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

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San Diego, California 92152-6800
**Title and Subtitle:**
Navy-wide Personnel Survey (NPS) 1991: Graphic Presentation of Results for Officers

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

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

**Subject Terms:**
Rotation, recruiting, pay and benefits, education and leadership, quality-of-life programs, organizational climate, Acquired Immune Deficiency Syndrome (AIDS) education
Foreword

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

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

This technical note, one of a series documenting the results of the NPS 1991, provides the graphic presentations of the responses of officers. NPRDC-TN-92-20 provides the graphic presentations of the responses of enlisted personnel. NPRDC-TN-92-22 provides the cross tabulation tables for enlisted personnel. NPRDC-TN-92-23 provides the cross tabulation tables for officers.

Any questions regarding this report should be referred to Emanuel P. Somer, Head, Survey Research Division, (619) 553-9248 or DSN 553-9248.

DELBERT M. NEBEKER
Director, Organizational Systems Department
Summary

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

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

Problem

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

Purpose

The annual Navy-wide Personnel Survey (NPS), initiated in 1990, was designed to systematically collect opinion data and to provide timely information on issues of importance to policy makers. The annual sampling, representative of the entire Navy population, will allow the identification and analysis of trends in opinions and attitudes toward plans, programs, and policies which materially affect Navy members' performance and morale. The survey was also designed to accommodate the study of topics of compelling interest on a one-time basis.

Approach

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

Table 1

Return Rates for Paygrade Groups

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

aPercent return was calculated without adjusting for surveys which could not be delivered.

bIncludes O-1E through O-3E.
The survey requested demographic information and measured military members' attitudes and opinions in various areas, including rotation/permanent change-of-station (PCS) moves, recruiting duty, pay and benefits, education and leadership programs, quality-of-life programs, organizational climate, and Acquired Immune Deficiency Syndrome (AIDS) education.

This technical note provides graphic presentations of the responses of officers to NPS 1991, while a companion technical note (Quenette, Gordon-Espe, Eliassen, Kalus, Hase, & Brinderson, 1992) provides graphic presentations of enlisted personnel responses. Additional technical notes (Wilcove & Quenette, 1992a, 1992b) contain cross tabulation tables for enlisted personnel and officers.

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

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

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

Organization

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

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

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

Margin of Error

These graphs present the percentages of (weighted) subgroups selecting each response option. Graphic results are approximately accurate within the margins of error displayed in Table 2. For example, for the O-1 through O-3 group, the true percentage could be as much as 2 percent higher or lower than the value displayed in the graphs. Small sample sizes yield unstable results. For example, only 37 Asians (Table 2) completed the survey, with a margin of error of 16 percent. In such situations, conclusions and interpretations should be considered tentative.

Table 2

<table>
<thead>
<tr>
<th>Margin of Error for Selected Groups of Officer Personnel</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sample Sizes</strong></td>
</tr>
<tr>
<td><strong>Group</strong></td>
</tr>
<tr>
<td>Gender</td>
</tr>
<tr>
<td>Males</td>
</tr>
<tr>
<td>Females</td>
</tr>
<tr>
<td>Marital Status</td>
</tr>
<tr>
<td>Married</td>
</tr>
<tr>
<td>Single</td>
</tr>
<tr>
<td>Race</td>
</tr>
<tr>
<td>White</td>
</tr>
<tr>
<td>Black</td>
</tr>
<tr>
<td>Other</td>
</tr>
<tr>
<td>Ethnic</td>
</tr>
<tr>
<td>Hispanic</td>
</tr>
<tr>
<td>Asian</td>
</tr>
<tr>
<td>Filipino</td>
</tr>
<tr>
<td>Other</td>
</tr>
<tr>
<td>None</td>
</tr>
<tr>
<td>Paygrade</td>
</tr>
<tr>
<td>W-2 through W-4</td>
</tr>
<tr>
<td>O-1 through O-3b</td>
</tr>
<tr>
<td>O-4 through O-6</td>
</tr>
</tbody>
</table>

*Errors calculated at 95 percent confidence level.

bIncludes O-1E through O-3E.
References


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

[Bar chart showing male and female percentages.]

(Q1) by (Q17) Paygrade

[Bar chart showing paygrade distribution for male and female officers.]

- W 2-4
- O 1-3
- O 4-6
(Q1) by (Q3) Race

![Bar chart showing race distribution by gender.]

(Q1) by (Q4) Ethnic

![Bar chart showing ethnic distribution by gender.]

Officer rs
(Q1) by (Q6) Marital

Males

Females

 Married  Single

(Q1) by (Q22) Career Plans

Male

Female

 Stay  Leave  Don't Know  Can Retire
(Q1) by (Q32) Desert Storm

<table>
<thead>
<tr>
<th></th>
<th>Yes, Gulf</th>
<th>Yes, Other</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td></td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td>Female</td>
<td></td>
<td></td>
<td>70%</td>
</tr>
</tbody>
</table>

Officers
(Q2) What Was Your Age On Your Last Birthday

(Q2) by (Q17) Paygrade
(Q3) Are You

(Chart showing percentage distribution by ethnicity and paygrade)

Total Officers

(Q3) by (Q17) Paygrade

(Chart showing percentage distribution by ethnicity and paygrade)

 Officers
(Q3) by (Q1) Sex

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

(Q3) by (Q32) Gulf War
(Q4) Are You

- Mexican: 1%
- Puerto Rican: 1%
- Cuban: 0%
- Other Spanish: 1%
- Japanese: 0%
- Chinese: 0%
- Korean: 0%
- Vietnamese: 0%
- Asian Indian: 0%
- Filipino: 1%
- Pacific Islander: 0%
- Eskimo/Aleut: 0%
- Other: 11%
- None of the above: 83%

Total

(Q4) by (Q17) Paygrade

- Mexican
- Puerto Rican
- Cuban
- Other Spanish
- Japanese
- Chinese
- Korean
- Vietnamese
- Asian Indian
- Filipino
- Pacific Islander
- Eskimo/Aleut
- Other
- None Of Above

 Officers

 Officers

 W 2-4

 Officers

 Officers
(Q4) by (Q22) Career Plans

- Hispanic
- Asian
- Filipino
- Other
- None

- Stay
- Leave
- Don't Know
- Can Retire

(Q4) by (Q32) Gulf War

- Yes, Gulf
- Yes, Other
- No

Officers

18
(Q5) What Is Your Highest Level Of Education

- Less Than HS Grad: 1%
- HS Equivalency (GED): 1%
- HS Grad: 2%
- Less Than 2 Yrs Coll: 3%
- Two Yrs or More Coll: 2%
- Associate Degree: 2%
- Bachelor's Degree: 25%
- Master's Degree: 10%
- Doctoral Or Prof Deg: 10%

Total:

(Q5) by (Q17) Paygrade

- Less Than HS Grad
- HS Equivalency (GED)
- HS Grad
- Less Than 2 Yrs Coll
- Two Yrs or More Coll
- Associate Degree
- Bachelor's Degree
- Master's Degree
- Doctoral Or Prof Deg

[Graph showing distribution by pay grade]
(Q6) What Is Your Marital Status

![Marital Status Bar Chart]

Married: 70%
Never Married: 25%
Separated: 5%
Widowed: 0%

Total

(Q6) by (Q17) Paygrade

![Paygrade Marital Status Bar Chart]

[Legend: W 2-4, O 1-3, O 4-6]
(Q7) What Is Your Religious Preference

Catholic: 34%
Protestant: 49%
Jewish: 1%
Orthodox: 1%
Muslim: 0%
Buddhist: 0%
Mormon: 1%
Other: 3%
No Preference: 12%

Total

(Q7) by (Q17) Paygrade

Catholic
Protestant
Jewish
Orthodox
Muslim
Buddhist
Mormon
Other
No Preference

Officer Levels: W 2-4, O 1-3, O 4-6
(Q8) Do You Have Any Dependents*

- No: 30%
- Spouse (nonmilitary): 61%
- Children Living With: 48%
- Children Not With: 0%
- Legal Ward Living With: 0%
- Other Dependent: 1%

Total

(Q8) by (Q17) Paygrade

Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q8) by (Q6) Marital

- No Dependents
- Spouse
- Children
- Parents, Others

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

Married

Single

Officers
(Q9a) How Many Of Your Children Enrolled In DEERS Under The Age 6 Weeks Live In Your Household

Total

Officers

(Q9a) by (Q17) Paygrade

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

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

![Bar Chart]

(Q9c) by (Q17) Paygrade

![Bar Chart]

Officers
(Q9d) How Many Of Your Children Enrolled In DEERS Between 25 And 35 Months Old Live In Your Household

(Q9d) by (Q17) Paygrade
(Q9e) How Many Of Your Children Enrolled In DEERS Between 3 And 5 Years Old Live In Your Household

![Bar chart showing the percentage of children enrolled in DEERS between 3 and 5 years old for different numbers of children in households.]

Total

(Q9e) by (Q17) Paygrade

![Bar chart showing the percentage of children enrolled in DEERS between 3 and 5 years old for different numbers of children in households, divided by paygrades.]
How Many Of Your Children Enrolled In DEERS Between 6 And 9 Years Old Live In Your Household

(Q9f) by (Q17) Paygrade

Officers

Officers
(Q9g) How Many of Your Children Enrolled In DEERS Between 10 and 12 Years Old Live In Your Household

Total

(Q9g) by (Q17) Paygrade

W 2-4 O 1-3 O 4-6
How Many Of Your Children Enrolled In DEERS Between 13 And 15 Years Old Live In Your Household

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

- 80% Zero Kids
- 15% 1 Kid
- 9% 2 Kids
- 0% 3 Kids
- 0% 4 Kids
- 0% 5 Kids

Total

Q9i) by (Q17) Paygrade

- 100% 0 Kids
- 80% 1 Kid
- 70% 2 Kids
- 30% 3 Kids
- 10% 4 Kids
- 0% 5 Kids

- W 2-4
- O 1-3
- O 4-6
(Q10) What Is Your Spouse’s Employment Situation

(Q10) by (Q17) Paygrade
What Is Your Spouse’s Occupation

- Military: 11%
- Professional: 25%
- Executive: 1%
- Manager/Administrator: 10%
- Business Owner: 2%
- Salesperson: 6%
- Technical: 4%
- Craftsperson: 2%
- Clerical: 11%
- Service Industry: 2%
- Laborer: 6%
- Child Care Worker: 3%
- Student: 6%
- Other: 16%

Total

By (Q17) Paygrade

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

W 2-4

Officers 36
(Q12) My Spouse’s Contribution To Our Family Income Is

Total

(Q12) by (Q17) Paygrade

Officers

38
(Q13) Are You Accompanied By Your Dependents On Your Present Assignment

![Bar Chart] (Q13) by (Q17) Paygrade

Officers
(Q14) Which Of The Following Reasons Best Describes Why You Are Permanently Unaccompanied*}

- Spouse's Job: 35%
- Home Ownership: 10%
- Return Tour: 11%
- Community Ties: 9%
- Physical Environment: 7%
- Health Problems: 6%
- Lack Civ Housing: 3%
- Lack Mil Housing: 1%
- Relocation Costs: 5%
- Present Cost Of Living: 4%
- Cost Of Civ Housing: 2%
- Lack Of Good Schools: 1%
- Child Special Needs: 2%
- Poor Timing: 1%
- Inadequate Notice: 2%
- Personal Affairs: 3%
- Assignment Length: 1%
- Unauthorized Family Travel: 2%
- Mil Work Schedule: 3%
- Personal Reasons: 24%
- Other: 22%

Total

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

(Q14) by (Q17) Paygrade
Q14) Which of the following reasons best describes why you are permanently unaccompanied by (Q17) paygrade?

