



Fort Carson Mountaineer



Word of the month: **Acceptance**

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2009
The Year of the Noncommissioned Officer

4th Inf. Div. earns highest Army retention rate

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While contributing to the Army's mission to retain a highly-trained, all-volunteer force, the 4th Infantry Division accomplished the highest retention rate of any division during fiscal 2009.

The retention rate Armywide is high this year, said Sgt. Maj. Scott Leeling, command career counselor for the 4th Inf. Div. The Army surpassed its goal of retaining 55,000 Soldiers by more than 20 percent, re-enlisting an aggregate total of more than 70,000 Soldiers by June 30.

The 4th Inf. Div. achieved 100 percent of its retention mission for the fiscal year by Feb. 5, retaining 1,848 Soldiers, he said. As of June, the 4th Inf. Div. reported 3,776 Soldiers re-enlisted,

204 percent of its retention mission.

The Ivy Division earned the highest retention rate of any division in the Army, said Leeling.

Command Sgt. Maj. Daniel A. Dailey, senior enlisted leader of the 4th Inf. Div., said he believes Soldiers are staying in the Army, because they are better prepared and have a better understanding of their duties and responsibilities than ever before.

"The kids joining today know what they're getting into," Dailey said. "They know that they're going to be wartime Soldiers."

Dailey also acknowledged the current economic situation as a reason Soldiers choose to stay in uniform; however, he said he believes that Soldiers "Stay Army" for more than just job security.

The 4th Inf. Div. leadership's dedication to its motto — "Mission-



Photo by Sgt. Jason Dangel

Chief of Staff of the Army Gen. George W. Casey Jr. re-enlists 50 Soldiers from the 4th Combat Aviation Brigade, 4th Infantry Division, Multi-National Division — Baghdad, during his visit to the "Iron Eagle" Brigade at Camp Taji Dec. 22.

Soldier-Family-Team" — is one example of the many reasons why Ironhorse Soldiers chose to re-enlist, explained Dailey.

In addition to the honor and privilege of serving in today's Army, Soldiers, who accomplish their missions thousands of miles from their homes know that their Families are safe and provided for in a strong home-based community, he added.

This community and security provided by the Ivy Division and Army

is something that many modern corporations do not provide for their employees, said Dailey.

Leeling also attributed the high retention numbers to a leadership that Soldiers respect and want to follow.

"(The Leaders) put an extreme emphasis on taking care of our Soldiers and their Families," Leeling said.

"We have 22-year-old squad leaders who know all of their Soldier's

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children by their first name," Dailey said.

Reflecting this unity, 1,371 of the 3,776 Soldiers who re-enlisted from 4th Inf. Div. stayed with the Ivy Division.

Leeling said many Soldiers re-enlisted during the division's recent deployment in support of Operation Iraqi Freedom 07-09.

He explained that one reason Soldiers re-enlisted during the 15-month deployment were tax-free bonuses; another was

a high level of job satisfaction.

"Soldiers are more eager to re-enlist when they're doing what they came in the Army to do," said Leeling.

The 4th Inf. Div.'s Soldier-first attitude has allowed it to contribute to the Army's ongoing mission while

retaining highly trained, quality Soldiers, said Dailey.

Making the mission, the Soldier, Family and the team priorities have created a loyal unit of individuals who are willing and able to serve and continue to serve the nation, he said.