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Navy-wide Personnel Survey (NPS) 1992: Statistical Tables for Enlisted Personnel

Mary A. Quenette
Carolyn J. Steerman
Sharon K. Le

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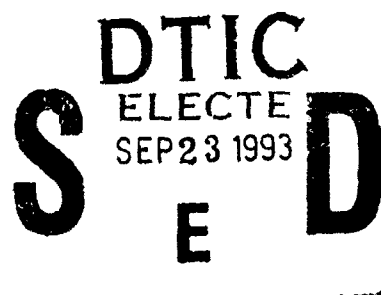ELECTE
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Emanuel P. Somer

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Approved and released by
Delbert M. Nebeker
Director, Organizational Systems Department

Navy Personnel Research and Development Center
San Diego, California 92152-7250

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Mary A. Quenette, Carolyn J. Steerman, Sharon K. Le

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The third annual Navy-wide Personnel Survey (NPS) was mailed in December 1992 to a random sample of 20,547 active duty enlisted personnel and officers. Completed questionnaires were accepted through mid-February 1993. The adjusted return rate was 49%. Survey topics included rotation/permanent change-of-station moves, training, quality-of-life programs, organizational climate, and health issues. Responses were weighted to allow generalization of sample results to the Navy population. Responses of enlisted personnel are broken out by pay grade and other important demographic variables.

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Foreword

The Navy-wide Personnel Survey (NPS), which is administered annually, is one part of the Navy Personnel Survey System (NPSS) originated by the Navy Personnel Research and Development Center. The NPSS is designed to manage and control Navy personnel surveys to minimize intrusion into fleet and shore operations and to serve as a vehicle for attitude and survey research. The NPSS is composed of NPS, special surveys, and quick-response surveys. NPS 1992 examined the perceptions of personnel in a variety of areas including rotation/permanent change-of-station moves, training, quality-of-life programs, organizational climate, and health issues. The information is valuable to managers and policy makers in program formulation and evaluation.

NPS 1992 was conducted under the sponsorship of the Chief of Naval Personnel (PERS-00) within reimbursable Work Unit 93WRPS578. Data collection concluded in mid-February 1993 and the results of the survey were briefed to the Chief of Naval Personnel, his staff, and sponsors in early April 1993.

This technical note, one of a series documenting the results of NPS 1992, provides statistical tables for enlisted personnel. NPRDC-TN-93-9 provides statistical tables for officers. A management report (in process) and a series of special reports on specific survey topics will follow.

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

DELBERT M. NEBEKER
Director, Organizational Systems Department

Summary

The third annual Navy-wide Personnel Survey (NPS) was mailed in December 1992 to a random sample of 20,547 active duty enlisted personnel and officers. Completed questionnaires were accepted through mid-February 1993. The adjusted return rate was 49%. Survey topics included rotation/permanent change-of-station moves, training, quality-of-life programs, organizational climate, and health issues. Responses were weighted to allow generalization of sample results to the Navy population. Responses of enlisted personnel are broken out by pay grade and other important demographic variables.

Contents

Introduction

Problem

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

Purpose

The annual Navy-wide Personnel Survey (NPS) was designed to collect opinion data on a systematic basis and to provide timely information on issues of importance to policy makers. The annual sampling, representative of the entire Navy population, will allow the identification and analysis of trends in opinions and attitudes toward plans, programs and policies which materially affect the performance and morale of Navy members. The survey was also designed to accommodate the study of topics of compelling interest on a one-time basis. This technical note provides enlisted personnel results of NPS 1992, the third administration of NPS.

Approach

NPS questionnaires were mailed in December 1992 to a random sample of 20,547 enlisted personnel and officers with a projected rotation date of February 1993 or later. Members who received the 1991 survey were not eligible for inclusion in the sample. The sampling represented approximately 4% of the enlisted population and 11% of the officer population. Of the original sample, 576 surveys could not be delivered. Reminder/thank you postcards were mailed to the entire sample 4 weeks after the surveys. The adjusted return rate was 49%. Deletion of cases with nonvalid response patterns resulted in a final sample size of 9,674. Unadjusted return rates for pay grade groups, total enlisted, and total officer groups are displayed in Table 1.

The survey requested demographic information and measured military members' attitudes and opinions in various areas, including rotation/permanent change-of-station moves, training, quality-of-life programs, organizational climate, and health issues. Of the total 243 questions, 106 questions appeared on both the 1991 and 1992 surveys. Fifty-eight questions appeared in NPS all 3 years.

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Table 1

Return Rates for Pay Grade Groups

Pay Grade Group	Population N	Surveys Sent	% Return[a]
Enlisted			
E-2 and E-3	107,336	3,566	18
E-4 through E-6	297,122	9,361	42
E-7 through E-9	52,951	1,965	70
Total	457,409	14,892	40
Officers			
W-2 through W-5	2,911	493	72
O-1 through O-3[b]	42,167	2,954	61
O-3 through O-6	26,263	2,208	75
Total	71,341	5,655	67

[a]Percent return was calculated without adjustment for surveys which could not be delivered.
[b]Includes O-1E through O-3E.

This technical note provides the 1992 results in statistical tables for enlisted personnel, while a companion technical note (Quenette, Steerman, & Le, 1993) provides officer statistical tables. A management report (in process) and a series of special reports on specific survey topics will follow. Results of previous surveys are documented in Quenette, Kalus, Hase, & Brinderson (1991a, 1991b, 1991c, 1991d), Quenette (1992), Quenette, et al., (1992a, 1992b), and Wilcove & Quenette (1992a, 1992b).

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

For statistical analyses, enlisted personnel were grouped according to pay grade: (1) E-2 and E-3; (2) E-4 through E-6; and (3) E-7 through E-9. Individuals in pay grade E-1 at the time of the survey were excluded because of their limited time in the Navy. Officers were assigned to one of three groups: (1) W-2 through W-5; (2) O-1E through O-3E and O-1 through O-3; and (3) O-4 through O-6.

Organization

The sequence of statistical tables in this technical note corresponds to the sequence of the questions in the NPS 1992. (A copy of the NPS 1992 appears in the appendix. Total percentages, or marginals, are provided with the NPS questionnaire in the appendix.) For questions that allow the respondent to select a "Does not apply" option, the results are displayed with and without that option. In addition, some questions were broken out by other demographic variables, and those results are displayed as well.

Margin of Error

The statistical tables show the numbers and percentages of (weighted) subgroups selecting each response option. Tabulated results are accurate (at a 95% level of confidence) within the margins of error displayed in Table 2. For example, for the E-2 and E-3 pay grade group, the true population percentage could be as much as 4% higher or lower than the value displayed in the tables. These margins of error are valid for the respondent groups listed below; smaller group sizes would yield larger margins of error.

Table 2

Margin of Error for Selected Groups of Enlisted Personnel

	Sample Sizes		%
Group	Unweighted	Weighted	Error[a]
Gender			
Males	5,269	5,170	±01
Females	625	722	±04
Marital Status			
Married	3,798	3,213	±02
Single	2,095	2,681	±02
Race			
White	4,485	4,414	±01
Black	676	748	±04
Other	696	694	±04
Pay Grade			
E-2 and E-3	631	1,387	±04
E-4 through E-6	3,908	3,830	±02
E-7 through E-9	1,363	685	±03

[a]Errors calculated at 95% confidence level.

How to Read the Statistical Tables

The information contained in each statistical table is described in Figure 1.

1. Question number and description of question.
2. Number and description of question from which respondent groups are derived.
3. Respondent groups.
4. Response options.
5. N: (Weighted) number of responses.
6. Column percent: For a given (weighted) respondent group, the column percent provides a distribution of responses across response options.
7. Total number (weighted) of respondents in group.

1 ⟶

Q5 MARITAL STATUS   ENLISTED

2 ⟶

	Q20 PAY GRADE			3 ⟶
	E2-E3	E4-E6	E7-E9
NEVER BEEN MARRIED	72.9%	28.9%	3.7%
N	1008	1107	25
MARRIED	23.9%	60.3%	84.4%
N	330	2305	577 ⟶ 5
SEPARATED/ DIVORCED	3.3%	10.6%	11.6% ⟶
N	45	407	79 ⟶ 6
WIDOWED		.2%	.4%
N		6	3
Column Total	100.0%	100.0%	100.0% ⟶ 7
N	1383	3826	684

4 ⟶

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Figure 1. Statistical table for Question 5.

4

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Statistical Tables for Enlisted Personnel

Q1 GENDER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
MALE	83.9%	87.8%	95.2%
N	1162	3357	651
FEMALE	16.1%	12.2%	4.8%
N	223	466	33
Column Total	100.0%	100.0%	100.0%
N	1385	3824	684

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q1 GENDER

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
MALE	88.7%	77.9%	94.1%	88.0%	90.5%
N	3915	583	290	70	273
FEMALE	11.3%	22.1%	5.9%	12.0%	9.5%
N	499	165	18	9	28
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4414	748	308	79	301

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q1 GENDER

	Q3 ETHNIC BACKGROUND				
	MEXICAN, CHICANO, MEX-AMER	PUERTO RICAN	CUBAN	OTHER SPANISH / HISPANIC	JAPANESE
MALE	92.6%	85.6%	100.0%	86.1%	88.1%
N	164	60	9	101	11
FEMALE	7.4%	14.4%		13.9%	11.9%
N	13	10		16	1
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	178	70	9	118	12

(continued)

	Q3 ETHNIC BACKGROUND				
	CHINESE	KOREAN	VIETNAMESE	ASIAN INDIAN	FILIPINO
MALE	89.6%	89.2%	59.6%	82.9%	96.1%
N	12	12	5	5	258
FEMALE	10.4%	10.8%	40.4%	17.1%	3.9%
N	1	1	4	1	10
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	14	13	9	6	268

(continued)

	Q3 ETHNIC BACKGROUND			
	PACIFIC ISLANDER	ESKIMO/ALEUT	OTHER, NOT LISTED	NONE OF THE ABOVE
MALE	83.6%	100.0%	87.4%	87.2%
N	23	3	970	3248
FEMALE	16.4%		12.6%	12.8%
N	5		140	478
Column Total	100.0%	100.0%	100.0%	100.0%
N	28	3	1111	3725

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q1 GENDER

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
MALE	85.9%	90.2%	80.5%	50.2%
N	1837	2894	427	4
FEMALE	14.1%	9.8%	19.5%	49.8%
N	301	314	104	4
Column Total	100.0%	100.0%	100.0%	100.0%
N	2138	3207	531	9

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

	Q68 NAVY CAREER PLANS						
	DEF STAY TIL RETR	PRB STAY TIL RETR	DONT KNOW	PROB NOT STAY	DEF NOT STAY	ELIGBL NOW & LEAV	ELIGBL NOW & NO DECSN
MALE	89.3%	87.8%	86.0%	83.5%	87.6%	97.0%	98.6%
N	1334	824	1084	526	1119	126	119
FEMALE	10.7%	12.2%	14.0%	16.5%	12.4%	3.0%	1.4%
N	160	114	176	104	159	4	2
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
N	1493	938	1260	630	1278	130	121

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q2 RACE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
WHITE	72.6%	75.6%	79.9%
N	1000	2871	543
BLK/AFRCN			
AMERICAN	15.4%	12.7%	8.0%
N	213	481	54
ASIAN	4.6%	5.2%	7.4%
N	63	198	51
AMERICAN INDIAN	1.3%	1.4%	1.1%
N	18	54	7
OTHER	6.0%	5.1%	3.6%
N	83	195	25
Column Total	100.0%	100.0%	100.0%
N	1376	3800	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

14

Q2 RACE

	Q1 GENDER	
	MALE	FEMALE
WHITE	76.3%	69.3%
N	3915	499
BLK/AFRCN AMERICAN	11.4%	23.0%
N	583	165
ASIAN	5.6%	2.5%
N	290	18
AMERICAN INDIAN	1.4%	1.3%
N	70	9
OTHER	5.3%	4.0%
N	273	28
Column Total	100.0%	100.0%
N	5130	721

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q2 RACE

	Q4 HIGHEST LEVEL OF EDUCATION					
	LESS THAN HIGH SCHOOL	ALTERNATE DEGREE, GED	HIGH SCHOOL GRADUATE	SOME COLLEGE, NO DEGREE	2 YEAR DEGREE	4 YEAR DEGREE OR MORE
WHITE	82.4%	81.1%	75.3%	76.3%	77.8%	57.4%
N	33	236	1875	1712	349	156
BLK/AFRCN AMERICAN	1.5%	7.9%	14.8%	12.1%	10.4%	10.7%
N	1	23	369	271	47	29
ASIAN	2.4%	1.6%	3.7%	4.8%	7.3%	27.1%
N	1	5	92	107	33	74
AMERICAN INDIAN		2.3%	1.3%	1.3%	1.6%	.8%
N		7	32	30	7	2
OTHER	13.6%	7.2%	5.0%	5.6%	3.0%	4.1%
N	5	21	124	125	13	11
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
N	40	291	2492	2245	449	272

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q2 RACE

	Q68 NAVY CAREER PLANS						
	DEF STAY TIL RETR	PRB STAY TIL RETR	DONT KNOW	PROB NOT STAY	DEF NOT STAY	ELIGBL NOW & LEAV	ELIGBL NOW & NO DECSN
WHITE	72.6%	73.3%	72.9%	77.0%	82.8%	76.8%	73.9%
N	1075	688	913	483	1047	98	89
BLK/AFRCN AMERICAN	13.6%	13.0%	15.0%	13.7%	8.8%	11.9%	12.4%
N	201	122	188	86	111	15	15
ASIAN	7.5%	7.5%	4.8%	3.2%	2.2%	6.0%	8.4%
N	111	70	60	20	27	8	10
AMERICAN INDIAN	1.9%	1.3%	.7%	1.0%	1.6%	.6%	1.4%
N	28	12	9	6	20	1	2
OTHER	4.4%	4.9%	6.6%	5.1%	4.7%	4.7%	3.9%
N	65	46	83	32	60	6	5
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
N	1481	938	1253	627	1265	128	121

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q3 ETHNICITY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
MEXICAN, CHICANO, MEX-AMER	4.6%	2.9%	2.1%
N	60	106	14
PUERTO RICAN	1.0%	1.4%	1.1%
N	13	50	7
CUBAN		.2%	.1%
N		8	1
OTHER SPANISH / HISPANIC	3.3%	1.9%	1.1%
N	43	68	7
JAPANESE		.3%	
N		12	
CHINESE	.1%	.3%	
N	2	12	
KOREAN	.6%	.2%	
N	7	6	
VIETNAMESE	.4%	.1%	.1%
N	5	3	1
ASIAN INDIAN	.1%	.1%	.1%
N	2	3	0
FILIPINO	3.2%	4.9%	7.8%
N	41	177	51
PACIFIC ISLANDER	.6%	.5%	.3%
N	7	19	2
ESKIMO/ALEUT	.1%	.0%	
N	2	2	
OTHER, NOT LISTED	23.7%	19.4%	16.1%
N	308	699	106
NONE OF THE ABOVE	62.2%	67.8%	71.4%
N	807	2448	471
Column Total	100.0%	100.0%	100.0%
N	1297	3613	660

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q3 ETHNICITY

	Q1 GENDER	
	MALE	FEMALE
MEXICAN, CHICANO, MEX-AMER	3.4%	1.9%
N	164	13
PUERTO RICAN	1.2%	1.5%
N	60	10
CUBAN	.2%	
N	9	
OTHER SPANISH / HISPANIC	2.1%	2.4%
N	101	16
JAPANESE	.2%	.2%
N	11	1
CHINESE	.3%	.2%
N	12	1
KOREAN	.2%	.2%
N	12	1
VIETNAMESE	.1%	.5%
N	5	4
ASIAN INDIAN	.1%	.1%
N	5	1
FILIPINO	5.3%	1.5%
N	258	10
PACIFIC ISLANDER	.5%	.7%
N	23	5
ESKIMO/ALEUT	.1%	
N	3	
OTHER, NOT LISTED	19.9%	20.6%
N	970	140
NONE OF THE ABOVE	66.5%	70.1%
N	3248	478
Column Total	100.0%	100.0%
N	4882	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q3 ETHNICITY

Q4 HIGHEST LEVEL OF EDUCATION

	LESS THAN HIGH SCHOOL	ALTERNATE DEGREE, GED	HIGH SCHOOL GRADUATE	SOME COLLEGE, NO DEGREE	2 YEAR DEGREE	4 YEAR DEGREE OR MORE
MEXICAN, CHICANO, MEX-AMER	15.6%	2.9%	3.2%	3.7%	1.8%	.6%
N	5	8	75	81	8	1
PUERTO RICAN		2.8%	1.1%	1.3%	1.2%	1.4%
N		8	25	27	5	4
CUBAN			.1%	.3%	.2%	
N			2	6	1	
OTHER SPANISH / HISPANIC		3.4%	2.5%	1.7%	1.2%	1.4%
N		9	59	36	5	4
JAPANESE		.8%	.2%	.2%		.5%
N		2	4	5		1
CHINESE			.3%	.2%	.3%	.7%
N			7	3	1	2
KOREAN			.4%	.1%		
N			10	3		
VIETNAMESE			.2%	.1%		.7%
N			5	2		2
ASIAN INDIAN			.2%			.2%
N			5			0
FILIPINO	2.8%	1.9%	2.4%	4.7%	7.3%	27.9%
N	1	5	56	102	32	73
PACIFIC ISLANDER		.5%	.7%	.4%	.3%	
N		1	17	9	1	
ESKIMO/ALEUT			.1%	.1%		
N			2	2		
OTHER, NOT LISTED	10.4%	19.3%	21.6%	18.5%	19.7%	19.3%
N	4	53	505	400	86	50
NONE OF THE ABOVE	71.2%	68.4%	67.0%	68.8%	67.9%	47.3%
N	24	189	1567	1486	297	123
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
N	34	277	2339	2162	438	260

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

	Q68 NAVY CAREER PLANS						
	DEF STAY TIL RETR	PRB STAY TIL RETR	DONT KNOW	PROB NOT STAY	DEF NOT STAY	ELIGBL NOW & LEAV	ELIGBL NOW & NO DECSN
MEXICAN, CHICANO, MEX-AMER	2.5%	2.6%	4.7%	3.7%	2.7%	4.1%	1.7%
N	35	23	56	22	33	5	2
PUERTO RICAN	1.2%	1.9%	1.7%	1.1%	.5%	1.6%	
N	17	17	20	7	6	2	
CUBAN	.3%	.1%	.1%		.3%		
N	4	1	1		3		
OTHER SPANISH / HISPANIC	1.4%	2.1%	2.5%	2.6%	2.6%	.7%	.7%
N	20	18	30	15	32	1	1
JAPANESE	.3%	.2%	.1%	.3%	.2%		
N	4	1	1	2	3		
CHINESE	.2%	.3%	.2%	.2%	.3%		
N	3	3	2	1	4		
KOREAN	.1%	.6%	.4%		.2%		
N	1	6	4		2		
VIETNAMESE		.3%			.5%		
N		2			6		
ASIAN INDIAN	.2%		.2%	.2%			
N	3		2	1			
FILIPINO	7.6%	7.2%	4.3%	3.1%	.7%	6.2%	8.6%
N	107	65	52	18	8	8	10
PACIFIC ISLANDER	.7%	.5%	.5%	.3%	.3%		1.1%
N	10	4	6	2	3		1
ESKIMO/ALEUT		.1%	.1%		.2%		
N		1	1		2		
OTHER, NOT LISTED	18.7%	17.6%	19.6%	22.3%	23.5%	17.2%	15.3%
N	262	157	234	131	283	21	18
NONE OF THE ABOVE	66.8%	66.6%	65.8%	66.3%	68.1%	70.1%	72.5%
N	939	595	786	391	820	87	85
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
N	1405	894	1195	590	1204	124	117

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q4 HIGHEST LEVEL OF EDUCATION

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
LESS THAN HIGH SCHOOL	1.5%	.5%	.4%
N	20	17	3
ALTERNATE DEGREE, GED	4.0%	5.0%	7.2%
N	54	191	49
HIGH SCHOOL GRADUATE	56.8%	41.1%	25.6%
N	776	1559	174
SOME COLLEGE, NO DEGREE	31.9%	40.8%	42.1%
N	436	1545	286
2 YEAR DEGREE	3.6%	8.0%	14.7%
N	49	303	100
4 YEAR DEGREE OR MORE	2.2%	4.6%	10.0%
N	31	175	68
Column Total	100.0%	100.0%	100.0%
N	1365	3789	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q4 HIGHEST LEVEL OF EDUCATION

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
LESS THAN HIGH SCHOOL	.7%	.1%	.3%		1.8%
N	33	1	1		5
ALTERNATE DEGREE, GED	5.4%	3.1%	1.5%	8.5%	7.0%
N	236	23	5	7	21
HIGH SCHOOL GRADUATE	43.0%	49.9%	29.5%	41.2%	41.5%
N	1875	369	92	32	124
SOME COLLEGE, NO DEGREE	39.3%	36.7%	34.5%	38.4%	41.6%
N	1712	271	107	30	125
2 YEAR DEGREE	8.0%	6.3%	10.5%	9.1%	4.4%
N	349	47	33	7	13
4 YEAR DEGREE OR MORE	3.6%	3.9%	23.7%	2.8%	3.7%
N	156	29	74	2	11
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4361	739	311	78	300

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q4 HIGHEST LEVEL OF EDUCATION

	Q3 ETHNIC BACKGROUND				
	MEXICAN, CHICANO, MEX-AMER	PUERTO RICAN	CUBAN	OTHER SPANISH / HISPANIC	JAPANESE
LESS THAN HIGH SCHOOL	3.0%				
N	5				
ALTERNATE DEGREE, GED	4.5%	11.2%		8.3%	18.1%
N	8	8		9	2
HIGH SCHOOL GRADUATE	41.9%	36.5%	20.0%	52.1%	30.4%
N	75	25	2	59	4
SOME COLLEGE, NO DEGREE	45.2%	39.2%	69.5%	31.9%	39.7%
N	81	27	6	36	5
2 YEAR DEGREE	4.4%	7.7%	10.5%	4.5%	
N	8	5	1	5	
4 YEAR DEGREE OR MORE	.8%	5.4%		3.2%	11.9%
N	1	4		4	1
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	178	69	9	113	12

(continued)

	Q3 ETHNIC BACKGROUND				
	CHINESE	KOREAN	VIETNAMESE	ASIAN INDIAN	FILIPINO
LESS THAN HIGH SCHOOL					.4%
N					1
ALTERNATE DEGREE, GED					1.9%
N					5
HIGH SCHOOL GRADUATE	50.3%	78.3%	56.5%	92.2%	21.0%
N	7	10	5	5	56
SOME COLLEGE, NO DEGREE	25.5%	21.7%	23.0%		37.9%
N	3	3	2		102
2 YEAR DEGREE	10.4%				11.8%
N	1				32
4 YEAR DEGREE OR MORE	13.8%		20.5%	7.8%	27.0%
N	2		2	0	73
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	14	13	9	6	269

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

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(continued)

Q4 HIGHEST LEVEL OF EDUCATION

	Q3 ETHNIC BACKGROUND			
	PACIFIC ISLANDER	ESKIMO/ALEUT	OTHER, NOT LISTED	NONE OF THE ABOVE
LESS THAN HIGH SCHOOL			.3%	.7%
N			4	24
ALTERNATE DEGREE, GED	4.8%		4.9%	5.1%
N	1		53	189
HIGH SCHOOL GRADUATE	59.2%	48.2%	46.0%	42.5%
N	17	2	505	1567
SOME COLLEGE, NO DEGREE	30.7%	51.8%	36.4%	40.3%
N	9	2	400	1486
2 YEAR DEGREE	5.3%		7.9%	8.1%
N	1		86	297
4 YEAR DEGREE OR MORE			4.6%	3.3%
N			50	123
Column Total	100.0%	100.0%	100.0%	100.0%
N	28	3	1099	3688

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q5 MARITAL STATUS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NEVER BEEN MARRIED	72.9%	28.9%	3.7%
N	1008	1107	25
MARRIED	23.9%	60.3%	84.4%
N	330	2305	577
SEPARATED/ DIVORCED	3.3%	10.6%	11.6%
N	45	407	79
WIDOWED		.2%	.4%
N		6	3
Column Total	100.0%	100.0%	100.0%
N	1383	3826	684

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

	Q68 NAVY CAREER PLANS						
	DEF STAY TIL RETR	PRB STAY TIL RETR	DONT KNOW	PROB NOT STAY	DEF NOT STAY	ELIGBL NOW & LEAV	ELIGBL NOW & NO DECSN
NEVER BEEN MARRIED	12.8%	26.5%	42.7%	53.6%	61.6%	9.6%	7.1%
N	191	249	538	337	787	12	9
MARRIED	75.8%	62.9%	48.1%	40.3%	32.1%	76.0%	80.7%
N	1130	590	607	254	410	99	98
SEPARATED/ DIVORCED	11.1%	10.5%	9.2%	6.1%	6.4%	13.3%	12.1%
N	165	98	116	38	81	17	15
WIDOWED	.4%	.1%	.1%			1.1%	.2%
N	5	1	1			1	0
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
N	1491	938	1262	630	1278	130	121

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q6 RELIGION

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
CATHOLIC	27.8%	25.1%	30.6%
N	382	956	209
PROTESTANT	39.8%	48.5%	47.1%
N	546	1844	322
JEWISH	.7%	.5%	.4%
N	9	18	2
ORTHODOX CHURCHES	.3%	.2%	.1%
N	4	9	1
MUSLIM	.9%	.3%	.2%
N	13	12	1
BUDDHIST	.3%	.4%	.3%
N	4	13	2
MORMON	1.6%	1.5%	.9%
N	22	58	6
OTHER RELIGION	8.7%	5.8%	3.9%
N	119	219	27
NO PREFERENCE	20.1%	17.7%	16.6%
N	275	674	113
Column Total	100.0%	100.0%	100.0%
N	1373	3804	683

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q7 DO YOU OR MILITARY SPOUSE HAVE DEPENDENTS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	68.2%	78.7%	88.0%
N	213	1701	478
NONE	17.3%	5.0%	1.3%
N	54	109	7
LIVING WITH	19.1%	18.0%	14.4%
N	60	390	78
NOT LIVING WITH		2.1%	2.3%
N		45	12
LEGAL WARDS WITH		.2%	.1%
N		4	1
DEPNDNT PARENTS		.5%	.3%
N		10	1
Column Total	100.0%	100.0%	100.0%
N	312	2160	544

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q7 DO YOU OR MILITARY SPOUSE HAVE DEPENDENTS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NONE	47.6%	20.3%	7.7%
N	54	109	7
LIVING WITH	52.4%	72.7%	82.2%
N	60	390	78
NOT LIVING WITH		8.3%	12.9%
N		45	12
LEGAL WARDS WITH		.8%	.6%
N		4	1
DEPNDNT PARENTS		1.8%	1.6%
N		10	1
Column Total	100.0%	100.0%	100.0%
N	114	536	95

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
        DOES NOT APPLY OPTION OMITTED

Q8 DO YOU HAVE ANY DEPENDENTS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NONE	74.4%	32.1%	7.2%
N	833	1067	45
SPOUSE	18.2%	51.5%	73.9%
N	204	1713	466
CHILDREN WITH	9.5%	41.8%	68.5%
N	106	1388	432
CHILDREN NT W/	4.0%	10.0%	14.2%
N	45	331	90
LEGAL WARDS W/	.2%	.3%	.4%
N	2	10	3
PARENTS	1.1%	.9%	1.3%
N	13	29	8
Column Total	100.0%	100.0%	100.0%
N	1120	3325	630

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q8 DO YOU HAVE ANY DEPENDENTS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
SPOUSE	70.2%	75.4%	79.6%
N	204	1713	466
CHILDREN WITH	36.6%	61.1%	73.7%
N	106	1388	432
CHILDREN NT W/	15.5%	14.6%	15.3%
N	45	331	90
LEGAL WARDS W/	.6%	.4%	.5%
N	2	10	3
PARENTS	4.3%	1.3%	1.4%
N	13	29	8
Column Total	100.0%	100.0%	100.0%
N	290	2272	586

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO DEPENDENTS IN DEERS OPTION OMITTED

Q8 DO YOU HAVE ANY DEPENDENTS

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NONE	93.5%	3.8%	30.7%	57.9%
N	1684	105	150	4
SPOUSE		83.3%	14.6%	
N		2308	71	
CHILDREN WITH	2.8%	63.7%	21.7%	42.1%
N	50	1766	106	3
CHILDREN NT W/	2.5%	7.7%	41.8%	
N	44	214	205	
LEGAL WARDS W/	.3%	.3%	.2%	
N	5	9	1	
PARENTS	1.3%	.8%	1.3%	
N	23	21	6	
Column Total	100.0%	100.0%	100.0%	100.0%
N	1801	2770	490	6

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q8 DO YOU HAVE ANY DEPENDENTS

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
SPOUSE		86.1%	20.9%	
N		2308	71	
CHILDREN WITH	42.0%	65.9%	31.1%	100.0%
N	50	1766	106	3
CHILDREN NT W/	37.6%	8.0%	59.9%	
N	44	214	205	
LEGAL WARDS W/	4.0%	.3%	.3%	
N	5	9	1	
PARENTS	19.0%	.8%	1.9%	
N	23	21	6	
Column Total	100.0%	100.0%	100.0%	100.0%
N	118	2680	342	3

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO DEPENDENTS IN DEERS OPTION OMITTED

Q9 CHILDREN UNDER 21 IN DEERS LIVING IN HOUSE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
YES	11.3%	43.3%	68.9%
N	157	1658	472
NO	88.7%	56.7%	31.1%
N	1230	2172	213
Column Total	100.0%	100.0%	100.0%
N	1387	3831	685

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9A CHILDREN UNDER 6 WEEKS IN DEERS LIVING IN HOUSE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
1 CHILD	100.0%	94.5%	100.0%
N	18	58	3
2 CHILDREN		2.4%	
N		1	
3 CHILDREN		3.1%	
N		2	
Column Total	100.0%	100.0%	100.0%
N	18	61	3

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9B CHILDREN 6 WEEKS-12 MONTHS IN DEERS LIVING IN HOUSE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
1 CHILD	91.9%	98.3%	97.8%
N	61	307	27
2 CHILDREN	8.1%	1.7%	2.2%
N	5	5	1
Column Total	100.0%	100.0%	100.0%
N	67	313	27

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9C CHILDREN 13-24 MONTHS IN DEERS LIVING IN HOUSE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
1 CHILD	100.0%	98.9%	94.6%
N	47	281	29
2 CHILDREN		1.1%	3.4%
N		3	1
3 CHILDREN			2.0%
N			1
Column Total	100.0%	100.0%	100.0%
N	47	284	31

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9D CHILDREN 25-35 MONTHS IN DEERS LIVING IN HOUSE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
1 CHILD	90.8%	98.2%	97.8%
N	18	248	27
2 CHILDREN	9.2%	1.5%	2.2%
N	2	4	1
5 CHILDREN		.3%	
N		1	
Column Total	100.0%	100.0%	100.0%
N	20	253	28

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9E CHILDREN 3-5 YEARS IN DEERS LIVING IN HOUSE

	Q20 PAY GRADE		
	˙E2-E3	E4-E6	E7-E9
1 CHILD	83.2%	88.1%	87.5%
N	27	565	108
2 CHILDREN	11.2%	11.5%	12.0%
N	4	74	15
3 CHILDREN	5.6%	.3%	.5%
N	2	2	1
5 CHILDREN		.1%	
N		1	
Column Total	100.0%	100.0%	100.0%
N	32	642	124

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9F CHILDREN 6-9 YEARS IN DEERS LIVING IN HOUSE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
1 CHILD	84.6%	77.5%	75.7%
N	20	436	157
2 CHILDREN	15.4%	20.3%	22.4%
N	4	114	46
3 CHILDREN		1.9%	1.9%
N		11	4
4 CHILDREN		.3%	
N		2	
Column Total	100.0%	100.0%	100.0%
N	23	562	207

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9G CHILDREN 10-12 YEARS IN DEERS LIVING IN HOUSE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
1 CHILD	100.0%	87.1%	85.2%
N	4	233	146
2 CHILDREN		12.0%	14.1%
N		32	24
3 CHILDREN		.6%	.7%
N		2	1
4 CHILDREN		.3%	
N		1	
Column Total	100.0%	100.0%	100.0%
N	4	267	171

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9H CHILDREN 13-15 YEARS IN DEERS LIVING IN HOUSE

	Q20 PAY GRADE	
	E4-E6	E7-E9
1 CHILD	84.0%	84.5%
N	139	131
2 CHILDREN	13.5%	13.8%
N	22	21
3 CHILDREN	1.6%	1.7%
N	3	3
5 CHILDREN	.9%	
N	1	
Column Total	100.0%	100.0%
N	166	155

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q9I CHILDREN 16-21 YEARS IN DEERS LIVING IN HOUSE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
1 CHILD	100.0%	76.3%	74.8%
N	4	98	90
2 CHILDREN		18.8%	22.7%
N		24	27
3 CHILDREN		1.3%	.9%
N		2	1
4 CHILDREN			1.1%
N			1
5 CHILDREN		3.6%	.5%
N		5	1
Column Total	100.0%	100.0%	100.0%
N	4	129	121

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q10 SPOUSE EMPLOYED FULL OR PART TIME

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	41.7%	39.7%	31.4%
N	137	906	180
FULL TIME	39.0%	42.3%	48.2%
N	128	965	276
PART TIME	19.3%	18.0%	20.4%
N	63	410	117
Column Total	100.0%	100.0%	100.0%
N	328	2280	573

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q10 SPOUSE EMPLOYED FULL OR PART TIME

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
FULL TIME	66.9%	70.2%	70.3%
N	128	965	276
PART TIME	33.1%	29.8%	29.7%
N	63	410	117
Column Total	100.0%	100.0%	100.0%
N	191	1375	393

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
     DOES NOT APPLY OPTION OMITTED

Q11 SPOUSES EMPLOYMENT SITUATION

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
MILITARY	17.8%	10.0%	5.8%
N	58	227	33
FEDERAL CIVIL SERVICE	1.1%	3.8%	7.6%
N	4	86	43
CIVILIAN JOB	35.6%	43.3%	50.4%
N	115	986	286
SELF-EMPLOYED AT HOME	5.0%	4.3%	5.7%
N	16	97	32
NOT EMPLOYED, BY CHOICE	15.0%	18.7%	18.3%
N	49	425	104
NOT EMPLOYED, BUT ACTIVELY JOB HUNTING	20.5%	12.1%	8.4%
N	67	276	48
NOT EMPLOYED- OTHER REASONS	5.0%	7.9%	3.8%
N	16	179	22
Column Total	100.0%	100.0%	100.0%
N	325	2277	568

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q12 SPOUSES CONTRIBUTION

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NONE	40.5%	37.5%	29.9%
N	131	853	170
HALF OR LESS OF MINE	27.3%	34.9%	47.2%
N	89	795	269
ABOUT THREE-FOURTHS OF MINE	6.1%	7.3%	9.4%
N	20	166	54
ABOUT EQUAL TO MINE	15.5%	12.1%	9.5%
N	50	275	54
GREATER THAN MINE	10.6%	8.2%	4.0%
N	34	186	23
Column Total	100.0%	100.0%	100.0%
N	325	2275	570

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q12 SPOUSES CONTRIBUTION

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
HALF OR LESS OF MINE	45.8%	55.9%	67.3%
N	89	795	269
ABOUT THREE-FOURTHS OF MINE	10.3%	11.7%	13.4%
N	20	166	54
ABOUT EQUAL TO MINE	26.1%	19.3%	13.5%
N	50	275	54
GREATER THAN MINE	17.8%	13.1%	5.7%
N	34	186	23
Column Total	100.0%	100.0%	100.0%
N	193	1422	399

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
SPOUSE NOT EMPLOYED OPTION OMITTED

Q13 ACCOMPANIED BY DEPENDENTS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY/			
NO DEPENDENTS	71.5%	32.9%	7.9%
N	918	1226	53
ACCOMPANIED	18.7%	56.9%	82.5%
N	240	2117	551
TEMPORARILY			
UNACCOMPANIED	3.9%	3.1%	1.3%
N	51	115	9
REQUIRED	.3%	.3%	.3%
N	4	11	2
DEPENDENTS NOT			
SPONSORED	1.0%	.5%	.3%
N	13	19	2
PERMANENTLY			
UNACCOMPANIED			
BY CHOICE	4.6%	6.3%	7.7%
N	59	233	51
Column Total	100.0%	100.0%	100.0%
N	1284	3720	667

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q13 ACCOMPANIED BY DEPENDENTS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
ACCOMPANIED	65.5%	84.9%	89.6%
N	240	2117	551
TEMPORARILY UNACCOMPANIED	13.8%	4.6%	1.4%
N	51	115	9
REQUIRED	1.0%	.4%	.3%
N	4	11	2
DEPENDENTS NOT SPONSORED	3.5%	.7%	.3%
N	13	19	2
PERMANENTLY UNACCOMPANIED BY CHOICE	16.2%	9.4%	8.3%
N	59	233	51
Column Total	100.0%	100.0%	100.0%
N	366	2494	614

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q14 REASON UNACCOMPANIED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
SPOUSE EMPLYMT	12.5%	23.8%	31.6%
N	5	48	15
HOME OWNER		12.4%	36.8%
N		25	17
AVAIL OF MIL HOUSING	8.3%	7.1%	9.3%
N	4	14	4
AVL\COST CIV HOUSE	20.7%	16.2%	18.7%
N	9	33	9
CHLDRNS SCHL	8.3%	10.6%	28.2%
N	4	22	13
CMMNTY TIES	4.2%	7.4%	6.6%
N	2	15	3
COST OF MOVE		6.9%	7.7%
N		14	4
WRK SCHDL FMLY	12.5%	12.1%	9.4%
N	5	25	4
AVAIL OF SVCS SPCL NEEDS		3.8%	4.4%
N		8	2
AVAIL OF ACTVTY FOR FAM	4.2%	3.6%	4.1%
N	2	7	2
INADAQTE TIME TO MOVE	4.2%	2.9%	3.9%
N	2	6	2
LENGTH OF NEW ASSGMNT	8.3%	7.5%	8.6%
N	4	15	4
OTHER	75.1%	58.6%	36.9%
N	32	119	17
Column Total	100.0%	100.0%	100.0%
N	43	203	47

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q15 WHICH DESCRIBES PLACE WHERE YOU LIVE NOW

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
MIL FAMILY HOUSING	4.8%	18.2%	23.4%
N	65	687	158
GOVT LEASED HOUSING	1.9%	1.1%	1.0%
N	25	43	6
OWNED HOUSING	1.5%	13.7%	41.3%
N	20	517	278
RENTED HOUSING	20.1%	36.8%	24.2%
N	270	1385	163
RENTED SPACE IN MOBILE HOME PRK	.1%	1.3%	1.3%
N	2	49	9
SHARED RENTAL HOUSING	6.0%	4.5%	.5%
N	81	171	3
ON A SHIP	36.2%	12.3%	2.8%
N	486	464	19
BACHELORS QUARTERS-BQ	27.9%	10.9%	5.1%
N	374	412	34
OTHER	1.5%	1.0%	.4%
N	20	39	3
Column Total	100.0%	100.0%	100.0%
N	1344	3768	673

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q16 CURRENT MILITARY STATUS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
USN	84.5%	93.9%	93.2%
N	1169	3592	638
USNR	10.0%	.6%	.1%
N	138	24	0
USNR-TAR	5.5%	5.4%	6.6%
N	75	208	45
USNR-265-TEMAC-CANVASSER RECRTR-ACDUTRA		.0%	.1%
N		1	1
Column Total	100.0%	100.0%	100.0%
N	1383	3824	685

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q17 TIME ACTIVE DUTY IN NAVY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
LT 1YR	4.2%	.4%	
N	54	15	
1YR - LT 3YRS	78.8%	12.5%	.3%
N	1008	461	2
3YRS - LT 5YRS	14.2%	23.5%	
N	181	869	
5YRS - LT 10YRS	.7%	35.7%	1.8%
N	9	1319	12
10YRS -LT 15YRS	.8%	19.5%	28.7%
N	11	719	189
15YRS - LT 20YRS		7.8%	45.1%
N		287	297
20YRS - LT 25YRS	.8%	.6%	19.4%
N	11	23	128
25 OR MORE YRS	.4%	.1%	4.7%
N	5	2	31
Column Total	100.0%	100.0%	100.0%
N	1279	3695	659

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q18 ARE YOU SERVING INITIAL ENLISTMENT

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY-ENTERED THE NAVY AS AN OFFICER	.4%	.1%	.1%
N	5	3	1
YES	97.0%	40.9%	7.1%
N	1344	1562	49
NO	2.6%	59.0%	92.8%
N	36	2254	634
Column Total	100.0%	100.0%	100.0%
N	1385	3819	684

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q18 ARE YOU SERVING INITIAL ENLISTMENT

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
YES	97.4%	40.9%	7.1%
N	1344	1562	49
NO	2.6%	59.1%	92.9%
N	36	2254	634
Column Total	100.0%	100.0%	100.0%
N	1380	3816	683

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q19 LENGTH OF INITIAL ENLISTMENT

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY-ENTERED THE NAVY AS AN OFFICER		.1%	.3%
N		5	2
2 YEARS	17.3%	1.9%	4.2%
N	239	72	29
3 YEARS	2.5%	7.8%	9.7%
N	34	298	66
4 YEARS	71.0%	54.8%	52.8%
N	978	2091	360
5 YEARS	6.3%	7.8%	4.5%
N	87	298	31
6 YEARS OR MORE	2.9%	27.5%	28.5%
N	40	1050	194
Column Total	100.0%	100.0%	100.0%
N	1378	3814	682

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q19 LENGTH OF INITIAL ENLISTMENT

	Q20 PAY GRADE		
	E-1	E-2	E-3
2 YEARS	17.3%	1.9%	4.2%
N	239	72	29
3 YEARS	2.5%	7.8%	9.7%
N	34	298	66
4 YEARS	71.0%	54.9%	52.9%
N	978	2091	360
5 YEARS	6.3%	7.8%	4.5%
N	87	298	31
6 YEARS OR MORE	2.9%	27.6%	28.6%
N	40	1050	194
Column Total	100.0%	100.0%	100.0%
N	1378	3809	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q20 PAY GRADE

| | Q1 GENDER | |
	MALE	FEMALE
E2-E3	22.5%	30.9%
N	1162	223
E4-E6	64.9%	64.6%
N	3357	466
E7-E9	12.6%	4.5%
N	651	33
Column Total	100.0%	100.0%
N	5170	722

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q20 PAY GRADE

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
E2-E3	22.6%	28.4%	20.2%	22.8%	27.4%
N	1000	213	63	18	83
E4-E6	65.1%	64.3%	63.6%	68.0%	64.5%
N	2871	481	198	54	195
E7-E9	12.3%	7.3%	16.2%	9.1%	8.1%
N	543	54	51	7	25
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4414	748	312	79	303

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q21 TIME IN CURRENT PAY GRADE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
LT 6MOS	23.9%	7.8%	6.7%
N	238	257	42
6MOS - LT 1YR	37.3%	8.4%	3.4%
N	371	277	21
1YR - LT 2YRS	27.1%	23.0%	18.3%
N	270	759	114
2YRS - LT 3YRS	8.6%	19.3%	17.9%
N	85	637	111
3YRS - LT 5YRS	2.7%	24.3%	28.6%
N	27	802	178
5YRS - LT 7YRS	.2%	9.3%	15.3%
N	2	306	95
7YRS - LT 10YRS		5.5%	7.5%
N		180	47
10 OR MORE YRS	.2%	2.3%	2.3%
N	2	77	14
Column Total	100.0%	100.0%	100.0%
N	995	3295	621

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q21 TIME IN CURRENT PAY GRADE

	Q1 GENDER	
	MALE	FEMALE
LT 6MOS	11.2%	8.3%
N	489	47
6MOS - LT 1YR	13.5%	14.9%
N	586	84
1YR - LT 2YRS	22.7%	27.4%
N	987	154
2YRS - LT 3YRS	16.4%	21.3%
N	713	120
3YRS - LT 5YRS	∠1.2%	15.4%
N	920	87
5YRS - LT 7YRS	8.3%	6.9%
N	363	39
7YRS - LT 10YRS	4.8%	3.6%
N	207	20
10 OR MORE YRS	1.9%	2.2%
N	81	12
Column Total	100.0%	100.0%
N	4345	563

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q21 TIME IN CURRENT PAY GRADE

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
LT 6MOS	11.0%	9.4%	10.2%	10.8%	15.3%
N	418	52	24	8	35
6MOS - LT 1YR	13.6%	12.5%	13.9%	14.5%	14.6%
N	516	70	32	10	34
1YR - LT 2YRS	23.7%	22.0%	21.4%	19.2%	23.5%
N	897	123	50	14	54
2YRS - LT 3YRS	16.8%	20.0%	16.1%	16.0%	14.4%
N	637	111	37	11	33
3YRS - LT 5YRS	20.1%	22.6%	22.3%	22.5%	17.8%
N	761	126	52	16	41
5YRS - LT 7YRS	8.1%	7.8%	7.8%	10.7%	10.5%
N	306	44	18	8	24
7YRS - LT 10YRS	4.7%	3.9%	6.7%	5.2%	3.0%
N	179	22	16	4	7
10 OR MORE YRS	2.0%	1.8%	1.6%	1.0%	1.0%
N	74	10	4	1	2
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3787	558	232	71	231

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q22 GENERAL RATING IF DESIGNATED STRIKER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
AB			.1%
N			1
AC	1.1%	.8%	.3%
N	7	24	2
AD	3.5%	2.4%	2.3%
N	22	70	12
AE	2.3%	1.9%	1.1%
N	14	57	6
AF			.3%
N			1
AG	.3%	.7%	.4%
N	2	19	2
AK	2.0%	1.3%	.6%
N	13	38	3
AM			.2%
N			1
AO	2.0%	1.8%	.9%
N	13	54	5
AS		.7%	.4%
N		21	2
AT	4.9%	2.6%	4.5%
N	31	76	24
AV			.4%
N			2
AW	.3%	.8%	.9%
N	2	23	5
AZ	1.2%	1.0%	1.2%
N	7	30	7
BM	1.7%	2.0%	3.0%
N	11	59	16
BT	1.7%	2.4%	1.8%
N	11	69	10

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q22 GENERAL RATING IF DESIGNATED STRIKER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
BU	1.2%	.2%	.6%
N	7	7	3
CE	.3%	.4%	.4%
N	2	11	2
CM		.3%	.6%
N		9	3
CU			.1%
N			0
DC	2.0%	1.3%	1.8%
N	13	38	10
DK	1.7%	.9%	.2%
N	11	25	1
DM		.1%	.1%
N		3	1
DP		1.2%	1.3%
N		35	7
DS		1.0%	.7%
N		29	4
DT	.3%	.9%	1.2%
N	2	28	7
EA	.6%	.1%	.1%
N	4	3	1
EM	3.5%	3.4%	3.9%
N	22	100	21
EN	6.3%	2.5%	2.3%
N	40	73	13
EO		.7%	.4%
N		21	2
EQ			.0%
N			0
ET	.3%	8.1%	6.1%
N	2	238	33

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

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(continued)

Q22 GENERAL RATING IF DESIGNATED STRIKER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
EW	.6%	.5%	1.0%
N	4	15	6
FC	.6%	3.5%	2.8%
N	4	101	15
FT			.2%
N			1
GM			1.3%
N			7
GS			.4%
N			2
HA	1.1%		
N	7		
HM	5.5%	5.4%	5.4%
N	34	159	29
HN	2.6%		
N	16		
HT	3.2%	1.9%	1.6%
N	20	54	9
IC	1.4%	1.8%	2.0%
N	9	54	11
IM	.9%	.1%	.3%
N	5	3	2
IS		.5%	.2%
N		14	1
JO	.3%	.2%	.3%
N	2	5	2
LI	.3%	.2%	.2%
N	2	5	1
LN		.3%	.3%
N		9	1
MA		.1%	.5%
N		4	3

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q22 GENERAL RATING IF DESIGNATED STRIKER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
ML		.1%	
N		2	
MM	1.7%	5.9%	5.9%
N	11	172	32
MN	.6%	.2%	.2%
N	4	6	1
MR	1.7%	1.0%	.5%
N	11	28	3
MS	3.2%	2.4%	2.3%
N	20	71	12
MT		.3%	.2%
N		10	1
MU		.1%	.2%
N		4	1
NC		.1%	2.6%
N		4	14
OA		.0%	
N		1	
OM		.1%	
N		3	
OS	3.7%	3.0%	2.5%
N	23	87	13
OT			.1%
N			0
PC	.9%	.3%	.2%
N	5	9	1
PH		.4%	.1%
N		10	1
PM	.6%	.1%	.1%
N	4	2	0
PN	2.3%	2.0%	2.2%
N	14	58	12

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q22 GENERAL RATING IF DESIGNATED STRIKER

	Q20 PAY GRADE		
	·E2-E3	E4-E6	E7-E9
PR	.3%	.5%	.4%
N	2	14	2
QM	1.1%	1.0%	1.6%
N	7	31	9
RM	4.0%	3.4%	3.4%
N	25	101	18
RP	1.1%	.3%	.3%
N	7	10	2
SH	.6%	.7%	.5%
N	4	21	3
SK	1.7%	2.6%	4.0%
N	11	76	21
SM	.6%	.7%	.7%
N	4	19	4
SN	.3%	.1%	
N	2	2	
SW	.3%	.1%	
N	2	3	
TM		.1%	.2%
N		3	1
UT		.3%	.1%
N		8	1
WT	.3%	.3%	.2%
N	2	9	1
YN	3.7%	4.0%	3.7%
N	23	118	20
ABE	.9%	.5%	.5%
N	5	13	3
ABF		.3%	.4%
N		10	2
ABH	.6%	.7%	.4%
N	4	19	2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q22 GENERAL RATING IF DESIGNATED STRIKER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
AME	.9%	.6%	.9%
N	5	18	5
AMH	.9%	.8%	.6%
N	5	23	3
AMS	3.2%	1.2%	1.6%
N	20	34	9
ASC			.5%
N			2
ASE		.0%	
N		1	
ATI	.3%	.4%	
N	2	12	
ATO	.9%	1.0%	
N	5	30	
CTA	.6%	.3%	.5%
N	4	9	2
CTI	.3%	.4%	.5%
N	2	12	3
CTM		.8%	.4%
N		25	2
CTO	.3%	.7%	.4%
N	2	22	2
CTR	1.7%	.8%	1.2%
N	11	23	7
CTT		.2%	.1%
N		6	1
FTB		.3%	.3%
N		10	2
FTG		.5%	.4%
N		15	2
GMG	2.0%	.8%	.3%
N	13	22	2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

