

**DMDC**

*Information and Technology for Better Decision Making*

# **August 2004 Status of Forces Survey of Active-Duty Members**

**Overview Briefing**

**March 2005**



# Briefing Overview

- ✓ Introduction
- Leading indicators and related items
- Member's health
- Compensation
- Transition Assistance Programs
- Major findings

# Introduction

- Web-based, active-duty survey fielded July 26 – September 2, 2004
- 38K Service members surveyed, weighted response rate of 40%
  - High quality data achieved (margins of error generally within +/-5 percentage points)
- Briefing includes the following:
  - Graphic displays of overall results
  - Tables showing results by reporting categories, e.g., Services and gender
    - Statistical tests used to compare each subgroup to its respective “all other” group, i.e., to all others not in the subgroup
    - Results of statistical tests shown by color coding
  - Graphic displays of trends (when available)
  - Summary of key findings

# Introduction

- Trend data are shown by Service and paygrade groups for items also included in:
  - April 2004 Status of Forces Survey of Active-Duty Members
    - Web survey
    - 33K Service members surveyed; weighted response rate of 39%
  - November 2003 Status of Forces Survey of Active-Duty Members
    - Web survey
    - 33K Service members surveyed; weighted response rate of 38%
  - July 2003 Status of Forces Survey of Active-Duty Members
    - Web survey
    - 32K Service members surveyed; weighted response rate of 35%
  - March 2003 Status of Forces Survey of Active-Duty Members
    - Web survey
    - 35K Service members surveyed; weighted response rate of 35%
  - July 2002 Status of Forces Survey of Active-Duty Members
    - Web survey
    - 38K Service members surveyed; weighted response rate of 32%
  - 1999 Active-Duty Survey
    - Paper-and-pencil survey
    - 66K Service and Coast Guard members surveyed; weighted response rate of 52%
      - Since active-duty SOFS excludes Coast Guard and Reservists on active duty, these members were excluded from 1999 dataset
- Statistical tests were used to compare August 2004 results with 1 year ago (July 2003) and the previous survey administration (April 2004)

# Introduction

## Reporting Categories

### Service

- Army
- Navy
- Marine Corps
- Air Force

### Paygrade

- E1-E4    • O1-O3
- E5-E9    • O4-O6

### Location

- CONUS
- Overseas

### Residence

- On base
- Off base

### Ethnicity

- Non-Minority
- Minorities

### Family status

- Single w/ kids
- Single w/o kids
- Married w/ kids
- Married w/o kids

### Gender

- Male
- Female

### Service by paygrade\*

- |                        |                         |
|------------------------|-------------------------|
| • Army officer         | • Army enlisted         |
| • Navy officer         | • Navy enlisted         |
| • Marine Corps officer | • Marine Corps enlisted |
| • Air Force officer    | • Air Force enlisted    |

### Gender by paygrade\*

- Male enlisted
- Male officer
- Female enlisted
- Female officer

\* Subgroup differences are not included if all subgroups (e.g., Army officer, Army enlisted) of an overall group (e.g., Army) would have been included and the overall finding is already mentioned.

# Introduction

## To Tables Showing Results of Reporting Categories

Color indicators are used if the proportion (or mean) of the reporting category significantly differs from its respective "all other" group

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		Impact of time away on desire to stay	Increase	9	8	10	13	9	10	9	9	7	8	6	10	9	13	10
	Decrease	22	25	22	23	18	29	18	19	12	25	21	24	14	24	14	19	15

Margins of error within +/-4%

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Impact of time away on desire to stay	Increase	9	9	10	10	9	8	11	12	12	8	7	10	8	9	8
	Decrease	22	22	22	23	22	22	23	23	26	18	25	23	17	24	13	22	22

Margins of error within +/- 4%

<b>Positive response</b> • Increased • Satisfied • Agree • Etc.	<b>More Positive</b>	<b>More Negative</b>	<b>Negative response</b> • Decreased • Dissatisfied • Disagree • Etc.
	<b>Less Positive</b>		

# Introduction

## Examples of Color Indicators on Tables of Results by Reporting Categories

**How satisfied are you with each of the following:**

**Green** -- more satisfied →  
**Yellow** -- less satisfied →

→ Very satisfied  
→ Satisfied

Neither satisfied nor dissatisfied

**Red** -- more dissatisfied →

→ Dissatisfied  
→ Very dissatisfied

**How many days have you done the following:**

**Blue**

**Purple**

→  
→

More than average

Less than average

# Briefing Overview

- Introduction
- ✓ Leading indicators and related items
- Member's health
- Compensation
- Transition Assistance Programs
- Major findings



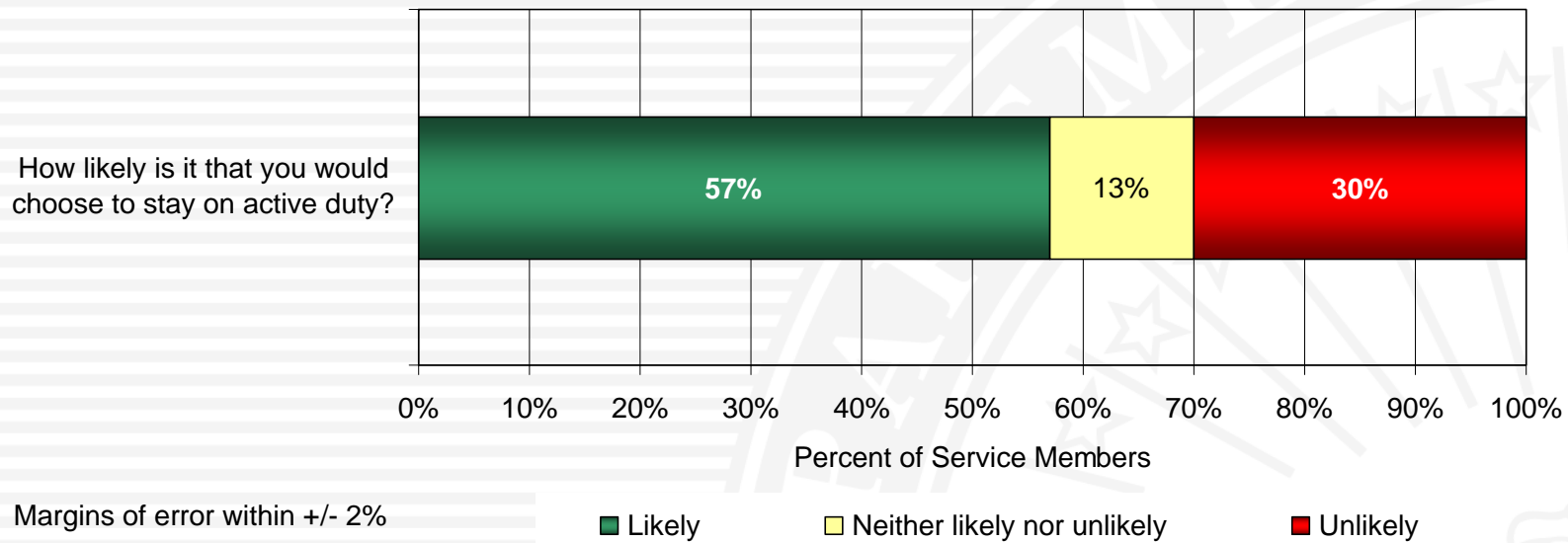
# Leading Indicators and Related Items

- ✓ **Retention**
  - **Detailed retention**
- **Satisfaction**
  - **Detailed satisfaction**
- **Tempo**
  - **Global War on Terrorism**
  - **Deployments and assignments**
- **Personal and work stress**
- **Personal and unit preparedness**

# Retention

## Likelihood To Stay on Active Duty

### All Service Members



# Retention

## Likelihood To Stay on Active Duty

### All Service Members

KEY: More likely Less likely More unlikely		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Choose to stay on active duty	Likely	57	52	61	46	66	42	67	62	75	49	64	60	69	43	72	65
	Unlikely	30	35	27	41	21	42	22	24	18	37	25	28	20	44	19	22	20

Margins of error within +/- 4%

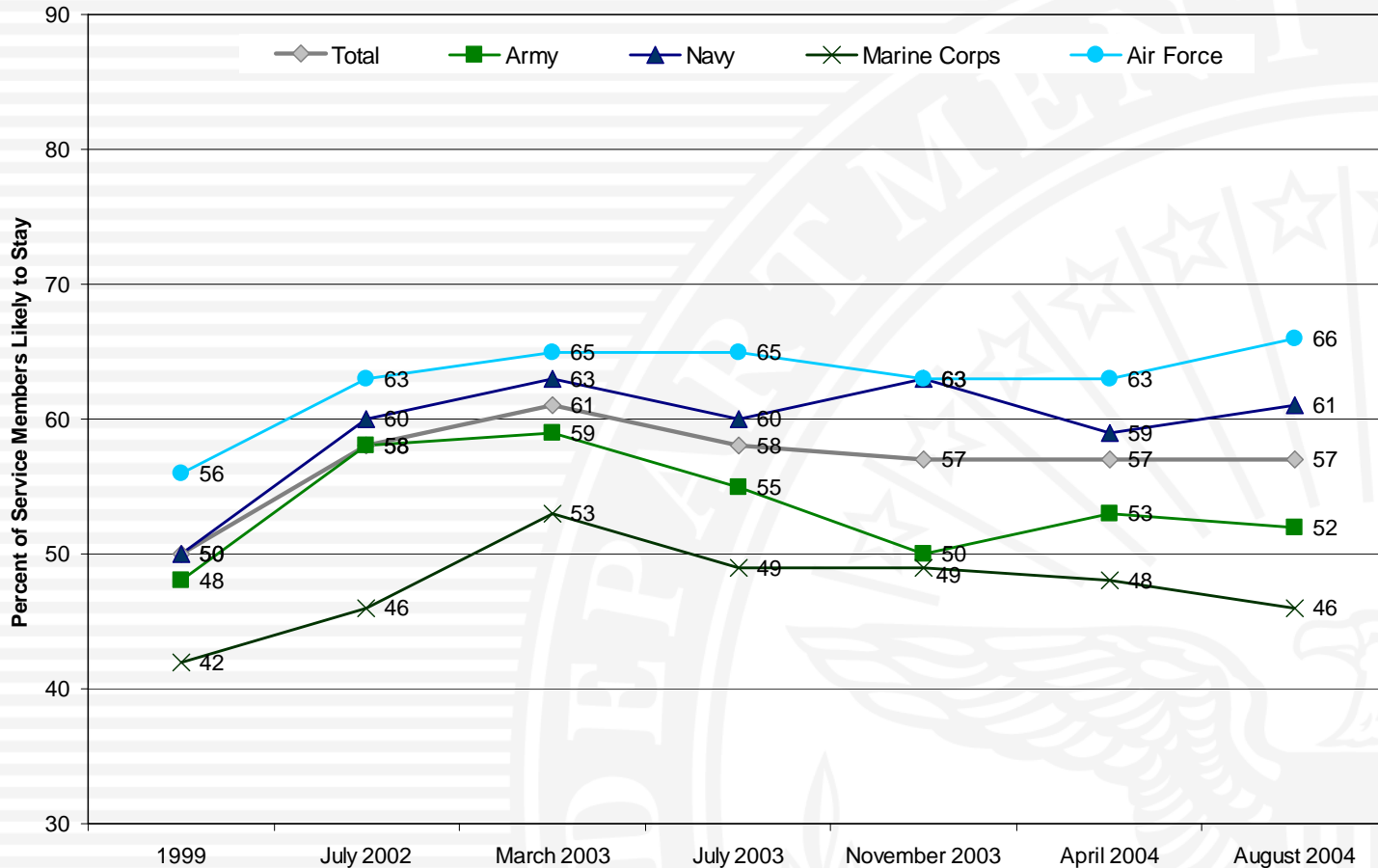
KEY: More likely Less likely More unlikely		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Choose to stay on active duty	Likely	57	58	52	51	62	56	59	61	42	69	56	55	68	55	64	58
	Unlikely	30	30	32	35	26	32	27	27	41	20	32	32	21	32	26	30	31

Margins of error within +/- 4%

# Retention

## Likelihood To Stay on Active Duty Trends

### All Service Members



ADS 1999  
 Q32  
 SOFA July02  
 Q22  
 SOFA Mar03  
 Q6  
 SOFA July03  
 Q23  
 SOFA Nov03  
 Q22  
 SOFA Apr04  
 Q25  
 SOFA Aug04  
 Q23

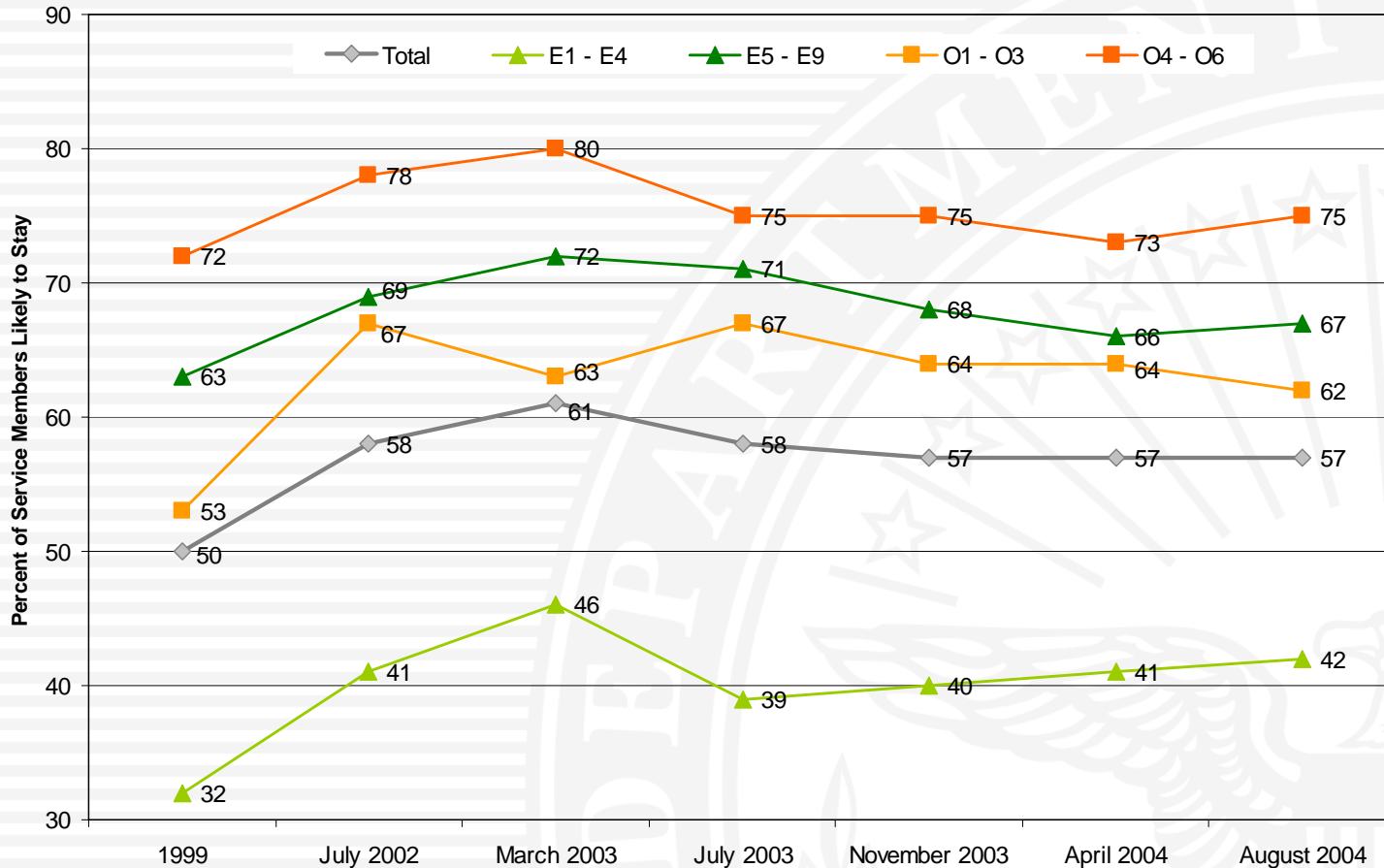
Margins of error within +/- 4%

+ = Significant difference between April 2004 and August 2004  
 # = Significant difference between July 2003 and August 2004

# Retention

## Likelihood To Stay on Active Duty Trends

### All Service Members



ADS 1999  
 Q32  
 SOFA July02  
 Q22  
 SOFA Mar03  
 Q6  
 SOFA July03  
 Q23  
 SOFA Nov03  
 Q22  
 SOFA Apr04  
 Q25  
 SOFA Aug04  
 Q23

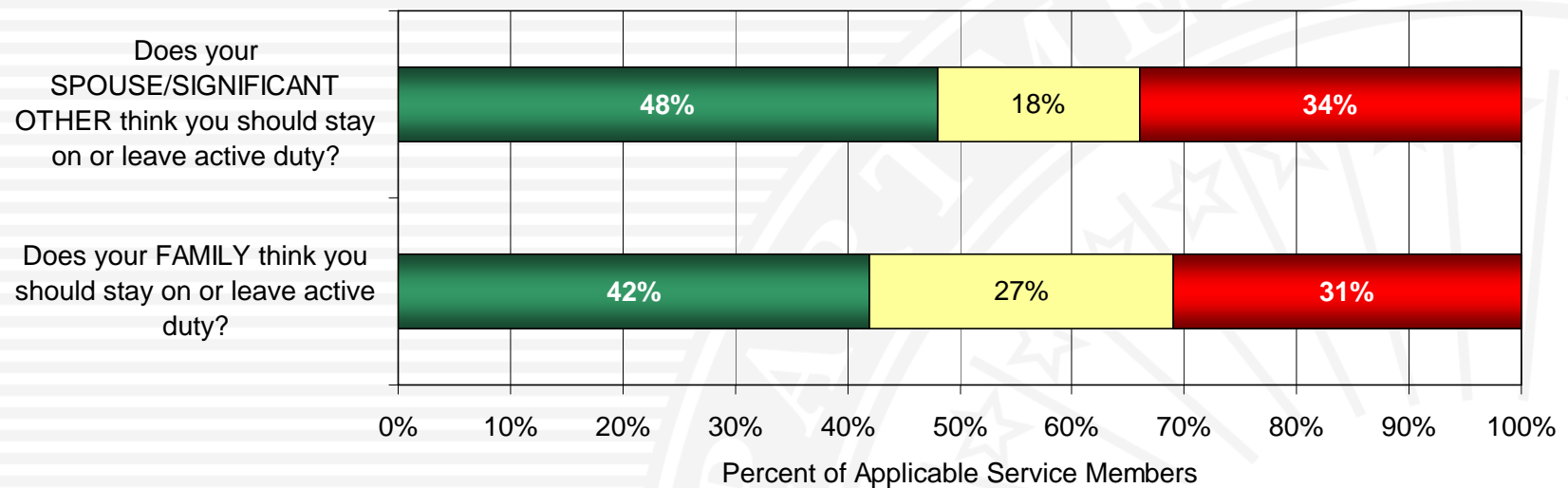
Margins of error within +/- 3%

+ = Significant difference between April 2004 and August 2004  
 # = Significant difference between July 2003 and August 2004

# Retention

## Support To Stay on Active Duty

### Applicable Service Members



Margins of error within +/- 2%

■ Favors staying

■ No opinion

■ Favors leaving

# Retention

## Support To Stay on Active Duty

### Applicable Service Members

KEY: Higher response of "Stay" Lower response of "Stay" Higher response of "Leave"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Spouse / significant other think should stay on or leave active duty	Stay	48	44	50	42	53	33	55	51	61	42	51	49	56	39	59	52	58
	Leave	34	40	30	39	29	41	30	34	29	40	38	30	31	41	26	29	29
Family think should stay on or leave active duty	Stay	42	34	48	34	49	33	48	46	50	33	43	48	49	33	49	49	50
	Leave	31	41	25	37	24	35	30	25	24	42	34	26	21	38	23	24	21

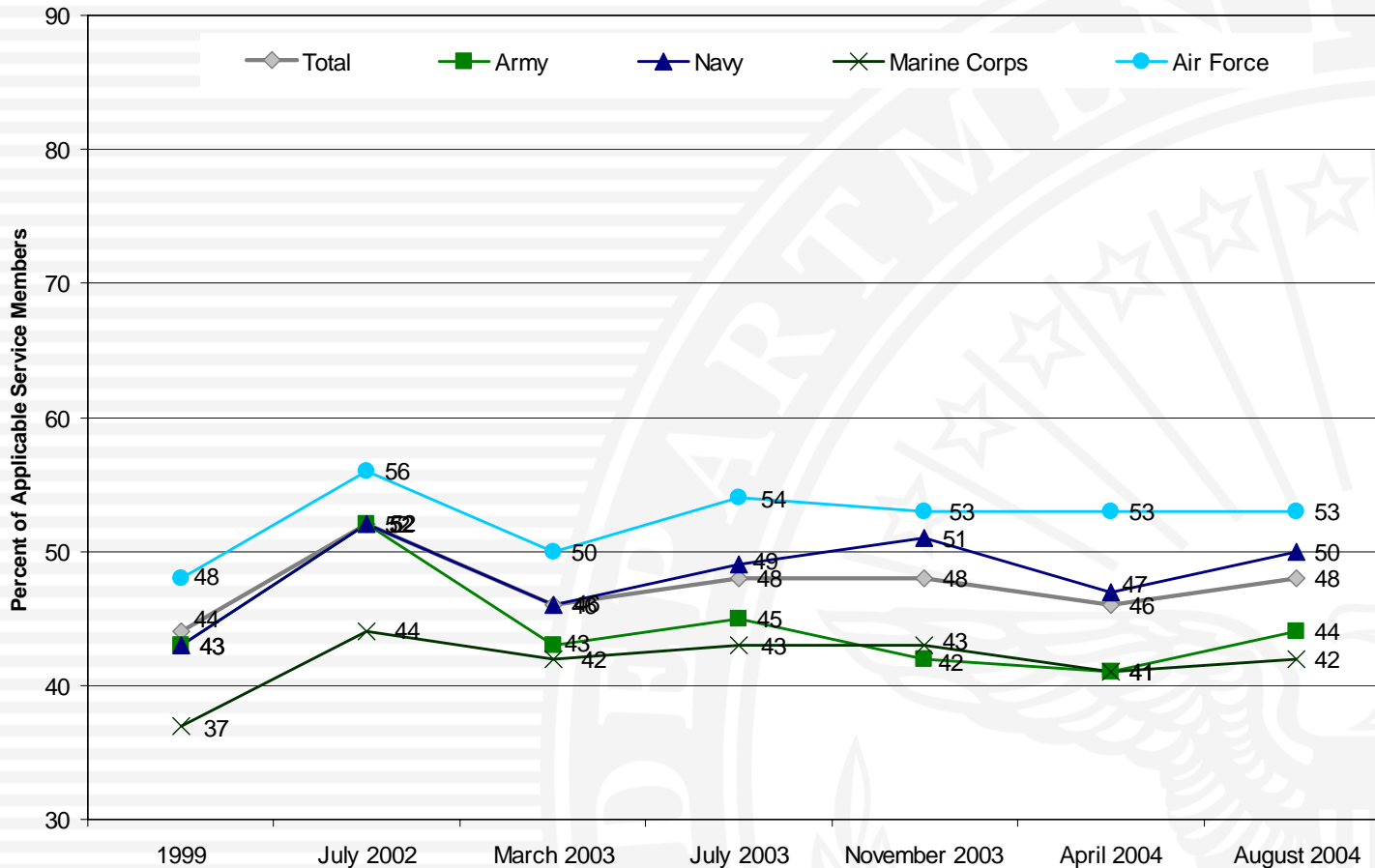
Margins of error within +/- 5%

KEY: Higher response of "Stay" Lower response of "Stay" Higher response of "Leave"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Spouse / significant other think should stay on or leave active duty	Stay	48	49	43	46	49	48	47	39	25	57	47	47	56	42	51	49	43
	Leave	34	33	39	34	34	35	33	34	41	31	37	34	32	38	31	34	37
Family think should stay on or leave active duty	Stay	42	43	37	39	44	42	42	43	33	50	40	41	48	40	46	42	41
	Leave	31	31	35	32	31	30	34	36	33	30	31	32	26	36	28	31	35

Margins of error within +/- 6%

# Retention

## Spouse/Significant Other Support To Stay on Active Duty Trends Service Members Who Were Married, Separated, or Had Significant Other



ADS 1999  
Q34  
SOFA July02  
Q26  
SOFA Mar03  
Q36  
SOFA July03  
Q24, Q25  
SOFA Nov03  
Q23, Q24  
SOFA Apr04  
Q26, Q27  
SOFA Aug04  
Q24

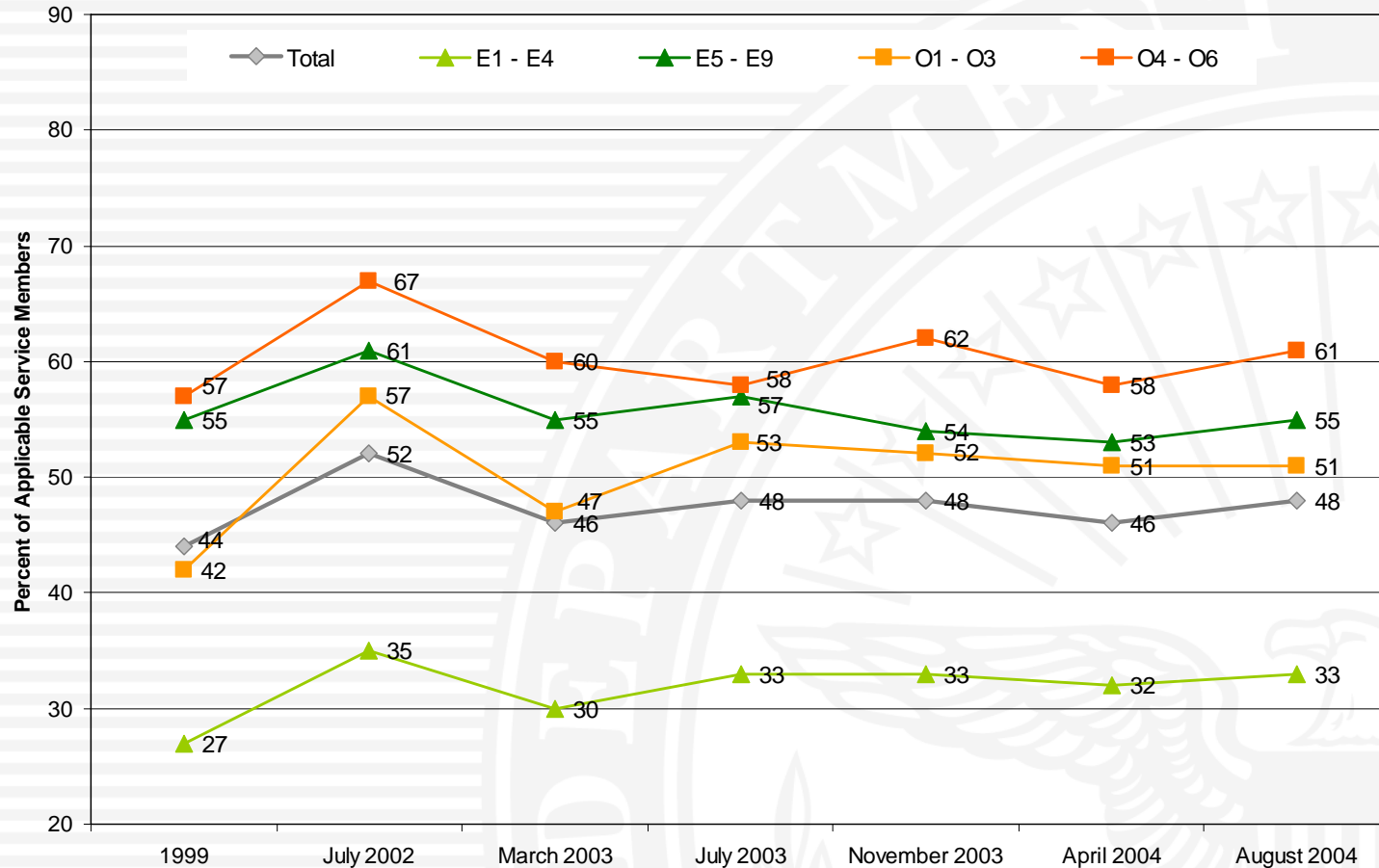
Margins of error within +/- 4%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004



# Retention

## Spouse/Significant Other Support To Stay on Active Duty Trends Service Members Who Were Married, Separated, or Had Significant Other



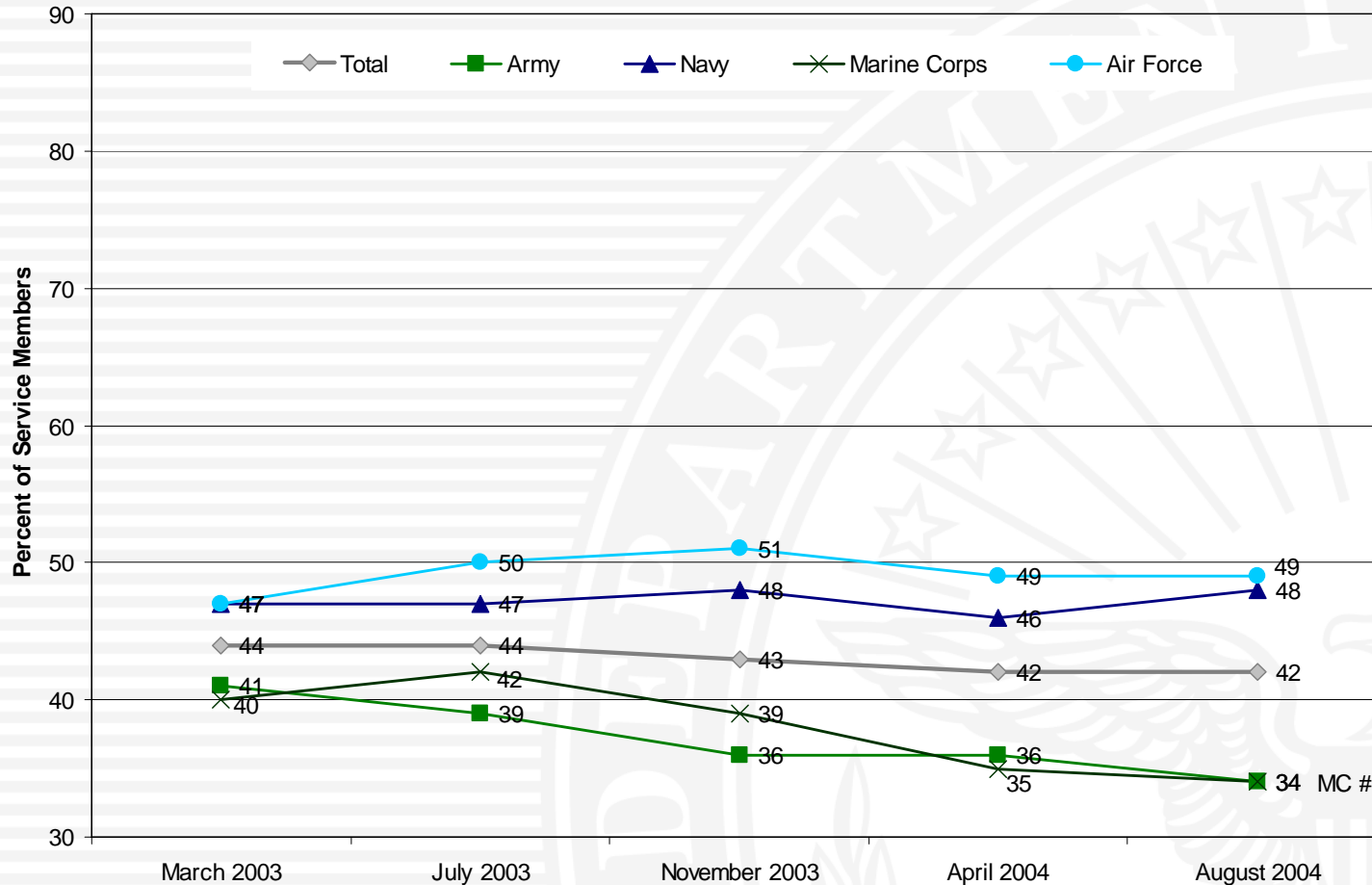
ADS 1999  
Q34  
SOFA July02  
Q26  
SOFA Mar03  
Q36  
SOFA July03  
Q24, Q25  
SOFA Nov03  
Q23, Q24  
SOFA Apr04  
Q26, Q27  
SOFA Aug04  
Q24

Margins of error within +/- 3%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Retention

## Family Support To Stay on Active Duty Trends All Service Members



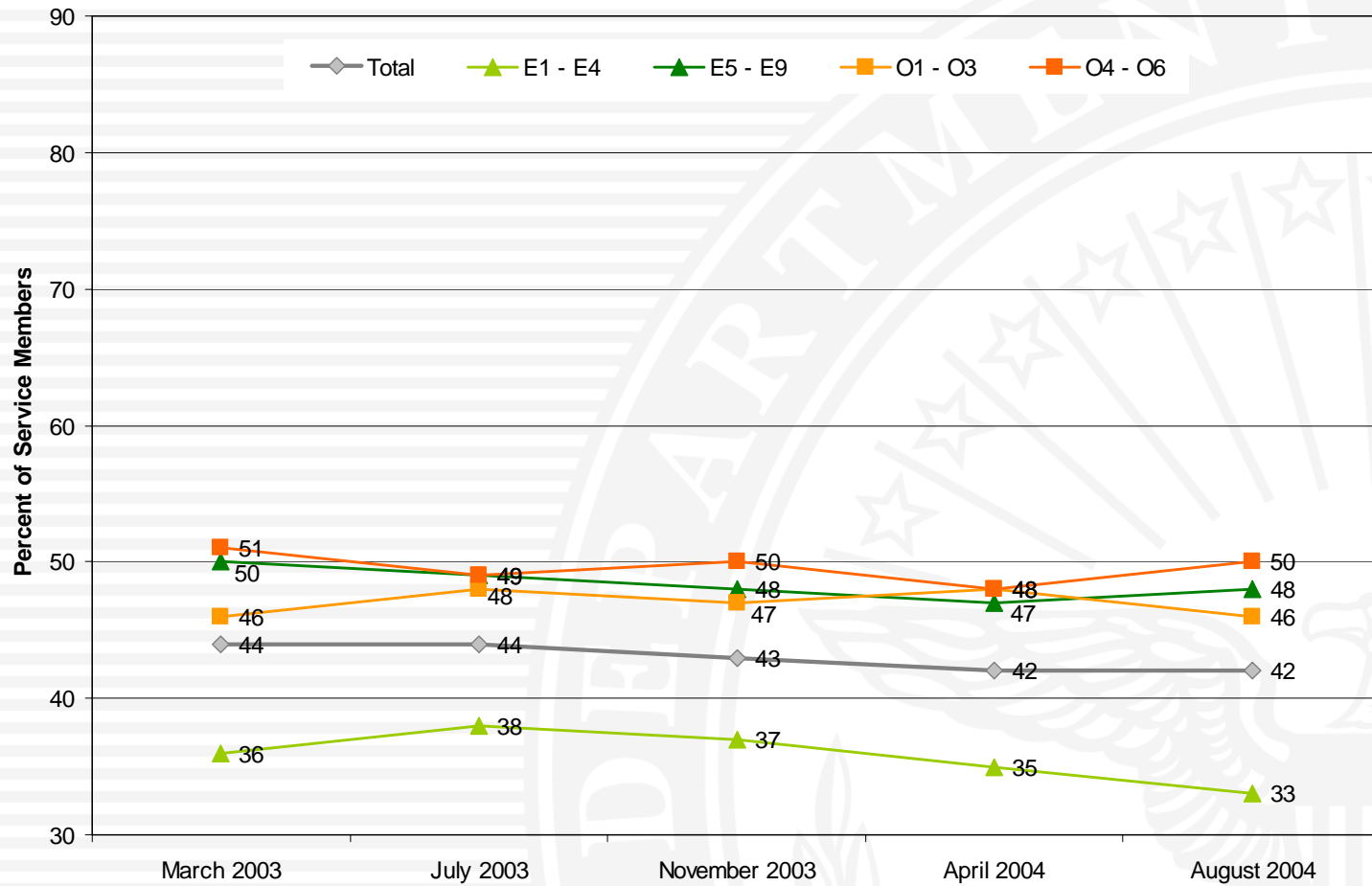
SOFA Mar03  
Q37  
SOFA July03  
Q26  
SOFA Nov03  
Q25  
SOFA Apr04  
Q28  
SOFA Aug04  
Q25

Margins of error within +/- 3%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Retention

## Family Support To Stay on Active Duty Trends All Service Members



SOFA Mar03  
Q37  
SOFA July03  
Q26  
SOFA Nov03  
Q25  
SOFA Apr04  
Q28  
SOFA Aug04  
Q25

Margins of error within +/- 3%

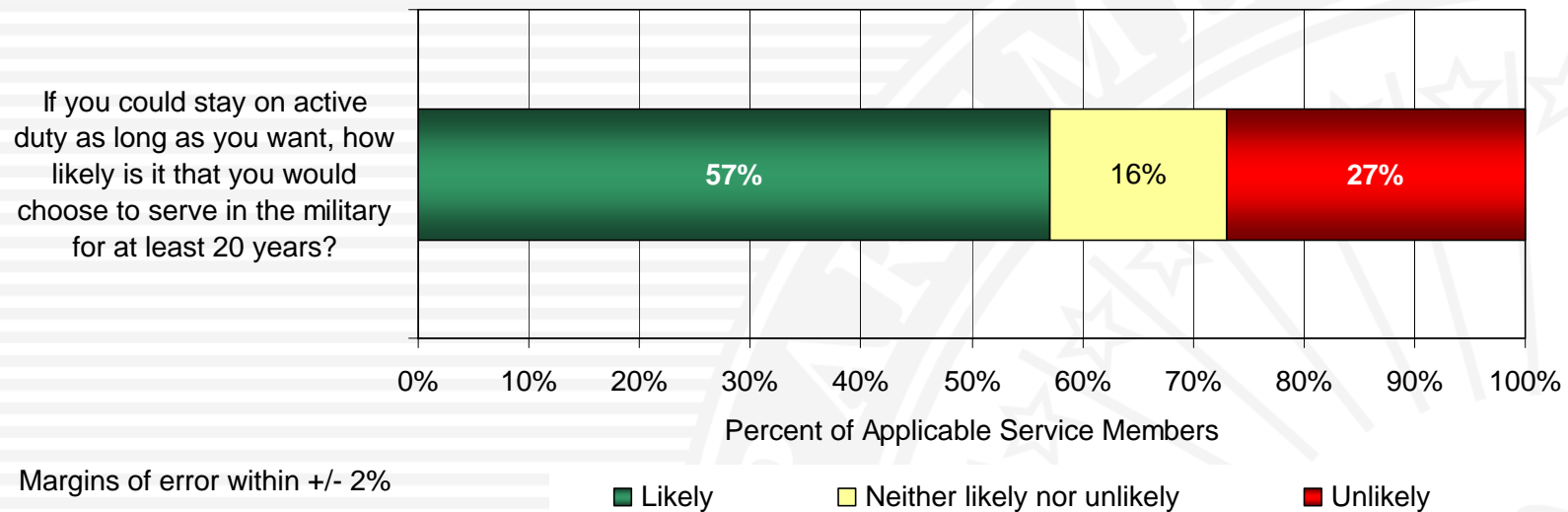
+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Leading Indicators and Related Items

- **Retention**
  - ✓ **Detailed retention**
- **Satisfaction**
  - **Detailed satisfaction**
- **Tempo**
  - **Global War on Terrorism**
  - **Deployments and assignments**
- **Personal and work stress**
- **Personal and unit preparedness**

# Detailed Retention

## Likelihood To Stay on Active Duty for at Least 20 Years Service Members With Less Than 20 Years of Active-Duty Service



# Detailed Retention

## Likelihood To Stay on Active Duty for at Least 20 Years Service Members With Less Than 20 Years of Active-Duty Service

KEY: More likely Less likely More unlikely		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
	Likelihood that you would choose to serve in the military for at least 20 years	Likely	57	53	61	47	64	37	73	59	88	50	69	60	69	44	71	63	70
	Unlikely	27	31	25	38	18	42	15	24	6	33	19	26	18	41	16	19	16	
Margins of error within +/- 4%																			

KEY: More likely Less likely More unlikely		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
	Likelihood that you would choose to serve in the military for at least 20 years	Likely	57	59	51	48	64	56	59	64	37	75	56	56	72	49	59	58	50
	Unlikely	27	26	30	34	22	28	25	20	41	14	29	28	16	33	24	26	32	
Margins of error within +/- 5%																			

# Detailed Retention

## Commitment Measures

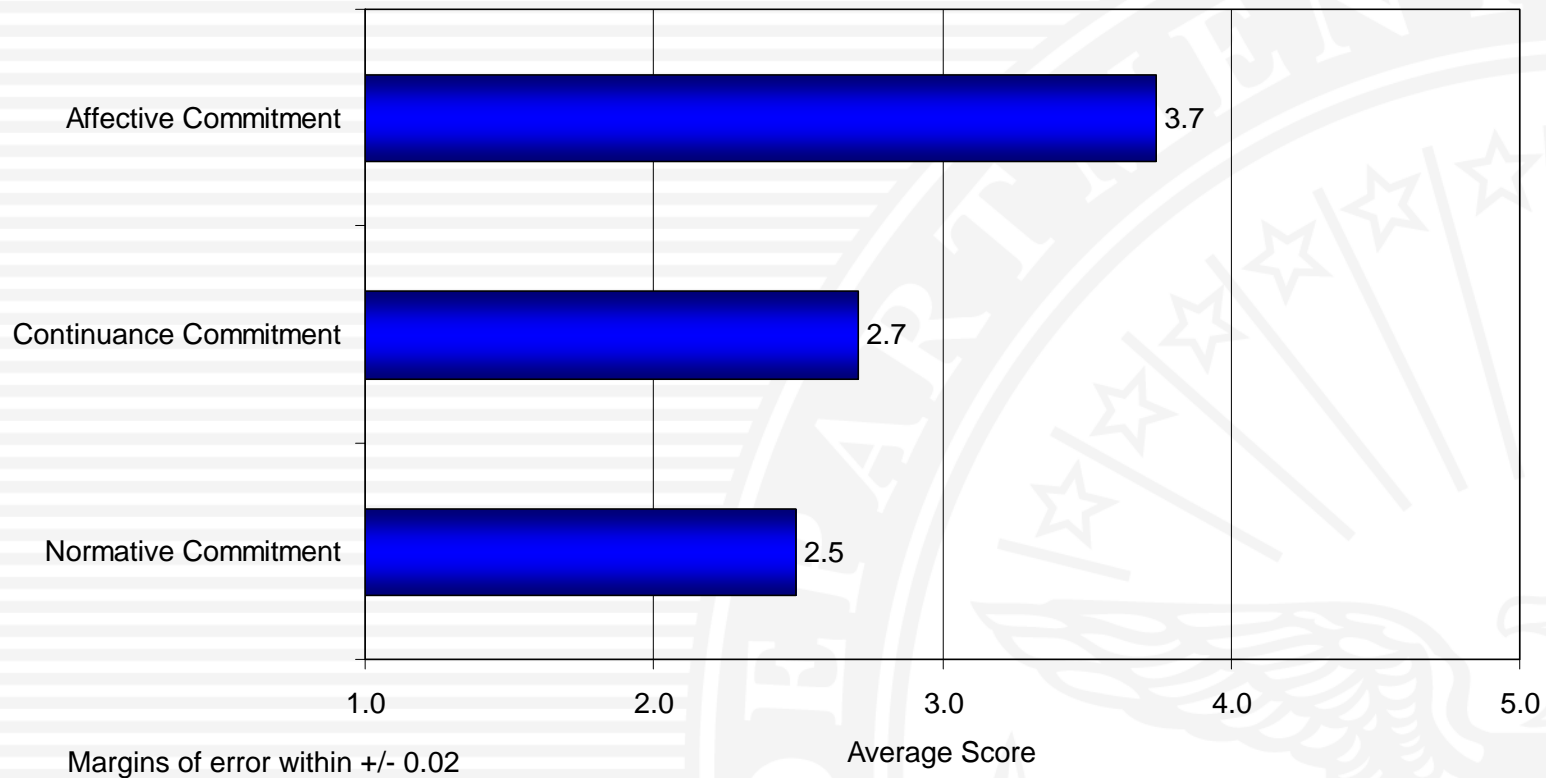
### Definitions

- *Affective commitment* is defined as an emotional attachment to, an identification with, and an involvement in, an organization.
- *Normative commitment* is defined as a sense of obligation to remain in an organization.
- *Continuance commitment* is defined as an attachment based on the perceived costs associated with leaving an organization.

# Detailed Retention

## Commitment Measures

### All Service Members





# Detailed Retention

## Commitment Measures

### All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Affective Commitment	3.7	3.7	3.7	3.7	3.9	3.5	3.9	4.0	4.2	3.6	4.0	3.7	4.1	3.6	4.2	3.8
Continuance Commitment	2.7	2.6	2.8	2.6	2.8	2.7	2.8	2.5	2.4	2.6	2.4	2.9	2.5	2.6	2.5	2.9	2.5
Normative Commitment	2.5	2.4	2.6	2.5	2.5	2.4	2.5	2.6	2.6	2.4	2.6	2.6	2.5	2.4	2.8	2.5	2.6

Margins of error within +/- 0.08

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Affective Commitment	3.7	3.8	3.7	3.6	3.8	3.8	3.7	3.7	3.5	3.9	3.7	3.7	4.1	3.6	4.0	3.8
Continuance Commitment	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.8	2.6	2.8	2.7	2.8	2.5	2.8	2.4	2.7	2.8
Normative Commitment	2.5	2.5	2.4	2.5	2.5	2.5	2.5	2.5	2.4	2.6	2.5	2.5	2.6	2.4	2.6	2.5	2.5

Margins of error within +/- 0.08

# Detailed Retention

## Unit Cohesion Measure

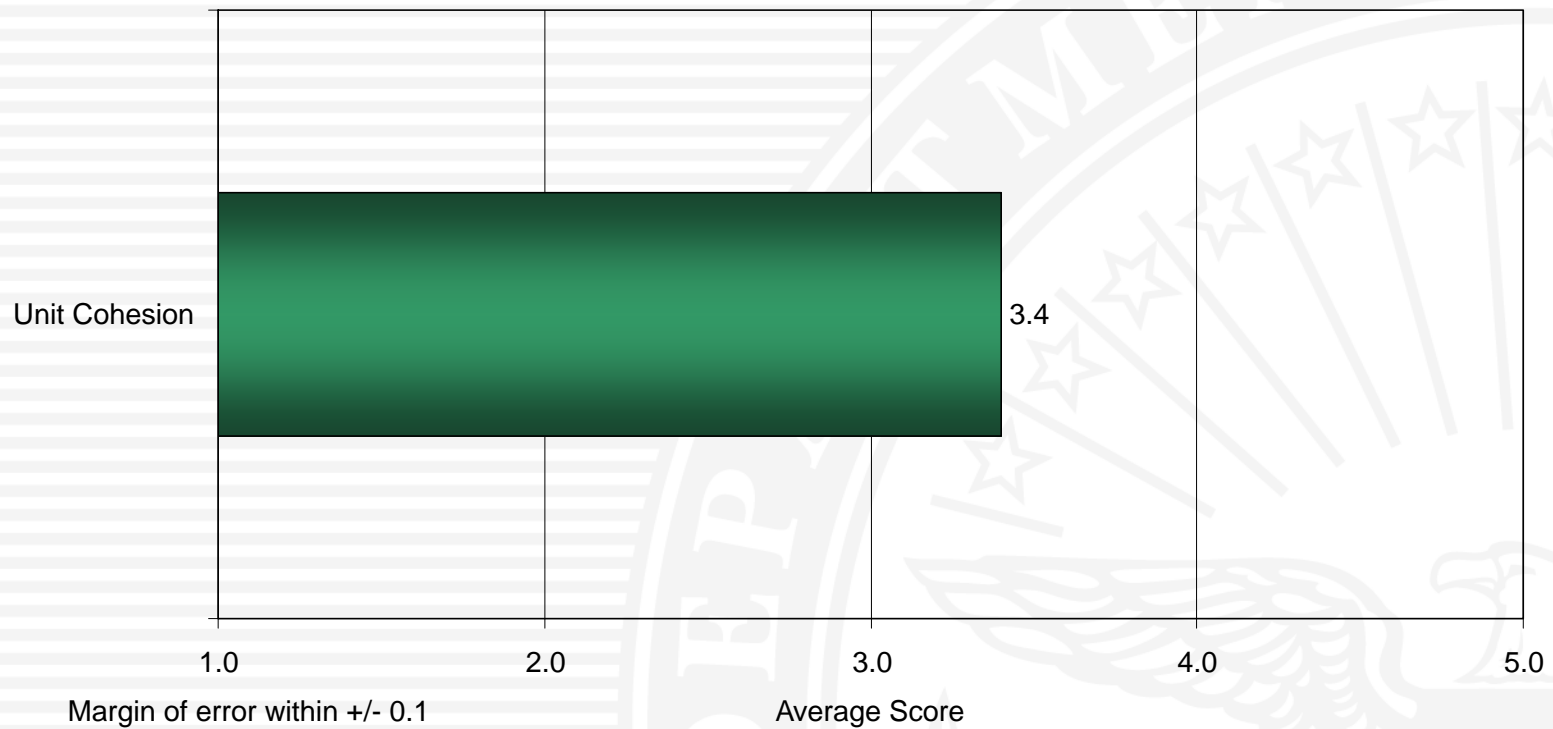
### Definition

- *Unit cohesion* includes the following survey items:
  - Service members in your unit really care about each other
  - Service members in your unit work well as a team
  - Service members in your unit pull together to get the job done
  - Service members in your unit trust each other

# Detailed Retention

## Unit Cohesion Measure

All Service Members



# Detailed Retention

## Unit Cohesion Measure

### All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Unit Cohesion	3.4	3.3	3.4	3.5	3.5	3.2	3.4	3.8	4.0	3.2	3.8	3.3	3.9	3.4	4.1	3.4

Margins of error within +/- 1.0

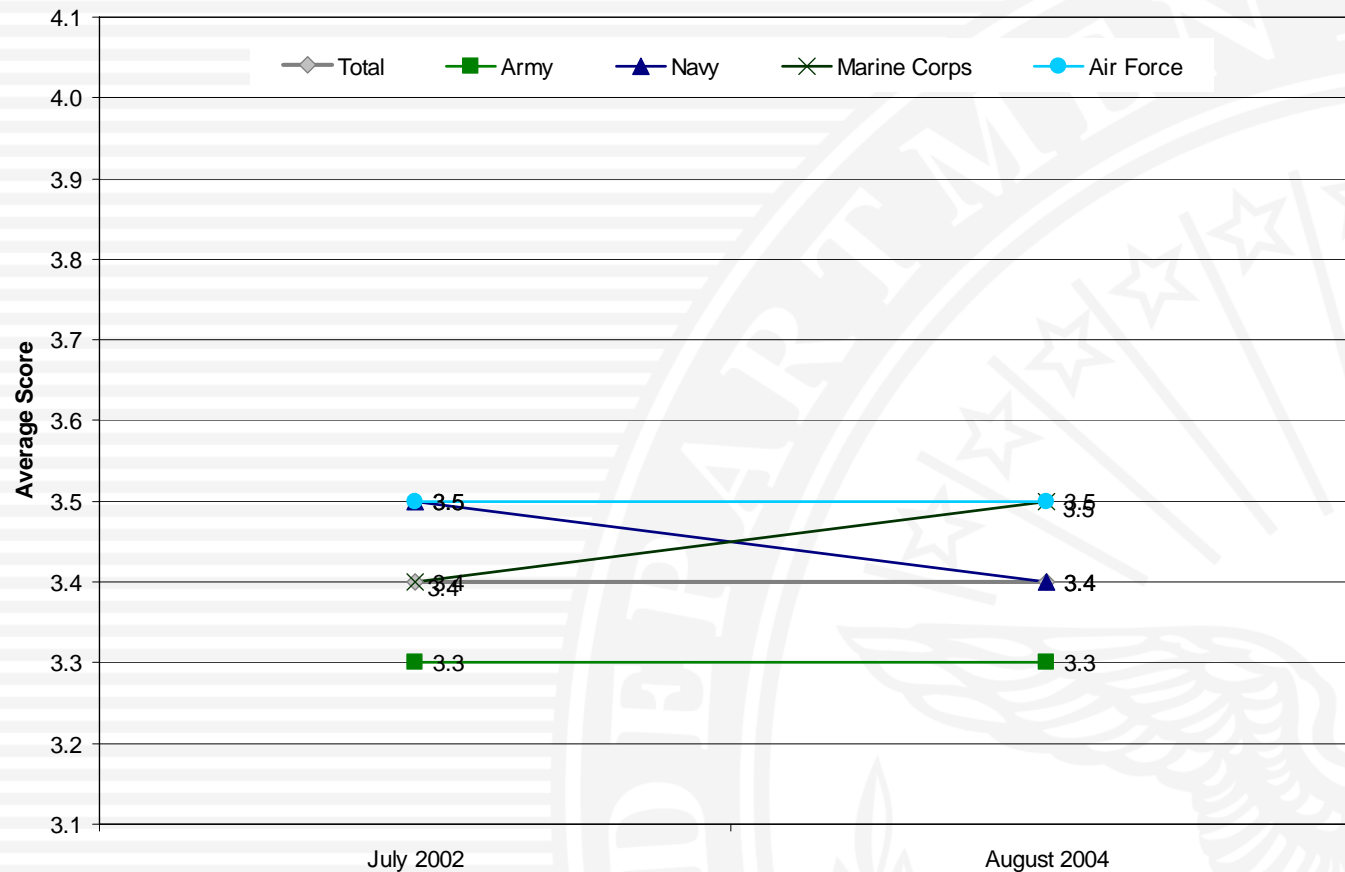
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Unit Cohesion	3.4	3.4	3.4	3.3	3.4	3.5	3.3	3.3	3.4	3.5	3.4	3.3	3.9	3.1	3.7	3.4

