Navy-wide Personnel Survey (NPS) 1991: Graphic Presentation of Results for Enlisted Personnel

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Navy-wide Personnel Survey (NPS) 1991:
Graphic Presentation of Results for Enlisted Personnel

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Shannon Kalus
Jennifer Hase
Chad Brinderson

Reviewed by
Emanuel P. Somer

Approved and released by
Delbert M. Nebeker

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Navy Personnel Research and Development Center
San Diego, California 92152-6800
The second annual Navy-wide Personnel Survey (NPS) 1991: Graphic Presentation of Results for Enlisted Personnel

Mary A. Quenette, Margaret Gordon-Espe, Dawn Eliassen, Shannon Kalus, Jennifer Hase, Chad Brinderson

Navy Personnel Research and Development Center
San Diego, California 92152-6800

Chief of Naval Personnel (PERS-00)
Washington, DC 20370-5000

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The second annual Navy-wide Personnel Survey (NPS) was mailed to 23,821 randomly sampled active duty enlisted personnel and officers in December 1991. Completed questionnaires were accepted through mid-February 1992. An adjusted return rate of 57 percent was obtained. Survey topics included rotation/permanent change-of-station (PCS) moves, recruiting duty, pay and benefits, education and leadership programs, quality-of-life programs, organizational climate, and Acquired Immune Deficiency Syndrome (AIDS) education.

This technical note provides graphic presentations of the responses of enlisted personnel. Responses (weighted to allow inference to the Navy population) are shown by total group, paygrade, and other demographic variables, where appropriate. The 1990 survey results for repeated questions are also shown.
Foreword

The Navy-wide Personnel Survey (NPS), which is administered annually, is one part of the Navy Personnel Survey System (NPSS) originated by the Navy Personnel Research and Development Center. The NPSS is designed to manage and control Navy personnel surveys to minimize intrusion into fleet and shore operations and to serve as a vehicle for attitude and survey research. The NPSS is composed of NPS, special surveys, and quick-response surveys. NPS 1991 examined the perceptions of personnel in a variety of areas including rotation/permanent change-of-station (PCS) moves, recruiting duty, pay and benefits, education and leadership programs, quality-of-life programs, organizational climate, and Acquired Immune Deficiency Syndrome (AIDS) education. This information is valuable to managers and policy makers in program formulation and evaluation.

NPS 1991 was conducted under the sponsorship of the Chief of Naval Personnel (PERS-00) within reimbursable work unit 92WRPS522.

This technical note, one of a series documenting the results of the NPS 1991, provides the graphic presentations of the responses of enlisted personnel. NPRDC-TN-92-21 provides the graphic presentations of the responses of officers. NPRDC-TN-92-22 provides the cross tabulation results for enlisted personnel. NPRDC-TN-92-23 provides the cross tabulation results for officers.

Any questions regarding these graphs should be directed to Emanuel P. Somer, Head, Survey Research Division, (619) 553-9248 or DSN 553-9248.

DELBERT M. NEBEKER
Director, Organizational Systems Department
Summary

The second annual Navy-wide Personnel Survey (NPS) was mailed to 23,821 randomly sampled active duty enlisted personnel and officers in December 1991. Completed questionnaires were accepted through mid-February 1992. An adjusted return rate of 57 percent was obtained. Survey topics included rotation/permanent change-of-station (PCS) moves, recruiting duty, pay and benefits, education and leadership programs, quality-of-life programs, organizational climate, and Acquired Immune Deficiency Syndrome (AIDS) education.

This technical note provides graphic presentations of the responses of enlisted personnel. Responses (weighted to allow inference to the Navy population) are shown by total group, paygrade, and other demographic variables, where appropriate. The 1990 survey results for repeated questions are also shown.
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</tr>
</thead>
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<td>A-0</td>
</tr>
</tbody>
</table>

Distribution List
Introduction

Problem

The morale and job performance of Navy members take on added importance in an era of downsizing, where each individual must contribute to the increased efficiency required of a reduced force in a still-hostile world. Navy members' attitudes and opinions represent input vital to the development and continuous improvement of Navy policies and programs; therefore, such opinions must be measured in a systematic and timely fashion, thus furnishing an accurate reflection of the views of its diverse and widespread membership.

Purpose

The annual Navy-wide Personnel Survey (NPS), initiated in 1990, was designed to systematically collect opinion data and to provide 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 toward plans, programs, and policies which materially affect Navy members' performance and morale. The survey was also designed to accommodate the study of topics of compelling interest on a one-time basis.

Approach

NPS questionnaires were mailed in December 1991 to a random sample of 23,821 enlisted and officer personnel with a projected rotation date of March 1992 or later. The sampling represented approximately 3 percent of the enlisted population and 11 percent of the officer population. Of the original sample, 704 surveys could not be delivered. Reminder/thank you postcards were mailed to the entire sample 4 weeks after the surveys. During the 10 weeks the survey was in the field, 13,232 were completed and returned for an adjusted return rate of 57 percent. Table 1 provides the unadjusted return rates for paygrade groupings, total enlisted, and total officer groups.

Table 1

Return Rates for Paygrade Groups

<table>
<thead>
<tr>
<th>Paygrade Group</th>
<th>Population N</th>
<th>Surveys Sent</th>
<th>Percent Returna</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enlisted</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-2 and E-3</td>
<td>125,849</td>
<td>4,703</td>
<td>22</td>
</tr>
<tr>
<td>E-4 through E-6</td>
<td>302,769</td>
<td>9,155</td>
<td>52</td>
</tr>
<tr>
<td>E-7 through E-9</td>
<td>51,930</td>
<td>1,874</td>
<td>79</td>
</tr>
<tr>
<td>Total</td>
<td>480,548</td>
<td>15,732</td>
<td>46</td>
</tr>
<tr>
<td>Officers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>W-2 through W-4</td>
<td>2,913</td>
<td>1,152</td>
<td>81</td>
</tr>
<tr>
<td>O-1 through O-3b</td>
<td>43,248</td>
<td>4,065</td>
<td>66</td>
</tr>
<tr>
<td>O-4 through O-6</td>
<td>26,360</td>
<td>2,872</td>
<td>80</td>
</tr>
<tr>
<td>Total</td>
<td>72,521</td>
<td>8,089</td>
<td>73</td>
</tr>
</tbody>
</table>

aPercent return was calculated without adjusting for surveys which could not be delivered.
bIncludes O-1E through O-3E.
The survey requested demographic information and measured military members’ attitudes and opinions in various areas, including rotation/permanent change-of-station (PCS) moves, recruiting duty, pay and benefits, training and education programs, quality-of-life programs, organizational climate, and Acquired Immune Deficiency Syndrome (AIDS) education.


Of 230 questions in NPS 1991, 133 questions also appeared on the NPS 1990; 5 other questions were essentially the same, with minor wording differences, yielding a total of 138 common questions. The questions that were repeated are indicated by dots placed in the upper left-hand corner of the graphs, to the left of the question number. In addition, NPS 1990 percentage results are superimposed as dots on the graphs of the NPS 1991 repeated questions. Differences between the NPS 1990 and NPS 1991 percentages should be interpreted cautiously. These differences could be fluctuations resulting from sampling error or other unidentified sources of variability. However, a difference of plus or minus 5 percent or more is likely to be statistically significant for all questions.

The graphs are based on weighted data. Responses were weighted by paygrade to reflect each paygrade’s actual proportion in the Navy, thereby allowing generalization of sample results to the entire Navy. Separate weighting schemes were employed for enlisted personnel and officers; within the enlisted/officer groups, each paygrade was weighted separately.

For statistical analyses, officers were assigned to one of three groups: (1) W-2 through W-4, (2) O-1E through O-3E and O-1 through O-3, and (3) O-4 through O-6. Enlisted personnel were grouped according to paygrade: (1) E-2 and E-3, (2) E-4 through E-6, and (3) E-7 through E-9. Individuals in paygrade E-1 were excluded because their limited time in the Navy.

Organization

The sequence of graphs in this technical note corresponds to the sequence of the questions in NPS 1991. (A copy of the questionnaire appears in the appendix.) The results for each question are displayed as follows:

1. The graph appearing first illustrates responses for enlisted personnel as a group (marginals).
2. The second graph provides a breakdown of responses by paygrade.
3. Additional graphs provide breakdowns of some questions by demographic or other questions.

For questions allowing the respondent to select a “Does Not Apply” response option, the graphs illustrate the percentages based on those persons who selected one of the other response options. Response options were collapsed for agree/disagree opinion questions, with “Strongly Agree” and “Agree” as one category and “Strongly Disagree” and “Disagree” as another. For
questions with many response options (especially the demographic questions) options with similar content were collapsed. Consult Wilcove and Quenette (1992a) for percentages selecting the “Does Not Apply Option” as well as percentages for uncollapsed response options.

**Margin of Error**

These graphs present the percentages of (weighted) subgroups selecting each response option. Graphic results are approximately accurate within the margins of error displayed in Table 2. For example, for E-2 and E-3 members, the true percentage could be as much as 3 percent higher or lower than the value displayed in the graphs. Small sample sizes yield unstable results. For example, only 33 Asians (Table 2) completed the survey, with a margin of error of 17 percent. In such situations, conclusions and interpretations should be considered tentative.

### Table 2

**Margin of Error for Selected Groups of Enlisted Personnel**

<table>
<thead>
<tr>
<th>Group</th>
<th>Sample Sizes</th>
<th>Unweighted</th>
<th>Weighted</th>
<th>% Error</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Males</td>
<td>6399</td>
<td>6280</td>
<td>±01</td>
<td></td>
</tr>
<tr>
<td>Females</td>
<td>830</td>
<td>944</td>
<td>±03</td>
<td></td>
</tr>
<tr>
<td>Marital Status</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Married</td>
<td>4424</td>
<td>3787</td>
<td>±01</td>
<td></td>
</tr>
<tr>
<td>Single</td>
<td>2809</td>
<td>3446</td>
<td>±02</td>
<td></td>
</tr>
<tr>
<td>Race</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>4776</td>
<td>4761</td>
<td>±01</td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td>1122</td>
<td>1155</td>
<td>±03</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>784</td>
<td>812</td>
<td>±04</td>
<td></td>
</tr>
<tr>
<td>Ethnic</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Hispanic</td>
<td>380</td>
<td>454</td>
<td>±05</td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td>33</td>
<td>37</td>
<td>±17</td>
<td></td>
</tr>
<tr>
<td>Filipino</td>
<td>367</td>
<td>321</td>
<td>±05</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>763</td>
<td>784</td>
<td>±04</td>
<td></td>
</tr>
<tr>
<td>None</td>
<td>4525</td>
<td>4439</td>
<td>±01</td>
<td></td>
</tr>
<tr>
<td>Paygrade</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>E-2 and E-3</td>
<td>1040</td>
<td>1902</td>
<td>±03</td>
<td></td>
</tr>
<tr>
<td>E-4 through E-6</td>
<td>4734</td>
<td>4574</td>
<td>±01</td>
<td></td>
</tr>
<tr>
<td>E-7 through E-9</td>
<td>1488</td>
<td>785</td>
<td>±03</td>
<td></td>
</tr>
</tbody>
</table>

*Errors calculated at 95 percent confidence level.*
References


Graphic Presentation of Results for Enlisted Personnel
(Q1) What Is Your Sex

Total

(Q1) by (Q17) Paygrade

Enlisted

Enlisted
(Q1) by (Q6) Marital

![Bar chart showing the distribution of marital status by gender.]

- Male: Married: 90%, Single: 10%
- Female: Married: 80%, Single: 20%

(Q1) by (Q22) Career Plans

![Bar chart showing the distribution of career plans by gender.]

- Male: Stay: 90%, Leave: 10%
- Female: Stay: 90%, Leave: 10%, Don't Know: 10%, Can Retire: 0%
(Q1) by (Q32) Desert Storm

Male

Female

[Bar chart showing gender distribution of responses to Q1 (Yes, Gulf, Yes, Other, No) by Q32 (Enlisted, Other, No)].
(Q2) What Was Your Age On Your Last Birthday

(Q2) by (Q1 7) Paygrade
(Q3) Are You

![Bar chart showing the percentage of individuals in different races.]

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

White: 71%
Black: 17%
Asian: 5%
American Indian: 1%
Other: 6%

Total

(Q3) by (Q17) Paygrade

![Bar chart showing the percentage of individuals in different races across paygrades.]

Enlisted
(Q3) by (Q1) Sex

(Q3) by (Q5) Education
(Q3) by (Q22) Career Plans

(Q3) by (Q32) Gulf War
(Q4) by (Q1) Sex

![Graph showing the distribution of sex by ethnicity.](graphic1)

(Q4) by (Q5) Education

![Graph showing the distribution of education by ethnicity.](graphic2)
(Q5) What Is Your Highest Level Of Education

- Less Than HS Grad: 1%
- HS Equivalency (GED): 5%
- HS Grad: 51%
- Less Than 2 Yrs Coll: 24%
- Two Yrs or More Coll: 10%
- Associate Degree: 5%
- Bachelor's Degree: 4%
- Master's Degree: 0%
- Doctoral/Prof Degree: 0%

(Q5) by (Q17) Paygrade

- E2-3
- E4-6
- E7-9
(Q5) by (Q3) Race

(Q5) by (Q4) Ethnic
(Q6) What Is Your Marital Status

Married: 52%
Never Married: 39%
Separated/Divorced: 8%
Widowed: 0%

Total

(Q6) by (Q17) Paygrade

Married: E 2-3, E 4-6, E 7-9
Never Married: E 2-3, E 4-6, E 7-9
Separated/Divorced: E 2-3, E 4-6, E 7-9
Widowed: E 2-3, E 4-6, E 7-9

Enlisted
(Q7) What Is Your Religious Preference

- Catholic: 27%
- Protestant: 48%
- Jewish: 1%
- Orthodox: 0%
- Muslim: 0%
- Buddhist: 0%
- Mormon: 1%
- Other: 6%
- No Preference: 17%

Total

(Q7) by (Q17) Paygrade

- Catholic
- Protestant
- Jewish
- Orthodox
- Muslim
- Buddhist
- Mormon
- Other
- No Preference

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

Enlisted
(Q8) Do You Have Any Dependents*

- No: 43%
- Spouse (nonmilitary): 43%
- Children Living With: 37%
- Children Not With: 9%
- Legal Ward Living With: 0%
- Other Dependent: 1%

(Q8) by (Q17) Paygrade

- No
- Spouse (nonmilitary)
- Children Living With
- Children Not With
- Legal Ward Living With
- Other Dependent

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

Enlisted
(Q8) by (Q6) Marital

Enlisted
How Many Of Your Children Enrolled In DEERS Under The Age 6 Weeks Live In Your Household

(Q9a) by (Q17) Paygrade
(Q9b) How Many Of Your Children Enrolled In DEERS Between 6 Weeks And 12 Months Old Live In Your Household

