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A RAND NOTE

Supplementary Historical Data Files for the
Enlisted Force Management Project

Warren E. Walker, Dan McGary

March 1989

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↙ This Note is intended to serve as a codebook for the data files that supplement the Enriched Airman Gain/Loss file (EAGL), the primary data source used by the Enlisted Force Management Project. The files contain historical information on unemployment rates, military compensation, reenlistment bonuses, Air Force Specialty groupings and conversions, civilian compensation, non-CONUS (continental U.S.) Personnel Accounting Symbol numbers, military/civilian wage ratios, and Separation Program Designator codes. *Revised 10/15*

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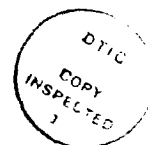
Supplementary Historical Data Files for the
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Warren E. Walker, Dan McGary

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PREFACE

This Note documents several data files that have been used by the Enlisted Force Management Project (EFMP) to develop models for the Air Force's Enlisted Force Management System. The primary data source is the Enriched Airman Gain/Loss (EAGL) file, documented in a separate Note.¹

This Note contains documentation on files that supplement the data in the EAGL file, historical information on items both internal and external to the Air Force (e.g., enlisted personnel compensation and unemployment rates). The files are used as input to the program that creates the EFMP's Year-at-Risk (YAR) analysis file.² The files are updated every year. This document reflects the data as of June 30, 1987.

The EFMP is a joint effort of the Air Force (through the Deputy Chief of Staff for Personnel) and The RAND Corporation. RAND's work on the EFMP falls within the Resource Management Program of Project AIR FORCE. The EFMP is part of a larger body of work in that program concerned with the effective utilization of human resources in the Air Force. Warren Walker is RAND's project leader for the EFMP. Dan McGary is a Captain in the Air Force (AFMPC/DPMDW).

¹Warren E. Walker and Michael P. Murray, *What's on the Enriched Airman Gain/Loss File*, N-2610-AF, March 1989.

²Michael Murray et al., *What's on the Year-at-Risk File*, N-2744-AF, March 1989.

ACKNOWLEDGMENTS

Many people provided valuable assistance during the preparation of the data files documented in this Note. William Trautman and Kay McKenzie of RAND obtained the original data for the unemployment rate data files and entered the data into the computer.

Major Michael Hoffman, who used to head the Bonus Pay and Career Section in the Force Programs Division of the Air Force's Directorate of Personnel Programs, provided the early source data for the bonus files. Thomas Bourgeois, a student in the RAND Graduate School, coded these data, and Helen Rhodes entered them into the computer. Later updates were entered by RAND's Data Entry Services group.

Bourgeois also assembled the early source data on military compensation. These data were entered into the computer by personnel in RAND's Survey Data Preparation group.

Data on Air Force Specialty Code (AFSC) conversions were obtained from the Air Force's FIDO file and two other sources. A computer-readable file mapping historical AFSCs onto the AFSCs that existed on October 31, 1980, was obtained from Resources Research Corporation (RRC). Brice Stone, RRC's Director of Labor and Compensation Systems, expedited transmittal of the file to RAND and explained its contents to us. Captain Joseph Adams, who was in the Air Force's Directorate of Personnel Programs, assembled copies of all of the semi-annual AFSC conversion listings beginning with those effective July 1, 1970. Jan Chaiken, Michael Murray, and Yilmaz Arguden of RAND specified the form of the final file, and Leola Cutler wrote the computer programs to place the data in that form. Later updates were supplied by Captain Terry Jones, who was in the Air Force Military Personnel Center at Bolling Air Force Base (AFMPC/DPMDW).

Captain Joseph Adams also specified the manner in which Separation Program Designator (SPD) codes were to be aggregated into categories for purposes of our loss modeling. Captain Kevin Lawson (AFMPC/DPMDW) made updates to this categorization.

Daniel Relles of RAND's Statistical Consulting group provided guidance and advice on the format for the various files, and supervised the entry of data on bonuses.

Kay McKenzie served as a research assistant in preparing the first version of this document. She assembled background information describing the various files (e.g., the history of the proficiency pay program) and drafted some of the brief introductions that precede the field-by-field descriptions of the contents of the files.

The Air Force (AFMPC/DPMDW) carried out all updates to the files for the period July 1, 1985, through June 30, 1987.

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ACRONYMS

AFMPC	Air Force Military Personnel Center. The Washington Area Information Management Division (AFMPC/DPMDW) is responsible for implementing the EFMS and maintaining and updating its models and data bases.
AFSC	Air Force Specialty Code. This code is used to identify specific jobs. The basic code is five digits. A letter prefix and/or letter suffix (called a "shred") is sometimes added to provide greater detail about the job.
CONUS	Continental United States.
DOS	Date of Separation.
EAGL	Enriched Airman Gain/Loss (file). A data file that contains longitudinal data on airmen on regular active duty in the Air Force.
EFMP	Enlisted Force Management Project.
EFMS	Enlisted Force Management System.
ETS	End of Term of Service.
FIDO	File Item Data Overview (file). A data file that contains the standard meanings of most of the codes used on Air Force data files, including the dates during which the codes were valid.
PAS	Personnel Accounting Symbol. A code that identifies the specific Air Force unit to which an airman is assigned.
PETS	Prior to the End of Term of Service.
RRB	Regular Reenlistment Bonus. A bonus that was paid to any airman who reenlisted in any specialty. The RRB program was phased out beginning July 1, 1974.
SPD	Separation Program Designator. A code that identifies the specific reason that an airman separated from the Air Force.
SRB	Selective Reenlistment Bonus. The reenlistment bonus program that has been in effect since FY 1975. SRBs are allowed at any reenlistment point (not only the first).
VRB	Variable Reenlistment Bonus. A reenlistment bonus program that was in effect between FY 1966 and FY 1975 for reenlistments at the end of an airman's first term. This program was replaced by the Selective Reenlistment Bonus program (see above).
YAR	Year-at-Risk (file). A data file that contains longitudinal history on the careers of individual airmen. The data files described in this Note are input to the program that generates the YAR file.

I. INTRODUCTION

The Enlisted Force Management Project has used a number of data files to develop models for the Air Force's Enlisted Force Management System (EFMS). The primary data source is the Enriched Airman Gain/Loss (EAGL) file, which was originally constructed for RAND by the Defense Manpower Data Center (DMDC). The current version of the EAGL file (EAGL5) contains longitudinal histories for each airman who served any time in the Air Force between June 30, 1971, and June 30, 1987.¹

Estimation of the loss (and other) models of the EFMS requires historical data beyond that pertaining to individual airmen. Data files have therefore been created to supplement the data in the EAGL file. These files are used as input to the program that creates the analysis file, which is called the Year-at-Risk (YAR) file.² The supplementary historical data files include:

- Unemployment rates: Monthly annual unemployment rates by age, May 1970–June 1987; and average annual unemployment rates by age for the preceding 12 months, April 1971–June 1987.

- Military compensation: Enlisted personnel compensation, 1971–1987.

This file includes monthly basic military compensation, basic pay, and basic pay plus basic allowance for quarters by grade and years of service.

- Reenlistment bonuses: Bonus pay, by AFSC and zone.

— Variable Reenlistment Bonuses, 1 January 1971–31 May 1974.

— Selective Reenlistment Bonuses, 1 June 1974–31 March 1987.

- AFSC groupings and conversions, 15 May 1951–29 October 1987.

This file tracks changes in AFSC designations over time. It also includes information on AFSC groupings that are being used in developing the loss models.

¹Warren E. Walker and Michael P. Murray, *What's on the Enriched Airman Gain/Loss File*, N-2610-AF, March 1989.

²Michael Murray et al., *What's on the Year-At-Risk File*, N-2744-AF, March 1989.

- Civilian compensation, 1972 and 1978

This file contains estimated annual wages for persons holding civilian jobs who were doing work (in 1972 and 1978) comparable to that being performed by enlistees in specified AFSCs.

- Non-CONUS PAS numbers, 1971 through 1986.

This file allows us to identify airmen who were stationed overseas during the period 1971-1986.

- Military/civilian wage ratio, 1972-1987.

This file provides a comparison of military pay with pay levels in the private sector as measured by the government's annual PATC (Professional, Administrative, Technical, and Clerical) survey.

- Separation program designator codes, 1971-1987.

This file allows us to identify the meaning of codes that are used to categorize airman transactions related to gains, losses, reenlistments, and extensions.

At RAND, all of the supplementary historical data files besides the military/civilian wage ratio file reside on tape 4727. The file number, data set name, block size, record count, and block count for each of the files is listed below. The entire contents of the military/civilian wage ratio file (16 numbers) is listed in Appendix I.

SUPPLEMENTARY HISTORICAL DATA FILES FOR YAR5
(On RAND Tape 4727)

File No.	Data Set Name	Blocksize	Record Count	Block Count	Reference Section
1	UNEM2.DATA87	7596	211	1	II
2	MILPAY.DATA87	29078	938	1	III
3	BONUS0.DATA87	32000	7789	20	IV
4	AFSC1.DATA87	31906	1155	4	V
5	CIVPAY.DATA87	15004	484	1	VI
6	OS.DATA87	31983	4853	4	VII
7	SPDS.DATA87	12138	578	1	IX

II. UNEMPLOYMENT RATES

This file contains monthly unemployment rates and average annual unemployment rates for all persons between 20 and 24 years of age, and all persons 16 or older.¹ The average annual unemployment rate associated with a given month is the average of the unemployment rates for that month and the previous 11 months. Appendix A lists the contents of the file for the period May 1970–November 1987. The data dictionary for the file is given below.

Variable	Columns		Description
YR	1	2	Calendar year (70 to 85)
MO	3	4	Month (01 to 12)
AVG16+	9	12	Average annual unemployment rate (ages 16 and over)
AVG2024	17	20	Average annual unemployment rate (ages 20 to 24)
UNEM16+	25	28	Monthly unemployment rate (ages 16 and over)
UNEM2024	33	36	Monthly unemployment rate (ages 20 to 24)

A description of the data contained in each field of the file is given below.

COLUMNS 1–2—YEAR (YR)

The last two digits of the calendar year corresponding to this record (e.g., 82=1982).

COLUMNS 3–4—MONTH (MO)

The month corresponding to this record (01=January, . . . ,12=December).

¹The data for the unemployment rate file were obtained from the Current Labor Statistics Department, *Monthly Labor Review*, Unemployment Rates, By Sex and Age, Seasonally Adjusted, Table 6, U.S. Department of Labor, Bureau of Labor Statistics, monthly editions August 1970–November 1987.

COLUMNS 9-12—AVERAGE ANNUAL UNEMPLOYMENT RATE, AGES 16 AND OVER (AVG16+)

The average unemployment rate (percent) for the specified month for persons age 16 and over. The average annual unemployment rate for a month is the average of the unemployment rates for that month and the previous 11 months. (For example, the average unemployment rate for 8104 is the average of the rates for 8005 through 8104.)

This field is four columns wide. The format of the data in the field is F4.1 (in FORTRAN notation). The code -9.0 is used for the months 7005-7103.

COLUMNS 17-20—AVERAGE ANNUAL UNEMPLOYMENT RATE, AGES 20 TO 24 (AVG2024)

The average unemployment rate (percent) for the specified month for persons between the ages of 20 and 24. This average is calculated in the same way as the annual average unemployment rate in Cols. 9-12, except that the age grouping is different. The code -9.0 is used for the months 7005-7103.

COLUMNS 25-28—MONTHLY UNEMPLOYMENT RATE, AGES 16 AND OVER (UNEM16+)

The monthly unemployment rate (percent) for the specified month for persons age 16 and over.

COLUMNS 33-36—MONTHLY UNEMPLOYMENT RATE, AGES 20 TO 24 (UNEM2024)

The monthly unemployment rate (percent) for the specified period for persons between the ages of 20 and 24.

III. MILITARY COMPENSATION

This file contains monthly basic pay (MPAYB), MPAYB plus basic allowance for quarters (MPAYQ), and basic military compensation (BMC)¹ by year, grade, and years of service. The BMC is useful for comparing military compensation to civilian compensation because it includes the tax advantage related to the tax exempt status of basic allowance for quarters and the basic allowance for subsistence.

The data cover the years 1971 through 1987. For purposes of illustration, App. B contains a listing of the first 39 records from 1982. The data dictionary for the file is given below.