Margins of error within +/- 1.0

# Detailed Retention

## Unit Cohesion Measure Trends

### All Service Members



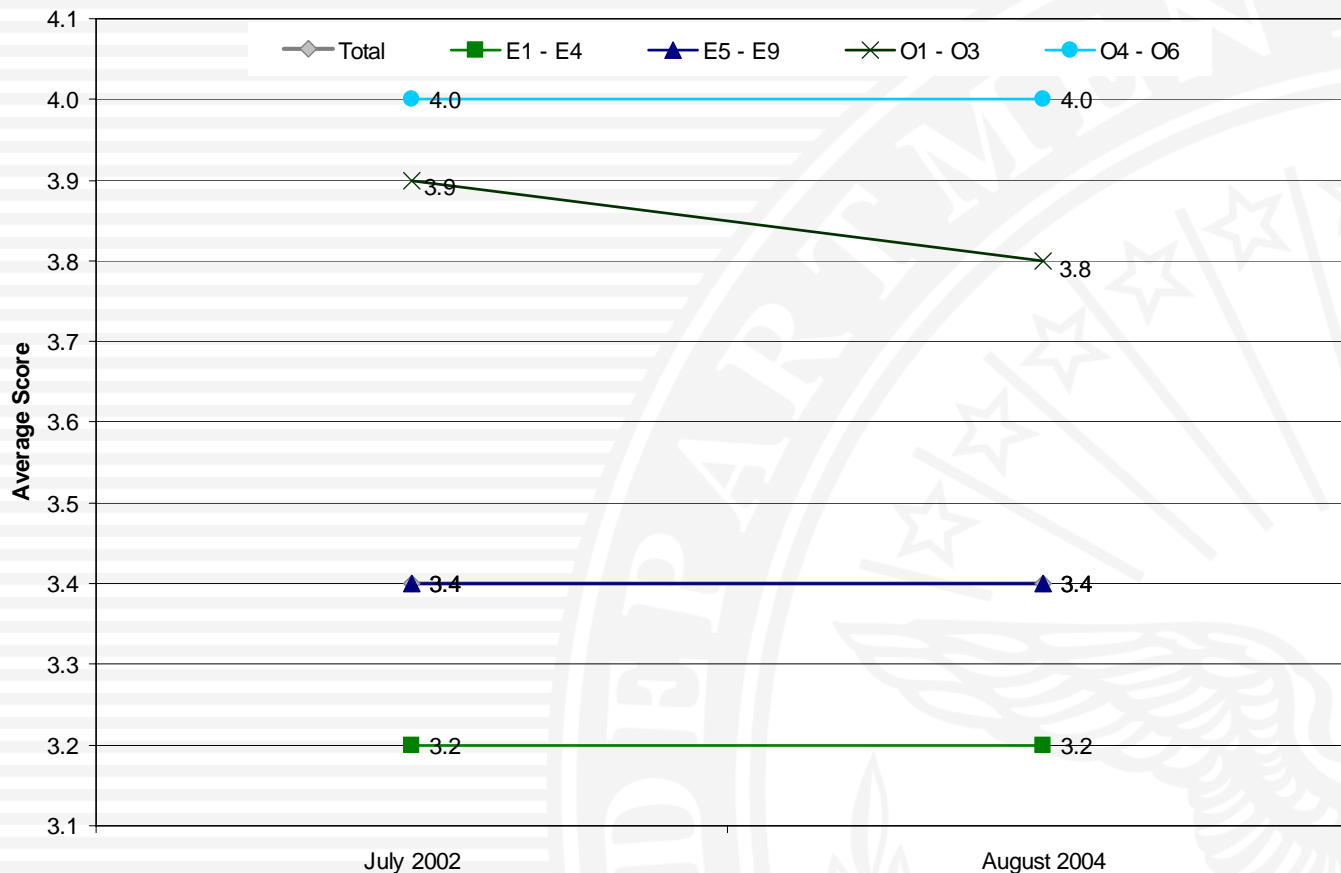
Margins of error within +/- 0.1

# = Significant difference between July 2002 and August 2004

# Detailed Retention

## Unit Cohesion Measure Trends

### All Service Members



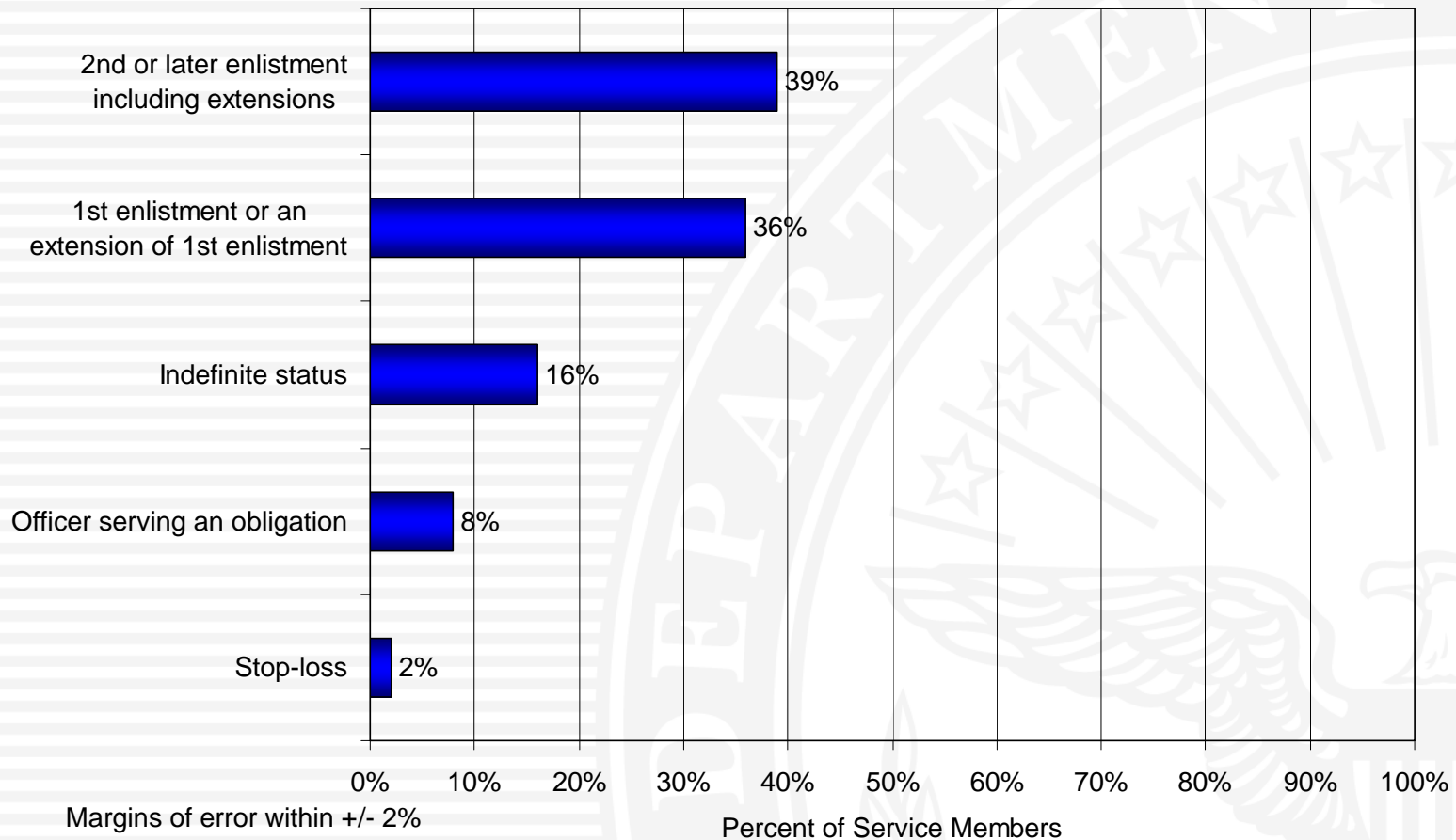
Margins of error within +/- 0.1

# = Significant difference between July 2002 and August 2004

# Detailed Retention

## Current Term of Service

### All Service Members



# Detailed Retention

## Current Term of Service

### All Service Members

KEY: More likely to mark Less likely to mark	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	2nd or later enlistment including extensions	39	31	46	32	45	13	75	0	0	37	0	54	0	36	0	57
1st enlistment or an extension of 1st enlistment	36	31	37	54	33	81	9	0	0	37	0	44	0	61	0	41	0
Indefinite status	16	29	9	9	10	3	14	36	73	21	67	2	46	3	58	2	41
Officer serving an obligation	8	5	8	5	12	0	0	63	27	0	31	0	53	0	41	0	58
Stop-loss	2	5	0	0	0	2	1	1	0	5	2	0	0	0	0	0	0

Margins of error within +/- 4%



# Detailed Retention

## Current Term of Service

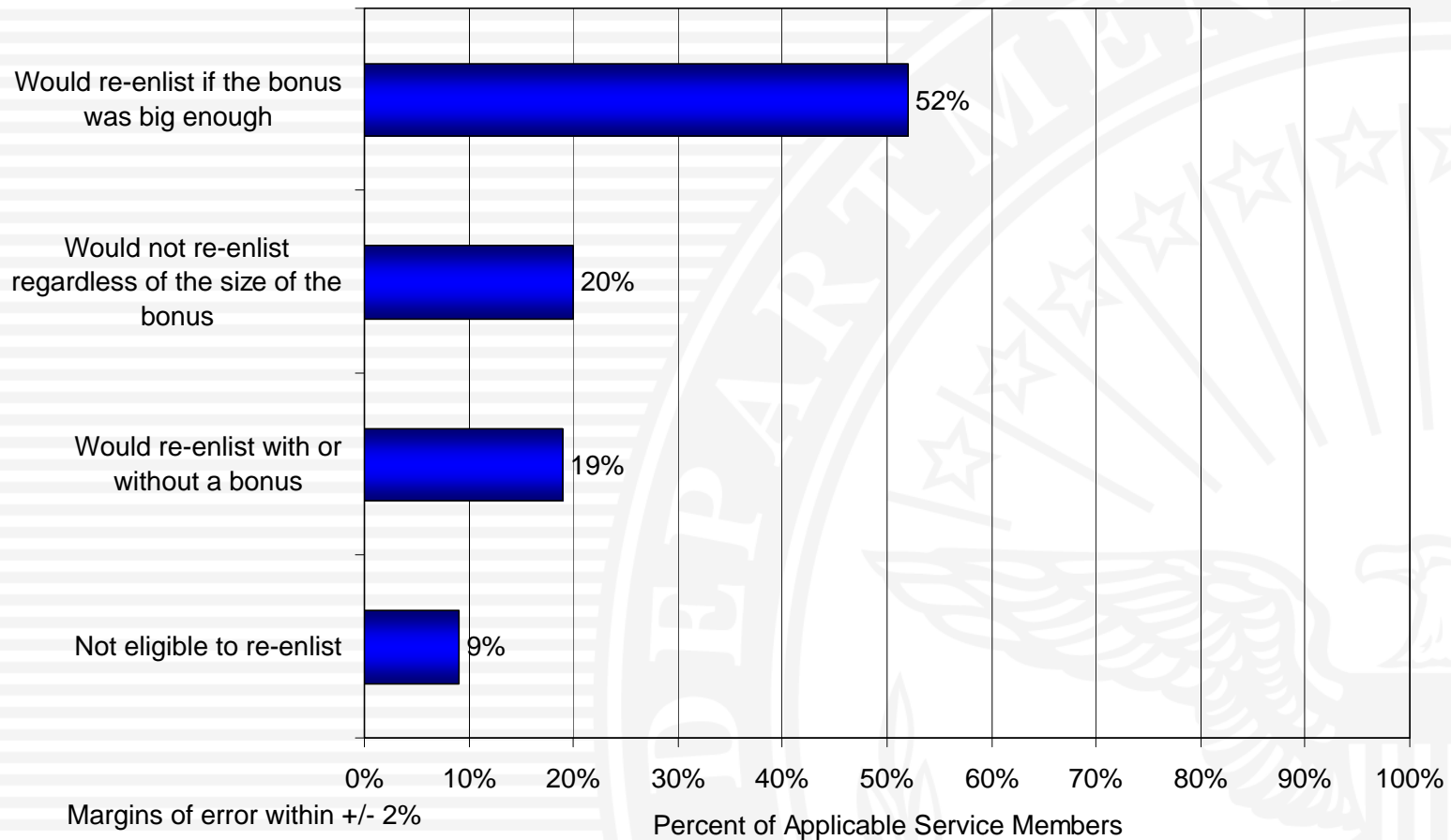
### All Service Members

KEY: More likely to mark Less likely to mark	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	2nd or later enlistment including extensions	39	39	37	30	45	37	41	55	20	53	35	47	0	44	0	39
1st enlistment or an extension of 1st enlistment	36	35	40	54	24	35	37	21	65	14	41	42	0	48	0	35	40
Indefinite status	16	16	15	10	20	16	16	18	6	24	14	9	53	7	49	16	14
Officer serving an obligation	8	8	6	3	11	10	4	4	8	7	9	0	46	0	50	7	8
Stop-loss	2	1	3	2	1	2	2	3	2	2	2	2	1	2	1	2	2

Margins of error within +/- 4%

# Detailed Retention

## Willingness To Re-enlist if Offered Bonus Enlisted Service Members



# Detailed Retention

## Willingness To Re-enlist if Offered Bonus Enlisted Service Members

KEY: More likely to mark Less likely to mark	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Would re-enlist if the bonus was big enough	52	49	53	46	57	56	48	NA	NA	49	NA	53	NA	46	NA	57
Would not re-enlist regardless of the size of the bonus	20	24	16	30	16	29	13	NA	NA	24	NA	16	NA	30	NA	16	NA
Would re-enlist with or without a bonus	19	12	22	20	22	13	24	NA	NA	12	NA	22	NA	20	NA	22	NA
Not eligible to re-enlist	9	15	9	4	5	2	15	NA	NA	15	NA	9	NA	4	NA	5	NA

Margins of error within +/- 4%

NA: Not Applicable

# Detailed Retention

## Willingness To Re-enlist if Offered Bonus Enlisted Service Members

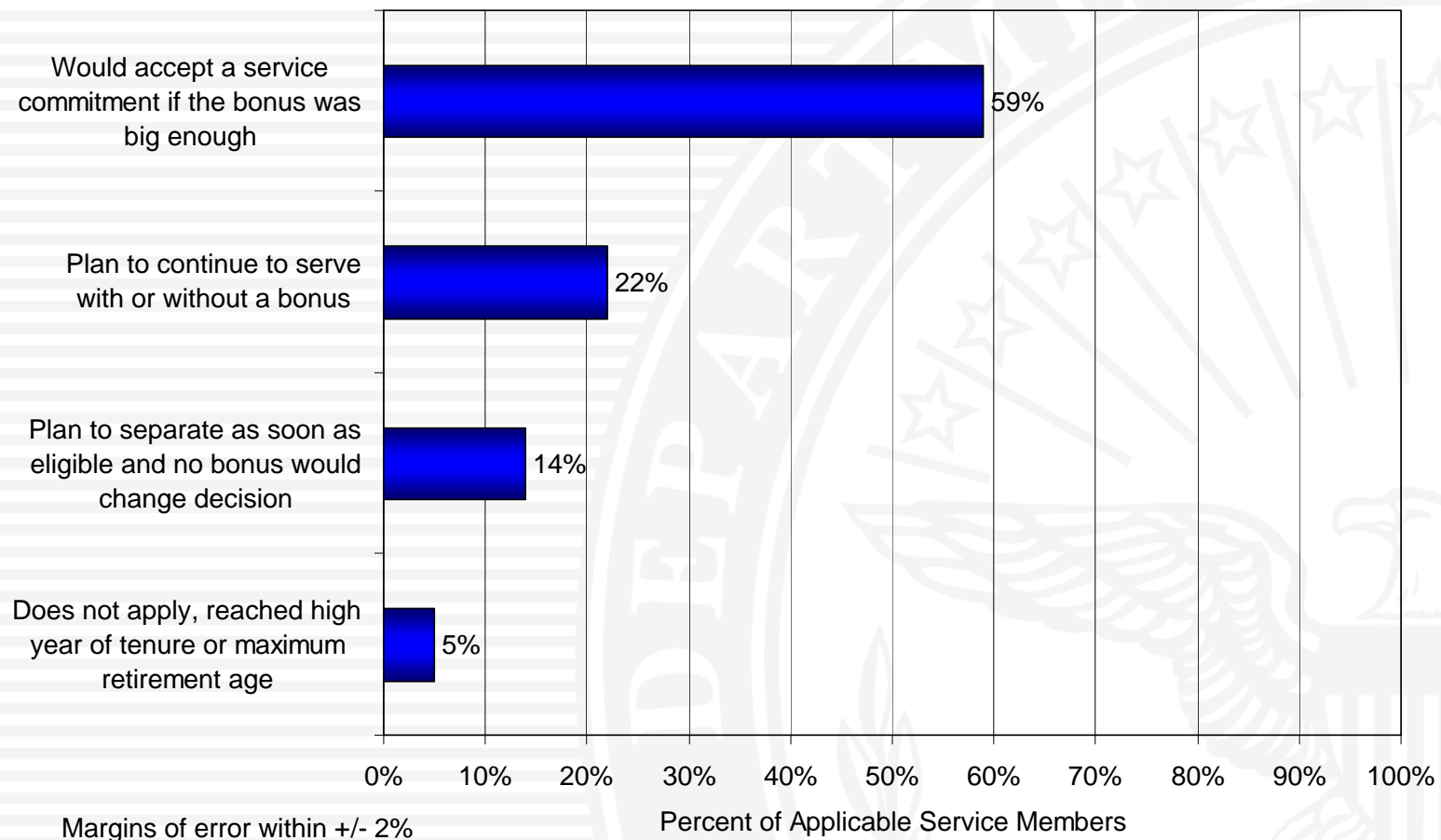
KEY: More likely to mark Less likely to mark	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Would re-enlist if the bonus was big enough	52	52	52	56	49	53	51	48	54	50	54	53	NA	48	NA	53
Would not re-enlist regardless of the size of the bonus	20	20	22	25	17	22	18	17	29	12	22	20	NA	23	NA	20	23
Would re-enlist with or without a bonus	19	19	18	14	22	18	19	21	14	23	16	18	NA	21	NA	18	21
Not eligible to re-enlist	9	9	8	5	13	8	11	14	2	15	8	9	NA	8	NA	9	8

Margins of error within +/- 5%

NA: Not Applicable

# Detailed Retention

## Willingness To Accept Additional 3-Year, Active-Duty Commitment if Offered Bonus All Officers



# Detailed Retention

## Willingness To Accept Additional 3-Year, Active-Duty Commitment if Offered Bonus

All Officers

KEY: More likely to mark Less likely to mark	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Would accept a service commitment if the bonus was big enough	59	51	63	53	66	NA	NA	62	56	NA	51	NA	63	NA	53	NA
Plan to continue to serve with or without a bonus	22	25	20	29	19	NA	NA	21	23	NA	25	NA	20	NA	29	NA	19
Plan to separate as soon as eligible and no bonus would change decision	14	16	14	12	12	NA	NA	15	11	NA	16	NA	14	NA	12	NA	12
Does not apply, reached high year of tenure or maximum retirement age	5	9	3	6	3	NA	NA	2	10	NA	9	NA	3	NA	6	NA	3

Margins of error within +/- 4%

NA: Not Applicable

# Detailed Retention

## Willingness To Accept Additional 3-Year, Active-Duty Commitment if Offered Bonus All Officers

	KEY:																		
	More likely to mark	Less likely to mark	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Would accept a service commitment if the bonus was big enough			59	59	63	58	60	60	59	68	58	60	58	NA	60	NA	55	60	55
Plan to continue to serve with or without a bonus			22	22	22	27	21	21	25	14	21	22	22	NA	22	NA	21	22	21
Plan to separate as soon as eligible and no bonus would change decision			14	14	11	9	15	14	11	12	19	11	15	NA	12	NA	20	12	20
Does not apply, reached high year of tenure or maximum retirement age			5	5	4	6	5	5	5	6	2	7	5	NA	6	NA	4	6	4

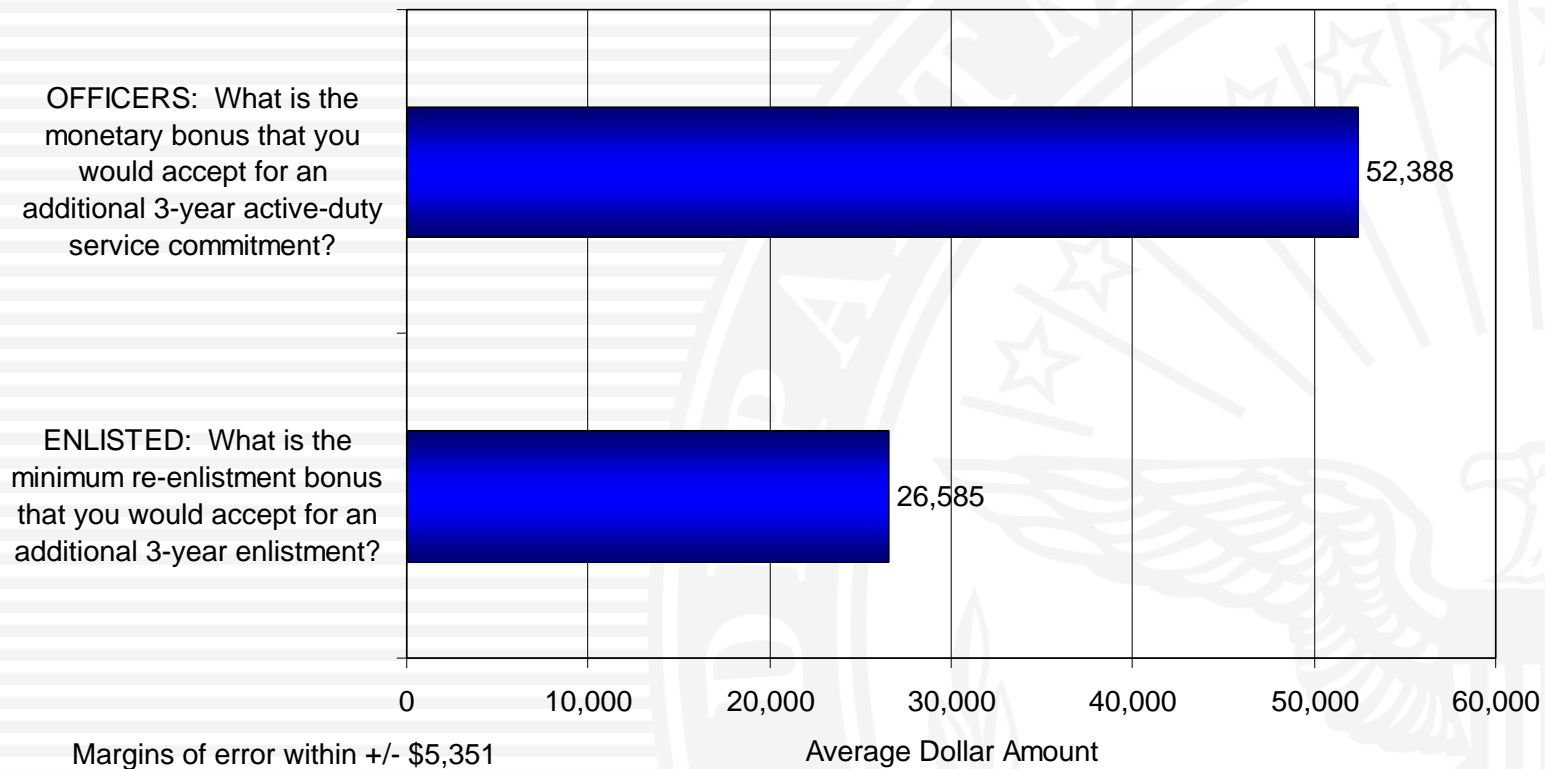
Margins of error within +/- 5%

NA: Not Applicable

# Detailed Retention

## Minimum Re-enlistment Bonus for Additional 3-Year Enlistment/Commitment

Service Members Who Would Re-enlist (Enlisted) or Continue Commitment (Officers) if Bonus Was Large Enough





# Detailed Retention

## Minimum Re-enlistment Bonus for Additional 3-Year Enlistment/Commitment

Service Members Who Would Re-enlist (Enlisted) or Continue Commitment (Officers) if Bonus Was Large Enough

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Officer	52,388	43,999	61,689	38,527	54,490	NA	NA	48,320	58,396	NA	43,999	NA	61,689	NA	38,527	NA
Enlisted	26,585	26,518	29,498	32,910	21,036	32,367	20,623	NA	NA	26,518	NA	29,498	NA	32,910	NA	21,036	NA

Margins of error within +/- \$20,064

NA: Not Applicable

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Officer	52,388	52,486	51,793	42,745	54,347	53,880	46,181	43,819	69,132	49,958	41,024	NA	55,020	NA	36,675	55,020
Enlisted	26,585	25,651	30,748	29,462	23,893	30,287	21,078	16,950	37,870	20,975	17,868	27,117	NA	23,228	NA	27,117	23,228

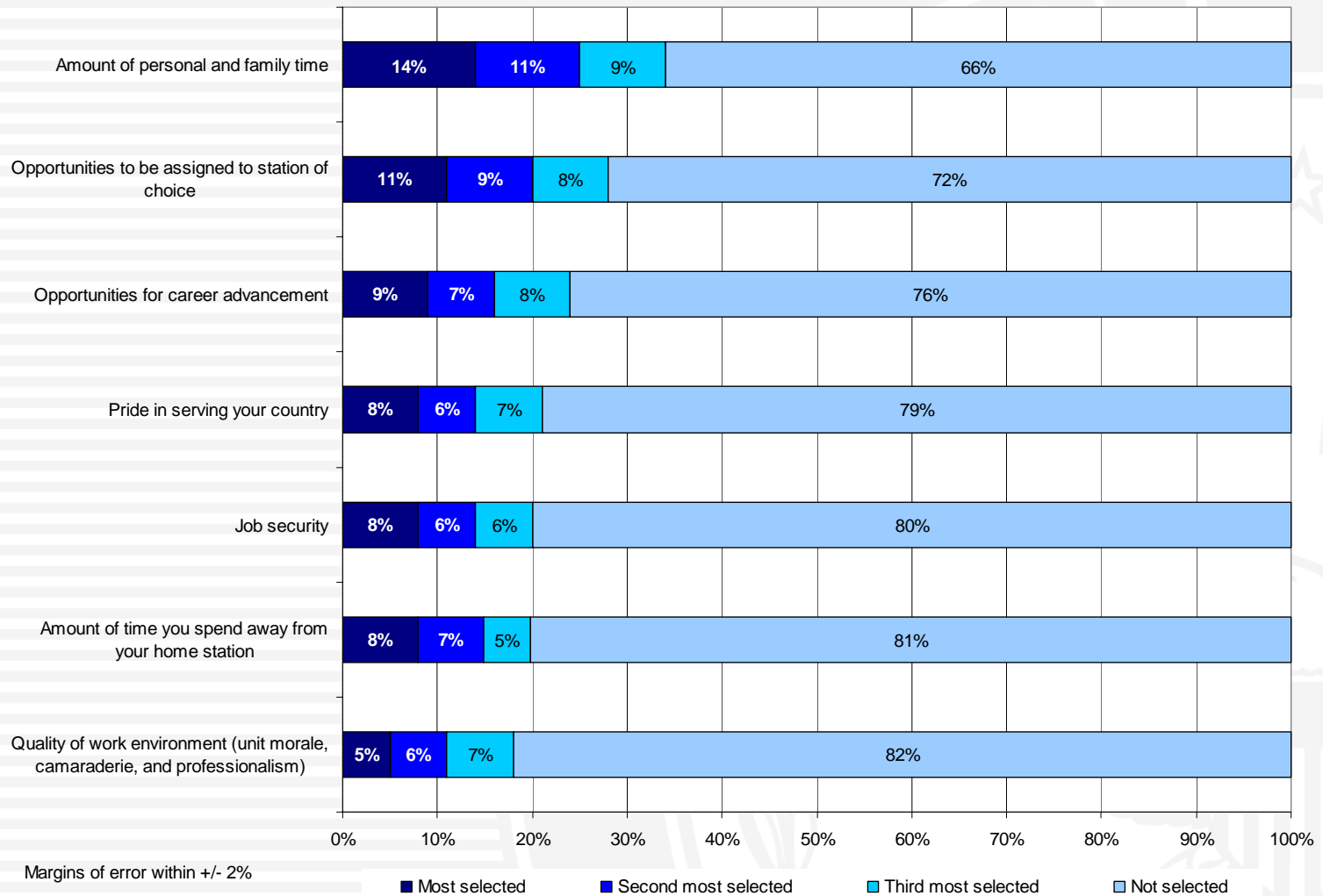
Margins of error within +/- \$23,124

NA: Not Applicable

# Detailed Retention

## Non-Monetary Reasons To Stay

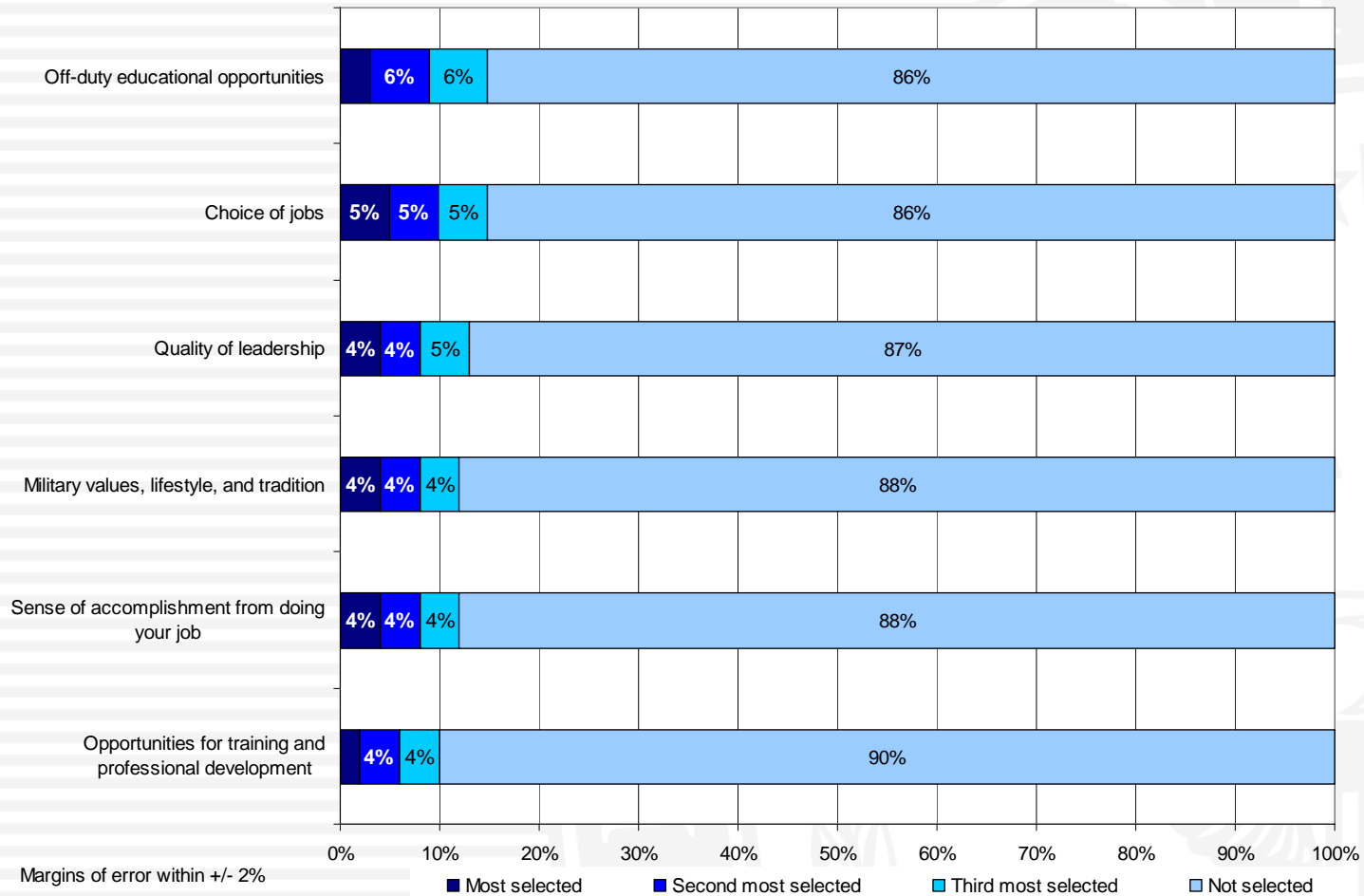
### All Service Members



# Detailed Retention

## Non-Monetary Reasons To Stay \*

### All Service Members



\* The following non-monetary incentives endorsed at least 10% of the time.

# Detailed Retention

## Non-Monetary Reasons To Stay

### All Service Members

	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
																		KEY:
Amount of personal and family time you have	Selected	34	37	35	31	30	34	34	39	33	37	39	34	39	32	30	30	33
Opportunities to be assigned to station of choice	Selected	28	30	28	23	30	30	29	25	26	31	28	28	23	23	21	31	26
Opportunities for career advancement	Selected	24	22	32	21	19	22	27	19	24	23	18	33	24	21	22	19	20
Pride in serving your country	Selected	21	18	22	27	20	19	22	21	24	17	20	22	21	27	26	19	25
Job security	Selected	20	16	23	20	24	21	23	14	11	17	11	24	14	21	12	26	16
Amount of time you spend away from home station	Selected	19	24	18	14	18	15	22	28	18	22	30	17	23	13	17	18	20
Quality of the work environment	Selected	18	18	17	20	17	16	17	22	25	17	22	16	24	19	25	15	23
Off-duty educational opportunities	Selected	15	13	17	15	13	20	14	5	1	15	4	19	5	16	3	16	3
Choice of jobs	Selected	14	15	14	16	13	17	11	18	20	15	18	13	19	16	18	12	18
Quality of leadership	Selected	13	16	10	14	14	14	13	13	14	16	14	10	12	14	15	13	14
Military values, lifestyle, and tradition	Selected	12	11	10	18	14	9	14	16	19	10	15	9	14	17	27	13	19
Sense of accomplishment from doing your job	Selected	12	11	12	12	13	8	11	21	27	9	22	10	22	10	29	10	25
Opportunities for training/professional development	Selected	10	10	12	10	9	11	10	11	9	10	11	13	10	10	12	9	8
Opportunities to travel	Selected	8	6	8	11	9	11	6	6	3	6	4	8	5	11	4	10	5
Opportunities for stabilized tours	Selected	8	11	5	5	9	4	10	14	14	10	16	4	13	5	8	8	14
Annual leave	Selected	7	7	5	10	8	11	5	3	3	7	3	6	2	11	1	9	4
Level of challenge in your job	Selected	6	6	7	5	6	5	6	10	13	5	9	6	12	4	14	5	11
Opportunity for retraining	Selected	5	4	3	2	8	7	4	2	1	5	1	3	1	2	2	10	2
Other non-monetary incentives	Selected	4	5	3	6	4	5	4	3	3	5	3	4	3	6	3	4	3
Level of integrity in your unit	Selected	4	4	3	4	4	5	4	2	2	4	2	3	2	4	3	5	3
Rotational assignments	Selected	4	4	5	3	4	3	5	3	2	4	3	6	4	3	3	4	2
Dental insurance for your family	Selected	3	3	2	4	3	4	3	1	1	4	1	3	1	5	0	3	1
Thrift savings plan	Selected	2	1	3	2	2	2	3	1	2	1	1	3	2	2	1	3	1
Service Members Group Life Insurance	Selected	2	2	2	1	1	2	1	0	0	2	0	2	0	1	0	2	0
Availability/quality of government-issued equipment to do your job	Selected	2	3	2	4	1	3	2	2	1	3	1	2	2	4	2	1	1
Space available travel	Selected	1	1	1	1	1	1	0	0	0	1	0	1	0	1	0	1	0
Emergency relief societies	Selected	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Margins of error within +/- 4%

# Detailed Retention

## Non-Monetary Reasons To Stay

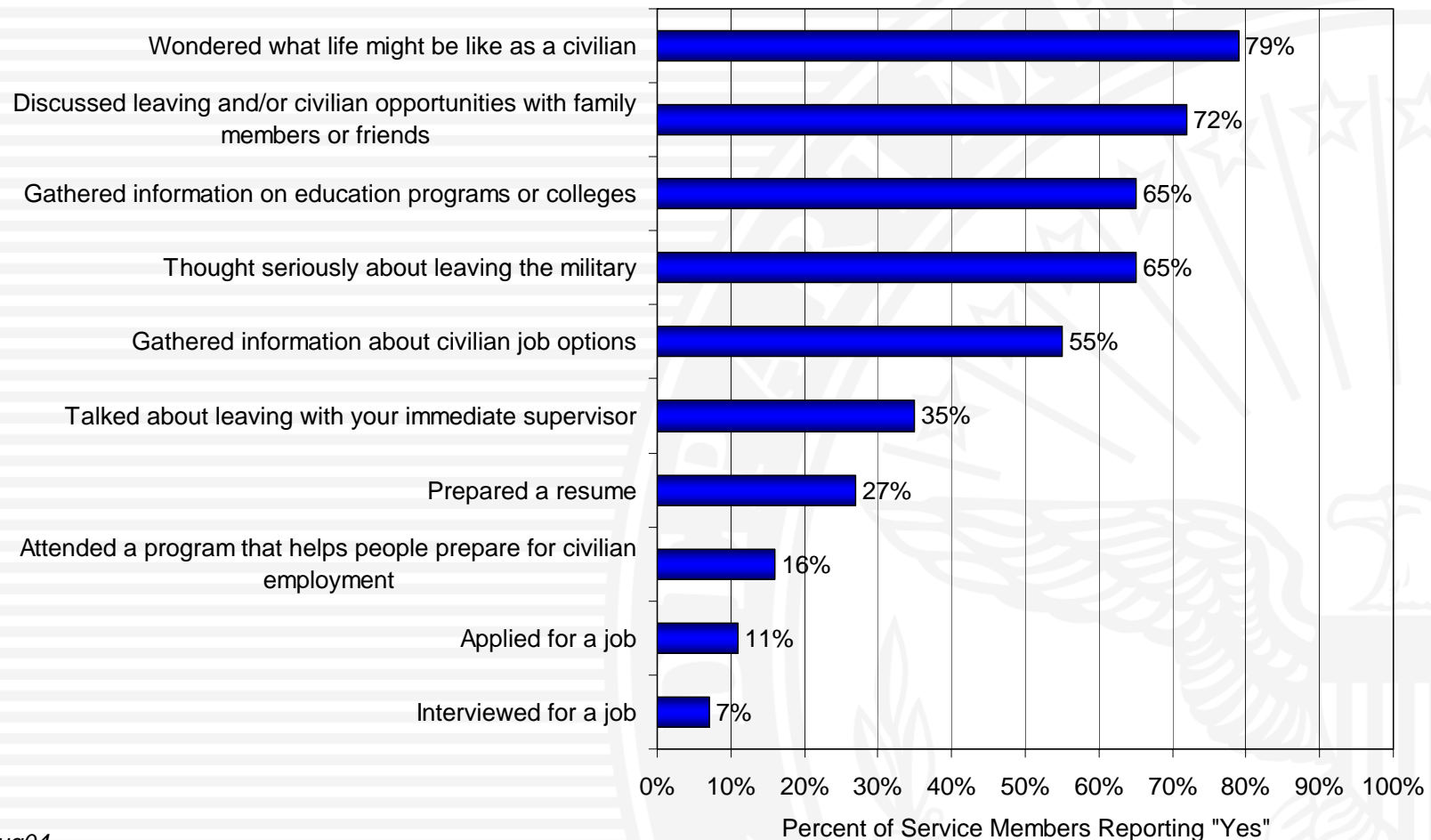
### All Service Members

	KEY: More likely to mark Less likely to mark	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Amount of personal and family time you have	Selected	34	34	35	33	34	35	33	34	25	39	38	34	36	33	39	34	34
Opportunities to be assigned to station of choice	Selected	28	28	31	30	27	27	30	28	30	28	28	29	25	31	27	28	30
Opportunities for career advancement	Selected	24	24	23	22	25	21	28	27	21	26	22	24	21	27	18	23	26
Pride in serving your country	Selected	21	22	17	21	21	23	17	19	19	22	21	22	24	13	15	22	13
Job security	Selected	20	21	18	19	22	20	22	21	19	22	20	22	13	21	14	21	19
Amount of time you spend away from home station	Selected	19	19	19	17	21	20	18	20	13	23	21	18	24	20	26	19	21
Quality of the work environment	Selected	18	17	19	18	18	19	16	16	19	17	16	16	22	21	27	17	22
Off-duty educational opportunities	Selected	15	15	14	16	13	12	19	14	21	10	13	16	4	18	5	14	16
Choice of jobs	Selected	14	15	13	15	14	14	14	12	17	12	16	14	18	12	16	15	13
Quality of leadership	Selected	13	13	16	14	13	14	12	14	15	12	15	13	13	15	16	13	15
Military values, lifestyle, and tradition	Selected	12	13	11	12	13	13	11	11	10	14	13	12	18	11	11	13	11
Sense of accomplishment from doing your job	Selected	12	12	11	10	13	14	9	13	12	12	12	9	24	10	24	12	12
Opportunities for training/professional development	Selected	10	11	10	11	10	9	12	10	13	9	9	11	10	9	12	11	9
Opportunities to travel	Selected	8	7	11	10	6	7	9	7	14	4	5	8	4	8	5	8	8
Opportunities for stabilized tours	Selected	8	8	10	6	10	9	8	9	4	11	9	7	15	8	13	8	9
Annual leave	Selected	7	7	7	9	6	8	6	4	11	5	6	8	3	6	4	7	6
Level of challenge in your job	Selected	6	6	6	5	7	7	5	7	6	6	6	5	11	5	11	6	6
Opportunity for retraining	Selected	5	5	4	6	4	5	5	6	6	3	6	5	1	6	2	5	6
Other non-monetary incentives	Selected	4	4	4	5	4	4	4	4	5	4	5	5	3	4	4	4	4
Level of integrity in your unit	Selected	4	4	5	4	4	4	4	4	5	3	4	4	2	4	4	4	4
Rotational assignments	Selected	4	4	3	4	5	4	5	6	4	4	4	4	3	5	3	4	5
Dental insurance for your family	Selected	3	3	3	4	3	3	3	3	2	3	3	4	1	3	0	3	3
Thrift savings plan	Selected	2	2	2	2	2	2	3	1	2	2	2	2	1	1	1	2	1
Service Members Group Life Insurance	Selected	2	2	1	2	1	1	2	3	2	1	1	2	0	2	0	2	2
Availability/quality of government-issued equipment to do your job	Selected	2	2	2	2	2	2	2	2	2	2	2	3	1	1	1	2	1
Space available travel	Selected	1	1	1	1	1	1	1	0	1	0	0	1	0	1	0	1	1
Emergency relief societies	Selected	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Margins of error within +/- 4%

# Detailed Retention

## Actions Taken During Past 6 Months To Explore Possibilities of Leaving the Military All Service Members



# Detailed Retention

## Actions Taken During Past 6 Months To Explore Possibilities of Leaving the Military All Service Members

	KEY: Higher response of "Yes" Lower response of "Yes"	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Wondered what life might be like as a civilian	Yes	79	82	76	80	77	79	79	80	80	82	82	76	81	80	79	77	77
Discussed leaving and/or civilian opportunities with family members or friends	Yes	72	76	70	77	67	72	73	68	72	76	73	70	72	78	70	67	66
Gathered information on education programs or colleges	Yes	65	68	68	68	58	71	68	51	30	72	46	72	46	71	44	63	38
Thought seriously about leaving the military	Yes	65	71	61	72	59	68	65	58	57	73	62	62	60	74	59	61	53
Gathered information about civilian job options	Yes	55	59	54	61	49	51	61	47	51	60	54	54	53	62	51	50	43
Talked about leaving with your immediate supervisor	Yes	35	39	34	37	31	36	37	25	31	41	30	35	30	38	28	32	25
Prepared a resume	Yes	27	30	26	29	23	22	30	25	30	29	31	26	27	30	24	22	25
Attended a program that helps people prepare for civilian employment	Yes	16	19	17	19	11	14	19	10	16	19	15	17	15	19	15	11	10
Applied for a job	Yes	11	11	12	15	9	11	12	7	9	12	10	13	7	16	10	9	7
Interviewed for a job	Yes	7	7	7	9	6	6	8	6	8	7	8	7	7	9	7	6	5

Margins of error within +/- 4%

# Detailed Retention

## Actions Taken During Past 6 Months To Explore Possibilities of Leaving the Military

### All Service Members

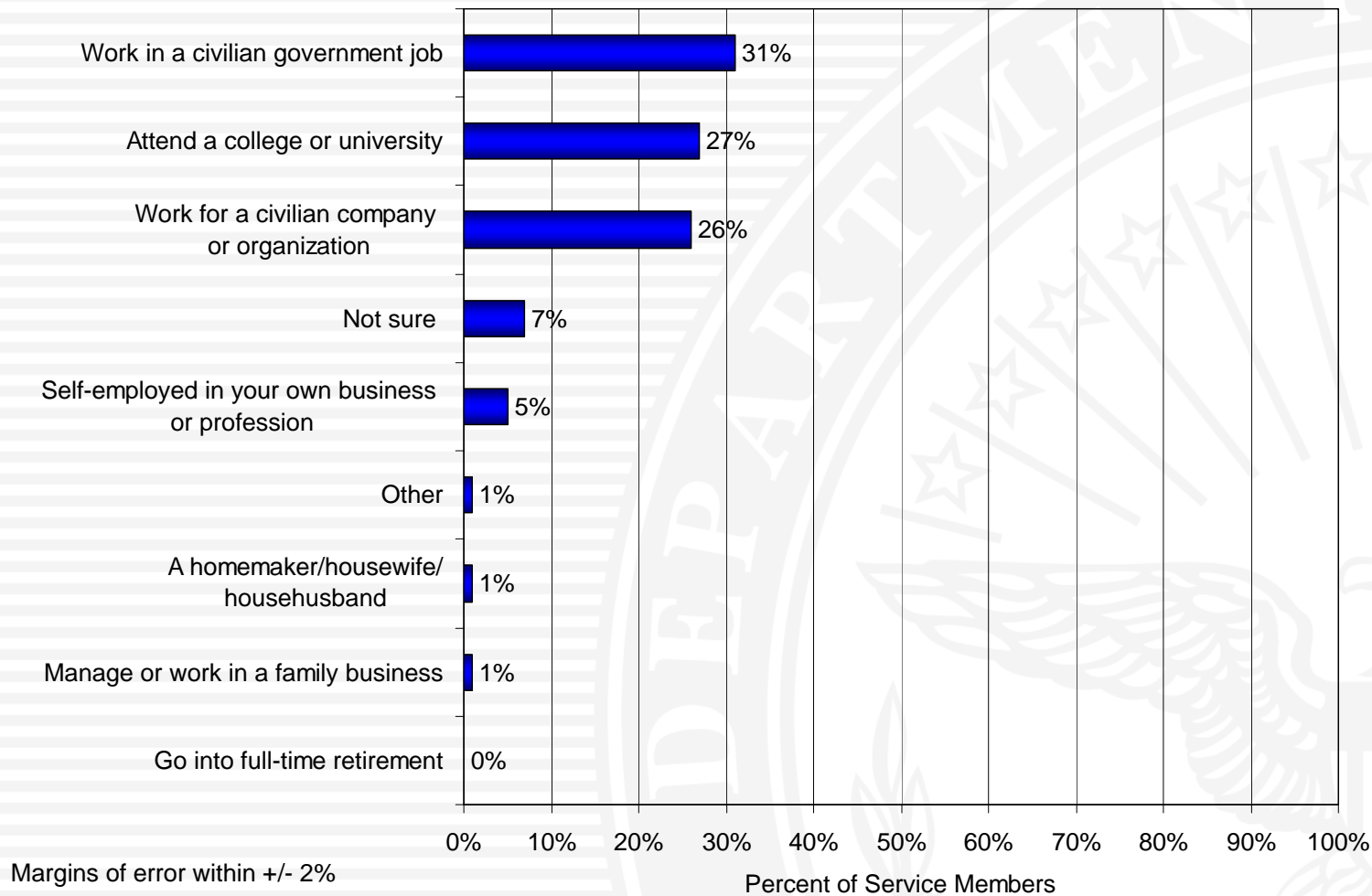
	KEY: Higher response of "Yes" Lower response of "Yes"	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Wondered what life might be like as a civilian	Yes	79	79	79	78	80	78	80	80	80	78	81	79	80	80	79	79	80
Discussed leaving and/or civilian opportunities with family members or friends	Yes	72	73	68	70	73	72	72	75	69	72	75	72	70	72	69	72	71
Gathered information on education programs or colleges	Yes	65	65	66	67	64	61	73	70	70	60	69	69	43	74	43	65	69
Thought seriously about leaving the military	Yes	65	66	64	66	65	64	67	70	68	62	66	66	58	69	62	65	68
Gathered information about civilian job options	Yes	55	56	52	51	58	54	57	65	50	59	53	57	51	50	42	56	49
Talked about leaving with your immediate supervisor	Yes	35	35	34	33	37	36	34	40	35	34	36	36	28	37	28	35	36
Prepared a resume	Yes	27	27	24	22	30	25	29	36	22	29	26	27	28	25	24	27	25
Attended a program that helps people prepare for civilian employment	Yes	16	17	14	13	18	15	18	25	13	18	16	17	13	15	13	16	15
Applied for a job	Yes	11	12	8	10	12	10	13	17	10	12	11	12	8	10	7	12	10
Interviewed for a job	Yes	7	7	4	6	8	6	8	10	6	8	7	7	7	6	5	7	6

Margins of error within +/- 4%



# Detailed Retention

## Primary Activity if Member Left Active Duty in Next 12 Months All Service Members



# Detailed Retention

## Primary Activity if Member Left Active Duty in Next 12 Months All Service Members

KEY: More likely to mark likey to mark	Less	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		Work in a civilian government job	31	37	28	30	26	23	40	23	19	39	27	30	19	30	24	28
Attend a college or university	27	27	29	34	24	48	16	12	4	30	11	32	10	37	10	28	6	
Work for a civilian company or organization	26	23	25	32	32	16	27	44	51	19	42	20	50	20	44	27	49	
Not sure	7	5	9	5	9	6	7	9	10	5	8	9	8	5	10	8	11	
Self-employed in your own business or profession	5	5	5	5	6	4	6	8	10	4	8	5	8	5	8	5	10	
Other	1	1	1	1	2	1	1	2	2	1	2	1	2	1	2	2	2	
A homemaker/housewife/househusband	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	2	
Manage or work in a family business	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
Go into full-time retirement	0	0	1	0	0	0	1	0	1	0	1	1	1	0	0	0	1	

Margins of error within +/- 4%

# Detailed Retention

## Primary Activity if Member Left Active Duty in Next 12 Months All Service Members

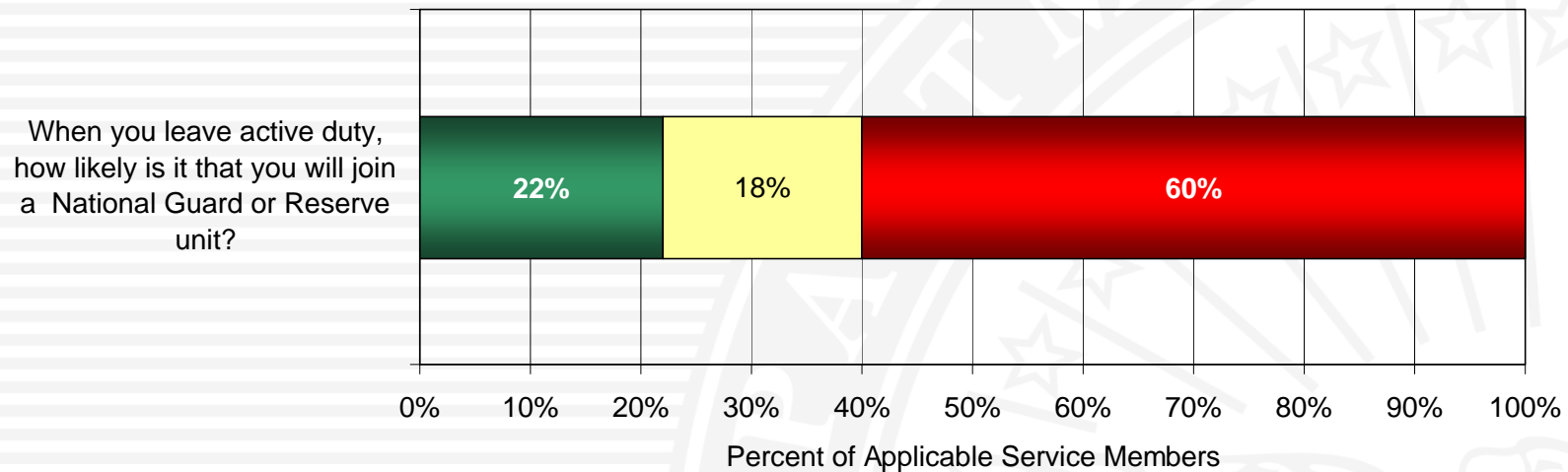
KEY: More likely to mark likely to mark	Less	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Work in a civilian government job		31	31	31	31	30	27	36	36	21	38	31	33	22	28	25	31	28
Attend a college or university		27	27	32	37	21	25	32	21	49	11	29	29	9	40	8	26	35
Work for a civilian company or organization		26	27	21	18	31	30	19	26	17	33	24	23	48	14	38	26	18
Not sure		7	7	6	6	8	8	5	6	6	8	8	7	9	7	10	7	7
Self-employed in your own business or profession		5	5	6	5	6	6	5	6	4	7	4	5	8	4	8	5	4
Other		1	1	2	1	1	1	1	2	1	1	2	1	2	1	3	1	1
A homemaker/housewife/househusband		1	1	1	1	1	1	1	1	1	1	1	0	1	4	6	0	5
Manage or work in a family business		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Go into full-time retirement		0	0	0	0	1	1	0	1	1	0	0	0	1	0	2	0	0

Margins of error within +/- 4%

# Detailed Retention

## Likelihood of Joining National Guard or Reserve Unit When Leaving Active Duty

Service Members Who Were Not Retiring or Otherwise Ineligible



Margins of error within +/- 2%

■ Likely

■ Neither likely nor unlikely

■ Unlikely

# Detailed Retention

## Likelihood of Joining National Guard or Reserve Unit When Leaving Active Duty

Service Members Who Were Not Retiring or Otherwise Ineligible

KEY: More likely Less likely More unlikely		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
			Likely	Unlikely	Likely	Unlikely	Likely	Unlikely	Likely	Unlikely	Likely	Unlikely	Likely	Unlikely	Likely	Unlikely	Likely	Unlikely
When you leave active duty, will join a National Guard or Reserve unit		22	17	29	18	24	24	18	32	14	17	15	28	31	16	32	22	31
		60	67	48	65	58	56	65	49	73	67	72	48	49	67	52	61	50
Margins of error within +/- 4%																		

KEY: More likely Less likely More unlikely		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
			Likely	Unlikely	Likely	Unlikely	Likely	Unlikely	Likely	Unlikely	Likely	Unlikely	Likely	Unlikely	Likely	Unlikely	Likely	Unlikely
When you leave active duty, will join a National Guard or Reserve unit		22	22	20	22	22	22	23	25	25	18	22	20	25	26	30	21	27
		60	59	62	60	60	60	58	62	54	66	59	61	57	57	54	60	57
Margins of error within +/- 5%																		

# Retention

## Summary of Findings

### August 2004 Findings

- 57% likely to stay
  - More likely to stay led by Navy, Air Force, E5-E9, commissioned officer, living in the US, living off base, and married with children
  - More unlikely to stay led by Army, Marine Corps, E1-E4, Army enlisted, Marine Corps enlisted, living on base, non-minority, single without children, and enlisted male
- 48% reported their spouse/significant other support staying on active duty
  - Support staying led by Air Force, E5-E9, O4-O6, Navy officer, Marine Corps officer, living in the US, married with children, officer male, and male
  - Support leaving led by Army, E1-E4, Army enlisted, Marine Corps enlisted, living overseas, and single without children
- 42% reported their families support staying on active duty
  - Support staying led by Navy, Air Force, E5-E9, commissioned officer, Marine Corps officer, living in the US, living off base, married with children, and officer male
  - Support leaving led by Army, Marine Corps, Army enlisted, Marine Corps enlisted, living overseas, minority, enlisted female, and female

# Retention

## Summary of Findings

### August 2004 Findings (continued)

- 57% likely to stay for at least 20 years
  - More likely to stay led by Navy, Air Force, E5-E9, O4-O6, all Services officer, living in the US, living off base, member with children, officer male, and male
  - More unlikely to stay led by Army, Marine Corps, E1-E4, Army enlisted, Marine Corps enlisted, living on base, single without children, enlisted female, and female
- On a scale from 1 (lowest) to 5 (highest), commitment measures ranged from 2.5 to 3.7
  - Highest was *affective commitment* (emotional attachment)
  - Lowest was *normative commitment* (sense of obligation)
- On a scale from 1 (lowest) to 5 (highest), overall unit cohesion measures at 3.4
  - Led by Air Force, commissioned officer, living off base, non-minority, married with children, and male

# Retention

## Summary of Findings

### August 2004 Findings (continued)

- 36% to 39% of members currently on 1<sup>st</sup>, 2<sup>nd</sup>, or later enlistment, including extensions
  - 1<sup>st</sup> enlistment led by Marine Corps, E1-E4, Navy enlisted, Air Force enlisted, Marine Corps enlisted, Air Force enlisted, living overseas, living on base, member without children, enlisted male, enlisted female, and female
  - 2<sup>nd</sup> or later enlistment led by Navy, Air Force, E5-E9, Navy enlisted, Air Force enlisted, living off base, minority, member with children, enlisted male, enlisted female, and male
- 52% of eligible enlisted members reported they would be willing to re-enlist if bonuses were big enough
  - Led by Air Force, E1-E4, living on base, and male
- 59% of eligible officers would accept an additional 3-year, active-duty commitment if bonuses were big enough
  - Led by O1-O3
- Service members who would re-enlist or continue their commitment if bonuses were large enough reported minimum bonuses for additional 3 years of \$52,388 (officers) and \$26,585 (enlisted)
  - Officer more than average reported by male
  - Enlisted more than average reported by single without children



# Retention

## Summary of Findings

### August 2004 Findings (continued)

- *Amount of personal and family time, opportunities to be assigned to station of choice, and opportunities for career advancement were the top non-monetary reasons to stay*
- 65% thought seriously about leaving the military
  - More than half indicated they *gathered information on education programs and civilian jobs*
  - A quarter of members reported they *prepared a resume*
  - 11% *applied for a job* and 7% *interviewed for a job*
- Majority indicated they would *work in a civilian company or government or attend a college or university*
- 22% of Service members who were not retiring or were otherwise ineligible reported they were likely to join a National Guard or Reserve Unit when they left active duty
  - Led by Navy, E1-E4, O1-O3, Marine Corps officer, Air Force officer, single without children, officer male, and female

# Retention

## Summary of Findings

### April 2004 – August 2004 Trends

- No change

### July 2003 – August 2004 Trends

- Family support to stay on active duty decreased 5 percentage points for Marine Corps

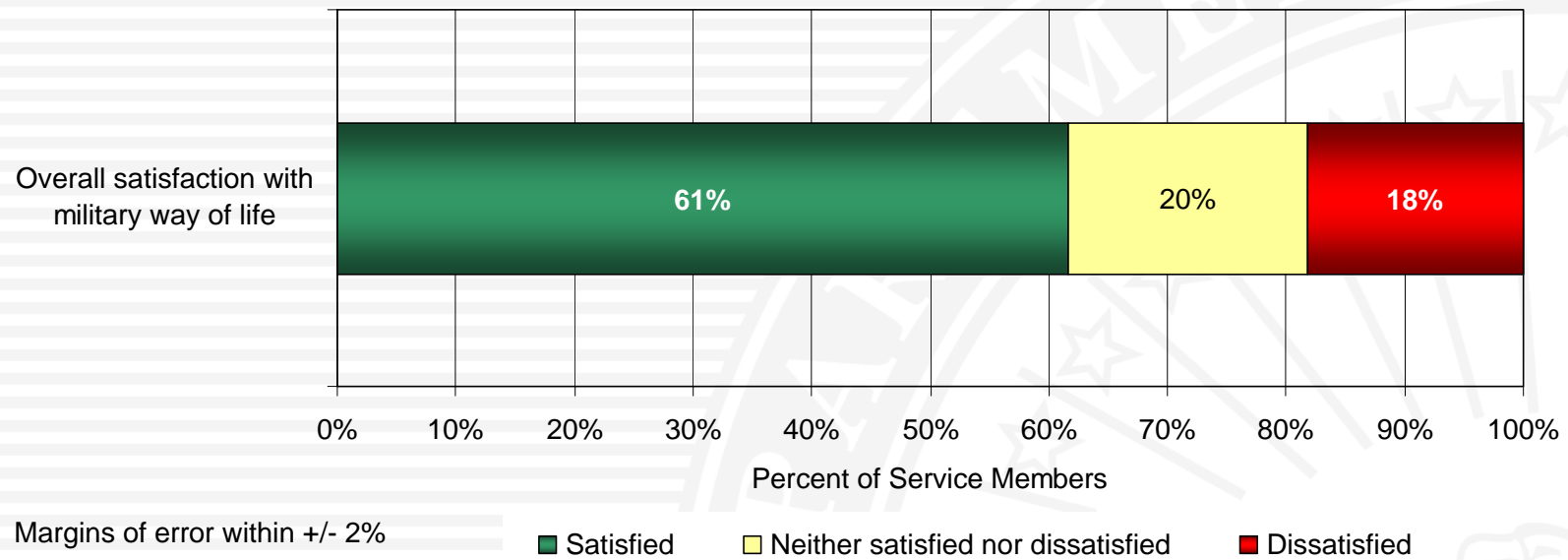
# Leading Indicators and Related Items

- Retention
  - Detailed retention
- ✓ Satisfaction
  - Detailed satisfaction
- Tempo
  - Global War on Terrorism
  - Deployments and assignments
- Personal and work stress
- Personal and unit preparedness

