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NAVAL POSTGRADUATE SCHOOL Monterey, California



THESIS

L441

DUAL NAVY COUPLES:
THEIR ASSIGNMENT AND RETENTION

by

Sara Ann Leeds

...

June 1988

Thesis Advisor:

Mark Eitelberg

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Dual Navy Couples:
Their Assignment and Retention

by

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Lieutenant Commander, United States Navy
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Submitted in partial fulfillment of the
requirements for the degree of

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from the

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June 1988

ABSTRACT

Naval officers and enlisted personnel, married to other Navy members were compared to naval members married to civilians. Data from the 1985 DoD Survey of Officer and Enlisted Personnel were used to compare dual Navy couples to other couples on the basis of several variables to measure the efficiency and fairness of the assignment process. In general, naval policy was found to be working well. There were two areas of concern: (1) enlisted Navy couples had less sea duty, and (2) Navy couples had fewer PCS moves. Both problems have potential morale implications. Further study is recommended and suggested changes to policy are made, the most important being the increased moves for Navy couples to promote fairness.

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I. INTRODUCTION

A. BACKGROUND

1. History

Navy members have been marrying each other for nearly as long as women have served in the Navy. As with other personnel policies, the Navy's policies on dual service couples have evolved along with changing social norms and a force profile that was once a single man's preserve. In 1977, there were approximately 3,000 dual Navy couples [Ref. 1]. Ten years later, in 1987, numbers of dual Navy couples were just over 10,000, a greater than three-fold increase. The trend is continuing (Figure 1). In fact, since 1980, the total number of Navy women has increased by over 22,000. Coupled to this

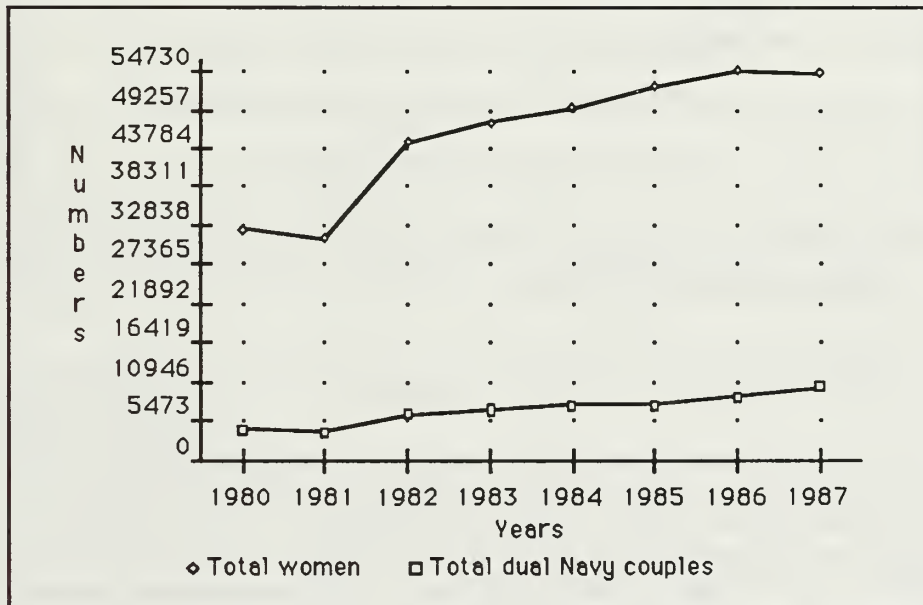


Figure 1. Total Numbers of Women and Dual Navy Couples, 1980-1987
Source: Data from OP-47

increase was a rising *ratio* of dual Navy couples to numbers of women which rose by ten percent, resulting in an increase of well over 11,000 active duty Navy personnel who are married to other active duty Navy members (i.e., an increase of close to 6,000 dual Navy couples). Members of dual Navy couples comprised 2 percent of the total force in 1980, and 3 percent in 1988 (Figure 2). This increasing propensity on the part of Navy members to marry

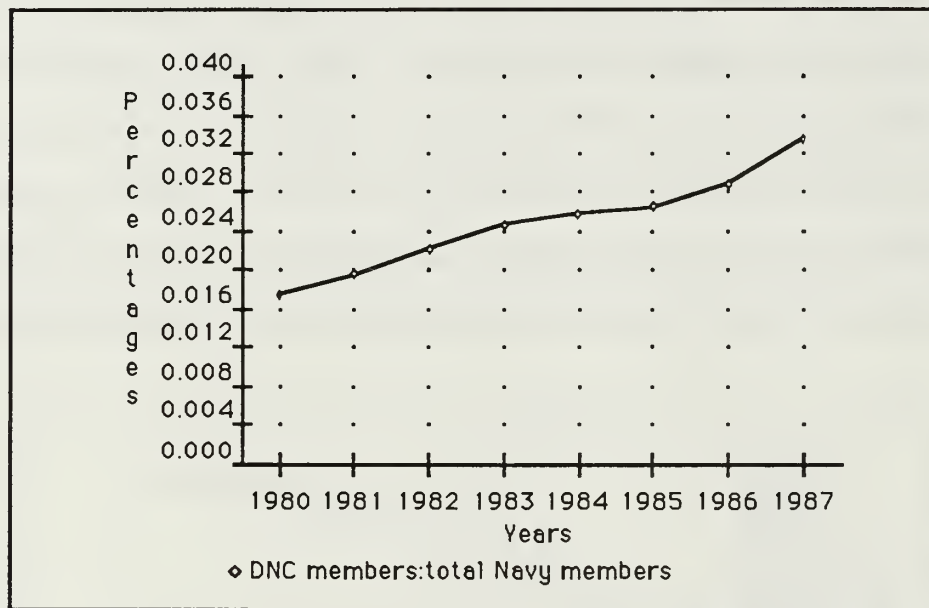


Figure 2. Dual Navy Couples as a Percentage of Total Navy Force, 1980-1987
Source: Data from OP-47

each other, stay married, and stay in the Navy, is especially apparent for officers. While the ratio of enlisted dual Navy couples per enlisted woman rose by 4.5 percentage points from 1980 through 1987, the ratio for officers jumped by 8.5 percentage points (Figure 3). This increasing rate of growth, along with increased accessions of women, resulted in a two-to-three-fold increase in the numbers of dual Navy couples in the officer ranks over the 7-year period.

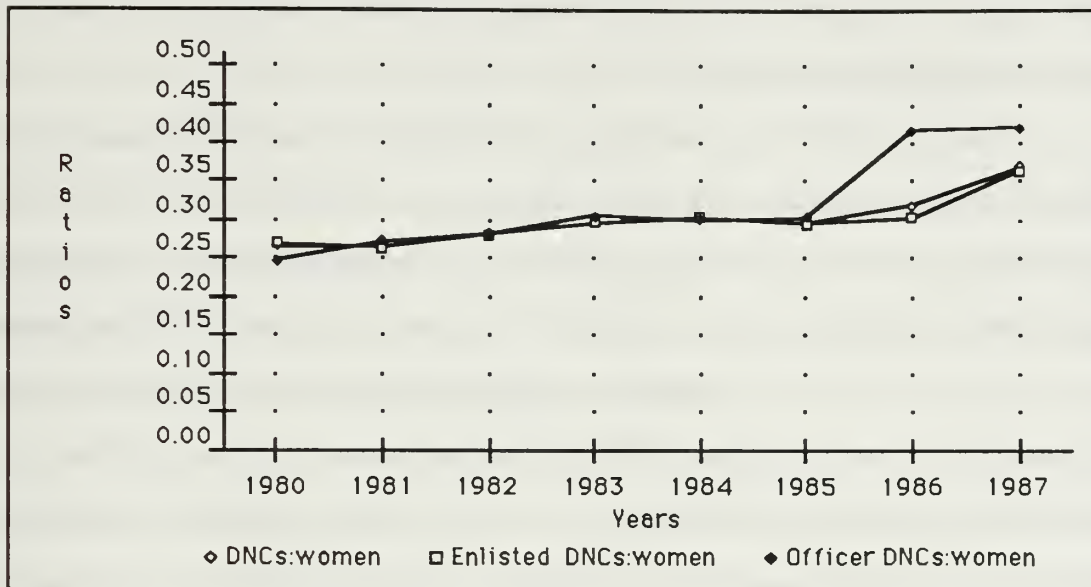


Figure 3. Ratios of Dual Navy Couples to Women, By Total Navy, Enlisted Personnel, and Officers, 1980-1987
 Source: Data from OP-47

That numbers of dual Navy couples would be correlated to the numbers of women in the Navy is intuitively reasonable (Navy women for the most part enter the service when they are single, of marrying age, and their social contacts are predominantly Navy men). More women in the Navy therefore makes a prediction of more dual Navy couples a relatively easy one. What, though, explains the recent climb of the dual Navy couple-per-woman ratio? A general overview of certain social and military changes in recent years suggests answers.

First of all, dual career couples are becoming the norm in the United States [Refs. 2, 3, 4, 5]. In 1987, in 56 percent of American marriages both members worked [Ref. 4]. In 1985, 60 percent of corporate moves involved dual career couples, and the projection at that time for 1990 was 75 percent [Ref. 6]. Whether to provide financial support for their households or to fulfill

their career plans, or both, women expect to launch into – and maintain – both careers and marriages.

Second, and correspondingly, more American couples are tending to forego the option of children. Dual military couples of the Air Force were interviewed in a study by Williams [Ref. 7]. He reported that the majority of couples had decided to have no children. "For the most part," he found, "these were couples in their late twenties, in vigorous health, and with no evidence of inability to have children." That this appears to be an increasingly "acceptable" choice is significant for observers of naval personnel issues, since children can make domestic arrangements especially difficult for two active duty military members. Remaining childless can, obviously, make the Navy a considerably more practical and desirable alternative for dual Navy couples. (Until 1975, having no children was the *only* option; prior to then, pregnant women, or those with dependents, were not allowed to remain in the Navy [Ref. 8].)

A third relevant factor is that career possibilities for women in the Navy are increasingly promising and attractive as women are recruited into a greater variety of occupational fields, suited to a wider range of personalities. The Navy offers greater promises of training and promotions, and women thus have stronger career incentives. (As the Navy invests more in its women, women's career intentions become more interesting to the Navy, as well). A fourth consideration is that the traditional role of "Navy wife" has become a collateral one. Among officers' wives, who for years associated closely with their husbands' careers, new options exist for the degree of their participation.

In 1977, Vice Admiral James D. Watkins, then a spokesman for the Bureau of Naval Personnel, expressed concern for the "... special problems of career progression and assignment [of these couples]." [Ref. 1] His concerns were, and still are, echoed in the civilian work sectors. Hall and Hall [Ref. 5] report that, "The consequences of dual career couples is that traditional personnel policies and practices are no longer adequate to meet the changing needs and problems presented by many employees."

The growing proportion of dual Navy couples since 1977 increases the Navy's concern for tradeoffs between collocation of couples and: (1) their career progressions, (2) making optimal job/people matches, as well as (3) ensuring that couples are not preferentially treated, to the detriment of others (or even *perceived* as receiving undue preference within the assignment process). [Ref. 10]

Williams [Ref. 7], as early as 1978 reported:

Military planners in all service branches are becoming concerned about the effects of dual-career couples...upon the operational mission. The navy, although generally supportive of dual-career couples, is finding it more difficult to assign couples jointly due to the requirement for periodic sea duty for males, the uniqueness of many navy specialties, and the limitations placed on women in combat-type jobs.... Although the military services are now quite compassionate vis-a-vis dual-career couples, there is an awareness that any major increase in numbers of these couples will bring profound personnel problems. Humanitarian concerns are important and will receive close attention, but consideration must also be given to those service personnel who would be adversely affected by the special treatment afforded dual-career couples.

Trends suggest that the swelling proportions of dual Navy couples will continue in the future. Personnel policy makers, manpower planners, and detailers are among those who will be affected by the increasing numbers

of these service members with their idiosyncratic issues, concerns, retention statistics, and implications for fleet readiness.

2. Navy Policies

The Navy's policies on the assignment of dual Navy couples are described in the Naval Military Personnel Manual [Ref. 9]. Briefly:

- Members are required to be at a command for at least one year before they are eligible for PCS orders to join their spouses.
- Concurrent sea duty is not mandatory.
- Members of dual Navy couples will not be assigned to billets, for which there is not a valid requirement; detailers are prevented from assigning members to "gapped" billets, and placement officers assure that no jobs are filled by unqualified persons.

Using these guidelines, detailers have, even in the face of increasing numbers of dual Navy couples, achieved better than 90 percent collocations. Couples' requests for collocation are monitored quarterly, and reasons for any denials must be reported. Detailers state that in addition to having a professional and personal interest in achieving collocation for their couples, they know that collocation is an item of high level interest, and one that is monitored closely. [Ref. 10]

B. OBJECTIVE AND RESEARCH QUESTIONS

1. The Objective

This thesis describes the issues that surround the peculiarities of dual Navy couples, presents statistics on the efficiency and effectiveness with which they have participated in the Navy's personnel system, compares their retention to that of other married couples, and offers recommendations for policies regarding dual Navy couples.

2. The Research Questions

Specifically, the following research questions are addressed:

a. Is current policy efficient? For example, do dual Navy couples (DNCs) move more than other couples? Do DNCs have more broken tours? The policy that allows Permanent Change of Station (PCS) orders for collocation after one year on station could mean that DNCs move more and have shorter tours. Such volatility could affect Naval Military Personnel Command (NMPC) budgets as well as the operations of commands handicapped by members' relatively short tours of duty.

b. Is current policy concerning dual Navy couples fair? For instance, compared to other married members, do members of dual Navy couples have more or less sea duty? Are they more or less likely to be assigned to desirable duty locations? The issue of broken tours is pertinent here, also, as it is not just an efficiency issue, but one of effective and fair use of personnel, and possible burdens on commands that prematurely lose members.

c. Does current policy help retain dual Navy couples? For example, how does policy affect the satisfaction and retention plans of dual Navy couples? Is the system one that "works" for these couples? How important is collocation to DNCs?

C. SCOPE, LIMITATIONS, AND ASSUMPTIONS

This thesis examines the behaviors and opinions of active duty naval personnel who are married to other active duty naval personnel. It is generally a comparative study, comparing individuals of dual Navy couples to other married members of the Navy.

The study principally examines data that were collected through the 1985 DoD Survey of Officer and Enlisted Personnel, administered by the Defense Manpower Data Center (DMDC). As such, it is constrained by the limitations of that survey (which are described in the section on Methodology).

Two assumptions were made. One is that the behaviors and opinions of those sampled by the 1985 survey are representative of Navy members today and for some time into the future. Another is that fairness requires treating dual Navy couples the same as other married members. Perhaps that is not the case. For instance, sea duty, which is a hardship for entire families, if assigned equally to all eligible members, would mean that in families of dual Navy couples, where both members are eligible for sea duty, households are without a parent and/or spouse approximately twice as much as are the households of couples with only one member in the service.

D. LITERATURE REVIEW

There are few published reports on the subject of dual Navy couples, as it is a relatively recent phenomenon.

Hixenbaugh and Hixenbaugh [Ref. 11] examined policies on retention of dual service couples. The scope of their thesis included policies relating to pay, child care, and other issues, including those of detailing and collocation. Heading their list of reasons that service couples left the military was inability to collocate with spouse, and the fifth-listed reason was inability to get assigned to a desirable billet in the same location as spouse. The majority of their survey respondents (74.5 percent) preferred collocation to career-enhancing billets. Further analysis showed that collocation was of

extreme importance in retention decisions. Most of their subjects were satisfied with being collocated, but felt that they were being ineffectively used because of the collocation. As a result, 53 percent of the subjects said that one or the other of the members would leave the service before retirement, and 22 percent said that both would leave. The study suggested that "the necessity to replace personnel who leave leads to replacement costs which ultimately exceed the cost of retaining those personnel." The Hixenbaughs also point out that in some ways dual Navy couples save the service money, since a PCS move of two service people involves only one household and one family. Other savings result from the fact that benefits for a dual Navy couple go entirely to individuals who are producing for the Navy instead of partly to one civilian dependent.

Suter [Ref. 12] surveyed married naval officers and compared two-career couples (including dual Navy couples as well as Naval officers with civilian career spouses) to one-career couples. She found that transfers were of primary concern to dual career families. She cites statistics on increasing numbers of women and joint service couples.

An article in Time magazine [Ref. 4] relates examples of civilian organizations that have coped with married couples in their ranks. Issues of whether the husband's or wife's career takes precedence, and resistance to relocations are among those that are problems to the organizations and the couples. The author's assessment is that the phenomenon of couples employed by the same organization is here to stay, and that the organizations in question are discovering that the additional considerations these couples require are worth the effort. One large defense contractor has an "affirmative

hire-a-couple policy" because it believes it gets top people, and retains them that way.

An article in Business Week [Ref. 6] also relates that businesses are finding it worthwhile to go to extra efforts to accommodate the special needs of dual career couples. The payoffs are in the form of loyalty to the firms. Companies are helping spouses of their employees to find jobs when the employees are relocated, and often the companies will, themselves, hire the spouses. They state, "'We've found talented people are frequently married to other talented people.'"

Hall and Hall [Ref. 2] examined how dual career couples and organizations have coped with the unique problems of this issue. They described different life stages of couples and the problems uniquely inherent to each of them. People are increasingly likely to place their personal, family needs above those of their employers. Their impact on the organization was explained and recommendations were made to help organizations cope with dual career couples. They predicted that the impact of these couples will be greater as they become more senior in their organizations.

Williams [Ref. 7] briefly reviewed some literature on the subject of dual career families. He described the separate services' policies related to the topic and relates their concerns for problems of collocation and conflicts between personal and military responsibilities. Williams conducted a study with the Air Force from which he concluded that couples were, generally, career oriented, and without children. Most of his surveyed couples felt that they were fairly treated, and were anxious about maintaining a "normal" marriage and also remaining promotable. All couples in the sample, according to Williams, "highly recommended their life styles...."

II. METHODOLOGY

A. DEFINITIONS

Two groups were selected for study and comparison in the thesis. The groups, based on their responses to the 1985 DoD Survey of Officer and Enlisted Personnel, were defined as follows:

1. Dual Navy Couples (DNCs)

Those members married to active duty military personnel (but not including those who describe themselves as separated from their spouses). The variable MS2 was used to select all those with military spouses, eliminating those in the "separated" category. From those, members whose spouses were active duty Navy (responses 3 and 8 of variable O11E10) were further selected.

2. Non-Dual Navy Couples (Non-DNCs)

This group was comprised of all other *married* members (i.e., those whose spouses were not active duty military members). This group was obtained by selecting responses 4 and 5 to question MS2.

Note that in this thesis, when referring to *individuals* who are married to either military members or civilians, the terms DNCs and non-DNCs are used. These terms do not refer to *couples*. Couples, *per se*, were not analyzed – individuals were.

Persons who were separated from their spouses were eliminated from the data because it was difficult to categorize their opinions/behaviors as either those of members of DNCs or those of single individuals. Numbers of separated respondents were small (3.2 percent and 1.5 percent of all enlisted

and officer respondents, respectively), and did not represent a significant loss of data.

B. THE DATA

1. Collection

The data analyzed in this study were collected through the 1985 DoD Survey of Officer and Enlisted Personnel, a world-wide survey of active duty members administered by the Defense Manpower Data Center (DMDC). The survey sample consisted of active duty officers and enlisted personnel of all service branches who were stationed in the United States or overseas on 30 September 1984. Because of the lag between sample selection and administration of the survey, the majority of the questionnaires were filled out in late February and March 1985. Officers, women, and enlisted personnel with four or more years of service were sampled at disproportionately high rates to permit detailed analyses of these groups.

The survey contained a total of 112 and 108 questions for officers and enlisted members, respectively, and covered a wide range of topics. Those survey items of interest to this study are listed in Table 1. The questions are further described in Appendix A, which is a copy of the actual surveys distributed to officers and enlisted personnel.

2. Description of the data

A total of 16,550 Navy enlisted members and 3,838 Navy officers comprised the samples analyzed in this study.

a. Enlisted

Of the 16,550 enlisted members, 1,665 (10.1 percent) were DNCs. Of those who were DNCs, 277 were men, and 1,388 were women. Of

TABLE 1. SURVEY ITEMS

Description of Variable	Survey Variable Name
Number of Moves Due to PCS	022E21
Months at Present Location	013E12
Currently Assigned to a Ship	04E4
Months of Sea Duty During Active Duty	017E16
Chances That Next Duty Location Will Be Undesirable	030E29
Satisfaction With Military Life	0110E106
Total Expected Years of Service	027E26
Chance of Reenlistment	E30
Chance of Reenlistment, With Guaranteed Location	E31
Response to Non-Collocation Orders	025E24

the non-DNCs, 6574 were men, and 994 were women (Figure 4). This difference in distribution by gender is not surprising, given the high percentage of women in the survey who are part of a DNC, compared to the much lower percentage of men. The likelihood that a female survey respondent is married to another member of the Navy, therefore, is relatively high. This potential problem of the sampling was avoided during analysis by comparing DNC members to non-DNC members within sexes (i.e., the male DNCs vs. the male non-DNCs; and the female DNCs vs. the female non-DNCs).