(continued)

Q22 GENERAL RATING IF DESIGNATED STRIKER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
GMM	1.2%	.5%	
N	7	15	
GSE	.9%	.4%	.5%
N	5	10	2
GSM	.6%	.9%	.3%
N	4	26	2
OTA	.9%	.5%	.1%
N	5	16	1
OTM		.2%	
N		6	
STG	1.2%	1.2%	1.5%
N	7	36	8
STS		1.2%	1.2%
N		35	6
TMO	.6%	.1%	.4%
N	4	4	2
TMT		.3%	.1%
N		8	0
Column Total	100.0%	100.0%	100.0%
N	626	2925	536

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q24 TYPE OF SHIP/ACTIVITY ASSIGNED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
SHORE OR STAFF	29.5%	40.3%	43.1%
N	405	1536	295
TRAINING CMMND	4.4%	9.3%	17.6%
N	61	353	120
AVIATION SQUAD (NOT CARRIER)	7.7%	7.5%	5.3%
N	106	285	36
CRRIER BSD A/C	6.4%	3.9%	3.7%
N	88	148	26
A/C OTHER THAN CARRIER	14.8%	8.2%	5.4%
N	203	314	37
DESTRYR TYPES	3.9%	4.5%	4.1%
N	54	171	28
MINECRAFT	1.6%	.3%	.3%
N	22	13	2
SUBMARINE	1.4%	5.4%	5.1%
N	20	206	35
RESERVE UNIT	2.5%	1.9%	1.9%
N	34	74	13
SRVC FORCE SHP	3.4%	1.9%	2.4%
N	47	72	16
TENDER	6.0%	5.3%	4.0%
N	83	203	28
AFLOAT STAFF	.1%	.5%	1.5%
N	2	19	10
AMPHBS SHP/CFT	11.4%	5.3%	4.7%
N	157	201	32
CRUISER	5.1%	5.8%	3.4%
N	70	222	24
OTHER	12.7%	9.9%	9.7%
N	175	378	67
Column Total	100.0%	100.0%	100.0%
N	1376	3811	684

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q25 TIME IN CURRENT ASSIGNMENT

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
LT 6MOS	7.2%	6.2%	5.8%
N	77	209	37
6MOS - LT 1YR	26.0%	15.3%	15.4%
N	282	516	97
1YR - LT 2YRS	48.7%	37.1%	36.8%
N	527	1251	231
2YRS - LT 3YRS	14.2%	26.9%	30.5%
N	154	908	192
3YRS - LT 4YRS	3.3%	11.4%	8.9%
N	36	384	56
4YRS - LT 5YRS	.5%	2.3%	1.4%
N	5	79	9
5YRS OR MORE		.7%	1.2%
N		25	7
Column Total	100.0%	100.0%	100.0%
N	1082	3371	629

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q26 CURRENT BILLET

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
SEA DUTY	67.3%	54.2%	44.4%
N	895	1996	285
SHORE DUTY	31.3%	44.5%	52.9%
N	416	1639	339
OTHER	1.4%	1.3%	2.8%
N	18	47	18
Column Total	100.0%	100.0%	100.0%
N	1329	3682	642

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q26 CURRENT BILLET

	Q1 GENDER	
	MALE	FEMALE
SEA DUTY	59.5%	33.0%
N	2936	233
SHORE DUTY	39.0%	65.9%
N	1926	466
OTHER	1.5%	1.1%
N	75	8
Column Total	100.0%	100.0%
N	4938	706

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q27 FLEET NOW SERVING

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	32.5%	41.9%	49.4%
N	439	1579	335
2ND FLEET, ATLANTIC	21.4%	23.2%	22.8%
N	290	874	155
3RD FLEET, PACIFIC	27.7%	22.7%	17.1%
N	375	855	116
6TH FLEET, MEDITERRANEAN	10.5%	6.4%	3.8%
N	142	242	26
7TH FLEET, FAR EAST	7.9%	5.7%	6.9%
N	106	214	47
Column Total	100.0%	100.0%	100.0%
N	1353	3763	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q27 FLEET NOW SERVING

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
2ND FLEET, ATLANTIC	31.8%	40.0%	45.1%
N	290	874	155
3RD FLEET, PACIFIC	41.0%	39.1%	33.8%
N	375	855	116
6TH FLEET, MEDITERRANEAN	15.6%	11.1%	7.5%
N	142	242	26
7TH FLEET, FAR EAST	11.6%	9.8%	13.6%
N	106	214	47
Column Total	100.0%	100.0%	100.0%
N	913	2184	344

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q28 GEOGRAPHICAL LOCATION OF CURRENT ASSIGNMENT

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
ALASKA OR HAWAII	3.2%	5.2%	4.4%
N	43	197	30
CONUS	71.6%	80.2%	82.6%
N	971	3049	562
EUROPE	4.1%	3.6%	3.2%
N	56	135	22
FAR EAST	7.0%	4.1%	5.1%
N	95	155	35
CARIBBEAN	1.6%	1.1%	1.2%
N	21	40	8
MIDDLE EAST	2.8%	1.3%	.7%
N	38	49	4
SOUTH OR CENTRAL AMERICA	.9%	.5%	.4%
N	13	20	2
OTHER	8.8%	4.1%	2.5%
N	119	156	17
Column Total	100.0%	100.0%	100.0%
N	1356	3801	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q30 SOURCE DEPEND ON MOST FOR NAVY INFORMATION

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NAVY NEWS WEEK	14.9%	18.2%	23.4%
N	205	695	159
ALL HANDS	40.9%	53.6%	61.9%
N	564	2042	421
NVY NEWS SRVC	5.6%	8.2%	18.5%
N	78	313	126
LIFELINE	.3%	2.0%	6.1%
N	4	77	42
PERSPECTIVE	1.7%	1.3%	5.3%
N	23	49	36
LINK	38.3%	68.3%	77.4%
N	528	2603	527
NAVY TIMES	42.4%	64.9%	79.9%
N	584	2474	544
BASE/STATN/SHP NEWSPAPER	36.7%	34.5%	36.4%
N	506	1315	248
BRIEF/WRD FROM CHAIN OF COMMD	58.3%	59.8%	67.3%
N	803	2278	458
PLAN DAY/WEEK	66.7%	65.1%	65.9%
N	919	2481	449
SHIPMATES/WORD OF MOUTH	50.0%	41.4%	26.0%
N	689	1575	177
MESSAGE BOARD	22.9%	33.5%	64.8%
N	315	1276	441
BUPERS ACCESS	3.1%	6.5%	16.2%
N	43	248	111
OTHER	2.5%	3.2%	3.8%
N	34	122	26
Column Total	100.0%	100.0%	100.0%
N	1378	3810	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q31 HEARD OF BUPERS ACCESS

	Q20 PAY GRADE	
	E4-E6	E7-E9
YES	42.7%	72.3%
N	1612	493
NO	57.3%	27.7%
N	2163	189
Column Total	100.0%	100.0%
N	3774	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q32A BUPERS: HAVE NOT USED

	Q20 PAY GRADE	
	E4-E6	E7-E9
STRONGLY DISAGREE	18.1%	20.1%
N	542	102
DISAGREE	1.7%	4.3%
N	50	22
NO OPINION	45.4%	45.0%
N	1360	228
AGREE	8.1%	6.5%
N	242	33
STRONGLY AGREE	26.7%	24.1%
N	799	122
Column Total	100.0%	100.0%
N	2992	506

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q32B BUPERS: SYSTEM IS EASY TO USE

	Q20 PAY GRADE	
	E4-E6	E7-E9
STRONGLY DISAGREE	1.5%	.9%
N	17	2
DISAGREE	3.5%	5.1%
N	39	12
NO OPINION	63.1%	38.0%
N	706	92
AGREE	24.6%	36.5%
N	275	88
STRONGLY AGREE	7.3%	19.5%
N	82	47
Column Total	100.0%	100.0%
N	1119	241

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q32C BUPERS: GAVE ME INFORMATION NEEDED

	Q20 PAY GRADE	
	E4-E6	E7-E9
STRONGLY DISAGREE	2.2%	1.9%
N	24	5
DISAGREE	5.4%	6.8%
N	60	16
NO OPINION	62.1%	35.4%
N	691	86
AGREE	23.3%	37.2%
N	259	90
STRONGLY AGREE	7.1%	18.7%
N	79	45
Column Total	100.0%	100.0%
N	1113	243

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q32D BUPERS: MADE IT EASIER TO COMMUNICATE WITH DETAILER

	Q20 PAY GRADE	
	E4-E6	E7-E9
STRONGLY DISAGREE	3.3%	3.6%
N	36	9
DISAGREE	5.2%	9.6%
N	57	23
NO OPINION	72.4%	53.6%
N	806	128
AGREE	11.7%	17.9%
N	131	43
STRONGLY AGREE	7.5%	15.3%
N	83	36
Column Total	100.0%	100.0%
N	1113	239

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q32E BUPERS: REDUCED CALLS TO DETAILER

	Q20 PAY GRADE	
	E4-E6	E7-E9
STRONGLY DISAGREE	3.4%	5.8%
N	37	14
DISAGREE	6.2%	13.8%
N	69	33
NO OPINION	72.9%	51.3%
N	809	123
AGREE	9.8%	16.0%
N	109	39
STRONGLY AGREE	7.7%	13.2%
N	85	32
Column Total	100.0%	100.0%
N	1109	241

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33A INTERACTING WITH DETAILER: PREFERENCE CARD

	Q20 PAY GRADE	
	E4-E6	E7-E9
DONT KNOW /NEVER USE IT	43.2%	13.0%
N	1450	81
VERY INEFFECTIVE	8.8%	10.5%
N	297	66
INEFFECTIVE	14.1%	17.4%
N	474	109
NEITHER	12.6%	17.4%
N	422	109
EFFECTIVE	18.6%	35.9%
N	626	225
VERY EFFECTIVE	2.7%	5.8%
N	90	36
Column Total	100.0%	100.0%
N	3359	626

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33A INTERACTING WITH DETAILER: PREFERENCE CARD

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY INEFFECTIVE	15.6%	12.0%
N	297	66
INEFFECTIVE	24.8%	20.0%
N	474	109
NEITHER	22.1%	20.0%
N	422	109
EFFECTIVE	32.8%	41.3%
N	626	225
VERY EFFECTIVE	4.7%	6.7%
N	90	36
Column Total	100.0%	100.0%
N	1909	545

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
    DO NOT KNOW OPTION OMITTED

Q33B INTERACTING WITH DETAILER: LETTER

	Q20 PAY GRADE	
	E4-E6	E7-E9
DONT KNOW /NEVER USE IT	48.5%	14.5%
N	1608	91
VERY INEFFECTIVE	4.5%	4.4%
N	149	28
INEFFECTIVE	9.1%	10.2%
N	301	64
NEITHER	10.6%	12.0%
N	352	76
EFFECTIVE	21.9%	45.0%
N	727	284
VERY EFFECTIVE	5.3%	13.8%
N	176	87
Column Total	100.0%	100.0%
N	3313	631

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33B INTERACTING WITH DETAILER: LETTER

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY INEFFECTIVE	8.7%	5.1%
N	149	28
INEFFECTIVE	17.7%	12.0%
N	301	64
NEITHER	20.7%	14.1%
N	352	76
EFFECTIVE	42.6%	52.7%
N	727	284
VERY EFFECTIVE	10.3%	16.2%
N	176	87
Column Total	100.0%	100.0%
N	1705	539

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q33C INTERACTING WITH DETAILER: TELEPHONE

	Q20 PAY GRADE	
	E4-E6	E7-E9
DONT KNOW /NEVER USE IT	14.3%	2.4%
N	497	15
VERY INEFFECTIVE	6.3%	4.3%
N	218	28
INEFFECTIVE	8.0%	5.0%
N	280	33
NEITHER	6.1%	4.0%
N	213	26
EFFECTIVE	42.8%	42.0%
N	1488	275
VERY EFFECTIVE	22.6%	42.4%
N	785	277
Column Total	100.0%	100.0%
N	3481	654

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33C INTERACTING WITH DETAILER: TELEPHONE

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY INEFFECTIVE	7.3%	4.4%
N	218	28
INEFFECTIVE	9.4%	5.2%
N	280	33
NEITHER	7.1%	4.0%
N	213	26
EFFECTIVE	49.9%	43.0%
N	1488	275
VERY EFFECTIVE	26.3%	43.4%
N	785	277
Column Total	100.0%	100.0%
N	2985	639

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q33D INTERACTING WITH DETAILER: PERSONAL VISIT

	Q20 PAY GRADE	
	E4-E6	E7-E9
DONT KNOW /NEVER USE IT	51.7%	34.3%
N	1747	217
VERY INEFFECTIVE	1.9%	1.0%
N	64	6
INEFFECTIVE	2.2%	2.0%
N	74	12
NEITHER	3.8%	3.7%
N	129	23
EFFECTIVE	12.6%	13.5%
N	426	85
VERY EFFECTIVE	27.8%	45.5%
N	939	288
Column Total	100.0%	100.0%
N	3379	632

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33D INTERACTING WITH DETAILER: PERSONAL VISIT

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY INEFFECTIVE	3.9%	1.6%
N	64	6
INEFFECTIVE	4.6%	3.0%
N	74	12
NEITHER	7.9%	5.6%
N	129	23
EFFECTIVE	26.1%	20.6%
N	426	85
VERY EFFECTIVE	57.5%	69.3%
N	939	288
Column Total	100.0%	100.0%
N	1632	415

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q33E INTERACTING WITH DETAILER: FIELD TRIP

	Q20 PAY GRADE	
	E4-E6	E7-E9
DONT KNOW /NEVER USE IT	49.4%	19.9%
N	1657	126
VERY INEFFECTIVE	2.6%	3.0%
N	89	19
INEFFECTIVE	3.4%	7.9%
N	114	50
NEITHER	7.0%	9.9%
N	233	62
EFFECTIVE	19.5%	32.0%
N	652	202
VERY EFFECTIVE	18.1%	27.3%
N	607	173
Column Total	100.0%	100.0%
N	3351	632

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33E INTERACTING WITH DETAILER: FIELD TRIP

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY INEFFECTIVE	5.2%	3.7%
N	89	19
INEFFECTIVE	6.7%	9.9%
N	114	50
NEITHER	13.7%	12.3%
N	233	62
EFFECTIVE	38.5%	39.9%
N	652	202
VERY EFFECTIVE	35.8%	34.1%
N	607	173
Column Total	100.0%	100.0%
N	1694	506

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q33F INTERACTING WITH DETAILER: BUPERS ACCESS

	Q20 PAY GRADE	
	E4-E6	E7-E9
DONT KNOW /NEVER USE IT	75.7%	62.6%
N	2500	389
VERY INEFFECTIVE	1.6%	1.4%
N	51	9
INEFFECTIVE	1.6%	3.0%
N	54	19
NEITHER	9.1%	13.5%
N	302	84
EFFECTIVE	8.9%	14.1%
N	295	88
VERY EFFECTIVE	3.0%	5.4%
N	100	34
Column Total	100.0%	100.0%
N	3302	622

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33F INTERACTING WITH DETAILER: BUPERS ACCESS

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY INEFFECTIVE	6.4%	3.7%
N	51	9
INEFFECTIVE	6.7%	8.1%
N	54	19
NEITHER	37.6%	36.1%
N	302	84
EFFECTIVE	36.7%	37.6%
N	295	88
VERY EFFECTIVE	12.5%	14.4%
N	100	34
Column Total	100.0%	100.0%
N	802	233

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q33G INTERACTING WITH DETAILER: NAVAL MESSAGE

	Q20 PAY GRADE	
	E4-E6	E7-E9
DONT KNOW /NEVER USE IT	58.9%	35.0%
N	1963	219
VERY INEFFECTIVE	2.7%	1.8%
N	89	11
INEFFECTIVE	4.6%	4.8%
N	154	30
NEITHER	8.6%	11.8%
N	287	74
EFFECTIVE	19.4%	34.5%
N	646	216
VERY EFFECTIVE	5.9%	12.1%
N	195	76
Column Total	100.0%	100.0%
N	3335	627

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q33G INTERACTING WITH DETAILER: NAVAL MESSAGE

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY INEFFECTIVE	6.5%	2.8%
N	89	11
INEFFECTIVE	11.3%	7.4%
N	154	30
NEITHER	20.9%	18.1%
N	287	74
EFFECTIVE	47.1%	53.1%
N	646	216
VERY EFFECTIVE	14.2%	18.6%
N	195	76
Column Total	100.0%	100.0%
N	1372	407

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q34 REASON FOR NOT USING NIGHT DETAILING

	Q20 PAY GRADE	
	E4-E6	E7-E9
DOES NOT APPLY	18.4%	23.3%
N	663	152
NEVER HEARD OF IT	42.5%	15.0%
N	1531	98
UNAWARE OF DAYS AND TIME NIGHT DETAILING IS AVAILABLE	10.6%	5.1%
N	382	33
NORMAL DETAILING HRS SUFFICIENT	17.4%	42.2%
N	628	276
NOT ALLOWED TO BREAK AWAY FROM WORK	.3%	.2%
N	12	1
DETAILER ON DUTY IS NOT MY DETAILER	1.6%	3.3%
N	59	21
UNABLE TO ACCESS BUPERS BY PHONE	1.2%	1.5%
N	43	10
OTHER	7.8%	9.4%
N	281	61
Column Total	100.0%	100.0%
N	3598	654

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q34 REASON FOR NOT USING NIGHT DETAILING

	Q20 PAY GRADE	
	E4-E6	E7-E9
UNAWARE OF DAYS AND TIME NIGHT DETAILING IS AVAILABLE	27.2%	8.3%
N	382	33
NORMAL DETAILING HRS SUFFICIENT	44.7%	68.5%
N	628	∠76
NOT ALLOWED TO BREAK AWAY FROM WORK	.8%	.3%
N	12	1
DETAILER ON DUTY IS NOT MY DETAILER	4.2%	5.3%
N	59	21
UNABLE TO ACCESS BUPERS BY PHONE	3.1%	2.4%
N	43	10
OTHER	20.0%	15.2%
N	281	61
Column Total	100.0%	100.0%
N	1404	403

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q35A DETAILER: KNOWLEDGE OF CURRENT POLICY TRENDS

	Q20 PAY GRADE	
	E4-E6	E7-E9
NO OPINION	34.0%	16.3%
N	1174	109
VERY NEGATIVE	2.1%	1.6%
N	71	10
NEGATIVE	3.7%	4.2%
N	127	28
NEUTRAL	22.9%	19.6%
N	789	131
POSITIVE	29.0%	36.2%
N	1000	241
VERY POSITIVE	8.3%	22.0%
N	287	147
Column Total	100.0%	100.0%
N	3449	665

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35A DETAILER: KNOWLEDGE OF CURRENT POLICY TRENDS

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY NEGATIVE	3.1%	1.9%
N	71	10
NEGATIVE	5.6%	5.0%
N	127	28
NEUTRAL	34.7%	23.5%
N	789	131
POSITIVE	44.0%	43.3%
N	1000	241
VERY POSITIVE	12.6%	26.3%
N	287	147
Column Total	100.0%	100.0%
N	2275	557

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      NO OPINION OPTION OMITTED

Q35B DETAILER: KNOWLEDGE OF AVAILABLE BILLETS

	Q20 PAY GRADE	
	E4-E6	E7-E9
NO OPINION	23.3%	7.3%
N	801	48
VERY NEGATIVE	4.8%	5.0%
N	164	33
NEGATIVE	8.6%	8.6%
N	296	57
NEUTRAL	18.6%	15.7%
N	639	104
POSITIVE	32.5%	35.9%
N	1119	238
VERY POSITIVE	12.3%	27.5%
N	425	182
Column Total	100.0%	100.0%
N	3443	663

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35B DETAILER: KNOWLEDGE OF AVAILABLE BILLETS

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY NEGATIVE	6.2%	5.4%
N	164	33
NEGATIVE	11.2%	9.3%
N	296	57
NEUTRAL	24.2%	16.9%
N	639	104
POSITIVE	42.3%	38.7%
N	1119	238
VERY POSITIVE	16.1%	29.6%
N	425	182
Column Total	100.0%	100.0%
N	2642	615

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      NO OPINION OPTION OMITTED

Q35C DETAILER: KNOWLEDGE OF REQUIREMENTS & DUTIES OF BILLETS

	Q20 PAY GRADE	
	E4-E6	E7-E9
NO OPINION	25.5%	9.6%
N	873	63
VERY NEGATIVE	4.1%	4.0%
N	139	27
NEGATIVE	6.0%	7.9%
N	205	52
NEUTRAL	21.6%	20.2%
N	738	133
POSITIVE	31.5%	35.9%
N	1075	237
VERY POSITIVE	11.3%	22.3%
N	388	147
Column Total	100.0%	100.0%
N	3418	659

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35C DETAILER: KNOWLEDGE OF REQUIREMENTS & DUTIES OF BILLETS

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY NEGATIVE	5.5%	4.5%
N	139	27
NEGATIVE	8.1%	8.8%
N	205	52
NEUTRAL	29.0%	22.3%
N	738	133
POSITIVE	42.2%	39.7%
N	1075	237
VERY POSITIVE	15.2%	24.7%
N	388	147
Column Total	100.0%	100.0%
N	2545	596

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      NO OPINION OPTION OMITTED

Q35D DETAILER: KNOWS MY CAREER DEVELOPMENT NEEDS

	Q20 PAY GRADE	
	E4-E6	E7-E9
NO OPINION	26.8%	11.5%
N	919	76
VERY NEGATIVE	8.6%	6.3%
N	294	42
NEGATIVE	10.6%	10.7%
N	363	70
NEUTRAL	26.5%	27.0%
N	909	178
POSITIVE	19.4%	25.2%
N	665	167
VERY POSITIVE	8.2%	19.3%
N	281	128
Column Total	100.0%	100.0%
N	3432	661

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35D DETAILER: KNOWS MY CAREER DEVELOPMENT NEEDS

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY NEGATIVE	11.7%	7.1%
N	294	42
NEGATIVE	14.4%	12.0%
N	363	70
NEUTRAL	36.2%	30.5%
N	909	178
POSITIVE	26.5%	28.5%
N	665	167
VERY POSITIVE	11.2%	21.8%
N	281	128
Column Total	100.0%	100.0%
N	2513	585

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

Q35E DETAILER: REGARDS FOR MY PERSONAL DESIRES

	Q20 PAY GRADE	
	E4-E6	E7-E9
NO OPINION	22.5%	7.5%
N	769	49
VERY NEGATIVE	15.1%	13.5%
N	517	89
NEGATIVE	12.4%	13.4%
N	423	88
NEUTRAL	20.7%	20.2%
N	709	133
POSITIVE	17.8%	25.7%
N	608	169
VERY POSITIVE	11.5%	19.6%
N	394	129
Column Total	100.0%	100.0%
N	3421	658

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35E DETAILER: REGARDS FOR MY PERSONAL DESIRES

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY NEGATIVE	19.5%	14.6%
N	517	89
NEGATIVE	16.0%	14.5%
N	423	88
NEUTRAL	26.7%	21.9%
N	709	133
POSITIVE	22.9%	27.8%
N	608	169
VERY POSITIVE	14.9%	21.2%
N	394	129
Column Total	100.0%	100.0%
N	2652	609

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      NO OPINION OPTION OMITTED

Q35F DETAILER: RETURNS PHONE CALLS

	Q20 PAY GRADE	
	E4-E6	E7-E9
NO OPINION	44.2%	27.9%
N	1510	183
VERY NEGATIVE	13.1%	13.0%
N	447	86
NEGATIVE	9.6%	10.0%
N	328	66
NEUTRAL	19.6%	22.6%
N	670	149
POSITIVE	8.5%	13.7%
N	291	90
VERY POSITIVE	4.9%	12.8%
N	167	84
Column Total	100.0%	100.0%
N	3413	657

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35F DETAILER: RETURNS PHONE CALLS

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY NEGATIVE	23.5%	18.1%
N	447	86
NEGATIVE	17.2%	13.9%
N	328	66
NEUTRAL	35.2%	31.4%
N	670	149
POSITIVE	15.3%	19.0%
N	291	90
VERY POSITIVE	8.8%	17.7%
N	167	84
Column Total	100.0%	100.0%
N	1903	474

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

Q35G DETAILER: KNOWLEDGE OF PREVIOUS COMMUNICATION

	Q20 PAY GRADE	
	E4-E6	E7-E9
NO OPINION	34.0%	16.6%
N	1164	110
VERY NEGATIVE	7.2%	6.3%
N	245	42
NEGATIVE	8.1%	9.3%
N	276	61
NEUTRAL	23.5%	22.3%
N	804	147
POSITIVE	19.2%	27.6%
N	656	182
VERY POSITIVE	8.0%	17.8%
N	275	117
Column Total	100.0%	100.0%
N	3420	659

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35G DETAILER: KNOWLEDGE OF PREVIOUS COMMUNICATION

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY NEGATIVE	10.8%	7.6%
N	245	42
NEGATIVE	12.2%	11.1%
N	276	61
NEUTRAL	35.7%	26.8%
N	804	147
POSITIVE	29.1%	33.1%
N	656	182
VERY POSITIVE	12.2%	21.4%
N	275	117
Column Total	100.0%	100.0%
N	2256	549

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

Q35H DETAILER: PROVIDING ACCURATE INFORMATION

	Q20 PAY GRADE	
	E4-E6	E7-E9
NO OPINION	25.5%	10.1%
N	875	67
VERY NEGATIVE	6.4%	5.3%
N	220	35
NEGATIVE	8.6%	8.5%
N	294	56
NEUTRAL	21.9%	19.7%
N	749	130
POSITIVE	27.1%	33.7%
N	928	223
VERY POSITIVE	10.5%	22.6%
N	361	149
Column Total	100.0%	100.0%
N	3427	659

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35H DETAILER: PROVIDING ACCURATE INFORMATION

	Q20 PAY GRADE	
	E4-E6	E7 E9
VERY NEGATIVE	8.6%	5.9%
N	220	35
NEGATIVE	11.5%	9.4%
N	294	56
NEUTRAL	29.4%	22.0%
N	749	130
POSITIVE	36.4%	37.6%
N	928	223
VERY POSITIVE	14.1%	25.1%
N	361	149
Column Total	100.0%	100.0%
N	2552	592

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

Q35I DETAILER: RESPONDING TO CORRESPONDENCE

	Q20 PAY GRADE	
	E4-E6	E7-E9
NO OPINION	45.3%	29.3%
N	1545	192
VERY NEGATIVE	4.8%	3.8%
N	162	25
NEGATIVE	5.2%	5.5%
N	178	36
NEUTRAL	23.6%	21.7%
N	803	142
POSITIVE	14.9%	23.4%
N	508	153
VERY POSITIVE	6.3%	16.3%
N	214	107
Column Total	100.0%	100.0%
N	3410	655

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35I DETAILER: RESPONDING TO CORRESPONDANCE

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY NEGATIVE	8.7%	5.4%
N	162	25
NEGATIVE	9.5%	7.8%
N	178	36
NEUTRAL	43.1%	30.7%
N	803	142
POSITIVE	27.2%	33.0%
N	508	153
VERY POSITIVE	11.5%	23.1%
N	214	107
Column Total	100.0%	100.0%
N	1865	463

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      NO OPINION OPTION OMITTED

Q35J DETAILER: ACCESSIBILITY

	Q20 PAY GRADE	
	E4-E6	E7-E9
NO OPINION	22.9%	7.1%
N	785	47
VERY NEGATIVE	13.8%	10.5%
N	474	69
NEGATIVE	14.5%	14.8%
N	495	98
NEUTRAL	22.6%	21.7%
N	773	142
POSITIVE	20.0%	29.9%
N	685	196
VERY POSITIVE	6.2%	16.0%
N	211	105
Column Total	100.0%	100.0%
N	3424	657

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q35J DETAILER: ACCESSIBILITY

	Q20 PAY GRADE	
	E4-E6	E7-E9
VERY NEGATIVE	18.0%	11.3%
N	474	69
NEGATIVE	18.8%	16.0%
N	495	98
NEUTRAL	29.3%	23.3%
N	773	142
POSITIVE	26.0%	32.2%
N	685	196
VERY POSITIVE	8.0%	17.2%
N	211	105
Column Total	100.0%	100.0%
N	2638	610

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO OPINION OPTION OMITTED

Q36 TIME ON HOLD WHEN CALLING DETAILER

	Q20 PAY GRADE	
	E4-E6	E7-E9
DOES NOT APPLY	23.7%	4.3%
N	879	29
NO DELAY	5.0%	9.4%
N	185	63
LESS THAN 5 MINUTES	15.2%	27.9%
N	563	187
5 MINUTES TO LESS THAN 15	27.6%	33.3%
N	1023	224
15 MINUTES TO LESS THAN 30	17.8%	19.0%
N	658	127
30 MINUTES OR MORE	10.6%	6.1%
N	393	41
Column Total	100.0%	100.0%
N	3700	672

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q36 TIME ON HOLD WHEN CALLING DETAILER

	Q20 PAY GRADE	
	E4-E6	E7-E9
NO DELAY	6.6%	9.8%
N	185	63
LESS THAN 5 MINUTES	20.0%	29.1%
N	563	187
5 MINUTES TO LESS THAN 15	36.2%	34.8%
N	1023	224
15 MINUTES TO LESS THAN 30	23.3%	19.8%
N	658	127
30 MINUTES OR MORE	13.9%	6.4%
N	393	41
Column Total	100.0%	100.0%
N	2821	643

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q37 IS CURRENT ASSIGNMENT WHAT WAS WANTED

	Q20 PAY GRADE	
	E4-E6	E7-E9
YES, EXACTLY WHAT I WANTED	32.7%	42.7%
N	1228	290
YES, CLOSE TO WHAT I WANTED	32.8%	31.5%
N	1231	214
NO, NOT REALLY WHAT I WANTED	18.9%	14.9%
N	709	101
NO, NOT EVEN CLOSE TO WHAT I WANTED	15.6%	10.8%
N	586	74
Column Total	100.0%	100.0%
N	3754	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q38 REASON ASSIGNMENT NOT WANTED

	Q20 PAY GRADE	
	E4-E6	E7-E9
DOES NOT APPLY	48.6%	62.4%
N	1607	371
NOT TRAIND FOR	5.0%	3.5%
N	165	21
NT CREER EHNCG	10.4%	7.6%
N	344	45
WNTD SHORE DTY	4.4%	1.0%
N	145	6
WANTED SEA DTY	1.7%	3.2%
N	56	19
BILLT NOT WNTD	13.8%	11.8%
N	457	70
NOT TYPE WNTD	15.5%	10.1%
N	512	60
HIGH COST AREA	14.9%	11.1%
N	494	66
DNT LIKE LOCTN	16.6%	12.0%
N	550	71
IT IS OVERSEAS	1.2%	1.3%
N	40	7
FAMILY SEPRATN	6.1%	5.3%
N	200	32
FSS & SRVCS INADQT	5.4%	3.1%
N	180	18
CMTY UNSFCTORY	11.0%	4.9%
N	363	29
DONT LIKE CLIMATE	4.8%	3.4%
N	158	20
OTHER	8.6%	6.9%
N	286	41
Column Total	100.0%	100.0%
N	3309	594

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q38 REASON ASSIGNMENT NOT WANTED

	Q20 PAY GRADE	
	E4-E6	E7-E9
NOT TRAIND FOR	9.4%	9.2%
N	165	21
NT CREER EHNCG	19.6%	20.0%
N	344	45
WNTD SHORE DTY	8.3%	2.7%
N	145	6
WANTED SEA DTY	3.2%	8.4%
N	56	19
BILLT NOT WNTD	26.1%	31.0%
N	457	70
NOT TYPE WNTD	29.2%	26.3%
N	512	60
HIGH COST AREA	28.2%	28.9%
N	494	66
DNT LIKE LOCTN	31.4%	31.4%
N	550	71
IT IS OVERSEAS	2.3%	3.3%
N	40	7
FAMILY SEPRATN	11.4%	13.9%
N	200	32
FSS & SRVCS INADQT	10.2%	8.1%
N	180	18
CMTY UNSFCTORY	20.7%	12.8%
N	363	29
DONT LIKE CLIMATE	9.0%	8.9%
N	158	20
OTHER	16.3%	18.0%
N	286	41
Column Total	100.0%	100.0%
N	1752	227

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q39 AWARE OF OVERSEAS TOUR EXTENSION INCENTIVE PROGRAM

	Q20 PAY GRADE	
	E4-E6	E7-E9
YES	32.3%	58.2%
N	1211	393
NO	67.7%	41.8%
N	2533	282
Column Total	100.0%	100.0%
N	3743	675

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q40 TRAINING RECEIVED AFTER INITIAL TRAINING

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
GENERAL DETAIL			
TRAINING	33.1%	18.0%	17.2%
N	432	621	109
"A" SCHOOL			
TRAINING	65.4%	75.7%	73.6%
N	854	2608	468
OTHER	1.5%	6.3%	9.2%
N	20	218	58
Column Total	100.0%	100.0%	100.0%
N	1306	3447	635

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q41A FIRST TRAINING: WAS FOR WORK WANTED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	2.1%	1.6%	2.8%
N	29	62	19
STRONGLY DISAGREE	16.6%	11.7%	10.8%
N	229	442	73
DISAGREE	13.7%	10.0%	10.4%
N	189	376	70
NEITHER	13.7%	9.6%	8.4%
N	189	362	57
AGREE	33.2%	39.0%	34.6%
N	457	1465	234
STRONGLY AGREE	20.7%	28.0%	33.0%
N	285	1054	224
Column Total	100.0%	100.0%	100.0%
N	1378	3761	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q41A FIRST TRAINING: WAS FOR WORK WANTED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	17.0%	11.9%	11.1%
N	229	442	73
DISAGREE	14.0%	10.2%	10.7%
N	189	376	70
NEITHER	14.0%	9.8%	8.7%
N	189	362	57
AGREE	33.9%	39.6%	35.6%
N	457	1465	234
STRONGLY AGREE	21.1%	28.5%	34.0%
N	285	1054	224
Column Total	100.0%	100.0%	100.0%
N	1349	3699	658

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q41B FIRST TRAINING: GAVE ME SKILLS WANTED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	1.2%	1.2%	2.1%
N	16	46	14
STRONGLY DISAGREE	12.6%	10.7%	9.4%
N	173	402	64
DISAGREE	15.7%	12.6%	12.4%
N	216	474	84
NEITHER	19.4%	16.4%	13.4%
N	266	614	90
AGREE	38.3%	41.4%	41.8%
N	528	1553	282
STRONGLY AGREE	12.8%	17.7%	20.9%
N	177	663	141
Column Total	100.0%	100.0%	100.0%
N	1376	3752	676

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q41B FIRST TRAINING: GAVE ME SKILLS WANTED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	12.7%	10.8%	9.7%
N	173	402	64
DISAGREE	15.9%	12.8%	12.6%
N	216	474	84
NEITHER	19.6%	16.6%	13.7%
N	266	614	90
AGREE	38.8%	41.9%	42.7%
N	528	1553	282
STRONGLY AGREE	13.0%	17.9%	21.4%
N	177	663	141
Column Total	100.0%	100.0%	100.0%
N	1360	3707	661

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q61C FIRST TRAINING: OVERALL WAS GOOD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	.8%	.8%	1.9%
N	11	32	13
STRONGLY DISAGREE	4.2%	5.6%	4.7%
N	58	211	32
DISAGREE	7.9%	8.2%	7.3%
N	108	307	49
NEITHER	15.8%	14.2%	11.4%
N	218	532	77
AGREE	57.4%	52.0%	51.0%
N	789	1951	346
STRONGLY AGREE	13.9%	19.2%	23.6%
N	191	718	160
Column Total	100.0%	100.0%	100.0%
N	1374	3750	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q41C FIRST TRAINING: OVERALL WAS GOOD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	4.2%	5.7%	4.8%
N	58	211	32
DISAGREE	7.9%	8.3%	7.4%
N	108	307	49
NEITHER	16.0%	14.3%	11.6%
N	218	532	77
AGREE	57.8%	52.5%	52.1%
N	789	1951	346
STRONGLY AGREE	14.0%	19.3%	24.1%
N	191	718	160
Column Total	100.0%	100.0%	100.0%
N	1364	3719	664

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q41D FIRST TRAINING: CONSIDRD LEAVNG BECAUSE NOT TRAINING WNTD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	13.0%	25.5%	34.2%
N	179	956	231
STRONGLY DISAGREE	19.5%	21.5%	30.1%
N	267	807	203
DISAGREE	21.4%	21.6%	15.6%
N	293	808	105
NEITHER	16.7%	14.7%	9.8%
N	229	552	66
AGREE	13.9%	8.8%	6.1%
N	191	328	41
STRONGLY AGREE	15.5%	7.9%	4.3%
N	212	294	29
Column Total	100.0%	100.0%	100.0%
N	1371	3746	675

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q41D FIRST TRAINING: CONSIDRD LEAVNG BECAUSE NOT TRAINING WNTD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	22.4%	28.9%	45.8%
N	267	807	203
DISAGREE	24.6%	29.0%	23.6%
N	293	808	105
NEITHER	19.2%	19.8%	14.9%
N	229	552	66
AGREE	16.0%	11.8%	9.2%
N	191	328	41
STRONGLY AGREE	17.8%	10.6%	6.5%
N	212	294	29
Column Total	100.0%	100.0%	100.0%
N	1192	2789	444

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q42A ADDITIONAL LEADERSHIP TRAINING NEEDED: E-1 THRU E-3

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	4.2%	4.4%	6.4%
N	58	159	40
DISAGREE	11.6%	16.6%	23.2%
N	159	599	143
NEITHER	25.5%	28.3%	26.9%
N	348	1026	166
AGREE	30.8%	29.2%	26.9%
N	420	1057	166
STRONGLY AGREE	28.0%	21.5%	16.6%
N	382	777	103
Column Total	100.0%	100.0%	100.0%
N	1365	3618	618

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q42B ADDITIONAL LEADERSHIP TRAINING NEEDED: E-4 THRU E-6

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.4%	.6%	.9%
N	5	24	6
DISAGREE	3.3%	2.8%	1.8%
N	43	104	12
NEITHER	18.0%	9.7%	4.2%
N	238	364	28
AGREE	44.6%	45.6%	39.0%
N	590	1711	261
STRONGLY AGREE	33.8%	41.3%	54.0%
N	447	1551	361
Column Total	100.0%	100.0%	100.0%
N	1324	3754	668

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q42C ADDITIONAL LEADERSHIP TRAINING NEEDED: E-7 THRU E-9

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	1.4%	1.0%	2.6%
N	18	36	17
DISAGREE	8.6%	4.4%	7.7%
N	113	161	51
NEITHER	35.6%	23.3%	17.5%
N	467	848	116
AGREE	30.4%	33.1%	36.9%
N	398	1204	244
STRONGLY AGREE	24.0%	38.1%	35.4%
N	314	1385	234
Column Total	100.0%	100.0%	100.0%
N	1309	3633	662

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q42D ADDITIONAL LEADERSHIP TRAINING NEEDED: WARRANT OFFICERS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	4.0%	2.3%	3.5%
N	52	81	22
DISAGREE	10.1%	8.8%	11.1%
N	131	313	70
NEITHER	49.3%	47.1%	35.3%
N	638	1676	222
AGREE	21.4%	23.3%	27.6%
N	277	829	174
STRONGLY AGREE	15.2%	18.5%	22.4%
N	197	658	141
Column Total	100.0%	100.0%	100.0%
N	1295	3556	629

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q42E ADDITIONAL LEADERSHIP TRAINING NEEDED: O-1 THRU O-4

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	2.6%	.9%	1.0%
N	34	32	7
DISAGREE	7.6%	2.6%	1.8%
N	99	94	11
NEITHER	35.8%	23.8%	9.4%
N	467	856	61
AGREE	25.6%	30.3%	26.0%
N	333	1091	169
STRONGLY AGREE	28.5%	42.4%	61.8%
N	371	1527	402
Column Total	100.0%	100.0%	100.0%
N	1304	3600	651

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q42F ADDITIONAL LEADERSHIP TRAINING NEEDED: O-5 THRU O-6

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	4.0%	3.3%	3.3%
N	52	116	21
DISAGREE	11.6%	8.8%	11.7%
N	151	314	74
NEITHER	46.8%	48.1%	37.0%
N	611	1710	234
AGREE	21.2%	22.3%	26.7%
N	277	793	169
STRONGLY AGREE	16.4%	17.6%	21.4%
N	215	625	136
Column Total	100.0%	100.0%	100.0%
N	1306	3559	634

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q42G ADDITIONAL LEADERSHIP TRAINING NEEDED: O-7 & ABOVE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	6.9%	5.5%	6.7%
N	90	193	42
DISAGREE	9.8%	9.3%	13.6%
N	128	328	86
NEITHER	51.0%	55.3%	49.0%
N	665	1958	309
AGREE	16.9%	15.3%	15.5%
N	220	543	97
STRONGLY AGREE	15.4%	14.7%	15.2%
N	200	519	96
Column Total	100.0%	100.0%	100.0%
N	1302	3542	629

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q43 LEADERSHIP COURSE LAST ATTENDED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	95.1%	55.8%	2.0%
N	1293	2054	13
BASIC DIV OFFCRS COURSE	.5%	.2%	.2%
N	7	8	1
ADVANCED DIV OFFCRS COURSE			.1%
N			1
COMMAND EXCELLENCE SEMINAR	.8%	.9%	.3%
N	11	32	2
SWO/SUB DEPT HEAD SCHOOL		.0%	
N		1	
LMET	.1%	17.4%	22.0%
N	2	643	141
NAVLEAD	.3%	19.0%	71.5%
N	4	699	457
OTHER	3.2%	6.7%	3.9%
N	43	248	25
Column Total	100.0%	100.0%	100.0%
N	1360	3684	639

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q43 LEADERSHIP COURSE LAST ATTENDED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
BASIC DIV OFFCRS COURSE	10.8%	.5%	.2%
N	7	8	1
ADVANCED DIV OFFCRS COURSE			.1%
N			1
COMMAND EXCELLENCE SEMINAR	16.2%	2.0%	.3%
N	11	32	2
SWO/SUB DEPT HEAD SCHOOL		.1%	
N		1	
LMET	2.7%	39.4%	22.5%
N	2	643	141
NAVLEAD	5.4%	42.9%	73.0%
N	4	699	457
OTHER	64.9%	15.2%	4.0%
N	43	248	25
Column Total	100.0%	100.0%	100.0%
N	67	1630	626

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NOT ATTENDED LEADERSHIP COURSES OPTION OMITTED

Q43 LEADERSHIP COURSE LAST ATTENDED

	Q44 QUALITY OF LAST COURSE					
	DOES NOT APPLY	VERY POOR	POOR	FAIR	GOOD	VERY GOOD
DOES NOT APPLY	99.3%	18.8%	17.1%	8.4%	6.8%	2.1%
N	3191	11	17	43	65	17
BASIC DIV OFFCRS COURSE		1.7%		1.1%	.9%	.1%
N		1		6	8	1
ADVANCED DIV OFFCRS COURSE				.1%	.0%	
N				0	0	
COMMAND EXCELLENCE SEMINAR	.0%		1.0%	2.2%	2.5%	.9%
N	1		1	11	24	7
SWO/SUB DEPT HEAD SCHOOL				.2%		
N				1		
LMET		28.6%	36.6%	32.7%	31.4%	32.0%
N		16	35	170	303	260
NAVLEAD		24.4%	27.2%	39.1%	46.4%	57.6%
N		14	26	203	447	469
OTHER	.7%	26.6%	18.2%	16.2%	12.0%	7.4%
N	21	15	18	84	116	60
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
N	3214	56	97	518	963	815

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q43 LEADERSHIP COURSE LAST ATTENDED

	Q44 QUALITY OF LAST COURSE				
	VERY POOR	POOR	FAIR	GOOD	VERY GOOD
BASIC DIV OFFCRS COURSE	2.1%		1.2%	.9%	.1%
N	1		6	8	1
ADVANCED DIV OFFCRS COURSE			.1%	.0%	
N			0	0	
COMMAND EXCELLENCE SEMINAR		1.2%	2.4%	2.6%	.9%
N		1	11	24	7
SWO/SUB DEPT HEAD SCHOOL			.2%		
N			1		
LMET	35.2%	44.1%	35.7%	33.7%	32.7%
N	16	35	170	303	260
NAVLEAD	30.0%	32.8%	42.7%	49.8%	58.9%
N	14	26	203	447	469
OTHER	32.7%	21.9%	17.7%	12.9%	7.5%
N	15	18	84	116	60
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	46	80	475	897	798

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
    Q43 HAVE NOT ATTND LEADRSHP CLASS OPTION OMITTED
    Q44 DOES NOT APPLY OPTION OMITTED

Q44 QUALITY OF LAST LEADERSHIP COURSE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	90.6%	52.3%	1.7%
N	1245	1977	11
VERY POOR	.8%	.9%	1.8%
N	11	35	12
POOR	.5%	2.1%	2.5%
N	7	78	17
FAIR	2.5%	10.7%	17.2%
N	34	404	117
GOOD	4.9%	18.0%	38.6%
N	67	682	263
VERY GOOD	.8%	16.0%	38.3%
N	11	605	261
Column Total	100.0%	100.0%	100.0%
N	1374	3780	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q44 QUALITY OF LAST LEADERSHIP COURSE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	8.3%	2.0%	1.8%
N	11	35	12
POOR	5.5%	4.3%	2.6%
N	7	78	17
FAIR	26.4%	22.4%	17.5%
N	34	404	117
GOOD	51.4%	37.8%	39.2%
N	67	682	263
VERY GOOD	8.4%	33.5%	38.9%
N	11	605	261
Column Total	100.0%	100.0%	100.0%
N	130	1803	670

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q45 FORMAL LEADERSHIP TRAINING APPLIED TO FIELD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	84.8%	50.2%	1.6%
N	1169	1891	11
NONE	3.8%	4.0%	4.4%
N	52	151	30
SOME	7.6%	27.0%	49.4%
N	104	1016	335
MOST	2.4%	15.6%	35.5%
N	32	588	241
ALL	1.4%	3.2%	9.0%
N	20	119	61
Column Total	100.0%	100.0%	100.0%
N	1378	3765	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q45 FORMAL LEADERSHIP TRAINING APPLIED TO FIELD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NONE	25.0%	8.1%	4.5%
N	52	151	30
SOME	49.9%	54.2%	50.2%
N	104	1016	335
MOST	15.5%	31.4%	36.1%
N	32	588	241
ALL	9.5%	6.3%	9.2%
N	20	119	61
Column Total	100.0%	100.0%	100.0%
N	209	1874	667

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q46 MOST IMPORTANT REASON FOR PURSUING COLLEGE EDUCATION

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
PERSONAL GOALS /SATISFACTION	28.3%	28.7%	28.5%
N	335	957	176
IMPROVE PROMOTION /ADVANCEMENT	6.5%	11.2%	13.0%
N	77	372	80
IMPROVE CURRENT JOB EFFCTIVENESS	2.4%	2.7%	5.7%
N	29	89	35
IMPROVE MARKTABLTY -CIVILIAN CAREER	52.4%	43.2%	42.3%
N	621	1439	262
QUALIFY OFFICER COMMISSIONING	5.0%	5.9%	1.1%
N	60	197	7
OTHER	2.0%	1.1%	.9%
N	23	37	5
NONE, DONT NEED	3.4%	7.2%	8.6%
N	40	241	53
Column Total	100.0%	100.0%	100.0%
N	1185	3331	618

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q46 MOST IMPORTANT REASON FOR PURSUING COLLEGE EDUCATION

	Q1 GENDER	
	MALE	FEMALE
PERSONAL GOALS /SATISFACTION	26.8%	40.8%
N	1206	258
IMPROVE PROMOTION /ADVANCEMENT	10.5%	9.2%
N	470	58
IMPROVE CURRENT JOB EFFCTIVENESS	3.1%	2.1%
N	139	13
IMPROVE MARKTABLTY -CIVILIAN CAREER	46.4%	36.9%
N	2086	234
QUALIFY OFFICER COMMISSIONING	5.0%	6.0%
N	225	38
OTHER	1.4%	.3%
N	64	2
NONE, DONT NEED	6.7%	4.8%
N	303	31
Column Total	100.0%	100.0%
N	4492	634

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q46 MOST IMPORTANT REASON FOR PURSUING COLLEGE EDUCATION

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
PERSONAL GOALS /SATISFACTION	27.7%	34.6%	23.7%	30.6%	31.2%
N	1080	220	61	20	73
IMPROVE PROMOTION /ADVANCEMENT	9.3%	10.1%	26.0%	12.9%	10.9%
N	362	64	67	9	26
IMPROVE CURRENT JOB EFFCTIVENESS	2.7%	3.7%	6.8%	2.9%	1.4%
N	105	24	18	2	3
IMPROVE MARKTABLTY -CIVILIAN CAREER	46.7%	43.0%	32.5%	38.8%	41.1%
N	1821	274	84	26	96
QUALIFY OFFICER COMMISSIONING	4.7%	5.2%	7.7%	5.0%	8.6%
N	185	33	20	3	20
OTHER	1.4%		1.9%	1.1%	1.7%
N	56		5	1	4
NONE, DONT NEED	7.4%	3.5%	1.2%	8.6%	5.1%
N	290	22	3	6	12
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3899	637	257	67	234

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q46 MOST IMPORTANT REASON FOR PURSUING COLLEGE EDUCATION

	Q4 HIGHEST LEVEL OF EDUCATION					
	LESS THAN HIGH SCHOOL	ALTERNATE DEGREE, GED	HIGH SCHOOL GRADUATE	SOME COLLEGE, NO DEGREE	2 YEAR DEGREE	4 YEAR DEGREE OR MORE
PERSONAL GOALS /SATISFACTION	27.2%	24.0%	25.4%	31.8%	32.2%	30.8%
N	9	62	551	638	125	72
IMPROVE PROMOTION /ADVANCEMENT	12.5%	10.0%	9.7%	10.1%	13.8%	13.2%
N	4	26	210	203	53	31
IMPROVE CURRENT JOB EFFCTIVENESS		1.6%	3.1%	2.7%	5.1%	3.3%
N		4	68	53	20	8
IMPROVE MARKTABLTY -CIVILIAN CAREER	30.5%	45.0%	46.0%	46.1%	40.7%	37.3%
N	10	117	999	925	157	86
QUALIFY OFFICER COMMISSIONING	5.4%	2.5%	3.9%	6.1%	6.1%	11.1%
N	2	7	84	122	23	26
OTHER		2.0%	1.3%	1.1%	1.0%	1.8%
N		5	27	23	4	4
NONE, DONT NEED	24.4%	14.9%	10.7%	2.1%	1.1%	2.5%
N	8	39	233	43	4	6
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
N	34	260	2172	2006	386	232

