Navy Personnel Survey (NPS)
1990
Survey Report
Graphical Representations
Volume 3
Enlisted Personnel

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Approved and released by
Jules I. Borack

Approved for public release;
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San Diego, California 92152-6800
The purpose of the Navy Personnel Survey was to gather timely information on issues of importance to policy makers. In October 1990, the questionnaire was mailed to 23,906 officers and enlisted personnel; 11,809 were completed and returned for an adjusted return rate of 52 percent. Respondents were asked to provide demographic data and to indicate their attitudes or opinions on rotation/permanent change of station (PCS) moves, recruiting duty, pay and benefits, training and education programs, quality of life, organizational climate, and Acquired Immune Deficiency Syndrome (AIDS) education. Analyses were based on data which were weighted to correct for under- or oversampling of subpopulations; thus, inferences may be made to the Navy population.
The Navy Personnel Survey System (NPSS) was established to obtain, in a systematic and timely manner, the attitudes and opinions of Navy life from Navy civilians and military personnel. The information is used by managers and policy makers to evaluate programs in the areas of recruiting, training, retention, quality of life, etc. Another function of NPSS is to manage Navy personnel surveys which will reduce intrusion on Navy commands and reduce data collection costs.

The mainstay of NPSS is the annual Navy Personnel Survey. This survey annually collects attitude and opinion data on issues having an important impact on the military experience of Navy personnel.

This work was conducted under the sponsorship of the Chief of Naval Personnel (OP-01/PERS-00), reimbursable work unit 981WRB1007.

Any questions regarding these graphs should be directed to E. P. Somer, Director, Evaluation and Survey Research Division, (619) 553-9248 or AUTOVON 553-9248.

JULES I. BORACK  
Director, Personnel Systems Department
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</tr>
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<td>DISTRIBUTION LIST</td>
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</tr>
</tbody>
</table>
INTRODUCTION

Problem

The attitudes and opinions of Navy personnel are a vital input to the development and continuous improvement of Navy policies and programs. It is therefore essential that such information be gathered in a systematic fashion, which accurately reflects the views of its diverse and widespread membership.

Purpose

The annual Navy Personnel Survey (NPS) will collect timely information on issues of importance to policy makers. The annual sampling, representative of the entire Navy population, will allow the identification and analysis of trends in opinions and attitudes towards plans, programs and policies which materially affect the performance and morale of Navy members. The survey is also designed to accommodate the study of topics of compelling interest on a one-time only basis.

This volume provides graphical representations of the responses of enlisted personnel to the 1990 NPS.

Approach

NPS questionnaires were mailed to 23,906 officers and enlisted in October 1990; 11,809 were completed and returned for an adjusted return rate of 52 percent.

The survey requested demographic information and measured military members attitudes and opinions in various areas, including rotation/permanent change of station moves, recruiting duty, pay and benefits, training and education programs, quality of life, organizational climate, and Acquired Immune Deficiency Syndrome (AIDS) education.

The results of the survey are described in five volumes: Volumes 1 and 2 contain the cross-tabulation tables for enlisted personnel and officers, respectively; and Volumes 3 and 4 contain the graphical representations of the data for enlisted and officer members, respectively. Volume 5 details the survey methodology, results and conclusions. The tables and graphs are based on weighted data, where the weighting of responses represents an adjustment for undersampling or oversampling of subpopulations. Separate weighting schemes were employed for officers and enlisted personnel. For the purposes of the analyses, officers were assigned to one of three groups: (1) Warrant Officers, W-2 to W-4; (2) Officers, O-1E to O-3E and O-1 to O-3; and (3) Officers, O-4 to O-6.

Enlisted personnel were grouped according to paygrade: (1) E-2 to E-3; (2) E-4 to E-6; and (3) E-7 to E-9. Individuals in paygrade E-1 at the time of the survey were not included.
Organization

The graphs in this report are arranged in order of the appearance of the corresponding items on the 1990 NPS enlisted personnel survey questionnaire. A copy of the questionnaire appears in the Appendix.

Note that the report contains additional graphs, broken out by gender, for the items concerning sexual harassment. For items 142 and 143, it should be noted that the percentages are based on the group that includes only those persons who indicated that they had been sexually harassed, and explicitly excludes persons who stated they were not harassed. Item 141 provides data for the total sample.

Also note that, for items allowing the respondent to select a “Does not apply” option, the graphs illustrate the percentages for only those persons who selected one of the other options.

Margin of Error

These graphs are intended to describe the percentages of (weighted) subgroups selecting each option. Since small sample sizes yield unstable results, possibly leading to erroneous conclusions, caution must be used in any interpretations based upon small sample sizes. Tabulated results are approximately accurate to within the margins of error displayed in Table 1. For example, percentages displayed in the graphs for paygrades E-2 through E-3 are likely to be within ±03 percent of the corresponding value for all Navy E-2 through E-3 personnel. For additional information, see Volume 5 in the series.

Table 1

Margin of Error for Paygrade Group

<table>
<thead>
<tr>
<th>Paygrade</th>
<th>Percentage Error</th>
<th>Paygrade</th>
<th>Percentage Error</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-2 through E-3</td>
<td>±03</td>
<td>W-2 through W-4</td>
<td>±06</td>
</tr>
<tr>
<td>E-4 through E-6</td>
<td>±01</td>
<td>O-1 through O-3</td>
<td>±02</td>
</tr>
<tr>
<td>E-7 through E-9</td>
<td>±03</td>
<td>O-4 through O-6</td>
<td>±02</td>
</tr>
</tbody>
</table>

*Errors calculated at 95 percent confidence level.
GRAPHICAL REPRESENTATIONS
(Q1) What Is Your Sex
Enlisted

Male
- 81% E 2-3
- 88% E 4-6
- 95% E 7-9

Female
- 19% E 2-3
- 12% E 4-6
- 5% E 7-9

E 2-3, N = 1786
E 4-6, N = 4413
E 7-9, N = 752
(Q2) What Was Your Age On Your Last Birthday

Enlisted

<table>
<thead>
<tr>
<th>Age Range</th>
<th>E 2-3</th>
<th>E 4-6</th>
<th>E 7-9</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-21</td>
<td>12%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>22-30</td>
<td>29%</td>
<td>11%</td>
<td>0%</td>
</tr>
<tr>
<td>31-40</td>
<td>11%</td>
<td>3%</td>
<td>25%</td>
</tr>
<tr>
<td>41-50</td>
<td>0%</td>
<td>2%</td>
<td>22%</td>
</tr>
<tr>
<td>Over 50</td>
<td>0%</td>
<td>0%</td>
<td>1%</td>
</tr>
</tbody>
</table>

E 2-3, N = 1736
E 4-6, N = 4321
E 7-9, N = 733
(Q3) What Is Your Race/Ethnic Group
Enlisted

White: 82%, 75%, 67%, 53%
Black: 13%, 10%, 6%, 3%
American Indian: 2%, 1%, 1%, 1%
Hispanic: 5%, 3%, 2%, 1%
Oriental: 7%, 5%, 4%, 3%
Other: 1%, 1%, 1%, 1%

E 2-3, N = 1785
E 4-6, N = 4400
E 7-9, N = 749
(Q4) What Is Your Highest Level Of Education

- Less Than HS Grad
- HS Grad
- HS Equivalency (GED)
- Less Than 2 Yrs Coll
- Two Yrs or More Coll
- Associate Degree
- Bachelor's Degree
- Master's Degree
- Doctoral Or Prof Deg

Enlisted

E2.3, N = 1783
E4.6, N = 4411
E7.9, N = 752
(Q5) What Is Your Marital Status

Enlisted

Never Married
- E 2-3: 4%
- E 4-6: 32%
- E 7-9: 74%

Separated/Divorced
- E 2-3: 11%
- E 4-6: 11%

Widowed
- E 2-3: 0%
- E 4-6: 0%
- E 7-9: 0%

Married
- E 2-3: 23%
- E 4-6: 57%
- E 7-9: 85%

E 2-3, N = 1782
E 4-6, N = 4409
E 7-9, N = 748
(Q6) How Many Of Your Children* (Natural, Adopted, Or Stepchildren) Under The Age Of 21 Live In Your Household

<table>
<thead>
<tr>
<th></th>
<th>E 2-3</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th>E 4-6</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th>E 7-9</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 6 Weeks</td>
<td>46</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>92</td>
<td>2</td>
<td>1</td>
<td></td>
<td></td>
<td>11</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td>153</td>
</tr>
<tr>
<td>6 Wks to 12 Mos</td>
<td>82</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>390</td>
<td>4</td>
<td>2</td>
<td></td>
<td></td>
<td>32</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td>510</td>
</tr>
<tr>
<td>13 to 24 Mos</td>
<td>56</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>391</td>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td>43</td>
<td>2</td>
<td>1</td>
<td></td>
<td></td>
<td>499</td>
</tr>
<tr>
<td>25 to 35 Mos</td>
<td>26</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>310</td>
<td>8</td>
<td>1</td>
<td></td>
<td></td>
<td>35</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td>381</td>
</tr>
<tr>
<td>3 to 5 Yrs</td>
<td>42</td>
<td>12</td>
<td></td>
<td></td>
<td></td>
<td>661</td>
<td>87</td>
<td>2</td>
<td>1</td>
<td></td>
<td>140</td>
<td>16</td>
<td>1</td>
<td>1</td>
<td></td>
<td>962</td>
</tr>
<tr>
<td>6 to 9 Yrs</td>
<td>33</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td>546</td>
<td>113</td>
<td>11</td>
<td>2</td>
<td></td>
<td>186</td>
<td>43</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>943</td>
</tr>
<tr>
<td>10 to 12 Yrs</td>
<td>11</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td>289</td>
<td>42</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>178</td>
<td>25</td>
<td>1</td>
<td>1</td>
<td></td>
<td>555</td>
</tr>
<tr>
<td>13 to 15 Yrs</td>
<td>3</td>
<td>5</td>
<td>2</td>
<td></td>
<td></td>
<td>168</td>
<td>28</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>144</td>
<td>29</td>
<td>2</td>
<td>2</td>
<td></td>
<td>384</td>
</tr>
<tr>
<td>16 to Under 21 Yrs</td>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>111</td>
<td>15</td>
<td>5</td>
<td>1</td>
<td></td>
<td>124</td>
<td>29</td>
<td>4</td>
<td>1</td>
<td></td>
<td>295</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>8709</td>
</tr>
</tbody>
</table>

*Numbers in body of table represent number of respondents having the number of children indicated in column heading.
(Q7) What Is Your Spouse’s Employment Situation

Enlisted

- Spouse Military
- Spouse Civil Service
- Part Time Civilian
- Full Time Civilian
- Self-employed Home
- Unemployed, Choice
- Unemployed, Looking
- Unemployed, Other

E 2-3, N = 416
E 4-6, N = 2649
E 7-9, N = 653
(Q8) What Is Your Dependents Status

On Your Present Assignment

Enlisted

Accompanied

Unacc, Family Later

Perm Unacc, Billet

Perm Unacc, Overseas

Perm Unacc, Choice

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

E2-3, N = 450
E4-6, N = 2735
E7-9, N = 674

12
(Q9) Which Of The Following Reasons Best Describe Why You Are Unaccompanied *

- Spouse Job: 12%
- Home Ownership: 2%
- Return Tour: 0%
- Community Ties: 0%
- Physical Environment: 0%
- Health Problems: 0%
- Lack Civ Housing: 2%
- Lack Mil Housing: 5%
- Relocation Cost: 10%
- Present Cost Living: 10%
- Cost Mil Housing: 7%
- Hobbies, Sports: 0%
- Lack Schools: 0%
- Child Special Needs: 0%
- Poor Timing: 0%
- Inadequate Notice: 0%
- Personal Affairs: 0%
- Assignment Length: 5%
- Not Authorized Fam: 0%
- Family Hardship: 28%
- Personal Reasons: 55%
- Other: 0%

*Multiple responses allowed; percentages for each category may sum to more than 100%.

E 2-3, N = 64
(Q9) Which Of The Following Reasons Best Describe Why You Are Unaccompanied *

- Spouse Job: 21%
- Home Ownership: 9%
- Return Tour: 3%
- Community Ties: 3%
- Physical Environment: 6%
- Health Problems: 5%
- Lack Civ Housing: 3%
- Lack Mil Housing: 5%
- Relocation Cost: 5%
- Present Cost Living: 12%
- Cost Mil Housing: 6%
- Hobbies, Sports: 3%
- Lack Schools: 1%
- Child Special Needs: 3%
- Poor Timing: 3%
- Inadequate Notice: 1%
- Personal Affairs: 2%
- Assignment Length: 3%
- Not Authorized Fam: 1%
- Family Hardship: 4%
- Personal Reasons: 34%
- Other: 34%

E 4-6, N = 250

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q9) Which Of The Following Reasons Best Describe Why You Are Unaccompanied *

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spouse Job</td>
<td>29%</td>
</tr>
<tr>
<td>Home Ownership</td>
<td>21%</td>
</tr>
<tr>
<td>Return Tour</td>
<td>6%</td>
</tr>
<tr>
<td>Community Ties</td>
<td>5%</td>
</tr>
<tr>
<td>Physical Environment</td>
<td>3%</td>
</tr>
<tr>
<td>Health Problems</td>
<td>4%</td>
</tr>
<tr>
<td>Lack Civ Housing</td>
<td>3%</td>
</tr>
<tr>
<td>Lack Mil Housing</td>
<td>7%</td>
</tr>
<tr>
<td>Relocation Cost</td>
<td>10%</td>
</tr>
<tr>
<td>Present Cost Living</td>
<td>8%</td>
</tr>
<tr>
<td>Cost Mil Housing</td>
<td>3%</td>
</tr>
<tr>
<td>Hobbies, Sports</td>
<td>7%</td>
</tr>
<tr>
<td>Lack Schools</td>
<td>4%</td>
</tr>
<tr>
<td>Child Special Needs</td>
<td>4%</td>
</tr>
<tr>
<td>Poor Timing</td>
<td>4%</td>
</tr>
<tr>
<td>Inadequate Notice</td>
<td>4%</td>
</tr>
<tr>
<td>Personal Affairs</td>
<td>4%</td>
</tr>
<tr>
<td>Assignment Length</td>
<td>4%</td>
</tr>
<tr>
<td>Not Authorized Fam</td>
<td>4%</td>
</tr>
<tr>
<td>Family Hardship</td>
<td>4%</td>
</tr>
<tr>
<td>Personal Reasons</td>
<td>36%</td>
</tr>
<tr>
<td>Other</td>
<td>30%</td>
</tr>
</tbody>
</table>

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.

E 7-9, N = 62
(Q10) If You Are Unaccompanied, Which Of The Following Describes The Place Where Your Family Lives

Enlisted

<table>
<thead>
<tr>
<th>Housing Type</th>
<th>E 2-3</th>
<th>E 4-6</th>
<th>E 7-9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mil Family Housing</td>
<td>2%</td>
<td>3%</td>
<td>9%</td>
</tr>
<tr>
<td>Govt Leased Civilian</td>
<td>1%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Own House Civilian</td>
<td>15%</td>
<td>27%</td>
<td>56%</td>
</tr>
<tr>
<td>Rent House Civilian</td>
<td>28%</td>
<td>36%</td>
<td>47%</td>
</tr>
<tr>
<td>Own Trlr, Rent Lot</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Shared Rent Civilian</td>
<td>7%</td>
<td>9%</td>
<td>89%</td>
</tr>
<tr>
<td>Other</td>
<td>3%</td>
<td>7%</td>
<td>14%</td>
</tr>
</tbody>
</table>

E 2-3, N = 72
E 4-6, N = 243
E 7-9, N = 63
(Q11) Which of the following describes the place where you live
Enlisted

- Mil Family Housing
- Govt Leased Civilian
- Own House Civilian
- Rent House Civilian
- Own Trlr, Rent Space
- Shared Rent Civilian
- Ship
- Bachelor's Quarters
- Other

E 2-3, N = 1780
E 4-6, N = 4401
E 7-9, N = 750
(Q12) About How Much Is Your Rent/House Payment Per Month, Including Taxes Insurance, And Utilities (Gas, Electric, Water, Sewer, and Garbage)

<table>
<thead>
<tr>
<th>Monthly Payment Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $100 Per Mo</td>
<td>4%</td>
</tr>
<tr>
<td>$101-$200 Per Mo</td>
<td>8%</td>
</tr>
<tr>
<td>$201-$300 Per Mo</td>
<td>11%</td>
</tr>
<tr>
<td>$301-$400 Per Mo</td>
<td>17%</td>
</tr>
<tr>
<td>$401-$500 Per Mo</td>
<td>17%</td>
</tr>
<tr>
<td>$501-$650 Per Mo</td>
<td>22%</td>
</tr>
<tr>
<td>$651-$800 Per Mo</td>
<td>12%</td>
</tr>
<tr>
<td>$801-$1000 Per Mo</td>
<td>6%</td>
</tr>
<tr>
<td>$1001-$1250 Per Mo</td>
<td>2%</td>
</tr>
<tr>
<td>$1251-$1500 Per Mo</td>
<td>1%</td>
</tr>
<tr>
<td>$1501-$1750 Per Mo</td>
<td>0%</td>
</tr>
<tr>
<td>$1751-$2000 Per Mo</td>
<td>0%</td>
</tr>
<tr>
<td>Over $2000 Per Mo</td>
<td>0%</td>
</tr>
</tbody>
</table>

E 2-3, N = 631
(Q12) About How Much Is Your Rent/House Payment Per Month, Including Taxes Insurance, And Utilities (Gas, Electric, Water, Sewer, and Garbage)