Breakdowns of paygrades for both DNCs and non-DNCs are shown in Figures 5 (men) and 6 (women). Figure 5 shows that, as would be expected, dual Navy couples are represented more among the junior paygrades, while non-DNCs dominate the more senior paygrades. Differences in the representations of paygrades in the DNC and non-DNC groups is most apparent for the male E5s who comprised 36.5 percent of the DNC groups and 25.5 percent of the non-DNC group. The E7s were 9.4 percent of the DNCs and 17.2 percent of the non-DNCs. Figure 6 shows that for the enlisted

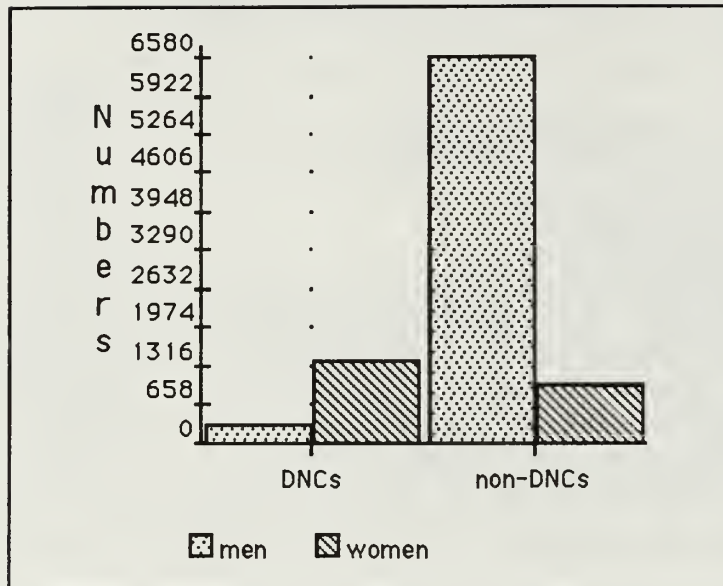


Figure 4. Distribution of Enlisted Sample by Sex for DNCs and Non-DNCs
Source: 1985 DoD Survey of Officer and Enlisted Personnel

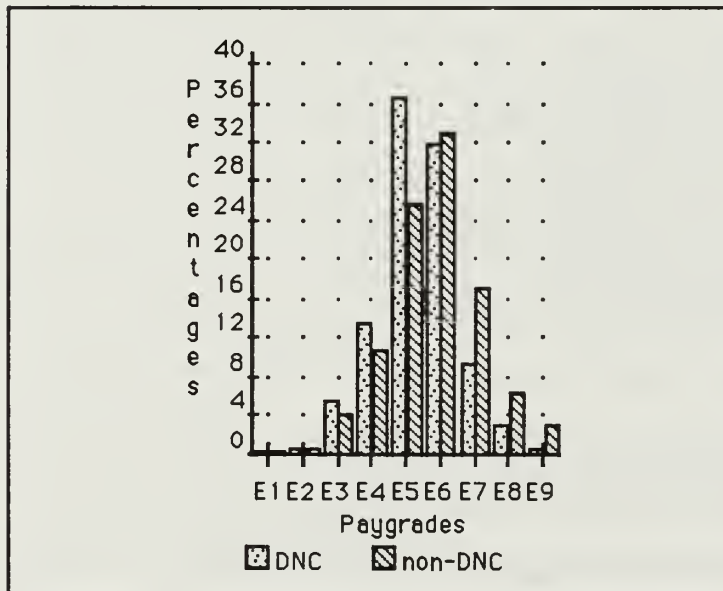


Figure 5. Distribution of Male Enlisted Sample, by Paygrade for DNCs and Non-DNCs
Source: 1985 DoD Survey of Officer and Enlisted Personnel

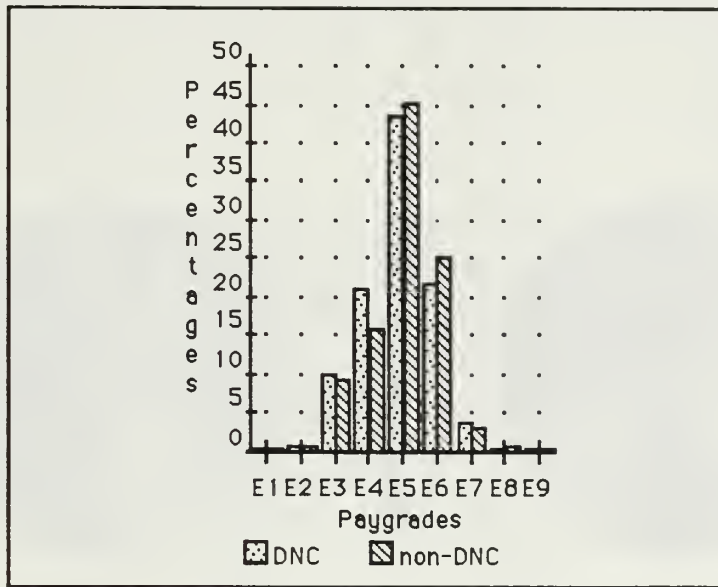
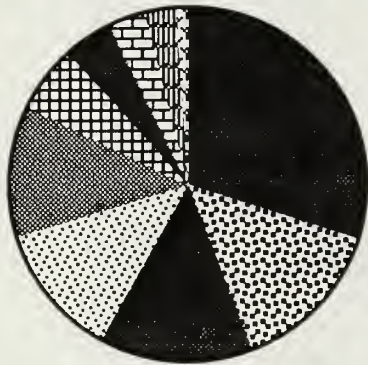


Figure 6. Distribution of Female Enlisted Sample, by Paygrade for DNCs and Non-DNCs
Source: 1985 DoD Survey of Officer and Enlisted Personnel

women, the paygrades were represented more similarly between the DNC and non-DNC samples.

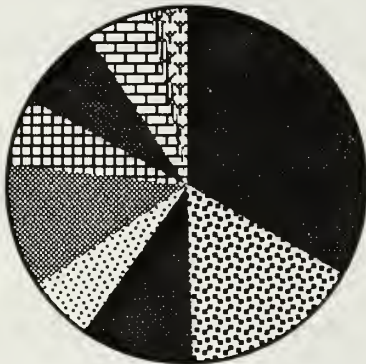
The samples for some paygrades are very small. Therefore, when DNCs were analyzed by paygrade, meaningful results could be obtained only for paygrades E3 through E7.

Figures 7 and 8, respectively, give breakdowns of occupational fields of the male and female enlisted samples. Figures 7 and 8 indicate that male enlisted DNCs are, in fact, less likely to be in those fields associated with sea duty, such as electrical/mechanical repair (by 3.3 percent), electronic repair (by 2.2 percent), direct combat (by 2.4 percent). Further, they are 6.6b percent more likely to be in medical/dental fields, typically associated with shore duty.



DNC

■	ELECT/MECH REPAIR	30.0%
▣	ELECTRONIC REPAIR	14.1%
■	COMM & INTELL	14.1%
▣	MED/DENT	12.3%
▣	SUPPORT & ADMIN	11.9%
▣	CRAFTS	6.1%
■	SERVICE & SUPPLY	4.3%
▣	DIRECT COMBAT	3.2%
▣	OTHER TECHNICAL	2.9%
▣	NON-OCCUPATIONAL	1.1%

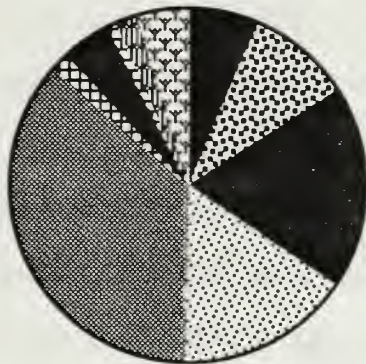


Non-DNC

■	ELECT/MECH REPAIR	33.3%
▣	ELECTRONIC REPAIR	16.3%
■	COMM & INTELL	10.3%
▣	MED/DENT	5.7%
▣	SUPPORT & ADMIN	11.5%
▣	CRAFTS	6.1%
■	SERVICE & SUPPLY	7.8%
▣	DIRECT COMBAT	5.6%
▣	OTHER TECHNICAL	1.1%
▣	NON-OCCUPATIONAL	2.4%

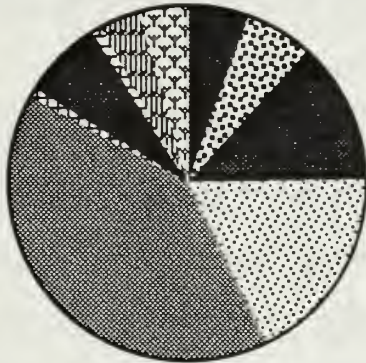
Figure 7. Distribution of Male Enlisted Samples, By Occupational Fields for DNCs and Non-DNCs

Source: 1985 DoD Survey of Officer and Enlisted Personnel



DNC

■	ELECT/MECH REPAIR	6.3%
▣	ELECTRONIC REPAIR	9.4%
■	COMM & INTELL	18.7%
▣	MED/DENT	15.8%
▣	SUPPORT & ADMIN	36.3%
▣	CRAFTS	1.7%
■	SERVICE & SUPPLY	4.3%
▣	DIRECT COMBAT	0.9%
▣	OTHER TECHNICAL	1.8%
▣	NON-OCCUPATIONAL	4.8%



Non-DNC

■	ELECT/MECH REPAIR	5.6%
▣	ELECTRONIC REPAIR	6.1%
■	COMM & INTELL	13.0%
▣	MED/DENT	18.1%
▣	SUPPORT & ADMIN	40.1%
▣	CRAFTS	1.0%
■	SERVICE & SUPPLY	7.0%
▣	DIRECT COMBAT	1.0%
▣	OTHER TECHNICAL	3.4%
▣	NON-OCCUPATIONAL	4.5%

Figure 8. Distribution of Female Enlisted Sample By Occupational Fields for DNCs and Non-DNCs

Source: 1985 DoD Survey of Officer and Enlisted Personnel

DNC women were 3.3 percent *more* likely to be in electronic repair occupations than were their non-DNC counterparts (other sea duty fields showed only slight differences). In the medical/dental fields, DNC women were 2.3 percent *less* likely to be found. These differences are slight, but in an opposite pattern to the one shown by the enlisted men. (Figure 8)

b. Officers

Of the 3,838 officers who responded, 331 (8.6 percent) were DNCs; of those who were DNCs, 80 were men, and 251 women. Among the non-DNCs, a very different breakdown of the sexes existed, as it did with the enlisted sample. Of the non-DNCs, 2,042 were men, and 161 were women (Figure 9). Again, the sampling problem was handled by analyzing each of the sexes separately, when comparing DNCs to non-DNCs.

Another concern for the sampling was whether the DNC and non-DNC groups had comparable representations of paygrades and occupational categories. A breakdown of paygrades, for both DNCs and non-DNCs is shown in Figure 10 (men) and Figure 11 (women). Figure 10 shows that male DNCs tend to be in the junior paygrades. Male O3s comprised 42.5 percent of DNCs and 31.0 percent of non-DNCs. Male O5s were 7.5 percent of DNCs, compared with 15.8 percent of non-DNCs (O6s were not included in the analyses because they were too few).

The women officer groups of DNCs and non-DNCs had relatively comparable representations of paygrades. For all of the paygrades of women officers, differences in representations in the DNC and non-DNC samples were less than 5.0 percent . (Figure 11)

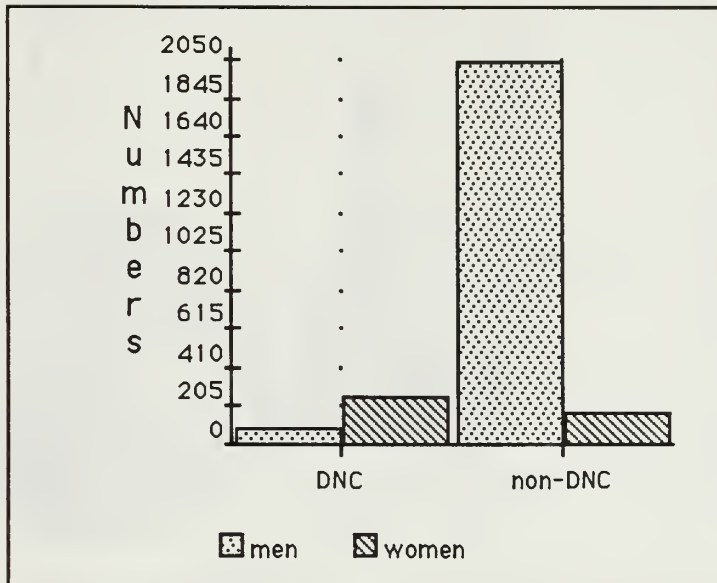


Figure 9. Distribution of Officer Sample by Sex for DNCs and Non-DNCs
 Source: 1985 DoD Survey of Officer and Enlisted Personnel

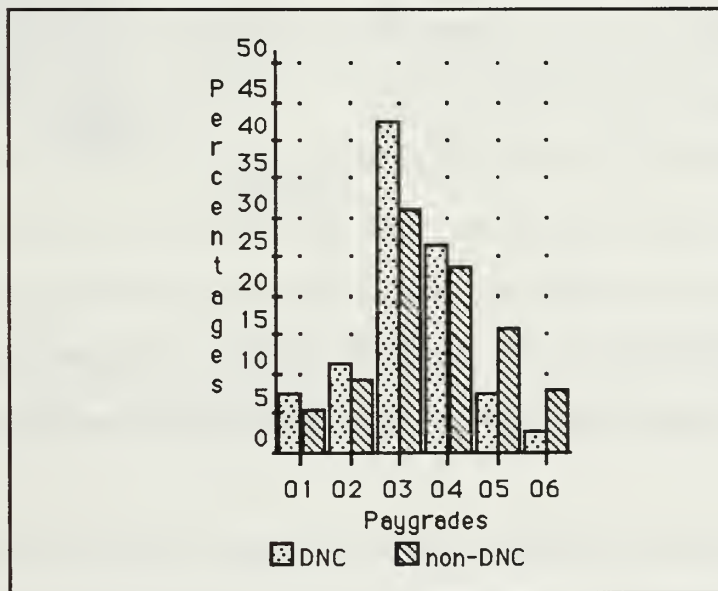


Figure 10. Distribution of Male Officer Sample by Paygrades for DNCs and Non-DNCs
 Source: 1985 DoD Survey of Officer and Enlisted Personnel

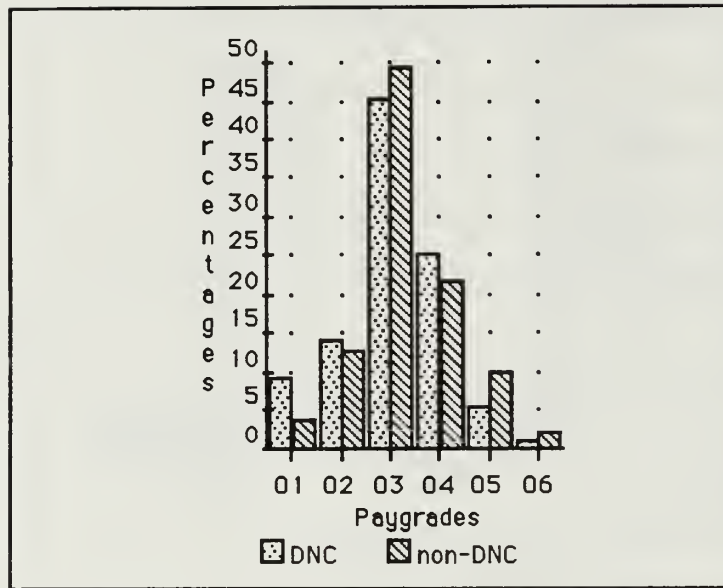
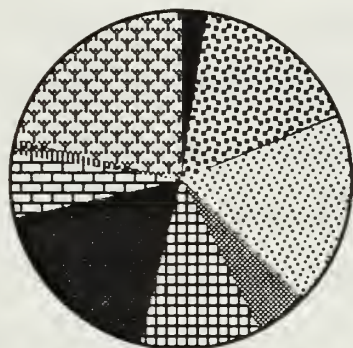


Figure 11. Distribution of Female Officer Sample by Paygrades for DNCs and Non-DNCs
Source: 1985 DoD Survey of Officer and Enlisted Personnel

Also, as with the enlisted data, meaningful results could be obtained for only some of the (middle) paygrades, due to small sample sizes of the O1s and the O5s and above.

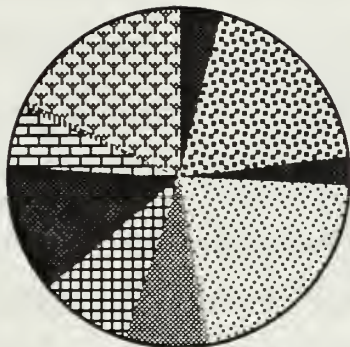
Figures 12 and 13, respectively, give breakdowns of occupational fields of the officer sample for men and women. For men, the fields of tactical operations, intelligence, and engineering/maintenance were more heavily represented among the non-DNCs (a total of 8.1 percent more). The DNCs had 7.8 percent more men in the administrative and medical fields. (Figure 12)

The women officer DNCs were represented 2.4 percent more by engineering/maintenance, and administration (7.0 percent), while non-DNCs had relatively greater numbers of scientific (3.6 percent) and medical (13.2 percent) personnel.



DNC

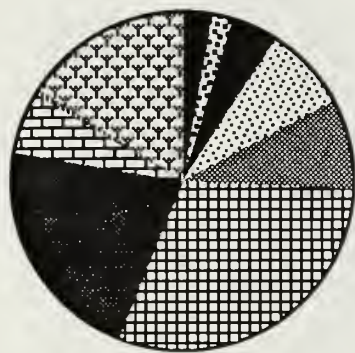
■	General	2.5%
▣	Tactical Operations	16.2%
■	Intelligence	0.0%
▣	Eng & Maint	18.7%
▣	Scientific	5.0%
▣	Medical	11.2%
■	Admin	17.5%
▣	Supply	6.2%
▣	Non-Occupational	1.2%
▣	Unknown	21.2%



Non-DNC

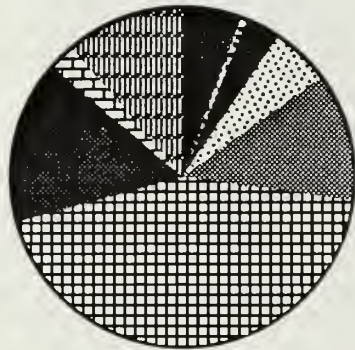
■	General	4.2%
▣	Tactical Operations	18.9%
■	Intelligence	2.6%
▣	Eng & Maint	21.5%
▣	Scientific	7.9%
▣	Medical	8.7%
■	Admin	12.2%
▣	Supply	5.6%
▣	Non-Occupational	0.9%
▣	Unknown	17.5%

Figure 12. Distribution of Male Officers by Occupational Field for DNCs and Non-DNCs,
Source: 1985 DoD Survey of Officer and Enlisted Personnel



DNC

■	General	2.8%
⊕	Tactical Operations	2.0%
■	Intelligence	4.4%
⊗	Eng & Maint	8.0%
⊘	Scientific	8.8%
⊞	Medical	30.3%
■	Admin	21.5%
⊞	Supply	6.0%
⊞	Non-Occupational	0.4%
⊞	Unknown	15.9%



Non-DNC

■	General	5.6%
⊕	Tactical Operations	0.6%
■	Intelligence	3.1%
⊗	Eng & Maint	5.6%
⊘	Scientific	12.4%
⊞	Medical	43.5%
■	Admin	15.5%
⊞	Supply	2.5%
⊞	Unknown	11.2%

Figure 13. Distribution of Female Officers by Occupational Fields for DNCs and Non-DNCs,
Source: 1985 DoD Survey of Officer and Enlisted Personnel

C. ANALYSIS

1. Selection and Definition of the Data

This study examined the data of Navy members only.

Members of DNCs were compared to other married members instead of to all others (i.e., including singles) because preliminary analysis showed that single members, in general, responded very differently from both the DNCs and non-DNCs. Because their experiences and behaviors in the Navy appeared to be distinct from those of married members, they were not used as a comparison group for DNCs, nor combined with other couples.

2. Statistical Methods

Data from the survey are maintained at the Naval Postgraduate School in Monterey, California. The SPSS^x statistical package was used for all analyses in this study. Comparisons between DNCs and non-DNCs were made, and Chi Square tests of statistical significance were calculated, using the SPSS^x CROSSTABS procedure. [Ref. 13] Procedures used for analysis of specific variables are described in the following sections.

a. Number of PCS Moves

The variable "Number of Moves Due to PCS Orders" (O22E21) was analyzed separately for each paygrade to reduce the effect of tenure. The number of PCS moves was recoded differently for the analysis of different paygrades, since the expected number of moves would be smaller for the lower paygrades and larger for the upper paygrades. For analysis of E3s and E4s, the variable was recoded into categories of '1,' '2,' '3,' and '4 or more' to designate numbers of moves. The categories for E5s and E6s were '1,' '2,' '3,' '4-6,' and '7 or more.' For E7s, the coding was '1-3,' '4-6,' and '7 or more.'

For officers, the variable was coded: '1,' '2,' '3,' '4-6,' 'and 7 or more,' except for analysis of the O4s when it was coded '1-3,' '4-6,' and '7 or more.' Within each paygrade, comparisons were made between DNCs and non-DNCs for each sex (i.e., the CROSSTABS procedure used was DNC status by sex by paygrade), so that variability due to sex was eliminated, and that due to tenure was reduced.

b. Broken Tours

The possibility was considered that dual Navy couples are likely to have shorter tours of duty than are other couples. This possibility would be due to the policy that members of DNCs can request permanent change of station (PCS) orders, for purposes of collocation, after having been on station for at least one year. If this option was exercised by significant numbers of DNCs, a command would expect that those of its members who were of a DNC would, on the average, have less time on station than other members.

