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RELATION OF OFFICER FIRST ASSIGNMENT AND EDUCATION MAJOR TO RETENTION

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Generally, both the officer's first duty assignment and education major were associated with retention, across as well as within separate commission sources. Retention was found to be lowest in staff and supporting shore activities and highest in the type of ships (i.e., small combatant ships) in which officers probably experienced the most arduous conditions of deployment, but also probably have the best opportunity to achieve essential shipboard qualifications. Although retention was associated with assignment type, the absolute values of the retention percentages varied substantially across commission sources. Alternative allocation strategies should be developed to identify the relative mix of allocations from each commission source that maximizes retention.

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FOREWORD

This study was initiated in response to a request from the Chief of Naval Personnel (Pers-12) to identify factors associated with retention of junior officers with the unrestricted line designator (11XX), from which the surface warfare designator (111X) is achieved. If factors are identified that can be controlled through the duty assignment system, alternative strategies that increase retention may be developed.

The substantial and valuable assistance of the following persons is gratefully acknowledged: Ms. Margaret Covher for programming, Mr. David J. Morena for data processing, and Ms. Hazel F. Schwab for compilation.

This study was performed under Advanced Development Project Z0107-PN (Personnel Supply Systems), Subproject PN.02A (Career Officer Retention).

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DONALD F. PARKER Commanding Officer



SUMMARY

Problem

Because of the high attrition rate of junior officers, the Navy is finding it increasingly difficult to meet its requirements for a stable, experienced career force. If this rate is to be reduced, factors that influence retention and career decision processes must be identified and corrective measures must be developed and implemented.

Purpose

Officials concerned with officer retention have identified a requirement to develop a "retention behavior model" that would be responsive to three major factors: (1) initial assignment patterns, (2) the individual officer's goals, and (3) the outside environment (labor market). Some data that pertained to factors 1 and 2 respectively were already available on the BUPERS Officer Master Tape. The purpose of this study was to determine whether initial duty assignment and precommission education major are related to the retention of surface warfare officers.

Approach

The data used in this study were for surface warfare officers (N = 14,930)who were commissioned during the period from 1966 through 1970 from one of the following sources: (1) the Naval Academy (ACAD), (2) the NROTC Scholarship (NROTC-SCH) Program, (3) the Officer Candidate School (OCS), (4) the NROTC College (NROTC-COL) Program, and (5) the Reserve Officer Candidate (ROC) Program. The first two sources listed are regular; and the last three, reserve. Officers were considered as career or "retained" if their record remained in the BUPERS active duty file for at least 1-3/4 years beyond their minimum service requirement (MSR). Thus, it was necessary to use data for officers commissioned between 1966 and 1970 since such data were the most recent available with this stable a career criterion.

There are several hundred types of duty assignments and 98 major fields of study. Thus, assignment and education categories were developed, using a methodological procedure for reducing nominally scaled data to a smaller number of analyzable categories and quantifying their relationship with retention, subject to the conditions that prevailed during the time the officers in the sample served on their first assignment.

The numbers and percentages of officers from the various commission sources entering and retained in these various assignment and education categories were determined, rank ordered, and correlated. Finally, Chi-square tests of association were performed between assignment categories and retention, and between education categories and retention.

Results

1. The largest percentages of officers, across all commission sources, were assigned to those duty categories most typical for surface warfare officers--destroyers, amphibious ships, aircraft carriers, and transporttype ships. The smallest percentages were assigned to patrol vessels, diplomatic and intelligence activities, or aircraft squadrons. This finding appears to reflect the training of and requirements for surface warfare officers.

2. The rank order of the percentages of officers assigned to the various assignment categories was generally quite consistent across commission sources, with that for ACAD being least consistent. The absolute sizes of the percentage allocated, however, varied substantially. For example, for the highest retention category (destroyers), the size ranged from about 20 percent for OCS and ROC to 74 percent for ACAD.

3. Generally, retention was highest in small combatant ships, median in large combatant and support ships, and lowest in staff and supporting shore activities.

4. Although the rank order of the percentages retained in the categories was similar across commission sources, the absolute value of the percentages retained varied substantially. For example, for the highest retention category (destroyers), the size ranged from 6 percent for OCS to 68 percent for ACAD.

5. Because of the high retention rate of ACAD, it was not included in the education major analysis. For the other four sources, the education majors with the highest retention were Fine Arts, Education, and Social and Behavioral Sciences. Those with the lowest retention were Architecture (other than naval), Agriculture and Forestry, Humanities, and Business Administration. These results may have been influenced by the relative availability of jobs for persons with these majors in the civilian labor market.

Conclusions

1. The type of ship or unit to which an officer is first assigned and the officer's precommissioning education major are both related to retention. These findings suggest that the development of a retention behavior model is feasible.

2. Although the career officer appears to regard family separation as negatively as the noncareer officer, the career officer officer may be more tolerant of such separation to achieve essential shipboard qualifications.

3. Special categories of education majors, other than those presently used by management for personnel accounting, should be developed for use in predicting retention.

4. The following subfactors, within the major factors of interest to management, also need to be measured:

- a. Precommissioning factors (in the educational or training program):
 - (1) Grades and class standing.
 - (2) Attrition within education major.

(3) The individual's expressed preferences for the first assignment compared with the recommendation of the assignment counselor.

(4) Information provided by the detailer as to the relative availability of various jobs.

(5) The relative cost of the various commissioning sources.

b. Postcommissioning factors:

(1) Identification of the initial assignments in which the opportunity to achieve specified qualified for professional development is highest (or lowest).

(2) Optimal (for retention) duration of the first assignment.

(3) The relationship between the first and second assignments.

(4) Evaluated performance on the job.

(5) The interaction between the officer and the detailer. A knowledge of the interrelationships, both within and across these factors, may be essential for the development of an effective assignment strategy.

5. Since the ratio of inputs to regular and reserve commission sources varies considerably from wartime to peacetime conditions, assignment strategies should be evaluated on data from both conditions. (This study used data predominately from the most recent wartime condition.) To the extent that career officers are needed from the reserve sources to augment the regular sources, opportunities for career-enhancing assignments must be provided.

6. Education majors with low retention rates should be validated on specific job requirements. Otherwise, retention efforts should concentrate on the majors with the higher retention rates.

Recommendations

1. The methods and relationships presented in the present study suggest that the development of a retention behavior model is feasible and useful, subject to measuring the pre- and postcommissioning factors listed above, tracking the officers to all warfare and staff specialties, and comparing the retention behaviors of accessions from both wartime (Vietnam) and peacetime periods.

2. Pending further developments on the model, no changes to present assignment procedures are recommended.

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INTRODUCTION

Problem and Background

Because of the low percentage of commissioned of icers who remain in the Navy beyond their minimum active service obligation, it is becoming increasingly difficult for the Navy to meet its requirements for a stable, experienced career force. Analyses of occupational behavior and experiences have identified many factors that may influence retention and career decision processes, some of which may be operative in job rotation and assignment systems. Vroom and MacCrimmon (1968) suggest that the mobility of individuals within an organization (interpositional mobility, in their terms) may influence their decision to leave or remain with that organization, and that their behavior in a particular position may reflect a strategy for increasing the probability that subsequent positions will have higher status, authority, and remuneration.

One of the Navy's major occupational areas is the unrestricted line designator (11XX), from which the surface warfare designator (111X) is achieved. Although the Navy provides many opportunities and requirements for technical and managerial specialty-type jobs, the career progression of 111X officers must provide for experiences and job assignments that will qualify them to command ships and to direct complex naval operations at sea. For example, on their first sea tour, they must complete job assignments and assume responsibilities that will qualify them as: (1) Officer of the Deck Underway (OODU), (2) Junior Engineering Officer of the Watch, (3) Combat Information Center (CIC) Watch Officer, and (4) Division Officer in the Engineering, Weapons, or Operations Department.

Some Navy assignments provide better opportunities to achieve required qualifications than others. Thus, a junior officer who is about to complete his initial active duty obligation (which varies from 3 to 5 years, depending on commission source program) and who is seriously contemplating a Navy career, may well consider, before making a final decision, whether his initial assignment provided sufficient experience and qualifications to enable him to advance.

From the Navy's point of view, all required jobs must be filled with qualified personnel, regardless of their possible differences in career attractiveness. Because of the large differences in the cost and overall retention rate of different officer commission source programs, however, it may be desirable to assign those officers who are most likely to remain in the Navy to the most career-enhancing jobs. Regular commissioning sources provide most career officers, and reserve commissioning sources provide most noncareer officers. The latter serve for limited periods of active duty, particularly during wartime conditions when rapid force-level buildup is required (e.g., during the Vietnam period). Nonetheless, some regular officers resign from their commission, and some reserve officers stay (if their application is approved). Thus, officers from both sources must be given opportunities for career-enhancing assignments.

Purpose

Officials concerned with officer retention have identified a requirement to develop a "retention behavior model" that would be responsive to three major factors: (1) initial assignment patterns, (2) the individual officer's goals, and (3) the outside environment (labor market). Some data that pertained to factors 1 and 2 respectively were already available on the BUPERS Officer Master Tape.

The primary purpose of this study was to determine whether retention rates of surface warfare officers are related to different types of duty assignments or whether they simply reflect the different retention rates of the commission sources. A secondary purpose was to determine whether education major was related to retention.

METHOD

Sample

The data for the present study were obtained by searching officer history and attrition files maintained by the Bureau of Naval Personnel (BUPERS)¹ and extracting records for those personnel who:

1. Had an unrestricted line designator (11XX), from which the present surface line designator (111X) is obtained.

2. Had an active commission base date (ACBD) from 1966 through 1970.

3. Were commissioned from one of the following sources:

a. Regular:²

(1) Naval Academy (ACAD)--4 years minimum service requirement (MSR) incurred for 1966 and 1967 classes; 5 years thereafter.

(2) Naval Reserve Officers Training Corps--Scholarship (NROTC-SCH) Program-4 years MSR.

b. Reserve (3 years MSR):

(1) Naval Reserve Officers Training Corps--College (NROTC-COL) Program.

(2) Officer Candidate School (OCS).

(3) Reserve Officer Candidate School (ROC) Program.

Records for the following types of officers were then discarded to obtain a final sample:

1. Officers in BUPERS loss codes that indicate low career potential (e.g., disability, disciplinary problems, revoked commission) or that preclude determination of career status (e.g., death, appointment in another service).

2. Officers who transferred to other military programs, or who requested augmentation but were disapproved.

3. Female line officers, since they were not eligible for sea-shore duty rotation at the time of data collection.

¹Officer History (Active) and Attrition Files of 30 June 1975, and Officer History (Active) Extract File of March 1976.

²There are two other regular sources--the Navy Enlisted Science and Engineering Program (NESEP) and the Limited Duty Officer (LDO) Program. Since officers retained through these sources are highly specialized and unique, they were not included in the present analysis. 4. Naval Academy graduates whose ACBD was 1970 since their career status could not be determined at the time of data collection.

5. Officers whose first duty assignment was in a submarine.

The final sample obtained from this procedure is characterized in Table 1. Officers were considered career or "retained" if their record remained in the active file at least 1-3/4 years beyond MSR. (Since the MSR varies among commission sources, the point at which career status was determined for the present sample ranged from 1-3/4 to 6-3/4 years beyond MSR.) As shown in Table 1, the percent retained ranges from 4.3 percent for OCS officers to 67.4 percent for ACAD graduates.

Development of Assignment and Education Categories

Many of the codes used in the BUPERS officer history files to provide information on individual officers are defined in the Officer Classification Manual (OCM) (NAVPERS 15839C). Part H of the OCM (see appendix) lists Ship and Station (S/S) and Type Command (TYCOM) codes, which are used to indicate officer assignment; and Part L, codes for the 98 major fields of study completed by officers.

S/S codes consist of a two-digit number and an alphabetical suffix. The digits are used to designate a broad category of ships or activities where an officer acquired his qualification or experience; and the suffix, a specific <u>type</u> of ship or activity within that category. For example, if an individual officer file includes the code 10B, it means that he was assigned to the broad category of carrier (10), and that the specific type within that category was an attack aircraft carrier (B). Other examples may be found in the appendix. TYCOM codes are used to identify the type command within which a ship or activity operates. For example, an aircraft carrier operates within "air forces"; and a destroyer escort vessel, within "amphibious forces."

To determine the relationship between first assignment and retention, records for sample members were scanned for S/S and TYCOM codes. Many of the S/S codes were not relevant to the 11XX designator or to officers on a first assignment; others identified too few sample members for adequate sample size. Thus, it was necessary to combine groups of similar assignment codes and to form fewer categories.

The three designs of assignment categories selected for analysis are presented in Table 2. The first, which consists of 27 duty-type categories, was developed by grouping types of commands that appeared to perform similar functions. The second, which consists of 43 unit-type categories, was developed by creating separate categories when many officers were assigned to a single SSC within a duty-type category. In both of these designs, each grouping had to represent at least 30 officers in the sample (from all commission sources). The third consists of the 10 TYCOM codes listed in Part H of OCM, plus a shore-support category. The education major categories selected for analysis are presented in Table 3. They were developed by combining similar types of majors. To determine the relationship between education and retention, records for sample members were scanned to identify those majors that were completed by or prior to the officers' ACBD year. Majors that were earned through Navy-sponsored, post-commission, graduate study programs were not included in this analysis.

Analyses

1. The percentages of officers assigned to and retained in assignment categories for all commission sources were determined and rank ordered. Product-moment correlations among commission sources were calculated on these percentages.

2. The percentages of officers retained by education major were determined and rank ordered.

3. Chi-square tests of association were performed between assignment categories and retention, and between education major and retention.

Table 1

Sample Size and Percentage Retained by Entry Year and Commission Source

Note. Sample size, N, represents 100 percent of the surface warfare officer (Designator 11XX series) community (with exceptions noted on p. 3). Officers who were commissioned in, or changed to, other designators (e.g., Air 13XX, Submarine 112X) were excluded from the analysis. Subsequent tables have slightly lower Ns due to missing data or elimination of officers assigned to student Reserve Officer 15.6 7.0 10.7 11.6 12.3 10.9 Corps (ROC) 2 413 380 1602 23 304 369 50 430 175 1427 147 23 327 44 35 250 285 Z Officer Candidate 4.3 4.8 3.8 4.3 3.3 6.5 School (OCS) N Z Reserve 93 1942 1825 45 410 9169 9579 1790 1861 140 3121 3261 1764 645 690 61 7 7.2 6.9 8.8 7.3 7.4 4.1 2 College Commission Source NROTC 8 189 1689 1824 197 15 136 151 30 311 341 34 439 473 48 614 662 135 z 33.9 25.3 40.9 27.3 36.4 40.5 Scholarship N % NROTC 66 1201 63 154 62 **165** 227 94 164 258 122 179 407 261 301 794 Regular 57.0 72.8 65.1 76.3 67.4 Naval Academy 11 2 (ACAD) °I 130 228 115 43 158 125 192 167 52 219 " 67 260 537 197 Z 10.8 0.6 12.9 12.7 11.1 11.5 All Sources N Z 320 2455 2775 2651 4033 4434 2799 3205 1688 13339 15003 406 250 1938 287 364 401 1664 Separated Separated Separated Separated Separated Separated Career_b Status Retained Retained Retained Retained Retained Retained Total Total Total Total Total Grand Total Entry Total 1966 1968 1969 1970 1967

betermined by Active Commission Base Date (ACBD) entry on officer tape file.

(vice duty) status.

^bOfficers were considered as career or "retained" if their record remained in the BUPERS active duty file for at least 1-3/4 years beyond their minimum service requirement.

^CExcluded because career status could not be determined at time of data acquisition.

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Table 2

Officer Assignment Categories

No. ^a	Abbreviation	Title	S/S Codes Represented
		By Duty-Type	
01	AIR-SQD/GP	Air-Squadron/Staff/Group	05, 08A, 09 (except AHK), 11, 14, 15
02	STAFF-FLT	Staff-Force/Fleet/Joint	08 (except ABX), 09AHK, 61E, 64, 71F
03	CV	Carrier	10
04	AE/AF/AK	Logistic Ship	16, 20, 28, 39, 51, 52
05	AMPHIB	Amphibious	17, 18
06	CRU-BAT	Cruiser-Battleship	19, 21, 22
07	DD/DL	Destroyer	23
08	DEb	Destroyer Escort	24
09	MNLAYC	Mine Warfare	29, 30, 31, 38, 75
10	PC-GUN	Gunboat	27, 37, 40, 45, 46
11	MNSWP	Minesweeper	32, 33, 34
12	TUG-AUX	Tug/Auxiliary/Merchant	25, 35, 53
13	RESC-SALV	Rescue-Salvage	42, 43
L4 .	TEND-REP	Tender-Repair	36, 41, 47, 48, 49, 50, 88
15	ADVBASE	Advanced Base	54, 55
16	BASE/DEPOT	Bases and Depots	62, 65, 79, 87, 90
17	SYSCOM	Systems Command-R and D	56, 58, 70, 83, 85, 89, 92, 93, 94, 95, 96
18	AMMO	Ammo and Ordnance	60, 84
19	DIPLOM	Diplomatic	66, 6-A, 6-E
20	CB-SHIPYD	Construction	67, 81, 99, 71E
21	OCEANOG	Oceanographic	69
22	STAFF-AMPH/FMF	Staff -Amp hibian and Fleet Marine	71 (except EF), 72
23	BUREAU	Bureau and Joint Activities	61 (except E), 68, 77, 78, 80, 82
24	INTELL	Intelligence	76
25	COMM-SECUR	Communications and Security	86
26	ED-TRA	Education and Training	08x, 91, 97, 98
27	AIR-STA/TRA	Air-Station/Training	08B, 57, 59
		By Unit-Type	
01	AIR-SQD/GP	Air-Squadron/Staff/Group	05, 08A, 09 (except AHK), 11, 14, 15
02 03	CVAN	Carrier-Nuclear Propulsion	10C
03	CV	Carrier (all except nuclear)	10ABDEFGZ
04 05	AMPHIB	Amphibious (except LST)	17 (except M), 18
05)	LST	Tank Landing Ship	17M

^aDuty-type categories from which unit-type categories were derived are indicated.