Variable	Columns		Description
YR	1	2	fiscal year
GR	4	4	pay grade
YOS1	6	7	lower bound on years of service
YOS2	9	10	upper bound on years of service
MPAYB	12	17	monthly basic pay
MPAYQ	19	24	monthly basic pay + BAQ ²
BMC	26	31	basic military compensation ³

COLUMNS 1-2—YEAR (YR)

The last two digits of the fiscal year corresponding to this military pay record. The years range from 71 through 87.

¹*Uniformed Services Almanac*, Uniformed Services Almanac, Inc., Washington, D.C., annual editions 1971 through 1987.

²Basic allowance for quarters.

³The sum of PAYB, BAQ, basic allowance for subsistence, and the federal tax advantage related to the tax exempt status of the allowances. The tax advantage is the amount of additional taxable earnings required to pay the tax and still be left with the same take home pay. BMC for 1971-1981 includes an average amount for the Variable Housing Allowance, which is paid to about one-third of all active duty members living off base in the continental United States (CONUS).

COLUMN 4—PAY GRADE (GR)

The grade of the airman that corresponds to the pay information in this record. The grade codes range from 1 (for E-1) to 9 (for E-9).

COLUMNS 6-7—LOWER BOUND ON YEARS OF SERVICE (YOS1)

The lower end of the range of years of service (YOS) for which the military pay in this record applies. The pay applies to YOS greater than or equal to this number. This field is coded 0 if the basic pay for the grade specified in Col. 4 is not dependent on YOS (e.g., E-1s and E-2s in all years besides 1971) or has a lower bound of 0 YOS (e.g., E-1s and E-2s in 1971).

COLUMNS 9-10—UPPER BOUND ON YEARS OF SERVICE (YOS2)

The upper end of the range of years of service for which the military pay in this record applies. The pay applies to YOS strictly less than this number. This field is coded 99 if the same pay applies to all airmen with YOS greater than or equal to the number specified in Cols. 6-7 (e.g., E-6s with more than 18 years of service) or if the basic pay for the grade specified in Col. 4 has no upper bound on YOS.

COLUMNS 12-17—MONTHLY BASIC PAY (MPAYB)

This field contains the monthly rate of basic pay (in dollars and cents) for this year, grade, and year of service category. (Basic pay does not include housing allowances, hazardous duty pay, clothing maintenance allowances, proficiency pay, bonuses, or incentive pay.)

COLUMNS 19-24—MONTHLY BASIC PAY AND BASIC ALLOWANCE FOR QUARTERS (MPAYQ)

The government is required to furnish adequate living quarters for enlisted members and their dependents. A nontaxable basic allowance for quarters (BAQ) is paid to them when the government is unable to provide quarters or when the service member and his or her dependents are, for military reasons, unable to occupy government quarters. Shown in this field is the sum of monthly basic pay and monthly BAQ for a given year and grade for a married member with two exemptions.

COLUMNS 26-36—BASIC MILITARY COMPENSATION (BMC)

BMC is defined to be the sum of basic pay, basic allowance for quarters, basic allowance for subsistence, and the tax advantage related to the tax exempt status of the allowances. BMC is an average over tax status.

For 1977-1987, the BMC was taken from tables in the *Uniformed Services Almanac*.⁴ For 1971-1976, the BMC was estimated using computer programs written at RAND. The BMC for 1971-1981 includes an average amount for the Variable Housing Allowance (VHA), which is paid to about one-third of all active duty members living off base in the CONUS. The VHA is excluded from the definition of BMC for years after 1981.

⁴*Uniformed Services Almanac*, Uniformed Services Almanac, Inc., Washington, D.C., annual editions 1977 through 1987.

IV. REENLISTMENT BONUSES

Reenlistment bonuses are used by the services to improve retention and reduce training costs. During the period of interest to the Enlisted Force Management Project (since 1971) the Air Force has offered three types of bonuses: Regular Reenlistment Bonuses (RRBs), Variable Reenlistment Bonuses (VRBs), and Selective Reenlistment Bonuses (SRBs).

REGULAR REENLISTMENT BONUS (RRB)

The Regular Reenlistment Bonus was paid to airmen who reenlisted in any specialty. The total sum of such payments could not exceed \$2000 over the airman's 20-year career. For the first reenlistment, the bonus consisted of one month's base pay multiplied by the number of years in the reenlistment contract. Less was paid for later reenlistments. The bonus was paid in full at the time of reenlistment. The RRB program was phased out beginning July 1, 1974 (see below).

VARIABLE REENLISTMENT BONUS (VRB)

The Variable Reenlistment Bonus was approved by Congress in 1966. It applied only to first reenlistments. Eligible specialties for a VRB were assigned a multiple from one to four (multipliers were not always the same from year to year). The VRB was then calculated as the product of the multiple and the RRB, up to a maximum of \$8000. (The total bonus was the sum of the VRB and RRB.) The award could be disbursed as a lump sum payment at the time of reenlistment or in annual installments over the reenlistment term (at the discretion of the service). In 1971, 1972, and 1973 lump sum payments were respectively 50 percent, 37 percent, and 92 percent of the Air Force's VRB dollar payments. During the FY 1968-1971 period there was a shift in the distribution of VRB skills toward the highest award levels. During the FY 1971-1974 period there were downward adjustments in these levels. (In FY 1971, 50 AFSCs were eligible to receive level 4 awards; in FY 1974 there were only five AFSCs at that level.)

SELECTIVE REENLISTMENT BONUS (SRB)

Beginning in FY 1975 the Selective Reenlistment Bonus replaced the VRB, introducing some additional flexibility into the system. The allowable multiples were expanded (they now include multiples from 0.5 to 6 in increments of 0.5) and the maximum amount that could be paid was increased to \$12,000 (it was raised to \$16,000 effective October 1, 1980, and \$30,000 effective October 1, 1984). In addition, SRBs are allowed at other than the first reenlistment point.

The bonus amount depends on the "zone" the airman is in. Zone A bonuses apply to persons with between 36 and 72 months of service. Zone B bonuses (instituted in FY 1977) apply to persons with between 72 and 120 months of service. Zone C bonuses (instituted in FY 1981) apply to persons with between 120 and 168 months of service.¹

The amount of the bonus is calculated as the product of (1) the multiple, (2) one month's basic pay, and (3) the number of years (not to exceed six) of additional obligated service. An SRB is payable only for newly obligated service; it cannot be collected for part of a reenlistment that overlaps with an unserved portion of a first term or for an extension.

The rules for lump sum vs. installment payment of SRBs have varied over the years, as follows:

June 1974–December 1974	lump sum at reenlistment.
January 1975–March 1979	50% at reenlistment and 50% one year later.
April 1979–January 13, 1982 ²	lump sum at reenlistment.
January 14, 1982–October 1986	50% at reenlistment and 50% spread evenly throughout term.
October 1986	lump sum or 75% at reenlistment and 25% spread evenly throughout term (at Air Force's discretion).
November 1986–	50% at reenlistment; remainder paid in equal annual installments.

¹There is some overlap in the months of service that apply to the zones. This allows airmen reenlisting in months 72 and 120 to choose between the zones.

²From October 1981 until the approval of a new budget on January 13, 1982, spending by government agencies was governed by a continuing resolution of Congress. Lump sum SRB payments were made, but airman behavior might have been affected by the uncertainty of the budget process.

SAVE PAY

The switch from Variable Reenlistment Bonuses to Selective Reenlistment Bonuses provided for the elimination of the Regular Reenlistment Bonuses, which had been paid to reenlistees in all skills. The VRB and the RRB were phased out under a provision known as "save pay." Provision was made that personnel who had enlisted before June 1, 1974, would still be eligible for RRBs. If their skill was also one designated eligible for SRB, the reenlistees would receive an RRB amount equal to the difference between the SRB payment and \$2000 (if this was a positive amount). Four-year Air Force enlistees, under this phase-out provision, were eligible for RRBs until June 1, 1978; six-year enlistees were eligible until June 1, 1980.

THE BONUS FILE

The bonus file is organized by AFSC. The file contains entries only for AFSCs that were eligible for VRBs or SRBs at some time between January 1, 1971, and March 31, 1988. (There are 356 such AFSCs. They are listed in App. C.) Decisions on which AFSCs receive bonuses, in which zones, and at what levels, are normally made at least twice a year. In the 15 years covered by the bonus file there were 49 such changes. Each piece of bonus information is therefore characterized by its AFSC, zone, bonus multiple, and period.

The file has one or more records for each of the 356 eligible AFSCs. For each of these AFSCs, there is a record for each zone, and period for which a bonus was paid. (If an AFSC was not eligible to receive a bonus for a certain zone in a certain period, there is no record for that zone and period in the file.) A listing of the records in the file that pertain to AFSC 111X0 is given in App. D.³ The data dictionary for this file is given below.

³In order to use the same format for all AFSCs, some of the data in the bonus files for AFSCs 316X0, 316X1, 316X2, and 445X1 are slightly inaccurate. Qualifications on these data are presented in App. E.

Variable	Columns		Description
AFSC	1	6	Control Air Force Specialty Code
PD	8	9	period number (1-49)
Z	11	11	zone
START	13	20	start date (mm/dd/yy):
STARTM	13	14	start month
STARTD	16	17	start day
STARTY	19	20	start year
END	22	29	end date (mm/dd/yy):
ENDM	22	23	end month
ENDD	25	26	end day
ENDY	28	29	end year
MULT	31	33	bonus multiple (with decimal point)

A description of the data in each field and the codes used in each is given below.

COLUMNS 1-6—CONTROL AIR FORCE SPECIALTY CODE (AFSC)

The AFSC assigned to the airman by the Military Personnel Center (MPC) to effect airman assignments and to assist in the identification and control of training requirements. This is the AFSC code that is used to determine an individual's eligibility for VRB and SRB. In almost all cases, the same bonus applies to all skill levels in a specialty. Whenever this is true, an X appears in Col. 4 (so that separate records are not needed for each skill level).

Codes: See Air Force's FIDO file, Code AFSC-AMN-DC

COLUMNS 8-9—PERIOD (PD)

The code in these columns identifies the period during which the AFSC (Cols. 1-5) was assigned the bonus multiple contained in Cols. 31-33. If an AFSC that was receiving a bonus underwent a 100 percent conversion during or at the end of a period (all of its members were assigned to a new AFSC), the bonus history of the new AFSC is also assigned to the old AFSC for 11 months into the future, and the bonus history of the old AFSC is assigned to the new AFSC for 11 months into the past.⁴

Codes:

1 = 01/01/71 - 06/30/71

2 = 07/01/71 - 12/30/71

⁴This was done to provide a way of making accurate assignments of bonuses to airmen in the EAGL file.

3 = 01/01/72 - 06/30/72
4 = 07/01/72 - 09/30/72
5 = 10/01/72 - 01/31/73
6 = 02/01/73 - 06/30/73
7 = 07/01/73 - 05/31/74
8 = 06/01/74 - 06/30/74
9 = 07/01/74 - 09/30/74
10 = 10/01/74 - 01/14/75
11 = 01/15/75 - 01/15/75
12 = 01/16/75 - 03/31/75
13 = 04/01/75 - 06/30/75
14 = 07/01/75 - 03/31/76
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27 = 09/01/81 - 09/30/81
28 = 10/01/81 - 10/31/81
29 = 11/01/81 - 01/23/82
30 = 01/24/82 - 03/31/82
31 = 04/01/82 - 04/29/82
32 = 04/30/82 - 05/31/82
33 = 06/01/82 - 09/30/82
34 = 10/01/82 - 03/03/83
35 = 04/01/83 - 09/30/83

36 = 10/01/83 - 10/30/83
37 = 10/31/83 - 03/31/84
38 = 04/01/84 - 06/30/84
39 = 07/01/84 - 10/30/84
40 = 10/31/84 - 04/29/85
41 = 04/30/85 - 05/31/85
42 = 06/01/85 - 07/14/85
43 = 07/15/85 - 10/30/85
44 = 10/31/85 - 03/31/86
45 = 04/01/86 - 09/30/86
46 = 10/01/86 - 03/31/87
47 = 04/01/87 - 04/29/87
48 = 04/30/87 - 09/30/88
49 = 10/01/87 - 03/31/88

COLUMN 11—ZONE (Z)

From 1974 until 1976 the Air Force awarded SRBs for first-term reenlistments only; beginning July 1, 1976, SRBs for second-term reenlistments were awarded; and beginning in October 1980, SRBs were awarded for career reenlistments. The zone indicates which type of award was made. The bonus multiple for an AFSC is usually different for each zone.