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q46 MOST IMPORTANT REASON FOR PURSUING COLLEGE EDUCATION

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
PERSONAL GOALS /SATISFACTION	30.4%	27.1%	30.5%	32.0%
N	565	755	145	3
IMPROVE PROMOTION /ADVANCEMENT	6.7%	12.9%	9.2%	17.1%
N	124	360	44	1
IMPROVE CURRENT JOB EFFCTIVENESS	2.2%	3.4%	3.4%	
N	41	96	16	
IMPROVE MARKTABLTY -CIVILIAN CAREER	50.2%	42.4%	42.8%	32.3%
N	932	1180	203	3
QUALIFY OFFICER COMMISSIONING	5.0%	5.0%	6.0%	
N	93	140	28	
OTHER	1.9%	1.0%	.7%	
N	35	27	3	
NONE, DONT NEED	3.7%	8.2%	7.4%	18.7%
N	68	228	35	1
Column Total	100.0%	100.0%	100.0%	100.0%
N	1859	2787	475	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	4.8%	11.3%	10.8%
N	67	422	73
STRONGLY DISAGREE	67.8%	55.0%	50.8%
N	933	2056	342
DISAGREE	18.2%	18.8%	20.6%
N	250	704	139
NEITHER	4.3%	8.3%	8.7%
N	59	311	58
AGREE	2.5%	3.8%	6.1%
N	34	141	41
STRONGLY AGREE	2.4%	2.8%	3.0%
N	32	105	20
Column Total	100.0%	100.0%	100.0%
N	1376	3738	673

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	71.3%	62.0%	56.9%
N	933	2056	342
DISAGREE	19.1%	21.2%	23.1%
N	250	704	139
NEITHER	4.5%	9.4%	9.7%
N	59	311	58
AGREE	2.6%	4.2%	6.9%
N	34	141	41
STRONGLY AGREE	2.5%	3.2%	3.4%
N	32	105	20
Column Total	100.0%	100.0%	100.0%
N	1309	3316	600

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

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Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	9.6%	10.4%
N	487	73
STRONGLY DISAGREE	56.8%	63.0%
N	2882	443
DISAGREE	19.3%	15.9%
N	980	112
NEITHER	7.9%	4.1%
N	400	29
AGREE	3.7%	3.6%
N	190	26
STRONGLY AGREE	2.7%	2.9%
N	137	21
Column Total	100.0%	100.0%
N	5076	703

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	62.8%	70.3%
N	2882	443
DISAGREE	21.4%	17.8%
N	980	112
NEITHER	8.7%	4.6%
N	400	29
AGREE	4.1%	4.1%
N	190	26
STRONGLY AGREE	3.0%	3.3%
N	137	21
Column Total	100.0%	100.0%
N	4589	629

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DOES NOT APPLY	9.3%	10.0%	9.3%	15.4%	13.7%
N	406	72	28	12	41
STRONGLY DISAGREE	57.0%	60.6%	53.6%	47.2%	61.8%
N	2478	437	160	37	185
DISAGREE	19.1%	17.1%	24.6%	24.3%	14.3%
N	831	123	73	19	43
NEITHER	8.0%	4.7%	7.1%	5.7%	6.1%
N	349	34	21	4	18
AGREE	3.9%	3.3%	3.6%	5.2%	2.4%
N	170	23	11	4	7
STRONGLY AGREE	2.6%	4.4%	1.8%	2.3%	1.6%
N	113	31	5	2	5
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4346	720	298	79	300

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	62.9%	67.4%	59.1%	55.8%	71.6%
N	2478	437	160	37	185
DISAGREE	21.1%	19.0%	27.1%	28.7%	16.6%
N	831	123	73	19	43
NEITHER	8.8%	5.2%	7.9%	6.7%	7.1%
N	349	34	21	4	18
AGREE	4.3%	3.6%	3.9%	6.1%	2.8%
N	170	23	11	4	7
STRONGLY AGREE	2.9%	4.8%	2.0%	2.7%	1.9%
N	113	31	5	2	5
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3940	648	270	67	258

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	7.8%	10.8%	10.9%	26.4%
N	165	338	57	2
STRONGLY DISAGREE	63.2%	54.2%	55.1%	54.9%
N	1331	1701	288	4
DISAGREE	18.6%	19.3%	17.3%	18.7%
N	392	606	90	1
NEITHER	5.4%	8.5%	9.4%	
N	113	266	49	
AGREE	2.6%	4.4%	4.2%	
N	55	139	22	
STRONGLY AGREE	2.4%	2.9%	3.0%	
N	50	92	16	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2107	3141	522	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47A EDUCATION: NOT INTERESTED IN COLLEGE EDUCATION

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	68.6%	60.7%	61.9%	74.6%
N	1331	1701	288	4
DISAGREE	20.2%	21.6%	19.4%	25.4%
N	392	606	90	1
NEITHER	5.8%	9.5%	10.6%	
N	113	266	49	
AGREE	2.8%	4.9%	4.8%	
N	55	139	22	
STRONGLY AGREE	2.6%	3.3%	3.4%	
N	50	92	16	
Column Total	100.0%	100.0%	100.0%	100.0%
N	1942	2804	465	6

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	25.9%	30.7%	33.8%
N	357	1150	225
STRONGLY DISAGREE	7.4%	9.2%	13.5%
N	103	344	90
DISAGREE	13.2%	17.8%	18.2%
N	182	667	122
NEITHER	29.8%	23.3%	19.1%
N	411	873	127
AGREE	15.2%	13.3%	10.9%
N	209	500	73
STRONGLY AGREE	8.5%	5.7%	4.5%
N	117	212	30
Column Total	100.0%	100.0%	100.0%
N	1378	3747	667

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	10.0%	13.2%	20.4%
N	103	344	90
DISAGREE	17.8%	25.7%	27.6%
N	182	667	122
NEITHER	40.2%	33.6%	28.8%
N	411	873	127
AGREE	20.5%	19.3%	16.5%
N	209	500	73
STRONGLY AGREE	11.5%	8.2%	6.8%
N	117	212	30
Column Total	100.0%	100.0%	100.0%
N	1021	2597	442

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	29.5%	33.1%
N	1496	235
STRONGLY DISAGREE	9.0%	11.2%
N	455	79
DISAGREE	16.4%	19.5%
N	832	138
NEITHER	24.7%	21.9%
N	1252	155
AGREE	14.2%	8.3%
N	722	59
STRONGLY AGREE	6.2%	6.0%
N	317	42
Column Total	100.0%	100.0%
N	5074	709

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	12.7%	16.7%
N	455	79
DISAGREE	23.3%	29.2%
N	832	138
NEITHER	35.0%	32.7%
N	1252	155
AGREE	20.2%	12.4%
N	722	59
STRONGLY AGREE	8.9%	8.9%
N	317	42
Column Total	100.0%	100.0%
N	3579	474

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DOES NOT APPLY	29.8%	27.0%	42.0%	28.9%	27.5%
N	1295	197	125	22	82
STRONGLY DISAGREE	9.2%	11.5%	6.0%	1.8%	10.5%
N	399	84	18	1	31
DISAGREE	17.8%	15.1%	8.3%	13.6%	16.6%
N	774	110	25	10	49
NEITHER	24.9%	22.0%	21.5%	27.5%	25.3%
N	1080	161	64	21	75
AGREE	12.8%	16.1%	15.1%	23.1%	12.5%
N	554	117	45	18	37
STRONGLY AGREE	5.6%	8.4%	7.2%	5.1%	7.5%
N	244	61	21	4	22
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4345	729	298	76	297

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	13.1%	15.8%	10.3%	2.5%	14.5%
N	399	84	18	1	31
DISAGREE	25.4%	20.6%	14.3%	19.2%	22.9%
N	774	110	25	10	49
NEITHER	35.4%	30.1%	37.0%	38.7%	35.0%
N	1080	161	64	21	75
AGREE	18.2%	22.0%	26.0%	32.5%	17.2%
N	554	117	45	18	37
STRONGLY AGREE	8.0%	11.4%	12.4%	7.2%	10.3%
N	244	61	21	4	22
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3050	533	173	54	216

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	27.9%	31.1%	30.9%	18.9%
N	590	977	161	1
STRONGLY DISAGREE	9.0%	9.4%	9.6%	12.0%
N	190	295	50	1
DISAGREE	16.0%	17.2%	17.3%	20.6%
N	339	539	90	1
NEITHER	25.8%	23.5%	23.7%	18.9%
N	546	737	124	1
AGREE	15.1%	12.7%	12.2%	29.7%
N	319	398	63	2
STRONGLY AGREE	6.2%	6.2%	6.3%	
N	131	194	33	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2115	3140	521	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47B EDUCATION: PURSUING BECAUSE OF DRAWDOWN

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	12.5%	13.7%	13.9%	14.8%
N	190	295	50	1
DISAGREE	22.2%	24.9%	25.1%	25.4%
N	339	539	90	1
NEITHER	35.8%	34.1%	34.3%	23.2%
N	546	737	124	1
AGREE	20.9%	18.4%	17.6%	36.6%
N	319	398	63	2
STRONGLY AGREE	8.6%	8.9%	9.1%	
N	131	194	33	
Column Total	100.0%	100.0%	100.0%	100.0%
N	1525	2163	360	6

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	8.4%	10.3%	11.0%
N	115	386	74
STRONGLY DISAGREE	2.9%	2.8%	3.5%
N	40	105	23
DISAGREE	7.1%	6.1%	7.2%
N	97	228	49
NEITHER	21.6%	20.7%	21.3%
N	295	775	143
AGREE	31.7%	34.6%	34.1%
N	434	1295	228
STRONGLY AGREE	28.4%	25.5%	22.8%
N	389	956	153
Column Total	100.0%	100.0%	100.0%
N	1371	3745	669

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	3.2%	3.1%	3.9%
N	40	105	23
DISAGREE	7.7%	6.8%	8.1%
N	97	228	49
NEITHER	23.5%	23.1%	24.0%
N	295	775	143
AGREE	34.6%	38.6%	38.3%
N	434	1295	228
STRONGLY AGREE	31.0%	28.5%	25.7%
N	389	956	153
Column Total	100.0%	100.0%	100.0%
N	1255	3359	596

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	9.8%	10.9%
N	496	77
STRONGLY DISAGREE	2.8%	3.5%
N	144	25
DISAGREE	6.1%	9.1%
N	309	64
NEITHER	20.9%	21.1%
N	1063	149
AGREE	34.2%	31.7%
N	1734	224
STRONGLY AGREE	26.2%	23.6%
N	1328	166
Column Total	100.0%	100.0%
N	5073	705

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	3.1%	4.0%
N	144	25
DISAGREE	6.8%	10.2%
N	309	64
NEITHER	23.2%	23.7%
N	1063	149
AGREE	37.9%	35.6%
N	1734	224
STRONGLY AGREE	29.0%	26.5%
N	1328	166
Column Total	100.0%	100.0%
N	4577	628

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DOES NOT APPLY	9.8%	10.3%	12.0%	12.9%	8.2%
N	426	75	36	10	24
STRONGLY DISAGREE	3.1%	3.3%	1.6%		1.0%
N	136	24	5		3
DISAGREE	7.0%	5.4%	3.0%	6.3%	5.1%
N	305	39	9	5	15
NEITHER	20.8%	20.2%	23.3%	22.3%	22.3%
N	903	147	69	17	65
AGREE	33.9%	32.0%	38.9%	27.2%	34.0%
N	1472	233	116	21	100
STRONGLY AGREE	25.4%	28.7%	21.1%	31.2%	29.3%
N	1104	209	63	24	86
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4346	727	297	76	293

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

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Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	3.5%	3.7%	1.9%		1.1%
N	136	24	5		3
DISAGREE	7.8%	6.0%	3.4%	7.3%	5.6%
N	305	39	9	5	15
NEITHER	23.0%	22.5%	26.5%	25.6%	24.3%
N	903	147	69	17	65
AGREE	37.6%	35.7%	44.2%	31.3%	37.1%
N	1472	233	116	21	100
STRONGLY AGREE	28.2%	32.0%	24.0%	35.8%	31.9%
N	1104	209	63	24	86
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3920	653	262	66	269

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	8.3%	10.8%	11.2%	9.3%
N	176	337	59	1
STRONGLY DISAGREE	3.2%	2.8%	2.4%	
N	69	87	12	
DISAGREE	8.0%	5.8%	4.6%	
N	169	180	24	
NEITHER	20.7%	20.9%	22.4%	17.1%
N	437	655	117	1
AGREE	33.4%	34.1%	34.1%	42.9%
N	707	1067	178	3
STRONGLY AGREE	26.3%	25.7%	25.3%	30.7%
N	556	806	132	2
Column Total	100.0%	100.0%	100.0%	100.0%
N	2114	3133	521	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47C EDUCATION: INTERESTED IN EDUCATION VIA COMPUTER

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	3.5%	3.1%	2.7%	
N	69	87	12	
DISAGREE	8.7%	6.4%	5.2%	
N	169	180	24	
NEITHER	22.6%	23.4%	25.2%	18.9%
N	437	655	117	1
AGREE	36.5%	38.2%	38.5%	47.3%
N	707	1067	178	3
STRONGLY AGREE	28.7%	28.8%	28.5%	33.8%
N	556	806	132	2
Column Total	100.0%	100.0%	100.0%	100.0%
N	1938	2796	462	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	4.9%	8.0%	8.3%
N	67	300	56
STRONGLY DISAGREE	1.4%	1.7%	2.0%
N	20	64	13
DISAGREE	2.4%	3.7%	4.3%
N	32	139	29
NEITHER	11.4%	14.3%	17.9%
N	157	533	119
AGREE	40.0%	39.0%	42.2%
N	547	1456	282
STRONGLY AGREE	39.9%	33.3%	25.4%
N	546	1245	169
Column Total	100.0%	100.0%	100.0%
N	1369	3736	668

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	1.5%	1.9%	2.1%
N	20	64	13
DISAGREE	2.5%	4.0%	4.7%
N	32	139	29
NEITHER	12.0%	15.5%	19.5%
N	157	533	119
AGREE	42.0%	42.3%	46.0%
N	547	1456	282
STRONGLY AGREE	41.9%	36.2%	27.7%
N	546	1245	169
Column Total	100.0%	100.0%	100.0%
N	1302	3437	612

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	7.2%	8.2%
N	364	58
STRONGLY DISAGREE	1.5%	3.2%
N	75	22
DISAGREE	3.4%	4.1%
N	171	29
NEITHER	14.1%	13.4%
N	715	94
AGREE	39.7%	38.4%
N	2010	269
STRONGLY AGREE	34.1%	32.7%
N	1729	229
Column Total	100.0%	100.0%
N	5063	701

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	1.6%	3.5%
N	75	22
DISAGREE	3.6%	4.5%
N	171	29
NEITHER	15.2%	14.6%
N	715	94
AGREE	42.8%	41.8%
N	2010	269
STRONGLY AGREE	36.8%	35.6%
N	1729	229
Column Total	100.0%	100.0%
N	4699	643

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DOES NOT APPLY	8.0%	5.6%	4.4%	8.4%	4.9%
N	346	41	13	6	14
STRONGLY DISAGREE	1.4%	3.2%	1.1%	1.2%	2.5%
N	60	24	3	1	7
DISAGREE	3.7%	3.1%	1.6%	6.4%	3.0%
N	159	22	5	5	9
NEITHER	14.9%	12.9%	9.8%	13.2%	8.9%
N	646	94	29	10	26
AGREE	39.5%	36.0%	50.6%	40.5%	38.8%
N	1708	262	151	31	115
STRONGLY AGREE	32.6%	39.1%	32.4%	30.2%	41.9%
N	1410	284	97	23	124
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4329	727	299	76	297

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	1.5%	3.4%	1.2%	1.4%	2.6%
N	60	24	3	1	7
DISAGREE	4.0%	3.3%	1.7%	7.0%	3.2%
N	159	22	5	5	9
NEITHER	16.2%	13.7%	10.3%	14.4%	9.3%
N	646	94	29	10	26
AGREE	42.9%	38.2%	52.9%	44.2%	40.8%
N	1708	262	151	31	115
STRONGLY AGREE	35.4%	41.4%	33.9%	33.0%	44.1%
N	1410	284	97	23	124
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3983	686	285	70	282

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	6.1%	7.9%	8.3%	9.3%
N	129	247	43	1
STRONGLY DISAGREE	1.8%	1.7%	1.4%	
N	38	52	7	
DISAGREE	2.9%	3.7%	4.3%	12.0%
N	61	116	23	1
NEITHER	11.0%	16.1%	13.2%	21.0%
N	232	504	68	2
AGREE	38.9%	40.1%	40.1%	28.0%
N	819	1253	208	2
STRONGLY AGREE	39.3%	30.6%	32.7%	29.6%
N	829	956	170	2
Column Total	100.0%	100.0%	100.0%	100.0%
N	2108	3128	520	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47D EDUCATION: INTERESTED IN EDUCATION AT LOCAL CAMPUS

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	1.9%	1.8%	1.5%	
N	38	52	7	
DISAGREE	3.1%	4.0%	4.7%	13.3%
N	61	116	23	1
NEITHER	11.7%	17.5%	14.4%	23.2%
N	232	504	68	2
AGREE	41.4%	43.5%	43.7%	:0.9%
N	819	1253	208	2
STRONGLY AGREE	41.9%	33.2%	35.7%	32.6%
N	829	956	170	2
Column Total	100.0%	100.0%	100.0%	100.0%
N	1979	2882	477	7

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47E EDUCATION: LACK OF TRANSPORTATION

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	19.1%	34.4%	39.6%
N	263	1283	262
STRONGLY DISAGREE	10.1%	14.8%	21.7%
N	139	553	144
DISAGREE	16.6%	20.0%	19.4%
N	229	745	128
NEITHER	14.5%	16.7%	15.3%
N	200	622	101
AGREE	17.0%	7.5%	2.7%
N	234	281	18
STRONGLY AGREE	22.8%	6.7%	1.3%
N	315	250	9
Column Total	100.0%	100.0%	100.0%
N	1380	3733	663

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47E EDUCATION: LACK OF TRANSPORTATION

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	12.4%	22.6%	35.9%
N	139	553	144
DISAGREE	20.5%	30.4%	32.1%
N	229	745	128
NEITHER	17.9%	25.4%	25.3%
N	200	622	101
AGREE	21.0%	11.5%	4.5%
N	234	281	18
STRONGLY AGREE	28.2%	10.2%	2.2%
N	315	250	9
Column Total	100.0%	100.0%	100.0%
N	1117	2450	401

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47E EDUCATION: LACK OF TRANSPORTATION

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	30.6%	36.3%
N	1549	255
STRONGLY DISAGREE	14.6%	13.5%
N	740	95
DISAGREE	19.3%	17.5%
N	979	123
NEITHER	16.5%	12.7%
N	834	89
AGREE	9.1%	9.7%
N	463	68
STRONGLY AGREE	9.8%	10.4%
N	498	73
Column Total	100.0%	100.0%
N	5064	703

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47E EDUCATION: LACK OF TRANSPORTATION

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	21.1%	21.2%
N	740	95
DISAGREE	27.9%	27.5%
N	979	123
NEITHER	23.7%	19.9%
N	834	89
AGREE	13.2%	15.2%
N	463	68
STRONGLY AGREE	14.2%	16.3%
N	498	73
Column Total	100.0%	100.0%
N	3515	448

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47E EDUCATION: LACK OF TRANSPORTATION

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DOES NOT APPLY	31.7%	26.9%	35.4%	41.2%	28.0%
N	1375	195	105	31	83
STRONGLY DISAGREE	14.8%	14.2%	12.0%	8.9%	13.8%
N	642	103	36	7	41
DISAGREE	19.0%	20.6%	18.9%	18.9%	18.1%
N	824	149	56	14	54
NEITHER	16.8%	12.4%	13.9%	9.6%	16.2%
N	730	90	41	7	48
AGREE	8.6%	12.6%	10.6%	8.1%	10.3%
N	371	92	32	6	30
STRONGLY AGREE	9.1%	13.4%	9.2%	13.4%	13.5%
N	394	97	27	10	40
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4337	725	297	75	296

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47E EDUCATION: LACK OF TRANSPORTATION

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	21.7%	19.4%	18.6%	15.2%	19.2%
N	642	103	36	7	41
DISAGREE	27.8%	28.2%	29.3%	32.1%	25.2%
N	824	149	56	14	54
NEITHER	24.6%	16.9%	21.5%	16.3%	22.5%
N	730	90	41	7	48
AGREE	12.5%	17.3%	16.4%	13.7%	14.2%
N	371	92	32	6	30
STRONGLY AGREE	13.3%	18.3%	14.3%	22.7%	18.8%
N	394	97	27	10	40
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	2962	530	192	44	213

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47E EDUCATION: LACK OF TRANSPORTATION

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	22.6%	36.0%	37.7%	52.9%
N	478	1127	195	4
STRONGLY DISAGREE	12.2%	15.8%	15.8%	15.2%
N	259	493	82	1
DISAGREE	16.4%	21.2%	17.5%	24.2%
N	347	661	90	2
NEITHER	15.5%	16.6%	14.4%	7.7%
N	327	519	75	1
AGREE	14.8%	5.7%	7.9%	
N	314	179	41	
STRONGLY AGREE	18.4%	4.7%	6.8%	
N	390	148	35	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2114	3126	518	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47E EDUCATION: LACK OF TRANSPORTATION

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	15.8%	24.6%	25.3%	32.2%
N	259	493	82	1
DISAGREE	21.2%	33.1%	28.0%	51.4%
N	347	661	90	2
NEITHER	20.0%	25.9%	23.1%	16.4%
N	327	519	75	1
AGREE	19.2%	8.9%	12.6%	
N	314	179	41	
STRONGLY AGREE	23.8%	7.4%	10.9%	
N	390	148	35	
Column Total	100.0%	100.0%	100.0%	100.0%
N	1636	2000	323	4

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	6.6%	14.4%	23.6%
N	90	540	157
STRONGLY DISAGREE	5.5%	10.5%	13.6%
N	76	394	91
DISAGREE	12.0%	13.1%	15.4%
N	165	491	103
NEITHER	14.3%	16.5%	17.4%
N	196	618	116
AGREE	37.2%	30.4%	22.6%
N	511	1137	151
STRONGLY AGREE	24.4%	15.1%	7.5%
N	335	565	50
Column Total	100.0%	100.0%	100.0%
N	1374	3745	667

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	5.9%	12.3%	17.8%
N	76	394	91
DISAGREE	12.9%	15.3%	20.1%
N	165	491	103
NEITHER	15.3%	19.3%	22.7%
N	196	618	116
AGREE	39.8%	35.5%	29.6%
N	511	1137	151
STRONGLY AGREE	26.1%	17.6%	9.8%
N	335	565	50
Column Total	100.0%	100.0%	100.0%
N	1284	3205	510

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	13.2%	16.7%
N	670	118
STRONGLY DISAGREE	9.3%	12.9%
N	469	91
DISAGREE	12.8%	15.7%
N	64';	110
NEITHER	16.6%	12.0%
N	843	85
AGREE	31.7%	26.6%
N	1610	187
STRONGLY AGREE	16.5%	16.1%
N	835	113
Column Total	100.0%	100.0%
N	5075	703

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	10.7%	15.5%
N	469	91
DISAGREE	14.7%	18.8%
N	648	110
NEITHER	19.1%	14.5%
N	843	85
AGREE	36.5%	31.9%
N	1610	187
STRONGLY AGREE	19.0%	19.3%
N	835	113
Column Total	100.0%	100.0%
N	4405	586

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DOES NOT APPLY	14.1%	11.2%	14.8%	15.9%	11.7%
N	613	81	44	12	35
STRONGLY DISAGREE	10.8%	7.2%	3.2%	8.8%	6.2%
N	471	52	10	7	18
DISAGREE	15.0%	8.1%	6.4%	8.9%	5.6%
N	653	58	19	7	17
NEITHER	17.0%	11.2%	15.5%	16.9%	13.5%
N	739	81	46	13	40
AGREE	28.9%	37.4%	39.6%	32.3%	38.3%
N	1255	271	119	24	114
STRONGLY AGREE	14.1%	24.8%	20.6%	17.2%	24.6%
N	613	180	62	13	73
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4344	724	300	75	297

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	12.6%	8.1%	3.7%	10.5%	7.0%
N	471	52	10	?	18
DISAGREE	17.5%	9.1%	7.5%	10.6%	6.3%
N	653	58	19	7	17
NEITHER	19.8%	12.6%	18.1%	20.0%	15.3%
N	739	81	46	13	40
AGREE	33.6%	42.1%	46.5%	38.4%	43.4%
N	1255	271	119	24	114
STRONGLY AGREE	16.4%	28.0%	24.2%	20.5%	27.9%
N	613	180	62	13	73
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	3731	643	255	63	262

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
    DOES NOT APPLY OPTION OMITTED

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	8.9%	16.1%	17.2%	28.0%
N	187	506	89	2
STRONGLY DISAGREE	8.3%	10.4%	11.2%	15.2%
N	176	325	58	1
DISAGREE	13.1%	13.3%	12.2%	17.1%
N	277	418	64	1
NEITHER	14.6%	17.0%	16.0%	5.5%
N	308	533	83	0
AGREE	34.6%	29.1%	29.1%	26.4%
N	732	912	151	2
STRONGLY AGREE	20.6%	14.1%	14.2%	7.7%
N	435	441	74	1
Column Total	100.0%	100.0%	100.0%	100.0%
N	2115	3135	520	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q47F EDUCATION: NEED TO IMPROVE ACADEMIC SKILLS FIRST

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	9.1%	12.4%	13.5%	21.1%
N	176	325	58	1
DISAGREE	14.4%	15.9%	14.8%	23.8%
N	277	418	64	1
NEITHER	16.0%	20.3%	19.4%	7.7%
N	308	533	83	0
AGREE	38.0%	34.7%	35.2%	36.7%
N	732	912	151	2
STRONGLY AGREE	22.6%	16.8%	17.1%	10.8%
N	435	441	74	1
Column Total	100.0%	100.0%	100.0%	100.0%
N	1927	2629	430	6

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q48A FSS PRESENT: HOUSING REFERRAL SERVICES

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	61.3%	39.4%	25.6%
N	830	1485	174
VERY POOR	3.6%	5.6%	7.7%
N	49	212	53
POOR	3.6%	7.3%	9.5%
N	49	277	64
AVERAGE	12.8%	23.0%	26.8%
N	173	866	182
GOOD	8.1%	16.8%	21.0%
N	110	632	143
VERY GOOD	3.1%	6.5%	9.3%
N	41	244	63
NEVER HEARD OF PROGRAM	7.5%	1.4%	
N	101	54	
Column Total	100.0%	100.0%	100.0%
N	1353	3770	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48A FSS PRESENT: HOUSING REFERRAL SERVICES

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	11.5%	9.5%	10.4%
N	49	212	53
POOR	11.6%	12.4%	12.8%
N	49	277	64
AVERAGE	41.0%	38.8%	36.1%
N	173	866	182
GOOD	26.1%	28.3%	28.3%
N	110	632	143
VERY GOOD	9.8%	10.9%	12.5%
N	41	244	63
Column Total	100.0%	100.0%	100.0%
N	422	2230	505

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48A FSS PRESENT: HOUSING REFERRAL SERVICES

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	72.3%	25.5%	31.3%	58.4%
N	1506	810	164	5
VERY POOR	2.0%	7.5%	5.7%	21.4%
N	42	239	30	2
POOR	2.2%	9.1%	9.9%	
N	47	290	52	
AVERAGE	9.8%	27.8%	24.9%	20.2%
N	205	882	131	2
GOOD	6.7%	20.1%	20.2%	
N	140	638	106	
VERY GOOD	2.2%	8.4%	6.6%	
N	45	267	35	
NEVER HEARD OF PROGRAM	4.7%	1.6%	1.3%	
N	98	51	7	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2082	3178	524	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48A FSS PRESENT: HOUSING REFERRAL SERVICES

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	8.8%	10.3%	8.5%	51.4%
N	42	239	30	2
POOR	9.8%	12.5%	14.7%	
N	47	290	52	
AVERAGE	42.8%	38.1%	36.9%	48.6%
N	205	882	131	2
GOOD	29.2%	27.5%	30.0%	
N	140	638	106	
VERY GOOD	9.4%	11.5%	9.9%	
N	45	267	35	
Column Total	100.0%	100.0%	100.0%	100.0%
N	479	2316	353	3

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48B FSS PRESENT: HOUSING MANAGEMENT SERVICE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	63.4%	49.9%	37.2%
N	850	1879	252
VERY POOR	2.7%	5.9%	9.4%
N	36	220	64
POOR	3.6%	7.7%	9.6%
N	49	291	65
AVERAGE	10.6%	18.3%	21.3%
N	143	690	145
GOOD	6.5%	9.7%	13.6%
N	86	365	92
VERY GOOD	2.0%	2.9%	4.4%
N	27	107	30
NEVER HEARD OF PROGRAM	11.2%	5.6%	4.4%
N	150	209	30
Column Total	100.0%	100.0%	100.0%
N	1340	3763	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48B FSS PRESENT: HOUSING MANAGEMENT SERVICE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	10.6%	13.2%	16.1%
N	36	220	64
POOR	14.3%	17.4%	16.5%
N	49	291	65
AVERAGE	41.9%	41.2%	36.5%
N	143	690	145
GOOD	25.4%	21.8%	23.3%
N	86	365	92
VERY GOOD	7.9%	6.4%	7.6%
N	27	107	30
Column Total	100.0%	100.0%	100.0%
N	341	1674	396

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48B FSS PRESENT: HOUSING MANAGEMENT SERVICE

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	77.0%	35.6%	46.8%	64.2%
N	1600	1127	245	5
VERY POOR	1.8%	7.8%	6.8%	9.3%
N	37	247	35	1
POOR	2.7%	9.7%	8.1%	9.3%
N	56	306	42	1
AVERAGE	6.8%	23.3%	18.6%	7.7%
N	141	737	97	1
GOOD	3.7%	13.0%	10.5%	
N	78	410	55	
VERY GOOD	.8%	4.2%	3.1%	
N	17	131	16	
NEVER HEARD OF PROGRAM	7.2%	6.5%	6.2%	9.3%
N	151	205	33	1
Column Total	100.0%	100.0%	100.0%	100.0%
N	2078	3163	523	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48B FSS PRESENT: HOUSING MANAGEMENT SERVICE

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	11.2%	13.5%	14.4%	35.3%
N	37	247	35	1
POOR	17.0%	16.7%	17.2%	35.3%
N	56	306	42	1
AVERAGE	42.9%	40.2%	39.6%	29.3%
N	141	737	97	1
GOOD	23.9%	22.4%	22.3%	
N	78	410	55	
VERY GOOD	5.1%	7.2%	6.6%	
N	17	131	16	
Column Total	100.0%	100.0%	100.0%	100.0%
N	328	1832	246	2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48C FSS PRESENT: THE OMBUDSMEN NETWORK

	Q20 PAY GRADE		
	·E2-E3	E4-E6	E7-E9
NO EXPERIENCE	59.1%	47.4%	30.0%
N	794	1782	203
VERY POOR	2.0%	6.2%	7.9%
N	27	232	53
POOR	2.0%	6.4%	9.2%
N	27	242	62
AVERAGE	10.7%	16.9%	24.3%
N	144	635	164
GOOD	10.7%	13.9%	19.2%
N	144	524	130
VERY GOOD	5.1%	7.3%	9.3%
N	68	275	63
NEVER HEARD OF PROGRAM	10.3%	1.8%	.2%
N	139	67	1
Column Total	100.0%	100.0%	100.0%
N	1344	3758	676

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48C FSS PRESENT: THE OMBUDSMEN NETWORK

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	6.6%	12.2%	11.3%
N	27	232	53
POOR	6.6%	12.7%	13.1%
N	27	242	62
AVERAGE	35.0%	33.3%	34.8%
N	144	635	164
GOOD	35.1%	27.5%	27.5%
N	144	524	130
VERY GOOD	16.6%	14.4%	13.3%
N	68	275	63
Column Total	100.0%	100.0%	100.0%
N	411	1909	472

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48C FSS PRESENT: THE OMBUDSMEN NETWORK

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	69.4%	33.9%	49.6%	35.8%
N	1439	1074	259	3
VERY POOR	1.5%	7.9%	6.0%	9.3%
N	31	249	31	1
POOR	1.8%	8.2%	6.1%	9.3%
N	38	259	32	1
AVERAGE	9.3%	21.0%	16.0%	
N	193	664	83	
GOOD	7.7%	17.8%	13.6%	37.8%
N	160	564	71	3
VERY GOOD	4.5%	8.8%	6.7%	7.7%
N	94	277	35	1
NEVER HEARD OF PROGRAM	5.7%	2.5%	2.0%	
N	119	78	10	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2074	3165	521	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48C FSS PRESENT: THE OMBUDSMEN NETWORK

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	6.0%	12.4%	12.4%	14.6%
N	31	249	31	1
POOR	7.4%	12.9%	12.6%	14.6%
N	38	259	32	1
AVERAGE	37.4%	33.0%	33.1%	
N	193	664	83	
GOOD	31.0%	28.0%	28.0%	58.8%
N	160	564	71	3
VERY GOOD	18.2%	13.8%	13.8%	12.1%
N	94	277	35	1
Column Total	100.0%	100.0%	100.0%	100.0%
N	517	2013	252	5

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
     NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48D FSS PRESENT: SPONSOR PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	47.0%	25.2%	8.8%
N	628	946	60
VERY POOR	7.8%	12.7%	8.4%
N	105	477	57
POOR	7.4%	12.8%	13.0%
N	99	479	88
AVERAGE	15.4%	24.9%	30.6%
N	205	934	207
GOOD	9.7%	15.4%	25.9%
N	130	580	175
VERY GOOD	3.0%	6.8%	13.1%
N	40	253	88
NEVER HEARD OF PROGRAM	9.7%	2.2%	.2%
N	130	84	1
Column Total	100.0%	100.0%	100.0%
N	1337	3753	676

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48D FSS PRESENT: SPONSOR PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	18.1%	17.5%	9.3%
N	105	477	57
POOR	17.2%	17.6%	14.3%
N	99	479	88
AVERAGE	35.5%	34.3%	33.6%
N	205	934	207
GOOD	22.4%	21.3%	28.5%
N	130	580	175
VERY GOOD	6.9%	9.3%	14.4%
N	40	253	88
Column Total	100.0%	100.0%	100.0%
N	579	2723	615

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48D FSS PRESENT: SPONSOR PROGRAM

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	47.6%	17.3%	18.2%	18.7%
N	985	546	95	1
VERY POOR	7.5%	13.0%	14.0%	18.7%
N	155	409	73	1
POOR	8.2%	13.4%	13.3%	18.7%
N	171	424	70	1
AVERAGE	17.4%	26.7%	26.7%	7.7%
N	361	843	140	1
GOOD	10.1%	18.4%	17.8%	13.3%
N	208	581	93	1
VERY GOOD	3.7%	8.2%	8.3%	22.9%
N	76	260	43	2
NEVER HEARD OF PROGRAM	5.6%	2.9%	1.6%	
N	116	90	9	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2072	3154	523	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48D FSS PRESENT: SPONSOR PROGRAM

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	16.0%	16.3%	17.5%	23.0%
N	155	409	73	1
POOR	17.6%	16.8%	16.6%	23.0%
N	171	424	70	1
AVERAGE	37.1%	33.5%	33.3%	9.5%
N	361	843	140	1
GOOD	21.5%	23.1%	22.2%	16.3%
N	208	581	93	1
VERY GOOD	7.8%	10.3%	10.4%	28.2%
N	76	260	43	2
Column Total	100.0%	100.0%	100.0%	100.0%
N	971	2517	419	6

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48E FSS PRESENT: DEPLOYMENT SUPPORT PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	59.2%	53.1%	47.3%
N	790	1968	317
VERY POOR	2.3%	4.5%	4.0%
N	31	168	26
POOR	3.4%	6.4%	6.4%
N	45	238	43
AVERAGE	10.1%	14.8%	19.3%
N	135	547	129
GOOD	7.4%	9.0%	14.0%
N	99	333	93
VERY GOOD	2.7%	3.6%	5.8%
N	36	133	39
NEVER HEARD OF PROGRAM	14.9%	8.5%	3.3%
N	198	316	22
Column Total	100.0%	100.0%	100.0%
N	1335	3704	669

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48E FSS PRESENT: DEPLOYMENT SUPPORT PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	8.9%	11.9%	8.0%
N	31	168	26
POOR	13.0%	16.8%	12.9%
N	45	238	43
AVERAGE	39.1%	38.5%	39.0%
N	135	547	129
GOOD	28.7%	23.5%	28.3%
N	99	333	93
VERY GOOD	10.4%	9.3%	11.8%
N	36	133	39
Column Total	100.0%	100.0%	100.0%
N	346	1419	331

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48E FSS PRESENT: DEPLOYMENT SUPPORT PROGRAMS

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	66.8%	45.2%	54.5%	57.6%
N	1374	1411	278	5
VERY POOR	1.8%	5.2%	4.7%	
N	38	164	24	
POOR	3.6%	6.9%	6.9%	
N	74	215	35	
AVERAGE	9.5%	17.7%	11.8%	5.5%
N	196	554	60	0
GOOD	6.2%	11.0%	10.8%	7.7%
N	127	342	55	1
VERY GOOD	2.1%	4.6%	3.8%	19.8%
N	43	144	19	2
NEVER HEARD OF PROGRAM	9.9%	9.4%	7.5%	9.3%
N	204	292	38	1
Column Total	100.0%	100.0%	100.0%	100.0%
N	2057	3122	511	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48E FSS PRESENT: DEPLOYMENT SUPPORT PROGRAMS

| | Q5 CURRENT MARITAL STATUS | | | |
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	7.9%	11.5%	12.4%	
N	38	164	24	
POOR	15.5%	15.1%	18.1%	
N	74	215	35	
AVERAGE	41.0%	39.1%	31.1%	16.7%
N	196	554	60	0
GOOD	26.6%	24.1%	28.5%	23.4%
N	127	342	55	1
VERY GOOD	9.1%	10.1%	9.9%	59.9%
N	43	144	19	2
Column Total	100.0%	100.0%	100.0%	100.0%
N	479	1419	194	3

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48F FSS PRESENT: PERSONAL FINANCIAL MANAGEMENT PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	52.3%	48.5%	37.6%
N	707	1821	255
VERY POOR	4.9%	5.4%	4.6%
N	67	202	31
POOR	4.9%	6.3%	6.3%
N	67	235	43
AVERAGE	14.0%	18.0%	21.0%
N	189	677	143
GOOD	11.6%	13.6%	20.9%
N	157	510	142
VERY GOOD	3.3%	5.0%	8.9%
N	45	188	60
NEVER HEARD OF PROGRAM	8.8%	3.3%	.6%
N	119	123	4
Column Total	100.0%	100.0%	100.0%
N	1351	3756	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48F FSS PRESENT: PERSONAL FINANCIAL MANAGEMENT PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	12.7%	11.2%	7.5%
N	67	202	31
POOR	12.7%	13.0%	10.2%
N	67	235	43
AVERAGE	36.1%	37.4%	34.0%
N	189	677	143
GOOD	29.9%	28.1%	33.9%
N	157	510	142
VERY GOOD	8.6%	10.4%	14.4%
N	45	188	60
Column Total	100.0%	100.0%	100.0%
N	525	1811	419

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48F FSS PRESENT: PERSONAL FINANCIAL MANAGEMENT

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	58.9%	42.1%	41.6%	46.7%
N	1225	1332	217	4
VERY POOR	4.0%	5.4%	8.9%	9.3%
N	82	171	47	1
POOR	4.6%	6.6%	7.8%	9.3%
N	95	208	41	1
AVERAGE	14.7%	19.3%	17.5%	
N	305	611	91	
GOOD	10.6%	16.1%	13.8%	29.1%
N	221	511	72	2
VERY GOOD	2.7%	6.4%	6.3%	
N	56	204	33	
NEVER HEARD OF PROGRAM	4.6%	4.1%	4.1%	5.5%
N	95	130	21	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	2079	3166	523	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48F FSS PRESENT: PERSONAL FINANCIAL MANAGEMENT

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	10.8%	10.0%	16.5%	19.5%
N	82	171	47	1
POOR	12.5%	12.2%	14.3%	19.5%
N	95	208	41	1
AVERAGE	40.2%	35.8%	32.2%	
N	305	611	91	
GOOD	29.1%	30.0%	25.5%	60.9%
N	221	511	72	2
VERY GOOD	7.4%	12.0%	11.6%	
N	56	204	33	
Column Total	100.0%	100.0%	100.0%	100.0%
N	759	1705	284	4

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48G FSS PRESENT: FSC COUNSELING SERVICE CENTER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	66.2%	57.6%	42.1%
N	895	2164	285
VERY POOR	1.5%	3.2%	3.2%
N	20	120	22
POOR	2.0%	3.4%	3.9%
N	27	128	26
AVERAGE	9.6%	13.2%	16.8%
N	130	494	114
GOOD	10.0%	13.3%	21.1%
N	135	499	143
VERY GOOD	4.9%	8.0%	12.9%
N	67	299	87
NEVER HEARD OF PROGRAM	5.7%	1.4%	
N	77	52	
Column Total	100.0%	100.0%	100.0%
N	1351	3756	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48G FSS PRESENT: FSC COUNSELING SERVICE CENTER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	5.2%	7.8%	5.6%
N	20	120	22
POOR	7.2%	8.3%	6.7%
N	27	128	26
AVERAGE	34.2%	32.1%	29.1%
N	130	494	114
GOOD	35.7%	32.4%	36.4%
N	135	499	143
VERY GOOD	17.6%	19.4%	22.2%
N	67	299	87
Column Total	100.0%	100.0%	100.0%
N	379	1541	392

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48G FSS PRESENT: FSC COUNSELING SERVICE CENTER

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	75.8%	48.4%	43.7%	61.1%
N	1576	1532	227	5
VERY POOR	1.2%	3.2%	7.2%	
N	24	100	37	
POOR	1.5%	4.0%	4.5%	
N	32	127	23	
AVERAGE	7.5%	15.7%	16.2%	
N	155	497	84	
GOOD	6.9%	17.3%	15.3%	26.4%
N	143	549	79	2
VERY GOOD	3.2%	10.1%	12.9%	12.5%
N	66	319	67	1
NEVER HEARD OF PROGRAM	3.9%	1.4%	.3%	
N	82	46	1	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2079	3168	520	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48G FSS PRESENT: FSC COUNSELING SERVICE CENTER

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	5.7%	6.3%	12.8%	
N	24	100	37	
POOR	7.5%	8.0%	7.9%	
N	32	127	23	
AVERAGE	37.0%	31.2%	29.0%	
N	155	497	84	
GOOD	34.1%	34.5%	27.2%	68.0%
N	143	549	79	2
VERY GOOD	15.7%	20.0%	23.0%	32.0%
N	66	319	67	1
Column Total	100.0%	100.0%	100.0%	100.0%
N	420	1591	291	3

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48H FSS PRESENT: FSC SPOUSE EMPLOYMENT ASSISTANCE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	70.5%	69.4%	61.7%
N	947	2603	417
VERY POOR	1.5%	4.3%	5.2%
N	20	161	35
POOR	1.2%	4.1%	5.0%
N	16	153	34
AVERAGE	5.4%	7.9%	11.5%
N	72	296	78
GOOD	4.4%	4.2%	8.3%
N	59	159	56
VERY GOOD	.5%	2.0%	3.2%
N	7	77	21
NEVER HEARD OF PROGRAM	16.5%	8.1%	5.2%
N	222	303	35
Column Total	100.0%	100.0%	100.0%
N	1344	3752	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48H FSS PRESENT: FSC SPOUSE EMPLOYMENT ASSISTANCE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	11.4%	19.0%	15.6%
N	20	161	35
POOR	9.3%	18.1%	15.2%
N	16	153	34
AVERAGE	41.3%	35.0%	34.6%
N	72	296	78
GOOD	33.9%	18.8%	25.0%
N	59	159	56
VERY GOOD	4.1%	9.1%	9.6%
N	7	77	21
Column Total	100.0%	100.0%	100.0%
N	175	845	224

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48H FSS PRESENT: FSC SPOUSE EMPLOYMENT ASSISTANCE

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	81.5%	59.5%	73.6%	82.9%
N	1691	1881	381	7
VERY POOR	.7%	5.9%	3.1%	
N	14	186	16	
POOR	1.0%	5.4%	2.4%	9.3%
N	20	170	13	1
AVERAGE	3.6%	10.4%	7.7%	
N	75	330	40	
GOOD	2.8%	6.0%	5.1%	7.7%
N	58	189	26	1
VERY GOOD	.2%	2.9%	1.7%	
N	4	93	9	
NEVER HEARD OF PROGRAM	10.3%	9.9%	6.5%	
N	213	314	34	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2074	3163	517	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48H FSS PRESENT: FSC SPOUSE EMPLOYMENT ASSISTANCE

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	8.0%	19.2%	15.3%	
N	14	186	16	
POOR	11.6%	17.6%	12.2%	54.7%
N	20	170	13	1
AVERAGE	43.8%	34.1%	38.5%	
N	75	330	40	
GOOD	34.2%	19.5%	25.6%	45.3%
N	58	189	26	1
VERY GOOD	2.3%	9.6%	8.4%	
N	4	93	9	
Column Total	100.0%	100.0%	100.0%	100.0%
N	170	968	103	1

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48I FSS PRESENT: CHILD DEVELOPMENT CENTERS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	78.4%	70.7%	60.3%
N	1041	2630	407
VERY POOR	1.8%	4.3%	4.2%
N	23	161	29
POOR	1.2%	3.4%	5.7%
N	16	127	38
AVERAGE	6.1%	8.6%	13.1%
N	81	320	89
GOOD	3.7%	6.6%	10.2%
N	49	245	69
VERY GOOD	1.6%	4.0%	5.4%
N	22	151	36
NEVER HEARD OF PROGRAM	7.2%	2.4%	1.1%
N	96	87	8
Column Total	100.0%	100.0%	100.0%
N	1328	3722	674

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48I FSS PRESENT: CHILD DEVELOPMENT CENTERS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	12.3%	16.0%	11.0%
N	23	161	29
POOR	9.5%	12.7%	14.7%
N	16	127	38
AVERAGE	42.5%	31.9%	34.1%
N	81	320	89
GOOD	25.5%	24.4%	26.4%
N	49	245	69
VERY GOOD	11.3%	15.0%	13.9%
N	22	151	36
Column Total	100.0%	100.0%	100.0%
N	191	1005	260

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48I FSS PRESENT: CHILD DEVELOPMENT CENTERS

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	83.5%	63.8%	66.6%	79.8%
N	1718	2000	345	6
VERY POOR	.8%	5.3%	6.2%	
N	15	165	32	
POOR	1.2%	4.4%	3.7%	
N	25	138	19	
AVERAGE	5.2%	10.7%	9.3%	
N	106	334	48	
GOOD	2.9%	8.1%	9.1%	20.2%
N	59	255	47	2
VERY GOOD	1.8%	4.9%	3.8%	
N	36	152	20	
NEVER HEARD OF PROGRAM	4.7%	2.8%	1.2%	
N	96	88	6	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2056	3133	518	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48I FSS PRESENT: CHILD DEVELOPMENT CENTERS

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	6.4%	15.8%	19.3%	
N	15	165	32	
POOR	10.4%	13.2%	11.4%	
N	25	138	19	
AVERAGE	44.0%	32.0%	29.0%	
N	106	334	48	
GOOD	24.3%	24.4%	23.4%	100.0%
N	59	255	47	2
VERY GOOD	15.0%	14.6%	11.8%	
N	36	152	20	
Column Total	100.0%	100.0%	100.0%	100.0%
N	242	1044	167	2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48J FSS PRESENT: FAMILY HOME CARE PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	75.5%	72.9%	67.5%
N	1016	2735	458
VERY POOR	1.5%	3.1%	3.4%
N	20	115	23
POOR	.9%	2.7%	3.8%
N	13	101	26
AVERAGE	5.9%	7.4%	9.8%
N	79	278	66
GOOD	2.0%	4.9%	7.5%
N	27	183	51
VERY GOOD	1.2%	2.7%	3.5%
N	16	102	24
NEVER HEARD OF PROGRAM	13.0%	6.4%	4.5%
N	175	240	30
Column Total	100.0%	100.0%	100.0%
N	1346	3753	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48J FSS PRESENT: FAMILY HOME CARE PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	12.8%	14.7%	12.0%
N	20	115	23
POOR	8.1%	12.9%	13.7%
N	13	101	26
AVERAGE	51.2%	35.8%	35.0%
N	79	278	66
GOOD	17.5%	23.5%	26.9%
N	27	183	51
VERY GOOD	10.4%	13.1%	12.5%
N	16	102	24
Column Total	100.0%	100.0%	100.0%
N	155	778	190

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48J FSS PRESENT: FAMILY HOME CARE PROGRAMS

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	82.5%	66.7%	70.8%	92.3%
N	1711	2115	367	7
VERY POOR	.6%	3.7%	5.4%	
N	12	116	28	
POOR	.9%	3.2%	3.6%	
N	18	102	19	
AVERAGE	4.5%	9.1%	7.8%	
N	94	288	41	
GOOD	2.0%	6.0%	5.5%	7.7%
N	41	191	29	1
VERY GOOD	1.2%	3.3%	2.3%	
N	25	105	12	
NEVER HEARD OF PROGRAM	8.3%	7.9%	4.4%	
N	172	251	23	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2073	3169	518	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48J FSS PRESENT: FAMILY HOME CARE PROGRAMS

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	6.5%	14.5%	22.0%	
N	12	116	28	
POOR	9.6%	12.7%	14.7%	
N	18	102	19	
AVERAGE	49.4%	35.9%	31.7%	
N	94	288	41	
GOOD	21.5%	23.8%	22.3%	100.0%
N	41	191	29	1
VERY GOOD	13.0%	13.1%	9.4%	
N	25	105	12	
Column Total	100.0%	100.0%	100.0%	100.0%
N	190	803	128	1