# Satisfaction

## Overall Military Way of Life

### All Service Members



# Satisfaction

## Overall Military Way of Life

### All Service Members

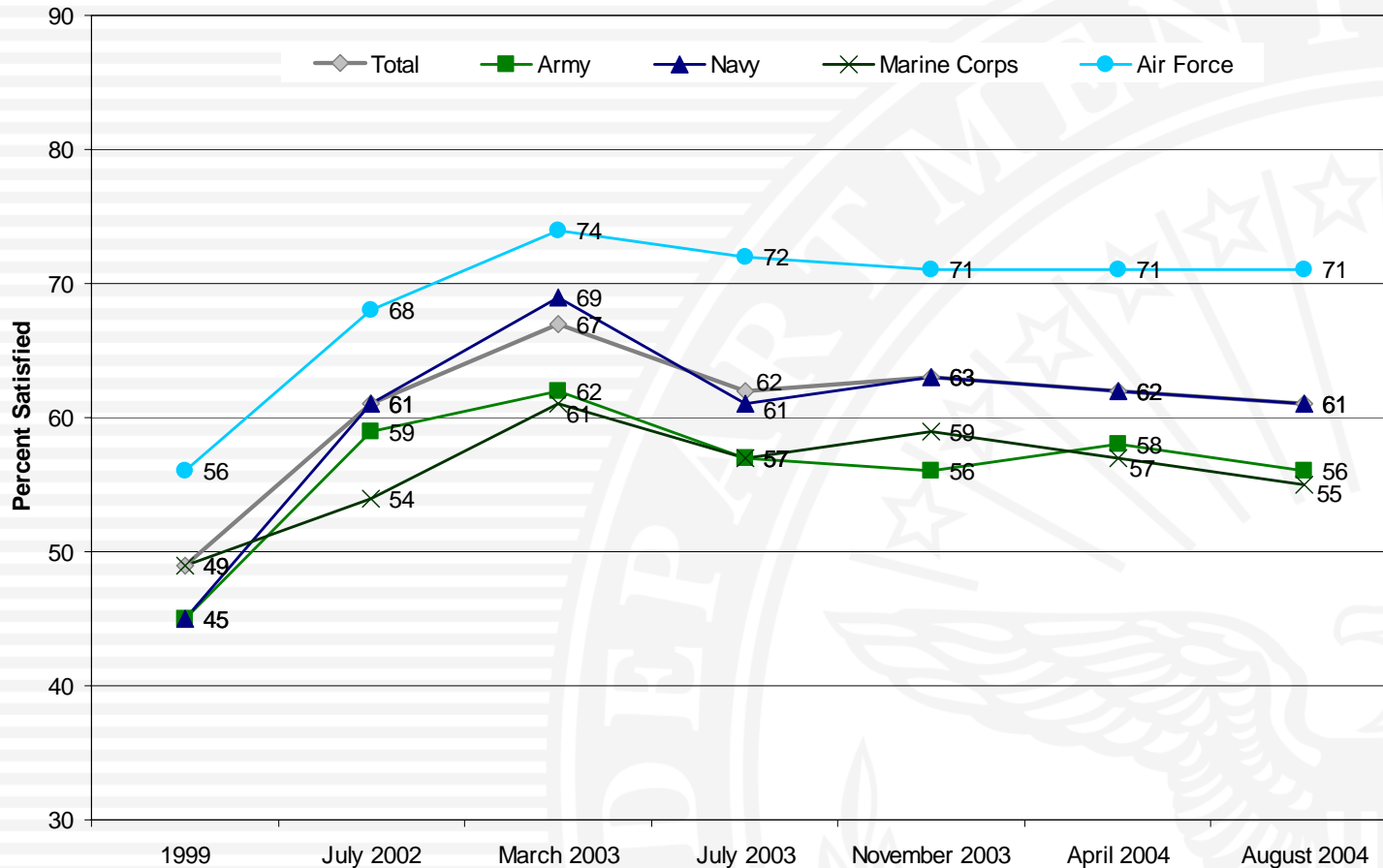
KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
	Overall satisfaction with military way of life	SAT	61	56	61	55	71	46	69	72	86	53	72	58	80	52	85	69	79
	DIS	18	24	16	23	12	26	14	14	6	26	13	18	10	24	7	13	9	
Margins of error within +/- 3%																			

KEY: More satisfied Less satisfied More dissatisfied		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
	Overall satisfaction with military way of life	SAT	61	62	58	55	65	62	60	63	50	70	59	58	78	58	76	61	61
	DIS	18	18	21	23	15	19	17	17	25	14	18	20	10	20	12	18	19	
Margins of error within +/- 4%																			

# Satisfaction

## Overall Military Way of Life Trends

### All Service Members



ADS 1999  
 Q51  
 SOFA July02  
 Q52  
 SOFA Mar03  
 Q3  
 SOFA July03  
 Q22  
 SOFA Nov03  
 Q21  
 SOFA Apr04  
 Q24  
 SOFA Aug04  
 Q21

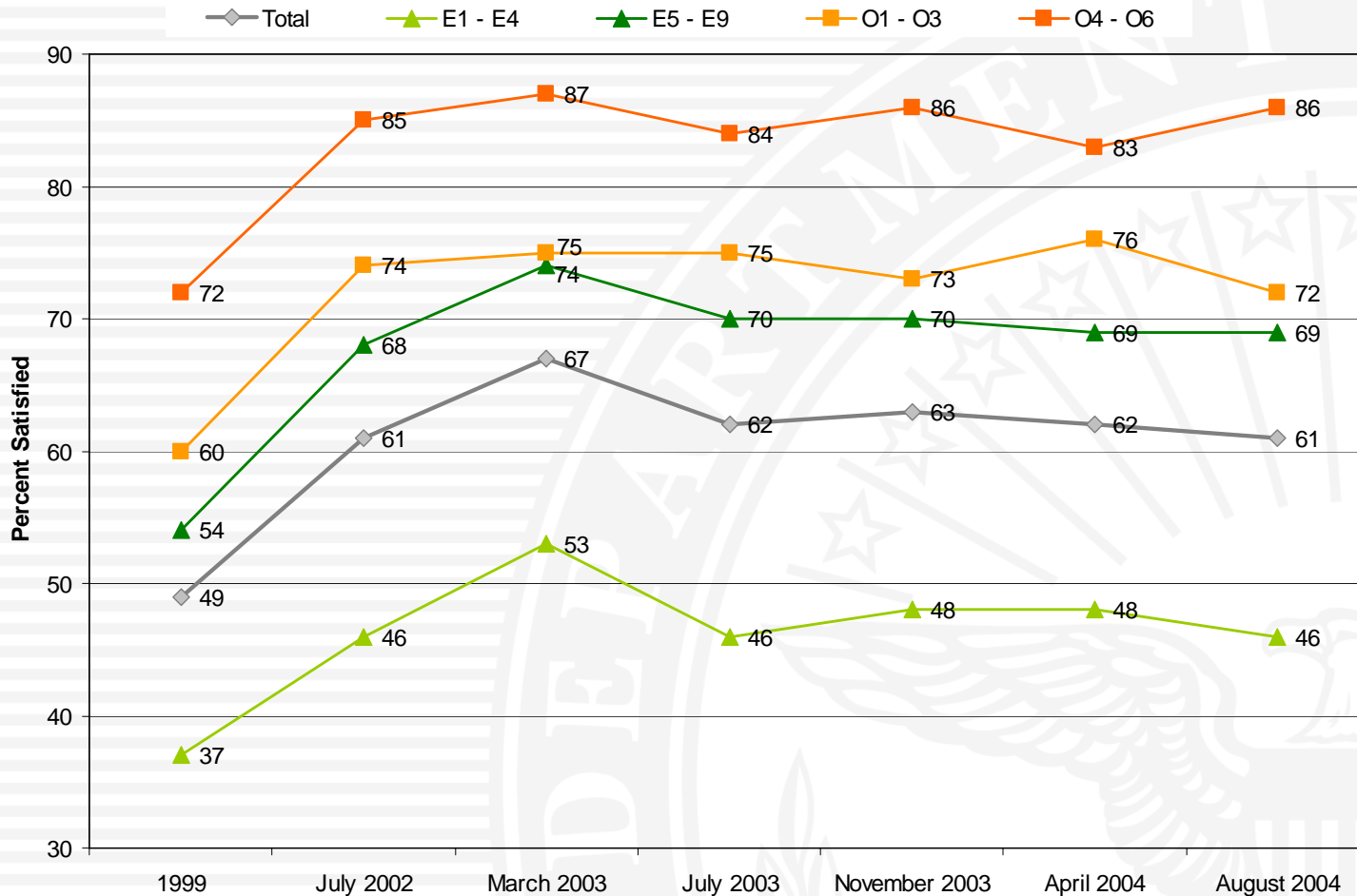
Margins of error within +/- 4%

+ = Significant difference between April 2004 and August 2004  
 # = Significant difference between July 2003 and August 2004

# Satisfaction

## Overall Military Way of Life Trends

### All Service Members



ADS 1999  
 Q51  
 SOFA July02  
 Q52  
 SOFA Mar03  
 Q3  
 SOFA July03  
 Q22  
 SOFA Nov03  
 Q21  
 SOFA Apr04  
 Q24  
 SOFA Aug04  
 Q21

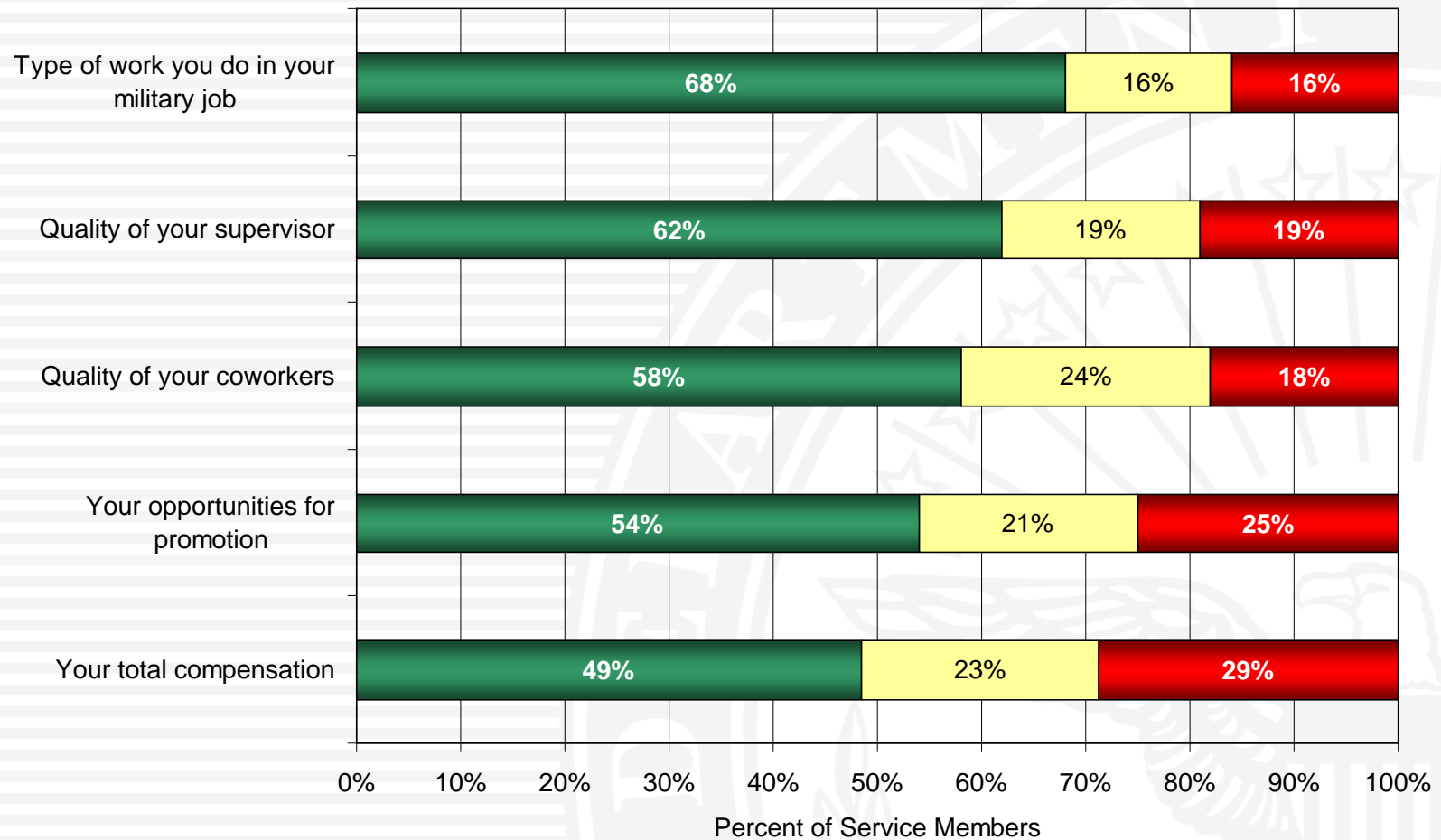
Margins of error within +/- 4%

+ = Significant difference between April 2004 and August 2004  
 # = Significant difference between July 2003 and August 2004

# Satisfaction

## Aspects of Military Service

### All Service Members



Margins of error within +/- 2%

■ Satisfied

■ Neither satisfied nor dissatisfied

■ Dissatisfied



# Satisfaction

## Aspects of Military Service

### All Service Members

KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Type of work you do in your military job	SAT	68	66	67	68	69	56	74	74	85	63	79	65	83	67	82	67
	DIS	16	18	15	15	15	23	13	13	6	20	10	16	8	16	8	16	11
Quality of your supervisor	SAT	62	57	62	61	69	55	63	75	81	54	72	60	76	59	81	66	80
	DIS	19	23	19	20	15	24	19	10	7	25	10	21	10	21	9	16	8
Quality of your coworkers	SAT	58	57	56	57	64	50	58	74	84	54	72	52	78	53	85	59	83
	DIS	18	19	20	18	14	22	18	9	5	21	10	23	7	20	5	16	5
Your opportunities for promotion	SAT	54	54	48	51	63	43	59	76	65	50	72	44	70	49	71	61	70
	DIS	25	27	31	25	16	32	24	8	19	30	12	35	12	27	13	17	14
Your total compensation	SAT	49	44	52	39	56	40	48	74	77	40	66	48	74	35	75	50	78
	DIS	29	33	27	32	23	32	30	13	12	35	18	30	13	35	11	26	11

Margins of error within +/- 4%

# Satisfaction

## Aspects of Military Service

### All Service Members

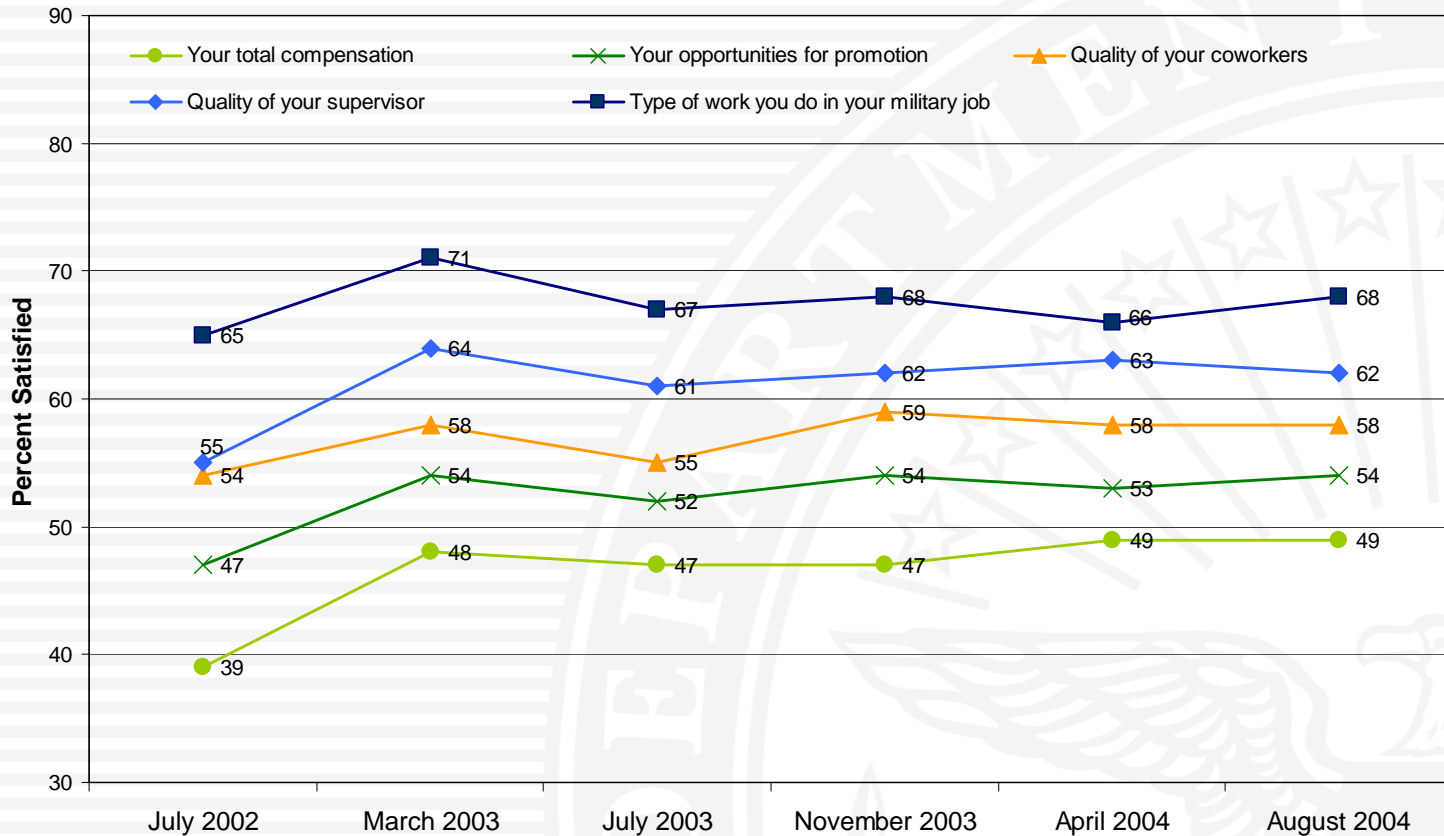
		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Type of work you do in your military job	SAT	68	68	65	64	70	67	68	69	58	76	65	66	80	63	78	68	66
	DIS	16	16	18	18	15	16	16	16	22	11	16	17	10	19	11	16	18
Quality of your supervisor	SAT	62	63	60	58	65	63	60	61	58	65	65	60	78	57	71	63	59
	DIS	19	19	21	22	18	19	19	20	22	18	17	21	9	23	13	19	22
Quality of your coworkers	SAT	58	59	56	55	61	60	56	57	54	62	59	56	78	49	77	59	54
	DIS	18	18	18	19	17	18	17	19	21	15	18	19	7	24	9	17	21
Your opportunities for promotion	SAT	54	55	53	52	56	57	50	49	51	57	56	52	71	48	74	55	52
	DIS	25	25	25	26	25	23	28	31	25	25	22	27	13	30	12	25	27
Your total compensation	SAT	49	48	51	44	52	51	45	46	45	50	53	43	72	51	78	47	55
	DIS	29	30	24	31	27	27	31	31	29	30	24	32	15	27	11	29	24

Margins of error within +/- 4%

# Satisfaction

## Aspects of Military Service Trends

### All Service Members



SOFA July02  
Q51  
SOFA Mar03  
Q2  
SOFA July03  
Q21  
SOFA Nov03  
Q20  
SOFA Apr04  
Q23  
SOFA Aug04  
Q20

Margins of error within +/- 2%

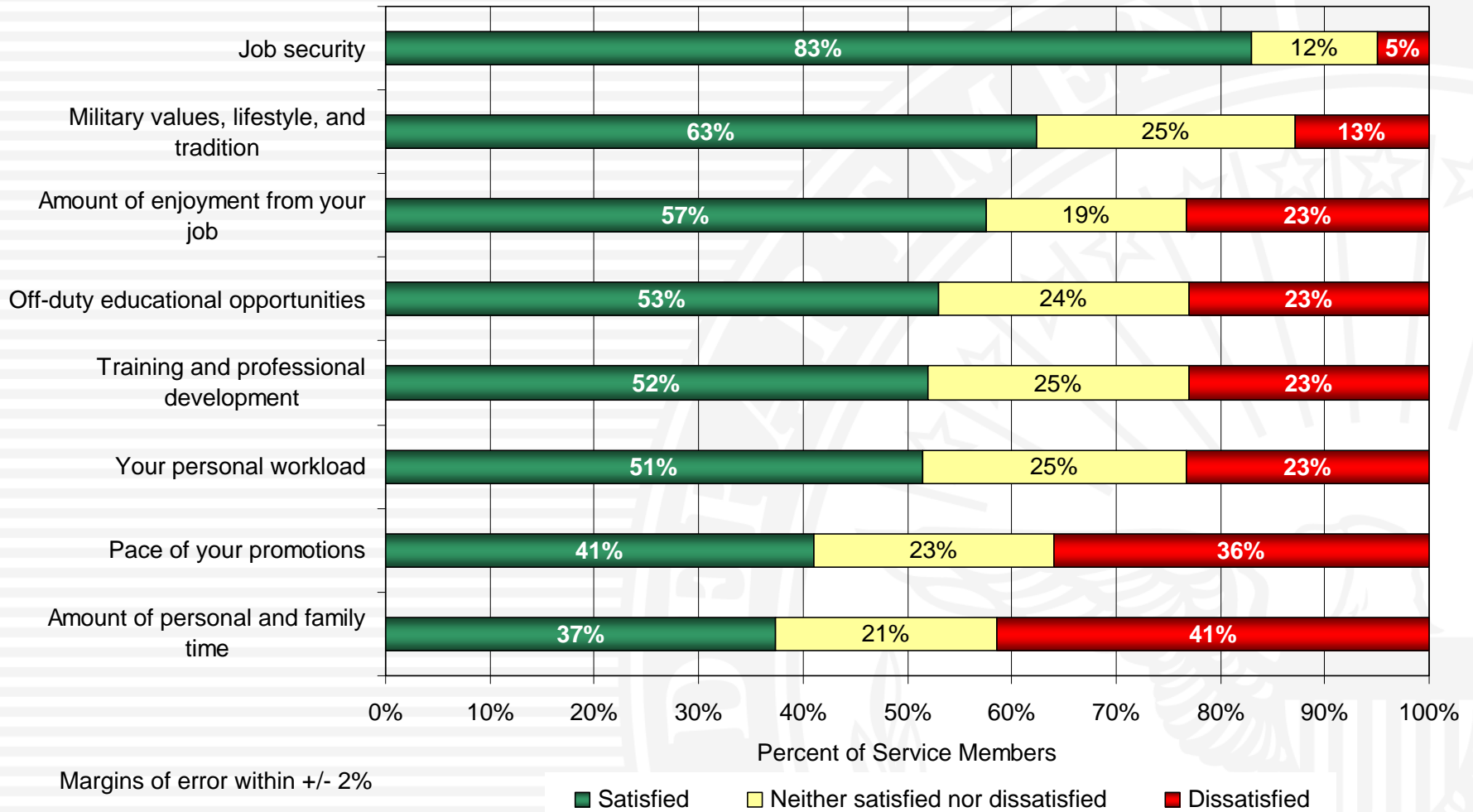
+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Leading Indicators and Related Items

- **Retention**
  - **Detailed retention**
- **Satisfaction**
  - ✓ **Detailed satisfaction**
- **Tempo**
  - **Global War on Terrorism**
  - **Deployments and assignments**
- **Personal and work stress**
- **Personal and unit preparedness**

# Detailed Satisfaction

## Military Life All Service Members



# Detailed Satisfaction

## Military Life All Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
																			KEY:
	<b>More satisfied</b>																		
	<b>Less satisfied</b>																		
	<b>More dissatisfied</b>																		
Job security	SAT	83	82	84	80	85	76	87	89	90	81	89	83	88	78	92	84	89	
	DIS	5	5	4	4	5	6	4	3	3	5	3	4	6	5	1	5	3	
Military values, lifestyle, and tradition	SAT	63	59	62	62	69	47	69	80	91	55	81	58	85	59	91	65	84	
	DIS	13	15	14	13	8	19	10	6	2	17	5	15	4	14	3	9	4	
Amount of enjoyment from your job	SAT	57	55	57	56	60	42	64	68	80	51	72	53	78	54	79	58	72	
	DIS	23	25	23	25	21	33	19	19	10	28	15	24	12	26	11	23	16	
Off-duty educational opportunities	SAT	53	45	56	51	63	44	63	47	54	45	44	56	53	51	46	65	56	
	DIS	23	32	20	23	14	28	21	22	13	34	24	21	17	23	19	14	14	
Training and professional development	SAT	52	47	52	55	59	43	56	63	69	44	58	50	68	52	71	57	66	
	DIS	23	28	23	20	17	26	22	20	15	29	23	24	16	21	14	17	17	
Your personal workload	SAT	51	48	55	52	51	43	56	56	60	46	59	55	60	51	63	51	55	
	DIS	23	26	22	21	23	25	22	25	24	27	23	21	24	21	18	23	26	
Pace of your promotions	SAT	41	41	36	37	46	27	45	63	59	38	60	32	60	34	59	42	63	
	DIS	36	37	43	36	29	44	36	14	25	41	19	47	20	38	21	31	18	
Amount of personal and family time	SAT	37	30	38	32	49	30	42	40	45	29	36	37	43	31	41	49	47	
	DIS	41	52	39	43	30	46	38	39	38	53	46	39	36	44	36	29	35	

Margins of error within +/- 4%

# Detailed Satisfaction

## Military Life All Service Members

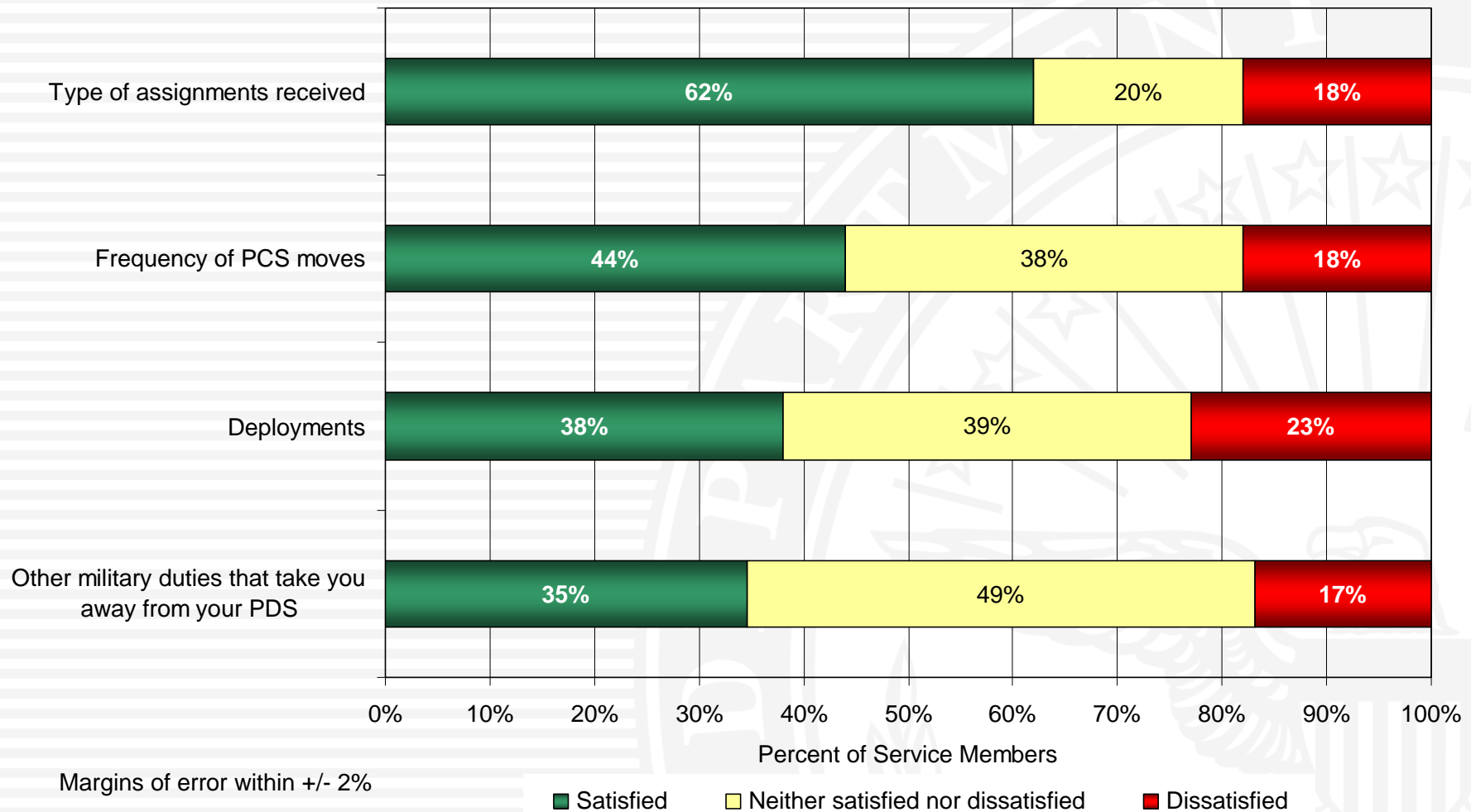
		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Job security	SAT	83	84	80	80	85	84	82	80	78	87	84	82	89	81	90	83	82
	DIS	5	5	5	5	5	5	4	6	6	4	4	5	3	6	3	5	5
Military values, lifestyle, and tradition	SAT	63	64	58	57	67	64	61	63	52	72	62	59	84	60	81	63	63
	DIS	13	12	14	15	11	13	12	12	17	9	13	14	4	15	6	12	14
Amount of enjoyment from your job	SAT	57	58	55	51	61	59	55	55	46	66	56	54	74	51	71	58	54
	DIS	23	23	24	27	21	24	23	23	32	17	25	24	14	30	16	23	27
Off-duty educational opportunities	SAT	53	54	53	50	56	53	54	55	47	59	52	53	50	58	52	53	57
	DIS	23	23	24	25	21	23	23	22	26	20	24	24	19	21	16	23	20
Training and professional development	SAT	52	53	49	49	55	54	51	48	48	56	54	51	65	48	63	53	50
	DIS	23	22	25	24	22	23	22	26	25	22	19	23	18	27	20	22	26
Your personal workload	SAT	51	52	48	47	54	50	53	55	44	57	50	50	58	52	58	51	53
	DIS	23	23	25	25	22	26	20	21	26	21	25	23	23	23	26	23	24
Pace of your promotions	SAT	41	41	40	37	43	44	36	34	39	42	42	37	61	36	61	41	40
	DIS	36	36	37	38	35	34	40	44	35	38	33	39	20	42	17	36	38
Amount of personal and family time	SAT	37	38	32	35	39	37	39	40	33	41	36	35	42	42	43	36	42
	DIS	41	41	44	44	39	43	38	40	42	40	43	42	39	38	40	42	39

Margins of error within +/- 5%

# Detailed Satisfaction

## Assignments and Travel

All Service Members





# Detailed Satisfaction

## Assignments and Travel

All Service Members

	KEY:		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	SAT	DIS																	
Type of assignments received	SAT		62	60	62	58	66	45	70	75	89	56	78	59	84	54	84	62	79
	DIS		18	21	16	17	17	25	15	12	6	24	10	17	8	18	7	18	11
Frequency of PCS moves	SAT		44	43	43	38	50	25	56	55	62	40	56	41	57	35	61	48	59
	DIS		18	20	15	15	20	18	18	18	21	20	21	14	21	16	12	20	19
Deployments	SAT		38	34	44	42	37	29	45	38	55	32	41	43	55	41	51	36	41
	DIS		23	28	19	23	20	27	21	21	11	29	22	20	13	24	13	21	15
Other military duties that take you away from your PDS	SAT		35	32	34	33	40	23	41	41	54	30	42	32	48	31	47	38	47
	DIS		17	21	16	17	12	19	16	16	11	22	17	16	13	18	10	12	13

Margins of error within +/- 4%

# Detailed Satisfaction

## Assignments and Travel

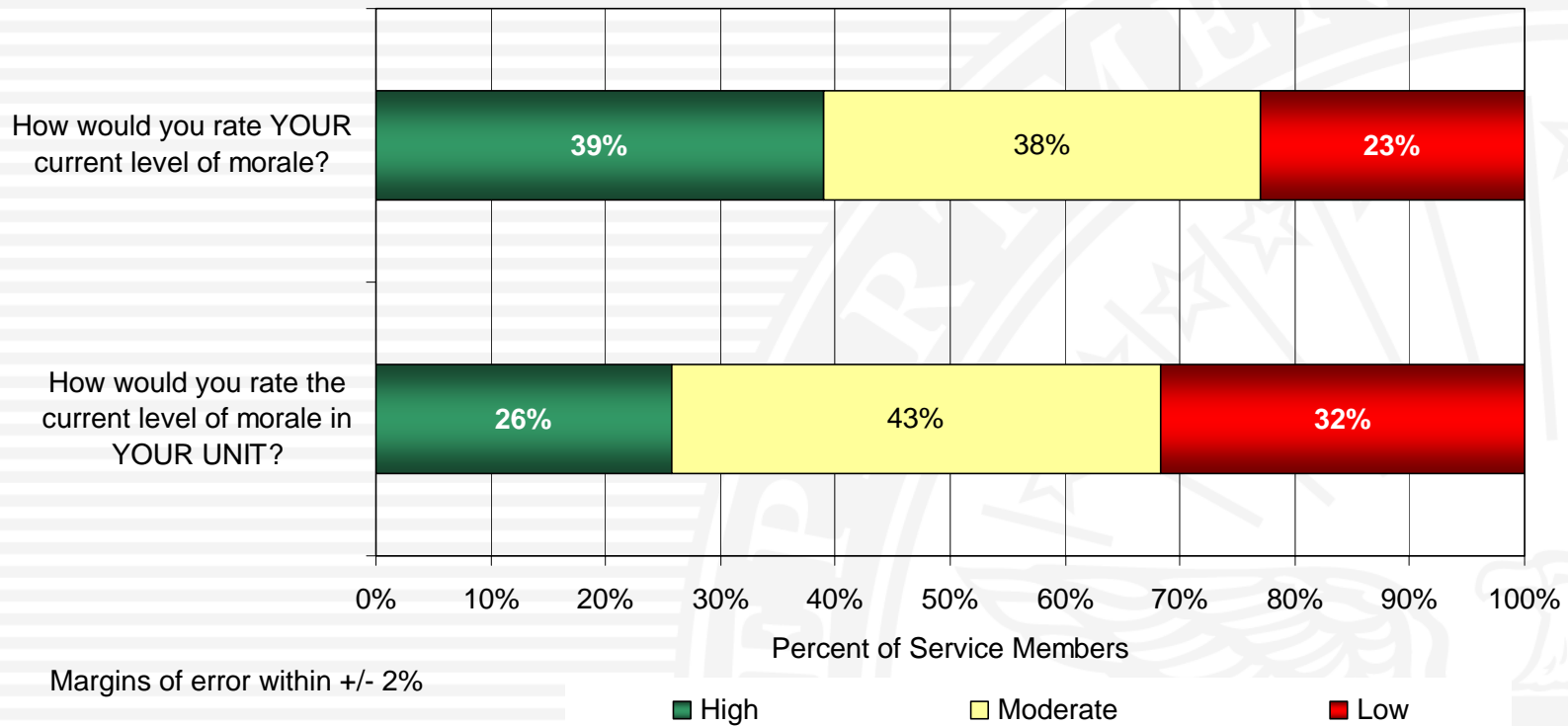
All Service Members

		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Type of assignments received	SAT	62	61	64	54	67	63	59	60	51	71	60	58	80	57	80	62	61
	DIS	18	18	17	22	16	18	19	18	24	14	17	20	10	20	10	18	18
Frequency of PCS moves	SAT	44	44	46	34	51	44	44	50	32	53	43	41	57	46	62	43	48
	DIS	18	19	13	19	18	19	18	16	17	20	17	18	20	16	16	18	16
Deployments	SAT	38	39	35	33	42	39	38	40	32	44	36	38	46	32	37	39	33
	DIS	23	23	22	24	22	23	22	20	25	21	24	24	16	21	19	23	21
Other military duties that take you away from your PDS	SAT	35	35	32	28	39	35	34	36	28	40	33	33	46	31	46	35	34
	DIS	17	17	17	18	16	17	16	15	18	16	17	18	14	15	14	17	15

Margins of error within +/- 5%

# Detailed Satisfaction

## Current Level of Personal and Unit Morale All Service Members



# Detailed Satisfaction

## Current Level of Personal and Unit Morale All Service Members

KEY: More likely to select "High" Less likely to select "High" More likely to select "Low"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Your current level of morale	High	39	35	42	41	40	30	41	51	58	31	52	39	56	39	64	37
	Low	23	27	21	23	20	32	20	13	10	30	13	23	11	25	7	21	12
Your unit's current level of morale	High	26	21	27	30	28	20	25	39	49	18	38	24	45	26	59	24	43
	Low	32	36	32	29	27	38	32	18	12	40	16	35	16	32	8	30	16

Margins of error within +/- 4%

KEY: More likely to select "High" Less likely to select "High" More likely to select "Low"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Your current level of morale	High	39	40	34	35	41	39	39	34	32	44	39	36	55	33	45	39
	Low	23	23	24	26	21	24	21	23	28	19	24	25	11	26	15	23	24
Your unit's current level of morale	High	26	26	24	23	27	26	24	22	23	28	27	23	45	18	32	27	20
	Low	32	31	33	34	30	32	31	35	34	29	32	34	15	39	21	31	36

Margins of error within +/- 5%

# Satisfaction

## Summary of Findings

### August 2004 Findings

- 61% satisfied with overall *military way of life*
  - Led by Air Force, E5-E9, commissioned officer, living in the US, living off base, and married with children
- 18% dissatisfied with overall *military way of life*
  - Led by Army, Marine Corps, E1-E4, Army enlisted, Marine Corps enlisted, living on base, single without children, and enlisted male
- 54% to 68% satisfied with 4 out of 5 aspects of *military way of life*
  - Highest satisfaction with *type of work you do* (68%)
  - Lowest satisfaction with *total compensation* (49%)

# Satisfaction

## Summary of Findings

### August 2004 Findings (continued)

- 51% to 83% satisfied with 6 out of 8 aspects of military life
  - Highest satisfaction with *job security* (83%)
  - Lowest satisfaction with *amount of personal and family time* (37%)
- 44% to 62% satisfied with 2 out of 4 aspects of assignments and travel
  - Highest satisfaction with *type of assignments received* (62%)
  - Lowest satisfaction with *other military duties that take you away from your PDS* (35%)
- 39% of Service members reported their current level of morale was high
  - Led by commissioned officer, living in the US, living off base, married with children, and male
- 26% of Service members reported their unit's level of morale was high
  - Led by Marine Corps, commissioned officer, living off base, married with children, and male

# Satisfaction

## Summary of Findings

### April 2004 – August 2004 Trends

- No change

### July 2003 – August 2004 Trends

- No change

SOFA July03  
Q21, Q22  
SOFA Apr04  
Q23, Q24  
SOFA Aug04  
Q20, Q21

# Leading Indicators and Related Items

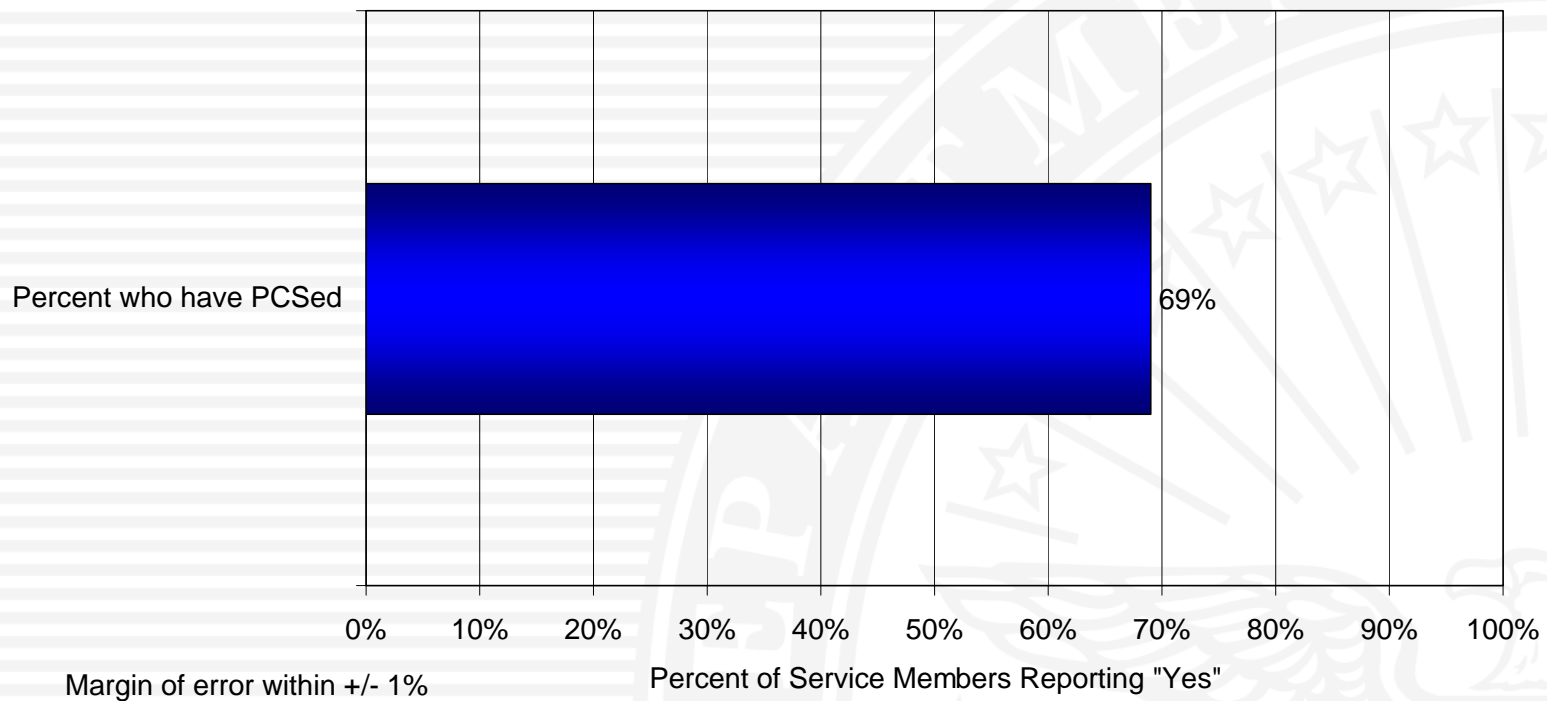
- Retention
  - Detailed retention
- Satisfaction
  - Detailed satisfaction
- ✓ Tempo
  - Global War on Terrorism
  - Deployments and assignments
- Personal and work stress
- Personal and unit preparedness



# Tempo

## Ever PCSed

### All Service Members



# Tempo

## Ever PCSed

### All Service Members

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Percent who have PCSed	Yes	69	71	70	54	72	35	90	88	99	67	92	66	97	49	96	67

Margins of error within +/- 3%

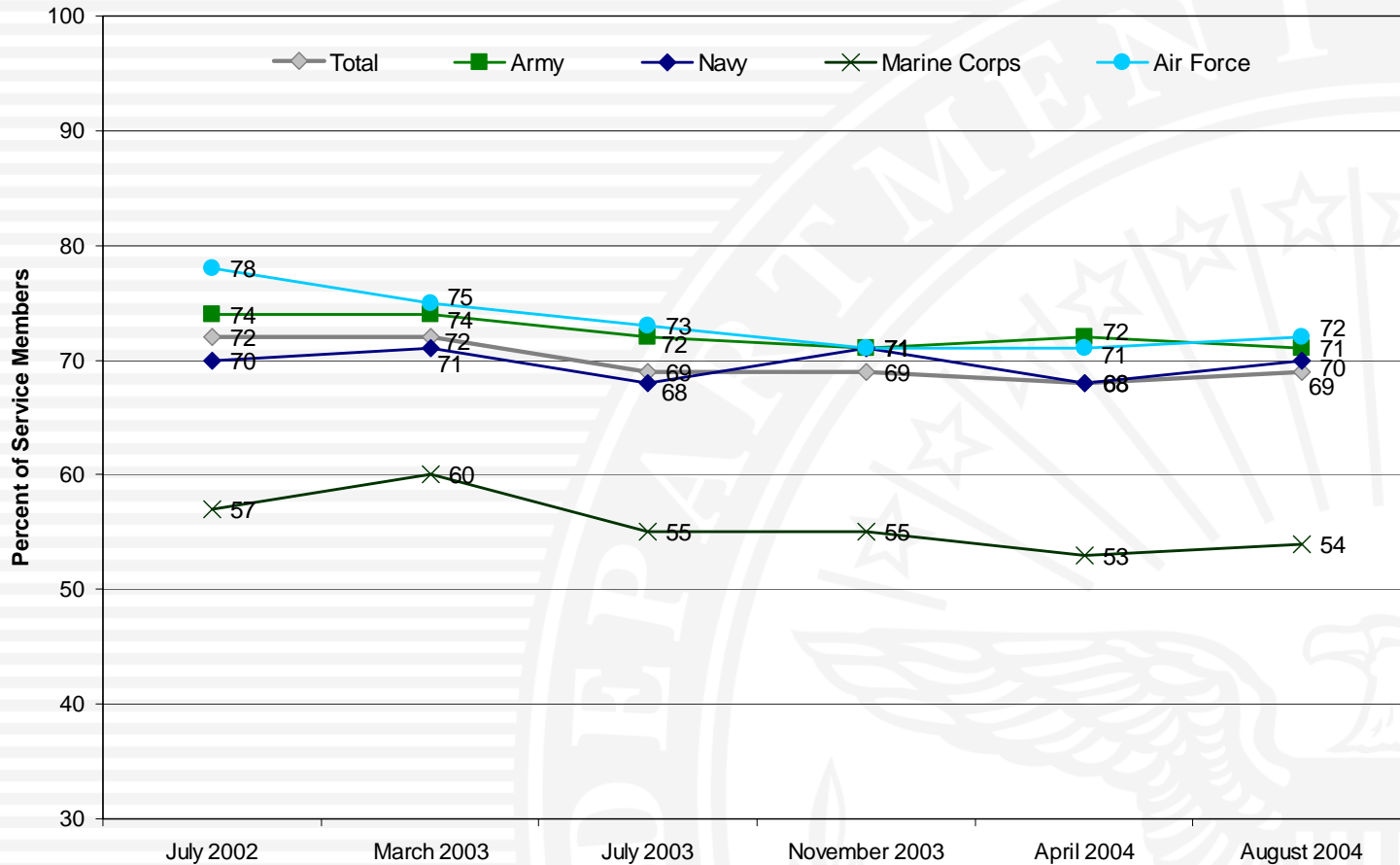
KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Percent who have PCSed	Yes	69	68	73	55	78	70	66	79	46	86	65	64	94	63	90	69

Margins of error within +/- 4%

# Tempo

## Ever PCSed Trends

### All Service Members



SOFA July02  
Q35  
SOFA Mar03  
Q9  
SOFA July03  
Q27  
SOFA Nov03  
Q26  
SOFA Apr04  
Q29  
SOFA Aug04  
Q26

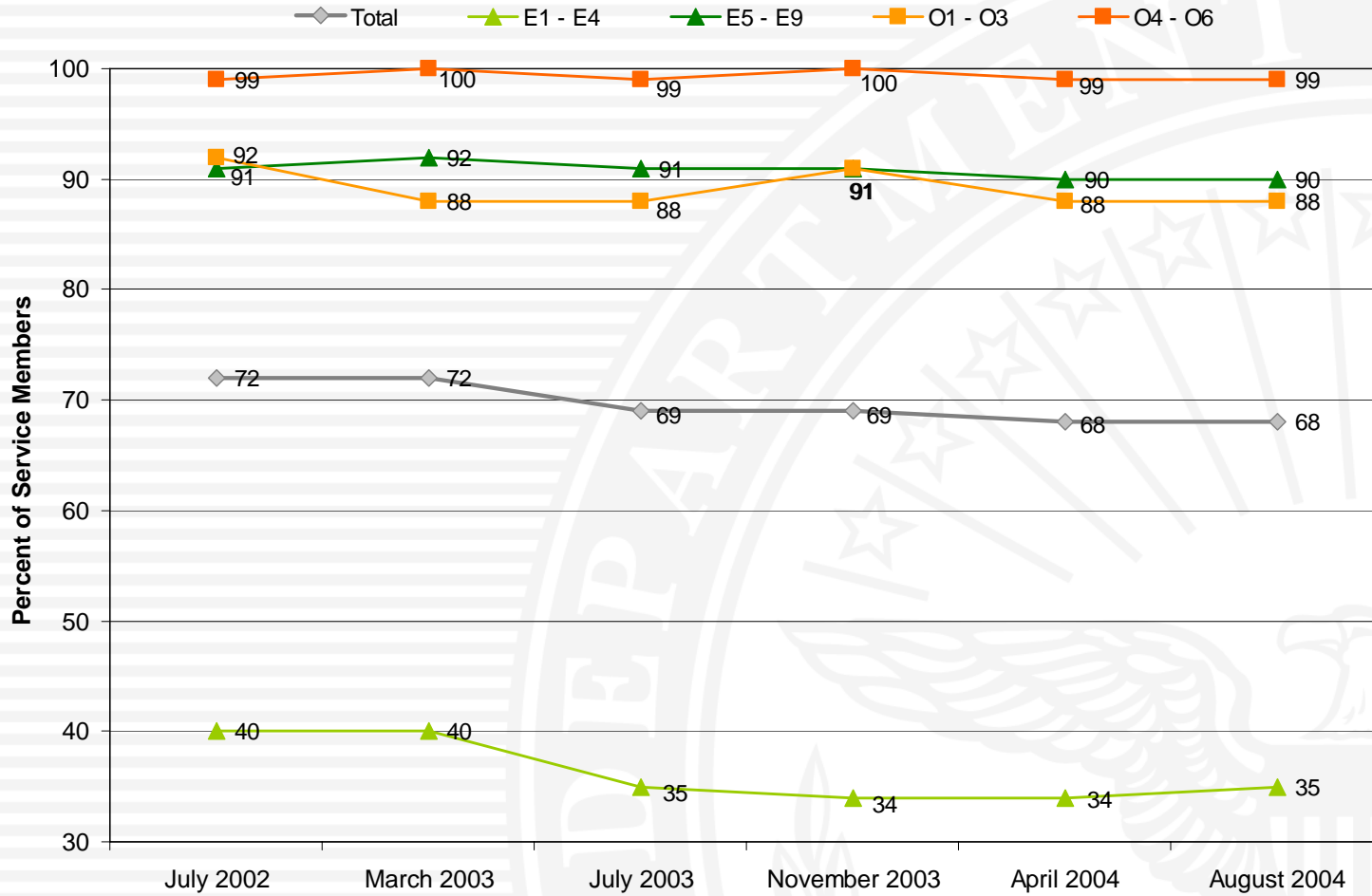
Margins of error within +/- 4%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Tempo

## Ever PCSed Trends

### All Service Members



SOFA July02  
Q35  
SOFA Mar03  
Q9  
SOFA July03  
Q27  
SOFA Nov03  
Q26  
SOFA Apr04  
Q29  
SOFA Aug04  
Q26

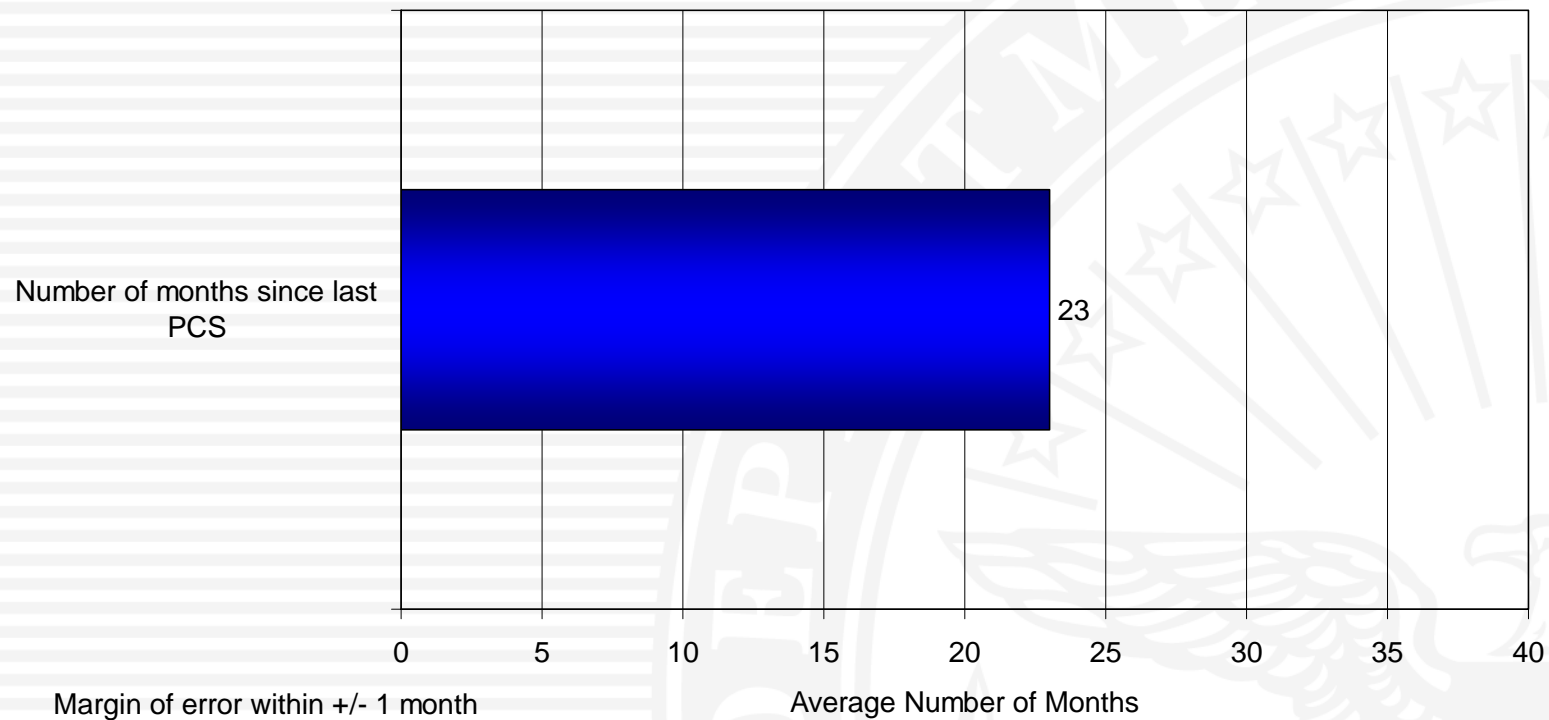
Margins of error within +/- 3%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Tempo

## Time Since Last PCS

### Service Members Who Had at Least One PCS Move



# Tempo

## Time Since Last PCS

### Service Members Who Had at Least One PCS Move

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Number of months since last PCS	23	20	22	22	27	15	27	17	21	21	18	22	19	22	20	30

Margins of error within +/- 2 months

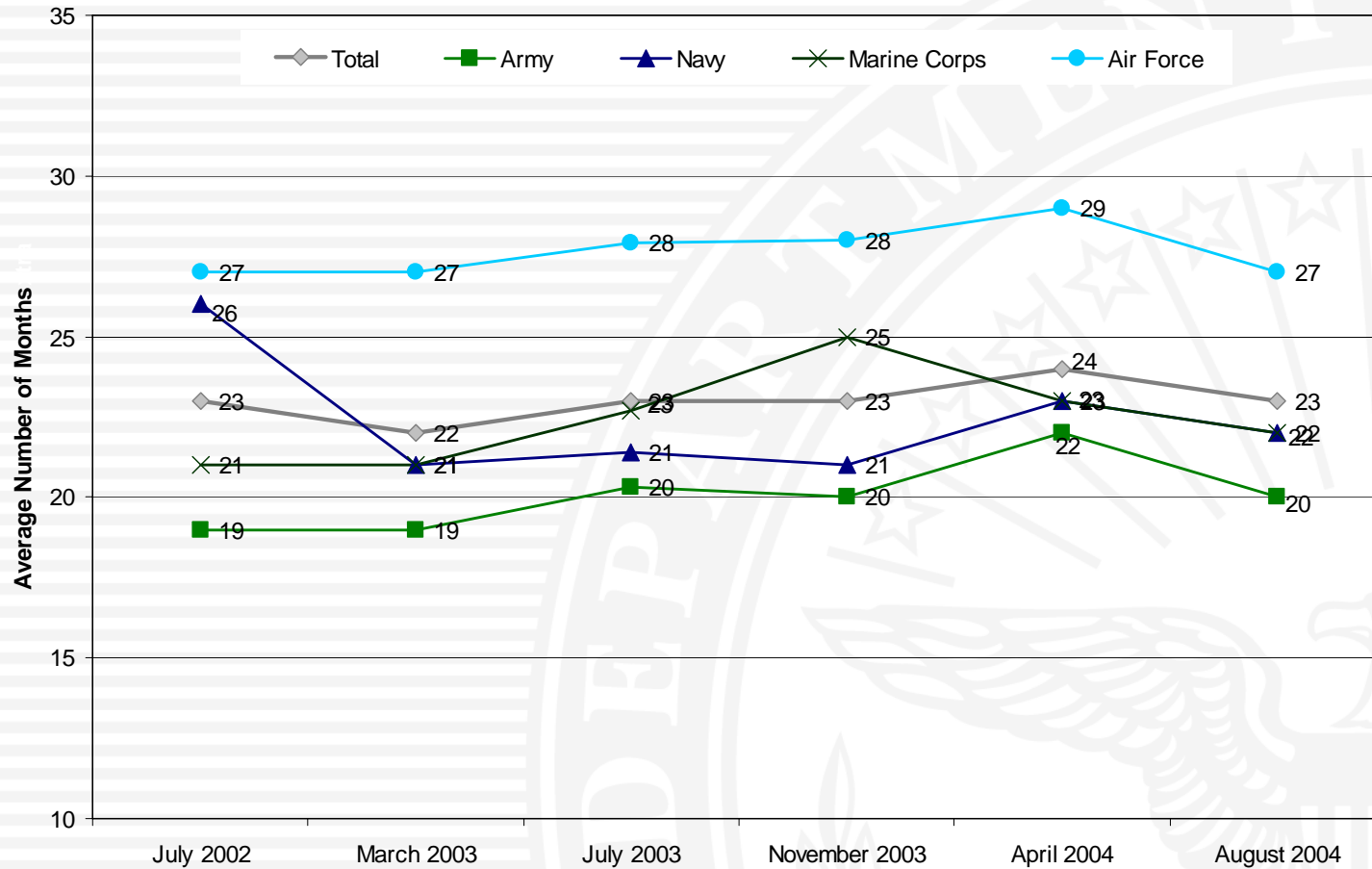
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Number of months since last PCS	23	24	19	20	24	23	23	25	17	26	20	24	19	22	18	23