Codes:

A = first-term reenlistment (21-72 months of service)
B = second-term reenlistment (72-120 months of service)
C = career reenlistment (120-168 months of service)

COLUMNS 13-20—START DATE OF PERIOD (START)

The date on which the bonus multiple, found in Cols. 31-33, became effective.

Format: mm/dd/yy

Subfields:

Cols. 13-14: STARTM (start month)
Cols. 16-17: STARTD (start day)
Cols. 19-20: STARTY (start year)

COLUMNS 22-29—END DATE OF PERIOD (END)

The last date of a period. The bonus multiple may remain the same, may change, or may be eliminated in the subsequent period.

Format: mm/dd/yy

Subfields:

Cols. 22-23: ENDM (end month)

Cols. 25-26: ENDD (end day)

Cols. 28-29: ENDY (end year)

COLUMNS 31-33—BONUS MULTIPLE (MULT)

The multiple assigned for bonuses granted in this AFSC for reenlistments in the zone shown in Col. 11. The multiple is based on the importance attached to increasing reenlistments in this rather than other AFSCs. As needs change so does the bonus multiple and the dollar amount of the award. The multiple is used to compute the amount of the bonus. The SRB is the product of (1) the bonus multiple, (2) one month's basic pay, and (3) the number of years in the reenlistment contract. This field is three characters long; it contains a decimal point in Col. 32 and numeric characters in Cols. 31 and 33.

Codes:

0.5 = 1/2 month's pay × number of years of reenlistment

1.0 = one month's pay × number of years of reenlistment

2.0 = two months' pay × number of years of reenlistment

3.0 = three months' pay × number of years of reenlistment

4.0 = four months' pay × number of years of reenlistment

5.0 = five months' pay × number of years of reenlistment

V. AFSC GROUPINGS AND CONVERSIONS

Air Force positions are grouped into Air Force Specialties (AFSs) according to required common knowledge, skills, and other abilities. Each AFS is assigned a specialty description, a title, and a number known as the Air Force Specialty Code (AFSC). This information on AFSs is contained in Air Force Regulation (AFR) 39-1. AFR 39-1 is revised twice a year (normally on April 30 and October 31). Some of the changes affect only the specialty descriptions or titles and do not affect the codes or the persons who are assigned those codes. However, the changes also include at least some of the following:

- Splitting a single AFS into two or more AFSs
- Combining two or more AFSs into a single AFS
- Setting up a new AFS
- *Eliminating an existing AFS*
- Adding alphabetical suffixes to an AFSC to identify specific equipment, functions, and positions of an AFS (the suffixes are called "shredouts")
- Eliminating one or more shredouts from an AFSC.

To enable the EFMP to use longitudinal data files (such as the EAGL file) to analyze flows of airmen through AFSs (e.g., to predict losses by AFSC) we required a capability to track changes in AFSC designations over time.¹ In addition, we required the capability to group AFSCs according to certain characteristics (e.g., the disaggregate loss models in the EFMS are designed to project losses for groups of AFSCs). One grouping of the AFSCs that was used on the EFMP depends on the number of airmen in the AFSC. For example, some six-digit AFSCs (with shredout) are big enough that reasonable loss estimates can be produced for them; some had to be combined to five-digit levels to provide enough data for fitting an accurate loss model; and others had to be combined

¹Information on AFSC conversions were obtained from three sources: (1) a computer-readable file obtained from Resources Research Corporation (RRC), which mapped historical AFSCs onto the AFSCs that existed on October 31, 1980, (2) data from hard-copy listings of changes recorded in AFR 39-1, provided by the Air Staff; and (3) data in the Air Force's FIDO file.

even further to produce AFSC groups for which loss estimates could be developed. Another grouping of AFSCs that was used early in the analysis was based on their bonus histories. This grouping facilitated analyzing the effect of bonuses on loss rates.

This file is designed to serve the purposes mentioned above. Appendix F contains a listing of records 114-135 in the file. The data dictionary for the file is given below.

Variable	Columns		Description
START	1	7	AFSC birth date:
STARTD	1	2	day (01-31)
STARTM	3	5	month (JAN-DEC)
STARTY	6	7	year (50-87))
DASH	8	8	the character "-"
END	9	15	AFSC change date:
ENDD	9	10	day (01-31)
ENDM	11	13	month (JAN-DEC)
ENDY	14	15	year (50-87)
OLD	17	22	AFSC to which record pertains:
OLD5	17	21	5-digit AFSC
OLDSFX	22	22	shredout (blank if none)
NEW	24	29	converted AFSC:
NEW5	24	28	5-digit AFSC
NEWSFX	29	29	shredout (blank if none)
%1	30	35	percentage to NEW AFSC
ALTAFC	37	42	alternate AFSC:
ALT5	37	41	5-digit AFSC
ALTSFX	42	42	shredout (blank if none)
%2	43	47	percentage to ALTAFC
ULTAFC	49	54	successor to OLD AFSC as of 29 October 1987:
ULT5	49	53	5-digit AFSC
ULTSFX	54	54	shredout (blank if none)
LOSSGP	56	61	6-character loss group identifier
INTGP	63	68	intermediate code for grouping AFSCs
KAFSC	71	73	3-digit loss group identifier
ADJDATES	75	89	adjusted birth and change dates:
ADJSTART	75	81	adjusted start date
ADJDASH	82	82	character "-"
ADJEND	83	89	adjusted change date
FLG	91	91	indicator for surviving AFSCs
XREF	93	100	cross-reference to data source

The file is sorted by the OLD AFSC. It contains entries for almost all AFSCs that were in existence at some time during the period 1 July 1971-29 October 1987. Some

shredout activity (creation and elimination of shredouts) is not reflected in the file.² In addition, the file does not track all changes in Reporting Identifiers and Special Duty Identifiers (AFSCs beginning with 99).

In some cases, an AFSC is split into two or more AFSCs. This makes it difficult to assign an ULTAFC to an OLD AFSC. In creating the file we used the following rules to help facilitate making good guesses (the assignment of the ULTAFC is described later under the description of Cols. 49-54):

- If 90 percent or more of the people in the OLD AFSC were transferred to the NEW AFSC, we show the NEW AFSC as being the receiving AFSC. (This is by far the most common type of conversion.)
- If an AFSC was split into two new AFSCs, neither of which received 90 percent or more of the people, we show both AFSCs as receivers (NEW and ALTAFC), together with the percentage each received (%1 and %2).
- If an AFSC was split into more than two new AFSCs, none of which received 90 percent or more of the people, we show the AFSC that received the largest percentage as the receiver (NEW), together with the percentage it received (%1).

Explanations of the contents of each of the fields in the AFSC Groupings and Conversions file are given below.

COLUMNS 1-2—START DATE (START)

The date on which the AFSC code found in the AFSC field (Cols. 28-33) began to be used. If the AFSC was in existence during more than one time period (it was deleted and reinstated) there will be more than one record for the AFSC, each with a different start date.

Format: ddmmyy

Subfields:

Cols. 1-2: STARTD (01-31)

²It does not track all changes for AFSCs that existed sometime during this period but did not exist on 29 October 1987. We have tried to track changes in all shredouts that existed on 29 October 1987.

Cols. 3-5: STARTM (first three letters of
name--i.e., JAN-DEC)

Cols. 6-7: STARTY (last two digits of year--
i.e., 50-87)

COLUMN 8—DASH

This field contains the character "-", which denotes the passage of time.

COLUMNS 9-15—END DATE (END)

The effective date of some change affecting people who, until then, were assigned to the AFSC shown in Cols. 17-22. This field is coded 29OCT87 for all AFSCs in existence on October 29, 1987.

Format: ddmmyy

Subfields:

Cols. 9-10: ENDD (01-31)

Cols. 11-13: ENDM (first three letters of
name--i.e., JAN-DEC)

Cols. 14-15: ENDY (last two digits of year--
i.e., 50-87)

COLUMNS 17-22—OLD AFSC (OLD)

The AFSC being referred to by this record. The AFSC groupings and conversions file is sorted by this field. There will be more than one record with the same AFSC in this field if the same code was used during two or more disjoint periods. Almost all OLD AFSCs contain the letter X in Col. 20, which indicates that the information in the record pertains to all skill levels.

Subfields:

Cols. 17-21: 5-character AFSC (almost all have an X
in Col. 20)

Col. 22: Shredout (a letter); blank if none

Codes: See Air Force's FIDO File, code AFSC-AMN-DC

COLUMNS 24-29—NEW AFSC (NEW)

The AFSC to which some or all of the persons who previously were assigned to the OLD AFSC (Cols. 17-22) were assigned as of the effective date given in Cols. 9-15. When the date in Cols. 9-15 is 29OCT87, then this AFSC is the same as the OLD AFSC. This means that the AFSC was active as of the last date of the file (October 29, 1987).

Subfields:

Cols. 24-28: 5-digit AFSC (almost all have an X
in Col. 27)
Col. 29: Shredout (a letter); blank if none

Codes: See Air Force's FIDO File, code AFSC-AMN-DC

COLUMNS 30-35—PERCENTAGE TO NEW AFSC (%1)

If the OLD AFSC was split into two or more new AFSCs, none of which received 90 percent or more of the people in the OLD AFSC, this field shows (in parentheses) the percentage who were transferred to the NEW AFSC shown in Cols. 24-29. This field is blank otherwise. The format for the field is (xxx%), where the first or first and second x may be blank.

COLUMNS 37-42—ALTERNATIVE AFSC (ALTAFCSC)

If the OLD AFSC was split into two AFSCs, neither of which received 90 percent or more of the people, one of the AFSCs is shown in Cols. 24-29 and the other AFSC is shown in this field. This field is blank otherwise. The percentage of the people who were transferred to the ALTAFCSC is shown in Cols. 43-47.

Subfields:

Cols. 37-41: 5-digit AFSC (almost all have an X
in Col. 40)
Col. 42: Shredout (a letter); blank if none

Codes: See Air Force's FIDO File, code AFSC-AMN-DC

COLUMNS 43-47—PERCENTAGE TO ALTERNATIVE AFSC (%2)

This field shows (in parentheses) the percentage of the people in the OLD AFSC (Cols. 17-22) who were transferred to the ALTAFCSC (Cols. 37-42). The field is

nonblank only if the OLD AFSC was split into exactly two AFSCs, neither of which received 90 percent or more of the people. The %2 is 100 minus %1. The format for the field is (xx%).

COLUMNS 49-54—AFSC ON 29 OCT 1987 (ULTAFSC)

This field gives the AFSC existing on October 29, 1987 (after the April 30, 1987, set of conversions) that corresponds to the OLD AFSC (Cols. 17-22). This "ULTimate" AFSC was obtained by tracking the OLD AFSC through all conversions it underwent between START and April 30, 1987. If somewhere in the chain an AFSC was split into two or more AFSCs, then the ULTAFSC may not be known with certainty. If the first three digits of the AFSC are known with certainty, this field contains these first three digits followed by ZZ (nnnZZ); if only the first two digits are known, the field contains these two followed by ZZZ (nnZZZ). If one of the split AFSCs was in a different career field from the others, then the letters AMBIG appear in Cols. 49-53. If the OLD AFSC or its successor was deleted before April 30, 1987 (without being converted), the letters DELETD appear in Cols. 49-54.

Subfields:

Cols. 49-53: 5-digit AFSC (almost all have an X in Col. 52), or the letters AMBIG or DELETD (49-54)
Col. 54: Shredout (a letter); blank if none

COLUMNS 56-61—LOSS MODEL GROUP (LOSSGP)

The disaggregate loss models in the EFMS were designed to estimate losses by AFSC. However, most AFSCs do not have enough persons assigned to enable estimation of their losses separately from other AFSCs. One approach to overcoming this problem was to combine similar ULTAFSCs into groups, using this "LOSSGP" field. The code assigned to the OLD AFSC in this field indicates how it was grouped with other AFSCs. (AFSCs having the same value for LOSSGP were grouped together.) Assignments to these groups have not been made since the April 30, 1985, set of conversions, because the final versions of the loss models do not use this variable.

Codes (lowercase letters are replaced by numbers in the file):

AMBIG = This OLD AFSC cannot be tracked to an ULTAFSC because of a split between career fields.

DELETD = This OLD AFSC was deleted before 30 April 1985.