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

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
(Q15) If You Are Permanently Unaccompanied, Which Of The Following Describes The Place Where Your Family Lives

100% 90% 80% 70% 60% 50% 40% 30% 20% 10% 0%
Mil Fmly Housing Gov't Leased Civ Own House Civ Rent House Civ Rent Mobile Home Space Shared Rent Civ Other

Total

(Q15) by (Q17) Paygrade

W 2-4 O 1-3 O 4-6
(Q16) Which Of The Following Describes The Place Where You Live

(Q16) by (Q17) Paygrade

Officers
(Q17) Paygrade

- Paygrade 0-2: 13%
- Paygrade 0-3: 34%
- Paygrade 0-4: 20%
- Paygrade O-5: 11%
- Paygrade O-6: 5%

(Q17) Paygrade Groups

- Paygrade O1-O3: 60%
- Paygrade W2-W4: 4%
- Paygrade O4-O6: 36%
(Q18) How Long Have You Been In Your Current Paygrade

![Bar chart showing the percentage of officers in different paygrades for different time periods.]

(Q18) by (Q17) Paygrade

![Bar chart showing the percentage of officers in different paygrades for different time periods.]

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

(Q21) by (Q17) Paygrade
(Q22) What Are Your Navy Career Plans

Total

(Q22) by (Q17) Paygrade
(Q22) by (Q32) Gulf War

Stay
Leave
Don't Know
Can Retire

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

☐ Yes, Gulf ☐ Yes, Other ■ No

Officers
(Q23) What Is Your Current Military Status

Total

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

- 0-6 Mos: 20%
- 6-12 Mos: 22%
- 1-2 Yrs: 35%
- 2-3 Yrs: 9%
- 3-4 Yrs: 3%
- 4-5 Yrs: 1%
- 5 Or More Yrs: 1%

Total

(Q24) by (Q17) Paygrade

- 0-6 Mos
- 6-12 Mos
- 1-2 Yrs
- 2-3 Yrs
- 3-4 Yrs
- 4-5 Yrs
- 5 Or More Yrs

 Officers

W 2-4
O 1-3
O 4-6

Total

Officer
(Q25) Where Is Your Current Billet

![Bar chart showing the distribution of billets: At Sea (33%), Ashore (63%), Other (4%).]

(Q25) by (Q17) Paygrade

![Bar chart showing the distribution of billets by paygrade: W 2-4, O 1-3, O 4-6.]
(Q25) by (Q1) Sex

At Sea
- Male
- Female

Ashore
- Male
- Female

Other
- Male
- Female

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

Officer Survey

Total (Q26) by (Q17) Paygrade

Officer Survey
What Is The Location Of Your Current Assignment

- Alaska and Hawaii: 5%
- CONUS: 85%
- Europe: 3%
- Far East: 4%
- Caribbean: 1%
- Middle East: 1%
- South Central America: 0%
- Other: 2%

(Q27) by (Q17) Paygrade

Officer distribution by paygrade and location.
(Q30) To What Type Of Ship/Activity Are You Assigned by (Q17) Paygrade

Officers

(Q30) by (Q17) Paygrade

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

(Q31) by (Q17) Paygrade

Officers

62
(Q31) by (Q1) Sex

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

(Q32) by (Q17) Paygrade
(Q32) by (Q1) Sex

Yes, Gulf

Yes, Other

No

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

Male Female

Officers

(Q32) by (Q3) Race

Yes, Gulf

Yes, Other

No

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

White Black Other

Officers
(Q32) by (Q6) Marital

(Q32) by (Q8) Dependents
(Q32) by (Q22) Career Plans

Yes, Gulf

Yes, Other

No

Stay Leave Don't Know Can Retire

Officers

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
(Q33) On Which Sources Do You Depend For Information About Navy Personnel Programs, Policies, Pay, Benefits, Etc. *

- Navy News: 13%
- All Hands: 37%
- Navy News Service: 19%
- Lifeline: 3%
- Perspective: 56%
- Link: 18%
- Navy Times: 74%
- Chain of Command: 59%
- Plan of Day/Week: 42%
- Shipmates: 38%
- Message Board: 45%
- Other: 5%

Total

(Q33) by (Q17) Paygrade

- Navy News: W 2-4, O 1-3, O 4-6
- All Hands: W 2-4, O 1-3, O 4-6
- Navy News Service: W 2-4, O 1-3, O 4-6
- Lifeline: W 2-4, O 1-3, O 4-6
- Perspective: W 2-4, O 1-3, O 4-6
- Link: W 2-4, O 1-3, O 4-6
- Navy Times: W 2-4, O 1-3, O 4-6
- Base/Station Paper: W 2-4, O 1-3, O 4-6
- Briefings: W 2-4, O 1-3, O 4-6
- Day/Week Plan: W 2-4, O 1-3, O 4-6
- Shipmates: W 2-4, O 1-3, O 4-6
- Message Board: W 2-4, O 1-3, O 4-6
- Other: W 2-4, O 1-3, O 4-6

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

<table>
<thead>
<tr>
<th>Duration</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Willing</td>
<td>31%</td>
</tr>
<tr>
<td>0-1 Mos</td>
<td>3%</td>
</tr>
<tr>
<td>1-3 Mos</td>
<td>18%</td>
</tr>
<tr>
<td>3-6 Mos</td>
<td>24%</td>
</tr>
<tr>
<td>6-9 Mos</td>
<td>7%</td>
</tr>
<tr>
<td>9-12 Mos</td>
<td>7%</td>
</tr>
<tr>
<td>1 Yr. Or More</td>
<td>10%</td>
</tr>
</tbody>
</table>

Total Officers

(Q34) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Duration</th>
<th>W 2-4</th>
<th>O 1-3</th>
<th>O 4-6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Willing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0-1 Mos</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1-3 Mos</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3-6 Mos</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6-9 Mos</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9-12 Mos</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 Yr. Or More</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
(Q34) by (Q6) Marital

- Not Willing
- Less Than 1 Mo
- Between 1 & 3 Mo
- Between 3 & 6 Mo
- Between 6 & 9 Mo
- Between 9 & 12 Mo
- More Than 1 Yr

![Marital Status Chart]

Married Single

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

Officer's

(Q35) by (Q17) Paygrade (Sea)

Officer's
(Q35 sea duty) by (Q6) Marital

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

- Married
- Single

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

LT 1 Yr: 9%
1 Yr to LT 2 Yr: 4%
2 Yr to LT 3 Yr: 32%
3 Yr to LT 4 Yr: 38%
4 Yr to LT 5 Yr: 6%
5 Yr to LT 6 Yr: 1%
6 Yr to LT 7 Yr: 0%
7 Yr to LT 8 Yr: 0%

Total Officers

(Q35) by (Q17) Paygrade
(Shore)

LT 1 Yr
1 Yr to LT 2 Yr
2 Yr to LT 3 Yr
3 Yr to LT 4 Yr
4 Yr to LT 5 Yr
5 Yr to LT 6 Yr
6 Yr to LT 7 Yr

W2-W4  O1-O3  O4-O6

Officers
(Q35 shore duty) by (Q6) Marital

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

[Bar chart showing percentage of Married and Single officers by duration of service.]
What Effect Has The Amount Of Sea Duty Had On Your Decision To Make The Navy Your Career

(Q36) by (Q17) Paygrade

Officers
(Q36) by (Q6) Marital

<table>
<thead>
<tr>
<th>Category</th>
<th>Married</th>
<th>Single</th>
</tr>
</thead>
<tbody>
<tr>
<td>Positive</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Negative</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No Effect</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

Total

(Q37) by (Q17) Paygrade

 Officers
(Q37) by (Q6) Marital

![Bar chart showing percentages of officers by marital status: Yes, No, and Don’t Know.]

- Yes: 70% Married, 30% Single
- No: 20% Married, 80% Single
- Don’t Know: 10% Married, 90% Single
(Q38) If You Have Been Assigned To A High Cost Area Within The Last Five Years, How Did The Assignment Influence Your Career Decisions And Your Personal Actions*

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Influence</td>
<td>79%</td>
</tr>
<tr>
<td>Did Not Move Family</td>
<td>4%</td>
</tr>
<tr>
<td>Attempted To Influence</td>
<td>8%</td>
</tr>
<tr>
<td>Appealed To Authority</td>
<td>1%</td>
</tr>
<tr>
<td>Processed At Another</td>
<td>0%</td>
</tr>
<tr>
<td>Decided To Leave Navy</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>9%</td>
</tr>
</tbody>
</table>

Total

(Q38) by (Q17) Paygrade

*Multiple responses allowed; percentages for each paygrade may sum to more than 100%
(Q38) by (Q6) Marital

No Influence
Did Not Move Family
Influence Detailer
Higher Authority
Processed Elsewhere
Leave Navy

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

☐ Married ■ Single

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

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

Yes
No

Total

Officers

(Q39) by (Q17) Paygrade

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

Yes
No

Officers
(Q40a) When You Decide Whether To Transfer With Or Without Your Family, How Important Is Spouse Employment

Total Officers

(Q40a) by (Q17) Paygrade

 Officers
When you decide whether to transfer with or without your family, how important is availability of military family housing?

(Q40b) When you decide whether to transfer with or without your family, how important is availability of military family housing?

(Q40b) by (Q17) Paygrade

Officers

W 2-4  O 1-3  O 4-6
When you decide whether to transfer with or without your family, how important is availability/cost of civilian housing?

(Q40c) When You Decide Whether To Transfer With Or Without Your Family, How Important Is Availability/Cost Of Civilian Housing

Total

(Q40c) by (Q17) Paygrade

 Officers

Not Important Somewhat Important Important Very Important

Total

Officers

Not Important Somewhat Important Important Very Important

Officers

W 2-4 O 1-3 O 4-6

84
(Q40d) When You Decide Whether To Transfer With Or Without Your Family, How Important Are Children’s Schools

Total

(Q40d) by (Q17) Paygrade

Officers

85
When you decide whether to transfer with or without your family, how important are ties to the community?

Total

(Q40e) by (Q17) Paygrade

Officers
When You Decide Whether To Transfer With Or Without Your Family, How Important Are Costs Associated With Moving

(Q40f) by (Q17) Paygrade
(Q40g) When You Decide Whether To Transfer With Or Without Your Family, How Important Is Work Schedule Of Member

![Bar Chart]

- Not Important
- Somewhat Important
- Important
- Very Important

**Total**

(Q40g) by (Q17) Paygrade

![Bar Chart]

- Not Important
- Somewhat Important
- Important
- Very Important

**Officers**
When you decide whether to transfer with or without your family, how important is availability of health care and education services for special needs?

(Q40h) by (Q17) Paygrade
When you decide to transfer with or without your family, how important is the availability of activities/facilities for family members/childcare?

(Q40i) When You Decide To Transfer With Or Without Your Family, How Important Is The Availability Of Activities/Facilities For Family Members/Childcare

![Bar Chart]

Total

(Q40i) by (Q17) Paygrade

![Bar Chart]

Officers

90
When You Decide Whether To Transfer With or Without Your Family, How Important Is Adequate Time To Make Moving Arrangements

Total

(Q40j) by (Q17) Paygrade
When you decide whether to transfer with or without your family, how important is length of new duty assignment?