The variable "Number of Months at Present Location" (O13E12) was recoded two different ways. In one analysis, the months were recoded into years so that responses fell into one of two categories: 'less than 1 year,' or 'more than one year.' In the second analysis, responses were recoded to be either 'less than 2 years,' or 'more than 2 years.' DNCs and non-DNCs were compared for each sex.

c. Sea Duty

To analyze whether sea duty was being fairly shared by DNCs and non-DNCs, numbers of DNCs and non-DNCs permanently assigned to a ship (item O4E4) were compared by sex, using the standard CROSSTABS procedure.

As a further measure of the fairness of ship assignments, the variable "Months of Sea Duty During Active Duty" (O17E16) was used to compare the two groups. The variable was recoded into years ('1 through 3', and '4 or more'). A comparison of the two groups was then made for each paygrade, by sex, and then with all paygrades combined.

d. Desirable Duty Locations

There is an intuitive basis for suggesting that collocation of married members may encourage assignments of those couples to relatively desirable duty locations. This suggestion is based on the assumption that locations with greater numbers of commands are the more desirable ones, and because of their greater numbers of possible duty assignments, more likely to allow the collocating of two members. A measure of the respective groups' assignments to desirable/ undesirable duty locations was the variable "Likelihood That Your Next Assignment Will Be In an Undesirable Location." Here it was assumed that individuals can capably assess such likelihoods. Without that assumption, the variable is still useful as a barometer of perceptions held by DNCs compared to non-DNCs, perceptions being critical factors for morale and retention. There were eleven possible responses to this item which described likelihood in terms of 0 through 10 out of 10 chances. In addition to these, there were responses for 'don't know,' 'plan to retire,' and 'plan to leave the service.' Only those responses which indicated a ranked likelihood (responses 1 through 11) were included in the analysis, and these responses were recoded into three categories: 'bad' (for responses 1,2,3), 'ok' (for responses 4, 5, 6) and 'good' (for responses 7, 8, 9, 10, 11). Each paygrade was analyzed separately by sex, and all paygrades combined were analyzed by sex, comparing DNCs and non-DNCs.

e. Satisfaction With Military Life

There were 7 possible responses to this item (O110E106); it was recoded so that the three degrees of dissatisfaction and the three degrees of satisfaction became either of two codes: dissatisfied or satisfied. Those respondents who expressed neither satisfaction nor dissatisfaction (09.3 percent and 04.1 percent of the enlisted and officer samples, respectively) were not included in the analysis. The DNC and non-DNC groups were compared.

f. Expectations of Retirement

The variable "Expected Total Number of Years of Service" (O27E26) was recoded into two responses: 'less than 20 years,' and 'more than 20 years' to analyze which members were more or less inclined to make the Navy a career. Separate analyses were made by sex, for each paygrade as well as for all paygrades combined, comparing DNCs to non-DNCs.

g. Likelihood of Reenlistment

There were eleven possible responses to this item which described likelihood in terms of 0 through 10 out of 10 chances. In addition to these were responses for 'don't know,' 'plan to retire,' and 'plan to leave the service.' Only those responses which indicated a ranked likelihood (responses 1 through 11) were included in the analysis, and these responses were recoded into three categories: 'bad' (for responses 1,2,3), 'ok' (for responses 4,5,6) and 'good' (for responses 7,8,9,10,11). Each paygrade (E3 through E6, and O2 through O5) was analyzed separately, by sex, and those paygrades combined were analyzed by sex, comparing DNCs with non-DNCs.

A separate variable, "Likelihood of Reenlisting With a Guaranteed Location" (E31) was formatted the same on the survey as was

"Likelihood of Reenlisting" (E30); the recoding and analysis of this variable was done identically to "Likelihood of Reenlisting" (E30).

h. Reactions to Non-Collocation Orders

For this variable (O25E24), the only responses analyzed were those of members who were not, nor were their spouses, planning to leave the service anyway (i.e., responses 1,2,3). This item was applicable to DNCs only, and was examined to describe the emphasis they placed on collocation.

III. FINDINGS

A. FINDINGS FOR ENLISTED PERSONNEL

The results of the statistical analyses are presented separately for enlisted personnel and officers. Within each of the separate discussions, the results are examined for efficiency, effective use, and retention. In statistical comparisons, the level of significance is presented as a probability (p) value. Any probability value less than .05 was reported. The notation 'NS' indicates results that were not significant.

1. Efficiency

a. Number of PCS Moves (Enlisted)

Some differences between members of DNCs and non-DNCs of the same paygrades were found. Although no significant differences existed among E3s and E4s, DNCs in paygrades E5, E6, and E7 experienced significantly fewer moves than non-DNCs. Of E5s, 4.9 percent of DNCs, compared with 9.3 percent of non-DNCs moved more than 6 times ($p < .0008$). Of E6s, 17.5 percent of the DNCs moved more than 6 times, while 28.3 percent of the non-DNCs had done likewise ($p < .0000$). And of E7s, 32.0 percent of the DNCs and 51.9 percent of the non-DNCs had moved more than 6 times ($p < .0005$). (Figures 14, 15, and 16).

b. Broken Tours (Enlisted)

DNCs were found to be no more or less likely than non-DNCs to have shortened time on station. Of the enlisted men, 62.8 percent of the DNCs had less than 2 years on station, compared with 62.1 percent of non-DNCs (NS). Of the enlisted women, 64.2 percent of DNCs and 63.6 percent of non-DNCs had been on station less than 2 years (NS). (Figure 17)

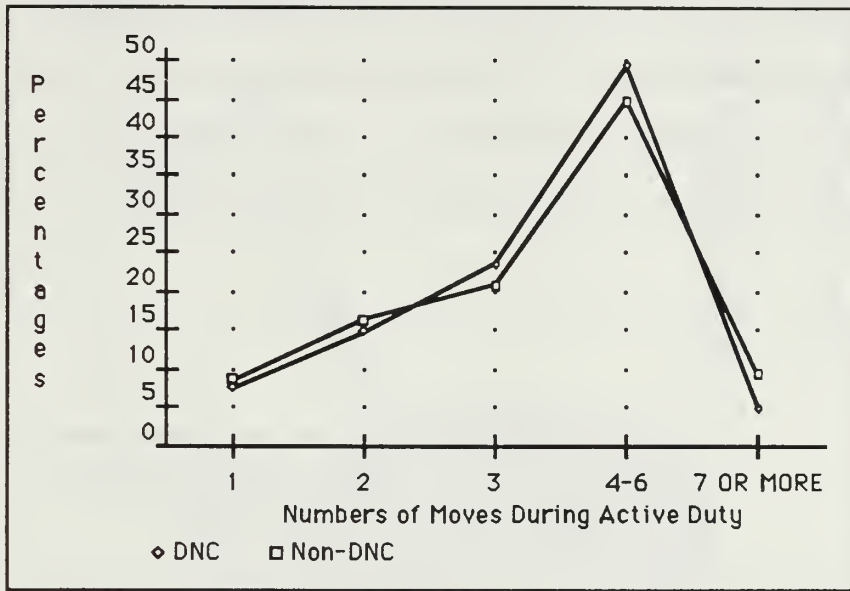


Figure 14. Percentage of E5s Experiencing 1, 2, 3, or 4 or More PCS Moves During Active Duty
 Source: 1985 DoD Survey of Officer and Enlisted Personnel

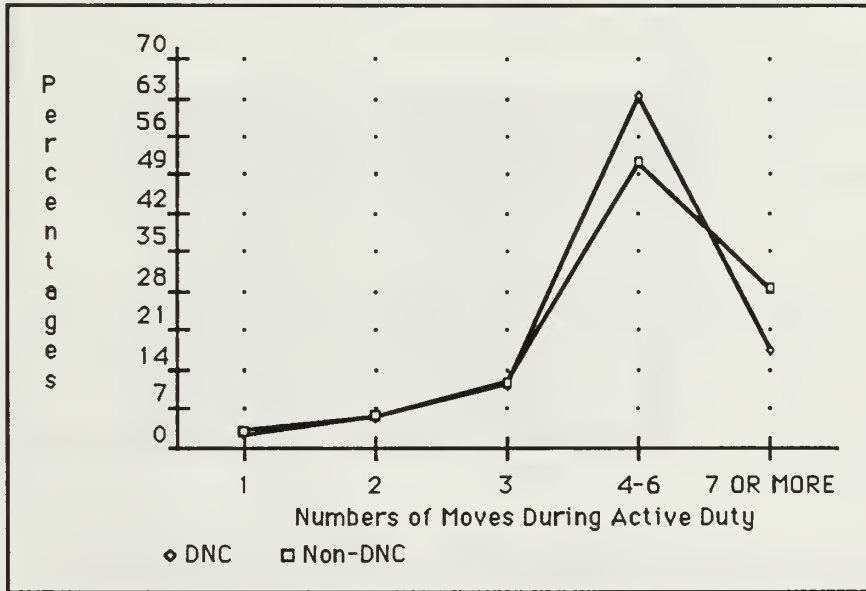


Figure 15. Percentage of E6s Experiencing 1, 2, 3, or 4 or More PCS Moves During Active Duty
 Source: 1985 DoD Survey of Officer and Enlisted Personnel

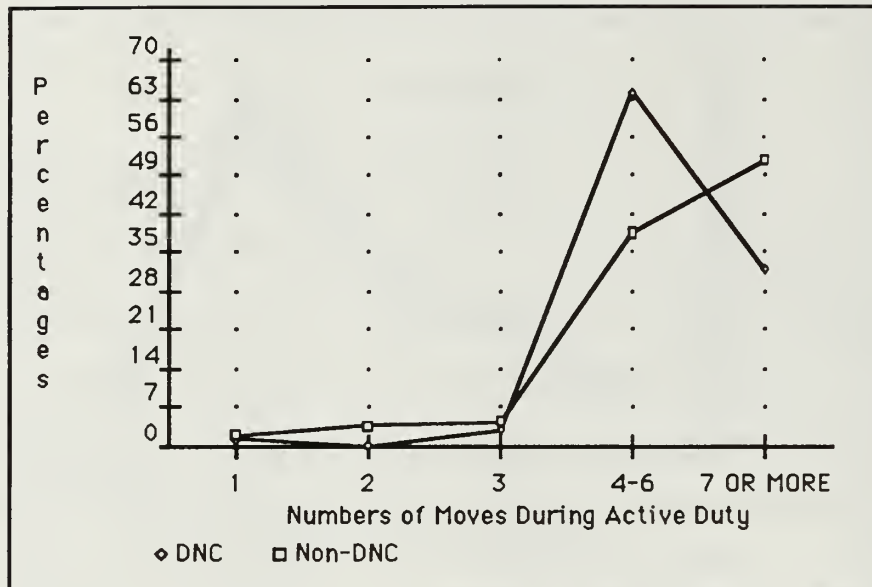


Figure 16. Percentages of E7s Experiencing 1, 2, 3, or 4 or More PCS Moves During Active Duty
 Source: 1985 Survey of Officer and Enlisted Personnel

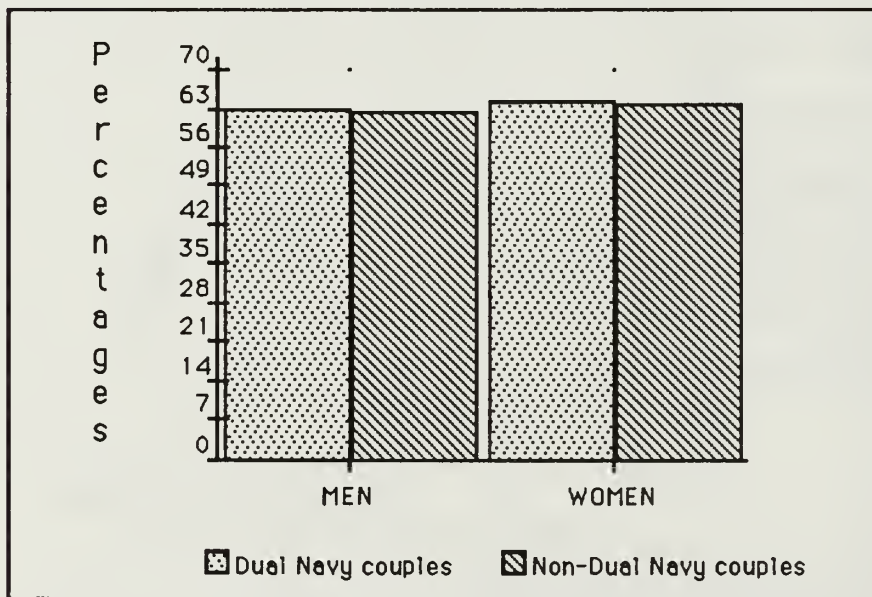


Figure 17. Percentages of Male and Female Enlisted Personnel On Station Less Than 2 Years, by DNCs and Non-DNCs
 Source: 1985 Survey of Officer and Enlisted Personnel

Findings for those on station less than one year were similar: of the men, 30.3 percent and 32.4 percent of the DNCs and non-DNCs, respectively, had had less than 1 year on station (NS); among the women, 32.8 percent of both DNCs and non-DNCs had been on station less than one year (Figure 18).

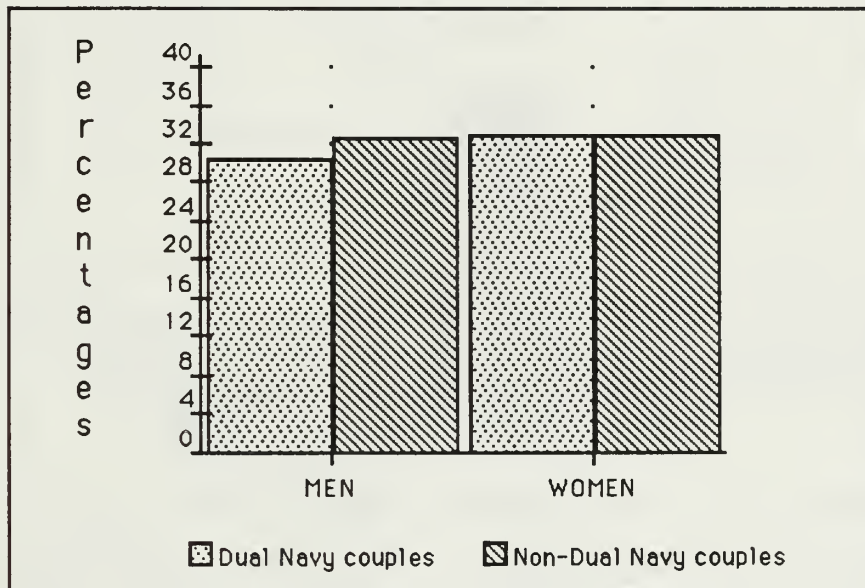


Figure 18. Percentage of Male and Female Enlisted Personnel On Station Less Than 1 Year, by DNCs and Non-DNCs
Source: 1985 DoD Survey of Officer and Enlisted Personnel

No significant differences were found within any of the paygrades when they were analyzed separately.

2. Effective use

a. Sea Duty (Enlisted)

The enlisted data suggest that DNCs are less likely than non-DNCs to be on sea duty. These differences between enlisted DNCs and non-DNCs were found among both men and women.

As shown in Figure 19, 26.5 percent of the DNC men, compared with 38.1 percent of the non-DNC men, were on sea duty at the time they responded to the survey ($p < .0001$). Also illustrated in Figure 19: of the women, 05.4 percent of the DNCs, compared with 8.2 percent of the non-DNCs were assigned to a ship ($p < .009$).

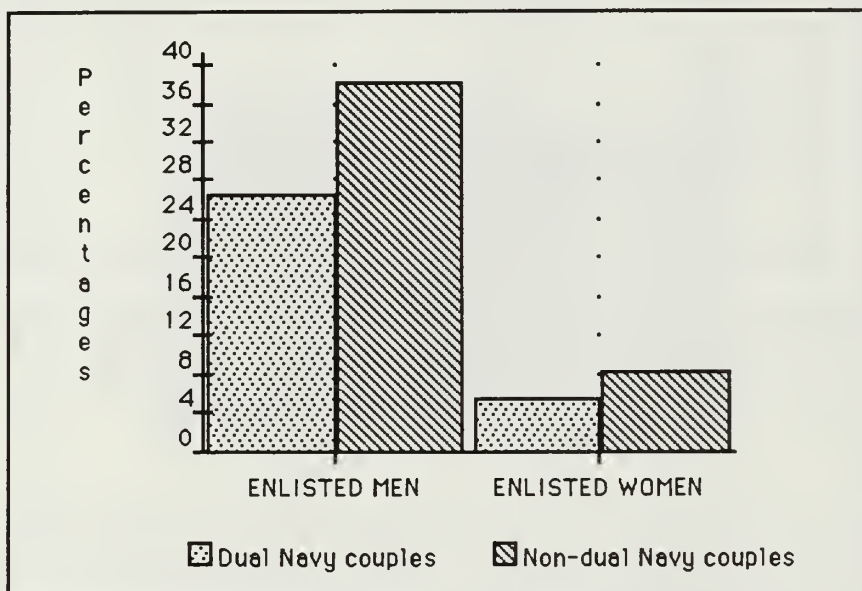


Figure 19. Percentage of Enlisted Men and Women Assigned to a Ship, by DNCs and Non-DNCs
Source: 1985 DoD Survey of Officer and Enlisted Personnel

This suggestion of differences was strengthened by the measure Months of Sea Duty (O17E16), in that men (although not women) of DNCs had generally fewer total months of sea duty than did non-DNCs in the same paygrades. Overall, among enlisted men, 43.0 percent of DNC members had more than four years of sea duty, compared with 61.3 percent of non-DNC members ($p < .0000$) (Figure 20). This phenomenon was most evident among paygrades E5 and E6. Of male E5s, 32.7 percent of the DNCs had more than 4 years of sea duty, compared with 50.8 percent for non-DNCs ($p < .0002$)

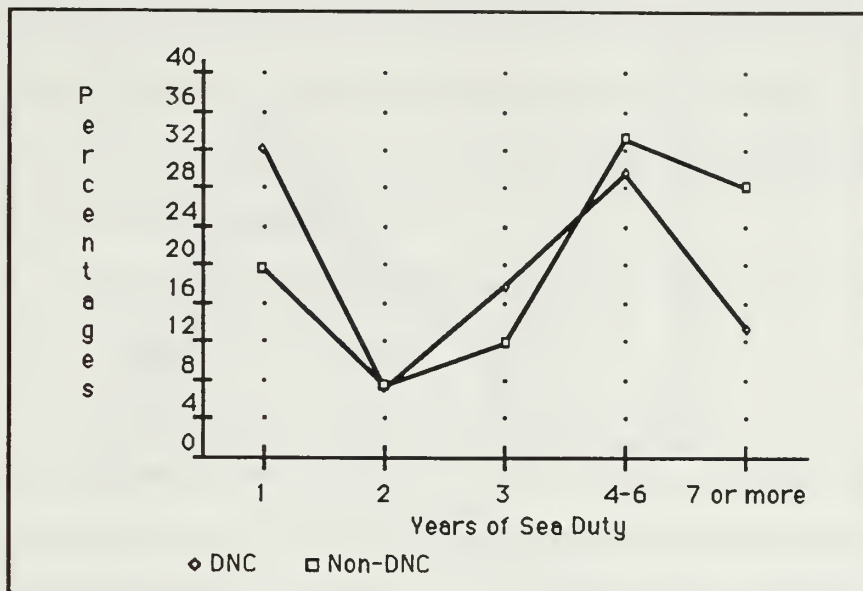


Figure 20. Percentage of Enlisted Men Experiencing 1, 2, 3, 4-6, and 7 or More Years of Sea Duty, by DNC and Non-DNC
Source: 1985 DoD Survey of Officer and Enlisted Personnel

(Figure 21). Of male E6s, 54.5 percent of DNCs and 71.0 percent of non-DNCs had more than 4 years of sea duty ($p < .01$) (Figure 22). Over 80 percent of enlisted women had experienced less than one year of sea duty, and no significant differences between the DNC and non-DNC groups were found.