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48K FSS PRESENT: EXCEPTIONAL FAMILY MEMBER PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	71.5%	76.2%	71.0%
N	965	2860	480
VERY POOR	.7%	1.1%	2.1%
N	9	42	14
POOR	.3%	1.1%	1.8%
N	4	40	12
AVERAGE	4.4%	5.0%	8.0%
N	60	186	54
GOOD	1.2%	2.8%	7.4%
N	16	104	50
VERY GOOD	.1%	1.6%	4.2%
N	2	61	29
NEVER HEARD OF PROGRAM	21.8%	12.2%	5.4%
N	294	459	37
Column Total	100.0%	100.0%	100.0%
N	1349	3753	676

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48K PSS PRESENT: EXCEPTIONAL FAMILY MEMBER PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	9.9%	9.6%	9.1%
N	9	42	14
POOR	4.0%	9.2%	7.8%
N	4	40	12
AVERAGE	66.1%	43.0%	33.7%
N	60	186	54
GOOD	18.0%	24.1%	31.4%
N	16	104	50
VERY GOOD	2.0%	14.2%	17.9%
N	2	61	29
Column Total	100.0%	100.0%	100.0%
N	90	434	159

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48K FSS PRESENT: EXCEPTIONAL FAMILY MEMBER PROGRAM

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	79.9%	71.1%	73.4%	79.8%
N	1659	2252	380	6
VERY POOR	.3%	1.5%	2.3%	
N	5	47	12	
POOR	.5%	1.3%	1.2%	
N	10	40	6	
AVERAGE	3.4%	6.4%	5.1%	
N	70	202	27	
GOOD	1.1%	3.9%	4.4%	12.5%
N	23	124	23	1
VERY GOOD	.4%	2.4%	1.5%	7.7%
N	9	75	8	1
NEVER HEARD OF PROGRAM	14.5%	13.5%	12.1%	
N	300	427	63	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2076	3167	519	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48K FSS PRESENT: EXCEPTIONAL FAMILY MEMBER PROGRAM

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	4.7%	9.7%	16.1%	
N	5	47	12	
POOR	8.2%	8.2%	8.0%	
N	10	40	6	
AVERAGE	59.7%	41.4%	35.2%	
N	70	202	27	
GOOD	20.0%	25.3%	30.3%	61.7%
N	23	124	23	1
VERY GOOD	7.4%	15.3%	10.4%	38.3%
N	9	75	8	1
Column Total	100.0%	100.0%	100.0%	100.0%
N	117	488	76	2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48L FSS PRESENT: BASE LEVEL FAMILY ADVOCACY PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	71.2%	73.5%	63.7%
N	960	2750	428
VERY POOR	.5%	2.0%	3.4%
N	7	75	23
POOR	1.1%	1.6%	3.4%
N	14	60	23
AVERAGE	4.6%	5.9%	11.0%
N	61	221	74
GOOD	2.4%	3.4%	9.7%
N	32	126	65
VERY GOOD	.5%	1.3%	4.1%
N	7	49	28
NEVER HEARD OF			
PROGRAM	19.7%	12.4%	4.8%
N	265	462	32
Column Total	100.0%	100.0%	100.0%
N	1347	3743	672

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48L FSS PRESENT: BASE LEVEL FAMILY ADVOCACY PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	5.9%	14.1%	10.9%
N	7	75	23
POOR	11.7%	11.2%	10.7%
N	14	60	23
AVERAGE	50.1%	41.7%	34.8%
N	61	221	74
GOOD	26.4%	23.8%	30.7%
N	32	126	65
VERY GOOD	5.9%	9.2%	13.0%
N	7	49	28
Column Total	100.0%	100.0%	100.0%
N	123	530	212

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48L FSS PRESENT: BASE LEVEL FAMILY ADVOCACY PROGRAM

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	79.5%	67.2%	69.1%	70.4%
N	1648	2119	358	6
VERY POOR	.3%	2.5%	3.7%	9.3%
N	6	79	19	1
POOR	.5%	2.4%	2.3%	
N	10	74	12	
AVERAGE	3.9%	7.4%	7.7%	12.5%
N	81	233	40	1
GOOD	1.8%	5.3%	3.8%	7.7%
N	37	166	20	1
VERY GOOD	.5%	1.9%	2.4%	
N	10	61	13	
NEVER HEARD OF PROGRAM	13.6%	13.4%	10.9%	
N	281	421	57	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2074	3154	517	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48L FSS PRESENT: BASE LEVEL FAMILY ADVOCACY PROGRAM

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	4.2%	12.9%	18.4%	31.6%
N	6	79	19	1
POOR	6.9%	12.1%	11.7%	
N	10	74	12	
AVERAGE	56.3%	37.9%	38.5%	42.2%
N	81	233	40	1
GOOD	25.6%	27.0%	19.2%	26.2%
N	37	166	20	1
VERY GOOD	6.9%	10.0%	12.2%	
N	10	61	13	
Column Total	100.0%	100.0%	100.0%	100.0%
N	144	613	103	2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48M FSS PRESENT: RELOCATION ASSISTANCE PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	69.7%	72.3%	69.5%
N	938	2704	469
VERY POOR	1.1%	1.8%	1.9%
N	14	67	13
POOR	.7%	1.5%	2.6%
N	9	57	17
AVERAGE	5.8%	6.4%	9.6%
N	77	241	65
GOOD	2.7%	2.9%	7.5%
N	36	109	51
VERY GOOD	.5%	1.4%	2.3%
N	7	51	15
NEVER HEARD OF PROGRAM	19.6%	13.7%	6.7%
N	263	513	45
Column Total	100.0%	100.0%	100.0%
N	1346	3743	675

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48M FSS PRESENT: RELOCATION ASSISTANCE PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	10.0%	12.8%	8.0%
N	14	67	13
POOR	6.2%	10.8%	10.8%
N	9	57	17
AVERAGE	53.7%	45.9%	40.2%
N	77	241	65
GOOD	25.1%	20.8%	31.6%
N	36	109	51
VERY GOOD	5.0%	9.7%	9.5%
N	7	51	15
Column Total	100.0%	100.0%	100.0%
N	144	525	161

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48M FSS PRESENT: RELOCATION ASSISTANCE PROGRAM

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	77.8%	67.0%	71.4%	82.9%
N	1613	2115	370	7
VERY POOR	.4%	2.3%	2.7%	
N	8	73	14	
POOR	.5%	2.0%	1.6%	9.3%
N	11	62	8	1
AVERAGE	4.9%	7.7%	7.0%	
N	101	244	36	
GOOD	1.7%	4.6%	2.7%	7.7%
N	35	147	14	1
VERY GOOD	.5%	1.8%	1.4%	
N	11	55	7	
NEVER HEARD OF PROGRAM	14.2%	14.5%	13.2%	
N	294	459	69	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2073	3154	518	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48M FSS PRESENT: RELOCATION ASSISTANCE PROGRAM

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	4.7%	12.5%	17.3%	
N	8	73	14	
POOR	6.8%	10.7%	10.6%	54.7%
N	11	62	8	1
AVERAGE	60.9%	42.0%	45.4%	
N	101	244	36	
GOOD	21.1%	25.2%	17.6%	45.3%
N	35	147	14	1
VERY GOOD	6.5%	9.5%	9.2%	
N	11	55	7	
Column Total	100.0%	100.0%	100.0%	100.0%
N	166	581	79	1

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48N FSS PRESENT: TRANSITION ASSISTANCE MANAGEMENT PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	67.4%	70.5%	61.4%
N	906	2646	415
VERY POOR	.5%	1.1%	1.7%
N	7	42	12
POOR	1.1%	1.2%	2.5%
N	14	45	17
AVERAGE	4.8%	5.9%	8.7%
N	65	222	59
GOOD	3.6%	4.2%	11.2%
N	49	159	76
VERY GOOD	1.1%	2.8%	8.4%
N	14	105	57
NEVER HEARD OF PROGRAM	21.5%	14.2%	6.0%
N	288	533	41
Column Total	100.0%	100.0%	100.0%
N	1344	3752	676

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48N FSS PRESENT: TRANSITION ASSISTANCE MANAGEMENT PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	4.8%	7.3%	5.3%
N	7	42	12
POOR	9.7%	7.8%	7.6%
N	14	45	17
AVERAGE	43.3%	38.8%	26.7%
N	65	222	59
GOOD	32.5%	27.8%	34.4%
N	49	159	76
VERY GOOD	9.7%	18.3%	25.9%
N	14	105	57
Column Total	100.0%	100.0%	100.0%
N	150	573	220

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48N FSS PRESENT: TRANSITION ASSISTANCE MANAGEMENT PROGRAM

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	74.6%	65.2%	66.2%	85.1%
N	1546	2064	343	7
VERY POOR	.3%	1.5%	1.5%	
N	6	47	8	
POOR	.8%	1.6%	2.1%	
N	16	49	11	
AVERAGE	4.7%	6.7%	7.1%	
N	97	211	37	
GOOD	3.4%	5.7%	6.2%	5.5%
N	70	180	32	0
VERY GOOD	1.2%	4.4%	2.6%	
N	25	138	13	
NEVER HEARD OF PROGRAM	15.1%	15.0%	14.3%	9.3%
N	312	476	74	1
Column Total	100.0%	100.0%	100.0%	100.0%
N	2072	3166	518	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48N FSS PRESENT: TRANSITION ASSISTANCE MANAGEMENT PROGRAM

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	2.8%	7.5%	7.7%	
N	6	47	8	
POOR	7.4%	7.9%	10.7%	
N	16	49	11	
AVERAGE	45.4%	33.7%	36.4%	
N	97	211	37	
GOOD	32.9%	28.7%	32.0%	100.0%
N	70	180	32	0
VERY GOOD	11.6%	22.1%	13.1%	
N	25	138	13	
Column Total	100.0%	100.0%	100.0%	100.0%
N	214	625	101	0

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q480 PSS PRESENT: INFORMATION AND REFERRAL SERVICE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	65.7%	66.9%	57.8%
N	882	2501	389
VERY POOR	1.1%	1.7%	1.9%
N	14	64	13
POOR	.7%	1.4%	3.0%
N	9	51	20
AVERAGE	6.5%	8.3%	12.7%
N	87	311	85
GOOD	4.3%	7.2%	13.6%
N	58	270	92
VERY GOOD	2.0%	3.0%	6.0%
N	27	111	40
NEVER HEARD OF PROGRAM	19.7%	11.5%	5.0%
N	265	430	34
Column Total	100.0%	100.0%	100.0%
N	1342	3739	673

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q480 FSS PRESENT: INFORMATION AND REFERRAL SERVICE

	Q20 PAY GRADE		
	'E2-E3	E4-E6	E7-E9
VERY POOR	7.4%	7.9%	5.1%
N	14	64	13
POOR	4.6%	6.4%	8.2%
N	9	51	20
AVERAGE	44.5%	38.6%	34.0%
N	87	311	85
GOOD	29.6%	33.4%	36.6%
N	58	270	92
VERY GOOD	13.9%	13.7%	16.1%
N	27	111	40
Column Total	100.0%	100.0%	100.0%
N	195	808	251

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q480 FSS PRESENT: INFORMATION AND REFERRAL SERVICE

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	76.1%	58.9%	63.9%	72.0%
N	1574	1855	331	6
VERY POOR	.7%	2.1%	2.5%	
N	14	65	13	
POOR	.5%	1.8%	2.9%	
N	10	56	15	
AVERAGE	5.2%	10.7%	7.4%	9.3%
N	107	336	38	1
GOOD	3.6%	9.5%	8.9%	9.3%
N	74	298	46	1
VERY GOOD	1.1%	4.2%	4.6%	
N	22	132	24	
NEVER HEARD OF PROGRAM	13.0%	13.0%	9.8%	9.3%
N	268	409	51	1
Column Total	100.0%	100.0%	100.0%	100.0%
N	2068	3151	517	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q480 FSS PRESENT: INFORMATION AND REFERRAL SERVICE

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	6.1%	7.3%	9.4%	
N	14	65	13	
POOR	4.2%	6.3%	11.1%	
N	10	56	15	
AVERAGE	47.3%	37.8%	28.3%	50.0%
N	107	336	38	1
GOOD	32.6%	33.6%	33.7%	50.0%
N	74	298	46	1
VERY GOOD	9.7%	14.9%	17.5%	
N	22	132	24	
Column Total	100.0%	100.0%	100.0%	100.0%
N	226	887	136	1

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
       NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48P FSS PRESENT: SEXUAL ASSAULT VICTIM ASSISTANCE PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	70.2%	77.5%	75.1%
N	945	2912	508
VERY POOR	.9%	1.0%	1.9%
N	13	38	13
POOR	1.1%	.9%	1.3%
N	14	35	9
AVERAGE	4.4%	4.1%	8.1%
N	60	155	55
GOOD	4.9%	4.1%	6.1%
N	67	153	41
VERY GOOD	4.7%	2.2%	2.3%
N	63	81	15
NEVER HEARD OF PROGRAM	13.8%	10.2%	5.3%
N	186	382	36
Column Total	100.0%	100.0%	100.0%
N	1347	3756	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48P FSS PRESENT: SEXUAL ASSAULT VICTIM ASSISTANCE PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	5.8%	8.3%	9.6%
N	13	38	13
POOR	6.7%	7.6%	6.8%
N	14	35	9
AVERAGE	27.5%	33.5%	41.0%
N	60	155	55
GOOD	30.8%	33.0%	30.9%
N	67	153	41
VERY GOOD	29.2%	17.6%	11.6%
N	63	81	15
Column Total	100.0%	100.0%	100.0%
N	216	462	133

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48P FSS PRESENT: SEXUAL ASSAULT VICTIM ASSISTANCE PROGRAM

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	77.3%	74.3%	75.7%	81.3%
N	1605	2352	395	6
VERY POOR	.5%	1.5%	1.1%	
N	10	48	6	
POOR	.5%	1.3%	1.3%	
N	11	41	7	
AVERAGE	3.5%	5.3%	5.1%	
N	73	167	27	
GOOD	4.7%	4.3%	5.0%	
N	98	137	26	
VERY GOOD	3.1%	2.6%	2.5%	
N	64	83	13	
NEVER HEARD OF PROGRAM	10.4%	10.7%	9.3%	18.7%
N	216	337	49	1
Column Total	100.0%	100.0%	100.0%	100.0%
N	2077	3164	522	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48P FSS PRESENT: SEXUAL ASSAULT VICTIM ASSISTANCE PROGRAM

	Q5 CURRENT MARITAL STATUS		
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
VERY POOR	3.8%	10.1%	7.5%
N	10	48	6
POOR	4.4%	8.5%	8.5%
N	11	41	7
AVERAGE	28.7%	35.2%	34.0%
N	73	167	27
GOOD	38.1%	28.8%	33.5%
N	98	137	26
VERY GOOD	25.1%	17.4%	16.5%
N	64	83	13
Column Total	100.0%	100.0%	100.0%
N	256	475	78

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48Q FSS PRESENT: SEXUAL ASSAULT AWARENESS & PREVENTION PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	60.8%	65.5%	65.1%
N	810	2454	440
VERY POOR	1.1%	1.5%	2.2%
N	14	56	15
POOR	1.6%	1.8%	1.6%
N	22	66	11
AVERAGE	7.0%	8.9%	11.8%
N	94	332	80
GOOD	10.7%	8.4%	10.0%
N	142	314	68
VERY GOOD	8.3%	5.2%	4.9%
N	110	195	33
NEVER HEARD OF PROGRAM	10.5%	8.8%	4.3%
N	140	331	29
Column Total	100.0%	100.0%	100.0%
N	1333	3748	675

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48Q FSS PRESENT: SEXUAL ASSAULT AWARENESS & PREVENTION PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	3.8%	5.8%	7.2%
N	14	56	15
POOR	5.7%	6.8%	5.3%
N	22	66	11
AVERAGE	24.5%	34.5%	38.7%
N	94	332	80
GOOD	37.2%	32.6%	32.8%
N	142	314	68
VERY GOOD	28.8%	20.2%	16.0%
N	110	195	33
Column Total	100.0%	100.0%	100.0%
N	382	963	206

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48Q FSS PRESENT: SEXUAL ASSAULT AWARENESS & PREVENTION PROGRAM

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	66.6%	63.1%	63.9%	63.0%
N	1374	1990	331	5
VERY POOR	.9%	1.8%	1.5%	8.5%
N	19	58	8	1
POOR	1.3%	1.9%	2.2%	
N	26	61	12	
AVERAGE	7.2%	9.7%	9.5%	
N	148	305	49	
GOOD	9.6%	8.7%	9.1%	11.4%
N	199	275	47	1
VERY GOOD	6.5%	5.5%	5.7%	
N	134	174	30	
NEVER HEARD OF PROGRAM	8.0%	9.3%	8.0%	17.1%
N	165	293	41	1
Column Total	100.0%	100.0%	100.0%	100.0%
N	2064	3157	518	9

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48Q FSS PRESENT: SEXUAL ASSAULT AWARENESS & PREVENTION PROGRAM

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	3.6%	6.7%	5.5%	42.9%
N	19	58	8	1
POOR	4.9%	7.0%	7.9%	
N	26	61	12	
AVERAGE	28.2%	34.9%	33.8%	
N	148	305	49	
GOOD	37.8%	31.5%	32.5%	57.1%
N	199	275	47	1
VERY GOOD	25.5%	20.0%	20.4%	
N	134	174	30	
Column Total	100.0%	100.0%	100.0%	100.0%
N	526	873	146	2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q48R FSS PRESENT: FAMILY SERVICE CENTERS-OVERALL

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	56.9%	37.0%	24.1%
N	759	1387	163
VERY POOR	1.5%	2.9%	4.1%
N	20	109	28
POOR	2.6%	5.9%	4.5%
N	34	222	30
AVERAGE	16.8%	25.7%	28.2%
N	224	965	191
GOOD	14.6%	20.1%	27.2%
N	195	753	184
VERY GOOD	4.5%	7.7%	11.9%
N	59	288	80
NEVER HEARD OF PROGRAM	3.2%	.6%	
N	43	24	
Column Total	100.0%	100.0%	100.0%
N	1335	3749	676

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48R FSS PRESENT: FAMILY SERVICE CENTERS-OVERALL

	Q20 PAY GRADE		
	·E2-E3	E4-E6	E7-E9
VERY POOR	3.7%	4.7%	5.4%
N	20	109	28
POOR	6.5%	9.5%	5.9%
N	34	222	30
AVERAGE	42.0%	41.3%	37.1%
N	224	965	191
GOOD	36.6%	32.2%	35.8%
N	195	753	184
VERY GOOD	11.2%	12.3%	15.7%
N	59	283	80
Column Total	100.0%	100.0%	100.0%
N	532	2338	513

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

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Q48R FSS PRESENT: FAMILY SERVICE CENTERS-OVERALL

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NO EXPERIENCE	65.4%	25.8%	27.4%	42.4%
N	1345	816	142	3
VERY POOR	1.0%	3.5%	5.4%	
N	20	110	28	
POOR	1.9%	6.7%	6.8%	18.7%
N	39	212	35	1
AVERAGE	13.8%	30.2%	26.1%	18.7%
N	284	956	135	1
GOOD	11.6%	24.2%	23.7%	9.3%
N	240	765	122	1
VERY GOOD	3.8%	9.3%	10.5%	10.9%
N	79	294	54	1
NEVER HEARD OF PROGRAM	2.5%	.4%	.3%	
N	52	13	1	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2058	3167	517	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q48R FSS PRESENT: FAMILY SERVICE CENTERS-OVERALL

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
VERY POOR	3.0%	4.7%	7.4%	
N	20	110	28	
POOR	5.9%	9.1%	9.3%	32.5%
N	39	212	35	1
AVERAGE	43.0%	40.9%	36.1%	32.5%
N	284	956	135	1
GOOD	36.2%	32.7%	32.7%	16.2%
N	240	765	122	1
VERY GOOD	11.9%	12.6%	14.5%	18.9%
N	79	294	54	1
Column Total	100.0%	100.0%	100.0%	100.0%
N	661	2337	374	5

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NEVER HEARD OF PROGRM & NOT USED OPTIONS OMITTED

Q49A FSS PAST: IMPROVED QUALITY OF LIFE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	79.8%	54.7%	40.1%
N	1068	2059	272
STRONGLY DISAGREE	2.0%	3.6%	3.6%
N	27	136	24
DISAGREE	3.0%	7.0%	8.3%
N	40	262	56
NEITHER	8.0%	17.1%	21.3%
N	106	642	144
AGREE	5.9%	14.9%	22.3%
N	79	562	151
STRONGLY AGREE	1.3%	2.7%	4.5%
N	18	100	30
Column Total	100.0%	100.0%	100.0%
N	1338	3761	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49A FSS PAST: IMPROVED QUALITY OF LIFE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	10.0%	8.0%	6.0%
N	27	136	24
DISAGREE	14.7%	15.4%	13.8%
N	40	262	56
NEITHER	39.4%	37.7%	35.5%
N	106	642	144
AGREE	29.3%	33.0%	37.2%
N	79	562	151
STRONGLY AGREE	6.7%	5.9%	7.5%
N	18	100	30
Column Total	100.0%	100.0%	100.0%
N	270	1703	406

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49A FSS PAST: IMPROVED QUALITY OF LIFE

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	85.6%	43.0%	49.1%	68.8%
N	1768	1362	257	5
STRONGLY DISAGREE	1.6%	4.2%	4.0%	
N	33	133	21	
DISAGREE	1.7%	8.6%	9.3%	18.7%
N	34	272	49	1
NEITHER	6.4%	21.0%	17.7%	9.3%
N	132	664	93	1
AGREE	4.2%	19.6%	16.1%	
N	87	621	84	
STRONGLY AGREE	.5%	3.7%	3.7%	3.1%
N	11	118	19	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	2066	3171	524	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49A FSS PAST: IMPROVED QUALITY OF LIFE

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	11.1%	7.4%	7.9%	
N	33	133	21	
DISAGREE	11.6%	15.1%	18.4%	60.0%
N	34	272	49	1
NEITHER	44.4%	36.7%	34.9%	30.0%
N	132	664	93	1
AGREE	29.3%	34.3%	31.6%	
N	87	621	84	
STRONGLY AGREE	3.7%	6.5%	7.2%	10.0%
N	11	118	19	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	298	1809	267	2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q49B PSS PAST: POSITIVE IMPACT TO STAY IN NAVY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	78.0%	53.4%	38.2%
N	1041	2005	259
STRONGLY DISAGREE	4.7%	9.9%	14.1%
N	63	370	95
DISAGREE	3.1%	11.7%	12.6%
N	42	440	86
NEITHER	9.9%	18.1%	25.4%
N	132	681	172
AGREE	3.1%	5.4%	7.8%
N	41	201	53
STRONGLY AGREE	1.2%	1.5%	1.9%
N	16	58	13
Column Total	100.0%	100.0%	100.0%
N	1335	3755	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49B FSS PAST: POSITIVE IMPACT TO STAY IN NAVY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	21.5%	21.2%	22.7%
N	63	370	95
DISAGREE	14.1%	25.1%	20.4%
N	42	440	86
NEITHER	44.7%	38.9%	41.1%
N	132	681	172
AGREE	14.1%	11.5%	12.7%
N	41	201	53
STRONGLY AGREE	5.5%	3.3%	3.1%
N	16	58	13
Column Total	100.0%	100.0%	100.0%
N	294	1750	419

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q49B FSS PAST: POSITIVE IMPACT TO STAY IN NAVY

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	84.3%	41.3%	47.6%	56.8%
N	1734	1310	249	4
STRONGLY DISAGREE	3.9%	12.3%	10.8%	24.5%
N	80	388	56	2
DISAGREE	2.9%	13.8%	12.9%	18.7%
N	59	437	67	1
NEITHER	6.6%	23.5%	19.6%	
N	137	745	102	
AGREE	2.1%	6.9%	6.5%	
N	44	218	34	
STRONGLY AGREE	.2%	2.2%	2.7%	
N	4	69	14	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2059	3168	524	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49B FSS PAST: POSITIVE IMPACT TO STAY IN NAVY

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	24.8%	20.9%	20.5%	56.7%
N	80	388	56	2
DISAGREE	18.2%	23.5%	24.6%	43.3%
N	59	437	67	1
NEITHER	42.2%	40.1%	37.4%	
N	137	745	102	
AGREE	13.4%	11.7%	12.3%	
N	44	218	34	
STRONGLY AGREE	1.3%	3.7%	5.1%	
N	4	69	14	
Column Total	100.0%	100.0%	100.0%	100.0%
N	324	1858	274	3

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

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Q49C FSS PAST: POSITIVE IMPACT ON FAMILYS SUPPORT TO STAY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	79.1%	55.5%	40.1%
N	1050	2078	271
STRONGLY DISAGREE	4.1%	9.3%	12.7%
N	54	349	86
DISAGREE	3.9%	10.8%	13.2%
N	52	405	89
NEITHER	9.5%	18.1%	24.2%
N	126	680	164
AGREE	2.3%	5.2%	7.9%
N	31	194	54
STRONGLY AGREE	1.1%	1.1%	1.8%
N	14	40	12
Column Total	100.0%	100.0%	100.0%
N	1327	3746	676

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49C FSS PAST: POSITIVE IMPACT ON FAMILYS SUPPORT TO STAY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	19.5%	20.9%	21.2%
N	54	349	86
DISAGREE	18.9%	24.3%	22.0%
N	52	405	89
NEITHER	45.4%	40.8%	40.5%
N	126	680	164
AGREE	11.0%	11.7%	13.2%
N	31	194	54
STRONGLY AGREE	5.2%	2.4%	3.1%
N	14	40	12
Column Total	100.0%	100.0%	100.0%
N	278	1667	405

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49C FSS PAST: POSITIVE IMPACT ON FAMILY SUPPORT TO STAY

| | Q5 CURRENT MARITAL STATUS | | | |
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	87.9%	41.8%	51.0%	68.8%
N	1799	1322	267	5
STRONGLY DISAGREE	2.6%	12.1%	10.3%	12.5%
N	53	381	54	1
DISAGREE	1.9%	14.0%	12.0%	9.3%
N	39	442	63	1
NEITHER	6.0%	23.3%	20.8%	9.3%
N	122	736	109	1
AGREE	1.6%	7.0%	4.8%	
N	32	221	25	
STRONGLY AGREE	.1%	1.8%	1.1%	
N	3	58	6	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2048	3161	524	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49C FSS PAST: POSITIVE IMPACT ON FAMILYS SUPPORT TO STAY

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	21.3%	20.7%	21.1%	40.0%
N	53	381	54	1
DISAGREE	15.6%	24.0%	24.5%	30.0%
N	39	442	63	1
NEITHER	49.2%	40.0%	42.4%	30.0%
N	122	736	109	1
AGREE	12.8%	12.0%	9.8%	
N	32	221	25	
STRONGLY AGREE	1.0%	3.2%	2.3%	
N	3	58	6	
Column Total	100.0%	100.0%	100.0%	100.0%
N	249	1839	256	2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49D FSS PAST: SATISFIED WITH QUALITY OF SERVICES

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	73.6%	48.9%	32.9%
N	976	1827	222
STRONGLY DISAGREE	2.5%	5.3%	5.1%
N	33	196	34
DISAGREE	3.0%	8.4%	9.1%
N	40	314	61
NEITHER	9.0%	16.9%	20.4%
N	119	632	137
AGREE	10.2%	17.8%	27.0%
N	135	665	182
STRONGLY AGREE	1.8%	2.7%	5.6%
N	23	102	38
Column Total	100.0%	100.0%	100.0%
N	1326	3736	675

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49D FSS PAST: SATISFIED WITH QUALITY OF SERVICES

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	9.3%	10.3%	7.6%
N	33	196	34
DISAGREE	11.3%	16.4%	13.5%
N	40	314	61
NEITHER	34.1%	33.1%	30.4%
N	119	632	137
AGREE	38.6%	34.8%	40.2%
N	135	665	182
STRONGLY AGREE	6.7%	5.3%	8.3%
N	23	102	38
Column Total	100.0%	100.0%	100.0%
N	350	1909	453

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49D FSS PAST: SATISFIED WITH QUALITY OF SERVICES

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	80.7%	36.0%	43.3%	68.8%
N	1655	1133	226	5
STRONGLY DISAGREE	2.4%	5.7%	6.3%	9.3%
N	50	180	33	1
DISAGREE	1.7%	10.2%	11.1%	9.3%
N	35	320	58	1
NEITHER	7.0%	21.0%	15.9%	
N	145	660	83	
AGREE	7.1%	23.2%	19.6%	12.5%
N	146	732	102	1
STRONGLY AGREE	1.0%	3.9%	3.7%	
N	20	123	20	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2050	3147	522	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49D FSS PAST: SATISFIED WITH QUALITY OF SERVICES

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	12.6%	8.9%	11.0%	30.0%
N	50	180	33	1
DISAGREE	8.8%	15.9%	19.6%	30.0%
N	35	320	58	1
NEITHER	36.5%	32.8%	28.1%	
N	145	660	83	
AGREE	36.8%	36.3%	34.6%	40.0%
N	146	732	102	1
STRONGLY AGREE	5.2%	6.1%	6.6%	
N	20	123	20	
Column Total	100.0%	100.0%	100.0%	100.0%
N	395	2014	296	2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49E FSS PAST: SATISFIED WITH AVAILABILITY OF SERVICES

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	72.3%	46.5%	29.1%
N	965	1741	197
STRONGLY DISAGREE	2.8%	4.8%	4.4%
N	38	180	30
DISAGREE	3.2%	7.4%	8.2%
N	43	277	55
NEITHER	8.5%	16.1%	17.5%
N	114	602	119
AGREE	11.2%	21.6%	33.5%
N	150	810	226
STRONGLY AGREE	1.9%	3.7%	7.4%
N	25	138	50
Column Total	100.0%	100.0%	100.0%
N	1335	3748	676

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49E FSS PAST: SATISFIED WITH AVAILABILITY OF SERVICES

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	10.3%	9.0%	6.2%
N	38	180	30
DISAGREE	11.7%	13.8%	11.5%
N	43	277	55
NEITHER	30.8%	30.0%	24.7%
N	114	602	119
AGREE	40.5%	40.4%	47.2%
N	150	810	226
STRONGLY AGREE	6.8%	6.9%	10.4%
N	25	138	50
Column Total	100.0%	100.0%	100.0%
N	370	2007	479

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49E FSS PAST: SATISFIED WITH AVAILABILITY OF SERVICES

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	79.7%	33.0%	39.8%	68.8%
N	1641	1043	207	5
STRONGLY DISAGREE	2.0%	5.4%	6.7%	9.3%
N	42	170	35	1
DISAGREE	2.1%	9.0%	8.8%	9.3%
N	43	285	46	1
NEITHER	6.7%	19.6%	14.5%	
N	137	620	76	
AGREE	8.3%	27.8%	25.6%	12.5%
N	171	880	134	1
STRONGLY AGREE	1.2%	5.1%	4.6%	
N	26	162	24	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2059	3161	522	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49E FSS PAST: SATISFIED WITH AVAILABILITY OF SERVICES

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	10.0%	8.0%	11.1%	30.0%
N	42	170	35	1
DISAGREE	10.3%	13.5%	14.7%	30.0%
N	43	285	46	1
NEITHER	32.8%	29.3%	24.1%	
N	137	620	76	
AGREE	40.8%	41.5%	42.5%	40.0%
N	171	880	134	1
STRONGLY AGREE	6.2%	7.7%	7.7%	
N	26	162	24	
Column Total	100.0%	100.0%	100.0%	100.0%
N	418	2117	314	2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49F FSS PAST: HELPED ME DO JOB BETTER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	76.9%	52.1%	35.3%
N	1028	1950	238
STRONGLY DISAGREE	4.1%	9.3%	10.4%
N	54	346	70
DISAGREE	3.0%	9.5%	10.9%
N	40	355	74
NEITHER	11.6%	20.9%	22.2%
N	155	781	150
AGREE	3.4%	6.7%	15.6%
N	45	252	105
STRONGLY AGREE	1.1%	1.6%	5.7%
N	14	58	38
Column Total	100.0%	100.0%	100.0%
N	1336	3742	675

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49F FSS PAST: HELPED ME DO JOB BETTER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	17.6%	19.3%	16.0%
N	54	346	70
DISAGREE	12.9%	19.8%	16.9%
N	40	355	74
NEITHER	50.3%	43.6%	34.3%
N	155	781	150
AGREE	14.6%	14.1%	24.1%
N	45	252	105
STRONGLY AGREE	4.7%	3.3%	8.7%
N	14	58	38
Column Total	100.0%	100.0%	100.0%
N	308	1792	436

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q49F FSS PAST: HELPED ME DO JOB BETTER

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	84.2%	39.0%	46.7%	68.8%
N	1733	1230	243	5
STRONGLY DISAGREE	3.3%	11.0%	10.3%	9.3%
N	68	348	54	1
DISAGREE	1.7%	12.0%	9.9%	18.7%
N	35	379	52	1
NEITHER	8.6%	25.3%	20.2%	
N	178	800	105	
AGREE	1.9%	9.9%	10.0%	
N	38	312	52	
STRONGLY AGREE	.4%	2.8%	2.9%	3.1%
N	7	88	15	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	2059	3157	520	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q49F FSS PAST: HELPED ME DO JOB BETTER

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	20.8%	18.0%	19.3%	30.0%
N	68	348	54	1
DISAGREE	10.7%	19.7%	18.6%	60.0%
N	35	379	52	1
NEITHER	54.5%	41.5%	37.9%	
N	178	800	105	
AGREE	11.8%	16.2%	18.7%	
N	38	312	52	
STRONGLY AGREE	2.2%	4.6%	5.4%	10.0%
N	7	88	15	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	326	1927	278	2

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

300

Q50 DOES SPOUSE TAKE CARE OF CHILDREN

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO SPOUSE	30.6%	9.7%	4.4%
N	69	161	15
YES	47.6%	51.6%	51.6%
N	106	854	173
NO	21.8%	38.7%	44.0%
N	49	640	148
Column Total	100.0%	100.0%	100.0%
N	224	1654	335

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q50 DOES SPOUSE TAKE CARE OF CHILDREN

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
YES	68.6%	57.2%	54.0%
N	106	854	173
NO	31.4%	42.8%	46.0%
N	49	640	148
Column Total	100.0%	100.0%	100.0%
N	155	1494	321

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO SPOUSE OPTION OMITTED

Q50 DOES SPOUSE TAKE CARE OF CHILDREN

	Q1 GENDER	
	MALE	FEMALE
NO SPOUSE	8.1%	32.3%
N	158	86
YES	56.8%	10.2%
N	1105	27
NO	35.1%	57.6%
N	682	154
Column Total	100.0%	100.0%
N	1945	267

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q50 DOES SPOUSE TAKE CARE OF CHILDREN

	Q1 GENDER	
	MALE	FEMALE
YES	61.8%	15.0%
N	1105	27
NO	38.2%	85.0%
N	682	154
Column Total	100.0%	100.0%
N	1787	181

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
       NO SPOUSE OPTION OMITTED

Q51 TYPES OF CHILD CARE OBTAINED IN LAST 6 MONTHS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	45.7%	17.4%	15.8%
N	38	104	21
ALL-DAY CARE	23.9%	47.3%	32.0%
N	20	282	42
BEFORE OR AFTER SCHOOL		19.6%	43.9%
N		116	57
OVERNIGHT CARE	2.2%	1.9%	
N	2	11	
DUTY DAYS	2.2%	1.8%	.8%
N	2	11	1
WHEN SHIP GOES OUT		.6%	
N		4	
OTHER	26.0%	11.5%	7.5%
N	22	68	10
Column Total	100.0%	100.0%	100.0%
N	83	595	130

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q51 TYPES OF CHILD CARE OBTAINED IN LAST 6 MONTHS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
ALL-DAY CARE	44.0%	57.3%	38.0%
N	20	282	42
BEFORE OR AFTER SCHOOL		23.7%	52.1%
N		116	57
OVERNIGHT CARE	4.0%	2.2%	
N	2	11	
DUTY DAYS	4.0%	2.2%	1.0%
N	2	11	1
WHEN SHIP GOES OUT		.7%	
N		4	
OTHER	47.9%	13.9%	8.9%
N	22	68	10
Column Total	100.0%	100.0%	100.0%
N	45	492	110

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q51 TYPES OF CHILD CARE OBTAINED IN LAST 6 MONTHS

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	22.0%	11.0%
N	146	16
ALL-DAY CARE	42.3%	43.2%
N	281	62
BEFORE OR AFTER SCHOOL	21.8%	20.1%
N	145	29
OVERNIGHT CARE	.4%	7.2%
N	2	10
DUTY DAYS	1.6%	2.0%
N	11	3
WHEN SHIP GOES OUT	.4%	.7%
N	3	1
OTHER	11.6%	15.9%
N	77	23
Column Total	100.0%	100.0%
N	664	145

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q51 TYPES OF CHILD CARE OBTAINED IN LAST 6 MONTHS

	Q1 GENDER	
	MALE	FEMALE
ALL-DAY CARE	54.2%	48.5%
N	281	62
BEFORE OR AFTER SCHOOL	27.9%	22.6%
N	145	29
OVERNIGHT CARE	.5%	8.1%
N	2	10
DUTY DAYS	2.0%	2.3%
N	11	3
WHEN SHIP GOES OUT	.5%	.7%
N	3	1
OTHER	14.8%	17.8%
N	77	23
Column Total	100.0%	100.0%
N	518	129

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q51 TYPES OF CHILD CARE OBTAINED IN LAST 6 MONTHS

	Q5 CURRENT MARITAL STATUS		
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
DOES NOT APPLY	64.8%	10.5%	24.4%
N	75	63	23
ALL-DAY CARE	11.8%	50.1%	31.3%
N	14	300	29
BEFORE OR AFTER SCHOOL	3.7%	23.8%	29.1%
N	4	142	27
OVERNIGHT CARE	3.7%	.8%	4.1%
N	4	5	4
DUTY DAYS	1.2%	1.4%	3.8%
N	1	9	4
WHEN SHIP GOES OUT		.6%	
N		4	
OTHER	14.8%	12.7%	7.2%
N	17	76	7
Column Total	100.0%	100.0%	100.0%
N	115	599	92

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q51 TYPES OF CHILD CARE OBTAINED IN LAST 6 MONTHS

	Q5 CURRENT MARITAL STATUS		
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED
ALL-DAY CARE	33.5%	56.0%	41.4%
N	14	300	29
BEFORE OR AFTER SCHOOL	10.5%	26.6%	38.5%
N	4	142	27
OVERNIGHT CARE	10.4%	.9%	5.5%
N	4	5	4
DUTY DAYS	3.5%	1.6%	5.0%
N	1	9	4
WHEN SHIP GOES OUT		.7%	
N		4	
OTHER	42.1%	14.2%	9.5%
N	17	76	7
Column Total	100.0%	100.0%	100.0%
N	41	536	70

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q52 PRIMARY CARETAKER FOR YOUNGEST CHILD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
MIL CHILD CENTR	7.2%	13.9%	11.0%
N	5	99	17
BASE FAMILY HOME CARE	4.7%	7.7%	3.9%
N	4	55	6
PRVT LICNSD FACIL	9.6%	17.9%	18.6%
N	7	128	29
CV FMLY HOME CARE	14.3%	16.9%	14.6%
N	11	120	23
AT-HOME EMPLOYEE	9.5%	3.5%	4.3%
N	7	25	7
RELATIVE\SIBLINGS	7.2%	11.2%	20.5%
N	5	80	32
FRIEND	14.3%	16.1%	11.4%
N	11	114	18
OTHER	26.1%	11.0%	14.2%
N	20	78	22
NO ARRANGEMENTS	7.2%	1.8%	1.5%
N	5	13	2
Column Total	100.0%	100.0%	100.0%
N	76	711	154

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q52 PRIMARY CARETAKER FOR YOUNGEST CHILD

	Q1 GENDER	
	MALE	FEMALE
MIL CHILD CENTR	11.1%	18.8%
N	80	41
BASE FAMILY HOME CARE	5.5%	11.3%
N	40	24
PRVT LICNSD FACIL	18.5%	13.7%
N	134	30
CV FMLY HOME CARE	15.6%	18.7%
N	113	40
AT-HOME EMPLOYEE	3.9%	4.6%
N	29	10
RELATIVE\SIBLINGS	13.4%	9.2%
N	97	20
FRIEND	15.5%	14.1%
N	112	31
OTHER	14.3%	7.5%
N	104	16
NO ARRANGEMENTS	2.2%	2.2%
N	16	5
Column Total	100.0%	100.0%
N	725	216

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q52 PRIMARY CARETAKER FOR YOUNGEST CHILD

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
MIL CHILD CENTR	4.8%	13.6%	15.8%	
N	5	97	19	
BASE FAMILY HOME CARE	1.6%	7.3%	8.7%	
N	2	52	10	
PRVT LICNSD FACIL	8.3%	19.0%	16.0%	
N	9	136	19	
CV FMLY HOME CARE	12.2%	17.8%	11.0%	
N	13	128	13	
AT-HOME EMPLOYEE	2.1%	3.8%	5.3%	
N	2	28	6	
RELATIVE\SIBLINGS	11.5%	12.1%	15.6%	
N	12	87	18	
FRIEND	10.2%	16.1%	13.8%	100.0%
N	11	116	16	0
OTHER	42.6%	8.7%	11.3%	
N	45	62	13	
NO ARRANGEMENTS	6.6%	1.5%	2.5%	
N	7	11	3	
Column Total	100.0%	100.0%	100.0%	100.0%
N	105	716	118	0

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q53 WHY NOT USING MILITARY CHILD OR FAMILY HOME CARE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	29.0%	27.3%	18.3%
N	24	182	27
DONT NEED IT	13.3%	19.2%	30.3%
N	11	128	45
NOT AVAILABLE	2.2%	7.2%	4.1%
N	2	48	6
WAITING LIST	20.0%	13.8%	10.7%
N	16	92	16
LOCATION	2.2%	8.8%	16.8%
N	2	58	25
SUBSTANDARD	4.5%	5.0%	3.5%
N	4	33	5
RESTRICTED HRS	4.5%	6.3%	3.9%
N	4	42	6
TOO EXPENSIVE	4.5%	6.0%	8.1%
N	4	40	12
OTHER	19.9%	6.5%	4.3%
N	16	44	6
Column Total	100.0%	100.0%	100.0%
N	81	666	148

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q53 WHY NOT USING MILITARY CHILD OR FAMILY HOME CARE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT NEED IT	18.7%	26.4%	37.1%
N	11	128	45
NOT AVAILABLE	3.1%	9.8%	5.0%
N	2	48	6
WAITING LIST	28.2%	19.0%	13.1%
N	16	92	16
LOCATION	3.1%	12.1%	20.5%
N	2	58	25
SUBSTANDARD	6.3%	6.9%	4.3%
N	4	33	5
RESTRICTED HRS	6.3%	8.6%	4.8%
N	4	42	6
TOO EXPENSIVE	6.3%	8.3%	9.9%
N	4	40	12
OTHER	28.0%	9.0%	5.2%
N	16	44	6
Column Total	100.0%	100.0%	100.0%
N	58	484	121

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q53 WHY NOT USING MILITARY CHILD OR FAMILY HOME CARE

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	23.1%	36.2%
N	161	71
DONT NEED IT	23.2%	10.7%
N	162	21
NOT AVAILABLE	5.6%	8.2%
N	39	16
WAITING LIST	12.4%	19.1%
N	86	38
LOCATION	11.1%	3.9%
N	77	8
SUBSTANDARD	4.6%	5.1%
N	32	10
RESTRICTED HRS	4.7%	9.3%
N	33	18
TOO EXPENSIVE	6.7%	4.3%
N	47	8
OTHER	8.5%	3.3%
N	60	6
Column Total	100.0%	100.0%
N	699	197

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q53 WHY NOT USING MILITARY CHILD OR FAMILY HOME CARE

| | Q1 GENDER | |
	MALE	FEMALE
DONT NEED IT	30.2%	16.8%
N	162	21
NOT AVAILABLE	7.3%	12.9%
N	39	16
WAITING LIST	16.1%	29.9%
N	86	38
LOCATION	14.4%	6.1%
N	77	8
SUBSTANDARD	6.0%	7.9%
N	32	10
RESTRICTED HRS	6.1%	14.5%
N	33	18
TOO EXPENSIVE	8.8%	6.8%
N	47	8
OTHER	11.1%	5.2%
N	60	6
Column Total	100.0%	100.0%
N	538	125

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q53 WHY NOT USING MILITARY CHILD OR FAMILY HOME CARE

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	33.7%	25.0%	25.0%	
N	36	169	27	
DONT NEED IT	14.8%	21.4%	20.5%	
N	16	144	23	
NOT AVAILABLE	6.1%	6.1%	7.2%	
N	7	41	8	
WAITING LIST	9.0%	14.4%	15.5%	
N	10	97	17	
LOCATION	2.6%	11.0%	5.3%	
N	3	74	6	
SUBSTANDARD	2.6%	4.8%	6.2%	
N	3	33	7	
RESTRICTED HRS	7.2%	5.1%	8.1%	100.0%
N	8	34	9	0
TOO EXPENSIVE	1.6%	7.1%	5.5%	
N	2	48	6	
OTHER	22.5%	5.1%	6.7%	
N	24	34	7	
Column Total	100.0%	100.0%	100.0%	100.0%
N	108	675	110	0

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q53 WHY NOT USING MILITARY CHILD OR FAMILY HOME CARE

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DONT NEED IT	22.3%	28.5%	27.3%	
N	16	144	23	
NOT AVAILABLE	9.2%	8.1%	9.6%	
N	7	41	8	
WAITING LIST	13.6%	19.2%	20.7%	
N	10	97	17	
LOCATION	4.0%	14.7%	7.1%	
N	3	74	6	
SUBSTANDARD	3.9%	6.5%	8.3%	
N	3	33	7	
RESTRICTED HRS	10.8%	6.8%	10.9%	100.0%
N	8	34	9	0
TOO EXPENSIVE	2.4%	9.5%	7.3%	
N	2	48	6	
OTHER	33.9%	6.8%	8.9%	
N	24	34	7	
Column Total	100.0%	100.0%	100.0%	100.0%
N	72	506	83	0

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q54 CHILD CARE NEEDS INTERFERE WITH JOB

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NEVER	31.1%	26.2%	29.0%
N	25	193	45
RARELY	24.5%	24.2%	33.4%
N	20	178	52
SOMETIMES	37.7%	41.8%	28.7%
N	31	308	45
OFTEN	4.5%	5.3%	6.1%
N	4	39	10
VERY OFTEN	2.2%	2.4%	2.9%
N	2	18	5
Column Total	100.0%	100.0%	100.0%
N	81	737	156

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q54 CHILD CARE NEEDS INTERFERE WITH JOB

	Q1 GENDER	
	MALE	FEMALE
NEVER	29.7%	18.4%
N	222	42
RARELY	25.0%	27.7%
N	187	63
SOMETIMES	38.0%	43.8%
N	285	99
OFTEN	4.5%	8.3%
N	33	19
VERY OFTEN	2.7%	1.7%
N	21	4
Column Total	100.0%	100.0%
N	748	226

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q54 CHILD CARE NEEDS INTERFERE WITH JOB

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
NEVER	41.4%	26.1%	19.8%	
N	43	194	25	
RARELY	19.1%	27.7%	19.4%	100.0%
N	20	206	24	0
SOMETIMES	34.3%	38.3%	50.6%	
N	35	285	63	
OFTEN	3.9%	5.3%	6.9%	
N	4	40	9	
VERY OFTEN	1.3%	2.5%	3.4%	
N	1	19	4	
Column Total	100.0%	100.0%	100.0%	100.0%
N	103	744	125	0

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q55 WAYS CHILD CARE NEEDS INTERFERE WITH JOB

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	43.5%	38.0%	42.9%
N	36	265	65
DISTRACTNS ON DTY		5.5%	9.0%
N		39	14
MISS WORK	10.8%	3.9%	5.0%
N	9	28	8
LATE FOR WORK	2.2%	4.5%	3.2%
N	2	32	5
MUST LEAVE EARLY	10.9%	11.4%	13.0%
N	9	80	20
LIMITS BILLET CHOICES	2.2%	3.2%	1.9%
N	2	22	3
FRICTION W\ CO-WORKERS	2.2%	6.6%	2.8%
N	2	46	4
RAISES STRESS LEVEL	19.6%	18.8%	18.2%
N	16	131	28
OTHER	8.7%	8.0%	4.1%
N	7	56	6
Column Total	100.0%	100.0%	100.0%
N	83	598	152

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q55 WAYS CHILD CARE NEEDS INTERFERE WITH JOB

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DISTRACTNS ON DTY		8.9%	15.7%
N		39	14
MISS WORK	19.1%	6.4%	8.7%
N	9	28	8
LATE FOR WORK	3.9%	7.3%	5.6%
N	2	32	5
MUST LEAVE EARLY	19.3%	18.4%	22.7%
N	9	80	20
LIMITS BILLET CHOICES	3.9%	5.1%	3.3%
N	2	22	3
FRICTION W\ CO-WORKERS	3.9%	10.7%	4.9%
N	2	46	4
RAISES STRESS LEVEL	34.6%	30.3%	31.5%
N	16	131	28
OTHER	15.4%	12.9%	7.2%
N	7	56	6
Column Total	100.0%	100.0%	100.0%
N	47	433	87

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q55 WAYS CHILD CARE NEEDS INTERFERE WITH JOB

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	42.7%	28.0%
N	307	60
DISTRACTNS ON DTY	5.6%	5.4%
N	40	12
MISS WORK	4.4%	5.7%
N	32	12
LATE FOR WORK	3.2%	7.2%
N	23	15
MUST LEAVE EARLY	12.6%	8.3%
N	91	18
LIMITS BILLET CHOICES	2.6%	3.9%
N	18	8
FRICTION W\ CO-WORKERS	5.3%	6.6%
N	38	14
RAISES STRESS LEVEL	18.3%	20.2%
N	132	43
OTHER	5.2%	14.7%
N	38	32
Column Total	100.0%	100.0%
N	718	215

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q55 WAYS CHILD CARE NEEDS INTERFERE WITH JOB