Margins of error within +/- 3 months

# Tempo

## Time Since Last PCS Trends

### Service Members Who Had at Least One PCS Move



SOFA July02  
Q36  
SOFA Mar03  
Q10  
SOFA July03  
Q28  
SOFA Nov03  
Q27  
SOFA Apr04  
Q30  
SOFA Aug04  
Q27

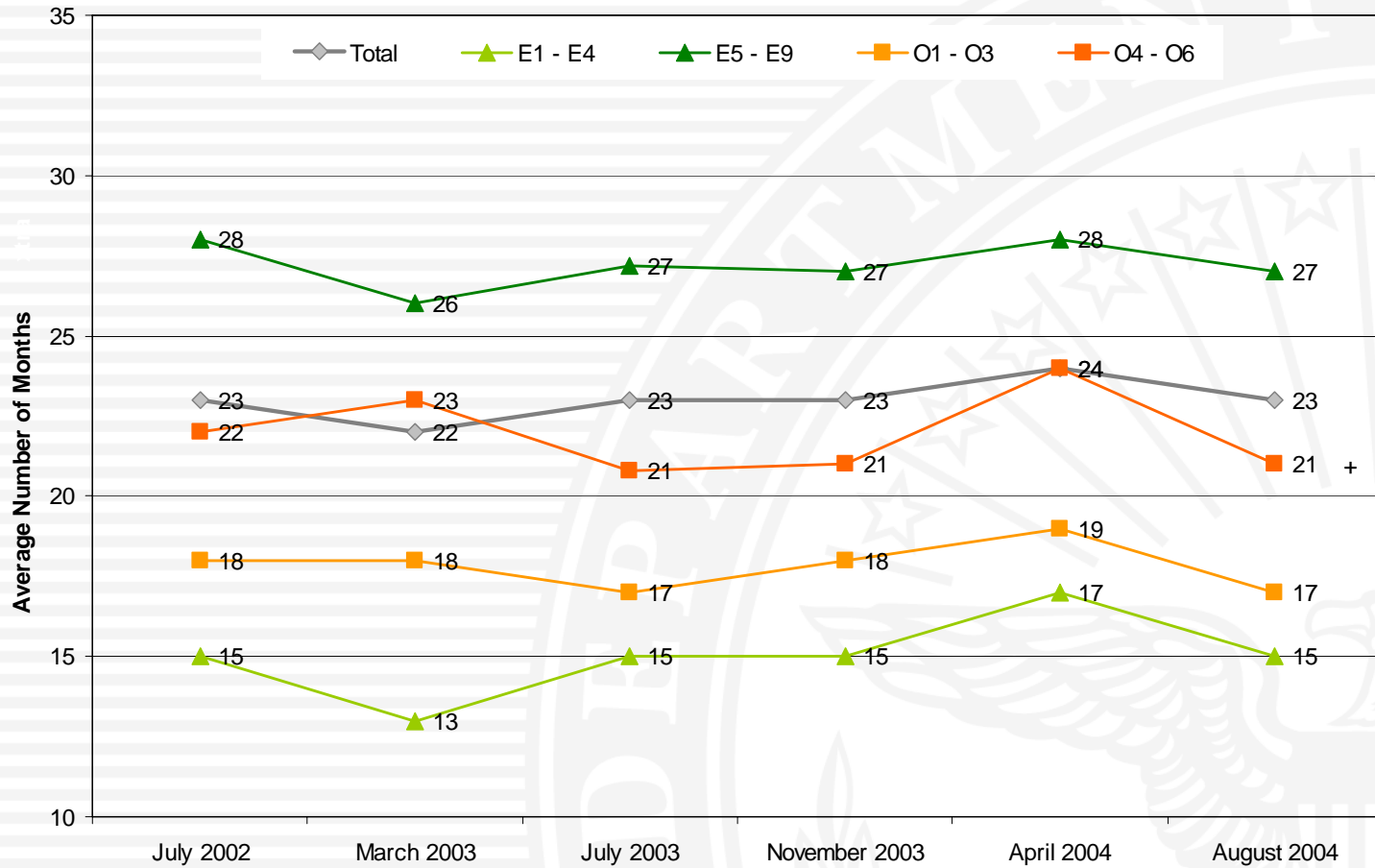
Margins of error within +/- 2 months

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Tempo

## Time Since Last PCS Trends

### Service Members Who Had at Least One PCS Move



SOFA July02  
Q36  
SOFA Mar03  
Q10  
SOFA July03  
Q28  
SOFA Nov03  
Q27  
SOFA Apr04  
Q30  
SOFA Aug04  
Q27

Margins of error within +/- 2 months

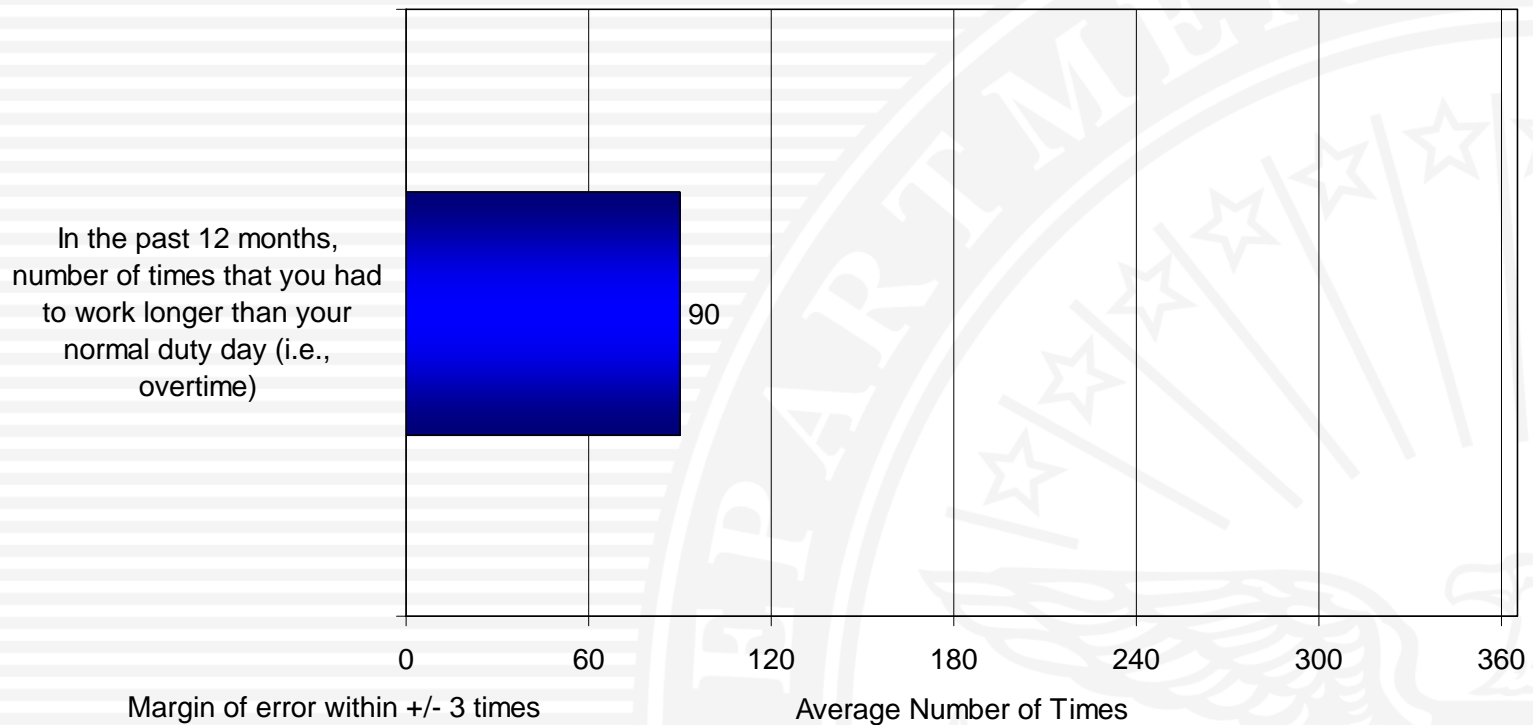
+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004



# Tempo

## Worked Longer Than Normal

### All Service Members



# Tempo

## Worked Longer Than Normal

### All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Number of times you had to work overtime	90	109	74	94	80	73	94	111	132	103	138	69	104	90	126	72

Margins of error within +/- 8 times

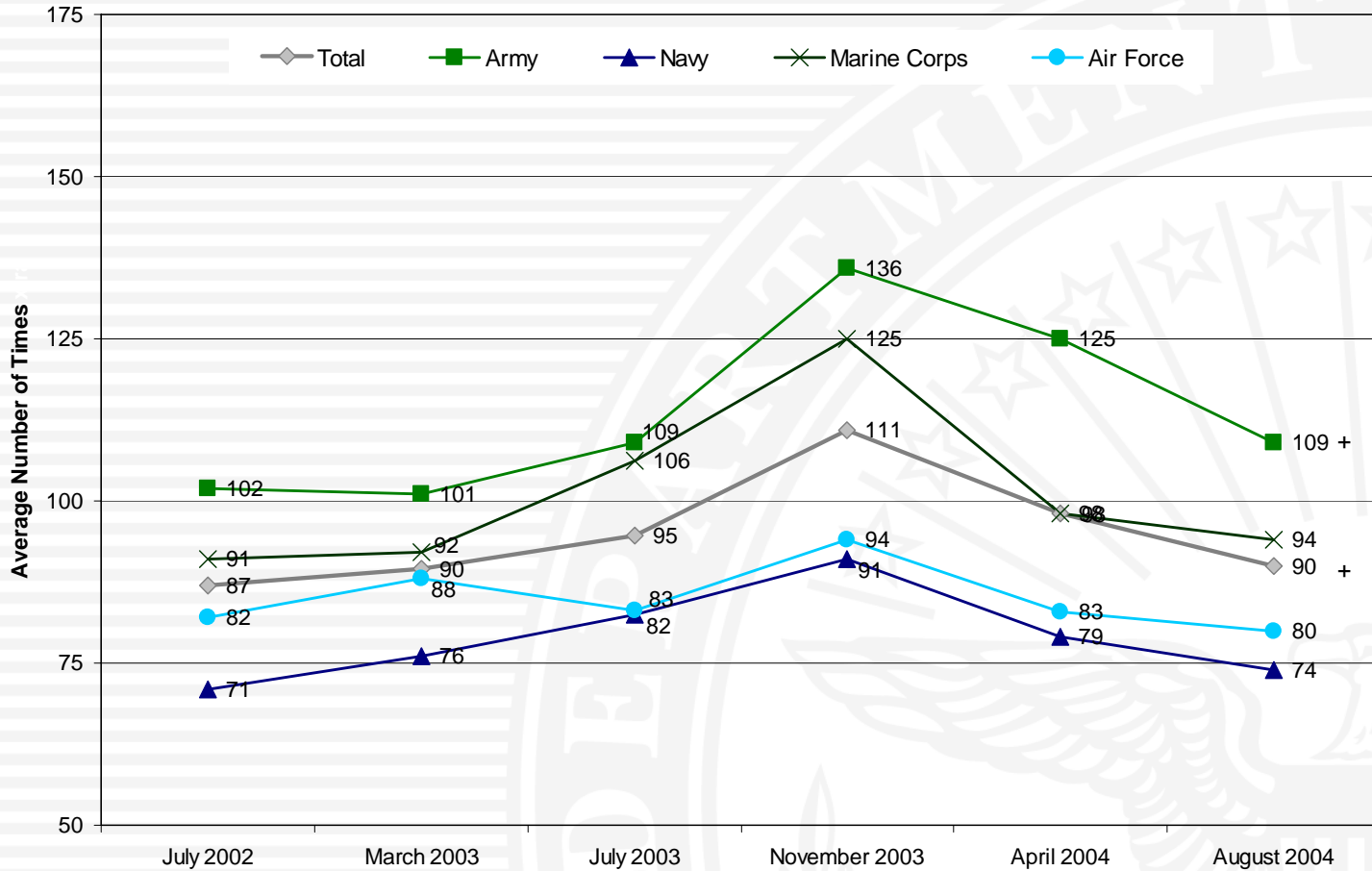
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Number of times you had to work overtime	90	88	99	84	94	97	78	82	76	99	95	88	122	59	105	94

Margins of error within +/- 9 times

# Tempo

## Worked Longer Than Normal Trends

### All Service Members



SOFA July02  
Q39  
SOFA Mar03  
Q11  
SOFA July03  
Q29  
SOFA Nov03  
Q28  
SOFA Apr04  
Q31  
SOFA Aug04  
Q28

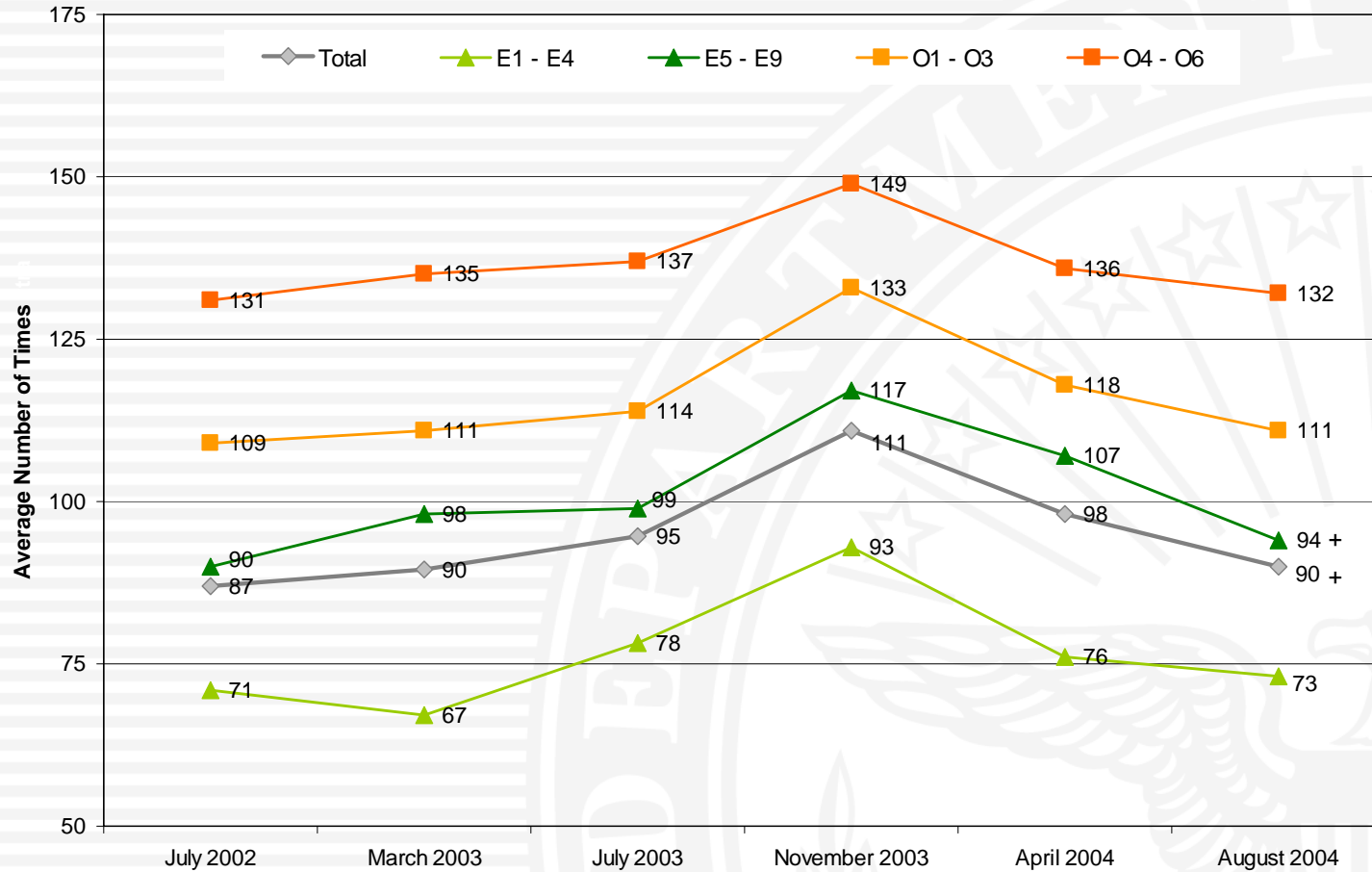
Margins of error within +/- 7 times

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Tempo

## Worked Longer Than Normal Trends

### All Service Members



SOFA July02  
Q39  
SOFA Mar03  
Q11  
SOFA July03  
Q29  
SOFA Nov03  
Q28  
SOFA Apr04  
Q31  
SOFA Aug04  
Q28

Margins of error within +/- 6 times

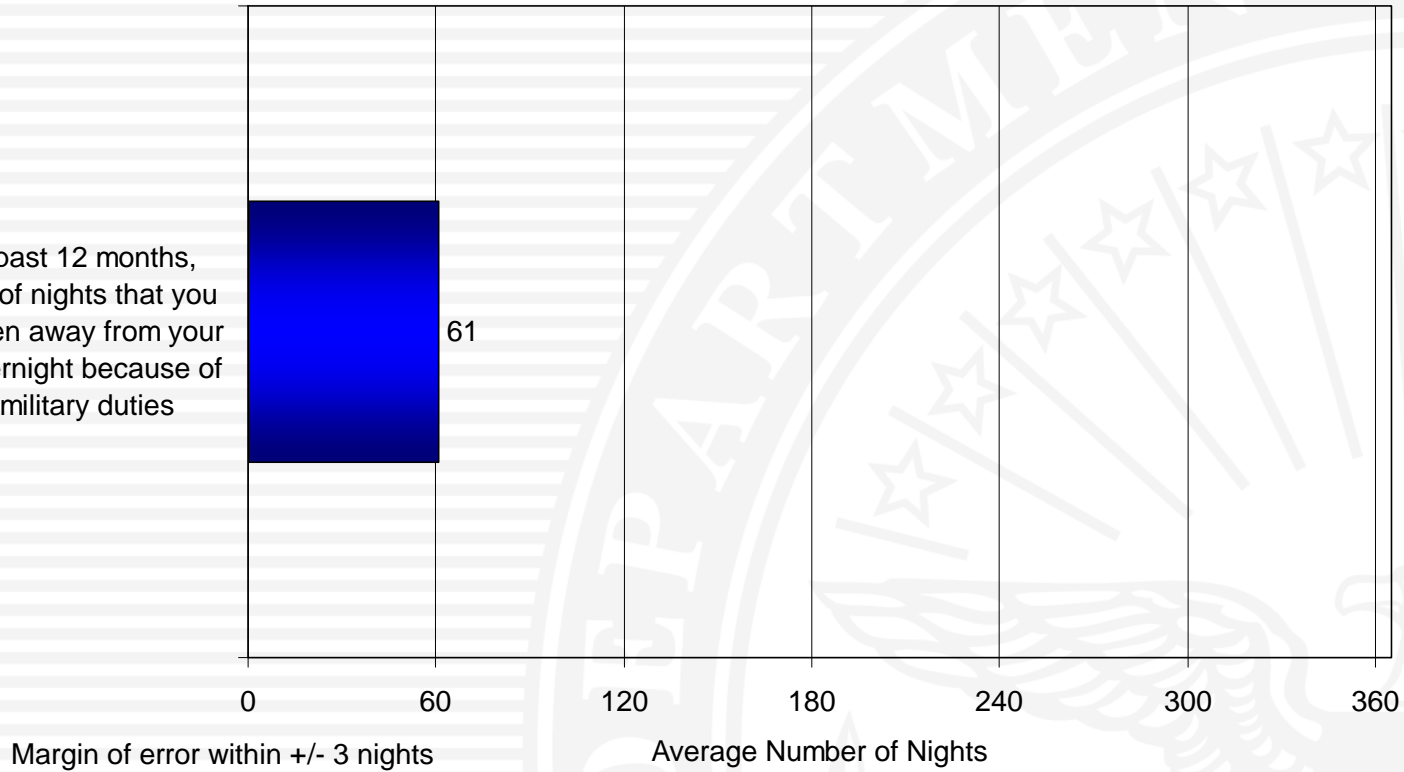
+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Tempo

## Nights Away From PDS

### All Service Members

In the past 12 months, number of nights that you have been away from your PDS overnight because of your military duties



# Tempo

## Nights Away From PDS

### All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Nights away from your PDS because of military duties	61	90	50	53	39	54	65	72	54	89	90	48	58	52	67	37

Margins of error within +/- 7 nights

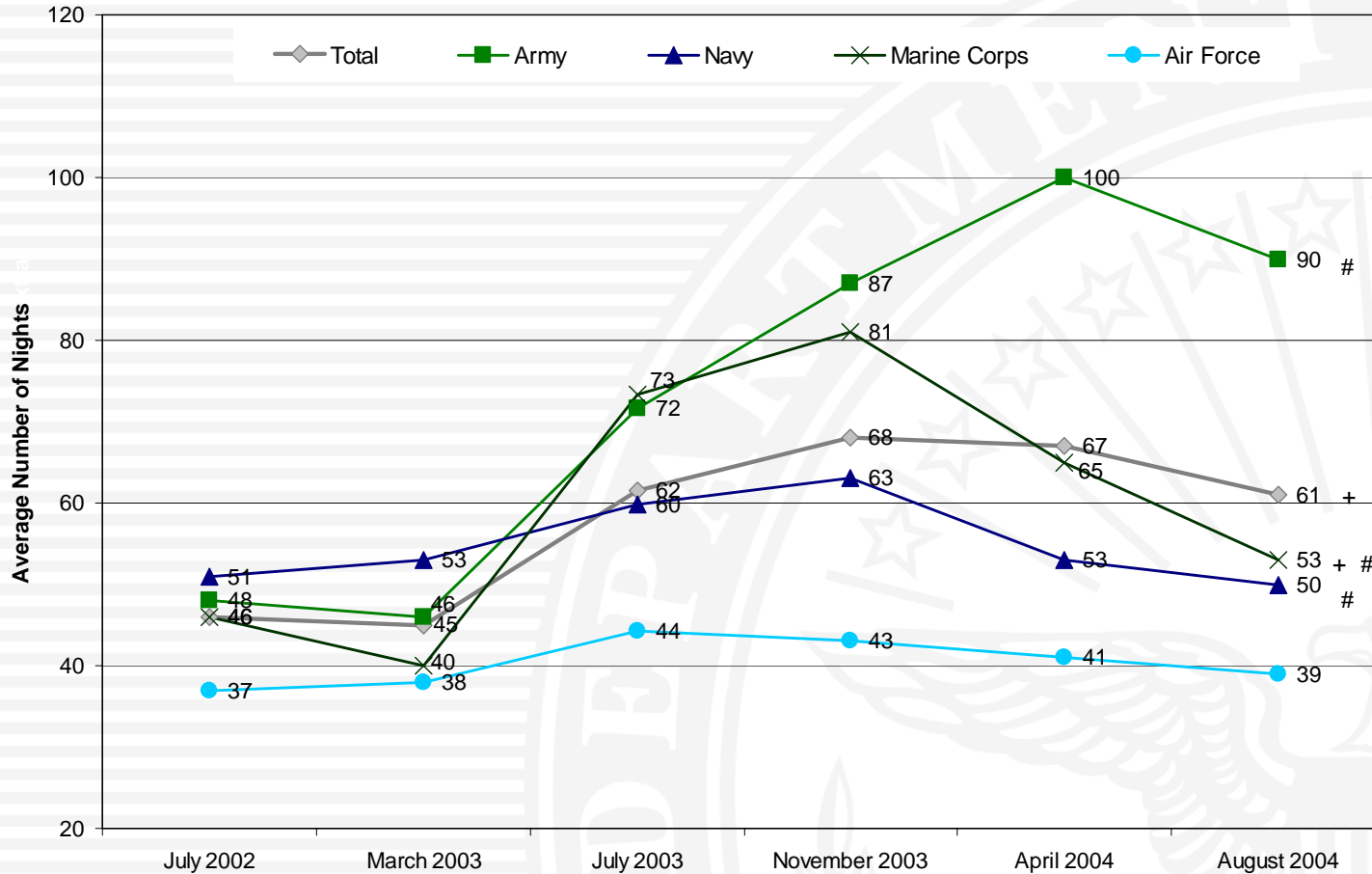
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Nights away from your PDS because of military duties	61	60	62	59	62	62	59	51	54	66	63	63	69	37	54	64

Margins of error within +/- 7 nights

# Tempo

## Nights Away From PDS Trends

### All Service Members



SOFA July02  
Q41  
SOFA Mar03  
Q14  
SOFA July03  
Q30  
SOFA Nov03  
Q29  
SOFA Apr04  
Q32  
SOFA Aug04  
Q29

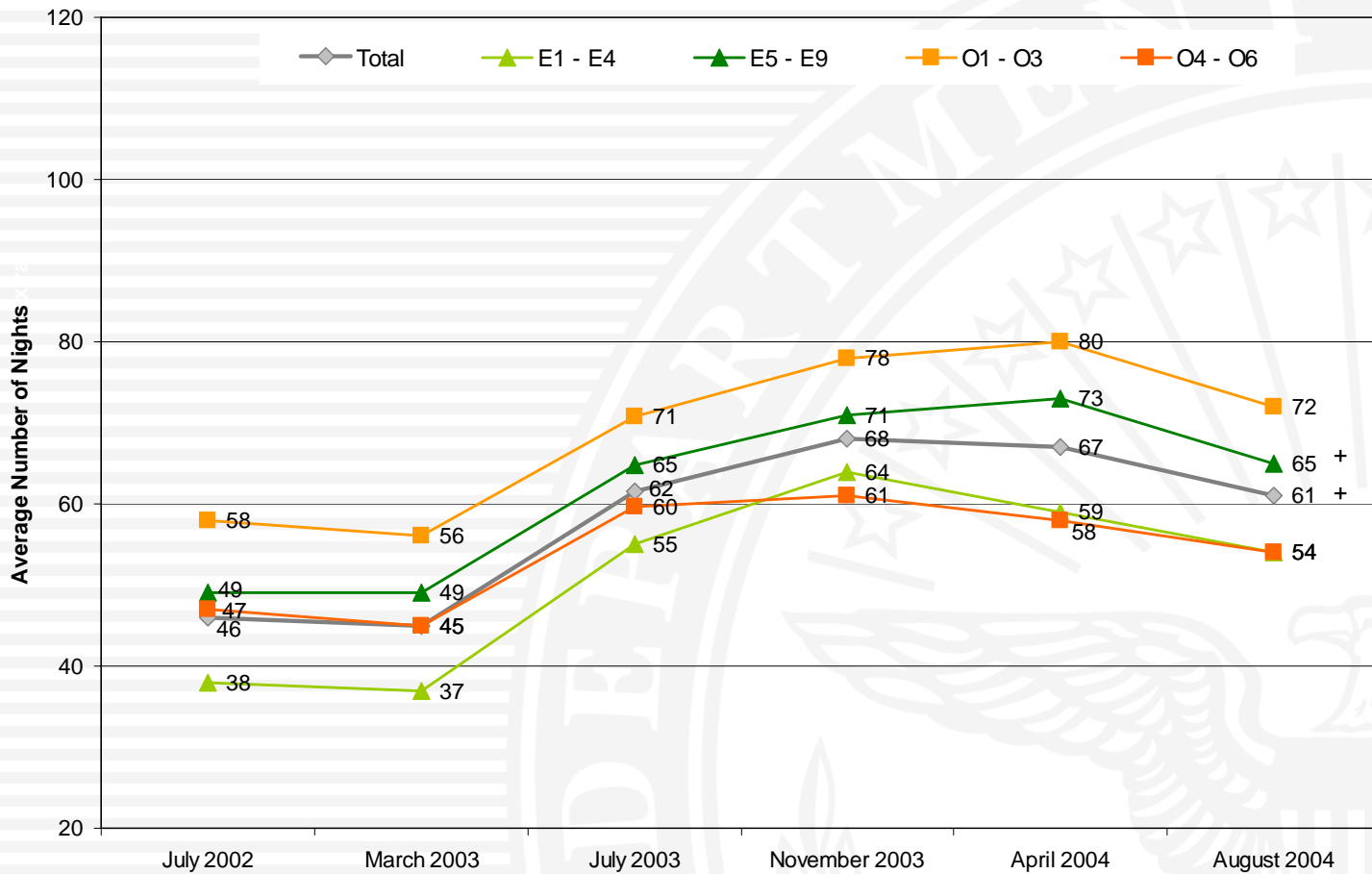
Margins of error within +/- 6 nights

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Tempo

## Nights Away From PDS Trends

### All Service Members



SOFA July02  
Q41  
SOFA Mar03  
Q14  
SOFA July03  
Q30  
SOFA Nov03  
Q29  
SOFA Apr04  
Q32  
SOFA Aug04  
Q29

Margins of error within +/- 5 nights

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

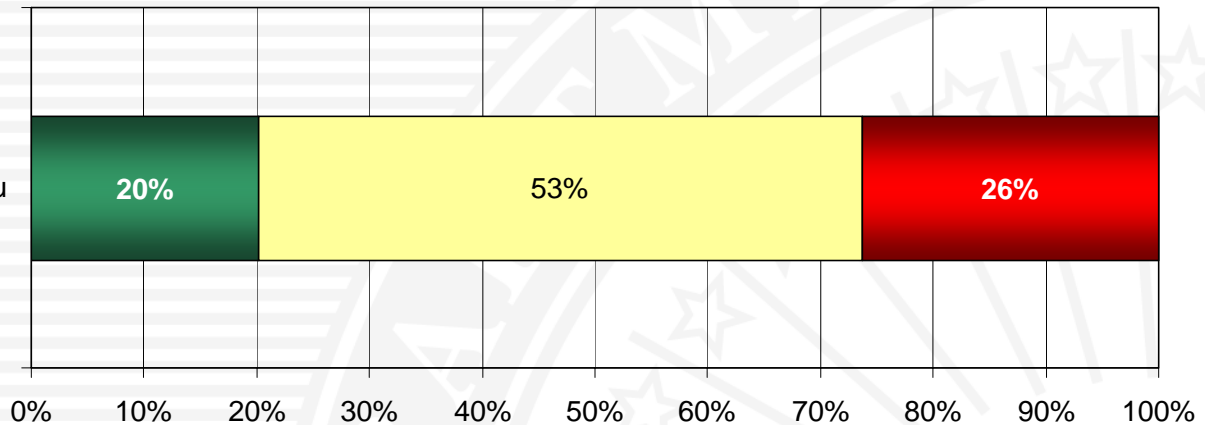


# Tempo

## Time Away Versus Expectations

### All Service Members

In the past 12 months, have you spent more or less time away from your PDS than you expected when you first entered the military?



Margins of error within +/- 2%

Percent of Service Members

■ Less than expected    ■ About expected    ■ More than expected

# Tempo

## Time Away Versus Expectations

### All Service Members

KEY: Higher response of "Less than expected" Lower response of "Less than expected" Higher response of "More than expected"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Time away from PDS	Less	20	15	18	24	28	22	19	17	22	14	15	18	17	25	17	29
	More	26	37	24	22	18	24	28	28	22	37	35	25	22	22	22	17	21

Margins of error within +/- 4%

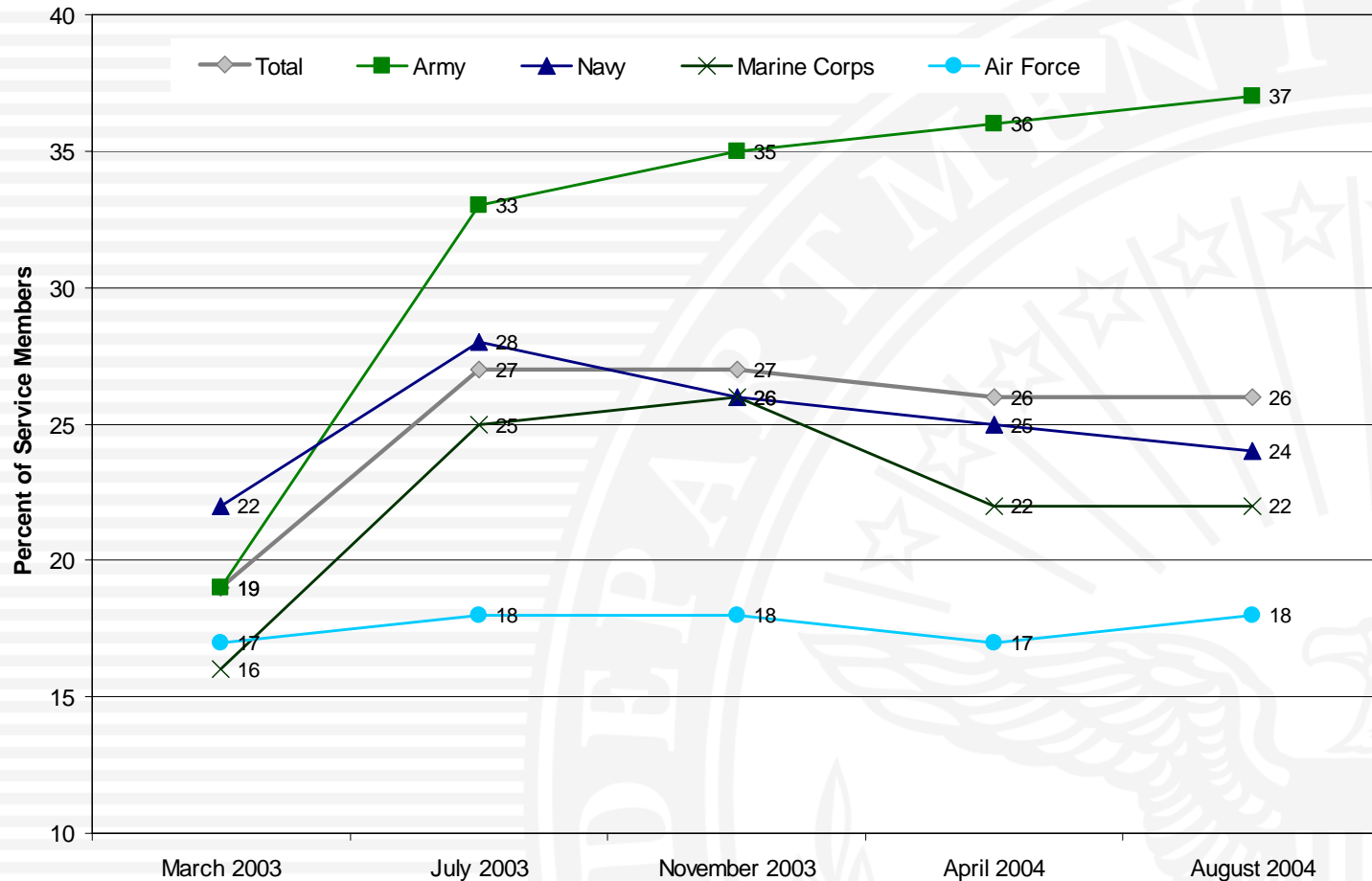
KEY: Higher response of "Less than usual" Lower response of "Less than usual" Higher response of "More than usual"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Time away from PDS	Less	20	21	19	20	20	20	21	22	21	19	21	20	18	25	21	20
	More	26	26	28	27	26	25	29	20	24	29	26	28	27	18	22	28	19

Margins of error within +/- 4%

# Tempo

## More Time Away Than Expected Trends

### All Service Members



SOFA Mar03  
 Q15  
 SOFA July03  
 Q31  
 SOFA Nov03  
 Q32  
 SOFA Apr04  
 Q37  
 SOFA Aug04  
 Q32

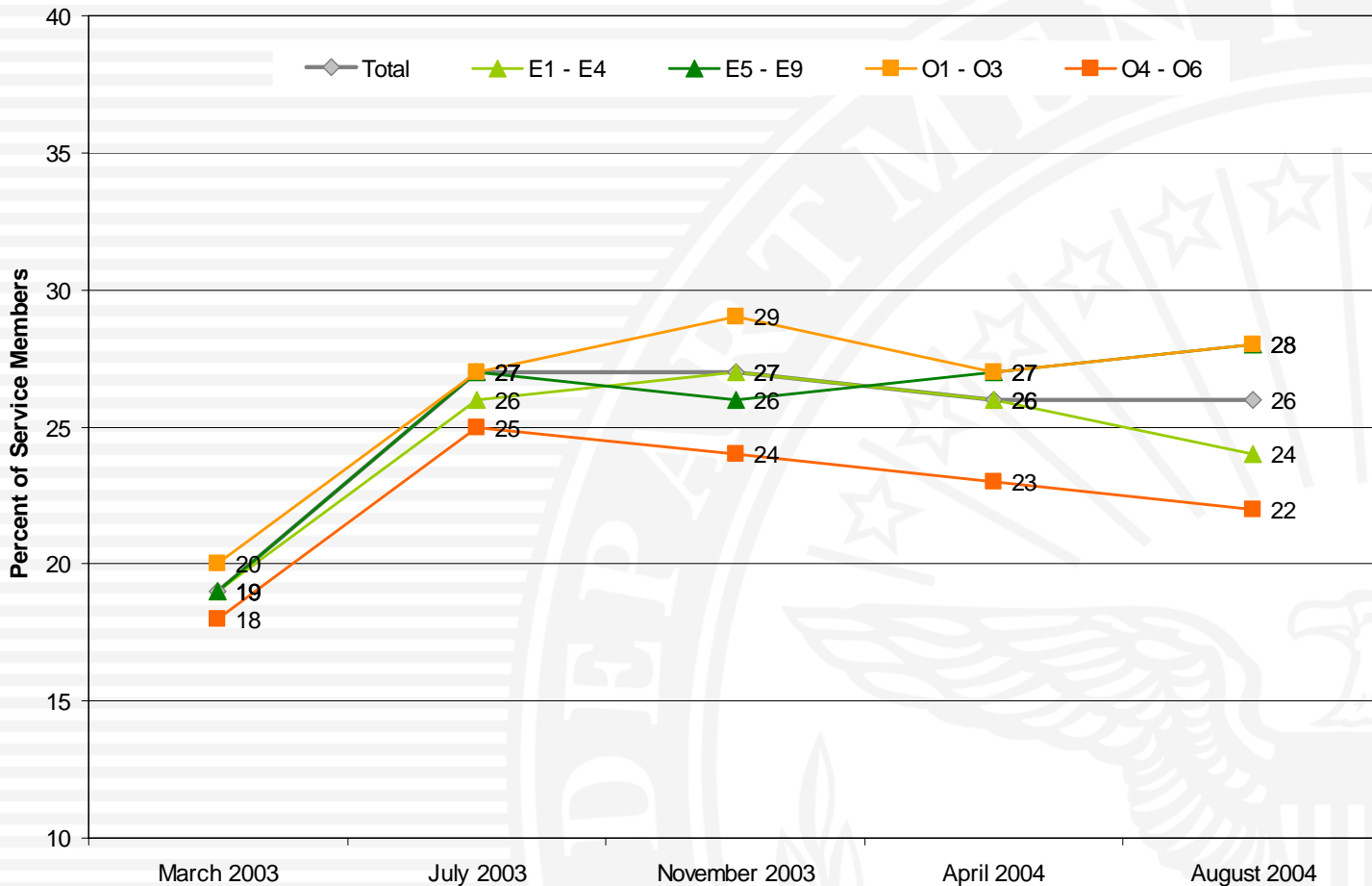
Margins of error within +/- 3%

+ = Significant difference between April 2004 and August 2004  
 # = Significant difference between July 2003 and August 2004

# Tempo

## More Time Away Than Expected Trends

### All Service Members



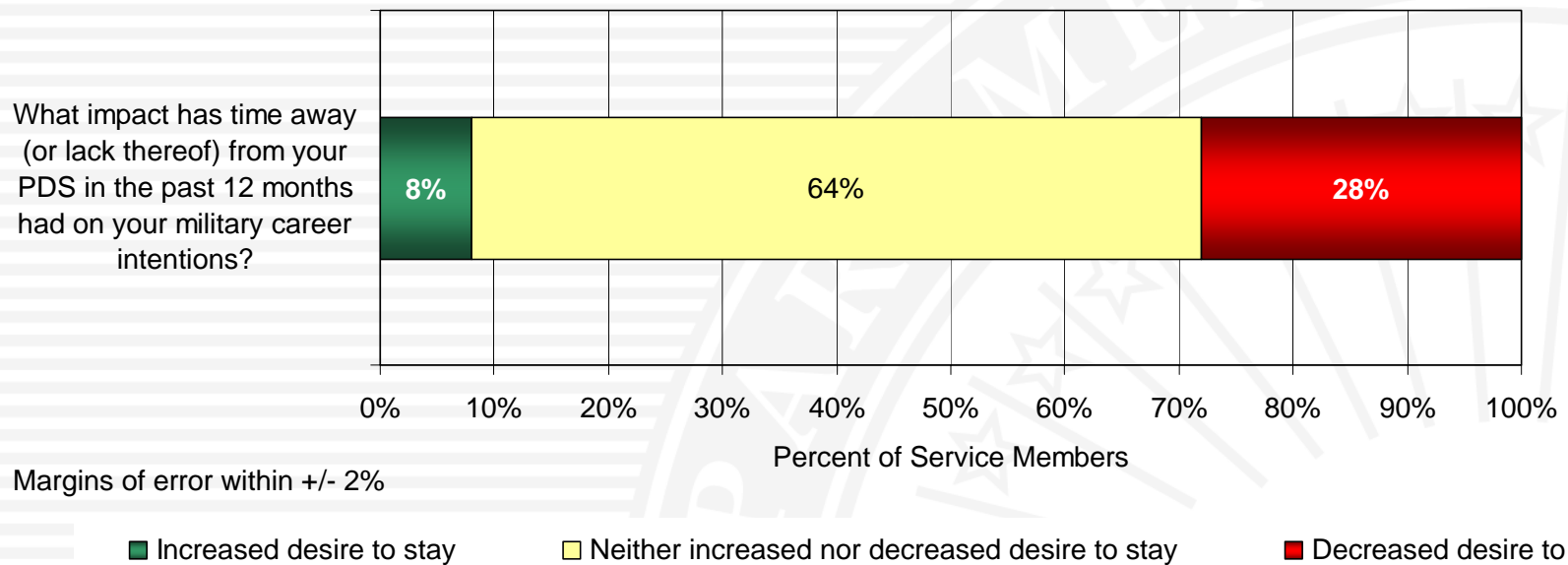
SOFA Mar03  
Q15  
SOFA July03  
Q31  
SOFA Nov03  
Q32  
SOFA Apr04  
Q37  
SOFA Aug04  
Q32

Margins of error within +/- 3%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Tempo

## Impact of Time Away All Service Members



# Tempo

## Impact of Time Away

### All Service Members

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Impact of time away on desire to stay	Increased	8	7	9	9	9	9	8	8	6	7	5	10	7	10	7	9
	Decreased	28	35	25	28	21	32	26	27	16	36	31	25	21	29	19	22	17

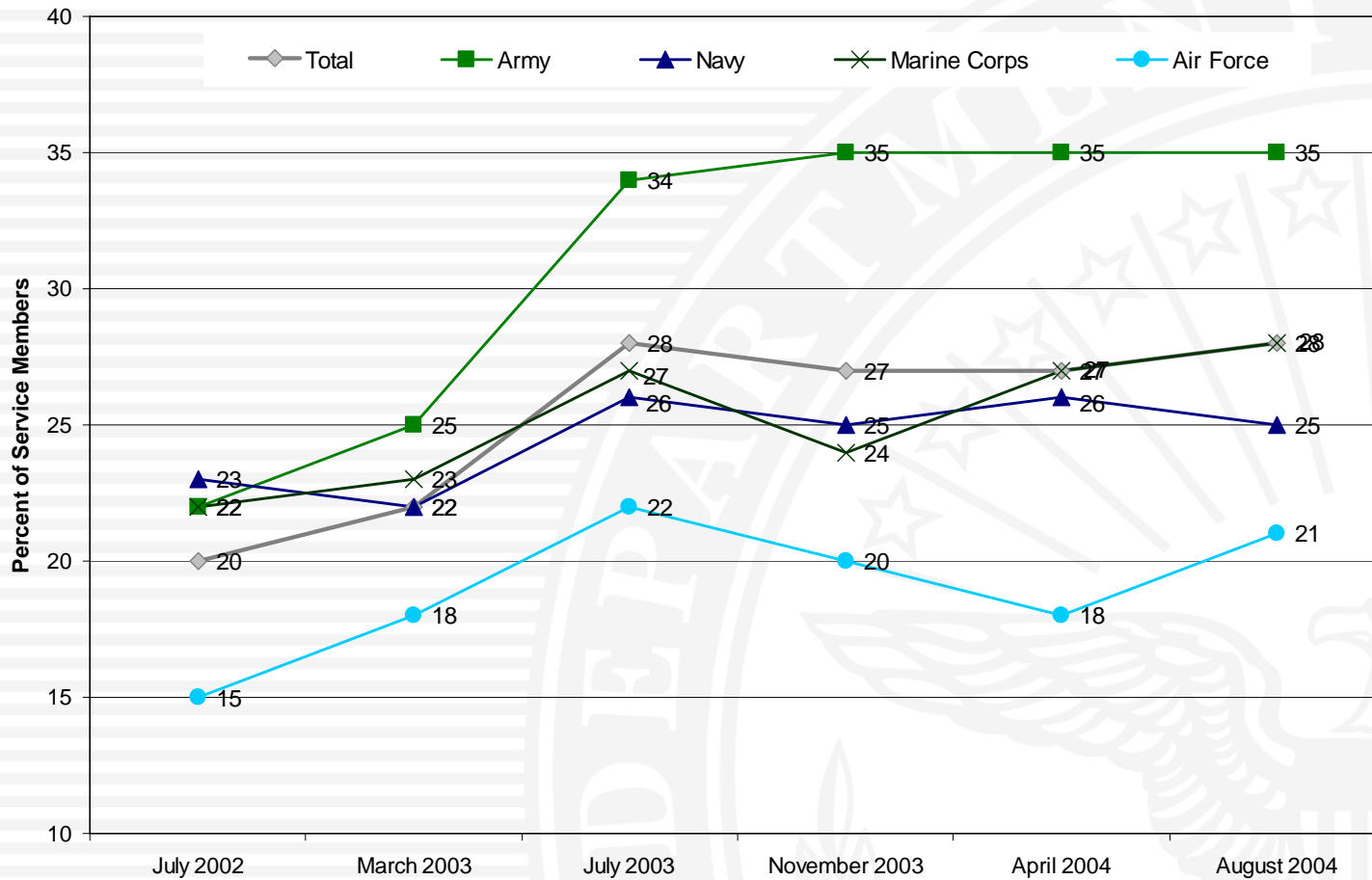
Margins of error within +/- 4%

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Impact of time away on desire to stay	Increased	8	9	7	9	8	7	10	8	9	8	8	9	7	8	9	8
	Decreased	28	27	29	30	26	27	28	25	31	26	29	29	23	25	21	28	24

Margins of error within +/- 4%

# Tempo

## Time Away Decreased Desire To Stay Trends All Service Members



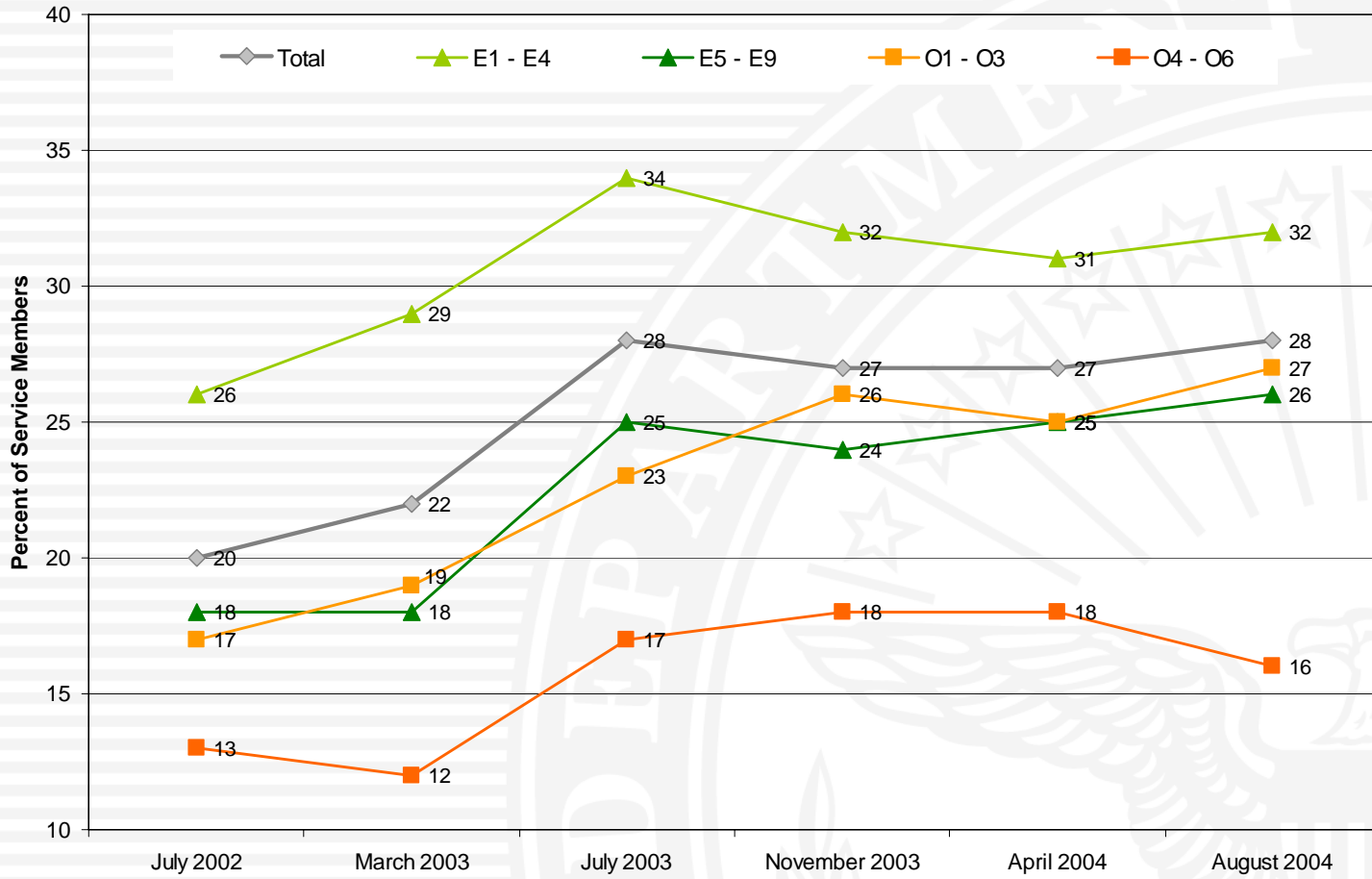
SOFA July02  
Q42  
SOFA Mar03  
Q16  
SOFA July03  
Q32  
SOFA Nov03  
Q33  
SOFA Apr04  
Q38  
SOFA Aug04  
Q33

Margins of error within +/- 4%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Tempo

## Time Away Decreased Desire To Stay Trends All Service Members



SOFA July02  
Q42  
SOFA Mar03  
Q16  
SOFA July03  
Q32  
SOFA Nov03  
Q33  
SOFA Apr04  
Q38  
SOFA Aug04  
Q33

Margins of error within +/- 3%

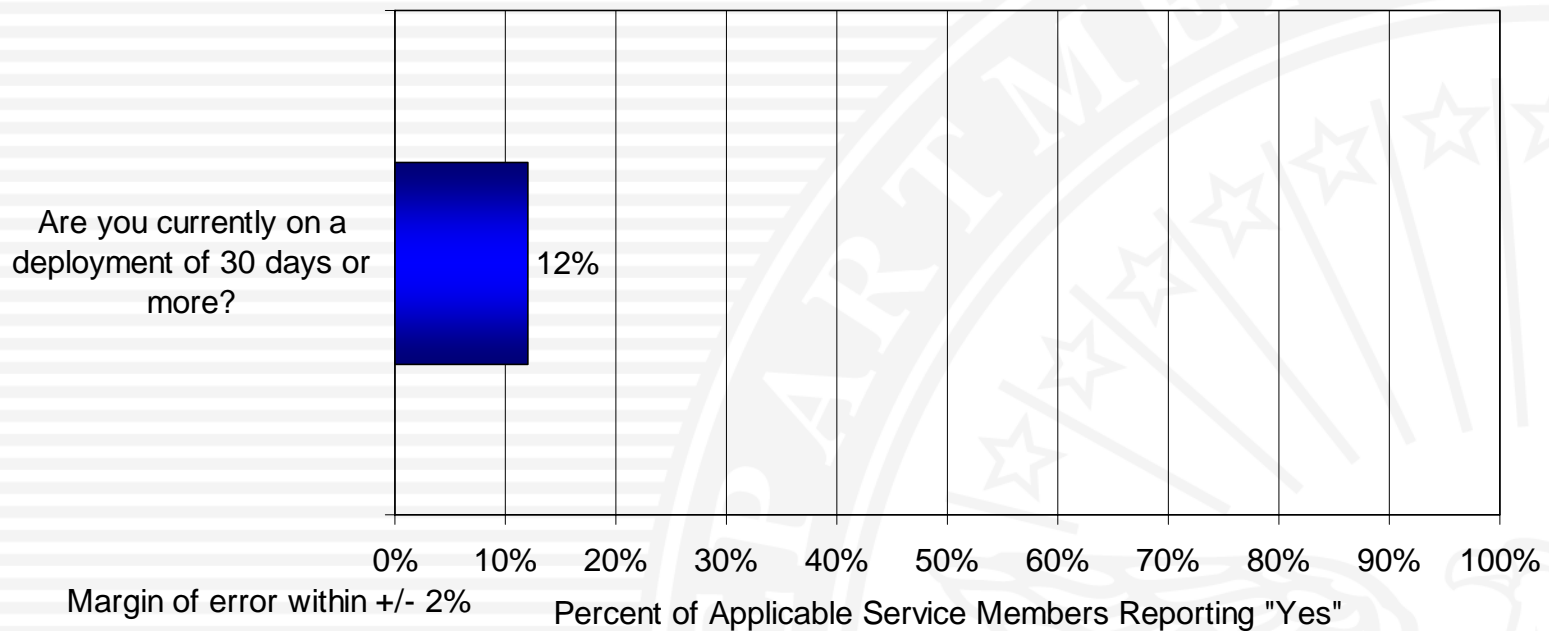
+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004



# Tempo

## Deployed for 30 Days or More

Service Members Who Were Away From PDS at Least One Night in Past 12 Months



# Tempo

## Deployed for 30 Days or More

Service Members Who Were Away From PDS at Least One Night in Past 12 Months

KEY: Higher response of "Yes" Lower response of "Yes"	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
		Currently deployed for 30 days or more	Yes	12	18	11	9	4	15	11	9	5	19	14	13	7	10	7
Margins of error within +/- 4%																		

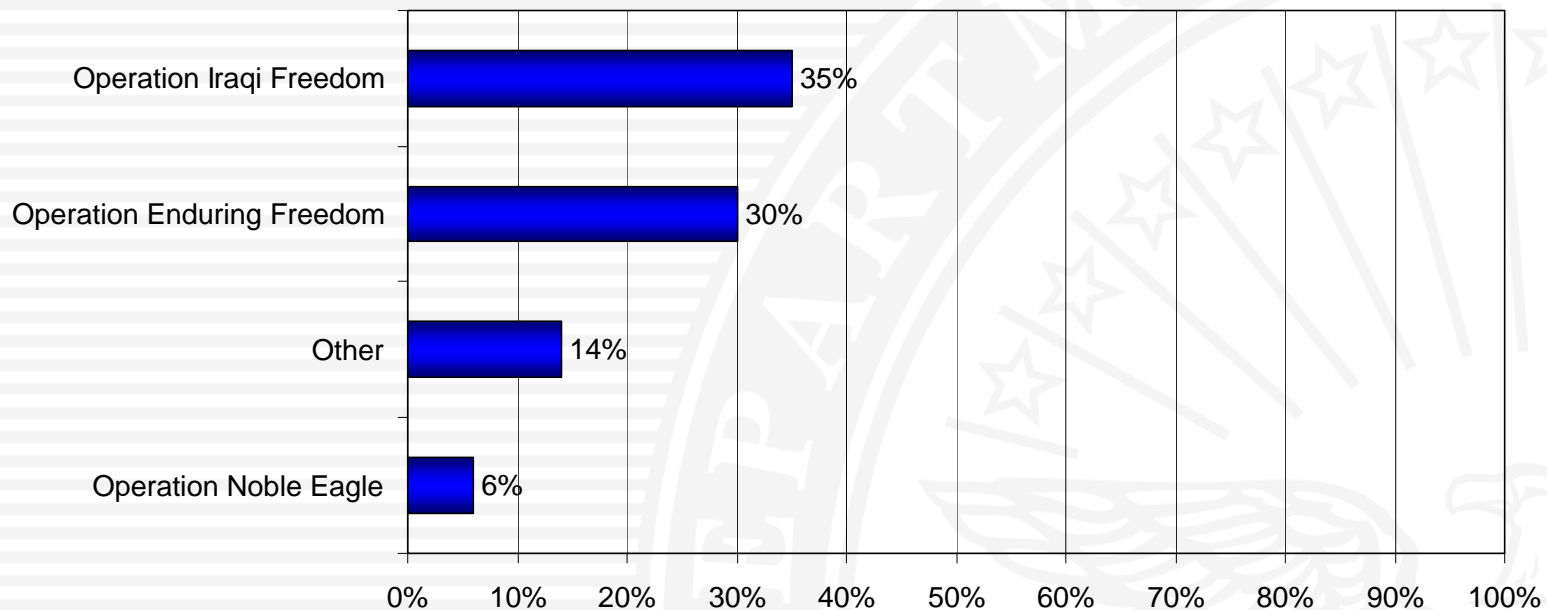
KEY: Higher response of "Yes" Lower response of "Yes"	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
		Currently deployed for 30 days or more	Yes	12	10	20	15	10	12	13	10	14	11	12	14	8	8	6
Margins of error within +/- 4%																		

# Leading Indicators and Related Items

- **Retention**
  - **Detailed retention**
- **Satisfaction**
  - **Detailed satisfaction**
- **Tempo**
  - ✓ **Global War on Terrorism**
  - **Deployments and assignments**
- **Personal and work stress**
- **Personal and unit preparedness**

# Global War on Terrorism

## Participated in Global War on Terrorism (GWOT) Operations Since 9-11-2001 All Service Members



Margins of error within +/- 2%

Percent of Service Members Reporting "Yes"

Note: 51% reported participating in any operation in support of the GWOT.