99nTm = Temporary condition AFSC--e.g., student or patient. (Treated as one group--possibly missing--for analysis purposes, without regard to n and m.)

nnnBm = This small AFSC was assigned to the "base case" for analysis purposes.

nnnC9 = The ULTAFSC is a capper. All cappers with the first three digits nnn are grouped together.

nnnXm = AFSC not grouped, or all shreds grouped together (e.g., 202X0A, 202X0B grouped together to 202X0).

nnnXm? = Some, but not all, shreds grouped together.

nnnYm = Shreds and nonshreds grouped together (e.g., 113X0, 113X0A, 113X0B grouped to 113Y0)

nnnYm? = Nonshred and some, but not all, shreds grouped together

nnnXX = This AFSC grouped with all AFSCs beginning nnn.

nnnXY = This AFSC grouped with some, but not all, AFSCs beginning nnn.

nnnZm = This small AFSC combined with nnnXm.

nnZZZ = Only the first two digits of the ULTAFSC are known with certainty for this OLD AFSC.

nnnZZ = Only the first three digits of the ULTAFSC are known with certainty for this OLD AFSC.

blank = This AFSC not assigned to any loss group.

COLUMNS 63-68--INTERMEDIATE AFSC GROUPS (INTGP)

A modification of the LOSSGPs, which was used to produce the KAFSC groups (see Cols. 71-73). These data are for informational purposes only, and not for analytical use. Most are identical with LOSSGP.

COLUMNS 71-73—KAFSC GROUPS (KAFSC)

A 3-digit code assigned to a group of AFSCs based on their histories of bonuses and proficiency pay. The codes used for KAFSC groups facilitated identification of their bonus histories.³ No KAFSC codes were assigned to AFSCs with a START DATE after October 31, 1982, because these groupings were not used in fitting the loss models.

Codes:

105-107	the AFSCs in these groups received proficiency pay at some time during 1971-1981
201-282	the AFSCs in these groups received both proficiency pay and bonus pay during 1971-1981 (not necessarily at the same time)
401-529	the AFSCs in these groups received bonus pay but no proficiency pay during 1971-1981
600	the same as LOSSGP 99nTm
601-658	the AFSCs in these groups received neither proficiency pay nor bonus pay during 1971-1981
999	no KAFSC has been assigned to this AFSC
blank	no KAFSC has been assigned to this AFSC

COLUMNS 75-89—ADJUSTED EFFECTIVE DATES (ADJDATES)

A string of two dates identifying "smeared" start and end dates for the OLD AFSC. In most cases these dates are START-90 days and END+90 days.⁴ This string is designed to allow leeway when using a table lookup to determine whether the OLD AFSC was in existence at a certain date.

³The first four numbers in each 100s series (e.g., 401, 402, 403, and 404) were reserved for "base case" AFSCs (those with LOSSGP code nnnBm), which were divided into four occupational groups for analysis purposes: (n01) skilled technicians; (n02) functional support, administration, and training; (n03) electrical/mechanical equipment repairmen; and (n04) craftsmen, service, and supply handlers. The assignment to groups was based on the categorization of 3-digit AFSCs given in Richard Buddin, *The Role of Service Experience in Post-Training Attrition in the Army and Air Force*, The RAND Corporation, R-2682-MRAL, November 1981.

⁴If the OLD AFSC appears in the table more than once, these rules were modified so that there was no overlap among the sets of effective dates.

Format: ddmmyy-ddmmyy

Subfields:

Cols. 75-76: adjusted STARTD (01-31)
Cols. 77-79: adjusted STARTM (first three letters
of name--i.e., JAN-DEC)
Cols. 80-81: adjusted STARTY (last two digits
of year--i.e., 50-86)
Col. 82 : DASH (the character "-")
Cols. 83-84: adjusted ENDD (01-31)
Cols. 85-87: adjusted ENDM (first three letters
of name--i.e., JAN-DEC)
Cols. 88-89: adjusted ENDY (last two digits of
year--i.e., 50-87)

COLUMN 91—SURVIVING AFSC INDICATOR (FLG)

A 0-1 flag that indicates whether the OLD AFSC or its successor was deleted before 29 October 1987 (whether DELETD appears in Cols. 49-54, Cols. 56-61, and/or Cols. 63-68).

Codes:

0 = This OLD AFSC or one of its successors was deleted
before 29 October 1987
1 = Neither this OLD AFSC nor its successors was
deleted before 29 October 1987

COLUMNS 93-100—CROSS-REFERENCE

This field is used to show the date on which the record was added or a change was made. If the information in the record comes directly from the AFSC conversion file obtained from Resources Research Corporation, the field contains the line number in a hard-copy listing of the file. This field is included in the file to provide a cross reference between records in the file and the source of the data in those records. It should be treated as eight alphanumeric positions.

VI. CIVILIAN COMPENSATION

This file contains estimated annual wages for persons holding civilian jobs who were doing work (in 1972 and 1978) comparable to that being performed by enlistees in a specified AFSC. The file was created using wage data by DOT (Dictionary of Occupational Titles) code contained in the *Occupational Outlook Handbook*.¹ The DOT codes were associated with the 5-digit AFSCs that existed in June 1972² using correspondence tables developed by Patricia Fleischauer.³

The data are annual wages by skill level and pertain to two years: 1972 and 1978. For purposes of illustration, App. G contains a listing of the first 40 records in the file. The data dictionary for the file is given below.

Variable	Columns		Description
YEAR	1	4	year
AFSC13	5	7	characters 1-3 of AFSC (career field)
A5	8	8	character 5 of AFSC (specialty)
CPAY3	9	12	comparable civilian pay for skill level 3
CPAY5	13	16	comparable civilian pay for skill level 5
CPAY7	17	20	comparable civilian pay for skill level 7
CPAY9	21	24	comparable civilian pay for skill level 9

For each year (1972 and 1978), career field (first three digits of AFSC), and specialty (fifth digit of AFSC), there are four fields of civilian pay information—one for each of the skill levels 3, 5, 7, and 9. Each pay field contains an estimate of the annual pay in the civilian sector (in that year's dollars) for a person with skills comparable to those of someone in the specified AFSC.

¹1972 data were obtained from *Occupational Outlook Handbook, 1974-75 Edition*, U.S. Department of Labor, Bureau of Labor Statistics, Bulletin 1785, Washington, D.C., 1974. 1975 data were obtained from *Occupational Outlook Handbook, 1980-81 Edition*, U.S. Department of Labor, Bureau of Labor Statistics, Bulletin 2075, Washington, D.C., March 1980.

²Aggregation over AFSCs can be used to determine comparable civilian pay for AFSCs that could not be matched to civilian occupations (e.g., some current AFSCs did not exist in 1972).

³Patricia D. Fleischauer, unpublished RAND research.

A description of the data in each field is given below. All fields besides the AFSC fields contain a four-byte floating point number. The two AFSC fields contain character data.

COLUMNS 1-4—YEAR

The last two digits of the year pertaining to this civilian pay record (either 72 or 78).

COLUMNS 5-7—CAREER FIELD (AFSC13)

The first three digits of the AFSC, which defines the general field of work within which the AFSC falls.

COLUMN 8—SPECIALTY (A5)

The fifth digit of the AFSC, which differentiates occupations within the general field.

COLUMNS 9-12—CIVILIAN PAY FOR SKILL LEVEL 3 (CPAY3)

The comparable annual civilian pay (in 1972 or 1978 dollars) for a semi-skilled person (skill level 3) in this occupation.

COLUMNS 13-16—CIVILIAN PAY FOR SKILL LEVEL 5 (CPAY5)

The comparable annual civilian pay (in 1972 or 1978 dollars) for a skilled person (skill level 5) in this occupation.

COLUMNS 17-19—CIVILIAN PAY FOR SKILL LEVEL 7 (CPAY7)

The comparable annual civilian pay (in 1972 or 1978 dollars) for an advanced-level person (skill level 7) in this occupation.

COLUMNS 21-24—CIVILIAN PAY FOR SKILL LEVEL 9 (CPAY9)

The comparable annual civilian pay (in 1972 or 1978 dollars) for a superintendent (skill level 9) in this occupation.

VII. NON-CONUS PAS NUMBERS

Researchers have found that the loss behavior of airmen stationed in the continental United States (CONUS) differs from that of airmen stationed overseas (non-CONUS). Transaction records on the EAGL file include a "Major Command Area" field, which tells directly whether the airman was CONUS or non-CONUS at the time of the transaction. Consequently, it is easy to include a CONUS/non-CONUS variable in the analysis of reenlistment decisions. The annual snapshot records on the EAGL file do not include "Major Command Area" and it is therefore not easy to include a CONUS/non-CONUS variable in the analysis of attrition.

The snapshot records do include a six-character Unit Identifier Code (UIC). The middle four characters of the UIC are known as the Personnel Accounting Symbol (PAS) Number. This number identifies the specific unit that the airman belonged to at the time. To use this number to determine whether a specific unit was CONUS or non-CONUS at the time of the snapshot, we need a table of overseas PAS Numbers for each year. This file serves the purpose for the years 1971-1987. It contains records for all units that were located overseas in at least one of these years.

The file is sorted by four-character PAS Number. The 17 one-digit flags that follow indicate whether a PASNO was associated with an overseas base or not (1=overseas, 0=CONUS) in the specified year. A listing of the first 42 records in the file is given in App. H.

COLUMNS 1-4—PERSONNEL ACCOUNTING SYMBOL NUMBER (PASNO)

The PASNO of the unit. The PASNO consists of four alphanumeric characters. The first character is an F, indicating that it is an Air Force Unit.

COLUMN 5-21—FLAGS INDICATING OVERSEAS ASSIGNMENTS

Associated with each column, 5 through 21, is an indicator variable of a particular year, 1971 to 1987 respectively. These variables indicate whether the unit was stationed overseas in that year. The variable names are of the form FLGxx, where xx corresponds to the last 2 digits of that year. For example, FLG71 (Col. 5) indicates whether the unit was stationed overseas in 1971.

Codes:

- 0 = Unit stationed in CONUS.
- 1 = Unit stationed overseas.

VIII. MILITARY/CIVILIAN WAGE RATIO

This file, which is not on RAND tape 4727, compares an aggregate measure of pay levels in the military (basic pay) with those in the private sector.¹ Private sector pay levels are measured by the federal government's annual PATC (Professional, Administrative, Technical, and Clerical) survey. Appendix I contains a listing of the entire file. The data dictionary for the file is given below.

Variable	Columns		Description
YEAR	1	2	fiscal year (71-86)
WRATIO	5	9	military/civilian wage ratio

¹This is an official index prepared by the Department of Defense.

IX. SEPARATION PROGRAM DESIGNATOR CODES

Reasons for gains and separations of enlisted personnel are recorded by the Air Force using Separation Program Designator (SPD) codes. The specification and meaning of these codes have varied over time. The EAGL file includes this code on airman transaction records (losses, prior-service gains, reenlistments, and extensions). The meanings of the codes are given in the Air Force's FIDO file.

There are over 500 SPD codes. For example, there are over 200 codes for involuntary discharge. For analysis purposes, these codes were grouped into 27 categories, such as retirement, attrition (disability), etc. The crosswalk between the SPD codes and these recodes are given in one of the supplementary historical data files. The file includes the crosswalks for three time periods:

- Before July 1974
- July 1974–September 1984
- After September 1984

It also includes the crosswalk between the SPD codes and the 13 codes used for separations in the EFMS's Short-term Aggregate Inventory Projection Model (IPM), which is called SAM. The data dictionary for the file is given below.

Variable	Columns		Description
XTRNID	1	3	SPD code
XCTRN,≤7406	5	6	RAND recode applicable before July 1974
XCTRN,7407–8409	8	9	RAND recode for July 1974–September 1984
XCTRN,≥8410	11	12	RAND recode applicable after September 1984
SAM Code	14	17	Recode for Short-term Aggregate IPM (SAM)

Appendix J contains a listing of the file. A description of each of the variables is given below.

COLUMNS 1-3—SEPARATION PROGRAM DESIGNATOR CODE (XTRNID)

This variable identifies the general category of a transaction on the EAGL file (gain, loss, reenlistment, or extension) and the specific type of transaction within each category.

Many of the codes are For Official Use Only. Therefore, the codes are not defined here. They are available in the Air Force's FIDO file, Code TRA-ID-AMN.

COLUMNS 5-6—RAND RECODE, BEFORE JULY 1, 1974 (XCTR)

The separation category that applied to the SPD code contained in Cols. 1-3 for transactions before July 1, 1974.

