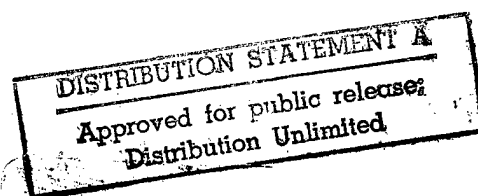


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## **The Military as a Career:**

**Results from the 1992 DoD Surveys  
of Officers and Enlisted Personnel and  
Military Spouses**



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**THE MILITARY AS A CAREER:**  
**RESULTS FROM THE 1992 DOD SURVEYS OF OFFICERS AND**  
**ENLISTED PERSONNEL AND MILITARY SPOUSES**

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# Executive Summary

## Introduction

To maintain efficiency and effectiveness, the Department of Defense (DoD) must be a responsive employer. As the military becomes more gender-integrated and more family-oriented, DoD must understand and plan for the needs of the changing Force. To provide input for policies that relate to military families, the Defense Manpower Data Center (DMDC) conducted the *1992 Department of Defense Surveys of Officers and Enlisted Personnel*. The surveys were designed to provide an analysis of issues such as the impact of changing family structures, to guide updates of current policies to accommodate changing needs, and to assist in the development of new policies.

The 1992 surveys consisted of active-duty personnel in all four military Services. They were based on stratified samples of 40,812 officers and 56,015 enlisted personnel, for a total of 96,827 service members. Responses were received from 59,930 members (27,684 officers and 32,246 enlisted personnel). Response rates, based on the number of completed survey returns and the number of eligible members, were 71.6 percent for officers, 62.3 percent for enlisted personnel, and 66.3 percent overall. The total sample for the 1992 surveys consisted of four different samples:

- A longitudinal sample consisting of a subsample from the 1985 survey sample,
- A sample of recruiters,
- A sample of active-duty members, and
- A sample of Active Guard/Reserve or Training and Administration of the Reserve (AGR/TAR) members.

The survey questionnaire gathered information on demographics, military background and lifestyles, deployments, retention and career intentions, dependents and child care issues, military compensation, benefits and programs, and family resources.

This report is the fifth in a series of five analyses based on the 1992 survey results. Its objective is to analyze issues related to satisfaction with the military and career intentions. By describing the underlying dimensions of satisfaction with military life and determining which demographic and environmental factors are related to the intention to remain in the Service, this report identifies the characteristics of soldiers who are more likely to choose the military as a career.

Retention of trained, experienced personnel is clearly vital to the maintenance of a fully qualified force (Rakoff, Griffith, & Zarkin, 1993). Programs such as the Army Family Research Program (AFRP) (Bell, Scarville, & Quigley, 1991) and individual researchers such as Segal and Harris (1993) have offered models of retention behavior. The 1992 surveys were intended to supplement the findings of these studies, and to provide additional insight into the factors that influence satisfaction with the military and career retention.

## Analysis Methodology

A multivariate approach was used for an analysis of the 1992 survey results in order to address the following question:

- Are some service members more likely than others to be satisfied with military life?

Because of differences in the questionnaires and availability of dependent measures for enlisted personnel and officers, separate research questions were developed to examine retention patterns for the two groups:

- Are some enlisted personnel more likely than others to indicate willingness to reenlist?
- Are some officers more likely than others to indicate an intention to stay in the military for longer periods?

Explanatory variables (developed from the survey responses) included the following: 1) individual, military, and family demographics; 2) job-related variables for service members and their spouses; 3) satisfaction with military life; 4) income and benefits; and 5) Operations Desert Shield/Desert Storm (ODS/S) deployment status. As a preliminary step, simple descriptive frequencies and Chi-square tests were used to explore the interrelationships among the explanatory variables and the relationships between explanatory variables and dependent measures. Then a series of complex multivariate regression models was used to examine directional interrelationships between the explanatory and dependent variables. The objective was to provide information for future DoD programs, with the intention of improving overall satisfaction with military life and increasing personnel retention.

## Findings

The analyses of survey results presented in this report suggest the following with respect to overall satisfaction with military life:

- The most important influence on retention of military personnel (i.e., reenlistment intentions for enlisted personnel and total expected years of service for officers) is satisfaction with military life.
- Perceptions of qualitative aspects of the military job environment (e.g., morale, promotion opportunity) have a more significant positive impact on satisfaction with the military than do income/benefit measurements.
- Service members—both enlisted personnel and officers—who feel that morale is high at their duty location and who believe that they are supported by their supervisor and chain of command are more likely to be satisfied with military life than those who do not.
- Service members who believe that they have good possibilities for promotion are more likely to be satisfied with military life.
- Service members who feel that their military job assignments are important and challenging are more likely to be satisfied with military life.

- Service members who place a high value on the military retirement system are more likely to be satisfied with military life.
- There are no significant differences among race/ethnicity groups in terms of satisfaction with military life.
- Women are more likely than men to be satisfied with military life.
- For enlisted personnel, higher numbers of dependents are associated with higher levels of satisfaction with military life. For officers, those who are single or in dual-military marriages with no dependents are less likely to be satisfied with military life.

The analyses suggest the following with respect to reenlistment intentions:

- Among both enlisted personnel and officers, those who have recently explored civilian job opportunities are likely to indicate an intention to leave the Service earlier, as are those who feel that they have a high likelihood of finding a good civilian job on short notice.
- Males and older service members are more likely to indicate an intention to reenlist (enlisted personnel) or a longer expected period of military service (officers).
- Among enlisted personnel with no dependents, those who are single are less likely to indicate an intention to reenlist than those who are married to civilians, and those in dual-military marriages are more likely to indicate an intention to reenlist than those who are married to civilians.
- Enlisted personnel in the Navy or Air Force are more likely to indicate an intention to reenlist than are those in the Army or Marine Corps. Air Force officers anticipate a longer term of service than Army or Navy officers, and Marine Corps officers anticipate fewer years of service.
- Enlisted personnel early in their enlistment period are more likely to indicate an intention to reenlist than are those with less time remaining in their enlistment period.

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# Introduction

## Background

To maintain efficiency and effectiveness, the Department of Defense (DoD) must be a responsive employer. Toward this end, DoD periodically assesses the characteristics, behaviors, attitudes, values, expectations, career intentions, and satisfaction of military service members and their families and identifies potential areas for improvements in personnel policy. As the military work force becomes more gender-integrated and more family-oriented, DoD must understand and plan for the needs of the changing force. Yesteryear's troops were predominantly single men; in contrast, today's volunteers consist of married men and women, mothers and fathers, dual-military couples, and single parents, as well as single men and women. Because the military is no longer primarily single individuals, personnel policies, services, and programs must be offered to enable the changing military personnel to manage the burdens of both Service life and the bearing of arms. Such policies and programs can contribute to recruitment, morale, readiness, performance, and personnel retention.

A variety of research studies have provided input for structuring DoD policies and programs. Some have modeled retention patterns and attempted to identify factors related to the choice of a military career, such as satisfaction with military life. Many of those studies, however, focused on the psychological characteristics of individual service members and did not fully explore the influence of outside factors (e.g., the family) on decisions by some service members to reenlist or to stay in the military longer than others.

To provide input for policies that relate to military families, the Defense Manpower Data Center (DMDC) conducted the *1992 Department of Defense Surveys of Officers and Enlisted Personnel*. Development of the surveys was coordinated through the Office of the Under Secretary of Defense for Personnel and Readiness (Personnel Support, Families & Education, Office of Family Policy, Support & Services). The surveys were administered to active-duty personnel in all four military Services. They included items on demographics, military background and lifestyle, deployments, retention and career intentions, dependents, military compensation, benefits and programs, civilian labor force experience, and family resources.

To aid in the dissemination and utilization of findings from the 1992 surveys, DMDC has published a series of five topical reports based on analyses of the survey results. This report, the fifth in the series, presents findings concerning the military as a career, with a focus on the relationships of demographic characteristics and in-service experiences to satisfaction with military life and the decision to remain in the military beyond a single term of service. The four other reports address the following topics: background and characteristics of military families (Report 1); individual and family readiness for separation and deployment (Report 2); Operations Desert Shield/Desert Storm (Report 3); and child care arrangements (Report 4). The remaining sections of this introduction include a literature review, which describes earlier studies related to personnel retention in the military, and a survey methodology section, which describes the development of the 1992 surveys.

## Literature Review

*To the extent that low attrition and high retention improve the experience level of the force, they also contribute to personal and training readiness (Department of Defense, 1993, p. 8-5).*

Like any organization, the military depends on a mix of experienced personnel to staff leadership positions, and junior members to perform lower-level functions as they gain experience and move up through the ranks. To maintain this balance, some 200,000 new recruits are brought into the four military branches each year along with 20,000 newly commissioned officers.<sup>1</sup> Similar numbers also leave military service, either through attrition or upon completion of one or more tours of duty.

Retention of a certain percentage of trained, experienced soldiers, sailors, airmen, and Marines is clearly vital to the maintenance of a fully qualified force. Essentially, maintaining a high-quality force is a two-step process: first, those with the potential for success must be attracted to join; and second, some percentage of those who are successful must decide to remain in service for an extended period, perhaps even for the balance of their careers.

Over the years, a great deal of research has been conducted to examine the factors that attract quality youth to military service. For instance, DoD conducts the Youth Attitude Tracking Study (YATS) to obtain the perceptions of young people (16-21 years old) concerning service in the military. These data are used in structuring enlistment incentive packages and formulating advertising strategies to inform the target population of the advantages of the military as an employer.

Research has also been carried out to isolate the factors that motivate those who actually do join the military. For example, the United States Army Recruiting Command has supported the New Recruit Survey (NRS), which is given to a random sample of potential recruits during their initial appointments at recruiting centers. Results from previous iterations of the NRS indicate that the top motivator for enlistment was obtaining money for college, followed by getting training in a specific job skill. Another important reason for enlisting was "to do something I can be proud of." Other frequently given reasons for joining included the desire to serve one's country, the desire to prove that "I can make it," and the desire to make more money (Rahe, 1996).

The final step in the development of a fully qualified career force is the reenlistment of those high-performing personnel whom the Services want to keep to fill their senior ranks. What are the factors that lead individuals to decide to remain in or to leave the military? Segal and Harris (1993) offered a model of retention behavior that arose from the Army Family Research Program (AFRP). This paradigm, summarized in Figure 1, was based on empirical research carried out under the AFRP. The general nature of the variables identified suggests that the results could be generalized to the other Services.

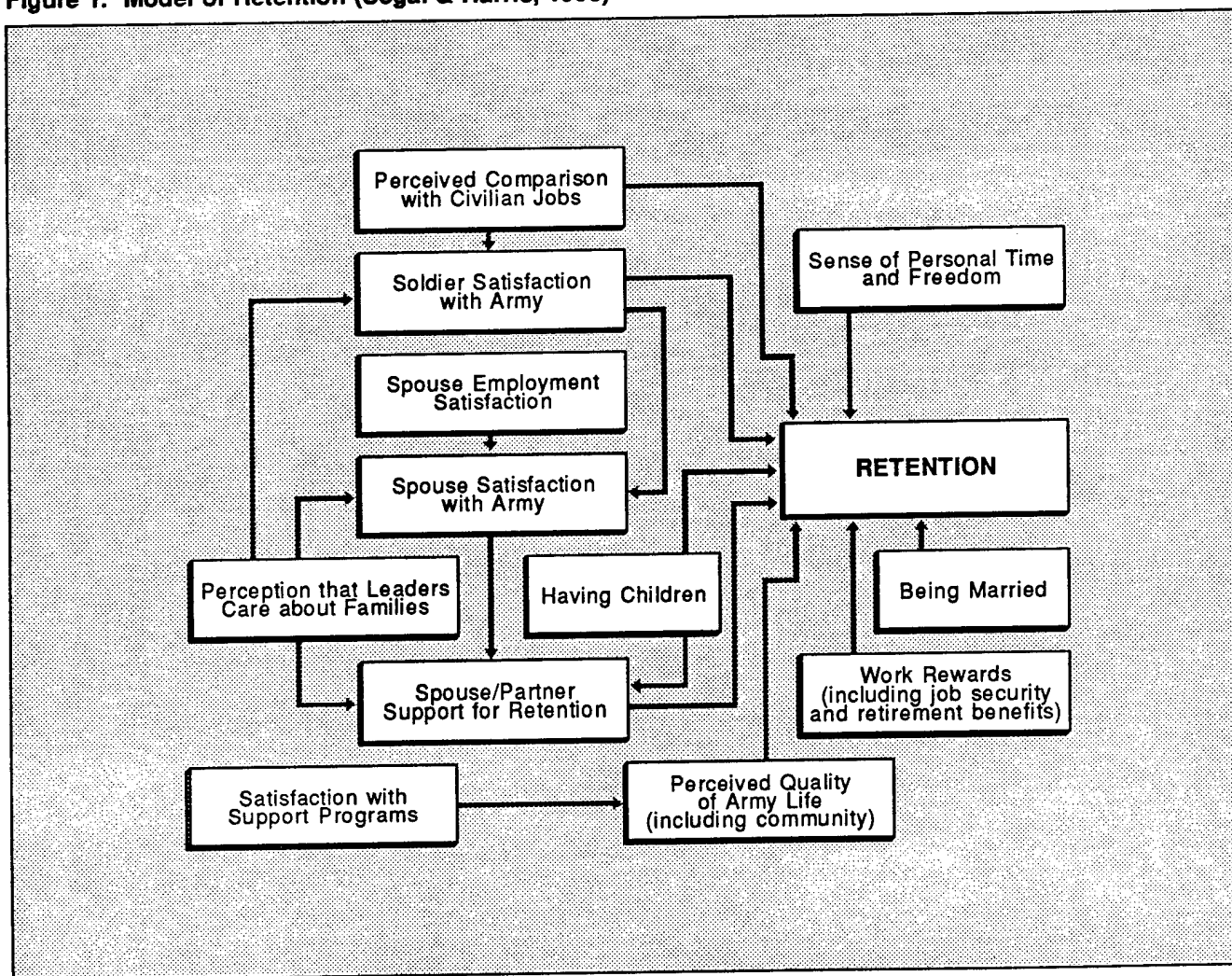
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<sup>1</sup>Personal communication from the Office of Accession Policy, Personnel and Readiness, OUSD (December 1996).

## Non-Family-Related Factors and Retention

Several of the components in the retention model (e.g., soldier satisfaction with the Army, work rewards) are related to what is most commonly referred to in the literature as "job satisfaction." The link between job satisfaction and retention has been well documented, with correlations of approximately .40 (Muchinsky, 1990). There are several potential mediators of this relationship, including the availability of options outside the current place of employment. Obviously, someone who needs a job may remain in a position with which he/she is dissatisfied if the alternatives are perceived as worse or nonexistent.

Figure 1. Model of Retention (Segal & Harris, 1993)



As part of the Army's Project A, a measure of job satisfaction called the Army Job Satisfaction Questionnaire (AJSQ) was developed, covering satisfaction with six aspects of work and Army life: supervision, co-workers, promotions, pay, work, and the Army as an organization (Knapp, 1995). Although the content of the AJSQ overlapped to some extent with the Segal and Harris retention model, family factors such as the impact of dependents and feelings about family income were not addressed. Also not included were more subtle factors such as morale at the member's base location and value of benefits. Data collected from the AJSQ indicated that job satisfaction predicted first-tour intention to reenlist and, in the end, reenlistment behavior. This result is consistent with findings which show that

job satisfaction has a significant impact on the reenlistment decision-making process (Knapp, McCloy, & DiFazio, 1993).

Rakoff, Griffith, and Zarkin (1993) applied multiple regression techniques to predict reenlistment intentions and actual retention behavior. The variables used fell into five broad groups: personal and family characteristics, Army service life, Army work characteristics, Army-civilian comparisons, and usefulness of Army family programs and services. On the basis of supervisor ratings, soldiers were first divided into high, medium, and low performers. Subsequent analyses were done within these groups. Findings of the study suggested that regardless of performance level and years of service, a positive impression of opportunities for advancement in the military as compared with the civilian job market was positively related to reenlistment intention. Opportunities for excitement and viewing the military as a good environment in which to raise children were significant predictors of retention for the highest and lowest performers. Other significant predictors were opportunity to serve the country and spouse employment potential (high performers) and a favorable comparison of the military with civilian life with respect to pay and retirement benefits (middle and low performers).

It is clear from these studies that a variety of work-related factors have an impact on the decision to stay in or leave the military. Further, many of these center on perceptions of the alternatives available in civilian versus military life.

### **Family-Related Factors and Retention**

A variety of studies have indicated that married military members present fewer problems overall than do those who are single or who experience a divorce while in the military. Data from the Department of Defense (1993) indicate that DoD-wide attrition rates are highest for single persons without children and lowest among those who are married and have dependents. For both male and female service members, the number of disciplinary and substance abuse discharges was highest among those who entered the military unmarried and stayed that way. Conversely, the highest retention rates across branches were for married service members, either with dependents (36 percent) or without dependents (37 percent). The most obvious explanation for these results lies in the greater responsibility associated with marriage and children, making career satisfaction and the stability it affords, as well as income maintenance, even higher priorities for the married service member.

One of the most important findings emerging from research on military families is that spouses have a great deal of influence on the reenlistment decision-making process. In fact, Segal and Harris (1993) concluded that, "spouse attitudes have an impact on soldier attitudes and behavior above and beyond the soldiers' initial attitudes. There is even evidence that the spouse's attitude sometimes has more influence on the soldier's actual reenlistment behavior than the soldier's own predilection" (p. 17). Further, this apparently holds true to a large extent for committed, non-marital relationships (Orthner, Bowen, Zimmerman, & Short, 1992).

As reflected in the Segal and Harris model (Figure 1), there are a number of factors that influence spouses' attitudes toward the military and the military lifestyle. Perhaps one of the most important is the perception that the Service branch in question cares about and seeks to protect families (Griffith, Stewart, & Cato, 1988). Obviously, such perceptions are affected by a variety of factors, including family support services and programs and the provision of resources (e.g., time) for the service member to deal with family problems.

The employment status of military spouses has also been found to be related to their satisfaction with military life and, thus, their support for remaining in the military. The inability of a spouse to get or maintain a job has been shown to be related to dissatisfaction with the military way of life (Griffith et al., 1988). Conversely, being employed is related to more effective coping by spouses during times of separation (Griffith et al., 1988). Spouse employment also has an impact on financial status, which has been shown to be a particularly significant concern for more junior personnel (La Vange, McCalla, Gable, Rakoff, Doering, & Mahoney, 1986).

Satisfaction with military life is influenced by other factors, such as frequency of separations. A variety of mediators have been found to affect this relationship, including age and experience and length of residency at current location (Rosen & Moghadam, 1990). On a related note, correlations have been found between satisfaction with the military and the perceived amount of personal freedom regarding work hours, schedule, and time for personal/family life (Griffith, Rakoff, & Helms, 1993).

Many of the issues discussed in this literature review were addressed in the 1992 surveys. In addition to reenlistment intentions, data were collected on a variety of background characteristics, job and life satisfaction dimensions, etc. Therefore, analyses of these data should provide new insights into the impact of work and family characteristics on career planning. Such information will be of significant value to personnel and policy managers as they formulate plans and programs that will contribute to the maintenance of a fully qualified career force.

## Survey Sample

The 1992 surveys were based on a probability sample of military personnel on active duty as of December 1991. The sample included 40,812 officers and 56,015 enlisted personnel (a total of 96,827 members) and was stratified by Service, status (officer or enlisted), and gender. Responses were received from 27,684 officers and 32,246 enlisted personnel (59,930 total), which represented a 66 percent overall response rate (respondents as a percentage of eligible members). Surveys similar to the 1992 surveys were also conducted in 1978 and 1985.

The survey sample included four separate samples: (1) longitudinal, (2) recruiters, (3) members, and (4) Active Guard/Reserve or Training and Administration of the Reserve (AGR/TAR) members.

The stratification scheme, sample sizes, and sample selection approach for each of the four samples were similar. All four samples were selected using probability methods; that is, each eligible individual had a non-zero, known probability of selection. Probability sampling allowed for the projection of the survey results to the target population (service members), using weights developed to reflect variable probabilities of selection and nonresponse bias. The database used in the analyses for this report included all four samples combined, and all analyses were conducted with the weighted data (see Appendix A for more detail on sampling, databases, and weighting).

The sampling frames, sample sizes, and stratification corresponding to each of the four samples selected for the 1992 surveys were as follows:

- The longitudinal sample consisted of a subsample of 11,999 from the personnel selected for the 1985 *Department of Defense Survey of Officer and Enlisted Personnel* who were still in the military as of December 1991. The sample maintained the stratification of the 1985 survey (i.e., Service, officer/enlisted status, and gender).

- The recruiter sample consisted of 3,999 recruiters, approximately 1,000 per Service.
- The member sample consisted of members on active duty as of December 1991 who had been in the Service for 4 months or more and were neither recruiters nor included in the 1985 survey. The sample of 75,345 active military personnel was derived by selecting approximately 5,000 members from each of the 16 cells defined by Service, officer/enlisted status, and gender.
- The AGR/TAR sample included approximately 500 AGR/TAR from each of the 14 cells defined by seven levels of Reserve Component and officer/enlisted status. Some cells had fewer than 500 members. A total of 5,484 full-time, support AGR/TAR members were selected.

# Elements of Career Satisfaction

## Background

Retention of a large percentage of trained, experienced military personnel is clearly vital to the maintenance of a fully qualified force. Essential to the military's ability to assess the reenlistment potential of its force is an evaluation of factors that influence satisfaction with military life and, ultimately, the decision to stay in the military. Toward that end, descriptive tests and multivariate analyses of the 1992 survey data were conducted to address the following research questions:

- What are the underlying dimensions of satisfaction with military life?
- What are the characteristics of service members who are more likely to be satisfied with the military?
- What factors influence the decision to reenlist (enlisted personnel) or to remain in the military for longer periods (officers)?

The analysis first determined which survey items could be combined to form a meaningful and reliable composite measure of satisfaction with military life, which was then used as a dependent measure in the first regression model. Secondly, two separate dependent measures of career intention were developed for enlisted personnel and officers, based on two different survey questions (different questions about retention were asked on the enlisted personnel and officer versions of the questionnaire).

To examine the research questions above, variables were selected for use as independent (explanatory) measures for the analyses. Table 1 lists the survey variables that were used in the analyses and the questionnaire items corresponding to the variables, as well as additional variables that were recoded, derived, or combined for use in the analytical models.

**Table 1. Items Included In the Analyses**

Short Name	Questionnaire/Record Data Item	Scale	Definition of Explanatory Variable
<b>1) Individual Demographics:</b>			
Gender	Are you male or female?	—	Dichotomous numerical variable
Age	How old were you on your last birthday?	00-99 years	Discrete numerical variable for age of respondent
Race/Ethnicity	Are you: American Indian/Alaskan Native Black/Negro/African-American Oriental/Asian/Chinese/Japanese/Korean/ Filipino/Pacific Islander White/Caucasian Other (specify)?  Are you of Spanish/Hispanic origin or descent?	—	Dichotomous variables for Black, White, Hispanic, and Other (all other race/ethnicity categories). For example, when a respondent was Black, the variable BLACK was set to 1; otherwise, BLACK was set to 0.



**Table 1. Items Included in the Analyses (Continued)**

Short Name	Questionnaire/Record Data Item	Scale	Definition of Explanatory Variable
<b>1) Individual Demographics (Continued):</b>			
Years of Education	AS OF TODAY, what is the <i>highest</i> school grade or academic degree that you have? Less than 12 years of school (no diploma) GED or other high school equivalency certificate High school diploma Some college, but did not graduate 2-year college degree 4-year college degree (BA/BS) Some graduate school Masters degree (MA/MS) Doctoral degree (PhD/MD/LLB) Other degree not listed	10 to 21 years of schooling: 10 years  11 years 12 years 13 years 14 years 16 years 17 years 18 years 21 years 17 years	Discrete numerical variable corresponding to years of schooling
<b>2) Military Demographics:</b>			
Service Branch	In what Service are you? Army Navy Marine Corps Air Force	—	Dichotomous variables for each Service
Pay Grade	What is your pay grade? Enlisted personnel: E1 to E9 Officers: O1 to O7 and W1 to W5	—	Dichotomous variable for E1 to E4, E5 to E6, and E7 to E9 (for enlisted personnel), O1 to O3, W1 to W3 and O4 to O7, W4 to W5 (for officers)
Military Occupation	Occupation Enlisted personnel: Infantry Electronic Equipment Repair Comm/Intelligence Specialists Health Care Specialists Other Tech/Allied Specialists Function Support/Administration Elec/Mech Equipment Repair Craftsmen Service/Supply Handlers Non-occupational Officers: General Officers and Executives Tactical Operations Officers Intelligence Officers Engineering and Maintenance Scientists and Professionals Health Care Officers Administrators Supply, Procurement, Allied Officers Non-occupational	—	Dichotomous variable for each occupation
Tenure	Variable taken from the ADMM&L/RCCDDDS file	Number of months	The active date was subtracted from the survey date to yield number of days. The result was divided by 30.4 to yield number of months.