Under $100 Per Mo 1%
$101-$200 Per Mo 2%
$201-$300 Per Mo 5%
$301-$400 Per Mo 9%
$401-$500 Per Mo 16%
$501-$650 Per Mo 25%
$651-$800 Per Mo 20%
$801-$1000 Per Mo 13%
$1001-$1250 Per Mo 5%
$1251-$1500 Per Mo 3%
$1501-$1750 Per Mo 1%
$1751-$2000 Per Mo 1%
Over $2000 Per Mo 0%

E 4-6, N = 2682
(Q12) About How Much Is Your Rent/House Payment Per Month, Including Taxes Insurance, And Utilities (Gas, Electric, Water, Sewer, and Garbage)

<table>
<thead>
<tr>
<th>Payment Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $100 Per Mo</td>
<td>0%</td>
</tr>
<tr>
<td>$101-$200 Per Mo</td>
<td>1%</td>
</tr>
<tr>
<td>$201-$300 Per Mo</td>
<td>1%</td>
</tr>
<tr>
<td>$301-$400 Per Mo</td>
<td>2%</td>
</tr>
<tr>
<td>$401-$500 Per Mo</td>
<td>4%</td>
</tr>
<tr>
<td>$501-$650 Per Mo</td>
<td>12%</td>
</tr>
<tr>
<td>$651-$800 Per Mo</td>
<td>21%</td>
</tr>
<tr>
<td>$801-$1000 Per Mo</td>
<td>25%</td>
</tr>
<tr>
<td>$1001-$1250 Per Mo</td>
<td>17%</td>
</tr>
<tr>
<td>$1251-$1500 Per Mo</td>
<td>12%</td>
</tr>
<tr>
<td>$1501-$1750 Per Mo</td>
<td>4%</td>
</tr>
<tr>
<td>$1751-$2000 Per Mo</td>
<td>2%</td>
</tr>
<tr>
<td>Over $2000 Per Mo</td>
<td>1%</td>
</tr>
</tbody>
</table>

E 7-9, N = 557
(Q13) What Is Your Average One-way Commute Time From Home To Your Duty Station

E 2-3, N = 800
E 4-6, N = 3449
E 7-9, N = 694
(Q16) If You Are A Chief Petty Officer, Petty Officer Or An Officially Designated Striker (Qualified To Wear The Striker Rating Badge), What Is Your General Rating

Enlisted, E 2-3; N = 1593

<table>
<thead>
<tr>
<th>Rating</th>
<th>N</th>
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(Q16) If You Are A Chief Petty Officer, Petty Officer Or An Officially Designated Striker (Qualified To Wear The Striker Rating Badge), What Is Your General Rating
Enlisted, E 4-6; N = 2765

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(Q16) If You Are A Chief Petty Officer, Petty Officer Or An Officially Designated Striker (Qualified To Wear The Striker Rating Badge), What Is Your General Rating

Enlisted, E 7-9; N = 746

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(Q17) How Long Have You Been In Your Current Paygrade
Enlisted

6 Mo or Less
6 Mo To 1 Yr
1 Yr To 2 Yrs
2 Yrs To 3 Yrs
3 Yrs To 5 Yrs
5 Yrs To 7 Yrs
7 Yrs To 10 Yrs
10 Yrs Or More

E 2-3, N = 1597
E 4-6, N = 4212
E 7-9, N = 718
(Q18) How Long Have You Been On Active Duty In The Navy
Enlisted

- Up To 1 Yr
- 1 To 3 Yrs
- 3 To 5 Yrs
- 5 To 10 Yrs
- 10 To 15 Yrs
- 15 To 20 Yrs
- 20 To 25 Yrs
- Over 25 Yrs

E 2-3, N = 1753
E 4-6, N = 4346
E 7-9, N = 741
(Q19) What Are Your Navy Career Plans
Enlisted

- Definitely Stay: 5% (E 2-3), 12% (E 4-6), 26% (E 7-9), 61% total
- Probably Stay: 14% (E 2-3), 21% (E 4-6), 12% (E 7-9), 47% total
- Don't Know: 3% (E 2-3), 23% (E 4-6), 34% (E 7-9), 60% total
- Probably Not Stay: 0% (E 2-3), 13% (E 4-6), 21% (E 7-9), 34% total
- Definitely Not Stay: 0% (E 2-3), 15% (E 4-6), 27% (E 7-9), 42% total
- Elig Retire, Leave: 0% (E 2-3), 1% (E 4-6), 0% (E 7-9), 1% total
- Elig Retire, Undecided: 0% (E 2-3), 14% (E 4-6), 14% (E 7-9), 38% total

E 2-3, N = 1768
E 4-6, N = 4377
E 7-9, N = 746
(Q20) What Is Your Current Military Status

Enlisted

![Bar Chart]

USN

USNR

USNR (TAR)

USNR (265/TEMAC)

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

E 2-3, N = 1779
E 4-6, N = 4406
E 7-9, N = 748
(Q21) What Is The Sea/Shore Code For Your Present Assignment

Enlisted


0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

E2-3, N = 1747
E4-6, N = 4372
E7-9, N = 747
(Q22) How Long Have You Been In Your Current Assignment
Enlisted

Up To 6 Mo
6 Mo To 1 Yr
Up To 2 Yrs
Up To 3 Yrs
Up To 4 Yrs
Up To 5 Yrs
5 Yrs Or More

E 2-3, N = 1645
E 4-6, N = 4285
E 7-9, N = 734
(Q23) Where Are You Now Serving
Enlisted

- Atl. Fleet Afloat: 33%
- Pac. Fleet Afloat: 30%
- Ashore In US: 44%
- Ashore In Europe: 2%
- Ashore In Far East: 2%
- Ashore In Caribbean: 3%
- Other: 2%

E 2-3, N = 1728
E 4-6, N = 4349
E 7-9, N = 745
(Q25) If You Are Currently Stationed At Sea, Where Is Your Homeport

Enlisted

San Diego  |  Norfolk  |  Mayport  |  Puget Sound  |  Charleston  |  Other

- E 2-3  |  E 4-6  |  E 7-9  

E 2-3, N = 1030
E 4-6, N = 2068
E 7-9, N = 269
(Q26) To What Type Of Ship/Activity Are You Assigned

Enlisted

Aviation Squad 12%
Training Command 3%
Shore Or Staff Comm 14%
Reserve Unit 1%
Aircraft Carrier 15%
Amphibious Ship 12%
Battleship 2%
Cruiser 5%
Destroyer Types 5%
Minecraft 0%
Submarine 3%
Service Force Ship 3%
Tender 7%
Afloat Staff 0%
Carrier-based Squad 3%
Other 15%

E 2-3, N = 1679
(Q26) To What Type Of Ship/Activity Are You Assigned

- Enlisted

- Aviation Squad
- Training Command
- Shore Or Staff Comm
- Reserve Unit
- Aircraft Carrier
- Amphibious Ship
- Battleship
- Cruiser
- Destroyer Types
- Minecraft
- Submarine
- Service Force Ship
- Tender
- Afloat Staff
- Carrier-based Squad
- Other

E 4-6, N = 4193
(Q26) To What Type Of Ship/Activity Are You Assigned

Enlisted

- Aviation Squad: 9%
- Training Command: 16%
- Shore Or Staff Comm: 28%
- Reserve Unit: 1%
- Aircraft Carrier: 5%
- Amphibious Ship: 4%
- Battleship: 1%
- Cruiser: 3%
- Destroyer Types: 6%
- Minecraft: 1%
- Submarine: 5%
- Service Force Ship: 1%
- Tender: 5%
- Afloat Staff: 1%
- Carrier-based Squad: 15%
- Other: 15%

E 7-9, N = 710
(Q27) How Much Sea Duty Have You Had While In The Navy

- 1-3 yrs:
  - E 2-3: 19%
  - E 4-6: 33%
  - E 7-9: 65%

- 3-5 yrs:
  - E 2-3: 49%
  - E 4-6: 22%
  - E 7-9: 0%

- 5-10 yrs:
  - E 2-3: 8%
  - E 4-6: 0%
  - E 7-9: 0%

- 10-15 yrs:
  - E 2-3: 2%
  - E 4-6: 2%
  - E 7-9: 0%

- 15-20 yrs:
  - E 2-3: 0%
  - E 4-6: 3%
  - E 7-9: 0%

- 20-25 yrs:
  - E 2-3: 0%
  - E 4-6: 0%
  - E 7-9: 0%

- Over 25 yrs:
  - E 2-3: 0%
  - E 4-6: 0%
  - E 7-9: 0%

E 2-3, N = 1593
E 4-6, N = 4234
E 7-9, N = 731
(Q28) How Many Months In Advance Of Your PRD Do You Want to Be Notified Of Your Next Duty Assignment

![Bar Chart]

- Up to 3 mos.:
  - E 2-3: 31%
  - E 4-6: 12%
  - E 7-9: 3%

- 3-6 mos.:
  - E 2-3: 60%
  - E 4-6: 55%
  - E 7-9: 47%

- 6-9 mos.:
  - E 2-3: 13%
  - E 4-6: 20%
  - E 7-9: 10%

- 9-12 mos.:
  - E 2-3: 31%
  - E 4-6: 10%
  - E 7-9: 12%

- 12-15 mos.:
  - E 2-3: 0%
  - E 4-6: 0%
  - E 7-9: 0%

- 15-18 mos.:
  - E 2-3: 0%
  - E 4-6: 0%
  - E 7-9: 0%

- 18-21 mos.:
  - E 2-3: 0%
  - E 4-6: 0%
  - E 7-9: 0%

- 21-24 mos.:
  - E 2-3: 0%
  - E 4-6: 0%
  - E 7-9: 0%

E 2-3, N = 201
E 4-6, N = 4318
E 7-9, N = 742
(Q29) How Many Months In Advance Of Your PRD Would You Like to Have Your Orders In Hand

![Bar chart showing percentage of responses for different time periods.]

E 2-3, N = 201
E 4-6, N = 4317
E 7-9, N = 742
(Q30) How Long Would You Be Willing To Extend Your PRD To Complete Deployment

![Bar chart showing willingness to extend PRD for different time periods.]

- Not Willing: 33% (E 2-3), 35% (E 4-6), 24% (E 7-9)
- 0-2 mos.: 28% (E 2-3), 23% (E 4-6), 13% (E 7-9)
- 2-4 mos.: 13% (E 2-3), 18% (E 4-6), 27% (E 7-9)
- 4-6 mos.: 8% (E 2-3), 10% (E 4-6), 13% (E 7-9)
- 6-12 mos.: 9% (E 2-3), 7% (E 4-6), 10% (E 7-9)
- More than yr.: 3% (E 2-3), 4% (E 4-6), 4% (E 7-9)

E 2-3, N = 163
E 4-6, N = 3728
E 7-9, N = 663
(Q31) If You Had To Extend Your PRD To Complete Your Ship’s Deployment, Which Of The Following Would You Want To Receive In Return

- Nothing Needed
- Sea Pay Bonus
- Same Shore Duty
- Tour of Choice
- Other

E 2-3, N = 154
E 4-6, N = 3739
E 7-9, N = 660
(Q32) If you had to extend your PRD, & could get the bonus tour of your choice, how would it affect stay in Navy.

![Bar chart showing the percentage of responses for different scenarios.](chart)

- **Increase**: 53% (E 2-3), 51% (E 4-6), 47% (E 7-9)
- **Decrease**: 15% (E 2-3), 8% (E 4-6), 2% (E 7-9)
- **No Influence**: 33% (E 2-3), 29% (E 4-6), 47% (E 7-9)

E 2-3, N = 158
E 4-6, N = 3762
E 7-9, N = 663
(Q33) If you had to extend your PRD, & received no bonus or tour, how would it affect stay in Navy

- Increased: 4%
- Increased: 61%
- Decreased: 72%
- Experiencing no influence: 67%

E 2-3, N = 160
E 4-6, N = 3782
E 7-9, N = 664
(Q34) How Long Would You Be Willing To Extend A Tour At Sea For A Guaranteed Shore Billet At Your Homeport

![Bar Chart]

- Unwilling
  - Mo. or less: 34%
  - 1-3 mos.: 19%
  - 3-6 mos.: 28%
  - 6-9 mos.: 31%
  - 9-12 mos.: 37%
  - More than yr.: 6%

E 2-3, N = 166
E 4-6, N = 3816
E 7-9, N = 666
(Q35) What Do You Consider To Be The Best Shore Tour Length To Balance Your Navy Career And Your Personal Life

- Up to 6 mos. 8%
- 6 to 12 mos. 0%
- 13 to 13 mos. 2%
- 18 to 24 mos. 2%
- Up to 3 yrs. 30%
- Up to 4 yrs. 35%
- Up to 5 yrs. 35%

E 2-3, N = 190
E 4-6, N = 4037
E 7-9, N = 702
(Q36) What Effect Has The Amount Of Sea Duty Had On Your Decision To Make The Navy Your Career

Enlisted

- Positive: E 2-3 17%, E 4-6 17%, E 7-9 28%
- Negative: E 2-3 65%, E 4-6 57%, E 7-9 33%
- No Effect: E 2-3 18%, E 4-6 26%, E 7-9 39%

E 2-3, N = 169
E 4-6, N = 3820
E 7-9, N = 698
(Q37) I Am Satisfied With The Amount Of Sea Duty I Have Had

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>71%</td>
<td>54%</td>
<td>15%</td>
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<td>34%</td>
<td>25%</td>
</tr>
<tr>
<td></td>
<td>30%</td>
<td>21%</td>
</tr>
</tbody>
</table>

E 2-3, N = 166
E 4-6, N = 3969
E 7-9, N = 722
(Q38) I Would Prefer To Take General Out-of-Speciality Duty Ashore Instead Of Sea Duty Related To My Warfare Rating

E 2-3, N = 160
E 4-6, N = 3912
E 7-9, N = 687
(Q39) I Would Be Willing To Volunteer For A Follow-On Sea Duty Assignment To Stay In The Same Geographical Location

![Bar chart showing percentage of respondents agreeing, disagreeing, or neither of staying in the same geographical location.

- Agree: 45% (E 2-3), 56% (E 4-6), 38% (E 7-9)
- Disagree: 22% (E 2-3), 52% (E 4-6), 52% (E 7-9)
- Neither: 22% (E 2-3), 18% (E 4-6), 18% (E 7-9)

E 2-3, N = 184
E 4-6, N = 4090
E 7-9, N = 700]
(Q40) In The Past, Have You Ever Made A CONUS PCS Move Without Taking Your Family (Permanently Unaccompanied)

E 2-3, N = 82
E 4-6, N = 2846
E 7-9, N = 681
(Q41) When You Decide Whether To Transfer With Or Without Your Family, How Important Is:

a) Spouse Employment
b) Availability Of Military Family Housing
c) Availability/Cost Of Civilian Housing
d) Children's Schools
e) Ties To The Community
f) Costs Associated With Moving
g) Work Schedule Of Member
h) Availability Of Health Care And Education Services For Special Needs
i) Availability Of Activities/Facilities For Family Members/Child Care
j) Adequate Time To Make Moving Arrangements
k) Length Of New Duty Assignment
a) Spouse Employment

- Not Important: 11%, 17%, 24%
- Somewhat Important: 38%, 19%, 21%
- Important: 9%, 24%, 22%
- Very Important: 42%, 41%, 33%

<table>
<thead>
<tr>
<th>Group</th>
<th>E 2-3</th>
<th>E 4-6</th>
<th>E 7-9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Important</td>
<td>11%</td>
<td>17%</td>
<td>24%</td>
</tr>
<tr>
<td>Somewhat Important</td>
<td>38%</td>
<td>19%</td>
<td>21%</td>
</tr>
<tr>
<td>Important</td>
<td>9%</td>
<td>24%</td>
<td>22%</td>
</tr>
<tr>
<td>Very Important</td>
<td>42%</td>
<td>41%</td>
<td>33%</td>
</tr>
</tbody>
</table>

E 2-3, N = 80
E 4-6, N = 2811
E 7-9, N = 677
b) Availability Of Military Family Housing

[Bar chart showing percentage of responses for different levels of importance (Not Important, Somewhat Important, Important, Very Important) for each group: E 2-3, E 4-6, E 7-9.]

E 2-3, N = 80
E 4-6, N = 2827
E 7-9, N = 678
c) Availability/Cost Of Civilian Housing

![Bar chart showing percentages of responses for various levels of importance for E 2-3, E 4-6, and E 7-9.]