(Q9b) by (Q17) Paygrade
(Q9c) How Many Of Your Children Enrolled In DEERS Between 13 And 24 Months Old Live In Your Household

(Q9c) by (Q17) Paygrade
(Q9d) How Many Of Your Children Enrolled In DEERS Between 25 And 35 Months Old Live In Your Household

Total

(Q9d) by (Q17) Paygrade

Enlisted

29
(Q9e) How Many Of Your Children Enrolled In DEERS Between 3 And 5 Years Old Live In Your Household

(Q9e) by (Q17) Paygrade
(Q9f) How Many of Your Children Enrolled In DEERS Between 6 And 9 Years Old Live In Your Household

Total

(Q9f) by (Q17) Paygrade

Enlisted
(Q9g) How Many Of Your Children Enrolled In DEERS Between 10 And 12 Years Old Live In Your Household

(Q9g) by (Q17) Paygrade
(Q9h) How Many Of Your Children Enrolled
In DEERS Between 13 And 15 Years Old
Live In Your Household

(Q9h) by (Q17) Paygrade
(Q9i) How Many Of Your Children Enrolled In DEERS Between 16 And 21 Years Old Live In Your Household

(Q9i) by (Q17) Paygrade
(Q10) What Is Your Spouse's Employment Situation

- Spouse Military: 11%
- Spouse Civil Service: 5%
- Part Time Civilian: 15%
- Full Time Civilian: 30%
- Self-employed Home: 4%
- Unemployed, Choice: 17%
- Unemployed, Looking: 13%
- Unemployed, Other: 6%

(Q10) by (Q17) Paygrade

- Enlisted
- E 2-3
- E 4-6
- E 7-9
(Q11) What Is Your Spouse's Occupation

- Military: 15%
- Professional: 9%
- Executive: 1%
- Manager/Administrator: 1%
- Business Owner: 1%
- Salesperson: 10%
- Technical: 4%
- Craftsperson: 1%
- Clerical: 16%
- Service Industry: 4%
- Laborer: 5%
- Child Care Worker: 6%
- Student: 5%
- Other: 14%

Total

(Q11) By (Q17) Paygrade

- Military
- Professional
- Executive
- Mgr/Administrator
- Business Owner
- Salesperson
- Technical
- Craftsperson
- Clerical
- Service Industry Wkr
- Laborer
- Child Care Wkr
- Student
- Other

Enlisted

Enlisted
(Q12) My Spouse's Contribution To Our Family Income Is

<table>
<thead>
<tr>
<th>Contribution Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Half Or Less</td>
<td>52%</td>
</tr>
<tr>
<td>Three-Fourths Of Mine</td>
<td>13%</td>
</tr>
<tr>
<td>Equal To Mine</td>
<td>21%</td>
</tr>
<tr>
<td>Greater Than Mine</td>
<td>14%</td>
</tr>
</tbody>
</table>

Total

(Q12) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Paygrade</th>
<th>Half Or Less</th>
<th>Three Fourths</th>
<th>Equal To Mine</th>
<th>Greater Than Mine</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>50%</td>
<td>20%</td>
<td>20%</td>
<td>10%</td>
</tr>
</tbody>
</table>

Enlisted
(Q13) Are You Accompanied By Your Dependents On Your Present Assignment

(Q13) by (Q17) Paygrade
(Q14) Which Of The Following Reasons Best Describes Why You Are Permanently Unaccompanied*
(Q14) Which Of The Following Reasons Best Describes Why You Are Permanently Unaccompanied by (Q17) Paygrade

- Spouse's Job
- Home Ownership
- Return Tour
- Community Ties
- Physical Environment
- Health Problems
- Lack Civ Housing
- Lack Mil Housing
- Relocation Cost
- Present Cost Of Living
- Cost Of Civ Housing
- Lack Of Good Schools
- Child Special Needs
- Poor Timing
- Inadequate Notice
- Personal Affairs
- Assignment Length
- Unauthorized Family Travel
- Mil Work Schedule
- Personal Reasons
- Other

Enlisted

(Q14) by (Q17) Paygrade

- Spouse's Job
- Home Ownership
- Return Tour
- Community Ties
- Physical Environment
- Health Problems
- Lack Civ Housing
- Lack Mil Housing
- Relocation Cost
- Present Cost Of Living
- Cost Of Civ Housing
- Lack Of Good Schools
- Child Special Needs
- Poor Timing
- Inadequate Notice
- Personal Affairs
- Assignment Length
- Unauthorized Family Travel
- Mil Work Schedule
- Personal Reasons
- Other

Enlisted

*Multiple responses allowed: percentages for each paygrade may sum to more than 100%.
If You Are Permanently Unaccompanied, Which Of The Following Describes The Place Where Your Family Lives

Enlisted

(Q15) by (Q17) Paygrade

Enlisted
(Q16) Which Of The Following Describes The Place Where You Live

<table>
<thead>
<tr>
<th>Type</th>
<th>100%</th>
<th>90%</th>
<th>80%</th>
<th>70%</th>
<th>60%</th>
<th>50%</th>
<th>40%</th>
<th>30%</th>
<th>20%</th>
<th>10%</th>
<th>0%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mil Fmly House</td>
<td>15%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Gov't Leased</td>
<td>1%</td>
<td></td>
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<td></td>
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<tr>
<td>Own House Civ</td>
<td>13%</td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Rent House Civ</td>
<td>28%</td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Rent Mobile</td>
<td>1%</td>
<td></td>
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<td></td>
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<tr>
<td>Rent Home Space</td>
<td>6%</td>
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<td></td>
<td></td>
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<tr>
<td>Shared Civ</td>
<td>19%</td>
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<td></td>
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<tr>
<td>Ship</td>
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<td></td>
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<tr>
<td>BQ</td>
<td>2%</td>
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</tr>
<tr>
<td>Other</td>
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<td></td>
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</tr>
</tbody>
</table>

Total

(Q16) by (Q17) Paygrade

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

43
(Q17) Paygrade

Paygrade

E-3 17%
E-2 10%
E-9 1%
E-8 2%
E-7 7%
E-6 19%
E-5 23%
E-4 21%

Enlisted

(Q17) Paygrade Groups

E2-E3 26%
E4-E6 63%
E7-E9 11%
(Q17) by (Q1) Sex

(Q17) by (Q3) Race
(Q18) How Long Have You Been In Your Current Paygrade

- 6 Mo or Less: 16%
- 6 Mo To 1 Yr: 20%
- 1 Yr To 2 Yrs: 22%
- 2 Yrs To 3 Yrs: 4%
- 3 Yrs To 5 Yrs: 7%
- 5 Yrs To 7 Yrs: 7%
- 7 Yrs To 10 Yrs: 4%
- 10 Yrs Or More: 2%

(Q18) by (Q17) Paygrade

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

Enlisted
(Q21) How Long Have You Been On Active Duty In The Navy

- 0-12 Mos: 4%
- 1-3 Yrs: 30%
- 3-5 Yrs: 17%
- 5-10 Yrs: 23%
- 10-15 Yrs: 15%
- 15-20 Yrs: 10%
- 20-25 Yrs: 3%
- Over 25 Yrs: 0%

Total

(Q21) by (Q17) Paygrade

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

Enlisted
(Q22) What Are Your Navy Career Plans

Total

(Q22) by (Q17) Paygrade

Enlisted
(Q22) by (Q32) Gulf War

[Bar chart showing responses for Stay, Leave, Don't Know, and Can Retire with categories for Yes, Gulf, Yes, Other, and No, alongside a legend.

Enlisted]
What Is Your Current Military Status

(Q23) by (Q17) Paygrade
(Q24) How Long Have You Been In Your Current Assignment

<table>
<thead>
<tr>
<th>Time Interval</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-6 Mos</td>
<td>14%</td>
</tr>
<tr>
<td>6-12 Mos</td>
<td>22%</td>
</tr>
<tr>
<td>1-2 Yrs</td>
<td>33%</td>
</tr>
<tr>
<td>2-3 Yrs</td>
<td>22%</td>
</tr>
<tr>
<td>3-4 Yrs</td>
<td>7%</td>
</tr>
<tr>
<td>4-5 Yrs</td>
<td>2%</td>
</tr>
<tr>
<td>5 Yrs Or More</td>
<td>1%</td>
</tr>
</tbody>
</table>

Total

(Q24) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Time Interval</th>
<th>E 2-3</th>
<th>E 4-6</th>
<th>E 7-9</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-6 Mos</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6-12 Mos</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-2 Yrs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2-3 Yrs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3-4 Yrs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4-5 Yrs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Yrs Or More</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
(Q25) Where Is Your Current Billet

(Q25) by (Q17) Paygrade
(Q25) by (Q1) Sex

Enlisted
(Q26) If You Are At Sea, In Which Fleet Are You Now Serving

Total

(Q26) by (Q17) Paygrade
(Q27) What Is The Location Of Your Current Assignment

Alaska and Hawaii: 6%
CONUS: 76%
Europe: 4%
Far East: 5%
Caribbean: 1%
Middle East: 2%
South Central America: 1%
Other: 5%

Total

(Q27) by (Q17) Paygrade

Alaska and Hawaii
CONUS
Europe
Far East
Caribbean
Middle East
South Central America
Other

Enlisted
(Q30) To What Type Of Ship/Activity Are You Assigned

Shore/Staff Command: 33%
Aviation Squadron: 7%
Carrier Based: 6%
Aircraft Carrier: 3%
Destroyer Types: 5%
Training Command: 6%
Minecraft: 9%
Submarine: 4%
Reserve Unit: 1%
Service Force Ship: 2%
Tender: 5%
Afloat Staff: 0%
Amphibious Ship/Craft: 8%
Battleship: 1%
Cruiser: 4%
Other: 12%

Total

Enlisted

(Q30) by (Q17) Paygrade

Shore/Staff Command
Aviation Squadron
Carrier Based
Aircraft Carrier
Destroyer Types
Training Command
Minecraft
Submarine
Reserve Unit
Service Force Ship
Tender
Afloat Staff
Amphibious Ship/Craft
Battleship
Cruiser
Other

Enlisted

[Diagram showing Enlisted distribution by Paygrade]

□ E 2-3

60
(Q30) To What Type Of Ship/Activity Are You Assigned by (Q17) Paygrade

Enlisted

(Q30) by (Q17) Paygrade

Enlisted
(Q31) How Much Total Sea Duty Have You Had While In the Navy

<table>
<thead>
<tr>
<th>Experience Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-1 Yr</td>
<td>36%</td>
</tr>
<tr>
<td>1-3 Yrs</td>
<td>26%</td>
</tr>
<tr>
<td>3-5 Yrs</td>
<td>18%</td>
</tr>
<tr>
<td>5-10 Yrs</td>
<td>16%</td>
</tr>
<tr>
<td>10-15 Yrs</td>
<td>3%</td>
</tr>
<tr>
<td>15-20 Yrs</td>
<td>0%</td>
</tr>
<tr>
<td>20-25 Yrs</td>
<td>0%</td>
</tr>
</tbody>
</table>

(Q31) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Experience Range</th>
<th>Paygrade Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-12 Mos</td>
<td>E 2-3:</td>
</tr>
<tr>
<td>1-3 Yrs</td>
<td></td>
</tr>
<tr>
<td>3-5 Yrs</td>
<td></td>
</tr>
<tr>
<td>5-10 Yrs</td>
<td></td>
</tr>
<tr>
<td>10-15 Yrs</td>
<td></td>
</tr>
<tr>
<td>15-20 Yrs</td>
<td></td>
</tr>
<tr>
<td>20-25 Yrs</td>
<td></td>
</tr>
</tbody>
</table>
(Q31) by (Q1) Sex

(Q31) by (Q22) Career Plans
(Q32) Were You Deployed In Operation Desert Shield/Storm

Total

(Q32) by (Q17) Paygrade

Enlisted
(Q32) by (Q22) Career Plans

Enlisted
(Q33) On Which Sources Do You Depend For Information about Navy Personnel Programs, Policies, Pay, Benefits, Etc.*

Enlisted

(Q33) By (Q17) Paygrade

Enlisted

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q34) How Long Would You Be Willing To Extend At Sea In Order To Wait For Shore Billet At Your Current Homeport

(Q34) by (Q17) Paygrade
(Q34) by (Q6) Marital

Enlisted
What Do You Consider to be Reasonable Sea Duty and Shore Duty Tour Lengths For You

(Q35) by (Q17) Paygrade

Enlisted
(Q35 sea duty) by (Q6) Marital

Lt 6 Mo
6 Mo to LT 1 Yr
1 Yr to LT 18 Mo
18 Mo to LT 2 Yr
2 Yr to LT 3 Yr
3 Yr to LT 4 Yr
4 Yr to LT 5 Yr
5 Yr or More

[Graph showing percentage distribution by marital status for different sea duty durations]

Married □ Single ■

Enlisted
(Q35) What Do You Consider to be Reasonable Sea Duty and Shore Duty Tour Lengths For You
(Shore)

<table>
<thead>
<tr>
<th>Tour Length</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>LT 1 Yr</td>
<td>16%</td>
</tr>
<tr>
<td>1 Yr to LT 2 Yr</td>
<td>3%</td>
</tr>
<tr>
<td>2 Yr to LT 3 Yr</td>
<td>14%</td>
</tr>
<tr>
<td>3 Yr to LT 4 Yr</td>
<td>51%</td>
</tr>
<tr>
<td>4 Yr to LT 5 Yr</td>
<td>14%</td>
</tr>
<tr>
<td>5 Yr to LT 6 Yr</td>
<td>2%</td>
</tr>
<tr>
<td>6 Yr to LT 7 Yr</td>
<td>1%</td>
</tr>
<tr>
<td>7 Yr to LT 8 Yr</td>
<td>0%</td>
</tr>
</tbody>
</table>

Total

(Q35) by (Q17) Paygrade
(Shore)

<table>
<thead>
<tr>
<th>Tour Length</th>
<th>E4-E6</th>
<th>E7-E9</th>
</tr>
</thead>
<tbody>
<tr>
<td>LT 1 Yr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 Yr to LT 2 Yr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Yr to LT 3 Yr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Yr to LT 4 Yr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Yr to LT 5 Yr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Yr to LT 6 Yr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6 Yr to LT 7 Yr</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
(Q35 shore duty) by (Q6) Marital

Enlisted
What Effect Has The Amount Of Sea Duty Had On Your Decision To Make The Navy Your Career

Total

(Q36) by (Q17) Paygrade
(Q36) by (Q6) Marital

![Bar chart showing the distribution of responses to Q36 by marital status]

- **Positive**: 1000/0, 9010/a, 80%, 70%, 600/o, 30Olo/...
- **Negative**: 10%A
- **No Effect**: E

Legend:
- □ Married
- ■ Single

Enlisted
(Q37) Have You Been Assigned To A High Cost Area Within The Last Five Years

Total

(Q37) by (Q17) Paygrade

Enlisted
(Q37) by (Q6) Marital

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Don’t Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td>Single</td>
<td></td>
</tr>
</tbody>
</table>

Enlisted
(Q38) If You Have Been Assigned To A High Cost Area Within The Last Five Years, How Did The Assignment Affect Career Decisions And Your Personal Actions

- No Influence: 69%
- Did Not Move Family: 7%
- Attempted To Influence: 10%
- Appealed to Authority: 2%
- Processed At Another: 2%
- Decided to Leave Navy: 5%
- Other: 10%

Multiple responses allowed. Percentages for each paygrade may sum to more than 100%.
(Q38) by (Q6) Marital

Marital

No Influence

Did Not Move Family

Influence Detailer

Higher Authority

Processed Elsewhere

Leave Navy

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

□ Married □ Single

Enlisted
(Q39) Have You Ever Made A Permanently Unaccompanied CONUS PCS Move Without Taking Your Family

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>87%</td>
<td>13%</td>
</tr>
</tbody>
</table>

Total

(Q39) by (Q17) Paygrade

<table>
<thead>
<tr>
<th></th>
<th>E 4-6</th>
<th>E 7-9</th>
</tr>
</thead>
<tbody>
<tr>
<td>100%</td>
<td>20%</td>
<td>80%</td>
</tr>
</tbody>
</table>

Enlisted
When you decide whether to transfer with or without your family, how important is spouse employment? (Q40a)

![Bar chart showing the importance of spouse employment by family status.](chart1)

(Q40a) by (Q17) Paygrade

![Bar chart showing the importance of spouse employment by paygrade.](chart2)
When you decide whether to transfer with or without your family, how important is availability of military family housing?