^bPresently designated FF--Frigate.

^CMinelayer ships are no longer in service; mine warfare (e.g., countermeasures) units are.

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No. ^a	Abbreviation	Tit le	S/S Codes Represented
		By Unit-Type (Continued)	
06	CA/CL/BB	Cruisers (except Guided Missile) and Battleship	19, 21AZ, 22ABCZ
07	CG	Cruiser (Guided Missile)	21 BCD, 22D
08	DD/DL	Destroyer (except Guided Missile and R a dar)	2 3ABFZ
09 07	DD/DE-RAD	Destroyer (Radar)	23EC, 24C
10 08	DD/DL/DE-GUID	Destroyer (Guided Missile)	23DGH, 24D
11)	DEP	Destroyer Escort (except Radar	24ABZ
12 02	STAFF-JT/FLT	Staff-Joint/Fleet	08N, 09HK, 61E, 64
13	TEND-REP	Tender (except Destroyer) Repair	36, 41, 47, 48, 49, 50, 88
14)	AE	Ammunition	16
15 04	AF/AK/AV	Cargo	20
16	AD	Destroyer Tender	39
17	AP/AH	Transport	28, 51, 52
18	MNSWP	Minesweeper	32, 33, 34
19	STAFF-AMPH/FMF	Staff-Amphibious and Fleet Marine	71 (except EF), 72
20	COMM-SECUR	Communications and Security	86
21	INTELL	Intelligence	76
22	DIPLOM	Diplomatic	66, 6-A, 6-E
23	OCEANOG	Oceanographic	69
24	AUX/MERCH	Auxiliary and Merchant	25, 35
25	TUG-0	Tug-Ocean	53
26	PC-GUN	Gunboat	27, 37, 40, 45, 46
27	MNLAYC	Mine Warfare	29, 30, 31, 38, 75
28	CB-SHIPYD	Construction	67, 71E, 81, 99
29	RESC-SALV	Rescue-Salvage	42, 43
30	ADVBASE	Advanced Base	54, 55
31	BASE/DEPOT	Bases and Depots	62, 65, 79, 87, 90
32	AMMO DEP	Ammunitions Depot	60
33	ORD RANGE	Ordnance Ranges	84
34	ED-TRA	Education and Training	08X, 91, 97, 98
35	R&D	Research and Development	89
36	SYSCOM	Systems Command	56, 58, 70, 83, 85, 92, 93 94, 95, 96

^aDuty-type categories from which unit-type categories were derived are indicated.

^bPresently designated FF--Frigate.

^CMinelayer ships are no longer in service; mine warfare (e.g., countermeasures) units are.

- intributed

No.ª	Abbreviation	Title	S/S Codes Represented
		By Unit-Type (Continued)	
37	JT ACT	Army/Navy/Air Force Joint Activities	61 (except E)
38	GOVT AGENCY	Government Agencies	68
39	PERS	Personnel Activities	77, 78
40	NAV-DEPT/OP	Navy Department and Operations	80, 82
41 02	STAFF-F	Staff-Force	08EFHKMRTVY, 09A, 71F
425	STAFF-G(NA)	Staff-Group (Non-Air)	08CDGJLPQSUWZ
43	AIR-STA/TRA	Air Station/Training	08B, 57, 59
		By Type-Command ^d	
01	SS	Shore Support	3, 8X, 55ABCDFGHJKMZ, 60, 61, 62, 66, 68, 69, 70, 73, 74, 76 through 86, 87ABCDEFGHJKLNPZ, 89 through 99
02	AIR	Air Forces	2, 5, 8ABCD, 9ABCDEFGJIMNPQRST, 10, 11, 12, 13, 14, 15, 48, 49, 54, 56, 57, 58, 59
03	AMPHIB	Amphibious Forces	7, 17, 18, 20D, 27FGH, 37C, 51B, 52, 71
04	CRU-DES	Cruiser-Destroyer	8EFGHJP, 19, 21, 22, 23, 24, 27ABCDEJZ, 36, 37ABZ, 40, 45, 46, 47
05	SUB	Submarine Forces	8T, 42, 50, 55EL, 87M
06	SERV	Service Forces	8RS, 16, 20ABCEFGHJKZ, 25ABCEGHJKLMNZ, 26, 28, 35, 39, 41, 43, 51CE, 53, 88
07	MINE	Mine Forces	8LM, 25F, 29 through 34, 38, 75
08	MAR CORPS	Marine Corps	72
09	CB	Construction Battalion	25D, 67
10	MSC	Sealift	20L, 51ADFGZ, 65
11	STAFF	Major Staffs	8KNQUVWYZ, 9HKZ, 64

Table 2 (Continued)

^aDuty-type categories from which unit-type categories were derived are indicated.

^bPresently designated FF-Frigate.

^CMinelayer ships are no longer in service; mine warfare (e.g., countermeasures) units are.

d The numbers for the TYCOM categories in this table do not correspond to those in the appendix.

Tε	ıb	1	e	3
		_	-	-

Education Ma	ijor Ca	tegor	ies
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No.	Abbreviation	Title	Major Code(s) Represented
01	AGRI/FSTRY	Agriculture and Forestry	1 through 8
02	BIOSCI	Biological Sciences	10 through 19
03	MEDSCI	Medical Sciences	20 through 33
04	PHYSCI	Physical Sciences	9, 34, 36, 37, 38, 39, 40, 42, 43, 44, 45, 46, 90
05	ENG	Engineering	47, 48, 50, 52 through 64, 66
06	NAVARCH	Naval Architecture	51
07	SOCSCI	Social Sciences	67, 68, 69, 71, 79, 89, 91, 92
08	BEHAVSCI	Behavioral Sciences (i.e., psychology, anthropology ethnology, archeology)	74, 75, 76
09	BUSADM	Business Administration	72, 73, 77, 78, 80, 81, 82, 83
10	EDUC	Education	84, 85
11	ARTS	Fine Arts	93
12	CRAFTS	Industrial and home- related crafts	70, 86
13	LANG	Languages	94, 95, 96
14	HUMANITIES	Humanities (i.e., law, philosophy, theology, journalism)	87, 88, 97, 98
15	ARCHITCT	Architecture (other than naval)	65
16	NAVSCI ^a	Naval Science	35, 41

^aCodes 35 and 41, which inidcate the general curriculum at ACAD, were the only codes available on the Officer Master Tape (OMT) for 97 percent of the ACAD source in this study. The OMT now lists the specific major for more recent ACAD classes.

RESULTS

Assignment to Duty Categories

The number and percentage of sample members assigned to the 27 duty categories are provided in Table 4. As shown, overall, the largest percentages of officers were assigned to those categories most typical for surface warfare officers. That is, 26.2 percent were assigned to destroyers (07); 12.5 percent, to amphibious ships (05); 10.0 percent, to aircraft carriers (03); and 9.5 percent, to transport-type ships (04). The smallest proportions were assigned to mine warfare units (09), patrol vessels (10), diplomatic activities (19), intelligence (24), or aircraft squadrons (01).

A comparison of data for officers commissioned from the two regular sources shows that 83.4 percent of the Naval Academy (ACAD) graduates were assigned to the primary small combatants (DD/DL or DE--07 and 08), versus only 50.5 percent of the Naval Reserve Officers Training Corps--Scholarship (NROTC-SCH) graduates. Most of the remaining NROTC-SCH officers were assigned to large combatants (03 or 06) (18.7%), amphibious ships (05) (9.7%), bureau duty (23) (5.3%), or minesweepers (11) (4.7%).

A comparison of data for officers commissioned from the three reserve sources shows that the assignment distributions for Officer Candidate School (OCS) graduates and reserve officer candidates (ROCs) are quite similar-almost 25 percent of both groups were assigned to the primary small combatants; another 23 percent, to either logistic or amphibious ships (O4 or O5); between 12 and 16 percent, to large combatants; and about 21 percent to shore support functions (15 through 27). Assignment category percentages for NROTC-College (COL) graduates are more similar to percentages for NROTC-SCH graduates than to those for the OCS graduates or ROCs.

Table 4 also provides the rank order of the percentages of officers assigned to the various duty categories. As shown, the rank order across commission sources appears to be quite consistent, with that for ACAD graduates being least consistent. When the percentages assigned to the 27 duty-type assignment categories were correlated with those of the various commission sources (see Table 5), the correlations were all very high.

When observing the absolute sizes of the various allocations (Table 4), however, it appears that the correlations are artificially high. That is, the allocation percentages for each source tends towards a two-point distribution. This is particularly noticeable for the ACAD, which has an allocation for one category--DD/DL--of 74.4 percent, and an allocation of zero or near zero for 22 of the remaining categories. Correlations between such similarly whaped distributions will be high but, in this case, the high correlation will be due mainly to the similarity between zero or small, unstable percentages. Further, although the correlations reflect a high similarity between the rank order of percentages assigned for sources, the absolute size of the highest percentage within each source varies substantially for the highest category--DD/DL: It ranges from about 20 percent for OCS graduates and ROCs to 74 percent for ACAD graduates.

Retention in Assignment Categories

3

The specific percentages retained by assignment category and commission source are presented in Table 6. For all commission sources combined, the duty-type assignment categories 07 (DD/DL) and 08 (DE) accounted for the highest retention--with each representing about 21 percent. About half of those officers were ACAD graduates. Although retention for some commision sources was highest in other categories, the sample sizes on which the percentages were calculated were frequently small and therefore unstable (e.g., the 40% retention for ROC category 19 (DIPLOM) was based on only 10 officers). Within the unit-type categories, category 10 (DD/DL/ DE-GUID) had the highest retention rate--29.9 percent. Generally, for both duty-type and unit-type assignment categories, retention percentages appear to be highest in small combatant ships, medium in large combatant and support ships, and lowest in staff and supporting shore activities.

When the proportions retained among assignment categories were compared, all associations (i.e., chi square value), except for ACAD,³ were found to be significant at the .001 level (see Table 7). The findings of a predictive relationship were consistent, not only among the three assignments classification systems with all commission sources combined, but also among the separate commission sources. The duty-type category to which the highest proportion was assigned--07 (DD/DL)--accounted for the highest proportion retained. In general, retention was highest in the categories with the largest percentages of officers.

Although the <u>absolute</u> sizes of the retention percentages for specific categories varied among the commission sources, the <u>ranks</u> of the percentages shown in Table 6 are moderately to highly similar. Except for ACAD, the relationship of each commission source with the other four combined was moderately strong and significant (see Table 8).

The obtained values and significance of the <u>retention</u> relationships among the commission sources shown in Table 8 are not as high as those of the <u>assignment</u> relationships shown in Table 5. This finding may be attributable to two conditions. First, excluding from the calculations the categories with small Ns assigned probably restricted the range of the percentage values (e.g., for ACAD, only five duty-type categories remained). Second, because of the relatively very low retention base rate in some commission sources, calculations had to be based on very small Ns retained (i.e., in the numerator), which probably yielded unstable percentage values as the raw input data into the calculations. Nonetheless, the moderately high relationship among all commission sources (except ACAD) indicates that the highest proportion of each commission source retained generally falls into the same categories regardless of the disproportionate "mix" among the commission sources assigned.

The lack of significance for ACAD may be attributable to the finding that the proportion retained in each of the duty categories analyzed was similar to the proportion of the total retained. Thus, ACAD officers had a similar, relatively high retention rate in each of the duty categories to which they were assigned. Finally, Table 9 provides a combined display of the percentages assigned and retained in each category.

Retention by Education Major

The overall ACAD retention rate is already very high, and is essentially represented on the Officer Master Tape by only a single, general curriculum---Naval Science. Thus, in determining the association of education major with retention, independent of commission source, the ACAD commission source was excluded.

Retention percentages among the 15 categories of education major for the other four commission sources are presented in Figure 1. As shown, they range from about 3 percent (ARCHITCT) to 11 percent (ARTS). Retention for the OCS source alone, as shown in Figure 2, ranged from 2 percent (ARCHITCT) to 9 percent (EDUC). The association between education major and retention was found to be highly significant for all commission sources (Table 10). As shown, the chi square value dropped substantially (from 1993.7 to 93.7) when the ACAD source was excluded from the analysis. Percentage of Officers Assigned to Duty Categories by Commission Source

Table 4

6

20.5 20.5 9.5 9.5 25 61 22 Rank 16 14 5 11 15 25 = 25 9 13 25 12 13.8 19.6 0.2 10.1 3.5 3.0 0.5 5.0 8.7 4.3 5.2 0.4 3.5 0.7 0.6 0.7 2.0 0.3 1.1 1.9 0.4 2.1 2.6 1.0 1.7 0.8 6.4 ROC % 162 221 313 139 42 16 1598 80 68 83 56 12 10 48 102 1 1 32 33 7. 22.5 20.5 20.5 22.5 7.5 7.5 15 10 13 Rank Order 14 16 26 26 6 Ξ 11 19 24 26 Reserve 10.9 20.0 0.3 0.3 10.0 3.3 0.8 4.0 5.2 13.1 5.6 3.8 3.1 2.2 0.8 1.0 0.5 3.0 0.5 3.8 1.3 1.4 0.3 1.9 2.4 3.2 1.1 a soca 363 301 103 9527 1035 1244 1905 34 950 530 233 364 27 33 318 123 95 136 178 297 1 208 75 25 43 284 51 N Rank 21.5 21.5 21.5 21.5 21.5 21.5 21.5 21.5 21.5 21.5 21.5 7.5 7.5 21.5 13 Commission Source 10 14 11 15 12 9 NROTC-COL 33.8 0.2 2.6 0.5 1.5 1.3 0.2 1.9 0.2 9.8 14.9 2.6 0.9 0.4 0.2 0.1 0.2 0.2 11.6 5.9 5.7 0.1 0.1 0.7 2.0 270 4 1814 210 107 614 103 4 N Rank Order 18 18 18 18 18 NROTC-SCL X 0.5 0.0 0.0 0.3 0.3 11.5 0.0 5.3 7.1 9.7 7.2 41.2 9.3 0.1 0.2 4.7 0.7 0.1 0.8 0.2 0.1 0.2 0.3 0.2 0.1 0.1 0.2 492 1195 137 85 116 86 111 0 z Regular Rank Order 16.5 • 0.0 0.0 0.0 74.4 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.1 1.1 0.8 2.5 3.9 0.0 0.0 0.9 6.8 0.1 0.1 0.1 0.1 ACAD 592 796 20 31 72 0 0 z 10.5 25.5 10.5 25.5 23 13 23 Rank Order 00 20 14 21 16 19 17 15 6 12 27 9 23 Total (All Sources) N Z Rar 10.0 4.0 12.5 26.2 3.6 1.9 1.0 0.4 0.4 4.1 9.5 5.5 4.9 0.2 0.3 2.7 0.7 0.6 1.1 0.8 0.3 1.4 2.1 2.7 3.1 2.5 6.0 1413 822 733 53 619 1498 32 108 403 59 380 127 3 531 607 285 84 168 117 153 41 65 215 309 697 Category Abbreviation STAFF-AMPH/FMF AIR-STA/TRA COMM-SECUR AIR-SQD/GP BASE/DEPOT RESC-SALV CB-SHIPYD STAFF FLT TEND-REP AE/AF/AK ADVBASE TOTAL OCEANOG **LUG-AUX** SYSCOM DIPLOM ED-TRA CRU-BAT BUREAU TATELL MPHIB PC-CUN MULAY MSNW AMMO DD/DL 2 No. 18 61 20 22 53 24 26 2 = 12 2 5 91 1 21 27 10 03 33 5 5 8 2

<u>Note</u>. Highest percentage assigned Rank 1. All categories with N < 10 were assigned the same (lowest) rank.