**Table 1. Items Included in the Analyses (Continued)**

Short Name	Questionnaire/Record Data Item	Scale	Definition of Explanatory Variable
<b>2) Military Demographics (Continued):</b>			
Number of PCS Moves	In all the time you have been on active duty, how many times did you move to a new location because of your permanent change of station (PCS)?	—	Discrete numerical variable indicating the number of moves
Location Code (CONUS/OCONUS)	Variable taken from the ADMM&L/RCCDDS file: CONUS OCONUS	—	Dichotomous variable, set to 1 if CONUS, 0 if OCONUS
Time Overseas	In all the time you have been on active duty, how many months have you spent at an overseas location? 0 months 1 to 12 months 13 to 24 months 25 to 36 months 37 to 60 months More than 60 months	0 to 78.5 months:  0 months 5.5 months 18.5 months 30.5 months 48.5 months 78.5 months	Discrete numerical variable
Time Separated	In your total military career, how many months were you completely separated from your family? None Less than 3 months 3 to 4 months 5 to 6 months More than 6 to less than 12 months 1 to 2 years 3 to 4 years More than 4 years	0 to 60 months:  0 months 2 months 3.5 months 5.5 months 9 months 18 months 42 months 60 months	Discrete numerical variable
Time Left in Current Enlistment Period	How soon will you complete your current enlistment period INCLUDING ANY EXTENSIONS YOU HAVE NOW? Less than 3 months 3 months but less than 6 months 6 months but less than 9 months 9 months but less than 12 months 1 year but less than 2 years 2 years but less than 3 years At least 3 years or more	2 to 42 months  2 months 4 months 7 months 10 months 18 months 30 months 42 months	Discrete numerical variable
<b>3) Family Demographics:</b>			
Family Type	What is your <i>current</i> marital status?  Is your spouse currently serving on active duty in the Armed Forces or in the Reserve/Guard?  How many dependents do you have in each age group?	Single, no dependents Single with dependents Military spouse, no dependents Military spouse with dependents Civilian spouse, no dependents Civilian spouse with dependents	Dichotomous variable for each family type

**Table 1. Items Included In the Analyses (Continued)**

Short Name	Questionnaire/Record Data Item	Scale	Definition of Explanatory Variable
<b>3) Family Demographics (Continued):</b>			
Spouse's Occupation	<p>Is your spouse currently:</p> <ul style="list-style-type: none"> <li>a. Full time in the Armed Forces</li> <li>b. In Reserve or National Guard</li> <li>c. Working full-time in Federal civilian job</li> <li>d. Working full-time in other civilian job</li> <li>e. Working part-time in Federal civilian job</li> <li>f. Working part-time in other civilian job</li> <li>g. Self-employed in his or her own business</li> <li>h. With a job, but not at work because of temporary illness, vacation, strike, etc.</li> <li>i. Unpaid worker (volunteer or in family business)</li> <li>j. Unemployed, laid off or looking for work</li> <li>k. Not looking for work but would like to work</li> <li>l. In school</li> <li>m. Retired</li> <li>n. A homemaker</li> <li>o. Other</li> </ul>	—	<p>Defined five dichotomous variables:</p> <ul style="list-style-type: none"> <li>Full-time civilian (c, d)</li> <li>Part-time civilian (e, f)</li> <li>Full-time military (a)</li> <li>Reserve/ National Guard (b)</li> <li>Other (g-m, o)</li> </ul>
<b>4) Qualitative Job-Related Factors:</b>			
Concern About Force Reductions	<p>How concerned are you about the following as a result of the current talk about force reductions in the military strength?</p> <ul style="list-style-type: none"> <li>a. The kind of work you plan to go into if you leave the military</li> <li>b. Whether you will be able to get a civilian job quickly if needed</li> <li>c. The financial burden on you and/or your family should you have to leave the military unexpectedly</li> </ul>	<p>5-point scale (1 = very greatly concerned . . . 5 = not at all concerned)</p>	<p>On the basis of a factor analysis showing that the three variables measured a common concept, the mean of the scores on the three items was used to define a single new constructed variable.</p>
Supervisory Support	<p>How much do you agree or disagree with each of the following statements about military life?</p> <ul style="list-style-type: none"> <li>a. I receive good support from my chain-of-command</li> <li>b. I receive good support from my supervisors</li> </ul>	<p>5-point scale, reverse coded (1 = strongly disagree . . . 5 = strongly agree)</p>	<p>On the basis of a factor analysis showing that the two variables measured a common concept, the mean of the scores on the two items was used to define a single new constructed variable.</p>
Morale	<p>How would you describe the morale of military personnel at your current location?</p>	<p>7-point scale (1 = morale is very low . . . 7 = morale is very high)</p>	<p>Discrete numerical variable</p>
Stress	<p>In the last year, how much stress has each of these factors caused you?</p> <ul style="list-style-type: none"> <li>a. Separation from family</li> <li>b. PCS move</li> <li>c. Job situation</li> <li>d. Personal safety</li> <li>e. Health</li> </ul>	<p>5-point scale (1 = a great deal . . . 5 = none)</p>	<p>On the basis of a factor analysis showing that the five variables measured a common concept, the mean of the scores on the five items was used to define a single new constructed variable.</p>

**Table 1. Items Included In the Analyses (Continued)**

Short Name	Questionnaire/Record Data Item	Scale	Definition of Explanatory Variable
<b>4) Qualitative Job-Related Factors (Continued):</b>			
Quality and Value of Work	How much do you agree or disagree with each of the following statements about military life? a. My current job assignment is important work b. My current job assignment is challenging work?	5-point scale, reverse coded (1 = strongly disagree ... 5 = strongly agree)	On the basis of a factor analysis showing that the two variables measured a common concept, the mean of the scores on the two items was used to define a single new constructed variable.
<b>5) Other Job-Related Factors:</b>			
Hours Worked	On the average, what is the total number of hours per week you work at your military job? 40 hours or less 41-50 hours 51-60 hours 61-80 hours More than 80 hours	40 to 85 hours:  40 hours 45.5 hours 55.5 hours 70.5 hours 85 hours	Discrete numerical variable
Leave Not Taken	During the past year have the demands of your military job prevented you from taking annual leave?	—	Dichotomous variable, set to 0 if yes, 1 if no
Hours of Duty	What percent of your work hours are spent on duty-related tasks? Less than 20 percent 21-40 percent 41-60 percent 61-80 percent 81-100 percent	5-point scale, reverse coded (1 = 81-100 percent ... 5 = less than 20 percent)	Discrete numerical variable
Promotion Opportunity	How much do you agree or disagree with each of the following statements about military life? a. My promotion opportunity is better than it would have been without this assignment	5-point scale, reverse coded (1 = strongly disagree ... 5 = strongly agree)	Discrete numerical variable
Uncertainty About Military Career	What are the primary sources of any uncertainty you have right now about what you could expect from a military career? Mark ALL that apply.	Choice of 0 to 8 sources of uncertainty	Discrete numerical variable, equal to the number of sources marked
Pay/Benefits (Inflation)	How much do you agree or disagree with each of the following statements about military life? a. My military pay and benefits will not keep up with inflation	5-point scale (1 = strongly agree ... 5 = strongly disagree)	Discrete numerical variable
Health Benefits	Comparing your job level to a comparable civilian position, do you feel your health (including dental) benefits are: Better than most About the same Worse than most	3-point scale, reverse coded (1 = worse than most ... 3 = better than most)	Discrete numerical variable

**Table 1. Items Included in the Analyses (Continued)**

Short Name	Questionnaire/Record Data Item	Scale	Definition of Explanatory Variable
<b>5) Other Job-Related Factors (Continued):</b>			
Current Retirement System	How valuable is the current retirement system to you? Very valuable Moderately valuable Of some value Of no value	4-point scale, reverse coded (1 = of no value . . . 4 = very valuable)	Discrete numerical variable
Future Retirement Benefits	How much do you agree or disagree with each of the following statements about military life? a. Military personnel in the future will not have as good retirement benefits as I have now	5-point scale (1 = strongly agree . . . 5 = strongly disagree)	Discrete numerical variable
<b>6) Income/Benefit Measurements:</b>			
Pay and Allowances	What is your estimate of the total annual value of your pay and allowances? Less than or equal to \$20,000 \$20,001 to \$30,000 \$30,001 to \$40,000 \$40,001 to \$50,000 \$50,001 to \$60,000 \$60,001 to \$70,000 More than \$70,000 Don't know	—	Discrete numerical variable, set to \$15,000 if less than or equal to \$20,000; midpoint of each range up to \$70,000; \$85,000 if more than \$70,000; or missing if don't know
Family Income	Overall how do you feel about your/your family income; that is all the money that comes to you and other members of your family living with you? Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	5-point scale, reverse coded (1 = very dissatisfied . . . 5 = very satisfied)	Discrete numerical variable
<b>7) ODS/S Deployment:</b>			
ODS/S	Were you deployed for Operations Desert Shield/Desert Storm? Yes, for less than 3 months Yes, for 3 to less than 6 months Yes, for 6 to less than 9 months Yes, for 9 months or more No	—	Dichotomous variable, set to 1 if deployed, 0 if not deployed
<b>8) Promotion (Officers Only):</b>			
Next Grade Promotion (officers only)	What do you think your chances are of being promoted to the next higher grade?	11-point scale (0 = no chance . . . 10 = certain)	Discrete numerical variable
General/Flag Officer Promotion (officers only)	What do you think your chances are of being promoted to General/Flag Officer during your career?	11-point scale (0 = no chance . . . 10 = certain)	Discrete numerical variable

**Table 1. Items Included in the Analyses (Continued)**

Short Name	Questionnaire/Record Data Item	Scale	Definition of Explanatory Variable
<b>9) Satisfaction with the Military (Constructed Variable):</b>			
Satisfaction with the Military	Below is a list of issues associated with the military way of life. Please indicate your level of satisfaction/dissatisfaction with each issue: a. Personal freedom b. Acquaintances/friendships c. Work group/co-workers d. Assignment stability e. Pay and allowances f. Environment for families g. Frequency of moves h. Retirement benefits i. Opportunity to serve one's country j. Satisfaction with current job k. Promotion opportunities l. Job training/in-service education m. Job security n. Working/environmental conditions	5-point scale, reverse coded (1 = very dissatisfied . . . 5 = very satisfied)	Since the source variables are on different scales (i.e., 5-point vs. 7-point), the variables were standardized. The composite variable was then computed as the average of the standardized scores.
	In general, how satisfied are you with your current job?	5-point scale, reverse coded (1 = very dissatisfied . . . 5 = very satisfied)	
	Now, taking all things together, how satisfied are you with the military way of life?	7-point scale (1 = very dissatisfied . . . 7 = very satisfied)	
<b>10) Civilian Job Market:</b>			
Actively Looked for Civilian Employment	Have you actively looked for civilian employment within the past 12 months? Yes No	—	Dichotomous variable, set to 0 if yes, 1 if no
Likelihood of Finding a Civilian Job	If you were to leave the Service NOW and tried to find a civilian job, how likely would you be to find a <u>good civilian job</u> ?	11-point scale (0 = no chance . . . 10 = certain)	Discrete numerical variable
<b>11) Career Intentions:</b>			
Likelihood of Reenlistment (enlisted personnel)	How likely are you to reenlist at the end of your current term of service? Assume that all special pays which you currently receive are still available.	11-point scale (0 = no chance . . . 10 = certain)	Discrete numerical variable
Total Expected Years of Service (officers)	When you finally leave the military, how many <u>total</u> years of service do you expect to have?	00-49	Discrete numerical variable

# Satisfaction with the Military

## Analysis Methodology

The 1992 surveys addressed issues associated with the military way of life and level of satisfaction in the following three questions (see Appendix C for a copy of the questionnaire). First, respondents were asked:

*Below is a list of issues associated with the military way of life. Considering current policies, please indicate you level of satisfaction/dissatisfaction with each issue.*

- Personal freedom
- Acquaintances/friendships
- Work group/co-workers
- Assignment stability
- Pay and allowances
- Environment for families
- Frequency of moves
- Retirement benefits
- Opportunity to serve one's country
- Satisfaction with current job
- Promotion opportunities
- Job training/in-service education
- Job security
- Working/environmental conditions.

The responses were reverse-coded; in other words, a value of 1 corresponded to *Very Dissatisfied*, 2 corresponded to *Dissatisfied*, 3 corresponded to *Neither Satisfied nor Dissatisfied*, 4 to *Satisfied*, and 5 to *Very Satisfied*. A second survey question asked:

*In general, how satisfied are you with your current job?*

Again, the responses were reverse-coded on a five-point scale from *Very Dissatisfied* to *Very Satisfied*. A third question asked:

*Now, taking all things together, how satisfied are you with the military way of life?*

Responses to the third question were coded on a seven-point scale from *Very Dissatisfied* to *Very Satisfied* (see Table 1).

A series of statistical analyses were conducted to guide the formation and fine tuning of the satisfaction measure. Specifically, these analyses were undertaken to determine whether the above survey items shared an underlying conceptual dimension and could be combined to form a meaningful and reliable composite measure of "satisfaction." Factor analysis, a statistical technique that is used to identify a reduced number of underlying dimensions or factors present in a group of variables, was used for this purpose. The factor analysis was intended to provide a systematic approach to understanding the interrelationships among the various items of a question or questions, and to uncover groups of items that fell within the same factor and could be used as composite variables in subsequent analyses. A principal component approach was used, as described in the "Constructed Variables" section of Appendix

B. This procedure was used to develop a single dependent variable (SATISFACTION WITH THE MILITARY), which was used in multivariate models to measure the level of satisfaction of each respondent.

Comparable analyses were conducted to reduce the number of independent variables into conceptually similar and statistically reliable composites. Specifically, composites were formed from survey items dealing with concerns about force reductions, support from supervisors, stress, and quality and value of work. For example, the constructed variable CONCERNS ABOUT FORCE REDUCTIONS combined three survey items based on the following question:

*How concerned are you about the following as a result of the current talk about force reductions in the military strength?*

- *The kind of work you plan to go into if you leave the military*
- *Whether you will be able to get a civilian job quickly if needed*
- *The financial burden on you and your family should you have to leave the military unexpectedly.*

Respondents were asked to score their concerns on a 5-point scale (see Table 1). Factor analysis was used to decide which variables were appropriate to combine, and a discrete numerical variable was created, using a mean of the scores. (More detail on the use of factor analysis for constructed variables is provided in Appendix B.)

The composite variable SUPERVISORY SUPPORT combined two survey items based on the following question:

*How much do you agree or disagree with each of the following statements about the military?*

- *I receive good support from my supervisors*
- *I receive good support from my chain-of-command.*

Respondents were asked to score their level of agreement on a 5-point scale. The variable was developed using a mean of the two scores.

Other composite variables, such as STRESS and QUALITY/VALUE OF WORK, were created in a similar fashion. For more detail on the development of variables used in models, see Table 1.

Seven sets of explanatory (independent) variables were used to develop a sequential, or hierarchical, multiple regression model. The following sets of variables were included: *individual demographics*—gender, age, race/ethnicity, and years of education; *military demographics*—Service Branch, pay grade, military occupation, tenure, number of PCS moves, location code (CONUS/OCONUS), and time overseas; *family demographics*—family type (derived from marital status, spouse type [civilian/military], and dependents); *qualitative job-related factors*—concern about getting a civilian job quickly, support from supervisor and chain of command, morale of military personnel at member's location, stress over the last year, quality and value of work; *other job-related factors*—hours worked per week at military job, leave not taken because of work demands, percentage of work hours spent on duty-related tasks, promotion opportunity, uncertainty about military career, future pay/benefits will not keep up with inflation, health benefits comparable to civilian job, value of retirement system; *income/benefit measurements*—total pay and allowances, feelings about family income; and *ODS/S deployment*—



deployed in Operations Desert Shield/Desert Storm. For officers, the model included an eighth set of explanatory variables, *promotion*—perceived chances of being promoted to next higher grade or to General/Flag Officer.

In general, multiple regression is used to determine how much variance in a dependent variable can be explained by each independent variable, holding other independent variables constant. In addition, the coefficients of the independent variables can be used to predict the level of a dependent variable when the dependent variable is discrete or continuous (as opposed to predicting the presence or absence of an outcome). However, because not all independent variables are measured on the same scale, the relative magnitudes of the coefficients do not reveal their relative importance. The value of the *t* statistic is used to determine which variables should be kept in the model (i.e., the significance of the coefficients associated with the explanatory variables). An  $R^2$  statistic is used to measure the goodness of fit of the model (see discussion in Appendix B).

## Results

### Enlisted Personnel

The contribution of a set of variables in this sequential model can be expressed as the percent of variance ( $R^2$ ) in the dependent variable that each set explains. Table 2 shows the progression in the overall explanatory power of the regression model and the percent of variance in the dependent variable attributable to each variable set in the sequential model. At 60 percent explained, the final model was a good fit. The addition of job-related factors caused the most dramatic increase in the fit (from 6 percent to 49 percent).

**Table 2. Variance in the Dependent Variable (SATISFACTION WITH THE MILITARY)  
Explained by the Sequential Model for Enlisted Personnel**

Variable Set in the Sequential Model	Percentage of Variance in SATISFACTION WITH THE MILITARY Explained by Model
1. Individual Demographics	2
2. Set 1 + Military Demographics	6
3. Set 2 + Family Demographics	6
4. Set 3 + Qualitative Job-Related Factors	49
5. Set 4 + Other Job-Related Factors	57
6. Set 5 + Income/Benefit Measurements	60
7. Set 6 + ODS/S Deployment	60

Note: The statistical significance of the overall model was determined by calculating the *F* statistic and its associated probability (see discussion in Appendix B).

The relationship between the degree of satisfaction with the military and the independent variables in this multivariate analysis can be expressed as the change (increase or decrease) in the degree of satisfaction attributable to a unit change in the independent variable, holding constant all other variables in the model. For example, the relationship between satisfaction and gender can be expressed as how much more or less satisfied males are as compared with females (the reference group). For discrete numerical variables such as age, the relationship can be expressed as the change in the degree of satisfaction for each additional unit in the independent measure.

The results of the multivariate analyses are shown in Table 3, which presents the coefficients associated with each statistically significant explanatory variable. The coefficients show the direction and magnitude of the relationship between SATISFACTION WITH THE MILITARY and each of the independent variables. The direction of each relationship is indicated by the sign of the coefficient, and the magnitude is indicated by the value, which represents a movement along the satisfaction scale. For example, the coefficient of .010 for Air Force means that, other things being equal, Air Force personnel were likely to be *more* satisfied with the military than Army personnel (the reference group), and the coefficient of -.001 for number of PCS moves means that each additional move to a new location (a one-unit change in the independent variable) was associated with *less* satisfaction. Coefficient values were small because satisfaction was measured on a small scale and because one unit of change in the independent variables (e.g., a one-point difference in a stress rating) did not result in large movements along the satisfaction scale, on average.

For enlisted personnel, significant demographic variables in the model were gender, Service branch, number of PCS moves, and number of dependents (Table 3). All other things being equal, male enlisted service members tended to be less satisfied with military life than their female counterparts. Air Force enlisted personnel were more satisfied than those in other Services. As expected, there was an inverse relationship between moves and satisfaction—more frequent moves were related to lower levels of satisfaction. An unexpected result was the finding that a higher number of dependents was related to a higher level of satisfaction. Perhaps enlisted personnel with large families felt that the provisions for child care and support in the military were attractive.

As expected, several qualitative job-related factors were associated with satisfaction. Enlisted personnel who felt that their work was important and challenging (i.e., those who gave higher ratings for quality and value of work) were more satisfied with military life overall. Similarly, the higher the morale of military personnel at a member's location, the greater was his/her satisfaction. In other words, enthusiasm tended to be infectious. Perceptions of support from supervisors and the chain of command also tended to increase satisfaction with military life. Finally, the more concern that enlisted personnel had about being forced to leave the military for a civilian job, the higher was their satisfaction with military life.

A variety of other job-related variables also had significant impacts on satisfaction with military life. For example, long hours were associated with significant decreases in satisfaction—the greater the number of hours worked over 40 hours per week, the lower the satisfaction. Conversely, personnel who felt that they would be rewarded for hard work (e.g., through promotion opportunities) tended to be more satisfied with military life. Similarly, personnel who were able to take leave were more satisfied than those who could not take leave because of job demands.

Not surprisingly, income and benefit measurements were also important to satisfaction. Satisfaction increased with the following: more confidence that pay and benefits would keep up with inflation, higher perceived value of retirement system, higher total pay and allowances, and greater satisfaction with family income. In addition, the higher the perceived value of military benefits compared with the benefits of a civilian job, the higher the reported satisfaction. Financial stability has been associated with satisfaction in past studies (e.g., see Segal and Harris, 1993) and confirmed in other reports in this series. It is interesting to note, however, that in terms of the increase in model fit (see Table 2), the impact of qualitative job-related factors was greater than that of income/benefit measurements.

**Table 3. Relative Effects of Independent Variables on Satisfaction with the Military for Enlisted Personnel**

Significant Variables	Coefficient
Intercept	-0.271
Gender (Female)	
Male	-0.003
Service Branch (Army)	
Air Force	0.010
Number of PCS Moves	-0.001
Number of Dependents	0.005
Concern About Force Reductions: Getting a Civilian Job Quickly	-0.001
Support from Supervisor and Chain of Command	0.016
Morale of Military Personnel at Member's Location	0.010
Stress over the Last Year	0.010
Quality and Value of Work	0.017
Hours Worked per Week at Military Job	-0.003
Leave Not Taken Because of Work Demands	0.008
Promotion Opportunity	0.006
Uncertainty About Military Career	-0.006
Pay/Benefits Will Not Keep Up with Inflation	0.005
Health Benefits Comparable to Civilian Job	0.008
Value of Retirement System	0.009
Total Pay and Allowances	0.000
Feelings About Family Income	0.017

Note: Reference groups for dichotomous and categorical variables are shown in parentheses. Groups that were not significantly different from the reference group are not shown in the table; thus, the categories included for each variable may be different in different tables.

Finally, lower stress was associated with higher satisfaction, which is consistent with previous studies that linked stress and dissatisfaction. Furthermore, a lower number of uncertainties expected from a military career was also associated with higher satisfaction.

## Officers

A similar analysis was conducted for officers. As shown in Table 4, the progression in the model fit was similar to the pattern seen in the model for enlisted personnel.

**Table 4. Variance in the Dependent Variable (SATISFACTION WITH THE MILITARY)  
Explained by the Sequential Model for Officers**

Variable Set in the Sequential Model	Percentage of Variance in SATISFACTION WITH THE MILITARY Explained by Model
1. Individual Demographics	1
2. Set 1 + Military Demographics	3
3. Set 2 + Family Demographics	3
4. Set 3 + Qualitative Job-Related Factors	47
5. Set 4 + Other Job-Related Factors	55
6. Set 5 + Promotion	55
7. Set 6 + Income/Benefit Measurements	59
8. Set 7 + ODS/S Deployment	59

Note: The statistical significance of the overall model was determined by calculating the *F* statistic and its associated probability (see discussion in Appendix B).

As was seen for the enlisted personnel model, demographics explained very little of the variance in the model for officers, and thus the addition of job-related factors had the largest impact on the fit of the model. Although there was no significant increase in the model fit with the addition of the promotion variable (step 6) or the ODS/S deployment variable (step 8), these variables were significantly related to the dependent variable and therefore were kept in the model. The results of the multivariate analyses are reported in Table 5. As with the model for enlisted personnel, only significant predictors are shown. Many more individual demographic variables were significant in the officer model than in the model for enlisted personnel.

Male officers reported lower levels of satisfaction with military life than did female officers. Older officers tended to be more satisfied in general. Officers in pay grades O4 to O7 reported higher levels of satisfaction than those in pay grades O1 to O3 (which is independent of the age finding). The impact of education, however, was surprising, in that each additional year of education was related to a drop in satisfaction. Although the negative impact of one additional year of education was not strong, the cumulative impact of several additional years (e.g., a doctorate as opposed to a bachelor's degree) appeared to be sizeable.

Military demographic variables significantly related to satisfaction were Service branch and military occupation. Navy, Air Force, and Marine Corp officers were more satisfied than their Army counterparts. Tactical operations officers, intelligence officers, scientists and professionals, and administrators were more satisfied than engineering and maintenance officers (the reference group). General officers and executives, supply officers, procurement and allied officers, and health care officers were similar to the reference group in this regard.

**Table 5. Relative Effects of Independent Variables on Satisfaction with the Military for Officers**

Significant Variables	Coefficient
<b>Intercept</b>	-0.769
<b>Gender (Female)</b>	
Male	-0.009
<b>Age</b>	0.002
<b>Years of Education</b>	-0.002
<b>Service Branch (Army)</b>	
Navy	0.012
Air Force	0.017
Marines	0.020
<b>Pay Grade (O1 to O3)</b>	
O4 to O7	0.009
<b>Military Occupation (Engineering &amp; Maintenance)</b>	
Tactical Operations Officer	0.012
Intelligence Officer	0.013
Scientists and Professionals	0.019
Administrators	0.010
<b>Number of PCS Moves</b>	-0.002
<b>Family Type (Civilian Spouse, No Dependents)</b>	
Single, No Dependents	-0.024
Dual-Military, No Dependents	-0.012
<b>Concern About Force Reductions: Getting a Civilian Job Quickly</b>	0.003
<b>Support from Supervisor and Chain of Command</b>	0.030
<b>Morale of Military Personnel at Member's Location</b>	0.021
<b>Stress over the Last Year</b>	0.033
<b>Quality and Value of Work</b>	0.041
<b>Hours Worked per Week at Military Job</b>	-0.001
<b>Leave Not Taken Because of Work Demands</b>	0.020
<b>Promotion Opportunity</b>	0.009
<b>Uncertainty About Military Career</b>	-0.013
<b>Pay/Benefits Will Not Keep Up with Inflation</b>	0.010
<b>Health Benefits Comparable to Civilian Job</b>	0.018
<b>Value of Retirement System</b>	0.024
<b>Chance of Being Promoted to Next Pay Grade</b>	0.002
<b>Chance of Being Promoted to General/Flag Officer</b>	0.004
<b>Feelings About Family Income</b>	0.038

Note: Reference groups for dichotomous and categorical variables are shown in parentheses. Groups that were not significantly different from the reference group are not shown in the table; thus, the categories included for each variable may be different in different tables.