(Q40b) by (Q17) Paygrade
(Q40c) When You Decide Whether To Transfer With or Without Your Family, How Important Is Availability/Cost Of Civilian Housing

Total

(Q40c) by (Q17) Paygrade

Enlisted
When you decide whether to transfer with or without your family, how important are children's schools?

(Q40d) by (Q17) Paygrade

Enlisted
When You Decide Whether To Transfer With Or Without Your Family, How Important Are Ties To The Community

Total

(Q40e) by (Q17) Paygrade

Enlisted

Enlisted
(Q40f) When You Decide To Transfer With Or Without Your Family, How Important Are Costs Associated With Moving

![Bar chart]

(Q40f) by (Q17) Paygrade

![Bar chart]
(Q40g) When You Decide Whether To Transfer With Or Without Your Family, How Important Is Work Schedule Of Member

(Q40g) by (Q17) Paygrade
(Q40h) When you decide whether to transfer with or without your family, how important is availability of health care and education services for special needs?

**Total**

(Q40h) by (Q17) Paygrade

- **Enlisted**
- **E 4-6**
- **E 7-9**
When you decide whether to transfer with or without your family, how important is availability of activities/facilities for family members/child care?

<table>
<thead>
<tr>
<th>Importance Level</th>
<th>Not Important</th>
<th>Somewhat Important</th>
<th>Important</th>
<th>Very Important</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>12%</td>
<td>17%</td>
<td>34%</td>
<td>37%</td>
</tr>
</tbody>
</table>

(Q40i) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Importance Level</th>
<th>Not Important</th>
<th>Somewhat Important</th>
<th>Important</th>
<th>Very Important</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enlisted E 4-6</td>
<td>21%</td>
<td>16%</td>
<td>30%</td>
<td>33%</td>
</tr>
<tr>
<td>Enlisted E 7-9</td>
<td>15%</td>
<td>18%</td>
<td>31%</td>
<td>36%</td>
</tr>
</tbody>
</table>
When you decide whether to transfer with or without your family, how important is adequate time to make moving arrangements?

(Q40j) When You Decide Whether To Transfer With Or Without Your Family, How Important Is Adequate Time To Make Moving Arrangements

(Q40j) by (Q17) Paygrade
When You Decide To Transfer With Or Without Your Family, How Important Is Length Of New Duty Assignment

**Total**

(Q40k) by (Q17) Paygrade

Enlisted
(Q40) Percent Important by (Q6) Marital

[Bar chart showing percentage distribution of importance by marital status for each option (a) to (k)].

Enlisted
(Q41a) How Long Did It Take Your Spouse To Obtain New Employment With Your Most Recent PCS Transfer

Total

(Q41a) by (Q17) Paygrade

Enlisted
(Q41b) After the most recent PCS transfer my spouse's income was:

<table>
<thead>
<tr>
<th></th>
<th>Much Lower</th>
<th>Lower</th>
<th>About the Same</th>
<th>Higher</th>
<th>Much Higher</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>31%</td>
<td>24%</td>
<td>29%</td>
<td>13%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Total

(Q41b) by (Q17) Paygrade

<table>
<thead>
<tr>
<th></th>
<th>Much Lower</th>
<th>Lower</th>
<th>About the Same</th>
<th>Higher</th>
<th>Much Higher</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Enlisted

Enlisted
(Q42a) My Spouse’s Career Has A Major Impact On A Decision To Relocate To Different Geographical Areas

Enlisted (Q42a) by (Q17) Paygrade

Enlisted
(Q42b) My Spouse's Job Skills/Career Choices Are Readily Employed In Any Duty Station Area

![Bar graph showing the percentage of respondents agreeing, disagreeing, or being neutral about their spouse's job skills/career choices.]

Agree: 58%
Disagree: 22%
Neutral: 19%

Total

(Q42b) by (Q17) Paygrade

![Bar graph showing the percentage of respondents agreeing, disagreeing, or being neutral about their spouse's job skills/career choices, grouped by paygrade.]

Agree (E4-6): 60%
Disagree: 20%
Neutral: 20%

Agree (E7-9): 60%
Disagree: 40%
Neutral: 0%

Enlisted
(Q42c) Financial Obligations Make It Mandatory That My Spouse Work Outside The Home

![Bar chart showing responses to the question: Agree, Disagree, Neutral]

Enlisted

(Q42c) by (Q17) Paygrade

![Bar chart showing responses by paygrade: Agree, Disagree, Neutral]

Enlisted
(Q42d) I/We Would Choose Separation Rather Than Lose My Spouse's Income Or Career

Total

Enlisted

(Q42d) by (Q17) Paygrade

Enlisted

E 4-6 E 7-9

99
(Q42e) Family Separation Because Of Duty Assignments Have Caused Me To Consider Leaving The Navy

Enlisted

(Q42e) by (Q17) Paygrade

Enlisted
(Q42f) I Consider My Spouse's Career More Important Than My Own

![Bar chart showing responses to the question. 63% disagree, 11% agree, 26% neutral.]

(Q42f) by (Q17) Paygrade

![Bar chart showing responses by paygrade.]

- Agree
- Disagree
- Neutral

E 4-6  E 7-9
(Q42g) I Would Consider Leaving The Navy Because Of My Spouse's Career

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

Agree
Disagree
Neutral
Total

(Q42g) by (Q17) Paygrade

Enlisted

Agree
Disagree
Neutral

Enlisted

[E 4-6] [E 7-9]
(Q43) If You've Ever Consulted Your CCC, Was The Advice The Same As The Advice You Received From Your Detailer

(Q43) by (Q17) Paygrade
With the info/advice you received from your CCC, how well prepared were you for the detailing process?

**Total**

(Q44) by (Q17) Paygrade

Enlisted
(Q45) Have You Heard Of The BUPERS ACCESS Computer Bulletin Board System

Total

Enlisted

(Q45) by (Q17) Paygrade

Enlisted
(Q46a) The Bupers Access Computer Bulletin Board System Is Easy To Use

- Agree: 56%
- Disagree: 9%
- No Opinion: 35%

Total

(Q46a) by (Q17) Paygrade

- Enlisted

- E 4-6
- E 7-9
(Q46b) The Bupers Access Computer Bulletin Board System Gave Me The Information I Needed

Total

Enlisted

(Q46b) by (Q17) Paygrade

Enlisted
(Q46c) The Bupers Access Computer Bulletin Board System Made It Easier To Communicate With My Detailer

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>39%</td>
<td>13%</td>
<td>48%</td>
</tr>
</tbody>
</table>

Total

(Q46c) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Enlisted

Enlisted
(Q47a) I Have A Good Understanding Of The Detailing Process

Toal

Agree: 57%  Disagree: 28%  No Opinion: 15%

(Q47a) by (Q17) Paygrade

Agree: 80%  Disagree: 15%  No Opinion: 10%

Enlisted by Paygrade

E 4-6: 50%  E 7-9: 50%
(Q47b) I Am Aware Of The Sea/Shore Rotation Pattern For My Paygrade And Rating

Enlisted

(Q47b) By (Q17) Paygrade

Enlisted
(Q47c) I Think That The Detailing Process Is Fair

![Bar chart showing percentages of Agree, Disagree, and No Opinion.]

Total

Enlisted

(Q47c) by (Q17) Paygrade

![Bar chart showing percentages of Agree, Disagree, and No Opinion by paygrade.]
(Q48a) How Effective Do You Feel Preference Card Or 1306-6 Is For Interacting With Your Detailer

![Bar chart showing the percentage of respondents by effectiveness and pay grade.]

(Q48a) by (Q17) Paygrade

Enlisted
(Q48b) How Effective Do You Feel Letter Or 1306/7 Is For Interacting With Your Detailer

<table>
<thead>
<tr>
<th></th>
<th>Never Use It</th>
<th>Effective</th>
<th>Ineffective</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>42%</td>
<td>32%</td>
<td>15%</td>
<td>11%</td>
</tr>
</tbody>
</table>

(Q48b) by (Q17) Paygrade

<table>
<thead>
<tr>
<th></th>
<th>Never Use It</th>
<th>Effective</th>
<th>Ineffective</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enlisted</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>50%</td>
<td>55%</td>
<td>5%</td>
<td>5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>E 4-6</th>
<th>E 7-9</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>42%</td>
<td>32%</td>
</tr>
</tbody>
</table>

Enlisted
(Q48c) How Effective Do You Feel A Telephone Is For Interacting With Your Detailer

(Q48c) by (Q17) Paygrade

---

**Enlisted**

114
(Q48d) How Effective Do You Feel A Personal Visit Is For Interacting With Your Detailer

Enlisted

(Q48d) by (Q17) Paygrade

Enlisted

E 4-6  E 7-9

115
(Q48e) How Effective Do You Feel A Detailer Field Trip Is For Interacting With Your Detailer

Total

(Q48e) by (Q17) Paygrade

Enlisted
(Q48f) How Effective Do You Feel A Computer System Access Is For Interacting With Your Detailer

![Bar Chart](Image)

Enlisted

(Q48f) by (Q17) Paygrade

![Bar Chart](Image)

Enlisted
(Q48g) How Effective Do You Feel A Naval Message Is For Interacting With Your Detailer

Total

Enlisted

(Q48g) by (Q17) Paygrade

Enlisted
(Q49a) My Detailer's Knowledge Of Current Policy Trends

Total

(Q49a) by (Q17) Paygrade

Enlisted
(Q49b) My Detailer’s Knowledge Of Available Billets

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

Positive Negative Neutral

Total

(Q49b) by (Q17) Paygrade

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

Positive Negative Neutral

Enlisted

(Q49b) by (Q17) Paygrade

Enlisted

Enlisted

Enlisted

120
(Q49c) My Detailer's Knowledge Of Requirements And Duties Of Billets

Enlisted

(Q49c) by (Q17) Paygrade

Enlisted
(Q49d) My Detailer's Knowledge Of My Career Development Needs

Positive: 40%
Negative: 29%
Neutral: 32%

(Q49d) by (Q17) Paygrade

Positive: E 4-6: 30%, E 7-9: 40%
Negative: E 4-6: 20%, E 7-9: 20%
Neutral: E 4-6: 20%, E 7-9: 20%
(Q49e) My Detailer's Regard For My Personal Desires

Total

(Q49e) by (Q17) Paygrade

Enlisted
(Q49f) My Detailer’s Returned Phone Calls

Enlisted

(Q49f) by (Q17) Paygrade

Enlisted
(Q49g) My Detailer's Knowledge Of Previous Communications

- Positive: 44%
- Negative: 26%
- Neutral: 30%

Total

(Q49g) by (Q17) Paygrade

- Enlisted

- E 4-6
- E 7-9

125
(Q49h) My Detailer's Providing Of Accurate Information

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

Positive: 52%
Negative: 21%
Neutral: 26%

Total

(Q49h) by (Q17) Paygrade

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

Positive: E 4-6: 50%, E 7-9: 60%
Negative: E 4-6: 20%, E 7-9: 21%
Neutral: E 4-6: 30%, E 7-9: 29%

Enlisted
(Q49i) My Detailer's Responding To Correspondence

Total

(Q49i) by (Q17) Paygrade

Enlisted
(Q49j) My Detailer's Accessibility

Enlisted

(Q49j) by (Q17) Paygrade

Enlisted
Which Of The Following Statements Best Describes Your Experience In Obtaining Your Current Assignment

- Ran Somewhat Smoothly: 36%
- Somewhat Smoothly: 33%
- Difficult: 17%
- Extremely Difficult: 14%

Total Enlisted

(Q50) by (Q17) Paygrade

- Ran Smoothly: Enlisted: E 4-6, Paygrade: E 4-6
- Somewhat Smoothly: Enlisted: E 7-9, Paygrade: E 7-9
- Difficult: Enlisted: E 4-6, Paygrade: E 7-9
- Extremely Difficult: Enlisted: E 4-6, Paygrade: E 7-9
(Q51) Keeping In Mind Your Sea/Shore Rotation Pattern, Is Your Current Assignment What You Wanted 100%

80%

70%

60%

50%

40%

30%

20%

10%

0%

Yes, Exactly
Yes, Close
No, Not Really
No, Not Close

Total

(Q51) by (Q17) Paygrade

Enlisted

130
(Q52) Have You Ever Been Screened By A Counselor Or CO For A Possible Recruiting Duty Assignment

Total

(Q52) by (Q17) Paygrade

Enlisted
(Q53) Have You Ever Been Nominated For A Recruiting Duty Assignment

Total

(Q53) by (Q17) Paygrade

Enlisted
(Q54a) Are You Currently Serving In A Recruiting Duty Capacity

- Yes, 9585 Production: 1%
- Yes, 9586 Career-Prev: 0%
- Yes, 9586 Classifier: 0%
- Yes, 2186 Career-Now: 0%
- Yes, 2612 Classifier: 0%
- Yes, NEC Other: 0%
- Yes, Officer Billet: 0%

Total:
- No: 98%

(Q54a) by (Q17) Paygrade

- Enlisted
  - E2-3: [Diagram]
  - E4-6: [Diagram]
  - E7-9: [Diagram]

Enlisted

133
(Q54b) Have You Previously Served In Recruiting Duty*

No: 97%
Production Recruiter: 2%
Career (Previous NEC): 0%
Recruiter Classifier: 0%
Career (Current NEC): 0%
Classifier: 0%
NEC Other or Unknown: 1%
Officer Recruiting: 0%

Total

(Q54b) by (Q17) Paygrade

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q55a) I Think That Recruiter Duty Is Good Duty

Total

(Q55a) by (Q17) Paygrade
(Q55b) Recruiting Duty Would Benefit My Navy Career

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

Agree
Disagree
Don't Know

Total

Enlisted

(Q55b) by (Q17) Paygrade

Enlisted
(Q55c) Being On Or Having Had Recruiting Duty Helps Me Get Promoted Faster Than Do Other Shore Duty Assignments

(Q55c) by (Q17) Paygrade
I would be interested in a recruiting assignment.