	Q1 GENDER	
	MALE	FEMALE
DISTRACTNS ON DTY	9.8%	7.5%
N	40	12
MISS WORK	7.7%	7.9%
N	32	12
LATE FOR WORK	5.6%	10.0%
N	23	15
MUST LEAVE EARLY	22.0%	11.5%
N	91	18
LIMITS BILLET		
CHOICES	4.5%	5.4%
N	18	8
FRICTION W\		
CO-WORKERS	9.3%	9.2%
N	38	14
RAISES STRESS		
LEVEL	32.0%	28.1%
N	132	43
OTHER	9.2%	20.5%
N	38	32
Column Total	100.0%	100.0%
N	412	154

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q55 WAYS CHILD CARE NEEDS INTERFERE WITH JOB

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	50.7%	39.6%	25.8%	
N	56	277	31	
DISTRACTNS ON DTY	.9%	6.0%	7.6%	
N	1	42	9	
MISS WORK	5.4%	4.5%	5.6%	
N	6	31	7	
LATE FOR WORK	3.6%	4.1%	4.8%	
N	4	29	6	
MUST LEAVE EARLY	3.9%	13.5%	8.1%	
N	4	94	10	
LIMITS BILLET CHOICES	7.9%	1.5%	6.2%	
N	9	11	7	
FRICTION W\ CO-WORKERS	2.8%	5.8%	7.4%	
N	3	41	9	
RAISES STRESS LEVEL	13.3%	18.4%	26.2%	
N	15	129	31	
OTHER	11.6%	6.6%	8.3%	100.0%
N	13	46	10	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	111	700	120	0

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q55 WAYS CHILD CARE NEEDS INTERFERE WITH JOB

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DISTRACTNS ON DTY	1.7%	10.0%	10.2%	
N	1	42	9	
MISS WORK	10.9%	7.4%	7.5%	
N	6	31	7	
LATE FOR WORK	7.3%	6.8%	6.5%	
N	4	29	6	
MUST LEAVE EARLY	8.0%	22.3%	11.0%	
N	4	94	10	
LIMITS BILLET CHOICES	15.9%	2.5%	8.4%	
N	9	11	7	
FRICTION W\ CO-WORKERS	5.7%	9.6%	9.9%	
N	3	41	9	
RAISES STRESS LEVEL	27.1%	30.5%	35.3%	
N	15	129	31	
OTHER	23.4%	11.0%	11.2%	100.0%
N	13	46	10	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	55	423	89	0

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q56A CHILD CARE: SATISFIED WITH CARE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	30.0%	7.3%	7.4%
N	?7	54	11
STRONGLY DISAGREE	8.0%	6.1%	4.7%
N	7	46	7
DISAGREE	4.0%	13.3%	9.9%
N	4	99	15
NEITHER	4.0%	8.4%	10.9%
N	4	63	17
AGREE	28.0%	38.7%	44.6%
N	25	289	69
STRONGLY AGREE	26.0%	26.2%	22.6%
N	23	195	35
Column Total	100.0%	100.0%	100.0%
N	90	746	156

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q56A CHILD CARE: SATISFIED WITH CARE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	11.5%	6.6%	5.0%
N	7	46	7
DISAGREE	5.7%	14.3%	10.7%
N	4	99	15
NEITHER	5.7%	9.1%	11.7%
N	4	63	17
AGREE	39.9%	41.7%	48.1%
N	25	289	69
STRONGLY AGREE	37.2%	28.2%	24.4%
N	23	195	35
Column Total	100.0%	100.0%	100.0%
N	63	691	144

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q56A CHILD CARE: SATISFIED WITH CARE

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	10.9%	4.4%
N	83	10
STRONGLY DISAGREE	5.8%	6.8%
N	45	16
DISAGREE	11.6%	13.0%
N	88	30
NEITHER	9.7%	4.2%
N	74	10
AGREE	39.8%	34.7%
N	304	79
STRONGLY AGREE	22.2%	36.9%
N	169	85
Column Total	100.0%	100.0%
N	762	229

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q56A CHILD CARE: SATISFIED WITH CARE

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	6.6%	7.1%
N	45	16
DISAGREE	13.0%	13.6%
N	88	30
NEITHER	10.8%	4.4%
N	74	10
AGREE	44.7%	36.3%
N	304	79
STRONGLY AGREE	24.9%	38.6%
N	169	85
Column Total	100.0%	100.0%
N	680	219

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q56A CHILD CARE: SATISFIED WITH CHILD CARE

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	45.4%	4.0%	7.5%	
N	54	29	10	
STRONGLY DISAGREE	7.3%	5.9%	5.8%	
N	9	44	7	
DISAGREE	5.4%	12.1%	17.2%	
N	6	90	22	
NEITHER	4.7%	8.0%	14.1%	
N	6	60	18	
AGREE	19.1%	42.4%	33.4%	100.0%
N	23	315	43	0
STRONGLY AGREE	18.0%	27.5%	22.1%	
N	21	204	28	
Column Total	100.0%	100.0%	100.0%	100.0%
N	119	742	128	0

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q56A CHILD CARE: SATISFIED WITH CHILD CARE

| | Q5 CURRENT MARITAL STATUS | | | |
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	13.3%	6.2%	6.3%	
N	9	44	7	
DISAGREE	9.9%	12.6%	18.5%	
N	6	90	22	
NEITHER	8.7%	8.4%	15.3%	
N	6	60	18	
AGREE	35.0%	44.2%	36.1%	100.0%
N	23	315	43	0
STRONGLY AGREE	33.1%	28.7%	23.8%	
N	21	204	28	
Column Total	100.0%	100.0%	100.0%	100.0%
N	65	712	119	0

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q56B CHILD CARE: POSITIVE IMPACT TO STAY IN NAVY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	46.0%	34.1%	36.5%
N	42	252	56
STRONGLY DISAGREE	28.0%	22.8%	19.3%
N	25	169	30
DISAGREE	8.0%	13.3%	14.4%
N	7	98	22
NEITHER	18.0%	20.9%	23.6%
N	16	155	36
AGREE		6.2%	5.1%
N		46	8
STRONGLY AGREE		2.7%	1.2%
N		20	2
Column Total	100.0%	100.0%	100.0%
N	90	739	154

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q56B CHILD CARE: POSITIVE IMPACT TO STAY IN NAVY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	51.9%	34.6%	30.3%
N	25	169	30
DISAGREE	14.8%	20.1%	22.6%
N	7	98	22
NEITHER	33.3%	31.8%	37.2%
N	16	155	36
AGREE		9.4%	8.0%
N		46	8
STRONGLY AGREE		4.1%	1.9%
N		20	2
Column Total	100.0%	100.0%	100.0%
N	49	487	98

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q56B CHILD CARE: POSITIVE IMPACT TO STAY IN NAVY

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	39.1%	24.2%
N	295	55
STRONGLY DISAGREE	20.5%	30.2%
N	154	69
DISAGREE	12.4%	14.9%
N	93	34
NEITHER	20.5%	22.9%
N	155	52
AGREE	5.8%	4.2%
N	44	10
STRONGLY AGREE	1.8%	3.6%
N	13	8
Column Total	100.0%	100.0%
N	754	229

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q56B CHILD CARE: POSITIVE IMPACT TO STAY IN NAVY

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	33.6%	39.9%
N	154	69
DISAGREE	20.3%	19.6%
N	93	34
NEITHER	33.7%	30.2%
N	155	52
AGREE	9.5%	5.5%
N	44	10
STRONGLY AGREE	2.9%	4.8%
N	13	8
Column Total	100.0%	100.0%
N	459	174

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q56B CHILD CARE: POSITIVE IMPACT TO STAY IN NAVY

Q56B CHILD CARE: POSITIVE IMPACT TO STAY IN NAVY

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	57.0%	33.9%	24.0%	
N	68	250	30	
STRONGLY DISAGREE	19.5%	23.1%	24.0%	
N	23	170	30	
DISAGREE	4.6%	12.2%	25.7%	
N	5	90	32	
NEITHER	16.2%	22.3%	19.1%	
N	19	164	24	
AGREE	1.4%	6.3%	4.1%	100.0%
N	2	46	5	0
STRONGLY AGREE	1.2%	2.2%	3.1%	
N	1	16	4	
Column Total	100.0%	100.0%	100.0%	100.0%
N	119	736	125	0

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q56B CHILD CARE: POSITIVE IMPACT TO STAY IN NAVY

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
STRONGLY DISAGREE	45.4%	35.0%	31.6%	
N	23	170	30	
DISAGREE	10.8%	18.4%	33.8%	
N	5	90	32	
NEITHER	37.7%	33.7%	25.1%	
N	19	164	24	
AGREE	3.3%	9.5%	5.5%	100.0%
N	2	46	5	0
STRONGLY AGREE	2.8%	3.4%	4.1%	
N	1	16	4	
Column Total	100.0%	100.0%	100.0%	100.0%
N	51	487	95	0

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q57A LIVING CONDITION: POSITIVE EFFECT ON JOB

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	19.2%	12.9%	5.4%
N	260	490	36
DISAGREE	22.5%	16.0%	11.4%
N	304	606	78
NEITHER	27.8%	25.3%	24.1%
N	376	958	164
AGREE	19.6%	30.2%	34.8%
N	265	1144	236
STRONGLY AGREE	10.8%	15.5%	24.3%
N	146	585	165
Column Total	100.0%	100.0%	100.0%
N	1351	3783	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q57A LIVING CONDITION: POSITIVE EFFECT ON JOB

	Q15 WHICH DESCRBS PLC WHERE LIVE				
	MIL FAMILY HOUSING	GOVT LEASED HOUSING	OWNED HOUSING	RENTED HOUSING	RENTED SPACE IN MOBILE HOME PRK
STRONGLY DISAGREE	7.8%	7.7%	3.6%	8.0%	4.9%
N	70	6	29	143	3
DISAGREE	15.7%	4.9%	6.2%	15.2%	5.1%
N	141	4	50	272	3
NEITHER	26.8%	21.8%	22.0%	26.4%	38.6%
N	242	16	177	472	23
AGREE	35.3%	51.1%	38.5%	33.9%	30.8%
N	318	38	311	605	18
STRONGLY AGREE.	14.5%	14.4%	29.6%	16.5%	20.6%
N	130	11	239	294	12
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	903	74	807	1786	59

	Q15 WHICH DESCRBS PLC WHERE LIVE			
	SHARED RENTAL HOUSING	ON A SHIP	BACHELORS QUARTERS-BQ	OTHER
STRONGLY DISAGREE	10.0%	33.4%	19.9%	13.0%
N	25	318	162	8
DISAGREE	11.5%	27.6%	24.3%	15.5%
N	29	262	198	9
NEITHER	21.8%	21.9%	33.0%	23.2%
N	54	208	269	14
AGREE	32.4%	10.0%	15.8%	31.8%
N	81	95	129	19
STRONGLY AGREE	24.3%	7.1%	7.1%	16.6%
N	61	68	58	10
Column Total	100.0%	100.0%	100.0%	100.0%
N	249	951	816	60

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q57B LIVING CONDITION: POSITIVE EFFECT TO STAY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	28.8%	19.2%	8.3%
N	388	725	56
DISAGREE	23.6%	19.9%	14.1%
N	319	751	96
NEITHER	26.5%	31.2%	35.1%
N	357	1176	238
AGREE	11.8%	19.0%	26.3%
N	158	718	178
STRONGLY AGREE	9.4%	10.6%	16.3%
N	126	401	110
Column Total	100.0%	100.0%	100.0%
N	1347	3770	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q57B LIVING CONDITION: POSITIVE EFFECT TO STAY

Q15 WHICH DESCRBS PLC WHERE LIVE

	MIL FAMILY HOUSING	GOVT LEASED HOUSING	OWNED HOUSING	RENTED HOUSING	RENTED SPACE IN MOBILE HOME PRK	SHARED RENTAL HOUSING	ON A SHIP	BACHELORS QUARTERS-B Q	OTHER
STRONGLY DISAGREE	12.3%	20.6%	7.6%	14.6%	15.6%	20.5%	42.0%	27.8%	21.9%
N	111	15	61	260	9	51	399	225	13
DISAGREE	19.0%	16.4%	10.1%	19.5%	13.0%	16.8%	26.1%	27.1%	15.5%
N	171	12	81	348	8	42	248	219	9
NEITHER	35.4%	27.1%	31.5%	34.4%	37.9%	33.2%	17.6%	30.0%	37.6%
N	318	20	252	613	22	83	167	243	23
AGREE	23.9%	22.1%	28.3%	20.5%	17.1%	14.6%	7.2%	10.4%	14.7%
N	215	16	227	365	10	36	68	84	9
STRONGLY AGREE	9.3%	13.9%	22.5%	11.0%	16.5%	14.8%	7.0%	4.8%	10.3%
N	84	10	181	196	10	37	67	39	6
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
N	900	74	802	1782	58	249	950	810	60

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q57C LIVING CONDITION: SATISFIED WITH QUALITY OF LIFE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	21.2%	13.6%	6.3%
N	285	512	43
DISAGREE	21.7%	20.8%	14.2%
N	292	783	96
NEITHER	21.4%	17.4%	12.8%
N	288	656	87
AGREE	26.4%	35.5%	47.0%
N	355	1338	319
STRONGLY AGREE	9.4%	12.6%	19.6%
N	126	476	133
Column Total	100.0%	100.0%	100.0%
N	1346	3765	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q58A MWR SHIP: QUALITY OF LIFE REDUCED W/O RECREATION PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	12.1%	13.1%	7.3%
N	79	187	14
STRONGLY DISAGREE	7.7%	7.5%	4.5%
N	50	106	8
DISAGREE	13.7%	11.1%	11.6%
N	90	158	22
NEITHER	22.4%	23.8%	23.2%
N	148	338	44
AGREE	29.0%	26.8%	34.8%
N	191	381	65
STRONGLY AGREE	15.1%	17.8%	18.5%
N	99	254	35
Column Total	100.0%	100.0%	100.0%
N	657	1423	188

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q58A MWR SHIP: QUALITY OF LIFE REDUCED W/O RECREATION PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	8.7%	8.6%	4.9%
N	50	106	8
DISAGREE	15.6%	12.8%	12.5%
N	90	158	22
NEITHER	25.5%	27.3%	25.1%
N	148	338	44
AGREE	33.0%	30.8%	37.6%
N	191	381	65
STRONGLY AGREE	17.2%	20.5%	19.9%
N	99	254	35
Column Total	100.0%	100.0%	100.0%
N	578	1237	174

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q58B MWR SHIP: JOB GIVES TIME FOR RECREATION PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	3.0%	3.4%	1.5%
N	20	48	3
STRONGLY DISAGREE	29.8%	35.6%	27.6%
N	195	505	52
DISAGREE	24.0%	20.6%	27.0%
N	157	292	51
NEITHER	10.7%	12.1%	9.3%
N	70	172	18
AGREE	26.2%	21.7%	27.8%
N	171	308	52
STRONGLY AGREE	6.3%	6.7%	6.7%
N	41	95	13
Column Total	100.0%	100.0%	100.0%
N	654	1419	188

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q58B MWR SHIP: JOB GIVES TIME FOR RECREATION PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	30.7%	36.8%	28.0%
N	195	505	52
DISAGREE	24.7%	21.3%	27.5%
N	157	292	51
NEITHER	11.1%	12.6%	9.5%
N	70	172	18
AGREE	27.0%	22.4%	28.2%
N	171	308	52
STRONGLY AGREE	6.5%	6.9%	6.8%
N	41	95	13
Column Total	100.0%	100.0%	100.0%
N	634	1371	185

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q58C MWR SHIP: CREW MORALE ENHANCED BY RECREATION PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	3.9%	3.7%	1.4%
N	25	53	3
STRONGLY DISAGREE	19.6%	19.4%	6.2%
N	128	276	12
DISAGREE	14.3%	12.1%	8.0%
N	94	172	15
NEITHER	18.1%	16.6%	10.9%
N	119	235	20
AGREE	30.0%	28.4%	41.3%
N	196	404	77
STRONGLY AGREE	14.1%	19.8%	32.2%
N	92	281	60
Column Total	100.0%	100.0%	100.0%
N	654	1420	188

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q58C MWR SHIP: CREW MORALE ENHANCED BY RECREATION PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	20.4%	20.2%	6.3%
N	128	276	12
DISAGREE	14.9%	12.6%	8.1%
N	94	172	15
NEITHER	18.9%	17.2%	11.0%
N	119	235	20
AGREE	31.2%	29.5%	41.9%
N	196	404	77
STRONGLY AGREE	14.6%	20.5%	32.7%
N	92	281	60
Column Total	100.0%	100.0%	100.0%
N	628	1368	185

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q59 UTILIZATIONS OF SHIPBOARD FITNESS PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-F6	E7-E9
NOT AT ALL	36.3%	34.8%	37.0%
N	239	492	69
LT 1 HR\WK	10.1%	15.5%	12.9%
N	67	220	24
1 TO LT 4 HRS\WK	19.9%	22.2%	23.9%
N	131	313	44
4 TO LT 7 HRS\WK	20.0%	16.4%	18.7%
N	132	232	35
7+ HRS\WK	13.7%	11.1%	7.4%
N	90	157	14
Column Total	100.0%	100.0%	100.0%
N	659	1414	185

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q59 UTILIZATIONS OF SHIPBOARD FITNESS PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
LT 1 HR\WK	15.9%	23.8%	20.6%
N	67	220	24
1 TO LT 4 HRS\WK	31.3%	34.0%	38.0%
N	131	313	44
4 TO LT 7 HRS\WK	31.4%	25.1%	29.6%
N	132	232	35
7+ HRS\WK	21.5%	17.0%	11.8%
N	90	157	14
Column Total	100.0%	100.0%	100.0%
N	420	921	117

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NOT AT ALL OPTION OMITTED

Q60 FREQUENCY OF SHOPPING AT EXCHANGE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DO NOT SHOP AT			
EXCHANGE	4.6%	5.4%	6.9%
N	63	208	47
LESS THAN			
ONCE/MONTH	15.6%	17.0%	19.5%
N	214	649	133
ONCE A MONTH	11.5%	12.3%	11.1%
N	159	470	75
TWICE A MONTH	23.7%	25.4%	22.6%
N	326	971	153
ONCE A WEEK	23.1%	23.0%	23.6%
N	318	878	160
MORE THAN			
ONCE/WEEK	21.6%	16.9%	16.2%
N	297	644	110
Column Total	100.0%	100.0%	100.0%
N	1378	3619	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q60 FREQUENCY OF SHOPPING AT EXCHANGE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
LESS THAN			
ONCE/MONTH	16.3%	18.0%	21.0%
N	214	649	133
ONCE A MONTH	12.1%	13.0%	12.0%
N	159	470	75
TWICE A MONTH	24.8%	26.9%	24.3%
N	326	971	153
ONCE A WEEK	24.2%	24.3%	25.4%
N	318	878	160
MORE THAN			
ONCE/WEEK	22.6%	17.8%	17.4%
N	297	644	110
Column Total	100.0%	100.0%	100.0%
N	1315	3611	631

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT SHOP AT NAVY EXCHANGE OPTION OMITTED

Q61 BUY MORE AT EXCHANGE THAN CIVILIAN STORES

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DO NOT SHOP	4.5%	5.8%	7.6%
N	61	219	52
HLTH & BEAUTY	55.1%	47.4%	44.8%
N	756	1806	304
HOUSE, SML APL	20.0%	28.4%	32.5%
N	274	1080	221
COMPT, OFFICE	3.0%	9.5%	15.6%
N	42	362	106
ELECTRNCS, ECT	28.5%	34.0%	34.8%
N	391	1295	236
TOYS, SPRT GDS	15.2%	26.8%	33.5%
N	209	1020	227
JEWLERY, WATCH	15.2%	18.4%	26.8%
N	209	699	182
LINENS	16.4%	19.7%	20.7%
N	225	751	140
MENS CLOTHING	38.2%	33.5%	33.3%
N	524	1274	226
WOMENS CLTHNG	10.1%	16.1%	23.0%
N	139	615	156
CHLDRN CLTHNG	6.2%	20.5%	26.8%
N	85	781	182
OTHER	17.5%	16.1%	14.9%
N	240	611	101
NONE	9.6%	11.1%	12.1%
N	131	423	82
Column Total	100.0%	100.0%	100.0%
N	1373	3808	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q61 BUY MORE AT EXCHANGE THAN CIVILIAN STORES

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
HLTH & BEAUTY	57.7%	50.1%	48.3%
N	756	1806	304
HOUSE, SML APL	20.9%	30.0%	35.1%
N	274	1080	221
COMPT, OFFICE	3.2%	10.0%	16.8%
N	42	362	106
ELECTRNCS, ECT	29.8%	35.9%	37.6%
N	391	1295	236
TOYS, SPRT GDS	15.9%	28.3%	36.1%
N	209	1020	227
JEWLERY, WATCH	16.0%	19.4%	28.9%
N	209	699	182
LINENS	17.2%	20.8%	22.3%
N	225	751	140
MENS CLOTHING	40.0%	35.3%	35.9%
N	524	1274	226
WOMENS CLTHNG	10.6%	17.0%	24.8%
N	139	615	156
CHLDRN CLTHNG	6.5%	21.7%	28.9%
N	85	781	182
OTHER	18.3%	17.0%	16.0%
N	240	611	101
NONE	10.0%	11.7%	13.1%
N	131	423	82
Column Total	100.0%	100.0%	100.0%
N	1311	3605	628

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT SHOP AT NAVY EXCHANGE OPTION OMITTED

Q62A EXCHANGE: BENEFIT IMPORTANT

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	3.5%	3.2%	3.5%
N	49	123	24
STRONGLY DISAGREE	2.0%	3.5%	6.7%
N	27	133	46
DISAGREE	4.5%	6.2%	8.2%
N	61	235	56
NEITHER	21.5%	17.4%	13.5%
N	295	662	92
AGREE	44.3%	39.7%	33.4%
N	607	1512	227
STRONGLY AGREE	24.2%	30.0%	34.6%
N	332	1140	235
Column Total	100.0%	100.0%	100.0%
N	1371	3806	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q62A EXCHANGE: BENEFIT IMPORTANT

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	2.0%	3.6%	7.0%
N	27	133	46
DISAGREE	4.6%	6.4%	8.5%
N	61	235	56
NEITHER	22.3%	18.0%	14.0%
N	295	662	92
AGREE	45.9%	41.1%	34.6%
N	607	1512	227
STRONGLY AGREE	25.1%	31.0%	35.8%
N	332	1140	235
Column Total	100.0%	100.0%	100.0%
N	1322	3683	656

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q62B EXCHANGE: CUSTOMER SERVICE IS GOOD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	4.2%	3.8%	5.0%
N	58	142	34
STRONGLY DISAGREE	4.2%	6.5%	9.5%
N	58	248	64
DISAGREE	8.2%	11.9%	14.1%
N	112	451	96
NEITHER	15.2%	16.8%	18.6%
N	207	639	126
AGREE	54.3%	49.7%	41.7%
N	740	1885	283
STRONGLY AGREE	13.9%	11.3%	11.1%
N	189	430	75
Column Total	100.0%	100.0%	100.0%
N	1364	3795	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q62B EXCHANGE: CUSTOMER SERVICE IS GOOD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	4.4%	6.8%	10.0%
N	58	248	64
DISAGREE	8.6%	12.3%	14.8%
N	112	451	96
NEITHER	15.9%	17.5%	19.6%
N	207	639	126
AGREE	56.7%	51.6%	43.9%
N	740	1885	283
STRONGLY AGREE	14.5%	11.8%	11.7%
N	189	430	75
Column Total	100.0%	100.0%	100.0%
N	1306	3652	644

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q62C EXCHANGE: BETTER PRICES THAN CIVILIAN STORES

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	2.9%	2.8%	3.0%
N	40	105	20
STRONGLY DISAGREE	8.5%	17.5%	28.6%
N	115	662	192
DISAGREE	16.9%	22.7%	25.3%
N	230	857	170
NEITHER	25.7%	24.3%	21.7%
N	350	916	146
AGREE	32.4%	24.1%	17.5%
N	441	910	118
STRONGLY AGREE	13.6%	8.7%	3.9%
N	186	328	26
Column Total	100.0%	100.0%	100.0%
N	1362	3778	673

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q62C EXCHANGE: BETTER PRICES THAN CIVILIAN STORES

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	8.7%	18.0%	29.5%
N	115	662	192
DISAGREE	17.4%	23.3%	26.1%
N	230	857	170
NEITHER	26.5%	24.9%	22.4%
N	350	916	146
AGREE	33.4%	24.8%	18.0%
N	441	910	118
STRONGLY AGREE	14.0%	8.9%	4.0%
N	186	328	26
Column Total	100.0%	100.0%	100.0%
N	1322	3672	653

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q62D EXCHANGE: CARRIES MERCHANDISE DESIRED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	3.5%	2.9%	3.4%
N	49	110	23
STRONGLY DISAGREE	6.6%	9.7%	14.8%
N	90	369	101
DISAGREE	16.4%	18.4%	21.5%
N	225	698	146
NEITHER	21.7%	25.4%	25.2%
N	297	964	171
AGREE	45.6%	38.7%	32.1%
N	625	1467	218
STRONGLY AGREE	6.2%	4.8%	3.0%
N	85	182	20
Column Total	100.0%	100.0%	100.0%
N	1371	3790	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q62D EXCHANGE: CARRIES MERCHANDISE DESIRED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	6.8%	10.0%	15.4%
N	90	369	101
DISAGREE	17.0%	19.0%	22.2%
N	225	698	146
NEITHER	22.5%	26.2%	26.1%
N	297	964	171
AGREE	47.3%	39.9%	33.2%
N	625	1467	218
STRONGLY AGREE	6.4%	5.0%	3.1%
N	85	182	20
Column Total	100.0%	100.0%	100.0%
N	1322	3680	656

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q62E EXCHANGE: MERCHANDISE IS IN PRICE RANGE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	3.2%	2.9%	3.2%
N	43	112	22
STRONGLY DISAGREE	4.9%	9.8%	15.6%
N	67	370	106
DISAGREE	8.9%	13.1%	17.6%
N	123	498	119
NEITHER	20.9%	22.6%	22.3%
N	286	857	151
AGREE	54.5%	45.8%	37.6%
N	747	1737	255
STRONGLY AGREE	7.6%	5.8%	3.7%
N	105	221	25
Column Total	100.0%	100.0%	100.0%
N	1371	3795	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q62E EXCHANGE: MERCHANDISE IS IN PRICE RANGE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	5.0%	10.1%	16.1%
N	67	370	106
DISAGREE	9.2%	13.5%	18.2%
N	123	498	119
NEITHER	21.6%	23.3%	23.0%
N	286	857	151
AGREE	56.3%	47.2%	38.8%
N	747	1737	255
STRONGLY AGREE	7.9%	6.0%	3.8%
N	105	221	25
Column Total	100.0%	100.0%	100.0%
N	1328	3683	657

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q62F EXCHANGE: PLEASANT ATMOSPHERE TO SHOP

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	3.4%	3.0%	3.4%
N	47	113	23
STRONGLY DISAGREE	3.0%	4.4%	5.4%
N	41	166	36
DISAGREE	4.6%	8.1%	8.6%
N	63	306	58
NEITHER	20.3%	20.1%	19.4%
N	279	763	131
AGREE	55.6%	52.8%	51.8%
N	766	2002	351
STRONGLY AGREE	13.1%	11.6%	11.5%
N	180	439	78
Column Total	100.0%	100.0%	100.0%
N	1376	3789	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q62F EXCHANGE: PLEASANT ATMOSPHERE TO SHOP

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	3.1%	4.5%	5.6%
N	41	166	36
DISAGREE	4.8%	8.3%	8.9%
N	63	306	58
NEITHER	21.0%	20.8%	20.1%
N	279	763	131
AGREE	57.6%	54.5%	53.7%
N	766	2002	351
STRONGLY AGREE	13.6%	11.9%	11.9%
N	180	439	78
Column Total	100.0%	100.0%	100.0%
N	1329	3676	654

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q63 OVERALL RATING OF EXCHANGE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO OPINION	3.9%	3.3%	3.8%
N	54	125	25
POOR	4.5%	9.6%	16.3%
N	61	363	110
FAIR	19.4%	26.1%	28.4%
N	267	991	192
GOOD	39.4%	33.6%	29.2%
N	540	1277	198
VERY GOOD	26.8%	22.0%	17.8%
N	368	833	121
EXCELLENT	6.0%	5.4%	4.6%
N	83	206	31
Column Total	100.0%	100.0%	100.0%
N	1373	3796	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q63 OVERALL RATING OF EXCHANGE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
POOR	4.6%	9.9%	16.9%
N	61	363	110
FAIR	20.2%	27.0%	29.5%
N	267	991	192
GOOD	41.0%	34.8%	30.3%
N	540	1277	198
VERY GOOD	27.9%	22.7%	18.5%
N	368	833	121
EXCELLENT	6.3%	5.6%	4.8%
N	83	206	31
Column Total	100.0%	100.0%	100.0%
N	1319	3671	651

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q64A UNIFORMS: SHOULD HAVE STANDARD SIZE RATINGS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	4.5%	7.8%	8.7%
N	61	299	59
DISAGREE	11.3%	16.1%	18.9%
N	155	615	128
NO OPINION	40.6%	33.1%	26.5%
N	558	1265	180
AGREE	25.2%	24.5%	24.8%
N	346	936	169
STRONGLY AGREE	18.5%	18.4%	21.1%
N	254	704	144
Column Total	100.0%	100.0%	100.0%
N	1374	3819	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q64A UNIFORMS: SHOULD HAVE STANDARD SIZE RATINGS

| | Q1 GENDER | |
	MALE	FEMALE
STRONGLY DISAGREE	6.8%	9.3%
N	352	67
DISAGREE	15.0%	17.3%
N	773	124
NO OPINION	36.0%	20.2%
N	1855	145
AGREE	24.2%	28.1%
N	1247	201
STRONGLY AGREE	17.9%	25.1%
N	921	180
Column Total	100.0%	100.0%
N	5148	717

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q64B UNIFORMS: SHOULD HAVE FABRIC BLEND

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	15.1%	21.2%	31.1%
N	207	805	211
DISAGREE	22.0%	24.6%	28.2%
N	301	932	191
NO OPINION	33.5%	28.1%	17.5%
N	458	1067	119
AGREE	17.7%	14.9%	11.9%
N	242	565	81
STRONGLY AGREE	11.7%	11.3%	11.3%
N	160	429	76
Column Total	100.0%	100.0%	100.0%
N	1367	3798	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q64B UNIFORMS: SHOULD HAVE FABRIC BLEND

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	21.8%	14.2%
N	1119	101
DISAGREE	24.5%	23.2%
N	1257	166
NO OPINION	28.8%	23.9%
N	1472	170
AGREE	14.5%	19.7%
N	743	140
STRONGLY AGREE	10.4%	19.0%
N	530	135
Column Total	100.0%	100.0%
N	5121	713

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65A JOB SATISFACTION: GLAD I CHOSE THE NAVY

	Q20 PAY GRADE		
	· E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	13.6%	6.6%	.7%
N	187	253	5
DISAGREE	15.8%	12.2%	3.1%
N	218	463	21
NEITHER	22.8%	19.9%	12.9%
N	314	758	88
AGREE	36.5%	40.5%	37.3%
N	501	1544	254
STRONGLY AGREE	11.3%	20.7%	46.0%
N	155	789	314
Column Total	100.0%	100.0%	100.0%
N	1374	3807	683

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65A JOB SATISFACTION: GLAD I CHOSE THE NAVY

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	7.6%	7.4%
N	392	53
DISAGREE	11.7%	13.4%
N	604	96
NEITHER	19.7%	20.2%
N	1013	145
AGREE	38.9%	41.5%
N	1998	297
STRONGLY AGREE	22.0%	17.4%
N	1132	125
Column Total	100.0%	100.0%
N	5139	716

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65A JOB SATISFACTION: GLAD I CHOSE THE NAVY

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	7.4%	8.3%	4.4%	17.4%	9.7%
N	324	62	14	14	29
DISAGREE	12.7%	10.1%	6.7%	12.4%	9.9%
N	557	75	21	10	30
NEITHER	18.8%	22.8%	22.7%	22.3%	22.0%
N	827	169	70	17	66
AGREE	39.6%	37.5%	43.9%	31.2%	36.9%
N	1738	278	135	24	111
STRONGLY AGREE	21.5%	21.3%	22.4%	16.6%	21.5%
N	944	158	69	13	65
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4390	741	308	78	300

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65B JOB SATISFACTION: SATISFIED WITH CURRENT JOB

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	16.2%	8.4%	4.4%
N	224	322	30
DISAGREE	18.0%	15.3%	7.9%
N	248	584	54
NEITHER	13.6%	11.9%	7.8%
N	187	455	53
AGREE	42.1%	49.5%	48.6%
N	580	1887	332
STRONGLY AGREE	10.1%	14.8%	31.2%
N	139	564	213
Column Total	100.0%	100.0%	100.0%
N	1378	3813	682

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65B JOB SATISFACTION: SATISFIED WITH CURRENT JOB

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	9.7%	10.5%
N	500	75
DISAGREE	15.0%	15.6%
N	774	112
NEITHER	11.8%	11.7%
N	610	84
AGREE	47.3%	50.1%
N	2433	360
STRONGLY AGREE	16.1%	12.1%
N	828	87
Column _tal	100.0%	100.0%
N	5145	719

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65B JOB SATISFACTION: SATISFIED WITH CURRENT JOB

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	10.0%	8.5%	7.5%	14.2%	13.1%
N	438	63	23	11	39
DISAGREE	15.8%	14.2%	7.1%	14.4%	12.2%
N	695	106	22	11	37
NEITHER	10.7%	14.9%	18.1%	10.9%	13.2%
N	473	111	56	9	39
AGREE	48.2%	45.1%	51.0%	48.6%	45.5%
N	2118	335	158	38	136
STRONGLY AGREE	15.3%	17.2%	16.4%	11.9%	16.0%
N	673	128	51	9	48
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4396	741	311	79	299

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65C JOB SATISFACTION: I LIKE THE WORK I DO

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	13.8%	5.7%	1.2%
N	189	218	8
DISAGREE	13.6%	9.4%	2.1%
N	187	359	15
NEITHER	18.1%	10.8%	5.2%
N	249	412	35
AGREE	41.8%	53.3%	48.7%
N	573	2024	330
STRONGLY AGREE	12.6%	20.7%	42.9%
N	173	787	291
Column Total	100.0%	100.0%	100.0%
N	1371	3799	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65C JOB SATISFACTION: I LIKE THE WORK I DO

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	7.0%	7.8%
N	359	56
DISAGREE	9.6%	9.7%
N	491	69
NEITHER	11.9%	11.4%
N	612	82
AGREE	49.6%	52.8%
N	2543	379
STRONGLY AGREE	21.8%	18.4%
N	1118	132
Column Total	100.0%	100.0%
N	5122	717

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65C JOB SATISFACTION: I LIKE THE WORK I DO

	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
		Q2 RACIAL BACKGROUND			
STRONGLY DISAGREE	7.1%	6.3%	6.6%	7.5%	8.9%
N	312	46	20	6	27
DISAGREE	10.0%	9.6%	4.8%	5.6%	8.9%
N	438	70	15	4	27
NEITHER	10.9%	14.6%	14.7%	18.8%	15.2%
N	479	107	45	15	45
AGREE	50.3%	47.9%	54.1%	48.7%	48.2%
N	2207	353	166	38	144
STRONGLY AGREE	21.7%	21.6%	19.8%	19.4%	18.8%
N	950	159	61	15	56
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4385	736	306	77	299

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65D JOB SATISFACTION: WITH PHYSICAL WORKING CONDITIONS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	10.4%	8.0%	3.6%
N	142	306	25
DISAGREE	15.2%	15.1%	10.6%
N	222	573	72
NEITHER	18.8%	14.7%	8.8%
N	258	560	60
AGREE	45.6%	49.6%	48.1%
N	625	1888	327
STRONGLY AGREE	9.1%	12.5%	28.8%
N	124	476	196
Column Total	100.0%	100.0%	100.0%
N	1371	3803	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65D JOB SATISFACTION: WITH PHYSICAL WORKING CONDITIONS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	7.9%	9.2%
N	408	65
DISAGREE	15.1%	13.2%
N	772	94
NEITHER	15.1%	14.3%
N	773	102
AGREE	48.0%	52.1%
N	2461	373
STRONGLY AGREE	13.9%	11.3%
N	715	81
Column Total	100.0%	100.0%
N	5129	715

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65D JOB SATISFACTION: WITH PHYSICAL WORKING CONDITIONS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	8.2%	7.3%	4.0%	12.9%	10.3%
N	361	54	12	10	31
DISAGREE	15.6%	13.7%	6.9%	17.3%	12.4%
N	686	100	21	14	37
NEITHER	14.5%	14.7%	18.6%	22.3%	17.2%
N	635	108	57	18	52
AGREE	48.5%	49.1%	56.9%	34.8%	44.5%
N	2129	360	175	28	134
STRONGLY AGREE	13.2%	15.1%	13.6%	12.7%	15.7%
N	577	111	42	10	47
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4389	733	307	79	300

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65E JOB SATISFACTION: WITH CAREER DEVELOPMENT

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	19.8%	13.0%	4.2%
N	272	493	29
DISAGREE	22.0%	24.2%	9.7%
N	302	919	66
NEITHER	22.7%	17.0%	8.3%
N	311	644	57
AGREE	28.6%	36.8%	44.6%
N	393	1398	304
STRONGLY AGREE	6.9%	9.0%	33.2%
N	95	343	226
Column Total	100.0%	100.0%	100.0%
N	1374	3797	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65E JOB SATISFACTION: WITH CAREER DEVELOPMENT

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	13.5%	13.9%
N	695	99
DISAGREE	22.1%	21.7%
N	1132	155
NEITHER	17.4%	17.0%
N	890	121
AGREE	35.5%	37.1%
N	1822	265
STRONGLY AGREE	11.5%	10.3%
N	590	74
Column Total	100.0%	100.0%
N	5129	715

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

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Q65E JOB SATISFACTION: WITH CAREER DEVELOPMENT

Q65E JOB SATISFACTION: WITH CAREER DEVELOPMENT

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	14.2%	12.7%	5.9%	22.1%	11.8%
N	622	93	18	17	35
DISAGREE	22.3%	21.6%	16.3%	27.1%	21.6%
N	977	159	50	21	65
NEITHER	16.9%	18.0%	22.4%	14.8%	17.3%
N	740	133	69	12	52
AGREE	35.4%	35.8%	43.2%	28.2%	38.0%
N	1554	264	132	22	114
STRONGLY AGREE	11.2%	11.9%	12.3%	7.8%	11.2%
N	493	88	38	6	34
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4385	738	306	78	299

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65F JOB SATISFACTION: ENJOY CAREER IN NAVY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	17.5%	9.4%	1.0%
N	240	356	7
DISAGREE	16.3%	10.9%	2.4%
N	223	416	16
NEITHER	26.9%	20.4%	8.3%
N	369	773	57
AGREE	30.0%	41.3%	42.7%
N	411	1570	291
STRONGLY AGREE	9.2%	18.0%	45.6%
N	126	683	310
Column Total	100.0%	100.0%	100.0%
N	1369	3797	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65F JOB SATISFACTION: ENJOY CAREER IN NAVY

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	10.3%	10.3%
N	529	73
DISAGREE	11.2%	11.0%
N	575	79
NEITHER	20.7%	19.1%
N	1062	136
AGREE	38.3%	42.9%
N	1960	307
STRONGLY AGREE	19.5%	16.8%
N	998	120
Column Total	100.0%	100.0%
N	5123	715

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q65F JOB SATISFACTION: ENJOY CAREER IN NAVY

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	10.6%	8.6%	7.6%	18.6%	11.6%
N	464	64	23	15	34
DISAGREE	12.0%	8.5%	4.1%	14.2%	12.1%
N	524	63	13	11	36
NEITHER	20.3%	21.1%	21.2%	15.5%	19.7%
N	891	156	65	12	58
AGREE	38.1%	42.1%	47.2%	28.6%	39.2%
N	1668	311	144	23	116
STRONGLY AGREE	19.0%	19.6%	19.9%	23.1%	17.4%
N	834	145	61	18	52
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4380	739	306	79	297

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66A EFFECT ON RETENTION DECISION: PAY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
EXTREMELY NEGATIVE	19.9%	12.6%	2.9%
N	272	482	20
SOMEWHAT NEGATIVE	27.5%	24.3%	16.3%
N	376	927	111
NO EFFECT	24.3%	17.1%	14.9%
N	333	652	102
SOMEWHAT POSITIVE	18.8%	32.2%	45.3%
N	258	1226	309
EXTREMELY POSITIVE	9.6%	13.8%	20.7%
N	132	525	141
Column Total	100.0%	100.0%	100.0%
N	1371	3812	683

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66A EFFECT ON RETENTION DECISION: PAY

	Q1 GENDER	
	MALE	FEMALE
EXTREMELY NEGATIVE	13.3%	12.6%
N	683	90
SOMEWHAT NEGATIVE	24.8%	19.4%
N	1275	138
NO EFFECT	18.2%	20.7%
N	937	148
SOMEWHAT POSITIVE	30.2%	33.3%
N	1552	238
EXTREMELY POSITIVE	13.5%	14.1%
N	695	101
Column Total	100.0%	100.0%
N	5141	715

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66A EFFECT ON RETENTION DECISION: PAY

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
EXTREMELY NEGATIVE	14.2%	8.3%	6.4%	18.1%	16.1%
N	622	62	20	14	48
SOMEWHAT NEGATIVE	25.5%	20.9%	12.2%	18.3%	24.4%
N	1121	155	38	15	73
NO EFFECT	18.6%	20.9%	13.2%	20.4%	17.4%
N	817	155	41	16	52
SOMEWHAT POSITIVE	29.1%	33.1%	46.9%	25.9%	29.5%
N	1279	245	145	21	88
EXTREMELY POSITIVE	12.5%	16.8%	21.3%	17.3%	12.7%
N	549	125	66	14	38
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4389	741	310	79	300

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66A EFFECT ON RETENTION DECISION: PAY

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
EXTREMELY NEGATIVE	18.2%	10.1%	12.1%	
N	387	321	64	
SOMEWHAT NEGATIVE	27.8%	22.1%	21.3%	19.8%
N	593	706	113	2
NO EFFECT	23.6%	14.8%	20.3%	24.2%
N	503	471	107	2
SOMEWHAT POSITIVE	21.1%	36.6%	32.9%	26.4%
N	449	1166	174	2
EXTREMELY POSITIVE	9.4%	16.5%	13.3%	29.6%
N	199	526	70	2
Column Total	100.0%	100.0%	100.0%	100.0%
N	2131	3190	528	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66B EFFECT ON RETENTION DECISION: RETIREMENT PAY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
EXTREMELY NEGATIVE	13.1%	8.3%	.4%
N	179	313	3
SOMEWHAT NEGATIVE	8.9%	9.0%	1.4%
N	121	342	10
NO EFFECT	49.9%	27.1%	6.5%
N	679	1024	44
SOMEWHAT POSITIVE	20.0%	30.4%	29.3%
N	272	1149	200
EXTREMELY POSITIVE	8.2%	25.2%	62.4%
N	112	956	426
Column Total	100.0%	100.0%	100.0%
N	1362	3785	683

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66B EFFECT ON RETENTION DECISION: RETIREMENT PAY

| | Q1 GENDER | |
	MALE	FEMALE
EXTREMELY NEGATIVE	8.9%	5.9%
N	452	42
SOMEWHAT NEGATIVE	8.3%	6.7%
N	425	48
NO EFFECT	28.5%	40.4%
N	1454	289
SOMEWHAT POSITIVE	28.1%	26.0%
N	1433	186
EXTREMELY POSITIVE	26.2%	21.0%
N	1340	150
Column Total	100.0%	100.0%
N	5104	716

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66B EFFECT ON RETENTION DECISION: RETIREMENT PAY

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
EXTREMELY NEGATIVE	8.6%	8.0%	3.2%	6.2%	12.7%
N	374	59	10	5	38
SOMEWHAT NEGATIVE	8.2%	6.5%	9.5%	8.4%	11.0%
N	356	48	29	7	33
NO EFFECT	30.6%	32.5%	14.8%	35.1%	28.5%
N	1335	240	45	28	85
SOMEWHAT POSITIVE	27.1%	28.8%	39.6%	24.2%	24.8%
N	1184	213	121	19	74
EXTREMELY POSITIVE	25.5%	24.2%	32.9%	26.1%	22.9%
N	1113	179	101	21	68
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4361	739	307	79	297

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q66B EFFECT ON RETENTION DECISION: RETIREMENT PAY

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
EXTREMELY NEGATIVE	12.7%	6.0%	7.2%	
N	268	189	38	
SOMEWHAT NEGATIVE	10.7%	6.4%	8.1%	12.0%
N	226	203	43	1
NO EFFECT	45.1%	21.2%	22.3%	
N	952	673	118	
SOMEWHAT POSITIVE	20.8%	32.1%	29.8%	41.3%
N	438	1020	158	3
EXTREMELY POSITIVE	10.7%	34.3%	32.7%	46.7%
N	226	1090	173	4
Column Total	100.0%	100.0%	100.0%	100.0%
N	2110	3174	528	8

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	36.5%	35.0%	62.8%
N	497	1332	429
EXTREMELY NEGATIVE	7.1%	5.1%	.4%
N	97	195	3
SOMEWHAT NEGATIVE	2.3%	3.9%	.7%
N	31	148	5
NO EFFECT	26.4%	21.6%	24.1%
N	360	822	165
SOMEWHAT POSITIVE	17.7%	18.6%	6.4%
N	241	707	44
EXTREMELY POSITIVE	9.9%	15.9%	5.5%
N	135	604	38
Column Total	100.0%	100.0%	100.0%
N	1362	3808	682

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
EXTREMELY NEGATIVE	11.3%	7.9%	1.1%
N	97	195	3
SOMEWHAT NEGATIVE	3.5%	6.0%	1.8%
N	31	148	5
NO EFFECT	41.6%	33.2%	64.9%
N	360	822	165
SOMEWHAT POSITIVE	27.9%	28.6%	17.3%
N	241	707	44
EXTREMELY POSITIVE	15.6%	24.4%	14.9%
N	135	604	38
Column Total	100.0%	100.0%	100.0%
N	865	2475	254

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

	Q1 GENDER	
	MALE	FEMALE
DOES NOT APPLY	37.3%	48.2%
N	1912	345
EXTREMELY NEGATIVE	5.4%	2.4%
N	278	18
SOMEWHAT NEGATIVE	3.1%	3.1%
N	159	22
NO EFFECT	23.5%	19.4%
N	1205	139
SOMEWHAT POSITIVE	17.1%	15.9%
N	875	114
EXTREMELY POSITIVE	13.6%	11.0%
N	696	79
Column Total	100.0%	100.0%
N	5125	717

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

	Q1 GENDER	
	MALE	FEMALE
EXTREMELY		
NEGATIVE	8.6%	4.7%
N	278	18
SOMEWHAT NEGATIVE	5.0%	6.0%
N	159	22
NO EFFECT	37.5%	37.4%
N	1205	139
SOMEWHAT POSITIVE	27.2%	30.6%
N	875	114
EXTREMELY		
POSITIVE	21.7%	21.2%
N	696	79
Column Total	100.0%	100.0%
N	3213	372

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DOES NOT APPLY	38.3%	38.8%	40.1%	39.9%	43.4%
N	1682	282	124	32	129
EXTREMELY NEGATIVE	5.4%	2.6%	3.2%	5.0%	5.4%
N	239	19	10	4	16
SOMEWHAT NEGATIVE	3.3%	3.2%	.5%	2.7%	3.8%
N	143	24	1	2	11
NO EFFECT	24.0%	24.6%	12.7%	24.4%	15.6%
N	1055	179	39	19	46
SOMEWHAT POSITIVE	16.3%	17.4%	21.4%	17.9%	18.2%
N	717	127	66	14	54
EXTREMELY POSITIVE	12.7%	13.4%	22.0%	10.1%	13.5%
N	557	97	68	8	40
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4393	728	303	79	297

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
EXTREMELY NEGATIVE	8.8%	4.3%	5.4%	8.4%	9.5%
N	239	19	10	4	16
SOMEWHAT NEGATIVE	5.3%	5.3%	.8%	4.5%	6.8%
N	143	24	1	2	11
NO EFFECT	38.9%	40.2%	21.2%	40.6%	27.6%
N	1055	179	39	19	46
SOMEWHAT POSITIVE	26.5%	28.4%	35.8%	29.8%	32.2%
N	717	127	66	14	54
EXTREMELY POSITIVE	20.5%	21.8%	36.8%	16.8%	23.9%
N	557	97	68	8	40
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	2710	446	185	48	168

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DOES NOT APPLY	33.3%	40.8%	45.9%	47.8%
N	706	1299	244	4
EXTREMELY NEGATIVE	7.6%	3.7%	3.0%	
N	161	118	16	
SOMEWHAT NEGATIVE	4.3%	2.3%	3.1%	
N	91	73	17	
NO EFFECT	25.5%	21.8%	20.1%	34.1%
N	541	694	107	3
SOMEWHAT POSITIVE	18.1%	16.6%	14.9%	18.1%
N	384	527	79	2
EXTREMELY POSITIVE	11.2%	14.8%	13.0%	
N	238	469	69	
Column Total	100.0%	100.0%	100.0%	100.0%
N	2122	3181	531	9

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q67 EFFECT OF RETENTION INCENTIVES ON DECISION TO STAY

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
EXTREMELY NEGATIVE	11.4%	6.3%	5.5%	
N	161	118	16	
SOMEWHAT NEGATIVE	6.4%	3.9%	5.8%	
N	91	73	17	
NO EFFECT	38.2%	36.9%	37.1%	65.3%
N	541	694	107	3
SOMEWHAT POSITIVE	27.1%	28.0%	27.6%	34.7%
N	384	527	79	2
EXTREMELY POSITIVE	16.8%	24.9%	24.1%	
N	238	469	69	
Column Total	100.0%	100.0%	100.0%	100.0%
N	1416	1882	288	5

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q68 NAVY CAREER PLANS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DEF STAY TIL RETR	4.5%	26.9%	60.0%
N	61	1023	409
PRB STAY TIL RETR	9.5%	19.3%	11.2%
N	130	735	76
DONT KNOW	29.5%	22.2%	2.1%
N	405	844	15
PROB NOT STAY	16.3%	10.6%	.4%
N	223	405	3
DEF NOT STAY	39.0%	19.4%	.7%
N	535	739	5
ELIGBL NOW & LEAV	.4%	1.4%	10.7%
N	5	52	73
ELIGBL NOW & NO DECSN	.8%	.2%	14.9%
N	11	9	101
Column Total	100.0%	100.0%	100.0%
N	1371	3807	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q68 NAVY CAREER PLANS