In contrast to the results for enlisted personnel, family demographics had a significant impact on the satisfaction levels reported by officers. Single officers with no dependents were less satisfied with the military, a finding consistent with the results of earlier studies which found that married service members tended to be more satisfied with military life. However, officers in dual-military marriages with no dependents also tended to be less satisfied, which appears to be *inconsistent* with previous studies. Single officers with dependents, officers in dual-military marriages with dependents, and officers with a civilian spouse and dependents were all similarly satisfied with military life (that is, they were not statistically different).

As was found for enlisted personnel, there was an inverse relationship between the number of PCS moves reported by officers and their satisfaction with military life. Officers, like enlisted personnel, seemed to benefit from higher morale at their duty locations, greater support from supervisors and the chain of command, and lower stress in general. Similarly, the greater the number of uncertainties expected from the military, the lower the satisfaction level. Stability appears to be an important influence on the satisfaction of service members across the board.

The job-related findings for officers were almost exactly like those for enlisted personnel. Officers were more satisfied if they: felt their work was more important and challenging; did not work too many hours; were able to take leave; felt they had promotion opportunities; and were more concerned about being forced to leave the military for a civilian job. As with enlisted personnel, job satisfaction and the potential for career growth had the strongest influence on officers' satisfaction.

Monetary rewards and financial security were also important indicators of officers' satisfaction with the military. The following factors were associated with higher satisfaction for officers: more confidence that pay and benefits would keep up with inflation, higher perceived value of military health benefits compared with civilian benefits, higher perceived value of the retirement system, greater expectation of being promoted to the next pay grade or to General/Flag Officer, and greater satisfaction with family income. It should be noted, however, that the influence of qualitative job-related factors was again stronger than that of income/benefit measurements in terms of the improvement in model fit (see Table 4).

## Career Intentions

Retention of well-trained, experienced service members is an important issue to the military. This section of the report addresses the question, "What are the factors that contribute to the decision to remain in the military?" The career intentions model adds another dimension to the exploration of the military as a career.

### Analysis Methodology

The 1992 surveys addressed this issue directly for enlisted service members. Given a scale of 0 (no chance of reenlisting) to 10 (certain to reenlist), respondents were asked to indicate how likely they would be to reenlist at the end of their current term of service. This question was judged to be a reliable measure of career intention for enlisted personnel. In order to develop the dependent measure **LIKELIHOOD OF REENLISTMENT**, the ordinal scale was converted to a numerical variable.

Determining a measure of career intention for officers was not as straightforward. The reenlistment question was not asked of officers; however, they were asked how many years of service they expected to have when they finally left the military. The variable **TOTAL EXPECTED YEARS OF SERVICE** was judged to be a reasonable proxy for longevity and the most reliable measure of career intention available in the officer survey.

The same eight sets of explanatory (independent) variables from the previous multiple regression analysis on satisfaction with military life, plus two additional sets, were used to develop a sequential multiple regression model. The two additional sets were *satisfaction with the military*—the satisfaction composite variable used as a dependent variable in the other model; and *civilian job market*—actively looked for civilian employment, likelihood of finding a civilian job now. Detailed definitions of the variables are provided in Table 1. The results below are based on regression techniques that were applied to normal, unstandardized data.

## Results

### Enlisted Personnel

Again, the contribution of a set of variables in the sequential model can be expressed as the percent of variance ( $R^2$ ) in the dependent variable that each set explains. Table 6 shows the progression in the overall explanatory power of the regression model for enlisted personnel and the percent of variance in the dependent variable attributable to each variable set in the sequential model.

The relationship between the likelihood of reenlistment and the independent variables in this multivariate analysis can be expressed as the change (increase or decrease) in the likelihood of reenlistment attributable to a unit change in the independent variable, holding constant all other variables in the model. For example, the relationship between reenlistment and gender can be expressed as how much more or less likely males are to reenlist as compared with females (the reference group). For discrete numerical variables such as age, the relationship can be expressed as the change in the likelihood of reenlistment for each additional unit in the independent measure. Variables in the final model that were significantly related to the dependent variable are presented in Table 7.

**Table 6. Variance in the Dependent Variable (LIKELIHOOD OF REENLISTMENT)  
Explained by the Sequential Model for Enlisted Personnel**

Variable Set in the Sequential Model	Percentage of Variance in LIKELIHOOD OF REENLISTMENT Explained by Model
1. Individual Demographics	12
2. Set 1 + Military Demographics	20
3. Set 2 + Family Demographics	21
4. Set 3 + Qualitative Job-Related Factors	32
5. Set 4 + Other Job-Related Factors	44
6. Set 5 + Income/Benefit Measurements	44
7. Set 6 + Satisfaction with the Military	46
8. Set 7 + ODS/S Deployment	46
9. Set 8 + Civilian Job Market	47

Note: The statistical significance of the overall model was determined by calculating the *F* statistic and its associated probability (see discussion in Appendix B).

The variable with the most dramatic impact on the decision to reenlist was satisfaction with military life (coefficient 8.413). The perceived value of the military retirement system (coefficient 1.331) and the fact that the service member had not actively looked for civilian employment (coefficient 1.121) were the second and third most powerful influences, respectively. The following paragraphs describe the impact of some of the other variables in the enlisted personnel model.

Several individual demographic variables were significantly related to the reenlistment decision. Males were more likely to reenlist than females. By race/ethnicity, only those enlisted personnel in the "Other" race/ethnicity category were less likely to reenlist than were Whites (the reference group). This result is interesting because it indicates that there were no significant differences between Whites and any other race/ethnicity categories. Older enlisted service members were more likely to indicate an intention to reenlist than younger ones.

Two military demographics—Service branch and time left in the current enlistment period—were significantly related to the likelihood of reenlistment. Navy and Air Force enlisted service members were more likely to reenlist than their Army and Marine Corps counterparts, and more time left in the current enlistment period was associated with a greater likelihood of reenlisting.

For the family types with no dependents, single enlisted personnel were less likely to reenlist than those with a civilian spouse (the reference group), whereas those in dual-military marriages were more likely to reenlist than the reference group. Dependents did not appear to significantly affect the reenlistment decision when satisfaction with military life was held constant. However, those with dependents tended to report higher satisfaction with military life, and thus can be expected to reenlist at a higher rate than those without dependents.



**Table 7. Relative Effects of Independent Variables on Likelihood of Reenlistment for Enlisted Personnel**

Significant Variables	Coefficient
Intercept	-0.307
Gender (Female)	
Male	0.196
Age	0.021
Race/Ethnicity (White)	
Other	-0.380
Service Branch (Army)	
Navy	0.309
Air Force	0.366
Pay Grade (E1 to E4)	
E5 to E6	0.760
Location Code	-0.224
Time Left in Current Enlistment Period	0.020
Family Type (Civilian Spouse, No Dependents)	
Single, No Dependents	-0.431
Dual-Military, No Dependents	0.477
Concern About Force Reductions: Getting a Civilian Job Quickly	-0.391
Morale of Military Personnel at Member's Location	0.085
Stress over the Last Year	0.216
Hours Worked per Week at Military Job	0.015
Percentage of Work Hours Spent on Duty-Related Tasks	-0.075
Uncertainty About Military Career	0.150
Value of Retirement System	1.331
Total Pay and Allowances	0.000
Feelings About Family Income	-0.122
Satisfaction with the Military	8.413
Actively Looked for Civilian Employment	1.121
Likelihood of Finding a Civilian Job Now	-0.045

Note: Reference groups for dichotomous and categorical variables are shown in parentheses. Groups that were not significantly different from the reference group are not shown in the table; thus, the categories included for each variable may be different in different tables.

Relatively few qualitative job-related factors were directly associated with the likelihood of reenlistment, as compared with the number that were significant in the model for satisfaction with the military, because the satisfaction with military life variable in this model captured much of their impact. Morale of the personnel at a member's location did have a direct, as well as an indirect, impact, as did a lower overall level of stress, but variables measuring the importance of work and the support of supervisors and the chain of command were no longer significant. As expected, the less concern that enlisted personnel had about being forced to leave the military for a civilian job, the less likely they were

to indicate an intention to reenlist. Similarly, the higher the reported likelihood of the enlisted service member's getting a civilian job now (as of the survey date), the *less* likely he or she was to indicate an intention to reenlist.

Variables related to income and retirement benefits continued to be significant. Higher pay and allowances and higher perceived value of the retirement system increased the likelihood of reenlistment. On the other hand, expected promotion opportunity and previous job demands that prevented the service member from taking annual leave were not significant. The effect of feelings about family income was unexpected, in that higher satisfaction with family income was associated with a lower likelihood of reenlistment. As reported in Tables 3 and 5, the opposite effect was seen for both enlisted personnel and officers with respect to satisfaction with military life.

The impact of the number of sources of uncertainty about what service members expected from a military career was also counterintuitive. Enlisted personnel who reported *more* uncertainty also indicated a *greater* likelihood of reenlistment.

Finally, both of the variables related to the civilian job market were significantly related to reenlistment. Enlisted personnel who had not actively looked for civilian employment within the past 12 months were more likely to indicate an intention to reenlist, as were those who felt a lower likelihood of finding a good civilian job if they left the military. Of course, actively looking for civilian employment may be more an effect than a cause of an intention to reenlist.

### Officers

A similar analysis of career intentions was conducted for officers, using the dependent variable EXPECTED YEARS OF SERVICE. Table 8 shows the progression in the overall explanatory power of the regression model for officers, and Table 9 shows the coefficients for variables in the final model that were significantly related to the dependent variable. As in the analysis for enlisted personnel, Table 9 reports the direction of the relationship between EXPECTED YEARS OF SERVICE and the significant explanatory variables as well as the magnitude of their effects.

**Table 8. Variance in the Dependent Variable (EXPECTED YEARS OF SERVICE)  
Explained by the Sequential Model for Officers**

Variable Set in the Sequential Model	Percentage of Variance in EXPECTED YEARS OF SERVICE Explained by Model
1. Individual Demographics	29
2. Set 1 + Military Demographics	34
3. Set 2 + Family Demographics	35
4. Set 3 + Qualitative Job-Related Factors	38
5. Set 4 + Other Job-Related Factors	50
6. Set 5 + Promotion	59
7. Set 6 + Income/Benefit Measurements	59
8. Set 7 + Satisfaction with the Military	59
9. Set 8 + ODS/S Deployment	59
10. Set 9 + Civilian Job Market	59

Note: The statistical significance of the overall model was determined by calculating the *F* statistic and its associated probability (see discussion in Appendix B).

**Table 9. Relative Effects of Independent Variables on Expected Years of Military Service for Officers**

Significant Variables	Coefficient
Intercept	1.025
Gender (Female)	
Male	1.102
Age	0.177
Race/Ethnicity (White)	
Hispanic	-0.733
Other	-0.725
Years of Education	-0.223
Service Branch (Army)	
Air Force	0.356
Marines	-0.763
Pay Grade (O1 to O3)	
O4 to O7	-0.698
Military Occupation (Engineering & Maintenance)	
General Officers and Executives	-1.018
Health Care Officers	0.783
Tenure	0.036
Number of PCS Moves	0.070
Concern About Force Reductions: Getting a Civilian Job Quickly	-0.178
Morale of Military Personnel at Member's Location	-0.083
Hours Worked per Week at Military Job	0.015
Percentage of Work Hours Spent on Duty-Related Tasks	-0.120
Promotion Opportunity	0.135
Uncertainty About Military Career	0.164
Pay/Benefits Will Not Keep Up with Inflation	-0.212
Value of Retirement System	1.972
Chance of Being Promoted to Next Pay Grade	0.398
Chance of Being Promoted to General/Flag Officer	0.732
Feelings About Family Income	-0.196
Satisfaction with the Military	3.439
Actively Looked for Civilian Employment	1.356
Likelihood of Finding a Civilian Job Now	-0.109

Note: Reference groups for dichotomous and categorical variables are shown in parentheses. Groups that were not significantly different from the reference group are not shown in the table; thus, the categories included for each variable may be different in different tables.

As was seen for enlisted personnel, the variable with the most dramatic impact on the decision to stay in the military longer (the comparable variable for enlisted personnel was LIKELIHOOD OF REENLISTMENT) was satisfaction with military life (coefficient 3.439). In addition, the perceived value of the military retirement system (coefficient 1.972) and the fact that the service member had not actively looked for civilian employment (coefficient 1.356) were again the second and third most powerful influences, respectively. The following paragraphs describe the impacts of some of the other variables in the model for officers.

Several individual demographic variables were significantly related to expected years of service. Male officers indicated more expected years of service than female officers. Black officers were not different from Whites with respect to total years of expected service, whereas officers in the Hispanic and "Other" race/ethnicity categories expected to have fewer total years of service than did Whites or Blacks. Older officers, like older enlisted personnel, were more likely to indicate an intention to stay in the military longer. Years of education, however, was negatively correlated with expected years of service—in other words, more highly educated officers on average planned to stay in the military for shorter terms.

By Service branch, Navy officers and Army officers (the reference group) were statistically the same with respect to total years of expected service. In contrast, Air Force officers expected to serve for more years than those in the Army, and Marine Corps officers expected to serve for fewer years. Officers in pay grades O4 to O7 expected fewer years of service than those in pay grades O1 to O3. After controlling for the effects of age and tenure (which were positively related to expected years of service), higher pay grades remained negatively correlated with expected years of service for officers.

With respect to military occupation, two categories were significantly different from the reference group (engineering & maintenance officers). General officers and executives anticipated fewer total years of service, and health care officers anticipated more. Higher numbers of PCS moves for officers were associated in this model with expectations of more years of military service, despite the earlier findings of negative correlations between number of PCS moves and satisfaction with the military for both officers and enlisted personnel (see Tables 3 and 5). For officers, family type had no significant impact on expected years of service.

Many job-related variables were significant in the model. For example, officers who were less concerned about getting a civilian job quickly after leaving the military expected to serve for fewer years than those who were more concerned. However, the results for variables generally related to job satisfaction were mixed. Contrary to expectations, officers who indicated higher morale at their locations also indicated fewer expected years of military service (the opposite was found for enlisted personnel). Similarly, a higher number of hours worked per week was associated with a higher number of expected years of service, and more sources of uncertainty about the officer's military career were associated with more expected years of service (as was also seen in the model for enlisted personnel). Results for feelings about family income in the model for officers, as in the enlisted personnel model, were also unexpected, associating higher satisfaction with fewer expected years of service.

For variables related to officers' perceptions of their opportunities for promotion, the results were as expected. Positive responses to questions about promotion opportunities overall, chance of being promoted to the next pay grade, and chance of being promoted eventually to General/Flag Officer were all associated with longer expected service.

Again, as was seen for enlisted personnel, both of the variables related to the civilian job market were significant in the model for officers. Officers who had actively looked for civilian employment in the past 12 months indicated fewer expected years of military service, and those who indicated that they felt a higher likelihood of finding a good civilian job if they left the military indicated fewer expected years of service.

## **Summary and Conclusions**

The objective of this report was to analyze the responses of enlisted personnel and officers to questions on the 1992 *Department of Defense Surveys of Officers and Enlisted Personnel* concerning their perceptions of the military as a career. The investigation was divided into two areas: satisfaction with the military and career intentions. Soldiers' satisfaction with the military was evaluated on the basis of their answers to questions that asked them to rate their level of satisfaction with important aspects of serving in the military, ranging from the characteristics of their military jobs to ratings of personal fulfillment, and the results were tested for correlations with variables including individual and family characteristics, military demographics, job characteristics, income, and deployment in Operations Desert Shield/Desert Storm (ODS/S). Career intentions were evaluated in terms of the intention to reenlist (enlisted personnel) and expected years of military service (officers), and multiple regression models were used to examine the effects of demographic variables, job-related factors, income/benefit measurements, ODS/S deployment, satisfaction with military life, and perceptions of the civilian job market on the choice of the military as a career.

The results of this study are generally consistent with previous research on soldier satisfaction (see the literature review on pages 2-5). In addition, they provide insights into the characteristics of personnel who are more likely to reenlist or stay in the military longer.

### **Satisfaction with the Military**

The factors that were related to satisfaction with the military were, for the most part, similar for enlisted personnel and officers. Findings can be grouped loosely by type of factor: individual (personal), military, and family characteristics; characteristics of military jobs and workload; and attitudes about military life.

#### **Individual, Military, and Family Characteristics**

One of the more interesting findings was that females—both enlisted personnel and officers—were generally more satisfied with military life than were their male counterparts. In addition, consistent with previous research (Department of Defense, 1993; Segal & Harris, 1993), the results presented here indicate that having a nuclear family contributes to satisfaction with military life. In particular, having dependents was related to higher levels of satisfaction. Accordingly, single officers without dependents and officers in dual-military marriages without dependents were less satisfied with the military than were other officers. In addition, the satisfaction of enlisted personnel with military life increased as the number of dependents increased, regardless of marital status.

For enlisted personnel, no statistically significant relationship was found between age or education level and satisfaction with military life. For officers, however, those who were older were more satisfied than younger officers, and those who were more highly educated were less satisfied than those with fewer years of schooling.

Satisfaction levels differed across the Service branches for both enlisted personnel and officers. Enlisted personnel in the Air Force expressed greater satisfaction with military life than their counterparts in the Army, Navy, and Marine Corps. In contrast, Air Force, Navy and Marine Corps officers expressed similar levels of satisfaction, which were higher than those reported by Army officers. These

results may merit further attention to identify the aspects of military work and life that differ across the Services and are related to satisfaction.

### **Characteristics of Military Jobs and Workload**

Several aspects of military jobs and workload were associated with high levels of satisfaction. First, a positive environment at work was highly correlated with level of satisfaction. Officers and enlisted personnel who felt they received good support from their supervisors and the chain of command were more satisfied than those who did not. Further, an enlisted member's or officer's perception of morale at his or her location was positively related to level of satisfaction. Because the analyses do not allow determination of causal relationships, it could not be concluded from the results whether high satisfaction causes a more positive view of co-worker attitudes or, conversely, whether positive morale leads to higher individual satisfaction. Satisfaction with the military was also highly related to the perceived quality of the work itself and the prospects for the future. For both enlisted personnel and officers, the more important and challenging the work and the greater the opportunities for promotion, the higher was the satisfaction with military life in general.

Several aspects of the work environment (workload, stress, and career uncertainty) were negatively related to satisfaction. For example, working more than 40 hours a week was associated with diminished satisfaction for both enlisted personnel and officers. Further, members who indicated that job demands had prevented them from taking annual leave during the year preceding the survey were less satisfied with the military than those who did not. Service members were also asked to rate their stress levels due to separation from family, PCS moves, job situation, personal safety, and health. Potential sources of career uncertainty included career goals and opportunities, military leadership, and potential changes in military manpower needs. In general, higher levels of perceived stress and more sources of uncertainty were associated with lower levels of satisfaction.

Taken together, these findings indicate the importance of the social context of the job, motivational factors, and the level of stress to the quality of military work life. This supports the findings of previous research (Griffith et al., 1993; Rakoff et al., 1993; Segal & Harris, 1993) showing a strong correlation between satisfaction and feelings of personal freedom, self-improvement, challenge, and support from military leaders.

### **Attitudes About Military Life**

Other factors outside the immediate characteristics of the job environment were also related to satisfaction with the military way of life. For example, the more PCS moves an enlisted person or officer had undergone, the lower was his or her level of satisfaction with military life. Similarly, the importance of military pay and benefits to the perceived quality of military life was demonstrated by several findings:

- Higher military pay and total family income (including nonmilitary sources) were associated with greater satisfaction with the military.
- Confidence that military pay and benefits would keep up with inflation was associated with greater satisfaction with the military.

- More highly ranked officers (O4 to O7) were more satisfied than lower ranked officers (O1 to O3) (although satisfaction levels did not differ by pay grade for enlisted personnel).
- Higher satisfaction with the military was found for those enlisted personnel and officers who believed that the military retirement system was very valuable than for those who rated the retirement system as being less valuable.

Of particular interest, however, was the finding that the statistical impact of qualitative job-related factors (e.g., morale, stress, supervisory support, and quality and value of work) on overall satisfaction with the military appeared to be greater than the impact of income/benefit measurements.

In summary, the results of the 1992 surveys show that the personal characteristics of enlisted personnel and officers, job-related factors, and several other aspects of the military (e.g., number of PCS moves) are associated with satisfaction with the military way of life. These findings have implications for the design of recruiting literature, the development of salary and benefit packages, and the structure of personnel policies and job requirements. In addition, as described in the following section, satisfaction with military life is highly related to the decision to remain in the military.

## **Career Intentions: Desire to Remain in the Military**

In the 1992 surveys, desire to remain in the military was measured differently for enlisted personnel and officers. Enlisted personnel were asked how likely they were to reenlist at the end of their current term of service. Officers were asked to estimate the length of their military careers. In both cases, however, similar explanatory variables were tested in the models.

## **Individual, Military, and Family Characteristics**

A number of personal characteristics were related to career plans. Age was positively related to reenlistment plans (enlisted personnel) and expected term of service (officers). For officers, years of education was negatively related to expected years of military service. Male enlisted personnel were more likely to anticipate reenlisting than were females, and male officers expected to have longer military careers than did females. Among enlisted personnel, there were no statistically significant differences among race/ethnicity categories with regard to intended reenlistment plans, except that those in the "Other" category were less likely to reenlist. For officers, both the Hispanic and "Other" categories anticipated fewer years of service than Whites or Blacks.

There were also differences across the Services in the expected length of a military career. Enlisted Navy and Air Force personnel were more likely to anticipate reenlistment than Marine Corps and Army personnel. Air Force officers anticipated the longest terms of service, and Marine Corps officers expected the shortest tenure. More highly paid enlisted personnel (pay grades E5 to E6) were more likely to indicate intentions to reenlist, whereas more highly paid officers (pay grades O4 to O7) expected fewer total years of service than those in pay grades O1 to O3. Interestingly, for enlisted personnel, the amount of time left in a service member's current enlistment period was positively correlated with his or her stated likelihood of reenlistment; that is, enlisted personnel early in the current term expressed a higher likelihood of reenlisting than those with little time left. This result suggests that the desire to reenlist may diminish over the course of an enlistment period, and further investigation might indicate a critical point in the enlistment period when the change occurs. For officers, on the



other hand, there was a positive correlation between tenure (i.e., months already served) and expected total years of military service.

As noted in the literature review at the beginning of this report, marital status repeatedly has been shown to be related to retention of military personnel. In this study, enlisted personnel in dual-military marriages without dependents were found to be more likely to reenlist than those in other family types, and single members with no dependents were the least likely to indicate intentions to reenlist. However, marital status was not related to anticipated length of service for officers.

## **Characteristics of Military Jobs and Workload**

The two models for career intentions included the constructed variable "Satisfaction with the Military" as an independent variable. Because that variable appeared to capture much of the impact of military job-related factors, the remaining significant associations with job-related factors in the career intentions models were difficult to interpret (see discussion of Tables 7 and 9 on pages 23-28). It was clear, however, that views of civilian employment opportunities were significantly related to career intentions for both enlisted personnel and officers. In both models, less concern about being forced to leave the military for a civilian job was associated with a shorter expected term of military service; service members who had not actively looked for civilian employment in the year before the survey generally expected to serve more time in the military than those who had; and those who perceived a higher likelihood of being able to find a civilian job on short notice expected to spend less time in military service than those who felt less confident about civilian employment opportunities.

## **Attitudes About Military Life**

Perhaps the most important finding of the survey analyses in this report is that, for both enlisted personnel and officers, overall satisfaction with the military had the strongest association with career intentions of any of the explanatory variables tested. High satisfaction with military life was strongly related to intentions to reenlist or to stay in the military longer. Although the analyses do not permit identification of a cause and effect relationship, the data suggest that satisfaction with military life has an extremely important influence on career decisions for military personnel.

Variables related to military pay and benefits were positively correlated with satisfaction with the military, but the relationships of these variables to career intentions were more complex. For enlisted personnel, higher pay and benefits were associated with a high likelihood of reenlistment; but for officers, higher pay and benefits were associated with a shorter expected term of service. Paradoxically, officers who expressed confidence that pay and benefits would keep pace with inflation anticipated fewer years of service than those who did not. In addition, the effects of feelings about total family income (including non-military sources) were unexpected. Higher satisfaction with family income was associated with a lower likelihood of reenlistment (enlisted personnel) and fewer expected years of service (officers). These results suggest that as the financial stability of a service member's family increases, he or she may be more likely to indicate an intention to leave the military sooner.

Surprisingly, enlisted personnel and officers who perceived the military environment as highly uncertain were also more likely to anticipate reenlisting or having long military careers. Questions about perception of uncertainty in the civilian environment were not included in the survey; therefore, a soldier's perceptions of the two settings could not be compared. Possibly those who were relatively uncertain about their futures in the military were equally concerned about career opportunities in the

civilian sector and, consequently, wanted to remain in the more familiar military environment. Similarly, service members who felt more certain of their military opportunities may also have felt relatively certain of their chances for success in the civilian world and, therefore, may have been more willing to take the risk of making a career change.