- Not Important: E 2-3 = 6%, E 4-6 = 9%, E 7-9 = 10%
- Somewhat Important: E 2-3 = 3%, E 4-6 = 4%, E 7-9 = 6%
- Important: E 2-3 = 30%, E 4-6 = 26%, E 7-9 = 27%
- Very Important: E 2-3 = 59%, E 4-6 = 62%, E 7-9 = 60%

E 2-3, N = 82
E 4-6, N = 2836
E 7-9, N = 679
(d) Children’s Schools

<table>
<thead>
<tr>
<th>Importance Level</th>
<th>E 2-3</th>
<th>E 4-6</th>
<th>E 7-9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Important</td>
<td>9%</td>
<td>14%</td>
<td>14%</td>
</tr>
<tr>
<td>Somewhat Important</td>
<td>4%</td>
<td>7%</td>
<td>5%</td>
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<tr>
<td>Important</td>
<td>26%</td>
<td>19%</td>
<td>22%</td>
</tr>
<tr>
<td>Very Important</td>
<td>61%</td>
<td>60%</td>
<td>59%</td>
</tr>
</tbody>
</table>

E 2-3, N = 82
E 4-6, N = 2811
E 7-9, N = 678
e) Ties To The Community

- Not Important: E 2-3 (15%), E 4-6 (24%), E 7-9 (28%)
- Somewhat Important: E 2-3 (35%), E 4-6 (37%), E 7-9 (40%)
- Important: E 2-3 (26%), E 4-6 (27%), E 7-9 (24%)
- Very Important: E 2-3 (19%), E 4-6 (14%), E 7-9 (11%)

E 2-3, N = 80
E 4-6, N = 2828
E 7-9, N = 678
f) Costs Associated With Moving

- Not Important: 4%, 7%, 9%
- Somewhat Important: 15%, 14%, 17%
- Important: 27%, 26%, 37%
- Very Important: 53%, 48%

E 2-3, N = 82
E 4-6, N = 2834
E 7-9, N = 679
h) Availability Of Health Care And Education Services For Special Needs

- **Not Important**
  - E 2-3: 4%
  - E 4-6: 12%
  - E 7-9: 21%

- **Somewhat Important**
  - E 2-3: 13%
  - E 4-6: 12%
  - E 7-9: 18%

- **Important**
  - E 2-3: 21%
  - E 4-6: 22%
  - E 7-9: 19%

- **Very Important**
  - E 2-3: 63%
  - E 4-6: 53%
  - E 7-9: 42%

E 2-3, N = 82
E 4-6, N = 2829
E 7-9, N = 678
i) Availability Of Activities/Facilities For Family Members/Child Care

- Not Important: E 2-3 (6%), E 4-6 (9%), E 7-9 (16%)
- Somewhat Important: E 2-3 (11%), E 4-6 (15%), E 7-9 (22%)
- Important: E 2-3 (32%), E 4-6 (28%), E 7-9 (29%)
- Very Important: E 2-3 (52%), E 4-6 (49%), E 7-9 (33%)

E 2-3, N = 82
E 4-6, N = 2831
E 7-9, N = 678
j) Adequate Time To Make Moving Arrangements

![Bar Chart]

- Not Important: E 2-3 (2%), E 4-6 (2%), E 7-9 (4%)
- Somewhat Important: E 2-3 (6%), E 4-6 (6%), E 7-9 (9%)
- Important: E 2-3 (25%), E 4-6 (32%), E 7-9 (29%)
- Very Important: E 2-3 (61%), E 4-6 (67%), E 7-9 (58%)

E 2-3, N = 82
E 4-6, N = 2832
E 7-9, N = 678
k) Length Of New Duty Assignment

E2-3: N = 82
E4-6: N = 2830
E7-9: N = 678
(Q42) Circle Up To 3 From Q41 That Were
Most Important In Your Decision*

E 2-3, N = 80
E 4-6, N = 2787
E 7-9, N = 671

*Multiple responses allowed; percentages for each paygrade
may sum to more than 100%.
(Q43) Are You Currently Serving In Recruiting Duty

- **Yes**: 1% (E 2-3), 3% (E 4-6), 4% (E 7-9)
- **No**: 99% (E 2-3), 98% (E 4-6), 96% (E 7-9)

E 2-3, N = 1745
E 4-6, N = 4392
E 7-9, N = 750
(Q44) Before Your Current Assignment, Have You Ever Served A Tour Of Duty In Recruiting

- Yes:
  - E 2-3: 2%
  - E 4-6: 2%
  - E 7-9: 9%

- No:
  - E 2-3: 98%
  - E 4-6: 98%
  - E 7-9: 91%

E 2-3, N = 1763
E 4-6, N = 4384
E 7-9, N = 748
(Q45) I Think That Recruiters Are Assigned To Geographical Locations Of Their Choice

Enlisted

<table>
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<tr>
<th></th>
<th>Agree</th>
<th>Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>E 2-3</td>
<td>43%</td>
<td>35%</td>
<td>42%</td>
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<tr>
<td>E 4-6</td>
<td>44%</td>
<td>19%</td>
<td>37%</td>
</tr>
<tr>
<td>E 7-9</td>
<td>39%</td>
<td>15%</td>
<td>27%</td>
</tr>
</tbody>
</table>

E 2-3, N = 1767
E 4-6, N = 4391
E 7-9, N = 749
(Q46) I think that recruiters get some sea duty credit for their time ashore

Enlisted

<table>
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<th>Agree</th>
<th>Disagree</th>
<th>Don't Know</th>
</tr>
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<tbody>
<tr>
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<td>13%</td>
<td>41%</td>
<td>47%</td>
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<tr>
<td>E 2-3</td>
<td>22%</td>
<td>35%</td>
<td>44%</td>
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<tr>
<td>E 4-6</td>
<td>29%</td>
<td>38%</td>
<td>33%</td>
</tr>
<tr>
<td>E 7-9</td>
<td>29%</td>
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</table>

E 2-3, N = 1767
E 4-6, N = 4391
E 7-9, N = 749
(Q47) I Think That Only The Best People Are Selected For Recruiting Duty

Enlisted

![Bar Chart]

- Agree: 29%, 33%, 32%
- Disagree: 50%, 49%, 57%
- Don't Know: 20%, 18%, 11%

E 2-3, N = 1768
E 4-6, N = 4391
E 7-9, N = 749
(Q48) I Think That Recruiter Duty Is Good Duty

Enlisted:

100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%

Agree

Disagree

Don't Know

E 2-3
E 4-6
E 7-9

E2-3, N = 1725
E4-6, N = 4353
E7-9, N = 744
(Q49) I Think That Recruiters Get Extra Pay

Enlisted

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
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<tr>
<td>32%</td>
<td>24%</td>
<td>45%</td>
</tr>
<tr>
<td>70%</td>
<td>18%</td>
<td>40%</td>
</tr>
<tr>
<td>42%</td>
<td>10%</td>
<td>20%</td>
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E 2-3, N = 1760
E 4-6, N = 4382
E 7-9, N = 748
(Q50) I Would Volunteer For Recruiting Duty If I Could Be Guaranteed The Duty Station Of My Choice

Enlisted

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Don't Know</th>
</tr>
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<tbody>
<tr>
<td>72%</td>
<td>53%</td>
<td>35%</td>
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<tr>
<td>18%</td>
<td>34%</td>
<td></td>
</tr>
<tr>
<td>10%</td>
<td>14%</td>
<td>10%</td>
</tr>
</tbody>
</table>

E 2-3, N = 1736
E 4-6, N = 4285
E 7-9, N = 729
(Q51) Recruiting Duty Would Benefit My Navy Career

E 2-3, N = 1727
E 4-6, N = 4269
E 7-9, N = 723
(Q52) Being On Or Having Had Recruiting Duty Helps Me Get Promoted Faster Than Do Other Shore Duty Assignments

- Agree: 23% E 2-3, 35% E 4-6, 43% E 7-9
- Disagree: 21% E 2-3, 23% E 4-6, 30% E 7-9
- Don't Know: 56% E 2-3, 43% E 4-6, 27% E 7-9

E 2-3, N = 1511
E 4-6, N = 3994
E 7-9, N = 669
(Q53) I Would Be Interested In A Recruiting Assignment

![Bar chart showing the percentage of responses for 'Agree', 'Disagree', and 'Don't Know' for three different years: E 2-3, E 4-6, and E 7-9.]

- **Agree**: 60% (E 2-3), 41% (E 4-6), 22% (E 7-9)
- **Disagree**: 22% (E 2-3), 22% (E 4-6), 39% (E 7-9)
- **Don't Know**: 18% (E 2-3), 20% (E 4-6), 14% (E 7-9)

E 2-3, N = 1723
E 4-6, N = 4274
E 7-9, N = 712
(Q54) There Is Enough Information Available About Recruiting Duty

E 2-3, N = 1728
E 4-6, N = 4350
E 7-9, N = 743
(Q55) My Base Pay Should Be Based On My Military Specialty (NEC, Designator)

Enlisted

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>35%</td>
<td>34%</td>
<td>32%</td>
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<tr>
<td>35%</td>
<td>58%</td>
<td>20%</td>
</tr>
<tr>
<td>27%</td>
<td></td>
<td>15%</td>
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</tbody>
</table>

- E 2-3, N = 1763
- E 4-6, N = 4406
- E 7-9, N = 751
(Q56) I Think I Am Adequately Paid
For The Job I Do

Enlisted

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>17%</td>
<td>15%</td>
<td>17%</td>
</tr>
<tr>
<td>71%</td>
<td>74%</td>
<td>75%</td>
</tr>
<tr>
<td>13%</td>
<td>11%</td>
<td>9%</td>
</tr>
</tbody>
</table>

E 2-3, N = 1769
E 4-6, N = 4412
E 7-9, N = 752
(Q57) Single Service Members Without Dependents Should Be Paid The Same As Married Service Members With Dependents

- **Agree**: 28% (E 2-3), 31% (E 4-6), 40% (E 7-9)
- **Disagree**: 55% (E 2-3), 56% (E 4-6), 47% (E 7-9)
- **Neither**: 17% (E 2-3), 13% (E 4-6), 13% (E 7-9)

- **Enlisted**
  - E 2-3, N = 1766
  - E 4-6, N = 4005
  - E 7-9, N = 751
(Q58) I Think That Pay Increases Should Be Based More On Promotion Than They Are Now

![Bar chart showing responses to Q58 by Enlisted personnel.]

- **Agree**: 47%, 46%, 58%
- **Disagree**: 18%, 27%, 23%
- **Neither**: 35%, 27%, 19%

- **E 2-3**: N = 1765
- **E 4-6**: N = 4391
- **E 7-9**: N = 748
(Q59) How Does Your Navy Pay Compare At This Point In Time To What Your Friends/Peers Make In The Civilian World With Similar Responsibilities And Skills

- Civ Much Better: 61% E 2-3, 60% E 4-6, 61% E 7-9
- Civ Somewhat Better: 23% E 2-3, 27% E 4-6, 27% E 7-9
- Same: 5% E 2-3, 4% E 4-6, 4% E 7-9
- Mil Somewhat Better: 3% E 2-3, 4% E 4-6, 2% E 7-9
- Mil Much Better: 2% E 2-3, 1% E 4-6, 1% E 7-9
- Don't Know: 7% E 2-3, 8% E 4-6, 8% E 7-9

E 2-3, N = 1771
E 4-6, N = 4405
E 7-9, N = 751
(Q60) What Is The Effect Of Your Rate Of Pay On Your Decision To Stay Or Leave The Navy

Enlisted

<table>
<thead>
<tr>
<th></th>
<th>E 2-3</th>
<th>E 4-6</th>
<th>E 7-9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Positive</td>
<td>20%</td>
<td>26%</td>
<td>32%</td>
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<tr>
<td>Negative</td>
<td>61%</td>
<td>56%</td>
<td>37%</td>
</tr>
<tr>
<td>No Effect</td>
<td>19%</td>
<td>18%</td>
<td>31%</td>
</tr>
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</table>

E 2-3, N = 1773
E 4-6, N = 4403
E 7-9, N = 752
(Q61) In The Future, If The Navy Had Such A Program As "Cafeteria-Style-Benefits," Would You Be Interested

- Uninterested: E 2-3 (12%), E 4-6 (13%), E 7-9 (16%)
- Some Interest: E 2-3 (27%), E 4-6 (26%), E 7-9 (27%)
- Much Interest: E 2-3 (18%), E 4-6 (21%), E 7-9 (22%)
- Don't Know: E 2-3 (44%), E 4-6 (40%), E 7-9 (35%)

E 2-3, N = 1753
E 4-6, N = 4392
E 7-9, N = 749
(Q62) Are You Currently Enrolled In The Delta Dental Plan

- Yes: 79% (E 2-3: 66%, E 4-6: 28%, E 7-9: 20%)
- No: 46% (E 2-3: 34%, E 4-6: 20%, E 7-9: 20%)
- Don't Know: 6% (E 2-3: 6%, E 4-6: 6%, E 7-9: 1%)

E 2-3, N = 505
E 4-6, N = 2869
E 7-9, N = 682
(Q63) Would You Be Interested In Participating In A High Option Dental To Cover High Cost Dental Services

![Bar chart showing interest levels for Yes, No, and Don't Know responses.]

- Yes: 63%, 70%, 71%
- No: 19%, 12%, 14%
- Don't Know: 18%, 18%, 15%

Legend:
- E 2-3
- E 4-6
- E 7-9

E 2-3, N = 502
E 4-6, N = 2864
E 7-9, N = 682
(Q64) How Much Would You Be Willing To Pay Per Month For High Option Dental Coverage For Your Entire Family

No Interest
$1-10
$11-20
$21-30
$31-40
$41-50
$51-75
$76-100
More than 100

E 2-3, N = 495
E 4-6, N = 2842
E 7-9, N = 672
(Q65) Did You Complete "A" School

Still In School  | Yes  | No | Not Applicable
--- | --- | --- | ---
1% 0% 0% | 82% 82% | 9% 10% | 9% 9%

E 2-3, N = 1776
E 4-6, N = 4404
E 7-9, N = 752
(Q66) The Main Reason For A Sailor To Complete "A" School Is To Get Promoted

- Agree: 20% for E 2-3, 13% for E 4-6, 20% for E 7-9
- Disagree: 60% for E 2-3, 67% for E 4-6, 77% for E 7-9
- Neither: 20% for E 2-3, 13% for E 4-6, 10% for E 7-9

E 2-3, N = 1649
E 4-6, N = 4224
E 7-9, N = 738
(Q67) "A" School Training Is Essential For A Sailor To Succeed In "C" School

E2-3, N = 1594
E4-6, N = 4198
E7-9, N = 737
(Q68) "A" School Was Very Useful In My First Duty Assignment

E 2-3, N = 1185
E 4-6, N = 3784
E 7-9, N = 648
(Q69) Which Of The Following Navy Leadership Courses Did You Last Attend

Enlisted

None
Basic Division Off
Adv Division Off
Command Excellence
Dept Head
LMET
NLD (Nav Lead)
Other

E 2-3, N = 1741
E 4-6, N = 4341
E 7-9, N = 751
(Q69) Which Of The Following Navy Leadership Courses Did You Last Attend

Enlisted

- Basic Division Off
- Adv Division Off
- Command Excellence
- Dept Head
- LMET
- NLD (Nav Lead)
- Other

E 2-3, N = 121
E 4-6, N = 1825
E 7-9, N = 662
(Q70) How Would You Rate The Quality Of The Formal Leadership Training You Received In The Last Class You Attended

Enlisted

- **Good**:
  - E 2-3: 40%
  - E 4-6: 66%
  - E 7-9: 73%

- **Fair**:
  - E 2-3: 44%
  - E 4-6: 25%
  - E 7-9: 19%

- **Poor**:
  - E 2-3: 16%
  - E 4-6: 9%
  - E 7-9: 8%

E 2-3, N = 223
E 4-6, N = 2040
E 7-9, N = 665
(Q71) How Much of the Leadership Training You Received Did You Apply to Your Experience In the Field

Enlisted

<table>
<thead>
<tr>
<th></th>
<th>E 2-3</th>
<th>E 4-6</th>
<th>E 7-9</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>10%</td>
<td>8%</td>
<td>8%</td>
</tr>
<tr>
<td>Most</td>
<td></td>
<td>30%</td>
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<tr>
<td>Some</td>
<td></td>
<td></td>
<td>56%</td>
</tr>
<tr>
<td>None</td>
<td></td>
<td>18%</td>
<td>9%</td>
</tr>
</tbody>
</table>

E 2-3, N = 240
E 4-6, N = 2103
E 7-9, N = 665
(Q72) Where Did You Learn Your Leadership Skills

Enlisted

On The Job
Formal Training
Coll, ROTC, USNA
Other Classes
Volunteer
Mentor
Peers
Other

E 2-3, N = 1052
E 4-6, N = 4045
E 7-9, N = 748
(Q73) Have You Ever Participated In The Navy's Voluntary Education Program (Navy Campus)

<table>
<thead>
<tr>
<th></th>
<th>E 2-3</th>
<th>E 4-6</th>
<th>E 7-9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>14%</td>
<td>31%</td>
<td>44%</td>
</tr>
<tr>
<td>No</td>
<td>86%</td>
<td>69%</td>
<td>56%</td>
</tr>
</tbody>
</table>

E 2-3, N = 1776
E 4-6, N = 4390
E 7-9, N = 748
(Q74) What Educational Benefits Do You Have

Enlisted

<table>
<thead>
<tr>
<th>Benefit</th>
<th>E 2-3</th>
<th>E 4-6</th>
<th>E 7-9</th>
</tr>
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<tbody>
<tr>
<td>VEAP</td>
<td>15%</td>
<td>10%</td>
<td>2%</td>
</tr>
<tr>
<td>EATP</td>
<td>2%</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td>GI Bill</td>
<td>77%</td>
<td>45%</td>
<td>74%</td>
</tr>
<tr>
<td>Ineligible</td>
<td>6%</td>
<td>19%</td>
<td>9%</td>
</tr>
<tr>
<td>Don't Know</td>
<td>14%</td>
<td>18%</td>
<td>5%</td>
</tr>
</tbody>
</table>

E 2-3, N = 1757
E 4-6, N = 4321
E 7-9, N = 746
(Q75) Are You Presently Working On A College/Advanced Degree

- Yes: 33%
- No: 67%

- Yes: 29%
- No: 72%

100% 90% 80% 70% 60% 50% 40% 30% 20% 10% 0%
(Q76) In What Areas Would You Be Interested In Taking "Catch-up" Courses*

Enlisted

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.

