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## A RAND NOTE

Supplementary Historical Data Files for the  
Enlisted Force Management Project

Warren E. Walker, Dan McGary

March 1989

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

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Supplementary Historical Data Files for the  
Enlisted Force Management Project

Warren E. Walker, Dan McGary

March 1989

Prepared for  
The United States Air Force

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## PREFACE

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

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

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

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

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

## ACKNOWLEDGMENTS

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

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

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

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

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

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

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

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

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## ACRONYMS

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

## I. INTRODUCTION

The Enlisted Force Management Project has used a number of data files to develop models for the Air Force's Enlisted Force Management System (EFMS). The primary data source is the Enriched Airman Gain/Loss (EAGL) file, which was originally constructed for RAND by the Defense Manpower Data Center (DMDC). The current version of the EAGL file (EAGL5) contains longitudinal histories for each airman who served any time in the Air Force between June 30, 1971, and June 30, 1987.<sup>1</sup>

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

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

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

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

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

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

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

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

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

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

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

- Civilian compensation, 1972 and 1978

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

- Non-CONUS PAS numbers, 1971 through 1986.

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

- Military/civilian wage ratio, 1972-1987.

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

- Separation program designator codes, 1971-1987.

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

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

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

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

## II. UNEMPLOYMENT RATES

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

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

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

### *COLUMNS 1–2—YEAR (YR)*

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

### *COLUMNS 3–4—MONTH (MO)*

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

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

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

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

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

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

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

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

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

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

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

### III. MILITARY COMPENSATION

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

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

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

#### *COLUMNS 1-2—YEAR (YR)*

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

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

<sup>2</sup>Basic allowance for quarters.

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

*COLUMN 4—PAY GRADE (GR)*

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

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

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

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

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

*COLUMNS 12-17—MONTHLY BASIC PAY (MPAYB)*

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

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

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

*COLUMNS 26-36—BASIC MILITARY COMPENSATION (BMC)*

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

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

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

#### **IV. REENLISTMENT BONUSES**

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

##### **REGULAR REENLISTMENT BONUS (RRB)**

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

##### **VARIABLE REENLISTMENT BONUS (VRB)**

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

## **SELECTIVE REENLISTMENT BONUS (SRB)**

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

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

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

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

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

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

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

## **SAVE PAY**

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

## **THE BONUS FILE**

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

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

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

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

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

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

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

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

*COLUMNS 8-9—PERIOD (PD)*

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

Codes:

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

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

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

3 = 01/01/72 - 06/30/72  
4 = 07/01/72 - 09/30/72  
5 = 10/01/72 - 01/31/73  
6 = 02/01/73 - 06/30/73  
7 = 07/01/73 - 05/31/74  
8 = 06/01/74 - 06/30/74  
9 = 07/01/74 - 09/30/74  
10 = 10/01/74 - 01/14/75  
11 = 01/15/75 - 01/15/75  
12 = 01/16/75 - 03/31/75  
13 = 04/01/75 - 06/30/75  
14 = 07/01/75 - 03/31/76  
15 = 04/01/76 - 06/30/76  
16 = 07/01/76 - 03/31/77  
17 = 04/01/77 - 09/30/77  
18 = 10/01/77 - 03/31/78  
19 = 04/01/78 - 09/30/78  
20 = 10/01/78 - 03/31/79  
21 = 04/01/79 - 09/30/79  
22 = 10/01/79 - 09/30/80  
23 = 10/01/80 - 10/31/80  
24 = 11/01/80 - 03/31/81  
25 = 04/01/81 - 06/30/81  
26 = 07/01/81 - 08/31/81  
27 = 09/01/81 - 09/30/81  
28 = 10/01/81 - 10/31/81  
29 = 11/01/81 - 01/23/82  
30 = 01/24/82 - 03/31/82  
31 = 04/01/82 - 04/29/82  
32 = 04/30/82 - 05/31/82  
33 = 06/01/82 - 09/30/82  
34 = 10/01/82 - 03/03/83  
35 = 04/01/83 - 09/30/83