(Q55d) I Would Be Interested In A Recruiting Assignment

(Q55d) by (Q17) Paygrade
(Q55e) Information About Recruiting Duty Is Readily Available

Total

Agree: 31%
Disagree: 34%
Neither: 35%

(Q55e) by (Q17) Paygrade

Enlisted

Agree: E 2-3: 30%, E 4-6: 25%, E 7-9: 35%
Disagree: E 2-3: 20%, E 4-6: 30%, E 7-9: 20%
Neither: E 2-3: 10%, E 4-6: 25%, E 7-9: 20%
(Q56a) What Is The Effect Of Your Pay On Your Decision To Stay In The Navy

![Bar Chart](image)

(Q56a) by (Q17) Paygrade

![Bar Chart](image)
(Q56a) by (Q1) Gender

(Q56a) by (Q3) Race
(Q56a) by (Q6) Marital

- Positive
- Negative
- No Effect

Married  Single

Enlisted
(Q56b) What Effect Will Retention Incentives Have On Your Next Decision To Remain In The Navy

![Bar chart showing percentage distribution of positive, negative, and no effect on decision to remain in the navy.]

Positive Effect: 48%
Negative Effect: 11%
No Effect: 41%

Total:

(Q56b) by (Q17) Paygrade

![Bar chart showing effect on decision by paygrade.]

Positive Effect: E 2-3: 50%, E 4-6: 40%, E 7-9: 60%
Negative Effect: E 2-3: 10%, E 4-6: 20%, E 7-9: 50%
No Effect: E 2-3: 40%, E 4-6: 40%, E 7-9: 90%
(Q56b) by (Q1) Gender

(Q56b) by (Q3) Race
(Q56b) by (Q6) Marital

![Bar Chart]

- Positive
- Negative
- No Effect

Legend:
- Enlisted

Married: [ ]
Single: [ ]
(Q56c) What Effect Does/Did Military Retirement Pay Have On Your Decision To Remain In The Navy For At Least 20 Years

Total

(Q56c) by (Q17) Paygrade

Enlisted
(Q56c) by (Q1) Gender

(Q56c) by (Q3) Race
(Q56c) by (Q6) Marital

Positive | Negative | No Effect
--- | --- | ---
Married | Single

Enlisted
(Q57a) What Types Of Medical Insurance/Medical Care Do You Have/Use For Your Dependents*

- Military Medical: 74%
- CHAMPUS: 72%
- CHAMPUS Prime: 10%
- Group HMO: 2%
- Group Fee-For-Service: 2%
- Private HMO: 5%
- Private Fee-For-Service: 4%
- Other: 4%

Total

(Q57a) by (Q17) Paygrade

Enlisted

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q57b) Type Of Medical Care Your Dependents Use Most Often*

- Military MED Facility: 55%
- CHAMPUS: 30%
- CHAMPUS Prime: 5%
- Group HMO: 2%
- Group Fee-For-Service: 1%
- Private (indiv.) HMO: 2%
- Private (indiv.) Fee: 2%
- Other: 3%

Total

(Q57b) by (Q17) Paygrade

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q58) The Most Important Reason For Choosing Present Medical Care For Your Dependents

- Quality Of Care: 23%
- Types Of Care Covered: 11%
- Cost Of Premiums: 38%
- Convenient Location(s): 9%
- Convenient Hours: 1%
- Ease Of Getting Appts.: 1%
- Waiting Time At Clinic: 1%
- Access To Specialists: 4%
- Able To Select Doctor: 1%
- Attitude Of Dr./Staff: 1%
- Availability Of Care: 3%
- Other: 9%

Total

(Q58) by (Q17) Paygrade

- Enlisted

Enlisted

151
(Q59) If Navy Offered You Medical Care Or Allowance For Medical Costs, Which Would You Select

---

**Total**

---

(Q59) by (Q17) Paygrade

---
(Q59) by (Q1) Gender

Enlisted
(Q60) If You Chose An Allowance For Medical Costs, How Much For Medical Insurance And Unreimbursed Expenses

![Chart showing the distribution of medical allowance choices by paygrade.](chart)

(Q60) by (Q17) Paygrade

- **Enlisted**
  - Paygrade E 2-3, E 4-6, E 7-9

Enlisted

155
(Q61a) If Your Dependents Have Used Champus In Last Two Years, Rate Procedures And Services For Claim Processing

(Q61a) by (Q17) Paygrade

Enlisted
(Q61a) by (Q1) Gender

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfied</td>
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<tr>
<td>Dissatisfied</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No opinion</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Enlisted
(Q61b) If Your Dependents Have Used Champus In Last Two Years, Rate Timeliness Of Claim Processing

Total

Enlisted

(Q61b) by (Q17) Paygrade

Enlisted
(Q61b) by (Q1) Gender

Enlisted
(Q61c) If Your Dependents Have Used Champus In Last Two Years, Rate Access To People Who Process Claims

<table>
<thead>
<tr>
<th></th>
<th>Satisfied</th>
<th>Dissatisfied</th>
<th>No Opinion</th>
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</thead>
<tbody>
<tr>
<td>Total</td>
<td>41%</td>
<td>34%</td>
<td>25%</td>
</tr>
</tbody>
</table>

Enlisted By (Q17) Paygrade

- Satisfied
- Dissatisfied
- No Opinion

(E 2-3) (E 4-6) (E 7-9)
(Q61c) by (Q1) Gender

Enlisted
(Q61d) If Your Dependents Have Used Champus In Last Two Years, Rate Access To Physicians

Total

Enlisted

(Q61d) by (Q17) Paygrade

Enlisted
(Q61d) by (Q1) Gender

Enlisted
(Q62) I Am Currently Pursuing Further Education

(Q62) by (Q17) Paygrade

Enlisted
(Q62 first) If Not Pursuing Further Education, First Most Important Reason Why Not

- Cost Of Classes: 17%
- Not Interested: 4%
- Classes Not At Base: 4%
- No Help To Plan Prog.: 2%
- No Skills: 1%
- Unsure What To Study: 8%
- Classes Not Available: 6%
- No Time-Work: 35%
- No Time-Family: 14%
- No Command Support: 2%
- Other: 7%

Total

(Q62 first) by (Q17) Paygrade

Enlisted

- Cost Of Classes
- Not Interested
- Classes Not At Base
- No Help To Plan Prog.
- No Skills
- Unsure What To Study
- Classes Not Available
- No Time-Work
- No Time-Family
- No Command Support
- Other

Enlisted

E 2-3 - E 4-6 - E 7-9
(Q62 second) If Not Pursuing Further Education, Second Most Important Reason Why Not

- Cost Of Classes: 17%
- Not Interested: 4%
- Classes Not At Base: 6%
- No Help To Plan Prog.: 4%
- No Skills: 3%
- Unsure What To Study: 12%
- Classes Not Available: 9%
- No Time-Work: 20%
- No Time-Family: 16%
- No Command Support: 6%
- Other: 3%

Total

(Q62 second) by (Q17) Paygrade

- Cost Of Classes
- Not Interested
- Classes Not At Base
- No Help To Plan Prog.
- No Skills
- Unsure What To Study
- Classes Not Available
- No Time-Work
- No Time-Family
- No Command Support
- Other

Enlisted
(Q62 second) by (Q1) Gender

- Cost of class
- Not interested
- Class not available
- No one to help
- No skills
- Don't know - study
- Class unavailable
- No time - work
- No time - family
- No support - command

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

□ Male □ Female

(Q62 second) by (Q3) Race

- Cost of class
- Not interested
- Class not available
- No one to help
- No skills
- Don't know - study
- Class unavailable
- No time - work
- No time - family
- No support - command

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

□ White □ Black □ Other
(Q62 second) by (Q6) Marital

- Cost of class
- Not interested
- Class not available
- No one to help
- No skills
- Don't know - study
- Class unavailable
- No time - work
- No time - family
- No support - command

Enlisted
(Q62 third) If Not Pursuing Further Education, Third Most Important Reason Why Not

Not Pursuing Further Education, Third Most Important Reason Why Not Not Interested
Cost Of Classes Classes Not At Base No Help To Plan Prog.
No Skills Unsure What To Study
Classes Not Available No Time-Work
No Time-Family
No Command Support
Other

(Q62 third) by (Q17) Paygrade

Enlisted

Enlisted
(Q62 third) by (Q6) Marital

Cost of class
Not interested
Class not available
No one to help
No skills
Don't know - study
Class unavailable
No time - work
No time - family
No support - command

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

Married  Single

Enlisted
(Q63) How Satisfied Are You With Services Provided By Navy Campus Education Office

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

Enlisted (Q63)

by (Q17) Paygrade

Enlisted

174
(Q63) by (Q1) Gender

<table>
<thead>
<tr>
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<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfied</td>
<td></td>
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<tr>
<td>Dissatisfied</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No opinion</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Enlisted

175
(Q64) If You Are Not Satisfied With The Services Provide By The Navy Campus Education Office, Why Not*

- Info Not Well Publicized: 55%
- Too Hard To Get Appt: 18%
- Wait Too Long For Appt: 8%
- Didn’t Get Good Advice: 23%
- Counselor Not Informed: 20%
- Counselor’s Attitude: 22%
- Inconvenient Location: 16%
- Inconvenient Hours: 31%
- No Office At My Base: 19%

Enlisted

(Q64) by (Q17) Paygrade

- Info Not Well Publicized
- Hard To Get Appt
- Wait Too Long At Appt
- Didn’t Get Good Advice
- Counselor Not Informed
- Counselor’s Attitude
- Inconvenient Location
- Inconvenient Hours
- No Office At My Base

Enlisted

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q65) Basic Skills Class Would You Be Most Interested In Taking

- None, Don't Need Any: 22%
- Basic Math: 12%
- College Algebra: 29%
- Reading Comprehension: 8%
- Grammar: 7%
- Writing: 14%
- Other: 9%

Total

(Q65) by (Q17) Paygrade

Enlisted
(Q65) by (Q1) Gender

(Q65) by (Q3) Race
(Q66) Which Of The Following Navy Leadership Courses Did You Last Attend

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

LMET:
- 46%

NAVLEAD:
- 38%

Other:
- 16%

Total

Enlisted

(Q66) by (Q17) Paygrade

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

Enlisted

180
How Would You Rate The Quality Of The Formal Leadership Training You Received In The Last Class You Attended

(Q67) by (Q17) Paygrade

Enlisted

Enlisted
(Q68a) Leadership Training Classes Contributed A Great Deal To My Personal Development

Enlisted

(Q68a) by (Q17) Paygrade

Enlisted
(Q68b) Leadership Training Classes Have Given Me The Skills To Perform My Job Better

![Bar Chart]

Enlisted (Q68b) by (Q17) Paygrade

![Bar Chart]

Enlisted
How Much Of The Formal (Classroom) Leadership Training You Received Did You Apply To Your Experience In The Field

(Q69) by (Q17) Paygrade
How Do You Rate The Quality Of The Overseas Transfer Information Service

Total

(Q70a) by (Q17) Paygrade
(Q70a) by (Q6) Marital

Enlisted
(Q70b) How Do You Rate The Quality Of The Housing Referral Services

Total

(Q70b) by (Q17) Paygrade

Enlisted
(Q70c) How Do You Rate The Quality Of The Sponsor Program

**Total**

- Good: 33%
- Poor: 33%
- Average: 29%
- Unaware: 4%

**Enlisted**

(Q70c) by (Q17) Paygrade

- Good: E2-3, E4-6, E7-9
- Poor: E2-3, E4-6, E7-9
- Average: E2-3, E4-6, E7-9
- Unaware: E2-3, E4-6, E7-9

189
(Q70c) by (Q6) Marital

Enlisted
How Do You Rate The Quality Of The Family Service Center Relocation Assistance

(Q70d) by (Q17) Paygrade

Enlisted
How Do You Rate The Quality Of The Personal Financial Management Education Counseling

\[\text{Total}\]

\[\text{(Q70e) by (Q17) Paygrade}\]

\[\text{Enlisted}\]

\[\text{Enlisted}\]
(Q70e) by (Q6) Marital

Enlisted
How Do You Rate The Quality Of The Family Service Center Counseling (personal, etc.)