Perhaps these findings are the effects of different occupational fields among the DNC and non-DNC samples. Figures 7 and 8 indicate that male enlisted DNCs are, in fact, less likely to be in those fields associated with sea duty, such as electrical/mechanical repair (by 3.3 percent), electronic repair (by 2.2 percent), direct combat (by 2.4 percent). Further, they are 6.6 percent more likely to be in medical/ dental fields, typically associated with shore duty. These percentages add to 14.5 percent, which compares closely with the 11.6 percent difference between DNC and non-DNC enlisted men assigned to ships. Further, enlisted men were 18.2 percent less likely to have

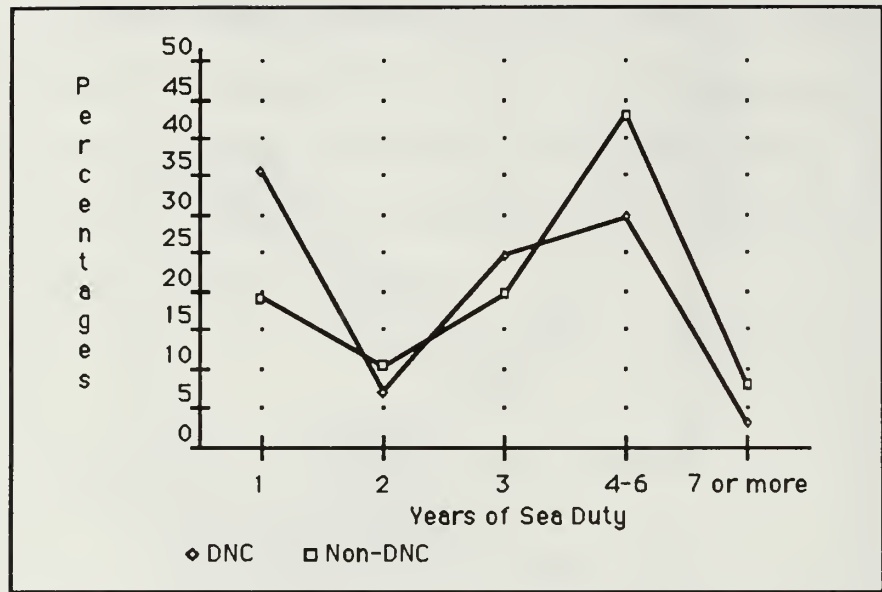


Figure 21. Percentage of E5s Experiencing 1, 2, 3, 4-6, and 7 or More Years of Sea Duty, by DNC and Non-DNC
Source: 1985 DoD Survey of Officer and Enlisted Personnel

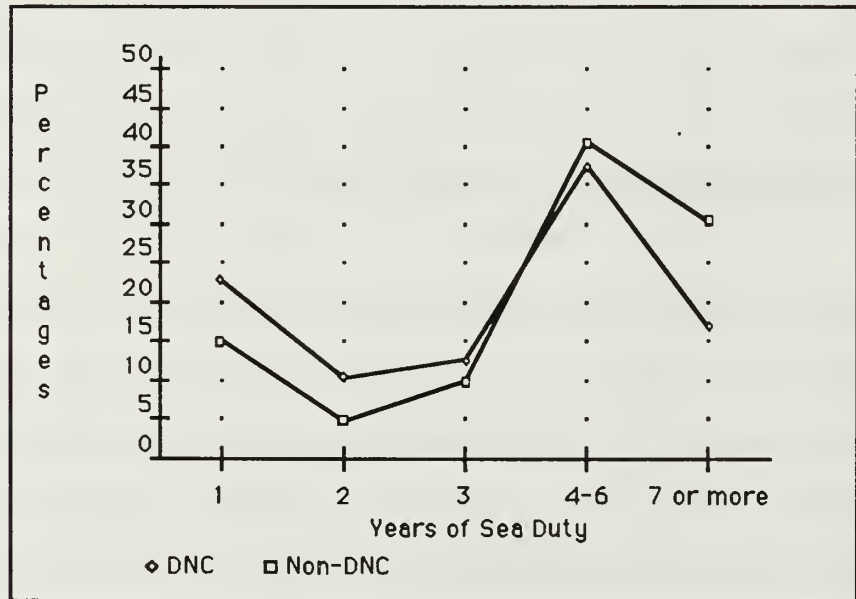


Figure 22. Percentage of E6s Experiencing 1, 2, 3, 4-6, and 7 or More Years of Sea Duty, by DNC and Non-DNC
Source: 1985 DoD Survey of Officer and Enlisted Personnel

had more than four years of sea duty. E5s were 18.2 percent less likely , and E6s 16.3 percent less likely to have had more than four years of sea duty. Again, these percentages approximate to the 14.5 percent differences between sea and shore ratings among the men.

It does seem probable that men of shore-typical ratings are more likely to meet and marry Navy women.

The differences among the women for DNCs versus non-DNCs assigned to ships were small (2.8 percent), but significant. DNC women were 3.3 percent *more* likely to be in "sea-typical" ratings than were their non-DNC counterparts (other sea duty fields showed only slight differences). DNCs were 2.3 percent less likely to be in the medical/dental fields. This slight, but opposite pattern to the one shown by the enlisted men, does *not* explain the findings that DNC enlisted women are less likely to be assigned to a ship.

b. Desirable Duty Locations (Enlisted)

The data on enlisted members' expectations for future duty locations generally indicated no differences between DNCs and non-DNCs in terms of the likelihood of their expecting an undesirable duty location (Figure 23), with the notable exception of E4 men. Only in this group were DNCs less likely to expect an undesirable duty location (07.1 percent of the DNCs, compared with 30.9 percent of the non-DNCs ($p < ,02$)). This large difference cannot be explained by the rest of the data, and is an interesting area for further study.

There was a significant difference between the sexes on this variable of non-DNCs, men were more likely than the women to expect an undesirable location. This difference is probably due to the greater likelihood of the men going to sea duty.

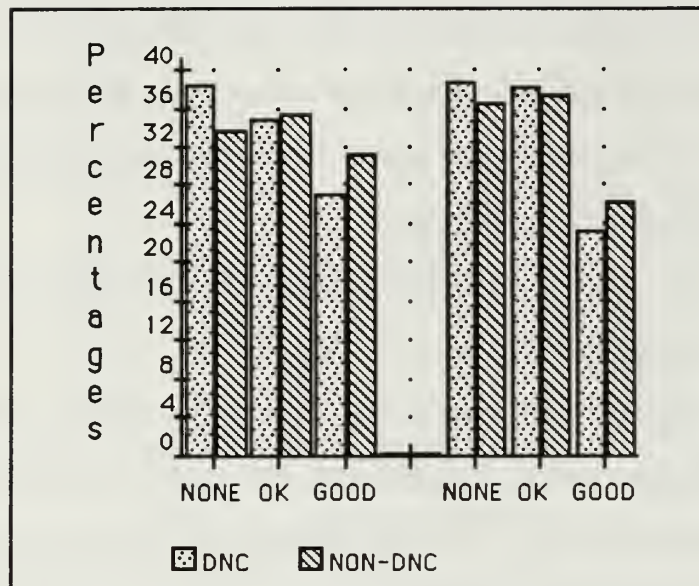


Figure 23. Percentage of Enlisted Men and Women Predicting That the Likelihood of an Undesirable Duty Location is 'None,' 'OK,' or 'Good,' by DNC and Non-DNC
Source: 1985 DoD Survey of Officer and Enlisted Personnel

3. Retention

a. Satisfaction With Military Life (Enlisted)

Satisfaction With Military Life, a good measure of prospective retention, was very similar between DNCs and non-DNCs. Among the men, 58.8 percent of the DNCs expressed satisfaction, and 31.1 percent dissatisfaction. Of the non-DNC men, 58.1 percent responded that they were satisfied, and 30.9 percent dissatisfied. Among the women, 63.8 percent of the DNCs were satisfied, 27.4 percent dissatisfied, compared with 66.5 percent and 27.4 percent, respectively, of the non-DNCs. (These percentages do not add to 100 percent because some persons responded as neither satisfied nor dissatisfied.) These results are displayed in Figure 24. No significant differences were found within any of the paygrades when they were analyzed separately.

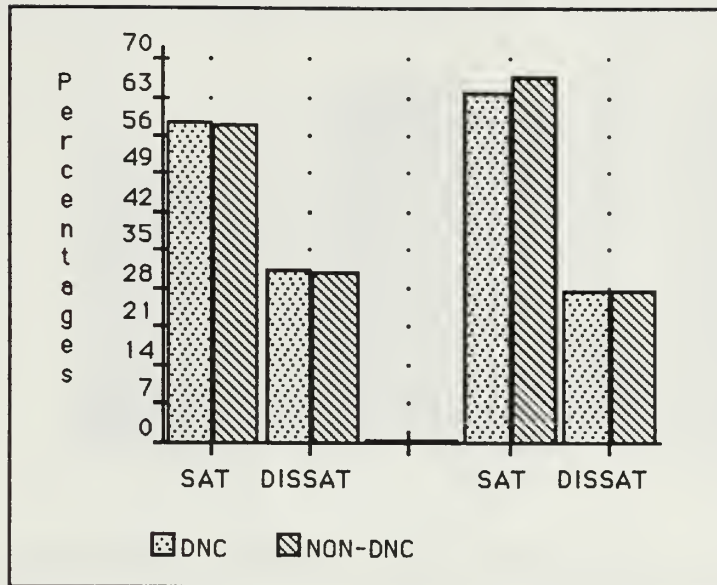


Figure 24. Percentage of Enlisted Men and Women Satisfied and Dissatisfied With Military Life, by DNC and Non-DNC
Source: 1985 DoD Survey of Officer and Enlisted Personnel

b. Expectations of Retirement (Enlisted)

DNC members were significantly less likely to expect to remain in the service to retirement. Among the men, 60.7 percent of the DNCs, compared with 67.8 percent of the non-DNCs expected 20 years or more of service ($p < .02$); similarly, between the women of the two groups, 46.0 percent of DNCs compared with 50.7 percent of non-DNCs planned on remaining for 20 or more years of service ($p < .03$) (Figure 25). No significant differences were observed within separate paygrades.

c. Likelihood of Reenlistment (Enlisted)

No significant differences between the DNC and non-DNC groups' responses to the question of their likelihood of reenlisting, were found, except among E4 men. Among male E4s, 46.2 percent of the DNCs rated their likelihood of reenlisting as "good," compared with 59.5 percent of

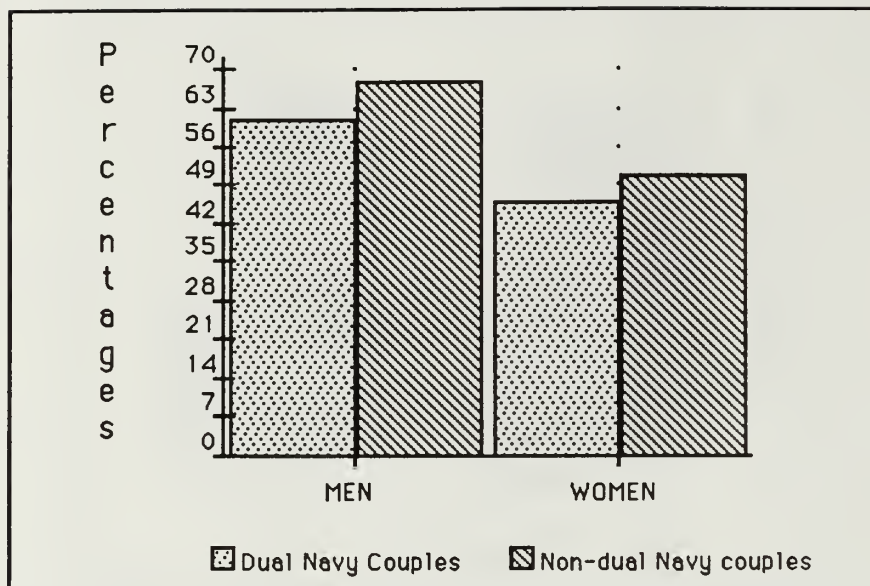


Figure 25. Percentage of Enlisted Men and Women With Expectations of 20 or More Years of Service, by DNC and Non-DNC
 Source: 1985 DoD Survey of Officer and Enlisted Personnel

the non-DNCs. On the other hand, DNCs were less likely than non-DNCs to describe their expectation of reenlisting as "bad" (11.5 percent vs. 19.5 percent, respectively). No differences were found for any of the other paygrades, for either men or women. Nor were there significant differences found when analysis was done on all paygrades combined (Figure 26).

When the question was asked, "With a guaranteed choice of location for your next assignment, what are the chances of your reenlistment?", the two groups responded similarly.

d. Responses to Non-Collocation Orders (Enlisted)

DNCs responded to a survey question that asked how they would react if they received orders which required long separation from their spouses. The responses analyzed were: (1) accept them, (2) get out, (3) spouse would get out. Analyzing each of the paygrades E3 through E7 separately, it

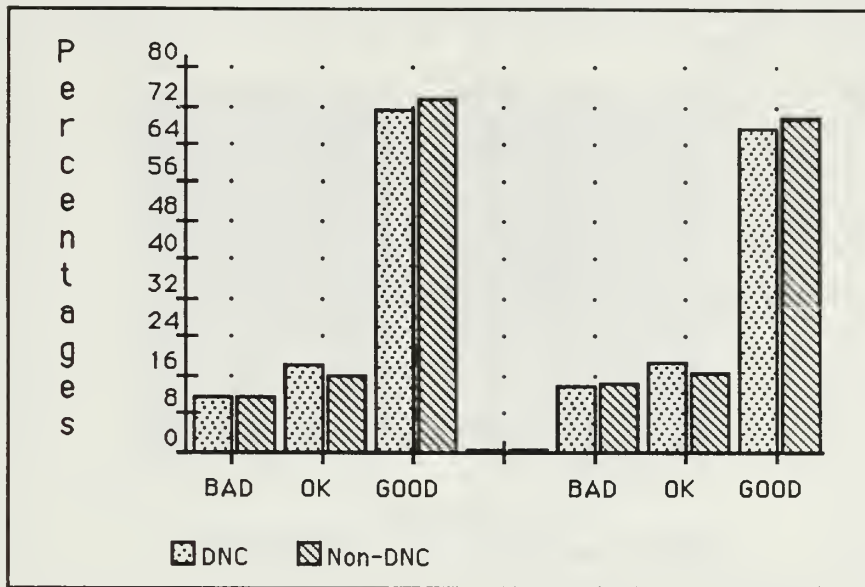


Figure 26. Percentage of Enlisted Men and Women Rating the Likelihood of Reenlisting as 'Bad,' 'OK,' or 'Good,' by DNC and Non-DNC
Source: 1985 DoD Survey of Officer and Enlisted Personnel

was found that between 14.3 percent and 34.9 percent of enlisted men said they would accept the orders (i.e., in more than 65.1 percent to 85.7 percent of the cases, men responded that either one or the other of the DNC would get out). For women, results were similar in the lower paygrades. Among E3/E4/E5s, approximately 30 percent responded that they would accept the orders; however, 45.5 percent and 57.5 percent of E6 and E7 women, respectively, stated that they would accept the orders, compared with 34.9 percent and 23.8 percent of the E6/E7 men. Overall, women showed a stronger inclination to accept separations than did the men. The men showed a stronger inclination for their spouses to leave than did the women. (Figure 27)

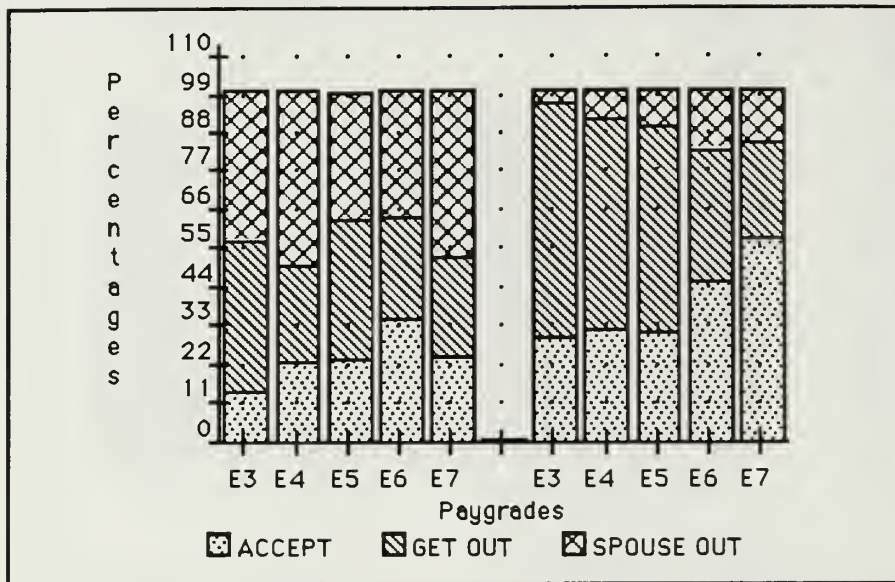


Figure 27. Percentage of Enlisted Men and Women, Paygrades E3-E7, Predicting Their Responses to Long Separations From Their Spouses as 'Accept,' 'Get Out,' or 'Spouse Will Get Out,' by DNC and Non-DNC
 Source: 1985 DoD Survey of Officer and Enlisted Personnel

B. FINDINGS FOR OFFICERS

1. Efficiency

a. Number of PCS moves (Officers)

Members of DNCs, in paygrades O2, O3, and O4, had experienced significantly fewer moves than had non-DNCs of the same paygrades. For example, of the O2 DNCs, 31.1 percent had moved 4 or more times, compared with 67.5 percent of the non-DNCs ($p < .0001$) (Figure 28). Of the O3 DNCs, 54.1 percent, compared with 75.2 percent of the non-DNCs had moved 4 or more times ($p < .0000$) (Figure 29). Of the O4 DNCs, 29.8 percent had moved 7 or more times, compared with 56.0 percent of their own non-DNC counterparts ($p < .0004$) (Figure 30). When the average number of moves was calculated for each paygrade, by DNC and non-DNC, the DNCs of each paygrade were found to average approximately 1.5 less.

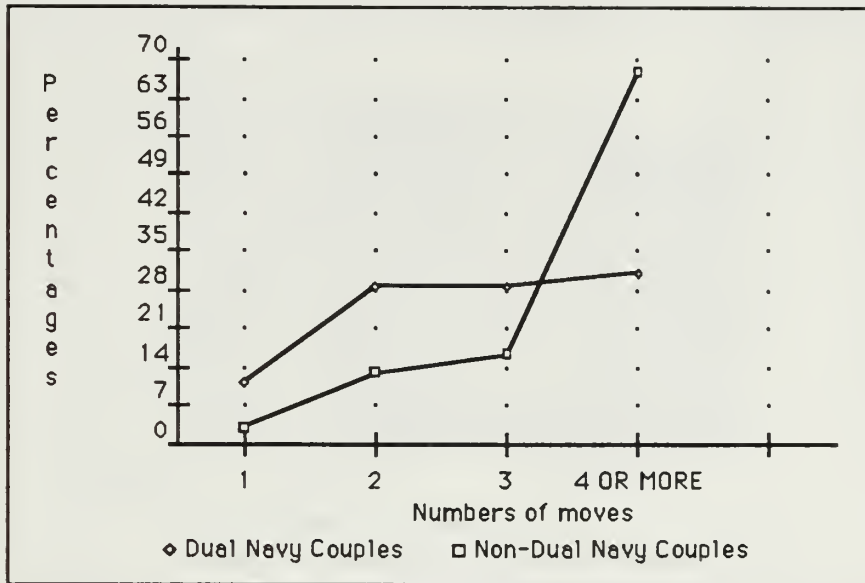


Figure 28. Percentage of O2s Experiencing 1, 2, 3, or 4 or More PCS Moves During Active Duty, by DNC and Non-DNC
Source: 1985 DoD Survey of Officer and Enlisted Personnel

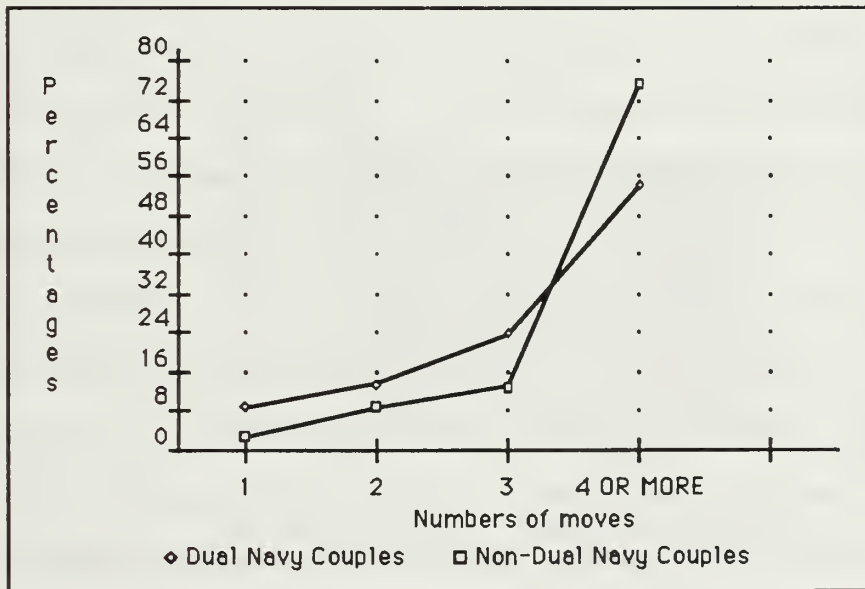


Figure 29. Percentage of O3s Experiencing 1, 2, 3, or 4 or More PCS Moves During Active Duty, by DNC and Non-DNC
Source: 1985 DoD Survey of Officer and Enlisted Personnel

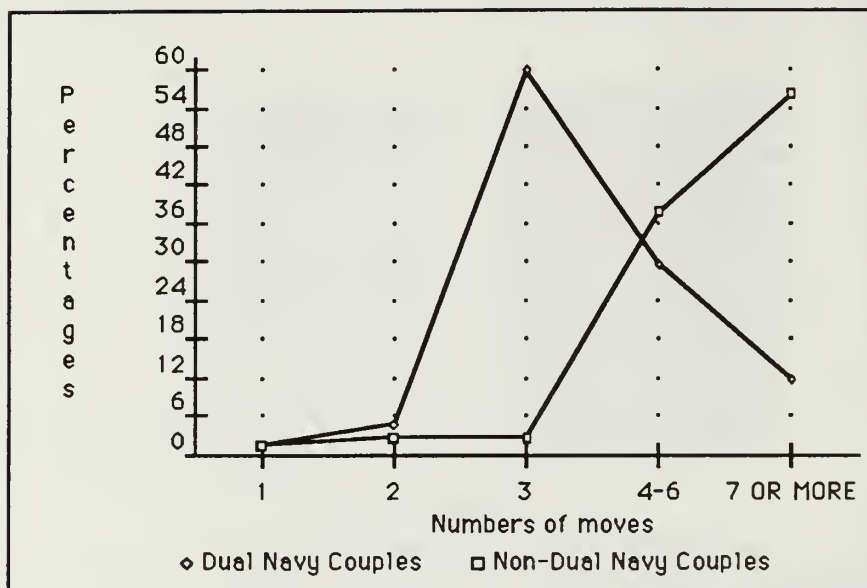


Figure 30. Percentage of O4s Experiencing 1, 2, 3, 4-6, or 7 or More PCS Moves During Active Duty, by DNC and Non-DNC
Source: 1985 DoD Survey of Officer and Enlisted Personnel

b. Broken Tours (Officers)

Officer DNCs were found to be no more or less likely than non-DNCs to have shortened time on station. Of the men, 78.8 percent of the DNCs had less than 2 years on station, compared with 69.3 percent of non-DNCs (NS). Of the women, 71.3 percent of DNCs had been on station less than 2 years, as opposed to 66.5 percent of the non-DNCs (NS) (Figure 31).