(Q40k) When You Decide Whether To Transfer With Or Without Your Family, How Important Is Length Of New Duty Assignment

Total

(Q40k) by (Q17) Paygrade

W 2-4 | O 1-3 | O 4-6
(Q40) Percent Important by (Q6) Marital

<table>
<thead>
<tr>
<th></th>
<th>a)</th>
<th>b)</th>
<th>c)</th>
<th>d)</th>
<th>e)</th>
<th>f)</th>
<th>g)</th>
<th>h)</th>
<th>i)</th>
<th>j)</th>
<th>k)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td><img src="image1" alt="Married Bars" /></td>
<td><img src="image2" alt="Married Bars" /></td>
<td><img src="image3" alt="Married Bars" /></td>
<td><img src="image4" alt="Married Bars" /></td>
<td><img src="image5" alt="Married Bars" /></td>
<td><img src="image6" alt="Married Bars" /></td>
<td><img src="image7" alt="Married Bars" /></td>
<td><img src="image8" alt="Married Bars" /></td>
<td><img src="image9" alt="Married Bars" /></td>
<td><img src="image10" alt="Married Bars" /></td>
<td><img src="image11" alt="Married Bars" /></td>
</tr>
<tr>
<td>Single</td>
<td><img src="image12" alt="Single Bars" /></td>
<td><img src="image13" alt="Single Bars" /></td>
<td><img src="image14" alt="Single Bars" /></td>
<td><img src="image15" alt="Single Bars" /></td>
<td><img src="image16" alt="Single Bars" /></td>
<td><img src="image17" alt="Single Bars" /></td>
<td><img src="image18" alt="Single Bars" /></td>
<td><img src="image19" alt="Single Bars" /></td>
<td><img src="image20" alt="Single Bars" /></td>
<td><img src="image21" alt="Single Bars" /></td>
<td><img src="image22" alt="Single Bars" /></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Monthly Employment Duration</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-1 Month</td>
<td>18%</td>
</tr>
<tr>
<td>1-3 Months</td>
<td>26%</td>
</tr>
<tr>
<td>3-5 Months</td>
<td>17%</td>
</tr>
<tr>
<td>5-8 Months</td>
<td>10%</td>
</tr>
<tr>
<td>Over 8 Months</td>
<td>9%</td>
</tr>
<tr>
<td>Spouse Not Employed</td>
<td>12%</td>
</tr>
<tr>
<td>Spouse Not Looking</td>
<td>3%</td>
</tr>
</tbody>
</table>

Total

(Q41a) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Paygrade</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>W 2-4</td>
<td></td>
</tr>
<tr>
<td>O 1-3</td>
<td></td>
</tr>
<tr>
<td>O 4-6</td>
<td></td>
</tr>
</tbody>
</table>

Officers
(Q41b) After The Most Recent PCS Transfer My Spouse's Income Was:

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Much Lower</th>
<th>Lower</th>
<th>About The Same</th>
<th>Higher</th>
<th>Much Higher</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>40%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>50%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>60%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>70%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>80%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>90%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>100%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total

(Q41b) by (Q17) Paygrade

[Bar chart showing distribution by paygrade]

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

Officer Paygrade (Q17)

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neutral</th>
</tr>
</thead>
<tbody>
<tr>
<td>60%</td>
<td>26%</td>
<td>14%</td>
</tr>
</tbody>
</table>

Total

(Q42a) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neutral</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>W 2-4</td>
<td>O 1-3</td>
<td>O 4-6</td>
</tr>
</tbody>
</table>

Officers 96
(Q42b) My Spouse’s Job Skills/Career Choices Are Readily Employed In Any Duty Station Area

(Q42b) by (Q17) Paygrade

Officers

97
(Q42c) Financial Obligations Make It Mandatory That My Spouse Work Outside The Home

Total

(Q42c) by (Q17) Paygrade
(Q42d) I/We Would Choose Separation Rather Than Lose My Spouse's Income Or Career

Total

(Q42d) by (Q17) Paygrade

Officers

W 2-4 O 1-3 O 4-6
(Q42e) Family Separation Because Of Duty Assignments Have Caused Me To Consider Leaving The Navy

(Q42e) by (Q17) Paygrade
(Q42f) I Consider My Spouse’s Career More Important Than My Own

Total

(Q42f) by (Q17) Paygrade

Officers

Officers
(Q42g) I Would Consider Leaving The Navy Because Of My Spouse’s Career

Total

(Q42g) by (Q17) Paygrade

Officers

Officers
(Q43) If You've Ever Consulted Your CCC, Was The Advice The Same As The Advice You Received From Your Detailer

(Q43) by (Q17) Paygrade
(Q44) With the info/advice you received from your CCC, how well prepared were you for the detailing process?

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Not Received Advice</th>
<th>Not Well Prepared</th>
<th>Moderately Prepared</th>
<th>Very Well Prepared</th>
</tr>
</thead>
<tbody>
<tr>
<td>48%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>29%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total

(Q44) By (Q17) paygrade

<table>
<thead>
<tr>
<th>Paygrade</th>
<th>Not Received Advice</th>
<th>Not Well Prepared</th>
<th>Moderately Prepared</th>
<th>Very Well Prepared</th>
</tr>
</thead>
<tbody>
<tr>
<td>W 2-4</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>O 1-3</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>O 4-6</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Officers 104
(Q45) Have You Heard Of The BUPERS ACCESS Computer Bulletin Board System

(Q45) by (Q17) Paygrade
(Q46a) The Bupers Access Computer Bulletin Board System Is Easy To Use

Total

(Agree) 59%  (Disagree) 10%  (No Opinion) 31%

(Q46a) by (Q17) Paygrade

Officers

(W2-4) (O1-3) (O4-6)
(Q46b) The Bupers Access Computer Bulletin Board System Gave Me The Information I Needed

Total

Agree 45% Disagree 16% No Opinion 39%

(Q46b) by (Q17) Paygrade

Agree Disagree No Opinion

W 2-4 O 1-3 O 4-6

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

Total

(Q46c) by (Q17) Paygrade

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

Agree: 73%
Disagree: 20%
No Opinion: 7%

Total

(Q47a) By (Q17) Paygrade

Agree: W 2-4, O 1-3, O 4-6
Disagree: W 2-4, O 1-3, O 4-6
No Opinion: W 2-4, O 1-3, O 4-6
(Q47b) I Am Aware Of The Sea/Shore Rotation Pattern For My Paygrade And Rating

![Bar chart showing agreement levels]

Total

(Q47b) by (Q17) Paygrade

![Bar chart showing agreement levels by paygrade]

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

![Bar chart showing the percentage distribution of agreement, disagreement, and no opinion for the statement. 50% agree, 28% disagree, 24% no opinion.]

(Q47c) by (Q17) Paygrade

![Bar chart showing the percentage distribution of agreement, disagreement, and no opinion for the statement by pay grade. The chart uses different colors to represent W 2-4, O 1-3, and O 4-6.]
(Q48a) How Effective Do You Feel Preference Card Or 1306-6 Is For Interacting With Your Detailer

Total Officers

(Q48a) by (Q17) Paygrade

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

(Q48b) by (Q17) Paygrade
(Q48c) How Effective Do You Feel A Telephone Is For Interacting With Your Detailer

Total

(Q48c) by (Q17) Paygrade

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

Total

(Q48d) by (Q17) Paygrade

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

Total

(Q48e) by (Q17) Paygrade

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

Total

(Q48f) by (Q17) Paygrade

Officers

Officers

117
(Q48g) How Effective Do You Feel A Naval Message Is For Interacting With Your Detailer

Total

(Q48g) by (Q17) Paygrade
(Q49a) My Detailer's Knowledge Of Current Policy Trends

Total

(Q49a) by (Q17) Paygrade

Officers

119
(Q49b) My Detailer's Knowledge Of Available Billets

Total

(Q49b) by (Q17) Paygrade
(Q49c) My Detailer's Knowledge Of Requirements And Duties Of Billets

Total

(Q49c) by (Q17) Paygrade
(Q49d) My Detailer’s Knowledge Of My Career Development Needs

![Bar chart showing percentage distribution for positive, negative, and neutral responses.]

Total

Officer Paygrade

(Q49d) by (Q17) Paygrade

![Bar chart comparing positive, negative, and neutral responses across different officer paygrades.]

Officers
(Q49e) My Detailer’s Regard For My Personal Desires

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Positive</td>
<td>56%</td>
</tr>
<tr>
<td>Negative</td>
<td>22%</td>
</tr>
<tr>
<td>Neutral</td>
<td>22%</td>
</tr>
</tbody>
</table>

Total

(Q49e) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Paygrade</th>
<th>Positive</th>
<th>Negative</th>
<th>Neutral</th>
</tr>
</thead>
<tbody>
<tr>
<td>W 2-4</td>
<td>60%</td>
<td>25%</td>
<td>15%</td>
</tr>
<tr>
<td>O 1-3</td>
<td>20%</td>
<td>40%</td>
<td>40%</td>
</tr>
<tr>
<td>O 4-6</td>
<td>40%</td>
<td>20%</td>
<td>40%</td>
</tr>
</tbody>
</table>

Officers

123
(Q49f) My Detailer's Returned Phone Calls

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

Positive | Negative | Neutral
---|---|---
56% | 23% | 22%

Total

(Q49f) by (Q17) Paygrade

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

Positive | Negative | Neutral
---|---|---
W 2-4 | O 1-3 | O 4-6

Officers
(Q49g) My Detailer’s Knowledge Of Previous Communications

Officers

(Q49g) by (Q17) Paygrade

Officers

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

Total

(Q49h) by (Q17) Paygrade
(Q49i) My Detailer's Responding To Correspondence

![Bar chart showing responses to correspondence.]

(Q49i) by (Q17) Paygrade

![Bar chart showing responses by paygrade.]