	Q1 GENDER	
	MALE	FEMALE
DEF STAY TIL RETR	26.0%	22.2%
N	1334	160
PRB STAY TIL RETR	16.1%	15.9%
N	824	114
DONT KNOW	21.1%	24.5%
N	1084	176
PROB NOT STAY	10.3%	14.5%
N	526	104
DEF NOT STAY	21.8%	22.1%
N	1119	159
ELIGBL NOW & LEAV	2.5%	.5%
N	126	4
ELIGBL NOW & NO DECSN	2.3%	.2%
N	119	2
Column Total	100.0%	100.0%
N	5131	718

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q68 NAVY CAREER PLANS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DEF STAY TIL RETR	24.5%	27.2%	36.3%	36.8%	22.0%
N	1075	201	111	28	65
PRB STAY TIL RETR	15.7%	16.5%	22.9%	15.2%	15.4%
N	688	122	70	12	46
DONT KNOW	20.8%	25.4%	19.7%	11.5%	27.9%
N	913	188	60	9	83
PROB NOT STAY	11.0%	11.6%	6.5%	7.9%	10.8%
N	483	86	20	6	32
DEF NOT STAY	23.8%	15.0%	8.9%	25.6%	20.2%
N	1047	111	27	20	60
ELIGBL NOW & LEAV	2.2%	2.1%	2.5%	1.0%	2.0%
N	98	15	8	1	6
ELIGBL NOW & NO DECSN	2.0%	2.0%	3.3%	2.1%	1.6%
N	89	15	10	2	5
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4393	739	307	77	297

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q68 NAVY CAREER PLANS

	Q3 ETHNIC BACKGROUND				
	MEXICAN, CHICANO, MEX-AMER	PUERTO RICAN	CUBAN	OTHER SPANISH / HISPANIC	JAPANESE
DEF STAY TIL RETR N	19.9% 35	24.6% 17	46.9% 4	17.1% 20	36.1% 4
PRB STAY TIL RETR N	13.2% 23	24.5% 17	10.5% 1	15.6% 18	12.3% 1
DONT KNOW N	31.7% 56	29.6% 20	8.2% 1	25.9% 30	11.9% 1
PROB NOT STAY N	12.5% 22	9.6% 7		13.0% 15	15.9% 2
DEF NOT STAY N	18.6% 33	8.7% 6	34.4% 3	26.9% 32	23.8% 3
ELIGBL NOW & LEAV N	2.9% 5	3.0% 2		.8% 1	
ELIGBL NOW & NO DECSN N	1.1% 2			.7% 1	
Column Total N	100.0% 175	100.0% 69	100.0% 9	100.0% 118	100.0% 12

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

	Q3 ETHNIC BACKGROUND				
	CHINESE	KOREAN	VIETNAMESE	ASIAN INDIAN	FILIPINO
DEF STAY TIL RETR N	21.4% 3	10.8% 1		50.4% 3	40.0% 107
PRB STAY TIL RETR N	22.4% 3	43.6% 6	27.4% 2		24.3% 65
DONT KNOW N	15.4% 2	31.8% 4		32.5% 2	19.3% 52
PROB NOT STAY N	7.7% 1			17.1% 1	6.7% 18
DEF NOT STAY N	33.0% 4	13.8% 2	72.6% 6		3.0% 8
ELIGBL NOW & LEAV N					2.9% 8
ELIGBL NOW & NO DECSN N					3.8% 10
Column Total N	100.0% 12	100.0% 13	100.0% 9	100.0% 6	100.0% 267

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q68 NAVY CAREER PLANS

	Q3 ETHNIC BACKGROUND			
	PACIFIC ISLANDER	ESKIMO/ALEUT	OTHER, NOT LISTED	NONE OF THE ABOVE
DEF STAY TIL RETR	36.6%		23.7%	25.4%
N	10		262	939
PRB STAY TIL RETR	16.6%	27.2%	14.2%	16.1%
N	4	1	157	595
DONT KNOW	21.5%	21.1%	21.2%	21.2%
N	6	1	234	786
PROB NOT STAY	6.9%		11.9%	10.6%
N	2		131	391
DEF NOT STAY	13.4%	51.8%	25.5%	22.1%
N	3	2	283	820
ELIGBL NOW & LEAV			1.9%	2.4%
N			21	87
ELIGBL NOW & NO DECSN	5.0%		1.6%	2.3%
N	1		18	85
Column Total	100.0%	100.0%	100.0%	100.0%
N	26	3	1107	3703

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

	Q4 HIGHEST LEVEL OF EDUCATION					
	LESS THAN HIGH SCHOOL	ALTERNATE DEGREE, GED	HIGH SCHOOL GRADUATE	SOME COLLEGE, NO DEGREE	2 YEAR DEGREE	4 YEAR DEGREE OR MORE
DEF STAY TIL RETR	14.1%	33.5%	21.4%	26.8%	33.4%	32.8%
N	5	97	532	606	149	89
PRB STAY TIL RETR	8.1%	15.8%	14.8%	16.7%	17.7%	20.6%
N	3	46	368	377	79	56
DONT KNOW	41.7%	19.5%	23.5%	20.2%	17.7%	20.3%
N	16	57	583	455	79	55
PROB NOT STAY	7.0%	8.6%	11.9%	11.5%	6.0%	5.3%
N	3	25	296	261	27	14
DEF NOT STAY	21.8%	15.7%	25.3%	21.0%	16.4%	12.0%
N	8	45	630	475	73	32
ELIGBL NOW & LEAV	5.1%	3.9%	1.8%	1 7%	5.4%	3.9%
N	2	11	44	38	24	11
ELIGBL NOW & NO DECSN	2.3%	3.0%	1.3%	2.1%	3.4%	5.1%
N	1	9	33	48	15	14
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
N	38	290	2486	2260	447	270

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q68 NAVY CAREER PLANS

	Q5 CURRENT MARITAL STATUS			
	NEVER BEEN MARRIED	MARRIED	SEPARATED/ DIVORCED	WIDOWED
DEF STAY TIL RETR	9.0%	35.5%	31.1%	60.5%
N	191	1130	165	5
PRB STAY TIL RETR	11.7%	18.5%	18.5%	11.0%
N	249	590	98	1
DONT KNOW	25.4%	19.0%	21.8%	8.5%
N	538	607	116	1
PROB NOT STAY	15.9%	8.0%	7.3%	
N	337	254	38	
DEF NOT STAY	37.1%	12.9%	15.3%	
N	787	410	81	
ELIGBL NOW & LEAV	.6%	3.1%	3.2%	17.1%
N	12	99	17	1
ELIGBL NOW & NO DECSN	.4%	3.1%	2.8%	2.8%
N	9	98	15	0
Column Total	100.0%	100.0%	100.0%	100.0%
N	2123	3187	531	9

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q68 NAVY CAREER PLANS

	Q8 DEPENDENTS					
	NONE	SPOUSE	CHILDREN WITH	CHILDREN NT W/	LEGAL WARDS W/	PARENTS
DEF STAY TIL RETR	10.2%	35.9%	41.2%	35.6%	46.3%	35.3%
N	197	850	787	166	6	17
PRB STAY TIL RETR	11.9%	18.2%	19.7%	19.9%	5.3%	17.1%
N	231	432	377	93	1	8
DONT KNOW	24.6%	18.9%	17.0%	17.3%	23.5%	29.6%
N	477	448	324	80	3	14
PROB NOT STAY	15.3%	7.7%	6.2%	7.5%		1.5%
N	297	182	119	35		1
DEF NOT STAY	36.6%	12.5%	8.5%	10.9%	23.1%	12.4%
N	708	297	161	51	3	6
ELIGBL NOW & LEAV	.9%	3.3%	3.6%	4.0%		1.4%
N	17	78	69	19		1
ELIGBL NOW & NO DECSN	.5%	3.4%	3.8%	4.8%	1.8%	2.7%
N	9	81	72	22	0	1
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
N	1934	2366	1910	466	14	48

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q68 NAVY CAREER PLANS

	Q8 DEPENDENTS				
	SPOUSE	CHILDREN WITH	CHILDREN NT W/	LEGAL WARDS W/	PARENTS
DEF STAY TIL RETR	35.9%	41.2%	35.6%	46.3%	35.3%
N	850	787	166	6	17
PRB STAY TIL RETR	18.2%	19.7%	19.9%	5.3%	17.1%
N	432	377	93	1	8
DONT KNOW	18.9%	17.0%	17.3%	23.5%	29.6%
N	448	324	80	3	14
PROB NOT STAY	7.7%	6.2%	7.5%		1.5%
N	182	119	35		1
DEF NOT STAY	12.5%	8.5%	10.9%	23.1%	12.4%
N	297	161	51	3	6
ELIGBL NOW & LEAV	3.3%	3.6%	4.0%		1.4%
N	78	69	19		1
ELIGBL NOW & NO DECSN	3.4%	3.8%	4.8%	1.8%	2.7%
N	81	72	22	0	1
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	2366	1910	466	14	48

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
       NO DEPENDENTS OPTION OMITTED

Q69A LEADERSHIP: DECISIONS ARE MADE AT THE APPROPRIATE LEVEL

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	5.7%	1.9%	.2%
N	79	74	1
STRONGLY DISAGREE	15.5%	19.1%	13.1%
N	213	726	89
DISAGREE	20.8%	24.9%	22.9%
N	286	947	155
NEITHER	17.5%	15.8%	11.0%
N	241	600	74
AGREE	33.5%	33.6%	42.7%
N	461	1274	290
STRONGLY AGREE	6.9%	4.6%	10.2%
N	95	174	69
Column Total	100.0%	100.0%	100.0%
N	1376	3794	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69A LEADERSHIP: DECISIONS ARE MADE AT THE APPROPRIATE LEVEL

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	16.4%	19.5%	13.1%
N	213	726	89
DISAGREE	22.1%	25.4%	22.9%
N	286	947	155
NEITHER	18.6%	16.1%	11.0%
N	241	600	74
AGREE	35.5%	34.2%	42.8%
N	461	1274	290
STRONGLY AGREE	7.4%	4.7%	10.2%
N	95	174	69
Column Total	100.0%	100.0%	100.0%
N	1297	3720	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69A LEADERSHIP: DECISIONS ARE MADE AT THE APPROPRIATE LEVEL

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	2.5%	3.9%
N	126	28
STRONGLY DISAGREE	17.6%	17.2%
N	904	122
DISAGREE	23.6%	25.2%
N	1209	180
NEITHER	16.0%	13.2%
N	818	94
AGREE	34.5%	35.5%
N	1766	253
STRONGLY AGREE	5.9%	4.9%
N	304	35
Column Total	100.0%	100.0%
N	5127	713

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69A LEADERSHIP: DECISIONS ARE MADE AT THE APPROPRIATE LEVEL

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	18.1%	17.9%
N	904	122
DISAGREE	24.2%	26.2%
N	1209	180
NEITHER	16.4%	13.8%
N	818	94
AGREE	35.3%	37.0%
N	1766	253
STRONGLY AGREE	6.1%	5.1%
N	304	35
Column Total	100.0%	100.0%
N	5001	685

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
     DO NOT KNOW OPTION OMITTED

Q69A LEADERSHIP: DECISIONS ARE MADE AT THE APPROPRIATE LEVEL

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	2.4%	4.1%	2.5%		2.2%
N	106	30	8		7
STRONGLY DISAGREE	18.8%	14.8%	7.8%	20.0%	16.1%
N	822	109	24	16	48
DISAGREE	24.6%	23.5%	8.9%	27.1%	25.6%
N	1078	173	27	21	76
NEITHER	14.4%	17.6%	20.7%	23.0%	20.7%
N	633	130	64	18	62
AGREE	34.6%	32.6%	49.0%	22.6%	29.4%
N	1519	239	150	18	88
STRONGLY AGREE	5.1%	7.4%	11.2%	7.2%	6.1%
N	225	54	34	6	18
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4383	735	307	79	299

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69A LEADERSHIP: DECISIONS ARE MADE AT THE APPROPRIATE LEVEL

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	19.2%	15.5%	8.0%	20.0%	16.4%
N	822	109	24	16	48
DISAGREE	25.2%	24.5%	9.1%	27.1%	26.1%
N	1078	173	27	21	76
NEITHER	14.8%	18.4%	21.2%	23.0%	21.2%
N	633	130	64	18	62
AGREE	35.5%	34.0%	50.2%	22.6%	30.0%
N	1519	239	150	18	88
STRONGLY AGREE	5.3%	7.7%	11.4%	7.2%	6.2%
N	225	54	34	6	18
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4277	705	299	79	292

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69B LEADERSHIP: RECEIVE COMMAND SUPPORT FOR DECISIONS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	4.9%	2.3%	.4%
N	67	88	3
STRONGLY DISAGREE	17.7%	13.7%	4.4%
N	242	519	30
DISAGREE	18.2%	16.9%	10.1%
N	249	642	69
NEITHER	28.7%	24.7%	14.6%
N	392	937	99
AGREE	26.0%	36.4%	50.7%
N	355	1382	344
STRONGLY AGREE	4.5%	6.0%	19.8%
N	61	227	134
Column Total	100.0%	100.0%	100.0%
N	1365	3794	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69B LEADERSHIP: RECEIVE COMMAND SUPPORT FOR DECISIONS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	18.6%	14.0%	4.4%
N	242	519	30
DISAGREE	19.1%	17.3%	10.2%
N	249	642	69
NEITHER	30.2%	25.3%	14.7%
N	392	937	99
AGREE	27.3%	37.3%	50.9%
N	355	1382	344
STRONGLY AGREE	4.7%	6.1%	19.9%
N	61	227	134
Column Total	100.0%	100.0%	100.0%
N	1299	3707	676

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q69B LEADERSHIP: RECEIVE COMMAND SUPPORT FOR DECISIONS

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	2.7%	2.7%
N	138	19
STRONGLY DISAGREE	13.4%	14.3%
N	688	102
DISAGREE	16.6%	15.1%
N	851	108
NEITHER	24.2%	25.6%
N	1239	183
AGREE	35.6%	36.0%
N	1822	257
STRONGLY AGREE	7.4%	6.2%
N	378	45
Column Total	100.0%	100.0%
N	5115	714

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69B LEADERSHIP: RECEIVE COMMAND SUPPORT FOR DECISIONS

	Q1 GENDER	
	MALE	**FEMALE**
STRONGLY DISAGREE	13.8%	14.7%
N	688	102
DISAGREE	17.1%	15.6%
N	851	108
NEITHER	24.9%	26.3%
N	1239	183
AGREE	36.6%	37.0%
N	1822	257
STRONGLY AGREE	7.6%	6.4%
N	378	45
Column Total	100.0%	100.0%
N	4977	695

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q69B LEADERSHIP: RECEIVE COMMAND SUPPORT FOR DECISIONS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DON'T KNOW	2.4%	4.4%	.9%	3.1%	2.0%
N	106	33	2	2	6
STRONGLY DISAGREE	13.3%	15.9%	7.7%	21.7%	14.2%
N	583	117	23	17	43
DISAGREE	16.6%	16.6%	8.4%	18.2%	20.1%
N	728	122	25	14	60
NEITHER	24.1%	23.9%	32.2%	29.2%	23.8%
N	1055	175	98	23	72
AGREE	36.2%	31.8%	42.9%	22.2%	33.5%
N	1585	233	130	18	101
STRONGLY AGREE	7.3%	7.3%	8.1%	5.6%	6.5%
N	319	54	25	4	19
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4376	733	304	79	300

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69B LEADERSHIP: RECEIVE COMMAND SUPPORT FOR DECISIONS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	13.7%	16.7%	7.7%	22.4%	14.5%
N	583	117	23	17	43
DISAGREE	17.0%	17.4%	8.4%	18.8%	20.5%
N	728	122	25	14	60
NEITHER	24.7%	25.0%	32.5%	30.1%	24.3%
N	1055	175	98	23	72
AGREE	37.1%	33.3%	43.2%	22.9%	34.2%
N	1585	233	130	18	101
STRONGLY AGREE	7.5%	7.7%	8.1%	5.8%	6.6%
N	319	54	25	4	19
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4270	701	302	77	294

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69C LEADERSHIP: SATISFIED WITH LEADERSHIP

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	.9%	.6%	.3%
N	13	22	2
STRONGLY DISAGREE	23.4%	22.4%	12.6%
N	319	845	86
DISAGREE	24.9%	26.5%	21.7%
N	340	1000	147
NEITHER	19.8%	20.4%	16.5%
N	270	772	112
AGREE	26.5%	25.4%	35.9%
N	362	960	243
STRONGLY AGREE	4.5%	4.7%	13.0%
N	61	176	88
Column Total	100.0%	100.0%	100.0%
N	1365	3776	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69C LEADERSHIP: SATISFIED WITH LEADERSHIP

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	23.6%	22.5%	12.7%
N	319	845	86
DISAGREE	25.1%	26.6%	21.7%
N	340	1000	147
NEITHER	20.0%	20.6%	16.5%
N	270	772	112
AGREE	26.8%	25.6%	36.0%
N	362	960	243
STRONGLY AGREE	4.5%	4.7%	13.1%
N	61	176	88
Column Total	100.0%	100.0%	100.0%
N	1353	3754	676

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69C LEADERSHIP: SATISFIED WITH LEADERSHIP

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.6%	.6%
N	32	4
STRONGLY DISAGREE	21.1%	24.5%
N	1074	175
DISAGREE	25.4%	27.0%
N	1293	193
NEITHER	19.9%	18.6%
N	1016	133
AGREE	27.2%	24.9%
N	1386	178
STRONGLY AGREE	5.8%	4.3%
N	296	30
Column Total	100.0%	100.0%
N	5097	713

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69C LEADERSHIP: SATISFIED WITH LEADERSHIP

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	21.2%	24.7%
N	1074	175
DISAGREE	25.5%	27.2%
N	1293	193
NEITHER	20.1%	18.8%
N	1016	133
AGREE	27.4%	25.1%
N	1386	178
STRONGLY AGREE	5.8%	4.3%
N	296	30
Column Total	100.0%	100.0%
N	5065	709

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69C LEADERSHIP: SATISFIED WITH LEADERSHIP

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.6%	.6%	.2%		.3%
N	27	4	1		1
STRONGLY DISAGREE	22.3%	20.6%	10.6%	26.8%	21.0%
N	974	150	32	21	62
DISAGREE	25.6%	27.2%	16.2%	32.6%	28.5%
N	1120	198	49	26	84
NEITHER	19.1%	19.7%	27.5%	24.4%	20.4%
N	834	143	83	19	60
AGREE	26.9%	25.9%	38.6%	12.9%	24.0%
N	1174	188	117	10	70
STRONGLY AGREE	5.5%	6.0%	7.0%	3.3%	5.8%
N	241	43	21	3	17
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4371	726	303	78	294

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69C LEADERSHIP: SATISFIED WITH LEADERSHIP

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	22.4%	20.8%	10.6%	26.8%	21.1%
N	974	150	32	21	62
DISAGREE	25.8%	27.4%	16.2%	32.6%	28.5%
N	1120	198	49	26	84
NEITHER	19.2%	19.8%	27.5%	24.4%	20.5%
N	834	143	83	19	60
AGREE	27.0%	26.0%	38.7%	12.9%	24.0%
N	1174	188	117	10	70
STRONGLY AGREE	5.5%	6.0%	7.0%	3.3%	5.8%
N	241	43	21	3	17
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4344	722	302	78	293

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69D LEADERSHIP: COMMAND LISTENS AND RESPONDS TO MY PROBLEMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	2.6%	1.9%	.4%
N	36	71	3
STRONGLY DISAGREE	19.3%	14.5%	7.6%
N	265	548	52
DISAGREE	17.5%	15.0%	11.1%
N	239	570	76
NEITHER	17.1%	21.4%	17.2%
N	234	811	117
AGREE	32.7%	37.3%	43.3%
N	449	1415	294
STRONGLY AGREE	10.8%	10.0%	20.3%
N	148	380	138
Column Total	100.0%	100.0%	100.0%
N	1371	3796	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69D LEADERSHIP: COMMAND LISTENS AND RESPONDS TO MY PROBLEMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	19.8%	14.7%	7.7%
N	265	548	52
DISAGREE	17.9%	15.3%	11.2%
N	239	570	76
NEITHER	17.6%	21.8%	17.3%
N	234	811	117
AGREE	33.6%	38.0%	43.5%
N	449	1415	294
STRONGLY AGREE	11.1%	10.2%	20.4%
N	148	380	138
Column Total	100.0%	100.0%	100.0%
N	1335	3725	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69D LEADERSHIP: COMMAND LISTENS AND RESPONDS TO MY PROBLEMS

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	1.9%	1.7%
N	98	12
STRONGLY DISAGREE	14.6%	16.2%
N	750	116
DISAGREE	14.9%	16.9%
N	764	121
NEITHER	20.1%	18.0%
N	1030	129
AGREE	36.8%	37.8%
N	1882	270
STRONGLY AGREE	11.7%	9.4%
N	598	67
Column Total	100.0%	100.0%
N	5122	715

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69D LEADERSHIP: COMMAND LISTENS AND RESPONDS TO MY PROBLEMS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	14.9%	16.4%
N	750	116
DISAGREE	15.2%	17.2%
N	764	121
NEITHER	20.5%	18.3%
N	1030	129
AGREE	37.5%	38.5%
N	1882	270
STRONGLY AGREE	11.9%	9.6%
N	598	67
Column Total	100.0%	100.0%
N	5024	703

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q69D LEADERSHIP: COMMAND LISTENS AND RESPONDS TO MY PROBLEMS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	1.6%	1.9%	2.4%		4.6%
N	70	14	7		14
STRONGLY DISAGREE	15.0%	15.8%	8.0%	20.3%	13.8%
N	659	116	24	16	41
DISAGREE	15.7%	13.8%	11.1%	18.5%	12.0%
N	690	101	34	14	36
NEITHER	19.5%	19.9%	20.2%	17.9%	24.9%
N	856	147	62	14	74
AGREE	37.3%	34.7%	44.2%	32.2%	32.8%
N	1634	255	135	25	98
STRONGLY AGREE	10.8%	14.0%	14.0%	11.1%	11.9%
N	474	103	43	9	35
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4383	736	304	78	298

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69D LEADERSHIP: COMMAND LISTENS AND RESPONDS TO MY PROBLEMS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	15.3%	16.1%	8.2%	20.3%	14.5%
N	659	116	24	16	41
DISAGREE	16.0%	14.0%	11.4%	18.5%	12.6%
N	690	101	34	14	36
NEITHER	19.8%	20.3%	20.7%	17.9%	26.1%
N	856	147	62	14	74
AGREE	37.9%	35.4%	45.3%	32.2%	34.4%
N	1634	255	135	25	98
STRONGLY AGREE	11.0%	14.3%	14.4%	11.1%	12.5%
N	474	103	43	9	35
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4313	722	297	78	284

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69E LEADERSHIP: WORK GROUP LISTENS AND RESPONDS TO MY PROBLEMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	2.4%	1.9%	1.8%
N	32	72	12
STRONGLY DISAGREE	12.2%	7.5%	3.0%
N	168	284	20
DISAGREE	11.6%	10.6%	4.0%
N	158	399	27
NEITHER	19.9%	22.9%	19.5%
N	272	864	133
AGREE	43.2%	45.4%	50.1%
N	591	1716	340
STRONGLY AGREE	10.8%	11.8%	21.5%
N	148	445	146
Column Total	100.0%	100.0%	100.0%
N	1369	3779	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69E LEADERSHIP: WORK GROUP LISTENS AND RESPONDS TO MY PROBLEMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	12.5%	7.7%	3.0%
N	168	284	20
DISAGREE	11.9%	10.8%	4.1%
N	158	399	27
NEITHER	20.4%	23.3%	19.9%
N	272	864	133
AGREE	44.2%	46.3%	51.1%
N	591	1716	340
STRONGLY AGREE	11.0%	12.0%	21.9%
N	148	445	146
Column Total	100.0%	100.0%	100.0%
N	1337	3708	666

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69E LEADERSHIP: WORK GROUP LISTENS AND RESPONDS TO MY PROBLEMS

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	1.8%	3.1%
N	94	22
STRONGLY DISAGREE	7.7%	10.9%
N	394	78
DISAGREE	10.0%	10.0%
N	513	72
NEITHER	22.0%	19.9%
N	1121	142
AGREE	45.6%	44.0%
N	2329	314
STRONGLY AGREE	12.8%	12.1%
N	652	86
Column Total	100.0%	100.0%
N	5103	714

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69E LEADERSHIP: WORK GROUP LISTENS AND RESPONDS TO MY PROBLEMS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	7.9%	11.2%
N	394	78
DISAGREE	10.2%	10.4%
N	513	72
NEITHER	22.4%	20.6%
N	1121	142
AGREE	46.5%	45.4%
N	2329	314
STRONGLY AGREE	13.0%	12.5%
N	652	86
Column Total	100.0%	100.0%
N	5009	692

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69E LEADERSHIP: WORK GROUP LISTENS AND RESPONDS TO MY PROBLEMS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	1.8%	3.2%	1.6%		1.9%
N	79	24	5		6
STRONGLY DISAGREE	7.9%	8.9%	4.6%	14.9%	9.5%
N	343	66	14	12	28
DISAGREE	10.4%	9.3%	7.7%	8.0%	9.7%
N	454	68	23	6	29
NEITHER	21.7%	21.4%	23.3%	26.4%	22.9%
N	946	157	70	21	68
AGREE	46.1%	41.8%	48.9%	39.3%	43.5%
N	2013	307	148	31	129
STRONGLY AGREE	12.2%	15.4%	13.9%	11.3%	12.6%
N	535	113	42	9	37
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4370	735	302	78	296

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69E LEADERSHIP: WORK GROUP LISTENS AND RESPONDS TO MY PROBLEMS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	8.0%	9.2%	4.7%	14.9%	9.6%
N	343	66	14	12	28
DISAGREE	10.6%	9.6%	7.8%	8.0%	9.9%
N	454	68	23	6	29
NEITHER	22.1%	22.1%	23.7%	26.4%	23.3%
N	946	157	70	21	68
AGREE	46.9%	43.2%	49.7%	39.3%	44.3%
N	2013	307	148	31	129
STRONGLY AGREE	12.5%	15.9%	14.1%	11.3%	12.8%
N	535	113	42	9	37
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4291	712	297	78	290

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69F LEADERSHIP: ALLOWED TO EXERCISE JOB RESPONSIBILITIES

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	1.6%	.6%	.1%
N	22	23	1
STRONGLY DISAGREE	11.7%	11.3%	6.0%
N	160	428	41
DISAGREE	9.8%	12.9%	10.1%
N	133	486	68
NEITHER	20.8%	17.2%	11.7%
N	284	649	79
AGREE	45.0%	45.1%	42.9%
N	614	1700	291
STRONGLY AGREE	11.1%	12.8%	29.3%
N	151	482	199
Column Total	100.0%	100.0%	100.0%
N	1365	3767	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69F LEADERSHIP: ALLOWED TO EXERCISE JOB RESPONSIBILITIES

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	11.9%	11.4%	6.0%
N	160	428	41
DISAGREE	9.9%	13.0%	10.1%
N	133	486	68
NEITHER	21.2%	17.3%	11.7%
N	284	649	79
AGREE	45.7%	45.4%	42.9%
N	614	1700	291
STRONGLY AGREE	11.3%	12.9%	29.3%
N	151	482	199
Column Total	100.0%	100.0%	100.0%
N	1344	3744	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69F LEADERSHIP: ALLOWED TO EXERCISE JOB RESPONSIBILITIES

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.8%	.4%
N	42	3
STRONGLY DISAGREE	10.6%	12.7%
N	538	90
DISAGREE	11.7%	13.1%
N	594	93
NEITHER	17.3%	18.8%
N	879	133
AGREE	45.1%	42.1%
N	2300	298
STRONGLY AGREE	14.5%	13.0%
N	740	92
Column Total	100.0%	100.0%
N	5094	710

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69F LEADERSHIP: ALLOWED TO EXERCISE JOB RESPONSIBILITIES

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	10.7%	12.7%
N	538	90
DISAGREE	11.8%	13.2%
N	594	93
NEITHER	17.4%	18.9%
N	879	133
AGREE	45.5%	42.2%
N	2300	298
STRONGLY AGREE	14.7%	13.0%
N	740	92
Column Total	100.0%	100.0%
N	5052	707

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q69F LEADERSHIP: ALLOWED TO EXERCISE JOB RESPONSIBILITIES

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.8%	.8%	.3%		.3%
N	33	6	1		1
STRONGLY DISAGREE	11.3%	10.4%	3.7%	13.3%	11.7%
N	491	76	11	10	35
DISAGREE	12.9%	9.1%	5.8%	13.2%	8.7%
N	560	67	18	10	26
NEITHER	17.2%	17.7%	17.6%	14.0%	21.9%
N	748	130	53	11	65
AGREE	44.4%	43.2%	56.3%	43.2%	43.6%
N	1937	316	170	33	129
STRONGLY AGREE	13.5%	18.7%	16.2%	16.3%	13.8%
N	591	136	49	12	41
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4361	730	302	76	297

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q69F LEADERSHIP: ALLOWED TO EXERCISE JOB RESPONSIBILITIES

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	11.3%	10.5%	3.7%	13.3%	11.7%
N	491	76	11	10	35
DISAGREE	12.9%	9.2%	5.8%	13.2%	8.7%
N	560	67	18	10	26
NEITHER	17.3%	17.9%	17.6%	14.0%	21.9%
N	748	130	53	11	65
AGREE	44.8%	43.6%	56.5%	43.2%	43.8%
N	1937	316	170	33	129
STRONGLY AGREE	13.6%	18.8%	16.3%	16.3%	13.9%
N	591	136	49	12	41
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4327	724	301	76	296

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q70 WHO IS IMMEDIATE SUPERVISOR

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DEPT HEAD	6.2%	4.7%	27.0%
N	83	176	180
DIVISION OFFICER	2.6%	5.4%	40.8%
N	34	202	271
CPO	7.0%	26.3%	9.5%
N	94	980	63
LPO	69.8%	51.0%	.2%
N	931	1898	1
CO\XO	.9%	1.3%	12.2%
N	13	47	81
OTHER	13.5%	11.2%	10.4%
N	180	416	69
Column Total	100.0%	100.0%	100.0%
N	1335	3720	666

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71A IMMED SUPERVSR: KEEPS ME INFORMED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	.4%	.3%	.1%
N	5	13	1
STRONGLY DISAGREE	5.9%	6.6%	4.5%
N	81	252	30
DISAGREE	13.1%	13.6%	11.0%
N	180	519	75
NEITHER	12.2%	12.9%	10.3%
N	168	492	70
AGREE	52.0%	50.8%	48.1%
N	717	1935	327
STRONGLY AGREE	16.5%	15.7%	26.0%
N	227	598	177
Column Total	100.0%	100.0%	100.0%
N	1378	3808	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71A IMMED SUPERVSR: KEEPS ME INFORMED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	5.9%	6.6%	4.5%
N	81	252	30
DISAGREE	13.1%	13.7%	11.0%
N	180	519	75
NEITHER	12.2%	13.0%	10.3%
N	168	492	70
AGREE	52.2%	51.0%	48.1%
N	717	1935	327
STRONGLY AGREE	16.5%	15.8%	26.1%
N	227	598	177
Column Total	100.0%	100.0%	100.0%
N	1373	3795	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71A IMMED SUPERVSR: KEEPS ME INFORMED

| | Q1 GENDER | |
	MALE	FEMALE
DONT KNOW	.3%	.2%
N	17	2
STRONGLY DISAGREE	6.2%	6.1%
N	319	44
DISAGREE	13.1%	13.8%
N	675	99
NEITHER	12.3%	13.0%
N	631	93
AGREE	50.8%	50.6%
N	2612	363
STRONGLY AGREE	17.2%	16.2%
N	886	116
Column Total	100.0%	100.0%
N	5141	717

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71A IMMED SUPERVSR: KEEPS ME INFORMED

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	6.2%	6.2%
N	319	44
DISAGREE	13.2%	13.8%
N	675	99
NEITHER	12.3%	13.1%
N	631	93
AGREE	51.0%	50.7%
N	2612	363
STRONGLY AGREE	17.3%	16.3%
N	886	116
Column Total	100.0%	100.0%
N	5124	715

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71A IMMED SUPERVSR: KEEPS ME INFORMED

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.4%	.1%		.8%	.6%
N	16	1		1	2
STRONGLY DISAGREE	6.1%	7.0%	3.2%	10.1%	6.0%
N	270	52	10	8	18
DISAGREE	14.1%	11.7%	8.9%	11.4%	9.1%
N	619	87	27	9	27
NEITHER	12.0%	12.5%	16.3%	16.9%	13.0%
N	529	93	50	13	39
AGREE	50.9%	48.6%	56.5%	43.7%	48.8%
N	2239	359	173	35	147
STRONGLY AGREE	16.5%	20.0%	15.1%	17.2%	22.5%
N	723	148	46	14	68
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4396	739	305	79	301

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

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Q71A IMMED SUPERVSR: KEEPS ME INFORMED

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	6.2%	7.1%	3.2%	10.2%	6.0%
N	270	52	10	8	18
DISAGREE	14.1%	11.7%	8.9%	11.5%	9.1%
N	619	87	27	9	27
NEITHER	12.1%	12.5%	16.3%	17.0%	13.1%
N	529	93	50	13	39
AGREE	51.1%	48.7%	56.5%	44.0%	49.1%
N	2239	359	173	35	147
STRONGLY AGREE	16.5%	20.0%	15.1%	17.3%	22.6%
N	723	148	46	14	68
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4380	738	305	79	299

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q71B IMMED SUPERVSR: GIVES CLEAR AND COMPLETE INSTRUCTIONS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW		.1%	.1%
N		3	0
STRONGLY DISAGREE	6.2%	7.0%	4.6%
N	85	265	32
DISAGREE	13.7%	13.6%	11.8%
N	187	516	81
NEITHER	13.6%	16.5%	14.4%
N	186	629	98
AGREE	50.5%	47.4%	45.5%
N	690	1802	310
STRONGLY AGREE	16.1%	15.5%	23.6%
N	220	588	161
Column Total	100.0%	100.0%	100.0%
N	1367	3803	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71B IMMED SUPERVSR: GIVES CLEAR AND COMPLETE INSTRUCTIONS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	6.2%	7.0%	4.6%
N	85	265	32
DISAGREE	13.7%	13.6%	11.8%
N	187	516	81
NEITHER	13.6%	16.6%	14.4%
N	186	629	98
AGREE	50.5%	47.4%	45.5%
N	690	1802	310
STRONGLY AGREE	16.1%	15.5%	23.6%
N	220	588	161
Column Total	100.0%	100.0%	100.0%
N	1367	3800	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71B IMMED SUPERVSR: GIVES CLEAR AND COMPLETE INSTRUCTIONS

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.1%	
N	4	
STRONGLY DISAGREE	6.6%	5.6%
N	341	40
DISAGREE	13.0%	16.4%
N	667	116
NEITHER	15.5%	16.4%
N	793	117
AGREE	48.3%	44.3%
N	2479	316
STRONGLY AGREE	16.5%	17.2%
N	846	123
Column Total	100.0%	100.0%
N	5129	712

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71B IMMED SUPERVSR: GIVES CLEAR AND COMPLETE INSTRUCTIONS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	6.7%	5.6%
N	341	40
DISAGREE	13.0%	16.4%
N	667	116
NEITHER	15.5%	16.4%
N	793	117
AGREE	48.4%	44.3%
N	2479	316
STRONGLY AGREE	16.5%	17.2%
N	846	123
Column Total	100.0%	100.0%
N	5126	712

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q71B IMMED SUPERVSR: GIVES CLEAR AND COMPLETE INSTRUCTIONS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.0%		.2%		.3%
N	2		1		1
STRONGLY DISAGREE	6.5%	7.5%	3.0%	10.1%	6.4%
N	285	55	9	8	19
DISAGREE	14.6%	9.6%	8.0%	15.2%	8.8%
N	639	71	24	12	26
NEITHER	14.8%	18.0%	22.1%	22.1%	14.9%
N	646	133	67	13	45
AGREE	48.3%	46.3%	50.8%	39.3%	46.3%
N	2115	342	155	31	139
STRONGLY AGREE	15.8%	18.7%	15.9%	13.3%	23.3%
N	694	138	48	11	70
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4381	739	305	79	300

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71B IMMED SUPERVSR: GIVES CLEAR AND COMPLETE INSTRUCTIONS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	6.5%	7.5%	3.0%	10.1%	6.4%
N	285	55	9	8	19
DISAGREE	14.6%	9.6%	8.0%	15.2%	8.8%
N	639	71	24	12	26
NEITHER	14.8%	18.0%	22.1%	22.1%	15.0%
N	646	133	67	18	45
AGREE	48.3%	46.3%	51.0%	39.3%	46.4%
N	2115	342	155	31	139
STRONGLY AGREE	15.8%	18.7%	15.9%	13.3%	23.4%
N	694	138	48	11	70
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4379	739	304	79	299

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71C IMMED SUPERVSR: STANDS UP FOR ME

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	3.3%	2.4%	2.1%
N	45	89	15
STRONGLY DISAGREE	10.1%	10.0%	4.5%
N	137	376	30
DISAGREE	9.7%	11.2%	7.5%
N	131	424	51
NEITHER	18.0%	17.4%	15.9%
N	243	656	108
AGREE	35.4%	36.7%	39.6%
N	479	1389	268
STRONGLY AGREE	23.4%	22.4%	30.3%
N	317	845	205
Column Total	100.0%	100.0%	100.0%
N	1353	3781	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71C IMMED SUPERVSR: STANDS UP FOR ME

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	10.5%	10.2%	4.6%
N	137	376	30
DISAGREE	10.1%	11.5%	7.7%
N	131	424	51
NEITHER	18.6%	17.8%	16.3%
N	243	656	108
AGREE	36.7%	37.6%	40.5%
N	479	1389	268
STRONGLY AGREE	24.2%	22.9%	31.0%
N	317	845	205
Column Total	100.0%	100.0%	100.0%
N	1308	3691	662

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71C IMMED SUPERVSR: STANDS UP FOR ME

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	2.4%	4.0%
N	120	29
STRONGLY DISAGREE	9.5%	8.8%
N	481	62
DISAGREE	10.1%	12.9%
N	515	91
NEITHER	17.3%	17.4%
N	882	123
AGREE	37.0%	35.0%
N	1882	248
STRONGLY AGREE	23.8%	22.0%
N	1211	156
Column Total	100.0%	100.0%
N	5092	709

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71C IMMED SUPERVSR: STANDS UP FOR ME

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	9.7%	9.1%
N	481	62
DISAGREE	10.4%	13.4%
N	515	91
NEITHER	17.7%	18.1%
N	882	123
AGREE	37.9%	36.5%
N	1882	248
STRONGLY AGREE	24.4%	22.9%
N	1211	156
Column Total	100.0%	100.0%
N	4972	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q71C IMMED SUPERVSR: STANDS UP FOR ME

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	2.3%	4.9%	2.3%	6.8%	1.0%
N	98	36	7	5	3
STRONGLY DISAGREE	9.7%	9.3%	6.7%	9.5%	8.1%
N	421	68	20	7	24
DISAGREE	10.5%	10.3%	9.6%	18.9%	9.2%
N	457	75	28	14	28
NEITHER	16.2%	21.4%	22.5%	9.3%	20.6%
N	708	156	66	7	62
AGREE	37.3%	33.7%	42.5%	38.0%	30.5%
N	1626	247	126	29	91
STRONGLY AGREE	24.1%	20.5%	16.4%	17.6%	30.7%
N	1051	150	49	14	92
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4362	732	295	77	300

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71C IMMED SUPERVSR: STANDS UP FOR ME

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	9.9%	9.7%	6.8%	10.2%	8.2%
N	421	68	20	7	24
DISAGREE	10.7%	10.8%	9.8%	20.2%	9.3%
N	457	75	28	14	28
NEITHER	16.6%	22.5%	23.0%	10.0%	20.8%
N	708	156	66	7	62
AGREE	38.1%	35.4%	43.5%	40.7%	30.8%
N	1626	247	126	29	91
STRONGLY AGREE	24.7%	21.6%	16.8%	18.9%	31.0%
N	1051	150	49	14	92
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4263	697	288	72	297

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71D IMMED SUPERVSR: MAKES SURE I HAVE WHAT IS NEEDED FOR JOB

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	.1%	.4%	.2%
N	2	17	2
STRONGLY DISAGREE	6.7%	6.8%	3.9%
N	92	257	27
DISAGREE	10.9%	13.1%	10.3%
N	150	499	70
NEITHER	16.8%	19.9%	21.0%
N	230	756	142
AGREE	47.1%	44.2%	42.9%
N	645	1679	291
STRONGLY AGREE	18.4%	15.6%	21.7%
N	252	592	147
Column Total	100.0%	100.0%	100.0%
N	1371	3800	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71D IMMED SUPERVSR: MAKES SURE I HAVE WHAT IS NEEDED FOR JOB

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	6.7%	6.8%	3.9%
N	92	257	27
DISAGREE	10.9%	13.2%	10.4%
N	150	499	70
NEITHER	16.8%	20.0%	21.0%
N	230	756	142
AGREE	47.1%	44.4%	43.0%
N	645	1679	291
STRONGLY AGREE	18.4%	15.6%	21.7%
N	252	592	147
Column Total	100.0%	100.0%	100.0%
N	1369	3783	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71D IMMED SUPERVSR: MAKES SURE I HAVE WHAT IS NEEDED FOR JOB

| | Q1 GENDER | |
	MALE	FEMALE
DONT KNOW	.3%	.7%
N	15	5
STRONGLY DISAGREE	6.4%	7.0%
N	326	50
DISAGREE	12.5%	10.9%
N	641	78
NEITHER	19.4%	18.3%
N	995	131
AGREE	44.6%	44.8%
N	2288	321
STRONGLY AGREE	16.8%	18.2%
N	861	130
Column Total	100.0%	100.0%
N	5125	715

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71D IMMED SUPERVSR: MAKES SURE I HAVE WHAT IS NEEDED FOR JOB

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	6.4%	7.1%
N	326	50
DISAGREE	12.5%	11.0%
N	641	78
NEITHER	19.5%	18.5%
N	995	131
AGREE	44.8%	45.2%
N	2288	321
STRONGLY AGREE	16.8%	18.3%
N	861	130
Column Total	100.0%	100.0%
N	5110	710

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71D IMMED SUPERVSR: MAKES SURE I HAVE WHAT IS NEEDED FOR JOB

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.3%	.6%	.3%		.3%
N	14	4	1		1
STRONGLY DISAGREE	6.5%	5.7%	4.0%	9.7%	7.6%
N	287	42	12	8	23
DISAGREE	13.1%	10.5%	9.2%	7.9%	9.1%
N	575	77	28	6	27
NEITHER	19.1%	19.1%	22.5%	26.3%	17.4%
N	837	140	69	21	52
AGREE	44.4%	45.2%	50.6%	36.2%	45.4%
N	1944	333	154	29	136
STRONGLY AGREE	16.6%	19.0%	13.4%	20.0%	20.2%
N	726	140	41	16	60
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4384	737	305	79	299

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71D IMMED SUPERVSR: MAKES SURE I HAVE WHAT IS NEEDED FOR JOB

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	6.6%	5.7%	4.0%	9.7%	7.6%
N	287	42	12	8	23
DISAGREE	13.2%	10.5%	9.3%	7.9%	9.2%
N	575	77	28	6	27
NEITHER	19.2%	19.2%	22.6%	26.3%	17.5%
N	837	140	69	21	52
AGREE	44.5%	45.4%	50.7%	36.2%	45.5%
N	1944	333	154	29	136
STRONGLY AGREE	16.6%	19.1%	13.4%	20.0%	20.2%
N	726	140	41	16	60
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4369	733	304	79	298

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71E IMMED SUPERVSR: CAN BE TRUSTED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	4.1%	2.5%	1.4%
N	56	93	9
STRONGLY DISAGREE	8.2%	9.0%	4.7%
N	112	339	32
DISAGREE	8.1%	8.2%	6.5%
N	110	309	44
NEITHER	16.5%	19.5%	13.6%
N	225	737	92
AGREE	38.1%	37.6%	38.6%
N	519	1420	261
STRONGLY AGREE	25.0%	23.2%	35.3%
N	340	876	239
Column Total	100.0%	100.0%	100.0%
N	1362	3773	676

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71E IMMED SUPERVSR: CAN BE TRUSTED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	8.6%	9.2%	4.8%
N	112	339	32
DISAGREE	8.4%	8.4%	6.5%
N	110	309	44
NEITHER	17.2%	20.0%	13.8%
N	225	737	92
AGREE	39.7%	38.6%	39.1%
N	519	1420	261
STRONGLY AGREE	26.0%	23.8%	35.8%
N	340	876	239
Column Total	100.0%	100.0%	100.0%
N	1306	3680	667

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71E IMMED SUPERVSR: CAN BE TRUSTED

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	2.5%	4.5%
N	126	32
STRONGLY DISAGREE	8.1%	9.9%
N	413	70
DISAGREE	7.5%	11.6%
N	382	81
NEITHER	18.0%	18.5%
N	921	130
AGREE	38.7%	31.6%
N	1974	221
STRONGLY AGREE	25.2%	23.9%
N	1286	168
Column Total	100.0%	100.0%
N	5101	701

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71E IMMED SUPERVSR: CAN BE TRUSTED

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	8.3%	10.4%
N	413	70
DISAGREE	7.7%	12.1%
N	382	81
NEITHER	18.5%	19.4%
N	921	130
AGREE	39.7%	33.1%
N	1974	221
STRONGLY AGREE	25.8%	25.0%
N	1286	168
Column Total	100.0%	100.0%
N	4975	669

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71E IMMED SUPERVSR: CAN BE TRUSTED

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	2.2%	5.4%	2.4%	11.8%	2.3%
N	95	39	7	9	7
STRONGLY DISAGREE	8.2%	10.0%	5.0%	10.8%	9.0%
N	355	73	15	8	27
DISAGREE	8.0%	8.6%	6.7%	11.5%	6.5%
N	348	62	20	9	19
NEITHER	16.9%	23.6%	20.8%	12.0%	21.8%
N	735	172	63	9	66
AGREE	38.9%	31.6%	45.0%	30.6%	32.3%
N	1696	229	137	24	97
STRONGLY AGREE	25.9%	20.8%	20.1%	23.3%	28.2%
N	1129	151	61	18	85
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4358	726	303	78	300

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71E IMMED SUPERVSR: CAN BE TRUSTED

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	8.3%	10.6%	5.2%	12.3%	5.2%
N	355	73	15	8	27
DISAGREE	8.2%	9.1%	6.8%	13.0%	6.6%
N	348	62	20	9	19
NEITHER	17.2%	25.0%	21.3%	13.6%	22.3%
N	735	172	63	9	66
AGREE	39.8%	33.4%	46.1%	34.7%	33.0%
N	1696	229	137	24	97
STRONGLY AGREE	26.5%	22.0%	20.6%	26.4%	28 8%
N	1129	151	61	18	85
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4263	687	296	69	294

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q71F IMMED SUPERVSR: HELPS ME IMPROVE SKILLS & ADVANCE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	1.7%	1.0%	.9%
N	23	37	6
STRONGLY DISAGREE	10.8%	11.0%	7.5%
N	148	417	51
DISAGREE	14.2%	15.3%	11.7%
N	195	581	80
NEITHER	19.3%	25.5%	31.7%
N	265	971	216
AGREE	36.2%	31.2%	28.4%
N	497	1186	193
STRONGLY AGREE	17.8%	16.1%	19.7%
N	245	613	134
Column Total	100.0%	100.0%	100.0%
N	1373	3806	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71F IMMED SUPERVSR: HELPS ME IMPROVE SKILLS & ADVANCE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	10.9%	11.1%	7.5%
N	148	417	51
DISAGREE	14.4%	15.4%	11.8%
N	195	581	80
NEITHER	19.6%	25.8%	32.0%
N	265	971	216
AGREE	36.9%	31.5%	28.7%
N	497	1186	193
STRONGLY AGREE	18.1%	16.3%	19.9%
N	245	613	134
Column Total	100.0%	100.0%	100.0%
N	1349	3769	674

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71F IMMED SUPERVSR: HELPS ME IMPROVE SKILLS & ADVANCE

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	1.1%	1.2%
N	58	9
STRONGLY DISAGREE	10.5%	10.5%
N	540	75
DISAGREE	14.4%	16.4%
N	738	117
NEITHER	24.6%	26.0%
N	1263	186
AGREE	32.3%	29.6%
N	1660	212
STRONGLY AGREE	17.0%	16.3%
N	875	116
Column Total	100.0%	100.0%
N	5135	715

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71F IMMED SUPERVSR: HELPS ME IMPROVE SKILLS & ADVANCE

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	10.6%	10.6%
N	540	75
DISAGREE	14.5%	16.6%
N	738	117
NEITHER	24.9%	26.3%
N	1263	186
AGREE	32.7%	30.0%
N	1660	212
STRONGLY AGREE	17.2%	16.5%
N	875	116
Column Total	100.0%	100.0%
N	5077	706

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71F IMMED SUPERVSR: HELPS ME IMPROVE SKILLS & ADVANCE

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	1.0%	1.6%	1.3%	2.3%	1.8%
N	44	12	4	2	5
STRONGLY DISAGREE	10.6%	11.8%	6.0%	14.0%	9.0%
N	466	87	18	11	27
DISAGREE	14.8%	14.7%	12.1%	13.4%	12.9%
N	651	108	37	11	39
NEITHER	25.6%	20.5%	26.7%	29.9%	21.2%
N	1123	151	81	24	64
AGREE	31.3%	33.0%	38.1%	25.4%	35.9%
N	1376	242	116	20	108
STRONGLY AGREE	16.7%	18.4%	15.8%	15.0%	19.1%
N	734	135	48	12	57
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4394	736	304	79	300