Findings for those on station less than one year were similar; of the men, 46.3 percent and 36.0 percent of the DNCs and non-DNCs, respectively, had less than 1 year on station (NS); among the women, 35.5 percent of DNCs and 34.8 percent of non-DNCs had been on station less than one year (NS) (Figure 32). No significant differences were found within any of the officer paygrades when they were analyzed separately.

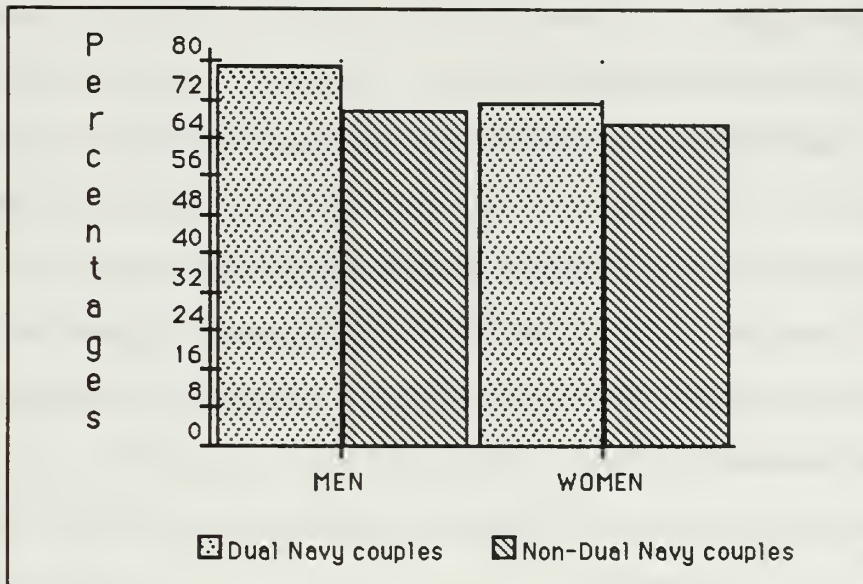


Figure 31. Percentage of Men and Women Officers on Station Less Than 2 Years, by DNCs and Non-DNCs
 Source: 1985 DoD Survey of Officer and Enlisted Personnel

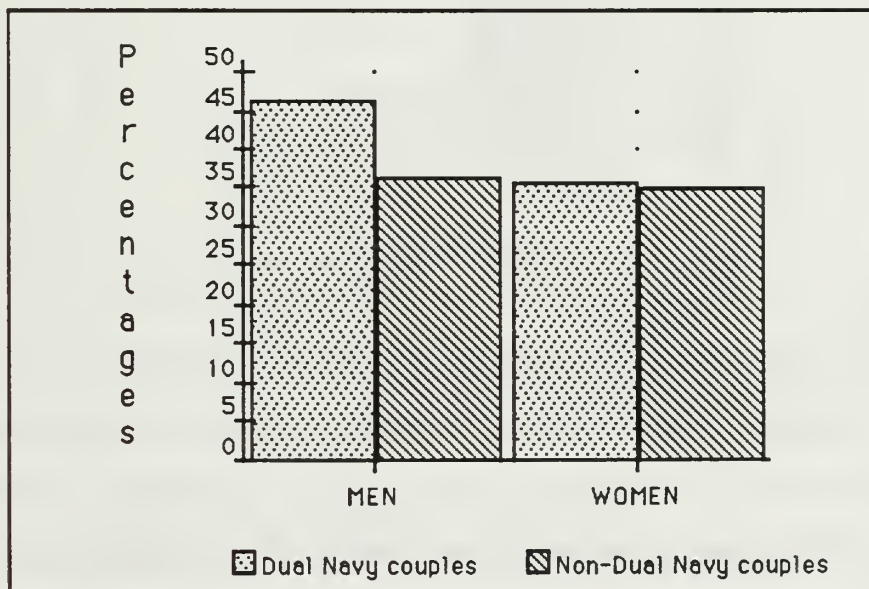


Figure 32. Percentage of Men and Women Officers on Station Less Than 1 Year, by DNC and Non-DNC
 Source: 1985 DoD Survey of Officer and Enlisted Personnel

2. Effective Use

a. Sea Duty (Officers)

The officer data suggest that DNC and non-DNC men are about equally likely to be on sea duty. Differences were generally small, but they were unexpectedly in the direction of DNCs receiving *more* sea duty. As shown in Figure 33, 28.8 percent of the DNC men, compared with 24.2 percent of the non-DNC men were assigned to a ship at the time they responded to the survey (NS).

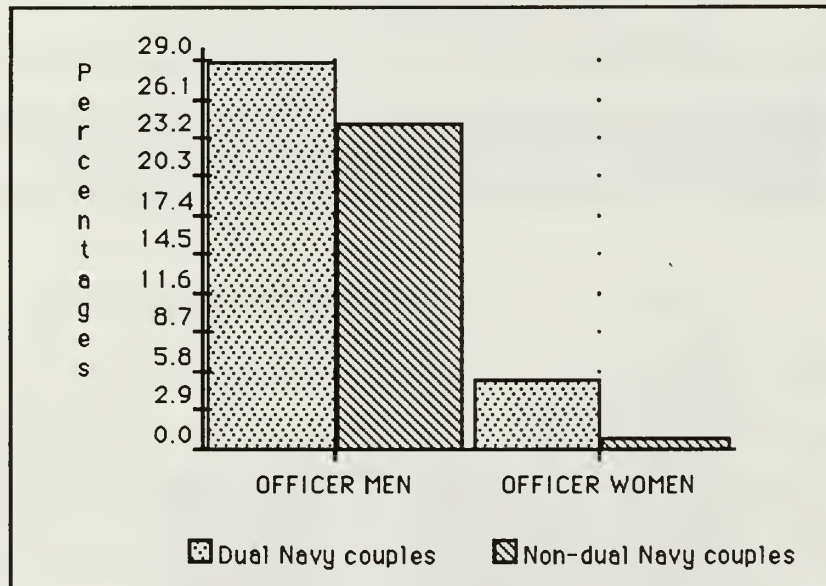


Figure 33. Percentage of Men and Women Officers Assigned to a Ship, by DNC and Non-DNC

Source: 1985 DoD Survey of Officer and Enlisted Personnel

Differences were found for women. About 5.2 percent of the female DNCs, compared with 0.6 percent of the non-DNCs were assigned to ship ($p < .03$). The 4.6 percent difference may be due to occupational fields represented in the DNC and non-DNC groups. The women officer DNCs were

3.8 percent more likely to be in tactical operations or engineering/maintenance, and 10.8 percent less likely to be in the scientific and medical fields. The data still suggests that DNC officers are *not* preferentially assigned to shore billets.

The measure "Months of Sea Duty" (O17E16) showed no differences between DNCs and non-DNCs, for either men or women. This was true for all paygrades combined and within the separate paygrades. Overall, among male officers, 18.8 percent of DNC members claimed to have more than six years of sea duty, compared with 27.6 percent of non-DNC members (NS) (Figure 34).

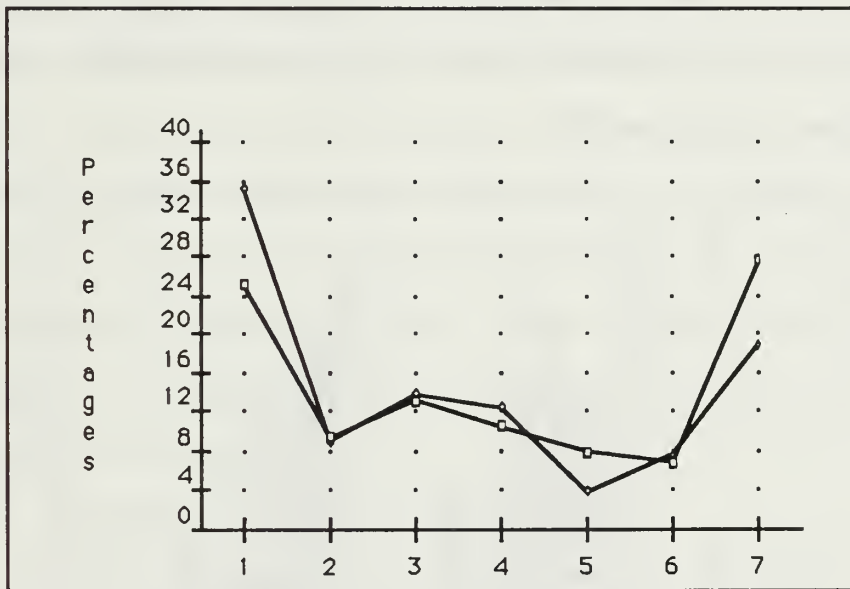


Figure 34. Percentage of Male Officers Experiencing 1 Through 7 Years of Sea Duty, by DNC and Non-DNC
Source: 1985 DoD Survey of Officer and Enlisted Personnel

Of female officers, over 90 percent had experienced less than one year of sea duty, and no significant differences between the DNC and non-DNC groups were found.

b. Desirable Duty Locations (Officers)

The data on officers' expectations for future duty locations (O30E29) indicated no differences between male DNCs and non-DNCs in terms of an undesirable duty location. Of the men, 30.0 percent and 28.3 percent of the DNCs and non-DNCs, respectively, did not expect an undesirable duty location (NS). About 21.5 percent of the male DNCs felt there was a good chance of an undesirable duty location, compared with 27.9 percent of the non-DNCs (NS). Differences did occur among the women for whom differences were significant. For example, 46.0 percent of female DNCs compared with 31.1 percent of their non-DNC counterparts felt that an undesirable duty location was unlikely. In addition, 10.2 percent of the female DNCs expected an undesirable location compared with 19.3 percent of the non-DNCs ($p < .03$). (Figure 35).

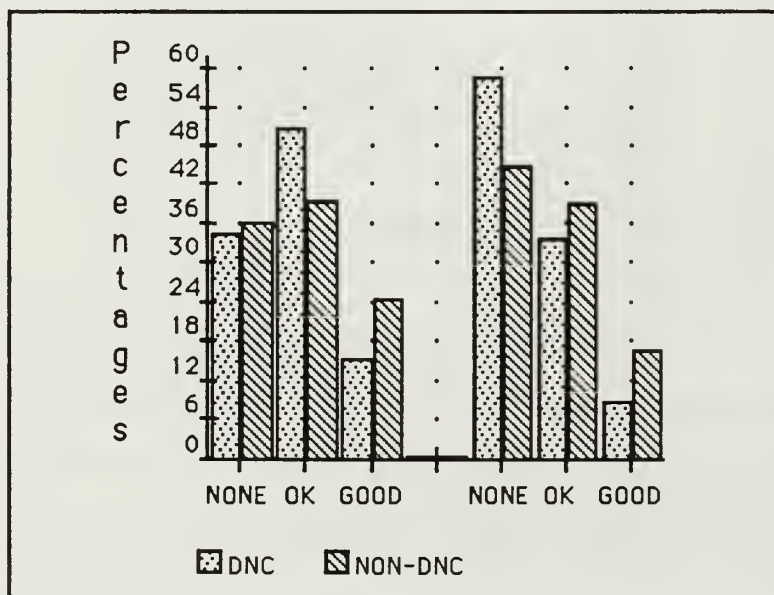


Figure 35. Percentage of Officer Men and Women Predicting the Chances That Future Duty Locations Will be Undesirable as 'None,' 'OK,' 'Good,' by DNC and Non-DNC
Source: 1985 DoD Survey of Officer and Enlisted Personnel

As with the enlisted personnel, there was a significant difference among officers between the sexes: men were more likely than the women to expect an undesirable location. Again, this may reflect the fact that men are more likely to go to sea.

3. Retention

a. Satisfaction With Military Life (Officers)

"Satisfaction With Military Life," an indicator of the probability of retention, was very similar between DNCs and non-DNCs. Among men, 82.9 percent of the DNCs expressed satisfaction, and 15.7 percent dissatisfaction. Of the non-DNC men, 76.1 percent responded that they were satisfied, and 19.8 percent dissatisfied (NS). Among the DNC women, 83.2 percent were satisfied, and 15.0 percent dissatisfied. About 74.7 percent of the non-DNC women said they were satisfied and 21.3 percent said they were dissatisfied (NS) (Figure 36). There was, however, a significant difference among the women Lieutenants (paygrade O3): 86.5 percent of the DNCs were satisfied, compared with 22.2 percent of the non-DNC women ($p < .02$). (Percentages do not add to 100 percent because some women responded as neither satisfied nor dissatisfied).

b. Expectations of Retirement (Officers)

Unlike enlisted personnel, officers of either sex showed no significant differences between the DNC and non-DNC groups, concerning their expectations of retirement. Among the men, 80.0 percent of the DNCs and 80.6 percent of the non-DNCs expected 20 years or more of service (NS); similarly, between the women of the two groups, 66.8 percent of DNCs compared with 64.7 percent of non-DNCs planned to remain in the Navy for 20 or

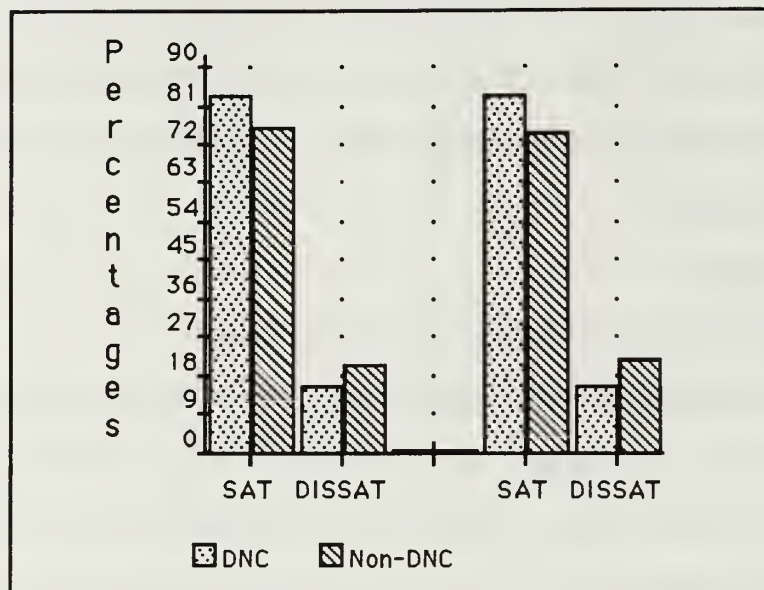


Figure 36. Percentage of Men and Women Officers Expressing Satisfaction and Dissatisfaction With the Military, by DNC and Non-DNC
 Source: 1985 DoD Survey of Officer and Enlisted Personnel

more years of service (NS) (Figure 37). When each paygrade for each sex was analyzed separately, no significant differences between groups were found.

c. Responses to Non-Collocation Orders (Officers)

DNCs responded to a survey question that asked how they would react if they received orders that required separation from their spouses. The responses analyzed were: (1) accept them, (2) get out, or (3) spouse would get out. Analyzing each of the paygrades O3 through O5 separately, it was found that 14.7 to 42.9 percent of male officers said they would accept the orders; that is, in more than 57.0 to 85.3 percent of the cases, men responded that either one or the other of the DNC members would get out. For women, 23.1 to 42.9 percent responded that they would accept the orders. (As with the O3 to O5 enlisted men, the male officers showed a stronger inclination for their spouses to leave than did the women.) (Figure 38)

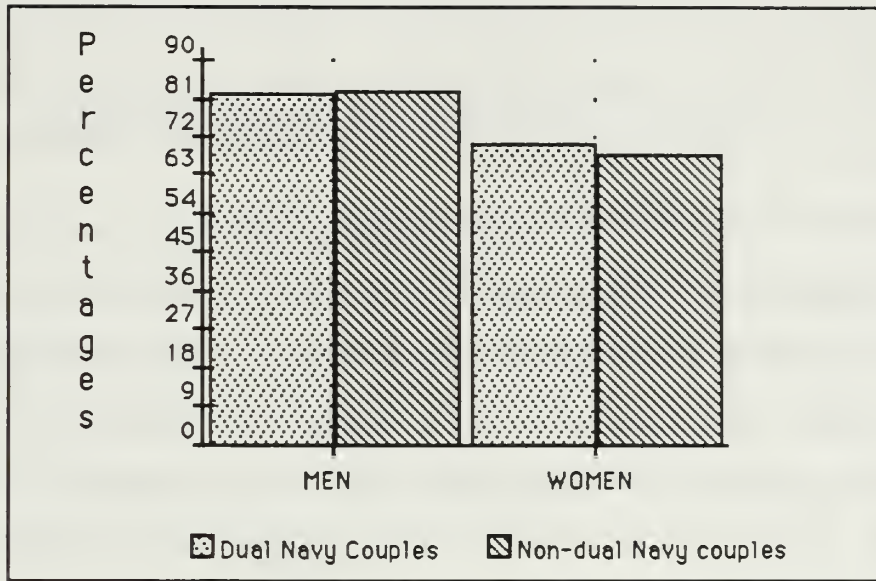


Figure 37. Percentage of Men and Women Officers Expecting 20 or More Years of Service, by DNC and Non-DNC
 Source: 1985 DoD Survey of Officer and Enlisted Personnel

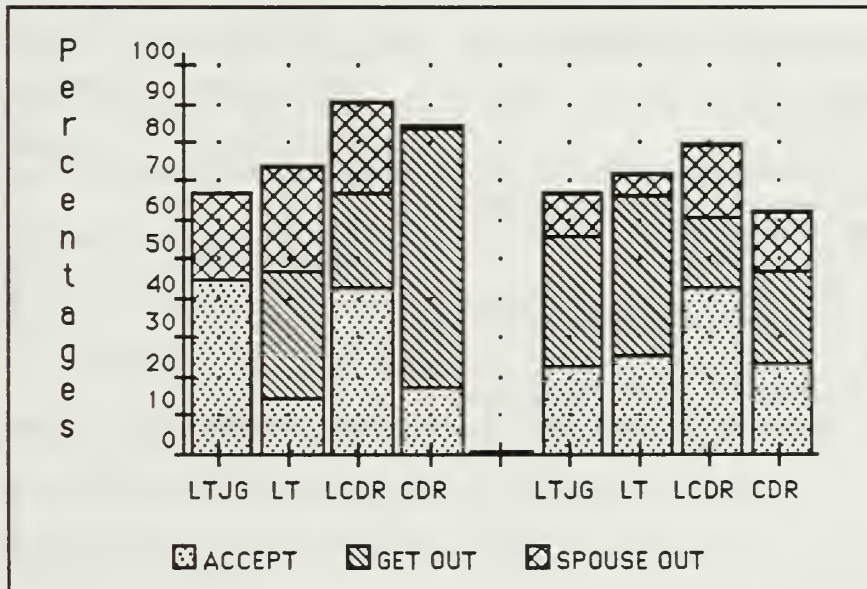


Figure 38. Percentage of Enlisted Men and Women, Paygrades LTJG-CDR, Predicting Their Responses to Long Separations From Their Spouses as 'Accept,' 'Get Out,' or 'Spouse Will Get Out,' by DNC and Non-DNC
 Source: 1985 DoD Survey of Officer and Enlisted Personnel

IV. CONCLUSIONS AND RECOMMENDATIONS

Findings of this thesis are summarized in Table 2.

In general, naval policy for DNCs appears to be working well, as the review of the study's findings in Table 2 indicates. However, there are two primary areas of concern: (1) enlisted DNCs have less sea duty than non-DNCs, and (2) DNCs have fewer PCS moves than non-DNCs. Both problems, if they do exist, have potential implications for serious morale (fairness) implications.

TABLE 2. SUMMARY OF THE FINDINGS

Description of Variable	Enlisted	Officer
Number of Moves Due to PCS	DNCs have more	DNCs have more
Months at Present Location	ND	ND
Currently Assigned to a Ship	fewer DNCs	more female DNCs
Months of Sea Duty During Active Duty	less for male DNCs	ND
Expectation That Next Duty Location Will Be Undesirable	ND	ND
Satisfaction With Military Life	ND	ND
Total Expected Years of Service	fewer for DNCs	ND
Expectation of Reenlistment	ND	ND
Expectation of Reenlistment, With Guaranteed Location	ND	NA

Notes: ND = No differences NA = Not applicable

A. EFFICIENCY

Dual Navy couples (DNCs) are apparently being detailed very efficiently. The policy that allows them to shorten tours to collocate has *not* resulted in more moves relative to non-DNCs, nor in noticeable numbers of shortened

tours. The Navy can well afford¹ its policy of accommodating couples' desires for collocation, since its effect on the PCS budget and the readiness of commands appears to be minimal.

B. FAIRNESS AND EFFECTIVE USE

There may be possible problems with fairness in the detailing process. Officers and enlisted DNCs have less than their share of PCS moves, and enlisted DNCs are receiving less than a fair share of sea duty. Less clear were differences in assignments to desirable locations. The study highlights some possible problems, as discussed below.