## Conclusions

The analyses of survey results presented in this report suggest the following:

- Women are more likely than men to be satisfied with military life.
- For enlisted personnel, higher numbers of dependents are associated with higher levels of satisfaction with military life. For officers, those who are single or in dual-military marriages and have no dependents are less likely to be satisfied with military life.
- There are no significant differences among race/ethnicity groups in terms of satisfaction with military life.
- Service members—both enlisted personnel and officers—who feel that morale is high at their duty location and who believe that they are supported by their supervisor and chain of command are more likely to be satisfied with military life than those who do not.
- Service members who feel that their military job assignments are important and challenging are more likely to be satisfied with military life.
- Service members who believe that they have good possibilities for promotion are more likely to be satisfied with military life.
- Service members who place a high value on the military retirement system are more likely to be satisfied with military life.
- Perceptions of qualitative aspects of the military job environment (e.g., morale, promotion opportunity) have a more significant positive impact on satisfaction with the military than do income/benefit measurements.
- The most important influence on retention of military personnel (i.e., reenlistment intentions for enlisted personnel and total expected years of service for officers) is satisfaction with military life.
- Males and older service members are more likely to indicate an intention to reenlist (enlisted personnel) or a longer period of military service (officers).
- Enlisted personnel in the Navy or Air Force are more likely to indicate an intention to reenlist than are those in the Army or Marine Corps. Air Force officers anticipate a longer term of service than Army or Navy officers, and Marine Corps officers anticipate fewer years of service.
- Enlisted personnel early in their enlistment period are more likely to indicate an intention to reenlist than are those with less time remaining in their enlistment period.

- Among enlisted personnel with no dependents, those who are single are less likely to indicate an intention to reenlist than those who are married to civilians, and those in dual-military marriages are more likely to indicate an intention to reenlist.
- Among both enlisted personnel and officers, those who have recently explored civilian job opportunities are likely to indicate an intention to leave the Service earlier, as are those who feel that they have a high likelihood of finding a good civilian job on short notice.

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## Appendix A. Study Design

The 1992 *Department of Defense Surveys of Officer and Enlisted Personnel* comprised four separate samples: longitudinal, recruiters, members, and Active Guard/Reserve or Training and Administration of the Reserve (AGR/TAR) members. The sample design for this survey was a stratified sample selected from active duty personnel as of December 1991. The database used in the analysis for this report combined all four samples.

### Sample Design

The samples were selected by probability methods. That is, each eligible individual had a non-zero, known probability of selection. This procedure allowed for the projection of the survey results to the target population. Sampling design for the 1992 surveys proceeded as follows: identify sampling frames, devise stratification scheme, select sampling methodology, decide sampling sizes, select sample, and develop weights. These steps are described in the following sections.

**Target population and sampling frames.** The target population is the group being estimated by the sample. For example, the target population for the recruiter sample was all recruiters. A sampling frame is a database that represents the target population from which a sample is drawn.

**Stratification.** Stratification is a sample design feature that seeks to reduce the variance of sample estimates by defining homogeneous subgroups of sampling units and selecting the samples independently within each stratum. In addition, stratification may be used to control subgroup sample sizes. For the 1992 surveys, the stratification variables were identifiers present in the Active Duty Military Master and Loss (M&L) File and in the Reserve Component Common Personnel Data System (RCCPDS). The longitudinal sample was not stratified, but it reflected the stratification carried out in the selection of the 1985 sample. The definitions of the stratification cells for the other three samples are identified below.

The target populations, sampling frames, stratification schemes, and sample sizes corresponding to each of the four samples selected for the 1992 surveys were as follows:

- The longitudinal sample consisted of a subsample of 11,999 from the personnel selected for the 1985 *Department of Defense Survey of Officers and Enlisted Personnel* who were still in the military as of December 1991. The sampling frame was based on the file of the 1985 sample and the 1992 M&L File.
- The recruiter sample consisted of 3,999 recruiters, approximately 1,000 per Service. The sampling frame was extracted from the 1992 M&L File.
- The member sample consisted of members on active duty as of December 1991 who were in the Service for 4 or more months and were neither recruiters nor included in the 1985 survey. The sample of 75,345 active military personnel was derived by selecting approximately 5,000 members from each of the 16 cells defined by Service, officer/enlisted status, and gender. The sampling frame was constructed from the M&L File.
- The AGR/TAR sample consisted of members included in the RCCPDS. The sample included approximately 500 AGR/TAR from each of the 14 cells defined by seven levels of Reserve

Component and officer/enlisted status (some cells had fewer than 500 members). A total of 5,484 full-time, support AGR/TAR members were selected.

**Sample selection.** The longitudinal sample was selected using simple random (equal probability) sampling of eligible from the 1985 survey. The recruiter sample was selected with simple random sampling from within each of the four Services. The member sample was selected with simple random sampling within each of the 16 previously cited strata. If there were fewer than 5,000 service members in a member-sample stratum, all members were included in the sample. The AGR/TAR sample was selected by simple random sampling from within each of 14 sampling strata defined by Reserve Component and enlisted/officer status.

**Weighting.** Weights were developed to reflect the variable probabilities of selection and nonresponse adjustments. Weighting in sample surveys has several objectives: (a) to reflect varying probabilities of selection; (b) to adjust for sample losses due to nonresponse; and (c) to adjust for deficiencies in the sampling frame that may introduce bias.

Each sample selected for the 1992 surveys consisted of only a subset of its respective target population. Therefore, to represent the entire population, it was necessary to derive base weights that projected the sample to the populations covered by the sampling frames. The base weight is the reciprocal of the probability of selection. For the longitudinal sample, which did not involve stratification, the base weight (*BWT*) was computed as:

$$BWT = (\text{number in population in 1992}) / (\text{sample size}) .$$

For the other three samples that were stratified, the base weight was computed within stratum as:

$$BWT_S = (\text{number in the stratum}) / (\text{stratum sample size}) .$$

To account for nonresponse, the base weight was adjusted by a nonresponse factor. Nonresponse adjustment through weighting implies that, within adjustment cells, nonrespondents are similar to respondents with respect to the characteristics being measured by the survey. To develop the nonresponse adjustment, respondents and nonrespondents were partitioned into adjustment cells based on Service, status, and gender. For each of the four samples, the nonresponse adjustment was developed as all eligibles (respondents and nonrespondents) divided by all respondents. The nonresponse adjustment cells corresponded to the sampling strata. That is, for sampling stratum *S*, the nonresponse adjustment factor, *F<sub>S</sub>*, is:

$$F_S = (\text{eligible})_S / (\text{respondents})_S$$

Multiplying the base weight by the corresponding nonresponse adjustment factor (i.e.,  $BWT_S \times F_S$ ) made the respondents represent not only the segment of the population they were sampled to represent but also nonrespondents in adjustment cell *S*.

The last phase of the weighting process involved raking to known population totals for various key characteristics. (Raking is a computational procedure that adjusts the final weight so that the weighted estimate from the sample corresponds to known totals for the groups defined by the raking variables.) Three levels of raking were performed. The first level of raking was indexed by Service, enlisted/officer status, and gender. Status was not used in raking the recruiters sample. The second level was indexed

by pay grade and race/ethnicity, and the third level by marital status. This process adjusted the weights so that the sum of the weights for respondents over the raking variables corresponded to the known counts of eligible respondents in the respective cells.

## Data Collection

**Questionnaire development.** Each of the 1992 survey instruments was constructed around a core set of questions comparable to those used in previous personnel surveys, particularly the *1985 Surveys of Officers and Enlisted Personnel*. The questionnaire content focused on information about personal and military background, family composition, economic status, preparedness, career plans, satisfaction with various aspects of military life, and assessment of military programs and services. In addition, the 1992 surveys included questions regarding Operations Desert Shield/Desert Storm. Separate instruments were administered to enlisted personnel and officers. The enlisted and officer questionnaires were nearly identical, except on questions relating to enlistment intentions and promotions.

**Administration.** The data collection for the 1992 surveys was conducted by the Defense Manpower Data Center (DMDC) from May to October 1992. First, the total sample was aggregated by unit. Any unit with more than one member selected for the survey was sent a pre-notification letter, advising the unit commander of the survey and requesting that a point-of-contact (POC) be appointed to receive and distribute the surveys. A total of 10,973 pre-notification letters were mailed to units in April 1992. Address correction was required for 667 (6 percent) of the units.

The first questionnaires were mailed to units for distribution to members beginning in late April and continuing through May 1992. If only one member from a unit was selected to participate in the survey, that member was sent the survey package directly (approximately 7 percent of the sample).

Although nonresponse is present in all voluntary surveys, the potential bias caused by nonresponse can be reduced by thorough nonresponse follow-up. In the 1992 study, nonresponse at the unit level was handled by sending three follow-up letters. The first letter notified the POCs of the units from which DMDC had not received the survey check lists; the second letter informed the POC that the roster of survey participants had not been received; and the third letter was a notification that the completed surveys had not been returned to DMDC. Follow-up questionnaires were mailed 1 to 2 months later to nonrespondents directly at their units.

**Response rates.** The initial 1992 sample consisted of 40,812 officers and 56,015 enlisted personnel, for a total of 96,827 members. According to POC-provided information, 6,557 individuals in the sample had separated from the military by the time the survey was administered. Ultimately, the number of eligible members was 90,270.

At the close of the data collection in October 1992, a total of 59,930 completed surveys (27,684 officers and 32,246 enlisted) had been received. The level of nonresponse varied by Service, pay grade, and gender. Response rates were calculated based on the number of completed returns and the number of eligible members. The adjusted response rates were 72 percent for officers, 62 percent for enlisted personnel, and 66 percent overall. Response rates by gender were 67 percent for males and 66 percent for females. Response rates for the Services were 72 percent for the Air Force, 71 percent for the Navy, 62 percent for the Marine Corps, and 59 percent for the Army.



Although the overall level of participation was quite high, response rates differed by subgroups (Table A1). In general, officers in the Navy and male officers in the Air Force had the highest response rates, while enlisted members in the Army had the lowest response rate.

**Table A1. Questionnaire Completion and Response Rates by Status, Gender, and Service Branch**

Status and Gender	Service Branch				
	Army	Navy	Marine Corps	Air Force	Total
<b>Total Complete (Number)</b>					
Officers	7,349	8,160	4,189	7,986	27,684
Male	4,178	4,343	3,910	4,420	16,851
Female	3,171	3,817	279	3,566	10,833
Enlisted Personnel	7,237	8,517	6,995	9,497	32,246
Male	4,236	4,899	4,254	5,257	18,646
Female	3,001	3,618	2,741	4,240	13,600
Total	14,586	16,677	11,184	17,483	59,930
Male	8,414	9,242	8,164	9,677	35,497
Female	6,172	7,435	3,020	7,806	24,433
<b>Response Rate (Percent)</b>					
Officers	65.7	76.5	70.6	73.5	71.6
Male	67.3	76.8	70.7	74.3	72.2
Female	63.6	76.3	68.6	72.5	70.7
Enlisted Personnel	53.3	66.4	58.4	71.1	62.3
Male	53.8	66.4	58.6	70.2	62.2
Female	52.6	66.4	58.1	72.2	62.6
Total	58.9	71.0	62.4	72.2	66.3
Male	59.8	70.9	63.8	72.0	66.6
Female	57.7	71.1	58.9	72.4	65.9

## Appendix B. Analysis Methodology

### Analysis Database

The initial database used for the series of reports on the 1992 *Department of Defense Surveys of Officer and Enlisted Personnel* was prepared using Statistical Analysis System (SAS) software for DoD use and served as the basis for a public-use tape. In the preparation of this file, the survey data were thoroughly edited, and analysis was carried out for key variables such as gender and race/ethnicity. In addition, constructed variables were developed from survey answers (e.g., total number of dependents), and from RCCPDS extracted information (e.g., location of current assignment—CONUS/OCONUS). Additional recodings and composite variables created during the course of this analysis are discussed in the next two sections.

**Extracting and recoding.** The first step in the construction of the analysis database was to extract from the original DoD file a SAS file that included only the variables identified in the analysis plan. During this extraction step, all SAS character variables were converted to numeric variables so that they could be used in SAS procedures. Several variable types need to be defined in order to explain the conversion. A categorical variable (e.g., race/ethnicity) has character values (e.g., 1 = *White*, 2 = *Black*) that represent possible categories or items. These variables were converted to numeric dichotomous (1 = *Yes*, 0 = *No*) variables, one for each category. To use the race/ethnicity example, dichotomous variables were created for *White* (1 = *White*, 0 = *Non-white*), *Black* (1 = *Black*, 0 = *Non-black*), and so on. An ordinal variable contains characters (e.g., 1 = *Very Well*, 2 = *Well*) that represent levels on a scale. These variables were simply made numeric in the analysis data set; some were used as is and some were subject to further recoding. A discrete numerical variable is a variable that can assume a countable number of values (e.g., hours worked).

The extracted data set was split into data sets for enlisted personnel and officers. Since the analysis was to be performed separately for these two groups, these restricted data sets were more manageable and facilitated processing. In addition to the general character to numeric conversions described above, a series of recodes had to be performed to prepare variables for use in tabulations or models, and to facilitate interpretation of the results. The following types of recodes were done:

- Valid skips were originally coded as SAS “special” missing values (.S). Following this convention, all “not applicable” responses were also recoded to the same special missing code (.S). This conversion differentiates these types of respondents from respondents who did not answer the question. A regular missing value is coded “.”.
- For multiple-response categories measured with an ordinal scale, codes were reverse-scored when the highest code indicated a negative response. For example, one question asked how well a spouse would take care of family finances in the member’s absence. It was answered using a scale that varied from *Very Well* (1) to *Very Poorly* (5). After recoding, *Very Well* was scored a 5, *Very Poorly* was scored a 1, and intermediate values were adjusted accordingly. This recoding facilitated interpretation of the results by making responses uniform in their direction.
- Dichotomous variables were created for variables that had a *No* response and several options for the *Yes* response. For example, in the Operations Desert Shield/Desert Storm (ODS/S) deployment question, the four *Yes* responses (i.e., fewer than 3 months, 3 but fewer than 6 months, 6 but fewer

than 9 months, and 9 months or more) to the ODS/S deployment question were collapsed into a single *Yes* category.

- Response categories that had one-character codes representing ranges of values were assigned a numerical value corresponding to the midpoint of the range. This conversion captured the different widths of the ranges. For example, one pre-specified response option for "Total Value of Pay" ranged from \$20,001 to \$30,000. The original code of 2 was changed to a value of \$25,000.

**Constructed variables.** New variables were developed using combinations of possible responses to a single question or of multiple questions (composite variables). One type of new variable consisted of combining categorical responses to several parts of a question. For example, respondents were asked how many dependents they had in each of several age groups (e.g., under 1 year, 1 to under 2 years). A discrete numerical variable for youngest dependent was constructed by identifying the lowest non-missing answer (e.g., 2 dependents in the 1 to under 2 category) and entering the midpoint of the range (1.5 in this case) as the value of the new variable.

Composite variables were created in order to capture the information from several multiple-item questions with response categories consisting of ordinal scales, thereby reducing the number of variables to analyze. Factor analysis, a statistical technique that is used to identify a reduced number of dimensions or "factors" present in a group of variables, was used for this purpose. Factor analysis gives the analyst a systematic approach to understanding the interrelationships among items and uncovers groups of items that measure the same concept or issue.

The factor identification was performed with the SAS procedure PROC FACTOR, using the principal component approach to factor extraction (Mardia, Kent, & Bibby, 1979) and incorporating the final weight. Each principal component calculated is a linear combination of the original variables and has an eigenvalue which indicates how much variance is explained by that component or factor. "Factor loadings" describe the correlation of each original variable with the factor and indicate how much weight is assigned to each factor.

The initial matrix of factor loadings is difficult to interpret because many of the variables have moderate-size correlations with several factors. Through a process of rotation, the matrix is transformed by applying a nonsingular linear transformation which groups the coefficients more closely around 0, 1 or -1. Rotation makes assigning names to the common factors, which is always a subjective process, more objective by highlighting patterns. We used an orthogonal rotation, which maintains the axes of the matrix at a right angle. A variety of algorithms are used for orthogonal rotation. The most commonly used is the varimax method, which maximizes the variance of squared loadings and attempts to minimize the number of variables that have high loadings on a factor. We used the varimax method to enhance the interpretability of the factors. Cronbach's coefficient Alpha was used to assess the reliability of the factors identified through interpretation of the rotated matrix. High coefficient Alphas (0.7 and above) indicate a reliable composite variable.

The construction of the variable PROBLEMS ENCOUNTERED WITH PCS MOVES is an example of using factor analysis to develop composite variables. Each of 18 different potential problems was rated by the respondent on a scale of *Very Serious Problem* to *Not a Problem*. A preliminary factor analysis reduced the 18 items to five dimensions, as shown in Table B1. Based on a member's response to each of the 18 items, a mean score for each of the five dimensions was computed. This score consisted of the mean of the codes associated with the individual items in a particular factor. The mean

score was a discrete numerical variable that could be used as a dependent or independent variable in the analysis.

**Table B1. Factors Identified as Problems Associated with Members' Most Recent PCS Moves**

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**Factor 1: Spouse/Dependent Considerations**

Item

- N Finding dependent medical care
- M Finding dependent dental care
- R Spouse adjusting to new environment
- Q Children adjusting to new environment
- G Finding civilian employment for spouse and dependents
- O Finding child care

**Factor 2: Financial**

Item

- C Costs of setting up new residence
- B Temporary lodging expense
- E Transportation costs incurred during move
- D Costs of selling/moving from old residence
- K Finding permanent housing
- A Adjusting to higher cost of living

**Factor 3: Career/Education**

Item

- H Continuing your education
- J Transferring college credits
- F Finding off-duty employment for yourself

**Factor 4: Personal Adjustment**

Item

- S Adjusting yourself to new environment
- L Finding shopping, recreational facilities

**Factor 5: Dual-Service Couple**

Item

- P Military treatment of dual-service couples
- 

The variable SATISFACTION WITH THE MILITARY was constructed across items from questions with different scales. In this situation, the scales were standardized (with a mean of 0 and a standard deviation of 1) using the SAS procedure PROC STANDARD before doing factor analysis. The variable SATISFACTION WITH THE MILITARY combined nine survey items: whether life in the military was as the respondent expected (5-point scale); whether the respondent was satisfied with personal freedom, the opportunity to serve one's country, working conditions, coworkers, military job stability, friendships, and frequency of moves (5-point scales); and satisfaction with overall military life (7-point scale). After standardization, factor analysis yielded factor loadings of 0.4 and above, which were high enough to allow identification of common factors. Cronbach's coefficient Alpha was 0.81 for enlisted personnel, 0.79 for officers, and 0.81 for enlisted personnel and officers combined, which indicated reliable composite variables for all three data sets. The final composite was calculated based on the mean of these standardized items for cases with at least five of the nine survey items present.

## Statistical Procedure

Multiple regression was used to examine the relationship of a set of independent variables with the expected level of a dependent variable. The value of the  $t$ -statistic was used to determine which variables should be kept in the model by examining the significance of the coefficients associated with the explanatory variables. The significance of the overall model was measured using the  $F$  statistic, which was based on the Wald Chi-square statistic, and an additional  $F$  test was used to assess the significance of the *increases* in the overall quality of the model when new sets of variables were entered. Variables were entered in related groups; that is, a systematic, hierarchical modeling approach was used. The final model was determined by eliminating variables with coefficients that were not statistically significant at the 5 percent level. An  $R^2$  statistic was used to measure the goodness of fit of the model. In multiple regression,  $R^2$  measures the proportion of the variation in the dependent variable ( $y$ ) that is explained by the regression equation (i.e., the explanatory variables  $x_1, x_2, \dots, x_n$ ).

## Computing Software

The SAS<sup>®</sup> software was used to extract data from the initial database provided by the DoD, construct variables, and run descriptive tabulations. When the analysis graduated to descriptive tests and models, however, SAS was not appropriate. The sample design and estimation procedure for the 1992 surveys had to be incorporated into the estimation of test statistics. Since survey data sets were based on a complex sample design and estimation approach, the SURvey DATA ANalysis (SUDAAN) software was used to perform the modeling and compute test statistics used in the analyses.

SUDAAN calculates model parameters, sampling errors, and test statistics for a variety of statistical procedures, including coefficients of linear regressions and loglinear models. The software uses Taylor series linearization to approximate functions of linear statistics (e.g., means and linear regression coefficients) estimated from the sample data. It also accommodates weights that reflect varying probabilities of selection and other adjustments.

## Statistical Backup

Tables B2 through B5 show the regression estimated coefficients and associated  $p$  values for the test of the hypothesis that the coefficient is zero for each of the three dependent variables presented in the report. The results for enlisted personnel and officers are presented separately.

**Table B2. Multiple Regression Results for Satisfaction with the Military**  
**(Dependent Variable = SATISFACTION WITH THE MILITARY): Enlisted Personnel**

Significant Variables	Coefficient		p Value for H:B = 0
	Value	S.E.	
Intercept	-0.271	0.007	<0.01
Gender (Female)			
Male	-0.003	0.001	<0.01
Service Branch (Army)			
Navy	0.002	0.002	0.39
Air Force	0.010	0.002	<0.01
Marines	-0.000	0.002	0.95
Number of PCS Moves	-0.001	0.000	0.01
Number of Dependents	0.005	0.002	<0.01
Concern About Force Reductions: Getting a Civilian Job Quickly	-0.001	0.001	0.02
Support from Supervisor and Chain of Command	0.016	0.001	<0.01
Morale of Military Personnel at Member's Location	0.010	0.001	<0.01
Stress over the Last Year	0.010	0.001	<0.01
Quality and Value of Work	0.017	0.001	<0.01
Hours Worked per Week at Military Job	-0.003	0.000	<0.01
Leave Not Taken Because of Work Demands	0.008	0.002	<0.01
Promotion Opportunity	0.006	0.001	<0.01
Uncertainty About Military Career	-0.006	0.001	<0.01
Pay/Benefits Will Not Keep Up with Inflation	0.005	0.001	<0.01
Health Benefits Comparable to Civilian Job	0.008	0.001	<0.01
Value of Retirement System	0.009	0.001	<0.01
Total Pay and Allowances	0.000	0.000	0.01
Feelings About Family Income	0.017	0.001	<0.01

Note: Reference groups for dichotomous and categorical variables are shown in parentheses.

**Table B3. Multiple Regression Results for Satisfaction with the Military**  
**(Dependent Variable = SATISFACTION WITH THE MILITARY): Officers**

Significant Variables	Coefficient		p Value for H:B = 0
	Value	S.E.	
<b>Intercept</b>	-0.769	0.021	<0.01
<b>Gender (Female)</b>			
Male	-0.009	0.003	0.01
<b>Age</b>	0.002	0.000	<0.01
<b>Years of Education</b>	-0.002	0.001	0.04
<b>Service Branch (Army)</b>			
Navy	0.012	0.003	<0.01
Air Force	0.017	0.003	<0.01
Marines	0.020	0.003	<0.01
<b>Pay Grade (O1 to O3)</b>			
O4 to O7	0.009	0.004	0.02
<b>Military Occupation (Engineering &amp; Maintenance)</b>			
General Officers and Executives	0.014	0.009	0.11
Tactical Operations Officer	0.012	0.004	<0.01
Intelligence Officer	0.013	0.006	0.03
Scientists and Professionals	0.019	0.006	<0.01
Health Care Officers	-0.008	0.005	0.05
Administrators	0.010	0.005	0.05
Supply, Procurement and Allied Officer	0.006	0.005	0.26
Non-Occupational	0.010	0.006	0.12
<b>Number of PCS Moves</b>	-0.002	0.001	<0.01
<b>Family Type (Civilian Spouse, No Dependents)</b>			
Single, No Dependents	-0.024	0.004	<0.01
Single with Dependents	-0.004	0.008	0.59
Dual-Military, No Dependents	-0.012	0.006	0.05
Dual-Military with Dependents	-0.008	0.006	0.24
Civilian Spouse with Dependents	-0.001	0.004	0.84
<b>Concern About Force Reductions: Getting a Civilian Job Quickly</b>	0.003	0.001	0.01
<b>Support from Supervisor and Chain of Command</b>	0.030	0.001	<0.01
<b>Morale of Military Personnel at Member's Location</b>	0.021	0.001	<0.01
<b>Stress over the Last Year</b>	0.033	0.002	<0.01
<b>Quality and Value of Work</b>	0.041	0.002	<0.01
<b>Hours Worked per Week at Military Job</b>	-0.001	0.000	<0.01
<b>Leave Not Taken Because of Work Demands</b>	0.020	0.003	<0.01
<b>Promotion Opportunity</b>	0.009	0.001	<0.01
<b>Uncertainty About Military Career</b>	-0.013	0.001	<0.01
<b>Pay/Benefits Will Not Keep Up with Inflation</b>	0.010	0.002	<0.01
<b>Health Benefits Comparable to Civilian Job</b>	0.018	0.002	<0.01
<b>Value of Retirement System</b>	0.024	0.002	<0.01
<b>Chance of Being Promoted to Next Pay Grade</b>	0.002	0.001	<0.01
<b>Chance of Being Promoted to General/Flag Officer</b>	0.004	0.001	<0.01
<b>Feelings About Family Income</b>	0.038	0.001	<0.01

Note: Reference groups for dichotomous and categorical variables are shown in parentheses.