E 2-3, N = 1459
E 4-6, N = 3533
E 7-9, N = 544
(Q77) The Opportunity To Get Navy Formal Classroom Training Has Made Me More Likely To Stay In The Navy

![Bar Chart]

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>51%</td>
<td>43%</td>
<td>28%</td>
</tr>
<tr>
<td>37%</td>
<td>42%</td>
<td>20%</td>
</tr>
<tr>
<td>29%</td>
<td>37%</td>
<td>12%</td>
</tr>
</tbody>
</table>

E 2-3, N = 1479
E 4-6, N = 3971
E 7-9, N = 678
(Q78) Leadership Training Classes Contributed A Great Deal To My Personal Development

**Agree**
- E 2-3: 29%
- E 4-6: 42%
- E 7-9: 52%

**Disagree**
- E 2-3: 31%
- E 4-6: 40%
- E 7-9: 41%

**Don't Know**
- E 2-3: 40%
- E 4-6: 19%
- E 7-9: 7%

E 2-3, N = 662
E 4-6, N = 2866
E 7-9, N = 686
(Q79) Leadership Training Classes Have Given Me The Skills To Perform My Job Better

- Agree: 59%
- Disagree: 46%
- Don't Know: 35%

E 2-3, N = 587
E 4-6, N = 2814
E 7-9, N = 678
(Q80) I Am Satisfied With The Opportunity To Continue My Education At My Current Duty Station

E 2-3, N = 1450
E 4-6, N = 3992
E 7-9, N = 704
(Q81) The Tuition Assistance Cap In The Voluntary Education Program (Navy Campus) Is Hurting Me

- Agree: E 2-3 (7%), E 4-6 (19%), E 7-9 (22%)
- Disagree: E 2-3 (32%), E 4-6 (31%), E 7-9 (35%)
- Don’t Know: E 2-3 (61%), E 4-6 (51%), E 7-9 (43%)

E 2-3, N = 738
E 4-6, N = 2589
E 7-9, N = 461
(Q82) I Have Been Satisfied With The Instructors Teaching Under The PACE Program

E 2-3, N = 573
E 4-6, N = 1902
E 7-9, N = 356
(Q83) I Prefer Taking Courses By Computer Under The PACE II Program Rather Than Instructor-Based Courses

E 2-3, N = 699
E 4-6, N = 2145
E 7-9, N = 393
(Q84) The Navy Campus Counselors Have Generally Been Available When I Needed Them

- Agree: 40% (E 2-3), 51% (E 4-6), 63% (E 7-9)
- Disagree: 21%, 19%, 19%
- Don't Know: 40% (E 2-3), 30% (E 4-6), 19%

E 2-3, N = 962
E 4-6, N = 3074
E 7-9, N = 588
(Q85) I Understand My GI Bill (VEAP/EATP) Benefits

- Agree: 63%
- Disagree: 23%
- Don't Know: 14%

Legend:
- E 2-3
- E 4-6
- E 7-9

E 2-3, N = 1518
E 4-6, N = 3493
E 7-9, N = 686
(Q86) I Plan To Use My GI Bill (VEAP/EATP) Benefits In The Future

- Agree: 89% (E 2-3), 72% (E 4-6), 79% (E 7-9)
- Disagree: 3% (E 2-3), 6% (E 4-6), 4% (E 7-9)
- Don't Know: 8% (E 2-3), 22% (E 4-6), 17% (E 7-9)

E 2-3, N = 1484
E 4-6, N = 3260
E 7-9, N = 670
(Q87) The Educational Benefits Of The GI Bill (VEAP/EATP) Were An Important Factor In My Decision To Enlist
(Q88) Use The Scale To Rate The Quality Of Family Support Programs At Your Present Duty Station

a) Overseas Transfer Information Service
b) Housing Referral Services
c) Sponsor Program
d) Family Service Center Relocation Assistance
e) Personal Financial Management Education/ Counseling
f) Family Service Ctr. Counseling (personal, fmly, marital)
g) Family Member Employment Assistance
h) Child Development Centers
i) Family Home Care Programs (alternative child care)
j) The Ombudsmen Network
k) Deployment Support Programs
l) Family Service Center Information and Referral Services
m) Base-level Family Advocacy Programs
n) Housing Management Services
o) Family Service Centers - overall
a) Overseas Transfer Information Service (Personal Use)

- Good: E 2-3 = 10%, E 4-6 = 25%, E 7-9 = 35%
- Poor: E 2-3 = 16%, E 4-6 = 18%, E 7-9 = 19%
- Average: E 2-3 = 18%, E 4-6 = 23%, E 7-9 = 28%
- Unaware: E 2-3 = 57%, E 4-6 = 34%, E 7-9 = 19%

E 2-3, N = 457
E 4-6, N = 1317
E 7-9, N = 235
a) Overseas Transfer Information Service
(As A Supervisor/Leader)

- Good: 7%, 34%, 41%
- Poor: 17%, 17%, 16%
- Average: 19%, 27%, 30%
- Unaware: 57%, 22%, 14%

E 2-3, N = 64
E 4-6, N = 639
E 7-9, N = 272
b) Housing Referral Services
(Personal Use)

- Good: 45% E 2-3, 45% E 4-6, 30% E 7-9
- Poor: 24% E 2-3, 20% E 4-6, 22% E 7-9
- Average: 33% E 2-3, 33% E 4-6, 27% E 7-9
- Unaware: 3% E 2-3, 1% E 4-6, 20% E 7-9

E 2-3, N = 534
E 4-6, N = 2590
E 7-9, N = 549
b) Housing Referral Services
(As A Supervisor/Leader)

E 2-3, N = 70
E 4-6, N = 1141
E 7-9, N = 490
c) Sponsor Program
(Personal Use)

E 2-3, N = 669
E 4-6, N = 3065
E 7-9, N = 641
c) Sponsor Program
(As A Supervisor/Leader)

E 2-3, N = 85
E 4-6, N = 1405
E 7-9, N = 567
d) Family Service Center
Relocation Assistance
(Personal Use)

E 2-3, N = 435
E 4-6, N = 1582
E 7-9, N = 302
d) Family Service Center Relocation Assistance (As A Supervisor/Leader)

E 2-3, N = 55
E 4-6, N = 734
E 7-9, N = 317
e) Personal Financial Management Education/Counseling
(Personal Use)

<table>
<thead>
<tr>
<th>Category</th>
<th>E 2-3</th>
<th>E 4-6</th>
<th>E 7-9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Good</td>
<td>31%</td>
<td>34%</td>
<td>41%</td>
</tr>
<tr>
<td>Poor</td>
<td>17%</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td>Average</td>
<td>22%</td>
<td>31%</td>
<td>33%</td>
</tr>
<tr>
<td>Unaware</td>
<td>30%</td>
<td></td>
<td>16%</td>
</tr>
</tbody>
</table>

E 2-3, N = 553
E 4-6, N = 1547
E 7-9, N = 257
e) Personal Financial Management Education/Counseling (As A Supervisor/Leader)

- Good: 36% (E 2-3), 47% (E 4-6), 58% (E 7-9)
- Poor: 21% (E 2-3), 15% (E 4-6), 11% (E 7-9)
- Average: 21% (E 2-3), 31% (E 4-6), 29% (E 7-9)
- Unaware: 23% (E 2-3), 7% (E 4-6), 2% (E 7-9)

E 2-3, N = 81
E 4-6, N = 864
E 7-9, N = 440
f) Family Service Center Counseling
(Personal, Family, Marital)
(Personal Use)

- Good: 34% E 2-3, 48% E 4-6, 54% E 7-9
- Poor: 16% E 2-3, 20% E 4-6, 17% E 7-9
- Average: 21% E 2-3, 25% E 4-6, 28% E 7-9
- Unaware: 30% E 2-3, 8% E 4-6, 2% E 7-9

E 2-3, N = 404
E 4-6, N = 1384
E 7-9, N = 255
f) Family Service Center Counseling (Personal, Family, Marital) (As A Supervisor/Leader)

![Bar chart showing percentage distribution for Good, Poor, Average, and Unaware categories across different groups E 2-3, E 4-6, E 7-9.]

- E 2-3, N = 59
- E 4-6, N = 871
- E 7-9, N = 449
g) Family Member Employment Assistance (Personal Use)

- Good: E 2-3 (17%), E 4-6 (19%), E 7-9 (24%)
- Poor: E 2-3 (21%), E 4-6 (32%), E 7-9 (34%)
- Average: E 2-3 (16%), E 4-6 (21%), E 7-9 (26%)
- Unaware: E 2-3 (46%), E 4-6 (27%), E 7-9 (17%)

E 2-3, N = 381
E 4-6, N = 1229
E 7-9, N = 210
g) Family Member Employment Assistance (As A Supervisor/Leader)

- Good: E 2-3: 8%, E 4-6: 26%, E 7-9: 32%
- Poor: E 2-3: 27%, E 4-6: 26%, E 7-9: 38%
- Average: E 2-3: 14%, E 4-6: 31%, E 7-9: 41%
- Unaware: E 2-3: 20%, E 4-6: 11%, E 7-9: 20%

E 2-3, N = 56
E 4-6, N = 562
E 7-9, N = 250
h) Child Development Centers
(Personal Use)

- Good: 26% (E 2-3), 35% (E 4-6), 32% (E 7-9)
- Poor: 18% (E 2-3), 27% (E 4-6), 28% (E 7-9)
- Average: 19% (E 2-3), 25% (E 4-6), 30% (E 7-9)
- Unaware: 12% (E 2-3), 10% (E 7-9)

E 2-3, N = 302
E 4-6, N = 1201
E 7-9, N = 214
h) Child Development Centers
(As A Supervisor/Leader)

- Good: E 2-3 (37%), E 4-6 (40%), E 7-9 (16%)
- Poor: E 2-3 (21%), E 4-6 (24%), E 7-9 (32%)
- Average: E 2-3 (10%), E 4-6 (30%), E 7-9 (37%)
- Unaware: E 2-3 (6%), E 4-6 (4%), E 7-9 (42%)

E 2-3, N = 47
E 4-6, N = 637
E 7-9, N = 287
i) Family Home Care Programs
(Alternative Child Care)
(Personal Use)

- Good: 17% E 2-3, 24% E 4-6, 23% E 7-9
- Poor: 14% E 2-3, 23% E 4-6, 27% E 7-9
- Average: 14% E 2-3, 22% E 4-6, 23% E 7-9
- Unaware: 55% E 2-3, 30% E 4-6, 27% E 7-9

E 2-3, N = 314
E 4-6, N = 1106
E 7-9, N = 169
i) Family Home Care Programs
(Alternative Child Care)
(As A Supervisor/Leader)
j) The Ombudsmen Network (Personal Use)

![Bar chart showing usage of Ombudsmen Network by different levels of service and periods.]

- Good: 47% (E 2-3), 48% (E 4-6), 41% (E 7-9)
- Poor: 12% (E 2-3), 22% (E 4-6), 23% (E 7-9)
- Average: 15% (E 2-3), 27% (E 4-6), 29% (E 7-9)
- Unaware: 32% (E 2-3), 5% (E 4-6), 0% (E 7-9)

E 2-3, N = 545
E 4-6, N = 2105
E 7-9, N = 455
j) The Ombudsmen Network
(As A Supervisor/Leader)

![Bar graph showing the distribution of the Ombudsmen Network by performance levels and evaluation periods.]

- **Good**
  - E 2-3: 29%
  - E 4-6: 50%
  - E 7-9: 53%
- **Poor**
  - E 2-3: 19%
  - E 4-6: 18%
  - E 7-9: 16%
- **Average**
  - E 2-3: 19%
  - E 4-6: 29%
  - E 7-9: 31%
- **Unaware**
  - E 2-3: 34%
  - E 4-6: 2%
  - E 7-9: 0%

E 2-3, N = 73
E 4-6, N = 983
E 7-9, N = 458
k) Deployment Support Programs
(Personal Use)
k) Deployment Support Programs
(As A Supervisor/Leader)

- Good
  - E 2-3: 17%
  - E 4-6: 19%
  - E 7-9: 41% (46%)

- Poor
  - E 2-3: 28%
  - E 4-6: 14%
  - E 7-9: 19%

- Average
  - E 2-3: 14%
  - E 4-6: 26%
  - E 7-9: 30%

- Unaware
  - E 2-3: 14%
  - E 4-6: 10%
  - E 7-9: 43%

E 2-3, N = 72
E 4-6, N = 771
E 7-9, N = 330
I) Family Service Center Information and Referral Services (Personal Use)

- Good: 34%, 43%, 46%
- Poor: 12%, 13%, 13%
- Average: 33%, 37%, 36%
- Unaware: 11%, 4%

E 2-3, N = 456
E 4-6, N = 1683
E 7-9, N = 319
I) Family Service Center Information and Referral Services
(As A Supervisor/Leader)

![Bar chart showing percentages for different categories: Good, Poor, Average, Unaware.]

- Good: E 2-3 = 32%, E 4-6 = 14%, E 7-9 = 48%
- Poor: E 2-3 = 48%, E 4-6 = 11%, E 7-9 = 51%
- Average: E 2-3 = 35%, E 4-6 = 19%, E 7-9 = 36%
- Unaware: E 2-3 = 35%, E 4-6 = 7%, E 7-9 = 2%

E 2-3, N = 65
E 4-6, N = 841
E 7-9, N = 399
m) Base-Level Family Advocacy Programs (Personal Use)

- Good: E 2-3 (12%), E 4-6 (17%), E 7-9 (27%)
- Poor: E 2-3 (11%), E 4-6 (14%), E 7-9 (20%)
- Average: E 2-3 (12%), E 4-6 (23%), E 7-9 (30%)
- Unaware: E 2-3 (64%), E 4-6 (46%), E 7-9 (23%)

E 2-3, N = 392
E 4-6, N = 1248
E 7-9, N = 213
m) Base-Level Family Advocacy Programs
(As A Supervisor/Leader)

- Good: E 2-3: 25%, E 4-6: 15%, E 7-9: 37%
- Poor: E 2-3: 6%, E 4-6: 17%, E 7-9: 23%
- Average: E 2-3: 12%, E 4-6: 26%, E 7-9: 33%
- Unaware: E 2-3: 60%, E 4-6: 34%, E 7-9: 13%

E 2-3, N = 53
E 4-6, N = 590
E 7-9, N = 296
n) Housing Management Services (Personal Use)

E 2-3, N = 415
E 4-6, N = 1651
E 7-9, N = 324
n) Housing Management Services
(As A Supervisor/Leader)

E 2-3, N = 59
E 4-6, N = 753
E 7-9, N = 334
o) Family Service Centers - Overall
(Personal Use)

- Good: 39% E 2-3, 45% E 4-6, 49% E 7-9
- Poor: 15% E 2-3, 14% E 4-6, 12% E 7-9
- Average: 27% E 2-3, 39% E 4-6, 39% E 7-9
- Unaware: 20% E 2-3, 3% E 4-6, 1% E 7-9

E 2-3, N = 536
E 4-6, N = 2263
E 7-9, N = 454
o) Family Service Centers - Overall
(As A Supervisor/Leader)

E 2-3, N = 72
E 4-6, N = 1080
E 7-9, N = 475
(Q89) Navy Family Support Services Are Meeting My (Family's) Needs

E 2-3, N = 281
E 4-6, N = 1618
E 7-9, N = 339
(Q90) Navy Family Support Services Improve The Quality Of Life For Me (My Family)

Enlisted

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>E 2-3</td>
<td>22%</td>
<td>30%</td>
<td>48%</td>
</tr>
<tr>
<td>E 4-6</td>
<td>28%</td>
<td>27%</td>
<td>44%</td>
</tr>
<tr>
<td>E 7-9</td>
<td>30%</td>
<td>23%</td>
<td>47%</td>
</tr>
</tbody>
</table>

E 2-3, N = 303
E 4-6, N = 1692
E 7-9, N = 350
(Q91) Family Support Services Make A Positive Contribution To Navy Readiness

E 2-3, N = 553
E 4-6, N = 2465
E 7-9, N = 575
(Q92) Family Support Services Have Had A Positive Impact On My Decision To Remain In The Navy

E 2-3, N = 444
E 4-6, N = 2063
E 7-9, N = 451
(Q93) Family Support Services Have Had A Positive Impact On My Family's Support For My Decision To Remain In The Navy

- **Agree**: 17% (E 2-3), 14% (E 4-6), 14% (E 7-9)
- **Disagree**: 35% (E 2-3), 41% (E 4-6), 43% (E 7-9)
- **Neither**: 48% (E 2-3), 44% (E 4-6), 43% (E 7-9)

*E 2-3, N = 350, E 4-6, N = 1891, E 7-9, N = 422*
(Q94) I Am (We Are) Satisfied With The Quality Of Family Support Services In The Navy

- Agree: E 2-3 (35%), E 4-6 (35%), E 7-9 (40%)
- Disagree: E 2-3 (21%), E 4-6 (26%), E 7-9 (20%)
- Neither: E 2-3 (44%), E 4-6 (39%), E 7-9 (41%)

E 2-3, N = 422
E 4-6, N = 2139
E 7-9, N = 487
(Q95) I Am (We Are) Satisfied With The Availability of Family Support Services In The Navy

E 2-3, N = 484
E 4-6, N = 2286
E 7-9, N = 525
(Q96) Family Support Services Have Helped Me To Do My Job Better

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>16%</td>
<td>28%</td>
<td>45%</td>
</tr>
<tr>
<td>33%</td>
<td>35%</td>
<td>51%</td>
</tr>
<tr>
<td>34%</td>
<td>45%</td>
<td>38%</td>
</tr>
</tbody>
</table>