1. PCS Moves

The implications for policy are:

- DNCs are favored with duty station stability. Stability is a valuable commodity to many Navy families and single personnel who often prefer to remain settled in one locale. The fairness issue is magnified here since every dual Navy family that stays in San Diego, for instance, displaces *two* other members or families. Add to this that displacement of a non-DNC family often means disruption or termination of a civilian spouse's career and income [Ref. 14], a hardship *not* faced similarly by the DNCs.

- DNCs are not being optimally used. A 1982 survey showed that couples preferred collocation to career enhancing billets that separated them. It also showed that couples felt their collocation was achieved at the cost of being effectively used. [Ref. 11]. If collocation is achieved by assigning couples to relatively few locations, thus compromising their careers, then collocation

¹Detailers are concerned that the costs of broken tours for collocation are unbudgeted moves which disrupt planning [Ref. 10].

is a cost to the Navy, in terms of stunted careers and/or sub-optimal people-job matches.

Recommendations are:

- Detailers should attempt to reduce homesteading for DNCs, if their collocation is possible in other areas. This recommendation seems to run counter to calls for reducing PCS moves, but for every DNC family it would allow the extension of two non-DNC families, reduce overall PCS moves of households, and accommodate the needs of civilian working spouses.

2. Sea Duty

Implications for policy are:

- Enlisted DNCs are receiving less sea duty. This is an interesting finding and more analysis should be undertaken. Perhaps, as discussed within the Findings chapter, DNCs and non-DNCs within the same rating should be compared to eliminate the effects of different ratings on the measures of sea duty.

Recommendations are:

- Further study of this issue is necessary.

3. Desirable Duty Locations

Implications for policy are:

- Women DNC officers have more optimistic expectations for future duty locations than do their non-DNC counterparts. Since this conclusion is based on *expectations* rather than actual assignments, it is a less useful insight. If their expectations *are* founded in reality, this effect could be related to the problem, discussed in relation to numbers of PCS moves, of assigning DNCs to the Navy's "centers" (assuming that these areas are the more desirable ones).

Recommendations are:

- No changes to Navy policy are feasible, regardless of any advantages the DNCs may have in this regard. Collocation will be achieved most regularly at fleet centers where there are concentrations of billets. (This does not contradict the recommendation to reduce homesteading; a variety of locations is recommended, acknowledging that they will be at fleet centers). Some inequities may be the unavoidable cost.

C. RETENTION

The Navy's policy favoring collocation of couples is apparently successful – and necessary – for the retention of its dual Navy couples. That is, the system *is* apparently working toward the satisfaction of these couples, and collocation is of primary importance to them.

D. THE FUTURE

Ten years ago, manpower planners and analysts were concerned about the growing numbers of dual Navy couples and their impact on the organization. Today, the Navy's couples have more than tripled; yet for the most part, the system continues to efficiently and effectively assign and retain them.

Eitelberg [Ref. 15], however, predicting personnel shortages in the 1990's, predicts that greater numbers of women will be joining the military, as recruiting and retention become increasingly difficult in the years ahead. Women, he says, will be needed to replace men, if the country continues to favor an all-volunteer force. Even so, given the current restrictions on ship-board billets for women, increased numbers of women can be expected to taper off, in the short term, and numbers of DNCs may remain low. At least until legislation lifts restrictions on women in combat roles, the Navy will

probably have flexibility and success in assigning and retaining dual Navy couples.

This is not to say that retention percentages would be the same for DNCs and non-DNCs. Although their satisfaction and reenlistment desires may be the same, it is likely that for many, especially enlisted couples, their military and personal lives will become incompatible as they become more senior. Detailers have expressed concern for maintaining their high rates of collocations as the force of DNCs becomes more senior [Ref. 10]. (The same concern for civilian organizations and their dual career couples has been expressed by Hall and Hall [Ref. 2].)

Even if numbers were to reach a level at which current rates of collocation were not possible, and the detailing of DNCs vs. others was to become inefficient, Navy policy would still have to support and consider the special needs of its DNCs, as much as possible. In 1977, Vice Admiral Watkins said:

We are concerned not only with the physical environment, but with the moral and spiritual environment as well. We want our people - and their families - to be proud of their affiliation with the Navy, to view the Navy not as a job, but as an attractive and meaningful way of life. [Ref. 1]

His views have been echoed in succeeding years, and probably will continue to be, especially in the context of an all-volunteer force. Clearly, a policy that stresses collocation of married members is important as a statement of the Navy's pro-family philosophy – but the results of that important policy must continue to be carefully monitored.

APPENDIX A

QUESTIONNAIRES



1985 Department of Defense SURVEY OF OFFICERS

RCS MIL(OT) 1644

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 questionnaire.

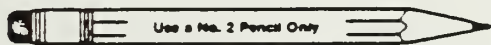
NOTICE

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. It will not be disclosed to others or used for any other purpose. Only group statistics will be reported.

Your participation in the survey is voluntary. Failure to respond to any questions will not result in any penalty. However, your participation is encouraged so that the data will be complete and representative.

INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a No. 2 pencil.

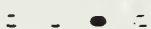


- Make heavy black marks that fill the oval for your answer.
- Please do not make stray marks of any kind.

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 ovals 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

Officer Grades		Warrant Grades
<input type="checkbox"/> 01	<input type="checkbox"/> 05	<input type="checkbox"/> W1
<input type="checkbox"/> 02	<input type="checkbox"/> 06	<input type="checkbox"/> W2
<input checked="" type="checkbox"/> 03	<input type="checkbox"/> 07 or above	<input type="checkbox"/> W3
<input type="checkbox"/> 04		<input type="checkbox"/> W4

If your answer is 03, then just mark one oval as shown.

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

If your answer is 9:30 ...

Time began

0	9	3	0
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- 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 oval below each box.

EXAMPLES OF HOW TO COMPLETE QUESTION 7

<p>1 ARMY - Commissioned Officers only NAVY MARINE CORPS AIR FORCE (Note AFSC A 03697C would be marked 0369)</p> <table border="1"> <tr> <td>BOX 1</td> <td>BOX 2</td> <td>BOX 3</td> <td>BOX 4</td> </tr> <tr> <td>0</td> <td>3</td> <td>6</td> <td>9</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	BOX 1	BOX 2	BOX 3	BOX 4	0	3	6	9					<p>2 ARMY - Warrant Officers only</p> <table border="1"> <tr> <td>BOX 1</td> <td>BOX 2</td> <td>BOX 3</td> <td>BOX 4</td> </tr> <tr> <td>2</td> <td>2</td> <td>3</td> <td>A</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	BOX 1	BOX 2	BOX 3	BOX 4	2	2	3	A				
BOX 1	BOX 2	BOX 3	BOX 4																						
0	3	6	9																						
BOX 1	BOX 2	BOX 3	BOX 4																						
2	2	3	A																						

TO ENSURE THE CONFIDENTIALITY OF YOUR RESPONSES, PLEASE SEPARATE THIS FRONT COVER FROM THE QUESTIONNAIRE AND DESTROY THE FRONT COVER. →

I MILITARY INFORMATION

1. Record time began, enter military hour:

- Write the numbers in the boxes. →
- Fill in the unused boxes with zeros.
- Mark the matching oval below each box.

Time began			
•	•	•	•
0	1	2	3
4	5	6	7
8	9	0	1
2	3	4	5
6	7	8	9
0	1	2	3
4	5	6	7
8	9	0	1
2	3	4	5
6	7	8	9

2. In what month are you completing the survey?

Mark one

- | | |
|-------------------------------------|----------------------------------|
| <input type="radio"/> January 1985 | <input type="radio"/> April 1985 |
| <input type="radio"/> February 1985 | <input type="radio"/> May 1985 |
| <input type="radio"/> March 1985 | <input type="radio"/> June 1985 |

A. YOUR MILITARY BACKGROUND

3. In what Service are you?

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

4. Are you currently assigned to a ship as your permanent duty station?

- Yes No

5. What is your pay grade? Mark one

- | | | | |
|--------------------------|-----------------------------------|--------------------------|--|
| Officer Grades | | Warrant Grades | |
| <input type="radio"/> O1 | <input type="radio"/> O5 | <input type="radio"/> W1 | |
| <input type="radio"/> O2 | <input type="radio"/> O6 | <input type="radio"/> W2 | |
| <input type="radio"/> O3 | <input type="radio"/> O7 or above | <input type="radio"/> W3 | |
| <input type="radio"/> O4 | | <input type="radio"/> W4 | |

6. To the nearest year end month, how long have you been on active duty? If you had a break in service, count current time and time in previous tour(s), and count prior enlisted time

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

Follow the instructions below for your Service. Examples how to complete this question are shown on the inside cover of this booklet.

ARMY

COMMISSIONED OFFICERS Record the numbers of your Primary and Alternate Specialty Codes See Example 1

WARRANTS Record the first four entries of your current Primary MOS. See Example 1 or 2

NAVY

Record all four numbers of your current Primary Designator See Example 1

MARINE CORPS

Record all four numbers of your current Primary MOS See Example 1

AIR FORCE

Record the first four numbers of your current Primary ASFC-DO NOT USE LETTERS See Example 1

7. My current Primary MOS/Rating/Designator/AFSC is:

ALL SERVICES: Use all four boxes, one character to a box. Write C number or letter (or "--") in each box. Then, mark the matching c below each box. Please check the example(s) for your Service on inside cover of this booklet.

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

- I don't know my current Primary MOS Rating Designator/AFSC

8. Officers coming on their first tour of active duty sometimes incur an initial service commitment. Are you presently serving within your INITIAL SERVICE OBLIGATION as a commissioned officer?

- Does not apply, I did not have an initial obligation (GO TO O10)
- No, I am serving within the FIRST YEAR AFTER MY INITIAL OBLIGATION. (GO TO O10)
- No, I am serving MORE THAN ONE YEAR BEYOND MY INITIAL OBLIGATION. (GO TO O10)
- Yes, I am serving within my INITIAL OBLIGATION

9. How many years of obligated service do you have remaining in your initial obligation?

- Less than one year
- At least 1 year but less than 2 years
- At least 2 years but less than 3 years
- At least 3 years but less than 4 years
- At least 4 years but less than 5 years
- 5 years or more

10. Through which of the following officer procurement programs did you obtain your commission/warrant? Mark one

- Academy Graduate (USMA, USNA, USAFA, etc.)
- Limited Duty Officer Program
- Officer Candidate School or Officer Training School
- ROTC (Regular)
- ROTC (Scholarship)
- Aviation Officer Candidate or Aviation Cadet
- Warrant Officer Program
- Direct Appointment from Civilian Status
- Reserve Officer Candidate
- Platoon Leaders Course/WOC (USMC)
- Health Professional Scholarship Program
- Medical Specialist Program
- Other

B. YOUR SPOUSE'S MILITARY BACKGROUND
IF NEVER MARRIED, GO TO Q13

11. Has your current (or most recent) spouse ever served in the Armed Forces, either on active duty or in the Reserves? Mark one

- No
- Yes, separated from Army
- Yes, separated from Navy
- Yes, separated from Marine Corps
- Yes, separated from Air Force
- Yes, separated from a Reserve/Guard Component
- Yes, currently on active duty in Army
- Yes, currently on active duty in Navy
- Yes, currently on active duty in Marine Corps
- Yes, currently on active duty in Air Force
- Yes, currently in Reserve/Guard Component

12. What is/was your current (or most recent) spouse's pay grade now or at the time of separation from the Service?

Does not apply, spouse is/was not in the Service

- | | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--|
| 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"/> O4 | |
| <input type="radio"/> E2 | <input type="radio"/> E7 | <input type="radio"/> W2 | <input type="radio"/> O2 | <input type="radio"/> O5 | |
| <input type="radio"/> E3 | <input type="radio"/> E8 | <input type="radio"/> W3 | <input type="radio"/> O3 | <input type="radio"/> O6 | |
| <input type="radio"/> E4 | <input type="radio"/> E9 | <input type="radio"/> W4 | | | |
| <input type="radio"/> E5 | | | | | |

II PRESENT AND PAST LOCATIONS

13. As of today, how many months have you been assigned to your present post, base 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 oval below each box.

NUMBER MONTHS		
<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"/>

14. How much longer do you expect to be at your present location?

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

Record the number of months in the boxes.

- Mark the matching oval below each box.

NUMBER MONTHS	
<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"/>

15. If you had the option of extending your tour at your present military location, 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

16. 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		
<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"/>

17. 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		
<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"/>

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

For each item below, mark if it was:

	Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Not Applicable	Don't Know
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Adjusting to a higher cost of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Moving and setting up a new household	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Temporary lodging expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Costs of setting up new residence, e.g., curtains, carpeting, paint	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transportation costs incurred during move	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding off-duty employment for yourself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding civilian employment for your spouse or dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continuing your education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continuing spouse/dependent education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transferability of college credits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding permanent housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding shopping areas, recreational facilities, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children adjusting to new environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spouse adjusting to new environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adjusting yourself to new environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Is the housing that you live in now:

- Base/government housing
- 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

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

PLEASE MARK EACH ITEM BELOW AS:

	Excellent	Good	Fair	Poor	Very Poor	Does Not Apply	Don't Know
--	-----------	------	------	------	-----------	----------------	------------

CHARACTERISTICS OF CURRENT LOCATION

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"/>
Availability of goods and services at the post, base or duty station	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recreational facilities	<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 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 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"/>
Quality of environment for children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of Family Service Center/ Family Support 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"/>

21. HOW MUCH OF A PROBLEM IS EACH OF THE FOLLOWING AT THE LOCATION WHERE YOU LIVE? If you live on-base, answer for the base. If you live off-base, answer for that community.

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"/>
Rape	<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"/>

22. 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).

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10 or more

23. 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 changes of station (PCS)?

- Does not apply, I don't have any spouse/dependents
- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10 or more

24. If your spouse is in the military, are you presently assigned to the same base or geographic location as your spouse?

- Does not apply. I do not have a spouse (GO TO Q26)
- Does not apply. my spouse is not in the military (GO TO Q26)
- 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

25. 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
- Accept them
- I will leave the Service
- My spouse will leave the Service

26. What is the main obstacle to your responding to the following:

(1) Change In Work Schedule: Mark one

- Am already responding very quickly
- Dependent care considerations
- Personal health problem other than pregnancy
- Pregnancy
- Family health problem
- Second job
- Transportation arrangements
- Difficult to reach by telephone during off-duty hours
- Distance to duty section
- Attending school during off-duty hours
- Other reason

(2) No-Notice Base Recall or Alert: Mark one

- Am already responding very quickly
- Dependent care considerations
- Personal health problem other than pregnancy
- Pregnancy
- Family health problem
- Second job
- Transportation arrangements
- Difficult to reach by telephone during off-duty hours
- Distance to duty section
- Attending school during off-duty hours
- Other reason

(3) No-Notice Unit Deployment: Mark one

- Am already responding very quickly
- Dependent care considerations
- Personal health problem other than pregnancy
- Pregnancy
- Family health problem
- Second job
- Transportation arrangements
- Difficult to reach by telephone during off-duty hours
- Distance to duty section
- Attending school during off-duty hours
- Other reason

III REENLISTMENT/CAREER INTENT

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

NUMBER OF YEARS	
<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"/>

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

- | Officer Grades | Warrant Grades |
|--|--------------------------|
| <input type="radio"/> 01 <input type="radio"/> 05 | <input type="radio"/> W1 |
| <input type="radio"/> 02 <input type="radio"/> 06 | <input type="radio"/> W2 |
| <input type="radio"/> 03 <input type="radio"/> 07 or above | <input type="radio"/> W3 |
| <input type="radio"/> 04 | <input type="radio"/> W4 |

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

- Definitely Yes
- Probably Yes
- Don't Know/Not Sure
- Probably No
- Definitely No

30. What are the chances that your next tour of duty will be in an undesirable military location? 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. In what month and year (Date of Rank) were you appointed to your present pay grade?

MONTH	YEAR		
<input type="radio"/> January	19 <table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>		
<input type="radio"/> February	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>		
<input type="radio"/> March	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>		
<input type="radio"/> April	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>		
<input type="radio"/> May	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>		
<input type="radio"/> June	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>		
<input type="radio"/> July	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>		
<input type="radio"/> August	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>		
<input type="radio"/> September	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>		
<input type="radio"/> October	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>		
<input type="radio"/> November	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>		
<input type="radio"/> December	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>		

32. What do you think your chances are of being promoted to the next higher pay grade? 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

33. What do you think your chances are of being promoted to general/flag officer during your career?

- 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

34. How likely would you be to remain in the military if the number of general/flag officer slots were increased by 10%?

- 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

IV INDIVIDUAL AND FAMILY CHARACTERISTICS

35. Are you male or female?

- Male
- Female

36. How old were you on your last birthday?

AGE LAST BIRTHDAY	
0	1
2	3
4	5
6	7
8	9
10	11
12	13
14	15
16	17
18	19
20	21
22	23
24	25
26	27
28	29
30	31
32	33
34	35
36	37
38	39
40	41
42	43
44	45
46	47
48	49
50	51
52	53
54	55
56	57
58	59
60	61
62	63
64	65
66	67
68	69
70	71
72	73
74	75
76	77
78	79
80	81
82	83
84	85
86	87
88	89
90	91
92	93
94	95
96	97
98	99
100	

37. Where were you born?

- In the United States
- Outside the United States to military parents
- Outside the United States to nonmilitary parents

38. Are you an American citizen?

- Yes
- No, resident alien
- No, not a resident alien

39. Are you:

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

40. 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 _____

41. Do you speak English as your main language at home?

- Yes (GO TO O43)
- No

42. The main language I speak at home is:

- Spanish
- French
- German
- Japanese
- Korean
- Thai
- Vietnamese
- Chinese
- Other Asian
- Slavic
- Italian
- Other, please specify _____

43. When you **FIRST ENTERED ACTIVE SERVICE**, what was the highest grade or year of regular school or college you had completed and gotten credit for? Mark one

ELEMENTARY GRADES		HIGH SCHOOL GRADES		COLLEGE YEARS OF CREDIT	
<input type="radio"/> 1st	<input type="radio"/> 5th	<input type="radio"/> 9th		<input type="radio"/> 1	<input type="radio"/> 5
<input type="radio"/> 2nd	<input type="radio"/> 6th	<input type="radio"/> 10th		<input type="radio"/> 2	<input type="radio"/> 6
<input type="radio"/> 3rd	<input type="radio"/> 7th	<input type="radio"/> 11th		<input type="radio"/> 3	<input type="radio"/> 7
<input type="radio"/> 4th	<input type="radio"/> 8th	<input type="radio"/> 12th (include GED)		<input type="radio"/> 4	<input type="radio"/> 8 or more

44. When you **FIRST ENTERED ACTIVE SERVICE**, what was the highest degree or diploma that you had? DO NOT INCLUDE DEGREES FROM TECHNICAL, TRADE OR VOCTIONAL SCHOOLS Mark one

DEGREE AT ENTRY

- No Degree or Diploma
- GED Certificate
- Certificate of Completion/Attendance
- Home Study Diploma
- High School Diploma
- Associate/Junior College Degree
- Bachelor's Degree (BA/BS)
- Master's Degree (MA/MS)
- Doctoral Degree (PhD/MD/LLB)
- Other Degree not listed above

45. AS OF TODAY, what is the highest grade or year of regular school or college that you have completed and gotten credit for? Mark one

ELEMENTARY GRADES		HIGH SCHOOL GRADES		COLLEGE YEARS OF CREDIT	
<input type="radio"/> 1st	<input type="radio"/> 5th	<input type="radio"/> 9th		<input type="radio"/> 1	<input type="radio"/> 5
<input type="radio"/> 2nd	<input type="radio"/> 6th	<input type="radio"/> 10th		<input type="radio"/> 2	<input type="radio"/> 6
<input type="radio"/> 3rd	<input type="radio"/> 7th	<input type="radio"/> 11th		<input type="radio"/> 3	<input type="radio"/> 7
<input type="radio"/> 4th	<input type="radio"/> 8th	<input type="radio"/> 12th (include GED)		<input type="radio"/> 4	<input type="radio"/> 8 or more

46. AS OF TODAY, what is the highest degree or diploma that you hold? DO NOT INCLUDE DEGREES FROM TECHNICAL, TRADE OR VOCATIONAL SCHOOLS Mark one

DEGREE NOW

- No Degree or Diploma
- GED Certificate
- Certificate of Completion/Attendance
- Home Study Diploma
- High School Diploma
- Associate/Junior College Degree
- Bachelor's Degree (BA/BS)
- Master's Degree (MA/MS)
- Doctoral Degree (PhD/MD/LLB)
- Other Degree not listed above

47. 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

48. During 1984, 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 own expense, partially at Service expense

49. 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

MOTHER FATHER

ELEMENTARY GRADES

- 1st
- 2nd
- 3rd
- 4th
- 5th
- 6th
- 7th
- 8th

HIGH SCHOOL GRADES

- 9th
- 10th
- 11th
- 12th (include GED)

COLLEGE-YEARS OF CREDIT

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8 or more

Don't know/unsure

50. When you FIRST ENTERED ACTIVE SERVICE, what was your marital status? Count time spent in another Service or prior active duty as service time.

- Single, never married Widowed
- Married for the first time Divorced
- Remarried Separated

51. Are you currently:

- Married for the first time
- Remarried
- Widowed
- Divorced
- Separated
- Single, never married (GO TO Q67, SECTION V DEPENDENTS, PAGE 10)

52. How old were you when you first married?

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

53. Have you ever been divorced since coming on active duty?

- No (GO TO Q57)
- 1 time
- 2 times
- 3 times or more

54. How many years were you married and on active duty prior to this divorce?

Note: If more than one divorce while on active duty, record the longest marriage. Round to the nearest year.