Table 5

Intercorrelations Among Commission Sources of Percentage Allocated to Duty-Type Assignment Categories (N = 27)

Regular Regular Regular Reserve All ACAD NROTC-SCL NROTC-COL OCS Sources r<				Ŭ	ommission Source		
All ACAD NROTC-SCL NROTC-COL OCS Sources r r r r r r r Sources r r r r r r ocs Sources r .838* .952* .990* .981* .918* Corrected Total ^a .788* .937* .936* .918* .918* Corrected Total ^a .788* .937* .936* .918* .918* Corrected Total ^a .788* .933* .956* .918* .918* Morto-sci .733* .965* .918* .956* .719* Morto-sci .770 .3.700 3.719 .955* Solo 3.700 3.719 3.711 .955*			Re	gular	H	leserve	
lotal botal.838*.952*.990*.981*Corrected Total Corrected Total.788*.937*.990*.981*Corrected Total NCAD.788*.937*.990*.918*CAD.719*.933*.933*.865*.719*NCAD.933*.933*.933*.865*.719*NCAD.933*.933*.961*.955*NROTC-SCL.933*.933*.961*.955*NROTC-COL.933*.933*.961*.955*SC.7003.7003.719.715*.673SC.712.712.715.673		All Sources	ACAD	NROTC-SCL r	NROTC-COL r	OCS r	ROC r
KCAD.933*.865*.719*IROTC-SCL.933*.961*.882*IROTC-COL.951*.955*IROTC-COL.955*SC	Cotal Corrected Total ^a		.838* .788*	.952*	*986.	.981*	.968* .963*
Rotc-sci .961* .882* Rotc-sci .955* Rotc-col .955* Sci .955* Sci .955* \overline{X} 3.700 3.719 3.711 Sci .14.201 0.200 3.711 4.672	ICAD			.933*	.865*	.719*	.717*
Rorc-col .955* $0CS$ $0C$ δC 3.700 3.719 3.701 \overline{X} 3.700 3.719 3.701 3.711	ROTC-SCL				.961*	.882*	.860*
$\frac{3.711}{\overline{X}} = \frac{3.700}{5.55} = \frac{3.719}{14.201} = \frac{3.719}{5.25} = \frac{3.711}{4.573}$	ROTC-COL					.955*	.942*
$\frac{1}{\overline{X}} = 3.696 \qquad 3.700 \qquad 3.719 \qquad 3.707 \qquad 3.711 \\ 3.711 \qquad 5.55 \qquad 14.301 \qquad 8.300 \qquad 7.135 \qquad 4.573 \\ 5.572 \qquad 5.572 \qquad 5.572 \qquad 5.572 \qquad 5.572 \\ 5.572 \qquad 5.572 \qquad 5.572 \qquad 5.572 \qquad 5.572 \\ 5.572 \qquad 5.572 \qquad$	ocs						.983*
X 3.696 3.700 3.719 3.707 3.711 20 3.701 8.200 7.125 6.573	toc	/					
an 5 5 1/ 301 8 300 7 135 / 673	X	3.696	3.700	3.719	3.707	3.711	3.707
	Ŋ	5.525	14.301	8.300	7.135	4.673	4.611

of the 27 duty-type assignment categories. Each coefficient displayed was calculated on 25 (i.e., n-2) degrees of freedom.

^aThe spuriously high source-total correlation values were corrected by excluding the data from the commission source being correlated (e.g., OCS is correlated with the total of the other four commission sources).

*p < .001.

15

Table 6

1

Percentage of Officers Retained by Assignment Category and Commission Source

. Abbr	PODTV	(Al Total	Tota. 1 Sou	-					Reg	ılar									Res	erve					
. Abbr	PROFY	(Al. Total	1 Sou																1						
Abbr	1-20-			rces) Retai	ned	Total	AC	AD Retain	pa	Total	ROTC-	-SCL Retain	bet	Total	ROTC-	COL	ed	Total	8	S Retain	P	Total	8	Retair	ed
AIP-C	eviation	Assign N	z	H	Rank Order	Assig N	Z	м	Rank Order	Assign N	Z	м	Rank Order	Ass1gr N	Z	м	Rank Order	Assign N	z	N	Rank Order	Assign N	z	м	Ranl
ATP-C											Dut	v-Type													
D-UTU	qD/GP	53	4	7.5	10	1	1 10	0.00	:	9	2 3	3.3	;	4	0	. 0	•	34	-	2.9	15	80	0	0	;
STAFF	FLT	619	17	2.7	18	0	;	:	;	•	1 3	3.3	:	41	s	7.3	7 4	495	12	2.4	16	80	1	1.3	17
C		1498 1	104	6.9	12	6	-	8.11	:	137 4	16 3	3.6	4	178	s	8.8	12 1(035	33	3.2	13	139	13	9.4	11
AE/AF.	/AK	1413 1	104	7.4	11	9	5	0.05	:	85	23 2	1.7	9	210	14	5.7	80	950	38	4.0 1	0.5	162	26	16.0	S
IHAMA	8	1871 1	20	8.0	6	20	13 6	55.0	m	116	51 2	6.7	1	270	11	1.1	10 1	244	99	5.3	6	221	59	3.1	80
CRU-B.	AT	822	82	10.0	1	31	19 6	51.3	4	86	26 3	0.2	s	107	10	9.3	4	\$30	16	3.0	14	68	:	6.2	7
DD/DL		3916 8	129 2	21.2	1	592	110 6	59.3	1	492 19	32 3	0.6	3	514	62 1	1.1	3 19	905 1	25	9.9	4.5	313	40	12.8	6
DE		733 1	150	20.5	2	72	49 6	58.1	2	111 4	16 4	1.4	2	103	17 10	5.5	-	364	23	6.3	9	83	15	8.1	"
MNLAY		32	5	6.3	14	0	;	:	;	1	0	0	;	1	0	0		27	2	7.4	2	S	0	•	:
PC-GU	N	50	6	18.0	•	1	s	71.4	;	2	1 5	0.0	:	5	0	0		33	~	6.1	2	9	-	16.7	:
ANSIN		531	87	16.4	s	54	29	53.7	s	56	27 4	5.2	1	47	5 1	9.0	2	318	21	9.9	4.5	56	s	8.9	13
TUG-A	X1	409	35	8.6	80	1	0	0	:	80	3 3	57.5	:	47	4	8.5	s	297	20	6.7	2	S6	80	4.3	2
RESC-	SALV	108	12	11.1	9	0	;	:	:	-	0	0	:	12	1	8.3	9	11	8	10.4	1	18	m	16.7	5
TEND-	REP	285	12	4.2	16	•	;	:	;	6	1 1	1.1	;	37	5	5.4	6	208	80	3.8	12	31	-	3.2	3
ADVBA	SE	84	4	4.8	15	0	1	:	. ;	0	:	:	;	M	0	0		75	S	4.0 1	0.5	9	-	16.7	:
BASE/	DEPOT	168	4	2.4	20	•	:	:	:	2	0	0	:	16	•	0	14	123	1	0.8	21	27	м	1.1	10
SYSCO	¥	117	-	6.	24	-	1 10	0.00	:	1	0	0	:	••	•	0	:	95	•	•	25	12	•	•	20
AMMO		153	4	2.6	19	•	:	:	;	2	2 10	0.0	:	4	•	0	:	136	5	1.5	19	=	•	•	20
DIPLO	Ŧ	41	1	17.1	4	-	•	0	:	4	3 7	12.0	:	-	0	0		25	•	•	25	10	4	0.0	-
CB-SH	IPYD	65	•	0	26.5	•	:	:	:	2	0	0	:	6	0	0		43	•	0	25	11	•	0	20
OCEAN	90	215		3.7	17	0	:	:	:	-	0	0	:	4	0	0	:	178	2	1.7	18	32	s	15.6	9
STAFF	- AMPH/FMF	309	20	6.5	13	0	:	:	:	1	0	0	:	27	-	3.7	=	233	14	6.0	••	48	s	10.4	Ξ
BUREA	2	403	2	0.7	25	0	:	;	;	63	1	1.6	80	23	0	0	4	284	-	0.4	22	33	-	3.0	15
INTEL	1	59	•	•	26.5	0	:	;	:	0	;	:	:	4	•	•	:	51	0	0	25	4	•	0	:
-MMOD	SECUR	469	80	1.7	21	0	:	:	;	0	:	:	:	4	0	0	ì	363	s	1.4	20	102	m	2.9	16
ED-TR	×	380	9	1.6	22.5	-	•	•	;	7	•	0	:	z	•	0	4	301	•	2.0	-	42	•	•	20
AIR-S	TA/TRA	127	2	1.6	22.5	0	:	:	:	4	21	0.0	:	4	•1	0	:	103	•	0	25	2	•	•	20
TOTA	L 1	4930 10	564	11.1		962	537	67.5	-	195 4	07 3	1.1	-	814 1	35	4.7	6	527 4	10	4.3	-	865	175	11.0	

Note. Highest retention percentage within each commission source assigned Rank 1. Due to the instability of percentages calculated from small samples, categories with N < 10 assigned were not ranked.

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Table 6 (Continued)

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Commission Source

	Category	(Al) fotal	Tota L Sou	L rces) Retai	ned	Total	ACI	ND letaine	P	Total	LOTC-	SCL Retain	ed	Total	ROTC-	COL	Pa	lotal	OCS	etaine		ROC		etain	P
:	Abbreviation	Assign N	z	*	Rank Order	Assign N	z	*	ank rder	Assign N	z	ы	Rank Order	Assign N	z	N	Rank	N N	z	80	ank	N	z	×	lank
1											Uni	t-Type													
-	AIR-SQD/GP	53	4	7.5	16	1	11	0.00		9	5	33.3	.1	4	0	0		34	-	2.9	22	80	0	0	:
2	CVAN	75	12	16.0	2	5	3 1	0.00	;	14	9	42.9	4	14	-	7.1	12	43	2	4.7	16	-	0	0	;
5	CV	1423	92	6.4	20	9	4	66.7	;	123	40	32.5	6	164	4	2.4	20	592	31	3.1	21	138	13	9.4	20
4	AMPHIB	1207	89	7.4	17	14	80	57.1	4	62	16	25.8	11	188	9	3.2	19	801	40	5.0 1	3.5	142	19	3.4	12
S	LST	664	61	9.2	12	9	s	83.3	;	54	15	27.8	10	82	s	6.1	14	443	26	5.9	11	79	10	12.7	13
9	CA/CL/BB	299	23	7.7	15	6	2	77.8	;	25	9	24.0	13	37	2	5.4	5.5	204	s	2.5 2	3.5	24	m	2.5	14.5
5	CG	523	59	11.3	6	22	12	\$4.5	s	61	20	32.8	80	70	80	11.4	9	326	11	3.4	20	44	-	.8.2	4
00	DD/DC	3246	633	19.5	ы	435	297	68.3	2	386 1	46	37.8	S	534	54	10.2	*	1636 1	8	6.4	1	255	32	12.5	14.
6	DD/DE-RAD	209	26	12.4	80	80	9	75.0	;	20	4	20.0	14	27	4	14.8	3	134	10	7.5	3	20	2	0.0	18.
0	DD/DC/DE-GUID	703	210	29.9	1	164	120	73.2	1	113	SI	45.1	2	85	10	11.8	s	277	20	7.2	s	64	0	14.1	11
-	DE	491	110	22.4	2	57	36	63.2	2	84	37	44.0	m	71	11	15.5	2	222	14	6.3	80	57	12	1.1	•
2	STAFF-JT/FLT	246	s	2.0	31	0	:	;	:	0	:	1	:	13	0	0	3.5	206	4	1.9 2	7.5	27	1	3.7	22
2	TEND-REP	285	12	4.2	25.5	0	1	1	:	6	-	11.1	:	37	7	5.4	5.5	208	••	3.8	18	31	-	3.2	23
4	AE	262	15	5.7	22.5	1	-	0.001	;	15	s	33.3	2	46	1	2.2	21	161	3	1.2	32	39	9	15.4	10
5	AF/AK/AV	359	29	8.1	14	2	-	50.0	:	23	00	34.8	9	58	м	5.2	17	251	13	5.2	12	25	4	16.0	
	P	582	48	8.2	13	3	-	33.3	:	35	6	25.7	12	16	2	7.7	11	377	19	5.0 1	3.5	76	12	15.8	00
-	AP/AH	210	12	5.7	22.5	c	;	:	:	12	-	8.3	15	15	m	0.0	-	161	4	2.5 2	3.5	22	4	18.2	4
	MNSWP	531	87	16.4	9	54	29	53.7	9	56	27	48.2	-	47	s	9.0	2	318	21	9.9	9	56	s	8.9	21
6	STAFF-AMPH/FMF	309	20	6.5	19	0	;	1	;	1	0	0	;	27	-	3.7	18	233	14	6.0	10	48	s	10.4	11
0	COMM-SECUR	469	80	1.7	33.5	0	;	1	:	0	:	:	:	4	0	0	:	363	s	1.4	31	102	ñ	2.9	24
1	INTEL	59	0	0	41	0	;	;	:	0	:	:	:	4	0	0	:	51	0	0 3	8.5	4	0	0	;
2	DIPLOM	41	2	17.1	s	1	0	0	:	4	2	75.0	:	1	0	•	:	25	0	0 3	8.5	10	4	40.0	-
3	OCEANOG	215	80	3.7	27	0	;	:	:	1	0	0	:	4	0	0	:	178	•	1.7	30	32	s	15.6	6
4	AUX/MERCH	260	25	9.6	11	1	0	0	:	80	2	37.5	:	31	7	6.5	13	194	15	7.7	7	26	s	19.2	м
S	10C-0	149	10	6.7	18	0	;	:	:	0	:	:	:	16	2	2.5	4	103	s	4.9	15	30	•	10.0	18.5

Note. Highest retention percentage within each commission source assigned Rank 1. Due to the instability of percentages calculated from small samples, categories with w < 10 assigned were not ranked.

Table 6 (Continued)

						and the second			Reg	ITT									Kes	erve					
	Category	(A) Total	11 50	ar) sined	Total	V	Retai	bed	Total	ROTC	Retai	ped	Total	ROTC	Reta	ned	[otal	8	S Retair	bed	Total	8	Retai	fned
ė	Abbreviation	N	1 24	*	Rank Order	BISBU	z	*	Rank Order	N N		*	Rank Order	N		N	Rank Order	Assign N	2	M	Rank Order	Assign		H	Ran
										Unit	-Typ	e (Cot	It inued												
9	PC-GUN	50	6	18.0	4	-	s	71.4	:	2	-	50.0	;	2	•	0	:	33	~	6.1	6	9	-	16.7	:
1	MILAY	32	8	6.3	21	•	:	:	:	1	0	0	:	1	0	0	:	27	3	7.4	4	2	0	•	:
	CB-SHIPYD	65	•	0	41	•	:	:	:	2	0	0	:	6	0	0	:	43	0	0	38.5	=	0	•	27.5
6	RESC-SALV	108	12	11.1	10	•	:	:	:	1	•	•	:	12	-	8.3	10	11	80	10.4	-	18	s	16.7	9
0	ADVBASE	84	4	4.8	24	•	:	;	;	•	:	:	:	2	•	•	:	75	2	4.0	17	¢	-	16.7	:
-	BASE/DEPOT	168	4	2.4	29.5	•	:	:	:	2	0	•	;	16	•	•	23.5	123	-	0.8	33	27	ñ	11.1	16
23	ANNO DEP	113	4	3.5	28	•	:	:	:	2	2 1	0.00	;	2	•	0	:	104	2	1.9	27.5	s	•	0	:
23	ORD RANGE	40	•	•	41	0	;	:	:	•	:	:	:	2	•	0	;	32	•	•	38.5	9	•	•	:
3	ED TRA	380	9	1.6	35.5	1	•	•	:	2	•	•	;	34	•	•	23.5	301	•	2.0	25.5	42	•	0	27.5
35	RGD	60	-	1.7	33.5	-	1	100.0	:	•	:	:	;	1	•	•	1	20	•	•	38.5	80	•	0	1
20	SYSCOM	57	•	•	41	•	:	:	:	-	•	•	:	1	•	0	;	45	•	•	38.5	4	•	0	:
37	JT ACT	99	1	1.5	37	0	:	;	:	0	:	:	1	9	0	0	:	S6	-	1.8	29	4	0	•	:
88	GOVT AGENCY	128	•	0	41	•	:	:	1	59	0	0	16	12	•	•	23.5	SS	•	•	38.5	2	0	•	:
65	PERS	52	1	1.9	32	•	:	1	1	1	0	•	:	2	0	0	:	43	0	•	38.5	9	-	16.7	:
0	NAV-DEPT/OP	157	1	0.6	38	•	:	:	1	3	-	33.3	:	m	0	0	;	130	0	•	38.5	21	•	0	27.5
=	STAFF-F	167	-	4.2	25.5	•	;	:	:	2	-	50.0	;	•	1	16.7	;	138	s	3.6	19	21	•	•	27.5
2	STAFF-G(NA)	206	Ś	2.4	29.5	0	:	:	1	-	•	0	;	22	2	9.1	6	151	2	2.0	25.5	32	•	•	27.5
13	AIR-STA/TRA	127	2	1.6	35.5	0	:	:	:	4	~	50.0	;	4	0	0	;	103	0	0	38.5	16	0	0	27.5
	TOTAL	14930 1	664	11.1		796	537	67.4		1195 4	107	34.1		1814 1	35	7.4	51	527 4	110	4.3		1598	175	11.0	

Note. Highest retention percentage within each commission source assigned Rank 1. Due to the instability of percentages calculated from small samples, categories with N < 10 assigned were not ranked.