**Table B4. Multiple Regression Results for Likelihood of Reenlistment**  
**(Dependent Variable = LIKELIHOOD OF REENLISTMENT): Enlisted Personnel**

Significant Variables	Coefficient		p Value for H:B = 0
	Value	S.E.	
<b>Intercept</b>	-0.307	0.661	0.64
<b>Gender (Female)</b>			
Male	0.196	0.087	0.02
<b>Age</b>	0.021	0.011	0.06
<b>Race/Ethnicity (White)</b>			
Black	0.203	0.124	0.10
Hispanic	-0.098	0.153	0.52
Other	-0.380	0.187	0.04
<b>Service Branch (Army)</b>			
Navy	0.309	0.116	0.01
Air Force	0.366	0.113	<0.01
Marines	-0.006	0.124	0.96
<b>Pay Grade (E1 to E4)</b>			
E5 to E6	0.760	0.126	<0.01
E7 to E9	0.277	0.201	0.17
<b>Location Code</b>	-0.224	0.092	0.02
<b>Time Left in Current Enlistment Period</b>	0.020	0.003	<0.01
<b>Family Type (Civilian Spouse, No Dependents)</b>			
Single, No Dependents	-0.431	0.148	<0.01
Single with Dependents	0.184	0.211	0.38
Dual-Military, No Dependents	0.477	0.216	0.03
Dual-Military with Dependents	0.325	0.196	0.10
Civilian Spouse with Dependents	0.200	0.140	0.15
<b>Concern About Force Reductions: Getting a Civilian Job Quickly</b>	-0.391	0.043	<0.01
<b>Morale of Military Personnel at Member's Location</b>	0.085	0.033	0.01
<b>Stress over the Last Year</b>	0.216	0.054	<0.01
<b>Hours Worked per Week at Military Job</b>	0.015	0.004	<0.01
<b>Percentage of Work Hours Spent on Duty-Related Tasks</b>	-0.075	0.033	0.02
<b>Uncertainty About Military Career</b>	0.150	0.034	<0.01
<b>Value of Retirement System</b>	1.331	0.051	<0.01
<b>Total Pay and Allowances</b>	0.000	0.000	0.03
<b>Feelings About Family Income</b>	-0.122	0.045	0.01
<b>Satisfaction with the Military</b>	8.413	0.757	<0.01
<b>Actively Looked for Civilian Employment</b>	1.121	0.113	<0.01
<b>Likelihood of Finding a Civilian Job Now</b>	-0.045	0.018	0.01

Note: Reference groups for dichotomous and categorical variables are shown in parentheses.



**Table B5. Multiple Regression Results for Expected Years of Military Service**  
**(Dependent Variable = TOTAL EXPECTED YEARS OF SERVICE): Officers**

Significant Variables	Coefficient		p Value for H:B = 0
	Value	S.E.	
Intercept	1.025	1.029	0.32
Gender (Female)			
Male	1.102	0.120	<0.01
Age	0.177	0.021	<0.01
Race/Ethnicity (White)			
Black	-0.360	0.255	0.16
Hispanic	-0.733	0.320	0.02
Other	-0.725	0.278	0.01
Years of Education	-0.223	0.039	<0.01
Service Branch (Army)			
Navy	-0.082	0.155	0.60
Air Force	0.356	0.137	0.01
Marines	-0.763	0.154	<0.01
Pay Grade (O1 to O3)			
O4 to O7	-0.698	0.144	<0.01
Military Occupation (Engineering & Maintenance)			
General Officers and Executives	-1.018	0.381	0.01
Tactical Operations Officer	0.066	0.169	0.69
Intelligence Officer	0.208	0.278	0.46
Scientists and Professionals	0.306	0.226	0.18
Health Care Officers	0.783	0.222	<0.01
Administrators	0.147	0.197	0.46
Supply, Procurement and Allied Officer	0.107	0.225	0.63
Non-Occupational	0.377	0.277	0.17
Tenure	0.036	0.002	<0.01
Number of PCS Moves	0.070	0.026	0.01
Concern About Force Reductions: Getting a Civilian Job Quickly	-0.178	0.056	<0.01
Morale of Military Personnel at Member's Location	-0.083	0.041	0.04
Hours Worked per Week at Military Job	0.015	0.005	0.01
Leave Not Taken Because of Work Demands	-0.211	0.112	0.06
Percentage of Work Hours Spent on Duty-Related Tasks	-0.120	0.049	0.01
Promotion Opportunity	0.135	0.047	<0.01
Uncertainty About Military Career	0.164	0.045	<0.01
Pay/Benefits Will Not Keep Up with Inflation	-0.212	0.067	<0.01
Value of Retirement System	1.972	0.074	<0.01
Chance of Being Promoted to Next Pay Grade	0.398	0.018	<0.01
Chance of Being Promoted to General/Flag Officer	0.732	0.036	<0.01
Feelings About Family Income	-0.196	0.060	<0.01
Satisfaction with the Military	3.439	0.447	<0.01
Actively Looked for Civilian Employment	1.356	0.166	<0.01
Likelihood of Finding a Civilian Job Now	-0.109	0.027	<0.01

Note: Reference groups for dichotomous and categorical variables are shown in parentheses.

# Appendix C. Survey Questionnaire



## 1992 Department of Defense Survey of Enlisted Personnel

The Department of Defense is conducting a survey of military personnel from the Army, Navy, Marine Corps and Air Force. You have been selected to participate in this important survey. Please read the instructions before you begin the survey.

### PRIVACY NOTICE

**AUTHORITY:** 10 U.S.C. 136

**PRINCIPAL PURPOSE OR PURPOSES:** Information collected in this survey is used to sample attitudes and/or discern perceptions of social problems observed by service members and to support additional manpower research activities. This information will assist in the formulation of policies which may be needed to improve the working environment.

**ROUTINE USES:** None

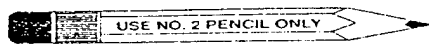
**DISCLOSURE:** Voluntary. Failure to respond will not result in any penalty to the respondent. However, maximum participation is encouraged so that the data will be complete and representative. Your survey instrument will be treated as confidential. All identifiable information will be used only by persons engaged in, and for the purposes of, the survey. Only group statistics will be reported.

#### OFFICE USE ONLY

- ☐ PND
- ☐ NR
- ☐ R
- ☐ NE

## INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a No. 2 pencil.



- Make heavy black marks that fill the circle for your answer.
- Please do not make stray marks of any kind.

INCORRECT MARKS



CORRECT MARK



- Sometimes you will be asked to "Mark ALL that apply." When this instruction appears you may mark more than one answer.

Example:

If you attended (or are now attending) college, what kind of school was/is it? Mark ALL that apply.

- ☐ Does not apply. do/did not attend college
- ☐ Vocational, trade, business, or other career training school
- ☒ Junior or community college (two-year)
- ☒ Four-year college or university
- ☐ Graduate or professional school
- ☐ Specialized Service Career School
- ☐ Professional Military Education Institution
- ☐ Other

If your answer is "junior or community college (two-year)" and "four-year college or university," then mark two circles clearly.

- Sometimes you will be asked to "Mark One." When this instruction appears mark the answer that best applies.

Example:

What is your pay grade? Mark One.

- |    |                                     |    |
|----|-------------------------------------|----|
| E1 | E5                                  | E9 |
| E2 | <input checked="" type="radio"/> E6 |    |
| E3 | E7                                  |    |
| E4 | E8                                  |    |

- If your answer is E6, then just mark one circle as shown above.

- If you are asked to give numbers for your answer, please record as shown below.

Example:

As of today, how many months have you been assigned to your present post, base, ship or duty station?

If your answer is 35 months . . .

Number Months

0	3	5
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

- Write the numbers in the boxes, making sure the last number is always placed in the right-hand box.

- Fill in the unused boxes with zeros.

- Then, mark the matching circle below each box.

- Answers to some of the questions will be on a SEVEN-POINT SCALE.

Example:

How would you describe the morale of military personnel at your current location? Mark One.

MORALE IS  
VERY LOW

MORALE IS  
VERY HIGH

1 — 2 — 3 — 4 — 5 — 6 — 7

- If your answer is "MORALE IS VERY LOW," you would mark the circle for number 1.

- If your answer is "MORALE IS VERY HIGH," you would mark the circle for number 7.

- If your opinion is somewhere inbetween, you would mark the circle for number 2 or 3 or 4 or 5 or 6.

- Sometimes you will be asked to mark one answer for each item.

Example:

THE NEXT QUESTION IS ABOUT YOUR FEELINGS ABOUT THE PERMANENT LOCATION WHERE YOU LIVE. If you live on base, answer for that base. If you live off-base, answer for that community.

LOCATION CHARACTERISTICS

Mark each item as:

	Excellent	Good	Fair	Poor	Very Poor	Does Not Apply	Don't Know
Climate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Distance to population centers	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family's ability to handle cost of living	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of military housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of military housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

**I MILITARY INFORMATION**

1. In what Service are you? Mark One.

- ☐ Army  
☐ Navy  
☐ Marine Corps  
☐ Air Force

2. Are you currently assigned to a ship as your permanent duty station? Mark One.

- ☐ Yes  
☐ No

3. What is your pay grade? Mark One.

- ☐ E1  
☐ E2  
☐ E3  
☐ E4  
☐ E5  
☐ E6  
☐ E7  
☐ E8  
☐ E9

4. In which enlistment period are you serving? If you received an EXTENSION to your current enlistment period, do not count this as a new enlistment period. Mark One.

- ☐ 1st  
☐ 2nd  
☐ 3rd  
☐ 4th  
☐ 5th or more

5. How soon will you complete your current enlistment INCLUDING ANY EXTENSIONS YOU HAVE NOW? Mark One.

- ☐ Less than 3 months  
☐ 3 months but less than 6 months  
☐ 6 months but less than 9 months  
☐ 9 months but less than 12 months  
☐ 1 year but less than 2 years  
☐ 2 years but less than 3 years  
☐ At least 3 years or more

6. Were you deployed for Operation Desert Shield/Desert Storm? Mark One.

- ☐ No  
☐ Yes, for less than 3 months  
☐ Yes, for 3 months or more but less than 6 months  
☐ Yes, for 6 months or more but less than 9 months  
☐ Yes, for 9 months or more

**II PRESENT AND PAST LOCATIONS**

7. As of today, how many months have you been assigned to your present permanent post, base, ship or duty station? Please include any extensions you may have had.

- ☐ Less than one month

- ☐ Record the number of months in the boxes.

(For example, if your answer is 35 months, enter 035.)

- ☐ Mark the matching circle below each box.

Number Months		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

8. How much longer do you expect to be at your present permanent post, base, ship or duty station?

- ☐ Does not apply, I do not have a specified tour length.  
☐ Less than one month  
☐ Not sure

- ☐ Record the number of months in the boxes.

- ☐ Mark the matching circle below each box.

Number Months		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

9. If you had the option of extending your tour at your present permanent post, base, ship or duty station, how much longer would you stay there? Mark One.

- ☐ Does not apply, I do not have a specified tour length.  
☐ I would not extend my current tour  
☐ Stay 3 months beyond my tour  
☐ Stay 6 months beyond my tour  
☐ Stay 12 months beyond my tour  
☐ Stay 18 months beyond my tour  
☐ Stay 24 or more months beyond my tour

10. In all the time you have been on active duty, how many months have you spent at an overseas location? NAVY AND MARINE CORPS PERSONNEL: Please count total time assigned both ashore and to ships homeported at overseas locations, including extended TDYs and schools.

☐ No time at an overseas location

Number Months

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

11. FOR NAVY AND MARINE CORPS PERSONNEL ONLY:

In all the time you have been on active duty, how many months have you been on sea duty?

☐ No time on sea duty

Number Months

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

12. THINK ABOUT YOUR PCS MOVE TO YOUR CURRENT *PERMANENT* POST, BASE, SHIP OR DUTY STATION. Answer even if this is your first assignment.

For each item below, mark if it was:

- Adjusting to a higher cost of living
- Temporary lodging expenses
- Costs of setting up new residence, e.g., curtains, carpeting, paint
- Costs of selling/moving from old residence
- Transportation costs incurred during the move
- Finding off-duty employment for yourself
- Finding civilian employment for your spouse or dependents
- Continuing your education
- Continuing spouse/dependent education
- Transferability of college credits
- Finding permanent housing
- Finding shopping areas, recreational facilities, etc.
- Finding dependent dental care
- Finding dependent medical care
- Finding child care
- Military treatment of dual-Service couples
- Children adjusting to new environment
- Spouse adjusting to new environment
- Adjusting yourself to new environment

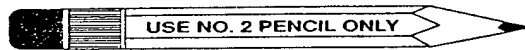
Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Does Not Apply	Don't Know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. At your permanent post, base, ship or duty station, what type of housing do you live in?

- ☐ Base/government housing (include BEQ, BOQ, MOQ, Transient Personnel Billeting, Barracks)
- ☐ Leased by the military for Service families
- ☐ Owned or being bought by you or someone in your household
- ☐ Rented for cash
- ☐ Owned by someone else and let without payment of cash rent
- ☐ Live on-board a Navy ship
- ☐ Navy lodge

14. If you are presently deployed/TDY, what kind of housing do you live in?

- ☐ Does not apply, I am not deployed/TDY
- ☐ Base/government housing (include BEQ, BOQ, MOQ, Transient Personnel Billeting, Barracks)
- ☐ Leased by the military for Service families
- ☐ Owned or being bought by you or someone in your household
- ☐ Rented for cash
- ☐ Owned by someone else and let without payment of cash rent
- ☐ Live on-board a Navy ship
- ☐ Navy lodge



15. THE NEXT QUESTION IS ABOUT YOUR FEELINGS ABOUT THE PERMANENT LOCATION WHERE YOU LIVE. If you live on base, answer for that base. If you live off-base, answer for that community.

Please mark each item below as:

LOCATION CHARACTERISTICS

	Excellent	Good	Fair	Poor	Very Poor	Does Not Apply	Don't Know
Climate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Distance to population centers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family's ability to handle cost of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of military housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of military housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of civilian housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of civilian housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Affordability of civilian housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attitudes of local residents toward military members and families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of Federal employment for spouse or dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of other civilian employment for self, spouse or dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of schools for dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of medical care for you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of medical care for you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of medical care for spouse or dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of medical care for spouse or dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of a good house of worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. HOW MUCH OF A PROBLEM IS EACH OF THE FOLLOWING AT THE LOCATION WHERE YOU PERMANENTLY LIVE? If you live on-base, answer for the base. If you live off-base, answer for that community. If you live onboard ship, answer for your ship. If you live in an on-station operational location, answer for that location.

For each item below, mark if it is:

	Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Don't Know
Drug use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alcohol use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial tension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child abuse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spouse abuse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other family violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Juvenile delinquency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rape	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gang activity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pornography	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. In all the time you've been on active duty, how many times did your spouse/dependents move to a new location because of your permanent change of station (PCS)?

☐ Does not apply. I don't have any spouse/dependents

<input type="radio"/> 0	<input type="radio"/> 6
<input type="radio"/> 1	<input type="radio"/> 7
<input type="radio"/> 2	<input type="radio"/> 8
<input type="radio"/> 3	<input type="radio"/> 9
<input type="radio"/> 4	<input type="radio"/> 10 or more
<input type="radio"/> 5	

18. In all the time you have been on active duty, how many times did you move to a new location because of your permanent change of station (PCS)? Do not count permanent change of assignment (PCA).

<input type="radio"/> 0	<input type="radio"/> 6
<input type="radio"/> 1	<input type="radio"/> 7
<input type="radio"/> 2	<input type="radio"/> 8
<input type="radio"/> 3	<input type="radio"/> 9
<input type="radio"/> 4	<input type="radio"/> 10 or more
<input type="radio"/> 5	

19. If your spouse is in the military, are you presently assigned to the same permanent base or geographic location as your spouse?
- ☐ Does not apply, I do not have a spouse (GO TO Q21)
- ☐ Does not apply, my spouse is not in the military (GO TO Q21)
- ☐ Yes
- ☐ No, but I expect my spouse will be assigned to this location soon
- ☐ No, but I expect to be assigned to my spouse's location soon
- ☐ No, we were unable to get assigned to the same location
- ☐ No, for other reasons

20. If future assignments require long separations from your spouse, what will you do?
- ☐ Does not apply, I already plan to leave the Service
- ☐ Does not apply, my spouse already plans to leave the Service
- ☐ I will accept them
- ☐ I will leave the Service
- ☐ My spouse will leave the Service

21. Listed below are some reasons why military members sometimes find it difficult to *respond very quickly* to a recall/alert or to a change in work schedule. Have you experienced any of these within the past 12 months? Mark ALL that apply.
- ☐ Does not apply, I have not had recall/alert or change in work schedule
- ☐ Does not apply, have not had problems
- ☐ Dependent care considerations
- ☐ Personal health problems other than pregnancy
- ☐ Pregnancy
- ☐ Family health problem
- ☐ Second job
- ☐ Transportation arrangements
- ☐ Difficult to reach by telephone during off-duty hours
- ☐ Distance to duty station
- ☐ Attending school during off-duty hours
- ☐ Other reason

22. If you were deployed for Operation Desert Shield/Desert Storm, what kinds of problems did you have responding?
- ☐ Does not apply, I was not deployed
- ☐ Dependent care considerations
- ☐ Personal health problems other than pregnancy
- ☐ Pregnancy
- ☐ Family health problem
- ☐ Second job
- ☐ Attending school during off-duty hours
- ☐ Other problem
- ☐ Does not apply, I had no problems

### III REENLISTMENT/CAREER INTENT

23. When you finally leave the military, how many total years of service do you expect to have?

No. of Years

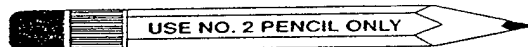
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

24. When you finally leave the military, what pay grade do you think you will have? Mark One.

Enlisted Grades		Warrant Grades	Officer Grades	
<input type="radio"/> E1	<input type="radio"/> E6	<input type="radio"/> W1	<input type="radio"/> O1	<input type="radio"/> O5
<input type="radio"/> E2	<input type="radio"/> E7	<input type="radio"/> W2	<input type="radio"/> O2	<input type="radio"/> O6
<input type="radio"/> E3	<input type="radio"/> E8	<input type="radio"/> W3	<input type="radio"/> O3	<input type="radio"/> O7 or above
<input type="radio"/> E4	<input type="radio"/> E9	<input type="radio"/> W4	<input type="radio"/> O4	
<input type="radio"/> E5		<input type="radio"/> W5		

25. When you finally leave the military, do you plan to join a National Guard or Reserve unit? Mark One.
- ☐ Does not apply, I am already a member
- ☐ Definitely yes
- ☐ Probably yes
- ☐ Don't know/Not sure
- ☐ Probably no
- ☐ Definitely no
- ☐ Does not apply, I am not eligible to join

26. If you had the freedom to select another career field or leave the Service next month, which of the following would you choose? Mark One.
- ☐ Select a totally new military specialty/occupation
- ☐ Leave the Service
- ☐ Remain in Service in current career field
- ☐ Return to a previous military specialty/occupation



27. How likely are you to reenlist at the end of your current term of service? Assume that all special pays which you currently receive are still available. Mark One.

- ☐ Does not apply, I plan to retire  
☐ Does not apply, I plan to leave the Service

- ☐ (0 in 10) No chance  
☐ (1 in 10) Very slight possibility  
☐ (2 in 10) Slight possibility  
☐ (3 in 10) Some possibility  
☐ (4 in 10) Fair possibility  
☐ (5 in 10) Fairly good possibility  
☐ (6 in 10) Good possibility  
☐ (7 in 10) Probable  
☐ (8 in 10) Very probable  
☐ (9 in 10) Almost sure  
☐ (10 in 10) Certain

☐ Don't know

28. How much influence does your spouse have on your decision about reenlisting at the end of your current term of service?

- ☐ Does not apply, I am not married (GO TO Q30)  
☐ A good deal of influence  
☐ A little influence  
☐ No influence

29. Has your spouse's support for your decision about reenlisting changed in the past year?

- ☐ Yes, increased  
☐ Yes, decreased  
☐ No, has not changed

30. If you were guaranteed a choice of location for your next tour, how likely would you be to reenlist at the end of your current term? Assume that all special pays which you currently receive are still available. Mark One.

- ☐ Does not apply, I plan to retire  
☐ Does not apply, I plan to leave the Service

- ☐ (0 in 10) No chance  
☐ (1 in 10) Very slight possibility  
☐ (2 in 10) Slight possibility  
☐ (3 in 10) Some possibility  
☐ (4 in 10) Fair possibility  
☐ (5 in 10) Fairly good possibility  
☐ (6 in 10) Good possibility  
☐ (7 in 10) Probable  
☐ (8 in 10) Very probable  
☐ (9 in 10) Almost sure  
☐ (10 in 10) Certain

☐ Don't know

31. If you were guaranteed a promotion to the next higher pay grade, how likely would you be to reenlist at the end of your current term? Assume that all special pays which you currently receive are still available. Mark One.

- ☐ Does not apply, I plan to retire  
☐ Does not apply, I plan to leave the Service  
☐ Does not apply, I do not expect any more promotions

- ☐ (0 in 10) No chance  
☐ (1 in 10) Very slight possibility  
☐ (2 in 10) Slight possibility  
☐ (3 in 10) Some possibility  
☐ (4 in 10) Fair possibility  
☐ (5 in 10) Fairly good possibility  
☐ (6 in 10) Good possibility  
☐ (7 in 10) Probable  
☐ (8 in 10) Very probable  
☐ (9 in 10) Almost sure  
☐ (10 in 10) Certain

☐ Don't know

32. If you were guaranteed retraining in a skill with better career opportunities than your current one, how likely would you be to reenlist at the end of your current term? Assume that all special pays which you currently receive are still available. Mark One.

- ☐ Does not apply, I do not wish to retrain into another skill  
☐ Does not apply, I plan to retire  
☐ Does not apply, I plan to leave the Service

- ☐ (0 in 10) No chance  
☐ (1 in 10) Very slight possibility  
☐ (2 in 10) Slight possibility  
☐ (3 in 10) Some possibility  
☐ (4 in 10) Fair possibility  
☐ (5 in 10) Fairly good possibility  
☐ (6 in 10) Good possibility  
☐ (7 in 10) Probable  
☐ (8 in 10) Very probable  
☐ (9 in 10) Almost sure  
☐ (10 in 10) Certain

☐ Don't know



## IV INDIVIDUAL AND FAMILY CHARACTERISTICS

33. Are you male or female?

- ☐ Male  
☐ Female

34. How old were you on your last birthday?

Age Last Birthday

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

35. Where were you born?

- ☐ In the United States  
☐ Outside the United States to military parents  
☐ Outside the United States to non-military parents

36. Are you:

- ☐ American Indian/Alaskan Native  
☐ Black/Negro/African-American  
☐ Oriental/Asian/Chinese/Japanese/Korean/Filipino/Pacific Islander  
☐ White/Caucasian  
☐ Other (specify):

37. Are you of Spanish Hispanic origin or descent?

- ☐ No (not Spanish Hispanic)  
☐ Yes, Mexican/Mexican-American/Chicano  
☐ Yes, Puerto Rican  
☐ Yes, Cuban  
☐ Yes, Central or South American  
☐ Yes, other Spanish/Hispanic

38. Are you currently pregnant?

- ☐ Does not apply  
☐ Yes  
☐ No

39. When you FIRST ENTERED ACTIVE SERVICE, what was the highest school grade or academic degree that you had? DO NOT INCLUDE DEGREES FROM TECHNICAL/TRADE OR VOCATIONAL SCHOOLS. Mark One.

- ☐ Less than 12 years of school (no diploma)  
☐ GED or other high school equivalency certificate  
☐ High school diploma  
☐ Some college, but did not graduate  
☐ 2-year college degree  
☐ 4-year college degree (BA/BS)  
☐ Some graduate school  
☐ Master's degree (MA/MS)  
☐ Doctoral degree (PhD/MD/LLB)  
☐ Other degree not listed above

40. AS OF TODAY, what is the highest school grade or academic degree that you have? DO NOT INCLUDE DEGREES FROM TECHNICAL/TRADE OR VOCATIONAL SCHOOLS. Mark One.

- ☐ Less than 12 years of school (no diploma)  
☐ GED or other high school equivalency certificate  
☐ High school diploma  
☐ Some college, but did not graduate  
☐ 2-year college degree  
☐ 4-year college degree (BA/BS)  
☐ Some graduate school  
☐ Master's degree (MA/MS)  
☐ Doctoral degree (PhD/MD/LLB)  
☐ Other degree not listed above

41. If you attended (or are now attending) college, what kind of school was/is it? Mark ALL that apply.

- ☐ Does not apply, I do/did not attend college  
☐ Vocational/trade/business, or other career training school  
☐ Junior or community college (2-year)  
☐ Four-year college or university  
☐ Graduate/professional school  
☐ Specialized Service Career School or Professional Military Education Institution  
☐ Other

42. During 1991, did you attend a civilian school?

- ☐ No, was not interested in attending  
☐ No, could not get tuition assistance for the program I wanted  
☐ No, due to conflict with work schedule  
☐ No, for personal reasons  
☐ Yes, attended at own expense  
☐ Yes, attended at Service expense  
☐ Yes, attended partially at Service expense, partially at own expense



57

57. To what extent has any divorce settlement influenced your decision to stay in the military until retirement?

- ☐ Very great extent  
☐ Great extent  
☐ Moderate extent  
☐ Slight extent  
☐ Not at all

58. To what extent do you feel that your serving in the military contributed to any divorce?

- ☐ Very great extent  
☐ Great extent  
☐ Moderate extent  
☐ Slight extent  
☐ Not at all

## V DEPENDENTS

59. How many dependents do you have in each age group?

**Do not** include yourself or your spouse. For the purpose of this question, a dependent is anyone related to you by blood, marriage, or adoption, and who depends on you for over half their support.

☐ Does not apply. I have no dependents (GO TO Q77)

### Number of Dependents

Age of dependent	None	1	2	3	4	5 or more
Under 1 year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1 year to under 2 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-5 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6-13 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14-22 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23-64 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
65 years or over	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

60. How many dependents in Question 59 do you have in each of the following age groups who **currently live with you** at your permanent post, base or duty station? Do not include yourself or your spouse.