Codes:

- 0 = Not used in time period
- 1 = Attrition-Marginal performer
- 2 = Attrition-Miscellaneous reasons
- 3 = Attrition-Hardship
- 4 = Attrition-Pregnancy
- 5 = Attrition-Death
- 6 = Attrition-Early retirement
- 7 = Attrition-Disability
- 8 = Attrition-Unsuitability/Misconduct/Quality
(See Air Force Manual 39-12)
- 9 = Attrition-Other
- 10 = OTS/AECP

- 11 = Reenlistment, <= 3 months PETS
- 12 = Reenlistment, > 3 months PETS
- 13 = Reenlistment, PETS
- 14 = Reenlistment
- 15 = Reenlistment, PETS (Reservist)
- 16 = Reenlistment, ETS (Reservist)
- 17 = Reenlistment, <=le 3 mo post DOS

- 21 = Extension

22 = Extension, \geq 24 months

23 = Extension, $<$ 24 months

30 = Retirement

41 = Prior service gain

81 = Early release

91 = ETS

92 = PETS

93 = Special

COLUMNS 8-9—RAND RECODE, JULY 1974-SEPTEMBER 1984 (XCTRN)

The separation category that applied to the SPD code contained in Cols. 1-3 for transactions between July 1, 1974, and September 30, 1984.

Codes: Same as for Cols. 5-6

COLUMNS 11-12—RAND RECODE, AFTER SEPTEMBER 30, 1984 (XCTRN)

The separation category that applied to the SPD code contained in Cols. 1-3 for transactions from October 1, 1984, on.

Codes: Same as for Cols. 5-6

COLUMNS 14-17—RECODE FOR SHORT-TERM AGGREGATE IPM (SAM)

The separation category used in the Short-term Aggregate Inventory Projection Model (SAM) that applies to the SPD code contained in Cols. 1-3.

Codes:

ANG = To Air National Guard

CDFR = Correction of "dropped from rolls"

EXT = Extension transaction

GAIN = Gain transaction

LATR = Loss due to attrition

LETS = Loss at ETS

LOTS = Loss to Officer Training School (OTS)

LRET = Loss to retirement

LSPC = Special loss (PETS and early release)

NPS = Nonprior service accession

RDFR = Returned "dropped from rolls" (usually to discharge)

REUP = Reenlistment

XXXX = Not recoded

Appendix A

UNEMPLOYMENT RATES
(UNEM2.DATA87)

YRMO	AVG16+	AVG2024	UNEM16+	UNEM2024
7005	-9.0	-9.0	4.9	8.1
7006	-9.0	-9.0	4.8	7.6
7007	-9.0	-9.0	5.0	8.5
7008	-9.0	-9.0	5.1	8.4
7009	-9.0	-9.0	5.4	9.3
7010	-9.0	-9.0	5.5	9.1
7011	-9.0	-9.0	5.9	10.0
7012	-9.0	-9.0	6.2	10.2
7101	-9.0	-9.0	6.0	9.7
7102	-9.0	-9.0	5.8	9.4
7103	-9.0	-9.0	6.0	10.0
7104	5.6	9.2	6.1	10.4
7105	5.7	9.4	6.1	10.8
7106	5.7	9.7	5.8	10.1
7107	5.8	9.8	5.9	9.8
7108	5.9	9.9	6.1	10.0
7109	6.0	9.9	6.0	9.6
7110	6.0	9.9	5.8	9.2
7111	6.0	10.0	6.0	10.4
7112	6.0	10.0	6.0	10.1
7201	6.0	10.0	5.9	10.1
7202	6.0	9.9	5.7	8.8
7203	5.9	9.9	5.9	9.9
7204	5.9	9.9	5.9	10.0
7205	5.9	9.8	5.8	9.7
7206	5.9	9.7	5.5	9.0
7207	5.9	9.7	5.6	9.6
7208	5.8	9.6	5.6	9.2
7209	5.8	9.6	5.5	9.0
7210	5.7	9.6	5.5	9.2
7211	5.7	9.4	5.2	8.4
7212	5.6	9.3	5.1	8.7
7301	5.5	9.1	5.0	8.2
7302	5.5	9.1	5.1	7.9
7303	5.4	8.9	5.0	7.9
7304	5.3	8.7	5.0	8.1
7305	5.3	8.6	4.9	7.9

Appendix A—continued

YRMO	AVG16+	AVG2024	UNEM16+	UNEM2024
7306	5.2	8.5	4.8	7.8
7307	5.1	8.4	4.7	8.0
7308	5.1	8.2	4.8	7.8
7309	5.0	8.1	4.8	7.8
7310	4.9	7.9	4.5	6.7
7311	4.9	7.8	4.7	7.2
7312	4.9	7.7	4.9	7.7
7401	4.9	7.8	5.2	8.5
7402	4.9	7.8	5.2	8.6
7403	4.9	7.8	5.1	8.1
7404	4.9	7.8	5.0	8.1
7405	4.9	7.9	5.2	8.6
7406	4.9	7.9	5.2	8.3
7407	5.0	8.0	5.3	8.7
7408	5.0	8.1	5.4	9.4
7409	5.1	8.3	5.8	9.4
7410	5.3	8.5	6.0	9.4
7411	5.4	8.8	6.6	10.5
7412	5.6	9.1	7.2	11.7
7501	5.9	9.4	8.2	12.4
7502	6.1	9.8	8.2	13.2
7503	6.4	10.3	8.7	13.9
7504	6.7	10.8	8.9	14.2
7505	7.0	11.3	8.9	14.4
7506	7.3	11.7	8.7	12.9
7507	7.6	12.1	8.7	13.7
7508	7.9	12.4	8.5	13.4
7509	8.1	12.8	8.6	13.9
7510	8.3	13.2	8.6	14.0
7511	8.5	13.5	8.5	14.2
7512	8.6	13.6	8.3	13.5
7601	8.5	13.7	7.8	12.7
7602	8.5	13.6	7.6	12.1
7603	8.4	13.4	7.5	12.1
7604	8.3	13.2	7.5	11.8
7605	8.1	12.9	7.3	11.1
7606	8.0	12.8	7.6	11.4

Appendix A—continued

YRMO	AVG16+	AVG2024	UNEM16+	UNEM2024
7607	8.0	12.6	7.8	11.2
7608	7.9	12.5	7.9	11.9
7609	7.9	12.3	7.8	11.7
7610	7.8	12.2	7.9	12.6
7611	7.8	12.1	8.0	12.7
7612	7.7	12.0	7.8	12.5
7701	7.7	11.9	7.3	11.4
7702	7.7	11.9	7.5	12.0
7703	7.6	11.8	7.3	11.4
7704	7.6	11.7	7.0	10.8
7705	7.6	11.7	7.1	10.7
7706	7.5	11.6	7.1	10.5
7707	7.5	11.6	6.9	10.6
7708	7.4	11.5	7.0	11.1
7709	7.3	11.4	6.8	10.7
7710	7.2	11.2	6.8	10.4
7711	7.1	11.0	6.7	10.4
7712	7.0	10.8	6.4	10.2
7801	6.9	10.8	6.3	10.5
7802	6.8	10.6	6.1	10.1
7803	6.7	10.5	6.2	10.3
7804	6.6	10.5	6.1	10.0
7805	6.5	10.3	6.1	9.0
7806	6.4	10.2	5.8	9.2
7807	6.4	10.1	6.1	9.9
7808	6.3	10.0	5.9	9.0
7809	6.2	9.9	5.9	9.3
7810	6.1	9.7	5.8	8.6
7811	6.0	9.6	5.8	9.0
7812	6.0	9.5	5.9	9.3
7901	6.0	9.4	5.8	8.6
7902	5.9	9.2	5.7	8.6
7903	5.9	9.1	5.7	8.8
7904	5.9	9.0	5.8	8.5
7905	5.8	9.0	5.8	8.9
7906	5.8	8.9	5.7	8.9
7907	5.8	8.9	5.7	9.0

Appendix A—continued

YRMO	AVG16+	AVG2024	UNEM16+	UNEM2024
7908	5.8	8.9	5.9	9.3
7909	5.8	8.9	5.8	9.2
7910	5.8	9.0	5.9	9.6
7911	5.8	9.0	5.8	8.8
7912	5.8	9.0	5.9	9.8
8001	5.8	9.1	6.2	10.1
8002	5.9	9.2	6.0	9.5
8003	5.9	9.3	6.2	9.7
8004	6.0	9.5	7.0	11.4
8005	6.2	9.8	7.8	12.7
8006	6.3	10.1	7.7	12.4
8007	6.5	10.4	7.8	12.3
8008	6.6	10.6	7.6	12.0
8009	6.8	10.9	7.5	12.0
8010	6.9	11.1	7.6	12.3
8011	7.1	11.4	7.5	12.1
8012	7.7	11.5	7.4	11.7
8101	7.3	11.7	7.4	11.9
8103	7.0	12.0	7.3	11.7
8104	7.0	12.1	7.3	12.1
8105	7.0	12.1	7.5	12.9
8106	7.0	12.1	7.4	12.1
8107	7.0	12.0	7.2	11.5
8108	7.0	12.0	7.3	12.1
8109	7.0	12.0	7.6	12.3
8110	7.1	12.1	8.0	12.7
8111	7.2	12.1	8.3	13.0
8112	7.3	12.3	8.8	13.5
8201	7.3	12.4	8.5	13.5
8202	7.4	12.6	8.8	14.1
8203	7.6	12.8	9.0	14.2
8204	7.8	13.0	9.4	14.7
8205	7.9	13.2	9.4	14.3
8206	8.1	13.4	9.5	14.4
8207	8.3	13.6	9.8	14.5
8208	8.4	13.9	9.9	15.2

Appendix A—continued

YRMO	AVG16+	AVG2024	UNEM16+	UNEM2024
8209	8.7	14.1	10.2	15.
8210	8.8	14.4	10.5	15.
8211	9.0	14.7	10.7	16.
8212	9.2	14.9	10.8	16.
8301	9.3	15.1	10.4	16.
8302	9.5	15.3	10.4	16.
8303	9.6	15.4	10.3	15.
8304	9.7	15.4	10.2	15.
8305	9.8	15.5	10.1	15.
8306	9.8	15.6	10.0	14.
8307	9.8	15.5	9.5	13.9
8308	9.8	15.4	9.5	14.4
8309	9.8	15.3	9.3	13.8
8310	9.6	15.1	8.8	13.6
8311	9.4	14.8	8.4	13.0
8312	9.3	14.5	8.2	12.2
8401	9.1	14.2	8.0	12.5
8402	8.8	13.8	7.8	11.6
8403	8.6	13.5	7.8	11.6
8404	8.3	13.2	7.8	12.1
8405	8.1	12.9	7.5	11.6
8406	7.8	12.6	7.2	10.8
8407	7.7	12.4	7.5	11.2
8408	7.5	12.1	7.5	11.7
8409	7.3	11.9	7.4	11.4
8410	7.3	11.7	7.3	11.0
8411	7.2	11.5	7.1	10.9
8412	7.1	11.4	7.2	10.9
8501	7.5	11.3	7.4	10.9
8502	7.4	11.3	7.3	11.2
8503	7.4	11.2	7.3	11.1
8504	7.3	11.1	7.3	11.0
8505	7.3	11.2	7.3	11.8
8506	7.3	11.2	7.3	11.2
8507	7.3	11.2	7.3	11.2
8508	7.3	11.1	7.0	10.8
8509	7.2	11.1	7.1	10.9

Appendix A—cont

YRMO	AVG16+	AVG2024	UN	
8510	7.2	11.1	7.1	10.9
8511	7.2	11.1	7.0	11.0
8512	7.2	11.0	6.9	10.6
8601	7.1	11.0	6.7	10.4
8602	7.1	11.0	7.3	10.8
8603	7.1	10.9	7.2	10.6
8604	7.1	10.9	7.1	10.9
8605	7.1	10.9	7.3	11.7
8606	7.1	10.9	7.1	10.7
8607	7.1	10.8	6.9	10.8
8608	7.0	10.8	6.8	10.2
8609	7.0	10.8	7.0	11.2
8610	7.0	10.8	7.0	10.4
8611	7.1	10.8	6.9	10.2
8612	7.0	10.8	6.7	10.7
8701	7.0	10.8	6.7	10.7
8702	7.0	10.7	6.7	10.5
8703	6.9	10.7	6.6	10.2
8704	6.9	10.6	6.3	10.1
8705	6.8	10.5	6.3	9.8
8706	6.7	10.5	6.1	10.2
8707	6.6	10.4	6.0	9.8
8708	6.5	10.2	6.0	9.1
8709	6.4	10.1	5.9	9.3
8710	6.4	9.9	6.0	8.7
8711	6.3	9.9	5.9	9.9