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

55. Has your former spouse of this (longest in service) marriage remarried?

- Yes
- No
- Don't know

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

- Not applicable, divorced before entering the service
- To a very great extent
- To some extent
- To a small extent
- Not at all

57. How long have you been married to your current spouse?

- Does not apply do not have a current spouse (GO TO Q67)
- Less than one year

NO YEARS MARRIED →

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

58. How old was your current spouse on his or her last birthday?

AGE LAST BIRTHDAY	
<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"/>

59. What is the highest grade or year of regular school or college that your current spouse has completed and gotten credit for? Mark one

ELEMENTARY GRADES	HIGH SCHOOL GRADES	COLLEGE YEARS OF CREDIT
<input type="radio"/> 1st <input type="radio"/> 5th	<input type="radio"/> 9th	<input type="radio"/> 1 <input type="radio"/> 5
<input type="radio"/> 2nd <input type="radio"/> 6th	<input type="radio"/> 10th	<input type="radio"/> 2 <input type="radio"/> 6
<input type="radio"/> 3rd <input type="radio"/> 7th	<input type="radio"/> 11th	<input type="radio"/> 3 <input type="radio"/> 7
<input type="radio"/> 4th <input type="radio"/> 8th	<input type="radio"/> 12th (include GED)	<input type="radio"/> 4 <input type="radio"/> 8 or more
<input type="radio"/> Don't Know		

60. Where was your spouse born?

- In the United States
- Outside the United States to military parents
- Outside the United States to nonmilitary parents

61. Is your spouse an American citizen?

- Yes
- No, is a resident alien
- No, is not a resident alien

62. Does your spouse speak English as the main language at home?

- Yes (GO TO O65)
- No

63. The main language my spouse speaks at home is:

- Spanish Chinese
- French Other Asian
- German Slavic
- Japanese Italian
- Korean Other please specify _____
- Thai
- Vietnamese

64. If made available, would your spouse be interested in a military-sponsored off-base-educational program to learn English?

- Yes
- No

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

- Very well Fairly well
- Well Not well at all

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

- Very well Fairly well
- Well Not well at all

V DEPENDENTS

67. How many dependents do you have? Do not include yourself or your spouse. For the purpose of this survey, a dependent is anyone related to you by blood, marriage, or adoption, and who depends on you for over half their support.

- None 6
- 1 7
- 2 8
- 3 9
- 4 10 or more
- 5

68. Are you presently at the same base or geographic location as your spouse?

- Does not apply, I have no spouse
- No, I am not accompanied
- Yes I am accompanied by my spouse

69. In the past year, how many months were you completely separated from your spouse or dependents because of your military assignment? Include extended TDYs and schools

- Does not apply, I don't have a spouse or dependents (GO TO O78, SECTION VI, PAGE 13)
- None
- Less than 1 month
- 1 7
- 2 8
- 3 9
- 4 10
- 5 11
- 6 12

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

- Yes No

71. **ANSWER Q71 ONLY IF YOU COUNTED DEPENDENTS IN Q67**

Please record the following information about each dependent counted in Q67:

- A. What is the person's relationship to you?
- B. Is the person male or female?
- C. How old was the person on his or her last birthday?
- D. Is the person at your current location?
- E. Is he/she physically, emotionally, or intellectually handicapped requiring specialized treatment, therapy, education, training, or counseling?

Fill in the appropriate spaces below for each of your dependents. Start by recording information about all the children, then each adult. There is space for up to eight dependents. If there are more, just list the eight youngest dependents.

<p>A. Relationship to you:</p> <p><input type="radio"/> Child (including step or adopted child)</p> <p><input type="radio"/> Parent/Parent-in-law</p> <p><input type="radio"/> Other relative</p>	<p>B. Sex:</p> <p><input type="radio"/> Male</p> <p><input type="radio"/> Female</p>	<p>C. Age:</p> <p><input type="radio"/> Less than one year</p> <table border="1" style="width: 100%; height: 100px;"> <tr><td style="width: 50%;"></td><td style="width: 50%;"></td></tr> <tr><td style="text-align: center;">①</td><td style="text-align: center;">①</td></tr> <tr><td style="text-align: center;">②</td><td style="text-align: center;">②</td></tr> <tr><td style="text-align: center;">③</td><td style="text-align: center;">③</td></tr> <tr><td style="text-align: center;">④</td><td style="text-align: center;">④</td></tr> <tr><td style="text-align: center;">⑤</td><td style="text-align: center;">⑤</td></tr> <tr><td style="text-align: center;">⑥</td><td style="text-align: center;">⑥</td></tr> <tr><td style="text-align: center;">⑦</td><td style="text-align: center;">⑦</td></tr> <tr><td style="text-align: center;">⑧</td><td style="text-align: center;">⑧</td></tr> </table>			①	①	②	②	③	③	④	④	⑤	⑤	⑥	⑥	⑦	⑦	⑧	⑧
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<p>D. Is this person at your current location?</p> <p><input type="radio"/> Yes</p> <p><input type="radio"/> No</p>																				
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A Relationship to you
 Child, including step or adopted child
 Parent/Parent-in-law
 Other relative

B Sex
 Male
 Female

C Age
 Less than 18 years
 18-24 years
 25-34 years
 35-44 years
 45-54 years
 55-64 years
 65-74 years
 75 years or older

D Is this person at your current location?
 Yes
 No

E Physically, emotionally, intellectually handicapped requiring specialized treatment, therapy, education, training, or counseling?
 No
 Yes, permanently
 Yes, temporarily

A Relationship to you
 Child, including step or adopted child
 Parent/Parent-in-law
 Other relative

B Sex
 Male
 Female

C Age
 Less than 18 years
 18-24 years
 25-34 years
 35-44 years
 45-54 years
 55-64 years
 65-74 years
 75 years or older

D Is this person at your current location?
 Yes
 No

E Physically, emotionally, intellectually handicapped requiring specialized treatment, therapy, education, training, or counseling?
 No
 Yes, permanently
 Yes, temporarily

72. Are your dependent arrangements realistically workable for each of the following situations:

	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 situations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

IF YOU HAVE NO CHILDREN UNDER AGE 15 LIVING WITH YOU OR DO NOT USUALLY USE CHILD CARE SERVICES, GO TO Q78.

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

- I did
- Child's brother/sister over 15
- Child's brother/sister under 15
- Child's grandparent
- Other relative of child
- Child cares for self
- Nonrelative

74. Where was your youngest child usually cared for under this arrangement?

	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"/>
Day-care Center	<input type="radio"/>	<input type="radio"/>
Child's home	<input type="radio"/>	<input type="radio"/>
Licensed private 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"/>

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

HOURS A WEEK		
0-1	2-3	4-5
<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"/>

76. Have any of your children attended an overseas Department of Defense school?

- Not applicable (GO TO Q78, SECTION VI: MILITARY COMP)
- No (GO TO Q78, SECTION VI: MILITARY COMP)
- Yes, are attending now
- Yes, did attend

77. If yes, how satisfied were/are you with the quality of education your child(ren) received?

- Very satisfied
- Satisfied
- Mixed feelings
- Dissatisfied
- Very dissatisfied

VI MILITARY COMPENSATION, BENEFITS, AND PROGRAMS

EVERYONE SHOULD ANSWER THIS SECTION

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

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

79. Do you receive **Basic Allowance for Subsistence** (BAS)? (BAS is a cash payment for food.)

- Yes
- No

80. What is the amount of the **MONTHLY Federal Tax Advantage** of your combined **Quarters and Food Allowances** (BAS AND BAQ)? If you don't know the exact amount, please give your best estimate.

\$			
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖

MONTHLY FEDERAL TAX ADVANTAGE →

- I never heard of the Federal Tax Advantage.
- I don't know the amount of the Federal Tax Advantage.

81. 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.

- | | |
|-----------------------|------------------------------------|
| RECEIVE | SPECIAL PAY TYPE |
| <input type="radio"/> | Jump Pay |
| <input type="radio"/> | Sea Pay |
| <input type="radio"/> | Submarine Pay |
| <input type="radio"/> | Flight Pay |
| <input type="radio"/> | Foreign Duty Pay |
| <input type="radio"/> | Pro Pay |
| <input type="radio"/> | Overseas Cost of Living Allowance |
| <input type="radio"/> | Variable Housing Allowance |
| <input type="radio"/> | Rent Plus |
| <input type="radio"/> | Overseas Special Housing Allowance |
| <input type="radio"/> | Other Special Pays or Allowances |

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

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

83. What is the most you would be willing to pay, per pay period, as your share of the premium costs of a government-sponsored family dental benefits program?

- Nothing, I am not interested in a dental benefits program
- Nothing, I am already covered by spouse's dental program
- Nothing, I am currently buying private dental insurance
- \$5 or less per pay period
- \$6 to \$10 per pay period
- \$11 to \$15 per pay period
- \$16 to \$19 per pay period
- \$20 or more per pay period

84. Do you have life insurance?

- No
- Yes, SGLI
- Yes, SGLI and another plan
- Yes, a plan other than SGLI
- Don't know

85. Currently, all military personnel who retire after 20 or more years of service are given retirement benefits which begin immediately upon retirement and continue for life. People who leave the service with 20 years of service receive 50% of their basic pay as retirement benefits.

Suppose you retired with 26 years of service – under the current retirement system, what percentage of your basic pay would you receive as retirement pay?

PERCENTAGE OF BASIC PAY			
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
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⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖
⊖	⊖	⊖	⊖

Don't know

86. Do you have a current written will?

- Yes
- No
- Don't know

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

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

88. Do you plan to elect the Survivor Benefit Plan upon retirement?

- 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

89. For each family program or service listed below, please mark (a) its availability to you and (b) your level of satisfaction

	Availability					Satisfaction					
	Available on-and off-base	Available on base	Only off-base	Not available	Don't know	No knowledge/experience	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very Dissatisfied
Family Support Centers	<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"/>
Individual Counseling/Therapy	<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"/>
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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial Counseling/Management Education	<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"/>
Single Parent Programs	<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"/>
Pre-marital Programs	<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"/>
Programs for Families with Handicapped Members	<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"/>
Services for Families During Separation	<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"/>
Crisis Referral Services	<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"/>
Spouse Employment Services	<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"/>
Recreational Programs	<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"/>
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"/>	<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"/>	<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"/>	<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"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

VII CIVILIAN LABOR FORCE EXPERIENCE

A. YOUR OWN EXPERIENCE

90. Do you perform volunteer work for an on- or off-base activity? Mark ALL that apply

- No
- On-base, frequently (once a week or more on the average)
- On-base, infrequently
- Off-base, frequently (once a week or more on the average)
- Off-base, infrequently

91. During 1984, 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?

AVERAGE NO. HOURS PER WEEK

<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"/>

None (GO TO Q94)

92. Altogether in 1984, what was the total amount that you earned, before taxes and other deductions, for working during your off-duty hours?

\$

<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"/>

1984 OFF-DUTY EARNINGS →

93. How much did each of the following contribute to your having a second job?

Mark each item as:	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 in work itself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To gain experience for a nonmilitary second career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

94. In the past 12 months, did you receive any job offers for a civilian job which you could take if you leave the Service?

- Yes No

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

- Yes No

102. As of today, what is your estimate of the total amount of outstanding debts that you may have? Exclude any mortgage.

- No debts
- \$1 - \$499
- \$500 - \$1,999
- \$2,000 - \$4,999
- \$5,000 - \$9,999
- \$10,000 - \$14,999
- \$15,000 or more

103. How much do you or your family spend each month on groceries and household items? Please give your best estimate.

\$

⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪

MONTHLY GROCERY AND HOUSEHOLD EXPENSES →

105. Approximately what percentage do you or your family save by using the commissary instead of civilian grocery stores? Please give your best estimate

- Not applicable, do not shop in commissary
- Don't know, shop only in commissary
- None

%

⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪

← PERCENTAGE OF SAVINGS

104. What percentage of your or your family's shopping is done in military commissaries? Please give your best estimate.

- None
- All

%

⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪
⓪	⓪	⓪	⓪

← PERCENTAGE OF COMMISSARY SHOPPING

105. 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?

- Delighted
- Pleased
- Mostly Satisfied
- Mixed (about equally satisfied and dissatisfied)
- Mostly dissatisfied
- Unhappy
- Terrible

IX MILITARY LIFE

107. 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
 ⓪ ——— ⓪ ——— ⓪ ——— ⓪ ——— ⓪ ——— ⓪ ——— ⓪

108. 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
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"/>
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"/>
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"/>
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"/>

109. Below is a list of issues particular to a 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 dis- satisfied	Dissatis- fied	Very dissatis- fied
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"/>
Post service educational benefits (VEAP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commissary services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

- Very Dissatisfied
- Dissatisfied
- Somewhat Dissatisfied
- Neither Dissatisfied nor Satisfied
- Somewhat Satisfied
- Satisfied
- Very Satisfied

111. 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 enclosed comment sheet
- No

112. Record time now, enter military hour:

Time finished:

:	:	:	:
:	:	:	:
:	:	:	:
:	:	:	:
:	:	:	:
:	:	:	:
:	:	:	:
:	:	:	:
:	:	:	:

**THANK YOU VERY MUCH FOR ANSWERING THIS QUESTIONNAIRE.
PLEASE SEAL THE QUESTIONNAIRE AND COMMENTS IN THE ENVELOPE PROVIDED.**

FOR CONTRACTOR USE ONLY													
<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"/>



1985 Department of Defense SURVEY OF ENLISTED PERSONNEL

RCS MIL(OT) 1663

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 questionnaire.

NOTICE

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. It will not be disclosed to others or used for any other purpose. Only group statistics will be reported.

Your participation in the survey is voluntary. Failure to respond to any questions will not result in any penalty. However, your participation is encouraged so that the data will be complete and representative.

INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a No. 2 pencil.

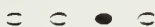


- Make heavy black marks that fill the oval for your answer.
- Please do not make stray marks of any kind.

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 ovals 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

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

If your answer is E5, then just mark one oval as shown.

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

If your answer is 9:30 . . .

Time began

0	9	:	3	0
<input checked="" 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"/>	<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"/>

- 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 oval below each box.

EXAMPLES OF HOW TO COMPLETE QUESTION 7

<p>1 <u>MARINE CORPS</u> - ALL <u>AIR FORCE</u> ALL Note AFSC A 036970 would be marked 0369</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr> <td style="border: 1px solid black; padding: 2px;">BOX 1</td> <td style="border: 1px solid black; padding: 2px;">BOX 2</td> <td style="border: 1px solid black; padding: 2px;">BOX 3</td> <td style="border: 1px solid black; padding: 2px;">BOX 4</td> </tr> <tr> <td style="border: 1px solid black; text-align: center; font-size: 24px;">0</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">3</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">6</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">9</td> </tr> </table>	BOX 1	BOX 2	BOX 3	BOX 4	0	3	6	9	<p>4 <u>NAVY</u> - Enlisted except <u>non-designated</u> Also see Example 5</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr> <td style="border: 1px solid black; padding: 2px;">BOX 1</td> <td style="border: 1px solid black; padding: 2px;">BOX 2</td> <td style="border: 1px solid black; padding: 2px;">BOX 3</td> <td style="border: 1px solid black; padding: 2px;">BOX 4</td> </tr> <tr> <td style="border: 1px solid black; text-align: center; font-size: 24px;">G</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">M</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">M</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">3</td> </tr> </table>	BOX 1	BOX 2	BOX 3	BOX 4	G	M	M	3
BOX 1	BOX 2	BOX 3	BOX 4														
0	3	6	9														
BOX 1	BOX 2	BOX 3	BOX 4														
G	M	M	3														
<p>2 <u>ARMY</u></p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr> <td style="border: 1px solid black; padding: 2px;">BOX 1</td> <td style="border: 1px solid black; padding: 2px;">BOX 2</td> <td style="border: 1px solid black; padding: 2px;">BOX 3</td> <td style="border: 1px solid black; padding: 2px;">BOX 4</td> </tr> <tr> <td style="border: 1px solid black; text-align: center; font-size: 24px;">1</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">1</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">B</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">2</td> </tr> </table>	BOX 1	BOX 2	BOX 3	BOX 4	1	1	B	2	<p>5 <u>NAVY</u> - Enlisted except <u>non-designated</u> Also see Example 4</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr> <td style="border: 1px solid black; padding: 2px;">BOX 1</td> <td style="border: 1px solid black; padding: 2px;">BOX 2</td> <td style="border: 1px solid black; padding: 2px;">BOX 3</td> <td style="border: 1px solid black; padding: 2px;">BOX 4</td> </tr> <tr> <td style="border: 1px solid black; text-align: center; font-size: 24px;">+</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">M</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">S</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">2</td> </tr> </table>	BOX 1	BOX 2	BOX 3	BOX 4	+	M	S	2
BOX 1	BOX 2	BOX 3	BOX 4														
1	1	B	2														
BOX 1	BOX 2	BOX 3	BOX 4														
+	M	S	2														
<p>3 <u>NAVY</u> - Undesignated Strikers only</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr> <td style="border: 1px solid black; padding: 2px;">BOX 1</td> <td style="border: 1px solid black; padding: 2px;">BOX 2</td> <td style="border: 1px solid black; padding: 2px;">BOX 3</td> <td style="border: 1px solid black; padding: 2px;">BOX 4</td> </tr> <tr> <td style="border: 1px solid black; text-align: center; font-size: 24px;">+</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">+</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">S</td> <td style="border: 1px solid black; text-align: center; font-size: 24px;">N</td> </tr> </table>	BOX 1	BOX 2	BOX 3	BOX 4	+	+	S	N	<p style="text-align: center; font-weight: bold;">TO ENSURE THE CONFIDENTIALITY OF YOUR RESPONSES, PLEASE SEPARATE THIS FRONT COVER FROM THE QUESTIONNAIRE AND DESTROY THE FRONT COVER. →</p>								
BOX 1	BOX 2	BOX 3	BOX 4														
+	+	S	N														

I MILITARY INFORMATION

1. Record time began, enter military hour:

- Write the numbers in the boxes. →
- Fill in the unused boxes with zeros
- Mark the matching oval below each box.

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

2. In what month are you completing the survey? Mark one

- | | |
|-------------------------------------|----------------------------------|
| <input type="radio"/> January 1985 | <input type="radio"/> April 1985 |
| <input type="radio"/> February 1985 | <input type="radio"/> May 1985 |
| <input type="radio"/> March 1985 | <input type="radio"/> June 1985 |

A. YOUR MILITARY BACKGROUND

3. In what Service are you?

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

4. Are you currently assigned to a ship as your permanent duty station?

- Yes No

5. What is your psy grade? Mark one

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

6. To the nearest year and month, how long have you been on active duty? If you had a break in service, count current time and time in previous tour(s)

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

Follow the instructions below for your Service. Example how to complete this question are shown on the inside cover of this booklet.

ARMY

Record the first four entries of your current Primary MOS. See Example 2.

NAVY

UNDESIGNATED STRIKERS Record the two letters of your Rating (apprenticeship group) in Boxes 3 and 4 enter plus signs ("+") in boxes 1 and 2. See Example 3.

ALL OTHER ENLISTED Record the characters of your current Primary Rating so that the last character is entered in Box 4; enter a plus sign ("+") in any unused box. See Examples 4 and 5.

MARINE CORPS

Record all four numbers of your current Primary MOS. See Example 1.

AIR FORCE

Record the first four numbers of your current primary AFSC - DO NOT USE LETTERS. See Example 1.

7. My current Primary MOS/Rating/Designator/AFSC is:

ALL SERVICES: Use all four boxes, one character to a box. Write number or letter (or "+") in each box. Then, mark the match below each box. Please check the example(s) for your Service inside cover of this booklet.

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

I don't know my current Primary MOS Rating Designator AFSC

8. 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.
- 1st
 - 2nd
 - 3rd
 - 4th
 - 5th or more

9. How soon will you complete your current enlistment 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

B. YOUR SPOUSE'S MILITARY BACKGROUND

(IF NEVER MARRIED, GO TO Q12)

10. Has your current (or most recent) spouse ever served in the Armed Forces, either on active duty or in the Reserves? Mark one
- No
 - Yes, separated from Army
 - Yes, separated from Navy
 - Yes, separated from Marine Corps
 - Yes, separated from Air Force
 - Yes, separated from a Reserve/Guard Component
 - Yes, currently on active duty in Army
 - Yes, currently on active duty in Navy
 - Yes, currently on active duty in Marine Corps
 - Yes, currently on active duty in Air Force
 - Yes, currently in Reserve/Guard Component

11. What is/was your current (or most recent) spouse's pay grade now or at the time of separation from the Service?

Does not apply, spouse is/was not in the Service

- | 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"/> E4 | <input type="radio"/> E9 | <input type="radio"/> W4 | <input type="radio"/> O4 | | |
| <input type="radio"/> E5 | | | | | |

II PRESENT AND PAST LOCATIONS

12. As of today, how many months have you been assigned to your present post, base 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 oval below each box.

NUMBER MONTHS		
<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. How much longer do you expect to be at your present location?

Does not apply, I do not have a specified tour length

Less than one month

• Record the number of months in the boxes.

• Mark the matching oval below each box.

NUMBER MONTHS	
<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"/>

14. If you had the option of extending your tour at your present military location, 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

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

PLEASE MARK EACH ITEM BELOW AS:

Excellent Good Fair Poor Very Poor Does Not Apply Don't Know

CHARACTERISTICS OF CURRENT LOCATION

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"/>
Availability of goods and services at the post, base or duty station	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recreational facilities	<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 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 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"/>
Quality of environment for children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of Family Service Center/ Family Support 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"/>

20. HOW MUCH OF A PROBLEM IS EACH OF THE FOLLOWING AT THE LOCATION WHERE YOU LIVE? If you live on-base, answer for the base. If you live off-base, answer for that community.