### Number of Dependents

Age of dependent	None	1	2	3	4	5 or more
Under 1 year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1 year to under 2 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-5 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6-13 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14-22 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23-64 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
65 years or over	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

61. If you have dependent children in Question 59 who **do not** currently live with you at your permanent post, base or duty station, with whom do these dependents live? Mark ALL that apply.

☐ Does not apply (GO TO Q63)

- ☐ Spouse  
☐ Ex-spouse  
☐ Grandmother  
☐ Grandfather  
☐ Other relative  
☐ Friend  
☐ School  
☐ Other (specify):

62. Do you give child support to the person(s) your children live with?

- ☐ Yes  
☐ No

63. How many of your dependent children have you adopted?

- ☐ None  
☐ One  
☐ Two  
☐ Three  
☐ Four or more

64. If you are a single-parent or a military member married to a military member, do you have a military family care plan?

- ☐ Does not apply  
☐ No  
☐ Yes

65. Are arrangements for your dependent children realistically workable for each of the following situations? Mark one category for each item.

☐ Not applicable, my children do not live with me.

	Yes	Probably	No
Short-term emergency situation such as a mobility exercise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term situation such as a unit deployment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evacuation due to conflict or wartime situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

66. Who took care of your dependent children during your longest TDY/deployment in the past 12 months?

Mark ALL that apply.

- ☐ Does not apply, have not been on TDY or deployed (GO TO Q68)  
☐ Does not apply, my children did not live with me at the time (GO TO Q68)  
☐ Child took care of his/herself  
☐ Spouse or ex-spouse  
☐ Immediate family member (e.g. grandparent, brother or sister)  
☐ Other family member  
☐ Friend or neighbor  
☐ Public or private agency  
☐ Other person(s) (specify):

67. How satisfied are you with the care your child(ren) received in your absence?

- ☐ Very satisfied  
☐ Satisfied  
☐ Neither satisfied nor dissatisfied  
☐ Dissatisfied  
☐ Very dissatisfied

IF YOU HAVE NO CHILDREN UNDER AGE 15 WHO USUALLY LIVE WITH YOU OR DO NOT USUALLY USE CHILD CARE SERVICES, GO TO Q73.

68. During the last month, who usually took care of your youngest or only child while you and/or your spouse worked, looked for work, or was in school? Mark the arrangement in which the child spent the most hours.

- ☐ My spouse or I did  
☐ Child's brother/sister over age 15  
☐ Child's brother/sister under age 15  
☐ Child's grandparent  
☐ Other relative of child  
☐ Child cares for self  
☐ Nonrelative  
☐ Child was in school or day care

69. Where was your youngest or only child usually cared for under this arrangement? Mark One.

	On Base	Off Base
Child was in nursery or preschool	<input type="radio"/>	<input type="radio"/>
Child was in elementary or secondary school	<input type="radio"/>	<input type="radio"/>
Child Development Center/Day Care Center	<input type="radio"/>	<input type="radio"/>
Child's home	<input type="radio"/>	<input type="radio"/>
Licensed family day care home	<input type="radio"/>	<input type="radio"/>
Other private home (not licensed)	<input type="radio"/>	<input type="radio"/>
Other place	<input type="radio"/>	<input type="radio"/>

70. How many hours a week was your youngest or only child usually cared for under this arrangement?

Hours a Week

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

71. How much did you pay for child care during the last month for your youngest or only child?

Dollars per Month

\$			
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

72. What was the one most important reason for choosing the type of child care arrangement used?

- ☐ Prefer family  
☐ Cost  
☐ Convenient hours  
☐ Convenient location  
☐ Quality  
☐ Availability  
☐ Trust in caregiver  
☐ Other (specify):

73. Do any of your children attend a Department of Defense school?

- ☐ No (GO TO Q75)  
☐ Yes, attending an overseas school  
☐ Yes, attending a CONUS Section VI school  
☐ Don't know (GO TO Q75)

74. If yes, how satisfied are you with the quality of education your child(ren) receive in the DoD school?

- ☐ Very satisfied  
☐ Satisfied  
☐ Neither satisfied nor dissatisfied  
☐ Dissatisfied  
☐ Very dissatisfied

75. Are any of your dependents physically, emotionally, or intellectually handicapped requiring specialized treatment or care?

- ☐ No  
☐ Yes, temporarily  
☐ Yes, permanently

76. Are any of your dependents elderly (over 65 years old)?

- ☐ No  
☐ Yes

77. Do you have elderly relatives for whom you have responsibility even if they are not your legal dependent(s)?

- ☐ No  
☐ Yes

78. Are you currently in the process of adopting a child?

- ☐ No  
☐ Yes

79. Here is a list of feelings or worries some military members have about their family (spouse, children, parents) when they are away on assignment, TDY or deployment. How often did or would you worry about each of the following when you are away?

☐ Does not apply. I do not have any family (GO TO Q82)

	Very Seldom or Never	Seldom	Sometimes	Often	Very Often or Always	Does Not Apply
Your family's safety in their community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your family's ability to get car or household repairs done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your family having enough money to meet expenses, pay bills, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your child(ren)'s health and well-being	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your family's safety in the event of war	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

80. How well did or would your spouse take care of the following in your absence?

☐ Does not apply. I do not have a spouse

	Very Well	Well	Neither Well nor Poorly	Poorly	Very Poorly	Does Not Apply	Don't Know
Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family member's health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family finances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emotional or parenting problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evacuation of family members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

81. In the past year, how many months were you completely separated from your spouse or dependents because of your military assignment? Include TDYs, remotes, deployments, schools, etc.

☐ Does not apply. I do not have a spouse or dependents

- |   |                                 |
|---|---------------------------------|
| <input type="radio"/> None              | <input type="radio"/> 6 months  |
| <input type="radio"/> Less than 1 month | <input type="radio"/> 7 months  |
| <input type="radio"/> 1 month           | <input type="radio"/> 8 months  |
| <input type="radio"/> 2 months          | <input type="radio"/> 9 months  |
| <input type="radio"/> 3 months          | <input type="radio"/> 10 months |
| <input type="radio"/> 4 months          | <input type="radio"/> 11 months |
| <input type="radio"/> 5 months          | <input type="radio"/> 12 months |

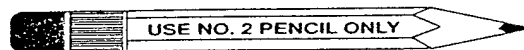
82. In your total military career, how many months were you completely separated from your spouse or dependents because of your military assignments? Include TDY, remotes, deployment, schools, etc.

☐ Does not apply, no spouse or dependents during military career

- ☐ None
- ☐ Less than 3 months
- ☐ 3-4 months
- ☐ 5-6 months
- ☐ More than 6 months but less than 1 year
- ☐ 1-2 years
- ☐ 3-4 years
- ☐ Over 4 years

83. Did the government pay for your spouse/dependents to accompany you to your present permanent post, base, or duty station?

- ☐ Does not apply. I have no spouse/dependents
- ☐ Yes
- ☐ No



## VI MILITARY COMPENSATION, BENEFITS, AND PROGRAMS

### EVERYONE SHOULD ANSWER THIS SECTION

84. Do you receive a MONTHLY Basic Allowance for Quarters (BAQ)? (BAQ is a payment for housing.)

- ☐ Does not apply, I live in base/government housing  
☐ Yes, partial BAQ  
☐ Yes, full BAQ  
☐ No

85. Do you receive a Basic Allowance for Subsistence (BAS) or Separate Rations? (These are payments for food.)

- ☐ Yes  
☐ No

86. What is the amount of the MONTHLY Federal Tax Advantage of your combined Quarters and Food Allowances (BAS or Separate Rations and BAQ)? If you are uncertain of the exact amount, please give your best estimate.

- ☐ I do not receive BAS or Separate Rations and BAQ.  
☐ I never heard of the Federal Tax Advantage.  
☐ I don't know the amount of the Federal Tax Advantage.

MONTHLY FEDERAL TAX ADVANTAGE	\$			
	0	0	0	0
	1	1	1	1
	2	2	2	2
	3	3	3	3
	4	4	4	4
	5	5	5	5
	6	6	6	6
	7	7	7	7
	8	8	8	8
9	9	9	9	

87. Which of the following special monthly pays or allowances do you currently receive? Mark ALL that apply.

- ☐ I don't receive ANY special monthly pays.

- ☐ Jump Pay  
☐ Sea Pay  
☐ Submarine Pay  
☐ Flight Pay  
☐ Foreign Duty Pay  
☐ Overseas Cost of Living Allowance  
☐ Variable Housing Allowance  
☐ Overseas Housing Allowance  
☐ Selective Reenlistment Bonus (SRB)  
☐ Overseas Tour Extension Incentive Pay  
☐ Deployment Related Allowances  
☐ Other Special Pays or Allowances

88. As an alternative to CHAMPUS (Civilian Health and Medical Program of the Uniformed Services) for your dependents would you join a prepaid local health maintenance organization (HMO)? Assume you would be required to pay a total monthly fee of \$20.

- ☐ Does not apply, I have no dependents  
☐ Yes  
☐ No  
☐ Don't know

89. Do you personally have any current health coverage from any civilian health insurance or health maintenance organization (HMO)? Mark ALL that apply.

- ☐ No  
☐ Yes, through my current/former civilian employer  
☐ Yes, through my spouse's current/former civilian employer  
☐ Yes, purchased separately  
☐ Yes, through other (specify):

--

90. In the past year, what portion of your spouse's and/or dependent's health care was received from each of the following sources? Include prescription drugs as well as visits to physicians and other health care professionals for check-ups/treatment.

- ☐ Does not apply, I have no spouse or dependents.

From military hospital medical facility/PRIMUS/NAVCARE  
Through CHAMPUS (include CHAMPUS REFORM INITIATIVE PROGRAM)  
Through civilian plan/HMO  
Purchased directly  
Through other (specify):

--

	PERCENT					
	None	1-20	21-40	41-60	61-80	81-100
From military hospital medical facility/PRIMUS/NAVCARE	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Through CHAMPUS (include CHAMPUS REFORM INITIATIVE PROGRAM)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Through civilian plan/HMO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Purchased directly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Through other (specify):	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

91. In the past year, what portion of your health care was received from each of the following sources? Include prescription drugs as well as visits to physicians and other health care professionals for check-ups/treatment.

From military hospital medical facility/PRIMUS/NAVCARE  
Through CHAMPUS (include CHAMPUS REFORM INITIATIVE PROGRAM)  
Through civilian plan/HMO  
Purchased directly  
Through other (specify):

	PERCENT					
	None	1-20	21-40	41-60	61-80	81-100
From military hospital medical facility/PRIMUS/NAVCARE	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Through CHAMPUS (include CHAMPUS REFORM INITIATIVE PROGRAM)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Through civilian plan/HMO	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Purchased directly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Through other (specify):	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

92. How much did you spend on health care services and products (for you and your family) last year? Include CHAMPUS deductibles, civilian insurance premiums, drugs, etc. Do not include dental care.

- ☐ Less than \$100
- ☐ \$101 - \$200
- ☐ \$201 - \$300
- ☐ \$301 - \$500
- ☐ \$501 - \$800
- ☐ \$801 - \$1,000
- ☐ More than \$1,000

93. Are you currently enrolled in the Delta Dental Program or some other dental benefits program? Mark ALL that apply.

- ☐ No
- ☐ Yes, the Delta Dental Program
- ☐ Yes, my spouse's civilian dental program
- ☐ Yes, other private dental insurance

94. How much did you spend for dental treatment (for you and your family) last year? (Include Delta Dental Program and civilian premiums as well as direct payments for treatment.)

- ☐ Less than \$100
- ☐ \$101 - \$200
- ☐ \$201 - \$300
- ☐ \$301 - \$500
- ☐ \$501 - \$800
- ☐ \$801 - \$1,000
- ☐ More than \$1,000

95. Comparing your job level to a comparable civilian position, do you feel your health (including dental) benefits are:

- ☐ Better than most
- ☐ About the same
- ☐ Worse than most
- ☐ Don't know

96. Do you have Life Insurance?

- ☐ No
- ☐ Yes, SGLI
- ☐ Yes, SGLI and other policy or policies
- ☐ Yes, a policy or policies other than SGLI
- ☐ Don't know

97. Do you have a current written will?

- ☐ Yes
- ☐ Don't know
- ☐ No

98. Does anyone currently hold your power-of-attorney?

- ☐ Yes, my spouse
- ☐ Yes, someone other than my spouse
- ☐ No
- ☐ Don't know

99. Do you plan to elect the Survivor Benefit Plan upon retirement? Mark One.

- ☐ Uncertain, am not aware of the plan at all
- ☐ Uncertain, am aware of the plan but want to study it
- ☐ Uncertain, do not understand the plan clearly
- ☐ No, I plan to leave the Service before retirement
- ☐ No, no survivors
- ☐ No, can get better coverage elsewhere
- ☐ No, too expensive
- ☐ Yes, will only elect minimum coverage
- ☐ Yes, will elect more than minimum coverage but less than full
- ☐ Yes, will elect full coverage

100. How valuable is the current retirement system to you?

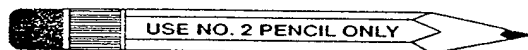
- ☐ Very valuable
- ☐ Moderately valuable
- ☐ Of some value
- ☐ Of no value

101. Comparing your job level to a comparable civilian position, do you feel the military retirement system is:

- ☐ Better than most
- ☐ About the same
- ☐ Worse than most
- ☐ Don't know

102. What is your estimate of the total annual value of your pay and allowances and benefits? (Pay, allowances, medical, exchange, commissary, retirement, etc.):

- ☐ Less than \$20,000
- ☐ \$20,001 - \$30,000
- ☐ \$30,001 - \$40,000
- ☐ \$40,001 - \$50,000
- ☐ \$50,001 - \$60,000
- ☐ \$60,001 - \$70,000
- ☐ More than \$70,000
- ☐ Don't know



103. For each program or service listed below, please mark (a) whether you have ever used it at your present permanent location and (b) how important its availability is to you.

	A) Used the Service/Program		B) Importance				
	Yes	No	Very Important	Important	Neither Important nor Unimportant	Unimportant	Very Unimportant
Bowling centers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Golf courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marinas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stables	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fitness centers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Libraries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arts and crafts center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tours and tickets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recreation gear issue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Main exchange	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7-Day Store/Shoppette	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clubs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Temporary lodging facilities (e.g., Navy lodge, transient billeting)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cabins, cottages and cabanas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Laundry/dry cleaning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Photo hobby shop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Auto repair centers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Auto hobby shop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rentals/equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Animal care clinics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Auto/truck rental	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commissary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

104. Did you vote in the last local election? In the last Presidential election?

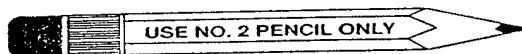
**Last local election**

- ☐ Yes, in person at the polls  
☐ Yes, by absentee ballot  
☐ No

**Last Presidential election**

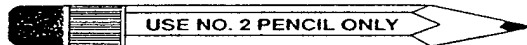
- ☐ Yes, in person at the polls  
☐ Yes, by absentee ballot  
☐ No





105. For each family program or service listed below, please mark (a) whether you have ever used it at your present permanent duty location and (b) your level of satisfaction if you have used it.

	A) Used the Service/Program		B) Satisfaction				
	Yes	No	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
Family Support Centers/Family Service Center/Army Community Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual counseling/therapy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marriage and family counseling/therapy/enrichment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Services to individuals or families concerning military separation/deployment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chaplain services/religious opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parent education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth/adolescent programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Single-parent programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pre-marital programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Services for families with special needs (e.g. handicapped, gifted)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crisis referral services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spouse employment services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spouse/child abuse services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alcohol treatment/drug abuse programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rape counseling services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relocation assistance services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information and referral services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stress management programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Suicide prevention programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transition assistance/pre-retirement/separation from military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing Office services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## VII CIVILIAN LABOR FORCE EXPERIENCE

### A. YOUR OWN EXPERIENCE

106. In the last month, how many hours did you perform volunteer work for an on- or off-base activity? Mark one in each column.

No. of Hours	On-base	Off-base
Did not perform volunteer work	<input type="radio"/>	<input type="radio"/>
Less than 5 hours	<input type="radio"/>	<input type="radio"/>
5 to 10 hours	<input type="radio"/>	<input type="radio"/>
More than 10 hours	<input type="radio"/>	<input type="radio"/>

107. What would increase your interest/ability to volunteer?

Mark ALL that apply.

- ☐ Parking privileges
- ☐ Volunteering with a friend
- ☐ More volunteer assignments of interest
- ☐ Reimbursement of expenses
- ☐ Child care
- ☐ More recognition for volunteer assignments
- ☐ Opportunity for useful training for the future
- ☐ Better leadership of volunteers
- ☐ Better organization of volunteers
- ☐ Other (specify):

☐ Nothing would increase interest-ability

108. During 1991, how many hours a week did you spend on the average working at a civilian job or at your own business during your off-duty hours?

☐ None (GO TO Q111).

AVERAGE  
NUMBER  
HOURS  
PER WEEK

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

109. Altogether in 1991, what was the total amount that you earned before taxes and other deductions, for working during your off-duty hours?

Amount

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

1991  
OFF-DUTY  
EARNINGS

☐ \$100,000 or more

110. How much did each of the following contribute to your having a second job or your own business?

Mark each item as:

Needed additional income to meet basic expenses

Nice to have extra income to use now

Saving extra income for future needs

Independence

Self-esteem

Enjoyment of work itself

To gain experience for a non-military second career

Other (specify):

No Contribution	Minor Contribution	Moderate Contribution	Major Contribution
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

111. In the past 12 months, have you received any job offers for a civilian job which you could take if you leave the Service?

- ☐ Yes  
☐ No

112. Have you actively looked for civilian employment within the past 12 months?

- ☐ Yes  
☐ No

113. Do you expect to be involuntarily separated within the next 12 months during force reductions?

- ☐ Yes  
☐ No  
☐ Don't know

114. If you were to leave the Service NOW and tried to find a civilian job, how likely would you be to find a good civilian job? Mark One.

- ☐ (0 to 10) No chance  
☐ (1 in 10) Very slight possibility  
☐ (2 in 10) Slight possibility  
☐ (3 in 10) Some possibility  
☐ (4 in 10) Fair possibility  
☐ (5 in 10) Fairly good possibility  
☐ (6 in 10) Good possibility  
☐ (7 in 10) Probable  
☐ (8 in 10) Very probable  
☐ (9 in 10) Almost sure  
☐ (10 in 10) Certain

☐ Don't know

115. How concerned are you about the following as a result of the current talk about force reductions in the military strength?

	Very Greatly Concerned	Greatly Concerned	Moderately Concerned	Somewhat Concerned	Not At All Concerned
Your long-term opportunities in the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The kind of work you plan to go into if you leave the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Whether you will be able to get a civilian job quickly if needed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The financial burden on you and/or your family should you have to leave the military unexpectedly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to adjust to civilian life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## B. YOUR SPOUSE'S EXPERIENCE. IF NOT MARRIED, GO TO Q118

116. Is your SPOUSE currently: Mark ALL that apply.

- ☐ Full-time in the Armed Forces  
☐ In Reserve or National Guard  
☐ Working full-time in Federal civilian job  
☐ Working full-time in other civilian job  
☐ Working part-time in Federal civilian job  
☐ Working part-time in other civilian job  
☐ Self-employed in his or her own business  
☐ With a job, but not at work because of TEMPORARY illness, vacation, strike, etc.  
☐ Unpaid worker (volunteer or in family business)  
☐ Unemployed, laid off, or looking for work  
☐ Not looking for work but would like to work  
☐ In school  
☐ Retired  
☐ A homemaker  
☐ Other

117. To what extent does your spouse's job interfere with your military job?

- ☐ Does not apply, spouse not employed  
☐ Completely  
☐ A great deal  
☐ Somewhat  
☐ Very little  
☐ Not at all

# VIII FAMILY RESOURCES

118. During 1991, did you or your spouse receive any income from the following sources? Mark 'YES' or 'NO' for each item.

## RECEIVE INCOME SOURCE

- | Yes                   | No                    |   |
|-----------------------|-----------------------|---|
| <input type="radio"/> | <input type="radio"/> | Alimony, child support or other regular contributions from persons not living in your household |
| <input type="radio"/> | <input type="radio"/> | Supplemental Security Income  |
| <input type="radio"/> | <input type="radio"/> | Public Welfare or Assistance  |
| <input type="radio"/> | <input type="radio"/> | WIC (food program for women, infants, and children)   |
| <input type="radio"/> | <input type="radio"/> | Government Food Stamps  |

119. During 1991, how much did you and/or your spouse receive from the income sources listed in Q118? Do not include earnings from wages or salaries in this question. Give your best estimate.

☐ No income from sources in Q118.

Amount

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

AMOUNT

☐ \$100,000 or more

120. During 1991, did you or your spouse receive any income from the following sources? Mark 'YES' or 'NO' for each item.

## RECEIVE INCOME SOURCE

- | Yes                   | No                    |  |
|-----------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | Interest and Dividends on Savings                                  |
| <input type="radio"/> | <input type="radio"/> | Stocks, Bonds or Other Investments                                 |
| <input type="radio"/> | <input type="radio"/> | Unemployment Compensation or Worker's Compensation                 |
| <input type="radio"/> | <input type="radio"/> | Pensions from Federal, State or Local Government                   |
| <input type="radio"/> | <input type="radio"/> | Pensions from Private Employer or Union                            |
| <input type="radio"/> | <input type="radio"/> | Social Security or Railroad Retirement                             |
| <input type="radio"/> | <input type="radio"/> | Anything else <u>not including earnings from wages or salaries</u> |

121. During 1991, how much did you or your spouse receive from the income sources listed in Q120? Do not include earnings from wages or salaries in this question. Give your best estimate.

☐ No income from sources in Q120.

Amount

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

AMOUNT

☐ \$100,000 or more

122. As of today, what is your estimate of your mortgage debt? (Include all properties and any second mortgages or home equity loans).

☐ Does not apply, I do not own any property.

Amount

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

AMOUNT

☐ \$1,000,000 or more

123. As of today, what is your estimate of the value of your current properties?

☐ Does not apply, I do not own any property.

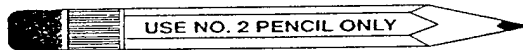
Amount

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

AMOUNT

☐ \$1,000,000 or more



124. As of today, what is your estimate of the total amount of any other outstanding debts? Exclude any mortgages shown in Q122.

Amount

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

☐ \$100,000 or more

125. As of today, what is your estimate of the total amount of your assets? Exclude your current property counted in Q123.

Amount

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

☐ \$100,000 or more

126. Overall how do you feel about your/your family income; that is all the money that comes to you and other members of your family living with you?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

## IX MILITARY LIFE

127. How would you describe the morale of military personnel at your current location? If you are currently assigned to a ship, indicate the morale of personnel on board ship. Mark One.

MORALE IS VERY LOW

MORALE IS VERY HIGH

1 — 2 — 3 — 4 — 5 — 6 — 7

128. In the event of combat, how would you describe your *confidence* in your unit members? Mark One.

☐ Does not apply, not in combat or combat support unit (GO TO Q130)

VERY LOW

VERY HIGH

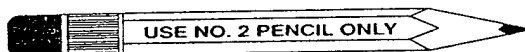
1 — 2 — 3 — 4 — 5 — 6 — 7

129. How would you describe your unit's readiness for combat? Mark One.

VERY LOW

VERY HIGH

1 — 2 — 3 — 4 — 5 — 6 — 7



130. How much do you agree or disagree with each of the following statements about military life?

Mark each item as:	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Does Not Apply
Life in the military is about what I expected it to be	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My family could be better off if I took a civilian job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Members of my family were well prepared by my Service for the requirements and demands of my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military personnel in the future will not have as good retirement benefits as I have now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My military pay and benefits will not keep up with inflation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skills attained in my job are helpful in securing a good civilian job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My current job assignment is important work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My current job assignment is challenging work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My promotion opportunity is better than it would have been without this assignment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive good support from my chain-of-command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive good support from my supervisors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

131. On the average, what is the total number of hours per week you work at your military job?

- ☐ 40 hours or less
- ☐ 41 - 50 hours
- ☐ 51 - 60 hours
- ☐ 61 - 80 hours
- ☐ More than 80 hours

132. What percent of your work hours are spent on duty-related tasks?

- ☐ Less than 20 percent
- ☐ 21 - 40 percent
- ☐ 41 - 60 percent
- ☐ 61 - 80 percent
- ☐ 81 - 100 percent

133. During the past year have the demands of your military job prevented you from taking annual leave?

- ☐ Yes
- ☐ No

134. In general, how satisfied are you with your current job?

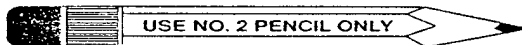
- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

135. In the last year, how much stress has each of these factors caused you?

	A Great Deal	Fair Amount	Some	Little	None
Separation from family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
PCS move	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

136. What are the primary sources of any uncertainty you have right now about what you could expect from a military career? Mark ALL that apply.

- ☐ My lack of experience in the military
- ☐ My career goals are unclear
- ☐ Unclear promotion and assignment criteria
- ☐ Changes in military manpower needs
- ☐ Possible Congressional actions (budget, RIFS, etc.)
- ☐ Uncertainty about senior leadership
- ☐ Personal safety
- ☐ Other
- ☐ Not applicable, I do not have any uncertainty



137. Below is a list of issues associated with the military way of life. Considering current policies, please indicate your level of satisfaction/dissatisfaction with each issue.

For each item, mark if you are:	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
Personal freedom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Acquaintances/friendships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work group/co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assignment stability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay and allowances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment for families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frequency of moves	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to serve one's country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Satisfaction with current job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job training/in-service education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working environmental conditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

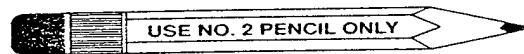
138. Now, taking all things together, how satisfied are you with the military way of life?