Appendix B

FIRST 39 RECORDS FOR 1982 IN MILITARY COMPENSATION DATA FILE MILPAY.DATA87

YR	GR	YOS1	YOS2	MPAYB	MPAYQ	BMC
82	1	0	2	551.4	756.9	876.0
82	2	0	2	618.3	823.8	957.8
82	3	0	2	642.6	848.1	1006.5
82	3	2	3	677.7	883.2	1043.3
82	3	3	4	705.0	910.5	1071.8
82	3	4	99	732.9	938.4	1101.0
82	4	0	2	682.2	917.7	1090.5
82	4	2	3	720.3	955.8	1129.6
82	4	3	4	762.3	997.8	1172.8
82	4	4	6	821.7	1057.2	1234.1
82	4	6	99	854.4	1089.9	1268.3
82	5	2	3	796.2	1064.1	1266.8
82	5	3	4	834.6	1102.5	1304.3
82	5	4	6	870.9	1138.8	1342.7
82	5	6	8	927.9	1195.8	1402.8
82	5	8	10	965.7	1233.6	1443.2
82	5	10	12	1004.4	1272.3	1484.2
82	5	12	14	1041.3	1309.2	1523.4
82	5	14	99	1060.5	1328.4	1543.8
82	6	2	3	908.4	1200.0	1422.2
82	6	3	4	946.5	1238.1	1462.7
82	6	4	6	986.4	1278.0	1505.0
82	6	6	8	1023.0	1314.6	1543.6
82	6	8	10	1060.5	1352.1	1583.2
82	6	10	12	1099.2	1390.8	1624.1
82	6	12	14	1155.9	1447.5	1684.4
82	6	14	16	1192.2	1483.8	1723.2
82	6	16	18	1230.6	1522.2	1764.2
82	6	18	99	1249.2	1540.8	1784.1
82	7	8	10	1197.3	1514.1	1764.0
82	7	10	12	1236.0	1552.8	1805.3
82	7	12	14	1274.1	1590.9	1845.9
82	7	14	16	1331.7	1648.5	1907.8
82	7	16	18	1369.5	1686.3	1947.9
82	7	18	20	1408.2	1725.0	1989.3
82	7	20	22	1426.5	1743.3	2008.7
82	7	22	26	1522.2	1839.0	2111.8
82	7	26	99	1711.3	2028.1	2317.3

Appendix C

AFSCs THAT HAVE BEEN ELIGIBLE TO RECEIVE BONUSES (1971-1988)

111X0	208X5D	304X5	326X6	421X2	455X0A	687X0
112X0	208X5E	304X6	326X6A	421X3	455X0B	691X0
113X0	209X0	305X4	326X6B	422X0	461X0	705X0
113X0B	221X0	306X0	326X6C	422X1	462X0	732X0
113X0C	222X0	306X1	326X7	422X2	463X0	732X1
114X0	222X1	306X2	326X7A	423X0	464X0	732X3
115X0	231X0	307X0	326X7B	423X1	465X0	732X4
116X0	233X1	308X0	326X7C	423X2	472X0	733X0
117X0	233X4	309X0	326X8	423X3	472X1	733X1
118X0	234X0	316X0	326X8A	423X4	472X4	742X0
118X1	235X0	316X1	326X8B	423X5	491X1	751X0
118X2	236X1	316X2	326X8C	424X0	491X2	751X1
121X0	237X1	316X3	327X0	425X0	492X2	751X2
201X0	241X0	317X0	328X0	426X0	493X0	751X3
201X1	242X0	321X0	328X1	426X2	496X0	753X0
202X0	251X0	321X1	328X2	426X3	511X0	791X0
203X0	252X1	321X1E	328X3	426X4	511X1	791X1
203X1	253X0	321X1G	328X4	427X0	511X2	791X2
204X0	272X0	321X2	328X5	427X1	531X0	811X0
205X0	273X0	321X2A	329X0	427X2	532X0	821X0
206X0	273X2	321X2C	341X1	427X4	535X0	871X0
206X1	274X0	321X2P	341X2	427X5	536X0	901X0
207X1	275X0	321X2Q	341X3	431X0	541X0	902X0
207X2	276X0	322X0	341X4	431X1	542X1	902X2
208X0	276X1	322X1	341X5	431X2	542X2	903X0
208X1	276X2	322X2	341X6	431X3	543X0	904X0
208X1A	277X0	322X2A	341X7	431X4	544X0	904X1
208X2	291X0	322X2B	342X0	431X5	545X0	904X2
208X2A	292X1	322X2C	342X1	432X0	545X1	905X0
208X2B	292X2	323X0	343X0	435X0	546X0	907X0
208X2E	293X0	323X1	344X0	442X0	552X2	908X0
208X3	293X3	323X2	345X0	443X0	553X0	908X1
208X3A	294X0	323X3	361X0	443X1	554X0	911X0
208X3B	295X0	324X0	361X1	445X0	555X0	912X5
208X3C	296X0	325X0	361X3	445X1	607X0	913X0
208X3D	297X0	325X1	362X1	451X4A	612X0	913X2
208X3F	301X0	326X0	362X2	451X4B	622X0	914X0
208X3J	301X1	326X1	362X3	451X5	622X1	915X0
208X4	301X3	326X2	362X4	451X6A	645X0	918X0
208X4A	301X4	326X3	363X0	451X6B	645X2	921X0
208X4B	301X5	326X3A	391X0	452X1A	651X0	923X0

Appendix C—continued

208X4C	302X0	326X3B	392X0	452X1B	661X0	924X1
208X4D	302X1	326X3C	402X0	452X1C	671X1	925X0
208X4E	303X0	326X4	403X0	452X2A	671X3	981X0
208X4G	303X1	326X4A	404X0	452X2B	672X0	981X1
208X4J	303X2	326X4B	404X1	452X2C	672X1	982X0
208X5	303X3	326X4C	411X0	452X3A	672X2	991X4
208X5A	304X0	326X5	411X1	452X3B	672X3	991X5
208X5B	304X1	326X5A	411X2	452X3C	673X0	99103
208X5C	304X4	326X5B	411X4	455X0	686X0	99104
						99105
						99106
						99125
						99133

Appendix D

RECORDS IN BONUS FILES PERTAINING TO AFSC 111X0 (BONUS0.DAT87)

AFSC	PD	Z	START	END	MULT
111X0	9	0	07/01/74	09/30/74	3.0
111X0	10	1	10/01/74	01/14/75	3.0
111X0	11	0	01/15/75	01/15/75	3.0
111X0	12	0	01/16/75	03/31/75	3.0
111X0	13	0	04/01/75	06/30/75	3.0
111X0	14	0	07/01/75	03/31/76	3.0
111X0	15	A	04/01/76	06/30/76	3.0
111X0	16	A	07/01/76	03/31/77	3.0
111X0	16	B	07/01/76	03/31/77	2.0
111X0	17	A	04/01/77	09/30/77	3.0
111X0	17	B	04/01/77	09/30/77	2.0
111X0	18	A	10/01/77	03/31/78	3.0
111X0	18	B	10/01/77	03/31/78	1.0
111X0	19	A	04/01/78	09/30/78	3.0
111X0	19	B	04/01/78	09/30/78	1.0
111X0	20	A	10/01/78	03/31/79	3.0
111X0	21	A	04/01/79	09/30/79	3.0
111X0	22	A	10/01/79	09/30/80	3.0
111X0	23	A	10/01/80	10/31/80	3.0
111X0	23	C	10/01/80	10/31/80	1.0
111X0	24	A	11/01/80	03/31/81	3.0
111X0	24	C	11/01/80	03/31/81	1.0
111X0	25	A	04/01/81	06/30/81	3.0
111X0	25	C	04/01/81	06/30/81	1.0
111X0	26	A	07/01/81	08/31/81	3.0
111X0	26	C	07/01/81	08/31/81	1.0
111X0	27	A	09/01/81	09/30/81	3.0
111X0	27	C	09/01/81	09/30/81	1.0
111X0	28	A	10/01/81	10/31/81	3.0
111X0	28	C	10/01/81	10/31/81	1.0
111X0	29	A	11/01/81	01/23/82	3.0
111X0	29	C	11/01/81	01/23/82	1.0
111X0	30	A	01/24/82	03/31/82	2.0
111X0	30	C	01/24/82	03/31/82	1.0
111X0	31	A	04/01/82	04/29/82	2.0
111X0	31	C	04/01/82	04/29/82	1.0
111X0	32	A	04/30/82	05/31/82	2.0
111X0	32	C	04/30/82	05/31/82	1.0
111X0	33	A	06/01/82	99/99/99	2.0

Appendix D—continued

111X0	33	C	06/01/82	99/99/99	1.0
111X0	34	A	10/01/82	03/03/83	2.0
111X0	35	A	04/01/83	09/30/83	1.0
111X0	36	A	11/01/83	10/30/83	1.0
111X0	37	A	10/31/83	03/31/84	1.0
111X0	38	A	04/01/84	06/30/84	1.0
111X0	45	A	04/01/86	09/30/86	1.0
111X0	45	B	04/01/86	09/30/86	0.5
111X0	46	A	10/01/86	03/31/87	1.0
111X0	46	B	10/01/86	03/31/87	0.5
111X0	47	A	04/01/87	04/29/87	1.0
111X0	47	B	04/01/87	04/29/87	0.5
111X0	48	A	04/30/87	09/30/87	1.0
111X0	48	B	04/30/87	09/30/87	0.5

Appendix E

QUALIFICATIONS ON DATA IN BONUS FILES

In order to use the same format for all AFSCs, some of the data in the bonus file were coded slightly inaccurately. The following information should be taken into account when using the data.

AFSC	PERIOD IDs	ZONE	BONUS MULTIPLE	QUALIFICATION
316X0	12,13,14		3,3,2	Bonus not payable for 316X0Q
316X1	12,13,14		3,3,2	Bonus not payable for 316X1Q
316X2	12,13,14		3,3,2	Bonus not payable for 316X2Q
445X1	24	B	2	Bonus multiple should be 0 for period 11/1/80-11/30/80 and 1 for period 12/1/80- 1/31/81
445X1	24	C	2	Bonus multiple should be 1 for period 11/1/80-1/31/81
426X4	35	A,B	1	Bonus multiple should be 0 for period 4/1/83-4/29/83

Appendix F

RECORDS 114-135 IN AFSC GROUPINGS AND CONVERSIONS FILE (AFSC1.DAT87)

START	END	OLD	NEW	%1	ALTAFSC	%2	ULTAFSC	LOSSGP	INTEP	FAFSC	ADJDATES	FLG	XREF
01OCT74-29OCT87	231X0	231X0					231X0	231X0	231X0	413	03JUL74-27JAN86	1	05DEC83
01OCT74-30APR79	231X0A	231X0					231X0	231X0	231X0	413	03JUL74-29JUL79	1	151.1
01OCT74-30APR79	231X0B	231X0					231X0	231X0	231X0	413	03JUL74-29JUL79	1	151.2
01OCT74-29OCT87	231X1	231X1					231X1	231Y1	231Y1	524	03JUL74-27JAN86	1	05DEC83
01OCT74-31OCT81	231X1A	231X1					231X1	231Y1	231Y1	524	03JUL74-29JAN82	1	05DEC83
01OCT74-29OCT87	231X2	231X2					231X2	231X2	231X2	416	03JUL74-27JAN86	1	05DEC83
01OCT74-30APR79	23192	23199					23192	23189	23189	601	03JUL74-29JUL79	1	28AUG85
30APR79-29OCT87	23199	23199					23199	231C9	231C9	999	30JAN79-27JAN86	1	22AUG85
01OCT74-29OCT87	232X0	232X0					232X0	232B0	232B0	601	03JUL74-27JAN86	1	05DEC83
01OCT74-31OCT81	232X0A	231X2					231X2	231X2	231X2	416	03JUL74-29JAN82	1	05DEC83
01OCT74-31OCT81	232X0B	232X0					232X0	232B0	232X0	415	03JUL74-29JAN82	1	05DEC83
01OCT74-31OCT81	232X1	232X0					232X0	232B0	232X0	415	03JUL74-29JAN82	1	05DEC83
31OCT81-29OCT87	23290	23290					23290	232C9	232C9	999	02AUG81-27JAN86	1	22AUG85
01OCT74-30APR79	23291	23299					23299	232C9	232C9	999	03JUL74-29JUL79	1	22AUG85
30APR79-31OCT81	23299	23290					23290	232C9	232C9	999	30JAN79-29JAN82	1	22AUG85
01OCT74-29OCT87	233X0	233X0					233X0	233X0	233X0	211	03JUL74-27JAN86	1	05DEC83
01OCT74-31OCT84	233X1	233X0					233X0	233X0	233X0	211	03JUL74-29JAN85	1	31MAR86
01JUL54-01OCT74	233X2	233X0	(67%)	233X1	(33%)	233ZZ	233ZZ	AMBIG		605	02APR54-30DEC74	1	302.
01JAN68-01OCT74	233X4	231X2	(45%)	233X0	(55%)	23ZZZ	23ZZZ	AMBIG		605	03OCT67-30DEC74	1	21DEC84
01OCT74-30APR79	23391	23399					233X0	233X0	233X0	21	03JUL74-29JUL79	1	31MAR86
01JAN68-01OCT74	23394	23192	(50%)	23391	(50%)	23ZZZ	23ZZZ	AMBIG		605	03OCT67-30DEC74	1	
30APR79-31OCT84	23399	233X0					233X0	233X0	233X0	211	30JAN79-29JAN85	1	31MAR86