E 2-3, N = 370
E 4-6, N = 1958
E 7-9, N = 455
(Q97) Do You Or Your Spouse Have A Need For Child Care At The Present Time

Enlisted

- Yes
  - E 2-3: 36%
  - E 4-6: 50%
  - E 7-9: 35%

- No
  - E 2-3: 64%
  - E 4-6: 50%
  - E 7-9: 65%

E 2-3, N = 367
E 4-6, N = 2286
E 7-9, N = 593
(Q98) What Is Your Current Child Care Need*
Enlisted

- All-day Preschool: 67%
- Before School: 25%
- After School: 32%
- Overnight: 54%
- School Holidays: 23%
- Illness: 21%
- 24 Hours: 17%
- Ship/Local Ops: 18%
- Other: 25%

E 2-3, N = 145
E 4-6, N = 1389
E 7-9, N = 259

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q99) Who Usually Takes Care Of Your Child(ren) *

- Military Child Care
- Base Family Care
- Private Facility
- 24-Hour Facility
- At-Home Employee
- Relative
- Friend
- Sibling
- Spouse
- Other

E 2-3, N = 267
E 4-6, N = 2047
E 7-9, N = 534

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q100) If You Are Not Using Military Child Care Centers Or Family Home Care, Why Not

- Not Available
- Waiting List
- Location
- Substandard Quality
- Restricted Hours
- Too Expensive
- Other

E 2-3, N = 217
E 4-6, N = 1643
E 7-9, N = 399
(Q101) Do You Feel That Child Care Needs Interfere With Your Ability To Perform Your Job

- Never: E 2-3 (33%), E 4-6 (38%), E 7-9 (44%)
- Rarely: E 2-3 (27%), E 4-6 (19%), E 7-9 (20%)
- Sometimes: E 2-3 (24%), E 4-6 (32%), E 7-9 (36%)
- Often: E 2-3 (6%), E 4-6 (7%), E 7-9 (3%)
- Very Often: E 2-3 (5%), E 4-6 (4%), E 7-9 (2%)

E 2-3, N = 305
E 4-6, N = 2167
E 7-9, N = 573
(Q102) In What Way Do Child Care Needs Interfere With Your Performance*

- Distractions
- Miss Work
- Late For Work
- Leave Early
- Limits Billets
- Coworker Friction
- Anxiety
- Other

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q103) I Am Satisfied With My Current Child Care Arrangements

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>E 2-3</td>
<td>50%</td>
<td>31%</td>
<td>19%</td>
</tr>
<tr>
<td>E 4-6</td>
<td>56%</td>
<td>28%</td>
<td>17%</td>
</tr>
<tr>
<td>E 7-9</td>
<td>65%</td>
<td>20%</td>
<td>16%</td>
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</tbody>
</table>

E 2-3, N = 174
E 4-6, N = 169
E 7-9, N = 409
(Q104) The Availability Of The Navy-Sponsored Child Care That I Have Experienced Is A Positive Influence In My Decision To Stay In The Navy

E 2-3, N = 137
E 4-6, N = 1295
E 7-9, N = 299
(Q105) The Quality Of Club Services Available At My Base Is Good

- Agree: 54% (E 2-3), 53% (E 4-6), 54% (E 7-9)
- Disagree: 25% (E 2-3), 28% (E 4-6), 33% (E 7-9)
- Neither: 20% (E 2-3), 19% (E 4-6), 13% (E 7-9)

E 2-3, N = 1599
E 4-6, N = 3656
E 7-9, N = 660
(Q106) The Quality of Recreation Services (For Example, Special Services, Clubs) Available at My Base is Good

![Bar chart showing the percentages of agreement, disagreement, and neither for different age groups.](chart-image)

- **Agree**: 62% (E 2-3), 67% (E 4-6), 66% (E 7-9)
- **Disagree**: 20% (E 2-3), 19% (E 4-6), 19% (E 7-9)
- **Neither**: 17% (E 2-3), 14% (E 4-6), 14% (E 7-9)

E 2-3, N=1653
E 4-6, N=3989
E 7-9, N=699
(Q107) Navy Recreation Services are Adequately Providing For My Leisure Needs

- Agree: 55% (E 2-3), 60% (E 4-6), 62% (E 7-9)
- Disagree: 24% (E 2-3), 21% (E 4-6), 20% (E 7-9)
- Neither: 21% (E 2-3), 20% (E 4-6), 18% (E 7-9)

N values:
- E 2-3, N=1631
- E 4-6, N=3926
- E 7-9, N=679
(Q108) If Navy Recreation Service Programs Were Eliminated, That Would Greatly Decrease The Quality Of Life For Me (My Family)

**Agree**
- E 2-3: 51%
- E 4-6: 55%
- E 7-9: 52%

**Disagree**
- E 2-3: 23%
- E 4-6: 23%
- E 7-9: 28%

**Neither**
- E 2-3: 26%
- E 4-6: 22%
- E 7-9: 20%

---

E 2-3, N = 1574
E 4-6, N = 3993
E 7-9, N = 703
(Q109) Navy Youth Programs are Very Important to My Family's Quality of Life in the Navy

![Bar chart showing the percentage of responses to the question](chart)

- Agree: 46% E 2-3, 47% E 4-6, 42% E 7-9
- Disagree: 18% E 2-3, 19% E 4-6, 26% E 7-9
- Neither: 35% E 2-3, 33% E 4-6, 32% E 7-9

E 2-3, N=517
E 4-6, N=1682
E 7-9, N=393
(Q110) There is Adequate Military Family Housing in My Area to Meet My Needs

- Agree: 25%, 27%, 28%
- Disagree: 60%, 61%, 63%
- Neither: 16%, 12%, 10%

E 2-3, N=689
E 4-6, N=2696
E 7-9, N=539
(Q111) There is Adequate Civilian Housing in My Area to Meet My Needs

<table>
<thead>
<tr>
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<th>Disagree</th>
<th>Neither</th>
</tr>
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<tbody>
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<td>59%</td>
<td>28%</td>
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<tr>
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<td>27%</td>
<td>11%</td>
</tr>
<tr>
<td>63%</td>
<td>28%</td>
<td>9%</td>
</tr>
</tbody>
</table>

E 2-3, N=1066  
E 4-6, N=3728  
E 7-9, N=693
(Q112) Civilian Rental Housing is Affordable in My Area

![Bar chart showing percentages of people agreeing, disagreeing, or neither in different economic status groups.]

- **Agree**: 23%, 27%, 28%
- **Disagree**: 64%, 63%, 63%
- **Neither**: 13%, 10%, 9%

Legend:
- E 2-3
- E 4-6
- E 7-9

E 2-3, N=1318
E 4-6, N=3956
E 7-9, N=681
(Q113) I Am Satisfied With The Quality of My Housing/Living Space

- Agree: 68% (E 7-9), 58% (E 4-6), 42% (E 2-3)
- Disagree: 32% (E 4-6), 23% (E 7-9), 43% (E 2-3)
- Neither: 10% (E 4-6), 9% (E 7-9), 16% (E 2-3)

E 2-3, N=1389
E 4-6, N=4072
E 7-9, N=723
(Q114) I Feel Safe In My Residence (e.g., From Vandals Or Burglars)

E 2-3, N=1372
E 4-6, N=4071
E 7-9, N=731
(Q115) My Present Living Conditions Are Having A Positive Effect On My Job Performance

E 2-3, N=1604
E 4-6, N=4235
E 7-9, N=728
(Q116) My Present Living Conditions Are Having A Positive Effect On My Military Career Plans

![Bar Chart]

<table>
<thead>
<tr>
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<th>Disagree</th>
<th>Neither</th>
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<tbody>
<tr>
<td>27%</td>
<td>32%</td>
<td>30%</td>
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<tr>
<td>34%</td>
<td>16%</td>
<td>34%</td>
</tr>
<tr>
<td>47%</td>
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<td>37%</td>
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</table>

- E 2-3, N = 1623
- E 4-6, N = 4196
- E 7-9, N = 722
(Q117) E-1 To E-3 Single Navy Members Assigned To Sea Duty Should Be Allowed In All Cases To Live Off-Ship/Base And Collect BAQ/VHA

Enlisted

<table>
<thead>
<tr>
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<th>Disagree</th>
<th>Neither</th>
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<tbody>
<tr>
<td>77%</td>
<td>37%</td>
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<tr>
<td>20%</td>
<td>48%</td>
<td>16%</td>
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<td></td>
<td>13%</td>
<td>8%</td>
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</tbody>
</table>

E 2-3, N = 1692
E 4-6, N = 4121
E 7-9, N = 734
(Q118) E-4 To E-6 Single Navy Members Assigned To Sea Duty Should Be Allowed In All Cases To Live Off-Ship/Base And Collect BAQ/VHA

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
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<td>78%</td>
<td>12%</td>
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<tr>
<td>74%</td>
<td>16%</td>
<td>11%</td>
</tr>
<tr>
<td>52%</td>
<td>36%</td>
<td>12%</td>
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</table>

E 2-3, N = 1544
E 4-6, N = 4304
E 7-9, N = 734

Enlisted
(Q119) I Can Generally Afford The Things I Or My Family Need

![Bar Chart]

- **Agree**: 69% (E 7-9)
  - E 2-3: 43%
  - E 4-6: 56%
- **Disagree**: 31% (E 7-9)
  - E 2-3: 38%
  - E 4-6: 20%
- **Neither**: 19% (E 7-9)
  - E 2-3: 13%
  - E 4-6: 11%

E 2-3, N=1663
E 4-6, N=4326
E 7-9, N=743
(Q120) I Am Satisfied With The Community In Which I Live

<table>
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<th>E 4-6</th>
<th>E 7-9</th>
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<tbody>
<tr>
<td>Agree</td>
<td>43%</td>
<td>61%</td>
<td>75%</td>
</tr>
<tr>
<td>Disagree</td>
<td>31%</td>
<td>22%</td>
<td>14%</td>
</tr>
<tr>
<td>Neither</td>
<td>26%</td>
<td>17%</td>
<td>11%</td>
</tr>
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</table>

E 2-3, N=1537
E 4-6, N=4229
E 7-9, N=743
(Q121) I Have Enough Time For Leisure And Recreation Activities That I Enjoy
Enlisted

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<th>Disagree</th>
<th>Neither</th>
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<tr>
<td>E 2-3</td>
<td>43%</td>
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<td>52%</td>
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<tr>
<td>E 4-6</td>
<td>40%</td>
<td>41%</td>
<td>36%</td>
</tr>
<tr>
<td>E 7-9</td>
<td>17%</td>
<td>12%</td>
<td>12%</td>
</tr>
</tbody>
</table>

E 2-3, N = 1728
E 4-6, N = 4372
E 7-9, N = 749
(Q122) Overall, I Am Satisfied With My Quality Of Life

Enlisted

E 2-3, N = 1740
E 4-6, N = 4373
E 7-9, N = 747
(Q123) Decisions Are Made At The Appropriate Level In My Command

Enlisted

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>E 2-3</td>
<td>43%</td>
<td>35%</td>
<td>22%</td>
</tr>
<tr>
<td>E 4-6</td>
<td>39%</td>
<td>44%</td>
<td>17%</td>
</tr>
<tr>
<td>E 7-9</td>
<td>51%</td>
<td>37%</td>
<td>12%</td>
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</table>

E 2-3, N = 1716
E 4-6, N = 4380
E 7-9, N = 749
(Q124) I Usually Receive Command Support For The Decisions That I Make

Enlisted

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>E 2-3</td>
<td>31%</td>
<td>40%</td>
<td>29%</td>
</tr>
<tr>
<td>E 4-6</td>
<td>44%</td>
<td>32%</td>
<td>24%</td>
</tr>
<tr>
<td>E 7-9</td>
<td>68%</td>
<td>18%</td>
<td>15%</td>
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</table>

E 2-3, N = 1592
E 4-6, N = 4275
E 7-9, N = 747
(Q125) I Am Satisfied With The Quality Of Leadership In My Command

Enlisted

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
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<tbody>
<tr>
<td>31%</td>
<td>49%</td>
<td>21%</td>
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<tr>
<td>30%</td>
<td>51%</td>
<td>19%</td>
</tr>
<tr>
<td>46%</td>
<td>36%</td>
<td>18%</td>
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</tbody>
</table>

E 2-3, N = 1734
E 4-6, N = 4390
E 7-9, N = 751
(Q126) I Am Allowed To Exercise The Responsibilities Of My Job
Enlisted

Agree

Disagree

Neither

E 2-3, N = 1698
E 4-6, N = 4374
E 7-9, N = 749
(Q127) I Am Glad That I Chose To Join The Navy Instead Of Other Organizations I Was Considering When I Joined

![Bar Chart]

Agree | Disagree | Neither
--- | --- | ---
78% | 52% | 37%
34% | 22% | 28%
28% | 7% | 27%
15% |  |  

E 2-3, N = 1705
E 4-6, N = 4277
E 7-9, N = 717
(Q128) I Am Generally Satisfied With My Current Job
Enlisted

<table>
<thead>
<tr>
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<th>Disagree</th>
<th>Neither</th>
</tr>
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<tbody>
<tr>
<td>71%</td>
<td>26%</td>
<td>18%</td>
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<tr>
<td>48%</td>
<td>35%</td>
<td>17%</td>
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</table>

E 2-3, N = 1739
E 4-6, N = 4393
E 7-9, N = 751
(Q129) In General, I Like The Work I Do In The Navy
Enlisted

- Agree: 91%
- Disagree: 30%
- Neither: 18%

Legend:
- E 2-3
- E 4-6
- E 7-9

N = 1745
N = 4395
N = 751
(Q130) I Am Satisfied With My Physical Working Conditions

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>52%</td>
<td>23%</td>
<td>18%</td>
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<td>62%</td>
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<td>15%</td>
</tr>
<tr>
<td>73%</td>
<td>20%</td>
<td>10%</td>
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</table>

E 2-3, N=1739  
E 4-6, N=4391  
E 7-9, N=751
(Q131) I Am Satisfied With My Career Development
Enlisted

![Bar chart showing the percentage of respondents agree, disagree, and neither satisfied with their career development by Enlisted rank.

- **Agree**: E 2-3 = 37%, E 4-6 = 48%, E 7-9 = 75%
- **Disagree**: E 2-3 = 41%, E 4-6 = 33%, E 7-9 = 16%
- **Neither**: E 2-3 = 23%, E 4-6 = 19%, E 7-9 = 10%

Sample sizes:
- **E 2-3**: N = 1727
- **E 4-6**: N = 4382
- **E 7-9**: N = 751
(Q132) I Enjoy My Career In The Navy

Agree

Disagree

Neither

Enlisted

E2-3

E4-6

E7-9

E2-3, N = 1733
E4-6, N = 4385
E7-9, N = 751

183
(Q133) I Feel My Work Assignments Are Fair
Enlisted

- Agree: 86%
- Disagree: 61%
- Neither: 73%

E 2-3, N = 1757
E 4-6, N = 4387
E 7-9, N = 748
(Q134) My Commanding Officer (CO) Actively Supports Equal Opportunity

Enlisted

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
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<tbody>
<tr>
<td>88%</td>
<td>76%</td>
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<td>5%</td>
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<tr>
<td>3%</td>
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<td>3%</td>
</tr>
<tr>
<td>27%</td>
<td>19%</td>
<td>19%</td>
</tr>
<tr>
<td>9%</td>
<td>9%</td>
<td>9%</td>
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</table>

E 2-3, N = 1756
E 4-6, N = 4385
E 7-9, N = 749
(Q135) My Executive Officer (XO) Actively Supports Equal Opportunity
Enlisted

- Agree: 86%
- Disagree: 7%, 5%, 3%
- Neither: 29%, 22%, 11%

E 2-3, N = 1754
E 4-6, N = 4377
E 7-9, N = 746
(Q136) The Command Master Chief Actively Supports Equal Opportunity

Enlisted

E 2-3, N = 1751
E 4-6, N = 4372
E 7-9, N = 747
(Q137) The Chain Of Command Is An Effective Way To Resolve Equal Opportunity Problems

<table>
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<tr>
<th></th>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
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<tbody>
<tr>
<td>E 2-3</td>
<td>53%</td>
<td>23%</td>
<td>24%</td>
</tr>
<tr>
<td>E 4-6</td>
<td>60%</td>
<td>17%</td>
<td>23%</td>
</tr>
<tr>
<td>E 7-9</td>
<td>80%</td>
<td>7%</td>
<td>13%</td>
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</table>

E 2-3, N = 1754
E 4-6, N = 4385
E 7-9, N = 748
(Q138) If The Chain Of Command Does Not Work To Resolve EO Problems I’m Aware Of Ways To Bring My Concerns To Authority

Agree

Disagree

Neither

90%
75%
67%
17%
13%
3%
11%
7%
0%
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

E2-3
E4-6
E7-9

E2-3, N=1754
E4-6, N=4386
E7-9, N=749
(Q139) My Immediate Supervisor Treats Me Fairly
Enlisted
(Q140) I Think Something Is Being Done To Improve Equal Opportunity In the Navy