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71F IMM   SUPERVSR: HELPS ME IMPROVE SKILLS & ADVANCE

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	10.7%	12.0%	6.1%	14.3%	9.2%
N	466	87	18	11	27
DISAGREE	15.0%	15.0%	12.3%	13.7%	13.2%
N	651	108	37	11	39
NEITHER	25.8%	20.8%	27.0%	30.6%	21.6%
N	1123	151	81	24	64
AGREE	31.6%	33.5%	38.6%	26.0%	36.6%
N	1376	242	116	20	108
STRONGLY AGREE	16.9%	18.7%	16.0%	15.4%	19.4%
N	734	135	48	12	57
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4350	724	300	77	294

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q71G IMMED SUPERVSR: DEMONSTRATES & EXPECTS PROFESSIONALISM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	.4%	.3%	.2%
N	5	10	1
STRONGLY DISAGREE	7.6%	8.5%	4.6%
N	104	324	31
DISAGREE	9.2%	10.4%	7.6%
N	126	396	52
NEITHER	13.0%	17.6%	13.4%
N	179	669	91
AGREE	48.6%	41.2%	40.8%
N	668	1568	278
STRONGLY AGREE	21.2%	22.0%	33.4%
N	292	836	227
Column Total	100.0%	100.0%	100.0%
N	1374	3803	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71G IMMED SUPERVSR: DEMONSTRATES & EXPECTS PROFESSIONALISM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	7.6%	8.5%	4.6%
N	104	324	31
DISAGREE	9.2%	10.4%	7.6%
N	126	396	52
NEITHER	13.0%	17.6%	13.5%
N	179	669	91
AGREE	48.8%	41.3%	40.9%
N	668	1568	278
STRONGLY AGREE	21.3%	22.0%	33.5%
N	292	836	227
Column Total	100.0%	100.0%	100.0%
N	1369	3793	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71G IMMED SUPERVSR: DEMONSTATES & EXPECTS PROFESSIONALISM

	Q1 GENDER	
	MALE	**FEMALE**
DONT KNOW	.3%	.3%
N	14	2
STRONGLY DISAGREE	7.6%	9.7%
N	390	69
DISAGREE	9.5%	11.8%
N	490	84
NEITHER	16.1%	15.0%
N	829	107
AGREE	43.2%	40.9%
N	2219	292
STRONGLY AGREE	23.2%	22.5%
N	1192	161
Column Total	100.0%	100.0%
N	5134	713

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71G IMMED SUPERVSR: DEMONSTRATES & EXPECTS PROFESSIONALISM

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	7.6%	9.7%
N	390	69
DISAGREE	9.6%	11.8%
N	490	84
NEITHER	16.2%	15.0%
N	829	107
AGREE	43.3%	41.0%
N	2219	292
STRONGLY AGREE	23.3%	22.6%
N	1192	161
Column Total	100.0%	100.0%
N	5120	712

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71G IMMED SUPERVSR: DEMONSTRATES & EXPECTS PROFESSIONALISM

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.2%	.6%			.3%
N	11	5			1
STRONGLY DISAGREE	7.8%	8.1%	5.2%	15.4%	8.2%
N	345	60	16	12	24
DISAGREE	9.7%	11.4%	8.9%	9.2%	8.2%
N	428	84	27	7	24
NEITHER	16.2%	14.3%	18.6%	19.2%	15.4%
N	710	105	57	15	46
AGREE	43.1%	43.1%	46.2%	29.7%	38.9%
N	1894	318	141	24	115
STRONGLY AGREE	22.9%	22.5%	21.1%	26.4%	29.1%
N	1007	166	64	21	86
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4393	737	305	79	297

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71G IMMED SUPERVSR: DEMONSTRATES & EXPECTS PROFESSIONALISM

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	7.9%	8.1%	5.2%	15.4%	8.2%
N	345	60	16	12	24
DISAGREE	9.8%	11.4%	8.9%	9.2%	8.2%
N	428	84	27	7	24
NEITHER	16.2%	14.4%	18.6%	19.2%	15.4%
N	710	105	57	15	46
AGREE	43.2%	43.4%	46.2%	29.7%	39.0%
N	1894	318	141	24	115
STRONGLY AGREE	23.0%	22.6%	21.1%	26.4%	29.2%
N	1007	166	64	21	86
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4383	733	305	79	296

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71H IMMED SUPERVSR: DEMANDS HIGH QUALITY WORK

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	.1%	.6%	.4%
N	2	22	3
STRONGLY DISAGREE	2.5%	3.3%	1.4%
N	34	125	9
DISAGREE	3.7%	5.3%	3.7%
N	50	200	25
NEITHER	13.7%	16.3%	11.1%
N	187	618	76
AGREE	50.7%	48.3%	47.3%
N	692	1832	321
STRONGLY AGREE	29.2%	26.3%	36.0%
N	398	1000	244
Column Total	100.0%	100.0%	100.0%
N	1364	3797	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71H IMMED SUPERVSR: DEMANDS HIGH QUALITY WORK

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	2.5%	3.3%	1.4%
N	34	125	9
DISAGREE	3.7%	5.3%	3.8%
N	50	200	25
NEITHER	13.8%	16.4%	11.2%
N	187	618	76
AGREE	50.8%	48.5%	47.5%
N	692	1832	321
STRONGLY AGREE	29.2%	26.5%	36.2%
N	398	1000	244
Column Total	100.0%	100.0%	100.0%
N	1362	3775	675

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71H IMMED SUPERVSR: DEMANDS HIGH QUALITY WORK

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.4%	.6%
N	22	4
STRONGLY DISAGREE	2.7%	3.9%
N	140	28
DISAGREE	4.6%	5.8%
N	235	41
NEITHER	15.2%	14.6%
N	776	104
AGREE	48.9%	46.9%
N	2505	334
STRONGLY AGREE	28.1%	28.2%
N	1439	201
Column Total	100.0%	100.0%
N	5117	713

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71H IMMED SUPERVSR: DEMANDS HIGH QUALITY WORK

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	2.7%	4.0%
N	140	28
DISAGREE	4.6%	5.8%
N	235	41
NEITHER	15.2%	14.7%
N	776	104
AGREE	49.2%	47.2%
N	2505	334
STRONGLY AGREE	28.2%	28.3%
N	1439	201
Column Total	100.0%	100.0%
N	5095	708

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71H IMMED SUPERVSR: DEMANDS HIGH QUALITY WORK

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.4%	.8%	.3%		.3%
N	19	6	1		1
STRONGLY DISAGREE	3.1%	2.3%	2.7%	3.1%	1.7%
N	136	17	8	2	5
DISAGREE	4.9%	5.1%	2.7%	2.8%	3.7%
N	216	37	8	2	11
NEITHER	14.7%	15.3%	15.6%	29.1%	14.2%
N	645	112	47	23	43
AGREE	49.0%	47.3%	54.3%	33.8%	46.3%
N	2146	348	164	27	139
STRONGLY AGREE	27.8%	29.2%	24.4%	31.3%	33.8%
N	1216	215	74	25	101
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4377	735	302	79	300

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71H IMMED SUPERVSR: DEMANDS HIGH QUALITY WORK

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	3.1%	2.3%	2.7%	3.1%	1.7%
N	136	17	8	2	5
DISAGREE	5.0%	5.1%	2.7%	2.8%	3.7%
N	216	37	8	2	11
NEITHER	14.8%	15.4%	15.7%	29.1%	14.3%
N	645	112	47	23	43
AGREE	49.2%	47.7%	54.4%	33.8%	46.4%
N	2146	348	164	27	139
STRONGLY AGREE	27.9%	29.4%	24.5%	31.3%	33.9%
N	1216	215	74	25	101
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4359	729	301	79	299

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITED

Q71I IMMED SUPERVSR: ENCOURAGES CREATIVITY & NEW IDEAS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	1.5%	1.0%	.7%
N	20	37	5
STRONGLY DISAGREE	9.0%	9.4%	5.4%
N	123	359	37
DISAGREE	12.0%	11.7%	8.7%
N	164	444	59
NEITHER	21.1%	22.5%	17.5%
N	288	857	119
AGREE	39.1%	36.4%	37.6%
N	535	1384	255
STRONGLY AGREE	17.5%	19.0%	30.1%
N	240	722	205
Column Total	100.0%	100.0%	100.0%
N	1369	3804	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71I IMMED SUPERVSR: ENCOURAGES CREATIVITY & NEW IDEAS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	9.1%	9.5%	5.4%
N	123	359	37
DISAGREE	12.1%	11.8%	8.7%
N	164	444	59
NEITHER	21.4%	22.8%	17.7%
N	288	857	119
AGREE	39.7%	36.8%	37.8%
N	535	1384	255
STRONGLY AGREE	17.8%	19.2%	30.4%
N	240	722	205
Column Total	100.0%	100.0%	100.0%
N	1349	3766	675

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71I IMMED SUPERVSR: ENCOURAGES CREATIVITY & NEW IDEAS

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	1.0%	1.4%
N	52	10
STRONGLY DISAGREE	8.8%	9.6%
N	450	68
DISAGREE	11.1%	14.0%
N	568	99
NEITHER	21.7%	20.5%
N	1117	146
AGREE	37.3%	36.1%
N	1915	256
STRONGLY AGREE	20.1%	18.3%
N	1034	130
Column Total	100.0%	100.0%
N	5135	709

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71I IMMED SUPERVSR: ENCOURAGES CREATIVITY & NEW IDEAS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	8.9%	9.7%
N	450	68
DISAGREE	11.2%	14.2%
N	568	99
NEITHER	22.0%	20.8%
N	1117	146
AGREE	37.7%	36.7%
N	1915	256
STRONGLY AGREE	20.3%	18.6%
N	1034	130
Column Total	100.0%	100.0%
N	5082	699

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71I IMMED SUPERVSR: ENCOURAGES CREATIVITY & NEW IDEAS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	1.1%	1.4%	1.1%		.6%
N	46	11	3		2
STRONGLY DISAGREE	9.3%	7.6%	4.3%	15.8%	6.3%
N	409	56	13	13	19
DISAGREE	11.5%	11.7%	9.5%	14.3%	11.0%
N	505	86	29	11	33
NEITHER	21.5%	21.1%	22.9%	16.4%	23.7%
N	942	156	70	13	71
AGREE	36.6%	38.3%	44.1%	32.8%	37.5%
N	1604	282	135	26	112
STRONGLY AGREE	20.0%	19.8%	18.1%	20.8%	20.8%
N	878	146	55	16	62
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4385	737	306	79	299

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71I IMMED SUPERVSR: ENCOURAGES CREATIVITY & NEW IDEAS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	9.4%	7.7%	4.4%	15.8%	6.4%
N	409	56	13	13	19
DISAGREE	11.6%	11.9%	9.6%	14.3%	11.1%
N	505	86	29	11	33
NEITHER	21.7%	21.4%	23.2%	16.4%	23.8%
N	942	156	70	13	71
AGREE	37.0%	38.8%	44.6%	32.8%	37.8%
N	1604	282	135	26	112
STRONGLY AGREE	20.2%	20.1%	18.3%	20.8%	21.0%
N	878	146	55	16	62
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4339	727	303	79	297

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q71J IMMED SUPERVSR: SETS RIGHT EXAMPLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	.8%	.3%	.2%
N	11	11	2
STRONGLY DISAGREE	9.4%	11.5%	7.1%
N	130	439	49
DISAGREE	13.0%	13.8%	11.1%
N	178	524	75
NEITHER	20.8%	20.2%	16.4%
N	286	768	112
AGREE	37.6%	35.6%	37.0%
N	517	1356	252
STRONGLY AGREE	18.3%	18.6%	28.1%
N	252	706	192
Column Total	100.0%	100.0%	100.0%
N	1374	3804	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71J IMMED SUPERVSR: SETS RIGHT EXAMPLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	9.5%	11.6%	7.2%
N	130	439	49
DISAGREE	13.1%	13.8%	11.1%
N	178	524	75
NEITHER	21.0%	20.2%	16.4%
N	286	768	112
AGREE	37.9%	35.8%	37.1%
N	517	1356	252
STRONGLY AGREE	18.5%	18.6%	28.2%
N	252	706	192
Column Total	100.0%	100.0%	100.0%
N	1364	3793	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
   DO NOT KNOW OPTION OMITTED

Q71J IMMED SUPERVSR: SETS RIGHT EXAMPLE

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.4%	.4%
N	21	3
STRONGLY DISAGREE	10.2%	13.1%
N	524	93
DISAGREE	13.1%	14.9%
N	672	106
NEITHER	19.6%	21.7%
N	1008	154
AGREE	37.1%	30.6%
N	1905	218
STRONGLY AGREE	19.6%	19.4%
N	1008	138
Column Total	100.0%	100.0%
N	5138	712

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71J IMMED SUPERVSR: SETS RIGHT EXAMPLE

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	10.2%	13.1%
N	524	93
DISAGREE	13.1%	14.9%
N	672	106
NEITHER	19.7%	21.8%
N	1008	154
AGREE	37.2%	30.7%
N	1905	218
STRONGLY AGREE	19.7%	19.5%
N	1008	138
Column Total	100.0%	100.0%
N	5117	710

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q71J IMMED SUPERVSR: SETS RIGHT EXAMPLE

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	.4%	.9%			.3%
N	16	7			1
STRONGLY DISAGREE	10.9%	9.8%	6.4%	17.0%	10.5%
N	478	72	20	13	31
DISAGREE	13.5%	13.3%	12.4%	9.8%	12.8%
N	591	98	38	8	38
NEITHER	19.5%	20.2%	23.1%	16.8%	20.6%
N	855	149	71	13	62
AGREE	36.4%	36.7%	43.2%	34.7%	28.6%
N	1597	270	132	27	86
STRONGLY AGREE	19.5%	19.2%	15.0%	21.6%	27.2%
N	854	141	46	17	82
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4392	736	306	79	300

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71J IMMED SUPERVSR: SETS RIGHT EXAMPLE

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	10.9%	9.9%	6.4%	17.0%	10.5%
N	478	72	20	13	31
DISAGREE	13.5%	13.4%	12.4%	9.8%	12.8%
N	591	98	38	8	38
NEITHER	19.5%	20.4%	23.1%	16.8%	20.7%
N	855	149	71	13	62
AGREE	36.5%	37.0%	43.2%	34.7%	28.7%
N	1597	270	132	27	86
STRONGLY AGREE	19.5%	19.4%	15.0%	21.6%	27.3%
N	854	141	46	17	82
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4376	730	306	79	299

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITED

Q71K IMMED SUPERVSR: TAKES RESPONSIBILITY FOR ACTIONS OF PEOPLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	1.0%	1.3%	.9%
N	14	48	6
STRONGLY DISAGREE	11.3%	11.7%	6.2%
N	155	446	42
DISAGREE	10.9%	11.6%	8.5%
N	149	442	58
NEITHER	15.7%	17.8%	15.6%
N	216	676	106
AGREE	37.2%	36.2%	37.8%
N	512	1375	257
STRONGLY AGREE	23.9%	21.5%	31.0%
N	330	816	211
Column Total	100.0%	100.0%	100.0%
N	1376	3803	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71X IMMED SUPERVSR: TAKES RESPONSIBILITY FOR ACTIONS OF PEOPLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	11.4%	11.9%	6.3%
N	155	446	42
DISAGREE	11.0%	11.8%	8.6%
N	149	442	58
NEITHER	15.9%	18.0%	15.8%
N	216	676	106
AGREE	37.6%	36.6%	38.2%
N	512	1375	257
STRONGLY AGREE	24.2%	21.7%	31.3%
N	330	816	211
Column Total	100.0%	100.0%	100.0%
N	1362	3755	675

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q71K IMMED SUPERVSR: TAKES RESPONSIBILITY FOR ACTIONS OF PEOPLE

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	1.1%	1.9%
N	55	14
STRONGLY DISAGREE	10.6%	13.5%
N	547	96
DISAGREE	11.1%	11.4%
N	568	81
NEITHER	16.8%	19.1%
N	863	136
AGREE	37.3%	31.4%
N	1915	223
STRONGLY AGREE	23.2%	22.8%
N	1191	163
Column Total	100.0%	100.0%
N	5139	712

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71K IMMED SUPERVSR: TAKES RESPONSIBILITY FOR ACTIONS OF PEOPLE

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	10.8%	13.7%
N	547	96
DISAGREE	11.2%	11.6%
N	568	81
NEITHER	17.0%	19.4%
N	863	136
AGREE	37.7%	32.0%
N	1915	223
STRONGLY AGREE	23.4%	23.3%
N	1191	163
Column Total	100.0%	100.0%
N	5083	699

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q71K IMMED SUPERVSR: TAKES RESPONSIBILITY FOR ACTIONS OF PEOPLE

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
DONT KNOW	1.2%	1.1%	1.6%	1.7%	.5%
N	53	8	5	1	2
STRONGLY DISAGREE	11.2%	11.0%	6.5%	14.9%	10.6%
N	491	81	20	12	32
DISAGREE	11.2%	13.6%	7.8%	11.6%	7.6%
N	490	100	24	9	23
NEITHER	16.7%	17.5%	21.4%	16.3%	14.5%
N	731	129	66	13	44
AGREE	36.9%	32.5%	43.3%	31.9%	38.0%
N	1620	240	132	25	114
STRONGLY AGREE	22.9%	24.4%	19.3%	23.7%	28.7%
N	1005	180	59	19	86
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4390	738	306	79	300

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q71K IMMED SUPERVSR: TAKES RESPONSIBILITY FOR ACTIONS OF PEOPLE

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	11.3%	11.1%	6.6%	15.1%	10.7%
N	491	81	20	12	32
DISAGREE	11.3%	13.7%	7.9%	11.8%	7.7%
N	490	100	24	9	23
NEITHER	16.9%	17.7%	21.8%	16.6%	14.6%
N	731	129	66	13	44
AGREE	37.4%	32.8%	44.0%	32.5%	38.2%
N	1620	240	132	25	114
STRONGLY AGREE	23.2%	24.6%	19.6%	24.1%	28.8%
N	1005	180	59	19	86
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4337	730	301	78	299

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q72A CORE VALUES: TELL TRUTH EVEN IF HURTS OTHERS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.4%	.8%	.6%
N	5	32	4
DISAGREE	6.8%	8.7%	6.8%
N	94	329	47
NO OPINION	16.2%	12.2%	7.7%
N	223	462	53
AGREE	37.8%	43.1%	40.6%
N	521	1639	277
STRONGLY AGREE	38.8%	35.3%	44.3%
N	535	1341	302
Column Total	100.0%	100.0%	100.0%
N	1378	3803	682

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72B CORE VALUES: SOMETIMES NEED TO BEND OR BREAK RULES FOR JOB

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	7.7%	7.0%	5.8%
N	106	267	39
DISAGREE	13.7%	17.6%	20.0%
N	189	667	136
NO OPINION	18.6%	18.0%	14.3%
N	256	683	97
AGREE	45.4%	44.7%	48.1%
N	625	1699	328
STRONGLY AGREE	14.5%	12.7%	11.9%
N	200	483	81
Column Total	100.0%	100.0%	100.0%
N	1376	3800	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72C CORE VALUES: RESPONSIBILITY IS KEY QUALITY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.3%	.1%	.0%
N	4	5	0
DISAGREE	.4%	.5%	.3%
N	5	19	2
NO OPINION	3.5%	3.1%	1.2%
N	48	116	8
AGREE	46.8%	41.8%	28.7%
N	639	1586	196
STRONGLY AGREE	49.0%	54.5%	69.8%
N	670	2070	475
Column Total	100.0%	100.0%	100.0%
N	1367	3797	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72D CORE VALUES: IMPORTANT TO KNOW AND DO JOB WELL

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.3%	.1%	
N	4	3	
DISAGREE		.1%	.2%
N		3	1
NO OPINION	2.2%	.9%	.6%
N	30	35	4
AGREE	36.6%	36.4%	26.2%
N	501	1379	177
STRONGLY AGREE	60.9%	62.5%	73.0%
N	832	2370	495
Column Total	100.0%	100.0%	100.0%
N	1367	3790	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72E CORE VALUES: TEAM PLAYER MORE IMPORTANT THAN INDIVIDUAL

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	1.3%	1.5%	.8%
N	18	56	5
DISAGREE	5.8%	5.5%	4.4%
N	79	209	30
NO OPINION	12.8%	11.8%	7.0%
N	176	449	48
AGREE	38.9%	40.5%	37.2%
N	535	1538	254
STRONGLY AGREE	41.2%	40.7%	50.6%
N	566	1546	345
Column Total	100.0%	100.0%	100.0%
N	1374	3798	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72F CORE VALUES: NAVY LOYALTY IS ULTIMATELY MOST IMPORTANT

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	9.3%	9.4%	4.6%
N	128	358	31
DISAGREE	17.3%	19.7%	19.0%
N	238	747	128
NO OPINION	38.4%	33.7%	24.3%
N	528	1279	165
AGREE	20.2%	23.3%	33.2%
N	277	886	225
STRONGLY AGREE	14.9%	14.0%	18.9%
N	205	531	128
Column Total	100.0%	100.0%	100.0%
N	1376	3801	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72G CORE VALUES: CONCERN WELL-BEING OF SHIPMATES IS IMPORTANT

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.1%	.4%	
N	2	15	
DISAGREE	1.0%	.6%	.2%
N	14	24	1
NO OPINION	8.3%	3.3%	.8%
N	113	124	6
AGREE	47.3%	45.6%	30.7%
N	647	1724	208
STRONGLY AGREE	43.3%	50.1%	68.2%
N	592	1897	462
Column Total	100.0%	100.0%	100.0%
N	1369	3784	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72H CORE VALUES: EVERYONE SHOULD SERVE COUNTRY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	1.8%	2.6%	1.4%
N	25	97	9
DISAGREE	4.2%	5.5%	4.6%
N	58	210	31
NO OPINION	24.9%	18.5%	13.9%
N	340	701	95
AGREE	36.0%	35.9%	32.5%
N	492	1359	221
STRONGLY AGREE	33.0%	37.6%	47.7%
N	450	1423	325
Column Total	100.0%	100.0%	100.0%
N	1365	3790	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72I CORE VALUES: SHOULD REPORT SEXUAL HARASSMENT

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	1.7%	1.3%	1.0%
N	23	51	7
DISAGREE	7.1%	3.3%	2.6%
N	97	12⁻	17
NO OPINION	26.2%	17.1%	8.9%
N	360	651	61
AGREE	31.2%	34.6%	29.7%
N	429	1317	202
STRONGLY AGREE	33.8%	43.6%	57.8%
N	465	1656	394
Column Total	100.0%	100.0%	100.0%
N	1374	3802	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q72J CORE VALUES: RELY ON SPIRITUAL BELIEFS FOR DECISIONS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	7.6%	10.6%	12.0%
N	105	402	82
DISAGREE	13.7%	15.7%	17.9%
N	189	596	122
NO OPINION	42.1%	37.4%	33.8%
N	580	1423	230
AGREE	19.9%	22.2%	21.4%
N	274	842	145
STRONGLY AGREE	16.6%	14.2%	14.8%
N	229	540	101
Column Total	100.0%	100.0%	100.0%
N	1376	3802	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73A IMPORTANT TO: BE HONEST

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.3%	.1%	.1%
N	4	3	1
DISAGREE	.7%	.3%	.1%
N	9	12	1
NO OPINION	2.6%	1.5%	.9%
N	36	56	6
AGREE	41.9%	37.0%	24.3%
N	571	1409	166
STRONGLY AGREE	54.6%	61.1%	74.5%
N	744	2325	508
Column Total	100.0%	100.0%	100.0%
N	1364	3806	682

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73B IMPORTANT TO: BEHAVE IN HONORABLE MANNER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.3%	.1%	.2%
N	4	5	1
DISAGREE		.3%	
N		10	
NO OPINION	4.1%	2.2%	1.1%
N	56	85	7
AGREE	46.1%	39.2%	26.6%
N	625	1490	181
STRONGLY AGREE	49.5%	58.2%	72.2%
N	670	2212	492
Column Total	100.0%	100.0%	100.0%
N	1355	3802	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73C IMPORTANT TO: BE RESPONSIBLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.3%	.0%	.1%
N	4	1	1
DISAGREE	.3%	.1%	
N	4	2	
NO OPINION	1.7%	.5%	.5%
N	23	20	3
AGREE	42.0%	34.1%	21.1%
N	573	1297	143
STRONGLY AGREE	55.8%	65.2%	78.3%
N	760	2478	533
Column Total	100.0%	100.0%	100.0%
N	1364	3799	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73D IMPORTANT TO: BE COMPETENT

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.3%	.0%	.1%
N	4	1	1
DISAGREE	.1%	.2%	
N	2	6	
NO OPINION	4.2%	1.4%	.8%
N	58	52	6
AGREE	42.5%	34.2%	22.4%
N	578	1299	153
STRONGLY AGREE	52.9%	64.2%	76.7%
N	721	2435	523
Column Total	100.0%	100.0%	100.0%
N	1362	3794	682

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73E IMPORTANT TO: BE GOOD TEAM PLAYER

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.8%	.4%	.2%
N	11	15	1
DISAGREE	.8%	1.0%	.8%
N	11	39	5
NO OPINION	7.2%	5.5%	2.4%
N	99	208	16
AGREE	44.7%	41.5%	30.0%
N	610	1574	204
STRONGLY AGREE	46.5%	51.6%	66.6%
N	636	1956	453
Column Total	100.0%	100.0%	100.0%
N	1367	3792	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73F IMPORTANT TO: BE LOYAL TO NAVY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	2.0%	2.0%	.4%
N	27	75	3
DISAGREE	4.0%	2.9%	1.1%
N	54	110	7
NO OPINION	23.0%	16.6%	4.7%
N	312	630	32
AGREE	40.8%	42.6%	35.9%
N	553	1617	245
STRONGLY AGREE	30.2%	35.9%	57.8%
N	409	1361	394
Column Total	100.0%	100.0%	100.0%
N	1355	3792	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73G IMPORTANT TO: SHOW CONCERN FOR OTHERS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.3%	.1%	.1%
N	4	2	1
DISAGREE	.4%	.5%	.1%
N	5	18	0
NO OPINION	7.7%	3.4%	1.0%
N	104	128	7
AGREE	43.5%	41.2%	28.2%
N	592	1562	192
STRONGLY AGREE	48.2%	54.9%	70.7%
N	656	2082	481
Column Total	100.0%	100.0%	100.0%
N	1362	3792	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73H IMPORTANT TO: BE PATRIOTIC

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	1.1%	.4%	.4%
N	14	17	2
DISAGREE	1.7%	1.3%	.7%
N	23	50	5
NO OPINION	15.5%	10.3%	4.4%
N	211	389	30
AGREE	44.5%	42.3%	33.5%
N	607	1602	228
STRONGLY AGREE	37.3%	45.7%	61.0%
N	508	1731	415
Column Total	100.0%	100.0%	100.0%
N	1364	3789	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73I IMPORTANT TO: BE COURAGEOUS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.5%	.3%	.1%
N	7	10	1
DISAGREE	1.9%	1.1%	1.3%
N	25	41	9
NO OPINION	10.9%	10.1%	6.9%
N	148	380	47
AGREE	47.6%	44.1%	35.3%
N	645	1664	240
STRONGLY AGREE	39.1%	44.5%	56.4%
N	530	1680	383
Column Total	100.0%	100.0%	100.0%
N	1355	3774	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q73J IMPORTANT TO: USE SPRIRITUAL FAITH AS GUIDE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	6.9%	10.2%	12.6%
N	94	388	85
DISAGREE	10.0%	11.7%	13.5%
N	137	444	91
NO OPINION	37.6%	37.5%	34.9%
N	513	1421	237
AGREE	24.4%	22.4%	21.9%
N	333	850	149
STRONGLY AGREE	21.1%	18.1%	17.1%
N	288	687	116
Column Total	100.0%	100.0%	100.0%
N	1365	3790	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q74 COURSES WHERE HAVE HAD CORE VALUES TRAINING

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	82.3%	48.6%	10.6%
N	1111	1828	72
BASIC DIVISION OFFICERS	.7%	.4%	1.6%
N	9	14	11
ADV DIVISION OFFICERS	.3%	.1%	.2%
N	4	2	1
COMMAND EXCELLENCE	2.0%	2.1%	5.3%
N	27	79	36
SWO/SUB DEPT HEAD SCHOOL		.0%	
N		1	
LMET	.3%	18.6%	37.6%
N	4	700	253
NAVLEAD	.4%	18.5%	64.6%
N	5	696	435
EQUAL OPPORTUNITY	11.1%	22.2%	35.3%
N	150	836	237
OTHER	5.2%	9.4%	12.3%
N	70	353	83
Column Total	100.0%	100.0%	100.0%
N	1351	3761	673

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q74 COURSES WHERE HAVE HAD CORE VALUES TRAINING

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
BASIC DIVISION			
OFFICERS	3.7%	.7%	1.8%
N	9	14	11
ADV DIVISION			
OFFICERS	1.5%	.1%	.2%
N	4	2	1
COMMAND			
EXCELLENCE	11.0%	4.0%	5.9%
N	27	79	36
SWO/SUB DEPT HEAD			
SCHOOL		.1%	
N		1	
LMET	1.5%	35.9%	41.9%
N	4	700	253
NAVLEAD	2.2%	35.7%	72.0%
N	5	696	435
EQUAL OPPORTUNITY	61.1%	42.9%	39.3%
N	150	836	237
OTHER	28.7%	18.1%	13.7%
N	70	353	83
Column Total	100.0%	100.0%	100.0%
N	245	1948	603

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DOES NOT APPLY OPTION OMITTED

Q75A EO: WORK ASSIGNMENTS ARE FAIR

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	3.0%	3.0%	.8%
N	41	112	6
DISAGREE	10.9%	8.8%	3.7%
N	148	331	25
NEITHER	13.4%	10.6%	5.9%
N	182	400	40
AGREE	60.5%	61.2%	53.5%
N	821	2313	364
STRONGLY AGREE	12.2%	16.4%	36.2%
N	166	621	246
Column Total	100.0%	100.0%	100.0%
N	1358	3778	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75A EO: WORK ASSIGNMENTS ARE FAIR

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	2.9%	1.5%
N	148	11
DISAGREE	8.3%	11.2%
N	424	80
NEITHER	11.1%	7.7%
N	565	55
AGREE	60.1%	60.7%
N	3059	433
STRONGLY AGREE	17.6%	18.9%
N	897	135
Column Total	100.0%	100.0%
N	5093	713

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75A EO: WORK ASSIGNMENTS ARE FAIR.

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	2.5%	3.7%	1.9%	.9%	4.3%
N	111	27	6	1	13
DISAGREE	7.9%	12.6%	6.8%	15.1%	11.1%
N	343	93	21	12	33
NEITHER	9.9%	11.3%	19.7%	11.6%	9.1%
N	432	82	60	9	27
AGREE	61.7%	56.4%	53.5%	53.8%	56.5%
N	2686	413	164	43	168
STRONGLY AGREE	18.0%	15.9%	18.1%	18.6%	19.0%
N	784	116	56	15	56
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4355	732	307	79	297

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75B EO: IMMEDIATE SUPERVISOR TREATS ME FAIR

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	3.2%	2.6%	1.1%
N	43	97	7
DISAGREE	7.7%	7.5%	3.7%
N	104	283	25
NEITHER	14.2%	12.1%	9.1%
N	193	458	61
AGREE	57.2%	55.7%	46.5%
N	774	2102	316
STRONGLY AGREE	17.7%	22.1%	39.7%
N	240	835	269
Column Total	100.0%	100.0%	100.0%
N	1355	3775	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75B EO: IMMEDIATE SUPERVISOR TREATS ME FAIR

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	2.5%	3.3%
N	125	23
DISAGREE	7.0%	8.1%
N	354	58
NEITHER	12.3%	12.3%
N	624	88
AGREE	55.3%	52.1%
N	2814	371
STRONGLY AGREE	23.0%	24.2%
N	1171	172
Column Total	100.0%	100.0%
N	5088	712

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75B EO: IMMEDIATE SUPERVISOR TREATS ME FAIR

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	2.4%	3.9%	2.3%	3.3%	2.0%
N	105	28	7	3	6
DISAGREE	7.3%	7.4%	5.1%	5.0%	5.5%
N	319	54	16	4	16
NEITHER	11.5%	15.4%	14.7%	9.3%	14.3%
N	502	112	45	7	42
AGREE	55.6%	51.7%	56.4%	59.7%	51.3%
N	2419	377	173	47	152
STRONGLY AGREE	23.1%	21.7%	21.6%	22.8%	26.9%
N	1007	158	66	18	79
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4352	730	307	78	295

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

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Q75C EO: COMMANDING OFFICER SUPPORTS EQUAL OPPORTUNITY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	1.7%	1.2%	.7%
N	23	44	5
DISAGREE	3.6%	2.5%	1.4%
N	49	95	10
NEITHER	21.1%	17.7%	8.4%
N	285	668	57
AGREE	44.5%	44.2%	37.7%
N	600	1672	257
STRONGLY AGREE	29.0%	34.5%	51.8%
N	391	1303	352
Column Total	100.0%	100.0%	100.0%
N	1347	3782	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75C EO: COMMANDING OFFICER SUPPORTS EQUAL OPPORTUNITY

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	1.3%	1.1%
N	64	8
DISAGREE	2.3%	5.1%
N	117	36
NEITHER	17.4%	17.4%
N	884	124
AGREE	43.4%	44.0%
N	2208	314
STRONGLY AGREE	35.7%	32.4%
N	1815	231
Column Total	100.0%	100.0%
N	5089	713

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75C EO: COMMANDING OFFICER SUPPORTS EQUAL OPPORTUNITY

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	1.1%	1.8%	.6%	3.9%	1.4%
N	50	13	2	3	4
DISAGREE	2.4%	3.9%	1.7%	2.9%	3.2%
N	106	29	5	2	10
NEITHER	16.8%	24.0%	11.2%	16.6%	16.5%
N	734	174	34	13	49
AGREE	44.4%	40.8%	44.4%	40.4%	36.9%
N	1939	296	135	31	109
STRONGLY AGREE	35.2%	29.4%	42.0%	36.2%	41.9%
N	1534	213	128	27	124
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4364	725	304	76	296

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75D EO: EXECUTIVE OFFICER SUPPORTS EQUAL OPPORTUNITY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	2.5%	1.3%	.6%
N	34	50	4
DISAGREE	3.4%	2.5%	1.5%
N	47	94	10
NEITHER	25.2%	22.1%	10.1%
N	342	836	69
AGREE	42.8%	42.9%	39.0%
N	582	1622	265
STRONGLY AGREE	26.0%	31.1%	48.7%
N	353	1177	331
Column Total	100.0%	100.0%	100.0%
N	1358	3777	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75D EO: EXECUTIVE OFFICER SUPPORTS EQUAL OPPORTUNITY

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	1.6%	1.2%
N	80	9
DISAGREE	2.3%	4.5%
N	119	32
NEITHER	21.3%	22.4%
N	1087	158
AGREE	42.4%	42.1%
N	2164	298
STRONGLY AGREE	32.3%	29.8%
N	1650	211
Column Total	100.0%	100.0%
N	5100	707

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75D EO: EXECUTIVE OFFICER SUPPORTS EQUAL OPPORTUNITY

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	1.4%	1.7%	1.2%	3.8%	2.0%
N	62	13	4	3	6
DISAGREE	2.3%	4.9%	.9%	.9%	3.8%
N	100	35	3	1	11
NEITHER	20.6%	27.8%	15.5%	34.4%	21.3%
N	898	202	48	27	63
AGREE	43.2%	39.7%	45.3%	32.6%	37.9%
N	1885	289	139	26	112
STRONGLY AGREE	32.4%	26.0%	37.1%	28.2%	35.0%
N	1414	189	114	22	103
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4359	728	307	79	296

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

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Q75E EO: NAVY IS IMPROVING EQUAL OPPORTUNITY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	3.7%	2.9%	.9%
N	50	108	6
DISAGREE	9.1%	7.3%	4.3%
N	123	276	29
NEITHER	28.9%	23.0%	11.7%
N	391	867	79
AGREE	45.3%	47.5%	48.9%
N	613	1790	332
STRONGLY AGREE	13.0%	19.4%	34.2%
N	176	731	232
Column Total	100.0%	100.0%	100.0%
N	1353	3771	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75E EO: NAVY IS IMPROVING EQUAL OPPORTUNITY

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	2.8%	2.9%
N	144	21
DISAGREE	7.1%	9.0%
N	364	64
NEITHER	23.2%	22.0%
N	1178	156
AGREE	46.9%	48.3%
N	2386	343
STRONGLY AGREE	19.9%	17.8%
N	1013	126
Column Total	100.0%	100.0%
N	5085	710

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75E EO: NAVY IS IMPROVING EQUAL OPPORTUNITY

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRC AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	2.6%	4.2%	1.2%	6.8%	3.0%
N	114	30	4	5	9
DISAGREE	6.8%	12.1%	2.8%	9.5%	7.2%
N	297	89	9	7	21
NEITHER	22.3%	28.5%	17.7%	24.3%	24.1%
N	969	208	54	19	70
AGREE	48.9%	38.1%	52.4%	39.2%	43.1%
N	2127	278	160	31	126
STRONGLY AGREE	19.3%	17.1%	25.9%	20.2%	22.7%
N	841	125	79	16	66
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4348	731	306	79	293

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75F EO: CHAIN IS EFFECTIVE WITH EQUAL OPPORTUNITY PROBLEMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	6.5%	4.0%	.9%
N	88	149	6
DISAGREE	10.6%	9.3%	3.6%
N	142	351	24
NEITHER	22.7%	24.1%	9.7%
N	306	910	66
AGREE	45.9%	44.6%	47.0%
N	619	1683	319
STRONGLY AGREE	14.3%	18.0%	38.8%
N	193	678	264
Column Total	100.0%	100.0%	100.0%
N	1349	3771	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75F EO: CHAIN IS EFFECTIVE WITH EQUAL OPPORTUNITY PROBLEMS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	4.0%	6.0%
N	202	42
DISAGREE	8.5%	12.1%
N	431	86
NEITHER	22.1%	22.1%
N	1125	157
AGREE	45.7%	41.5%
N	2322	294
STRONGLY AGREE	19.7%	18.4%
N	1004	130
Column Total	100.0%	100.0%
N	5084	708

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75F EO: CHAIN IS EFFECTIVE WITH EQUAL OPPORTUNITY PROBLEMS

Q75F EO: CHAIN IS EFFECTIVE WITH EQUAL OPPORTUNITY PROBLEMS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	3.9%	7.2%	1.4%	4.2%	3.8%
N	168	53	4	3	11
DISAGREE	8.8%	11.3%	4.2%	9.0%	10.5%
N	382	83	13	7	31
NEITHER	22.1%	25.1%	14.9%	34.4%	19.3%
N	960	183	46	27	57
AGREE	46.1%	40.2%	49.7%	31.1%	41.1%
N	2004	293	153	25	121
STRONGLY AGREE	19.1%	16.1%	29.7%	21.4%	25.3%
N	828	117	92	17	75
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4343	729	308	79	295

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

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Q75G EO: WOULD BE TREATED FAIR AT CAPTAINS MAST

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	8.4%	6.2%	1.9%
N	113	234	13
DISAGREE	13.2%	10.0%	4.4%
N	178	379	30
NEITHER	25.7%	23.5%	11.4%
N	348	886	77
AGREE	37.0%	41.3%	42.6%
N	501	1556	289
STRONGLY AGREE	15.8%	19.0%	39.6%
N	214	715	268
Column Total	100.0%	100.0%	100.0%
N	1355	3770	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75G EO: WOULD BE TREATED FAIR AT CAPTAINS MAST

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	6.5%	3.9%
N	333	28
DISAGREE	10.4%	8.0%
N	530	57
NEITHER	22.1%	25.5%
N	1125	181
AGREE	40.3%	41.2%
N	2051	292
STRONGLY AGREE	20.6%	21.4%
N	1045	152
Column Total	100.0%	100.0%
N	5085	710

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75G EO: WOULD BE TREATED FAIR AT CAPTAINS MAST

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	5.9%	9.1%	1.7%	11.1%	5.3%
N	259	66	5	9	16
DISAGREE	9.4%	14.5%	6.6%	21.7%	11.5%
N	408	106	20	17	34
NEITHER	20.3%	31.6%	28.0%	22.3%	26.2%
N	884	230	86	17	77
AGREE	42.7%	30.2%	40.1%	29.6%	36.8%
N	1857	220	122	23	108
STRONGLY AGREE	21.7%	14.5%	23.6%	15.3%	20.2%
N	943	106	72	12	59
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4350	728	305	78	294

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

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Q75H EO: FAIR TREATMENT FOR PROMOTIONS AND ADVANCEMENTS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	14.5%	17.6%	8.5%
N	195	665	57
DISAGREE	23.3%	23.4%	20.6%
N	313	881	140
NEITHER	22.7%	18.3%	13.1%
N	306	689	89
AGREE	29.9%	29.9%	32.7%
N	402	1125	222
STRONGLY AGREE	9.6%	10.8%	25.1%
N	130	408	170
Column Total	100.0%	100.0%	100.0%
N	1346	3768	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75H EO: FAIR TREATMENT FOR PROMOTIONS AND ADVANCEMENTS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	15.9%	15.2%
N	809	108
DISAGREE	22.9%	24.0%
N	1163	170
NEITHER	18.3%	21.5%
N	927	152
AGREE	30.5%	28.3%
N	1546	201
STRONGLY AGREE	12.4%	11.0%
N	629	78
Column Total	100.0%	100.0%
N	5073	711

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75H EO: FAIR TREATMENT FOR PROMOTIONS AND ADVANCEMENTS

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	16.8%	12.5%	5.7%	27.9%	16.1%
N	730	91	17	21	47
DISAGREE	23.6%	26.0%	12.6%	22.4%	18.0%
N	1024	189	38	17	53
NEITHER	17.1%	25.4%	23.8%	20.6%	20.9%
N	741	184	72	16	61
AGREE	30.3%	27.5%	35.7%	20.0%	32.8%
N	1318	200	109	15	96
STRONGLY AGREE	12.2%	8.7%	22.3%	9.1%	12.2%
N	531	63	68	7	36
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4344	727	305	76	293

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75I EO: REENLISTMENT DECISIONS ARE FAIR

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	3.7%	2.0%	1.0%
N	50	76	7
DISAGREE	6.5%	4.5%	2.3%
N	88	169	15
NEITHER	44.5%	32.8%	13.2%
N	603	1235	90
AGREE	35.0%	46.1%	47.4%
N	474	1736	322
STRONGLY AGREE	10.2%	14.5%	36.1%
N	139	547	245
Column Total	100.0%	100.0%	100.0%
N	1355	3764	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75I EO: REENLISTMENT DECISIONS ARE FAIR

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	2.3%	2.2%
N	117	16
DISAGREE	4.5%	6.3%
N	228	45
NEITHER	33.1%	34.3%
N	1680	244
AGREE	44.1%	40.6%
N	2239	289
STRONGLY AGREE	16.0%	16.6%
N	812	118
Column Total	100.0%	100.0%
N	5077	712

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75I EO: REENLISTMENT DECISIONS ARE FAIR

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	2.4%	1.8%	.3%	6.1%	2.8%
N	103	13	1	5	8
DISAGREE	4.8%	6.4%	2.2%	6.3%	2.5%
N	207	47	7	5	7
NEITHER	33.1%	35.3%	29.5%	37.6%	31.7%
N	1440	256	90	30	94
AGREE	43.1%	44.5%	47.5%	34.9%	48.9%
N	1871	323	145	28	145
STRONGLY AGREE	16.6%	12.0%	20.5%	15.1%	14.1%
N	723	87	63	12	42
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4344	725	306	79	296

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

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Q75J EO: GENDER DISCRIMINATION NOT TOLERATED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	3.1%	2.5%	1.4%
N	42	95	10
DISAGREE	4.3%	5.0%	3.3%
N	58	188	23
NEITHER	29.7%	25.6%	13.2%
N	400	966	89
AGREE	39.6%	38.5%	35.7%
N	533	1452	242
STRONGLY AGREE	23.4%	28.3%	46.3%
N	316	1067	314
Column Total	100.0%	100.0%	100.0%
N	1347	3768	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75J EO: GENDER DISCRIMINATION NOT TOLERATED

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	2.3%	4.3%
N	115	31
DISAGREE	3.7%	11.6%
N	186	82
NEITHER	25.2%	24.3%
N	1281	173
AGREE	38.5%	37.7%
N	1954	268
STRONGLY AGREE	30.3%	22.0%
N	1538	157
Column Total	100.0%	100.0%
N	5074	711

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75J EO: GENDER DISCRIMINATION NOT TOLERAT

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	2.4%	2.6%	.9%	6.1%	2.9%
N	106	19	3	5	8
DISAGREE	4.1%	8.0%	2.4%	4.4%	6.4%
N	180	58	7	3	19
NEITHER	24.7%	29.6%	18.4%	30.6%	23.6%
N	1072	215	56	24	70
AGREE	39.0%	34.3%	46.1%	24.7%	38.5%
N	1695	248	141	20	113
STRONGLY AGREE	29.8%	25.4%	32.3%	34.2%	28.6%
N	1292	184	99	27	84
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4344	724	305	79	294

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75K EO: RACIAL DISCRIMINATION NOT TOLERATED

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	4.7%	3.1%	1.3%
N	63	118	9
DISAGREE	6.3%	6.9%	2.5%
N	85	260	17
NEITHER	17.6%	16.1%	6.6%
N	238	607	45
AGREE	40.4%	40.4%	36.6%
N	547	1525	249
STRONGLY AGREE	31.1%	33.5%	53.0%
N	421	1262	360
Column Total	100.0%	100.0%	100.0%
N	1355	3772	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75K EO: RACIAL DISCRIMINATION NOT TOLERATED

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	3.0%	5.4%
N	152	39
DISAGREE	6.0%	7.9%
N	303	56
NEITHER	14.8%	19.4%
N	751	138
AGREE	39.7%	41.8%
N	2022	297
STRONGLY AGREE	36.6%	25.4%
N	1860	181
Column Total	100.0%	100.0%
N	5088	710

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q75K EO: RACIAL DISCRIMINATION NOT TOLERATED

	Q2 RACIAL BACKGROUND				
	WHITE	BLK/AFRCN AMERICAN	ASIAN	AMERICAN INDIAN	OTHER
STRONGLY DISAGREE	2.6%	6.0%	3.6%	4.2%	4.0%
N	114	44	11	3	12
DISAGREE	5.1%	13.8%	4.6%	6.1%	6.7%
N	220	101	14	5	20
NEITHER	13.2%	24.3%	15.5%	32.4%	19.6%
N	573	177	47	26	58
AGREE	41.8%	31.1%	41.4%	27.2%	39.1%
N	1820	227	126	21	115
STRONGLY AGREE	37.3%	24.7%	35.0%	30.2%	30.5%
N	1626	180	107	24	90
Column Total	100.0%	100.0%	100.0%	100.0%	100.0%
N	4353	729	305	79	294

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q76 HAVE HAD FRATERNIZATION TRAINING IN LAST YEAR

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
YES	81.0%	77.9%	84.6%
N	1111	2965	576
NO	19.0%	22.1%	15.4%
N	260	842	105
Column Total	100.0%	100.0%	100.0%
N	1371	3807	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q77 EVALUATION OF FRATERNIZATION TRAINING

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO TRAINING IN 12			
MOS.	18.4%	21.4%	14.5%
N	251	811	99
VERY POOR	2.0%	1.9%	1.9%
N	27	72	13
POOR	2.9%	3.4%	4.8%
N	40	129	33
NEUTRAL	21.1%	21.5%	20.1%
N	288	817	137
GOOD	40.8%	38.2%	42.6%
N	556	1452	290
VERY GOOD	10.0%	9.4%	13.2%
N	137	356	90
NO OPINION	4.8%	4.2%	2.8%
N	65	160	19
Column Total	100.0%	100.0%	100.0%
N	1364	3796	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q77 EVALUATION OF FRATERNIZATION TRAINING

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
VERY POOR	2.6%	2.6%	2.2%
N	27	72	13
POOR	3.8%	4.6%	5.9%
N	40	129	33
NEUTRAL	27.5%	28.9%	24.4%
N	288	817	137
GOOD	53.1%	51.4%	51.6%
N	556	1452	290
VERY GOOD	13.1%	12.6%	15.9%
N	137	356	90
Column Total	100.0%	100.0%	100.0%
N	1048	2825	562

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NOT RECV TRAINING IN PAST 12 MOS OPTION OMITTED

Q78A FRATERNISATION: COMMAND UNDERSTANDS DEFINITIONS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	2.9%	2.4%	2.1%
N	40	93	14
DISAGREE	9.8%	12.6%	12.0%
N	133	478	82
NO OPINION	14.5%	12.2%	8.6%
N	198	463	58
AGREE	60.2%	59.3%	57.1%
N	822	2260	389
STRONGLY AGREE	12.7%	13.5%	20.3%
N	173	515	138
Column Total	100.0%	100.0%	100.0%
N	1365	3809	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q78A FRATERNIZATION: COMMAND UNDERSTANDS DEFINITIONS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	2.4%	3.3%
N	123	24
DISAGREE	11.6%	13.8%
N	593	99
NO OPINION	13.0%	7.2%
N	669	51
AGREE	59.2%	59.6%
N	3038	427
STRONGLY AGREE	13.8%	16.2%
N	709	116
Column Total	100.0%	100.0%
N	5132	716

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q78B FRATERNIZATION: I UNDERSTAND RULES

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	1.3%	.9%	.3%
N	18	36	2
DISAGREE	5.0%	4.6%	3.7%
N	69	175	25
NO OPINION	8.9%	8.0%	4.7%
N	121	306	32
AGREE	64.5%	63.6%	56.0%
N	879	2419	381
STRONGLY AGREE	20.3%	22.8%	35.3%
N	277	868	240
Column Total	100.0%	100.0%	100.0%
N	1364	3803	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q78B FRATERNIZATION: I UNDERSTAND RULES

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.9%	1.2%
N	47	9
DISAGREE	4.9%	2.8%
N	248	20
NO OPINION	8.5%	3.0%
N	436	22
AGREE	62.7%	64.0%
N	3214	459
STRONGLY AGREE	23.0%	29.0%
N	1177	208
Column Total	100.0%	100.0%
N	5123	716

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q78C FRATERNIZATION: INTERFERES WITH DISCIPLINE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	6.2%	4.8%	1.9%
N	85	181	13
DISAGREE	16.0%	13.6%	7.7%
N	218	517	52
NO OPINION	24.8%	19.4%	11.7%
N	338	737	80
AGREE	35.2%	39.1%	41.2%
N	479	1485	280
STRONGLY AGREE	17.7%	23.1%	37.5%
N	241	880	255
Column Total	100.0%	100.0%	100.0%
N	1362	3801	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q78C FRATERNIZATION: INTERFERES WITH DISCIPLINE