- ☐ Very dissatisfied
- ☐ Dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Neither dissatisfied nor satisfied
- ☐ Somewhat satisfied
- ☐ Satisfied
- ☐ Very satisfied

139. We're interested in any comments or recommendations you would like to make, whether or not the topic was covered in this survey. Do you have any comments?

- ☐ Yes - Use the comment sheet on the next page
- ☐ No

THANK YOU VERY MUCH FOR  
ANSWERING THIS SURVEY.  
PLEASE SEAL THE SURVEY IN  
THE ENVELOPE PROVIDED.



## COMMENT SHEET FOR ENLISTED PERSONNEL

Please provide us with any comments you may have regarding military policies or military life in general in the space below. Before commenting, please fill in one bubble in each section.

<b>Location:</b>	
<input type="radio"/> CONUS	<input type="radio"/> Overseas

**Service:**

- |                            |                                 |
|----------------------------|---------------------------------|
| <input type="radio"/> Army | <input type="radio"/> Air Force |
| <input type="radio"/> Navy | <input type="radio"/> Marines   |

Thank you for completing this survey!  
Please seal the survey in the envelope provided.







## 1992 Department of Defense Survey of Enlisted Personnel

The Department of Defense is conducting a survey of military personnel from the Army, Navy, Marine Corps and Air Force. You have been selected to participate in this important survey. Please read the instructions before you begin the survey.

### PRIVACY NOTICE

**AUTHORITY:** 10 U.S.C. 136

**PRINCIPAL PURPOSE OR PURPOSES:** Information collected in this survey is used to sample attitudes and/or discern perceptions of social problems observed by service members and to support additional manpower research activities. This information will assist in the formulation of policies which may be needed to improve the working environment.

**ROUTINE USES:** None

**DISCLOSURE:** Voluntary. Failure to respond will not result in any penalty to the respondent. However, maximum participation is encouraged so that the data will be complete and representative. Your survey instrument will be treated as confidential. All identifiable information will be used only by persons engaged in, and for the purposes of, the survey. Only group statistics will be reported.

#### OFFICE USE ONLY

- ☐ PND
- ☐ NR
- ☐ R
- ☐ NE

# INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a No. 2 pencil.



- Make heavy black marks that fill the circle for your answer.
- Please do not make stray marks of any kind.

## INCORRECT MARKS



## CORRECT MARK



- Sometimes you will be asked to "Mark ALL that apply." When this instruction appears you may mark more than one answer.

### Example:

If you attended (or are now attending) college, what kind of school was/is it? Mark ALL that apply.

- ☐ Does not apply, do/did not attend college
- ☐ Vocational, trade, business, or other career training school
- ☒ Junior or community college (two-year)
- ☒ Four-year college or university
- ☐ Graduate or professional school
- ☐ Specialized Service Career School
- ☐ Professional Military Education Institution
- ☐ Other

If your answer is "junior or community college (two-year)" and "four-year college or university," then mark two circles clearly.

- Sometimes you will be asked to "Mark One." When this instruction appears mark the answer that best applies.

### Example:

What is your pay grade? Mark One.

- ☐ E1      ☐ E5      ☐ E9
- ☐ E2      ☒ E6
- ☐ E3      ☐ E7
- ☐ E4      ☐ E8

- If your answer is E6, then just mark one circle as shown above.

- If you are asked to give numbers for your answer, please record as shown below.

### Example:

As of today, how many months have you been assigned to your present post, base, ship or duty station?

If your answer is 35 months . . .

Number Months

0	3	5
<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- Write the numbers in the boxes, making sure the last number is always placed in the right-hand box.

- Fill in the unused boxes with zeros.

- Then, mark the matching circle below each box.

- Answers to some of the questions will be on a SEVEN-POINT SCALE.

### Example:

How would you describe the morale of military personnel at your current location? Mark One.

MORALE IS VERY LOW		MORALE IS VERY HIGH
①	② — ③ — ④ — ⑤ — ⑥ — ⑦	

- If your answer is "MORALE IS VERY LOW," you would mark the circle for number 1.
- If your answer is "MORALE IS VERY HIGH," you would mark the circle for number 7.
- If your opinion is somewhere inbetween, you would mark the circle for number 2 or 3 or 4 or 5 or 6.

- Sometimes you will be asked to mark one answer for each item.

### Example:

THE NEXT QUESTION IS ABOUT YOUR FEELINGS ABOUT THE PERMANENT LOCATION WHERE YOU LIVE. If you live on base, answer for that base. If you live off-base, answer for that community.

## LOCATION CHARACTERISTICS

Mark each item as:

	Excellent	Good	Fair	Poor	Very Poor	Does Not Apply	Don't Know
Climate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Distance to population centers	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family's ability to handle cost of living	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of military housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of military housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

# I MILITARY INFORMATION

1. In what Service are you? Mark One.

- ☐ Army
- ☐ Navy
- ☐ Marine Corps
- ☐ Air Force

2. Are you currently assigned to a ship as your permanent duty station? Mark One.

- ☐ Yes
- ☐ No

3. What is your pay grade? Mark One.

- ☐ E1
- ☐ E2
- ☐ E3
- ☐ E4
- ☐ E5
- ☐ E6
- ☐ E7
- ☐ E8
- ☐ E9

4. In which enlistment period are you serving? If you received an EXTENSION to your current enlistment period, do not count this as a new enlistment period. Mark One.

- ☐ 1st
- ☐ 2nd
- ☐ 3rd
- ☐ 4th
- ☐ 5th or more

5. How soon will you complete your current enlistment INCLUDING ANY EXTENSIONS YOU HAVE NOW? Mark One.

- ☐ Less than 3 months
- ☐ 3 months but less than 6 months
- ☐ 6 months but less than 9 months
- ☐ 9 months but less than 12 months
- ☐ 1 year but less than 2 years
- ☐ 2 years but less than 3 years
- ☐ At least 3 years or more

6. Were you deployed for Operation Desert Shield/Desert Storm? Mark One.

- ☐ No
- ☐ Yes, for less than 3 months
- ☐ Yes, for 3 months or more but less than 6 months
- ☐ Yes, for 6 months or more but less than 9 months
- ☐ Yes, for 9 months or more

## II PRESENT AND PAST LOCATIONS

7. As of today, how many months have you been assigned to your present permanent post, base, ship or duty station? Please include any extensions you may have had.

☐ Less than one month

• Record the number of months in the boxes.

(For example, if your answer is 35 months, enter 035.)

• Mark the matching circle below each box.

Number Months

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

8. How much longer do you expect to be at your present permanent post, base, ship or duty station?

- ☐ Does not apply, I do not have a specified tour length.
- ☐ Less than one month
- ☐ Not sure

• Record the number of months in the boxes.

• Mark the matching circle below each box.

Number Months

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

9. If you had the option of extending your tour at your present permanent post, base, ship or duty station, how much longer would you stay there? Mark One.

- ☐ Does not apply, I do not have a specified tour length.
- ☐ I would not extend my current tour
- ☐ Stay 3 months beyond my tour
- ☐ Stay 6 months beyond my tour
- ☐ Stay 12 months beyond my tour
- ☐ Stay 18 months beyond my tour
- ☐ Stay 24 or more months beyond my tour

☐ No time at an overseas location

Number Months

0	0	0
1	1	1
2	2	2
	3	3
	4	4
	5	5
	6	6
	7	7
	8	8
	9	9

In all the time you have been on active duty, how many months have you been on sea duty?

☐ No time on sea duty

Number Months		
0	0	0
1	1	1
2	2	2
	3	3
	4	4
	5	5
	6	6
	7	7
	8	8
	9	9

**12. THINK ABOUT YOUR PCS MOVE TO YOUR CURRENT *PERMANENT* POST, BASE, SHIP OR DUTY STATION.** Answer even if this is your first assignment.

### Adjusting to a higher cost of living

Temporary lodging expenses

Costs of setting up new residence, e.g., curtains, carpeting, paint

Costs of selling/moving from old residence

Transportation costs incurred during the move

### Finding off-duty employment for yourself

**Finding civilian employment for your spouse or dependents**

### Continuing your education

Continuing spouse/dependent education

### Transferability of college credits

### Finding permanent housing

Finding shopping areas, recreational facilities, etc.

### Finding dependent dental care

### Finding dependent medical care

## Finding child care

### Military treatment of dual-Service couples

### Children adjusting to new environment

### Spouse adjusting to new environment

### Adjusting yourself to new environment

[illegible]

☐ Base/government housing (include BEQ, BOQ, MOQ, Transient Personnel Billeting, Barracks)

☐ Leased by the military for Service families

☐ Owned or being bought by you or someone in your household

☐ Rented for cash

☐ Owned by someone else and let without payment of cash rent

☐ Live on-board a Navy ship

☐ Navy lodge

☐ Does not apply, I am not deployed/TDY

☐ Base/government housing (include BEQ, BOQ, MOQ, Transient Personnel Billeting, Barracks)

☐ Leased by the military for Service families

☐ Owned or being bought by you or someone in your household

☐ Rented for cash

☐ Owned by someone else and let without payment of cash rent

☐ Live on-board a Navy ship

☐ Navy lodge



15. THE NEXT QUESTION IS ABOUT YOUR FEELINGS ABOUT THE PERMANENT LOCATION WHERE YOU LIVE. If you live on base, answer for that base. If you live off-base, answer for that community.

Please mark each item below as:

LOCATION CHARACTERISTICS

	Excellent	Good	Fair	Poor	Very Poor	Does Not Apply	Don't Know
Climate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Distance to population centers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family's ability to handle cost of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of military housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of military housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of civilian housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of civilian housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Affordability of civilian housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attitudes of local residents toward military members and families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of Federal employment for spouse or dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of other civilian employment for self, spouse or dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of schools for dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of medical care for you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of medical care for you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of medical care for spouse or dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of medical care for spouse or dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of a good house of worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. HOW MUCH OF A PROBLEM IS EACH OF THE FOLLOWING AT THE LOCATION WHERE YOU PERMANENTLY LIVE? If you live on-base, answer for the base. If you live off-base, answer for that community. If you live onboard ship, answer for your ship. If you live in an on-station operational location, answer for that location.

For each item below, mark if it is:

	Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Don't Know
Drug use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alcohol use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial tension	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child abuse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spouse abuse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other family violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Juvenile delinquency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rape	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gang activity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pornography	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. In all the time you've been on active duty, how many times did your spouse/dependents move to a new location because of your permanent change of station (PCS)?

☐ Does not apply, I don't have any spouse/dependents

- |                         |                                  |
|-------------------------|----------------------------------|
| <input type="radio"/> 0 | <input type="radio"/> 6          |
| <input type="radio"/> 1 | <input type="radio"/> 7          |
| <input type="radio"/> 2 | <input type="radio"/> 8          |
| <input type="radio"/> 3 | <input type="radio"/> 9          |
| <input type="radio"/> 4 | <input type="radio"/> 10 or more |
| <input type="radio"/> 5 |                                  |

18. In all the time you have been on active duty, how many times did you move to a new location because of your permanent change of station (PCS)? Do not count permanent change of assignment (PCA).

- |                         |                                  |
|-------------------------|----------------------------------|
| <input type="radio"/> 0 | <input type="radio"/> 6          |
| <input type="radio"/> 1 | <input type="radio"/> 7          |
| <input type="radio"/> 2 | <input type="radio"/> 8          |
| <input type="radio"/> 3 | <input type="radio"/> 9          |
| <input type="radio"/> 4 | <input type="radio"/> 10 or more |
| <input type="radio"/> 5 |                                  |

19. If your spouse is in the military, are you presently assigned to the same permanent base or geographic location as your spouse?
- ☐ Does not apply, I do not have a spouse (GO TO Q21)
- ☐ Does not apply, my spouse is not in the military (GO TO Q21)
- ☐ Yes
- ☐ No, but I expect my spouse will be assigned to this location soon
- ☐ No, but I expect to be assigned to my spouse's location soon
- ☐ No, we were unable to get assigned to the same location
- ☐ No, for other reasons

20. If future assignments require long separations from your spouse, what will you do?

- ☐ Does not apply, I already plan to leave the Service
- ☐ Does not apply, my spouse already plans to leave the Service
- ☐ I will accept them
- ☐ I will leave the Service
- ☐ My spouse will leave the Service

21. Listed below are some reasons why military members sometimes find it difficult to *respond very quickly* to a recall/alert or to a change in work schedule. Have you experienced any of these within the past 12 months?

Mark ALL that apply.

- ☐ Does not apply, I have not had recall/alert or change in work schedule
- ☐ Does not apply, have not had problems
- ☐ Dependent care considerations
- ☐ Personal health problems other than pregnancy
- ☐ Pregnancy
- ☐ Family health problem
- ☐ Second job
- ☐ Transportation arrangements
- ☐ Difficult to reach by telephone during off-duty hours
- ☐ Distance to duty station
- ☐ Attending school during off-duty hours
- ☐ Other reason

22. If you were deployed for Operation Desert Shield/Desert Storm, what kinds of problems did you have responding?

- ☐ Does not apply, I was not deployed
- ☐ Dependent care considerations
- ☐ Personal health problems other than pregnancy
- ☐ Pregnancy
- ☐ Family health problem
- ☐ Second job
- ☐ Attending school during off-duty hours
- ☐ Other problem
- ☐ Does not apply, I had no problems

### III REENLISTMENT/CAREER INTENT

23. When you finally leave the military, how many total years of service do you expect to have?

No. of Years

0	8
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

24. When you finally leave the military, what pay grade do you think you will have? Mark One.

Enlisted Grades		Warrant Grades	Officer Grades	
<input type="radio"/> E1	<input type="radio"/> E6	<input type="radio"/> W1	<input type="radio"/> O1	<input type="radio"/> O5
<input type="radio"/> E2	<input type="radio"/> E7	<input type="radio"/> W2	<input type="radio"/> O2	<input type="radio"/> O6
<input type="radio"/> E3	<input type="radio"/> E8	<input type="radio"/> W3	<input type="radio"/> O3	<input type="radio"/> O7 or above
<input type="radio"/> E4	<input type="radio"/> E9	<input type="radio"/> W4	<input type="radio"/> O4	
<input type="radio"/> E5		<input type="radio"/> W5		

25. When you finally leave the military, do you plan to join a National Guard or Reserve unit? Mark One.

- ☐ Does not apply, I am already a member
- ☐ Definitely yes
- ☐ Probably yes
- ☐ Don't know/Not sure
- ☐ Probably no
- ☐ Definitely no
- ☐ Does not apply, I am not eligible to join

26. If you had the freedom to select another career field or leave the Service next month, which of the following would you choose? Mark One.

- ☐ Select a totally new military specialty/occupation
- ☐ Leave the Service
- ☐ Remain in Service in current career field
- ☐ Return to a previous military specialty/occupation

27. How likely are you to reenlist at the end of your current term of service? Assume that all special pays which you currently receive are still available. Mark One.

- ☐ Does not apply, I plan to retire  
☐ Does not apply, I plan to leave the Service

- ☐ (0 in 10) No chance  
☐ (1 in 10) Very slight possibility  
☐ (2 in 10) Slight possibility  
☐ (3 in 10) Some possibility  
☐ (4 in 10) Fair possibility  
☐ (5 in 10) Fairly good possibility  
☐ (6 in 10) Good possibility  
☐ (7 in 10) Probable  
☐ (8 in 10) Very probable  
☐ (9 in 10) Almost sure  
☐ (10 in 10) Certain

☐ Don't know

28. How much influence does your spouse have on your decision about reenlisting at the end of your current term of service?

- ☐ Does not apply, I am not married (GO TO Q30)  
☐ A good deal of influence  
☐ A little influence  
☐ No influence

29. Has your spouse's support for your decision about reenlisting changed in the past year?

- ☐ Yes, increased  
☐ Yes, decreased  
☐ No, has not changed

30. If you were guaranteed a choice of location for your next tour, how likely would you be to reenlist at the end of your current term? Assume that all special pays which you currently receive are still available. Mark One.

- ☐ Does not apply, I plan to retire  
☐ Does not apply, I plan to leave the Service

- ☐ (0 in 10) No chance  
☐ (1 in 10) Very slight possibility  
☐ (2 in 10) Slight possibility  
☐ (3 in 10) Some possibility  
☐ (4 in 10) Fair possibility  
☐ (5 in 10) Fairly good possibility  
☐ (6 in 10) Good possibility  
☐ (7 in 10) Probable  
☐ (8 in 10) Very probable  
☐ (9 in 10) Almost sure  
☐ (10 in 10) Certain

☐ Don't know

31. If you were guaranteed a promotion to the next higher pay grade, how likely would you be to reenlist at the end of your current term? Assume that all special pays which you currently receive are still available. Mark One.

- ☐ Does not apply, I plan to retire  
☐ Does not apply, I plan to leave the Service  
☐ Does not apply, I do not expect any more promotions

- ☐ (0 in 10) No chance  
☐ (1 in 10) Very slight possibility  
☐ (2 in 10) Slight possibility  
☐ (3 in 10) Some possibility  
☐ (4 in 10) Fair possibility  
☐ (5 in 10) Fairly good possibility  
☐ (6 in 10) Good possibility  
☐ (7 in 10) Probable  
☐ (8 in 10) Very probable  
☐ (9 in 10) Almost sure  
☐ (10 in 10) Certain

☐ Don't know

32. If you were guaranteed retraining in a skill with better career opportunities than your current one, how likely would you be to reenlist at the end of your current term? Assume that all special pays which you currently receive are still available. Mark One.

- ☐ Does not apply, I do not wish to retrain into another skill  
☐ Does not apply, I plan to retire  
☐ Does not apply, I plan to leave the Service

- ☐ (0 in 10) No chance  
☐ (1 in 10) Very slight possibility  
☐ (2 in 10) Slight possibility  
☐ (3 in 10) Some possibility  
☐ (4 in 10) Fair possibility  
☐ (5 in 10) Fairly good possibility  
☐ (6 in 10) Good possibility  
☐ (7 in 10) Probable  
☐ (8 in 10) Very probable  
☐ (9 in 10) Almost sure  
☐ (10 in 10) Certain

☐ Don't know

## IV. INDIVIDUAL AND FAMILY CHARACTERISTICS

33. Are you male or female?

- ☐ Male  
☐ Female

34. How old were you on your last birthday?

Age Last Birthday

0	8
1	1
2	2
3	3
4	4
5	5
6	6
	7
	8
	9

35. Where were you born?

- ☐ In the United States  
☐ Outside the United States to military parents  
☐ Outside the United States to non-military parents

36. Are you:

- ☐ American Indian/Alaskan Native  
☐ Black/Negro/African-American  
☐ Oriental/Asian/Chinese/Japanese/Korean/Filipino/Pacific Islander  
☐ White/Caucasian  
☐ Other (specify):

37. Are you of Spanish/Hispanic origin or descent?

- ☐ No (not Spanish/Hispanic)  
☐ Yes, Mexican/Mexican-American/Chicano  
☐ Yes, Puerto Rican  
☐ Yes, Cuban  
☐ Yes, Central or South American  
☐ Yes, other Spanish/Hispanic

38. Are you currently pregnant?

- ☐ Does not apply  
☐ Yes  
☐ No

39. When you FIRST ENTERED ACTIVE SERVICE, what was the highest school grade or academic degree that you had? DO NOT INCLUDE DEGREES FROM TECHNICAL/TRADE OR VOCATIONAL SCHOOLS.

Mark One.

- ☐ Less than 12 years of school (no diploma)  
☐ GED or other high school equivalency certificate  
☐ High school diploma  
☐ Some college, but did not graduate  
☐ 2-year college degree  
☐ 4-year college degree (BA/BS)  
☐ Some graduate school  
☐ Master's degree (MA/MS)  
☐ Doctoral degree (PhD/MD/LLB)  
☐ Other degree not listed above

40. AS OF TODAY, what is the highest school grade or academic degree that you have? DO NOT INCLUDE DEGREES FROM TECHNICAL/TRADE OR VOCATIONAL SCHOOLS. Mark One.

- ☐ Less than 12 years of school (no diploma)  
☐ GED or other high school equivalency certificate  
☐ High school diploma  
☐ Some college, but did not graduate  
☐ 2-year college degree  
☐ 4-year college degree (BA/BS)  
☐ Some graduate school  
☐ Master's degree (MA/MS)  
☐ Doctoral degree (PhD/MD/LLB)  
☐ Other degree not listed above

41. If you attended (or are now attending) college, what kind of school was/is it? Mark ALL that apply.

- ☐ Does not apply, I do/did not attend college  
☐ Vocational/trade/business, or other career training school  
☐ Junior or community college (2-year)  
☐ Four-year college or university  
☐ Graduate/professional school  
☐ Specialized Service Career School or Professional Military Education Institution  
☐ Other

42. During 1991, did you attend a civilian school?

- ☐ No, was not interested in attending  
☐ No, could not get tuition assistance for the program I wanted  
☐ No, due to conflict with work schedule  
☐ No, for personal reasons  
☐ Yes, attended at own expense  
☐ Yes, attended at Service expense  
☐ Yes, attended partially at Service expense, partially at own expense



43. Which of the following Educational Assistance Programs are you eligible to receive benefits under? Mark ALL that apply.

- ☐ The Montgomery GI Bill (MGIB)
- ☐ The Veterans Educational Assistance Program (VEAP)
- ☐ Vietnam Era GI Bill (converted to MGIB)
- ☐ Educational Assistance Test Program (EATP)
- ☐ I am not eligible under any of these programs
- ☐ I don't know if I am eligible under any of these programs

44. What is the highest grade or year of regular school or college that your MOTHER (or FEMALE GUARDIAN) and FATHER (or MALE GUARDIAN) have completed and gotten credit for? Mark your best estimate.

**ELEMENTARY GRADES**      **MOTHER**      **FATHER**

- |     |                       |                       |
|-----|-----------------------|-----------------------|
| 1st | <input type="radio"/> | <input type="radio"/> |
| 2nd | <input type="radio"/> | <input type="radio"/> |
| 3rd | <input type="radio"/> | <input type="radio"/> |
| 4th | <input type="radio"/> | <input type="radio"/> |
| 5th | <input type="radio"/> | <input type="radio"/> |
| 6th | <input type="radio"/> | <input type="radio"/> |
| 7th | <input type="radio"/> | <input type="radio"/> |
| 8th | <input type="radio"/> | <input type="radio"/> |

**HIGH SCHOOL GRADES**

- |                    |                       |                       |
|--------------------|-----------------------|-----------------------|
| 9th                | <input type="radio"/> | <input type="radio"/> |
| 10th               | <input type="radio"/> | <input type="radio"/> |
| 11th               | <input type="radio"/> | <input type="radio"/> |
| 12th (include GED) | <input type="radio"/> | <input type="radio"/> |

**COLLEGE (YRS OF CREDIT)**

- |                   |                       |                       |
|-------------------|-----------------------|-----------------------|
| 1                 | <input type="radio"/> | <input type="radio"/> |
| 2                 | <input type="radio"/> | <input type="radio"/> |
| 3                 | <input type="radio"/> | <input type="radio"/> |
| 4                 | <input type="radio"/> | <input type="radio"/> |
| 5                 | <input type="radio"/> | <input type="radio"/> |
| 6                 | <input type="radio"/> | <input type="radio"/> |
| 7                 | <input type="radio"/> | <input type="radio"/> |
| 8 or more         | <input type="radio"/> | <input type="radio"/> |
| Don't know/unsure | <input type="radio"/> | <input type="radio"/> |

45. What is your current marital status? Mark only one answer.

- ☐ Married for the first time
- ☐ Widowed (GO TO Q52)
- ☐ Remarried
- ☐ Divorced (GO TO Q52)
- ☐ Separated
- ☐ Never Married (GO TO Q59)

46. Is your spouse currently serving on active duty in the Armed Forces or in the Reserve/Guard?

- ☐ No
- ☐ Yes, in a Reserve/Guard Component

Yes, on active duty in the:

- ☐ Army
- ☐ Marine Corps
- ☐ Navy
- ☐ Air Force

47. Is your spouse currently living with you at your present permanent post, base or duty station?

- ☐ Yes
- ☐ No

48. Is your spouse currently living on or near a military base?

- ☐ Yes
- ☐ No

49. When were you and your current spouse married?

19		
	0	0
	1	1
	2	2
	3	3
	4	4
	5	5
	6	6
	7	7
	8	8
	9	9

50. How well do you and your current spouse agree upon his/her career plans?

- ☐ Very well
- ☐ Fairly well
- ☐ Well
- ☐ Not well at all

51. How well do you and your current spouse agree on your career plans?

- ☐ Very well
- ☐ Fairly well
- ☐ Well
- ☐ Not well at all

52. How many times have you been married? (Include your present marriage).

- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four
- ☐ Five or more

53. Did any of these marriages end in divorce?

- ☐ Yes
- ☐ No (GO TO Q59)

54. Did any of these divorces occur while on active duty?

- ☐ Yes
- ☐ No (GO TO Q59)

55. How many times have you been divorced while on active duty?

- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four
- ☐ Five or more

56. Did the court consider your retirement pay to be part of any divorce settlement? Mark ALL that apply.

- ☐ Yes, child support payments
- ☐ Yes, alimony payments
- ☐ Yes, community property payments
- ☐ No, my spouse received other property to offset interest in retirement
- ☐ No, it's all payable to me

57. To what extent has any divorce settlement influenced your decision to stay in the military until retirement?

- ☐ Very great extent  
☐ Great extent  
☐ Moderate extent  
☐ Slight extent  
☐ Not at all

58. To what extent do you feel that your serving in the military contributed to any divorce?

- ☐ Very great extent  
☐ Great extent  
☐ Moderate extent  
☐ Slight extent  
☐ Not at all

### V DEPENDENTS

59. How many dependents do you have in each age group?

**Do not include yourself or your spouse.** For the purpose of this question, a dependent is anyone related to you by blood, marriage, or adoption, and who depends on you for over half their support.