Enlisted

Agree

Disagree

Neither

E 2-3

E 4-6

E 7-9

E 2-3, N = 1757

E 4-6, N = 4386

E 7-9, N = 747
(Q141) During Past Year, How Often, If At All, Have You Been The Target Of Sexual Harassment

a) Unwanted Sexual Whistles, Calls, Hoots, Or Yells
b) Unwanted Sexual Teasing, Jokes, Remarks, Or Questions
c) Unwanted Sexual Looks, Staring, and Gestures
d) Unwanted Letters, Phone Calls, Or Materials Of A Sexual Nature
e) Unwanted Pressure For Dates
f) Unwanted Deliberate Touching, Leaning Over, Cornering, or Pinching
g) Unwanted Pressure For Sexual Favors
h) Actual or Attempted Rape or Assault
a) Unwanted Sexual Whistles, Calls, Hoots, or Yells

E 2-3, N=1580
E 4-6, N=4118
E 7-9, N=687
a) Unwanted Sexual Whistles, Calls, Hoots, or Yells
Females

<table>
<thead>
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<th>Frequency</th>
<th>Enlisted</th>
<th>Officers</th>
</tr>
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<tbody>
<tr>
<td>Never</td>
<td>48%</td>
<td>68%</td>
</tr>
<tr>
<td>Once</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>Monthly</td>
<td>19%</td>
<td>15%</td>
</tr>
<tr>
<td>2-4 Per Mo</td>
<td>8%</td>
<td>4%</td>
</tr>
<tr>
<td>Weekly Or More</td>
<td>3%</td>
<td>16%</td>
</tr>
</tbody>
</table>

Enlisted: N = 755
Officers: N = 568
a) Unwanted Sexual Whistles, Calls, Hoots, or Yells

Males

Enlisted; N = 5629
Officers; N = 3859
b) Unwanted Sexual Teasing, Jokes, Remarks or Questions

- Never: 93%
- Once: 7%
- Monthly: 4%
- 2-4 Per Mo: 2%
- Weekly Or More: 1%

E 2-3, N=1585
E 4-6, N=4123
E 7-9, N=687
b) Unwanted Sexual Teasing, Jokes, Remarks, Or Questions

Females

<table>
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<th>Officers</th>
</tr>
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<tbody>
<tr>
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<td>42%</td>
<td>54%</td>
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<td>Once</td>
<td>11%</td>
<td>10%</td>
</tr>
<tr>
<td>Monthly</td>
<td>17%</td>
<td>25%</td>
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<td>2-4 Per Mo</td>
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<td>7%</td>
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<tr>
<td>Weekly Or More</td>
<td>19%</td>
<td>5%</td>
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Enlisted: N = 757
Officers: N = 568
b) Unwanted Sexual Teasing, Jokes, Remarks, Or Questions

Males

<table>
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<th>Officers</th>
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<tbody>
<tr>
<td>Never</td>
<td>87%</td>
<td>96%</td>
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<tr>
<td>Once</td>
<td>4%</td>
<td>2%</td>
</tr>
<tr>
<td>Monthly</td>
<td>4%</td>
<td>2%</td>
</tr>
<tr>
<td>2-4 Per Mo</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Weekly Or More</td>
<td>4%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Enlisted; N = 5638
Officers; N = 3859
c) Unwanted Sexual Looks, Staring, Or Gestures
c) Unwanted Sexual Looks, Staring, Or Gestures

Females

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Enlisted</th>
<th>Officers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>45%</td>
<td>61%</td>
</tr>
<tr>
<td>Once</td>
<td>8%</td>
<td>11%</td>
</tr>
<tr>
<td>Monthly</td>
<td>17%</td>
<td>15%</td>
</tr>
<tr>
<td>2-4 Per Mo</td>
<td>12%</td>
<td>8%</td>
</tr>
<tr>
<td>Weekly Or More</td>
<td>19%</td>
<td>5%</td>
</tr>
</tbody>
</table>

Enlisted; N = 756
Officers; N = 566
c) Unwanted Sexual Looks, Staring, Or Gestures
Males

- Never: 97%
- Once: 3%
- Monthly: 3%
- 2-4 Per Mo: 2%
- Weekly Or More: 2%

Enlisted; N = 5631
Officers; N = 3859
d) Unwanted Letters, Phone Calls, Or Materials Of A Sexual Nature

E 2-3, N=1582
E 4-6, N=4117
E 7-9, N=686
d) Unwanted Letters, Phone Calls, Or Materials Of A Sexual Nature

Females

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Enlisted</th>
<th>Officers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>79%</td>
<td>86%</td>
</tr>
<tr>
<td>Once</td>
<td>10%</td>
<td>9%</td>
</tr>
<tr>
<td>Monthly</td>
<td>7%</td>
<td>4%</td>
</tr>
<tr>
<td>2-4 Per Mo</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Weekly Or More</td>
<td>2%</td>
<td>1%</td>
</tr>
</tbody>
</table>

Enlisted; N = 755
Officers; N = 567
d) Unwanted Letters, Phone Calls, Or Materials Of A Sexual Nature

Males

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Enlisted</th>
<th>Officers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>95%</td>
<td>98%</td>
</tr>
<tr>
<td>Once</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Monthly</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>2-4 Per Mo</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>Weekly Or More</td>
<td>1%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Enlisted; N = 5630
Officers; N = 3859
e) Unwanted Pressures For Dates,
e) Unwanted Pressure For Dates

Females

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Enlisted</th>
<th>Officers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>85%</td>
<td>67%</td>
</tr>
<tr>
<td>Once</td>
<td>11%</td>
<td>8%</td>
</tr>
<tr>
<td>Monthly</td>
<td>11%</td>
<td>6%</td>
</tr>
<tr>
<td>2-4 Per Mo</td>
<td>5%</td>
<td>1%</td>
</tr>
<tr>
<td>Weekly Or More</td>
<td>5%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Enlisted; N = 756
Officers; N = 567
e) Unwanted Pressure For Dates

Males

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Enlisted</th>
<th>Officers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>96%</td>
<td>99%</td>
</tr>
<tr>
<td>Once</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Monthly</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>2-4 Per Mo</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>Weekly Or More</td>
<td>1%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Enlisted; N = 5630
Officers; N = 3859
f) Unwanted Deliberate Touching, Leaning Over, Cornering, Or Pinching

- Never: 91%
- Once: 2%
- Monthly: 3%
- 2-4 per month: 1%
- Weekly or more: 1%

E 2-3, N=1586
E 4-6, N=4120
E 7-9, N=687
f) Unwanted Deliberate Touching, Leaning Over, Cornering, Or Pinching

Females

- Never: 82%
- Once: 65%
- Monthly: 11% Officers, 11%
- 2-4 Per Mo: 6% Officers, 6%
- Weekly Or More: 7% Officers, 1%

Enlisted; N = 756
Officers; N = 567
f) Unwanted Deliberate Touching, Leaning Over, Cornering, Or Pinching
Males

Enlisted; N = 5637
Officers; N = 3859
g) Unwanted Pressure For Sexual Favors

- Never: 93%
- Once: 2%
- Monthly: 1%
- 2-4 Per Mo: 1%
- Weekly Or More: 2%

E 2-3, N=1581
E 4-6, N=4116
E 7-9, N=686
g) Unwanted Pressure For Sexual Favors

Females

Never: 96%

3% Weekly or More

2% Monthly

2% 24 Per Month

8% Once
g) Unwanted Pressure For Sexual Favors

Males

- Enlisted: N = 5629
- Officers: N = 3858
h) Actual Or Attempted Rape Or Assault

E 2-3, N=1581
E 4-6, N=4112
E 7-9, N=686
h) Actual Or Attempted Rape Or Assault

Females

Enlisted; N = 754
Officers; N = 567
h) Actual Or Attempted Rape Or Assault

Males

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>100%</td>
</tr>
<tr>
<td>Once</td>
<td>0%</td>
</tr>
<tr>
<td>Monthly</td>
<td>0%</td>
</tr>
<tr>
<td>2-4 Per Mo</td>
<td>0%</td>
</tr>
<tr>
<td>Weekly Or More</td>
<td>0%</td>
</tr>
</tbody>
</table>

Enlisted; N = 5625
Officers; N = 3858
(Q142) If You Have Been Sexually Harassed* In The Past Year, Was The Person(s) Who Harassed You

- Supervisor
- Higher Supervisor
- Coworkers
- Subordinates
- Other

E 2-3, N = 265
E 4-6, N = 544
E 7-9, N = 42

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%. The total group on which the percentages are based includes only those persons who indicated that they had been sexually harassed.
(Q142) If You Have Been Sexually Harassed* In The Past Year, Was The Person(s) Who Harassed You

Females

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%. The total group on which the percentages are based includes only those persons who indicated that they had been sexually harassed.
(Q142) If You Have Been Sexually Harassed* In The Past Year, Was The Person(s) Who Harassed You

Males

<table>
<thead>
<tr>
<th></th>
<th>Enlisted</th>
<th>Officers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervisor</td>
<td>12%</td>
<td>8%</td>
</tr>
<tr>
<td>Higher Supervisor</td>
<td>12%</td>
<td>11%</td>
</tr>
<tr>
<td>Coworkers</td>
<td>43% 41%</td>
<td></td>
</tr>
<tr>
<td>Subordinates</td>
<td>37% 36%</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>27%</td>
<td></td>
</tr>
</tbody>
</table>

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%. The total group on which the percentages are based includes only those persons who indicated that they had been sexually harassed.
(Q143) Was The Person(s) Who Harassed* You

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%. The total group on which the percentages are based includes only those persons who indicated that they had been sexually harassed.
(Q143) Was The Person(s) Who Harassed* You

Females

Enlisted, N = 368
Officers, N = 260

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%. The total group on which the percentages are based includes only those persons who indicated that they had been sexually harassed.
(Q143) Was The Person(s) Who Harassed* You
Males

<table>
<thead>
<tr>
<th></th>
<th>Enlisted</th>
<th>Officers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Officer</td>
<td>9%</td>
<td>37%</td>
</tr>
<tr>
<td>Enlisted</td>
<td>76%</td>
<td>41%</td>
</tr>
<tr>
<td>Govt Employee</td>
<td>10%</td>
<td>31%</td>
</tr>
<tr>
<td>Contractor</td>
<td>4%</td>
<td>6%</td>
</tr>
<tr>
<td>Other</td>
<td>19%</td>
<td>11%</td>
</tr>
</tbody>
</table>

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%. The total group on which the percentages are based includes only those persons who indicated that they had been sexually harassed.

Enlisted, N = 504
Officers, N = 128
(Q144) Have You Received Training Specifically Addressing HIV/AIDS In The Last Year

- Military Training: E 2-3, N=1750
- E 4-6, N=4368
- E 7-9, N=747
- Civilian Training
- Both
- Neither

Data Representation:
- 49% in E 2-3
- 55% in E 4-6
- 54% in E 7-9
- 3% in E 2-3
- 2% in E 4-6
- 2% in E 7-9
- 23% in E 2-3
- 15% in E 4-6
- 14% in E 7-9
- 25% in E 2-3
- 27% in E 4-6
- 30% in E 7-9
(Q145) Having Sex With Multiple Partners Increases The Risk Of Passing The Virus That Causes AIDS

![Bar chart showing percentages of agreement, disagreement, and not knowing regarding the risk of passing the virus that causes AIDS.]

- Agree: 95%, 95%, 98%
- Disagree: 4%, 3%, 1%
- Don't Know: 1%, 2%, 1%

E 2-3, N=1734
E 4-6, N=4355
E 7-9, N=746
(Q146) The Use Of A Condom During Sexual Intercourse May Lower The Risk Of Getting AIDS

![Bar chart showing percentage of agreement with the statement.]

- Agree: 92%, 93%, 94%
- Disagree: 4%, 4%, 3%
- Don't Know: 3%, 2%, 3%

E 2-3, N=1747
E 4-6, N=4360
E 7-9, N=748
(Q147) Indicate How Likely You Think It Is That A Person Will Get AIDS In Each of the Following Ways

A. Receiving A Blood Transfusion:
B. Giving or Selling Blood
C. Working Near Someone With AIDS
D. Casual Contact With a Co-Worker Who Has A Positive Blood Test for the HIV antibody
E. Eating In A Dining Facility Where The Cook Is Infected With HIV
F. Sharing Needles For Illegal Drug Use
G. Having Sex With A Person Who Has AIDS
a) Receiving A Blood Transfusion

- Definitely Won't
- Possibly Won't
- Don't Know
- Possibly Will
- Definitely Will

E 2-3, N=1748
E 4-6, N=4387
E 7-9, N=748
b) Giving Or Selling Blood

- Definitely Won't: 28%, 33%, 38%
- Possibly Won't: 24%, 23%, 26%
- Don't Know: 11%, 9%, 6%
- Possibly Will: 29%, 30%, 27%
- Definitely Will: 9%, 5%, 4%

E 2-3, N=1742
E 4-6, N=4384
E 7-9, N=749
c) Working Near Someone With AIDS

- **Definitely Won't**: 40%, 42%, 43%
- **Possibly Won't**: 30%, 30%, 32%
- **Don't Know**: 13%, 12%, 11%
- **Possibly Will**: 15%, 14%, 13%
- **Definitely Will**: 1%, 1%, 1%

E 2-3, N=1746
E 4-6, N=4383
E 7-9, N=748
d) Casual Contact With A Co-Worker Who Has A Positive Blood Test For The HIV Antibody

![Bar Chart]

- Definitely Won't: 41%, 30%, 33%
- Possibly Won't: 28%, 30%, 33%
- Don't Know: 14%, 13%, 11%
- Possibly Will: 15%, 12%, 12%
- Definitely Will: 2%, 2%, 1%

E 2-3, N=1745
E 4-6, N=4379
E 7-9, N=748
e) Eating In A Dining Facility Where The Cook Is Infected With HIV

![Bar Chart]

- Definitely Won't: 18% (E 2-3), 19% (E 4-6), 21% (E 7-9)
- Possibly Won't: 21% (E 2-3), 20% (E 4-6), 24% (E 7-9)
- Don't Know: 23% (E 2-3), 18% (E 4-6), 18% (E 7-9)
- Possibly Will: 35% (E 2-3), 32% (E 4-6), 33% (E 7-9)
- Definitely Will: 7% (E 2-3), 5% (E 4-6), 3% (E 7-9)

E 2-3, N=1748
E 4-6, N=4386
E 7-9, N=747
f) Sharing Needles For Illegal Drug Use

E 2-3, N=1748
E 4-6, N=4386
E 7-9, N=748
g) Having Sex With A Person Who Has AIDS

- Definitely Won't: 2% (E 2-3), 0% (E 4-6), 0% (E 7-9)
- Possibly Won't: 1% (E 2-3), 1% (E 4-6), 1% (E 7-9)
- Don't Know: 1% (E 2-3), 1% (E 4-6), 1% (E 7-9)
- Possibly Will: 21% (E 2-3), 26% (E 4-6), 31% (E 7-9)
- Definitely Will: 76% (E 2-3), 71% (E 4-6), 68% (E 7-9)

E 2-3, N=1748
E 4-6, N=4386
E 7-9, N=748
(Q148) Use This Scale To Indicate How Much AIDS Information Received From These Sources:

A) Military Classroom Training
B) Military Medical Personnel (e.g., Doctors, Nurses, etc.)
C) Newspapers or Magazines
D) Family Service Centers
E) Drug and Alcohol Counselors
F) Commercial TV and Radio
G) Armed Forces Radio and Television
H) Chaplain
I) Pamphlets and Brochures Distributed By the Navy
a) Military Classroom Training

![Bar chart showing the percentage of students receiving different levels of information in various education groups.](image)

<table>
<thead>
<tr>
<th>Information Level</th>
<th>E 2-3</th>
<th>E 4-6</th>
<th>E 5-7</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Information</td>
<td>15%</td>
<td>18%</td>
<td>21%</td>
</tr>
<tr>
<td>Very Little</td>
<td>16%</td>
<td>16%</td>
<td>15%</td>
</tr>
<tr>
<td>Some Information</td>
<td></td>
<td>45%</td>
<td>44%</td>
</tr>
<tr>
<td>Much Information</td>
<td></td>
<td>24%</td>
<td>22%</td>
</tr>
</tbody>
</table>

E 2-3, N=1509
E 4-6, N=3864
E 5-7, N=662
b) Military Medical Personnel
(e.g., Doctors, Nurses, etc.)

E 2-3, N=1554
E 4-6, N=4006
E 7-9, N=680
c) Newspapers Or Magazines

- No Information
- Very Little
- Some Information
- Much Information

E 2-3, N=1720
E 4-6, N=4314
E 7-9, N=745
e) Drug And Alcohol Counselors

- No Information
  - E 2-3: 27%
  - E 4-6: 40%
  - E 7-9: 47%

- Very Little
  - E 2-3: 19%
  - E 4-6: 19%
  - E 7-9: 20%

- Some Information
  - E 2-3: 36%
  - E 4-6: 28%
  - E 7-9: 24%

- Much Information
  - E 2-3: 18%
  - E 4-6: 13%
  - E 7-9: 9%

E 2-3, N=832
E 4-6, N=2001
E 7-9, N=349
g) Armed Forces Radio Or Television

![Bar chart showing the distribution of information sources.](chart.png)

- **No Information**: E 2-3: 30%, E 4-6: 31%, E 7-9: 27%
- **Very Little Information**: E 2-3: 24%, E 4-6: 25%, E 7-9: 25%
- **Some Information**: E 2-3: 33%, E 4-6: 33%, E 7-9: 36%
- **Much Information**: E 2-3: 13%, E 4-6: 12%, E 7-9: 12%

E 2-3, N=981
E 4-6, N=2413
E 7-9, N=387
h) Chaplain

Bar chart showing the percentage of people who received different levels of information from chaplains in different age groups:

- **No Information**: 51% (E 2-3), 54% (E 4-6), 70% (E 7-9)
- **Very Little Information**: 18% (E 2-3), 17% (E 4-6), 13% (E 7-9)
- **Some Information**: 14% (E 2-3), 14% (E 4-6), 23% (E 7-9)
- **Much Information**: 9% (E 2-3), 5% (E 4-6), 4% (E 7-9)

**Notes**:
- E 2-3, N=709
- E 4-6, N=1568
- E 7-9, N=257
i) Pamphlets And Brochures Distributed By The Navy

- No Information: E 2-3: 9%, E 4-6: 10%, E 7-9: 10%
- Very Little: E 2-3: 16%, E 4-6: 18%, E 7-9: 18%
- Some Information: E 2-3: 42%, E 4-6: 45%, E 7-9: 48%
- Much Information: E 2-3: 32%, E 4-6: 27%, E 7-9: 24%

E 2-3, N=1359
E 4-6, N=3674
E 7-9, N=641
APPENDIX

NAVY PERSONNEL SURVEY
1990
NAVY PERSONNEL SURVEY

1990

"Your opinions and attitudes are important to me!"