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

*COLUMN 11—ZONE (Z)*

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

**Codes:**

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

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

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

Format: mm/dd/yy

**Subfields:**

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

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

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

Format: mm/dd/yy

Subfields:

Cols. 22-23: ENDM (end month)

Cols. 25-26: ENDD (end day)

Cols. 28-29: ENDY (end year)

*COLUMNS 31-33—BONUS MULTIPLE (MULT)*

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

Codes:

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

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

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

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

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

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

## V. AFSC GROUPINGS AND CONVERSIONS

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

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

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

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

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

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

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

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

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

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

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

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

*COLUMNS 1-2—START DATE (START)*

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

Format: ddmmyy

Subfields:

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

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

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

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

*COLUMN 8—DASH*

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

*COLUMNS 9-15—END DATE (END)*

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

Format: ddmmyy

Subfields:

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

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

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

*COLUMNS 17-22—OLD AFSC (OLD)*

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

Subfields:

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

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

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

*COLUMNS 24-29—NEW AFSC (NEW)*

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

Subfields:

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

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

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

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

*COLUMNS 37-42—ALTERNATIVE AFSC (ALTAFCSC)*

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

Subfields:

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

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

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

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

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

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

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

Subfields:

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

*COLUMNS 56-61—LOSS MODEL GROUP (LOSSGP)*

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

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

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

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

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

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

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

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

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

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

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

nnnXX = This AFSC grouped with all AFSCs beginning nnn.

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

nnnZm = This small AFSC combined with nnnXm.

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

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

blank = This AFSC not assigned to any loss group.

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

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

*COLUMNS 71-73—KAFSC GROUPS (KAFSC)*

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

Codes:

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

*COLUMNS 75-89—ADJUSTED EFFECTIVE DATES (ADJDATES)*

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

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

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

Format: ddmmyy-ddmmyy

Subfields:

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

*COLUMN 91—SURVIVING AFSC INDICATOR (FLG)*

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

Codes:

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

*COLUMNS 93-100—CROSS-REFERENCE*

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

## VI. CIVILIAN COMPENSATION

This file contains estimated annual wages for persons holding civilian jobs who were doing work (in 1972 and 1978) comparable to that being performed by enlistees in a specified AFSC. The file was created using wage data by DOT (Dictionary of Occupational Titles) code contained in the *Occupational Outlook Handbook*.<sup>1</sup> The DOT codes were associated with the 5-digit AFSCs that existed in June 1972<sup>2</sup> using correspondence tables developed by Patricia Fleischauer.<sup>3</sup>

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

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

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

<sup>1</sup>1972 data were obtained from *Occupational Outlook Handbook, 1974-75 Edition*, U.S. Department of Labor, Bureau of Labor Statistics, Bulletin 1785, Washington, D.C., 1974. 1975 data were obtained from *Occupational Outlook Handbook, 1980-81 Edition*, U.S. Department of Labor, Bureau of Labor Statistics, Bulletin 2075, Washington, D.C., March 1980.

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

<sup>3</sup>Patricia D. Fleischauer, unpublished RAND research.

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

*COLUMNS 1-4—YEAR*

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

*COLUMNS 5-7—CAREER FIELD (AFSC13)*

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

*COLUMN 8—SPECIALTY (A5)*

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

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

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

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

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

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

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

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

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

## VII. NON-CONUS PAS NUMBERS

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

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

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

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

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

### *COLUMN 5-21—FLAGS INDICATING OVERSEAS ASSIGNMENTS*

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

Codes:

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

### VIII. MILITARY/CIVILIAN WAGE RATIO

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

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

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<sup>1</sup>This is an official index prepared by the Department of Defense.