Officer's
(Q49j) My Detailer's Accessibility

(Q49j) by (Q17) Paygrade

Officers

128
(Q50) Which Of The Following Statements Best Describes Your Experience In Obtaining Your Current Assignment

100% Ran Somewhat Difficult Extremely Smoothly Smoothly Difficult
90%...
80%..........................
70%..........................
60%........................................
50%....................
40%........................................
30%............................................
20%.. . . . . . . . . . . . . . . . . . . . . . . .
10%.. . . . . . . . . . . . . .
0% 0%

Total

(Q50) by (Q17) Paygrade

129
(Q51) Keeping In Mind Your Sea/Shore Rotation Pattern, Is Your Current Assignment What You Wanted

Total

(Q51) by (Q17) Paygrade

Officers

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

Total

(Q52) by (Q17) Paygrade

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

Total

(Q53) by (Q17) Paygrade

Officers

W 2-4  O 1-3  O 4-6
(Q54a) Are You Currently Serving In A Recruiting Duty Capacity

No: 98%

Yes, 9585 Production: 0%
Yes, 9586 Career-Prev: 0%
Yes, 9586 Classifier: 0%
Yes, 2186 Career-Now: 0%
Yes, 2612 Classifier: 0%
Yes, NEC Other: 0%
Yes, Officer Billet: 2%

Total

(Q54a) by (Q17) Paygrade

No

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

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

W 2-4 O 1-3 O 4-6

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

- Production Recruiter: 1%
- Career (Previous NEC): 0%
- Recruiter Classifier: 0%
- Career (Current NEC): 0%
- Classifier: 0%
- NEC Other or Unknown: 1%
- Officer Recruiting: 5%

Total

(Q54b) by (Q17) Paygrade

- Production Recruiter
- Career (Previous NEC)
- Recruiter Classifier
- Career (Current NEC)
- Classifier
- NEC Other or Unknown
- Officer Recruiting

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

Total

(Q55a) by (Q17) Paygrade

Officers

Officers 135
(Q55b) Recruiting Duty Would Benefit My Navy Career

![Bar chart](chart.png)

(Q55b) by (Q17) Paygrade

![Bar chart](chart.png)
(Q55c) Being On Or Having Had Recruiting Duty Helps Me Get Promoted Faster Than Do Other Shore Duty Assignments

(Q55c) by (Q17) Paygrade

Officers
(Q55d) I Would Be Interested In A Recruiting Assignment

Agree: 12%
Disagree: 67%
Don't Know: 14%

Total

(Q55d) by (Q17) Paygrade

Agree
Disagree
Don't Know

W 2-4
O 1-3
O 4-6
(Q55e) Information About Recruiting Duty Is Readily Available

Total

(Q55e) by (Q17) Paygrade

Officers

139
(Q56a) What Is The Effect Of Your Pay On Your Decision To Stay In The Navy

Total

(Q56a) by (Q17) Paygrade
(Q56a) by (Q1) Gender

- Positive: Male 60%, Female 50%
- Negative: Male 20%, Female 20%
- No effect: Male 10%, Female 10%

(Q56a) by (Q3) Race

- Positive: White 60%, Black 60%, Other 40%
- Negative: White 20%, Black 20%, Other 20%
- No effect: White 10%, Black 10%, Other 10%
(Q56a) by (Q6) Marital

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

Total

(Q56b) by (Q17) Paygrade

Officers

143
(Q56b) by (Q6) Marital

Officer.
(Q56c) What Effect Does/Did Military Retirement
Pay Have On Your Decision To Remain
In The Navy For At Least 20 Years

Total

(Q56c) by (Q17) Paygrade

 Officers

146
(Q56c) by (Q1) Gender

![Bar chart showing the percentage distribution of officers by gender and response (positive, negative, no effect).]

- Positive: Married 80%, Single 20%
- Negative: Married 10%, Single 10%
- No Effect: Married 10%, Single 10%

(Q56c) by (Q3) Race

![Bar chart showing the percentage distribution of officers by race and response (positive, negative, no effect).]

- Positive: White 80%, Black 20%
- Negative: White 10%, Black 10%
- No Effect: White 10%, Black 10%, Other 10%
(Q56c) by (Q6) Marital

- Positive: Married (90%) vs. Single (80%)
- Negative: Married (10%) vs. Single (5%)
- No Effect: Married (10%) vs. Single (50%)

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

Military Medical

CHAMPUS

CHAMPUS Prime

Group HMO

Group Fee-For-Service

Private HMO

Private Fee-For-Service

Other

Total

Officers

(Q57a) by (Q17) Paygrade

Military Medical

CHAMPUS

CHAMPUS Prime

Group HMO

Group Fee-For-Service

Private HMO

Private Fee-For-Service

Other

Officers

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

- Military MED Facility: 49%
- CHAMPUS: 34%
- CHAMPUS Prime: 6%
- Group HMO: 3%
- Group Fee-For-Service: 1%
- Private (Indiv.) HMO: 1%
- Private (Indiv.) Fee: 3%
- Other: 3%

Total

(Q57b) by (Q17) Paygrade

- Officers

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

- Quality Of Care: 25%
- Types Of Care Covered: 5%
- Cost Of Premiums: 35%
- Convenient Location(s): 9%
- Convenient Hours: 1%
- Ease Of Getting Appts.: 5%
- Waiting Time At Clinic: 2%
- Access To Specialists: 2%
- Able To Select Doctor: 5%
- Attitude Of Dr./Staff: 1%
- Availability Of Care: 1%
- Other: 9%

Total

(Q58) by (Q17) Paygrade

- Quality Of Care
- Types Of Care Covered
- Cost Of Premiums
- Convenient Location(s)
- Convenient Hours
- Ease Of Getting Appts.
- Waiting Time At Clinic
- Access To Specialists
- Able To Select Doctor
- Attitude Of Dr./Staff
- Availability Of Care
- Other

Officer Paygrades:
- W 2-4
- O 1-3
- O 4-6

151
(Q58) by (Q1) Gender

- Quality of care
- Types of care cover
- Cost of care
- Convenient location
- Convenient hours
- Easy appointment
- Waiting time
- Access-specialists
- Allowed to select
- Doctor's attitude
- After-hour care

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

Male  Female

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

Medical Care: 45%
Allowance For Med Cost: 55%

Total

(Q59) by (Q17) Paygrade

Medical Care
Allowance For Med Cost

W 2-4
O 1-3
O 4-6
(Q59) by (Q1) Gender

Officers
If You Chose An Allowance For Medical Costs, How Much For Medical Insurance And Unreimbursed Expenses

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

Less Than $50/Mo. | 2%
$51 To $100/Mo. | 11%
$101 To $150/Mo. | 15%
$151 To $200/Mo. | 21%
$201 To $300/Mo. | 23%
$301 To $400/Mo. | 15%
$401 To $500/Mo. | 7%
Over $500/Mo. | 7%

Total

(Q60) by (Q17) Paygrade

Less Than $50/Mo. | [Graph]
$51 To $100/Mo. | [Graph]
$101 To $150/Mo. | [Graph]
$151 To $200/Mo. | [Graph]
$201 To $300/Mo. | [Graph]
$301 To $400/Mo. | [Graph]
$401 To $500/Mo. | [Graph]
Over $500/Mo. | [Graph]

[Legend]

Officers

(Q60) by (Q17) Paygrade

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

Total

(Q61a) by (Q17) Paygrade

Officers
(Q61a) by (Q1) Gender

![Bar chart](Q61la) by (Q1) Gender

Satisfied | Dissatisfied | No opinion

- Male
- Female

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

Total

(Q61b) by (Q17) Paygrade
(Q61b) by (Q1) Gender

![Bar graph showing satisfaction levels by gender.]

- Satisfied
- Dissatisfied
- No opinion

Gender: Male, Female

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

![Graph showing satisfaction levels by paygrade]

(Q61c) by (Q17) Paygrade

- **Officers**

![Graph showing satisfaction levels by paygrade]

- **W 2-4**
- **O 1-3**
- **O 4-6**

160
(Q61c) by (Q1) Gender

 Officers

- Satisfied
- Dissatisfied
- No opinion

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

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

Total

(Satisfied) 72%
(Dissatisfied) 15%
(No Opinion) 13%

(Q61d) by (Q17) Paygrade

 Officers

 Officers 162
(Q61d) by (Q1) Gender

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

50% Satisfied
40% Dissatisfied
10% No opinion

Officers
(Q62) I Am Currently Pursuing Further Education

Total

(Q62) by (Q17) Paygrade

Officers

164
(Q62 first) If Not Pursuing Further Education, First Most Important Reason Why Not

- Cost Of Classes: 7%
- Not Interested: 3%
- Classes Not At Base: 3%
- No Help To Plan Prog.: 0%
- No Skills: 0%
- Unsure What To Study: 3%
- Classes Not Available: 7%
- No Time-Work: 46%
- No Time-Family: 13%
- No Command Support: 1%
- Other: 17%

Total

(Q62 first) by (Q17) Paygrade

Verizon

Officers

165
(Q62 first) by (Q6) Marital

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

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

Married  Single

Officers
(Q62 second) If Not Pursuing Further Education, Second Most Important Reason Why Not

- Cost Of Classes: 13%
- Not Interested: 2%
- Classes Not At Base: 6%
- No Help To Plan Prog.: 1%
- No Skills: 0%
- Unsure What To Study: 6%
- Classes Not Available: 12%
- No Time-Work: 23%
- No Time-Family: 30%
- No Command Support: 2%
- Other: 5%

Total

(Q62 second) by (Q17) Paygrade

Officers

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

Paygrades:
- W 2-4
- O 1-3
- O 4-6

Officers
(Q62 second) by (Q6) Marital

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

- Married
- Single

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

- Cost Of Classes: 22%
- Not Interested: 11%
- Classes Not At Base: 9%
- No Help To Plan Prog.: 8%
- No Skills: 0%
- Unsure What To Study: 1%
- Classes Not Available: 11%
- No Time-Work: 12%
- No Time-Family: 15%
- No Command Support: 5%
- Other: 12%

Total Officers

(Q62 third) by (Q17) Paygrade

- W 2-4
- O 1-3
- O 4-6
(Q62 third) by (Q1) Gender

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

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

Male Female

(Q62 third) by (Q3) Race

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

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

White Black Other
(Q62 third) by (Q6) Marital

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

Married [ ] Single [ ]

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

Officer Paygrade by (Q63) by (Q17) Paygrade

Total

Satisfied: 51%
Dissatisfied: 14%
No Opinion: 35%

Officer Paygrades:
- O 1-3
- O 4-6
- W 2-4
(Q63) by (Q1) Gender

Officers

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

Satisfied  Dissatisfied  No opinion

Male  Female

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

Satisfied  Dissatisfied  No opinion

Male  Female
(Q64) If You Are Not Satisfied With The Service Provided By The Navy Campus Education Office, Why Not*

- Info Not Well Publicized: 47%
- Too Hard To Get Appointment: 8%
- Wait Too Long For Appointment: 9%
- Didn't Get Good Advice: 22%
- Counselor Not Informed: 31%
- Counselor's Attitude: 15%
- Inconvenient Location: 15%
- Inconvenient Hours: 20%
- No Office At My Base: 28%

Total

(Q64) by (Q17) Paygrade

- Officers

Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q64) by (Q1) Gender

(Q64) by (Q3) Race

Officers

Officers 177
(Q65) Basic Skills Class Would You Be Most Interested In Taking

- None, Don't Need Any: 79%
- Basic Math: 1%
- College Algebra: 3%
- Reading Comprehension: 1%
- Grammar: 1%
- Writing: 6%
- Other: 8%

Total

(Q65) by (Q17) Paygrade

- None, Don't Need Any
- Basic Math
- College Algebra
- Reading Comprehension
- Grammar
- Writing
- Other

Officers

178
(Q66) Which Of The Following Navy Leadership Courses Did You Last Attend

Basic Division Off 20%
Adv Division Off 3%
Comm Excellence Sem 7%
SWO 3%
LMET 52%
Other 16%

Total

(Q66) by (Q17) Paygrade

Basic Division Off
Adv Division Off
Comm Excellence
SWO
LMET
Other

W 2-4  O 1-3  O 4-6
(Q67) How Would You Rate The Quality Of The Formal Leadership Training You Received In The Last Class You Attended

Total

(Q67) by (Q17) Paygrade
(Q68a) Leadership Training Classes Contributed A Great Deal To My Personal Development

![Bar chart showing agreement levels by paygrade]

(Q68a) by (Q17) Paygrade

- Agree
- Disagree
- Don't Know

Officers

182
Leadership Training Classes Have Given Me Skills To Perform My Job Better

(Q68b) by (Q1 7) Paygrade

Officers

(Q68b) by (Q17) Paygrade

Officers
(Q69) How Much Of The Formal (Classroom) Leadership Training You Received Did You Apply To Your Experience In The Field

- **Total**
  - All: 3%
  - Most: 18%
  - Some: 67%
  - None: 12%

- **(Q69) by (Q17) Paygrade**

  - **Officers**
    - W 2-4
    - O 1-3
    - O 4-6

  - All: [Graph]
  - Most: [Graph]
  - Some: [Graph]
  - None: [Graph]
How Do You Rate The Quality Of The Overseas Transfer Information Service

(Q70a) by (Q17) Paygrade

Officers

195
(Q70a) by (Q6) Marital

Officer's

*Married*  *Single*
(Q70b) How Do You Rate The Quality Of The Housing Referral Services

Total

(Q70b) by (Q17) Paygrade

Officers

187
(Q70c) How Do You Rate The Quality Of The Sponsor Program

- How do you rate the quality of the sponsor program?