Chief of Naval Personnel
Vice Admiral J. M. Boorda

Navy Personnel Research & Development Center
San Diego, California 92152-6800
PRIVACY ACT STATEMENT

Public Law 93-579, called the Privacy Act of 1974, requires that you be informed of the purposes and uses to be made of the information collected. Navy Personnel Research & Development Center may collect the information requested in the Navy Personnel Survey, 1990, under the authority of 5 United States Code 301.

The information collected in the questionnaire will be used to evaluate existing and proposed Navy personnel policies and procedures.

Providing information in this form is voluntary. Failure to respond to any particular questions will not result in any penalty to the respondent except the possible lack of representation of your views in the final results and outcomes.
INSTRUCTIONS

You have been randomly selected by computer to take part in this survey. Your participation is voluntary. At the end of the survey you will be asked to give your Social Security Number. This is optional. If you choose to do so, it will be used to help us conduct follow-on research, but will not be reported to anyone. Please take the time to give careful, frank answers.

Read the whole question carefully before marking your answer. You may mark your answers using either a pen or a pencil. In some cases, you will be asked to circle a number or letter. For example:

5. What is your "dream" car?

[1] Ferrari
[2] Lamborghini
[3] Lotus
[4] Corvette
[5] Yugo

In other cases, however, you will be asked to fill in a blank, like this:

2. What is your birthdate?

02/26/46 (month/day/year)

You will also be given an opportunity to make written comments at the end of each section of the survey, as well as general comments at the end of the survey.

If you have questions you may contact:

Mannie Somer
(619) 553-9248 (A/V 553-9248)

Dianne Murphy
(202) 694-5631 (A/V 224-5631)

Please complete the survey within the next five days. When you have completed it, return it in the enclosed envelope to:

Navy Personnel Research & Development Center (Code 122)
San Diego, CA 92152-6800

Thank you for your time & effort!
NAVY PERSONNEL SURVEY
1990

BACKGROUND

Personal

Indicate your answer by circling the number of your response or writing in the space provided.

1. What is your sex?
   [1] Male
   [2] Female

2. What was your age on your last birthday?
   

3. What is your race/ethnic group?
   [1] White/Caucasian
   [2] Black/African American
   [3] American Indian/Alaskan Native
   [4] Hispanic/Mexican/Latin American
   [5] Oriental/Filipino/Pacific Islander
   [6] Other

4. What is your highest level of education?
   [1] Less than high school graduate
   [2] High school equivalency (GED)
   [3] High school graduate
   [4] Less than two years of college
   [5] Two years or more of college, no degree
   [6] Associate degree
   [7] Bachelor's degree
   [8] Master's degree
   [9] Doctoral or professional degree

5. What is your marital status?
   [1] Never been married
   [2] Separated/divorced
6. How many of your children (natural, adopted, or stepchildren) under the age of 21 live in your household?

[0] I have no children/no children under 21 currently living in my household

<table>
<thead>
<tr>
<th>Age of Children</th>
<th>Number of Children (Circle)</th>
</tr>
</thead>
<tbody>
<tr>
<td>[e] 3 yrs to 5 yrs</td>
<td>[1] [2] [3] [4] [5]</td>
</tr>
<tr>
<td>[g] 10 to 12 yrs</td>
<td>[1] [2] [3] [4] [5]</td>
</tr>
</tbody>
</table>

7. What is your spouse's employment situation?

[0] Does not apply/no spouse
[1] Spouse military
[2] Spouse in Federal civil service
[5] Self-employed at home
[6] Unemployed by choice
[7] Unemployed, but actively job hunting
[8] Unemployed for other reasons (for example, medical reasons)

8. What is your dependent status on your present assignment?

[0] Does not apply/I have no dependents
[1] Accompanied
[2] Temporarily unaccompanied (family members will join me later)
[3] Permanently unaccompanied because it was required for the billet
[4] Permanently unaccompanied because family members were not command sponsored (overseas tour)
[5] Permanently unaccompanied by choice/decision

If your answer to Question 8 was not [5] go to Question 11.
9. Which of the following reasons best describe why you are unaccompanied? (You may circle up to 3 numbers)

[01] Career or job considerations of spouse
[02] Home ownership at last duty station
[03] Service member is likely to have a return tour at last duty station
[04] Family member ties to community of last duty station
[05] Family member preferred physical environment of last duty station (e.g., climate, urban/rural)
[06] Family member health problems
[07] Lack of suitable civilian housing at present duty station
[08] Lack of military family housing
[09] High cost of relocation
[10] High cost of living at present duty station
[12] Lack of opportunity for family members to pursue special interests (e.g., hobbies, sports teams, etc.)
[13] Lack of adequate schools at the present duty station
[14] Dependent child has special needs
[15] Poor timing for family members to move (e.g., finish school year)
[16] Inadequate notice to make plans for traveling together
[17] Settlement of personal affairs required more time (e.g., selling a house)
[18] Length of present assignment is too short to move the family
[19] Not authorized concurrent travel for family members
[20] Service member's work schedule would cause family hardship
[21] For personal reasons not covered above
[22] Other (please describe) ______________________

10. If you are unaccompanied, which of the following describes the place where your family lives?

[1] Military family housing
[3] Personally-owned housing in the civilian community
[4] Personally-rented housing in the civilian community
[5] Personally-rented space to park mobile home owned by service member
[6] Shared rental housing in the civilian community
[7] Other (please describe) ______________________
11. Which of the following describes the place where you live?

[1] Military family housing
[3] Personally-owned housing in the civilian community
[4] Personally-rented housing in the civilian community
[5] Personally-rented space to park mobile home owned by service member
[6] Shared rental housing in the civilian community
[7] On a ship
[8] Bachelor's Quarters (BQ)
[9] Other (please describe) ____________________________

12. About how much is your rent/house payment per month including taxes, insurance, and utilities (gas, electric, water, sewer, and garbage)? (If you share housing with non-family members, your response should be your portion of the housing expenses.)

[0] I live in government housing
[1] Under $100/month
[3] $201-300/month
[4] $301-400/month
[5] $401-500/month
[7] $651-800/month
[8] $801-1000/month
[9] $1001-1250/month
[10] $1251-1500/month

13. What is your average one-way commute time from home to your duty station?

[0] Does not apply/ I don't commute
[1] Under 15 minutes
[2] 15-30 minutes
[3] 31-45 minutes
[4] 46 minutes - 1 hour
[5] Over 1 hour

Career

14. What is your pay grade?

[4] E-4
[6] E-6
[7] E-7
[8] E-8
[9] E-9
15. What is your designator?

[0] *Does not apply/I am enlisted*

**Line**

- [1] 110X General URL
- [2] 111X Surface
- [3] 112X Submarine
- [4] 113X Special Warfare
- [5] 114X Special Operations
- [6] 12XX Materiel Professional
- [7] 130X Other than Operational Flying
- [8] 131X Pilot
- [9] 132X Naval Flight Officer
- [10] 13XX (Other than 130X, 131X, or 132X)
- [12] 15XX Aero Engineering Duty Officer
- [13] 16XX Special Duty
- [14] 180X Special Duty - Oceanography

**Staff**

- [15] 210X Medical Corps
- [16] 220X Dental Corps
- [17] 230X Medical Service Corps
- [18] 250X Judge Advocate General Corps
- [19] 290X Nurse Corps
- [20] 310X Supply Corps
- [21] 410X Chaplain Corps
- [22] 510X Civil Engineer Corps

**LDO**

- [23] 6XXX All Limited Duty Officer Designators

**WO**

- [24] 7XXX All Warrant Officer Designators
16. If you are a Chief Petty Officer, Petty Officer or an officially designated striker (qualified to wear the striker rating badge), what is your general rating?

[0] Does not apply/I am an officer
[1] Not rated/not designated striker
[16] AX [34] EN [52] MA [70] QM

17. How long have you been in your current pay grade?

_____ _____ years _____ _____ months

18. How long have you been on active duty in the Navy?

_____ _____ years _____ _____ months

19. What are your Navy career plans?

[1] I have definitely decided to stay in the Navy at least until eligible to retire
[2] I will probably stay in the Navy at least until eligible to retire
[3] I don't know if I will stay in the Navy until eligible to retire
[4] I will probably not stay in the Navy until eligible to retire
[5] I will definitely not stay in the Navy until eligible to retire
[6] I am eligible to retire now and I have decided to leave
[7] I am eligible to retire now but I have made no decisions to leave

20. What is your current military status?

[1] USN
[2] USNR
[3] USNR (TAR)
[4] USNR (265/TEMAC/Canvasser Recruiter/ACDUTRA)
21. What is the sea/shore code for your present assignment?

[1] Shore Duty
[2] Sea Duty
[3] Overseas Shore
[6] Partial Sea Duty
[7] Double Sea Duty
[8] Duty Under Instruction

22. How long have you been in your current assignment?

____ ____ years ____ ____ months

23. Where are you now serving?

[1] Atlantic Fleet afloat
[2] Pacific Fleet afloat
[4] Ashore in Europe
[6] Ashore in the Caribbean
[6] Other (e.g., Duty Under Instruction)

24. What is the zip code of your current duty station?

_____________

25. If you are currently stationed at sea, where is your homeport?

[0] Does not apply/not at sea
[1] San Diego
[2] Norfolk
[4] Puget Sound Area
[5] Charleston
[6] Other

26. To what type of ship/activity are you assigned?

[1] Aviation Squadron
[3] Shore or Staff Command
[4] Reserve Unit
[5] Aircraft Carrier (other than carrier based A/C Squadron/ Detachment
[7] Battleship
[8] Cruiser
[9] Destroyer Types
[10] Minecraft
[12] Service Force ship
[13] Tender
[14] Afloat staff
[15] Carrier based A/C Squadron/Detachment
[16] Other

27. How much sea duty have you had while in the Navy?

____ ____ years ____ ____ months
ISSUES REGARDING ROTATION/PCS MOVES

If you are E-3 or below, check here _____ and skip to Question 43

28. How many months in advance of your Projected Rotation Date (PRD) do you want to be notified of your next duty assignment?

_____ _____ months

29. How many months in advance of your PRD would you like to have your orders in hand?

_____ _____ months

30. In general, how long would you be willing to extend your Projected Rotation Date (PRD) to complete your ship's deployment? (Answer even if you are not currently on a ship.)

[0] Does not apply/I am never on a ship
[1] No months/I would not be willing to extend
[2] 1 month or less
[3] Between 1 and 2 months
[4] Between 2 and 3 months
[5] Between 3 and 4 months
[6] Between 4 and 5 months
[7] Between 5 and 6 months
[8] Between 6 and 9 months
[9] Between 9 months and 1 year
[10] Greater than 1 year

31. If you had to extend your PRD to complete your ship's deployment, which of the following would you want to receive in return?

[0] Does not apply/I am never on a ship
[1] Nothing, I don't need to receive anything in return
[2] Sea pay bonus
[3] Guaranteed follow-on shore tour in same homeport
[5] Other (please explain) ________________________

32. If you had to extend your PRD to complete your ship's deployment, assuming you could get the bonus or tour of your choice, how would this affect your decision to stay in the Navy?

[0] Does not apply/I am never on a ship
[1] Decrease greatly the likelihood that I would stay in the Navy
[2] Decrease somewhat the likelihood that I would stay in the Navy
[3] It would have no influence
[4] Increase somewhat the likelihood that I would stay in the Navy
[5] Increase greatly the likelihood that I would stay in the Navy
33. If you **had to extend** your PRD to complete your ship's deployment, and you **did not** receive a bonus or tour of your choice, how would this affect your decision to stay in the Navy?

0. *Does not apply/I am never on a ship*
1. *Decrease greatly* the likelihood that I would stay in the Navy
2. *Decrease somewhat* the likelihood that I would stay in the Navy
3. *It would have no influence*
4. *Increase somewhat* the likelihood that I would stay in the Navy
5. *Increase greatly* the likelihood that I would stay in the Navy

34. How long would you be willing to extend a tour at sea in order to wait for a guaranteed shore billet at your homeport?

0. *Does not apply/I am never at sea*
1. No months/I would not be willing to extend
2. 1 month or less
3. Between 1 and 3 months
4. Between 3 and 6 months
5. Between 6 and 9 months
6. Between 9 and 12 months
7. Greater than 1 year

35. What do you consider to be the best shore tour length to balance your Navy career and your personal life?

____ years ____ months

36. What effect has the amount of sea duty had on your decision to make the Navy your career?

0. *Does not apply/have not had sea duty*
1. *Very negative* effect, a career is much less attractive
2. *Somewhat negative* effect, a career is a little less attractive
3. *It has had no effect* at all
4. *Somewhat positive* effect, a career is a little more attractive
5. *Very positive* effect, a career is much more attractive

Use the scale below to tell how much you **agree** or **disagree** with the statements that follow.

0. *Does not apply*
1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree

37. I am satisfied with the amount of sea duty I have had.

38. I would prefer to take general out-of-speciality duty **ashore** rather than sea duty related to my warfare speciality/rating.

39. I would be willing to volunteer for a follow-on sea duty assignment to stay in the same geographical location.
40. In the past, have you ever made a CONUS PCS move without taking your family? (Permanently unaccompanied)

[1] Yes  
[2] No

41. In general, when you decide whether to transfer with or without your family, how important are each of the factors below in making your decision?

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<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>[a]</td>
<td>Spouse employment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>[b]</td>
<td>Availability of military family housing</td>
<td></td>
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<tr>
<td>[c]</td>
<td>Availability/cost of civilian housing</td>
<td></td>
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<tr>
<td>[d]</td>
<td>Children's schools</td>
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<tr>
<td>[e]</td>
<td>Ties to the community</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>[f]</td>
<td>Costs associated with moving</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>[g]</td>
<td>Work schedule of member</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>[h]</td>
<td>Availability of health care and education services for special needs</td>
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<td></td>
<td></td>
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<tr>
<td>[i]</td>
<td>Availability of activities/facilities for family members/child care</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>[j]</td>
<td>Adequate time to make moving arrangements</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>[k]</td>
<td>Length of new duty assignment</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

42. Circle up to 3 from the above list that were most important in your decision.

[a]  [b]  [c]  [d]  [e]  [f]  [g]  [h]  [i]  [j]  [k]
Comments about Rotation/PCS Moves

Use the space below to make any comments you wish about Rotation/PCS Moves. If you need more space use the back page of the questionnaire.

RECRUITING DUTY

43. Are you currently serving in recruiting duty?
   [1] Yes
   [2] No

44. Before your current assignment, have you ever served a tour of duty in recruiting?
   [1] Yes
   [2] No

Whether you have been on recruiting duty or not, we want to know the image of recruiting duty in the Fleet. Use the scale below to tell how much you agree or disagree with the statements that follow.

   [1] Strongly disagree
   [2] Disagree
   [3] Don't know
   [4] Agree
   [5] Strongly agree

45. I think that recruiters are assigned to geographical locations of their choice.

46. I think that recruiters get some sea duty credit for their time ashore.

47. I think that only the best people are selected for recruiting duty.
Continue to use the scale below to tell how much you agree or disagree with the statements that follow.

<table>
<thead>
<tr>
<th></th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know</th>
<th>Strongly agree</th>
<th>Does not apply</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Agree</td>
<td>Disagree</td>
<td>Strongly disagree</td>
<td>Don't know</td>
<td>Strongly agree</td>
<td>Does not apply</td>
</tr>
</tbody>
</table>

48. I think that recruiter duty is good duty.
49. I think that recruiters get extra pay.
50. I would volunteer for recruiting duty if I could be guaranteed the duty station of my choice.
51. Recruiting duty would benefit my Navy career.
52. Being on or having had recruiting duty helps me get promoted faster than do other shore duty assignments.
53. I would be interested in a recruiting assignment.
54. There is enough information available about recruiting duty.

Comments about Recruiting Duty

Use the space below to make any comments you wish about Recruiting Duty.
Use the scale below to tell how much you agree or disagree with the statements that follow.

[1] Strongly disagree  
[2] Disagree  
[3] Neither agree nor disagree  
[4] Agree  
[5] Strongly agree

55. My base pay should be based on my military specialty (NEC, Designator).

56. I think I am adequately paid for the job I do.

57. Single service members without dependents should be paid the same as married service members with dependents.

58. I think that pay increases should be based more on promotion than they are now. (NOTE: Navy analysts have found that, at present, during a 20-year career 60% of Navy pay increases are due to time-in-service and 40% are due to promotion.)

59. How does your Navy pay compare at this point in time to what your friends/peers make in the civilian world with similar responsibilities and skills?