☐ Does not apply, I have no dependents (GO TO Q77)

#### Number of Dependents

Age of dependent	None	1	2	3	4	5 or more
Under 1 year	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1 year to under 2 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-5 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6-13 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14-22 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23-64 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
65 years or over	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

60. How many dependents in Question 59 do you have in each of the following age groups who currently live with you at your permanent post, base or duty station? Do not include yourself or your spouse.

#### Number of Dependents

Age of dependent	None	1	2	3	4	5 or more
Under 1 year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1 year to under 2 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-5 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6-13 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14-22 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23-64 years	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
65 years or over	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

61. If you have dependent children in Question 59 who do not currently live with you at your permanent post, base or duty station, with whom do these dependents live? Mark ALL that apply.

☐ Does not apply (GO TO Q63)

- ☐ Spouse                      ☐ Other relative  
☐ Ex-spouse                  ☐ Friend  
☐ Grandmother              ☐ School  
☐ Grandfather               ☐ Other (specify):

62. Do you give child support to the person(s) your children live with?

- ☐ Yes  
☐ No

63. How many of your dependent children have you adopted?

- ☐ None                              ☐ Three  
☐ One                                ☐ Four or more  
☐ Two

64. If you are a single-parent or a military member married to a military member, do you have a military family care plan?

- ☐ Does not apply              ☐ No  
☐ Yes

65. Are arrangements for your dependent children realistically workable for each of the following situations? Mark one category for each item.

☐ Not applicable, my children do not live with me.

	Yes	Probably	No
Short-term emergency situation such as a mobility exercise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term situation such as a unit deployment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evacuation due to conflict or wartime situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

66. Who took care of your dependent children during your longest TDY/deployment in the past 12 months? Mark ALL that apply.

- ☐ Does not apply, have not been on TDY or deployed (GO TO Q68)  
☐ Does not apply, my children did not live with me at the time (GO TO Q68)  
☐ Child took care of his/herself  
☐ Spouse or ex-spouse  
☐ Immediate family member (e.g. grandparent, brother or sister)  
☐ Other family member  
☐ Friend or neighbor  
☐ Public or private agency  
☐ Other person(s) (specify):

67. How satisfied are you with the care your child(ren) received in your absence?

- ☐ Very satisfied  
☐ Satisfied  
☐ Neither satisfied nor dissatisfied  
☐ Dissatisfied  
☐ Very dissatisfied

**IF YOU HAVE NO CHILDREN UNDER AGE 18 WHO USUALLY LIVE WITH YOU OR DO NOT USUALLY USE CHILD CARE SERVICES, GO TO Q73.**

68. During the last month, who usually took care of your youngest or only child while you and/or your spouse worked, looked for work, or was in school? Mark the arrangement in which the child spent the most hours.

- ☐ My spouse or I did  
☐ Child's brother/sister over age 15  
☐ Child's brother/sister under age 15  
☐ Child's grandparent  
☐ Other relative of child  
☐ Child cares for self  
☐ Nonrelative  
☐ Child was in school or day care

69. Where was your youngest or only child usually cared for under this arrangement? Mark One.

	On Base	Off Base
Child was in nursery or preschool	<input type="radio"/>	<input type="radio"/>
Child was in elementary or secondary school	<input type="radio"/>	<input type="radio"/>
Child Development Center/Day Care Center	<input type="radio"/>	<input type="radio"/>
Child's home	<input type="radio"/>	<input type="radio"/>
Licensed family day care home	<input type="radio"/>	<input type="radio"/>
Other private home (not licensed)	<input type="radio"/>	<input type="radio"/>
Other place	<input type="radio"/>	<input type="radio"/>

70. How many hours a week was your youngest or only child usually cared for under this arrangement?

Hours a Week

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

71. How much did you pay for child care during the last month for your youngest or only child?

Dollars per Month

\$			
0	0	0	
1	1	1	
2	2	2	
3	3	3	
4	4	4	
5	5	5	
6	6	6	
7	7	7	
8	8	8	
9	9	9	

72. What was the one most important reason for choosing the type of child care arrangement used?

- ☐ Prefer family  
☐ Cost  
☐ Convenient hours  
☐ Convenient location  
☐ Quality  
☐ Availability  
☐ Trust in caregiver  
☐ Other (specify):

73. Do any of your children attend a Department of Defense school?

- ☐ No (GO TO Q75)  
☐ Yes, attending an overseas school  
☐ Yes, attending a CONUS Section VI school  
☐ Don't know (GO TO Q75)

74. If yes, how satisfied are you with the quality of education your child(ren) receive in the DoD school?

- ☐ Very satisfied  
☐ Satisfied  
☐ Neither satisfied nor dissatisfied  
☐ Dissatisfied  
☐ Very dissatisfied

75. Are any of your dependents physically, emotionally, or intellectually handicapped requiring specialized treatment or care?

- ☐ No  
☐ Yes, temporarily  
☐ Yes, permanently

76. Are any of your dependents elderly (over 65 years old)?

- ☐ No  
☐ Yes

77. Do you have elderly relatives for whom you have responsibility even if they are not your legal dependent(s)?

- ☐ No  
☐ Yes

78. Are you currently in the process of adopting a child?

- ☐ No  
☐ Yes

79. Here is a list of feelings or worries some military members have about their family (spouse, children, parents) when they are away on assignment, TDY or deployment. How often did or would you worry about each of the following when you are away?

☐ Does not apply, I do not have a family (GO TO Q82)

	Very Seldom or Never	Seldom	Sometimes	Often	Very Often or Always	Does Not Apply
Your family's ability to get car or household repairs done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your child(ren)'s health and well-being	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your family's safety in	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

80. How well did or would your spouse take care of the following in your absence?

☐ Does not apply, I do not have a spouse

	Very Well	Well	Neither Well nor Poorly	Poorly	Very Poorly	Does Not Apply	Don't Know
Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family member's health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evacuation of family members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

81. In the past year, how many months were you completely separated from your spouse or dependents because of your military assignment? Include TDYs, remotes, deployments, schools, etc.

☐ Does not apply, I do not have a spouse or dependents

- |   |                                 |
|---|---------------------------------|
| <input type="radio"/> None              | <input type="radio"/> 6 months  |
| <input type="radio"/> Less than 1 month | <input type="radio"/> 7 months  |
| <input type="radio"/> 1 month           | <input type="radio"/> 8 months  |
| <input type="radio"/> 2 months          | <input type="radio"/> 9 months  |
| <input type="radio"/> 3 months          | <input type="radio"/> 10 months |
| <input type="radio"/> 4 months          | <input type="radio"/> 11 months |
| <input type="radio"/> 5 months          | <input type="radio"/> 12 months |

82. In your total military career, how many months were you completely separated from your spouse or dependents because of your military assignments? Include TDY, remotes, deployment, schools, etc.

☐ Does not apply, no spouse or dependents during military career

- ☐ None  
☐ Less than 3 months  
☐ 3-4 months  
☐ 5-6 months  
☐ More than 6 months but less than 1 year  
☐ 1-2 years  
☐ 3-4 years  
☐ Over 4 years

83. Did the government pay for your spouse/dependents to accompany you to your present permanent post, base, or duty station?

- ☐ Does not apply, I have no spouse/dependents  
☐ Yes  
☐ No



## VI MILITARY COMPENSATION, BENEFITS, AND PROGRAMS

### EVERYONE SHOULD ANSWER THIS SECTION

84. Do you receive a **MONTHLY Basic Allowance for Quarters (BAQ)**? (BAQ is a payment for housing.)

- ☐ Does not apply, I live in base/government housing  
☐ Yes, partial BAQ  
☐ Yes, full BAQ  
☐ No

85. Do you receive a **Basic Allowance for Subsistence (BAS) or Separate Rations**? (These are payments for food.)

- ☐ Yes  
☐ No

86. What is the amount of the **MONTHLY Federal Tax Advantage of your combined Quarters and Food Allowances (BAS or Separate Rations and BAQ)**? If you are uncertain of the exact amount, please give your best estimate.

- ☐ I do not receive BAS or Separate Rations and BAQ.  
☐ I never heard of the Federal Tax Advantage.  
☐ I don't know the amount of the Federal Tax Advantage.

MONTHLY  
FEDERAL  
TAX  
ADVANTAGE

\$			
0	0	0	
1	1	1	
2	2	2	
3	3	3	
4	4	4	
5	5	5	
6	6	6	
7	7	7	
8	8	8	
9	9	9	

87. Which of the following special monthly pays or allowances do you currently receive? Mark ALL that apply.

- ☐ I don't receive ANY special monthly pays.

- ☐ Jump Pay  
☐ Sea Pay  
☐ Submarine Pay  
☐ Flight Pay  
☐ Foreign Duty Pay  
☐ Overseas Cost of Living Allowance  
☐ Variable Housing Allowance  
☐ Overseas Housing Allowance  
☐ Selective Reenlistment Bonus (SRB)  
☐ Overseas Tour Extension Incentive Pay  
☐ Deployment Related Allowances  
☐ Other Special Pays or Allowances

88. As an alternative to **CHAMPUS (Civilian Health and Medical Program of the Uniformed Services)** for your dependents would you join a **prepaid local health maintenance organization (HMO)**? Assume you would be required to pay a total monthly fee of \$20.

- ☐ Does not apply, I have no dependents  
☐ Yes  
☐ No  
☐ Don't know

89. Do you personally have any current health coverage from any civilian health insurance or health maintenance organization (HMO)? Mark ALL that apply.

- ☐ No  
☐ Yes, through my current/former civilian employer  
☐ Yes, through my spouse's current/former civilian employer  
☐ Yes, purchased separately  
☐ Yes, through other (specify):

--

90. In the past year, what portion of your spouse's and/or dependent's health care was received from each of the following sources? Include prescription drugs as well as visits to physicians and other health care professionals for check-ups/treatment.

- ☐ Does not apply, I have no spouse or dependents.

From military hospital medical facility/PRIMUS/NAVCARE  
Through CHAMPUS (include CHAMPUS REFORM INITIATIVE  
PROGRAM)

Through civilian plan/HMO

Purchased directly

Through other (specify):

--

None	1-20	PERCENT			
		21-40	41-60	61-80	81-100
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

91. In the past year, what portion of your health care was received from each of the following sources? Include prescription drugs as well as visits to physicians and other health care professionals for check-ups/treatment.

From military hospital medical facility **PRIMUS/NAVCARE**  
Through CHAMPUS (include CHAMPUS REFORM INITIATIVE PROGRAM)  
Through civilian plan/HMO  
Purchased directly  
Through other (specify):

PERCENT					
None	1-20	21-40	41-60	61-80	81-100
<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

92. How much did you spend on health care services and products (for you and your family) last year? Include CHAMPUS deductibles, civilian insurance premiums, drugs, etc. Do not include dental care.

- ☐ Less than \$100  
☐ \$101 - \$200  
☐ \$201 - \$300  
☐ \$301 - \$500  
☐ \$501 - \$800  
☐ \$801 - \$1,000  
☐ More than \$1,000

93. Are you currently enrolled in the Delta Dental Program or some other dental benefits program? Mark ALL that apply.

- ☐ No  
☐ Yes, the Delta Dental Program  
☐ Yes, my spouse's civilian dental program  
☐ Yes, other private dental insurance

94. How much did you spend for dental treatment (for you and your family) last year? (Include Delta Dental Program and civilian premiums as well as direct payments for treatment.)

- ☐ Less than \$100  
☐ \$101 - \$200  
☐ \$201 - \$300  
☐ \$301 - \$500  
☐ \$501 - \$800  
☐ \$801 - \$1,000  
☐ More than \$1,000

95. Comparing your job level to a comparable civilian position, do you feel your health (including dental) benefits are:

- ☐ Better than most  
☐ About the same  
☐ Worse than most  
☐ Don't know

96. Do you have Life Insurance?

- ☐ No  
☐ Yes, SGLI  
☐ Yes, SGLI and other policy or policies  
☐ Yes, a policy or policies other than SGLI  
☐ Don't know

97. Do you have a current written will?

- ☐ Yes ☐ Don't know  
☐ No

98. Does anyone currently hold your power-of-attorney?

- ☐ Yes, my spouse  
☐ Yes, someone other than my spouse  
☐ No  
☐ Don't know

99. Do you plan to elect the Survivor Benefit Plan upon retirement? Mark One.

- ☐ Uncertain, am not aware of the plan at all  
☐ Uncertain, am aware of the plan but want to study it  
☐ Uncertain, do not understand the plan clearly  
☐ No, I plan to leave the Service before retirement  
☐ No, no survivors  
☐ No, can get better coverage elsewhere  
☐ No, too expensive  
☐ Yes, will only elect minimum coverage  
☐ Yes, will elect more than minimum coverage but less than full  
☐ Yes, will elect full coverage

100. How valuable is the current retirement system to you?

- ☐ Very valuable ☐ Of some value  
☐ Moderately valuable ☐ Of no value

101. Comparing your job level to a comparable civilian position, do you feel the military retirement system is:

- ☐ Better than most ☐ Worse than most  
☐ About the same ☐ Don't know

102. What is your estimate of the total annual value of your pay and allowances and benefits? (Pay, allowances, medical, exchange, commissary, retirement, etc.):

- ☐ Less than \$20,000  
☐ \$20,001 - \$30,000  
☐ \$30,001 - \$40,000  
☐ \$40,001 - \$50,000  
☐ \$50,001 - \$60,000  
☐ \$60,001 - \$70,000  
☐ More than \$70,000  
☐ Don't know

103. For each program or service listed below, please mark (a) whether you have ever used it at your present permanent location and (b) how important its availability is to you.

	A) Used the Service/Program		B) Importance				
	Yes	No	Very Important	Important	Neither Important nor Unimportant	Unimportant	Very Unimportant
Bowling centers	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
Golf courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marinas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stables	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fitness centers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Libraries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arts and crafts center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tours and tickets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recreation gear issue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Main exchange	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7-Day Store/Shoppette	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clubs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Temporary lodging facilities (e.g., Navy lodge, transient billeting)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cabins, cottages and cabanas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Laundry/dry cleaning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Photo hobby shop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Auto repair centers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Auto hobby shop	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rentals/equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Animal care clinics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Auto/truck rental	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commissary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

104. Did you vote in the last local election? In the last Presidential election?

**Last local election**

- ☐ Yes, in person at the polls  
☐ Yes, by absentee ballot  
☐ No

**Last Presidential election**

- ☐ Yes, in person at the polls  
☐ Yes, by absentee ballot  
☐ No

105. For each family program or service listed below, please mark (a) whether you have ever used it at your present permanent duty location and (b) your level of satisfaction if you have used it.

	A) Used the Service/Program		B) Satisfaction				
	Yes	No	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
<del>Family Support Center/Community Services</del>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
<del>Army Community Service</del>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
Individual counseling/therapy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marriage and family counseling/therapy/enrichment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Services to individuals or families concerning military separation/deployment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<del>Chaplain services/religious opportunities</del>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
Parent education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth/adolescent programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Single-parent programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pre-marital programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Services for families with special needs (e.g. handicapped, gifted)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crisis referral services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spouse employment services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spouse/child abuse services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alcohol treatment/drug abuse programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rape counseling services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Relocation assistance services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information and referral services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stress management programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Suicide prevention programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transition assistance/pre-retirement/separation from military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing Office services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



# VII CIVILIAN LABOR FORCE EXPERIENCE

## A. YOUR OWN EXPERIENCE

106. In the last month, how many hours did you perform volunteer work for an on- or off-base activity? Mark one in each column.

No. of Hours	On-base	Off-base
Did not perform volunteer work	<input type="radio"/>	<input type="radio"/>
Less than 5 hours	<input type="radio"/>	<input type="radio"/>
5 to 10 hours	<input type="radio"/>	<input type="radio"/>
More than 10 hours	<input type="radio"/>	<input type="radio"/>

107. What would increase your interest/ability to volunteer?

Mark ALL that apply.

- ☐ Parking privileges
- ☐ Volunteering with a friend
- ☐ More volunteer assignments of interest
- ☐ Reimbursement of expenses
- ☐ Child care
- ☐ More recognition for volunteer assignments
- ☐ Opportunity for useful training for the future
- ☐ Better leadership of volunteers
- ☐ Better organization of volunteers
- ☐ Other (specify):

☐ Nothing would increase interest/ability

108. During 1991, how many hours a week did you spend on the average working at a civilian job or at your own business during your off-duty hours?

☐ None (GO TO Q111).

AVERAGE  
NUMBER  
HOURS  
PER WEEK

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

109. Altogether in 1991, what was the total amount that you earned before taxes and other deductions, for working during your off-duty hours?

1991  
OFF-DUTY  
EARNINGS

Amount	\$				
0	0	0	0	0	0
1	1	1	1	1	1
2	2	2	2	2	2
3	3	3	3	3	3
4	4	4	4	4	4
5	5	5	5	5	5
6	6	6	6	6	6
7	7	7	7	7	7
8	8	8	8	8	8
9	9	9	9	9	9

☐ \$100,000 or more

110. How much did each of the following contribute to your having a second job or your own business?

Mark each item as:

Needed additional income to meet basic expenses

Nice to have extra income to use now

Saving extra income for future needs

Independence

Self-esteem

Enjoyment of work itself

To gain experience for a non-military second career

Other (specify):

	No Contribution	Minor Contribution	Moderate Contribution	Major Contribution
Needed additional income to meet basic expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nice to have extra income to use now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Saving extra income for future needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Independence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-esteem	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enjoyment of work itself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To gain experience for a non-military second career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (specify):	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

111. In the past 12 months, have you received any job offers for a civilian job which you could take if you leave the Service?

- ☐ Yes  
☐ No

112. Have you actively looked for civilian employment within the past 12 months?

- ☐ Yes  
☐ No

113. Do you expect to be involuntarily separated within the next 12 months during force reductions?

- ☐ Yes  
☐ No  
☐ Don't know

114. If you were to leave the Service NOW and tried to find a civilian job, how likely would you be to find a good civilian job? Mark One.

- ☐ (0 to 10) No chance  
☐ (1 in 10) Very slight possibility  
☐ (2 in 10) Slight possibility  
☐ (3 in 10) Some possibility  
☐ (4 in 10) Fair possibility  
☐ (5 in 10) Fairly good possibility  
☐ (6 in 10) Good possibility  
☐ (7 in 10) Probable  
☐ (8 in 10) Very probable  
☐ (9 in 10) Almost sure  
☐ (10 in 10) Certain  
  
☐ Don't know

115. How concerned are you about the following as a result of the current talk about force reductions in the military strength?

	Very Greatly Concerned	Greatly Concerned	Moderately Concerned	Somewhat Concerned	Not At All Concerned
Your long-term opportunities in the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The kind of work you plan to go into if you leave the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Whether you will be able to get a civilian job quickly if needed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The financial burden on you and/or your family should you have to leave the military unexpectedly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to adjust to civilian life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## B. YOUR SPOUSE'S EXPERIENCE. IF NOT MARRIED, GO TO Q118

116. Is your SPOUSE currently: Mark ALL that apply.

- ☐ Full-time in the Armed Forces  
☐ In Reserve or National Guard  
☐ Working full-time in Federal civilian job  
☐ Working full-time in other civilian job  
☐ Working part-time in Federal civilian job  
☐ Working part-time in other civilian job  
☐ Self-employed in his or her own business  
☐ With a job, but not at work because of TEMPORARY illness, vacation, strike, etc.  
☐ Unpaid worker (volunteer or in family business)  
☐ Unemployed, laid off, or looking for work  
☐ Not looking for work but would like to work  
☐ In school  
☐ Retired  
☐ A homemaker  
☐ Other

117. To what extent does your spouse's job interfere with your military job?

- ☐ Does not apply, spouse not employed  
  
☐ Completely  
☐ A great deal  
☐ Somewhat  
☐ Very little  
☐ Not at all

118. During 1991, did you or your spouse receive any income from the following sources? Mark 'YES' or 'NO' for each item.

RECEIVE INCOME SOURCE

Yes No

--	--

☐ ☐ Supplemental Security Income

☐ ☐ WIC (food program for women, infants, and children)

☐ ☐

119. During 1991, how much did you and/or your spouse receive from the income sources listed in Q118? Do not include earnings from wages or salaries in this question. Give your best estimate.

☐ No income from sources in Q118.

Amount

\$				
0	1	2	3	4
5	6	7	8	9

☐ \$100,000 or more

120. During 1991, did you or your spouse receive any income from the following sources? Mark 'YES' or 'NO' for each item.

RECEIVE INCOME SOURCE

Yes No

☐ ☐

☐ ☐ Stocks, Bonds or Other Investments

☐ ☐

☐ ☐

☐ ☐ Pensions from Federal, State or Local Government

☐ ☐

☐ ☐ Social Security or Railroad Retirement

☐ ☐

121. During 1991, how much did you or your spouse receive from the income sources listed in Q120? Do not include earnings from wages or salaries in this question. Give your best estimate.

☐ No income from sources in Q120.

Amount

\$				
0	1	2	3	4
5	6	7	8	9

☐ \$100,000 or more

122. As of today, what is your estimate of your mortgage debt? (Include all properties and any second mortgages or home equity loans).

☐ Does not apply, I do not own any property.

Amount

\$				
0	1	2	3	4
5	6	7	8	9

☐ \$1,000,000 or more

123. As of today, what is your estimate of the value of your current properties?

☐ Does not apply, I do not own any property.

Amount

\$				
0	1	2	3	4
5	6	7	8	9

☐ \$1,000,000 or more

124. As of today, what is your estimate of the total amount of any other outstanding debts? Exclude any mortgages shown in Q122.

Amount

\$				
0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

☐ \$100,000 or more

125. As of today, what is your estimate of the total amount of your assets? Exclude your current property counted in Q123.

Amount

\$				
0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

☐ \$100,000 or more

126. Overall how do you feel about your/your family income; that is all the money that comes to you and other members of your family living with you?

- ☐ Very satisfied  
☐ Satisfied  
☐ Neither satisfied nor dissatisfied  
☐ Dissatisfied  
☐ Very dissatisfied

## IX MILITARY LIFE

127. How would you describe the morale of military personnel at your current location? If you are currently assigned to a ship, indicate the morale of personnel on board ship. Mark One.

MORALE IS VERY LOW MORALE IS VERY HIGH

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

128. In the event of combat, how would you describe your confidence in your unit members? Mark One.

☐ Does not apply, not in combat or combat support unit (GO TO Q130)

VERY LOW VERY HIGH

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

129. How would you describe your unit's readiness for combat? Mark One.

VERY LOW VERY HIGH

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

130. How much do you agree or disagree with each of the following statements about military life?

Mark each item as:	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Does Not Apply
Life in the military is about what I expected it to be	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My family could be better off if I took a civilian job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Members of my family were well prepared by my Service for the requirements and demands of my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Military personnel in the future will not have as good retirement benefits as I have now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My military pay and benefits will not keep up with inflation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Skills attained in my job are helpful in securing a good civilian job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My current job assignment is important work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My current job assignment is challenging work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My promotion opportunity is better than it would have been without this assignment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive good support from my chain-of-command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive good support from my supervisors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

131. On the average, what is the total number of hours per week you work at your military job?

- ☐ 40 hours or less  
☐ 41 - 50 hours  
☐ 51 - 60 hours  
☐ 61 - 80 hours  
☐ More than 80 hours

132. What percent of your work hours are spent on duty-related tasks?

- ☐ Less than 20 percent  
☐ 21 - 40 percent  
☐ 41 - 60 percent  
☐ 61 - 80 percent  
☐ 81 - 100 percent

133. During the past year have the demands of your military job prevented you from taking annual leave?

- ☐ Yes  
☐ No

134. In general, how satisfied are you with your current job?

- ☐ Very satisfied  
☐ Satisfied  
☐ Neither satisfied nor dissatisfied  
☐ Dissatisfied  
☐ Very dissatisfied

135. In the last year, how much stress has each of these factors caused you?

	A Great Deal	Fair Amount	Some	Little	None
Separation from family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
PCS move	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

136. What are the primary sources of any uncertainty you have right now about what you could expect from a military career? Mark ALL that apply.

- ☐ My lack of experience in the military  
☐ My career goals are unclear  
☐ Unclear promotion and assignment criteria  
☐ Changes in military manpower needs  
☐ Possible Congressional actions (budget, RIFS, etc.)  
☐ Uncertainty about senior leadership  
☐ Personal safety  
☐ Other  
☐ Not applicable, I do not have any uncertainty



137. Below is a list of issues associated with the military way of life. Considering current policies, please indicate your level of satisfaction/dissatisfaction with each issue.

For each item, mark if you are:	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied
Personal life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Acquaintances/friendships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assignment stability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment for families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frequency of moves	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to serve one's country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Satisfaction with current job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job training/in-service education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working/environmental conditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

138. Now, taking all things together, how satisfied are you with the military way of life?

- ☐ Very dissatisfied
- ☐ Dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Neither dissatisfied nor satisfied
- ☐ Somewhat satisfied
- ☐ Satisfied
- ☐ Very satisfied

139. We're interested in any comments or recommendations you would like to make, whether or not the topic was covered in this survey. Do you have any comments?

- ☐ Yes - Use the comment sheet on the next page
- ☐ No

**THANK YOU VERY MUCH FOR  
ANSWERING THIS SURVEY.  
PLEASE SEAL THE SURVEY IN  
THE ENVELOPE PROVIDED.**

Blank