# Global War on Terrorism

## Participated in Global War on Terrorism (GWOT) Operations Since 9-11-2001 All Service Members

		Total	Service Component				Grade				Enlisted/Officers							
			Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Operation Iraqi Freedom	Yes	35	47	33	31	24	34	38	31	26	48	40	34	28	31	32	25	20
Operation Enduring Freedom	Yes	30	26	38	23	29	25	36	26	26	27	24	39	34	23	25	30	25
Other	Yes	14	11	19	14	12	11	17	12	13	11	11	20	17	14	16	13	11
Operation Noble Eagle	Yes	6	2	11	2	7	2	9	7	8	2	5	11	10	2	4	7	9

Margins of error within +/- 4%

# Global War on Terrorism

## Participated in Global War on Terrorism (GWOT) Operations Since 9-11-2001 All Service Members

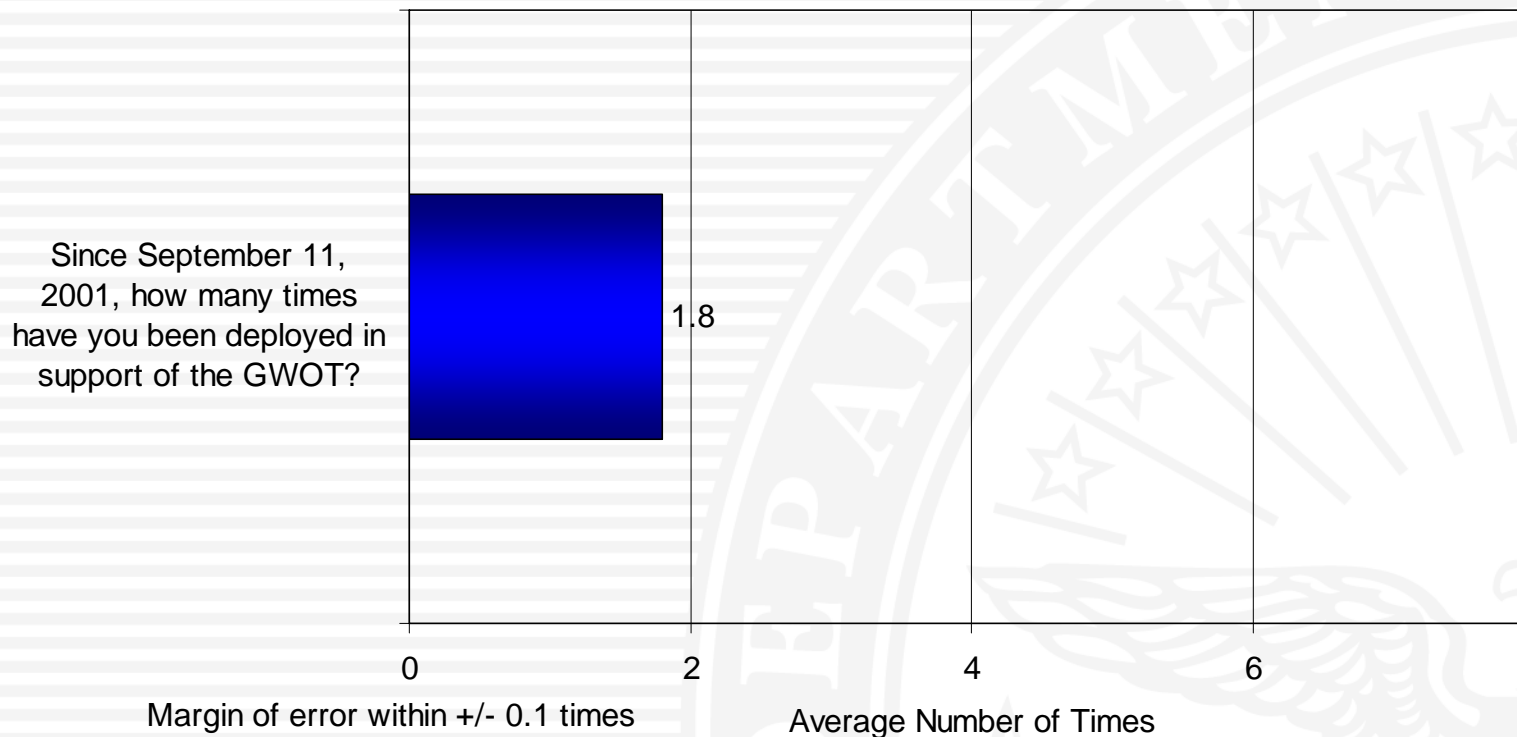
	KEY: Higher response of "Yes" Lower response of "Yes"	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Operation Iraqi Freedom	Yes	35	36	32	33	36	35	36	34	33	36	36	38	31	23	23	37	23
Operation Enduring Freedom	Yes	30	31	23	24	34	29	31	33	26	32	32	32	28	23	18	31	22
Other	Yes	14	14	14	11	16	14	14	14	13	16	13	15	14	9	8	15	8
Operation Noble Eagle	Yes	6	7	3	3	8	6	6	7	4	8	5	6	8	3	4	6	3

Margins of error within +/- 4%

# Global War on Terrorism

## Number of Times Deployed

### Service Members Away for GWOT Since 9-11-2001



# Global War on Terrorism

## Number of Times Deployed

### Service Members Away for GWOT Since 9-11-2001

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Since Sept. 11, 2001, number of times deployed in support of the GWOT	1.8	1.5	2.1	1.6	2.1	1.5	1.9	2.0	2.1	1.4	1.7	2.1	2.2	1.5	2.0	2.0

Margins of error within +/- 1.0 times

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Since Sept. 11, 2001, number of times deployed in support of the GWOT	1.8	1.8	1.9	1.7	1.9	1.9	1.7	1.8	1.7	1.9	1.8	1.8	2.1	1.5	1.8	1.8

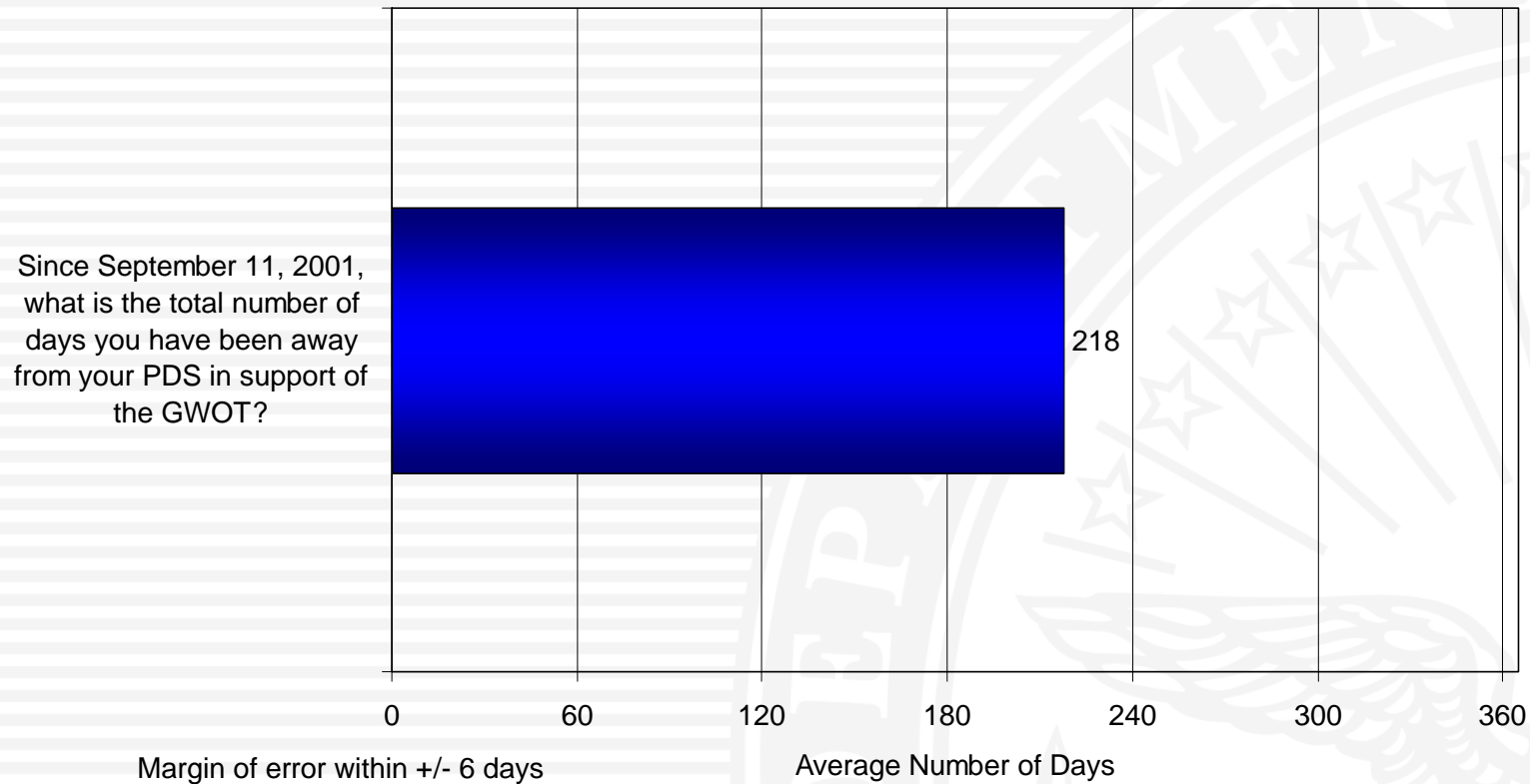
Margins of error within +/- 1.0 times



# Global War on Terrorism

## Days Away From PDS

Service Members Away for GWOT Since 9-11-2001



# Global War on Terrorism

## Days Away From PDS

### Service Members Away for GWOT Since 9-11-2001

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Since Sept. 11, 2001, total number of days away from PDS in support of the GWOT	218	259	215	204	155	212	223	218	182	259	256	217	201	203	208	156

Margins of error within +/- 14 days

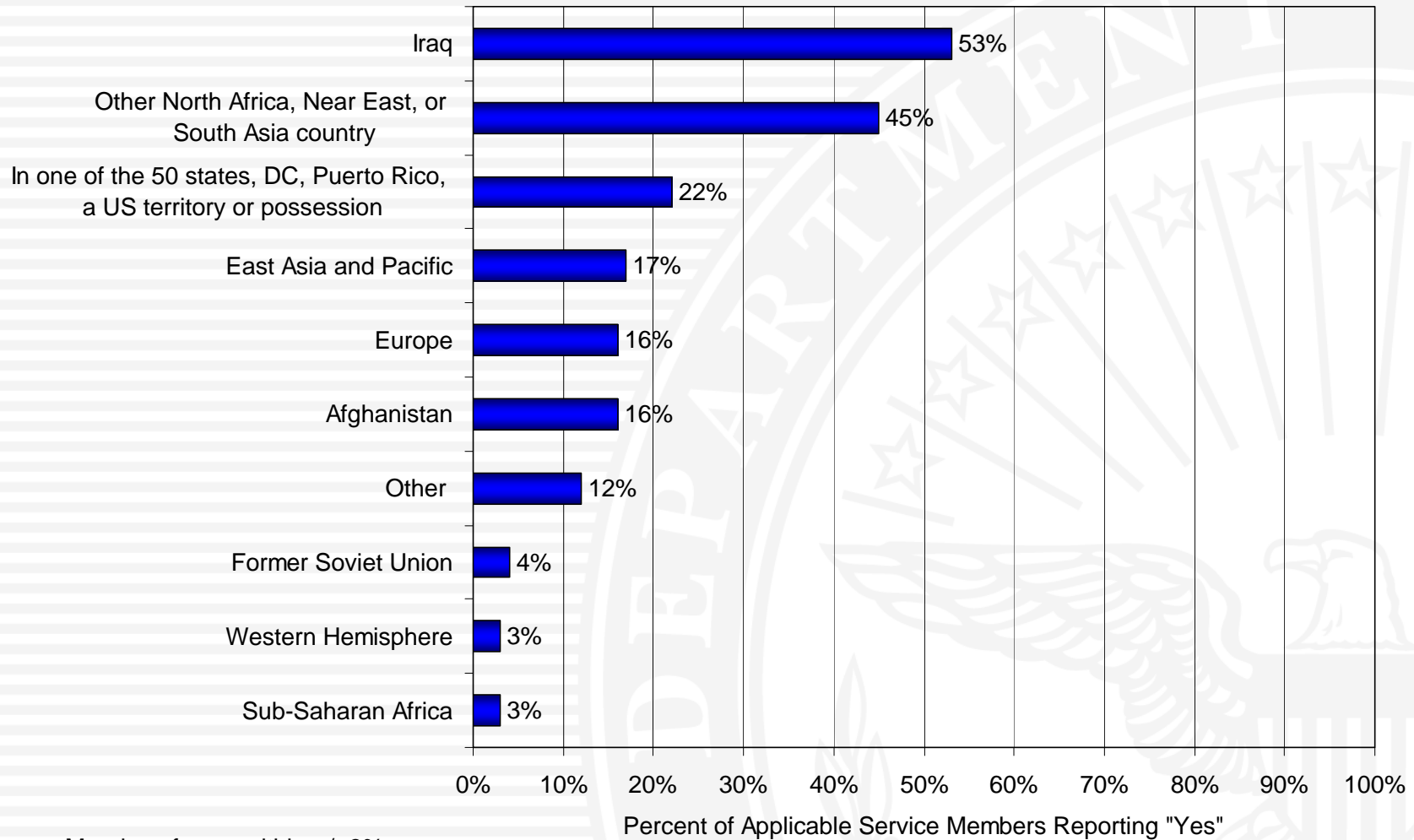
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Since Sept. 11, 2001, total number of days away from PDS in support of the GWOT	218	221	202	218	217	218	217	214	213	217	229	223	212	185	198	221

Margins of error within +/- 18 days

# Global War on Terrorism

## Deployment Locations

### Service Members Away for GWOT Since 9-11-2001



# Global War on Terrorism

## Deployment Locations

### Service Members Away for GWOT Since 9-11-2001

		Total	Service Members								Officers							
			Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
<b>KEY:</b> Higher response of "Yes" Lower response of "Yes"																		
Iraq	Yes	53	76	43	59	21	61	50	48	37	79	65	45	36	60	54	21	22
Other North Africa, Near East, or South Asia country	Yes	45	32	48	47	62	42	48	43	45	32	32	48	45	47	46	64	56
In one of the 50 states, DC, Puerto Rico, a US territory or possession	Yes	22	17	30	29	18	18	24	20	30	16	22	30	27	29	29	17	24
East Asia and Pacific	Yes	17	10	30	24	10	15	19	14	15	10	10	30	25	24	25	10	9
Europe	Yes	16	15	22	6	14	14	16	19	20	15	19	22	25	5	8	13	20
Afghanistan	Yes	16	14	23	12	12	13	17	15	19	13	17	23	21	11	19	11	16
Other	Yes	12	6	19	11	14	12	13	10	10	6	5	19	18	12	6	15	10
Former Soviet Union	Yes	4	2	2	3	11	2	5	5	6	2	4	2	1	3	3	11	10
Western Hemisphere	Yes	3	1	5	4	2	2	3	3	3	1	3	4	7	3	4	2	1
Sub-Saharan Africa	Yes	3	0	5	7	1	3	3	2	3	0	1	6	3	7	7	1	2

Margins of error within +/- 6%

# Global War on Terrorism

## Deployment Locations

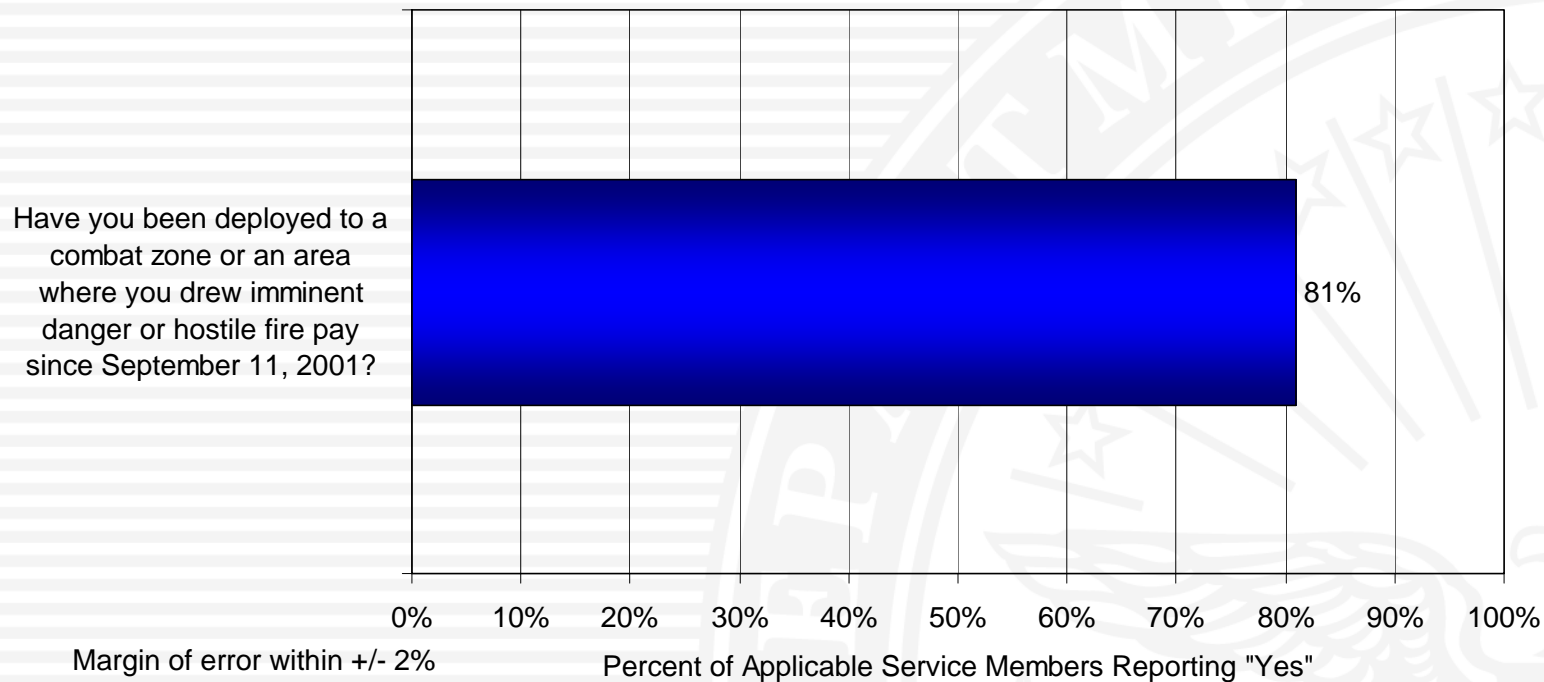
Service Members Away for GWOT Since 9-11-2001

		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Iraq	Yes	53	53	52	59	49	53	53	43	56	51	58	56	46	43	44	54	43
Other North Africa, Near East, or South Asia country	Yes	45	46	39	41	47	45	44	44	44	45	46	45	43	49	44	44	48
In one of the 50 states, DC, Puerto Rico, a US territory or possession	Yes	22	25	11	18	25	23	21	25	19	24	22	23	25	16	17	23	16
East Asia and Pacific	Yes	17	16	23	18	16	17	18	14	19	17	15	18	15	14	14	17	14
Europe	Yes	16	14	28	14	17	15	17	20	17	16	14	15	20	20	20	16	20
Afghanistan	Yes	16	17	10	14	17	16	16	15	15	16	17	16	19	11	12	16	11
Other	Yes	12	12	12	10	13	12	12	12	11	12	12	12	10	13	7	12	12
Former Soviet Union	Yes	4	4	4	3	5	4	4	3	4	5	3	4	5	4	5	4	4
Western Hemisphere	Yes	3	3	1	2	3	3	2	2	2	3	2	3	3	1	3	3	2
Sub-Saharan Africa	Yes	3	3	1	2	3	2	3	3	3	2	3	3	2	3	0	3	3

Margins of error within +/- 7%

# Global War on Terrorism

## Deployed to Combat Zone or Imminent Danger/Hostile Fire Area Service Members Away for GWOT Since 9-11-2001



# Global War on Terrorism

## Deployed to Combat Zone or Imminent Danger/Hostile Fire Area Service Members Away for GWOT Since 9-11-2001

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Since Sept. 11, 2001, deployed to a combat zone	Yes	81	90	73	80	76	81	81	85	78	90	89	72	75	80	84	75	79
Margins of error within +/- 5%																		

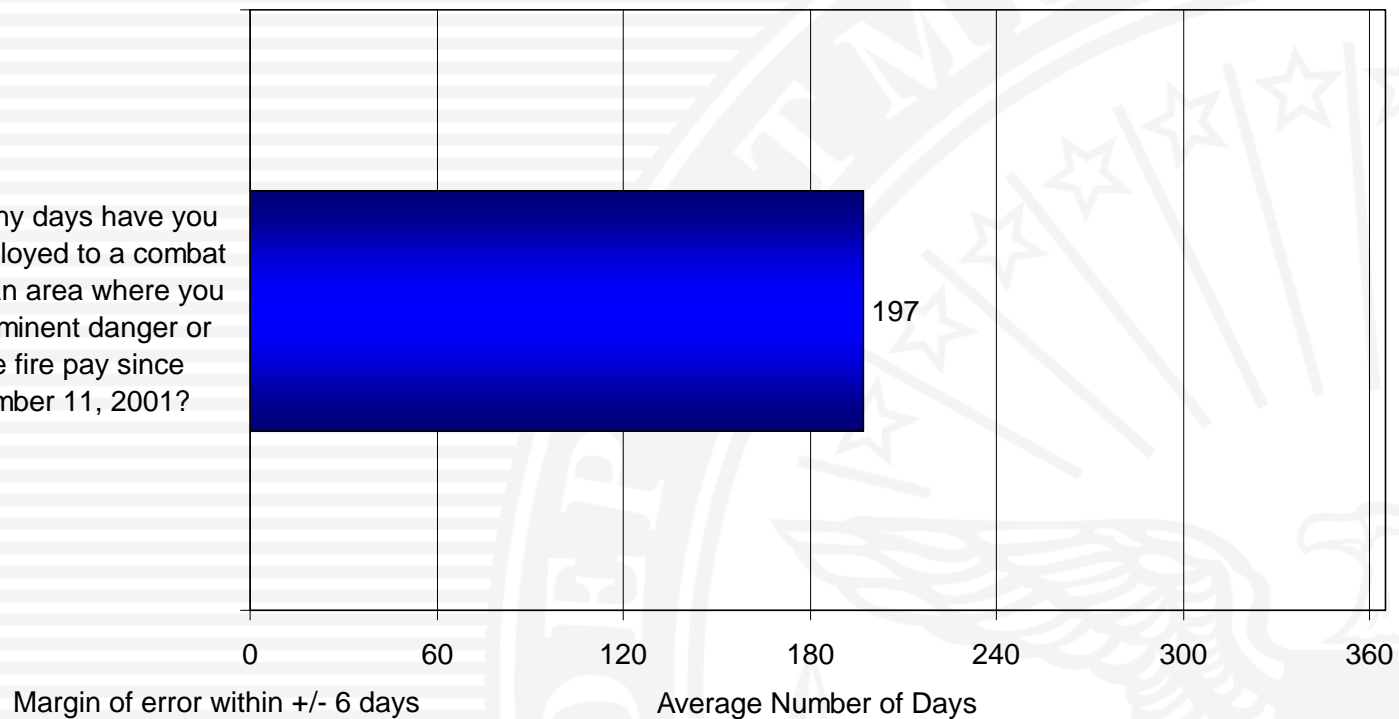
KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Since Sept. 11, 2001, deployed to a combat zone	Yes	81	81	82	81	81	82	79	76	81	81	84	81	83	76	80	82	76
Margins of error within +/- 6%																		

# Global War on Terrorism

## Days Deployed to Combat Zone

Service Members Deployed to Combat Zone or Imminent Danger/Hostile Fire Area

How many days have you been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?





# Global War on Terrorism

## Days Deployed to Combat Zone

Service Members Deployed to Combat Zone or Imminent Danger/Hostile Fire Area

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Since Sept. 11, 2001, days deployed to a combat zone	197	258	147	161	151	193	203	190	168	260	246	148	139	160	170	154

Margins of error within +/- 16 days

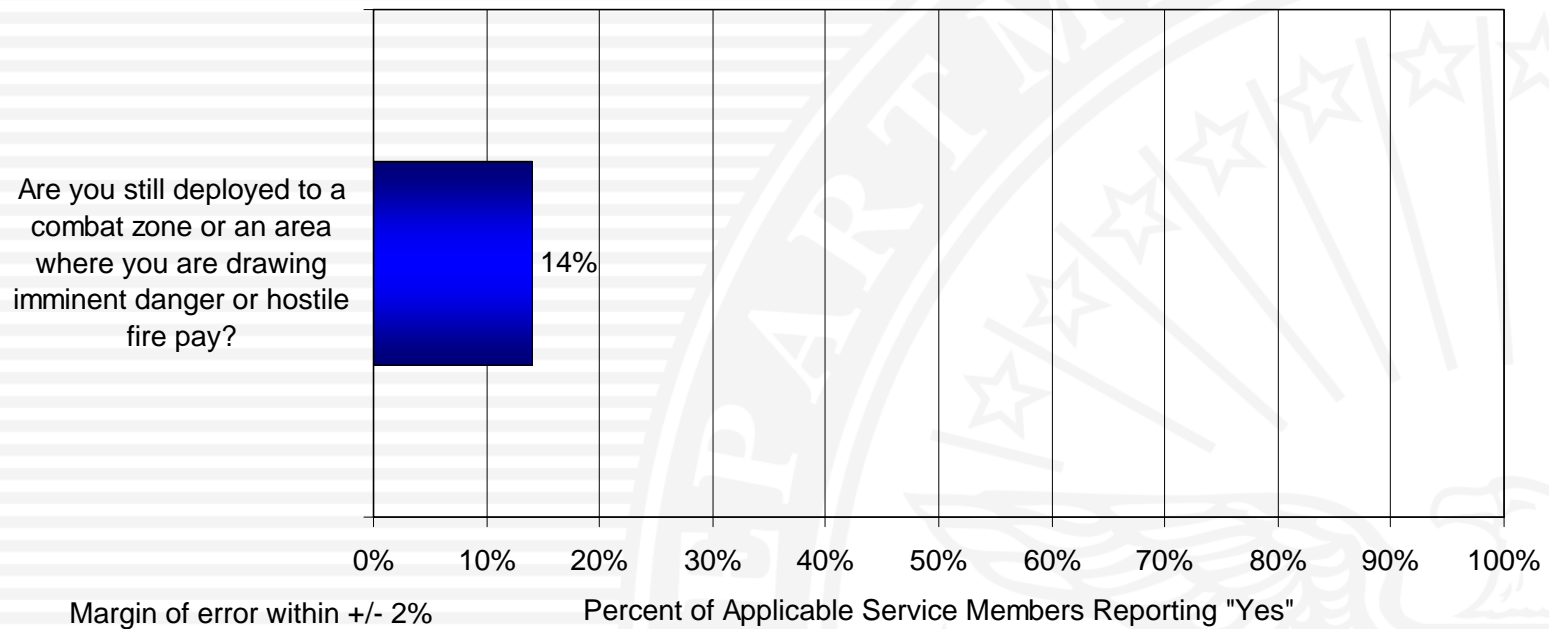
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Since Sept. 11, 2001, days deployed to a combat zone	197	195	210	207	192	195	201	199	190	200	203	201	189	176	187	199

Margins of error within +/- 18 days

# Global War on Terrorism

## Currently Deployed to Combat Zone

Service Members Deployed to Combat Zone or Imminent Danger/Hostile Fire Area



# Global War on Terrorism

## Currently Deployed to Combat Zone

Service Members Deployed to Combat Zone or Imminent Danger/Hostile Fire Area

KEY: Higher response of "Yes" Lower response of "Yes"	Yes	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
			23	7	12	6	17	12	15	10	22	23	7	7	13	9	6	6
Still deployed to a combat zone	Yes	14	23	7	12	6	17	12	15	10	22	23	7	7	13	9	6	6

Margins of error within +/- 5%

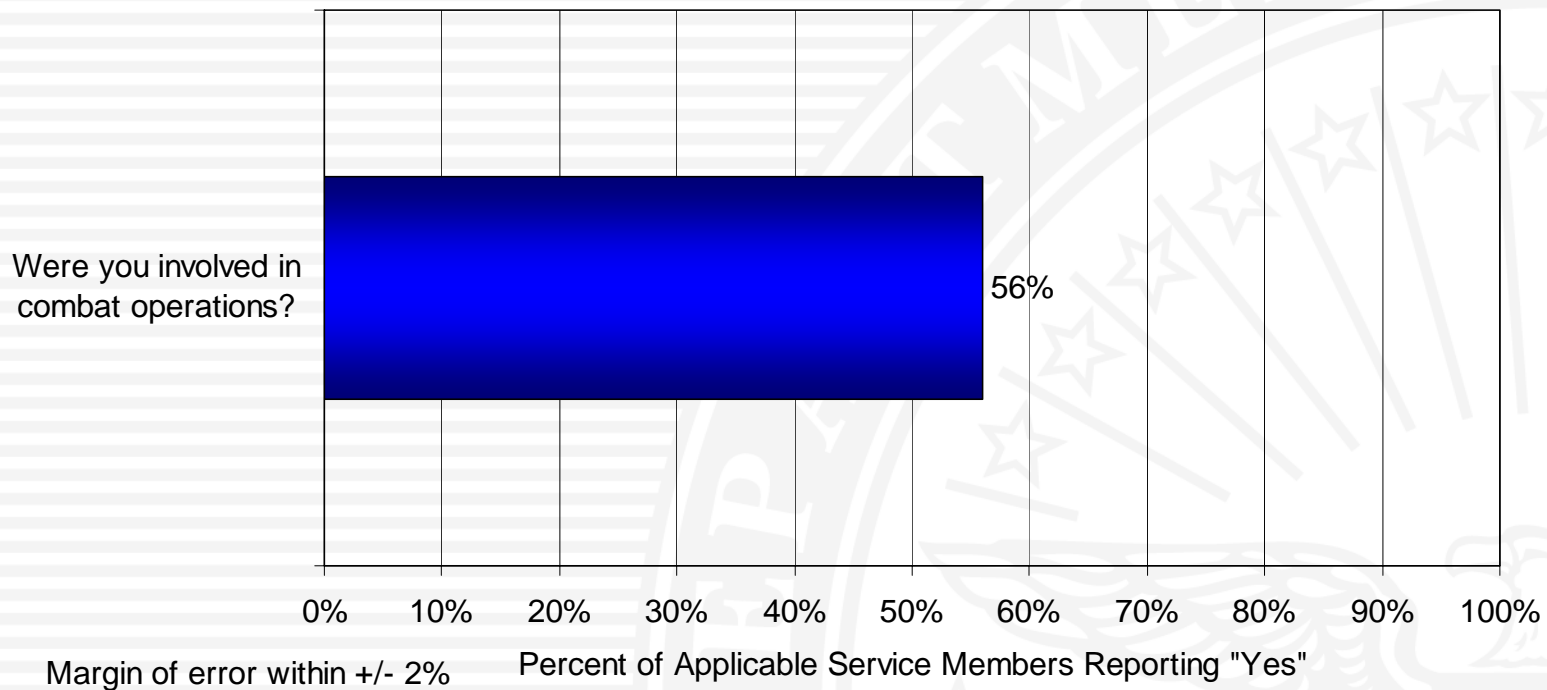
KEY: Higher response of "Yes" Lower response of "Yes"	Yes	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
			12	27	17	12	13	15	16	16	13	13	14	14	12	16	14	13
Still deployed to a combat zone	Yes	14	12	27	17	12	13	15	16	16	13	13	14	14	12	16	14	13

Margins of error within +/- 6%

# Global War on Terrorism

## Involved in Combat Operations

### Service Members Away for GWOT Since 9-11-2001



# Global War on Terrorism

## Involved in Combat Operations

### Service Members Away for GWOT Since 9-11-2001

KEY: Higher response of "Yes" Lower response of "Yes"	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
		Involved in combat operations	Yes	56	73	47	54	37	56	55	61	46	74	66	47	46	54	59

Margins of error within +/- 6%

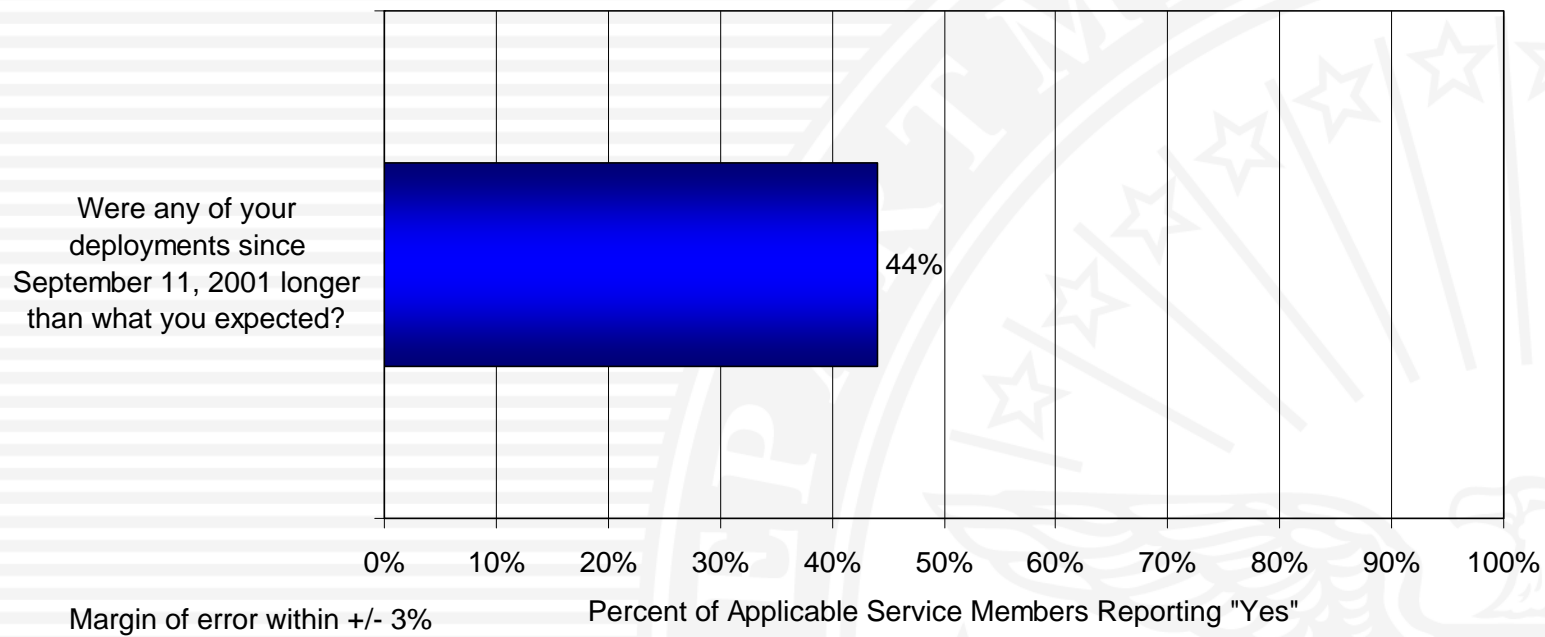
KEY: Higher response of "Yes" Lower response of "Yes"	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
		Involved in combat operations	Yes	56	56	53	58	54	57	53	47	55	56	59	57	57	40	49

Margins of error within +/- 7%

# Global War on Terrorism

## Deployments Since 9-11-2001 Longer Than Expected

### Service Members Away for GWOT Since 9-11-2001



# Global War on Terrorism

## Deployments Since 9-11-2001 Longer Than Expected

### Service Members Away for GWOT Since 9-11-2001

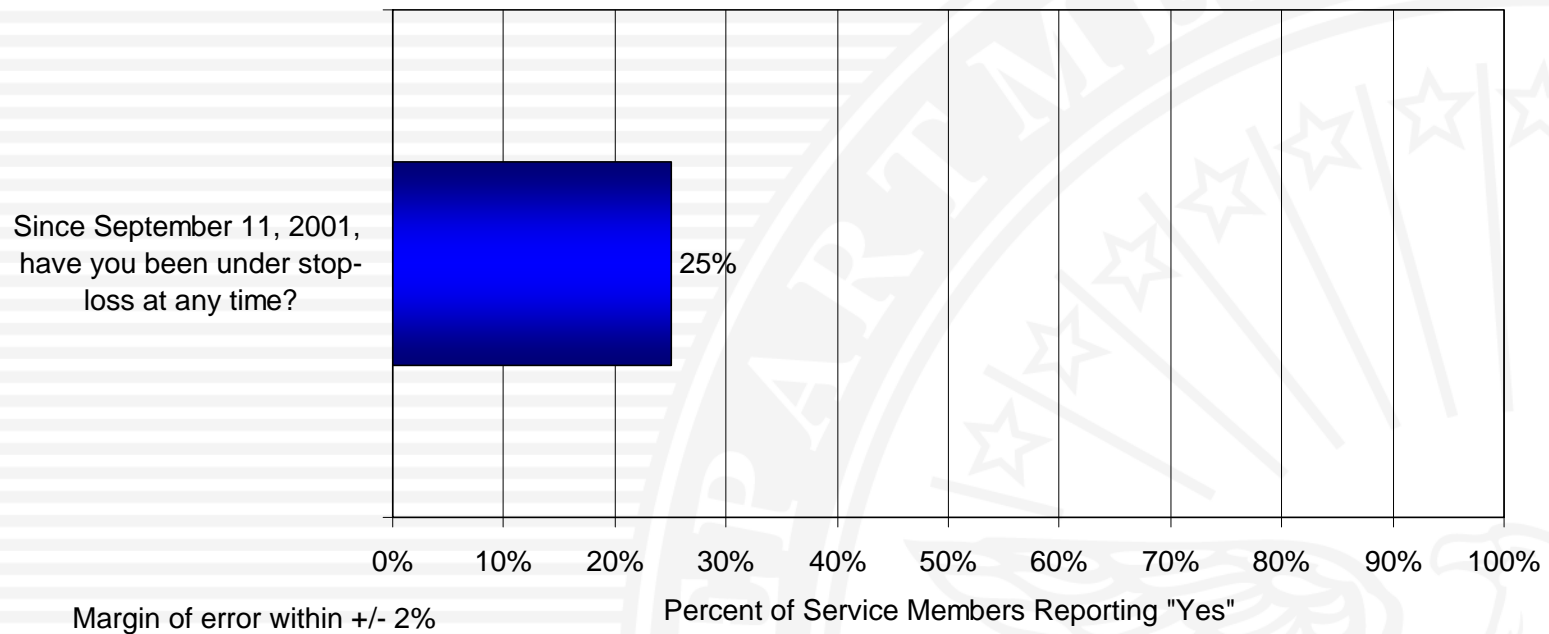
KEY: Higher response of "Yes" Lower response of "Yes"	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
		US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
Since Sept. 11, 2001, deployments longer than expected	Yes	44	50	45	33	37	44	44	43	34	51	45	46	37	34	32	36	38
Margins of error within +/- 6%																		

KEY: Higher response of "Yes" Lower response of "Yes"	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
		US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
Since Sept. 11, 2001, deployments longer than expected	Yes	44	43	47	46	42	42	47	41	44	42	47	44	40	44	42	44	44
Margins of error within +/- 7%																		

# Global War on Terrorism

## Members Under Stop-Loss Since 9-11-2001

### All Service Members





# Global War on Terrorism

## Members Under Stop-Loss Since 9-11-2001

### All Service Members

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
Since Sept. 11, 2001, have been under a stop-loss	Yes	25	42	5	21	26	20	30	23	25	43	38	6	5	20	26	26	27	
Margins of error within +/- 4%																			

KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
Since Sept. 11, 2001, have been under a stop-loss	Yes	25	25	27	24	26	26	24	26	19	30	27	26	27	23	19	26	22	
Margins of error within +/- 4%																			

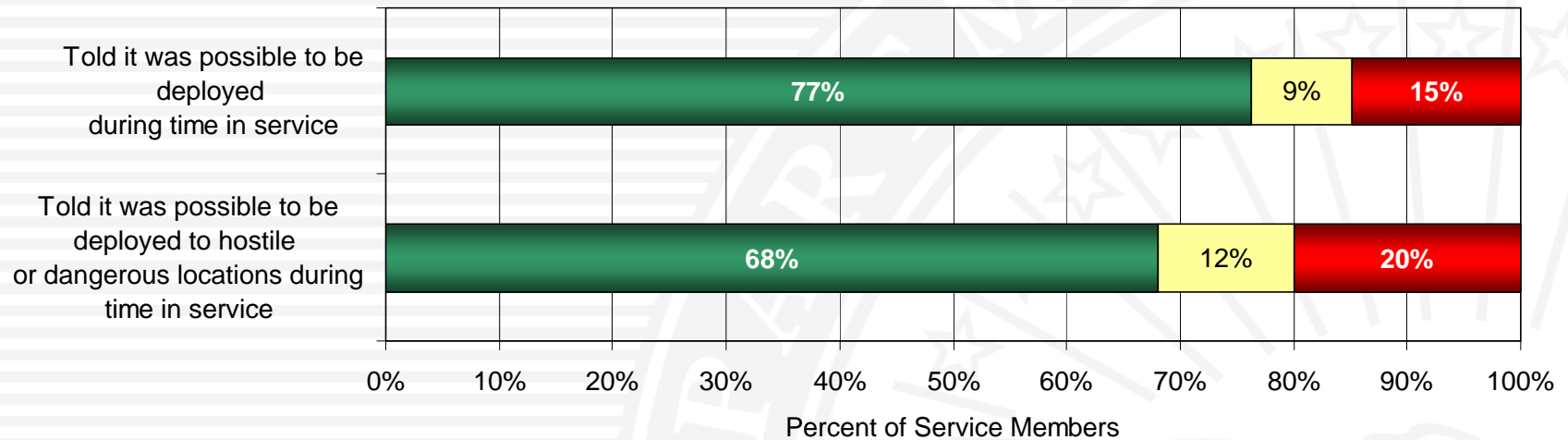
# Leading Indicators and Related Items

- **Retention**
  - **Detailed retention**
- **Satisfaction**
  - **Detailed satisfaction**
- **Tempo**
  - **Global War on Terrorism**
  - ✓ **Deployments and assignments**
- **Personal and work stress**
- **Personal and unit preparedness**

# Deployments and Assignments

## Told About Possibility of Deployments When First Entered Military

### All Service Members



Margins of error within +/- 2%

■ Definitely/probably yes

■ Not sure

■ Definitely/probably not

# Deployments and Assignments

## Told About Possibility of Deployments When First Entered Military

### All Service Members

KEY: More likely to select "Definitely/probably yes" Less likely to select "Definitely/probably yes" More likely to select "Definitely/probably not"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Told it was possible that you would be deployed	Yes	77	70	85	87	72	77	73	85	85	67	84	84	91	86	97	71	79
	No	15	20	9	8	17	15	17	9	9	22	10	10	5	9	2	18	14
Told it was possible that you would be deployed to hostile/dangerous locations	Yes	68	66	72	78	64	66	66	78	82	63	79	70	84	76	93	61	74
	No	20	23	17	13	23	21	22	13	12	25	13	18	9	14	2	24	18

Margins of error within +/- 4%

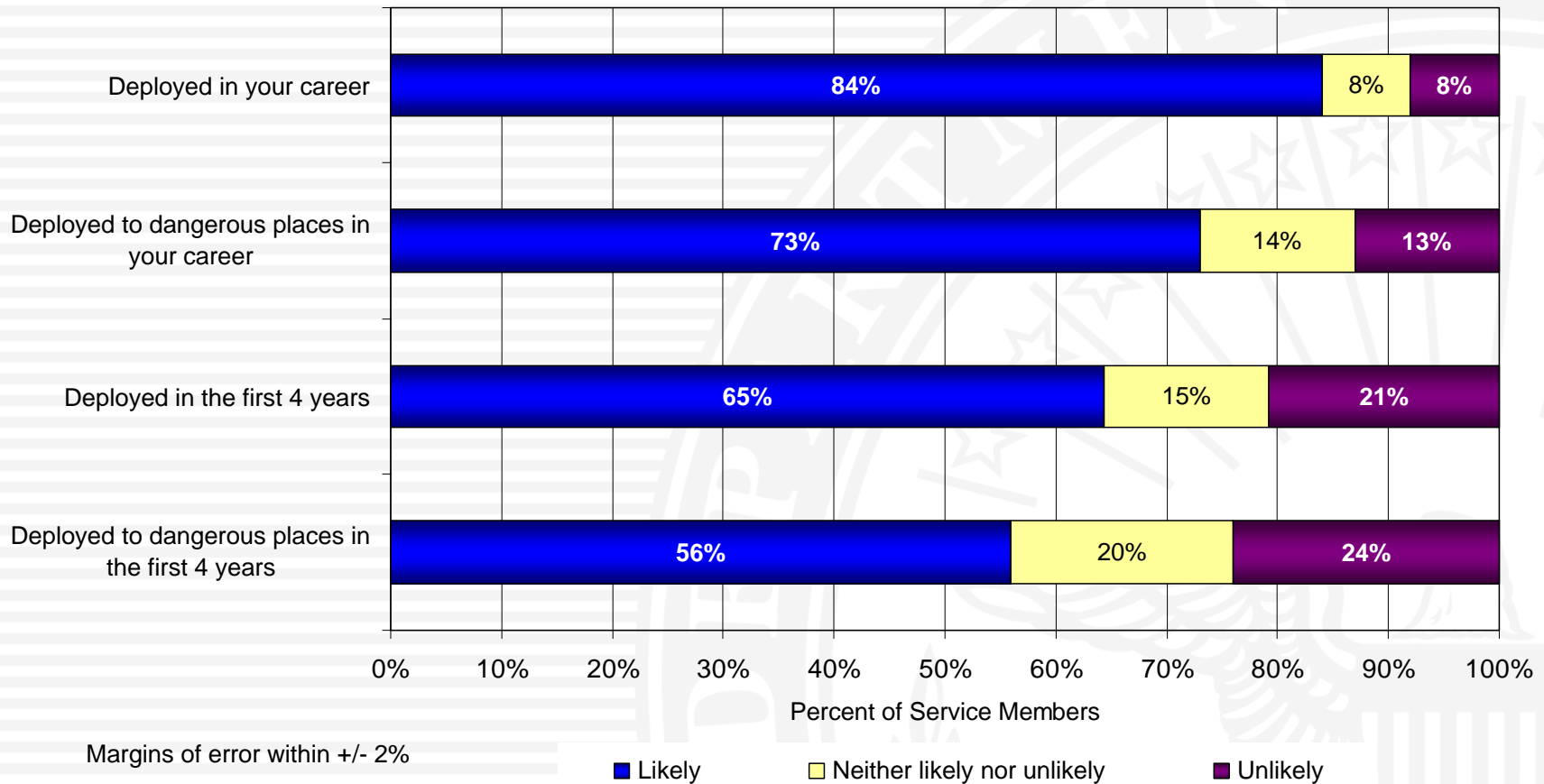
KEY: More likely to select "Definitely/probably yes" Less likely to select "Definitely/probably yes" More likely to select "Definitely/probably not"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Told it was possible that you would be deployed	Yes	77	77	74	76	77	81	69	68	78	76	78	77	87	64	74	79	66
	No	15	14	18	16	14	11	21	22	13	15	14	14	8	26	19	13	25
Told it was possible that you would be deployed to hostile/dangerous locations	Yes	68	69	66	67	69	73	60	57	68	69	71	69	83	49	61	71	51
	No	20	20	23	21	20	16	27	30	19	20	18	19	10	36	27	18	35

Margins of error within +/- 4%

# Deployments and Assignments

## Expectations About Deployments When First Entered Military

All Service Members



# Deployments and Assignments

## Expectations About Deployments When First Entered Military

All Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	<b>More likely</b>																	
	<b>Less likely</b>																	
	<b>More unlikely</b>																	
Deployed in your career	Likely	84	80	91	90	81	84	84	88	86	79	86	91	94	89	97	81	81
	Unlikely	8	10	3	4	11	7	8	8	9	10	7	3	4	4	2	10	13
Deployed to dangerous places in your career	Likely	73	73	76	79	66	72	72	77	75	72	79	75	81	78	92	66	67
	Unlikely	13	14	10	8	17	12	14	12	13	14	10	11	10	8	3	16	19
Deployed in the first 4 years	Likely	65	53	81	82	56	72	60	65	58	53	52	81	81	82	86	57	51
	Unlikely	21	29	10	9	26	16	24	21	29	30	29	10	12	9	8	24	33
Deployed to dangerous places in the first 4 years	Likely	56	53	63	67	48	63	51	56	50	53	51	63	62	66	73	49	44
	Unlikely	24	28	18	15	31	20	27	27	32	28	29	17	21	15	14	29	38

Margins of error within +/- 4%

# Deployments and Assignments

## Expectations About Deployments When First Entered Military

### All Service Members

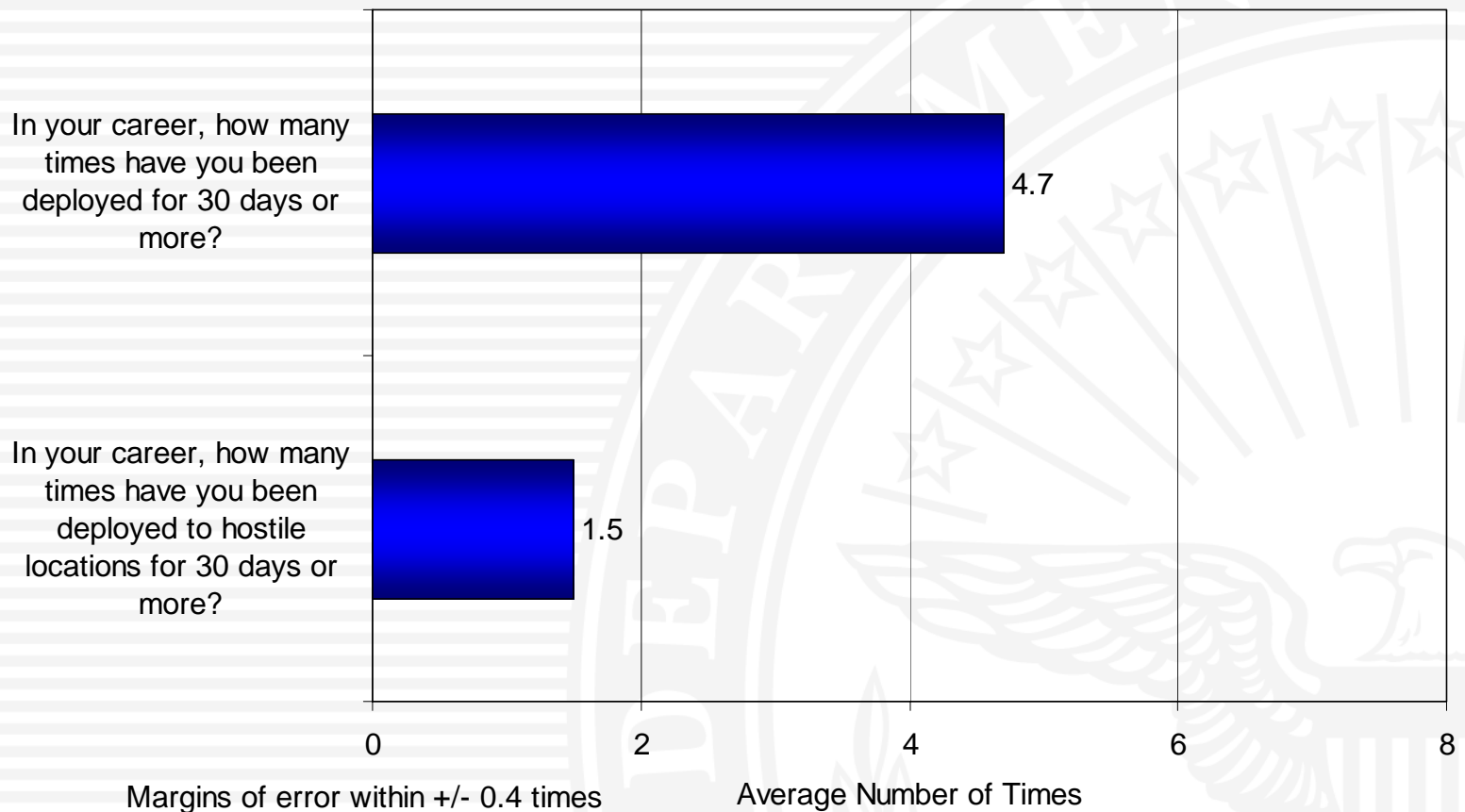
		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Deployed in your career	Likely	84	85	83	84	85	87	80	80	85	84	85	86	89	72	74	87	72
	Unlikely	8	7	8	8	8	7	9	9	7	8	8	6	6	15	18	6	16
Deployed to dangerous places in your career	Likely	73	73	73	73	72	76	68	65	73	73	73	75	80	54	57	76	55
	Unlikely	13	13	13	12	13	12	15	18	11	13	13	11	10	24	27	11	25
Deployed in the first 4 years	Likely	65	65	63	67	63	67	60	55	71	60	65	68	64	51	44	67	50
	Unlikely	21	21	20	19	22	19	23	25	15	24	22	18	22	30	39	19	32
Deployed to dangerous places in the first 4 years	Likely	56	56	57	60	53	58	52	48	62	53	54	59	57	40	34	59	39
	Unlikely	24	25	23	22	26	24	26	30	19	27	26	21	26	37	48	22	39

Margins of error within +/- 4%

# Deployments and Assignments

## Times Deployed for at Least 30 Days During Career

### All Service Members





# Deployments and Assignments

## Times Deployed for at Least 30 Days During Career

### All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		Times deployed for 30 days or more	4.7	4.9	6.7	4.1	2.9	1.4	7.5	3.2	6.4	4.7	5.5	6.7	6.9	3.8	6.5
Times deployed to hostile locations for 30 days or more	1.5	1.3	2.1	0.9	1.3	0.6	2.2	1.1	1.9	1.3	1.5	2.2	1.9	0.8	1.3	1.3	1.4

Margins of error within +/- 0.4 times

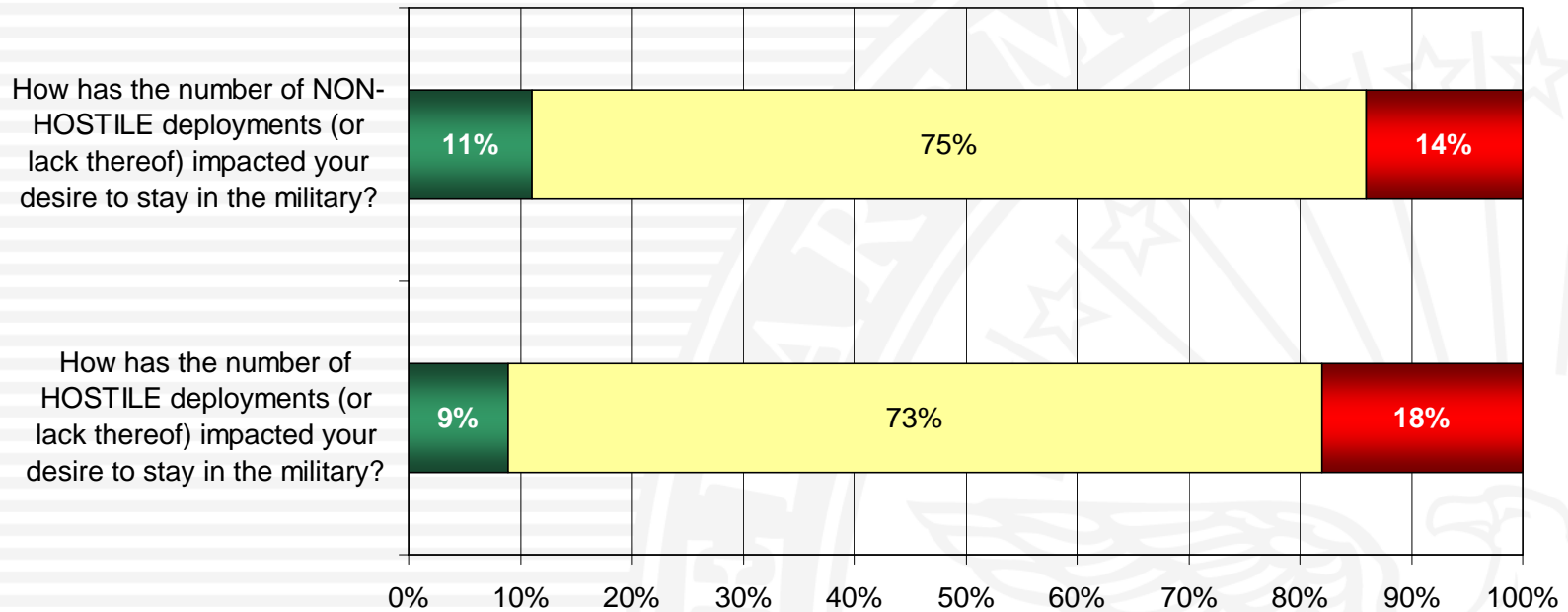
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Times deployed for 30 days or more	4.7	4.9	3.9	3.4	5.6	4.9	4.4	5.6	2.1	7.0	4.0	5.2	5.6	1.7	1.7
Times deployed to hostile locations for 30 days or more	1.5	1.5	1.2	1.0	1.8	1.5	1.4	1.7	0.8	2.1	1.2	1.6	1.7	0.7	0.7	1.6	0.7