Table 6 (Continued)

いいのないの形式

Reserve

Commission Source

Regular

				Tot										1											
No. Matter Matter <th></th> <th>Catacoru</th> <th>(A)</th> <th>11 Sol</th> <th>urces)</th> <th>had</th> <th>Total</th> <th>AC</th> <th>AD</th> <th>par</th> <th>Total</th> <th>ROTC-</th> <th>-SCL</th> <th>her</th> <th>Total</th> <th>ROTC</th> <th>-COL</th> <th>par</th> <th>Total</th> <th>OCS</th> <th>etaine</th> <th>, P</th> <th>RO</th> <th>0</th> <th>etain</th>		Catacoru	(A)	11 Sol	urces)	had	Total	AC	AD	par	Total	ROTC-	-SCL	her	Total	ROTC	-COL	par	Total	OCS	etaine	, P	RO	0	etain
No. Abbreviation N X Rank Order N X Rank Action N X		rategoily	Assion	1	Ver		Assign		TPTA		Assign	1			Assign	1			Assign	.			Assign	. 1	
Type-Command Type-Command Type-Command 01 SS 2079 46 2.2 8 3 1 33.3 - 73 6 73 6 73 6 73 6 73 6 184 13 7.1 6 0 6.5 1620 22 1.4 8 283 17 6.0 7 6 73 6 184 13 7.1 6 7 6 73 8 23 13.5 2 133.5 2 133.5 2 23 23 35 2 3 2 1 148 5 1 2 1 143 7.1 6 7 4 16.1 8 0 1 143 7.1 6 134 7.1 6 134 7.1 6 134 7.1 6 134 7.1 6 134 7.1 143 7.1 143 7.1	No.	Abbreviation	N	Z	54	Rank Order	Z	z	*	Rank Order	N	N	м	Rank Order	z	N	м	Rank Order	N	N	*	lank Drder	N	N	24
											Type-	Com	pue												
02 AIR 1854 112 6.0 6 10 8 0.0 1 148 50 33.8 3 213 6 2.8 5 1290 55 3.5	01	SS	2079	46	2.2	80	ñ	-1	33.3	:	76	9	7.9	9	67	0	0	6.5	1620	22	1.4	80	283 1	7	0.
03 AWPHIB 2427 189 7.8 3 20 135 35 25.9 5 318 15 4.7 4 1661 86 5.2 353 40 13.7 3 04 RUDES 5711 1080 18.9 1 702 483 68.8 2 695 266 38.3 2 848 93 11.0 1 2976 7 2 490 68 1 4 66 5.7 2 490 68 1 4 1 2.9 5.7 2 490 68 1 4 7 3 42.9 1 2 8 2 6 7 2 4 5 3 1 2 3 1 1 2 3 1 2 3 1 1 2 3 1 1 3 1 1 3 1 1 3 1 1 1 1	02	AIR	1854	112	6.0	9	10	80	80.0	1	148	50	33.8	3	213	9	2.8	s	1299	35	2.7	9	184 1	m	
	03	AMPHIB	2427	189	7.8	S	20	13	65.0	3	135	35	25.9	s	318	15	4.7	4	1661	86	5.2	3.5	293 4	0 13	
O5 SUB ^C 45 3 6.7 5 0 - 2 0 34 1 2.9 5 7 1 14.3 1 06 SERV 1840 135 7.3 4 7 3 42.9 78 22 28.2 4 263 15 5.7 3 1261 65 5.2 35.3 313.0 13.0 4 0 MINE 582 89 15.3 2 54 1 56 1 65 2 313.0 13.0 4 7 3 12.0 5 7 1 14.3 1 07 MINE 582 89 15.3 2 54 1 56 1 1 65 1 65 1 63 7 1 1 3 7 9 7 9 7 9 7 9 7 9 7 9 7	04	CRUDES	S711 1	1080	18.9	1	702	483	68.8	2	695	266	38.3	7	848	93	11.0	1	2976	170	5.7	3	490 6	8 13	6.
06 SERV 1840 135 7.3 4 7 3 42.9 78 22 28.2 4 263 15 5.7 3 1261 65 5.2 3.5 231 30 13.0 4 07 <mine< td=""> 582 89 15.3 2 54 29 53.7 4 58 27 46.6 1 50 5 10.0 2 357 23 6.4 1 63 5 7.9 5 08<</mine<>	05	SUBC	45	3	6.7	s	0	:	;	;	2	٥	0	;	2	-	50.0	:	34	-	2.9	S	2	1 14	
07 MINE 582 89 15.3 2 54 29 53.7 4 58 27 46.6 1 50 5 10.0 2 357 23 6.4 1 63 5 7.9 5 08 MARCORP 9 1 11.1 0 - - 1 0 0 1 0 0 5 1 20.0 9 7 0 0 1 0 0 5 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0	8	SERV	1840	135	7.3	4	1	м	42.9	1	78	22	28.2	4	263	15	5.7	ß	1261	65	5.2	3.5	231 3	0 13	•
08 MARCORP 9 1 11.1 0 1 0 0 5 1 20.0 1 0 0 1 0 0 5 1 20.0 1 0 0 1 0 0 1 0 0 5 1 20.0 1 0 0 1 0 0 2 1 0 0 1 0 0 1 0 0 2 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 1 0 0 0 0 0 0 0 0 0 0	01	MINE	582	89	15.3	2	54	29	53.7	4	58	27	46.6	1	50	s	10.0	2	357	23	6.4	1	63	S	6.
09 CB 37 0 0 9 0 1 0 0 2 0 0 9 7 0 0 10 MSC 9 0 0 1 0 0 2 0 9 7 0 0 10 MSC 9 0 0 0 1 50.0 0 9 7 0 0 11 STAFF 337 9 2.7 7 0 1 50.0 0 0 1 0 0 11 STAFF 337 9 2.7 7 0 1 50.0 0 0 1 0 0 10 MSC 9 2.7 7 0 2 1 50.0 8 0 0 1 0 0 11 STAF 14930 1664 11.1 796 537 67.5 11914 135 7.4 9527 10 4.3 1558 17.0	80	MARCORP	6	٦	11.1	:	0	:	;	:	0	;	;	:	8	•	0	;	s	1 2	0.0	:	-	0	0
	60	68	37	0	0	6	0	;	;	;	1	0	•	:	4	•	0	1	25	•	0	6	1	0	0
11 STAFF 337 9 2.7 7 0 2 1 50.0 16 0 0 6.5. 281 7 38 1 2.6 8 TOTAL 14930 1664 11.1 796 537 67.5 1195 407 34.1 1814 135 7.4 9527 410 4.3 1598 175 11.0	10	NSC	6	0	0	;	•	:	;	;	0	:	:	:	0	:	;	:	80	•	0	1	-	0	0
TOTAL 14930 1664 11.1 796 537 67.5 1195 407 34.1 1814 135 7.4 9527 410 4.3 1598 175 11.0	11	STAFF	337	6	2.7	2	0	;	;	:	2	-	50.0	:	16	0	0	6.5.	281	~	2.5	7	38	-	9.
		TOTAL	14930	1664	11.1		962	537	67.5		1195	407	34.1		1814	135	7.4		9527	10	4.3		1598 1	75 11	0.

<u>Note</u>. Highest retention percentage within each commission source assigned Rank 1. Due to the instability of percentages calculated from small samples, categories with N < 10 assigned were not ranked.

Table 7

Significance Tests of Association Between Assignment Category and Retention

			Commis	ssion S	ource ^a			
	A	11 Source	S	-				
	Duty Type	Unit Type	Type Command	ACAD	NROTC- SCL	NROTC- COL	ocs	ROC
df x ²	26 816.7*	42 910.3*	8 658.1*	4 6.2 ^b	7 47.8*	13 35.8*	26 103.7*	21 53.4*

<u>Note</u>. Assignment categories with an expected value less than 1.0 or with a frequency of less than 10 were not included in the χ^2 tests.

^aThe χ^2 test calculated separately for each commission source is based on the duty-type categories only.

^bNS (p = .18). Probability calculated according to $p(\chi^2) = \sum_{x=0}^{x'-1} \frac{e^{-m_x}}{x'}$ where

 $m = 1/2\chi^2$ and x' = 1/2n (n-degrees of freedom) (Beyer, W. H. (Ed.). <u>Handbook</u> of Tables for Probability and Statistics. Cleveland, OH: Chemical Rubber Co., 1966, p. 233).

 $*p \le .001.$

Table 8

AN 1991-

Intercorrelations Among Commission Sources of Retention Percentages for Assignment Categories

					Comm	ission Source	e				
				Regular	•	1.00			Res	erve	
		ACAD	,	NROTC-S	CL	NROTC-C	OL	ocs		ROC	
Category	Total (All Sources)	r	df	r	df	r	df	r	df	r	df
				Dut y-Type	(N = 2	7)					
Total		. 318	3	.834**	6	.850***	13	.615***	25	. 694***	20
Corrected Total		.221	3	.778*	6	.824***	13	.336*	25	. 496**	20
ACAD				360	3	.156	3	.117	3	.628	. 3
NROTC-SCL						.766**	6	.877**	6	.519 ⁸	6
NROTC-COL								.632**	13	.584**	13
OCS										.278 ⁸	20
ROC		* •									
x	7.126	63.480		30.975		6.220		3.426		9.682	
SD	6.413	6.284		14.007		4.626		2.847		9.447	
NP	27	5		8		15		27		22	
		0		Unit-Type	(N =	43)					
Total		.826*	4	.751***	14	. 563**	23	.670***	41	.571***	28
Corrected Total		.645 ⁸	4	.652**	14	. 509**	23	.444**	41	.412*	28
ACAD				.302	4	. 294	4	.643 ⁸	4	.091	4
NROTC-SCL						.120	14	.601**	14	075	12
NROTC-COL								.460**	23	.443*	21
OCS										.219	28
ROC											
x	7.137	61.650		30.188		7.168		3.321		11.033	
SD	6.834	7.921		13.109		5.318		2.770		8.656	
Nb	43	6		16		25		43		30	

Notes.

1. The raw data from which the correlations were calculated are the percentage retained values for each of the assignment categories.

2. df = number of assignment categories minus two. Only those categories with at least 10 officers assigned entered the calculation of the correlation coefficients for each pair of commission sources.

^aThe spuriously high source-total correlation values were corrected by excluding the data from the commission source being correlated (e.g., OCS is correlated with the total of the other four commission sources).

^bIndicates the N of categories, not the N of officers in the sample. Because of instability, categories with less than 10 officers assigned were excluded from the analysis.

⁸p < .10. *p < .05. **p < .01. ***p < .001.

T	-h	10	
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Percentage of Officers Assigned and Retained By Duty-Type Assignment Categories and Commission Source

	Category		A11 S	ources	AC	AD	NROT	C-SCL	NROT	C-COL	C	CS	8	OC
No.	Abbreviation		RET	TOT ASG	RET	TOT	RET	TOT ASG	RET	TOT ASG	RET	TOT ASG	RET	TOT
01	AIR-SQD/GP	N NA NT	4 7.5 0.2	53 0.4	1 100.0 0.2	1 0.1	2 33.3 0.5	6 0.5	0 0 0	4 0.2	1 2.9 0.2	34 0.4	000	8 0.5
02	STAFF FLT	N SA ST	17 2.7 1.0	619 4.1		0	1 33.3 0.2	3 0.3	3 7.3 2.2	41 2.3	12 2.4 2.9	495 5.2	1 1.3 0.6	80 5.0
03	cv	N NA NT	104 6.9 6.3	1498 10.0	7 77.8 1.3	9 1.1	46 33.6 11.3	137 11.5	5 2.8 3.7	178 9.8	33 3.2 8.0	1035 10.9	13 9.4 7.4	139 8.7
04	AE/AF/AK	N NA NT	104 7.4 6.3	1413 9.5	3 50.0 0.6	6 0.8	23 27.1 5.7	85 7.1	14 6.7 10.4	210 11.6	38 4.0 9.3	950 10.0	26 16.0 14.9	162 10.1
05	AMPHIB	N NA NT	150 8.0 9.0	1871 12.5	13 65.0 2 4	20 2.5	31 26.7 7.6	116 9.7	11 4.1 8.1	270 14.9	66 5.3 16.1	1244 13.1	29 13.1 16.6	221 13.8
06	CRU-BAT	N NA NT	82 10.1 4.9	822 5.5	19 61.3 3.5	31 3.9	26 30.2 6.4	86 7.2	10 9.3 7.4	107 5.9	16 3.0 3.9	530 5.6	11 16.2 6.3	68 4.3
07	DD/DL	N SA ST	829 21.2 49.8	3916 26.2	410 69.3 76.4	592 74.4	192 39.0 47.2	492 41.2	62 10.1 45.9	614 33.8	125 6.6 30.5	1905 20.0	40 12.8 22.9	313 19.6
08	DE	N NA	150 20.5 9.0	733 4.9	49 68.1 9.1	72 9.0	46 41.4 11.3	111 9.3	17 16.5 12.6	103 5.7	23 6.3 5.6	364 3.8	15 18.1 8.6	83 5.2
09	MNLAY	N \$A \$T	2 6.3 0.1	32 0.2		0	0 0 0	0.1	0 0 0	0.1	2 7.4 0.5	27 0.3	000	3 0.2
10	PC-GUN	N SA ST	9 18.0 0.5	50 0.3	5 71.4 0.9	7 0.9	1 50.0 0.2	2 0.2	0 0 0	2 0.1	2 6.1 0.5	33 0.3	1 16.7 0.6	6 0.4
11	MNSWP	N SA ST	87 16.4 5.2	531 3.6	29 53.7 5.4	54 6.8	27 48.2 6.6	56 4.7	5 10.6 3.7	47 2.6	21 6.6 5.1	318 3.3	5 8.9 2.9	56 3.5
12	TUG-AUX	N \$A \$T	35 8.6 2.1	409 2.7	0 0 0	1 0.1	3 37.5 0.7	8 0.7	4 8.5 3.0	47 2.6	20 6.7 4.9	297 3.1	8 14.3 4.6	56 3.5
13	RESC-SALV	N %A %T	12 11.1 0.7	108 0.7		0	0 0 0	0.1	1 8.3 0.7	12 0.7	8 10.4 2.0	77 0.8	3 16.7 1.7	18 1.1
14	TEND-REP	N SA ST	12 4.2 0.7	285 1.9		0	1 11.1 0.2	9 0.8	2 5.4 1.5	37 2.0	8 3.8 2.0	208 2.2	1 3.2 0.6	31 1.9
15	ADVBASE	SA ST	4 4.8 0.2	84 0.6		0		0 	0 0 0	3 0.2	3 4.0 0.7	75 0.8	1 16.7 0.6	6 0.4
16	BASE/DEPOT	SA ST	4 2.4 0.2	168 1.1		0	0 0 0	0.2	000	16 0.9	1 0.8 0.2	123 1.3	3 11.1 1.7	27 1.7
17	SYSCOM	SA SA	1 0.9 0.1	117 0.8	1 100.0 0.2	1 0.1	000	0.1	000	8 0.4	000	95 1.0	0 0 0	12 0.8
18	AMMO	SA ST	4 2.6 0.2	153 1.0		0	2 100.0 0.5	0.2	0 0 0	0.2	2 1.5 0.5	136 1.4	000	11 0.7
19	DIPLOM	SA ST	7 17.1 0.4	41 0.3	000	0.1	3 75.0 0.7	4 0.3	0	0.1	0	25 0.3	40.0	10 0.6

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Table 9 (Continued)

	Category		A11 S	ources	AC	CAD	NROT	IC -SCL	NROT	C-COL	(cs		ROC
No.	Abbreviation		RET	TOT ASG	RET	TOT ASG	RET	TOT ASG	RET	TOT ASG	RET	TOT ASG	RET	TOT
20	CB-SHIPYD	N %A %T	0 0 0	65 0.4		0	0 0 0	2 0.2	0 0 0	9 0.5	0 0 0	43 0.5	0 0	11 0.7
21	OCEANOG	N NA NT	8 3.7 0.5	215 1.4		0	0 0 0	1 0.1	0 0 0	4 0.2	3 1.7 0.7	178 1.9	5 15.6 2.9	32 2.0
22	STAFF-AMPH/FMF	*A *A *T	20 6.5 1.2	309 2.1		0	0 0 0	1 0.1	1 3.7 0.7	27 1.5	14 6.0 3.4	233 2.4	5 10.4 2.9	48 3.0
23	BUREAU	8A 8T	3 0.7 0.2	403 2.7		0	1 1.6 0.2	63 5.3	0 0 0	23 1.3	1 0.4 0.2	284 3.0	1 3.0 0.6	33 2.1
24	INTELL	N SA ST	0 0 0	59 0.4		0		0	0 0 0	4 0.2	0 0 0	51 0.5	0 0 0	4 0.3
25	COMM-SECUR	N %A %T	8 1.7 0.5	469 3.1		0		0	0 0 0	4 0.2	5 1.4 1.2	363 3.8	3 2.9 1.7	102 6.4
26	ED-TRA	N %А %Т	6 1.6 0.4	380 2.5	0 0 0	1 0.1	0 0 0	0.2 2	0 0 0	34 1.9	6 2.0 1.5	301 3.2	0 0 0	42 2.6
27	AIR-STA/TRA	8A 87	2 1.6 0.1	127 0.9	=	0	2 50.0 0.5	4 0.3	0 0 0	4 0.2	0 0 0	103 1.1	0 0 0	16 1.0
	TOTAL	<u>N</u> %	1664 11.1	14930	537 67.5	796	407 34.1	1195	135 7.4	1814	410 4.3	9527	175 11.0	1598

Note. %A--Percentage of assigned RET--Retained %T--Percentage of Total TOT ASG--Total Assigned

2. 5

Example from category 01 (AIR-SQD/GP) for OCS source: The one (1) officer retained represents 2.9 percent of 34 officers assigned to the category and 0.2 percent of all OCS officers retained (N = 410). The 34 officers assigned to the category represent 0.4 percent of all OCS officers (N = 9527).