- Total:
  - Good: 40%
  - Poor: 23%
  - Average: 30%
  - Unaware: 1%

- (Q70c) by (Q17) Paygrade:
  - Officers:
    - Good:
      - W 2-4: 50%
      - O 1-3: 40%
      - O 4-6: 10%
    - Poor:
      - W 2-4: 30%
      - O 1-3: 20%
      - O 4-6: 5%
    - Average:
      - W 2-4: 40%
      - O 1-3: 30%
      - O 4-6: 20%
    - Unaware:
      - W 2-4: 10%
      - O 1-3: 15%
      - O 4-6: 5%
(Q70c) by (Q6) Marital

Officers

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

Good Poor Average Unaware

Married Single
(Q70d) How Do You Rate The Quality Of The Family Service Center Relocation Assistance

![Bar Chart]

- Good: 27%
- Poor: 19%
- Average: 33%
- Unaware: 22%

Total

(Q70d) by (Q17) Paygrade

![Bar Chart]

- Good: W 2-4, O 1-3, O 4-6
- Poor: W 2-4, O 1-3, O 4-6
- Average: W 2-4, O 1-3, O 4-6
- Unaware: W 2-4, O 1-3, O 4-6

Officers
(Q70d) by (Q6) Marital

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

Total

(Q70e) by (Q17) Paygrade
(Q70e) by (Q6) Marital

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

Total

(Q70f) by (Q17) Paygrade

Officers

W 2-4 O 1-3 O 4-6
(Q70f) by (Q6) Marital

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

Total

(Q70g) by (Q17) Paygrade

Officers

 Officers
(Q70g) by (Q6) Marital

![Bar chart showing marital status by perception of something (Good, Poor, Average, Unaware)].

- Good: Married 20%, Single 10%
- Poor: Married 0%, Single 20%
- Average: Married 10%, Single 20%
- Unaware: Married 10%, Single 0%

Officer's
How Do You Rate The Quality Of The Child Development Centers

Total

(Q70h) by (Q17) Paygrade

Officers

Officers
(Q70h) by (Q6) Marital

 Officers
(Q70i) How Do You Rate The Quality Of The Family Home Care Programs

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

- Good
- Poor
- Average
- Unaware

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

- Married
- Single

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

![Bar chart showing ratings of the Ombudsmen Network.]

Total

(Q70j) by (Q17) Paygrade

![Bar chart showing ratings by paygrade.]

Officers
(Q70j) by (Q6) Marital

![Bar chart showing percentage distribution of officers by marital status and performance level.]

- Good: Married (50%), Single (50%)
- Poor: Married (20%), Single (80%)
- Average: Married (30%), Single (70%)
- Unaware: Married (10%), Single (90%)

Officers
(Q70k) How Do You Rate The Quality Of The Deployment Support Programs

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

Good Poor Average Unaware

43% 13% 30% 15%

Total

(Q70k) by (Q17) Paygrade

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

Good Poor Average Unaware

W 2-4 O 1-3 O 4-6

Officers

205
(Q70k) by (Q6) Marital

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

(Q701) by (Q17) Paygrade
(Q701) by (Q6) Marital

![Bar chart showing percentage distribution of Good, Poor, Average, and Unaware responses by marital status (Married and Single).](chart.png)
(Q70m) How Do You Rate the Quality of the Base-Level Family Advocacy Programs

(Q70m) by (Q17) Paygrade
(Q7On) How Do You Rate The Quality Of The Housing Management Services

Total

(Q7On) by (Q17) Paygrade

Officers

Officers

211
(Q70n) by (Q6) Marital

Officer's

Married  Single
(Q70o) How Do You Rate The Quality Of The Family Service Centers-Overall

(Q70o) by (Q17) Paygrade
(Q70o) by (Q6) Marital

<table>
<thead>
<tr>
<th></th>
<th>Good</th>
<th>Poor</th>
<th>Average</th>
<th>Unaware</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td>50%</td>
<td>10%</td>
<td>20%</td>
<td>5%</td>
</tr>
<tr>
<td>Single</td>
<td></td>
<td>30%</td>
<td></td>
<td>3%</td>
</tr>
</tbody>
</table>

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

Total

(Q71a) by (Q17) Paygrade

- Agree
- Disagree
- Neither

Officers
(Q71a) by (Q6) Marital

Agree | Disagree | Neither

- Married
- Single

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

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>13%</td>
<td>41%</td>
<td>46%</td>
</tr>
</tbody>
</table>

Total

(Q71b) by (Q17) Paygrade

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

Officers

Officers
(Q71b) by (Q6) Marital
(Q71c) Family Support Services Have Had A Positive Impact On My Family's Support For My Decision To Remain In The Navy

Officers

(Q71c) by (Q17) Paygrade

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

Total

(Q71d) by (Q17) Paygrade
(Q71d) by (Q6) Marital

![Bar chart showing agreement levels by marital status.]

- **Agree**
  - Married: [Bar]
  - Single: [Bar]

- **Disagree**
  - Married: [Bar]
  - Single: [Bar]

- **Neither**
  - Married: [Bar]
  - Single: [Bar]

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

Total

(Q71e) by (Q17) Paygrade

Officers
(Q71e) by (Q6) Marital

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

(Q71f) by (Q17) Paygrade
(Q71f) by (Q6) Marital

Agree Disagree Neither

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

Total

(Q72) by (Q17) Paygrade

Officers

W 2-4  O 1-3  O 4-6
(Q72) by (Q1) Sex

![Bar chart showing the distribution of officers by sex and spouse status.](chart.png)
(Q73) What Are Your Most Critical Child Care Requirements*

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Day Care/Preschool</td>
<td>59%</td>
</tr>
<tr>
<td>Before Or After School</td>
<td>55%</td>
</tr>
<tr>
<td>Overnight Care</td>
<td>14%</td>
</tr>
<tr>
<td>Access To Care Anytime</td>
<td>28%</td>
</tr>
<tr>
<td>Duty Days (24-hour)</td>
<td>18%</td>
</tr>
<tr>
<td>Ship On Local Oper</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>9%</td>
</tr>
</tbody>
</table>

Total

(Q73) by (Q17) Paygrade

* Multiple responses allowed; percentages for each paygrade may sum to more than 100%.
(Q73) by (Q1) Sex

(Q73) by (Q6) Marital Status

Officers

230
(Q74) Who Is Your Primary Caretaker For Your Youngest Child While You Are On Duty

Military Child Center: 10%
Base Family Homecare: 4%
Private Facility: 21%
Civilian Homecare: 12%
At-Home Employee: 10%
Relative/Older Sibling: 13%
Friend: 8%
Other: 14%
No Arrangements: 5%

Total

(Q74) by (Q17) Paygrade

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

 Officers

W 2-4 O 1-3 O 4-6
(Q75) If You Are Not Using Military Child Care Centers Or Family Home Care, Why Not

- Not Available: 12%
- Waiting List: 20%
- Poor Location: 25%
- Sub-Standard Quality: 9%
- Bad Hours: 6%
- Too Expensive: 3%
- Other: 26%

Total

(Q75) by (Q17) Paygrade

- Not Available
- Waiting List
- Poor Location
- Sub-Standard Quality
- Bad Hours
- Too Expensive
- Other

 Officers

 Officers

233
(Q75) by (Q1) Sex

Not Available
Waiting List
Poor Location
Substandard Qual
Bad Hours
Too Expensive

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

□ Males □ Females

(Q75) by (Q6) Marital Status

Not Available
Waiting List
Poor Location
Substandard Qual
Bad Hours
Too Expensive

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

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

(Q76) by (Q17) Paygrade

Officers
(Q76) by (Q1) Sex

(Q76) by (Q6) Marital Status
(Q77) In What Way Do Child Care Needs Interfere With Your Performance

**Distractions**: 13%

**Miss Work**: 12%

**Late For Work**: 8%

**Must Leave Early**: 18%

**Limits Billet Choices**: 6%

**Co-Worker Friction**: 1%

**Anxiety**: 33%

**Other**: 2%

---

**Total**

**Officers**

(Q77) by (Q17) Paygrade

**Distractions**

**Miss Work**

**Late For Work**

**Must Leave Early**

**Limits Billet Choices**

**Co-Worker Friction**

**Anxiety**

**Other**

---

**W 2-4**  **O 1-3**  **O 4-6**

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

Total

(Q78a) by (Q17) Paygrade

Officer's

239
(Q78b) The Availability Of The Navy-Sponsored Child Care That I Have Experienced Is A Positive Influence On My Decision To Stay In The Navy

![Bar Chart 1](image1)

(Q78b) by (Q17) Paygrade

![Bar Chart 2](image2)
(Q78b) by (Q1) Sex

(Q78b) by (Q6) Marital Status
(Q79a) The Quality Of Club Services Available At My Base Is Good

Total

(Q79a) by (Q17) Paygrade

* Officers

243
(Q79b) Navy Recreation Services Are Adequately Providing For My Leisure Needs

Total

(Q79b) by (Q17) Paygrade

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

(Q79c) by (Q17) Paygrade

Officers

W 2-4 □ O 1-3 □ O 4-6
(Q79d) Navy Youth Programs Are Very Important To My Family's Quality Of Life In The Navy

(Q79d) by (Q17) Paygrade
(Q79e) Civilian Rental Housing Is Affordable In My Area

Total

Officers (Q79e) by (Q17) Paygrade

Officers 247
I Am Satisfied With The Quality Of My Housing/Living Space

Q79f) by (Q17) Paygrade

Officers

(Q79f) I Am Satisfied With The Quality Of My Housing/Living Space
(Q79f) by (Q16) Place Member Lives

[Graph showing the distribution of responses regarding Agree, Disagree, and Neither for different groups: Mil Fam, Gov Lease, Own House, Rent Civ, Mobile, Share Rent, Ship, Bach Qtrs.]
(Q79g) I Feel Safe In My Residence (e.g., From Vandals Or Burglars)

Total

(Q79g) by (Q17) Paygrade
(Q79g) by (Q16) Place Member Lives
(Q79h) My Present Living Conditions Are Having A Positive Effect On My Job Performance

![Bar Chart]

(Q79h) by (Q17) Paygrade

![Bar Chart]

Officers 252
(Q79h) by (Q16) Place Member Lives

![Bar chart showing agreement and disagreement by housing type.](chart.png)
(Q79i) My Present Living Conditions Are Having A Positive Effect On My Decision To Stay In the Navy

Officers (Q79i) by 9Q17) Paygrade

Officers  

254
(Q79i) by (Q16) Place Member Lives

<table>
<thead>
<tr>
<th>Agree</th>
<th>Disagree</th>
<th>Neither</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mil Fam</td>
<td>Gov Lease</td>
<td>Own House</td>
</tr>
</tbody>
</table>

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

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

Total

(Q79j) by (Q17) Paygrade

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

- Agree: 79%
- Disagree: 11%
- Neither: 10%

(Q79k) by (Q17) Paygrade

- Agree: W 2-4: 80%, O 1-3: 70%, O 4-6: 60%
- Disagree: W 2-4: 20%, O 1-3: 30%, O 4-6: 40%
- Neither: W 2-4: 10%, O 1-3: 20%, O 4-6: 30%
(Q80a) Decisions Are Made At The Appropriate Level In My Command

(Q80a) by (Q17) Paygrade

Officers

258
(Q80b) I Usually Receive Command Support For The Decisions That I Make

Total

(Q80b) by (Q17) Paygrade

Officers

260
(Q80b) by (Q1) Sex

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

Total

(80c) by (Q17) Paygrade

Officers

W 2-4 O 1-3 O 4-6
(Q80d) My Chain Of Command Or Work Group Is Willing To Listen/Respond To My Problems

Total

(Q80d) by (Q17) Paygrade

Officers

264
(Q80d) by (Q1) Sex

![Bar chart showing the distribution of responses to (Q80d) by (Q1) Sex. The chart is divided into three categories: Agree, Disagree, and Neither. The x-axis represents the response categories, and the y-axis represents the percentage. The chart includes bars for Males and Females.]