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"/>
Rape	<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"/>

21. 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).

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10 or more

22. 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 changes of station (PCS)?

- Does not apply, I don't have any spouse/dependents
- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10 or more

23. If your spouse is in the military, are you presently assigned to the same base or geographic location as your spouse?

- Does not apply, I do not have a spouse (GO TO Q25)
- Does not apply, my spouse is not in the military (GO TO Q25)
- 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

24. 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
- Accept them
- I will leave the Service
- My spouse will leave the Service

25. What is the main obstacle to your responding to the following:

(1) Change In Work Schedule: Mark one

- Am already responding very quickly
- Dependent care considerations
- Personal health problem other than pregnancy
- Pregnancy
- Family health problem
- Second job
- Transportation arrangements
- Difficult to reach by telephone during off-duty hours
- Distance to duty section
- Attending school during off-duty hours
- Other reason

(2) No-Notice Base Recall or Alert: Mark one

- Am already responding very quickly
- Dependent care considerations
- Personal health problem other than pregnancy
- Pregnancy
- Family health problem
- Second job
- Transportation arrangements
- Difficult to reach by telephone during off-duty hours
- Distance to duty section
- Attending school during off-duty hours
- Other reason

(3) No-Notice Unit Deployment: Mark one

- Am already responding very quickly
- Dependent care considerations
- Personal health problem other than pregnancy
- Pregnancy
- Family health problem
- Second job
- Transportation arrangements
- Difficult to reach by telephone during off-duty hours
- Distance to duty section
- Attending school during off-duty hours
- Other reason

III REENLISTMENT/CAREER INTENT

26. 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
10	10

27. 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"/> E2 | <input type="radio"/> E7 | <input type="radio"/> W2 |
| <input type="radio"/> E3 | <input type="radio"/> E8 | <input type="radio"/> W3 |
| <input type="radio"/> E4 | <input type="radio"/> E9 | <input type="radio"/> W4 |
| <input type="radio"/> E5 | | <input type="radio"/> O1 |
| | | <input type="radio"/> O2 |
| | | <input type="radio"/> O3 |
| | | <input type="radio"/> O4 |
| | | <input type="radio"/> O5 |
| | | <input type="radio"/> O6 |

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

- Definitely Yes
- Probably Yes
- Don't Know/Not Sure
- Probably No
- Definitely No
- Does not apply, not eligible to join

29. What are the chances that your next tour of duty will be in an undesirable military location? 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

30. 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

31. 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

32. 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

33. 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

34. Are you male or female?

- Male
- Female

35. How old were you on your last birthday?

AGE - LAST BIRTHDAY

①	②
③	④
⑤	⑥
⑦	⑧
⑨	⑩
⑪	⑫
⑬	⑭
⑮	⑯
⑰	⑱
⑲	⑳

36. Where were you born?

- In the United States
- Outside the United States to military parents
- Outside the United States to nonmilitary parents

37. Are you an American citizen?

- Yes
- No, resident alien
- No, not a resident alien

38. Are you:

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

39. 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

40. Do you speak English as your main language at home?

Yes (GO TO Q42) No

41. The main language I speak at home is:

- | | |
|----------------------------------|---|
| <input type="radio"/> Spanish | <input type="radio"/> Chinese |
| <input type="radio"/> French | <input type="radio"/> Other Asian |
| <input type="radio"/> German | <input type="radio"/> Slavic |
| <input type="radio"/> Japanese | <input type="radio"/> Italian |
| <input type="radio"/> Korean | <input type="radio"/> Other: please specify _____ |
| <input type="radio"/> Thai | |
| <input type="radio"/> Vietnamese | |

42. AS OF TODAY, what is the highest grade or year of regular school or college that you have completed and gotten credit for? Mark one

- | | | | | | |
|---------------------------|---------------------------|--|--|-------------------------|---------------------------------|
| ELEMENTARY GRADES | | HIGH SCHOOL GRADES | | COLLEGE-YEARS OF CREDIT | |
| <input type="radio"/> 1st | <input type="radio"/> 5th | <input type="radio"/> 9th | | <input type="radio"/> 1 | <input type="radio"/> 5 |
| <input type="radio"/> 2nd | <input type="radio"/> 6th | <input type="radio"/> 10th | | <input type="radio"/> 2 | <input type="radio"/> 6 |
| <input type="radio"/> 3rd | <input type="radio"/> 7th | <input type="radio"/> 11th | | <input type="radio"/> 3 | <input type="radio"/> 7 |
| <input type="radio"/> 4th | <input type="radio"/> 8th | <input type="radio"/> 12th (include GED) | | <input type="radio"/> 4 | <input type="radio"/> 8 or more |

43. Which of the following High School certificates do you have? Mark one

- GED certificate
- Certificate of Completion/Attendance
- Home study Diploma
- High School Diploma
- None of the above

44. 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

45. During 1984, 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 own expense partially at Service expense

46. 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

	<u>MOTHER</u>	<u>FATHER</u>
ELEMENTARY GRADES		
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-YEARS 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"/>

47. When you FIRST ENTERED ACTIVE SERVICE, what was your marital status? Count time spent in another Service or prior active duty as service time

- Single, never married
- Married for the first time
- Remarried
- Widowed
- Divorced
- Separated

48. Are you currently:

- Married for the first time
- Remarried
- Widowed
- Divorced
- Separated
- Single, never married (GO TO Q64 SECTION V DEPENDENTS PAGE 10)

57. Where was your spouse born?
- In the United States
 - Outside the United States to military parents
 - Outside the United States to nonmilitary parents

58. Is your spouse an American citizen?

- Yes
- No, is a resident alien
- No, is not a resident alien

59. Does your spouse speak English as the main language at home?

- Yes (GO TO Q62)
- No

60. The main language my spouse speaks at home is:

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> Spanish | <input type="checkbox"/> Chinese |
| <input type="checkbox"/> French | <input type="checkbox"/> Other Asian |
| <input type="checkbox"/> German | <input type="checkbox"/> Slavic |
| <input type="checkbox"/> Japanese | <input type="checkbox"/> Italian |
| <input type="checkbox"/> Korean | <input type="checkbox"/> Other, please specify _____ |
| <input type="checkbox"/> Thai | |
| <input type="checkbox"/> Vietnamese | |

61. If made available, would your spouse be interested in a military-sponsored off-base educational program to learn English?

- Yes
- No

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

- | | |
|------------------------------------|--|
| <input type="checkbox"/> Very well | <input type="checkbox"/> Fairly well |
| <input type="checkbox"/> Well | <input type="checkbox"/> Not well at all |

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

- | | |
|------------------------------------|--|
| <input type="checkbox"/> Very well | <input type="checkbox"/> Fairly well |
| <input type="checkbox"/> Well | <input type="checkbox"/> Not well at all |

V DEPENDENTS

64. How many dependents do you have? Do not include yourself or your spouse. For the purpose of this survey, a dependent is anyone related to you by blood, marriage, or adoption, and who depends on you for over half their support.

- | | |
|-------------------------------|-------------------------------------|
| <input type="checkbox"/> None | <input type="checkbox"/> 6 |
| <input type="checkbox"/> 1 | <input type="checkbox"/> 7 |
| <input type="checkbox"/> 2 | <input type="checkbox"/> 8 |
| <input type="checkbox"/> 3 | <input type="checkbox"/> 9 |
| <input type="checkbox"/> 4 | <input type="checkbox"/> 10 or more |
| <input type="checkbox"/> 5 | |

65. Are you presently at the same base or geographic location as your spouse?

- Does not apply, I have no spouse
- No, I am not accompanied
- Yes, I am accompanied by my spouse

66. In the past year, how many months were you completely separated from your spouse or dependents because of your military assignment? Include extended TDYs and schools

- Does not apply, I don't have a spouse or dependents (GO TO Q75, SECTION VI, PAGE 13.)
 - None
 - Less than 1 month
- | | |
|----------------------------|-----------------------------|
| <input type="checkbox"/> 1 | <input type="checkbox"/> 7 |
| <input type="checkbox"/> 2 | <input type="checkbox"/> 8 |
| <input type="checkbox"/> 3 | <input type="checkbox"/> 9 |
| <input type="checkbox"/> 4 | <input type="checkbox"/> 10 |
| <input type="checkbox"/> 5 | <input type="checkbox"/> 11 |
| <input type="checkbox"/> 6 | <input type="checkbox"/> 12 |

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

- Yes
- No

68. **ANSWER Q68 ONLY IF YOU COUNTED DEPENDENTS IN Q64**

Please record the following information about each dependent counted in Q64:

- A. What is the person's relationship to you?
- B. Is the person male or female?
- C. How old was the person on his or her last birthday?
- D. Is the person at your current location?
- E. Is he/she physically, emotionally, or intellectually handicapped requiring specialized treatment, therapy, education, training, or counseling?

Fill in the appropriate spaces below for each of your dependents. Start by recording information about all the children then each adult. There is space for up to eight dependents. If there are more, just list the eight youngest dependents.

<p>A. Relationship to you:</p> <p><input type="radio"/> Child (including step or adopted child)</p> <p><input type="radio"/> Parent/Parent-in-law</p> <p><input type="radio"/> Other relative</p>	<p>B. Sex:</p> <p><input type="radio"/> Male</p> <p><input type="radio"/> Female</p>	<p>C. Age:</p> <p><input type="radio"/> Less than one year</p> <table border="1" style="width: 100%; height: 100px; border-collapse: collapse;"> <tr><td style="width: 50%;"></td><td style="width: 50%;"></td></tr> <tr><td style="text-align: center;">⊕</td><td style="text-align: center;">⊕</td></tr> <tr><td style="text-align: center;">⊕</td><td style="text-align: center;">⊕</td></tr> <tr><td style="text-align: center;">⊕</td><td style="text-align: center;">⊕</td></tr> <tr><td style="text-align: center;">⊕</td><td style="text-align: center;">⊕</td></tr> <tr><td style="text-align: center;">⊕</td><td style="text-align: center;">⊕</td></tr> <tr><td style="text-align: center;">⊕</td><td style="text-align: center;">⊕</td></tr> <tr><td style="text-align: center;">⊕</td><td style="text-align: center;">⊕</td></tr> <tr><td style="text-align: center;">⊕</td><td style="text-align: center;">⊕</td></tr> <tr><td style="text-align: center;">⊕</td><td style="text-align: center;">⊕</td></tr> </table>			⊕	⊕	⊕	⊕	⊕	⊕	⊕	⊕	⊕	⊕	⊕	⊕	⊕	⊕	⊕	⊕	⊕	⊕
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A. Relationship to you:
 Child (including step or adopted child)
 Parent Parent-in-law
 Other relative

B. Sex:
 Male
 Female

C. Age:
 Less than one year

<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>
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D. Is this person at your current location?
 Yes
 No

E. Physically, emotionally, intellectually handicapped requiring specialized treatment, therapy, education, training, or counseling?
 No
 Yes permanently
 Yes temporarily

A. Relationship to you:
 Child (including step or adopted child)
 Parent Parent-in-law
 Other relative

B. Sex:
 Male
 Female

C. Age:
 Less than one year

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D. Is this person at your current location?
 Yes
 No

E. Physically, emotionally, intellectually handicapped requiring specialized treatment, therapy, education, training, or counseling?
 No
 Yes permanently
 Yes temporarily

69. Are your dependent arrangements realistically workable for each of the following situations:

	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 situations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

70. During last month, who usually took care of your youngest or only child while your spouse worked, looked for work, or was in school? Mark the arrangement in which the child spent the most hours.
- I did
 - Child's brother/sister over 15
 - Child's brother/sister under 15
 - Child's grandparent
 - Other relative of child
 - Child cares for self
 - Nonrelative

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

HOURS A WEEK		
<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"/>
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<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

71. Where was your youngest child usually cared for under this arrangement?

	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"/>
Day-care Center	<input type="radio"/>	<input type="radio"/>
Child's home	<input type="radio"/>	<input type="radio"/>
Licensed private 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"/>

73. Have any of your children attended an overseas Department of Defense school?

- Not applicable (GO TO Q75, SECTION VI: MILITARY COMP)
- No (GO TO Q75, SECTION VI: MILITARY COMP)
- Yes, are attending now
- Yes, did attend

74. If yes, how satisfied were/are you with the quality of education your child(ren) received?

- Very satisfied
- Satisfied
- Mixed feelings
- Dissatisfied
- Very dissatisfied

VI MILITARY COMPENSATION, BENEFITS, PROGRAMS

EVERYONE SHOULD ANSWER THIS SECTION

75. Do you receive a MONTHLY Basic Allowance for Quarters (BAQ)? (BAQ is a cash payment for housing.)
- Does not apply, I live in base/government housing
 - Yes, partial BAQ
 - Yes, full BAQ
 - No

76. Do you receive Basic Allowance for Subsistence (BAS)? (BAS is a cash payment for food.)
- Yes
 - No

77. 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.

- | RECEIVE | SPECIAL PAY TYPE |
|--------------------------|------------------------------------|
| <input type="checkbox"/> | Jump Pay |
| <input type="checkbox"/> | Sea Pay |
| <input type="checkbox"/> | Submarine Pay |
| <input type="checkbox"/> | Flight Pay |
| <input type="checkbox"/> | Foreign Duty Pay |
| <input type="checkbox"/> | Pro Pay |
| <input type="checkbox"/> | Overseas Cost of Living Allowance |
| <input type="checkbox"/> | Variable Housing Allowance |
| <input type="checkbox"/> | Rent Plus |
| <input type="checkbox"/> | Overseas Special Housing Allowance |
| <input type="checkbox"/> | Other Special Pays or Allowances |

78. As an alternative to CHAMPUS (Civilian Health and Medical Program of the Uniformed Services) for your dependents would you join a prepaid local health program (HMO)? Assume you would be required to pay a monthly fee of \$20.
- Does not apply, I have no dependents
 - Yes
 - No
 - Don't know

79. What is the most you would be willing to pay, per pay period, as your share of the premium costs of a government-sponsored family dental benefits program?
- Nothing, I am not interested in a dental benefits program
 - Nothing, I am already covered by spouse's dental program
 - Nothing, I am currently buying private dental insurance
 - \$5 or less per pay period
 - \$6 to \$10 per pay period
 - \$11 to \$15 per pay period
 - \$16 to \$19 per pay period
 - \$20 or more per pay period

80. Do you have life insurance?
- No
 - Yes, SGLI
 - Yes, SGLI and another plan
 - Yes, a plan other than SGLI
 - Don't know

81. Currently, all military personnel who retire after 20 or more years of service are given retirement benefits which begin immediately upon retirement and continue for life. People who leave the service with 20 years of service receive 50% of their basic pay as retirement benefits.

Suppose you retired with 25 years of service — under the current retirement system, what percentage of your basic pay would you receive as retirement pay?

	0	10	20	30	40	50	60	70	80	90	100
PERCENTAGE OF BASIC PAY →	<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"/>

Don't know

82. Do you have a current written will?
- Yes
 - No
 - Don't know

83. Does anyone currently hold your power-of-attorney?
- Yes, my spouse
 - Yes, someone other than my spouse
 - No
 - Don't know

84. Do you plan to elect the Survivor Benefit Plan upon retirement?
- 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

85. For each family program or service listed below, please mark (a) its availability to you and (b) your level of satisfaction

	Availability					Satisfaction					
	Available on-and off-base	Available on base	Only off-base	Not available	Don't know	No knowledge/experience	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very Dissatisfied
Family Support Centers	0	0	0	0	0	0	0	0	0	0	0
Individual Counseling/Therapy	0	0	0	0	0	0	0	0	0	0	0
Marriage and Family Counseling/Therapy/Enrichment	0	0	0	0	0	0	0	0	0	0	0
Chaplain Services/Religious Opportunities	0	0	0	0	0	0	0	0	0	0	0
Parent Education	0	0	0	0	0	0	0	0	0	0	0
Youth/Adolescent Programs	0	0	0	0	0	0	0	0	0	0	0
Child Care Services	0	0	0	0	0	0	0	0	0	0	0
Financial Counseling/Management Education	0	0	0	0	0	0	0	0	0	0	0
Single Parent Programs	0	0	0	0	0	0	0	0	0	0	0
Pre-marital Programs	0	0	0	0	0	0	0	0	0	0	0
Programs for Families with Handicapped Members	0	0	0	0	0	0	0	0	0	0	0
Services for Families During Separation	0	0	0	0	0	0	0	0	0	0	0
Crisis Referral Services	0	0	0	0	0	0	0	0	0	0	0
Spouse Employment Services	0	0	0	0	0	0	0	0	0	0	0
Recreational Programs	0	0	0	0	0	0	0	0	0	0	0
Spouse/Child Abuse Services	0	0	0	0	0	0	0	0	0	0	0
Alcohol Treatment/Drug Abuse Programs	0	0	0	0	0	0	0	0	0	0	0
Rape Counseling Services	0	0	0	0	0	0	0	0	0	0	0
Legal Assistance	0	0	0	0	0	0	0	0	0	0	0

VII CIVILIAN LABOR FORCE EXPERIENCE

A. YOUR OWN EXPERIENCE

86. Do you perform volunteer work for an on- or off-base activity? Mark ALL that apply.

- No
- On-base, frequently (once a week or more on the average)
- On-base, infrequently
- Off-base, frequently (once a week or more on the average)
- Off-base, infrequently

87. During 1984, 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 Q90)

AVERAGE NO. HOURS PER WEEK →

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

88. Altogether in 1984, what was the total amount that earned, before taxes and other deductions, for work during your off-duty hours?

\$

1984 OFF-DUTY EARNINGS →

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

89. How much did each of the following contribute to your having a second job?

Mark each item as:	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 in work itself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To gain experience for a nonmilitary second career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

90. In the past 12 months, did you receive any job offers for a civilian job which you could take if you leave the Service?

Yes No

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

Yes No

92. 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 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

**B. YOUR SPOUSE'S EXPERIENCE
IF NOT MARRIED, GO TO Q96.**

93. Is your SPOUSE currently: Mark ALL that apply

- In the Armed Forces
- 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
- In school
- Retired
- A homemaker
- Other

94. In 1984, how many weeks did YOUR SPOUSE work for pay, either full- or part-time, at a civilian job, not counting work around the house? Include weeks that your spouse was on paid vacation and paid sick leave. Give your best estimate.

None (Go to Q96)

WEEKS	
<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"/>

95. Altogether in 1984, what was the total amount, before taxes and other deductions, that YOUR SPOUSE earned from a civilian job or his or her own business? Give your best estimate.

None

CIVILIAN EARNINGS OF SPOUSE IN 1984				
\$	<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"/>

VIII FAMILY RESOURCES

96. During 1984, 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"/>	Alimony, Child Support or Other Regular Contributions from Persons not Living in Your Household
<input type="radio"/>	<input type="radio"/>	Unemployment Compensation or Workmen's Compensation
<input type="radio"/>	<input type="radio"/>	Pensions from Federal, State or Local Government Employment
<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"/>	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
<input type="radio"/>	<input type="radio"/>	Anything else <u>not</u> including earnings from <u>wages or salaries</u>

97. During 1984, how much did you or your spouse receive from the income sources listed in Q96? Do not include earnings from wages or salaries in this question. Give your best estimate.

No income from sources in Q96.

INCOME FROM Q96				
\$	<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"/>

98. As of today, what is your estimate of the total amount of outstanding debts that you may have? Exclude any mortgage.

- No debts
- \$1 - \$499
- \$500 - \$1,999
- \$2,000 - \$4,999
- \$5,000 - \$9,999
- \$10,000 - \$14,999
- \$15,000 or more

99. How much do you or your family spend each month on groceries and household items? Please give your best estimate.

\$

○	○	○	○
○	○	○	○
○	○	○	○
○	○	○	○
○	○	○	○
○	○	○	○
○	○	○	○
○	○	○	○
○	○	○	○

MONTHLY GROCERY AND HOUSEHOLD EXPENSES →

100. What percentage of your or your family's shopping is done in military commissaries? Please give your best estimate.

None

PERCENTAGE OF COMMISSARY SHOPPING →

○	○
○	○
○	○
○	○
○	○
○	○
○	○
○	○
○	○

%

All

101. Approximately what percentage do you or your family save by using the commissary instead of civilian grocery stores? Please give your best estimate.

- Not applicable, do not shop in commissary
- Don't know, shop only in commissary
- None

PERCENTAGE OF SAVINGS →

○	○
○	○
○	○
○	○
○	○
○	○
○	○
○	○
○	○

%

102. 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?

- Delighted
- Pleased
- Mostly Satisfied
- Mixed (about equally satisfied and dissatisfied)
- Mostly dissatisfied
- Unhappy
- Terrible

IX MILITARY LIFE

103. 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

104. 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
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"/>
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"/>
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"/>
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"/>

105. Below is a list of issues particular to a 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 dis- satisfied	Dissatis- fied	Very dissatis- fied
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"/>
Post service educational benefits (VEAP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Medical care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commissary services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

- Very Dissatisfied
- Dissatisfied
- Somewhat Dissatisfied
- Neither Dissatisfied nor Satisfied
- Somewhat Satisfied
- Satisfied
- Very Satisfied

107. 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 enclosed comment sheet
- No

108. Record time now, enter military hour:

Time finished:

**THANK YOU VERY MUCH FOR ANSWERING THIS QUESTIONNAIRE.
PLEASE SEAL THE QUESTIONNAIRE AND COMMENTS IN THE ENVELOPE PROVIDED.**

FOR CONTRACTOR USE ONLY													
<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"/>

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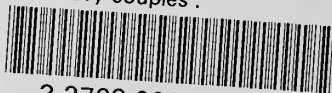
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