Appendix G

FIRST 40 RECORDS IN CIVILIAN COMPENSATION FILE

DATA SET NAME: CIVPAY.DAT87						
YEAR	AFSC 13	A5	CPAY3	CPAY5	CPAY7	CPAY9
72	100	0	7600	9278	15000	26000
78	100	0	10250	14101	19000	33500
72	202	0	7499	8943	8988	9033
78	202	0	8251	11119	11668	38700
72	203	0	7600	9274	13200	20000
78	203	0	13000	16220	21290	26613
72	203	1	7600	9274	13200	20000
78	203	1	13000	16220	21290	26613
72	204	0	5353	6699	7279	9098
78	204	0	7964	10699	11885	38700
72	205	0	7072	8336	9600	11520
78	205	0	9722	13232	16743	20929
72	206	0	5400	6300	9600	11520
78	206	0	9800	12200	16700	20875
72	221	0	5977	8066	9600	11520
78	221	0	10241	14011	14883	18604
72	222	0	7400	8627	12000	21600
78	222	0	9211	12055	16164	28300
72	222	1	6733	9004	14206	24249
78	222	1	9407	13292	17331	29033
72	223	0	6266	7624	9600	11520
78	223	0	10462	13558	16711	20888
72	223	1	4718	6628	8320	18200
78	223	1	9757	17090	21120	23938
72	223	2	4680	4940	8960	14860
78	223	2	14174	18220	20250	30375
72	233	2	4680	8861	10878	18200
78	233	2	6032	11830	17721	30375
72	233	4	4680	8861	10878	18200
78	233	4	6032	11830	17721	20000
72	234	0	5200	9110	10878	18200
78	234	0	7488	13195	22307	30000
72	235	0	5200	12480	14352	17940
78	235	0	7020	13000	19136	29120
72	235	1	5200	12480	14352	17940
78	235	1	7020	13000	19136	29120
72	236	0	5200	12480	14352	17940
78	236	0	7020	13000	19136	29120
72	236	1	5200	12480	14352	17940
78	236	1	7020	13000	19136	29120

Appendix H

FIRST 42 RECORDS IN NON-CONUS PAS NUMBER FILE (OS.DATA87)

PASNO	FLAGS
FAAE	100000000000000000
FBBB	111111111111111111
FBBC	111111011111111111
FBBD	111111111111111111
FBBF	111111111111111111
FBBG	111111111111111111
FBBH	111111111111111111
FBBJ	111111111111111111
FBBK	111111111111111111
FBBL	111111111111111111
FBBM	111111111111111111
FBBN	111111111111111111
FBBP	11111111111100000
FBBQ	111111111111111111
FBBR	111111111111111111
FBS0	111111111111111111
FBBV	111111111111111111
FBBW	111111111111111111
FBBY	100000000000000000
FBBZ	111100000000000000
FBB0	111110000000000000
FBB1	111110000000000000
FBB2	111111111111111111
FBB3	111111111111111111
FBB4	111111110000000000
FBB7	111111111111111111
FBB8	111111111111111111
FBB9	111111111111111111
FBCH	010000000000000000
FBCJ	111110000000000000
FBCK	111111111111111111
FBCT	010000000000000000
FBDD	111111111111111111
FBDP	111111111111111111
FBFF	111100000000000000
FBFL	011111111111111111
FBFP	011111000000000000
FBF3	111111111111111111
FBF5	011100000000000000
FBGB	011110000000000000
FBGM	010000000000000000
FBGS	011111111111111111

Appendix I

**MILITARY/CIVILIAN
WAGE RATIO FILE**

YEAR	WRATIO
71	100.0
72	100.2
73	102.0
74	101.1
75	97.4
76	95.4
77	95.7
78	93.9
79	93.2
80	95.4
81	99.8
82	96.0
83	94.6
84	93.6
85	92.3
86	91.2

Appendix J

SEPARATION PROGRAM DESIGNATOR FILE
(SPDS.DATA87)

XTRNID (SPD)	XCTRN	SAM
B30	0 41 41	GAIN
B31	0 41 41	GAIN
CBL	0 9 9	LATR
DFS	0 8 8	LATR
EKD	0 8 8	LATR
EKF	0 8 8	LATR
FBL	0 9 9	LATR
FHC	0 0 0	LATR
FLB	0 9 9	LATR
FTY	0 0 0	LATR
GDA	0 8 8	LATR
GDG	0 9 9	LATR
GDJ	0 0 0	LATR
GDK	0 8 8	LATR
GFC	0 8 8	LATR
GFJ	0 0 0	LATR
GFK	0 8 8	LATR
GFL	0 0 0	LATR
GFT	0 9 9	LATR
GFV	0 8 8	LATR
GFX	0 8 8	LATR
GHF	0 0 0	LATR
GHJ	0 1 8	LATR
GKA	0 8 8	LATR
GKB	0 8 8	LATR
GKC	0 8 8	LATR
GKD	0 8 8	LATR
GKE	0 8 8	LATR
GKF	0 8 8	LATR
GKG	0 8 8	LATR
GKH	0 8 8	LATR
GKJ	0 8 8	LATR
GKK	0 8 8	LATR
GKL	0 8 8	LATR
GKM	0 8 8	LATR
GKN	0 8 8	LATR
GKQ	0 8 8	LATR
GLB	0 8 8	LATR
GLC	0 8 8	LATR
GLF	0 8 8	LATR

XTRNID (SPD)	XCTRN	SAM
GLG	0 8 8	LATR
GLH	0 8 8	LATR
GLJ	0 8 8	LATR
GLK	0 8 8	LATR
GLL	0 8 8	LATR
GMB	0 8 8	LATR
GMC	0 8 8	LATR
GMD	0 8 8	LATR
GMF	0 8 8	LATR
GMG	0 8 8	LATR
GMH	0 8 8	LATR
GMJ	0 8 8	LATR
GMK	0 0 0	LATR
GML	0 8 8	LATR
GMM	0 8 8	LATR
GMN	0 8 8	LATR
GMP	0 8 8	LATR
GNF	0 0 0	LATR
GPB	0 8 8	LATR
GPC	0 8 8	LATR
GPD	0 8 8	LATR
GRA	0 8 8	LATR
GRB	0 8 8	LATR
GRC	0 8 8	LATR
GSG	0 0 0	LATR
GSL	0 0 0	LATR
GSM	0 0 0	LATR
G34	0 8 8	LATR
G35	0 8 8	LATR
G36	0 8 8	LATR
G37	0 8 8	LATR
G39	0 8 8	LATR
G40	0 8 8	LATR
G41	0 8 8	LATR
G42	0 8 8	LATR
G43	0 0 0	LATR
G44	0 0 0	LATR
G0	0 0 0	LATR
HDA	0 8 8	LATR
HDG	0 9 9	LATR
HDK	0 8 8	LATR
HFC	0 8 8	LATR
HFJ	0 0 0	LATR
HFK	0 0 0	LATR
HFT	0 9 9	LATR
HFV	0 8 8	LATR
HFX	0 8 8	LATR

XTRNID (SPD)	XCTRN	SAM
HHJ	0 1 8	LATR
HHN	0 0 0	LATR
HKA	0 8 8	LATR
HKB	0 8 8	LATR
HKC	0 8 8	LATR
HKD	0 8 8	LATR
HKE	0 8 8	LATR
HKF	0 8 8	LATR
HKG	0 8 8	LATR
HKH	0 8 8	LATR
HKJ	0 8 8	LATR
HKK	0 8 8	LATR
HKL	0 8 8	LATR
HKM	0 8 8	LATR
HKN	0 8 8	LATR
HKQ	0 8 8	LATR
HLB	0 8 8	LATR
HLC	0 8 8	LATR
HLF	0 8 8	LATR
HLG	0 8 8	LATR
HLH	0 8 8	LATR
HLJ	0 8 8	LATR
HLK	0 8 8	LATR
HLL	0 8 8	LATR
HMB	0 8 8	LATR
HMC	0 8 8	LATR
HMD	0 8 8	LATR
HMF	0 8 8	LATR
HMG	0 8 8	LATR
HMH	0 8 8	LATR
HMJ	0 8 8	LATR
HMK	0 0 0	LATR
HML	0 8 8	LATR
HMM	0 8 8	LATR
HMN	0 8 8	LATR
HMP	0 8 8	LATR
HNF	0 0 0	LATR
HPB	0 8 8	LATR
HPC	0 8 8	LATR
HPD	0 8 8	LATR
HRA	0 8 8	LATR
HRB	0 8 8	LATR
HRC	0 8 8	LATR
HSG	0 0 0	LATR
HSK	0 0 0	LATR
HSL	0 0 0	LATR
HSM	0 0 0	LATR

XTRNID (SPD)	XCTRN	SAM
H34	0 8 8	LATR
H35	0 8 8	LATR
H36	0 8 8	LATR
H37	0 8 8	LATR
H39	0 8 8	LATR
H40	0 8 8	LATR
H41	0 8 8	LATR
H42	0 8 8	LATR
H43	0 0 0	LATR
H44	0 0 0	LATR
JBB	0 9 9	LATR
JBC	0 9 9	LATR
JBK	0 0 0	LETS
JBM	0 92 92	LETS
JBP	0 0 0	LATR
JDA	0 8 8	LATR
JDF	0 4 4	LATR
JDG	0 9 9	LATR
JDK	0 8 8	LATR
JDR	0 81 81	LSPC
JEB	0 0 0	LOTS
JED	0 92 92	LETS
JEM	0 1 1	LATR
JET	0 1 1	LATR
JFB	0 9 9	LATR
JFC	0 8 8	LATR
JFE	0 9 9	LATR
JFF	0 9 9	LATR
JFK	0 8 8	LATR
JFL	0 7 7	LATR
JFM	0 7 7	LATR
JFP	0 7 7	LATR
JFR	0 7 7	LATR
JFT	0 9 9	LATR
JFU	0 9 9	LATR
JFV	0 8 8	LATR
JFX	0 8 8	LATR
JGA	0 8 8	LATR
JGH	0 1 1	LATR
JGU	0 0 0	LOTS
JGZ	0 1 1	LATR
JHD	0 9 9	LATR
JHF	0 0 0	LATR
JHJ	0 1 8	LATR
JHM	0 9 9	LATR
JB	0 0 0	LATR
JJC	0 9 9	LATR