-

Figure 1.

. Retention percentages by education major for all commission sources less ACAD combined. (Due to the instability of percentages calculated from small samples, majors represented by N < 10 were excluded from the analysis.



Figure 2. Retention percentages by education major for OCS commission source. (Due to the instability of percentages calculated from small samples, majors represented by $\underline{N} < 10$ were excluded from the analysis.
Table 10

		Commission Source					
	All Sources	All Sources Less ACAD	ACAD ^a	NROTC-SCL	NROTC-COL	OCS	ROC
df	14	13		7	11	11	12
x ²	1993.7**	93.7**		28.0**	11.2NS	36.5**	27.7*

Significance Tests of Association Between Education Major and Retention

<u>Note</u>. Education major categories with an expected value less than 1.0 or with a frequency less than 10 were excluded from the χ^2 tests.

^aThe standard Naval Science major accounted for 97 percent of the ACAD officers. All other ACAD major categories were represented by less than 10 officers and were thus excluded from the analysis.

*p < .01. **p < .001.

DISCUSSION AND CONCLUSIONS

The finding that retention is higher for deploying-type units (ships) and lower for stations, staffs, and bureaus seems to contradict results of previous studies (e.g., Muldrow, 1971) in which family separation and extended deployment were identified as factors most negatively related to retention. This does not mean, however, that the career officer considers family separation any less negatively than does the noncareer officer. In a study of junior naval aviators and flight officers, 31 percent of the career officers indicated that they felt family separation was the factor that most negatively affected a Navy career, compared to 35 percent of the noncareer officers (Robertson, 1966). Thus, it appears that other factors exist that compensate for family separation. Career officers may, for example, tolerate family separation to achieve the necessary shipboard professional qualifications.

The usefulness of education major in predicting retention may depend on the way that such majors are categorized. For example, in Part L of the Officer Classification Manual, the broad category of "General Social Science" includes both "Education," which is one of the highest retention categories, and "Business Administration," "Language," and "Humanities," which are some of the lowest (see Figures 1 and 2). Thus, for retention-related purposes, it appears that special categories, other than those used for management personnel accounting, should be developed.

In regard to education major, it should be noted that the retention behavior of officers who major in a particular academic field to acquire teaching skills or credentials is likely to differ from the behavior of those with other purposes in mind. Also, retention may be influenced by the relative availability of jobs in the civilian labor market. For example, at the time of this study, there may have been more job opportunities for Business Administration majors than for Education majors. More study is required with respect to this issue.

When retention results are monitored at the type-command or force level, those TYCOMs with relatively low retention might be assumed to be deficient in their retention efforts. However, since retention differs substantially among the commission sources, TYCOM accountability should be based on the proportion of officers each TYCOM receives from each source.

The prediction of retention behavior, and subsequent development of alternative allocation and selection strategies to increase retention, will probably require data for several subfactors within two of the three major factors of interest to management--assignment patterns and officers' goals. In addition to the two factors analyzed in this study (and for which data were already available on the OMT), it is suggested that pre-and postcommissioning factors affecting retention be identified and measured. Precommissioning factors (in the educational or training program) would include: (1) grades and class standing, (2) attrition within education major, (3) the individual's expressed preferences for the first assignment compared with the recommendations of the Initial Assignment Counselor (IAC), (4) information provided by the detailer (via the IAC) as to the relative availability and desirability of various jobs, and (5) the relative cost of the various commissioning sources. In regard to retention within education major, the results displayed in Figure 1 might suggest a requirement to increase the proportion of students majoring in, for example, the behavioral/social sciences and decrease the proportion of those majoring in the engineering/ physical sciences or business administration. However, if precommissioning attrition is lower in the latter major, such action may not be indicated (especially for Navy funded training). Conversely, higher attrition in the latter major would, of course, lend further support for reallocation decisions.

Postcommissioning factors would include: (1) The identification of the initial assignments in which the opportunity to achieve specified qualifications for professional development is highest (or lowest), (2) optimal (for retention) duration of the first assignment, (3) the relationship between the first and second assignments, (4) evaluated performance on the job, and (5) the interaction between the officer and the detailer. Since a knowledge of the interrelationships, both within and across the pre- and postcommissioning factors (e.g., between education major and performance on the job) may be essential for the development of an effective assignment strategy, special measurement techniques may have to be developed to determine such interrelationships.

Since ACAD retention is already quite high, the investigation of alternative strategies should probably be directed primarily toward the other commission sources. It is, of course, essential that the alternative assignment strategies developed be evaluated on personnel ratios present under various conditions-both wartime and peacetime. For example, in the mid 60s, which was characterized by the high military force levels needed for Vietnam operations, the ratio of regular: reserve inputs to the commission sources was about 1:2. At the present time, which is characterized by low peacetime force levels, the ratio of regular: reserve inputs has reversed-to 2:1. The number of inputs to the two regular sources is about the same, but the number of inputs to the reserve sources has decreased substantially. The motivations of individuals who voluntarily enter the reserve sources during peacetime (i.e., under no pressure to "avoid the draft") may produce increased proportions of reserve officers who desire to apply for augmentation to a regular commission. One finding that is quite clear from this study is that, regardless of regular or reserve source, the same assignment categories produce the highest retention for both types of sources. If more career officers are required from the reserve sources to augment the numbers retained from the regular sources, it appears essential to increase the opportunity for the reserve officers to be assigned to duty categories in which professional qualifications can best be achieved.

In a study of officer procurement, retention, and achievement (OPRA) (Kleinman & Goudreau, 1977), it has been demonstrated, subject to certain assumptions and constraints, that the NROTC-SCH and OCS sources are cost-effective for producing a substantial proportion of total regular officer requirements, and that high ACAD retention may be more important for the submarine warfare community. One of the assumptions was that relative retention rates among the sources would not change. If it could be demonstrated that an alternative assignment strategy would increase retention for NROTC-SCH and OCS, the cost effectiveness of these two sources could be further improved. Personnel employed by the Navy (and other military services) in technical and professional occupations comprise a substantial proportion of the total labor market (Haber, 1974). The military and civilian sectors compete for these skills of increased demand and limited supply. Many of these skills are reflected in the educational majors of Figure 1 with the lower retention rates. It is important either to validate the requirements for certain education majors with low retention, or to concentrate on those with high retention as the best potential source for career officers.

The officials concerned with officer retention requested that the present study be directed only to the surface warfare officer community. The OPRA study, however, impressively demonstrates the importance of tracking officers from the various commission sources to all warfare (and staff) specialties, since some sources differentially support some specialties (e.g., ACAD for the submarine community) (Kleinman & Goudreau, 1977).

RECOMMENDATIONS

1. The methods and relationships presented in the present study suggest that the development of a retention behavior model is feasible and useful, subject to (1) measuring the pre- and postcommissioning factors described, tracking the officers to all warfare and staff specialties, and comparing the retention behaviors of accessions from both wartime (Vietnam) and peacetime periods.

2. Pending further developments on the model, no changes to present assignment procedures are recommended.

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APPENDIX

SHIP AND STATION CODES AND TYPE COMMANDER (TYCOM) CODES

PART H

Ship and Station Codes and Type Commander (TYCOM) Codes

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PART H

SHIP AND STATION CODES

and

TYPE COMMANDER (TYCOM) CODES

1. SHIP AND STATION CODES

a. Ship and Station codes are used in conjunction with NOBC's to identify the type of ship or activity where an officer's qualification or experience, identified by an NOBC, was acquired. They consist of a two-digit number with an alphabetical suffix. The two digits identify a broad category of ships or activities and the suffix indicates a specific type within the broad category; for example, "10" identifies Aircraft Carriers and "10B" identifies Attack Aircraft Carrier (CVA).

b. The Ship and Station code structure is published herein beginning on page H-3.

NOTE: Codes identifying ships and activities which have been deactivated are retained within this code structure so that occupational data previously entered in officer automated records may be interpreted.

2. TYPE COMMANDER (TYCOM) CODES

a. TYCOM codes are entered in the automated records of <u>inactive</u> duty naval personnel (except retired personnel) to identify the type command in which the most significant portion of the individual's active duty was served. The procedures for submission/verification/correction of TYCOM codes for inactive duty naval personnel are prescribed in MAPMISMAN, PART I, (INACTIVE).

b. Objective. The objective for TYCOM coding is two-fold:

(1) <u>Mobilization</u>. Should mobilization occur, to assure that personnel will be assigned to mobilization billets within the type command with which identified while on active duty.

(2) <u>Training</u>. To provide active duty for training in an activity within the type command with which the individual will serve should mobilization occur.

c. Code Structure. TYCOM codes consist of two digits which are explained as follows:

(1) In cases where the activity in which significant experience was gained is a Support, Shore Establishment, or other activity which cannot be identified with a type commander, code "00" is assigned. Activities in this category are identified by code "00" in the code structure which begins on page H-3.

(2) When significant experience can be identified with a type commander -----

(a) the first digit reflects the geographical location of the training center to which the individual reports; i.e. "1" if the training center is east of the Mississippi River, or "2" if it is west of the Mississippi River, and ------

(b) the second digit identifies type command as follows:

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0 - Air Forces

1 - Amphibious Forces

2 - Cruiser - Destroyer Forces

3 - Submarine Forces

4 - Service Forces

- 5 Mine Forces
- 6 Marine Corps
- 7 Construction Forces
- 8 MSC (formerly MSTS)
- 9 Major Staffs

NOTE: The appropriate second digit of the TYCOM code for specific activities may be determined by reference to the code structure which begins on page H-3.

d. Exceptions and General Guidance

(1) Specific exceptions. Reserve personnel attached to units that train and mobilize as units are assigned the TYCOM code of the unit to which attached regardless of active duty background or significant experience. This is applicable to personnel attached to the following type units:

- (a) Naval Air Squadrons TYCOM 10/20
- (b) ASW Ship Crews TYCOM 12/22

(c) Mine Warfare Ship Crews - TYCOM 15/25

- (d) CB Divisions TYCOM 17/27
- (e) IUW Divisions TYCOM 15/25
- (f) Naval Personnel with USMC TYCOM 16/26

(2) General guidance. Some anticipated special cases are set forth below for general guidance to assist in arriving at decisions in other cases which may arise:

(a) Pre_active duty personnel will be given a TYCOM code of 00.

(b) Officers who have not served on active duty as officers may be given the TYCOM code which most nearly reflects their Reserve training experience as a result of affiliation with a Reserve crew or active duty for training.

(c) Personnel who have served in ships not identified with a type commander may be assigned a TYCOM code based upon ship type.

(d) Personnel who have served in a ship as nonrated personnel and subsequently served ashore in some significant capacity as petty officers should be assigned the TYCOM of the ship type.

(e) Personnel who have served in more than one type and equal alternatives exist should be coded with the most recent TYCOM.

(f) Hospital corpsmen and officer medical personnel who have served with the Marine Corps should be coded with a Marine Corps TYCOM regardless of other operational experience.

(g) Ship type alone may be deceptive when arriving at TYCOM designation. Various type commanders have ships generally thought of as belonging to another type. Personal interviews are helpful in these cases.

(h) Personnel who have not served on board ship while on active duty and who lack significant training duty afloat should be given TYCOM code 00.

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SHIP AND STATION CODES

-

and

TYPE COMMANDER (TYCOM) CODES

(See page H-1 for explanation of these code structures)

SHIP and S	ΑΓΤΙΛΙΤΥ	TYCOM CODE (2d digit)*
CODE		(
00		
000	(Used in lieu of station code to signify qualification was not acquired in a naval officer billet)	
1		
010	(Used in lieu of station code to indicate that a qualification is based on signi- ficant experience attained through Reserve participation as evaluated and certified by the appropriate Reserve Program Sponsor).	
2	ACORN	0
02A	Acorn	
13	COMMISSIONING DETAILS	00
03A	Commissioning Detail	
03B	Decommissioning Detail	
03C	Ferry Crew	
03D	Shakedown Group	
03Z	Commissioning Details - n.e.c.	
4	ARGUS	
04A	Argus	
5	AIR SERVICE ACTIVITIES	0
05A	Air Barrier Service Squadron	
05B	Carrier Aircraft Service Unit (CASU)	
05C	Fleet Air Base Unit (FABU)	
05D	Fleet Air Service Squadron (FASRON)	
05E	Headquarters Squadron (HEDRON)	
05F	Patrol Aircraft Service Unit (PATSU)	
05G	Scout Observation Service Unit (SOSU)	
05 Z	Air Service Activities - n.e.c.	
6	CIRCUS	
06A	Circus	

*Except when "00" is indicated

ADVANCED BASE UNITS

07A	CUB	
07B	DREW	
07 C	LION	
07D	GROPAC	
07 Z	Advanced Base Units - n.e.c.	
	STAFF GROUPS	9#
08A	Air Group/Carrier Air Wing (CVW)/Tactical Electronic Warfare	
	Wing (VAQW)	0
08B	Air Training Command/Air Training Command Detachment	0
08C	Barrier Command	0
08D	Carrier Type - Subordinate Command	0
08E	Cruiser - Destroyer Force	2
08F	Cruiser Force	2
*08G	Cruiser Type - Subordinate Command	2
08H	Destroyer Force	2
*08J	Destroyer Type - Subordinate Command	2
08K	Force Command (except 85L)	9
*08L	Minecraft Type - Subordinate Command	5
08M	Mine Force/Mine Warfare	5
08N	Operational Control Center	9
*08P	Radar Picket - Subordinate Command	2
08Q	Reserve Fleet	9
08R	Service Force Command	4
*08S	Service Craft Type - Subordinate Command	4
08T	Submarine Force	3
*08U	Submarine Type - Subordinate Command	9
08V	Task Force	9
08W	Task Group Command	9
08X	Training Command (other than Aviation)	00
08Y	Joint Force Command - Joint Task Force	9
08Z	Staff Groups - n.e.c.	
	MAJOR STAFFS	9#
09A	Naval Air Force Command	0
09B	Commander Fleet Air Wing (FAW)	0.
09C	Commander Airborne Early Warning Wing	0
09D	Commander Heavy Attack Wing	0
09E	Commander Utility Wing	0
09F	Commander Elect Airship Wing	0
09G	Fleet Air Command	0
09H	Fleet Command; CINCPAC; CINCLANT	9
09J	Naval Air Transport Wing	0
09K	Joint Fleet Command and Staff	9
09L	Commander Carrier Airborne Early Warning Wing	0
09M	Commander Light Attack Wing	0
09N	Commander Fighter Wing	0
09P	Commander Training Wing	0
09Q	Commander Medium Attack Wing	0

*Includes Flotilla, Squadron, Division, etc.