(Q80d) by (Q3) Race

![Bar chart showing the distribution of responses to (Q80d) by (Q3) Race. The chart is divided into three categories: Agree, Disagree, and Neither. The x-axis represents the response categories, and the y-axis represents the percentage. The chart includes bars for White, Black, and Other.]

Officers

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

Officer Paygrade

(Q80e) by (Q17) Paygrade

Officer Paygrade

266
(Q80f) I Am Glad That I Chose To Join The Navy Instead Of Other Organizations I Was Considering When I Joined

Officer rs

(Q80f) by (Q17) Paygrade

Officers
I Am Generally Satisfied With My Current Job

(Q80g) by (Q17) Paygrade

Officers

270
(Q80g) by (Q1) Sex

(Q80g) by (Q3) Race
In General, I Like The Work I Do In The Navy

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

Total

(Q80h) by (Q17) Paygrade

Officers

Officers
(Q80h) by (Q1) Sex

Officers

(Q80h) by (Q3) Race

Officers

273
(Q80i) I Am Satisfied With My Physical Working Conditions

Total

(Q80i) by (Q17) Paygrade
(Q80j) I Am Satisfied With My Career Development

Total

(Q80j) by (Q17) Paygrade

Officers
(Q80j) by (Q1) Sex

(Q80j) by (Q3) Race
(Q80k) I Enjoy My Career In The Navy

- Agree: 80%
- Disagree: 12%
- Neither: 8%

Total

(Q80k) by (Q17) Paygrade

- Agree (W 2-4): 90%
- Agree (O 1-3): 80%
- Agree (O 4-6): 70%

- Disagree (W 2-4): 10%
- Disagree (O 1-3): 20%
- Disagree (O 4-6): 30%

- Neither (W 2-4): 0%
- Neither (O 1-3): 10%
- Neither (O 4-6): 20%

Officers

278
(Q80k) by (Q1) Sex

(Q80k) by (Q3) Race
(Q81a) I Feel My Work Assignments Are Fair

Total

(Q81a) by (Q7) Paygrade

Officers

- W 2-4
- O 1-3
- O 4-6
(Q81b) My Immediate Supervisor Treats Me Fairly

Total

(Q81b) by (Q17) Paygrade

Officers

282
(Q81c) My Commanding Officer (CO) Actively Supports Equal Opportunity

(Q81c) by (Q17) Paygrade

Officers

284
(Q81d) My Executive Officer (XO) Actively Supports Equal Opportunity

![Bar Chart]

Total

(Q81d) by (Q17) Paygrade

![Bar Chart]

Officers

286
(Q81e) I Think Something Is Being Done To Improve Equal Opportunity In the Navy

Total

(Q81e) by (Q17) Paygrade

Officers

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

(Q81f) The Chain Of Command Is An Effective Way To Resolve Equal Opportunity Problems

(Q81f) by (Q17) Paygrade
(Q81f) by (Q1) Sex

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

Total

(Q81g) by (Q17) Paygrade

Officers

292
(Q82a) How Do You Feel About Women Being Allowed To Serve Aboard Combat Ships

Total

Agree: 49%
Disagree: 43%
No Opinion: 8%

(Q82a) by (Q17) Paygrade

Agree
Disagree
No Opinion

W 2-4
O 1-3
O 4-6

Officers

294
(Q82a) by (Q1) Sex

(Q82a) by (Q5) Highest Level Of Education
(Q82a) by (Q6) Marital Status

![Marital Status Chart]

Officers

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

![Deployed Desert Storm Chart]

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

Total

Officer Paygrade

(Q82b) by (Q17) Paygrade

Officers
(Q82b) by (Q1) Sex

![Bar chart showing agreement levels by sex.]

(Q82b) by (Q5) Highest Level Of Education

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

- Less Than High School
- HS Graduate
- Some College
- Bachelor Or More
(Q82b) by (Q6) Marital Status

Officer

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

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

Total

(Q82c) by (Q17) Paygrades

Officers
(Q82c) by (Q1) Sex

[Bar chart showing distribution by sex for Agree, Disagree, and No Opinion responses.]

(Q82c) by (Q5) Highest Level Of Education

[Bar chart showing distribution by highest level of education for Agree, Disagree, and No Opinion responses.]
(Q82c) by (Q6) Marital Status

- Agree
- Disagree
- No Opinion

Married ● Single

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

- Agree
- Disagree
- No Opinion

No ○ Yes, To Pers Gulf ● Yes, Other Location
(Q83) Have You Received Training On The Subject Of Fraternization Within The Past 12 Months

(Q83) by (Q17) Paygrade
(Q84) Please Evaluate Most Recent Fraternization Training

Total

(Q84) by (Q17) Paygrade

Officer's
(Q85a) I Believe Command Members Understand What Fraternization Is, Is Not

---

![Bar chart showing percentages of officers agreeing, disagreeing, and having no opinion on the understanding of fraternization.]

(Q85a) by (Q17) Paygrade

---

![Bar chart showing percentages of officers agreeing, disagreeing, and having no opinion on the understanding of fraternization, categorized by paygrade.]
(Q85a) by (Q1) Sex

Officer's

Male
Female

Agree
Disagree
No Opinion
(Q85b) I Understand The Navy's Definitions And Regulations On Fraternization

Total

(Q85b) by (Q17) Paygrade

Officers

(W 2-4) O 1-3 O 4-6
(Q85b) by (Q1) Sex

Agree | Disagree | No Opinion

Male | Female

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

Total

(Q85c) by (Q17) Paygrade

 Officers

 Officers
(Q85c) by (Q1) Sex

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

Total

Agree: 71%
Disagree: 12%
No Opinion: 17%

(Q85d) by (Q17) Paygrade

Officer by Paygrade

Agree: W 2-4, O 1-3, O 4-6
Disagree: W 2-4, O 1-3, O 4-6
No Opinion: W 2-4, O 1-3, O 4-6
(Q85d) by (Q1) Sex

Officers

A bar chart shows the distribution of agreement levels (Agree, Disagree, No Opinion) among male and female officers.

- Agree: Male (black) > Female (white)
- Disagree: Male (gray) < Female (light gray)
- No Opinion: Male (gray) < Female (light gray)
(Q86) Have You Received Formal Sexual Harassment Prevention Training In The Past 12 Months

(Q86) by (Q17) Paygrade
(Q87a) During the past 12 months, how often have you been the target of unwanted sexual whistles, calls, hoots, or yells?

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td>90%</td>
</tr>
<tr>
<td>Once</td>
<td>2%</td>
</tr>
<tr>
<td>Monthly or less</td>
<td>2%</td>
</tr>
<tr>
<td>2-4 times monthly</td>
<td>1%</td>
</tr>
<tr>
<td>Weekly or more</td>
<td>0%</td>
</tr>
</tbody>
</table>

Total

(Q87a) by (Q17) Paygrade

<table>
<thead>
<tr>
<th>Paygrade</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>W 2-4</td>
<td>90%</td>
</tr>
<tr>
<td>O 1-3</td>
<td>2%</td>
</tr>
<tr>
<td>O 4-6</td>
<td>1%</td>
</tr>
<tr>
<td>Weekly or more</td>
<td>0%</td>
</tr>
</tbody>
</table>
(Q87a) by (Q1) Sex

- Never
- Once
- Monthly or Less
- 2-4 Times Monthly
- Weekly or More

□ Male ■ Female

Officers
(Q87b) During The Past 12 Months, How Often Have You Been The Target Of Unwanted Sexual Teasing, Jokes, Remarks, Or Questions

**Total**

(Q87b) by (Q17) Paygrade

Officers

![Diagram showing the frequency of unwanted sexual teasing, jokes, remarks, or questions during the past 12 months among officers by paygrade.](image)
(Q87b) by (Q1) Sex

- Never
- Once
- Monthly Or Less
- 2-4 Times Monthly
- Weekly Or More

- Male
- Female

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

**Total**

- **Never:** 22%
- **Once:** 3%
- **Monthly or Less:** 2%
- **2-4 Times Monthly:** 1%
- **Weekly or More:** 1%

**(Q87c) by (Q17) Paygrade**

- **W 2-4**
- **O 1-3**
- **O 4-6**

**Officers**

318
(Q87c) by (Q1) Sex

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Once</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Monthly Or Less</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2-4 Times Monthly</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weekly Or More</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Officers
(Q87d) During the past 12 months, how often have you been the target of unwanted letters, phone calls, or materials of a sexual nature?

Total

(Q87d) by (Q17) Paygrade

Officers

W 2-4, O 1-3, O 4-6

Officers
(Q87d) by (Q1) Sex

- Never
- Once
- Monthly Or Less
- 2-4 Times Monthly
- Weekly Or More

Male  Female

Offices
During The Past 12 Months, How Often Have You Been The Target Of Unwanted Pressures For Dates

(Q87e) by (Q17) Paygrade
(Q87e) by (Q1) Sex

![Bar chart showing frequency by sex](attachment:chart.png)

- **Never**: 90% Male, 70% Female
- **Once**: 80% Male, 60% Female
- **Monthly Or Less**: 70% Male, 50% Female
- **2-4 Times Monthly**: 60% Male, 40% Female
- **Weekly Or More**: 50% Male, 30% Female

- **Officer**

323
(Q87f) During The Past 12 Months, How Often Have You Been The Target Of Unwanted Deliberate Touching, Leaning Over, Cornering, Or Pinching

- 100% Never
- 90% Monthly Or Less
- 80% 2-4 Times Monthly
- 70% Weekly Or More

(Q87f) by (Q17) Paygrade

- W 2-4
- O 1-3
- O 4-6

Officers

324
(Q87f) by (Q1) Sex

Officers

Never | Once | Monthly Or Less | 2-4 Times Monthly | Weekly Or More

Male | Female

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

- 99% Never
- 0% Once
- 0% Monthly or less
- 0% 2-4 times monthly
- 0% Weekly or more

Total

(Q87g) by (Q17) Paygrade

- 0% Never
- 0% Once
- 0% Monthly or less
- 0% 2-4 times monthly
- 0% Weekly or more

Officers

- W 2-4
- O 1-3
- O 4-6

326
(Q87g) by (Q1) Sex

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td>Once</td>
<td></td>
<td>0%</td>
</tr>
<tr>
<td>Monthly Or Less</td>
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<td>0%</td>
</tr>
<tr>
<td>2-4 Times Monthly</td>
<td></td>
<td>0%</td>
</tr>
<tr>
<td>Weekly Or More</td>
<td></td>
<td>0%</td>
</tr>
</tbody>
</table>

Officers

327
(Q88) If You Have Been Sexually Harrased In The Past 12 Months, Was The Person(s) Who Harassed You*

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

(Q88) by (Q17) Paygrade

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

Harasser: Harasser: Harasser: Harasser: Harasser: Immed Sup Higher Sup Co-Worker Subordinate Other

□ Male ■ Female

Officers
(Q89) If You Have Been Sexually Harassed In The Past 12 Months, Was The Person(s) Who Harassed You*

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

(Q89) by (Q17) Paygrade

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

Harasser: Mil Officer  Harasser: Mil Enlist  Harasser: Civil Gov  Harasser: Contractor  Harasser: Other

Male  Female

Officers
(Q90) Was The Person Who Harassed You
Males

Total

(Q90) by (Q17) Paygrade
Males

Officers

Officers
(Q90) Was The Person Who Harassed You
Females

Total

(Q90) by (Q17) Paygrade
Females

Officers

Officers

333
(Q90) by (Q1) Sex

Harasser: Male

Harasser: Female

Harasser: Both

Officers
(Q91) During the past 12 months, have you been the victim of actual or attempted rape or sexual assault while on duty or on base or on ship.