Margins of error within +/- 0.2 times

# Deployments and Assignments

## Impact of Hostile/Non-Hostile Deployments

All Service Members



Margins of error within +/- 2%

Percent of Service Members

■ Increased desire to stay    
 ■ Neither increased nor decreased desire to stay    
 ■ Decreased desire to stay

# Deployments and Assignments

## Impact of Hostile/Non-Hostile Deployments

### All Service Members

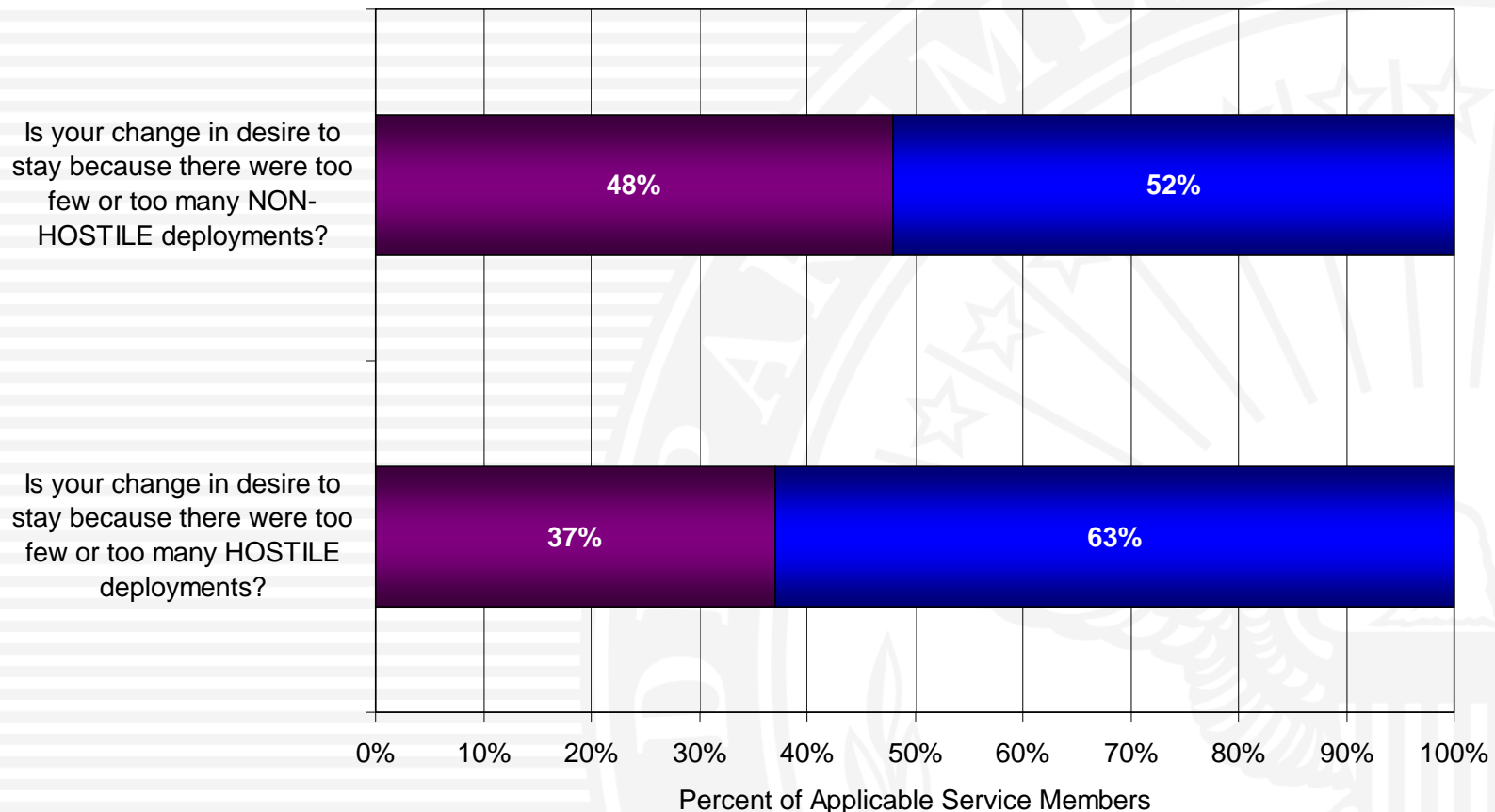
KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
																			Impact of number of NON-HOSTILE deployments on desire to stay
	Increased	11	9	13	13	10	9	14	9	11	9	8	13	11	13	13	11	9	
	Decreased	14	17	11	17	11	16	12	15	11	17	16	11	13	18	14	11	10	
	Increased	9	9	11	12	7	8	10	10	13	9	8	10	15	11	20	6	8	
	Decreased	18	26	9	16	18	20	17	20	11	26	24	9	8	17	10	18	16	
Margins of error within +/- 4%																			

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
																			Impact of number of NON-HOSTILE deployments on desire to stay
	Increased	11	11	10	11	11	10	13	11	10	12	11	12	10	9	9	11	9	
	Decreased	14	14	14	14	13	14	13	12	15	13	14	14	13	14	13	14	14	
	Increased	9	10	7	9	9	9	9	11	8	10	9	9	11	5	6	10	5	
	Decreased	18	18	19	19	17	17	19	19	18	18	19	18	15	20	24	17	21	
Margins of error within +/- 4%																			

# Deployments and Assignments

## Change in Desire To Stay Result of Too Few or Too Many Hostile/Non-Hostile Deployments

Service Members Whose Desire To Stay Changed as a Result of Deployments



# Deployments and Assignments

## Change in Desire To Stay Result of Too Few or Too Many Hostile/Non-Hostile Deployments

Service Members Whose Desire To Stay Changed as a Result of Deployments

KEY: More likely to mark Less likely to mark		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Change in desire to stay due to number of NON-HOSTILE deployments	Too few	48	38	49	61	54	51	47	41	44	39	27	49	50	62	54	56	48
	Too many	52	62	51	39	46	49	53	59	56	61	73	51	50	38	46	44	52
Change in desire to stay due to number of HOSTILE deployments	Too few	37	25	51	61	34	38	36	35	51	26	22	49	61	60	74	33	38
	Too many	63	75	49	39	66	62	64	65	49	74	78	51	39	40	26	67	62

Margins of error within +/- 8%

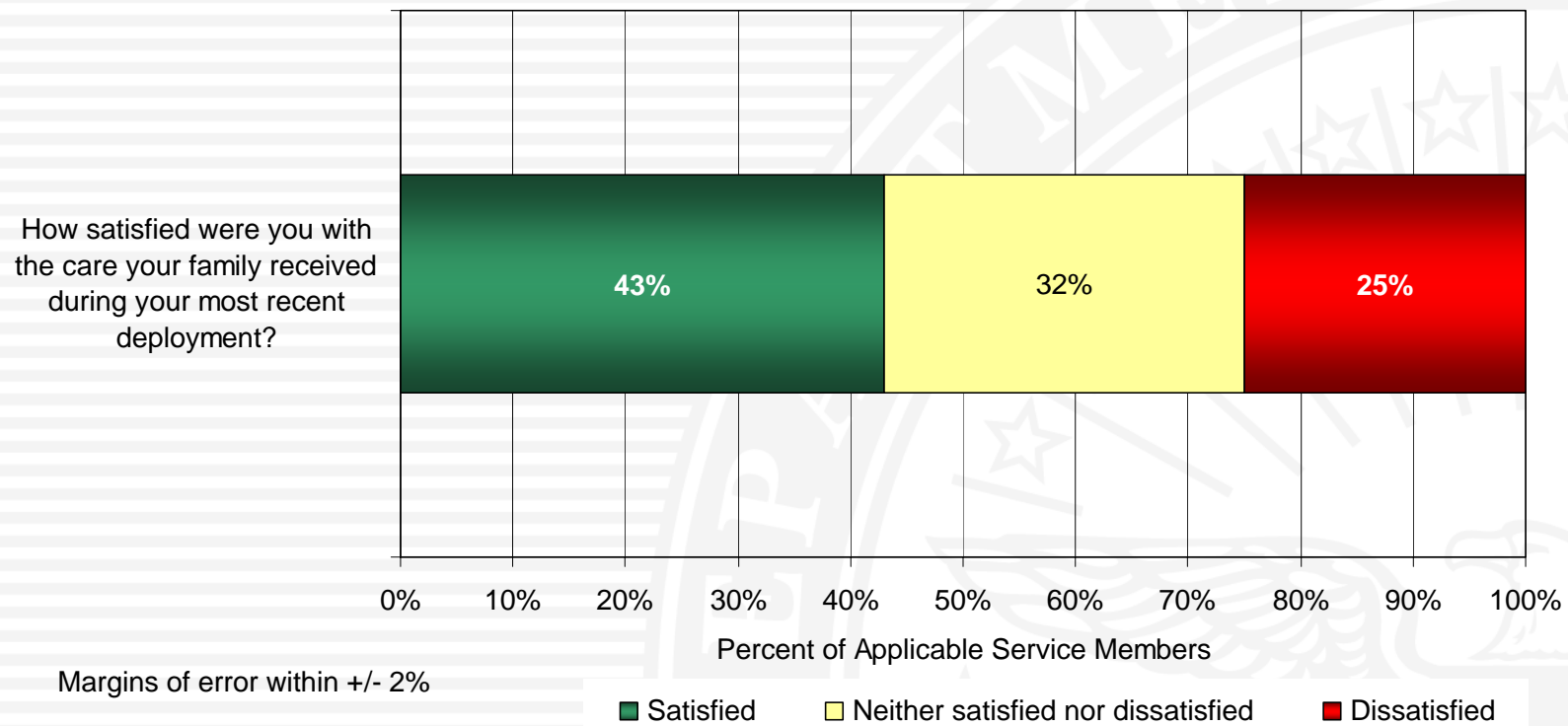
KEY: More likely to mark Less likely to mark		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Change in desire to stay due to number of NON-HOSTILE deployments	Too few	48	49	44	51	46	48	48	41	59	40	49	50	41	44	42	49	44
	Too many	52	51	56	49	54	52	52	59	41	60	51	50	59	56	58	51	56
Change in desire to stay due to number of HOSTILE deployments	Too few	37	39	30	40	35	41	31	35	47	33	31	39	43	21	19	40	20
	Too many	63	61	70	60	65	59	69	65	53	67	69	61	57	79	81	60	80

Margins of error within +/- 9%

# Deployments and Assignments

## Satisfaction With Family Care During Most Recent Deployment

### Service Members With Spouse or Dependent(s) During Most Recent Deployment



# Deployments and Assignments

## Satisfaction With Family Care During Most Recent Deployment

### Service Members With Spouse or Dependent(s) During Most Recent Deployment

KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Care family received during most recent deployment	SAT	43	39	49	42	43	29	45	51	63	35	54	47	59	38	62	41
	DIS	25	32	18	23	22	32	24	19	14	35	20	18	14	24	12	24	17

Margins of error within +/- 5%

KEY: More satisfied Less satisfied More dissatisfied		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Care family received during most recent deployment	SAT	43	44	38	42	44	43	44	40	27	48	39	40	56	40	53	43
	DIS	25	25	26	26	24	26	23	22	19	26	25	27	17	24	14	25	23

Margins of error within +/- 7%

# Tempo

## Summary of Findings

### August 2004 Findings

#### Tempo

- 69% reported having PCSed
  - Led by Air Force, E5-E9, commissioned officer, living overseas, living off base, non-minority, and member with children
- Time since last PCS move averaged 23 months
  - Longer times reported by Air Force, E5-E9, Air Force enlisted, living in the US, living off base, married with children, and enlisted male
- Members reported working longer than normal duty days an average of 90 days in the past 12 months
  - More than average led by Army, commissioned officer, living overseas, living off base, non-minority, married with children, and male
- Members reported an average of 61 days away from PDS in the past 12 months
  - More than average led by Army, E5-E9, O1-O3, married with children, and male



# Tempo

## Summary of Findings

### August 2004 Findings (continued)

- 26% reported being away more and 20% reported being away less than expected
  - More time away than expected led by Army, minority, married with children, enlisted male, and male
  - Less time away than expected led by Marine Corps, Air Force, E1-E4, Marine Corps enlisted, Air Force enlisted, enlisted female, and female
- 28% reported time away decreased desire to stay
  - Led by Army, E1-E4, Army enlisted, single without children, enlisted male, and male
- 12% of Service members who were away from their PDS at least one night in the past 12 months reported being currently deployed for 30 days or more
  - Led by Army, E1-E4, Army enlisted, living overseas, living on base, enlisted male, and male

# Tempo

## Summary of Findings

### August 2004 Findings (continued)

#### GWOT

- 51% of members reported participation in GWOT operations since 9-11-2001
  - Highest participation reported for *Operation Iraqi Freedom*
  - Lowest participation reported for *Operation Noble Eagle*
- Service members away for GWOT since 9-11-2001 reported being away an average of 1.8 times and an average of 218 days
  - *Number of times* led by Navy, Air Force, O4-O6, Navy enlisted, Air Force officer, living off base, non-minority, officer male, and male
  - *Number of days* led by Army, living in the US, enlisted male, and male

# Tempo

## Summary of Findings

### August 2004 Findings (continued)

- 81% of Service members away for GWOT since 9-11-2001 reported being deployed to combat zone or imminent danger/hostile fire area
  - They reported being deployed an average of 197 days since 9-11-2001
  - 14% reported still being deployed
- 56% of Service members away for GWOT since 9-11-2001 reported being involved in combat operations
  - Led by Army, O1-O3, enlisted male, and male
- 44% of Service members away for GWOT since 9-11-2001 reported deployments have been longer than expected
  - Led by Army, Army enlisted, and minority
- 25% of Service members reported being under stop-loss at some time since 9-11-2001
  - Led by Army, E5-E9, married with children, and male

# Tempo

## Summary of Findings

### August 2004 Findings (continued)

#### Deployments and Assignments

- Deployment information and expectations when first entered the military
  - 77% were told deployment was possible
  - 84% thought it likely during their career
  - 65% thought it likely in the first 4 years
- Deployment information and expectations to hostile or dangerous locations
  - 68% were told deployment to hostile or dangerous locations was possible
  - 73% thought it likely during their career
  - 56% thought it likely in the first 4 years
- Service members reported they had been on deployments of at least 30 days an average of 4.7 times, and on hostile location deployments an average of 1.5 times during their careers

# Tempo

## Summary of Findings

### August 2004 Findings (continued)

- 11% reported number of non-hostile deployments *increased their desire to stay* in the military and 14% reported it *decreased their desire to stay*
  - Of those, 48% reported their change in desire to stay was a result of *too few* deployments
  - Of those, 52% reported their change in desire to stay was a result of *too many* deployments
- 9% reported number of hostile deployments *increased their desire to stay* in the military and 18% reported it *decreased their desire to stay*
  - Of those, 37% reported their change in desire to stay was a result of *too few* deployments
  - Of those, 63% reported their change in desire to stay was a result of *too many* deployments

# Tempo

## Summary of Findings

### August 2004 Findings (continued)

- 43% of members with spouse or dependent(s) satisfied with family care during their most recent deployment; 25% dissatisfied
  - Satisfaction led by Navy, commissioned officer, living in the US, and married with children
  - Dissatisfaction led by Army, E1-E4, Army enlisted, and enlisted male

# Tempo

## Summary of Findings

### April 2004 – August 2004 Trends

- Average number of times worked longer than normal duty days decreased by 8 days
  - Led by Army and E5-E9
- Average number of nights away from PDS decreased by 6 nights
  - Led by Marine Corps and E5-E9

### July 2003 – August 2004 Trends

- Average number of nights away from PDS
  - Increased by 18 nights for Army
  - Decreased by 10 nights for Navy and by 20 nights for Marine Corps

# Leading Indicators and Related Items

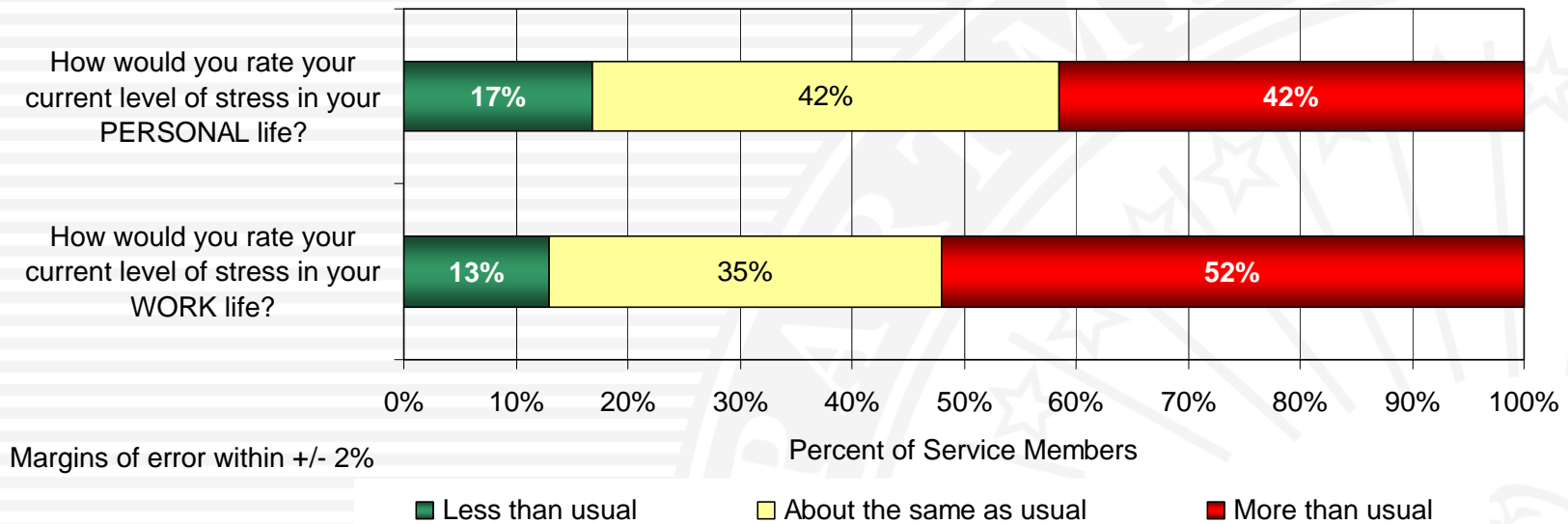
- Retention
  - Detailed retention
- Satisfaction
  - Detailed satisfaction
- Tempo
  - Global War on Terrorism
  - Deployments and assignments
- ✓ Personal and work stress
- Personal and unit preparedness



# Personal and Work Stress

## Current Level of Stress

All Service Members



# Personal and Work Stress

## Current Level of Stress

### All Service Members

KEY: Higher response of "Less than usual" Lower response of "Less than usual" Higher response of "More than usual"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Current level of stress in your PERSONAL life	Less	17	15	18	15	18	16	18	16	12	15	15	19	15	15	11	19
	More	42	49	40	43	34	45	41	36	39	50	40	41	39	44	35	34	35
Current level of stress in your WORK life	Less	13	12	16	12	11	11	15	14	14	12	14	16	17	11	15	11	11
	More	52	54	53	52	50	57	50	47	49	55	50	54	46	53	46	50	49

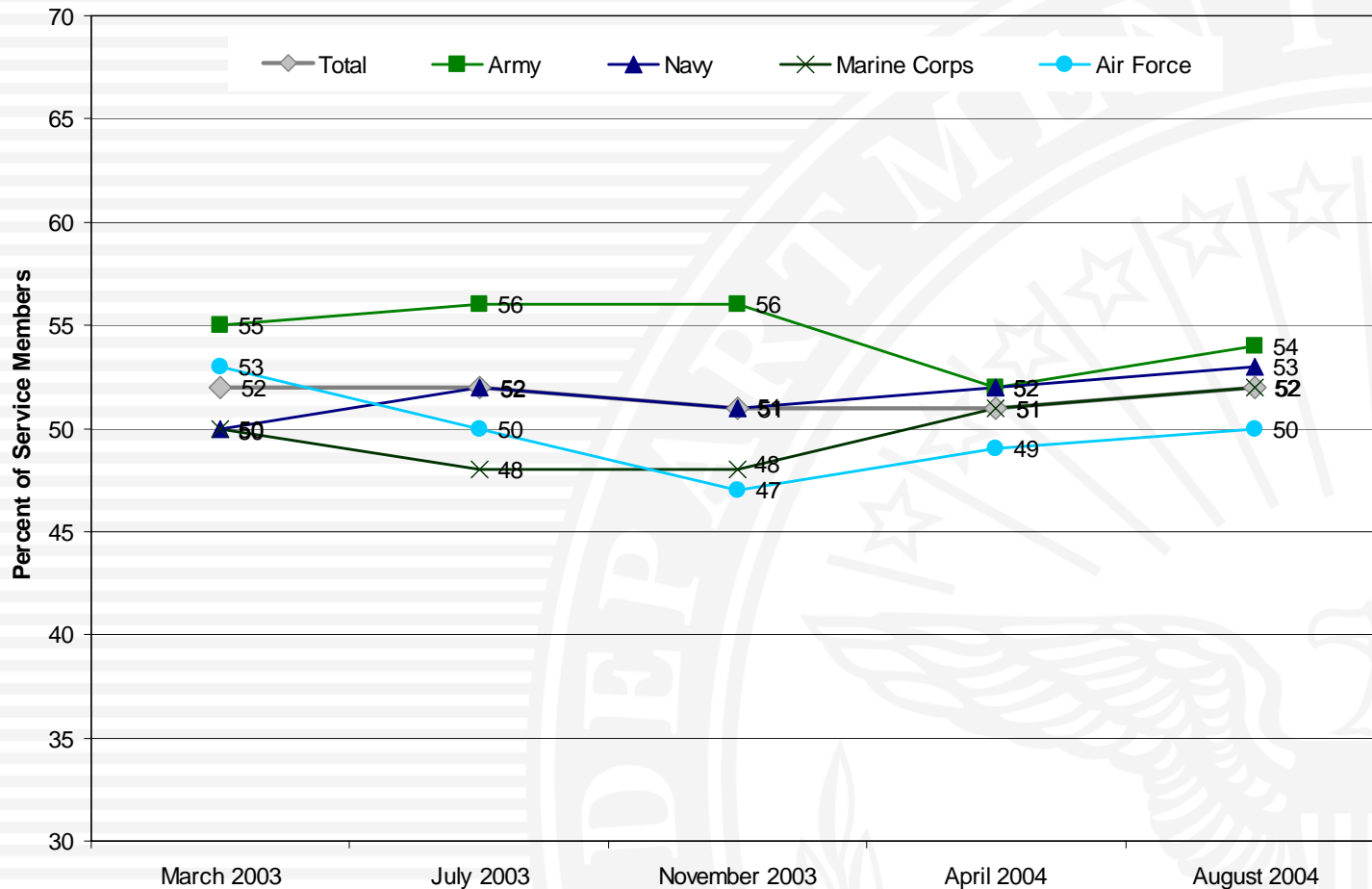
Margins of error within +/- 4%

KEY: Higher response of "Less than usual" Lower response of "Less than usual" Higher response of "More than usual"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Current level of stress in your PERSONAL life	Less	17	16	19	17	17	14	20	20	18	15	16	17	14	19	19	16
	More	42	42	42	42	42	42	42	43	40	43	43	42	38	45	38	42	44
Current level of stress in your WORK life	Less	13	13	12	13	13	11	16	16	12	14	11	13	14	14	15	13	14
	More	52	52	55	53	52	54	50	53	54	50	54	53	48	54	50	52	53

Margins of error within +/- 4%

# Personal and Work Stress

## More Than Usual Level of Stress in Work Life Trends All Service Members



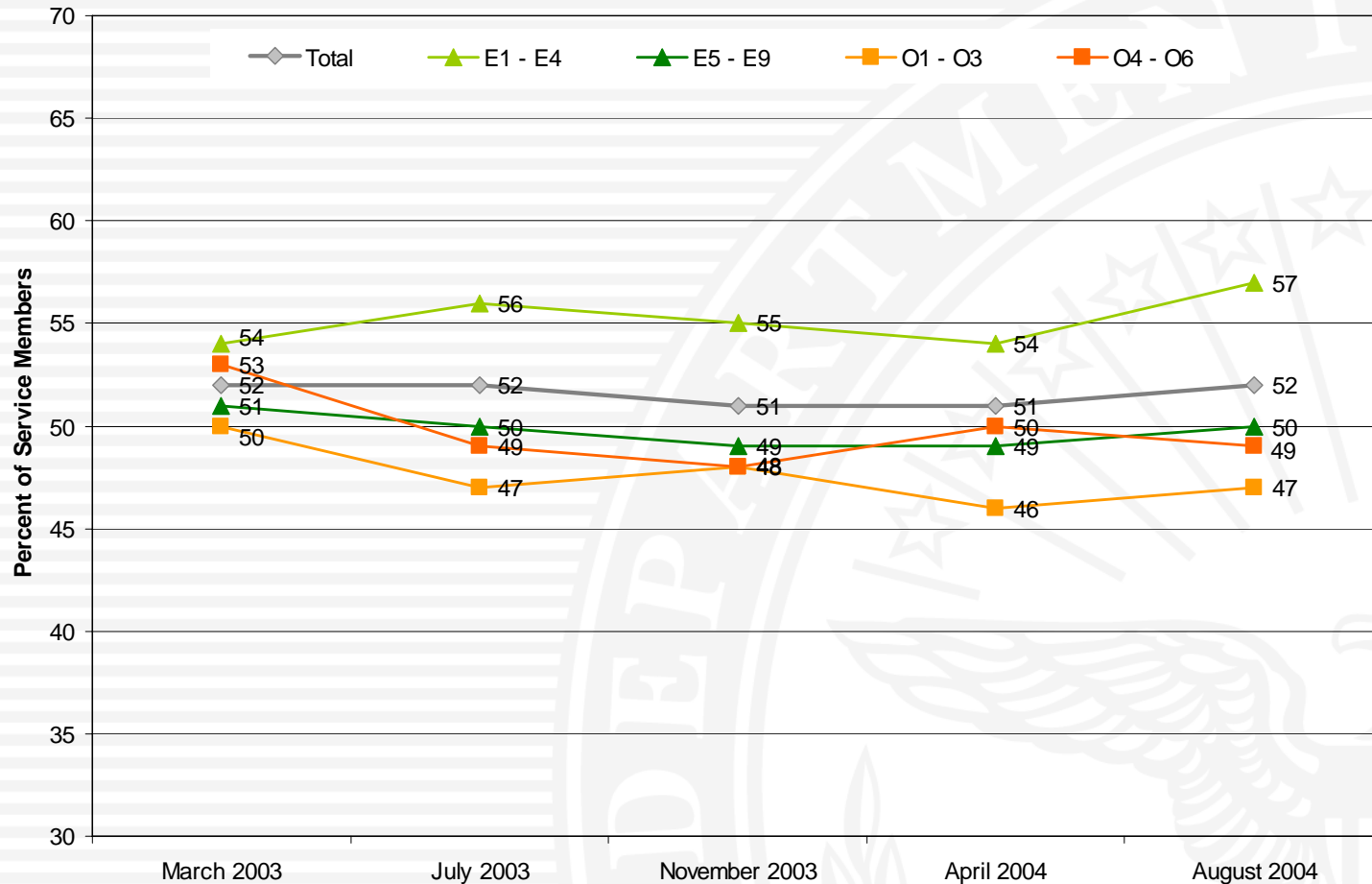
SOFA Mar03  
Q20  
SOFA July03  
Q35  
SOFA Nov03  
Q36  
SOFA Apr04  
Q41  
SOFA Aug04  
Q37

Margins of error within +/- 4%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Personal and Work Stress

## More Than Usual Level of Stress in Work Life Trends All Service Members



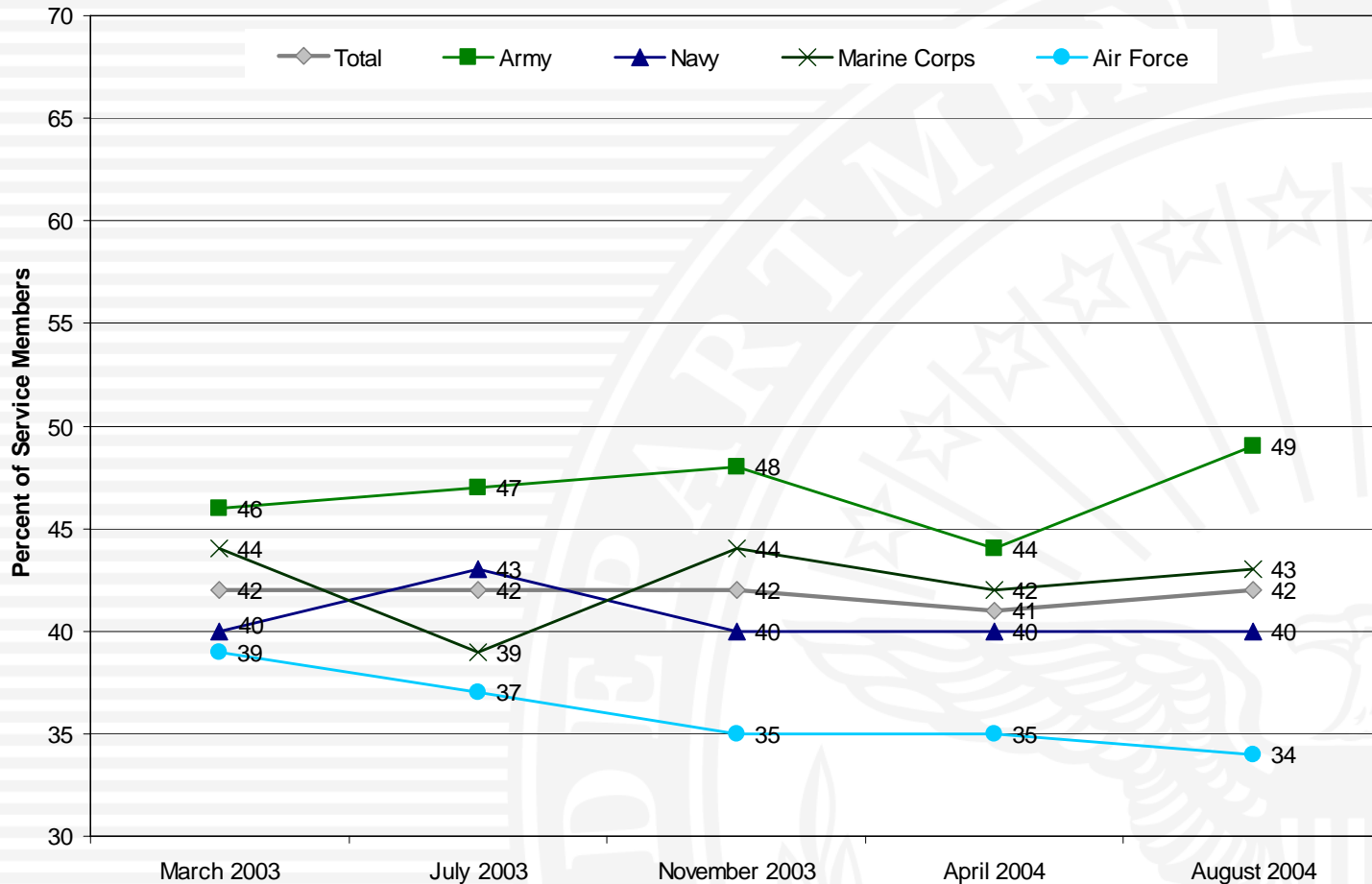
SOFA Mar03  
Q20  
SOFA July03  
Q35  
SOFA Nov03  
Q36  
SOFA Apr04  
Q41  
SOFA Aug04  
Q37

Margins of error within +/- 3%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Personal and Work Stress

## More Than Usual Level of Stress in Personal Life Trends All Service Members



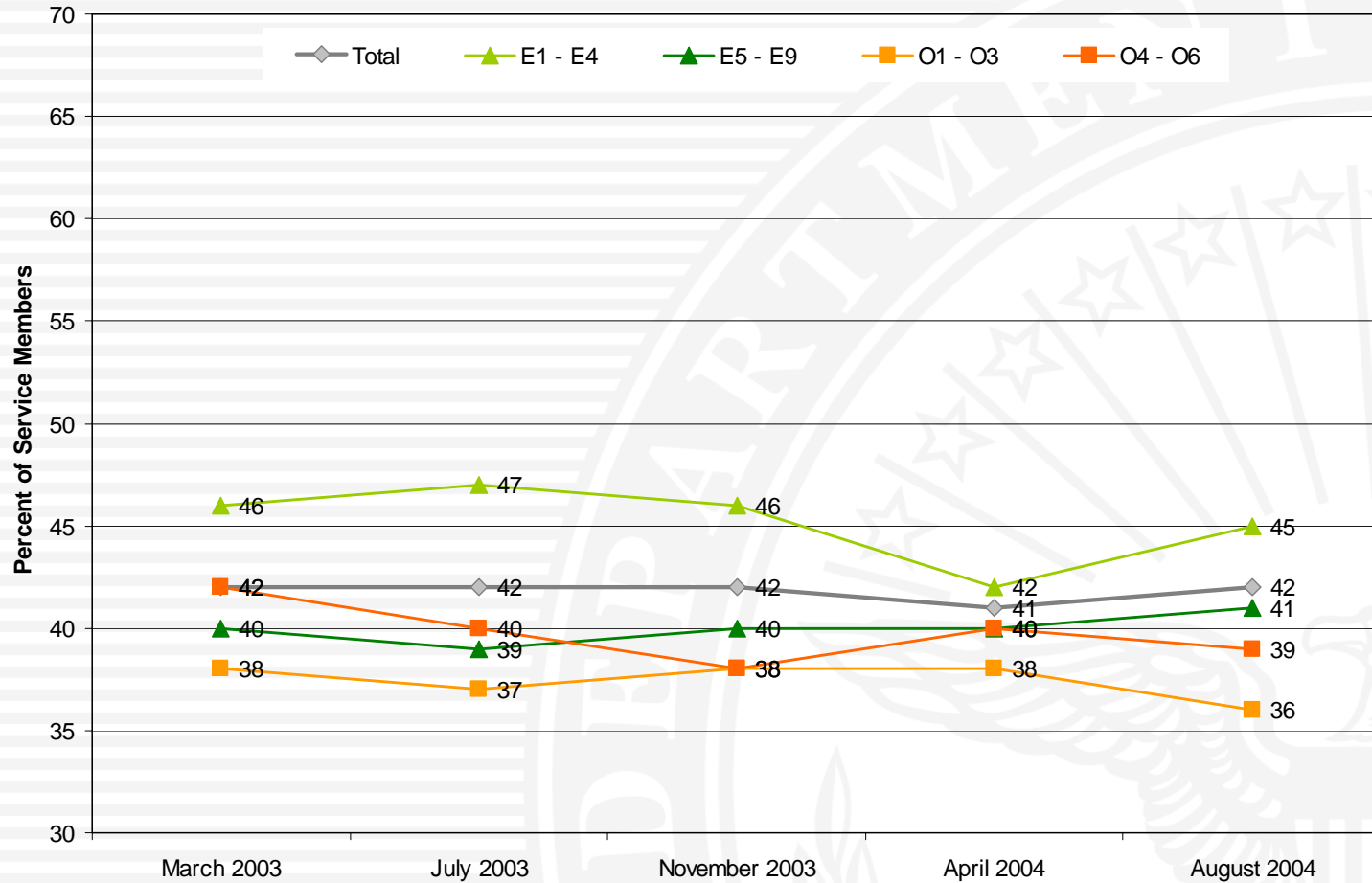
SOFA Mar03  
Q21  
SOFA July03  
Q36  
SOFA Nov03  
Q37  
SOFA Apr04  
Q42  
SOFA Aug04  
Q38

Margins of error within +/- 4%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Personal and Work Stress

## More Than Usual Level of Stress in Personal Life Trends All Service Members



SOFA Mar03  
Q21  
SOFA July03  
Q36  
SOFA Nov03  
Q37  
SOFA Apr04  
Q42  
SOFA Aug04  
Q38

Margins of error within +/- 3%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Personal and Work Stress

## Summary of Findings

### August 2004 Findings

- 42% reported more stress than usual in their personal life
  - More stress led by Army, E1-E4, and Army enlisted
  - Less stress led by minority
- 52% reported more stress than usual in their work life
  - More stress led by E1-E4 and non-minority
  - Less stress led by Navy, E5-E9, and minority

### April 2004 – August 2004 Trends

- No change

### July 2003 – August 2004 Trends

- No change

# Leading Indicators and Related Items

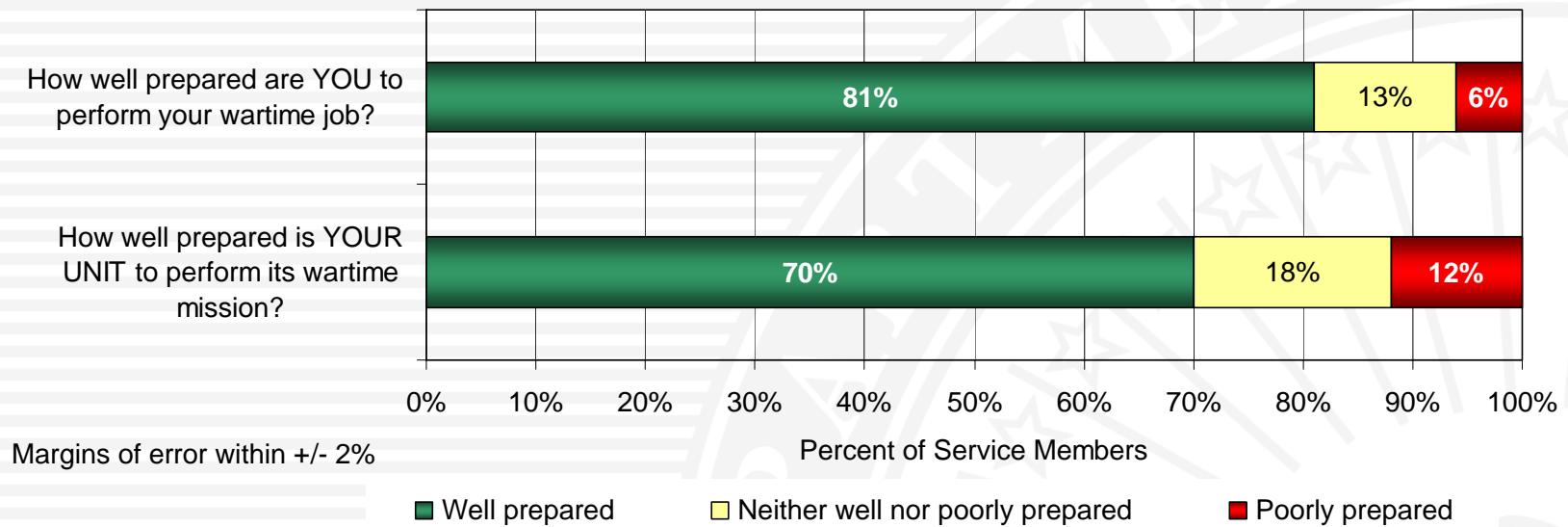
- **Retention**
  - **Detailed retention**
- **Satisfaction**
  - **Detailed satisfaction**
- **Tempo**
  - **Global War on Terrorism**
  - **Deployments and assignments**
- **Personal and work stress**
- ✓ **Personal and unit preparedness**



# Personal and Unit Preparedness

## To Perform Wartime Mission

### All Service Members



# Personal and Unit Preparedness

## To Perform Wartime Mission

### All Service Members

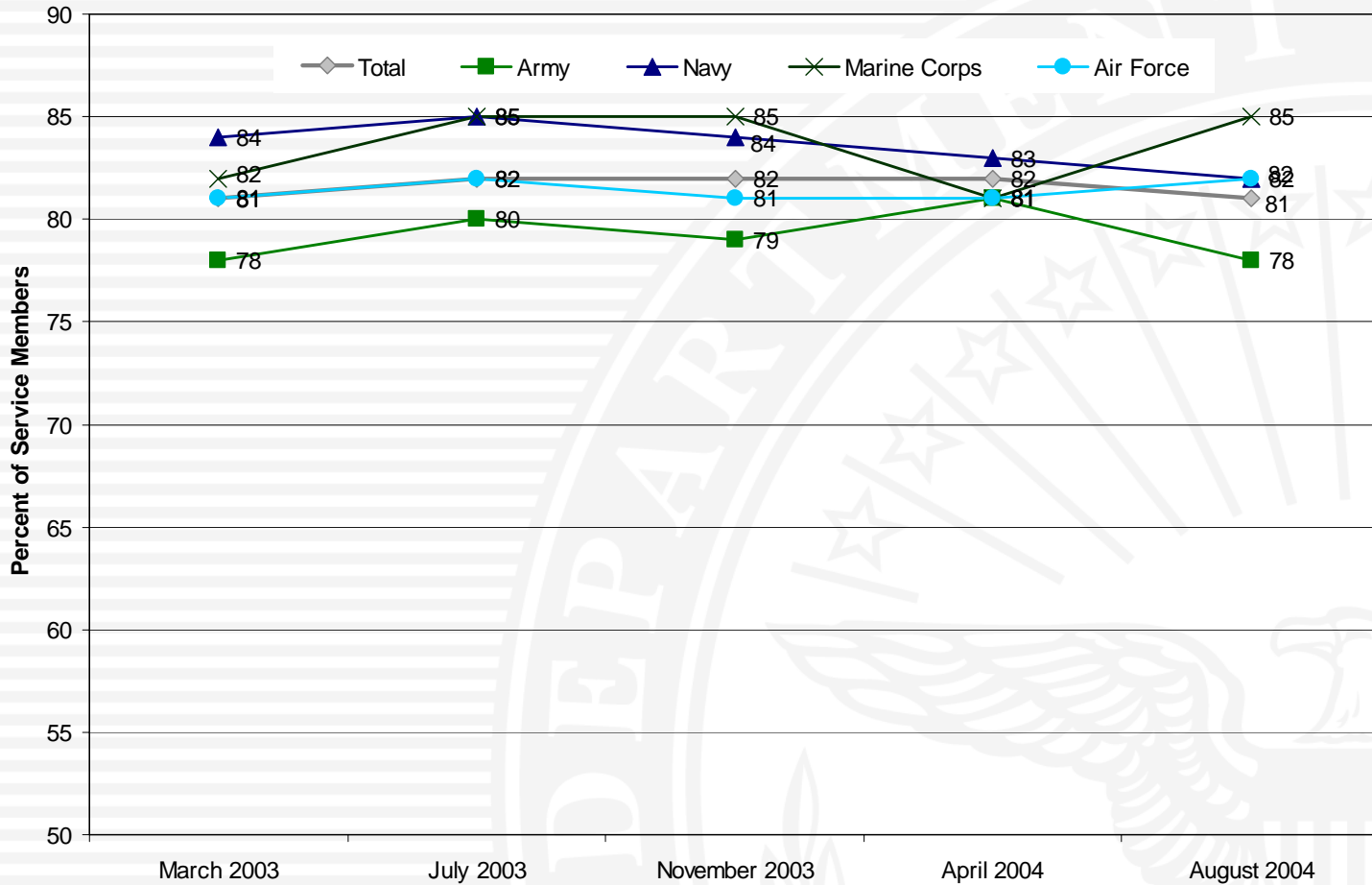
KEY: More well prepared Less well prepared More poorly prepared		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	You are prepared to perform your wartime job	Well	81	78	82	85	82	77	85	77	86	77	84	82	83	85	89	83
	Poorly	6	8	5	5	5	8	5	6	4	9	4	5	5	5	2	5	7
Unit is prepared to perform its wartime mission	Well	70	57	76	72	78	68	70	71	76	55	68	76	76	72	76	79	74
	Poorly	12	20	7	10	7	13	12	9	4	22	9	8	6	11	6	7	7

Margins of error within +/- 4%

KEY: More well prepared Less well prepared More poorly prepared		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	You are prepared to perform your wartime job	Well	81	81	81	79	82	82	80	80	77	85	80	83	83	68	70	83
	Poorly	6	6	6	7	6	6	6	7	8	5	6	6	4	12	10	5	11
Unit is prepared to perform its wartime mission	Well	70	70	67	69	70	70	70	66	70	70	70	70	74	66	66	70	66
	Poorly	12	12	13	13	11	13	11	12	12	12	12	13	7	13	10	12	12

Margins of error within +/- 4%

# Personal Preparedness To Perform Wartime Mission Trends All Service Members

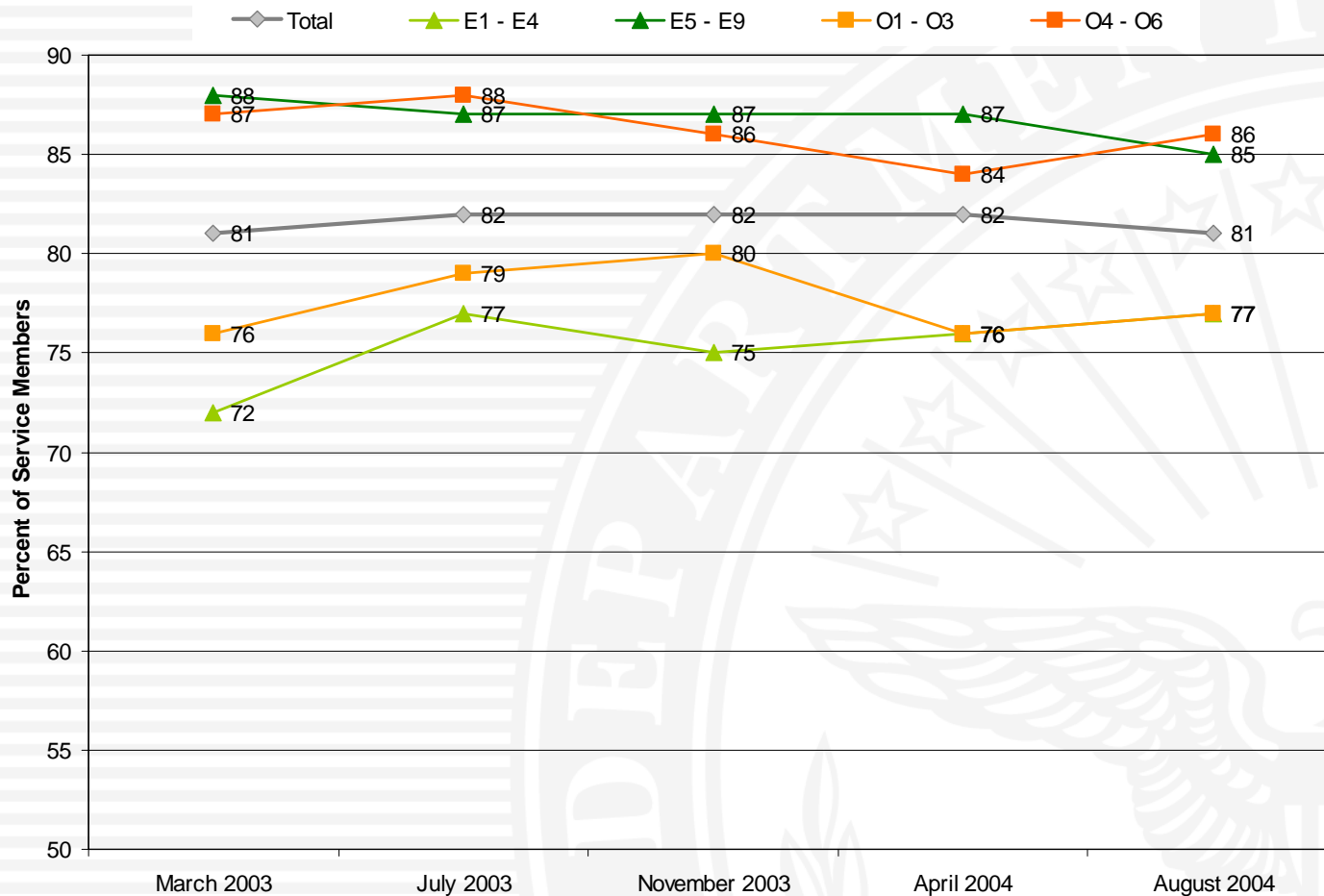


SOFA Mar03  
Q18  
SOFA July03  
Q33  
SOFA Nov03  
Q34  
SOFA Apr04  
Q39  
SOFA Aug04  
Q34

Margins of error within +/- 3%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Personal Preparedness To Perform Wartime Mission Trends All Service Members



SOFA Mar03  
Q18  
SOFA July03  
Q33  
SOFA Nov03  
Q34  
SOFA Apr04  
Q39  
SOFA Aug04  
Q34

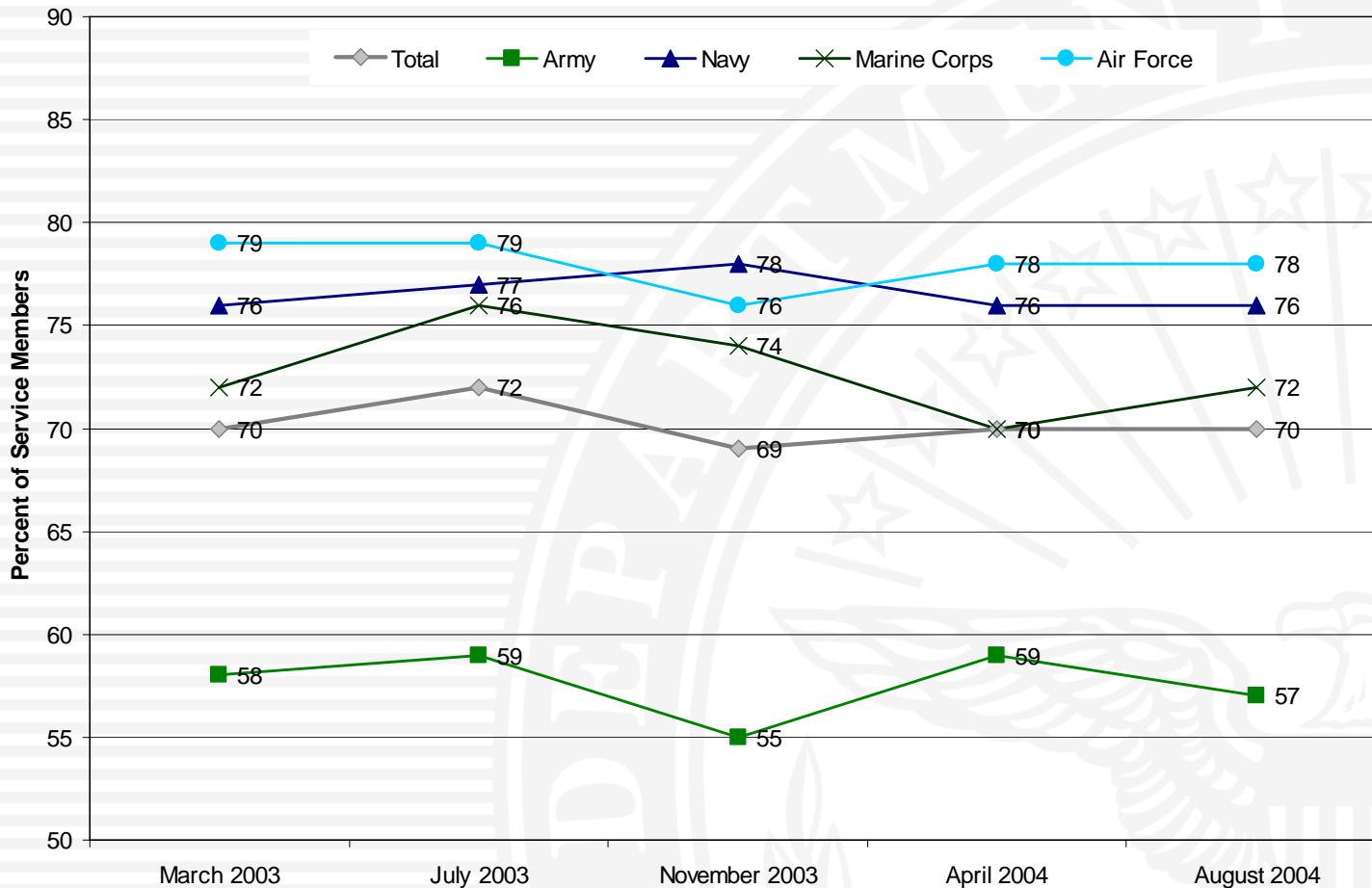
Margins of error within +/- 3%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Unit Preparedness

## To Perform Wartime Mission Trends

### All Service Members

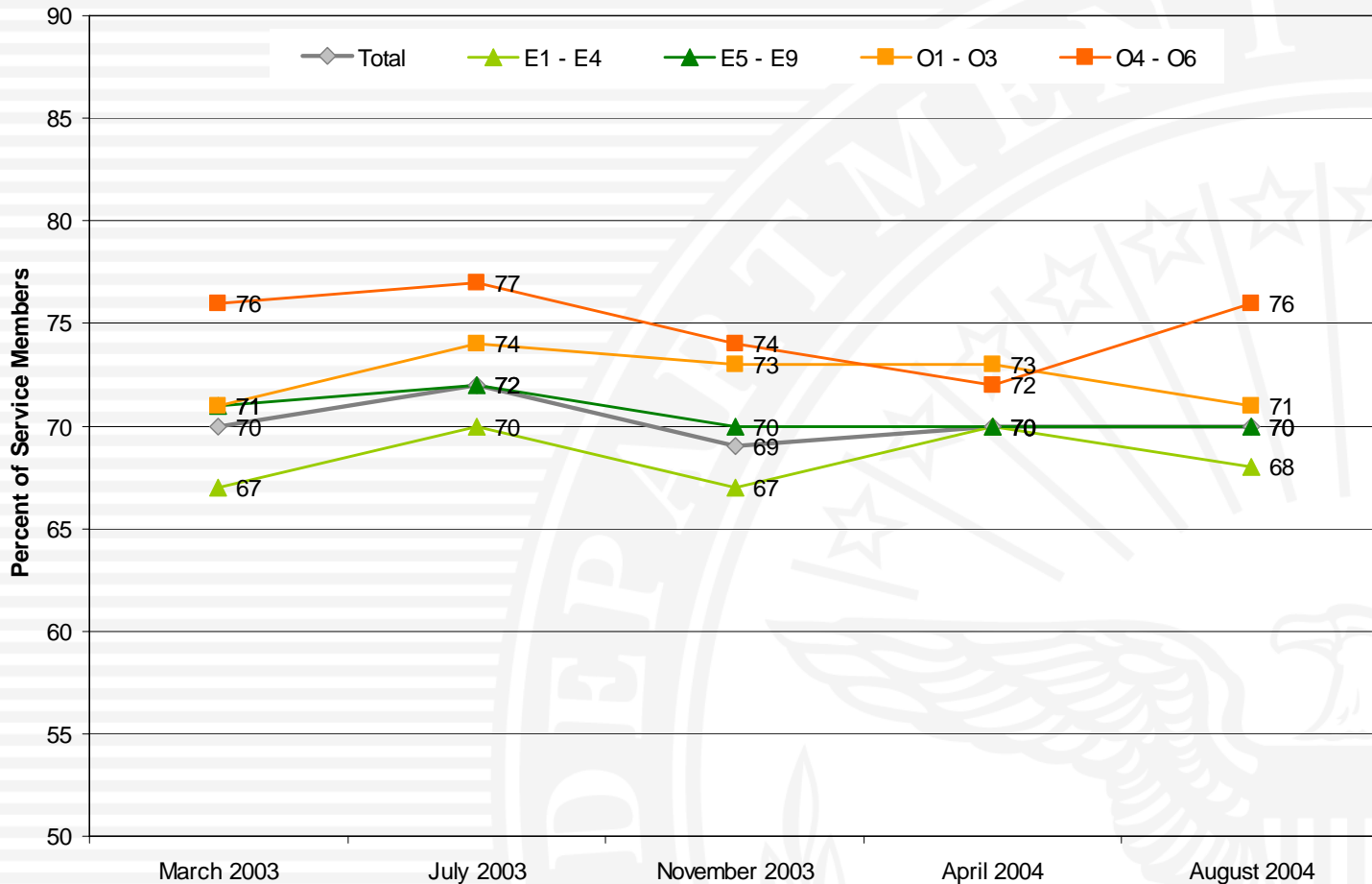


SOFA Mar03  
Q19  
SOFA July03  
Q34  
SOFA Nov03  
Q35  
SOFA Apr04  
Q40  
SOFA Aug04  
Q35

Margins of error within +/- 3%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Unit Preparedness To Perform Wartime Mission Trends All Service Members



SOFA Mar03  
Q19  
SOFA July03  
Q34  
SOFA Nov03  
Q35  
SOFA Apr04  
Q40  
SOFA Aug04  
Q35