[1] Civilian pay much better  
[2] Civilian pay somewhat better  
[3] Civilian and military pay about the same  
[4] Military pay somewhat better  
[5] Military pay much better  
[6] Cannot compare/don't know

60. What is the effect of your rate of pay on your decision to stay or leave the Navy?

[1] Extremely positive, it makes a Navy career very desirable  
[2] Somewhat positive, it makes me consider staying  
[3] No effect  
[4] Somewhat negative, it makes me consider leaving  
[5] Extremely negative, it makes it necessary for me to leave
Cafeteria-Style Benefits

Some companies in business/industry offer a flexible benefit program, sometimes called "Cafeteria-Style Benefits." These benefit packages set aside a set number of dollars for each employee to use to pick and choose the amount of health insurance, life insurance, and other benefits that meets their needs. Occasionally, the employee receives cash for unused benefits. In the Navy, a single service member may have different benefit needs than a service member with a family. For example, he/she may choose to have more recreational services and no commissary privileges.

61. In the future, if the Navy had such a program as "Cafeteria-Style Benefits," would you be interested in participating?

[1] Not at all interested
[2] Somewhat interested
[3] Very interested
[4] Don't know until I have more information

Dental Coverage

If you have no dependents, check here and skip to "Comments about Your Pay and Benefits" on Page 15

62. Are you currently enrolled in the Delta Dental Plan?

[1] Yes
[2] No
[3] Don't know

63. Realizing that it might be costly, would you be interested in participating in a High Option Dental Plan to cover high cost dental services for your dependents, such as orthodontia, root canal, and tooth extraction?

[1] Yes
[2] No
[3] Don't know

64. How much would you be willing to pay for such high option dental coverage for your entire family?

[1] $0/I have no interest in more dental coverage
[2] $1-10/month
[3] $11-20/month
[4] $21-30/month
[5] $31-40/month
[7] $51-75/month
[8] $76-100/month
[9] More than $100/month
Comments about Your Pay and Benefits

Use the space below to make any comments you wish about your pay and benefits
65. Did you complete "A" school?

- [0] Does not apply/did not attend "A" school
- [1] Still in school
- [2] Yes
- [3] No

Use the scale below to tell how much you agree or disagree with the statements that follow. If you are an officer and did not attend "A" school, answer Questions 66 and 67 for the enlisted personnel you know.

<table>
<thead>
<tr>
<th>Scale</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>[0]</td>
<td>Does not apply</td>
</tr>
<tr>
<td>[1]</td>
<td>Strongly disagree</td>
</tr>
<tr>
<td>[2]</td>
<td>Disagree</td>
</tr>
<tr>
<td>[3]</td>
<td>Neither agree nor disagree</td>
</tr>
<tr>
<td>[4]</td>
<td>Agree</td>
</tr>
<tr>
<td>[5]</td>
<td>Strongly agree</td>
</tr>
</tbody>
</table>

66. The main reason for a sailor to complete "A" school is to get promoted.

67. "A" school training is essential for a sailor to succeed in "C" school.

68. "A" school was very useful in my first duty assignment.

69. Which of the following Navy leadership courses did you last attend?

- [0] Have not attended any Navy leadership courses
- [1] Basic Division Officers Course
- [2] Advanced Division Officers Course
- [3] Command Excellence Seminar
- [4] SWO/Submarine Department Head School
- [5] LMET
- [6] NLDP (Nav Lead)
- [7] Other ____________________

70. How would you rate the quality of the formal leadership training you received in the last class you attended?

- [0] Does not apply/have not had leadership training
- [1] Very poor
- [2] Poor
- [3] Fair
- [4] Good
- [5] Very good
71. How much of the leadership training you received did you apply to your experience in the field?

[0] Does not apply/have not had leadership training
[1] None
[2] Some
[4] All

72. Where did you learn your leadership skills? (Choose the one that is most important)

[0] Does not apply/job does not require leadership
[1] On-the-job
[2] Navy formal training
[3] In college/ROTC/USNA courses
[4] In other classroom training
[5] In volunteer/civic/religious groups
[6] From a mentor
[7] From peers
[8] Other (please explain) ________________________

73. Have you ever participated in the Navy's Voluntary Education Program (Navy Campus)?

[1] Yes
[2] No

74. What educational benefits do you have?

[1] Veterans Educational Assistance Program (VEAP)
[2] Education Assistance Training Program (EATP) (80-81)
[3] GI Bill
[4] Not eligible
[5] Don't know

75. Are you presently working on a college/advanced degree?

[1] Yes
[2] No

76. In what areas would you be interested in taking "catch-up" courses? (Circle as many as apply)

[0] Does not apply, not interested
[1] Reading
[3] Writing
Use the scale below to tell how much you agree or disagree with the statements that follow.

[0] Does not apply
[1] Strongly disagree
[2] Disagree
[3] Don't know
[4] Agree
[5] Strongly agree

77. The opportunity to get Navy formal classroom training has made me more likely to stay in the Navy.

78. Leadership training classes contributed a great deal to my personal development.

79. Leadership training classes have given me the skills to perform my job better.

80. I am satisfied with the opportunity to continue my education at my current duty station.

81. The tuition assistance cap in the Voluntary Education Program (Navy Campus) is hurting me.

82. I have been satisfied with the instructors teaching under the PACE program.

83. I prefer taking courses by computer under the PACE II Program rather than instructor-based courses.

84. The Navy Campus counselors have generally been available when I needed them.

85. I understand my GI Bill (VEAP/EATP) benefits.

86. I plan to use my GI Bill (VEAP/EATP) benefits in the future.

87. The educational benefits of the GI Bill (VEAP/EATP) were an important factor in my decision to enlist in the Navy.

Comments about Training and Educational Benefits

Use the space below to comment about any aspect of training and educational benefits not covered in the questionnaire. If you need more space you may use the back page of the survey.
88. Use the scale below to rate the quality of each of the Family Support programs at your present duty station.

[0] No: used/no experience
[1] Very poor
[2] Poor
[3] Average
[5] Very Good
[6] Never heard of program

Use the column on this side to tell us about your personal use of these services at your present duty station as a supervisor/leader (if it applies)

___ [a] Overseas Transfer Information Service
___ [b] Housing Referral Services
___ [c] Sponsor Program
___ [d] Family Service Center Relocation Assistance
___ [e] Personal Financial Management Education/Counseling
___ [f] Family Service Center Counseling (personal, family, marital)
___ [g] Family Member Employment Assistance
___ [h] Child Development Centers
___ [i] Family Home Care Programs (alternative child care)
___ [j] The Ombudsmen Network
___ [k] Deployment Support Programs
___ [l] Family Service Center Information and Referral Services
___ [m] Base-level Family Advocacy Programs
___ [n] Housing Management Services
___ [o] Family Service Centers - overall
Family Support Services

Use the scale below to tell how much you agree or disagree with the statements that follow about Family Support Services. For a brief listing of services, see Question 88.

<table>
<thead>
<tr>
<th>Scale</th>
<th>Description</th>
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<tbody>
<tr>
<td>0</td>
<td>Does not apply/have not used</td>
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<tr>
<td>1</td>
<td>Strongly disagree</td>
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<tr>
<td>2</td>
<td>Disagree</td>
</tr>
<tr>
<td>3</td>
<td>Neither agree nor disagree</td>
</tr>
<tr>
<td>4</td>
<td>Agree</td>
</tr>
<tr>
<td>5</td>
<td>Strongly agree</td>
</tr>
</tbody>
</table>

89. Navy family support services are meeting my (family's) needs.

90. Navy family support services improve the quality of life for me (my family).

91. Family support services make a positive contribution to Navy readiness.

92. Family support services have had a positive impact on my decision to remain in the Navy.

93. Family support services have had a positive impact on my family's support for my decision to remain in the Navy.

94. I am (We are) satisfied with the quality of family support services in the Navy.

95. I am (We are) satisfied with the availability of family support services in the Navy.

96. Family support services have helped me to do my job better.

Comments about the Family Support Program

Use the space below to provide any comments you wish about the Family Support Program or to tell us what services, if any, you would like to see added to or deleted from the program. More space is available on the back page.
Child Care

97. Do you or your spouse have a need for child care at the present time?

[1] Yes
[2] No

98. What is your current child care need? (Circle as many as apply)

[0] Does not apply/have no child care need
[1] All-day care for pre-school age
[2] Before school
[3] After school
[4] Overnight care
[5] During school holidays, etc.
[6] When child is ill
[7] Duty days (24-hour care)
[8] When ship goes out for local operations (2-3 days continuously)
[9] Other

99. Who usually takes care of your child(ren)? (Circle as many as apply)

[2] Base-operated family home care program
[3] Private licensed facility
[4] A 24-hour facility
[5] At-home employee (nanny, au pair, etc.)
[6] Relative
[7] Friend
[8] Older siblings
[9] Spouse
[10] Other
[11] I currently have no arrangements/I have a child care problem

100. If you are not using military child care centers or family home care, why not? (Choose one)

[0] Does not apply/I am using such care
[1] Service is not available/I am not aware of such service
[2] Center and family home care have a waiting list
[3] Location of center is not convenient
[4] Quality of care available is sub-standard
[5] Restricted hours/no overnight care
[7] Other ____________________________
101. Do you feel that child care needs interfere with your ability to perform your job?

[1] Never
[2] Rarely
[3] Sometimes
[4] Often
[5] Very often

102. In what way do child care needs interfere with your performance? (Circle as many as apply)

[0] Does not apply/does not interfere
[1] Distractions while on duty
[2] Miss work
[3] Late for work
[5] Limits billet choices
[7] Raises general stress level/anxiety
[8] Other

Use the scale below to tell how much you agree or disagree with the statements that follow.

[0] Does not apply/have not used
[1] Strongly disagree
[2] Disagree
[3] Neither agree nor disagree
[4] Agree
[5] Strongly agree

103. I am satisfied with my current child care arrangements.

104. The availability of the Navy-sponsored child care that I have experienced is a positive influence in my decision to stay in the Navy.

Comments about Child Care

Use the space below to make any comments you wish about child care issues. If you need more space, use the back page.
Recreation Services/Housing

Use the scale below to tell how much you agree or disagree with the statements that follow.

<table>
<thead>
<tr>
<th>0</th>
<th>Does not apply/have not used</th>
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</thead>
<tbody>
<tr>
<td>1</td>
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<tr>
<td>2</td>
<td>Disagree</td>
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<tr>
<td>3</td>
<td>Neither agree nor disagree</td>
</tr>
<tr>
<td>4</td>
<td>Agree</td>
</tr>
<tr>
<td>5</td>
<td>Strongly agree</td>
</tr>
</tbody>
</table>

105. The quality of club services available at my base is good.
106. The quality of recreation services (for example, special services, clubs) available at my base is good.
107. Navy recreation services are adequately providing for my leisure needs.
108. If Navy recreation service programs were eliminated, that would greatly decrease the quality of life for me (my family).
109. Navy Youth Programs (such as Before/After School programs, Sports and Fitness and Teen Programs) are very important to my family's quality of life in the Navy.
110. There is adequate military family housing in my area to meet my needs.
111. There is adequate civilian housing in my area to meet my needs.
112. Civilian rental housing is affordable in my area.
113. I am satisfied with the quality of my housing/living space.
114. I feel safe in my residence (e.g., from vandals or burglars).
115. My present living conditions are having a positive effect on my job performance.
116. My present living conditions are having a positive effect on my military career plans.
117. E-1 to E-3 single Navy members assigned to sea duty should be allowed in all cases to live off-ship/base and collect BAQ/VHA.
118. E-4 to E-6 single Navy members assigned to sea duty should be allowed in all cases to live off-ship/base and collect BAQ/VHA.
119. I can generally afford the things I or my family need.
Use the scale below to tell how much you agree or disagree with the statements that follow.

[0] Does not apply/have not used
[1] Strongly disagree
[2] Disagree
[3] Neither agree nor disagree
[4] Agree
[5] Strongly agree

120. I am satisfied with the community in which I live.
121. I have enough time for leisure and recreation activities that I enjoy.
122. Overall, I am satisfied with my quality of life.

Comments about Quality of Life

Use this space to make any comments you wish about your quality of life, including housing and Morale, Welfare, and Recreation programs.
ORGANIZATIONAL CLIMATE

Use the scale below to tell how much you agree or disagree with the statements that follow.

[0] Does not apply
[1] Strongly disagree
[2] Disagree
[3] Neither agree nor disagree
[4] Agree
[5] Strongly agree

123. Decisions are made at the appropriate level in my Command.
124. I usually receive command support for the decisions that I make.
125. I am satisfied with the quality of leadership in my command.
126. I am allowed to exercise the responsibilities of my job.
127. I am glad that I chose to join the Navy instead of other organizations I was considering when I joined.
128. I am generally satisfied with my current job.
129. In general, I like the work I do in the Navy.
130. I am satisfied with my physical working conditions.
131. I am satisfied with my career development.
132. I enjoy my career in the Navy.
Equal Opportunity (EO)

The next questions will ask you how much you agree or disagree with statements concerning Equal Opportunity (EO). Use the scale below to answer.

**Equal Opportunity means that Navy men and women have an equal chance to serve, learn, and progress no matter to what race and ethnic group they belong.**

<p>| | |</p>
<table>
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<td>[5] Strongly agree</td>
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133. I feel my work assignments are fair.

134. My Commanding Officer (CO) actively supports equal opportunity.

135. My Executive Officer (XO) actively supports equal opportunity.

136. The Command Master Chief actively supports equal opportunity.

137. The chain of command is an effective way to resolve equal opportunity problems.

138. If the chain of command does not work to resolve EO problems I am aware of alternative means of bringing my concerns to the attention of higher authority.

139. My immediate supervisor treats me fairly.

140. I think something is being done to improve equal opportunity in the Navy.
Sexual Harassment

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Both men and women can be victims of sexual harassment; both women and men can be sexual harassers; people can sexually harass persons of their own sex.

141. During the past year, how often, if at all, have you been the target of the following sexual harassment behaviors while on duty or on base or ship? Use the scale below to answer.

<table>
<thead>
<tr>
<th>Scale</th>
<th>Description</th>
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<tbody>
<tr>
<td>1</td>
<td>Never</td>
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<tr>
<td>2</td>
<td>Once</td>
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<tr>
<td>3</td>
<td>Once a month or less</td>
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<tr>
<td>4</td>
<td>2-4 times a month</td>
</tr>
<tr>
<td>5</td>
<td>Once a week or more</td>
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</table>

- a. Unwanted sexual whistles, calls, hoots, or yells
- b. Unwanted sexual teasing, jokes, remarks, or questions
- c. Unwanted sexual looks, staring, or gestures
- d. Unwanted letters, phone calls, or materials of a sexual nature
- e. Unwanted pressure for dates
- f. Unwanted deliberate touching, leaning over, cornering, or pinching
- g. Unwanted pressure for sexual favors
- h. Actual or attempted rape or assault

142. If you have been sexually harassed in the past year, was the person(s) who harassed you: (Circle as many as apply)

- [0] Does not apply: have not been sexually harassed
- [1] Your immediate supervisor
- [2] Other higher level supervisor(s)
- [3] Your co-worker(s)
- [4] Your subordinate(s)
- [5] Other
143. Was the person(s) who harassed you: (Circle as many as apply)

[0] Does not apply/have not been sexually harassed
[1] Military officer
[3] Civilian government employee
[4] Contractor
[5] Other

Comments about the Organizational Climate

Use the space below to make any comments you wish about the organizational climate, including EO issues and sexual harassment.
144. Have you received training specifically addressing HIV/AIDS in the last year?

[1] Yes, in my military training
[2] Yes, in a civilian setting
[3] Yes, in both military and civilian settings
[4] No

Use this scale to indicate how much you agree or disagree with each of the following statements.

[0] Does not apply
[1] Strongly disagree
[2] Disagree
[3] Don't know
[4] Agree
[5] Strongly agree

145. Having sex with multiple partners increases the risk of passing the virus that causes AIDS.

146. The use of a condom during sexual intercourse may lower the risk of getting AIDS.

147. Use this scale to indicate how likely you think it is that a person will get AIDS in each of the following ways:

[1] Definitely won't
[2] Possibly won't
[3] Don't know
[4] Possibly will
[5] Definitely will

[a] Receiving a blood transfusion
[b] Giving or selling blood
[c] Working near someone with AIDS
[d] Casual contact with a co-worker who has a positive blood test for the HIV antibody
[e] Eating in a dining facility where the cook is infected with HIV
[f] Sharing needles for illegal drug use
[g] Having sex with a person who has AIDS
148. Use this scale to indicate how much AIDS information you have received from each of the following sources:

[0] No experience/have not used  
[1] No information at all  
[2] Very little information  
[3] Some information  
[4] A great deal of information

[a] Military classroom training  
[b] Military medical personnel (e.g., doctors, nurses, etc.)  
[c] Newspapers or magazines  
[d] Family Service Centers  
[e] Drug and alcohol counselors  
[f] Commercial TV or radio  
[g] Armed Forces Radio and Television  
[h] Chaplain  
[i] Pamphlets and brochures distributed by the Navy

Comments about AIDS Education

Use the space below to make any comments you wish about AIDS education

149. (Optional) Your social security number. It will help us conduct follow-on research.

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GENERAL COMMENTS

Use the space below to make any comments you wish about topics addressed in this survey. If you need more space, use the back.

Thank you for participating in this survey!
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IMPORTANT!
Please circle your answer and return with questionnaire.

Are you currently in the Persian Gulf area?

[1] Yes
[2] No
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