by other factors such as past and projected recruiting success, projected mobilizations and any other factor which could impact strength.

3. OKARNG: upon issuance of mission, G1 runs ETS roster for OKARNG for current FY determines how many Solders are in the current FY and how many belong to each MSC. They further assign missions to MSCs based on percentages of Soldiers in the ETS Window.

4. MISSION MATH
Example: OKARNG mission is 1,000
Total number in ETS window is 1,200
IBCT ETS number is 500
500/ 1,200 equals 0.41666 (42%)
1000 X .42 = IBCT mission is 420
NOTE: 420 may seem like a lot for the IBCT since they only have 500 in their current year ETS window however, in this example they will also have an approximately 500 more Soldiers in the next FY that will be eligible for reenlistment.

5. RETENTION RATE: Retention rate is the rate at which an organization reenlists Soldiers versus discharging them for ETS purposes.
Example: B CO, 379th IN has 45 reenlistments and 85 ETS discharges during FY22
45+85=130; 45/30=0.35 (35%) B CO has a retention rate of 35% for FY22

6. REENLISTMENT SUCCESS RATE: same math as above but figured over a rolling 365-day period regardless of FY.

7. REENLISTMENT MISSION SUCCESS RATE: Is broken down over 12-month period based on the number of Soldiers that ETS during each month.
Example: 379th IN is missioned at 60 reenlistments: 5/month for 12 months
Dec 30th 379th IN has 12 reenlistments: 12/15= 80%

8. TOTAL MISSION SUCCESS RATE: The rate at which an organization accomplished it's assigned mission in each FY.
Example: 379th IN has an annual mission of 50 and ends the FY with 35 reenlistments

35/50= .070 379th IN has a total mission success rate of 70%

9. GOALS: OKARNG determined a retention rate of 85%, units should retain no less than 50% of Soldiers that ETS within current FY and acquire the remaining 35% from future FYs

NOTE: Below are some examples of what does and doesn't count towards mission numbers

1. Contract must be for a minimum of 1 year.
2. Only 1 contract per Soldier Per FY is counted.
3. ING contracts do not count.
4. Soldier must be within 365 days of their current ETS Date.