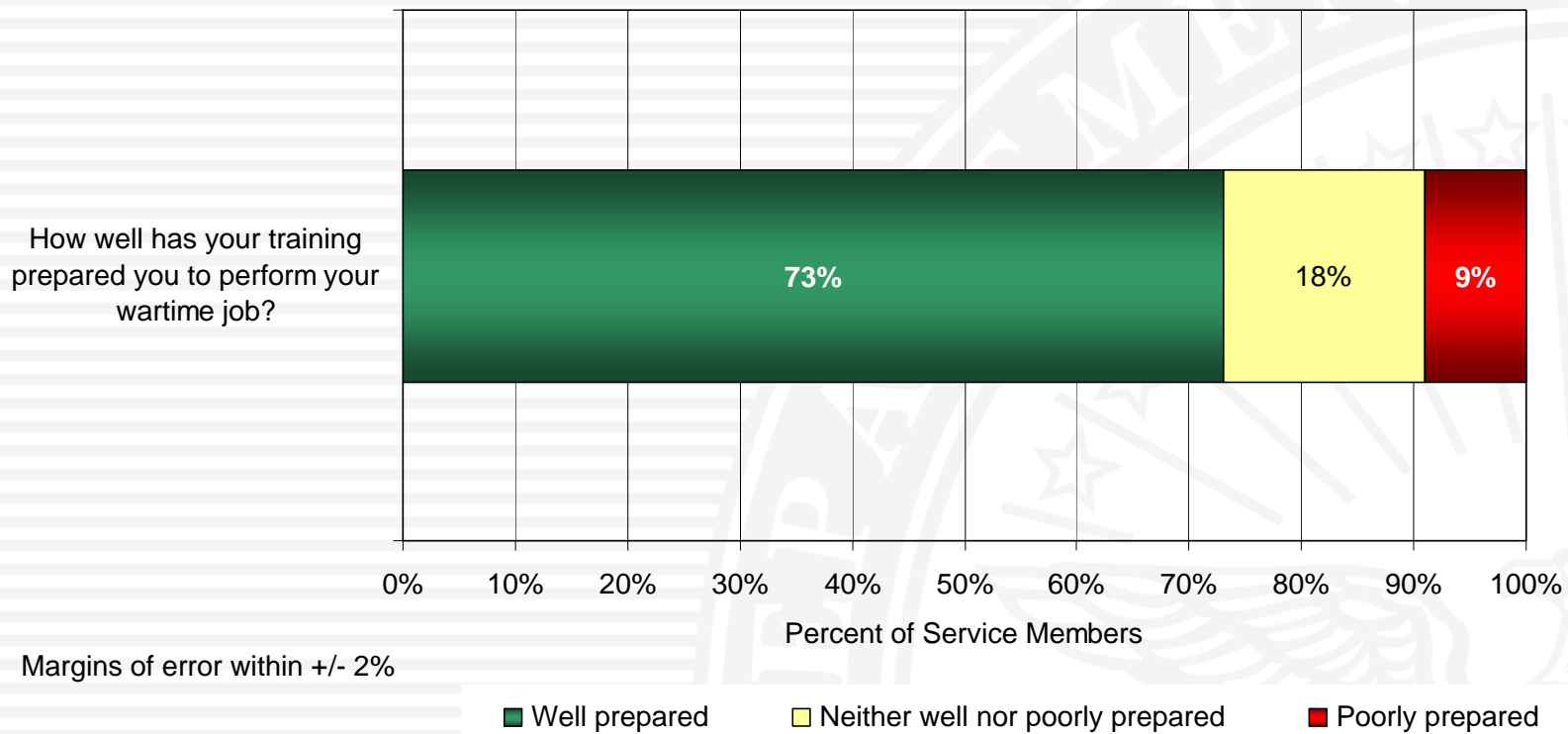
Margins of error within +/- 3%

+ = Significant difference between April 2004 and August 2004  
# = Significant difference between July 2003 and August 2004

# Personal and Unit Preparedness

## Training To Perform Wartime Mission

All Service Members



# Personal and Unit Preparedness

## Training To Perform Wartime Mission

### All Service Members

KEY: More well prepared Less well prepared More poorly prepared		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Training prepared you to perform your wartime job	Well	73	68	76	77	74	69	76	71	79	66	75	76	78	76	85	75
	Poorly	9	13	7	8	8	11	8	9	6	14	7	7	8	8	4	8	9

Margins of error within +/- 4%

KEY: More well prepared Less well prepared More poorly prepared		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Training prepared you to perform your wartime job	Well	73	73	72	71	74	72	73	70	70	77	70	74	77	63	63	75
	Poorly	9	9	10	10	9	10	8	10	10	8	10	9	7	14	11	9	14

Margins of error within +/- 4%



# Personal and Unit Preparedness

## Summary of Findings

### August 2004 Findings

- Majority reported they (81%) and their units (70%) were well prepared for wartime mission
  - Higher personal preparedness led by Marine Corps, E5-E9, O4-O6, Army officer, married with children, and male
  - Lower personal preparedness led by Army, E1-E4, Army enlisted, single without children, and female
  - Higher unit preparedness led by Navy, Air Force, O4-O6, Marine Corps officer, officer male, and male
  - Lower unit preparedness led by Army, Army enlisted, and enlisted male
- 73% reported training had prepared them well to perform their wartime job; 9% reported it had prepared them poorly
  - Well prepared led by Navy, Marine Corps, E5-E9, O4-O6, Navy officer, Marine Corps officer, married with children, and male
  - Poorly prepared led by Army, E1-E4, Army enlisted, non-minority, enlisted female, and female

# Personal and Unit Preparedness

## Summary of Findings

### April 2004 – August 2004 Trends

- No change

### July 2003 – August 2004 Trends

- No change

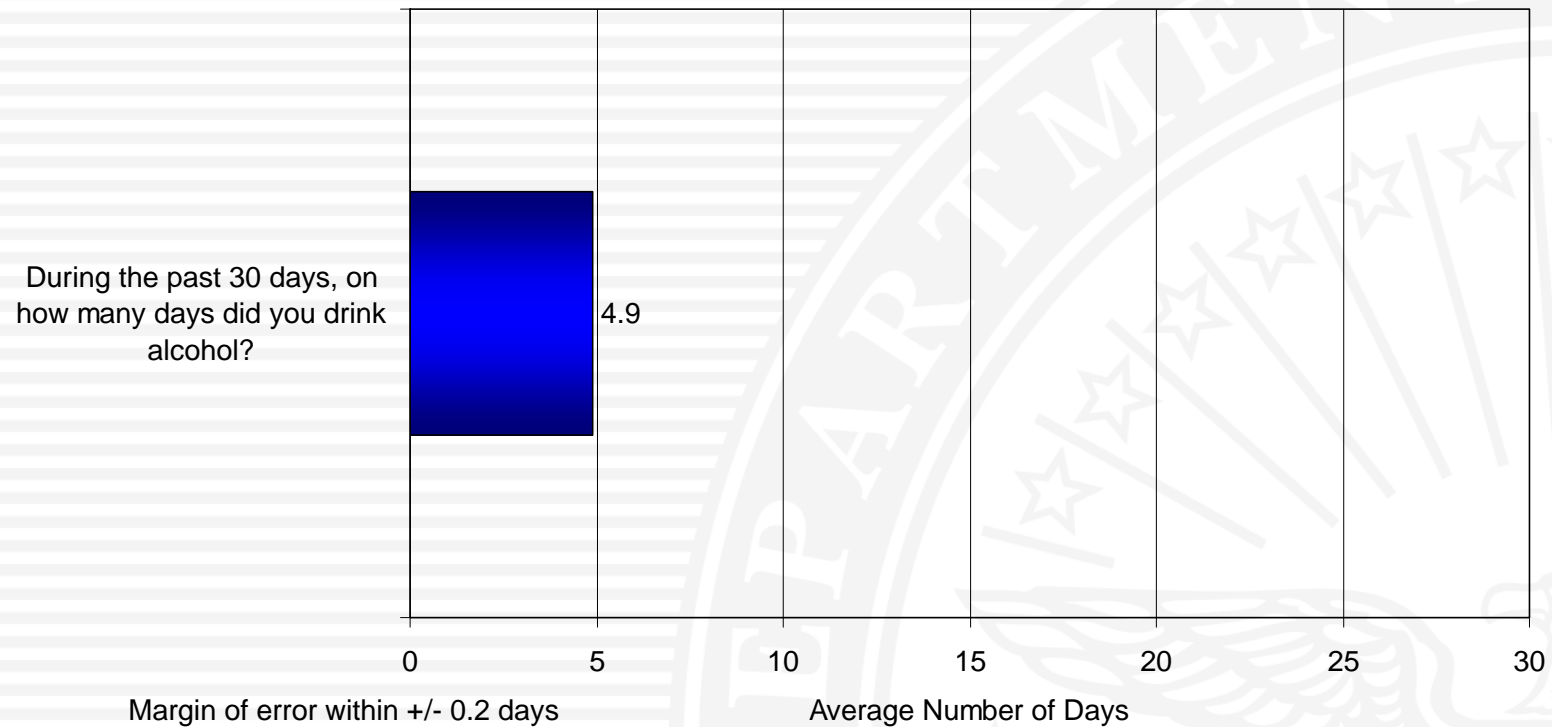
SOFA July03  
Q33, Q34  
SOFA Apr04  
Q39, Q40  
SOFA Aug04  
Q34, Q35

# Briefing Overview

- Introduction
- Leading indicators and related items
- ✓ Member's health
- Compensation
- Transition Assistance Programs
- Major findings

# Member's Health

## Monthly Incidence of Alcohol Consumption All Service Members



# Member's Health

## Monthly Incidence of Alcohol Consumption All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	During the past 30 days, number of days you drank alcohol	4.9	4.9	4.9	5.3	4.6	4.6	4.9	5.1	6.6	4.9	5.3	4.7	6.4	5.1	6.7	4.4

Margins of error within +/- 0.5 days

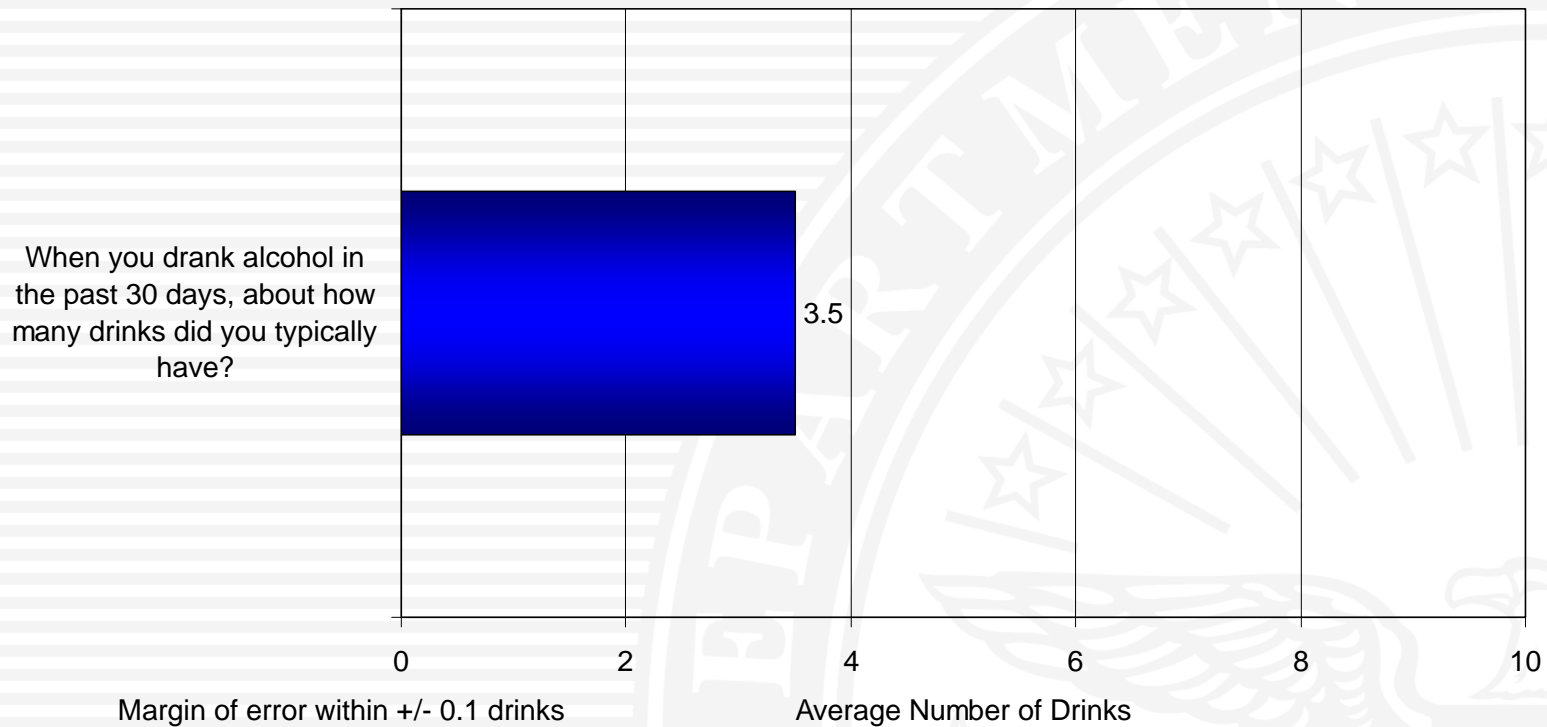
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	During the past 30 days, number of days you drank alcohol	4.9	4.9	4.9	4.6	5.1	5.4	4.0	4.8	5.1	4.8	4.6	5.0	6.0	3.0	4.2	5.2

Margins of error within +/- 0.6 days

# Member's Health

## Average Number of Drinks Per Occasion

Service Members Who Drank Alcohol at Least Once During Past 30 Days



# Member's Health

## Average Number of Drinks Per Occasion

Service Members Who Drank Alcohol at Least Once During Past 30 Days

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	During the past 30 days, typical number of alcoholic drinks alcohol	3.5	3.4	3.6	4.2	3.3	3.8	3.5	3.1	2.8	3.6	2.7	3.6	3.2	4.3	3.6	3.4

Margins of error within +/- 0.3 drinks

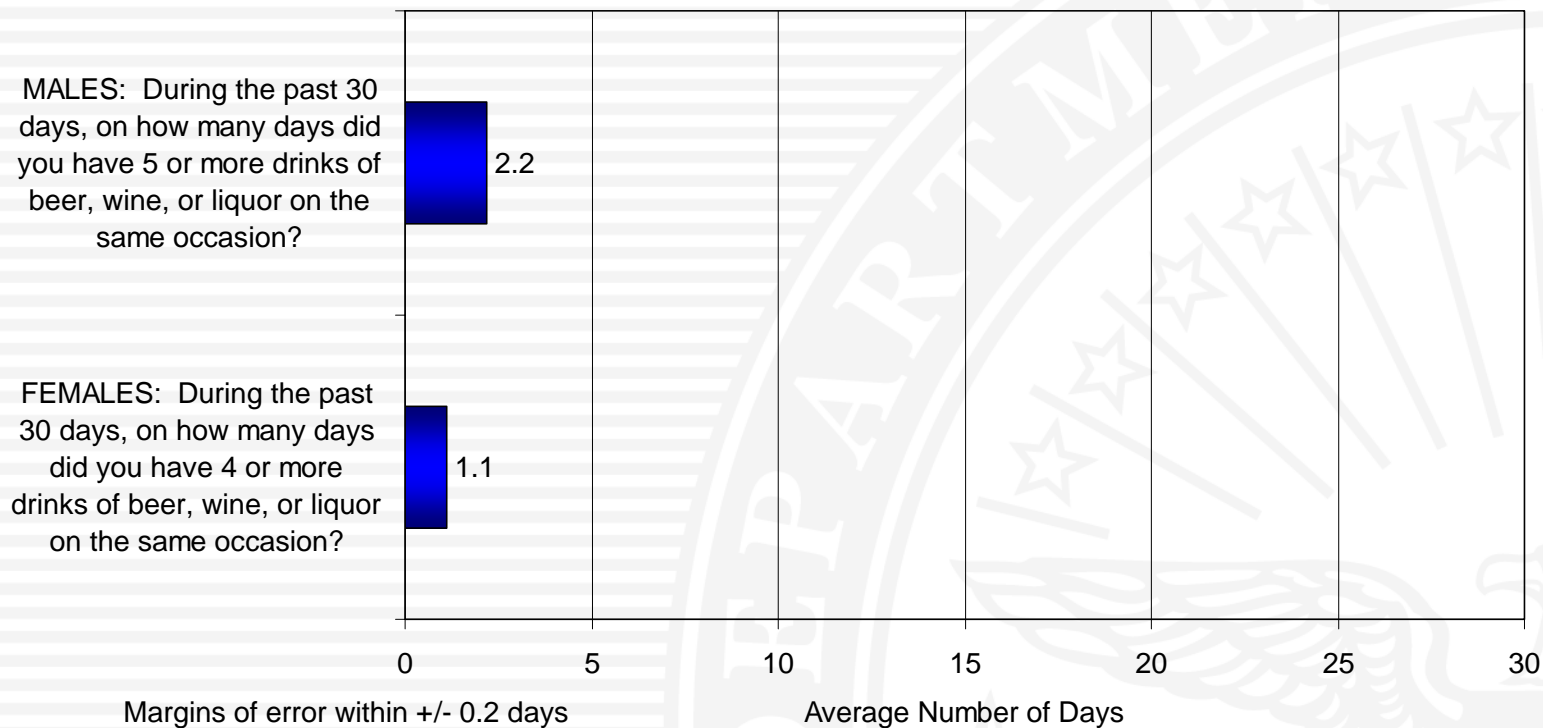
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	During the past 30 days, typical number of alcoholic drinks alcohol	3.5	3.5	3.7	3.5	3.5	3.7	3.1	3.3	3.9	3.2	3.5	3.8	3.1	2.6	2.4	3.7

Margins of error within +/- 0.3 drinks

# Member's Health

## Heavy Drinking By Males/Females

Service Members Who Drank Alcohol at Least Once During Past 30 Days





# Member's Health

## Heavy Drinking By Males/Females

Service Members Who Drank Alcohol at Least Once During Past 30 Days

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	MALES: Number of days you had 5 or more alcoholic drinks on the same occasion	2.2	2.5	2.2	2.9	1.5	2.9	2.1	1.3	0.7	2.7	1.1	2.4	1.1	3.1	1.4	1.6
FEMALES: Number of days you had 4 or more alcoholic drinks on the same occasion	1.1	1.3	0.9	1.9	0.8	1.4	0.9	0.7	0.4	1.5	0.5	1.0	0.6	2.0	0.9	0.9	0.6

Margins of error within +/- 0.7 days

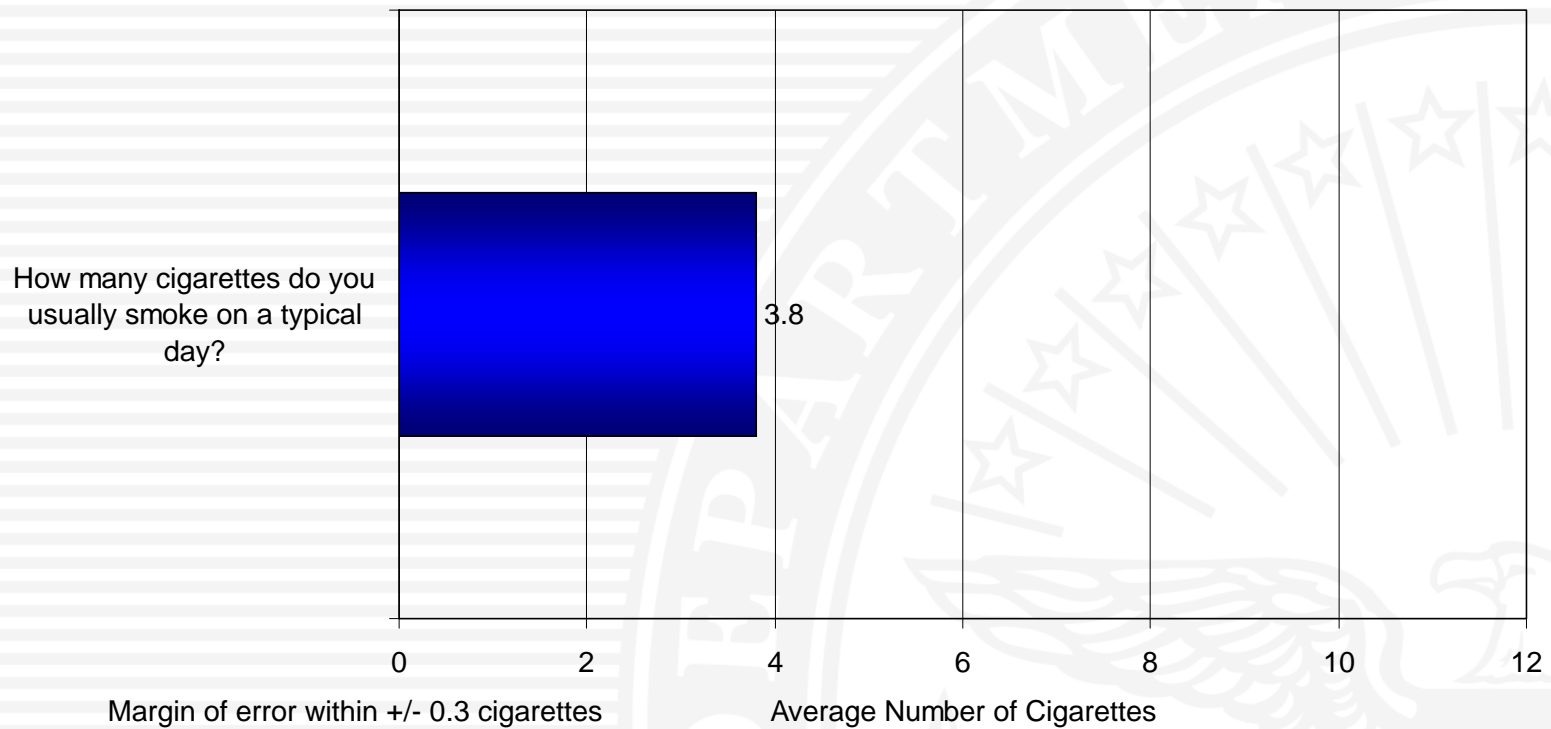
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	MALES: Number of days you had 5 or more alcoholic drinks on the same occasion	2.2	2.2	2.2	2.5	2.0	2.3	2.1	2.6	3.0	1.7	2.1	2.4	1.0	NA	NA	2.2
FEMALES: Number of days you had 4 or more alcoholic drinks on the same occasion	1.1	1.0	1.2	1.2	1.0	1.3	0.9	1.3	1.5	0.6	0.9	NA	NA	1.2	0.6	NA	1.1

Margins of error within +/- 0.6 days

NA: Not Applicable

# Member's Health

## Cigarette Smoking All Service Members



# Member's Health

## Cigarette Smoking

### All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	During the past 30 days, number of cigarettes you smoked on a typical day	3.8	4.6	3.7	4.2	2.9	5.1	3.9	0.5	0.6	5.4	0.8	4.2	0.7	4.7	0.4	3.5

Margins of error within +/- 0.7 cigarettes

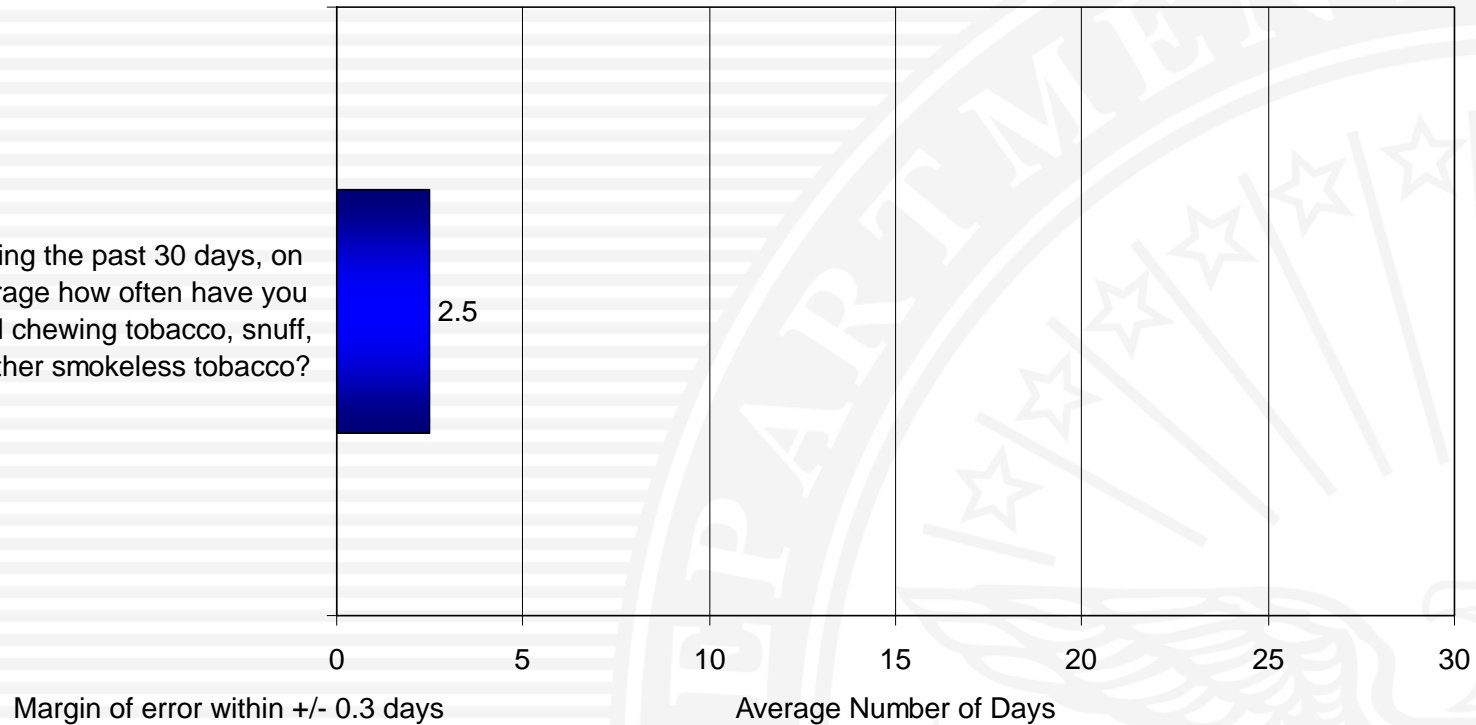
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	During the past 30 days, number of cigarettes you smoked on a typical day	3.8	3.8	4.1	4.4	3.4	4.6	2.6	3.0	4.3	3.7	3.6	4.7	0.6	3.2	0.5	4.0

Margins of error within +/- 0.6 cigarettes

# Member's Health

## Tobacco Use All Service Members

During the past 30 days, on average how often have you used chewing tobacco, snuff, or other smokeless tobacco?



# Member's Health

## Tobacco Use All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	During the past 30 days, number of days you used chewing tobacco, snuff, or other smokeless tobacco	2.5	2.8	2.0	4.4	1.7	2.9	2.3	2.0	1.6	2.9	2.6	2.0	1.5	4.5	3.5	1.8

Margins of error within +/- 0.8 days

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	During the past 30 days, number of days you used chewing tobacco, snuff, or other smokeless tobacco	2.5	2.5	2.3	2.7	2.3	3.4	1.0	2.5	2.5	2.3	2.7	3.0	2.2	0.4	NR	2.9

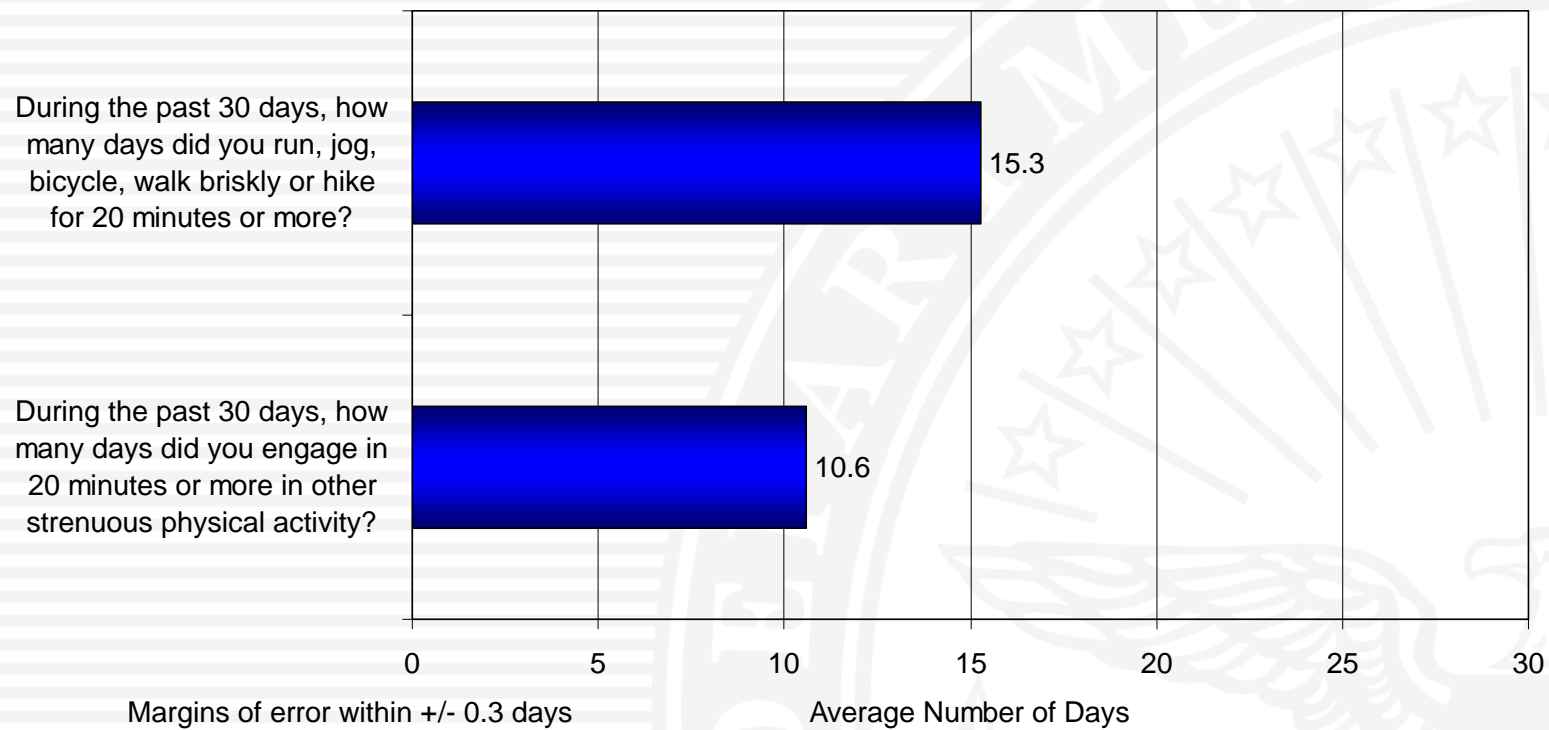
Margins of error within +/- 0.8 days

NR: Not Reportable

# Member's Health

## Exercise

### All Service Members



# Member's Health

## Exercise

### All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Number of days you ran, jogged, bicycled, walked briskly, or hiked for 20 minutes or more	15.3	17.8	13.4	15.7	13.8	15.6	15.3	14.6	14.3	18.2	16.1	13.4	13.4	15.7	15.9	14.0
Number of days you engaged in 20 minutes or more in other strenuous physical activity	10.6	11.7	9.8	11.6	9.5	11.1	10.8	9.8	8.1	12.1	10.2	10.1	8.2	11.8	10.5	9.8	8.3

Margins of error within +/- 0.7 days

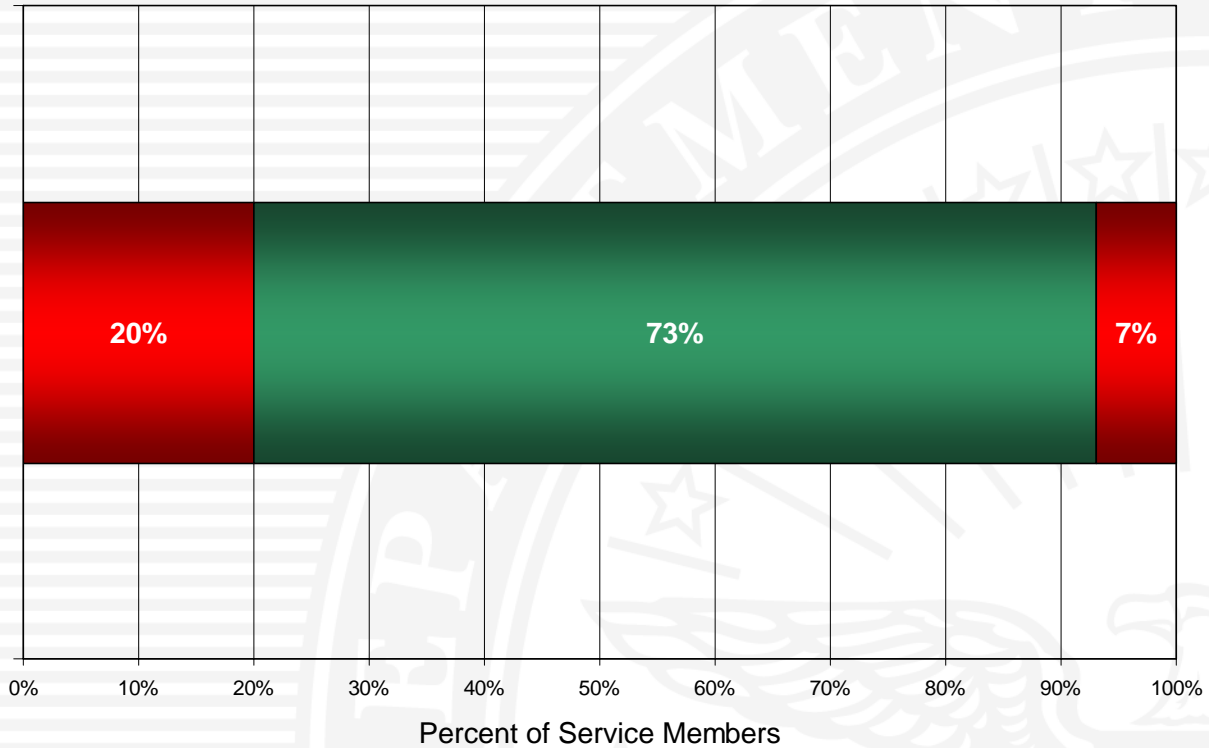
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Number of days you ran, jogged, bicycled, walked briskly, or hiked for 20 minutes or more	15.3	15.0	16.6	15.9	14.9	15.2	15.5	15.2	15.2	15.2	15.7	15.6	14.4	14.9	15.0	15.4
Number of days you engaged in 20 minutes or more in other strenuous physical activity	10.6	10.5	11.3	11.2	10.3	10.3	11.1	9.8	11.0	10.3	10.8	11.4	9.4	8.0	7.6	11.1	8.0

Margins of error within +/- 0.7 days

# Member's Health

## Weight All Service Members

In thinking about your weight,  
do you consider yourself to  
be:



Margins of error within +/- 2%

■ Overweight    ■ About the right weight    ■ Underweight



# Member's Health

## Weight

### All Service Members

KEY: More "About the right weight" Less "About the right weight" More "Overweight" or "Underweight"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	In thinking about your weight, do you consider yourself to be:	<b>Overweight</b>	20	19	22	12	23	16	24	17	24	19	18	21	27	12	11	25
	<b>About right</b>	73	73	72	80	71	74	71	80	74	72	80	72	71	80	86	69	78
	<b>Underweight</b>	7	8	6	8	6	10	5	3	2	9	2	7	2	8	3	6	3

Margins of error within +/- 4%

KEY: More "About the right weight" Less "About the right weight" More "Overweight" or "Underweight"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	In thinking about your weight, do you consider yourself to be:	<b>Overweight</b>	20	20	19	17	22	20	21	22	15	24	19	19	19	28	22	19
	<b>About right</b>	73	73	71	74	73	74	73	73	75	71	74	73	78	68	76	74	69
	<b>Underweight</b>	7	6	9	9	5	7	7	5	10	4	7	8	3	4	1	7	3

Margins of error within +/- 4%

# Member's Health

## Summary of Findings

### August 2004 Findings

- Service members reported drinking alcohol an average of 4.9 occasions during the past 30 days
  - Had an average of 3.5 drinks per occasion
    - More than average reported by Marine Corps, E1-E4, Marine Corps enlisted, non-minority, single without children, enlisted male, and male
  - Males reported having 5 or more drinks on the same occasion an average of 2.2 times during the past 30 days
    - More than average reported by Marine Corps, E1-E4, Army enlisted, Marine Corps enlisted, living on base, single without children, and enlisted male
  - Females reported having 4 or more drinks on the same occasion an average of 1.1 times during the past 30 days
    - More than average reported by E1-E4, single without children, and enlisted female

# Member's Health

## Summary of Findings

### August 2004 Findings (continued)

- Service members reported smoking an average of 3.8 cigarettes on a typical day
  - More than average reported by Army, E1-E4, Army enlisted, living on base, non-minority, enlisted male, and male
- Service members reported using chewing tobacco, snuff, or other smokeless tobacco an average of 2.5 days during the past 30 days
  - More than average reported by Marine Corps, E1-E4, non-minority, enlisted male, and male

# Member's Health

## Summary of Findings

### August 2004 Findings (continued)

- Service members reported running, jogging, bicycling, walking briskly, or hiking for 20 minutes or more an average of 15.3 days during the past 30 days
  - More than average reported by Army, living overseas, living on base, and enlisted male
- Service members reported engaging in at least 20 minutes of other strenuous physical activity an average of 10.6 days during the past 30 days
  - More than average reported by Army, Marine Corps, Army enlisted, Marine Corps enlisted, living on base, minority, enlisted male, and male
- 20% of members reported being overweight and 7% reported being underweight
  - Overweight led by Air Force, E5-E9, O4-O6, Navy officer, Air Force enlisted, living off base, married with children, enlisted female, and female
  - Underweight led by E1-E4, Army enlisted, living on base, single without children, enlisted male, and male

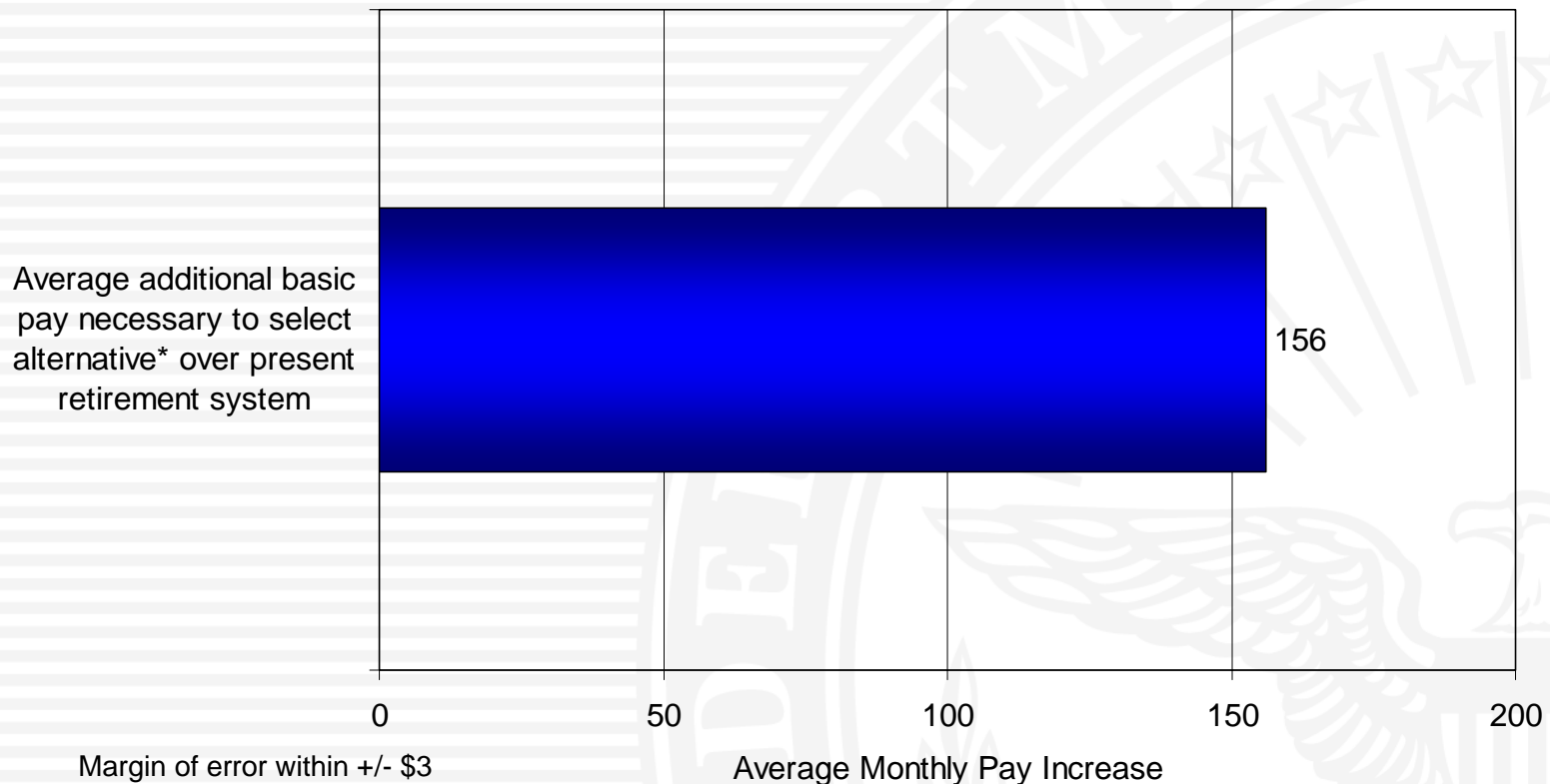
# Briefing Overview

- Introduction
- Leading indicators and related items
- Member's health
- ✓ Compensation
- Transition Assistance Programs
- Major findings

# Compensation

## Additional Basic Pay Necessary To Choose Alternative Over Present Retirement System

Service Members Who Had Less Than 20 Years of Service and Would Choose Alternative Retirement System



\* Alternative retirement system pays additional basic pay for remainder of career, with retirement pay that is reduced by \$200 a month.

# Compensation

## Additional Basic Pay Necessary To Choose Alternative Over Present Retirement System

Service Members Who Had Less Than 20 Years of Service and Would Choose Alternative Retirement System

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Alternative retirement system, preferred monthly basic pay increase	156	154	152	157	161	151	161	154	173	153	161	153	152	156	162	161

Margins of error within +/- \$7

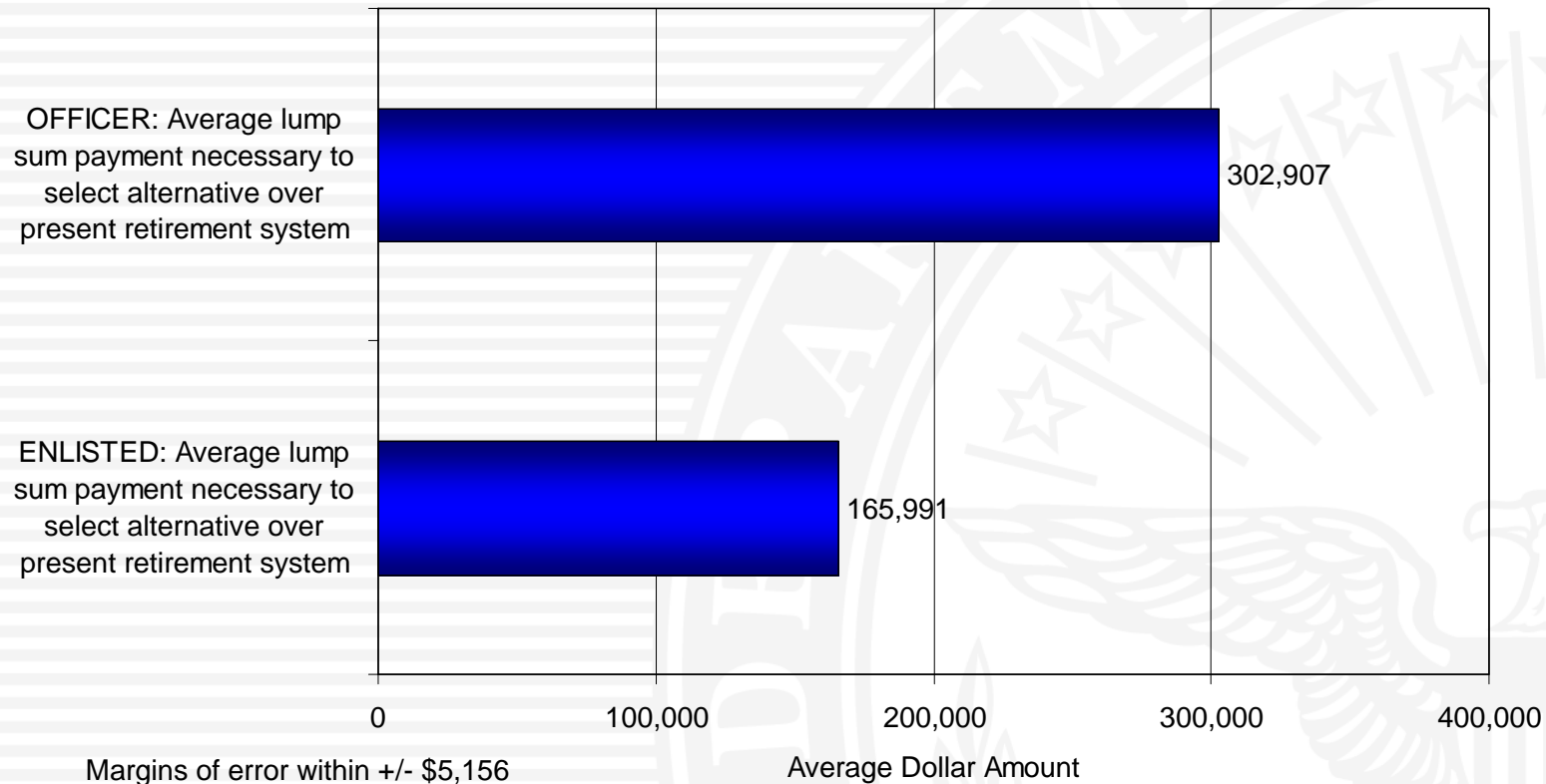
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Alternative retirement system, preferred monthly basic pay increase	156	156	153	154	157	158	152	159	152	159	157	155	158	153	158	156

Margins of error within +/- \$7

# Compensation

## Lump Sum Necessary To Choose Alternative Over Present Retirement System

Service Members Who Had Less Than 20 Years of Service and Would Choose Alternative Retirement System



Note: Alternative retirement system provides a lump sum payment and a pension starting at age 62.



# Compensation

## Lump Sum Necessary To Choose Alternative Over Present Retirement System

Service Members Who Had Less Than 20 Years of Service and Would Choose Alternative Retirement System

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Officer	302,907	297,801	307,481	303,239	304,762	NA	NA	290,866	327,943	NA	297,801	NA	307,481	NA	303,239	NA
Enlisted	165,991	157,278	170,342	163,100	176,468	154,848	178,420	NA	NA	157,278	NA	170,342	NA	163,100	NA	176,468	NA

Margins of error within +/- \$10,567

NA: Not Applicable

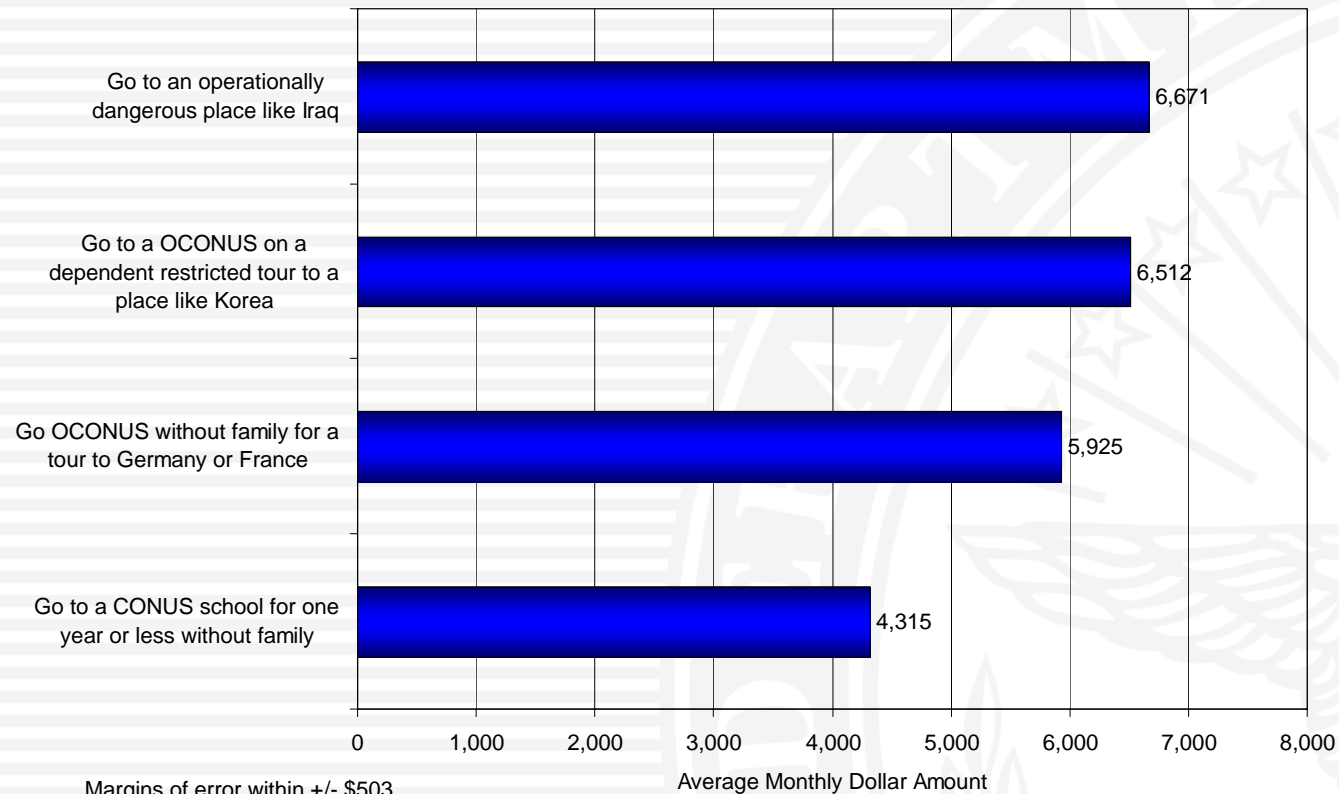
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Officer	302,907	302,703	304,041	312,528	301,060	307,306	286,860	300,082	286,814	319,141	289,847	NA	308,150	NA	278,766	308,150
Enlisted	165,991	166,965	161,895	161,103	170,664	170,808	159,252	163,962	158,500	175,790	162,985	168,513	NA	151,940	NA	168,513	151,940

Margins of error within +/- \$29,219

NA: Not Applicable

# Compensation

## Additional Monthly Pay Needed To Volunteer Going Away From PDS Without Family, Assuming No Deployment Pays Service Members Who Were Married/Separated or Had Children/Other Legal Dependents



Note: Averages include maximum values up to \$99,999. About 12% to 15% indicated they would need at least \$5,000 additional monthly pay to volunteer going away without family.

# Compensation

## Additional Monthly Pay Needed To Volunteer Going Away From PDS Without Family, Assuming No Deployment Pays Service Members Who Were Married/Separated or Had Children/Other Legal Dependents

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Operationally dangerous place	6,671	6,909	7,805	5,730	5,694	6,716	6,049	8,025	9,110	6,871	7,077	7,192	11,431	5,840	4,824	5,077
OCONUS on a dependent restricted tour	6,512	5,829	7,168	6,973	6,595	7,949	4,690	10,707	10,412	5,467	7,310	5,807	13,654	6,749	8,224	5,379	10,980
OCONUS without family for a tour to Germany or France	5,925	5,721	6,472	5,833	5,694	7,424	4,218	9,142	9,772	5,433	6,901	5,282	12,147	5,640	6,903	4,580	9,716
CONUS school for 1 year or less without family	4,315	3,856	4,885	4,859	4,161	5,504	3,092	6,584	6,903	3,546	5,147	4,266	7,865	4,870	4,799	3,301	7,287

Margins of error within +/- \$2,421

# Compensation

## Additional Monthly Pay Needed To Volunteer Going Away From PDS Without Family, Assuming No Deployment Pays Service Members Who Were Married/Separated or Had Children/Other Legal Dependents

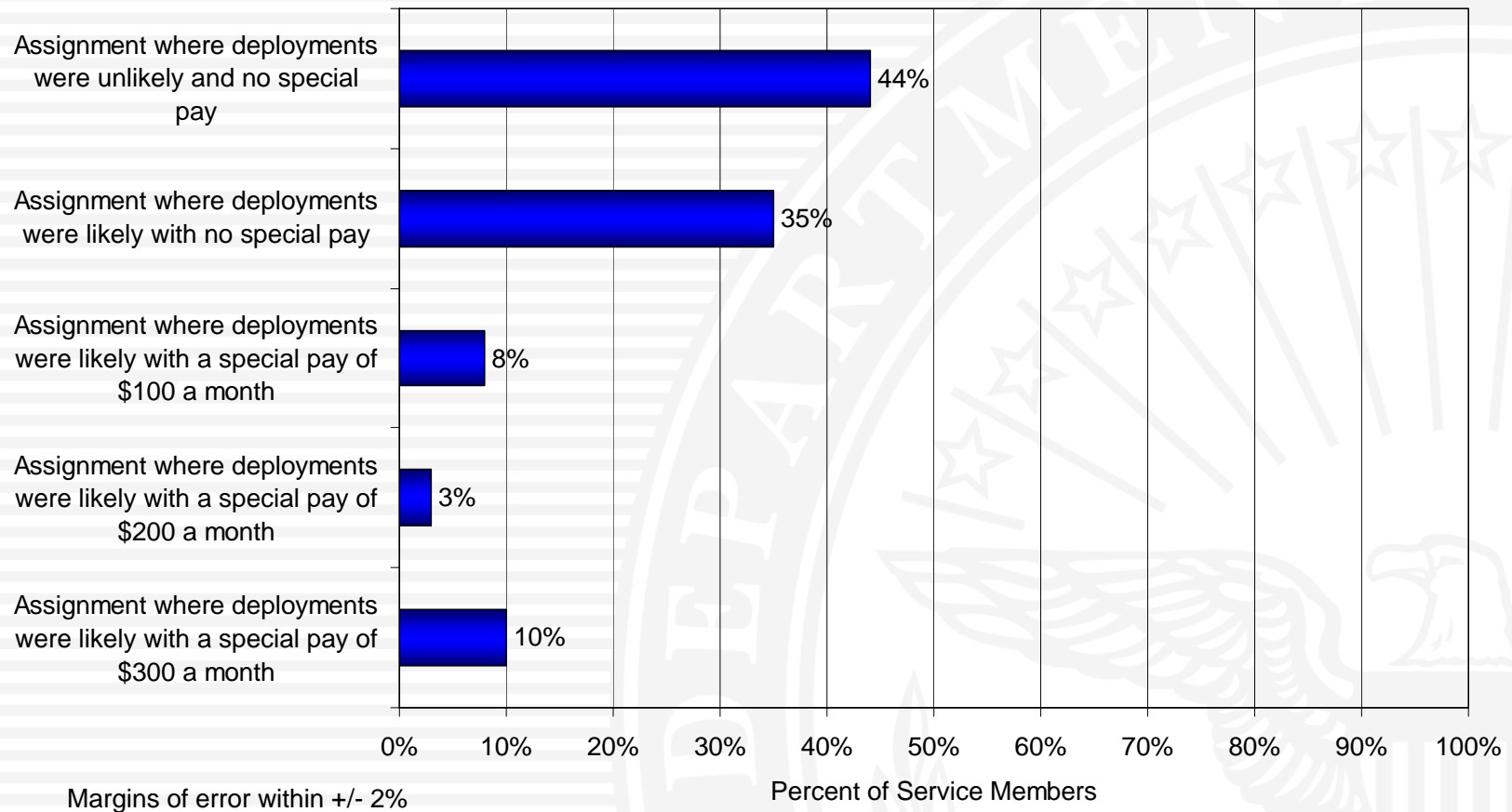
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Operationally dangerous place	6,671	6,794	6,087	6,124	7,047	6,928	6,242	8,160	3,813	7,760	9,088	6,353	8,390	6,377	7,716	6,684
OCONUS on a dependent restricted tour	6,512	6,524	6,444	6,095	6,700	7,262	5,242	6,367	NR	6,268	7,253	5,644	10,166	5,861	9,121	6,533	6,379
OCONUS without family for a tour to Germany or France	5,925	5,937	5,855	5,609	6,068	6,567	4,856	5,934	NR	5,795	6,312	5,189	9,231	5,183	7,543	5,982	5,561
CONUS school for 1 year or less without family	4,315	4,283	4,492	4,297	4,323	4,669	3,664	4,270	NR	4,248	4,529	3,853	6,574	3,605	5,350	4,383	3,882

Margins of error within +/- \$2,388

NR: Not Reportable

# Compensation

## Special Monthly Pay Needed for 3-Year Assignment Where Deployments Likely All Service Members



Note: Special pay per month at 3-year assignment where deployments are likely averaged \$78 for Service members who indicated that they would take these assignments.