- Good: 48%
- Poor: 15%
- Average: 30%
- Unaware: 8%

Total

(Q70f) by (Q17) Paygrade

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

195
(Q70f) by (Q6) Marital

Enlisted
(Q70g) How Do You Rate The Quality Of The Family Member Employment Assistance

- Good: 23%
- Poor: 26%
- Average: 23%
- Unaware: 26%

Total

(Q70g) by (Q17) Paygrade

- E 2-3
- E 4-6
- E 7-9
(Q70g) by (Q6) Marital
(Q70h) How Do You Rate The Quality Of The Child Development Centers

Total

(Q70h) by (Q17) Paygrade

Enlisted
(Q70h) by (Q6) Marital

- Good
- Poor
- Average
- Unaware

Married  Single

Enlisted
How Do You Rate The Quality Of The Family Home Care Programs

(Q70i) by (Q17) Paygrade
(Q70i) by (Q6) Marital

Enlisted
(Q70j) How Do You Rate The Quality Of The Ombudsmen Network

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

Good | Poor | Average | Unaware
---|---|---|---
42% | 22% | 29% | 8%

Total

(Q70j) by (Q17) Paygrade

Enlisted

E 2-3 | E 4-6 | E 7-9
(Q70j) by (Q6) Marital

![Bar chart showing marital status distribution by Q70j]
(Q70k) How Do You Rate The Quality Of The Deployment Support Programs

Enlisted

(Q70k) by (Q17) Paygrade

Enlisted
(Q70k) by (Q6) Marital

Enlisted
(Q701) How Do You Rate
The Quality Of The Family Service Center
Information And Referral Services

Total

Enlisted

(Q701) by (Q17) Paygrade

Enlisted

<table>
<thead>
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<th>Poor</th>
<th>Average</th>
<th>Unaware</th>
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<tbody>
<tr>
<td>Total</td>
<td>43%</td>
<td>12%</td>
<td>33%</td>
<td>12%</td>
</tr>
</tbody>
</table>

Enlisted

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

207
(Q701) by (Q6) Marital

Good
Poor
Average
Unaware

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

 Married
 Single

Enlisted
How Do You Rate The Quality Of The Base-Level Family Advocacy Programs

(Q70m) by (Q17) Paygrade

Enlisted
(Q70m) by (Q6) Marital

![Bar chart showing the distribution of responses for different marital statuses across 'Good', 'Poor', 'Average', and 'Unaware'. The chart compares 'Married' and 'Single' categories.]
(Q70n) How Do You Rate The Quality Of The Housing Management Services

(Q70n) by (Q17) Paygrade
(Q70n) by (Q6) Marital

- Good
  - Married: 30%
  - Single: 20%

- Poor
  - Married: 30%
  - Single: 20%

- Average
  - Married: 30%
  - Single: 20%

- Unaware
  - Married: 10%
  - Single: 20%

Enlisted
How Do You Rate The Quality Of The Family Service Centers-Overall

Total

(Q70o) by (Q17) Paygrade

Enlisted
(Q700) by (Q6) Marital

Enlisted
(Q71a) Navy Family Support Services Improve The Quality Of Life For Me (My Family)

(Q71a) by (Q17) Paygrade
(Q71a) by (Q6) Marital

Enlisted
(Q71b) Family Support Services Have Had A Positive Impact On My Decision To Remain In The Navy

(Q71b) by (Q17) Paygrade
(Q71b) by (Q6) Marital

Agree  Disagree  Neither

- Married
- Single

Enlisted
Q71c) Family Support Services Have Had A Positive Impact On My Family’s Support For My Decision To Remain In The Navy

(Q71c) by (Q17) Paygrade

Enlisted

219
(Q71c) by (Q6) Marital

Enlisted
(Q71d) I Am Satisfied With The Quality Of Family Support Services In The Navy

Total

(Q71d) by (Q17) Paygrade

Enlisted Paygrade

E 2-3  E 4-6  E 7-9
(Q71d) by (Q6) Marital

Enlisted
(Q71e) I Am Satisfied With The Availability Of Family Support Services In The Navy

(Q71e) by (Q17) Paygrade

Enlisted

223
(Q71e) by (Q6) Marital

Enlisted
Family Support Services Have Helped Me To Do My Job Better

(Q71f) by (Q17) Paygrade

Enlisted
(Q72) Does Your Spouse Take Care Of Your Children While You Are On Duty

Yes: 72%

No: 28%

Total

(Q72) by (Q17) Paygrade

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

Enlisted
(Q72) by (Q1) Sex

<table>
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<tr>
<th></th>
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<th>Yes</th>
<th>No</th>
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<td></td>
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</tr>
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</table>

No Spouse | Males | Females
---|------|------
Yes | | 228
No | | 228
(Q73) What Are Your Most Critical Child Care Requirements*

- All Day Care/Preschool 55%
- Before Or After School 43%
- Overnight Care 24%
- Access To Care Anytime 43%
- Duty Days (24-hour) 32%
- Ship On Local Oper 10%
- Other 10%

Total

(Q73) by (Q17) Paygrade

Enlisted

Enlisted

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q74) Who Is Your Primary Caretaker For Your Youngest Child While You Are On Duty

Military Child Center: 11%
Base Family Homecare: 8%
Private Facility: 13%
Civilian Homecare: 12%
At-Home Employee: 4%
Relative/Older Sibling: 19%
Friend: 14%
Other: 15%
No Arrangements: 5%

Total

(Q74) by (Q17) Paygrade

Military Child Center
Base Family Homecare
Private Facility
Civilian Homecare
At-Home Employee
Relative/Older Sibling
Friend
Other
No Arrangements

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

231
(Q74) by (Q1) Sex

(Q74) by (Q6) Marital Status
If you are not using military child care centers or family home care, why not?

- Not Available: 10%
- Waiting List: 24%
- Location: 12%
- Substandard Quality: 6%
- Restricted Hours: 9%
- Too Expensive: 12%
- Other: 27%

Total

(Q75) by (Q17) Paygrade

Enlisted
(Q76) Do You Feel That Child Care Needs Interfere With Your Ability To Perform Your Job

(Q76) by (Q17) Paygrade

Enlisted
In What Way Do Child Care Needs Interfere With Your Performance

Distractions 11%
Miss Work 6%
Late For Work 7%
Leave Early 16%
Limits Billets 5%
Coworker Friction 9%
Anxiety 35%
Other 11%

Enlisted (Q77) by (Q17) Paygrade

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

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

237
(Q77) by (Q1) Sex

Distractions
Miss Work
Late for Work
Leave Early
Limits Billets
Friction
Raises Stress

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

Males
Females

Enlisted

(Q77) by (Q6) Marital Status

Distractions
Miss Work
Late for Work
Leave Early
Limits Billets
Friction
Rises Stress

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

Married
Single

Enlisted
(Q78a) I Am Satisfied With My Current Child Care Arrangements

(Q78a) by (Q17) Paygrade
(Q78a) by (Q1) Sex

(Q78a) by (Q6) Marital Status
(Q78b) The Availability Of The Navy-Sponsored Child Care That I Have Experienced Is A Positive Influence On My Decision To Stay In The Navy

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>16%</td>
<td>53%</td>
<td>32%</td>
</tr>
</tbody>
</table>

Total

(Q78b) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Enlisted
(Q78b) by (Q1) Sex

(Q78b) by (Q6) Marital Status

Enlisted

Enlisted
(Q79a) The Quality Of Club Services Available At My Base Is Good

(Q79a) by (Q17) Paygrade

Enlisted
(Q79b) Navy Recreation Services are Adequately Providing For My Leisure Needs

Enlisted

(Q79b) by (Q17) Paygrade
If Navy Recreation Service Programs Were Eliminated, That Would Greatly Decrease The Quality Of Life For Me (My Family)

(Q79c) by (Q17) Paygrade
**Q79d** Navy Youth Programs are Very Important to My Family's Quality of Life in the Navy

![Bar chart showing the distribution of responses to the question about the importance of Navy Youth Programs to a family's quality of life. The chart includes three categories: Agree, Disagree, and Neither. The percentages are as follows:

- Agree: 49%
- Disagree: 17%
- Neither: 35%

The chart also shows the distribution of responses by paygrade, with separate bars for Enlisted (Q79d) by (Q17) Paygrade.

Enlisted

(Q79d) by (Q17) Paygrade

![Bar chart showing the distribution of responses by paygrade. The chart includes three categories: Agree, Disagree, and Neither, with paygrades E 2-3, E 4-6, and E 7-9. The percentages for each category vary by paygrade.]

Enlisted
(Q79e) Civilian Rental Housing is Affordable in My Area

![Bar chart showing responses to the statement about the affordability of civilian rental housing in the area. The chart indicates that 60% disagree, 28% agree, and 11% neither agree nor disagree.]

Enlisted (Q79e) by (Q17) Paygrade

![Bar chart showing the distribution of responses to the statement about affordability by pay grade for enlisted personnel. The chart indicates the percentage of responses for each pay grade category.]

Enlisted
(Q79f) I Am Satisfied With The Quality of My Housing/Living Space

![Bar Chart]

(Q79f) by (Q17) Paygrade

![Bar Chart]
(Q79f) by (Q16) Place Member Lives
(Q79g) I Feel Safe In My Residence (e.g., From Vandals Or Burglars)

Total

(Q79g) by (Q17) Paygrade
(Q79g) by (Q16) Place Member Lives

![Bar chart showing percentages of respondents agreeing, disagreeing, or neither for different housing types: Mil Fam, Gov Lease, Own House, Rent Civ, Mobile, Share Rent, Ship, Bach Qtrs.]
(Q79h) My Present Living Conditions Are Having A Positive Effect On My Job Performance

Total

(Q79h) by (Q17) Paygrade

Enlisted

E 2-3  E 4-6  E 7-9
(Q79h) by (Q16) Place Member Lives

Enlisted

253
(Q79i) My Present Living Conditions Are Having A Positive Effect On My Decision To Stay In The Navy

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>27%</td>
<td>38%</td>
<td>35%</td>
</tr>
</tbody>
</table>

Total

(Q79i) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Enlisted
(Q79i) by (Q16) Place Member Lives

![Bar Chart]

- Agree
- Disagree
- Neither

<table>
<thead>
<tr>
<th>Mil Fam</th>
<th>Gov Lease</th>
<th>Own House</th>
<th>Rent Civ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mobile</td>
<td>Share Rent</td>
<td>Ship</td>
<td>Bach Qtrs</td>
</tr>
</tbody>
</table>

Enlisted
(Q79j) I Can Generally Afford The Things I Or My Family Need

(Q79j) by (Q17) Paygrade

Enlisted

256
(Q79k) Overall, I Am Satisfied With My Quality Of Life

Total

Agree: 52%
Disagree: 28%
Neither: 20%

(Q79k) by (Q17) Paygrade

Agree, Disagree, Neither

Enlisted
(Q80a) Decisions Are Made At The Appropriate Level In My Command

![Bar Chart](chart1)

(Q80a) by (Q17) Paygrade

![Bar Chart](chart2)
(Q80b) I Usually Receive Command Support For The Decisions That I Make

- **Agree**: 44%
- **Disagree**: 25%
- **Neither**: 31%

### Total

**Enlisted**

(Q80b) by (Q17) Paygrade

**Enlisted**

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

260
(Q80b) by (Q1) Sex

(Q80b) by (Q3) Race
(Q80c) I Am Satisfied With The Quality Of Leadership In My Command

Enlisted

(Q80c) by (Q17) Paygrade

Enlisted
(Q80c) by (Q1) Sex

(Q80c) by (Q3) Race

Enlisted
(Q80d) My Chain Of Command Or Work Group Is Willing To Listen/Respond To My Problems

Total

(Q80d) by (Q17) Paygrade

Enlisted
(Q80d) by (Q1) Sex

(Enlisted)

(Q80d) by (Q3) Race

(Enlisted)
(Q80e) I Am Allowed To Exercise The Responsibilities Of My Job

Total

(Q80e) by (Q17) Paygrade

Enlisted

266
(Q80e) by (Q1) Sex

![Bar chart showing the percentage of males and females agreeing, disagreeing, or having no opinion.]

(Q80e) by (Q3) Race

![Bar chart showing the percentage of white, black, and other races agreeing, disagreeing, or having no opinion.]
(Q80f) I Am Glad That I Chose To Join The Navy Instead Of Other Organizations I Was Considering When I Joined

![Bar chart](image)

(Q80f) by (Q17) Paygrade

![Bar chart](image)
(Q80g) I Am Generally Satisfied With My Current Job

Total

(Q80g) by (Q17) Paygrade

Enlisted

Enlisted

270
(Q80h) In General, I Like The Work I Do In The Navy

Total

Enlisted

(Q80h) by (Q17) Paygrade

Enlisted
(Q80h) by (Q1) Sex

(Q80h) by (Q3) Race
(Q80i) I Am Satisfied With My Physical Working Conditions

(Q80i) by (Q17) Paygrade

Enlisted

274
(Q80i) by (Q1) Sex

![Graph showing percentage of Agree, Disagree, and Neither responses by Sex.

(Q80i) by (Q3) Race

![Graph showing percentage of Agree, Disagree, and Neither responses by Race.

Enlisted
(Q80j) I Am Satisfied With My Career Development

Total

Enlisted

(Q80j) by (Q17) Paygrade

Enlisted
(Q80k) I Enjoy My Career In The Navy

Total

55% Agree
20% Disagree
24% Neither

(Q80k) by (Q17) Paygrade

Enlisted
(Q80k) by (Q1) Sex

![Bar chart showing the distribution of agreement, disagreement, and neutrality by sex, with separate bars for males and females.]

Enlisted

(Q80k) by (Q3) Race

![Bar chart showing the distribution of agreement, disagreement, and neutrality by race, with separate bars for White, Black, and Other categories.]

Enlisted
(Q81a) I Feel My Work Assignments Are Fair

Total

Agree 72%
Disagree 13%
Neither 16%

(Q81a) by (Q17) Paygrade

Agree Disagree Neither
Enlisted

Enlisted
(Q81a) by (Q1) Sex

![Bar chart showing agreement, disagree, and neither responses by sex.]

(Q81a) by (Q3) Race

![Bar chart showing agreement, disagree, and neither responses by race.]

*Note:* The charts illustrate the percentage of respondents who agree, disagree, or neither for each category (sex and race), with separate bars for males and females, and for white, black, and other races.
(Q81b) My Immediate Supervisor Treats Me Fairly

![Bar chart showing the percentage of respondents who agree, disagree, or neither agree nor disagree with the statement. The majority agree, with 77%.

(Q81b) by (Q17) Paygrade

![Bar chart showing the percentage of respondents who agree, disagree, or neither agree nor disagree with the statement, broken down by paygrade. The chart shows the distribution across different paygrades, with paygrades E 2-3, E 4-6, and E 7-9.

Enlisted

282
(Q81b) by (Q1) Sex

Enlisted

(Q81b) by (Q3) Race

Enlisted
(Q81c) My Commanding Officer (CO) Actively Supports Equal Opportunity

Total

(Q81c) by (Q17) Paygrade

Enlisted
(Q81d) My Executive Officer (XO) Actively Supports Equal Opportunity

Total

Enlisted

(Q81d) by (Q17) Paygrade

Enlisted
(Q81d) by (Q1) Sex

(Q81d) by (Q3) Race

Enlisted
I Think Something Is Being Done To Improve Equal Opportunity In the Navy

(Q81e) by (Q17) Paygrade

Enlisted

288
The Chain Of Command Is An Effective Way To Resolve Equal Opportunity Problems

Enlisted

(Q81f) by (Q17) Paygrade

Enlisted
(Q81f) by (Q1) Sex

(Q81f) by (Q3) Race
(Q81g) I Feel If I Went To Captain's Mast I Would Receive Fair And Equitable Treatment

Total

(Q81g) by (Q17) Paygrade

Enlisted
(Q81g) by (Q1) Sex

Enlisted

(Q81g) by (Q3) Race

Enlisted
(Q82a) How Do You Feel About Women Being Allowed To Serve Aboard Combat Ships

Total

(Q82a) by (Q17) Paygrade

Enlisted
(Q82a) by (Q1) Sex

Enlisted

(Q82a) by (Q5) Highest Level Of Education

Enlisted
(Q82a) by (Q6) Marital Status

![Bar chart showing percentage of agreement, disagreement, and no opinion by marital status.]

Enlisted

(Q82a) by (Q32) Deployed For Desert Shield/Desert Storm

![Bar chart showing percentage of agreement, disagreement, and no opinion by deployment status.]

Enlisted
(Q82b) How Do You Feel About Women Being Allowed To Serve Aboard Combat Aircraft

![Bar chart showing percentages of agreement, disagreement, and no opinion.]

Total

Enlisted

(Q82b) by (Q17) Paygrade

![Bar chart showing agreement, disagreement, and no opinion by paygrade.]