## IX. SEPARATION PROGRAM DESIGNATOR CODES

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

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

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

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

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

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

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

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

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

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

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

Codes:

- 0 = Not used in time period
- 1 = Attrition-Marginal performer
- 2 = Attrition-Miscellaneous reasons
- 3 = Attrition-Hardship
- 4 = Attrition-Pregnancy
- 5 = Attrition-Death
- 6 = Attrition-Early retirement
- 7 = Attrition-Disability
- 8 = Attrition-Unsuitability/Misconduct/Quality  
(See Air Force Manual 39-12)
- 9 = Attrition-Other
- 10 = OTS/AECP
  
- 11 = Reenlistment, <= 3 months PETS
- 12 = Reenlistment, > 3 months PETS
- 13 = Reenlistment, PETS
- 14 = Reenlistment
- 15 = Reenlistment, PETS (Reservist)
- 16 = Reenlistment, ETS (Reservist)
- 17 = Reenlistment, <=le 3 mo post DOS
  
- 21 = Extension

22 = Extension,  $\geq$  24 months

23 = Extension,  $<$  24 months

30 = Retirement

41 = Prior service gain

81 = Early release

91 = ETS

92 = PETS

93 = Special

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

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

Codes: Same as for Cols. 5-6

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

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

Codes: Same as for Cols. 5-6

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

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

Codes:

ANG = To Air National Guard

CDFR = Correction of "dropped from rolls"

EXT = Extension transaction

GAIN = Gain transaction

LATR = Loss due to attrition

LETS = Loss at ETS

LOTS = Loss to Officer Training School (OTS)

LRET = Loss to retirement

LSPC = Special loss (PETS and early release)

NPS = Nonprior service accession

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

REUP = Reenlistment

XXXX = Not recoded

Appendix A

UNEMPLOYMENT RATES  
(UNEM2.DATA87)

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

Appendix A—continued

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

Appendix A—continued

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

Appendix A—continued

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

Appendix A—continued

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

Appendix A—cont

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

# Appendix B

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

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

# Appendix C

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

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

Appendix C—continued

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

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# Appendix D

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

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

Appendix D—continued

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

## Appendix E

### QUALIFICATIONS ON DATA IN BONUS FILES

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

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

# Appendix F

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

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

# Appendix G

## FIRST 40 RECORDS IN CIVILIAN COMPENSATION FILE

| DATA SET NAME: CIVPAY.DATA87 |         |    |       |       |       |       |
|------------------------------|---------|----|-------|-------|-------|-------|
| YEAR                         | AFSC 13 | A5 | CPAY3 | CPAY5 | CPAY7 | CPAY9 |
| 72                           | 100     | 0  | 7600  | 9278  | 15000 | 26000 |
| 78                           | 100     | 0  | 10250 | 14101 | 19000 | 33500 |
| 72                           | 202     | 0  | 7499  | 8943  | 8988  | 9033  |
| 78                           | 202     | 0  | 8251  | 11119 | 11668 | 38700 |
| 72                           | 203     | 0  | 7600  | 9274  | 13200 | 20000 |
| 78                           | 203     | 0  | 13000 | 16220 | 21290 | 26613 |
| 72                           | 203     | 1  | 7600  | 9274  | 13200 | 20000 |
| 78                           | 203     | 1  | 13000 | 16220 | 21290 | 26613 |
| 72                           | 204     | 0  | 5353  | 6699  | 7279  | 9098  |
| 78                           | 204     | 0  | 7964  | 10699 | 11885 | 38700 |
| 72                           | 205     | 0  | 7072  | 8336  | 9600  | 11520 |
| 78                           | 205     | 0  | 9722  | 13232 | 16743 | 20929 |
| 72                           | 206     | 0  | 5400  | 6300  | 9600  | 11520 |
| 78                           | 206     | 0  | 9800  | 12200 | 16700 | 20875 |
| 72                           | 221     | 0  | 5977  | 8066  | 9600  | 11520 |
| 78                           | 221     | 0  | 10241 | 14011 | 14883 | 18604 |
| 72                           | 222     | 0  | 7400  | 8627  | 12000 | 21600 |
| 78                           | 222     | 0  | 9211  | 12055 | 16164 | 28300 |
| 72                           | 222     | 1  | 6733  | 9004  | 14206 | 24249 |
| 78                           | 222     | 1  | 9407  | 13292 | 17331 | 29033 |
| 72                           | 223     | 0  | 6266  | 7624  | 9600  | 11520 |
| 78                           | 223     | 0  | 10462 | 13558 | 16711 | 20888 |
| 72                           | 223     | 1  | 4718  | 6628  | 8320  | 18200 |
| 78                           | 223     | 1  | 9757  | 17090 | 21120 | 23938 |
| 72                           | 223     | 2  | 4680  | 4940  | 8960  | 14860 |
| 78                           | 223     | 2  | 14174 | 18220 | 20250 | 30375 |
| 72                           | 233     | 2  | 4680  | 8861  | 10878 | 18200 |
| 78                           | 233     | 2  | 6032  | 11830 | 17721 | 30375 |
| 72                           | 233     | 4  | 4680  | 8861  | 10878 | 18200 |
| 78                           | 233     | 4  | 6032  | 11830 | 17721 | 20000 |
| 72                           | 234     | 0  | 5200  | 9110  | 10878 | 18200 |
| 78                           | 234     | 0  | 7488  | 13195 | 22307 | 30000 |
| 72                           | 235     | 0  | 5200  | 12480 | 14352 | 17940 |
| 78                           | 235     | 0  | 7020  | 13000 | 19136 | 29120 |
| 72                           | 235     | 1  | 5200  | 12480 | 14352 | 17940 |
| 78                           | 235     | 1  | 7020  | 13000 | 19136 | 29120 |
| 72                           | 236     | 0  | 5200  | 12480 | 14352 | 17940 |
| 78                           | 236     | 0  | 7020  | 13000 | 19136 | 29120 |
| 72                           | 236     | 1  | 5200  | 12480 | 14352 | 17940 |
| 78                           | 236     | 1  | 7020  | 13000 | 19136 | 29120 |