# Compensation

## Special Monthly Pay Needed for 3-Year Assignment Where Deployments Likely All Service Members

KEY: More likely to mark Less likely to mark	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Assignment where deployments were unlikely and no special pay	44	50	39	32	45	36	45	55	62	48	62	36	59	31	39	42
Assignment where deployments were likely with no special pay	35	32	36	50	32	40	33	34	29	33	29	38	30	49	52	33	30
Assignment where deployments were likely with a special pay of \$100 a month	8	7	10	8	8	9	8	3	2	7	3	11	2	8	3	9	4
Assignment where deployments were likely with a special pay of \$200 a month	3	2	4	3	4	4	3	2	1	2	2	4	2	4	2	4	2
Assignment where deployments were likely with a special pay of \$300 a month	10	9	11	8	11	10	11	6	5	9	5	12	7	8	6	12	7

Margins of error within +/- 4%

# Compensation

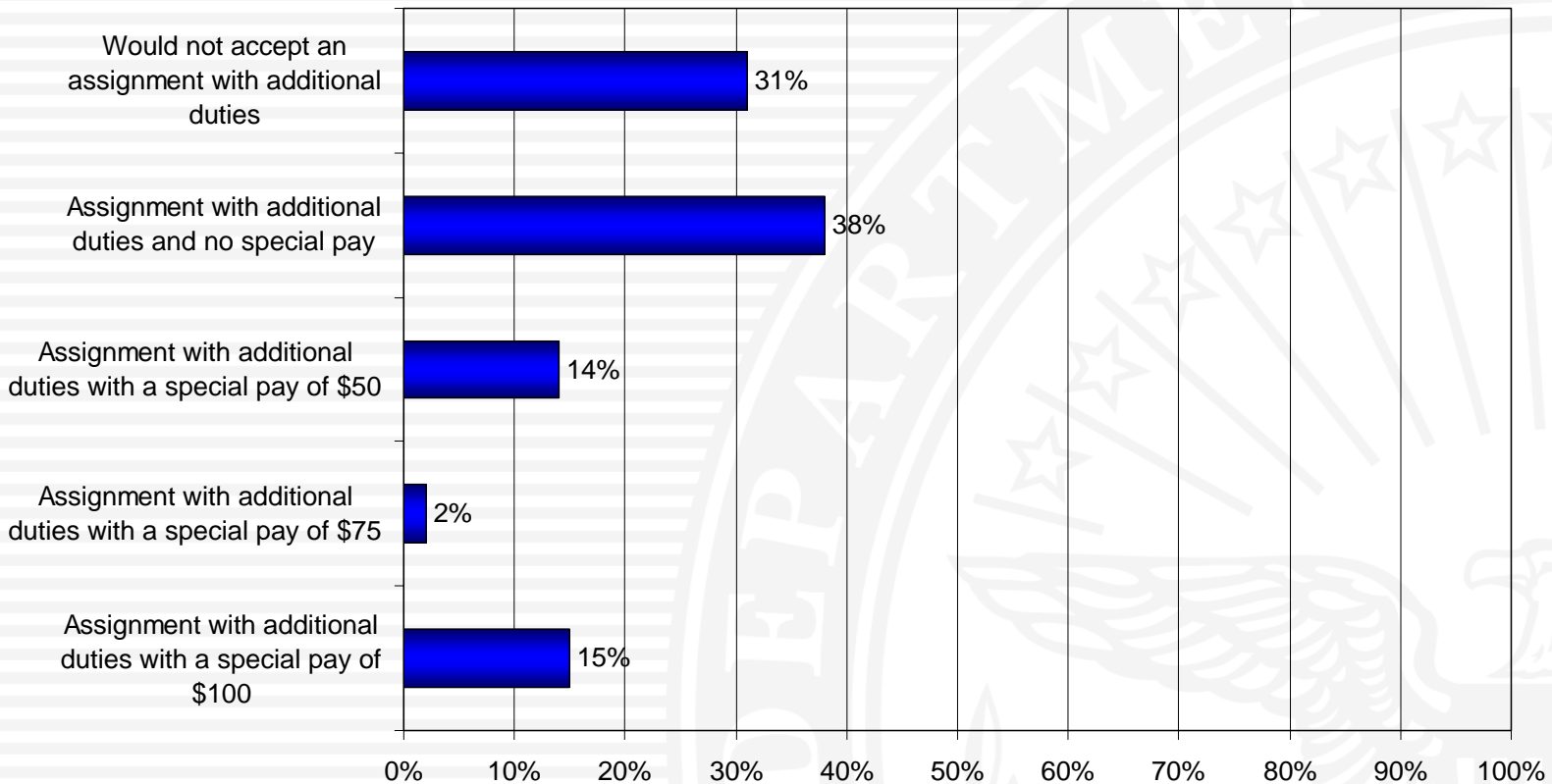
## Special Monthly Pay Needed for 3-Year Assignment Where Deployments Likely All Service Members

KEY: More likely to mark Less likely to mark	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Assignment where deployments were unlikely and no special pay	44	44	45	38	47	44	44	47	31	52	47	39	56	51	67	42
Assignment where deployments were likely with no special pay	35	35	36	41	32	36	35	32	49	28	30	38	33	29	24	37	28
Assignment where deployments were likely with a special pay of \$100 a month	8	8	7	8	8	6	10	9	7	7	10	9	3	9	1	8	7
Assignment where deployments were likely with a special pay of \$200 a month	3	3	3	3	3	3	3	3	4	3	3	3	2	3	2	3	3
Assignment where deployments were likely with a special pay of \$300 a month	10	10	10	10	10	11	9	9	9	11	10	11	6	9	5	10	8

Margins of error within +/- 5%

# Compensation

## Special Monthly Pay Needed To Choose Assignment With Additional Duties All Service Members



Margins of error within +/- 2%

Percent of Service Members

Note: Special pay per month at assignment with additional duties averaged \$35 for Service members who indicated they would take these assignments.



# Compensation

## Special Monthly Pay Needed To Choose Assignment With Additional Duties All Service Members

KEY: More likely to mark Less likely to mark	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Assignment with no additional duties	31	31	29	31	32	31	27	38	52	29	44	27	40	29	42	29
Assignment with additional duties and no special pay	38	36	46	37	32	33	46	30	23	38	27	48	34	37	30	35	21
Assignment with additional duties with a special pay of \$50	14	15	10	15	14	16	12	13	10	15	12	10	9	16	12	15	12
Assignment with additional duties with a special pay of \$75	2	2	2	2	2	3	2	2	1	2	2	2	1	3	1	3	2
Assignment with additional duties with a special pay of \$100	15	15	13	15	19	17	14	18	14	15	15	12	15	15	15	19	19

Margins of error within +/- 4%

# Compensation

## Special Monthly Pay Needed To Choose Assignment With Additional Duties All Service Members

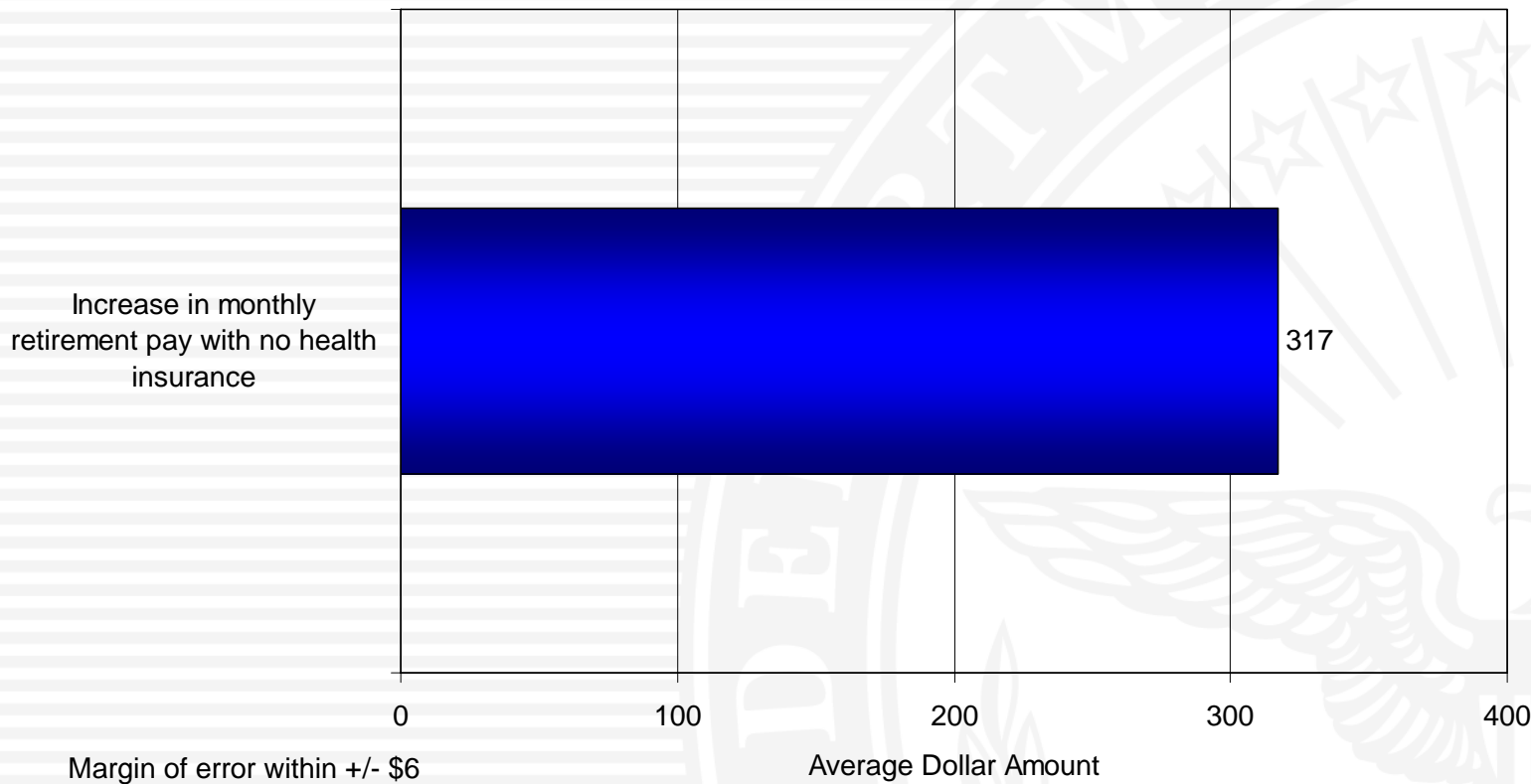
KEY: More likely to mark Less likely to mark	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Assignment with no additional duties	31	31	32	29	32	31	31	29	28	32	34	29	45	25	36	32
Assignment with additional duties and no special pay	38	38	36	37	39	36	41	45	34	41	36	39	26	46	33	37	43
Assignment with additional duties with a special pay of \$50	14	14	13	15	12	13	14	12	17	11	14	14	11	15	15	13	15
Assignment with additional duties with a special pay of \$75	2	2	2	3	2	3	2	1	3	2	1	2	2	3	2	2	3
Assignment with additional duties with a special pay of \$100	15	15	17	16	15	17	12	12	17	15	14	16	17	12	14	16	12

Margins of error within +/- 5%

# Compensation

## Increase in Monthly Retirement Pay Needed To Forego TriCare for Life

Service Members Who Would Choose Retirement Package With Higher Monthly Pay and No Health Insurance



# Compensation

## Increase in Monthly Retirement Pay Needed To Forego Present Retirement Package and TriCare for Life

Service Members Who Would Choose Retirement Package With Higher Monthly Pay and No Health Insurance

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Increase in retirement pay with no health insurance	317	315	321	312	319	306	320	331	343	310	334	318	338	310	328	314

Margins of error within +/- \$14

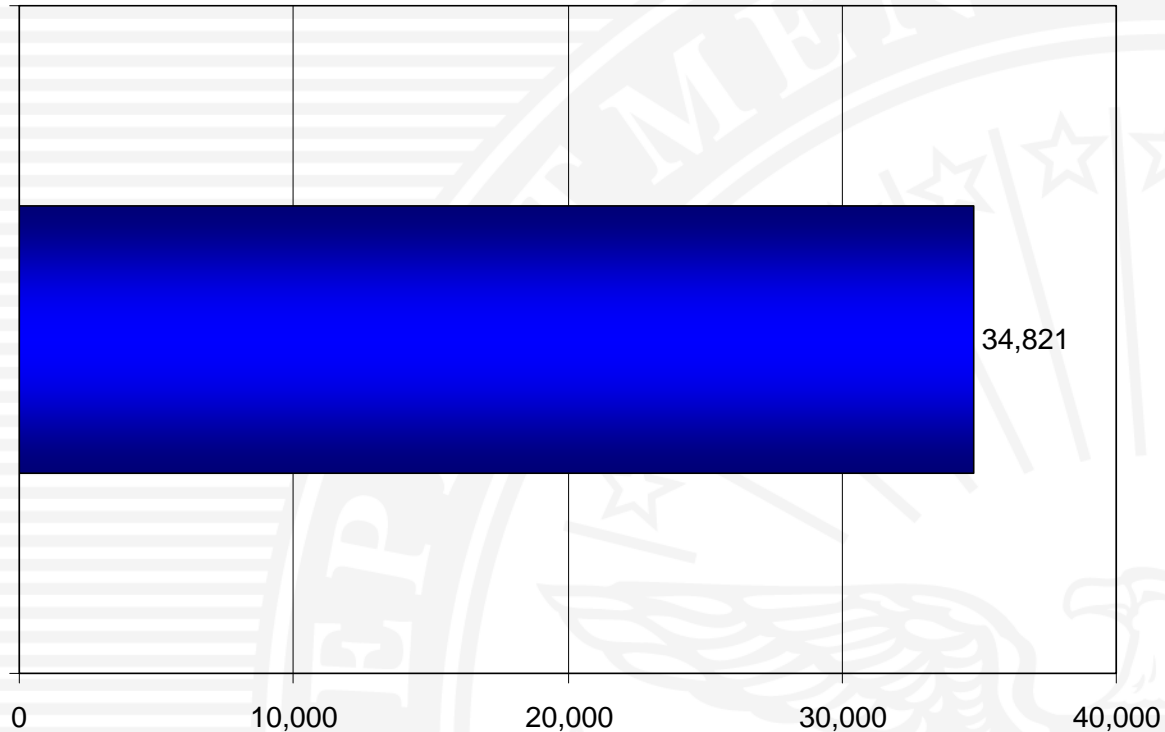
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Increase in retirement pay with no health insurance	317	321	301	311	321	309	331	305	326	317	313	338	314	324	317	316

Margins of error within +/- \$16

# Compensation

## Total Military Earnings in 2003 (Excluding Spouse Earnings) All Service Members

What were your total military earnings in 2003 (including all allowances, special pays, basic pay, and bonuses, but excluding spouse earnings)?



Margin of error within +/- \$410

Average Dollar Amount

# Compensation

## Total Military Earnings in 2003 (Excluding Spouse Earnings) All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Total military earnings in 2003	34,821	34,826	35,862	27,352	37,212	17,870	36,025	52,716	88,735	28,101	64,908	29,124	71,622	22,683	62,389	28,934

Margins of error within +/- \$1,899

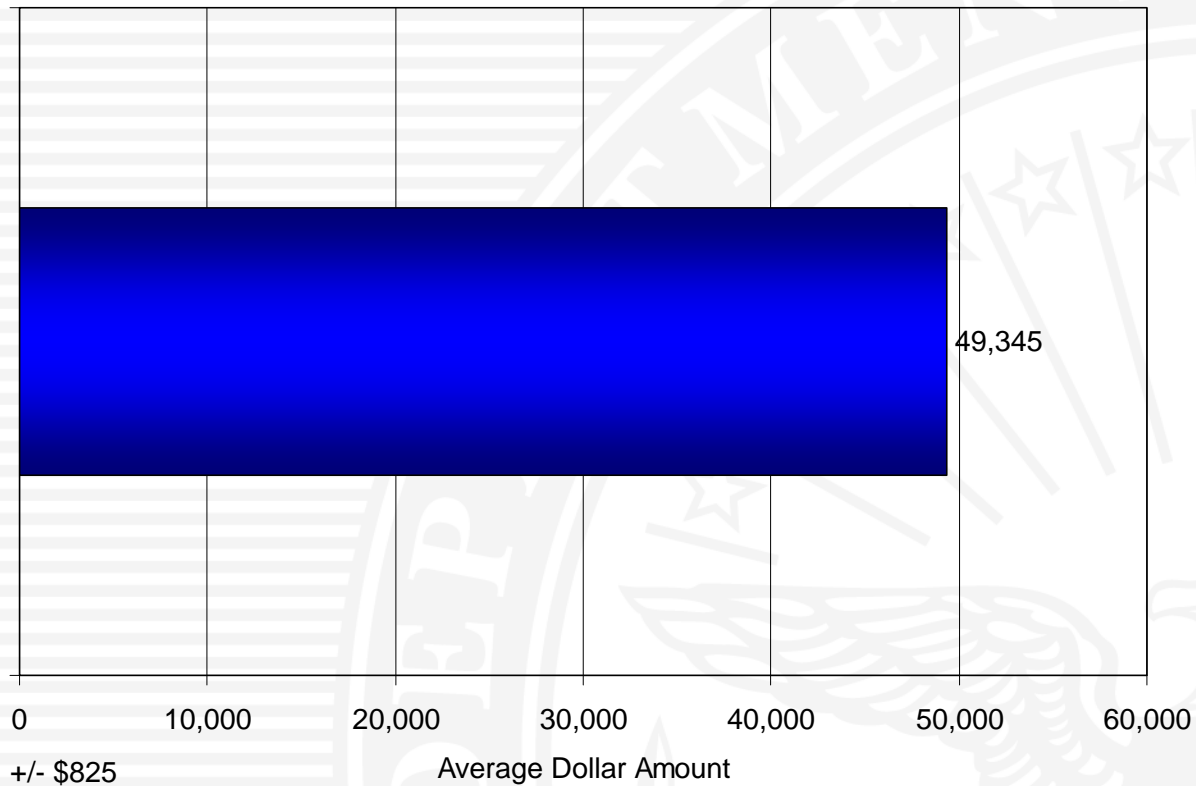
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Total military earnings in 2003	34,821	35,496	31,592	25,303	41,032	37,012	31,012	35,575	22,878	43,730	34,020	28,285	68,700	25,372	59,186	35,374

Margins of error within +/- \$2,194

# Compensation

## Civilian Pay Needed To Maintain Current Standard of Living All Service Members

What amount would you need to earn in the civilian world to maintain your current standard of living (including employee share for health insurance and employee contribution to retirement)?



# Compensation

## Civilian Pay Needed To Maintain Current Standard of Living All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Amount needed to earn in the civilian world to maintain current standard of living	49,345	48,183	51,611	43,430	51,253	31,936	49,851	69,066	110,491	40,841	81,771	44,035	92,710	38,335	82,235	42,614

Margins of error within +/- \$2,428

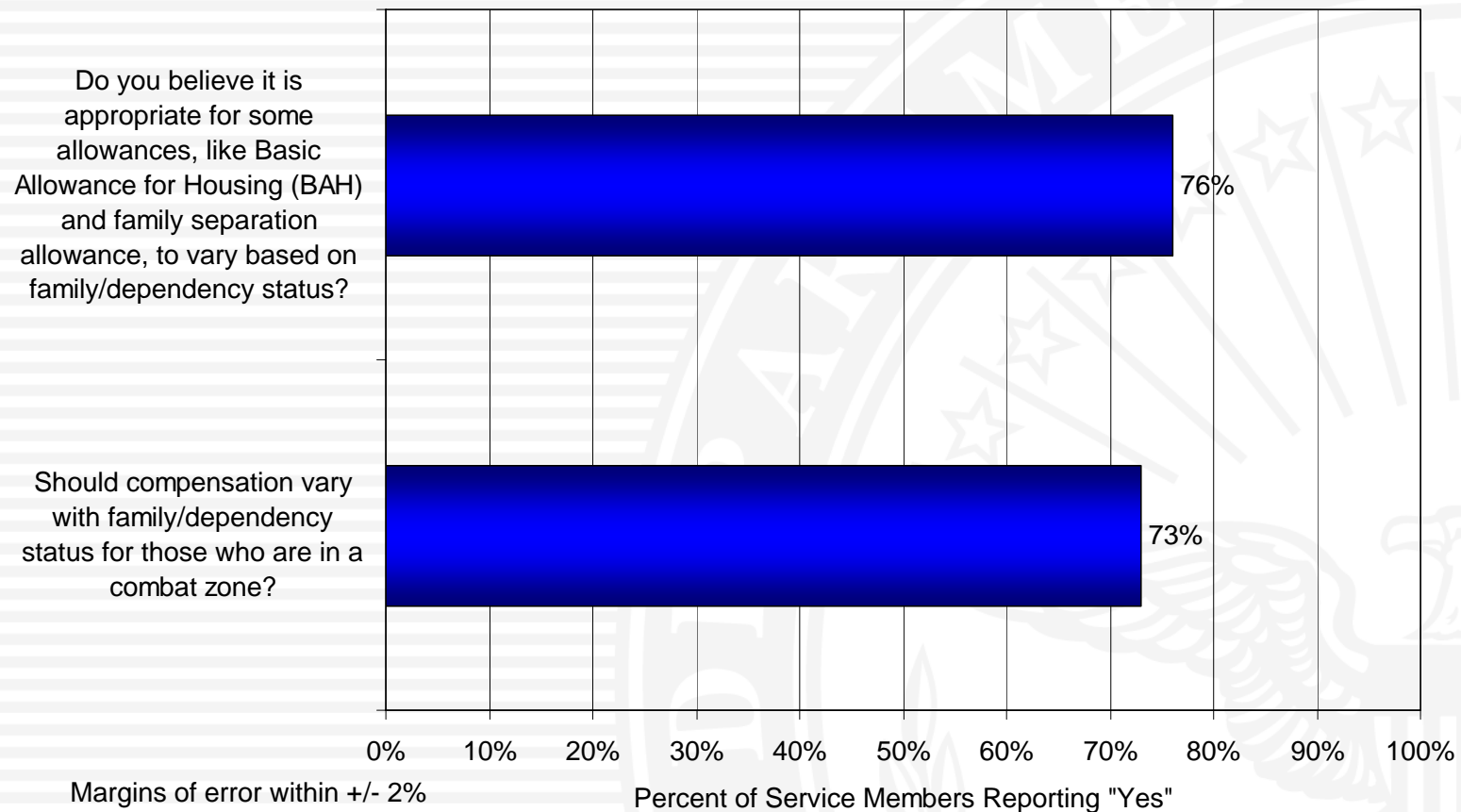
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Amount needed to earn in the civilian world to maintain current standard of living	49,345	49,919	46,604	40,226	55,335	52,194	44,448	47,934	38,194	58,332	47,542	42,432	86,535	38,312	77,851	50,017

Margins of error within +/- \$2,764



# Compensation

## Family/Dependency Status Determinant in Compensation and Allowances All Service Members



# Compensation

## Family/Dependency Status Determinant in Compensation and Allowances

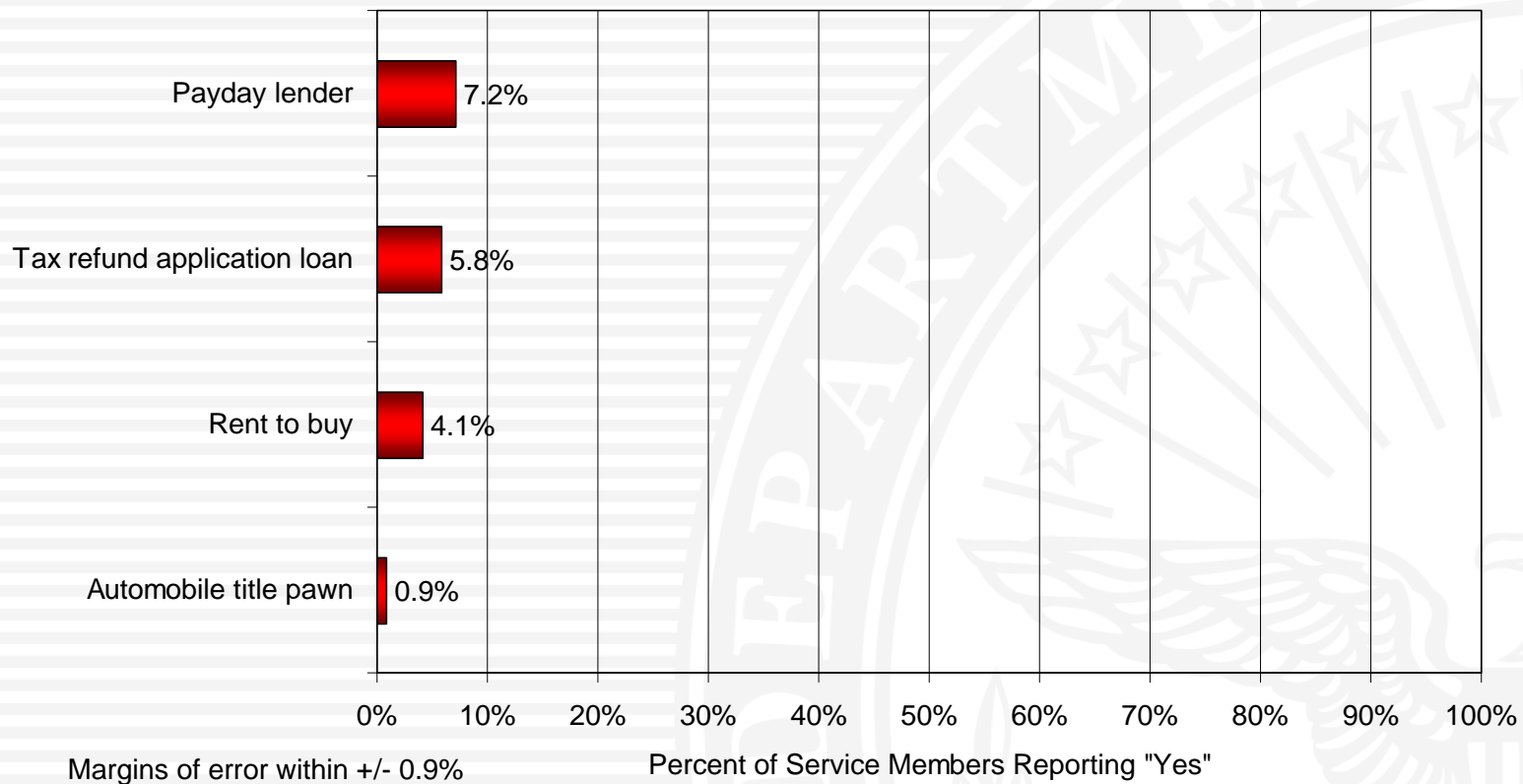
### All Service Members

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Appropriate for allowances, like BAH and family separation allowance, to vary based on family/dependency status	Yes	76	75	74	73	79	77	73	81	79	73	81	74	78	72	84	79	80
Compensation should vary with family/dependency status for those who are in a combat zone	Yes	73	75	71	74	71	80	70	66	62	77	64	73	60	76	63	73	65
Margins of error within +/- 4%																		

KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Appropriate for allowances, like BAH and family separation allowance, to vary based on family/dependency status	Yes	76	75	78	77	74	77	74	69	74	78	75	74	81	77	74	75	76
Compensation should vary with family/dependency status for those who are in a combat zone	Yes	73	73	74	76	71	70	77	72	73	73	74	74	64	77	65	73	75
Margins of error within +/- 4%																		

# Compensation

## Use of High Interest Financial Services by Member/Spouse During Past 12 Months All Service Members



# Compensation

## Use of High Interest Financial Services by Member/Spouse During Past 12 Months All Service Members

		Total	Army	Navy	Marine Corps	Air Force												
							E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Payday lender	Yes	7.2	8.8	7.4	7.5	4.9	8.7	8.2	1.2	0.3	10.4	1.3	8.5	1.0	8.3	0.7	6.0	0.7
Tax refund application loan	Yes	5.8	7.6	6.1	5.0	3.7	6.0	7.3	1.5	0.5	8.8	1.8	6.7	2.2	5.6	0.7	4.5	0.5
Rent to buy	Yes	4.1	4.9	4.5	4.7	2.6	5.9	4.0	0.9	0.3	5.8	0.8	5.1	0.7	5.3	0.3	3.1	0.6
Automobile title pawn	Yes	0.9	0.9	0.9	1.2	0.9	1.2	1.0	0.3	0.1	1.0	0.2	1.1	0.3	1.3	0.3	1.1	0.2

Margins of error within +/- 2.5%

# Compensation

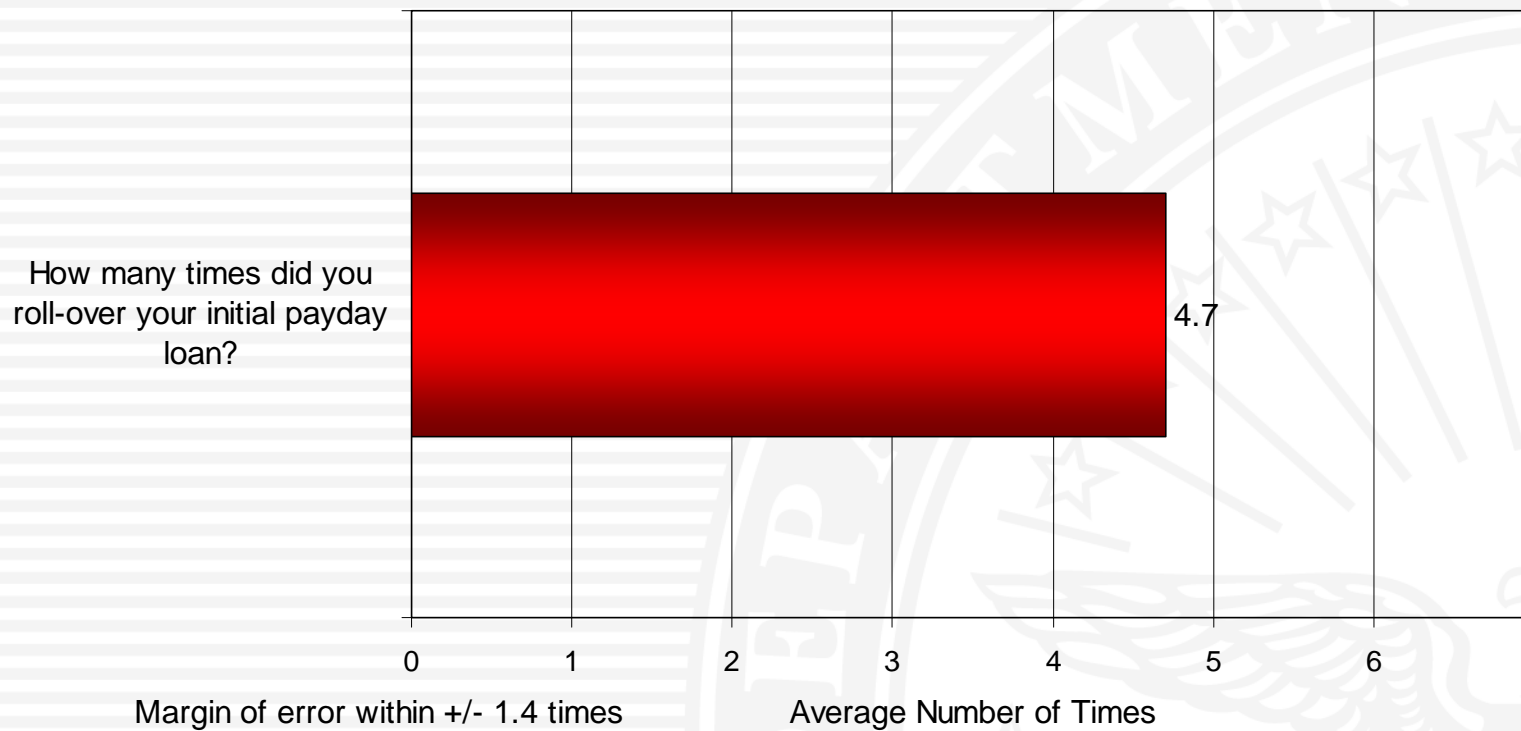
## Use of High Interest Financial Services by Member/Spouse During Past 12 Months All Service Members

		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Payday lender	Yes	7.2	7.8	4.1	7.0	7.3	5.6	9.8	10.8	4.9	9.3	5.0	8.2	1.0	10.0	1.0	7.0	8.5
Tax refund application loan	Yes	5.8	6.3	3.5	5.8	5.7	4.7	7.6	9.1	3.8	7.8	3.4	6.7	1.2	6.7	2.5	5.7	6.0
Rent to buy	Yes	4.1	4.4	2.7	3.9	4.3	3.3	5.6	6.8	3.1	4.6	4.1	4.8	0.6	5.2	1.3	4.1	4.5
Automobile title pawn	Yes	0.9	1.0	0.6	1.1	0.8	0.6	1.6	1.8	1.1	0.9	0.7	1.1	0.2	0.8	0.1	1.0	0.7

Margins of error within +/- 2.4%

# Compensation

## Times Rolled-Over Initial Payday Loan Service Members Who Used Payday Lender in Past 12 Months



# Compensation

## Times Rolled-Over Initial Payday Loan Service Members Who Used Payday Lender in Past 12 Months

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Number of times rolled-over initial payday loan	4.7	5.8	4.4	3.3	3.6	4.9	4.6	NR	NR	5.9	NR	4.4	NR	3.4	NR	3.6

Margins of error within +/- 3.1 times  
NR: Not Reportable

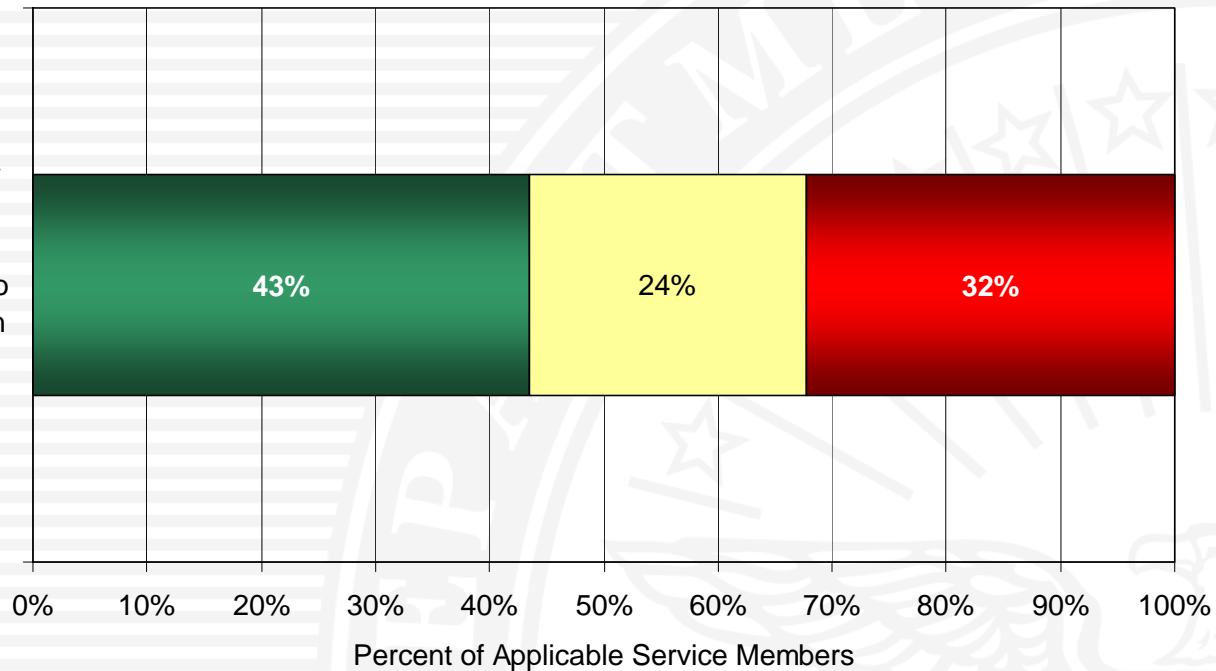
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Number of times rolled-over initial payday loan	4.7	4.9	2.9	6.3	3.6	5.1	4.2	3.8	4.0	5.3	3.4	4.9	1.7	3.8	NR	4.8

Margins of error within +/- 3.1 times  
NR: Not Reportable

# Compensation

## Impact on Officer Corps Morale of Policy Change From "Up-or-Out" to "Up-or-Stay" All Officers

What impact would a policy change to "up-or-stay" (thereby allowing officers passed over for promotion to stay on active duty) have on the MORALE of the officer corps, as a whole?



Margins of error within +/- 2%

■ Improve morale    
 ■ Neither improve nor lower morale    
 ■ Lower morale



# Compensation

## Impact on Officer Corps Morale of Policy Change From "Up-or-Out" to "Up-or-Stay" All Officers

KEY: More likely to improve morale Less likely to improve morale More unlikely to lower morale		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Impact of a policy change to "up-or-stay" on the MORALE of the officer corps, as a whole	Improve	43	41	43	32	48	NA	NA	41	47	NA	41	NA	43	NA	32	NA
Margins of error within +/- 4%	Lower	32	34	34	45	27	NA	NA	35	29	NA	34	NA	34	NA	45	NA	27

NA: Not Applicable

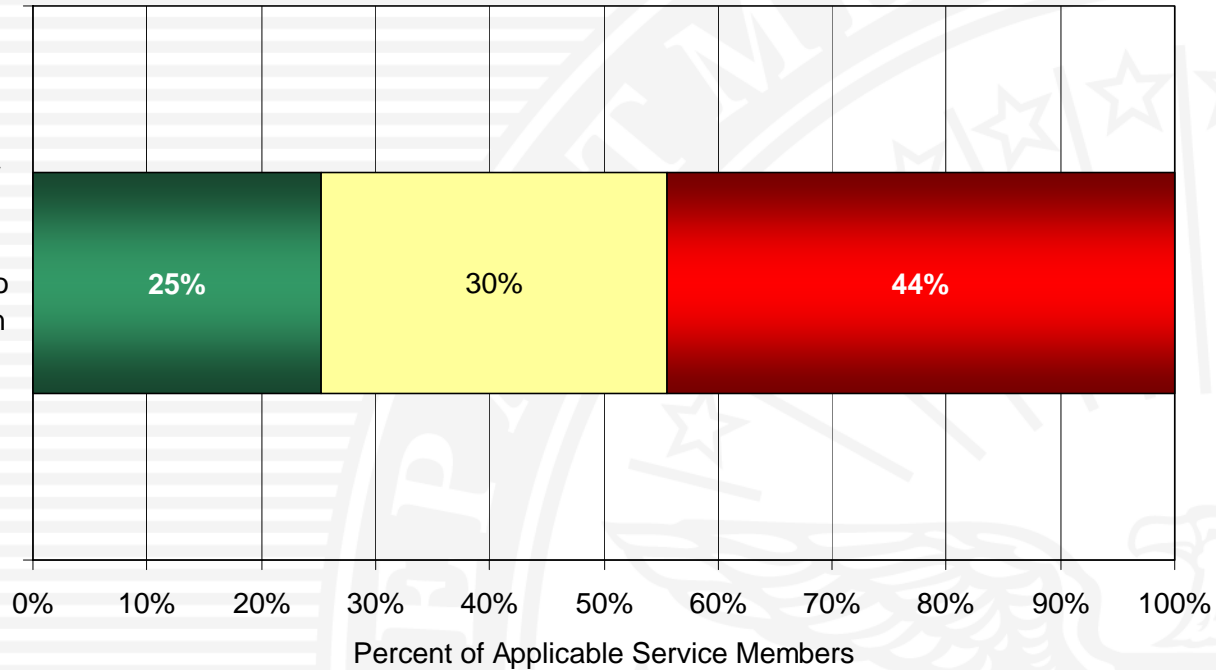
KEY: More likely to improve morale Less likely to improve morale More unlikely to lower morale		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Impact of a policy change to "up-or-stay" on the MORALE of the officer corps, as a whole	Improve	43	44	39	45	43	43	46	52	38	46	40	NA	44	NA	39	44
Margins of error within +/- 10%	Lower	32	32	32	29	33	33	31	30	36	30	34	NA	31	NA	37	31	37

NA: Not Applicable

# Compensation

## Impact on Officer Corps Quality of Policy Change From “Up-or-Out” to “Up-or-Stay” All Officers

What impact would a policy change to "up-or-stay" (thereby allowing officers passed over for promotion to stay on active duty) have on the QUALITY of the officer corps, as a whole?



Margins of error within +/- 2%

- Improve quality
- Neither improve nor lower quality
- Lower quality

# Compensation

## Impact on Officer Corps Quality of Policy Change From “Up-or-Out” to “Up-or-Stay” All Officers

KEY: More likely to improve quality Less likely to improve quality More unlikely to lower quality		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Impact of a policy change to "up-or-stay" on the QUALITY of the officer corps, as a whole	Improve	25	25	27	20	26	NA	NA	24	28	NA	25	NA	27	NA	20	NA
	Lower	44	46	44	55	41	NA	NA	46	42	NA	46	NA	44	NA	55	NA	41

Margins of error within +/- 4%

NA: Not Applicable

KEY: More likely to improve quality Less likely to improve quality More unlikely to lower quality		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Impact of a policy change to "up-or-stay" on the QUALITY of the officer corps, as a whole	Improve	25	26	24	27	25	24	30	32	22	28	22	NA	26	NA	20	26
	Lower	44	44	45	43	44	46	40	38	46	42	49	NA	43	NA	50	43	50

Margins of error within +/- 10%

NA: Not Applicable

# Compensation

## Summary of Findings

### August 2004 Findings

- On average, it would require \$156 per month increase in basic pay to convince Service members to select a retirement system that is reduced by \$200 per month
  - More than average monthly increase needed reported by Air Force and O4-O6
- On average, it would require a lump sum payment of \$302,907 to convince *officers* to select a retirement system that began payments at age 62
  - More than average reported by O4-O6, non-minority, married with children, and male
- On average, it would require a lump sum payment of \$165,991 to convince *enlisted* members to select a retirement system that began payments at age 62
  - More than average reported by Air Force, E5-E9, living off base, non-minority, married with children, and male

# Compensation

## Summary of Findings

### August 2004 Findings (continued)

- Assuming no deployment pays, additional pay needed by members to volunteer going away from PDS without family ranged from \$4,315 to \$6,671 per month
  - Highest average pay required for *going to an operationally dangerous place like Iraq*
  - Lowest average pay required for *going to a CONUS school for one year or less*
- 44% of members would not accept special pay for 3-year assignment where deployments are likely; special pay needed for those willing to accept such assignments averaged \$78 per month
  - More likely to not accept assignment led by Army, commissioned officer, Navy officer, Air Force officer, living off base, married with children, officer male, and female
- 31% of members would not accept special pay for assignment with additional duties; special pay needed for those willing to take such duties averaged \$35 per month
  - More likely to not accept assignment led by commissioned officer and male

# Compensation

## Summary of Findings

### August 2004 Findings (continued)

- Increase in retirement pay needed to forego TriCare for Life averaged \$317 per month
  - More than average reported by O4-O6, Army officer, Navy officer, Air Force officer, living in the US, married with children, and officer male
- Total military earnings for 2003 (including all allowances, special pays, basic pay, and bonuses), excluding spouse earnings, averaged \$34,821
  - More than average reported by Navy, Air Force, E5-E9, commissioned officer, living in the US, living off base, non-minority, married with children, officer male, and male
- Civilian pay needed to maintain current standard of living (including employee share for health insurance and contribution to retirement) averaged \$49,345
  - More than average reported by Navy, Air Force, commissioned officer, living in the US, living off base, non-minority, married with children, and male

# Compensation

## Summary of Findings

### August 2004 Findings (continued)

- 76% of members believe it is appropriate for some basic allowances, like Basic Allowance for Housing (BAH) and family separation allowance, to vary based on family/dependency status
  - Led by Air Force, commissioned officer, Army officer, Marine Corps officer, married with children, officer male
- 73% of members believe compensation should vary with family/dependency status for those in a combat zone
  - Led by E1-E4, Army enlisted, living on base, minority, enlisted male, enlisted female
- High interest financial services most used during the past 12 months by members were *payday lenders* (7.2%) and *tax refund application loans* (5.8%)
  - *Payday lenders* led by E1-E4, Army enlisted, living in the US, minority, member with children, enlisted male, and enlisted female
  - *Tax refund application loans* led by E5-E9, Army enlisted, living in the US, minority, member with children, and enlisted male
- Number of times initial payday loan was rolled over by members who used payday lender during past 12 months averaged 4.7 times

# Compensation

## Summary of Findings

### August 2004 Findings (continued)

- 43% of officers reported that policy change from “up-or-out” to “up-or-stay” would *improve morale* of the officer corps; 32% reported it would *lower morale*
  - *Improve morale* led by Air Force, O4-O6, and married with children
  - *Lower morale* led by Marine Corps, O1-O3, and female
- 25% of officers reported that policy change from “up-or-out” to “up-or-stay” would *improve quality* of the officer corps; 44% reported it would *lower quality*
  - *Improve quality* led by minority, married with children, and male
  - *Lower quality* led by Marine Corps, O1-O3, non-minority, and female

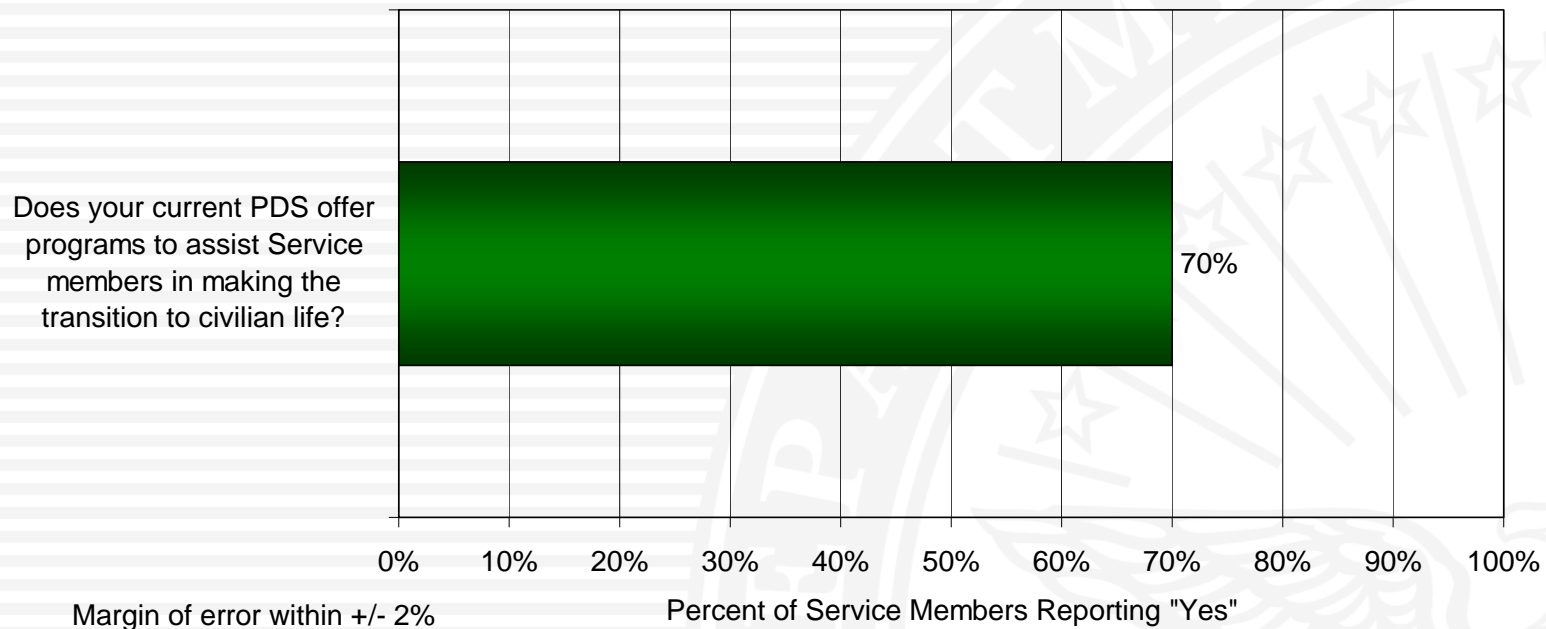


# Briefing Overview

- Introduction
- Leading indicators and related items
- Member's health
- Compensation
- ✓ Transition Assistance Programs
- Major findings

# Transition Assistance Programs

## Programs Availability All Service Members



# Transition Assistance Programs

## Programs Availability

### All Service Members

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
Current PDS offers programs to assist Service members in making the transition to civilian life	Yes	70	67	76	76	66	59	79	69	79	66	72	75	79	75	81	66	68	
Margins of error within +/- 4%																			

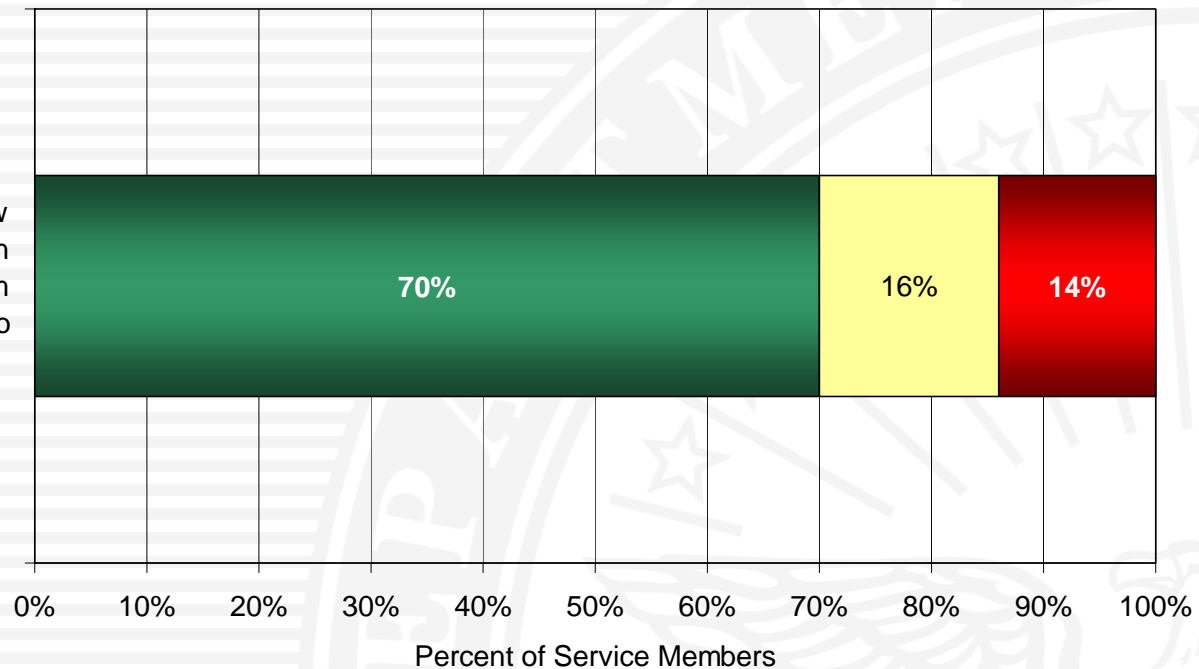
KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Current PDS offers programs to assist Service members in making the transition to civilian life	Yes	70	72	64	64	74	71	69	77	61	76	71	70	74	70	71	70	70
Margins of error within +/- 4%																		

# Transition Assistance Programs

## Likelihood of Participation

All Service Members

When you leave Service, how likely is it that you will enroll in a Service-sponsored program to assist you in transitioning to civilian life?



Margins of error within +/- 2%

■ Likely

■ Neither likely nor unlikely

■ Unlikely

# Transition Assistance Programs

## Likelihood of Participation

### All Service Members

KEY: More likely Less likely More unlikely		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
		Likelihood that member will enroll in a Service-sponsored program to assist in transitioning to civilian life	Likely	70	69	76	63	69	56	83	62	74	70	63	76	74	62	71	70
	Unlikely	14	15	11	19	14	21	7	23	16	14	22	11	15	20	17	13	20	
Margins of error within +/- 4%																			

KEY: More likely Less likely More unlikely		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
		Likelihood that member will enroll in a Service-sponsored program to assist in transitioning to civilian life	Likely	70	70	68	65	74	67	74	74	59	80	65	70	68	71	65	70
	Unlikely	14	14	14	16	13	16	11	11	19	10	18	13	19	13	20	14	14	
Margins of error within +/- 5%																			

# Transition Assistance Programs

## Summary of Findings

### August 2004 Findings

- 70% of Service members believe their current PDS offers programs to assist members in making the transition to civilian life
  - Led by Navy, Marine Corps, E5-E9, O4-O6, living in the US, living off base, member with children, and officer male
- 70% likely to enroll in Service-sponsored program to assist them in transitioning to civilian life when they leave Service
  - Led by Navy, E5-E9, O4-O6, living off base, minority, and married with children

# Briefing Overview

- Introduction
- Leading indicators and related items
- Member's health
- Compensation
- Transition Assistance Programs
- ✓ Major findings

# Major Findings for August 2004

- **Retention**

- No change in likelihood to stay on active duty (57%)
- No change in overall spouse/significant other (48%) or family (42%) support to stay
  - Family support to stay decreased 5 percentage points for Marine Corps from July 2003
- 52% of enlisted eligible members reported they would be willing to re-enlist if bonuses were big enough; 59% of eligible officers reported they would accept an additional 3-year, active-duty commitment if bonuses were big enough
  - Minimum re-enlistment bonus for additional 3 years of \$26,585 for enlisted and \$52,388 for officers
- *Amount of personal and family time, opportunities to be assigned to station of choice, and opportunities for career advancement* were the top non-monetary reasons to stay
- 65% reported thinking seriously about leaving the military
  - More than half indicated they *gathered information on education programs and civilian jobs*
  - A quarter of members reported they *prepared a resume*
  - 11% *applied for a job* and 7% *interviewed for a job*
- 60% of eligible Service members reported they were unlikely to join a National Guard or Reserve Unit when they left active duty



# Major Findings for August 2004

- **Satisfaction**

- No change in overall satisfaction (61%) with *military way of life*
- No change in satisfaction with *aspects of military way of life*
  - Highest satisfaction with *type of work you do* (68%)
  - Lowest satisfaction with *total compensation* (49%)
- 51% to 83% satisfied with 6 out of 8 aspects of military life
  - Highest satisfaction with *job security* (83%)
  - Lowest satisfaction with *amount of personal and family time* (37%)
- 44% to 62% satisfied with 2 out of 4 aspects of assignments and travel
  - Highest satisfaction with *types of assignments received* (62%)
  - Lowest satisfaction with *other military duties that take you away from your PDS* (35%)
- 39% reported their current level of morale was high; 23% reported it was low
- 26% reported their unit's level of morale was high; 32% reported it was low

# Major Findings for August 2004

- **Tempo**

## Tempo

- Members reported working *longer than their normal duty day* an average of 90 days, an 8-day decrease from April 2004
  - Largest decreases for Army (down 16 days from April 2004) and E5-E9 (down 13 days from April 2004)
- Members reported being away an average of 61 days
- No change in *time away decreased their desire to stay* in the military (28%)

## GWOT

- 51% of members reported participation in GWOT operations since 9-11-2001
  - Highest participation reported for *Operation Iraqi Freedom*
  - Lowest participation reported for *Operation Noble Eagle*
- Service members away for GWOT since 9-11-2001 reported being away an average of 1.8 times and an average of 218 days
- Of Service members away for GWOT since 9-11-2001
  - 81% reported being deployed to combat zone or imminent danger/hostile fire area
  - 56% reported being involved in combat operations
  - 44% reported deployments have been longer than expected
- 25% of members reported being under stop-loss at some time since 9-11-2001

# Major Findings for August 2004

- **Tempo (continued)**

- Deployments and Assignments

- Deployment information and expectations when first entered the military
  - 77% were told deployment was possible
  - 84% thought it likely during their career
  - 65% thought it likely in the first 4 years
- Deployment information and expectations to hostile or dangerous locations
  - 68% were told deployment to hostile or dangerous locations was possible
  - 73% thought it likely during their career
  - 56% thought it likely in the first 4 years
- Service members reported they had been on deployments of at least 30 days an average of 4.7 times, and on hostile location deployments an average of 1.5 times, during their careers
- 11% reported number of non-hostile deployments *increased their desire to stay* in the military and 14% reported it *decreased their desire to stay*
  - Of those, 48% reported their change in desire to stay was a result of *too few* deployments
  - Of those, 52% reported their change in desire to stay was a result of *too many* deployments
- 9% reported number of hostile deployments *increased their desire to stay* in the military and 18% reported it *decreased their desire to stay*
  - Of those, 37% reported their change in desire to stay was a result of *too few* deployments
  - Of those, 63% reported their change in desire to stay was a result of *too many* deployments
- 43% of members with spouse or dependent(s) during their most recent deployment satisfied with family care during deployment; 25% dissatisfied

# Major Findings for August 2004

- **Personal and Work Stress**

- Levels of personal (42%) and work (52%) stress remained unchanged
  - Army (49%), E1-E4 (45%), and Army enlisted (50%) reported highest level of personal stress
  - E1-E4 (57%) and non-minorities (54%) reported highest levels of work stress

- **Readiness**

- Personal (81%) and unit (70%) preparedness remained unchanged
- 73% reported training had prepared them well to perform their wartime job; 9% reported it had prepared them poorly

# Major Findings for August 2004

- **Member's Health**

- Service members reported drinking alcohol an average of 4.9 occasions during the past 30 days
  - Had an average of 3.5 drinks per occasion
  - Males reported having 5 or more drinks on the same occasion an average of 2.2 times during the past 30 days
  - Females reported having 4 or more drinks on the same occasion an average of 1.1 times during the past 30 days
- Service members reported smoking an average of 3.8 cigarettes on a typical day
- Service members reported using chewing tobacco, snuff, or other smokeless tobacco an average of 2.5 days during the past 30 days
- Service members reported running, jogging, bicycling, walking briskly, or hiking for 20 minutes or more an average of 15.3 days during the past 30 days
- Service members reported engaging in at least 20 minutes of other strenuous physical activity an average of 10.6 days during the past 30 days
- 20% of members reported being overweight and 7% reported being underweight

# Major Findings for August 2004

- **Compensation**

- On average, it would require \$156 per month increase in basic pay to convince Service members to select a retirement system that is reduced by \$200 per month
- On average, it would require a lump sum payment of \$302,907 at the beginning of retirement to convince *officers* to select a retirement system with a pension that begins at age 62
- On average, it would require a lump sum payment of \$165,991 at the beginning of retirement to convince *enlisted* members to select a retirement system with a pension that begins at age 62
- Assuming no deployment pays, additional pay needed by members to volunteer going away from PDS without family ranged from \$4,315 to \$6,671 per month
  - Highest average pay required for *going to an operationally dangerous place like Iraq*
  - Lowest average pay required for *going to a CONUS school for one year or less*
- Special pay would not entice 44% of members to accept a 3-year assignment where deployments are likely; special pay needed for those willing to accept such assignments averaged \$78 per month
- Special pay would not entice 31% of members to take an assignment with additional duties; special pay needed for those willing take such duties averaged \$35 per month
- Increase in retirement pay needed to forego TriCare for Life averaged \$317 per month
- Total military earnings for 2003 (including all allowances, special pays, basic pay, and bonuses) excluding spouse earnings averaged \$34,821
- Civilian pay needed to maintain current standard of living (including employee share for health insurance and contribution to retirement) averaged \$49,345

# Major Findings for August 2004

- **Compensation (continued)**

- 76% of members believe it is appropriate for some basic allowances, like Basic Allowance for Housing (BAH) and family separation allowance, to vary based on family/dependency status
- 73% of members believe compensation should vary with family/dependency status for those in a combat zone
- High interest financial services most used during the past 12 months by members were *payday lenders (7.2%)* and *tax refund application loans (5.8%)*
  - Number of times initial payday loan was rolled over by members who used payday lender during past 12 months averaged 4.7 times
- Officers reported that policy change from “up-or-out” to “up-or-stay” would
  - *Improve morale (43%), lower morale (32%)* of the officer corps
  - *Improve quality (25%), lower quality (44%)* of the officer corps

- **Transition Assistance Programs**

- 70% of Service members believe their current PDS offers programs to assist members in making the transition to civilian life
- 70% likely to enroll in Service transition programs when separating