Enlisted
(Q82b) by (Q1) Sex

Enlisted

(Q82b) by (Q5) Highest Level Of Education

Enlisted
(Q82b) by (Q6) Marital Status

Enlisted

(Q82b) by (Q32) Deployed For Desert Shield/Desert Storm

Enlisted
(Q82c) How Do You Feel About Women Being Allowed To Serve Aboard Submarines

Total

(Q82c) by (Q17) Paygrade

Enlisted
(Q82c) by (Q1) Sex

![Bar chart showing agreement levels by sex.]

(Q82c) by (Q5) Highest Level Of Education

![Bar chart showing agreement levels by highest level of education.]

Legend:
- Less Than High School
- HS Graduate
- Some College
- Bachelor Or More
(Q82c) by (Q6) Marital Status

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>40%</td>
<td>30%</td>
<td>20%</td>
</tr>
</tbody>
</table>

- Married
- Single

Enlisted

(Q82c) by (Q32) Deployed For Desert Shield/Desert Storm

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>40%</td>
<td>30%</td>
<td>20%</td>
</tr>
</tbody>
</table>

- No
- Yes, To Pers Gulf
- Yes, Other Location

Enlisted
(Q83) Have You Received Training On The Subject Of Fraternization Within The Past 12 Months

Total

(Q83) by (Q17) Paygrade

Enlisted
(Q84) Please Evaluate Most Recent Fraternization Training

![Bar Chart](chart.png)

Total

Enlisted

(Q84) by (Q17) Paygrade

![Bar Chart](chart.png)

Enlisted
(Q85a) I Believe Command Members Understand What Fraternization Is, Is Not

![Bar chart showing percentage of agreement, disagreement, and no opinion.]

Total

(Q85a) by (Q17) Paygrade

![Bar chart showing distribution by paygrade for agreement, disagreement, and no opinion.]
(Q85a) by (Q1) Sex

![Bar chart showing the distribution of responses by sex.]

- **Agree**
  - Male: 70%
  - Female: 60%

- **Disagree**
  - Male: 30%
  - Female: 20%

- **No Opinion**
  - Male: 10%
  - Female: 5%

Legend: □ Male ■ Female

Enlisted
(Q85b) I Understand The Navy’s Definitions And Regulations On Fraternization

Total

Agree: 83%
Disagree: 7%
No Opinion: 10%

Enlisted

(Q85b) by (Q17) Paygrade

Enlisted

E 2-3  E 4-6  E 7-9
(Q85b) by (Q1) Scx

<table>
<thead>
<tr>
<th>Agreement</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree</td>
<td>80%</td>
<td></td>
</tr>
<tr>
<td>Disagree</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No Opinion</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Enlisted
(Q85c) I Believe That Fraternization Interferes With Good Discipline And Morale

Total

Agree: 60%
Disagree: 20%
No Opinion: 20%

(Q85c) by (Q17) Paygrade

Enlisted

Agree: E 2-3
Disagree: E 4-6
No Opinion: E 7-9

Enlisted
(Q85c) by (Q1) Sex

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
</tbody>
</table>

Enlisted
(Q85d) I Feel That The Navy's Policy On Fraternization Is A Good Policy

Total

- Agree: 54%
- Disagree: 20%
- No Opinion: 26%

(Q85d) by (Q17) Paygrade

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

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

- No Opinion
  - E 2-3
  - E 4-6
  - E 7-9
(Q85d) by (Q1) Sex

Enlisted

Male
Female
(Q86) Have You Received Formal Sexual Harassment Prevention Training In The Past 12 Months

Total

(Q86) by (Q17) Paygrade

Enlisted
During the past 12 months, how often have you been the target of unwanted sexual whistles, calls, hoots, or yells?

(Q87a) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Paygrade 2-3</th>
<th>Paygrade 4-6</th>
<th>Paygrade 7-9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Once</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Monthly Or Less</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2-4 Times Per Mo</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weekly Or More</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Enlisted
(Q87a) by (Q1) Sex

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>100</td>
<td>0</td>
</tr>
<tr>
<td>Once</td>
<td>90</td>
<td>0</td>
</tr>
<tr>
<td>Monthly Or Less</td>
<td>80</td>
<td>0</td>
</tr>
<tr>
<td>2-4 Times Monthly</td>
<td>70</td>
<td>0</td>
</tr>
<tr>
<td>Weekly Or More</td>
<td>60</td>
<td>0</td>
</tr>
<tr>
<td>50%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>40%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>0%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Enlisted
During the past 12 months, how often have you been the target of unwanted sexual teasing, jokes, remarks, or questions?

**Total**

(Q87b) by (Q17) Paygrade
(Q87b) by (Q1) Sex

![Bar chart showing frequency by sex for different sexual activity levels: Never, Once, Monthly or less, 2-4 times monthly, and Weekly or more.]

- Never: 100%
- Once: 90%
- Monthly or less: 81%
- 2-4 times monthly: 70%
- Weekly or more: 60%

Legend:
- Male
- Female

Enlisted
During the past 12 months, how often have you been the target of unwanted sexual looks, staring, or gestures?

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>86%</td>
</tr>
<tr>
<td>Once</td>
<td>4%</td>
</tr>
<tr>
<td>Monthly or less</td>
<td>4%</td>
</tr>
<tr>
<td>2-4 times per month</td>
<td>3%</td>
</tr>
<tr>
<td>Weekly or more</td>
<td>3%</td>
</tr>
</tbody>
</table>

Enlisted

(Q87c) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Paygrade</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>E 2-3</td>
<td>90%</td>
<td></td>
</tr>
<tr>
<td>E 4-6</td>
<td>80%</td>
<td></td>
</tr>
<tr>
<td>E 7-9</td>
<td>70%</td>
<td></td>
</tr>
</tbody>
</table>
(Q87c) by (Q1) Sex

Enlisted
(Q87d) During The Past 12 Months
How Often Have You Been The Target Of
Unwanted Letters, Phone Calls,
Or Materials Of A Sexual Nature

Enlisted

(Q87d) by (Q17) Paygrade

Enlisted
(Q87d) by (Q1) Sex

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Once</td>
<td>80%</td>
<td></td>
</tr>
<tr>
<td>Monthly Or Less</td>
<td>70%</td>
<td></td>
</tr>
<tr>
<td>2-4 Times Monthly</td>
<td>60%</td>
<td></td>
</tr>
<tr>
<td>Weekly Or More</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>Never</td>
<td>40%</td>
<td></td>
</tr>
<tr>
<td>Once</td>
<td>30%</td>
<td></td>
</tr>
<tr>
<td>Monthly Or Less</td>
<td>20%</td>
<td></td>
</tr>
<tr>
<td>2-4 Times Monthly</td>
<td>10%</td>
<td></td>
</tr>
<tr>
<td>Weekly Or More</td>
<td>0%</td>
<td></td>
</tr>
</tbody>
</table>
(Q87e) During The Past 12 Months
How Often Have You Been The Target Of
Unwanted Pressure For Dates

Total

(Q87e) by (Q17) Paygrade
During The Past 12 Months
How Often Have You Been The Target
Of Unwanted Deliberate Touching,
Leaning Over, Cornering, Or Pinching

(Q87f) by (Q17) Paygrade
(Q87f) by (Q1) Sex

Enlisted

325
In the past 12 months, how often have you been the target of unwanted pressure for sexual favors?

- Never: 97%
- Once: 2%
- Monthly or less: 1%
- 2-4 times per month: 0%
- Weekly or more: 0%

Total:

(Q87g) by (Q17) Paygrade:

- E 2-3
- E 4-6
- E 7-9
(Q87g) by (Q1) Sex

Enlisted
If You Have Been Sexually Harassed In The Past 12 Months, Was The Person(s) Who Harassed You*

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

(Q88) by (Q17) Paygrade

Enlisted
*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q88) by (Q1) Sex

- Sex: Female
- Percentage: 100%

- Harasser: Immed Sup
- Percentage: 90%

- Harasser: Sup Higher
- Percentage: 80%

- Harasser: Co-Worker
- Percentage: 70%

- Harasser: Subordinate
- Percentage: 60%

- Harasser: Other
- Percentage: 50%

- Harasser: Enlisted
- Percentage: 40%

- Harasser: Male
- Percentage: 30%

- Harasser: Other
- Percentage: 20%

- Harasser: Other
- Percentage: 10%

- Harasser: Enlisted
- Percentage: 0%

Legend:
- Male
- Female
If You Have Been Sexually Harassed In The Past 12 Months, Was The Person(s) Who Harassed You*

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

(Q89) by (Q17) Paygrade

Enlisted
*Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q89) by (Q1) Sex

Enlisted
(Q90) Was The Person Who Harassed You
Males

(Q90) by (Q17) Paygrade
Males
(Q90) Was The Person Who Harassed You Females

![Bar chart showing the percentage of harassment by gender and total.]

(Q90) by (Q17) Paygrade Females

![Bar chart showing the percentage of harassment by gender and paygrade.]

Enlisted
(Q90) by (Q1) Sex

Enlisted
(Q91) During The Past 12 Months, Have You Been The Victim Of Actual Or Attempted Rape Or Sexual Assault While On Duty Or On Base Or On Ship

(Q91) by (Q17) Paygrade

Enlisted
(Q91) by (Q1) Sex

Enlisted
(Q92) Have You Received Training Specifically Addressing HIV/AIDS In The Past 12 Months

Total

(Q92) by (Q17) Paygrade

Enlisted

337
Having Sex With Multiple Partners Increases The Risk Of Passing The Virus That Causes AIDS

(Q93a) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>97%</td>
<td>2%</td>
<td>2%</td>
</tr>
</tbody>
</table>

Enlisted

E 2-3 E 4-6 E 7-9
(Q93a) by (Q1) Sex

Enlisted
(Q93b) The Use Of A Condom During Sexual Intercourse May Lower The Risk Of Getting AIDS

Enlisted

(Q93b) by (Q17) Paygrade

Enlisted
(Q93b) by (Q1) Sex

Enlisted
(Q94a) How Likely Do You Think It Is That A Person Will Get AIDS By Receiving A Blood Transfusion

Enlisted

(Q94a) by (Q17) Paygrade

Enlisted
(Q94a) by (Q1) Sex

![Bar graph showing responses by sex for different categories: Definitely Won't, Possibly Won't, Don't Know, Possibly Will, and Definitely Will. The graph indicates the percentage of males and females responding to each category.]

Enlisted
(Q94b) How Likely Do You Think It Is That A Person Will Get AIDS By Giving Or Selling Blood

<table>
<thead>
<tr>
<th>Definitely Won't</th>
<th>Possibly Won't</th>
<th>Don't Know</th>
<th>Possibly Will</th>
<th>Definitely Will</th>
</tr>
</thead>
<tbody>
<tr>
<td>26%</td>
<td>26%</td>
<td>14%</td>
<td>29%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Total

(Q94b) by (Q17) Paygrade

Enlisted
(Q94b) by (Q1) Sex

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

Male  Female

Enlisted
(Q94c) How Likely Do You Think It Is That A Person Will Get AIDS If They Provide CPR Or First Aid To A Stranger

(Q94c) by (Q17) Paygrade
(Q94c) by (Q1) Sex

Enlisted

347
(Q94d) How Likely Do You Think It Is That A Person Will Get AIDS By Working Near Someone With AIDS

- Definitely Won't: 46%
- Possibly Won't: 30%
- Don't Know: 13%
- Possibly Will: 10%
- Definitely Will: 1%

(94d) by (Q17) Paygrade

Enlisted

E 2-3  E 4-6  E 7-9
(Q94d) by (Q1) Sex

Enlisted

349
(Q94e) How Likely Do You Think It Is That A Person Will Get AIDS By Casual Contact With A Co-Worker Who Has A Positive Blood Test For The HIV Antibody

Total

(Q94e) by (Q17) Paygrade

Enlisted
(Q94e) by (Q1) Sex

Enlisted
Q94f) How likely do you think it is that a person will get AIDS by eating in a dining facility where the cook is infected with HIV.

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

<table>
<thead>
<tr>
<th>Definitely Won't</th>
<th>Possibly Won't</th>
<th>Don't Know</th>
<th>Possibly Will</th>
<th>Definitely Will</th>
</tr>
</thead>
<tbody>
<tr>
<td>18%</td>
<td>22%</td>
<td>23%</td>
<td>31%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Total

Enlisted

(94f) by (Q17) Paygrade

Enlisted
(Q94f) by (Q1) Sex

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

Male  | Female

Enlisted
How Likely Do You Think It Is That A Person Will Get AIDS By Sharing Needles For Illegal Drug Use

Total

(94g) by (Q17) Paygrade

Enlisted

Enlisted

354
(Q94g) by (Q1) Sex

Definitely Won't | Possibly Won't | Don't Know | Possibly Will | Definitely Will
--|--|--|--|--|
\[Male\] | \[Female\]
(Q94h) How Likely Do You Think It Is That A Person Will Get AIDS If They Have Unprotected Sex With A HIV Positive Person

Total

(Q94h) by (Q17) Paygrade

Enlisted
(Q95a) How Much AIDS Information Have You Received From Military Classroom Training

![Bar chart showing percentage of respondents grouped by how much AIDS information they received from military classroom training.]

Total

(Q95a) by (Q17) Paygrade

![Bar chart showing how much AIDS information respondents received by paygrade.]

Enlisted
(Q95a) by (Q1) Sex

None | Very Little | Some | A Great Deal

Male | Female

Enlisted
(Q95b) How Much AIDS Information Have You Received From Military Medical Personnel (doctors, nurses, etc.)

Total

(Q95b) by (Q17) Paygrade

Enlisted
(Q95b) by (Q1) Sex

Enlisted

None  Very Little  Some  A Great Deal

Male  Female

0%  10%  20%  30%  40%  50%  60%  70%  80%  90%  100%
(Q95c) How Much AIDS Information Have You Received From Newspapers Or Magazines

Total

(95c) by (Q17) Paygrade

Enlisted
(Q95d) How Much AIDS Information Have You Received From Family Service Centers

Total

Enlisted

(95d) by (Q17) Paygrade

Enlisted

E 2-3  E 4-6  E 7-9
(Q95d) by (Q1) Sex

Enlisted

Male
Female
(Q95e) How Much AIDS Information Have You Received From Drug And Alcohol Counselors

Total

(95e) by (Q17) Paygrade

Enlisted
(Q95e) by (Q1) Sex

Enlisted

None
Very Little
Some
A Great Deal

Male
Female

Enlisted

367
How Much AIDS Information Have You Received From Commercial TV Or Radio

(Q95f) by (Q17) Paygrade

Enlisted
(Q95f) by (Q1) Sex

Enlisted

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

None  Very Little  Some  A Great Deal

Male  Female
(Q95g) How Much AIDS Information Have You Received From Armed Forces Radio And Television

Total

Enlisted

(95g) by (Q17) Paygrade
(Q95g) by (Q1) Sex

Enlisted
How Much AIDS Information Have You Received From A Chaplain

Total

Enlisted

(95h) by (Q17) Paygrade

Enlisted
(Q95i) How Much AIDS Information Have You Received From Pamphlets And Brochures Distributed By The Navy

Enlisted

(Q95i) by (Q17) Paygrade

Enlisted
(Q95i) by (Q1) Sex

Enlisted

375
(Q95k) How Much AIDS Information Have You Received From The Video "AIDS: A Soldier's Story"

Total

(Q95k) by (Q17) Paygrade

Enlisted
(Q95k) by (Q1) Sex

Enlisted

None | Very Little | Some | A Great Deal

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

Male | Female

Enlisted
Appendix

Navy-wide Personnel Survey
1991
IMPORTANT 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. 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. It should take about thirty minutes to complete the survey.