### Appendix H

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

| PASNO | FLAGS              |
|-------|--------------------|
| FAAE  | 100000000000000000 |
| FBBB  | 111111111111111111 |
| FBBC  | 111111011111111111 |
| FBBD  | 111111111111111111 |
| FBBF  | 111111111111111111 |
| FBBG  | 111111111111111111 |
| FBBH  | 111111111111111111 |
| FBBJ  | 111111111111111111 |
| FBBK  | 111111111111111111 |
| FBBL  | 111111111111111111 |
| FBBM  | 111111111111111111 |
| FBBN  | 111111111111111111 |
| FBBP  | 11111111111100000  |
| FBBQ  | 111111111111111111 |
| FBBR  | 111111111111111111 |
| FBS0  | 111111111111111111 |
| FBBV  | 111111111111111111 |
| FBBW  | 111111111111111111 |
| FBBY  | 100000000000000000 |
| FBBZ  | 111100000000000000 |
| FBB0  | 111110000000000000 |
| FBB1  | 111110000000000000 |
| FBB2  | 111111111111111111 |
| FBB3  | 111111111111111111 |
| FBB4  | 111111100000000000 |
| FBB7  | 111111111111111111 |
| FBB8  | 111111111111111111 |
| FBB9  | 111111111111111111 |
| FBCH  | 010000000000000000 |
| FBCJ  | 111110000000000000 |
| FBCK  | 111111111111111111 |
| FBCT  | 010000000000000000 |
| FBDD  | 111111111111111111 |
| FBDP  | 111111111111111111 |
| FBFF  | 111100000000000000 |
| FBFL  | 011111111111111111 |
| FBFP  | 011111000000000000 |
| FBF3  | 111111111111111111 |
| FBF5  | 011100000000000000 |
| FBGB  | 011110000000000000 |
| FBGM  | 010000000000000000 |
| FBGS  | 011111111111111111 |

**Appendix I**

**MILITARY/CIVILIAN  
WAGE RATIO FILE**

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

Appendix J

SEPARATION PROGRAM DESIGNATOR FILE  
(SPDS.DATA87)

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

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

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

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

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

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

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

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

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

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

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

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

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