#One or more exceptions exist within the major groupings

H-4

	09R	Fleet Tactica	1 Support Wing/Reserve Tactical Support Wing	0
	095	Commander I	Patrol Wing	0
	09T	Commander A	Air Antisubmarine Wing	0
	09Z	Major Staffs	- n.e.c.	
10		AIRCRAFT C	ARRIERS	0
	10A	CV	Aircraft Carrier	
	10B	CVA	Attack Aircraft Carrier	
	10C	CVAN	Attack Aircraft Carrier (nuclear propulsion)	
	10D	CVB	Aircraft Carrier, Large	
	10E	CVHA	Assault Helicopter Aircraft Carrier	
	10F	CVS	ASW Support Aircraft Carrier	
	10G	CVT	Training Aircraft Carrier	
	10Z		Aircraft Carriers - n.e.c.	
11		AIRCRAFT,	CARRIER TYPE	0
	114	110/1101	Helicenter Articulmentics Squadren on Detechment/	
	11A	H5/H5L	Helicopter Antisubmarine Squadron or Detachment/	
			Light Airborne Multi-Purpose System	
	11B	VA	Attack Squadron	
	11C	VA (AW)	All Weather Attack Squadron or Detachment	
	11D	VAH	Heavy Attack Squadron or Detachment	
	11E	VAW/RVAW	Carrier Airborne Early Warning Squadron or Detachment/	
	115	VF/VSF	Fighter Squedron / Antigubmarine Fighter Squedron	
	110	VFD	Light Dhotographic Squadron	
	114	VE HE (AW)	All Weather Fighter Squadron	
	111	VI OI (AW)	Air Anticubmaning Squadron	
	110	DUAU	Recomparing and Attack Severation on Detechment	
	IIK	RVAN	Reconnaissance Attack Squadron or Detachment	
	IIL	VAL	Light Attack Squadron or Detachment	
	117	VAQ	Tactical Electronic warrare Squadron or Detachment	
	112		Aircraft, Carrier Types - n.e.c.	
12		ESCORT AIR	CRAFT CARRIERS	0
	12A	CVE	Aircraft Carrier Escort	
	12B	CVHE	Escort Helicopter	
	12C	CVL	Aircraft Carrier, Small	
	12D	CVU	Utility Aircraft Carrier	
	12Z		Escort Aircraft Carriers - n.e.c.	
13		AIRCRAFT,	LIGHTER-THAN-AIR	0
	194	7.0	Airship Soundrop or Detechment	
	190	711	Airship Squauron or Detachment	
	13B	2.	Aircraft, Lighter-Than-Air-n.e.c.	
14		AIRCRAFT,	MISCELLANEOUS	0
	14A	HC/HU	Helicopter Combat Support Squadron or Detachment/	
			Helicopter Utility Squadron or Detachment	
	14B	VR	Air Transport Squadron	
	14C	VRC	Fleet Tactical Support Squadron	
	14D	VRF	Aircraft Ferry Squadron	
	140	10/10	Squedron or Detechment	
	14F		Rescue Soundron	
	14G		Scouting Squadron	
	14H		Special Task Air Group Squadron (STAGRON)	

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	14J	vo	Observation Squadron or Detachment	
	14K	HAL	Helicopter Light Attack Squadron or Detachment	
	14L	НМ	Helicopter Mine Countermeasures Squadron or Detachment	
	14Z		Aircraft, Miscellandous - n.e.c.	
15		AIRCRAFT	DATROL TYDE	0
		Amenari,	FRINCETITE	U
	15A	VAHM	Attack Mining Squadron	
	15B	VAP	Heavy Photographic Squadron	
	15C	VCP	Composite Photographic Squadron	
	15D	VP	Patrol Squadron	
	15E	VQ	Fleet Air Reconnaissance Squadron (ECM)	
	15F	vw	Airborne Early Warning Squadron	
	15G		Airborne Early Warning Barrier Squadron	
	15Z		Aircraft, Patrol Type - n.e.c.	
16		AMMUNITIO	N SHIPS	4#
	16A	AE	Ammunition Ship	
	16Z		Ammunition Ships - n.e.c.	
17		AMPHIBIOUS	VESSELS, LARGE	1
	17A	LFR	Inshore Fire Support Ship	
	17B	KDC	Target Drone Control Ship	
	170	LHA	Amphibious Assault Ship (general purpose)	
	17D	LPD	Amphibious Transport Dock	
	17E	LPH	Amphibious Assault Ship	
	17F	LSD	Dock Landing Ship	
	17G	LSFF	Flotilla Flagship Landing Ship	
	178	LSIL	Infantry Landing Ship, Large (formerly LCIL)	
	175	LOM	Landing Snip, Medium	
	175	LOMIK	Medium Landing Ship (Rocket)	
	171	LOOL	Support Landing Snip, Large Mk III	
	17M	LOI	Tank Landing Ship	
	170	LCC	Amphibiana Command Shin	
	17P	LCC	Amphibious Command Ship	
	178	IDA	Amphibious Cargo Ship	
	177	IDP	Amphibious Transport	
	17Z	LFR	Amphibious Vessels, Large - n.e.c.	
18		AMPHIL'OUS	VESSELS, SMALL; SMALL TRANSPORT	
	18A	APC	Small Coastal Transport	1
	188		(Intentionally left blank)	
	180	LCFF	Landing Craft, Infantry (Flotilla Flagship)	
	180	LCIG	Landing Craft, Infantry	
	18E	LCIM	Landing Craft, Infantry (Mortar)	
	181	LOIK	Landing Craft, Infantry (Rocket)	
	100	LON	Landing Gran, Mechanized	
	18H	LCPL	Landing Craft, Personnel, Large	
	189	LCPN	Landing Craft, Personnel (Nested)	

#One or more exceptions exist within the major grouping.

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	18K	LCPR	Landing Craft, Personnel, Ramped	
	18L	LCR	Landing Craft, Rubber	
	16M	LCS	Landing Craft, Support	
	18N	LCSL	Landing Craft, Infantry (Support)	
	18P	LCT	Landing Craft, Tank	
	180	LCU	Landing Craft, Utility	
	100	LCV	Landing Craft Vehicle Dersonnel	
	105	LCVP	Landing Chin, Venicle, Personner	
	101	LOU	Landing Vehicle Tracked (Unarmored)	
	187	LVI	Landing Vehicle, Tracked (Armored)	
	187	LVIA	Amphibious Vessels Small: Small Transport - n.e.c.	
	102		Ampinolous vobbols, bilan, bilan remsport motor	
19		BATTLESHIPS	3	2
	19A	BB	Battleship	
	19B	BBG	Guided Missile Capital Ship	
	19C	СВ	Large Cruiser	
	19D	CBC	Large Tactical Command Ship	
	19Z		Battleships - n.e.c.	
20		CARGO, PROV	VISION, AND GENERAL STORES ISSUE SHIPS, ETC.	4#
	20A	AF	Store Ship	
	20B	AFS	Combat Store Ship	
	200	AK	Cargo Ship	
	20D	AKA	Cargo Ship. Attack	1
	20E	AKD	Cargo Ship, Dock	
	20 F	AKL	Light Cargo Ship	
	20G	AKN	Net Cargo Ship	
	20 H	AKS	Stores Issue Ship	
	20J	AKV	Cargo Ship and Aircraft Ferry	
	20K	AVS	Aviation Supply Ship	
	20 L	AVT	Auxiliary Aircraft Transport	8
	20 Z		Cargo, Provision, and General Stores Issue Ships - n.e.c.	
21		CRUISERS, HI	EAVY	2
	214	CA	Heavy Cruiser	
	21B	CAG	Guided Missile Heavy Cruiser	
	21C	CG	Guided Missile Cruiser	
	21D	CGN	Guided Missile Cruiser (nuclear propulsion)	
	21Z		Cruisers, Heavy - n.e.c.	
22		CRUISERS, LI	GHT	2
	224	CI	Light Cruiser	
	228	CLAA	Antisircraft Light Cruiser	
	220	CC CLC	Command Ship/Tactical Command Ship	
	220	CLG	Guided Missile Light Cruiser	
	22Z	010	Cruisers, Light - n.e.c.	
23		DESTROYERS		2
	23A	DD	Destroyer	

One or more exceptions exist within the major grouping.

H-7

	23B	DDC	Corvette	
	23C	DDE	Antisubmarine Destroyer (Escort Destroyer)	
	23D	DDG	Guided Missile Destroyer	
	23E	DDR	Radar Picket Destroyer	
	23 F	DI.	Frigate	
	23G	DLG	Guided Missile Frigate	
	224	DICN	Guided Missile Frigate (nuclear propulsion)	
	2311	DION	Destrovers - n e c	
	232		Destroyers - n.e.c.	
24		DECTROVER E	SCORT VESSELS	
44		DESIROIER E	SCORI VESSELS	4
	24A	DE	Escort Ship	
	24B	DEC	Combat Vessel	
	24C	DER	Radar Picket Escort Ship	
	24D	DEG	Guided Missile Escort Ship	
	24 Z		Destroyer Escort Vessels - n.e.c.	
25		DISTRICT CRA	FT, MISCELLANEOUS	4#
	25A		Barges	
	25B		Lighters	
	25C		Tugs, Harbor	
	25D		Floating Construction Equipment	7
	25E		(Intentionally left blank)	
	25 F	AMB	Harbor Minesweeper	5
	250		(Intentionally left blank)	
	250	VDT	Diving Tender (non-self-propelled)	
	25 1	VED	Formheat on Loursh (colf monolled)	
	253	IFD	Ferryboat of Launch (self-properted)	
	25K	YMP	Motor Mine Planter	
	25 L	YSD	Seaplane Wrecking Derrick (self-propelled)	
	25 M	YSP	Salvage Pontoon	
	25N	YV	Drone Aircraft Catapult Control Craft (self-propelled)	
	25Z		District Craft, Miscellaneous - n.e.c.	
26		DRYDOCKS		4
	26A	ABD	Advance Base Dock	
	26B	ABSD	Advance Base Sectional Dock	
	26C	AFD	Mobile Floating Drydock	
	26D	AFDB	Large Auxiliary Floating Dry Dock (non-self-propelled)	
	26E	AFDL	Small Auxiliary Floating Dry Dock (non-self-propelled)	
	26 F	AFDM	Medium Auxiliary Floating Dry Dock (non-self-propelled)	
	266	APD/APDM	Auviliary Renair Dry Dock (non-self-propelled) /Medium	
	200		Auxiliary Repair Dry Dock (non-self-properiod)/ Monum	
	941	ABDC	Rushing Repair Dry Dock (non-sen-properiou)	
	Sel	VED	Vand Floating Day Dock (non-colf menalled)	
	200	VPDU	Plastic Der Deck (non-sell-properied)	
	ZOR	TRDH	rioating Dry Dock worksnip (null) (non-sell-propelled)	
	261	IRDM	Floating Dry Dock worksnip (machine) (non-sell-propelled)	
	26 Z		Drydocks - n.e.c.	
-				
27		GUNBOATS		2#
	27 A	PCE	Patrol Escort	
	27B	PCEC	Control Escort (180')	

One or more exceptions exist within the major grouping.

	27C	PCER	Patroi Rescue Escort	
	27D	PF	Patrol Escolt	
	27 E	PG	Patrol Combatant	
	27 F	PGM	Gunboat, Motor	1
	27G	PR	River Gunboat	1
	27 H	PGH	Patrol Gunboat (hvdrofoil)	1
	27J	FHM	Patrol Combatant Missile (hydrofoil)	
	27Z		Gunboats - n.e.c.	
28		HOSPITAL SHI	PS	4
	28A	AH	Hospital Ship	
	28Z		Hospital Ships - n.e.c.	
29		MINELAYERS		5
	294	ACM	Auxiliary Minelayer	
	208	CM	Minelaver	
	200	MCS	Mine Countermeasures Shin	
	200	MMA	Minelever Auviliany	
	290	MMA	Minelayer, Authory	
	296	MM	Minelayer Minelayer	
	291	MMF	Minelayer, Fleet	
	292		Minetayers ~ n.e. c.	
30		MINELAYERS,	COASTAL	5
	30A	CMC	Minelayer, Coastal	
	30 B	MMC	Minelayer, Coastal	
	30 Z		Minelayers, Coastal - n.e.c.	
31		MINELAYERS,	LIGHT	5
	31A	MMD	Minelayer, Fast (formerly DM)	
	31Z		Minelavers. Light - n.e.c.	
32		MINESWEEPE	RS	5
	32A	AM	Large Minesweeper	
	328	MSF	Minesweeper, Fleet (steel hull)	
	32C	MSO	Minesweeper, Ocean (nonmagnetic)	
	32D	MSS	Minesweeper, Special (device)	
	32Z		Minesweepers - n.e.c.	
33		MINESWEEPE	RS, COASTAL	5
	224	ANG	Constal Minogueopor	
	220	AMCU	Minehunter	
	336	AMCU	Minenunter Maten Minenungener	
	330	AMS	Minchuston Auviliant	
	330	MHA	Minchunter Auxiliary	
	33E	MAC	Minenunter, Coastal	
	331	MBA	Minesweeper, Auxiliary	
	33G	MSB	Minesweeping Boat	
	33H	MSC	Minesweeper, Coastal (nonmagnetic)	
	33J	MSCO	Minesweeper, Coastal (old)	
	33K	MSI	Minesweeper, Inshore	
	33Z		Minesweepers Coastal - n.e.c.	

MINESWEEPERS, HIGH-SPEED 5 34 High-Speed Minesweeper (Minesweeper Destroyer) 34A DMS Minesweepers, High-Speed - n.e.c. 34Z MISCELLANEOUS AUXILIARIES AND MERCHANT SHIPS 35 35A AR Crane Shin Miscellaneous Auxiliary 35B AG/EAG/YAG Icebreaker 35C AGB AGC Amphibious Force Flagship 35D AGDE Escort Research Ship 35 E AGEH Hydrofoil Research Ship 35 F Major Communications Relay Ship 35G AGMR Oceanographic Research Ship 35H AGOR Radar Picket Ship (formerly YAGR) 35J AGR Surveying Ship 35K AGS AGSC Coastal Surveying Ship 35 L 35 M AGSL Satellite Launching Ship AVC Catapult Lighter 35N AW **Distilling Ship** 35P AGTR Technical Research Ship (See 86B) 35Q NR Submersible Research Vehicle (nuclear propulsion) 35R AGER 35S Environmental Research Ship ARC Cable Repairing Ship 35 T DSV/DSRV 35U **Deep Submergence Vehicle** Deep Submergence Support Ship 35W AGDS Auxiliaries and Merchant Ships - n.e.c. 35Z MOTOR TORPEDO BOAT TENDERS 2 36 36A AGP Patrol Craft Tender 36Z Motor Torpedo Boat Tenders - n.e.c. MOTOR TORPEDO BOAT SUBMARINE CHASERS 2# 37 37A PT Motor Torpedo Boat PTC Motorboat Submarine Chaser 37B Fast Patrol Craft 37C PTF 1 Motor Torpedo Boat Submarine Chasers - n.e.c. 37Z NET VESSELS 38 5 38A Net Laying Ship (formerly AN) ANL 38B YNG Gate Craft (non-self-propelled) 38C YNT Net Tender (Tug Class) 38Z Net Vessels - n.e.c. OILERS, FUEL OIL TANKERS, AND GASOLINE TANKERS 39 39A AO Oiler AOE Fast Combat Support Ship 39B Gasoline Tanker AOG 39C 39D AOR **Replenishment** Oiler Oilers, Fuel Oil Tankers, and Gasoline Tankers - n.e.c. 39Z

One or more exceptions exist within the major grouping.

H-10

A-14

PATROL VESSELS

40A	PE	Eagle Boat
40B		(Intentionally left blank)
40C	PYC	Yacht, Coastal
40Z		Patrol Vessels - n.e.c.

41 REPAIR SHIPS

40

41A	AR	Repair Ship
41B	ARB	Battle Damage Repair Ship
41C	ARG	Internal Combustion Engine Repair Ship
41D	ARH	Heavy Hull Repair Ship
41E	ARL	Landing Craft Repair Ship
41F	ARV	Aircraft Repair Ship
41G	ARVA	Aircraft Repair Ship (aircraft)
41H	ARVE	Aircraft Repair Ship (engine)
41J	YR	Floating Workshop (non-self-propelled)
41K	YRB	Repair and Berthing Barge (non-self-propelled)
41L	YRL	Covered Lighter Repair
41M	YRBM	Repair, Berthing and Messing Barge (non-self-propelled)
41Z		Repair Ships - n.e.c.

42

42A

42Z

ASR

RESCUE VESSELS, SUBMARINE

3

1

4

2

4

	SALVAGE	AND RESCUE VESSELS
43A	ARS	Salvage Ship
43B	ARSD	Salvage Lifting Ship
43C	ARST	Salvage Craft Tender
43D	ATR	Ocean Tug, Rescue
43E	ATS	Salvage and Rescue Ship
43Z		Salvage and Rescue Vessels - n.e.c.

RIVERINE WARFARE CRAFT (See page H-26)

Submarine Rescue Ship

Rescue Vessels, Submarine - n.e.c.

44

43

	SUBMARINES		3#
44A	AGSS	Auxiliary Submarine	1
44B	AKSS	Cargo Submarine (formerly ASSA)	
44C	AOSS	Submarine Oiler	
44D	LPSS	Amphibious Transport Submarine (formerly	
		APSS & ASSP)	1
44 E	SS	Submarine	
44G	SSBN	Fleet Ballistic Missile Submarine (nuclear propulsion)	
44H	88G	Guided Missile Submarine	
44J	SSGN	Guided Missile Submarine, Nuclear	
44K	SSK	Antisubmarine Submarine	
44 L	88N	Submarine (nuclear propulsion)	
44 M	88R	Radar Picket Submarine	
44N	SSRN	Radar Picket Submarine, Nuclear	
44P	88 T	Target and Training Submarine (self-propelled)	
449	SEX	Submarine, Experimental	
44Z		Submarines - n.e.c.	
44Z		Submarines - n.e.c.	