![Bar chart showing percentage of officers experiencing such incidents.]

(Q91) by (Q17) Paygrade

![Bar chart showing percentage of officers in different paygrades experiencing such incidents.]
(Q91) by (Q1) Sex

Yes

No

Male
Female

Officers

336
(Q92) Have You Received Training Specifically Addressing HIV/AIDS In The Past 12 Months

Total

(Q92) by (Q17) Paygrade

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

(Q93a) by (Q17) Paygrade

Officers

Total

Agree Disagree Don't Know

100%/900% 80% 70% 60%

100/0 90/0 80/0 70/0

Agree Disagree Neither

W 2-4 O 1-3 O 4-6
The Use Of A Condom During Sexual Intercourse May Lower The Risk Of Getting AIDS

(Q93b) by (Q17) Paygrade
(Q93b) by (Q1) Sex

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

(Q94a) by (Q17) Paygrade

Officers

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

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

W 2-4  O 1-3  O 4-6
(Q94a) by (Q1) Sex

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

Male: [Graph]
Female: [Graph]

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

Total

(Q94b) by (Q17) Paygrade
(Q94b) by (Q1) Sex

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Definitely Won't</td>
<td>45%</td>
<td>30%</td>
</tr>
<tr>
<td>Possibly Won't</td>
<td>20%</td>
<td>10%</td>
</tr>
<tr>
<td>Don't Know</td>
<td>10%</td>
<td>5%</td>
</tr>
<tr>
<td>Possibly Will</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Definitely Will</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>
(Q94c) How Likely Do You Think It Is That A Person Will Get AIDS If They Provide CPR Or First Aid To A Stranger

![Bar chart showing responses to the question about the likelihood of getting AIDS from CPR or first aid to a stranger.]

(Q94c) by (Q17) Paygrade

![Bar chart showing responses to the question about the likelihood of getting AIDS from CPR or first aid to a stranger, broken down by paygrade.]

Officer's
(Q94c) by (Q1) Sex

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

- Male
- Female

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

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

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

(Q94d) by (Q17) Paygrade

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

Officers

W 2-4  O 1-3  O 4-6

Officers
(Q94d) by (Q1) Sex
How Likely Do You Think It Is That A Person Will Get AIDS By Casual Contact With A Co-Worker Who Has A Positive Blood Test For The HIV Antibody

Total

Definitely Won't | Possibly Won't | Don't Know | Possibly Will | Definitely Will
---|---|---|---|---
61% | 27% | 6% | 6% | 0%

(Q94e) by (Q17) Paygrade

Definitely Won't | Possibly Won't | Don't Know | Possibly Will | Definitely Will
---|---|---|---|---
W 2-4 | O 1-3 | O 4-6

Officers

350
(Q94e) by (Q1) Sex

<table>
<thead>
<tr>
<th>Definitely Won't</th>
<th>Possibly Won't</th>
<th>Don't Know</th>
<th>Possibly Will</th>
<th>Definitely Will</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
</tbody>
</table>

Officers
How likely do you think it is that a person will get AIDS by eating in a facility where the cook is infected with HIV?

Total:
- Definitely Won't: 1%
- Possibly Won't: 25%
- Don't Know: 15%
- Possibly Will: 30%
- Definitely Will: 29%

(Q94f) by (Q17) Paygrade:

- Definite Will: W2-4: 5%, O1-3: 4%, O4-6: 1%
- Possibly Will: W2-4: 10%, O1-3: 15%, O4-6: 20%
- Don't Know: W2-4: 25%, O1-3: 30%, O4-6: 40%
- Possibly Won't: W2-4: 35%, O1-3: 50%, O4-6: 65%
- Definitely Won't: W2-4: 10%, O1-3: 15%, O4-6: 20%

Total Officers: 352
(Q94f) by (Q1) Sex

Officer

<table>
<thead>
<tr>
<th>Response</th>
<th>Male</th>
<th>Female</th>
</tr>
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<tbody>
<tr>
<td>Definitely Won't</td>
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<tr>
<td>Possibly Won't</td>
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<td></td>
</tr>
<tr>
<td>Don't Know</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Possibly Will</td>
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<td></td>
</tr>
<tr>
<td>Definitely Will</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

100% 90% 80% 70% 60% 50% 40% 30% 20% 10% 0%
How Likely Do You Think It Is That A Person Will Get AIDS By Sharing Needles For Illegal Drug Use

(Q94g) How Likely Do You Think It Is That A Person Will Get AIDS By Sharing Needles For Illegal Drug Use

Officer (Q94g) by (Q17) Paygrade

Officers

W 2-4 Q 1-3 O 4-6
(Q94g) by (Q1) Sex

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    xticklabel style={anchor=north east, rotate=90, anchor=north west},
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\legend{Male, Female}
\end{axis}
\end{tikzpicture}
\end{center}

Officers
(Q94h) How Likely Do You Think It Is That A Person Will Get AIDS If They Have Unprotected Sex With A HIV Positive Person

[Graph showing percentage likelihood of getting AIDS with unprotected sex with an HIV-positive person]

Definitely Will: 58%
Possibly Will: 41%
Don't Know: 0%
Possibly Won't: 0%
Definitely Won't: 0%

Total

(Q94h) by (Q17) Paygrade
(Q94h) by (Q1) Sex

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

Male
Female

Officers
How Much AIDS Information Have You Received From Military Classroom Training

(Q95a) by (Q17) Paygrade

![Bar chart showing the distribution of AIDS information received by paygrade.

- None: 26%
- Very Little: 20%
- Some: 43%
- A Great Deal: 12%

Paygrades:
- W2-4
- O1-3
- O4-6

Total:
- 0%
- 10%
- 20%
- 30%
- 40%
- 50%
- 60%
- 70%
- 80%
- 90%
- 100%
(Q95a) by (Q1) Sex

![Bar graph showing the distribution of responses by sex for Q95a.

- None
- Very Little
- Some
- A Great Deal

Male
Female

Officers

359
(Q95b) How Much AIDS Information Have You Received From Military Medical Personnel (doctors, nurses, etc.)

![Bar chart showing the percentage of officers' responses to the question.]

(Q95b) by (Q17) Paygrade

![Bar chart showing the percentage of officers' responses to the question by paygrade.]

Officer W 2-4, Officer O 1-3, Officer O 4-6
(Q95c) How Much AIDS Information Have You Received From Newspapers Or Magazines

Total

(Q95c) by (Q17) Paygrade

Officer 362
(Q95c) by (Q1) Sex

![Bar chart showing responses to Q95c by sex, with categories of None, Very Little, Some, and A Great Deal. The chart indicates that females generally have higher percentages in the Some and A Great Deal categories compared to males.](image)
(Q95d) How Much AIDS Information Have You Received From Family Service Centers

Total

(Q95d) by (Q17) Paygrade

Officers

364
(Q95d) by (Q1) Sex

Officer's

None | Very Little | Some | A Great Deal

Male | Female

0% | 10% | 20% | 30% | 40% | 50% | 60% | 70% | 80% | 90% | 100%
(Q95e) How Much AIDS Information Have You Received From Drug And Alcohol Counselors

![Bar chart showing percentages of officers receiving different amounts of AIDS information.]

- None: 59%
- Very Little: 19%
- Some: 18%
- A Great Deal: 4%

(Q95e) by (Q17) Paygrade

![Bar chart showing distribution of AIDS information by paygrade.]

- Officers W 2-4
- Officers O 1-3
- Officers O 4-6

Total 100%
(Q95e) by (Q1) Sex

Officer
(Q95f) How Much AIDS Information Have You Received From Commercial TV Or Radio

Total

(Q95f) by (Q17) Paygrade

Officers

Officer

368
(Q95g) How Much AIDS Information Have You Received From Armed Forces Radio And Television

1000/c 900/c ...................................................... 800%0
.............................................. 70%/......................... ........................................
60%......................... ........................................ 400/c
.............................................. 30%/....................... ........................................
20%/...................................... 9% 10%
.............................................. None Very Little Some A Great Deal

Total

(Q95g) by (Q17) Paygrade

Officer Paygrade

None Very Little Some A Great Deal

 Officers

W 2-4 O 1-3 O 4-6

Officers
(Q95g) by (Q1) Sex

 Officers
(Q95h) How Much AIDS Information Have You Received From A Chaplain

Total

Officers

(Q95h) by (Q17) Paygrade

Officers
(Q95h) by (Q1) Sex

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<td>A Great Deal</td>
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Officers
How Much AIDS Information Have You Received From Pamphlets And Brochures Distributed By The Navy

Total

(Q95i) by (Q17) Paygrade

Officer 374
(Q95j) How Much AIDS Information Have You Received From The Interactive Video

Total

Officers

(Q95j) by (Q17) Paygrade

Officers

376
(Q95j) by (Q1) Sex

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

![Graph showing the percentage of officers who received different amounts of AIDS information from the video. The categories are None, Very Little, Some, and A Great Deal. The graph shows that 42% received none, 7% very little, 31% some, and 20% a great deal.]

(Q95k) by (Q17) Paygrade

![Graph showing the distribution of AIDS information received by officers based on their pay grade. The categories are W 2-4, O 1-3, and O 4-6. The graph indicates the percentage of officers in each pay grade who received none, very little, some, or a great deal of information.]

Officers 378
(Q95k) by (Q1) Sex

![Bar chart showing response to Q95k by sex.]

- None: Male = 40%, Female = 40%
- Very Little: Male = 10%, Female = 20%
- Some: Male = 30%, Female = 30%
- A Great Deal: Male = 20%, Female = 20%

Officer
Appendix

Navy-wide Personnel Survey
1991
You have been randomly selected by computer to take part in this survey. Your participation is voluntary. At the end of the survey you will be asked to give your Social Security Number. This is optional. It will be used to help us conduct follow-on research, but will not be reported to anyone. Please take the time to give careful, frank answers. It should take about thirty minutes to complete the survey.

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

If you have questions, you may contact:

Mary Quenette
(619) 553-9233

Dianne Murphy
(703) 614-6868

Please complete the survey within the next five days. When you have completed it, return it in the enclosed envelope to:

Navy Personnel Research & Development Center
San Diego, CA 92152-6800

Thank you for your time and effort!

