



DEPARTMENT OF THE ARMY  
UNITED STATES ARMY JOHN F. KENNEDY SPECIAL WARFARE CENTER AND SCHOOL  
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AOJK-RE

05 FEB 2019

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fiscal Year 2019 (FY19) Enlisted Retention Mission and Fiscal Year 2018 (FY18) Enlisted Retention Accomplishments

1. References:

- a. Army Regulation 601-280, Army Retention Program, 1 April 2016.
- b. Army Regulation 635-200, Active Duty Enlisted Administrative Separations, 19 December 2016.
- c. USASOC, FY19 Enlisted Retention Mission.

2. As a command, we achieved our aggregate HQDA assigned retention mission in FY18 and exceeded our internal ARSOF MOS missions. We commend those organizations that achieved or exceeded their mission and challenged others to reengage in the enlisted retention effort. Our FY18 final retention accomplishments (Enclosure 1).

3. Commanders and leaders at all levels must be involved in the Retention Program as the Soldiers we retain today are the leaders of tomorrow. Commanders will be personally involved and engaged themselves in the retention of all eligible and best qualified Soldiers for future service. Soldiers choosing to separate will be actively encouraged to transition into the Army Reserve or the Army National Guard. Those Soldiers deemed unsuitable for continued service will be barred from continued service in accordance with AR 601-280 or separated from active duty in accordance with AR 635-200.

4. Retention and ARSOF missions are based upon a fair share of Soldiers with a contractual ETS date set forth through HQDA and USASOC missioning guidance and parameters. The United States Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) Retention Office will monitor progress based upon the daily, 1st Half, 2nd Half and annual glide paths which are determined by the mission and eligible population in each category.

5. The FY19 Active Component Mission (Enclosure 2).

- a. The enclosed retention missions are minimums and commanders are urged to meet and exceed the mission in each category by retaining quality Soldiers. Commanders will issue all assigned retention missions to the appropriate subordinate commanders down to the company

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level. The retention mission helps man the force and assists the command in meeting its human capital investment priorities.

b. The FY19 Active Component mission focuses on those Soldiers with an ETS Date in Fiscal Year 2019 and 2020. The FY19 ETS population mission is issued on an annual basis. The FY20 mission is issued on a semi-annual basis and is broken down by category (i.e. Initial, Mid-Career, and Careerist).

c. The AC2RC Transition mission is based on all eligible Soldiers due to separate between 1 October 2018 and 25 September 2019. This mission assists in filling ARNG/USAR units with quality Soldiers leaving active duty. All HQDA, USASOC and internal ARSOF CMF/MOS missions (enclosure 2).

d. The ARSOF CMF/MOS mission is designed to focus on our ARSOF Soldiers. This is an annual mission and is established to offset projected losses from the training base and those lost to ETS and retirement.

6. The key to mission success is the active involvement of all leaders. The retention program efforts will focus on retaining Soldiers of the highest quality who are capable, intelligent warfighting assets to this command. We will meet and exceed all category missions this fiscal year in support of Army personnel policy with minimal exceptions to policy and waiver actions.

7. The point of contact for this memorandum is MSG Abel Huerta III, Senior Career Counselor at (910) 907-2402, DSN 337-2402 or [abel.huerta@socom.mil](mailto:abel.huerta@socom.mil).



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Command Sergeant Major



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2 Encls

1. FY18 USAJFKSWCS Retention Accomplishments
2. FY19 USAKFKSWCS Retention Mission

DISTRIBUTION:

Commander, 1st Special Warfare Training Group (A)  
Commander, Special Warfare Education Group (A)  
Commander, Special Warfare Medical Group (A)  
Commandant, USAJFKSWCS NCOA  
Commandant, SF Warrant Officer Institute

## Enclosure 1 - FY18 USAJFKSWCS Retention Accomplishments

FY18 USAJFKSWCS Retention Accomplishments												
Unit of Credit	FY18 ETS			FY19 ETS								
				Initial			Mid-Career			Careerist		
	MSN	ACC	%	MSN	ACC	%	MSN	ACC	%	MSN	ACC	%
1st SWTG (A)	29	41	141.38%	45	44	98%	36	38	106%	52	39	75%
HHC, SWCS	0	2	***	2	2	100%	0	2	***	1	1	100%
NCOA	0	1	***	0	0	***	0	1	***	1	2	200%
SWEG (A)	1	2	200%	1	2	200%	2	5	250%	3	4	133%
SWMG (A)	2	4	200%	2	4	200%	4	5	125%	2	2	100%
<b>USAJFKSWCS Total</b>	<b>32</b>	<b>50</b>	<b>156.25%</b>	<b>50</b>	<b>52</b>	<b>104.0%</b>	<b>42</b>	<b>51</b>	<b>121.4%</b>	<b>59</b>	<b>48</b>	<b>81.4%</b>

FY18 ARSOF CMF18 Accomplishments						
Unit of Credit	FY18 ETS			FY19 ETS		
	MSN	ACC	%	MSN	ACC	%
<b>USAJFKSWCS Total</b>	<b>2</b>	<b>3</b>	<b>150.0%</b>	<b>16</b>	<b>19</b>	<b>118.8%</b>

\*No ARSOF Mission for 37F

\*No ARSOF Mission for 38B, due to CMF strength

FY18 USAJFKSWCS AC2RC Accomplishments			
Unit of Credit	MSN	ACC	%
1st SWTG (A)	3	11	366.7%
HHC, SWCS	0	0	***
NCOA	0	0	***
SWEG (A)	0	1	***
SWMG (A)	0	1	***
<b>USAJFKSWCS Total</b>	<b>3</b>	<b>13</b>	<b>433.3%</b>

Enclosure 2 - 1<sup>st</sup> Half, FY19 USAJFKSWCS Retention Mission

FY19 1ST HALF MISSION					
Unit of Credit	FY20 ETS				
	FY19	Initial	Mid-Career	Careerist	AC2RC
1st SWTG (A)	13	7	15	28	4
HHC, SWCS	1	0	2	1	0
NCOA	8	0	0	1	2
SWEG (A)	3	6	6	5	0
SWMG (A)	0	2	2	3	0
<b>USAJFKSWCS Total</b>	<b>25</b>	<b>15</b>	<b>25</b>	<b>38</b>	<b>6</b>

FY19 ARSOF CMF18 MISSION		
Unit of Credit	FY19	FY20
USAJFKSWCS	1	13
<b>USAJFKSWCS Total</b>	<b>1</b>	<b>13</b>

FY19 ARSOF 37F MISSION		
Unit of Credit	FY19	FY20
USAJFKSWCS	0	1
<b>USAJFKSWCS Total</b>	<b>0</b>	<b>1</b>

**\*Due to CMF strength, there will be no ARSOF mission for 38B**