*This group applicable to TYCOM code structure only

#One or more exceptions exist within the major grouping.

45		SUBMARINE	CHASERS, LARGE	2
	45A	PC	Submarine Chaser	
	45B	PCC	Control Submarine Chaser	
	45 Z		Submarine Chasers - n.e.c.	
46		SUBMARINE	CHASERS AND PATROL CRAFT, SMALL	2
	46A	PCH	Patrol Craft (hydrofoil)	
	46B	PCS	Patrol Craft, Submarine	
	46C	PCSC	Control Submarine Chaser (136')	
	46D	SC	Submarine Chaser (110')	
	46E	SCC	Control Submarine Chaser (110')	
	46F	YP	Patrol Craft (self-propelled)	
	46Z		Submarine Chasers and Patrol Craft, Small - n.e.c.	
47		TENDERS, D	ESTROYER	2
	47A	AD	Destroyer Tender	
	47B	ADG	Degaussing Ship	
	47 Z		Tenders, Destroyer - n.e.c.	
48		TENDERS, SI	EAPLANE, LARGE	0
	48A	AV	Seaplane Tender	
	48B	AVB	Advance Aviation Base Ship	
	48C	AVM	Guided Missile Ship	
	48Z		Tenders, Seaplane, Large - n.e.c.	
49		TENDERS, SI	EAPLANE, SMALL	0
	49A	AVD	Seaplane Tender (Destroyer)	
	49B	AVP	Seaplane Tender, Small	
	49Z		Tenders, Seaplane, Small - n.e.c.	
50		TENDERS, SI	UBMARINE	3
	50A	AS	Tender, Submarine (conventional and nuclear)	
	50B		(Intentionally left blank)	
	50 C		Tender, Submarine (FBM)	
	50Z		Tenders, Submarine - n.e.c.	
51		TRANSPORT	B	8#
	51A	AP	Transport	
	51B	APA	Transport, Attack	1
	51C	APB	Self-Propelled Barracks Ship	4
	51D	APH	Evacuation Transport	
	51E	APL	Barracks Craft (non-self-propelled)	4
	51F	APV	Transport and Aircraft Ferry	
	51G		United States Naval Ships (USNS) (MSC (formerly MSTS))	
	512		Transports - n.e.c.	

1

One or more exceptions exist within the major grouping.

H-12

TRANSPORTS, HIGH-SPEED 52 1 52A APD High-Speed Transport (Destroyer Transport) Transport, High-Speed - n.e.c. 52Z TUGS, OCEAN-GOING 53 53A ATA Auxiliary Ocean Tug 53B ATF Fleet Ocean Tug 53C (Intentionally left blank) 53Z Tugs, Ocean-Going - n.e.c. ADVANCED AIR BASES AND STATIONS (OUTSIDE CONTINENTAL 54 UNITED STATES) 0 Air Base Command (Advanced) 54A 54B Naval Air Station (Advanced) Advanced Air Bases and Stations (outside Continental U.S.) - n.e.c. 54Z 55 ADVANCED BASES, STATIONS, AND ACTIVITIES (OUTSIDE CONTINENTAL UNITED STATES) 00# 55A Advanced Naval Base 55B Advanced Naval Facility 55C Advanced Naval Station Commander Headquarters Support Activity (COMHEDSUPPACT) 55D Commander Submarine Command Northeastern Atlantic and 55E Mediterranean (COMSUBCOMNELM) 3 55 F Fleet Activity (except Yokosuka) Headquarters Support Activity (HEDSUPPACT) 55G 55 H Military Government 55J Naval Activity and/or Detachment - Housing Activity, Yokohama Special Support Group, Commander Naval Forces Far East 55K 55L Submarine Base 3 55 M Advanced Support Activity/Facility Advanced Bases, Stations, and Activities (outside Continental U.S.) - n.e.c. 55 Z NAVAL AIR SYSTEMS COMMAND 56 0 56A Naval Air Systems Command Headquarters 56Z Naval Air Systems Command - n.e.c. AIR ACTIVITIES (EXCEPT ASSEMBLY, REPAIR, AND EXPERIMENTAL) 57 0 57A Aircraft Delivery Unit 57B Air Mobile Training Group 57 C Air Technical Service Facility 57D Aviation Supply Office 57E Aviation Cadet Selection Board 57 F Aviation Facility (includes overseas) (Intentionally left blank) 57G 57 H Fleet Air Gunnery Unit 57J Logistic Support Wing 57K Military Airlift Command

One or more exceptions exist within the major grouping.

Motion Picture Liaison Office

Combat Camera Group

57L

57 M

H-18

57N Naval Aircraft Factory

- 57P Naval Aircraft Material or Engineering Center
- 57Q Naval Air Test Center
- 57R Naval Air Test Facility
- 578 Overseas Air Cargo Terminal Navy Transportation Coordinating Office
- 57T Photographic Center Laboratory
- 57U Reconnaissance and Technical Support Center
- 57Z Air Activities (except Assembly, Repair, and Experimental) n.e.c.
- 58

AIRCRAFT ASSEMBLY AND REPAIR. AND EXPERIMENTAL AVIATION

0

0

58A Advanced Underseas Weapo	ons (Modified) Shop
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- 58B Aeronautical Electronics and Electrical Laboratory
- 58C Air Antisubmarine Warfare Development Squadron
- 58D Aircraft Service Center
- 58E Air Turbine Test Station
- 58F Aviation Armament Laboratory
- 58G Aviation Engineering Service Unit
- 58H Aviation Repair and or Overhaul Unit (Advanced or Continental U.S.) Naval Air Rework Facility
- 58J Avionics Facility
- 58K Electronics Test Division (Naval Air Test Center)
- 58L (Intentionally left blank)
- 58M Naval Aeronautical Rocket Laboratory
- 58N Naval Air Development Center or Unit
- 58P Naval Air Ordnance Test Center (NAOTC)
- 58Q Naval Air Rocket Test Station
- 58R Naval Aviation Engineering/Electronics Service Unit (NAESU)
- 58S Night Development Squadron (formerly Night Attack Combat Training Unit (NACTU))
- 58T Aerospace Recovery Facility (formerly Parachute Facility)/Parachute Test Range
- 58U Special Weapons Tactical Testing Experimental Unit
- 58V Air Development Squadron or Detachment (VX, VXE, VXN)
- 58W Naval Air Space Systems Activity
- 58Z Aircraft Assembly and Repair, and Experimental Aviation n.e.c.
- 59

AIR BASES AND STATIONS (CONTINENTAL UNITED STATES)

- 59A Acceptance Training and Transfer Unit (ACTTU)
- 59B Advanced Base Aviation Training Unit
- 59C Airborne Early Warning Training Unit
- 59D Airship Training and Experimental Command (ZNATEC)
- 59E Air Technical Training Unit
- 59F Aviation Publications Training Center
- 59G Coast Guard Air Base
- 59H Fleet Airborne Electronics Training Unit (FAETU)/Fleet Aviation Specialized Operational Training Group (FASOTRAGRU)
- 59J Fleet All Weather Training Unit (FAWTU)
- 59K Heavy Attack Training Unit (HATU)
- 59L Helicopter Training Squadron
- 59M Lighter-than-Air Base
- 59N Marine Corps Air Station (includes Auxiliary Air Station)
- 59P Naval Air Base
- 59Q Naval Air Reserve Unit or Center
- 59R Naval Air Station (includes Auxiliary Landing Fields)

A-18

	59S	Naval Air Technical Training Center	
	59T	Naval Auxiliary Air Station (NAAS)	
*	59U	Naval Reserve Aviation Base	
	59V	(Intentionally left blank)	
	59W	Training Squadron	
	59Z	Air Bases and Stations (Continental United States) - n.e.c. (See 91K)	
60		AMMUNITION, BOMB, AND EXPLOSIVE ACTIVITIES	00#
	60 A	Ammunition Depot	1.
	60B	Explosive Investigation Laboratory or Mobile Unit	
	60C	Explosive Ordnance Disposal Technical Center/Facility	
	60D	Explosive Ordnance Disposal Group/Unit/Detachment	
	60E	Magazine	
	60F	Propellant Plant (formerly Powder Factory)	
	60G	(Intentionally left blank)	
	602	Ammunition, Bomb, and Explosive Activities - n.e.c.	
51		ARMY, NAVY, AND AIR FORCE JOINT ACTIVITIES, N.E.C.	00
	61A	Air Force Base and Facility	
	61B	Defense Atomic Support Agency/Defense Nuclear Agency	
	61D	Headquarters Command	
	61E	Joint Chiefs of Staff	
	61F	Defense Mapping Agency	
	61G	Defense Investigative Service/Unit	2
	61H	Joint Casualty Resolution Center	
	61N	National Security Agency	
	61P	Office of the Secretary of Defense	
	61Q	Panama Canal Company	
	61R	Special Duty, Air Force	
	61S	Special Duty, Army	
	61T	Armed Forces Examining and Entrance Station (AFEES)	
	612	Army, Navy, and Air Force Joint Activities - n.e.c.	
52		DEPOTS, STOREHOUSES, STORES, AND SUPPLIES	00
	62A	Finance Office (formerly Accounts Disbursing Office)	
	62B	Air Logistics Control Office	
	62C	Cargo Handling Battalion/Port Group	
	62D	Clothing and Textile Office or Depot	
	62E	Commissary Store	
	62F	Electronics Supply Office	
	62G	Fleet Aviation Accounting Office	1
	621	Correral Stores Supply Office	
	62K	Consolidated Household Goods Shipping Office	· · · · · ·
	691	Petroleum Activity - Fuel Supply Office Depot or Anney	
	62M	(Intentionally left blank)	•
	62N	Navy Consolidated Surplus Sales Office	
	62P	Navy Exchange	
	620	Navy Subsistence Office/Food Management Teams (NFDMGMT TM)	
	62R	Polaris Material Office	1
	625	Material Industrial Resources Office (formerly: Production Equipment	
	62T	Purchasing/Procurement Office/Procurement Training Component	
	620	Ships Parts Center	

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62V Single Manager Activity - Supply Agency

#One or more exceptions exist within the major grouping.

	62W	Supply Center	
	62X	Supply Depot	
	62Y	Joint Supply Activity Defense Contract Administration	
		Services (DCAS)/Defense Subsistence Region	
	62Z	Depots, Storehouses, Stores, and Supplies - n.e.c.	
63		(Intentionally left blank)	
64		ALLIED COMMANDS	9
	64A	Commander in Chief United Nations Command/Commander	
		U.S. Forces Korea	
	64B	Iceland Defense Force	
	64C	NATO Command - Central Europe	
	64D	NATO Command - Eastern Atlantic	
	64E	NATO Command - Functional	
	64F	NATO Command - Mediterranean Area	
	64G	NATO Command - Northern Europe	
	64H	NATO Command - Southern Europe	
	64J	NATO Command - Western Atlantic	
	64K	NATO Military Agency	
	64L	Southeast Asia Treaty Organization (SEATO)	
	64M	Supreme Allied Commander Atlantic (SACLANT)	
	64N	Supreme Allied Commander Europe (SACEUR)	
	64P	United Nations Emergency Force	
	64Q	U.S./Canadian Command (Commander in Chief North American Air Defense Command)	
	64Z	Allied Commands - n.e.c.	
65		MILITARY SEALIFT COMMAND, SHIP MOVEMENTS, AND HARBOR OPERATION ACTIVITIES	8
	65A	Armed Guard Center	
	65B	Convoy Center	
	65C	Marine Superintendent's Office	
	65D	Military Sealift Command (formerly MSTS)	
	65E	MSC Area	
	65F	MSC Office/Unit	
	65G	MSC Subarea	
	65H	Naval Control of Shipping	
	65J	Naval Port Control	
	65K	Port Director	
	65 L	Port Facilities	
	65Z	MSC, Ship Movements, and Harbor Operation Activities - n.e.c.	
66		DIPLOMATIC AND FOREIGN LIAISON (ATTACHES, ADVISORS, MISSIONS, AND OBSERVERS)	00
	66A	Advisor	
	66B	Defense Attache Systems	
	66C	Exchange Officer Foreign Government	
	66D	Liaison with Foreign Government	
	66G	Observer	
	66H	Transfer Team/Military Assistance Program Ship Training Team	
	66J	United Nations Command Military Armistice Commission (UNCMAC)	
	66K	United Nations Representative	

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- 6-L* Attache
- 6-M* Military Assistance Advisory Group (MAAG)

6-N* Mission

*Note: The second character of Ship and Station codes 6-L, 6-M, and 6-N reflects the geographical area as follows:

A-Africa	M-Europe, Eastern		
E-Asia	N-Near East		
H-Australia and	R-North America, Central America, West Indies		
East Indies	T-Philippines		
J-Europe, Northern	W-South America		
K-Europe, Western			
L-Europe, Southern	(Example: 6EM is code for a MAAG in Asia)		

66Z

Diplomatic and Foreign Liaison (Attaches, Advisors, Missions, and Observers) - n.e.c.

67

FIELD CONSTRUCTION UNITS AND ACTIVITIES (CONSTRUCTION BATTALION)

- 67A Construction Battalion
- 67B Construction Brigade
- 67C Construction Detachment
- 67D Construction Regiment
 - 67E Mobile Construction Battalion/Seabee Team
 - 67F Section Construction Battalion
- 67G Special Construction Battalion
 - 67Z Field Construction Units and Activities (Construction Battalion) n.e.c.

68

OTHER GOVERNMENT AGENCIES

- 68A Aircraft Reactor Branch
- 68B Atomic Energy Commission
- 68C Capitol
- 68D Coal Mines Administration
- 68E Defense Production Administration
- 68F Federal Aviation Agency (FAA) (formerly Civil Aeronautics Administration)
- 68G Coast Guard
- 68H Military Agency for Standardization
- 68J National Aeronautics and Space Administration (NASA)
- 68K Public Buildings Administration State Department
- 68L Selective Service
- 68M Veterans Administration
- 68N White House (Executive Office of the President)
- 68P Arms Control and Disarmament Agency
- 68Q Commerce Department (Maritime Administration/National Oceanic and Atmospheric Administration)
- 68R Federal Energy Agency
- 68Z Other Government Agencies n.e.c.

69

OCEANOGRAPHIC ACTIVITIES

- 69A Office of the Oceanographer of the Navy
- 69B Oceanographic Branch Office
- 69C Oceanographic Office
- 69D Oceanographic Activity
- 69E Oceanographic Detachment/Unit
- 69F Oceanographic Systems and Designated Facilities
- 69G Oceanographic Distribution Center

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7

69Z Oceanographic Activities - n.e.c.

70

INSPECTORS AT NONNAVAL INDUSTRIAL PLANTS AND ACTIVITIES

- 70A Bureau of Aeronautics Material Office
- 70B Naval Air Systems Command Naval Plant Representative Office (NASC-NPRO)
- 70C Bureau of Ships Representative
- 70D Bureau of Weapons General Representative
- 70E Bureau of Weapons Representative
- 70F Bureau of Weapons Technical Representative
- 70G General Inspector of Naval Aircraft
- 70H Inspector of Machinery
- 70J Inspector of Naval Aircraft
- 70K Inspector of Naval Material
- 70L Naval Sea Systems Command Naval Plant Representative Office (NSSC-NPRO)
- 70M Inspector of Petroleum Products
- 70N Inspector of Petroleum Reserves
- 70P Naval Technical Inspector
- 70Q Resident Inspector of Branch Office
- 70R Resident Inspector of Naval Aircraft
- 70S Resident Inspector of Naval Material
- 70T Supervising Inspector of Naval Material
- 70Z Inspectors at Nonnaval Industrial Plants and Activities n.e.c.

71 AMPHIBIOUS STAFFS AND ACTIVITIES

- 71A Advanced Base Landing Craft Unit
- 71B Amphibious Group/Boat Support Unit
- 71C Amphibious, River, or Coastal Squadron/Division/Flotilla
- 71D Amphibious Base
- 71E Amphibious Construction Battalion
- 71F Amphibious Force
- 71G Amphibious School
- 71H Amphibious Training/Operation Support/Force Command/ Amphibious Operations Training Unit
- 71J Underwater Demolition Team (UDT)/SEAL Team
- 71K Inshore Undersea Warfare Group/Detachment/Unit
- 71L Beach Groups
- 71M Fleet Composite Operational Readiness Group/Beach Jumper Unit
- 71N Beachmaster Unit
- 71P Naval Inshore Warfare Command/Detachment/Unit
- 71Q Commander Support Aircraft
- 71R Fleet Air Tactical Unit
- 71S Landing Craft Recovery Unit
- 71T Assault Craft Unit
- 71U Landing Force Equipment and Depot
- 71V Standard Landing Craft Unit (SLCU)
- 71W Tactical Air Control Squadron/Group
- 71Z Amphibious Staffs and Activities n.e.c.