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

If you have questions, you may contact:

Mary Quenette  Dianne Murphy
(619) 553-9233  (703) 614-6868
A/V 553-9233  A/V 224-6868

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
San Diego, CA 92152-6800

Thank you for your time and effort!

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-wide Personnel Survey, 1991, 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, procedures, and programs.

Providing information in this form is completely voluntary. The information you choose to provide will not become part of your permanent record and will not be used to make decisions about you which will affect your career in any way. It will be used by the Navy Personnel Research & Development Center for statistical purposes only. Failure to respond to any of the questions will not result in any penalties except possible lack of representation of your views in the final results and outcomes.

Report Control Symbol for this survey is 1000-12.

EXAMPLE

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?

- Does not apply/I am an officer
- Not rated/not designated striker

EXAMPLE

2. Blacken the corresponding circle next to the answer you selected.

What is your "dream" car?

- Ferrari
- Lamborghini
- Lotus
- Corvette
- Yugo

EXAMPLE
Personal and Career Information

Indicate your answer by filling in the circle which corresponds to the answer you have selected.

1. What is your sex?
   - Male
   - Female

2. What was your age on your last birthday?

3. Are you:
   - White
   - Black/African American
   - Asian
   - American Indian
   - Other

4. Are you:
   - Mexican, Chicano, Mexican-American
   - Puerto Rican
   - Cuban
   - Other Spanish/Hispanic
   - Japanese
   - Chinese
   - Korean
   - Vietnamese
   - Asian Indian
   - Filipino
   - Pacific Islander (Guamanian, Samoan, etc.)
   - Eskimo/Aleut
   - Other not listed above
   - None of the above

5. What is your highest level of education?
   - Less than high school
   - High school equivalency (GED)
   - High school graduate
   - Less than two years of college
   - Two years or more of college, no degree
   - Associate degree
   - Bachelor's degree
   - Master's degree
   - Doctoral or professional degree

6. What is your marital status?
   - Married
   - Never been married
   - Separated/divorced
   - Widowed

7. What is your religious preference?
   - Catholic
   - Protestant (Baptist, Methodist, Lutheran, etc.)
   - Jewish
   - Orthodox churches (Greek, Russian, etc.)
   - Muslim
   - Buddhist
   - Mormon
   - Other religion not listed
   - No religious preference

8. Do you have any dependents (Dependents are defined as persons enrolled in DEERS.)? (Select as many as apply.)
   - No, I have no dependents
   - Spouse (nonmilitary)
   - Dependent child(ren) living with me
   - Dependent child(ren) not living with me
   - Legal ward(s) living with me
   - Dependent parent(s) or other relative(s)

9. How many of your children enrolled in DEERS under the age of 21 live in your household?
   - I have no children/no children under 21 years of age currently living in my household.

<table>
<thead>
<tr>
<th>Age Group of Children</th>
<th>Number of Children in Age Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Under 6 weeks</td>
<td>1  2  3  4  5</td>
</tr>
<tr>
<td>b. 6 wks through 12 mos</td>
<td>1  2  3  4  5</td>
</tr>
<tr>
<td>c. 13 through 24 mos</td>
<td>1  2  3  4  5</td>
</tr>
<tr>
<td>d. 25 through 35 mos</td>
<td>1  2  3  4  5</td>
</tr>
<tr>
<td>e. 3 yrs through 5 yrs</td>
<td>1  2  3  4  5</td>
</tr>
<tr>
<td>f. 6 through 9 yrs</td>
<td>1  2  3  4  5</td>
</tr>
<tr>
<td>g. 10 through 12 yrs</td>
<td>1  2  3  4  5</td>
</tr>
<tr>
<td>h. 13 through 15 yrs</td>
<td>1  2  3  4  5</td>
</tr>
<tr>
<td>i. 16 yrs to under 21 yrs</td>
<td>1  2  3  4  5</td>
</tr>
</tbody>
</table>

If you have no spouse, skip to Question 13.

10. What is your spouse's employment situation?
   - Military
   - Federal civil service
   - Working part time - civilian job
   - Working full time - civilian job
   - Self-employed at home
   - Unemployed by choice
   - Unemployed, but actively job hunting
   - Unemployed for other reasons
      (for example, medical reasons)
11. What is your spouse’s occupation?
- Not employed
- Military
- Professional
- Executive
- Manager or administrator
- Owner of a business
- Salesperson
- Technical
- Craftsperson
- Clerical
- Service industry worker
- Laborer
- Child care worker
- Student
- Other

12. My spouse’s contribution to our family income, relative to my contribution, (excluding children’s income) is:
- None, my spouse is not employed
- Half or less than half of my contribution
- About three-fourths of my contribution
- About equal to my contribution
- Greater than my contribution

13. Are you accompanied by your dependents on your present assignment?
- Does not apply/no dependents
- Accompanied
- Temporarily unaccompanied (dependents will join me later)
- Permanently unaccompanied because it was required for the billet
- Permanently unaccompanied because dependents were not command sponsored (overseas tour)
- Permanently unaccompanied by choice

If you selected any of these responses to Question 13, skip to Question 16.

14. Which of the following reasons best describes why you are permanently unaccompanied? (You may select up to three responses.)
- Career or job considerations of spouse
- Home ownership at last duty station
- Service member is likely to have a return tour at last duty station
- Family member ties to community of last duty station
- Family member preferred physical environment of last duty station (e.g. climate, urban/rural)
- Family member health problems
- Lack of civilian housing at present duty station
- Lack of military family housing at present duty station
- High cost of relocation
- High cost of living at present duty station
- High cost of civilian housing at present duty station
- Lack of adequate schools at the present duty station
- Dependent child has special needs
- Poor timing for family members to move (e.g. finish school year)
- Inadequate notice to make plans for traveling together
- Settlement of personal affairs required more time (e.g. selling a house)
- Length of present assignment is too short to move the family
- Not authorized concurrent travel for family members
- Service member’s work schedule would cause family hardship
- For personal reasons not covered above
- Other (please describe)

15. If you are permanently unaccompanied, which of the following describes the place where your family lives?
- Military family housing
- Government-leased housing in the civilian community
- Personally-owned housing in the civilian community
- Personally-rented housing in the civilian community
- Personally-rented space to park mobile home owned by service member
- Shared rental housing in the civilian community
- Other (please describe)
6. Which of the following describes the place where you yourself now live?

- Military family housing
- Government-leased housing in the civilian community
- Personally-owned housing in the civilian community
- Personally-rented housing in the civilian community
- Personally-rented space to park mobile home owned by service member
- Shared rental housing in the civilian community
- On a ship
- Bachelor's Quarters (BQ)
- Other (please describe) __________________________

7. What is your pay grade?

- E-1
- E-2
- E-3
- E-4
- E-5
- E-6
- E-7
- E-8
- E-9

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

<table>
<thead>
<tr>
<th>Years</th>
<th>Months</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
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<tr>
<td>1</td>
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<td>8</td>
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<tr>
<td>9</td>
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</tbody>
</table>

9. What is your designator?

- Does not apply/I am enlisted

<p>| | | |</p>
<table>
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<td>8</td>
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<tr>
<td>9</td>
<td>9</td>
<td>9</td>
</tr>
</tbody>
</table>

20. 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?

- Does not apply/I am an officer
- Not rated/not designated striker

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

<table>
<thead>
<tr>
<th>Years</th>
<th>Months</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
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<tr>
<td>7</td>
<td>0</td>
</tr>
<tr>
<td>8</td>
<td>0</td>
</tr>
</tbody>
</table>

22. What are your Navy career plans?

- Definitely decided to stay in the Navy at least until eligible to retire
- Probably stay in the Navy at least until eligible to retire
- Don't know if I will stay in the Navy until eligible to retire
- Probably not stay in the Navy until eligible to retire
- Definitely not stay in the Navy until eligible to retire
- Eligible to retire now and have decided to leave
- Eligible to retire now but have made no decision to leave
23. What is your current military status?
   - USN
   - USNR
   - USNR (TAR)
   - USNR (265/TEMAC/Canvasser Recruiter/ACDUTRA)

24. How long have you been in your current assignment?
   - Years
   - Months

25. Where is your current billet?
   - At sea
   - Ashore
   - Other (e.g., Duty Under Instruction)

26. If you are at sea, in which Fleet are you now serving?
   - Does not apply/not at sea
   - Atlantic Fleet
   - Pacific Fleet

27. What is the geographical location of your current assignment?
   - Alaska or Hawaii
   - CONUS (continental U.S., excluding Alaska and Hawaii)
   - Europe
   - Far East
   - Caribbean
   - Middle East
   - South or Central America
   - Other

28. What is the zip code of your current duty station? (Duty station zip can be found on the envelope in which you received this survey.)

29. What is the zip code of the place where you now live?

30. To what type of ship/activity are you assigned?
   - Shore or Staff Command
   - Aviation Squadron (not carrier-based)
   - Carrier based A/C Squadron/Detachment
   - Aircraft Carrier (other than carrier based A/C Squadron/Detachment)
   - Destroyer Types
   - Training Command
   - Minecraft
   - Submarine
   - Reserve Unit
   - Service Force ship
   - Tender
   - Afloat staff
   - Amphibious ship/craft
   - Battleship
   - Cruiser
   - Other

31. How much total sea duty have you had (sea duty where you were actually deployed or deployable) while in the Navy?
   - Years
   - Months
Were you deployed for Operation Desert Shield/Desert Storm?
- No
- Yes, deployed to Persian Gulf area
- Yes, deployed to other location, but served in theater of operations

On which source(s) do you depend for information about Navy personnel programs, policies, pay, benefits, etc.? (Select as many as apply.)
- Navy News This Week (Weekly TV news)
- All Hands magazine
- Navy News Service (weekly message)
- Lifeline (quarterly newspaper for Navy families)
- Perspective magazine
- Link magazine
- Navy Times
- Base/station/ship newspaper
- Briefings/word from chain of command (Commanding Officer, Division Officer, LPO, Career Counselor, etc.)
- Plan of the Day/Week
- Shipmates/word of mouth
- Message board
- Other

35. Given that the Navy’s mission requires service at sea, what do you consider to be reasonable sea duty and shore duty tour lengths for you?

<table>
<thead>
<tr>
<th>Sea duty:</th>
<th>Shore duty:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Months</td>
<td>Months</td>
</tr>
<tr>
<td>0</td>
<td>0</td>
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<td>5</td>
<td>5</td>
</tr>
<tr>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Greater than 1 year</td>
<td>Greater than 1 year</td>
</tr>
</tbody>
</table>

36. What effect has the amount of sea duty had on your decision to make the Navy your career?
- Does not apply/have not had sea duty
- Very negative effect, a career is much less attractive
- Somewhat negative effect, a career is a little less attractive
- It has had no effect at all
- Somewhat positive effect, a career is a little more attractive
- Very positive effect, a career is much more attractive

37. Have you been assigned to a high cost area (as defined by the Navy) within the last five years?
- Yes
- No
- Don't know

38. If you have been assigned to a high cost area within the last five years, how did the assignment influence your career decisions and your personal actions? (Select all that apply.)
- Does not apply/have not been assigned to high cost area
- No influence
- Did not move family
- Attempted to influence detailer
- Appealed to a higher authority
- Processed order request at another authority
- Decided to leave the Navy
- Other

If you are single and have no dependents, skip to Question 43.

39. Have you ever made a permanently unaccompanied CONUS (continental U.S., excluding Alaska and Hawaii) PCS move without taking your family?
- Yes
- No
Q. 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?

- Spouse employment
- Availability of military family housing
- Availability/cost of civilian housing
- Children's schools
- Ties to the community
- Costs associated with moving
- Work schedule of member
- Availability of health care and education services for special needs
- Availability of activities/facilities for family members/childcare
- Adequate time to make moving arrangements
- Length of new duty assignment

1. If your spouse (nonmilitary) was employed prior to your most recent PCS transfer:
   a. How long did it take your spouse to obtain new employment?
      - Does not apply
      - Less than one month
      - Between one and three months
      - Three to five months
      - Five to eight months
      - More than eight months
      - Spouse is not yet employed
      - Spouse is not seeking employment
   b. After the move my spouse's income was:
      - Does not apply
      - Much lower
      - Lower
      - About the same
      - Higher
      - Much higher

42. Please tell us how much you agree or disagree with the following statements about your spouse's career (military or nonmilitary), your spouse's contribution to family income, and family separations.

   - My spouse's career has a major impact on a decision to relocate to different geographical areas
   - My spouse's job skills/career choices are readily employed in any duty station area
   - Financial obligations make it mandatory that my spouse work outside the home
   - I/We would choose separation rather than lose my spouse's income or career
   - Family separations because of duty assignments have caused me to consider leaving the Navy
   - I consider my spouse's career more important than my own
   - I would consider leaving the Navy because of my spouse's career

Assignment Process

43. If you have ever consulted your Command Career Counselor (CCC), was the advice provided the same as the advice you received from your detailer?
   - Does not apply
   - Have not received advice
   - Very different advice
   - Somewhat different advice
   - Similar advice
   - Same advice

44. With the information/advice you received in your most recent consultation with your CCC, how well prepared were you for the detailing process?
   - Does not apply
   - Have not received advice
   - Not well prepared
   - Moderately well prepared
   - Very well prepared

45. Have you heard of the BUPERS ACCESS computer bulletin board system?
   - Yes
   - No
If you have used the BUPERS ACCESS computer bulletin board system (or if someone else operated it for you), please rate the system using the following scale.

a. The system is easy to use ........................................
   b. The system gave me the information I needed ........................................
   c. The system made it easier to communicate with my detailer ..............

Please tell us how much you agree or disagree with the following statements on the detailing process.

a. I have a good understanding of the detailing process ........................
   b. I am aware of the sea/shore rotation pattern for my paygrade and rating ...
   c. I think that the detailing process is fair ................................................