XTRNID (SPD)	XCTRN	SAM
JJD	0 9 9	LATR
JKA	0 8 8	LATR
JKB	0 8 8	LATR
JKC	0 8 8	LATR
JKD	0 8 8	LATR
JKE	0 8 8	LATR
JKF	0 8 8	LATR
JKG	0 8 8	LATR
JKH	0 8 8	LATR
JKI	0 8 8	LATR
JKK	0 8 8	LATR
JKL	0 8 8	LATR
JKM	0 8 8	LATR
JKN	0 8 8	LATR
JKQ	0 8 8	LATR
JMB	0 8 8	LATR
JMC	0 8 8	LATR
JMD	0 8 8	LATR
JMF	0 8 8	LATR
JMG	0 8 8	LATR
JMH	0 8 8	LATR
JMJ	0 8 8	LATR
JML	0 8 8	LATR
JMM	0 9 9	LATR
JMN	0 0 0	LATR
JMP	0 8 8	LATR
JNF	0 0 0	LATR
JPB	0 8 8	LATR
JPC	0 8 8	LATR
JPD	0 8 8	LATR
JTS	0 0 0	LATR
JTW	0 0 0	LATR
JTX	0 0 0	LATR
J10	0 9 9	LATR
J11	0 8 8	LATR
J15	092 92	LETS
J22	081 81	LSPC
J23	081 81	LSPC
J24	0 0 0	XXXX
J33	0 9 9	LATR
J34	0 8 8	LATR
J35	0 8 8	LATR
J36	0 8 8	LATR
J37	0 8 8	LATR
J38	0 8 8	LATR
J39	0 8 8	LATR
J40	0 8 8	LATR

XTRNID (SPD)	XCTRN	SAM
J41	0 8 8	LATR
J42	0 8 8	LATR
J43	0 0 0	LATR
J44	0 0 0	LATR
KBD	0 30 30	LRET
KBJ	0 9 9	LATR
KBK	91 91 91	LETS
KCE	0 92 92	LETS
KCF	92 92 92	LETS
KCG	0 9 9	LATR
KCK	0 9 9	LATR
KCL	0 0 0	LATR
KCM	0 9 9	LATR
KCQ	0 9 9	LATR
KDB	0 3 3	LATR
KDC	0 9 9	LATR
KDF	0 4 4	LATR
KDH	0 0 0	LATR
KDM	0 91 91	LETS
KDQ	0 9 9	LATR
KDR	0 81 81	LSPC
KEA	0 91 91	LETS
KEB	0 91 91	LETS
KEC	0 91 91	LETS
KFB	0 9 9	LATR
KFC	0 9 9	LATR
KFN	0 7 7	LATR
KFS	0 8 8	LATR
KFU	0 9 9	LATR
KFX	0 8 8	LATR
KGL	0 10 10	LOTS
KGM	0 10 10	LOTS
KGN	0 9 9	LATR
KGU	0 0 0	LOTS
KGW	0 9 9	LATR
KGX	0 93 93	LETS
KGY	0 0 0	LOTS
KHD	0 9 9	LATR
KMD	0 0 0	LSPC
KND	0 2 2	LATR
KNL	0 8 8	LATR
KTP	0 0 0	XXXX
KTS	0 0 0	LATR
K13	0 91 91	LETS
K14	0 92 92	LETS
K16	0 92 92	LETS

XTRNID (SPD)	XCTRN	SAM
K17	0 9 9	LATR
K18	091 91	LETS
K19	091 91	LETS
K20	093 93	LSPC
K21	093 93	LSPC
K22	081 81	LSPC
K23	081 81	LSPC
K24	0 0 0	XXXX
LAD	0 9 9	LATR
LBB	0 0 0	XXXX
LBK	0 0 0	LETS
LBM	092 92	LETS
LCC	0 0 0	XXXX
LDR	081 81	LSPC
LED	092 92	LETS
LFC	0 0 0	XXXX
LFJ	0 0 0	LATR
LFK	0 0 0	LRET
LFR	030 30	LRET
LGM	010 10	LATR
LHD	0 9 9	LATR
LTl	0 0 0	LATR
LTM	0 0 0	LATR
L15	092 92	LETS
L22	081 81	LSPC
L23	081 81	LSPC
L24	0 0 0	XXXX
L33	0 9 9	LATR
MBJ	0 9 9	LATR
MBK	091 91	LETS
MBN	091 91	LETS
MCE	092 92	LETS
MCF	092 92	LETS
MCK	0 9 9	LATR
MDF	0 4 4	LATR
MDG	0 0 0	XXXX
MDM	091 91	LETS
MDR	081 81	LSPC
MEA	091 91	LETS
MEB	091 91	LETS
MEC	091 91	LETS
MFK	0 0 0	XXXX
MGU	0 0 0	LOTS
MGX	093 93	LETS
MND	0 2 2	LATR
MTB	0 0 0	XXXX
MTM	0 0 0	XXXX

XTRNID (SPD)	XCTRN	SAM
MTN	0 0 0	XXXX
M12	0 91 91	LETS
M13	0 91 91	LETS
M14	0 92 92	LETS
M16	0 92 92	LETS
M18	0 91 91	LETS
M19	0 91 91	LETS
M20	0 93 93	LSPC
M21	0 93 93	LSPC
M22	0 81 81	LSPC
M23	0 81 81	LSPC
M24	0 0 0	XXXX
PGU	0 9 9	LATR
RBC	30 30 30	LRET
RBD	30 30 30	LRET
R12	0 30 30	LRET
R0	0 0 0	XXXX
SBB	0 0 0	LRET
SBC	0 0 0	LRET
SBD	0 0 0	LRET
SFJ	6 6 6	LATR
SFK	0 6 6	LATR
TCC	0 91 91	LETS
TEE	0 91 91	LETS
T43	0 91 91	LETS
VBK	0 30 30	LRET
VFJ	0 30 30	LRET
VFK	0 30 30	LRET
YDN	0 9 9	LATR
YFB	0 9 9	LATR
001	41 41 41	GAIN
002	41 41 41	GAIN
003	41 41 41	GAIN
004	0 0 0	NPS
005	41 41 41	GAIN
006	41 41 41	GAIN
007	0 0 0	NPS
008	-1 -1 -1	LOTS
009	0 0 0	LOTS
010	41 41 41	GAIN
011	17 17 17	REUP
012	0 0 0	NPS
013	0 0 0	NPS
014	0 0 0	NPS
015	0 0 0	NPS
016	0 0 0	NPS
017	0 0 0	NPS

XTRNID (SPD)	XCTRN	SAM
018	0 0 0	NPS
019	0 0 0	NPS
020	0 0 0	RDFR
021	0 0 0	RDFR
022	0 0 0	RDFR
023	0 0 0	CDFR
024	0 0 0	RDFR
025	0 0 0	RDFR
026	41 41 41	GAIN
030	0 0 0	CDFR
031	0 0 0	CORR
040	0 0 41	GAIN
041	0 0 41	GAIN
042	0 0 41	GAIN
043	0 0 41	GAIN
044	0 0 41	GAIN
050	0 0 0	NPS
051	0 0 0	NPS
052	0 0 0	NPS
053	0 0 0	NPS
054	0 0 0	NPS
055	0 0 0	NPS
056	0 0 0	NPS
057	0 0 0	NPS
058	0 0 0	NPS
059	0 0 0	NPS
060	0 0 0	NPS
061	0 0 0	LOTS
062	41 41 41	GAIN
063	41 41 41	GAIN
064	0 0 0	XXXX
065	0 0 0	XXXX
127	0 0 0	ANG
128	0 0 0	ANG
131	0 0 0	ANG
132	0 0 0	ANG
135	0 0 0	ANG
136	0 0 0	ANG
137	0 0 0	ANG
138	0 0 0	ANG
139	0 0 0	ANG
140	0 0 0	ANG
141	0 0 0	ANG
142	0 0 0	ANG
143	0 0 0	ANG
144	0 0 0	ANG
145	0 0 0	ANG

XTRNID (SPD)	XCTRN	SAM
146	0 0 0	ANG
147	0 0 0	ANG
148	0 0 0	ANG
149	0 0 0	ANG
150	0 0 0	ANG
151	0 0 0	ANG
152	0 0 0	ANG
153	0 0 0	ANG
155	0 0 0	ANG
156	0 0 0	ANG
157	0 0 0	ANG
158	0 0 0	LOTS
203	91 0 0	LETS
205	91 0 0	LETS
21G	0 0 0	LSPC
21L	2 0 0	LATR
21M	0 0 0	LSPC
21N	0 0 0	LOTS
21P	10 0 0	LATR
21Q	0 0 0	LOTS
21R	0 0 0	LSPC
21U	9 0 0	LATR
21W	9 0 0	LATR
211	93 0 0	LETS
213	30 0 0	LRET
214	93 93 93	LETS
215	9 0 0	LATR
217	9 0 0	LATR
220	8 0 0	LATR
221	4 0 0	LATR
225	9 0 0	LATR
227	3 0 0	LATR
228	9 0 0	LATR
229	9 0 0	LATR
230	30 30 30	LRET
231	30 0 0	LRET
240	0 0 0	LATR
241	0 0 0	LATR
242	8 0 0	LATR
246	8 0 0	LATR
247	8 0 0	LATR
248	8 0 0	LATR
250	0 0 0	LATR
251	0 0 0	LATR
253	8 0 0	LATR
254	0 0 0	LATR
256	0 0 0	LATR

XTRNID (SPD)	XCTRN	SAM
257	8 0 0	LATR
258	8 0 0	LATR
260	8 0 0	LATR
261	8 0 0	LATR
262	8 0 0	LATR
263	8 0 0	LATR
264	8 0 0	LATR
265	8 0 0	LATR
269	6 0 0	LATR
270	6 0 0	LATR
271	6 0 0	LATR
272	6 0 0	LATR
273	7 0 0	LATR
274	7 0 0	LATR
277	7 0 0	LATR
278	7 0 0	LATR
279	9 0 0	LATR
28B	8 0 0	LATR
28E	8 0 0	LATR
28F	8 0 0	LATR
28G	8 0 0	LATR
28H	8 0 0	LATR
28I	8 0 0	LATR
280	8 0 0	LATR
281	8 0 0	LATR
282	8 0 0	LATR
283	8 0 0	LATR
284	8 0 0	LATR
288	9 0 0	LATR
289	8 0 0	LATR
290	9 0 0	LATR
291	8 0 0	LATR
292	9 0 0	LATR
301	9 0 0	LATR
314	9 0 0	LATR
317	9 0 0	LATR
318	9 0 0	LATR
319	9 0 0	LATR
320	92 0 0	LETS
361	8 0 0	LATR
362	8 0 0	LATR
363	0 0 0	LATR
370	0 0 0	LRET
375	8 0 0	LATR
377	9 0 0	LATR
384	8 0 0	LATR

XTRNID (SPD)	XCTRN	SAM
386	8 0 0	LATR
388	8 0 0	LATR
41A	92 0 0	LETS
41B	0 0 0	LSPC
41E	9 0 0	LATR
41F	0 0 0	LSPC
41G	1 0 0	LATR
411	92 0 0	LETS
413	92 0 0	LETS
417	9 0 0	LATR
418	9 0 0	LATR
419	9 0 0	LATR
420	0 0 0	LSPC
421	91 0 0	LETS
422	91 0 0	LETS
423	91 0 0	LETS
424	91 0 0	LETS
448	0 0 0	LATR
46A	8 0 0	LATR
46B	8 0 0	LATR
46C	8 0 0	LATR
46D	8 0 0	LATR
466	8 0 0	LATR
469	0 0 0	LATR
474	5 5 5	LATR
475	0 0 0	XXXX
488	0 0 0	LATR
489	8 0 0	LATR
490	8 8 8	LATR
491	0 9 9	LATR
492	9 9 9	LATR
493	0 0 0	XXXX
494	0 9 9	LATR
495	0 9 9	LATR
496	0 9 9	LATR
497	0 9 9	LATR
498	0 9 9	LATR
703	1 0 0	LATR
710	81 0 0	LSPC
711	81 81 81	LSPC
712	81 81 81	LSPC
713	81 81 81	LSPC
715	93 93 93	LETS
716	93 93 93	LETS
717	81 81 81	LSPC
720	9 0 0	LATR
721	8 0 0	LATR

XTRNID (SPD)	XCTRN	SAM
722	8 0 0	LATR
723	8 0 0	LATR
730	92 0 0	LETS
731	0 0 0	LSPC
732	0 0 0	LSPC
743	0 0 0	LSPC
753	0 0 0	LSPC
772	8 0 0	LATR
780	0 8 8	LATR
781	0 92 92	LETS
782	0 92 92	LETS
783	0 81 81	LSPC
900	11 11 11	REUP
901	15 15 15	REUP
902	12 12 12	REUP
903	13 13 13	REUP
904	16 16 16	REUP
905	14 14 14	REUP
906	21 21 21	EXT
907	21 21 21	EXT
909	22 22 22	EXT
911	23 23 23	EXT
912	16 16 16	REUP