72

MARINE CORPS ACTIVITIES (EXCEPT AIR STATIONS)

- 72A Fleet Marine Force
- 72B Headquarters United States Marine Corps
- 72C School
- 72Z Marine Corps Activities (except Air Stations) n.e.c.

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76K Naval Scientific and Technical Intelligence Center

- 76L Navy Collaboration in Air Intelligence
- 76M Headquarters Naval Intelligence Command
- 76N Naval Intelligence Processing System Support Activity/Naval Intelligence Processing System Training Facility
- 76P Naval Investigative Service
- 76Q Oceanographic Surveillance Information Facility/Center
- 76R Fleet Tactical Intelligence Support Activity/Group

NAVAL PERSONNEL, BUREAU OF

76Z Intelligence Activities - n.e.c.

77

78

- 77A Bureau of Naval Personnel77B Personnel Program Support Activity
- 77C Naval Personnel and Training Research Laboratory (San Diego)
- 77D Naval Personnel Research and Development Laboratory/Center
- 77Z Naval Personnel, Bureau of n.e.c.

PERSONNEL ACTIVITIES

78A Detention Barracks

- 78B Director/Commander Recruiting Area
- 78C Discharged Personnel Records Branch, St. Louis
- 78D Disciplinary Barracks/Correctional Centers
- 78E Maritime Service Recruiting Station
- 78F Naval Armory
- 78G Naval Home
- 78H Naval Officer Procurement
- 78J Naval Personnel Center
- 78K Naval Prison
- 78L Navy Band
- 78M Navy Camp
- 78N Recruiting Aids Facility
- 78P Recruiting Inspection
- 78Q Recruiting Command/Station/District
- 78R Officer Records Support Activity (formerly: Reserve Officer Recording Activity (RORA))
- 78S Reserve Training Command, Omaha
- 78T Retraining Command/Counseling and Assistance Center/ Human Resource Management Center
- 78U Reserve Manpower Center/Personnel Management Information Center
- 78W Naval Reserve Command
- 78Z Personnel Activities n.e.c.

NAVAL STATIONS AND BASES (EXCEPT ADVANCED BASES)

- 79A Hydrocoustic Station
- 79B Naval Base
- 79C Naval Station
- 79D (Intentionally left blank)
- 79E Small Craft Facility
- 79F Submarine Base/Facilities
- 79G Naval Support Activity/Facility
- 79Z Naval Stations and Bases (except Advanced Bases) n.e.c.

80 NAVY DEPARTMENT, MISCELLANEOUS

- 80A Telecommunications Censor
- 80B Correction of Naval Records
- 80C Decorations and Medals

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MEDICAL ACTIVITIES AND HOSPITALS

73A Bureau of Medicine and Surgery Field Office

- 73B Dental Activity
- 73C Disease Vector Control Center
- 73D Dispensary
- 73E Hospital

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- 73F Laboratory Medical
- 73G Medical Center/Clinic
- 73H Medical Unit
- 73J Preventive Medicine Unit
- 73K Research Institute and Unit
- 73L School/Joint School, Medical
- 73M Toxicology Unit
- 73N Ophthalmic Support Activity/Training
- 73P Joint Medical Activity
- 73Q Medical Data Services Center
- 73Z Medical Activities and Hospitals n.e.c.

MEDICINE AND SURGERY, BUREAU OF

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- 74A Bureau of Medicine and Surgery
- 74Z Medicine and Surgery, Bureau of n.e.c.

MINE WARFARE ACTIVITIES

- 75A Air Mine Defense Development Unit
- 75B Degaussing Station/Range/Facility
- 75C Drill Mine Preparation Facility
- 75D Experimental Mine Development
- 75E Magnetic Channel Range
- 75F Magnetic Minesweeper Range
- 75G Magnetic Proving Ground
- 75H Magnetic Survey
- 75J Mine Assembly Base
- 75K Mine Countermeasures Station/Unit
- 75L Mine Defense Laboratory
- 75M Mine Depot/Facility
- 75N Mine Recovery Unit
- 75P Mine Warfare Experimental Station
- 75Q Mine Warfare Proving Ground
- 75R Mine Engineering Facility
- 75S Mobile Mine Assembly Unit/Group
- 75Z Mine Warfare Activities n.e.c. (For Mine Warfare Training Center, use 91E)

76

INTELLIGENCE ACTIVITIES

- 76A Air Intelligence Training Center
- 76B Central Intelligence Agency (CIA)
- 76C Intelligence Office, Naval District or River Command
- 76D Field Intelligence Office
- 76E Fleet Air Intelligence Augmenting Unit
- 76F Fleet Intelligence Training Center/Fleet Intelligence Center
- 76G Intelligence Support Center/Unit
- 76H Armed Forces Air Intelligence Training Center
- 76J Defense Intelligence Agency/Defense Intelligence School

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80D	Naval Boards
80E	Examining Boards (Line, Medical, and Supply)
80F	Office of the Comptroller
80G	Office of the General Counsel
80H	Office of Civilian Manpower Management
80J	Office of Information (CHINFO)
80K	Office of the Judge Advocate General/Judiciary Activity
007	Branch Office/Law Center
SOL	Office of the Management Engineer
SOM	Office of Strategie Services
8010	Director Strategic Services
800	Review Discharges and Dismissals
808	Immediate Office of the Secretary of the Navy
805	Office of Legislative Affairs
80T	Office of Program Appraisal
80U	Office of Naval Petroleum and Oil Shale Reserves
80Z	Navy Department, Miscellaneous - n.e.c.
	NAVAL SHIPYARDS
81A	Naval Shipyard (including Pearl Harbor)
81B	Navy Shipbuilding Scheduling Activity
81Z	Naval Shipyards - n.e.c.
	OFFICE OF THE CHIEF OF NAVAL OPERATIONS
82A	Chief of Naval Operations
82B	Director Naval Communications
82C	Fleet Hurricane Forecasting Facility/National Hurricane Center
82D	Fleet Weather Central or Facility/Naval Weather Service
	Environmental Detachment (NWSED)
82E	Inspection and Survey Boards
82F	Inspector General
82G	Naval History
82H	Naval weather Service Command
040 99K	Manager Validation Office /Manager Survey Office /Nevy
04A	Mannower and Material Analysis Center
821.	Fleet Combat Direction Systems Support Activity
827	Office of the Chief of Naval Operations - n.e.C.
	NAVAL ORDNANCE SYSTEMS COMMAND (See 93)
83A	Naval Ordnance Systems Command Headquarters
83B	Bureau of Weapons Fleet Readiness Representative
83C	Intra-Bureau Change Committee
83D	Weapons Systems Analysis Office
83E	Naval Oronance Systems Support Office
832	Navai Ordnance Systems Command - n.e.c.
	ORDNANCE PLANTS AND ACTIVITIES: PROVING GROUNDS AND
	RANGES
84A	Ammunition and Net Depot
84B	Guided Missile Factory Training and Training Unit
84C	Guided Missile Unit, Group, and Detachment
84E	Magazine and Net Depot Miggile Range/Center/Facility/Systems
84F	Mobile Ordnance Service Unit

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- 84G Naval Weapons Quality Assurance Office/Naval Weapons Engineering
- 84H Ordnance Facility
- 84J Ordnance Laboratory
- 84K Ordnance Missile Test Facility
- 84L Ordnance Plant
- 84M Ordnance Supply Office
- 84N Ordnance Test Station and Unit
- 84P Ordnance Unit
- 84Q Proving Grounds and Ranges
- 84R Rangefinder Calibration Station
- 84S Rifle Range
- 84T Weapons Plant (Formerly: Gun Factory)
- 84U Weapons Station/Center
- 84V Aviation Weapons Facility
- 84Z Ordnance Plants and Activities; Proving Grounds and Ranges n.e.c.

85 PROJECTS, SPECIAL

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- 85A Armed Forces Special Weapons Projects (AFSWP) (Sandia Base)
- 85B Army Chemical Center
- 85C Camp Detrick
- 85D Clarkesville Base, Tennessee
- 85E Lake Mead Base, Las Vegas
- 85F Nuclear Ordnance Unit
- 85G Nuclear Weapons Training Center/Group
- 85H Nuclear Weapons Annex
- 85J (Intentionally left blank)
- 85K Special Weapons Unit
- 85L Task Forces, 1, 3, and 7
- 85M Weapons Annex, Charleston
- 85N Astronautic Group
- 85Z Projects, Special n.e.c.

86

COMMUNICATIONS, RADIO, AND SECURITY ACTIVITIES (CONTINENTAL 00 AND ADVANCED)

- 86A Communication Station/Unit
- 86B Communications Security Group/Department/Research Operations Department, AGTR
- 86C Communication Training Center
- 86D Navigation Aids Support Team (Formerly Lorac Support Teams)
- 86E Naval Security Station, Washington, D.C.
- 86F Radio Direction Finder Station
- 86G Radio Station/Facility
- 86H Communications Security Material Mobile Issuing Office
- 86J Security Engineering Facility
- 86K Shore Based Radar (Argus see 04A)
- 86L Radio Frequency Spectrum Activity
- 86M Joint Communications Activity/Training
- 86N Navy Courier Service Headquarters or Detachment
- 86P Headquarters Naval Telecommunications Command (Formerly: Naval Communications Command)
- 86Z Communications, Radio, and Security Activities (Continental and Advanced) - n.e.c.

RECEIVING STATIONS, BARRACKS, SHIPS, AND STATION SHIPS

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87A Advanced Base Personnel Depot

One or more exceptions exist within the major grouping.

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87B	Civil	Affairs	Staging	Area
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- 87C Personnel Distribution Office
- 87D Receiving Barracks
- 87E Receiving Ship
- 87F Receiving Station
- 87G Receiving Station Ship
- 87H Reserve Center/Facility
- 87J Separation Center
- 87K Training and Distribution
- 87L Training Publications Center/Detachment
- 87M
 Reserve Training Submarine
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 87N
 Transient Personnel Unit
- orn Transfent Personner Unit
- 87P Reserve Readiness Command
- 87Z Receiving Stations, Barracks, Ships, and Station Ships n.e.c.

REPAIR AND SERVICE UNITS, BASES, AND FACILITIES

- 88A Base Service Unit
- 88B Destroyer Repair Unit
- 88C Landing Boat Repair Unit
- 88D Material Salvage Unit/Harbor Clearance Unit or Team
- 88E Mobile Technical Unit
- 88F Service Unit and/or Facility
- 88G Ship Repair Facility/Office/Shore Support Group
- 88H Submarine Repair Unit
- 88J Target Repair Base or Unit
- 88K Inactive Ship Maintenance/Storage Facility
- 88Z Repair and Service Units, Bases, and Facilities n.e.c.

89

88

RESEARCH AND EXPERIMENTAL ACTIVITIES

- 89A Antisubmarine Development Detachment Arctic Research and Evaluation Laboratory 89B 89C **Civil Engineering Laboratory** Naval Ship Research and Development Center (includes the 89D former David Taylor Model Basin) Naval Electronics Laboratory Center (formerly: Command Control 89E **Communications Laboratory Center**) 89F **Engineering Experiment Station** 89G **Experimental Diving Unit** 89H Oceanographic Research Station 89J National Defense Research Council 89K Naval Boiler and Turbine Laboratory 89L Naval Computing Machine Laboratory 89M Naval Observatory 89N Naval Research Laboratory (includes annexes) Office of Naval Research and Branch Offices 89P 89Q **Operational Development Center** 89R **Operations Evaluation Group and Detachment** 89S Naval Radiological Defense Laboratory 89T Training Device/Equipment Center/Facility 89U Underwater Sound Laboratory 89V Weather/Environmental Research Facility 89W Institute of Naval Studies; Center for Naval Analysis
- 89Z Research and Experimental Activities n.e.c.

SEA FRONTIERS AND NAVAL DISTRICTS (CONTINENTAL AND ADVANCED)

90A 90B	Aircraft Warning Center Antisubmarine Warfare Unit/Facility
90C	Berthing Facility
90D	District Headquarters
90E	Fleet Post Office
90F	(Intentionally left blank)
90G	Harbor Entrance Control Post
90H	Motion Picture Exchange
90J	Office of Industrial Manager
90%	Reserve Supplement Headquarters
90L	Sea Frontier
90N	Underwater Detection Unit
900	(Intentionally left blank)
900	Fleet Data Processing Service Center/Data Service Detachment
90R	Fleet Religious Support Activity
90Z	Sea Frontiers and Naval Districts (Continental and Advanced) - n.e.c.
	SCHOOLS AND EDUCATIONAL ACTIVITIES, STAFF (For
	Service Academies/Monterey see 98)
91A	Advanced Command and Staff School
91B	Correspondence Course Center
91C	Enlisted Training Activity (Class A, B, C, and P Schools)
91D	Examining Center
91E	Fleet Training Activity
91F	Functional Training Activity
91G	Merchant Marine Academy
91H	(Intentionally left blank)
91J	Officer Special School
91K	Basic Naval Aviation Officers School
91L	NROTC/NJROTC/OCS/ROC/AOC/ADCOP/NESEP School
91M	Training Centers and School Commands (except Recruit and Training Commands)
91N	General Line School
91P	Defense Language Institute
91Q	Joint Training Activity (except Command and Staff Colleges)
91R	Training Support Command/Education and Training Support Center/Detachment
91S	Naval Education and Training Command
91T	Chief of Technical Training/Technical Training Center
91U	1200 psi Mobile Training Team
91Z	Schools and Educational Activities, Staff - n.e.c. (for Service Academies/Monterey see 98)
	NAVAL ELECTRONIC SYSTEMS COMMAND
92A	Naval Electronic Systems Command Headquarters
92B	Naval Electronic Systems Command Division/Activity/Office
92C	Naval Shore Electronics Engineering Activity
92Z	Naval Electronic Systems Command - n.e.c.
	NAVAL SEA SYSTEMS COMMAND (formerly Naval Ship
	Systems Command and Naval Ordnance Systems Command)
93A	Naval Sea Systems Command Headquarters
93B	Naval Ship Engineering Center

93Z Naval Sea Systems Command - n.e.c.

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SUP	ERVISION	OF NONN	AVAL	INDUSTRIAL	PLANTS
A	ND CONS	TRUCTION	N ACTI	VITIES	

- 94A Navy Area Audit Service
- **Civil Works Contracts** 94B
- **Cost Inspection** 94C
- **Public Works Contracts** 94D
- Officer in Charge of Contracts and Resident OIC of Contracts 94E
- 94F Supervisor of Shipbuilding and Naval Inspector of Ordnance
- Supervisor of Shipbuilding, Conversion, and Repair 94G
- 94Z Supervision of Nonnaval Industrial Plants and Construction Activities - n.e.c.

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94

NAVAL SUPPLY SYSTEMS COMMAND

- Naval Supply Systems Command Headquarters 95A
- 95B Navy Central Disbursing Office
- Navy Finance Center/Navy Accounting and Finance Center 95C
- (Intentionally left blank) 95D
- **Regional Finance Office** 95E
- Material Transportation Office 95F
- 95Z Naval Supply Systems Command - n.e.c.

96

97

98

TORPEDO ACTIVITIES

- Underwater Weapons Research Engineering Station 96A 96B Naval Aircraft Torpedo Unit
- Torpedo Range 96C
- 96D Torpedo Station
- Torpedo Unit Field and Mobile 96E
- 96F (Intentionally left blank)
- 96Z Torpedo Activities - n.e.c.

TRAINING STATIONS (RECRUIT TRAINING)

- 97A **Recruit Training Center (NTC)**
- 97 Z Training Stations (Recruit Training) - n.e.c.
- SERVICE ACADEMIES OR POSTGRADUATE SCHOOLS
- 98A Air Force Academy 98B Military Academy
- 98C Naval Academy
- 98D
- Postgraduate School, Monterey/Management Systems Center, Monterev
- 98E **Coast Guard Academy**
- 98Z Service Academies or Postgraduate Schools - n.e.c.
- 99
- NAVAL FACILITIES ENGINEERING COMMAND
- 99A Naval Facilities Engineering Command Headquarters 99E **Field Engineering Division**
- 99F **Advanced Base Construction Depot**
- 99G **Construction Battalion Base Unit**
- 99H **Construction Battalion Center**
- 99J **Construction Equipment Repair Depot**
- **District** Public Works Office 99K
- 99 L **Drydock Facility**

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99MDrydock (Floating Type)99NDrydock (Graving Type)99PPontoon Assembly Detachment99QPublic Works Center99RYards and Docks Supply Office and Depot99SNuclear Power Unit99ZNaval Facilities Engineering Command - n.e.c.

RIVERINE WARFARE CRAFT

ASPB	Assault Support Patrol Boat
ATC	Armored Troop Carrier
ССВ	Command and Control Boat
MON	Monitor
PACV	Patrol Air Cushion Vehicle
PBR	River Patrol Boat
PCF	Patrol Craft, Inshore
	Riverine Warfare Craft - n.e.c.

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*This group applicable to TYCOM Code structure only

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