How effective do you feel each of the following methods are for interacting with your detailer?

a. Preference Card or 1306-63 ........................................
   b. Letter or 1306/7 ........................................
   c. Telephone ........................................
   d. Personal visit ........................................
   e. Detailer field trip ........................................
   f. Computer system access ........................................
   g. Naval message ........................................

49. If you have formed an opinion of your current detailer, evaluate your detailer in the areas listed below. If not, please evaluate your former detailer.

a. Knowledge of current policy trends ........................................
   b. Knowledge of available billets ........................................
   c. Knowledge of requirements and duties of billets ........................................
   d. Knowledge of my career development needs ........................................
   e. Regard for my personal desires ........................................
   f. Returning phone calls ........................................
   g. Knowledge of previous communications ........................................
   h. Providing accurate information ........................................
   i. Responding to correspondence ........................................
   j. Accessibility ........................................

50. Which of the following statements best describes your experience in obtaining your current assignment?

- Haven't been through reassignment
- Tended to run smoothly
- Somewhat smoothly, with some discussion and uncertainty
- Difficult, had some problems
- Extremely difficult and frustrating

51. Keeping in mind your sea/shore rotation pattern, is your current assignment what you wanted?

- Yes, exactly what I wanted.
- Yes, close to what I wanted.
- No, not really what I wanted.
- No, not even close to what I wanted.

Comments about Rotation/PCS Moves

Use the space below to make any comments you wish about rotation/PCS moves or the assignment process. If you need more space use the back page of the questionnaire.
Comments about Recruiting Duty

Use the space below to make any comments you wish about recruiting duty. If you need more space use the back page of the questionnaire.

[Comments field]

Have you ever been screened by a counselor or CO for a possible recruiting duty assignment?
- Yes
- No

Have you ever been nominated for a recruiting duty assignment?
- Yes
- No

Are you currently serving in a recruiting duty capacity or have you previously served in recruiting duty?
- Yes, 9585 Production Recruiter
- Yes, 9586 Career Recruiting Force (previous NEC)
- Yes, 9586 Recruiter Classifier
- Yes, 2186 Career Recruiting Force (current NEC)
- Yes, 2612 Classifier
- Yes, NEC other or unknown
- Yes, an officer recruiting billet

Previously in Recruiting (Select all that apply)
- No, I have not previously served in recruiting duty.
- Yes, 9585 Production Recruiter
- Yes, 9586 Career Recruiting Force (previous NEC)
- Yes, 9586 Recruiter Classifier
- Yes, 2186 Career Recruiting Force (current NEC)
- Yes, 2612 Classifier
- Yes, NEC other or unknown
- Yes, an officer recruiting billet

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

- I think that recruiting duty is good duty
- Recruiting duty would benefit my Navy career
- Being on or having had recruiting duty helps me get promoted faster than do other shore duty assignments
- I would be interested in a recruiting assignment
- Information about recruiting duty is readily available

[Scale with options from strongly agree to strongly disagree]
58. What is the **one** most important reason for choosing the type of medical insurance/medical care now being used by your dependents?

- Quality of care
- Types of care covered (e.g., medical/vision/mental health/drug rehabilitation)
- Cost of care/insurance premiums
- Convenient location(s)
- Convenient hours
- Ease of getting appointments
- Waiting time at clinic
- Access to specialists
- Being allowed to select doctor(s)
- Attitude of doctors and support staff
- Availability of emergency or after-hours advice/care
- Other

59. If the Navy offered you the option of providing medical care for your dependents as a benefit or giving you an allowance for medical costs (e.g., for the purchase of a private health care policy), which would you select?

- Medical care provided as a benefit
- Allowance for medical costs

60. If you chose an allowance for medical costs, what is your best guess for the amount you would need to cover medical insurance and unreimbursed medical expenses?

- Does not apply/I would choose medical care as a benefit
- Less than $50 per month
- $51 to $100 per month
- $101 to $150 per month
- $151 to $200 per month
- $201 to $300 per month
- $301 to $400 per month
- $401 to $500 per month
- Over $500 per month

61. If your dependents have used CHAMPUS in the last two years, please rate the following CHAMPUS procedures and services.

- Claims processing procedures
- Timeliness of claims processing
- Access to people who process claims
- Access to physicians
Comments about Pay and Benefits

Use the space below to make any comments you wish about pay and benefits. If you need more space use the back page of the questionnaire.

Education and Leadership Programs

Education

62. If you are not pursuing further education, please indicate in order of importance the three most important reasons why not.

- Does not apply/I am currently pursuing further education.

Three most important reasons in order of importance. (Select one answer in each column.)

Cost of classes ...........................................
Just not interested; don't like school ..................
Classes not available at my base or on my ship ...
No one to help me plan a program ..................
Don't have the necessary skills for college .......
Don't know what I want to study ....................
Classes I want are not available ....................
My work hours are too long; I don't have time ...
It conflicts with time with my family ..............
My command doesn't support education that much ........
Other ..........................................................

63. How satisfied are you with the educational services provided by the Navy Campus education office at your base?

- Does not apply/have not used/no office
- Very dissatisfied
- Dissatisfied
- No opinion
- Satisfied
- Very satisfied

64. If you are not satisfied with the services provided by the Navy Campus education office, why not? (Select the three most important.)

- Does not apply/I am satisfied
- Does not apply/I have not tried to use it
- Information about services not well-publicized
- Too hard to get an appointment
- Must wait too long when I arrive for appointment
- Didn't get good advice
- Counselor was not well-informed
- Attitude of counselor
- Inconvenient location
- Inconvenient hours
- There is no office at my base
65. What type of basic skills class would you be most interested in taking? (Select the one most important.)
- None, I don't need any.
- Basic mathematics (general)
- College algebra
- Reading comprehension
- Grammar
- Writing
- Other

66. Which of the following Navy leadership courses did you last attend?
- Have not attended any Navy leadership courses
- Basic Division Officers Course
- Advanced Division Officers Course
- Command Excellence Seminar
- SWO/Submarine Department Head School
- LMET
- NAVLEAD (LPO/CPO)
- Other

67. How would you rate the quality of the formal leadership training you received in the last class you attended?
- Does not apply/have not had leadership training
- Very poor
- Poor
- Fair
- Good
- Very good

68. How much do you agree or disagree with the following statements on the effect of leadership training classes?

a. Leadership training classes contributed a great deal to my personal development
b. Leadership training classes have given me the skills to perform my job better

63. How much of the formal (classroom) leadership training you received did you apply to your experience in the field?
- None
- Some
- Most
- All

Comments about Educational Opportunities

Use the space below to comment about any aspect of educational opportunities not covered in the questionnaire. If you need more space use the back page of the questionnaire.
Quality of Life Programs

70. How do you rate the quality of each of the Family Support programs/services 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 Center Counseling (personal, family, marital)
g. Family Member Employment Assistance
h. Child Development Center
i. Family Home Care Programs (alternative child care)
j. The Ombudsman 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

71. Use the scale below to tell how much you agree or disagree with the statements that follow about Family Support programs/services. For a brief listing of services, see Question 70.

a. Navy Family Support services improve the quality of life for me (my family). ........................................... b. Family Support services have had a positive impact on my decision to remain in the Navy. ...........................................

Child Care

72. Does your spouse take care of your child(ren) while you are on duty?

- No spouse
- Yes
- No

If your spouse takes care of your child(ren) while you are on duty, skip to Question 79.

73. What are your most critical child care requirements? (Select up to four responses.)

- Does not apply/have no child care need
- All-day care for pre-school age
- Before school or after school
- Overnight care
- Access to care at any time of the day or night
- Duty days (24-hour care)
- When ship goes out for local operations (2-3 days continuously)
- Other
74. Who is the primary caretaker for your youngest child while you are on duty? (Select one.)
- Military Child Development Center
- Base-operated family home care program
- Private licensed facility
- Civilian operated family home care
- At-home employee (nanny, au pair, etc.)
- Relative/older siblings
- Friend
- Other
- I currently have no arrangements/I have a child care problem

75. If you are not using military child care centers or family home care, why not? (Select one.)
- Does not apply/I am using such care
- Service is not available/I am not aware of such service
- Center and family home care have a waiting list
- Location of center is not convenient
- Quality of care available is sub-standard
- Restricted hours/no overnight care
- Too expensive
- Other

76. Do you feel that child care needs interfere with your ability to perform your job?
- Never
- Rarely
- Sometimes
- Often
- Very often

77. In what way do child care needs interfere with your performance? (Select the one most important.)
- Does not apply/does not interfere
- Distractions while on duty
- Miss work
- Late for work
- Must leave early
- Limits billet choices
- Needs cause friction with co-workers/supervisors
- Raises general stress level/anxiety
- Other

78. How much do you agree or disagree with the following statements?

- I am satisfied with my current child care arrangements.
- The availability of the Navy-sponsored child care that I have experienced is a positive influence on my decision to stay in the Navy.

79. How much do you agree or disagree with the following statements?

- The quality of club services available at my base is good.
- Navy MWR services are adequately providing for my leisure needs.
- If Navy MWR service programs were eliminated, that would greatly decrease the quality of life for me (my family).
- 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.
- Civilian rental housing is affordable in my area.
- I am satisfied with the quality of my housing/living space.
- I feel safe in my residence (e.g. from vandals or burglars).
- My present living conditions are having a positive effect on my job performance.
- My present living conditions are having a positive effect on my decision to stay in the Navy.
- I can generally afford the things I or my family need.
- 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 quality of life programs, the Family Support Program, child care, housing or Morale, Welfare, and Recreation programs. If you need more space use the back page of the questionnaire.

Equal Opportunity (EO)

Equal opportunity means that Navy men and women have an equal chance to serve, learn, and progress regardless of their gender, race, or ethnicity.

81. How much do you agree or disagree with the following statements?

a. I feel my work assignments are fair.
b. My immediate supervisor treats me fairly.
c. My Commanding Officer (CO) actively supports equal opportunity.
d. My Executive Officer (XO) actively supports equal opportunity.
e. I think something is being done to improve equal opportunity in the Navy.
f. The chain of command is an effective way to resolve equal opportunity problems.
g. I feel if I went to Captain's Mast I would receive fair and equitable treatment.

82. How do you feel about women being allowed to serve aboard the following?

a. Combat ships
b. Combat aircraft
c. Submarines

Fraternization

Fraternization is defined as "any personal relationship...which is unduly familiar and does not respect differences in rank and grade." Fraternization may involve an officer and an enlisted. It may also involve two officers or two enlisted where a senior-subordinate supervisory relationship exists.

83. Have you received training on the subject of fraternization within the past 12 months?

☐ Yes
☐ No
84. Please provide an overall evaluation of your most recent training on the subject of fraternization.

- Have not received training
- Very poor
- Poor
- Neutral
- Good
- Very good

85. How much do you agree or disagree with the following statements?

- Unwanted sexual whistles, calls, hoots, or yells
- Unwanted sexual teasing, jokes, remarks, or questions
- Unwanted sexual looks, staring, or gestures
- Unwanted letters, phone calls, or materials of a sexual nature
- Unwanted pressure for dates
- Unwanted deliberate touching, leaning over, cornering, or pinching
- Unwanted pressure for sexual favors

88. If you have been sexually harassed in the past 12 months, was the person(s) who harassed you:

(Select as many as apply)

- Does not apply/have not been sexually harassed
- Your immediate supervisor
- Other higher level supervisor(s)
- Your co-worker(s)
- Your subordinate(s)
- Other

89. Was the person(s) who harassed you:

(Select as many as apply)

- Does not apply/have not been sexually harassed
- Military officer
- Military enlisted
- Civilian government employee
- Contractor
- Other

90. Was the person(s) who harassed you:

- Does not apply/have not been sexually harassed
- Male
- Female
- I have been harassed by both male(s) and female(s)

91. During the past 12 months, have you been the victim of actual or attempted rape or sexual assault while on duty or on base or on ship?

- Yes
- No
Comments about Organizational Climate

Use the space below to make any comments you wish about the organizational climate, including EO issues, fraternization, and sexual harassment. If you need more space use the back page of the questionnaire.

AIDS Education

92. Have you received training specifically addressing HIV/AIDS in the past 12 months?
   ☐ Yes, in military training
   ☐ Yes, in a civilian setting
   ☐ Yes, in both military and civilian settings
   ☐ No

93. How much do you agree or disagree with each of the following statements?

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

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

94. How likely do 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. Providing CPR or first aid to a stranger
   ☐ ☐ ☐ ☐ ☐

   d. Working near someone with AIDS
   ☐ ☐ ☐ ☐ ☐

   e. Casual contact with a co-worker who has a positive blood test for the HIV antibody
   ☐ ☐ ☐ ☐ ☐

   f. Eating in a dining facility where the cook is infected with HIV
   ☐ ☐ ☐ ☐ ☐

   g. Sharing needles for illegal drug use
   ☐ ☐ ☐ ☐ ☐

   h. Having unprotected sex with a person who has tested positive for HIV
   ☐ ☐ ☐ ☐ ☐
95. How much AIDS information have you received from each of the following sources?

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Military classroom training</td>
<td>☐ ☐ ☐ ☐ ☐</td>
</tr>
<tr>
<td>b. Military medical personnel (e.g., doctors, nurses, etc.)</td>
<td>☐ ☐ ☐ ☐ ☐</td>
</tr>
<tr>
<td>c. Newspapers or magazines</td>
<td>☐ ☐ ☐ ☐ ☐</td>
</tr>
<tr>
<td>d. Family Service Centers</td>
<td>☐ ☐ ☐ ☐ ☐</td>
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<tr>
<td>e. Drug and alcohol counselors</td>
<td>☐ ☐ ☐ ☐ ☐</td>
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<tr>
<td>f. Commercial TV or radio</td>
<td>☐ ☐ ☐ ☐ ☐</td>
</tr>
<tr>
<td>g. Armed Forces Radio and Television</td>
<td>☐ ☐ ☐ ☐ ☐</td>
</tr>
<tr>
<td>h. Chaplain</td>
<td>☐ ☐ ☐ ☐ ☐</td>
</tr>
<tr>
<td>i. Pamphlets and brochures distributed by the Navy</td>
<td>☐ ☐ ☐ ☐ ☐</td>
</tr>
<tr>
<td>j. Interactive video</td>
<td>☐ ☐ ☐ ☐ ☐</td>
</tr>
<tr>
<td>k. Video “AIDS: A Soldier’s Story”</td>
<td>☐ ☐ ☐ ☐ ☐</td>
</tr>
</tbody>
</table>

Comments about AIDS Education

Use the space below to make any comments you wish about AIDS education. If you need more space use the back page of the questionnaire.

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

THANK YOU FOR COMPLETING THIS SURVEY!

Please put the survey in the enclosed envelope and return it to:

Navy Personnel Research & Development Center
San Diego, CA 92152-6800
DO NOT REMOVE THIS PAGE

Please enter any comments you may have about any of the topics addressed in this survey. Use additional sheets as needed. Do not staple additional sheets to this booklet.
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