PRIVACY ACT STATEMENT

Public Law 93-579, called the Privacy Act of 1974, requires that you be informed of the purposes and uses to be made of the information collected. Navy Personnel Research & Development Center may collect the information requested in the Navy-wide Personnel Survey, 1991, under the authority of 5 United States Code 301.

The information collected in the questionnaire will be used to evaluate existing and proposed Navy personnel policies, procedures, and programs.

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

Report Control Symbol for this survey is 1000-12.
Page 3

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

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

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

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

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

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

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

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

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

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

17. What is your pay grade?

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

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

19. What is your designator?

- Does not apply/I am enlisted

20. If you are a Chief Petty Officer, Petty Officer or an officially designated striker (qualified to wear the striker rating badge) what is your general rating?

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

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

22. What are your Navy career plans?

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Issues Regarding Rotation/PCS Moves

If you are E-3 or below, skip to Question 52.

4. How long would you be willing to extend at sea in order to wait for a shore billet at your current homeport?
   - Does not apply/I haven’t been at sea
   - I would not be willing to extend
   - 1 month or less
   - Between 1 and 3 months
   - Between 3 and 6 months
   - Between 6 and 9 months
   - Between 9 and 12 months
   - Greater than 1 year
40. In general, when you decide whether to transfer with or without your family, how important are each of the factors below in making your decision?

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

41. If your spouse (nonmilitary) was employed prior to your most recent PCS transfer:

a. How long did it take your spouse to obtain new employment?
   - Does not apply
   - Less than one month
   - Between one and three months
   - Three to five months
   - Five to eight months
   - More than eight months
   - Spouse is not yet employed
   - Spouse is not seeking employment

b. After the move my spouse's income was:
   - Does not apply
   - Much lower
   - Lower
   - About the same
   - Higher
   - Much higher

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

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

43. If you have ever consulted your Command Career Counselor (CCC), was the advice provided the same as the advice you received from your detailer?

- Does not apply
- Have not received advice
- Very different advice
- Somewhat different advice
- Similar advice
- Same advice

44. With the information/advice you received in your most recent consultation with your CCC, how well prepared were you for the detailing process?

- Does not apply
- Have not received advice
- Not well prepared
- Moderately well prepared
- Very well prepared

45. Have you heard of the BUPERS ACCESS computer bulletin board system?

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

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

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

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

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

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

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

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

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

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

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

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

Comments about Rotation/PCS Moves

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

________________________________________________________________________

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**Recruiting Duty**

Have you ever been **screened** by a counselor or CO for a possible recruiting duty assignment?

- [ ] Yes  
- [ ] No

Have you ever been **nominated** for a recruiting duty assignment?

- [ ] Yes  
- [ ] No

Are you currently serving in a recruiting duty capacity or have you previously served in recruiting duty?

**Currently in Recruiting (Select one)**

- [ ] No, I am not currently in recruiting
- [ ] Yes, 9585 Production Recruiter
- [ ] Yes, 9586 Career Recruiting Force (**previous** NEC)
- [ ] Yes, 9586 Recruiter Classifier
- [ ] Yes, 2186 Career Recruiting Force (**current** NEC)
- [ ] Yes, 2612 Classifier
- [ ] Yes, NEC other or unknown
- [ ] Yes, an officer recruiting billet

**Previously in Recruiting (Select all that apply)**

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

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

- [ ] I think that recruiting duty is good duty.
- [ ] Recruiting duty would benefit my Navy career.
- [ ] Being on or having had recruiting duty helps me get promoted faster than do other shore duty assignments.
- [ ] I would be interested in a recruiting assignment.
- [ ] Information about recruiting duty is readily available.
58. What is the **one** most important reason for choosing the type of medical insurance/medical care now being used by your dependents?

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

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

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

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

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

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

- a. Claims processing procedures
- b. Timeliness of claims processing
- c. Access to people who process claims
- d. Access to physicians
Comments about Pay and Benefits

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

Education and Leadership Programs

Education

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

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

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

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

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

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

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

- Does not apply/I am satisfied
- Does not apply/I have not tried to use it
- Information about services not well-publicized
- Too hard to get an appointment
- Must wait too long when I arrive for appointment
- Didn't get good advice
- Counselor was not well-informed
- Attitude of counselor
- Inconvenient location
- Inconvenient hours
- There is no office at my base
65. What type of basic skills class would you be most interested in taking? (Select the one most important.)

- None, I don't need any.
- Basic mathematics (general)
- College algebra
- Reading comprehension
- Grammar
- Writing
- Other

66. Which of the following Navy leadership courses did you last attend?

- Have not attended any Navy leadership courses
- Basic Division Officers Course
- Advanced Division Officers Course
- Command Excellence Seminar
- SWO/Submarine Department Head School
- LMET
- NAVLEAD (LPO/CPO)
- Other

67. How would you rate the quality of the formal leadership training you received in the last class you attended?

- Does not apply/have not had leadership training
- Very poor
- Poor
- Fair
- Good
- Very good

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

a. Leadership training classes contributed a great deal to my personal development.
   - Strongly agree
   - Agree
   - Neutral
   - Disagree
   - Strongly disagree

b. Leadership training classes have given me the skills to perform my job better.
   - Strongly agree
   - Agree
   - Neutral
   - Disagree
   - Strongly disagree

69. How much of the formal (classroom) leadership training you received did you apply to your experience in the field?

- Does not apply/have not had leadership training
- None
- Some
- Most
- All

Comments about Educational Opportunities

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

Comments: 

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

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Comments: 

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

Comments:
### Quality of Life Programs

70. How do you rate the quality of each of the Family Support programs/services at your present duty station?

<table>
<thead>
<tr>
<th>Program</th>
<th>Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overseas Transfer Information Service</td>
<td></td>
</tr>
<tr>
<td>Housing Referral Services</td>
<td></td>
</tr>
<tr>
<td>Sponsor Program</td>
<td></td>
</tr>
<tr>
<td>Family Service Center Relocation Assistance</td>
<td></td>
</tr>
<tr>
<td>Personal Financial Management Education/Counseling</td>
<td></td>
</tr>
<tr>
<td>Family Service Center Counseling (personal, family, marital)</td>
<td></td>
</tr>
<tr>
<td>Family Member Employment Assistance</td>
<td></td>
</tr>
<tr>
<td>Child Development Centers</td>
<td></td>
</tr>
<tr>
<td>Family Home Care Programs (alternative child care)</td>
<td></td>
</tr>
<tr>
<td>The Ombudsmen Network</td>
<td></td>
</tr>
<tr>
<td>Deployment Support Programs</td>
<td></td>
</tr>
<tr>
<td>Family Service Center Information and Referral Services</td>
<td></td>
</tr>
<tr>
<td>Base-level Family Advocacy Programs</td>
<td></td>
</tr>
<tr>
<td>Housing Management Services</td>
<td></td>
</tr>
<tr>
<td>Family Service Centers - overall</td>
<td></td>
</tr>
</tbody>
</table>

### Family Support Services

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

<table>
<thead>
<tr>
<th>Statement</th>
<th>Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Navy Family Support services improve the quality of life for me (my family)</td>
<td></td>
</tr>
<tr>
<td>Family Support services have had a positive impact on my decision to remain in the Navy</td>
<td></td>
</tr>
<tr>
<td>Family Support services have had a positive impact on my family’s support for my decision to remain in the Navy</td>
<td></td>
</tr>
<tr>
<td>I am satisfied with the quality of Family Support services in the Navy</td>
<td></td>
</tr>
<tr>
<td>I am satisfied with the availability of Family Support services in the Navy</td>
<td></td>
</tr>
<tr>
<td>Family Support services have helped me to do my job better</td>
<td></td>
</tr>
</tbody>
</table>

### Child Care

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

- [ ] No spouse
- [ ] Yes
- [ ] No

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

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

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

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

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

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

78. How much do you agree or disagree with the following statements?
   - a. I am satisfied with my current child care arrangements.
   - b. The availability of the Navy-sponsored child care that I have experienced is a positive influence on my decision to stay in the Navy.

79. How much do you agree or disagree with the following statements?
   - a. The quality of club services available at my base is good.
   - b. Navy MWR services are adequately providing for my leisure needs.
   - c. If Navy MWR service programs were eliminated, that would greatly decrease the quality of life for me (my family).
   - d. Navy Youth Programs (such as Before/After School programs, Sports and Fitness and Teen Programs) are very important to my family's quality of life in the Navy.
   - e. Civilian rental housing is affordable in my area.
   - f. I am satisfied with the quality of my housing/living space.
   - g. I feel safe in my residence (e.g. from vandals or burglars).
   - h. My present living conditions are having a positive effect on my job performance.
   - i. My present living conditions are having a positive effect on my decision to stay in the Navy.
   - j. I can generally afford the things I or my family need.
   - k. Overall, I am satisfied with my quality of life.
Comments about Quality of Life

Use this space to make any comments you wish about your quality of life, including quality of life programs, the Family Support Program, child care, housing or Morale, Welfare, and Recreation programs. If you need more space use the back page of the questionnaire.

Equal Opportunity (EO)

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

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

a. I feel my work assignments are fair.

b. My immediate supervisor treats me fairly.

c. My Commanding Officer (CO) actively supports equal opportunity.

d. My Executive Officer (XO) actively supports equal opportunity.

e. I think something is being done to improve equal opportunity in the Navy.

f. The chain of command is an effective way to resolve equal opportunity problems.

g. I feel if I went to Captain's Mast I would receive fair and equitable treatment.

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

a. Combat ships

b. Combat aircraft

c. Submarines

Fraternization

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

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

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

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

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

- I believe that command members understand what is and what is not fraternization.
- I understand the Navy’s definitions and regulations on fraternization.
- I believe that fraternization seriously interferes with good discipline and morale.
- I feel that the Navy’s policy on fraternization is a good policy.

86. Have you received formal sexual harassment prevention training in the past 12 months?

- Yes
- No

87. During the past 12 months, how often, if at all, have you been the target of the following sexual harassment behaviors while on duty or on base or ship? Use the scale below to answer.

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

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

(Select as many as apply)

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

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

(Select as many as apply)

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

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

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

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

- Yes
- No

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Both men and women can be victims of sexual harassment; both women and men can be sexual harassers; people can sexually harass persons of their own sex.
Comments about Organizational Climate

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

AIDS Education

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

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

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

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

94. How likely do you think it is that a person will get AIDS in each of the following ways:

a. Receiving a blood transfusion
b. Giving or selling blood
c. Providing CPR or first aid to a stranger
d. Working near someone with AIDS
e. Casual contact with a co-worker who has a positive blood test for the HIV antibody
f. Eating in a dining facility where the cook is infected with HIV
g. Sharing needles for illegal drug use
h. Having unprotected sex with a person who has tested positive for HIV
95. How much AIDS information have you received from each of the following sources?

- a. Military classroom training
- b. Military medical personnel (e.g., doctors, nurses, etc.)
- c. Newspapers or magazines
- d. Family Service Centers
- e. Drug and alcohol counselors
- f. Commercial TV or radio
- g. Armed Forces Radio and Television
- h. Chaplain
- i. Pamphlets and brochures distributed by the Navy
- j. Interactive video
- k. Video "AIDS: A Soldier's Story"

**Comments about AIDS Education**

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

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

THANK YOU FOR COMPLETING THIS SURVEY!

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

Navy Personnel Research & Development Center
San Diego, CA 92152-6800
Please enter any comments you may have about any of the topics addressed in this survey. Use additional sheets as needed. Do not staple additional sheets to this booklet.
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