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	4.8%	4.6%
N	246	33
DISAGREE	13.6%	13.0%
N	694	93
NO OPINION	19.9%	19.1%
N	1017	137
AGREE	38.1%	40.4%
N	1952	290
STRONGLY AGREE	23.6%	22.8%
N	1209	163
Column Total	100.0%	100.0%
N	5118	716

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q78D FRATERNIZATION: NAVYS POLICY IS GOOD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	6.8%	5.4%	2.4%
N	92	206	16
DISAGREE	12.3%	12.2%	8.7%
N	167	463	59
NO OPINION	29.5%	25.0%	16.1%
N	402	951	110
AGREE	37.0%	40.2%	45.0%
N	504	1527	305
STRONGLY AGREE	14.4%	17.1%	27.9%
N	196	648	189
Column Total	100.0%	100.0%	100.0%
N	1362	3796	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q78D FRATERNIZATION: NAVYS POLICY IS GOOD

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	5.2%	6.8%
N	266	49
DISAGREE	11.4%	15.0%
N	582	107
NO OPINION	25.6%	21.0%
N	1309	150
AGREE	39.9%	40.7%
N	2042	292
STRONGLY AGREE	17.9%	16.5%
N	913	118
Column Total	100.0%	100.0%
N	5113	716

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q79 RECEIVED FORMAL SEXUAL HARASSMENT TRAINING WITHIN 12 MONTHS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
YES	97.9%	99.1%	99.4%
N	1335	3757	673
NO	2.1%	.9%	.6%
N	29	35	4
Column Total	100.0%	100.0%	100.0%
N	1364	3792	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80A SEXUAL HARASSMENT: UNDERSTAND DEFINITION

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.5%	.5%	.3%
N	7	20	2
DISAGREE	.7%	1.2%	1.3%
N	9	46	9
NO OPINION	2.8%	3.0%	2.3%
N	38	113	15
AGREE	61.9%	58.5%	47.1%
N	846	2227	321
STRONGLY AGREE	34.1%	36.8%	49.0%
N	467	1404	333
Column Total	100.0%	100.0%	100.0%
N	1367	3809	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80A SEXUAL HARASSMENT: UNDERSTAND DEFINITION

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.6%	
N	29	
DISAGREE	1.2%	.6%
N	60	4
NO OPINION	3.1%	1.3%
N	157	9
AGREE	58.2%	56.1%
N	2985	404
STRONGLY AGREE	37.0%	42.1%
N	1899	303
Column Total	100.0%	100.0%
N	5129	720

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80B SEXUAL HARASSMENT: UNDERSTAND REGULATIONS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.4%	.4%	.3%
N	5	15	2
DISAGREE	1.1%	.9%	.9%
N	14	34	6
NO OPINION	2.6%	3.0%	1.5%
N	36	115	10
AGREE	62.7%	59.8%	48.6%
N	856	2277	331
STRONGLY AGREE	33.2%	35.9%	48.8%
N	454	1365	332
Column Total	100.0%	100.0%	100.0%
N	1365	3805	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80B SEXUAL HARASSMENT: UNDERSTAND REGULATIONS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.4%	
N	22	
DISAGREE	1.0%	.5%
N	51	3
NO OPINION	3.0%	1.2%
N	153	8
AGREE	59.4%	57.2%
N	3046	411
STRONGLY AGREE	36.2%	41.2%
N	1853	296
Column Total	100.0%	100.0%
N	5125	718

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

592

Q80C SEXUAL HARASSMENT: PERSONNEL UNDERSTAND DEFINITIONS & REGS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.3%	.9%	.4%
N	4	35	3
DISAGREE	2.4%	3.6%	3.2%
N	32	138	22
NO OPINION	11.5%	11.6%	7.5%
N	157	439	51
AGREE	60.9%	58.8%	54.4%
N	831	2235	370
STRONGLY AGREE	25.0%	25.1%	34.5%
N	340	955	235
Column Total	100.0%	100.0%	100.0%
N	1364	3802	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80C SEXUAL HARASSMENT: PERSONNEL UNDERSTAND DEFINITIONS & REGS

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.7%	.5%
N	37	4
DISAGREE	3.0%	5.4%
N	153	39
NO OPINION	11.1%	10.9%
N	569	78
AGREE	59.0%	56.6%
N	3022	408
STRONGLY AGREE	26.1%	26.5%
N	1338	191
Column Total	100.0%	100.0%
N	5118	720

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80D SEXUAL HARASSMENT: FEEL COMPLAINT WOULD BE LISTENED TO

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	4.3%	4.3%	1.9%
N	59	164	13
DISAGREE	9.3%	8.9%	5.8%
N	128	339	39
NO OPINION	20.3%	18.1%	12.4%
N	278	686	84
AGREE	46.4%	46.4%	44.4%
N	634	1760	302
STRONGLY AGREE	19.6%	22.3%	35.5%
N	268	848	242
Column Total	100.0%	100.0%	100.0%
N	1367	3797	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

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Q80D SEXUAL HARASSMENT: FEEL COMPLAINT WOULD BE LISTENED TO

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	4.0%	4.7%
N	203	34
DISAGREE	8.4%	10.6%
N	430	76
NO OPINION	18.4%	14.8%
N	940	106
AGREE	46.7%	42.1%
N	2390	303
STRONGLY AGREE	22.6%	27.9%
N	1156	200
Column Total	100.0%	100.0%
N	5119	718

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80E SEXUAL HARASSMENT: NOT TOLERATED AT COMMAND

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.4%	1.2%	.3%
N	5	44	2
DISAGREE	2.4%	2.9%	1.9%
N	32	111	13
NO OPINION	13.4%	14.2%	6.8%
N	182	538	46
AGREE	44.9%	44.3%	39.9%
N	612	1678	271
STRONGLY AGREE	39.0%	37.4%	51.0%
N	531	1417	346
Column Total	100.0%	100.0%	100.0%
N	1364	3787	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80E SEXUAL HARASSMENT: NOT TOLERATED AT COMMAND

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.7%	2.5%
N	34	18
DISAGREE	2.2%	6.4%
N	111	46
NO OPINION	12.9%	15.1%
N	658	108
AGREE	44.3%	41.2%
N	2260	295
STRONGLY AGREE	40.0%	34.7%
N	2045	248
Column Total	100.0%	100.0%
N	5107	715

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80F SEXUAL HARASSMENT: UNDERSTAND RIGHTS AND RESPONSIBILITIES

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	.5%	.4%	.2%
N	7	17	2
DISAGREE	1.1%	1.7%	1.2%
N	14	63	8
NO OPINION	4.9%	4.4%	2.6%
N	67	166	18
AGREE	61.6%	59.4%	47.8%
N	838	2258	325
STRONGLY AGREE	31.9%	34.1%	48.2%
N	434	1297	328
Column Total	100.0%	100.0%	100.0%
N	1360	3801	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80F SEXUAL HARASSMENT: UNDERSTAND RIGHTS AND RESPONSIBLITIES

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	.5%	
N	26	
DISAGREE	1.6%	.2%
N	84	2
NO OPINION	4.5%	2.9%
N	230	20
AGREE	58.8%	56.8%
N	3009	406
STRONGLY AGREE	34.6%	40.1%
N	1772	286
Column Total	100.0%	100.0%
N	5121	714

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q80G SEXUAL HARASSMENT: UNDERSTAND COMPLAINT PROCEDURE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	1.5%	.8%	.1%
N	20	30	1
DISAGREE	4.9%	4.4%	1.3%
N	67	168	9
NO OPINION	7.9%	7.9%	2.8%
N	108	302	19
AGREE	60.3%	57.8%	49.4%
N	823	2200	337
STRONGLY AGREE	25.4%	29.0%	46.3%
N	347	1105	315
Column Total	100.0%	100.0%	100.0%
N	1365	3804	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

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Q80G SEXUAL HARASSMENT: UNDERSTAND COMPLAINT PROCEDURE

| | Q1 GENDER | |
	MALE	FEMALE
STRONGLY DISAGREE	.9%	.4%
N	48	3
DISAGREE	4.1%	4.7%
N	210	34
NO OPINION	7.8%	4.1%
N	398	30
AGREE	57.6%	56.5%
N	2948	407
STRONGLY AGREE	29.6%	34.4%
N	1518	247
Column Total	100.0%	100.0%
N	5122	720

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q81 SEXUAL HARASSMENT STAND DOWN HELPED UNDERSTANDING

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	6.9%	7.6%	7.7%
N	93	284	52
DISAGREE	3.9%	8.2%	12.9%
N	52	307	86
NO OPINION	19.4%	20.7%	17.3%
N	261	775	116
AGREE	55.2%	48.1%	44.3%
N	742	1805	297
STRONGLY AGREE	14.6%	15.4%	17.8%
N	197	578	120
Column Total	100.0%	100.0%	100.0%
N	1346	3750	671

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q81 SEXUAL HARASSMENT STAND DOWN HELPED UNDERSTANDING

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	7.6%	6.7%
N	383	47
DISAGREE	7.9%	6.8%
N	398	48
NO OPINION	20.2%	18.5%
N	1020	130
AGREE	48.6%	54.9%
N	2455	385
STRONGLY AGREE	15.8%	13.1%
N	801	92
Column Total	100.0%	100.0%
N	5057	702

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82A DRUGS/ALCOHOL: ZERO TOLERANCE POLICY IS GOOD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	.5%	.2%	
N	7	8	
STRONGLY DISAGREE	1.6%	.6%	.1%
N	22	22	0
DISAGREE	3.6%	2.3%	.5%
N	49	86	3
NEITHER	7.7%	3.9%	.9%
N	104	149	6
AGREE	30.2%	25.9%	15.6%
N	411	979	106
STRONGLY AGREE	56.4%	67.1%	82.9%
N	766	2536	566
Column Total	100.0%	100.0%	100.0%
N	1358	3779	683

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82A DRUGS/ALCOHOL: ZERO TOLERANCE POLICY IS GOOD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	1.6%	.6%	.1%
N	22	22	0
DISAGREE	3.6%	2.3%	.5%
N	49	86	3
NEITHER	7.7%	3.9%	.9%
N	104	149	6
AGREE	30.4%	26.0%	15.6%
N	411	979	106
STRONGLY AGREE	56.7%	67.2%	82.9%
N	766	2536	566
Column Total	100.0%	100.0%	100.0%
N	1351	3771	683

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q82B DRUGS/ALCOHOL: CMND DRUG POLICY ENFORCEMENT IS FAIR

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	2.8%	2.5%	.7%
N	38	93	5
STRONGLY DISAGREE	2.7%	2.1%	.6%
N	36	79	4
DISAGREE	4.2%	3.3%	.9%
N	58	126	6
NEITHER	8.9%	7.3%	3.0%
N	121	276	21
AGREE	41.4%	36.0%	25.8%
N	564	1359	176
STRONGLY AGREE	40.1%	48.8%	69.0%
N	546	1841	471
Column Total	100.0%	100.0%	100.0%
N	1362	3774	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82B DRUGS/ALCOHOL: CMND DRUG POLICY ENFORCEMENT IS FAIR

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	2.7%	2.1%	.6%
N	36	79	4
DISAGREE	4.4%	3.4%	.9%
N	58	126	6
NEITHER	9.1%	7.5%	3.1%
N	121	276	21
AGREE	42.6%	36.9%	25.9%
N	564	1359	176
STRONGLY AGREE	41.2%	50.0%	69.5%
N	546	1841	471
Column Total	100.0%	100.0%	100.0%
N	1324	3681	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q82C DRUGS/ALCOHOL: I UNDERSTAND NAVYS POLICY

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	1.9%	1.1%	.1%
N	25	40	0
STRONGLY DISAGREE	.4%	.3%	.4%
N	5	12	3
DISAGREE	2.5%	1.9%	.8%
N	34	73	5
NEITHER	4.4%	3.9%	2.0%
N	59	147	14
AGREE	56.1%	48.0%	34.0%
N	760	1808	231
STRONGLY AGREE	34.7%	44.8%	62.8%
N	470	1686	427
Column Total	100.0%	100.0%	100.0%
N	1355	3766	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82C DRUGS/ALCOHOL: I UNDERSTAND NAVYS POLICY

	Q20 PAY GRADE		
	E2–E3	E4–E6	E7–E9
STRONGLY DISAGREE	.4%	.3%	.4%
N	5	12	3
DISAGREE	2.6%	2.0%	.8%
N	34	73	5
NEITHER	4.5%	3.9%	2.0%
N	59	147	14
AGREE	57.2%	48.5%	34.0%
N	760	1808	231
STRONGLY AGREE	35.4%	45.3%	62.9%
N	470	1686	427
Column Total	100.0%	100.0%	100.0%
N	1329	3726	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q82D DRUGS/ALCOHOL: ALCOHOL POLICY IS GOOD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	2.3%	1.2%	.6%
N	31	47	4
STRONGLY DISAGREE	2.8%	2.5%	1.5%
N	38	94	10
DISAGREE	5.9%	6.0%	5.3%
N	79	226	36
NEITHER	12.0%	10.2%	6.0%
N	162	386	41
AGREE	43.6%	40.9%	33.0%
N	591	1540	224
STRONGLY AGREE	33.5%	39.1%	53.6%
N	454	1472	364
Column Total	100.0%	100.0%	100.0%
N	1355	3765	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82D DRUGS/ALCOHOL: ALCOHOL POLICY IS GOOD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	2.9%	2.5%	1.5%
N	38	94	10
DISAGREE	6.0%	6.1%	5.4%
N	79	226	36
NEITHER	12.2%	10.4%	6.1%
N	162	386	41
AGREE	44.6%	41.4%	33.2%
N	591	1540	224
STRONGLY AGREE	34.3%	39.6%	53.9%
N	454	1472	364
Column Total	100.0%	100.0%	100.0%
N	1324	3718	675

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q82E DRUGS/ALCOHOL: CMND ALCOHOL POLICY ENFORCEMENT IS FAIR

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	3.7%	3.5%	.9%
N	50	131	6
STRONGLY DISAGREE	6.3%	7.2%	3.4%
N	87	270	23
DISAGREE	9.1%	10.2%	9.1%
N	124	384	62
NEITHER	11.1%	11.8%	8.0%
N	151	443	54
AGREE	41.8%	38.0%	33.3%
N	571	1428	227
STRONGLY AGREE	28.0%	29.3%	45.3%
N	382	1100	308
Column Total	100.0%	100.0%	100.0%
N	1365	3756	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82E DRUGS/ALCOHOL: CMND ALCOHOL POLICY ENFORCEMENT IS FAIR

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	6.6%	7.5%	3.5%
N	87	270	23
DISAGREE	9.5%	10.6%	9.1%
N	124	384	62
NEITHER	11.5%	12.2%	8.0%
N	151	443	54
AGREE	43.4%	39.4%	33.7%
N	571	1428	227
STRONGLY AGREE	29.1%	30.4%	45.7%
N	382	1100	308
Column Total	100.0%	100.0%	100.0%
N	1315	3626	673

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q82F DRUGS/ALCOHOL: CMND HAS STRONG ABUSE PREVENTION PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	10.6%	6.7%	2.4%
N	144	251	16
STRONGLY DISAGREE	5.6%	5.2%	2.6%
N	76	194	18
DISAGREE	10.6%	10.9%	8.4%
N	144	411	57
NEITHER	20.8%	22.4%	17.9%
N	283	843	121
AGREE	32.5%	31.8%	35.3%
N	443	1195	240
STRONGLY AGREE	20.0%	23.1%	33.4%
N	272	867	227
Column Total	100.0%	100.0%	100.0%
N	1362	3760	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82F DRUGS/ALCOHOL: CMND HAS STRONG ABUSE PREVENTION PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	6.2%	5.5%	2.7%
N	76	194	18
DISAGREE	11.8%	11.7%	8.6%
N	144	411	57
NEITHER	23.2%	24.0%	18.3%
N	283	843	121
AGREE	36.4%	34.0%	36.2%
N	443	1195	240
STRONGLY AGREE	22.3%	24.7%	34.3%
N	272	867	227
Column Total	100.0%	100.0%	100.0%
N	1217	3509	663

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q82G DRUGS/ALCOHOL:COMMAND PROVIDES SUPPORTIVE AFTERCARE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	22.1%	21.9%	12.7%
N	302	823	86
STRONGLY DISAGREE	7.7%	6.5%	3.8%
N	105	245	26
DISAGREE	7.5%_	8.3%	7.2%
N	103	312	49
NEITHER	23.1%	24.7%	21.9%
N	315	928	149
AGREE	25.6%	23.4%	29.9%
N	349	880	203
STRONGLY AGREE	14.0%	15.1%	24.4%
N	191	567	166
Column Total	100.0%	100.0%	100.0%
N	1365	3755	678

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82G DRUGS/ALCOHOL: COMMAND PROVIDES SUPPORTIVE AFTERCARE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	9.9%	8.4%	4.4%
N	105	245	26
DISAGREE	9.7%	10.6%	8.3%
N	103	312	49
NEITHER	29.6%	31.6%	25.1%
N	315	928	149
AGREE	32.9%	30.0%	34.2%
N	349	880	203
STRONGLY AGREE	18.0%	19.3%	28.0%
N	191	567	166
Column Total	100.0%	100.0%	100.0%
N	1063	2932	592

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q82H DRUGS/ALCOHOL: POLICIES MAKE NAVY BETTER PLACE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	2.5%	1.4%	.2%
N	34	52	1
STRONGLY DISAGREE	2.5%	1.8%	.6%
N	34	70	4
DISAGREE	4.5%	4.3%	1.7%
N	61	163	12
NEITHER	19.9%	15.0%	6.5%
N	270	564	44
AGREE	39.2%	39.9%	33.6%
N	532	1500	228
STRONGLY AGREE	31.3%	37.6%	57.4%
N	425	1415	389
Column Total	100.0%	100.0%	100.0%
N	1356	3764	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q82H DRUGS/ALCOHOL: POLICIES MAKE NAVY BETTER PLACE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	2.6%	1.9%	.6%
N	34	70	4
DISAGREE	4.6%	4.4%	1.7%
N	61	163	12
NEITHER	20.4%	15.2%	6.5%
N	270	564	44
AGREE	40.2%	40.4%	33.7%
N	532	1500	228
STRONGLY AGREE	32.1%	38.1%	57.5%
N	425	1415	389
Column Total	100.0%	100.0%	100.0%
N	1322	3712	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83A HEALTH: PHYSICAL READINESS TEST STANDARDS GOOD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	1.7%	.5%	.2%
N	23	18	1
STRONGLY DISAGREE	9.9%	16.6%	18.9%
N	135	629	129
DISAGREE	14.7%	26.4%	27.7%
N	200	1001	189
NEITHER	10.5%	11.8%	12.4%
N	142	447	85
AGREE	51.1%	35.2%	31.7%
N	695	1335	216
STRONGLY AGREE	12.1%	9.7%	9.1%
N	164	368	62
Column Total	100.0%	100.0%	100.0%
N	1360	3797	682

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83A HEALTH: PHYSICAL READINESS TEST STANDARDS GOOD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	10.1%	16.6%	18.9%
N	135	629	129
DISAGREE	15.0%	26.5%	27.8%
N	200	1001	189
NEITHER	10.6%	11.8%	12.4%
N	142	447	85
AGREE	52.0%	35.3%	31.7%
N	695	1335	216
STRONGLY AGREE	12.3%	9.7%	9.1%
N	164	368	62
Column Total	100.0%	100.0%	100.0%
N	1337	3779	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83A HEALTH: PHYSICAL READINESS TEST STANDARDS GOOD

	Q1 GENDER	
	MALE	FEMALE
DONT KNOW	.6%	1.5%
N	32	10
STRONGLY DISAGREE	15.0%	17.9%
N	765	128
DISAGREE	23.7%	24.5%
N	1215	176
NEITHER	11.5%	11.2%
N	590	80
AGREE	38.8%	35.8%
N	1984	256
STRONGLY AGREE	10.3%	9.1%
N	527	65
Column Total	100.0%	100.0%
N	5114	716

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83A HEALTH: PHYSICAL READINESS TEST STANDARDS GOOD

	Q1 GENDER	
	MALE	FEMALE
STRONGLY DISAGREE	15.1%	18.1%
N	765	128
DISAGREE	23.9%	24.9%
N	1215	176
NEITHER	11.6%	11.4%
N	590	80
AGREE	39.0%	36.3%
N	1984	256
STRONGLY AGREE	10.4%	9.3%
N	527	65
Column Total	100.0%	100.0%
N	5082	705

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
    DO NOT KNOW OPTION OMITTED

Q83B HEALTH: COMMAND SUPPORTS EXERCISE PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	3.2%	1.6%	.3%
N	43	62	2
STRONGLY DISAGREE	7.9%	7.4%	5.9%
N	108	282	40
DISAGREE	10.7%	14.2%	11.5%
N	146	539	79
NEITHER	16.5%	12.5%	10.7%
N	225	474	73
AGREE	46.6%	47.9%	46.2%
N	636	1821	315
STRONGLY AGREE	15.1%	16.4%	25.5%
N	206	624	174
Column Total	100.0%	100.0%	100.0%
N	1364	3802	683

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83B HEALTH: COMMAND SUPPORTS EXERCISE PROGRAMS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	8.2%	7.5%	5.9%
N	108	282	40
DISAGREE	11.1%	14.4%	11.5%
N	146	539	79
NEITHER	17.0%	12.7%	10.7%
N	225	474	73
AGREE	48.1%	48.7%	46.3%
N	636	1821	315
STRONGLY AGREE	15.6%	16.7%	25.6%
N	206	624	174
Column Total	100.0%	100.0%	100.0%
N	1321	3740	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83C HEALTH: BODY FAT STANDARD APPLIED FAIR

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	2.9%	2.9%	.9%
N	40	109	6
STRONGLY DISAGREE	10.8%	14.4%	9.1%
N	146	547	62
DISAGREE	9.4%	15.7%	14.7%
N	128	594	101
NEITHER	14.4%	14.7%	11.5%
N	196	557	79
AGREE	48.5%	41.9%	45.2%
N	659	1587	309
STRONGLY AGREE	14.0%	10.5%	18.5%
N	191	396	127
Column Total	100.0%	100.0%	100.0%
N	1360	3790	683

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83C HEALTH: BODY FAT STANDARD APPLIED FAIR

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	11.1%	14.9%	9.2%
N	146	547	62
DISAGREE	9.7%	16.1%	14.9%
N	128	594	101
NEITHER	14.9%	15.1%	11.6%
N	196	557	79
AGREE	49.9%	43.1%	45.6%
N	659	1587	309
STRONGLY AGREE	14.4%	10.8%	18.7%
N	191	396	127
Column Total	100.0%	100.0%	100.0%
N	1320	3681	677

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83D HEALTH: COMMAND SUPPORTS INDIVIDUALS IN REMEDIAL PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	7.8%	5.3%	2.0%
N	106	201	14
STRONGLY DISAGREE	4.8%	5.9%	5.1%
N	65	225	35
DISAGREE	5.1%	9.6%	8.6%
N	70	365	59
NEITHER	12.1%	12.8%	11.2%
N	166	485	76
AGREE	54.7%	51.7%	49.4%
N	747	1964	337
STRONGLY AGREE	15.4%	14.7%	23.7%
N	211	559	162
Column Total	100.0%	100.0%	100.0%
N	1365	3799	682

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

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Q83D HEALTH: COMMAND SUPPORTS INDIVIDUALS IN REMEDIAL PROGRAM

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	5.2%	6.3%	5.2%
N	65	225	35
DISAGREE	5.6%	10.1%	8.8%
N	70	365	59
NEITHER	13.2%	13.5%	11.4%
N	166	485	76
AGREE	59.3%	54.6%	50.4%
N	747	1964	337
STRONGLY AGREE	16.7%	15.5%	24.2%
N	211	559	162
Column Total	100.0%	100.0%	100.0%
N	1259	3599	669

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83E HEALTH: DINING FACILITY HAS HEALTHY FOOD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	7.5%	14.3%	14.5%
N	103	544	99
STRONGLY DISAGREE	14.1%	11.9%	6.7%
N	193	454	45
DISAGREE	12.0%	13.6%	10.9%
N	164	516	74
NEITHER	16.2%	16.2%	17.2%
N	221	616	118
AGREE	39.3%	34.1%	35.3%
N	537	1296	241
STRONGLY AGREE	10.9%	9.8%	15.4%
N	150	373	105
Column Total	100.0%	100.0%	100.0%
N	1367	3799	682

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83E HEALTH: DINING FACILITY HAS HEALTHY FOOD

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	15.2%	13.9%	7.8%
N	193	454	45
DISAGREE	13.0%	15.9%	12.7%
N	164	516	74
NEITHER	17.5%	18.9%	20.1%
N	221	616	118
AGREE	42.4%	39.8%	41.3%
N	537	1296	241
STRONGLY AGREE	11.8%	11.5%	18.0%
N	150	373	105
Column Total	100.0%	100.0%	100.0%
N	1265	3255	583

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83F HEALTH: STRESS MANAGEMENT CLASSES AVAILABLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	23.1%	19.1%	12.0%
N	315	724	82
STRONGLY DISAGREE	11.7%	13.8%	11.8%
N	160	523	80
DISAGREE	13.2%	17.2%	18.5%
N	180	651	126
NEITHER	13.2%	15.5%	16.1%
N	180	587	110
AGREE	31.9%	28.0%	31.5%
N	436	1062	215
STRONGLY AGREE	6.8%	6.5%	10.1%
N	94	247	69
Column Total	100.0%	100.0%	100.0%
N	1365	3794	682

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83F HEALTH: STRESS MANAGEMENT CLASSES AVAILABLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	15.3%	17.1%	13.4%
N	160	523	80
DISAGREE	17.1%	21.2%	21.1%
N	180	651	126
NEITHER	17.2%	19.1%	18.3%
N	180	587	110
AGREE	41.5%	34.6%	35.8%
N	436	1062	215
STRONGLY AGREE	8.9%	8.0%	11.4%
N	94	247	69
Column Total	100.0%	100.0%	100.0%
N	1050	3070	600

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q83G HEALTH: AWARE RISK OF HIGH BLOOD PRESSURE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	8.3%	6.5%	2.9%
N	113	246	20
STRONGLY DISAGREE	3.3%	2.6%	1.7%
N	45	97	12
DISAGREE	6.7%	5.9%	3.8%
N	92	224	26
NEITHER	12.1%	9.4%	6.1%
N	166	358	42
AGREE	52.6%	55.1%	55.3%
N	717	2089	377
STRONGLY AGREE	16.9%	20.5%	30.2%
N	231	779	206
Column Total	100.0%	100.0%	100.0%
N	1364	3792	682

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83G HEALTH: AWARE RISK OF HIGH BLOOD PRESSURE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	3.6%	2.7%	1.8%
N	45	97	12
DISAGREE	7.4%	6.3%	3.9%
N	92	224	26
NEITHER	13.2%	10.1%	6.3%
N	166	358	42
AGREE	57.3%	58.9%	56.9%
N	717	2089	377
STRONGLY AGREE	18.5%	22.0%	31.1%
N	231	779	206
Column Total	100.0%	100.0%	100.0%
N	1250	3547	662

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DO NOT KNOW OPTION OMITTED

Q83H HEALTH: SUICIDE PREVENTION PROGRAMS AVAILABLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	25.0%	22.7%	10.7%
N	340	863	73
STRONGLY DISAGREE	8.5%	8.0%	5.0%
N	115	303	34
DISAGREE	10.0%	10.2%	10.0%
N	137	389	68
NEITHER	15.2%	16.4%	17.0%
N	207	622	115
AGREE	33.7%	34.7%	42.7%
N	459	1321	291
STRONGLY AGREE	7.7%	8.0%	14.7%
N	104	304	100
Column Total	100.0%	100.0%	100.0%
N	1364	3802	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83H HEALTH: SUICIDE PREVENTION PROGRAMS AVAILABLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	11.3%	10.3%	5.6%
N	115	303	34
DISAGREE	13.4%	13.2%	11.1%
N	137	389	68
NEITHER	20.2%	21.2%	19.0%
N	207	622	115
AGREE	44.9%	44.9%	47.8%
N	459	1321	291
STRONGLY AGREE	10.2%	10.3%	16.5%
N	104	304	100
Column Total	100.0%	100.0%	100.0%
N	1023	2939	608

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83I HEALTH: COMMAND PROMOTES TOBACCO-FREE ENVIRONMENT

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	2.9%	2.4%	.7%
N	40	93	5
STRONGLY DISAGREE	20.6%	14.1%	9.1%
N	279	536	62
DISAGREE	19.5%	15.8%	10.9%
N	265	600	74
NEITHER	20.0%	17.5%	15.8%
N	272	664	108
AGREE	27.2%	34.8%	39.4%
N	369	1318	268
STRONGLY AGREE	9.7%	15.3%	24.0%
N	132	580	164
Column Total	100.0%	100.0%	100.0%
N	1356	3791	681

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83I HEALTH: COMMAND PROMOTES TOBACCO-FREE ENVIRONMENT

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	21.2%	14.5%	9.2%
N	279	536	62
DISAGREE	20.1%	16.2%	11.0%
N	265	600	74
NEITHER	20.6%	18.0%	15.9%
N	272	664	108
AGREE	28.0%	35.6%	39.7%
N	369	1318	268
STRONGLY AGREE	10.0%	15.7%	24.2%
N	132	580	164
Column Total	100.0%	100.0%	100.0%
N	1317	3698	676

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83J HEALTH: TOBACCO INFORMATION AVAILABLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	14.7%	11.3%	4.5%
N	202	429	30
STRONGLY DISAGREE	8.8%	6.2%	5.2%
N	121	235	35
DISAGREE	9.1%	8.4%	8.2%
N	124	320	56
NEITHER	11.6%	13.8%	11.1%
N	159	522	76
AGREE	44.1%	47.6%	50.1%
N	604	1807	342
STRONGLY AGREE	11.7%	12.8%	21.0%
N	160	485	143
Column Total	100.0%	100.0%	100.0%
N	1369	3797	683

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83J HEALTH: TOBACCO INFORMATION AVAILABLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	10.3%	7.0%	5.4%
N	121	235	35
DISAGREE	10.6%	9.5%	8.6%
N	124	320	56
NEITHER	13.6%	15.5%	11.6%
N	159	522	76
AGREE	51.7%	53.6%	52.4%
N	604	1807	342
STRONGLY AGREE	13.7%	14.4%	22.0%
N	160	485	143
Column Total	100.0%	100.0%	100.0%
N	1167	3369	652

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83K HEALTH: STOP SMOKING PROGRAMS AVAILABLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	20.8%	17.9%	9.2%
N	285	679	63
STRONGLY DISAGREE	11.6%	9.9%	8.9%
N	159	374	61
DISAGREE	12.8%	11.9%	12.3%
N	174	453	84
NEITHER	12.3%	14.7%	14.9%
N	168	557	102
AGREE	34.1%	35.5%	37.2%
N	466	1347	254
STRONGLY AGREE	8.5%	10.2%	17.5%
N	116	387	119
Column Total	100.0%	100.0%	100.0%
N	1367	3798	683

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83K HEALTH: STOP SMOKING PROGRAMS AVAILABLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	14.7%	12.0%	9.8%
N	159	374	61
DISAGREE	16.1%	14.5%	13.6%
N	174	453	84
NEITHER	15.5%	17.9%	16.4%
N	168	557	102
AGREE	43.1%	43.2%	41.0%
N	466	1347	254
STRONGLY AGREE	10.7%	12.4%	19.3%
N	116	387	119
Column Total	100.0%	100.0%	100.0%
N	1083	3118	620

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q83L HEALTH: ON-DUTY HEALTHY LIFESTYLES PROGRAMS AVAILABLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DONT KNOW	17.4%	13.4%	6.5%
N	238	507	44
STRONGLY DISAGREE	7.8%	6.8%	4.9%
N	106	259	34
DISAGREE	7.8%	8.4%	8.0%
N	106	320	55
NEITHER	15.2%	17.0%	17.2%
N	207	646	117
AGREE	41.0%	41.0%	43.0%
N	560	1556	293
STRONGLY AGREE	10.8%	13.4%	20.4%
N	148	509	139
Column Total	100.0%	100.0%	100.0%
N	1365	3797	682

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q83L HEALTH: ON-DUTY HEALTHY LIFESTYLES PROGRAMS AVAILABLE

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
STRONGLY DISAGREE	9.4%	7.9%	5.3%
N	106	259	34
DISAGREE	9.4%	9.7%	8.6%
N	106	320	55
NEITHER	18.4%	19.6%	18.4%
N	207	646	117
AGREE	49.6%	47.3%	45.9%
N	560	1556	293
STRONGLY AGREE	13.1%	15.5%	21.8%
N	148	509	139
Column Total	100.0%	100.0%	100.0%
N	1128	3290	638

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
DO NOT KNOW OPTION OMITTED

Q84 MOST USEFUL INCENTIVE PROGRAM TO STOP SMOKING

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
DOES NOT APPLY	56.4%	56.2%	55.2%
N	753	2091	370
AM NOT TRYING	11.7%	9.6%	8.2%
N	156	359	55
TUITION/FEE ASSISTANCE	3.2%	3.5%	4.1%
N	43	128	28
NICORETTE GUM	2.0%	1.6%	1.7%
N	27	59	11
NICOTINE PATCHES	8.9%	9.9%	11.2%
N	119	370	75
DONT KNOW	15.8%	17.1%	17.3%
N	211	637	116
OTHER	2.0%	2.1%	2.3%
N	27	79	15
Column Total	100.0%	100.0%	100.0%
N	1337	3722	670

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q84 MOST USEFUL INCENTIVE PROGRAM TO STOP SMOKING

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
AM NOT TRYING	26.8%	22.0%	18.2%
N	156	359	55
TUITION/FEE ASSISTANCE	7.4%	7.9%	9.2%
N	43	128	28
NICORETTE GUM	4.6%	3.6%	3.7%
N	27	59	11
NICOTINE PATCHES	20.4%	22.7%	25.0%
N	119	370	75
DONT KNOW	36.1%	39.0%	38.7%
N	211	637	116
OTHER	4.6%	4.8%	5.1%
N	27	79	15
Column Total	100.0%	100.0%	100.0%
N	583	1632	300

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      DOES NOT APPLY OPTION OMITTED

Q85 RECEIVED TRAINING FOR HIV/AIDS WITHIN LAST 12 MONTHS

	Q20 PAY GRADE		
	E2-E3	**E4-E6**	**E7-E9**
NAVY TRAINING	64.5%	60.9%	53.4%
N	872	2308	363
OTHR MIL TRAIN	4.5%	4.8%	4.5%
N	61	181	31
CIVILIAN TRAIN	13.9%	11.0%	10.7%
N	187	417	73
NO	30.0%	33.1%	41.2%
N	405	1256	280
Column Total	100.0%	100.0%	100.0%
N	1353	3788	680

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86A AIDS INFORMATION: MILITARY CLASSROOM TRAINING

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	16.7%	14.3%	12.9%
N	225	540	87
NO INFO AT ALL	20.9%	26.2%	33.3%
N	281	985	225
VERY LITTLE INFO	12.7%	12.4%	11.8%
N	171	466	79
SOME INFO	39.4%	34.7%	32.0%
N	531	1306	216
GREAT DEAL OF INFO	10.3%	12.4%	10.0%
N	139	469	68
Column Total	100.0%	100.0%	100.0%
N	1348	3766	675

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86A AIDS INFORMATION: MILITARY CLASSROOM TRAINING

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO INFO AT ALL	25.1%	30.5%	38.2%
N	281	985	225
VERY LITTLE INFO	15.2%	14.5%	13.5%
N	171	466	79
SOME INFO	47.3%	40.5%	36.8%
N	531	1306	216
GREAT DEAL OF INFO	12.4%	14.5%	11.5%
N	139	469	68
Column Total	100.0%	100.0%	100.0%
N	1123	3226	588

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86A AIDS INFORMATION: MILITARY CLASSROOM TRAINING

	Q1 GENDER	
	MALE	FEMALE
NO EXPERIENCE	14.7%	14.4%
N	747	102
NO INFO AT ALL	24.7%	33.2%
N	1254	236
VERY LITTLE INFO	12.4%	11.9%
N	631	85
SOME INFO	36.2%	30.4%
N	1835	216
GREAT DEAL OF INFO	11.9%	10.1%
N	603	71
Column Total	100.0%	100.0%
N	5070	709

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86A AIDS INFORMATION: MILITARY CLASSROOM TRAINING

	Q1 GENDER	
	MALE	FEMALE
NO INFO AT ALL	29.0%	38.8%
N	1254	236
VERY LITTLE INFO	14.6%	13.9%
N	631	85
SOME INFO	42.5%	35.5%
N	1835	216
GREAT DEAL OF INFO	14.0%	11.7%
N	603	71
Column Total	100.0%	100.0%
N	4323	608

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86B AIDS INFORMATION: COMMERCIAL MEDIA

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	4.9%	2.8%	1.2%
N	66	106	8
NO INFO AT ALL	2.8%	2.4%	2.2%
N	38	92	15
VERY LITTLE INFO	12.5%	8.2%	7.3%
N	167	311	49
SOME INFO	43.3%	47.2%	45.7%
N	582	1782	310
GREAT DEAL OF INFO	36.5%	39.3%	43.7%
N	490	1483	296
Column Total	100.0%	100.0%	100.0%
N	1344	3774	679

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86B AIDS INFORMATION: COMMERCIAL MEDIA

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO INFO AT ALL	3.0%	2.5%	2.2%
N	38	92	15
VERY LITTLE INFO	13.1%	8.5%	7.4%
N	167	311	49
SOME INFO	45.6%	48.6%	46.2%
N	582	1782	310
GREAT DEAL OF INFO	38.4%	40.4%	44.2%
N	490	1483	296
Column Total	100.0%	100.0%	100.0%
N	1277	3668	671

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86B AIDS INFORMATION: COMMERCIAL MEDIA

	Q1 GENDER	
	MALE	FEMALE
NO EXPERIENCE	3.3%	1.9%
N	168	13
NO INFO AT ALL	2.5%	2.3%
N	128	16
VERY LITTLE INFO	9.4%	6.9%
N	478	49
SOME INFO	46.7%	42.0%
N	2372	297
GREAT DEAL OF INFO	38.1%	46.9%
N	1936	331
Column Total	100.0%	100.0%
N	5082	706

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86B AIDS INFORMATION: COMMERCIAL MEDIA

	Q1 GENDER	
	MALE	FEMALE
NO INFO AT ALL	2.6%	2.3%
N	128	16
VERY LITTLE INFO	9.7%	7.1%
N	478	49
SOME INFO	48.3%	42.8%
N	2372	297
GREAT DEAL OF INFO	39.4%	47.8%
N	1936	331
Column Total	100.0%	100.0%
N	4914	693

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86C AIDS INFORMATION: DRUG/ALCOHOL COUNSELORS/TRAINING

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	30.4%	32.5%	31.9%
N	403	1210	213
NO INFO AT ALL	21.2%	25.2%	29.9%
N	281	937	200
VERY LITTLE INFO	15.1%	13.8%	14.3%
N	200	515	96
SOME INFO	24.9%	21.8%	18.6%
N	330	813	124
GREAT DEAL OF INFO	8.4%	6.6%	5.4%
N	112	247	36
Column Total	100.0%	100.0%	100.0%
N	1326	3722	667

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86C AIDS INFORMATION: DRUG/ALCOHOL COUNSELORS/TRAINING

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO INFO AT ALL	30.4%	37.3%	43.9%
N	281	937	200
VERY LITTLE INFO	21.7%	20.5%	21.0%
N	200	515	96
SOME INFO	35.8%	32.4%	27.2%
N	330	813	124
GREAT DEAL OF INFO	12.1%	9.8%	7.9%
N	112	247	36
Column Total	100.0%	100.0%	100.0%
N	923	2512	455

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86C AIDS INFORMATION: DRUG/ALCOHOL COUNSELORS/TRAINING

	Q1 GENDER	
	MALE	FEMALE
NO EXPERIENCE	31.6%	34.6%
N	1582	243
NO INFO AT ALL	24.7%	25.8%
N	1235	181
VERY LITTLE INFO	14.2%	13.9%
N	710	98
SOME INFO	22.6%	18.9%
N	1133	132
GREAT DEAL OF INFO	6.9%	6.7%
N	345	47
Column Total	100.0%	100.0%
N	5006	700

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86C AIDS INFORMATION: DRUG/ALCOHOL COUNSELORS/TRAINING

	Q1 GENDER	
	MALE	FEMALE
NO INFO AT ALL	36.1%	39.5%
N	1235	181
VERY LITTLE INFO	20.7%	21.3%
N	710	98
SOME INFO	33.1%	28.9%
N	1133	132
GREAT DEAL OF INFO	10.1%	10.2%
N	345	47
Column Total	10C.0%	100.0%
N	3424	458

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86D AIDS INFORMATION: ARMED FORCES RADIO/TV

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	37.0%	43.5%	43.6%
N	494	1627	293
NO INFO AT ALL	23.4%	22.5%	21.3%
N	312	843	143
VERY LITTLE INFO	16.3%	12.7%	13.4%
N	218	473	90
SOME INFO	17.2%	16.4%	17.1%
N	229	613	115
GREAT DEAL OF INFO	6.1%	4.9%	4.6%
N	81	183	31
Column Total	100.0%	100.0%	100.0%
N	1333	3740	672

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86D AIDS INFORMATION: ARMED FORCES RADIO/TV

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO INFO AT ALL	37.1%	39.9%	37.8%
N	312	843	143
VERY LITTLE INFO	25.9%	22.4%	23.7%
N	218	473	90
SOME INFO	27.3%	29.0%	30.4%
N	229	613	115
GREAT DEAL OF INFO	9.7%	8.7%	8.2%
N	81	183	31
Column Total	100.0%	100.0%	100.0%
N	840	2113	379

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      NO EXPERIENCE OPTION OMITTED

Q86D AIDS INFORMATION: ARMED FORCES RADIO/TV

	Q1 GENDER	
	MALE	FEMALE
NO EXPERIENCE	41.1%	49.2%
N	2068	345
NO INFO AT ALL	22.5%	23.8%
N	1131	167
VERY LITTLE INFO	14.3%	8.5%
N	720	59
SOME INFO	16.8%	14.8%
N	848	104
GREAT DEAL OF INFO	5.3%	3.8%
N	268	26
Column Total	100.0%	100.0%
N	5035	701

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86D AIDS INFORMATION: ARMED FORCES RADIO/TV

	Q1 GENDER	
	MALE	FEMALE
NO INFO AT ALL	38.1%	46.8%
N	1131	167
VERY LITTLE INFO	24.3%	16.7%
N	720	59
SOME INFO	28.6%	29.1%
N	848	104
GREAT DEAL OF		
INFO	9.0%	7.4%
N	268	26
Column Total	100.0%	100.0%
N	2967	356

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86E AIDS INFORMATION: CHAPLAINS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	48.0%	53.6%	53.5%
N	636	1998	357
NO INFO AT ALL	27.6%	29.6%	33.4%
N	366	1103	223
VERY LITTLE INFO	10.6%	8.5%	7.1%
N	140	316	47
SOME INFO	11.7%	6.8%	5.2%
N	155	254	35
GREAT DEAL OF INFO	2.2%	1.5%	.7%
N	29	55	5
Column Total	100.0%	100.0%	100.0%
N	1326	3726	667

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86E AIDS INFORMATION: CHAPLAINS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO INFO AT ALL	53.0%	63.8%	72.0%
N	366	1103	223
VERY LITTLE INFO	20.3%	18.3%	15.3%
N	140	316	47
SOME INFO	22.5%	14.7%	11.2%
N	155	254	35
GREAT DEAL OF INFO	4.2%	3.2%	1.5%
N	29	55	5
Column Total	100.0%	100.0%	100.0%
N	690	1728	310

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86E AIDS INFORMATION: CHAPLAINS

	Q1 GENDER	
	MALE	FEMALE
NO EXPERIENCE	51.6%	57.9%
N	2588	402
NO INFO AT ALL	29.7%	28.4%
N	1490	197
VERY LITTLE INFO	9.3%	4.8%
N	468	33
SOME INFO	7.8%	7.5%
N	391	52
GREAT DEAL OF INFO	1.5%	1.5%
N	77	10
Column Total	100.0%	100.0%
N	5014	695

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86E AIDS INFORMATION: CHAPLAINS

	Q1 GENDER	
	MALE	FEMALE
NO INFO AT ALL	61.4%	67.4%
N	1490	197
VERY LITTLE INFO	19.3%	11.3%
N	468	33
SOME INFO	16.1%	17.8%
N	391	52
GREAT DEAL OF INFO	3.2%	3.6%
N	77	10
Column Total	100.0%	100.0%
N	2427	293

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
       NO EXPERIENCE OPTION OMITTED

Q86F AIDS INFORMATION: TRAINING VIDEOS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	26.5%	28.6%	31.8%
N	353	1069	213
NO INFO AT ALL	16.1%	21.4%	24.5%
N	214	800	164
VERY LITTLE INFO	12.8%	10.4%	9.7%
N	171	390	65
SOME INFO	31.2%	29.4%	25.6%
N	416	1099	172
GREAT DEAL OF			
INFO	13.4%	10.1%	8.4%
N	178	379	57
Column Total	100.0%	100.0%	100.0%
N	1333	3736	671

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86F AIDS INFORMATION: TRAINING VIDEOS

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO INFO AT ALL	21.9%	30.0%	35.9%
N	214	800	164
VERY LITTLE INFO	17.5%	14.6%	14.2%
N	171	390	65
SOME INFO	42.5%	41.2%	37.5%
N	416	1099	172
GREAT DEAL OF INFO	18.2%	14.2%	12.4%
N	178	379	57
Column Total	100.0%	100.0%	100.0%
N	980	2667	458

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
      NO EXPERIENCE OPTION OMITTED

Q86F AIDS INFORMATION: TRAINING VIDEOS

	Q1 GENDER	
	MALE	FEMALE
NO EXPERIENCE	27.8%	33.7%
N	1398	237
NO INFO AT ALL	20.5%	20.8%
N	1029	146
VERY LITTLE INFO	11.1%	9.2%
N	558	64
SOME INFO	29.8%	26.7%
N	1498	188
GREAT DEAL OF INFO	10.8%	9.6%
N	545	68
Column Total	100.0%	100.0%
N	5029	702

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86F AIDS INFORMATION: TRAINING VIDEOS

	Q1 GENDER	
	MALE	FEMALE
NO INFO AT ALL	28.3%	31.3%
N	1029	146
VERY LITTLE INFO	15.4%	13.8%
N	558	64
SOME INFO	41.3%	40.3%
N	1498	188
GREAT DEAL OF INFO	15.0%	14.5%
N	545	68
Column Total	100.0%	100.0%
N	3631	466

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86G AIDS INFORMATION: COUNSELING AT STD CLINIC

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO EXPERIENCE	52.4%	61.6%	66.9%
N	699	2305	448
NO INFO AT ALL	19.3%	17.9%	20.8%
N	258	670	140
VERY LITTLE INFO	8.0%	6.2%	3.8%
N	106	231	25
SOME INFO	12.8%	9.6%	5.7%
N	171	357	39
GREAT DEAL OF INFO	7.4%	4.7%	2.8%
N	99	176	19
Column Total	100.0%	100.0%	100.0%
N	1333	3739	671

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86G AIDS INFORMATION: COUNSELING AT STD CLINIC

	Q20 PAY GRADE		
	E2-E3	E4-E6	E7-E9
NO INFO AT ALL	40.6%	46.7%	62.8%
N	258	670	140
VERY LITTLE INFO	16.8%	16.1%	11.4%
N	106	231	25
SOME INFO	27.0%	24.9%	17.3%
N	171	357	39
GREAT DEAL OF INFO	15.6%	12.3%	8.4%
N	99	176	19
Column Total	100.0%	100.0%	100.0%
N	634	1435	222

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Q86G AIDS INFORMATION: COUNSELING AT STD CLINIC

	Q1 GENDER	
	MALE	FEMALE
NO EXPERIENCE	59.8%	62.9%
N	3004	444
NO INFO AT ALL	19.0%	16.1%
N	953	114
VERY LITTLE INFO	6.5%	4.7%
N	327	33
SOME INFO	9.7%	10.8%
N	490	76
GREAT DEAL OF INFO	5.0%	5.6%
N	253	39
Column Total	100.0%	100.0%
N	5027	707

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS

Q86G AIDS INFORMATION: COUNSELING AT STD CLINIC

	Q1 GENDER	
	MALE	FEMALE
NO INFO AT ALL	47.1%	43.4%
N	953	114
VERY LITTLE INFO	16.1%	12.6%
N	327	33
SOME INFO	24.2%	29.0%
N	490	76
GREAT DEAL OF INFO	12.5%	15.0%
N	253	39
Column Total	100.0%	100.0%
N	2023	262

NOTE: PERCENTAGES REPRESENT COLUMN PERCENTS
NO EXPERIENCE OPTION OMITTED

Appendix

Navy-wide Personnel Survey
1992

Navy-wide Personnel Survey 1992

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

"We need to know. . . ."

Are you satisfied with your detailer, your job?

Is your current assignmen. what you wanted?

How about your leaders?

What about your training?

Do you shop the Exchange?

. . . and more!

VADM Zlatoper

Chief of Naval Personnel, Washington, D. C. 20370-5000

RCS 1000-13

PRIVACY ACT STATEMENT

Public Law 93-579, called the Privacy Act of 1974, requires that you be informed of the purposes and uses to be made of the information collected. Navy Personnel Research and Development Center may collect the information requested in the Navy-wide Personnel Survey, 1992, under the authority of 5 United States Code 301.

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

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

Report Control Symbol for this survey is 1000-13.

2

Important Instructions

You have been randomly selected by computer to take part in this survey. Your participation is voluntary. Please take the time to give careful, frank answers. It should take about thirty minutes to complete the survey.

USE A NO. 2 PENCIL ONLY

CORRECT MARK: ●

INCORRECT MARKS: ⊗ ◓ ⊙ ◗

Do not use ink, ballpoint or felt tip pens.
Make black marks that fill the circle.
Erase cleanly any changes you wish to make.
Do not make any stray marks on this form.

1. Print the required information in each row of boxes provided. Blacken the corresponding circle under the number or letter you printed.

EXAMPLE

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

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

2. Blacken the corresponding circle next to the answer you selected.

EXAMPLE

What is your favorite color?
○ Red
● Blue
○ Green
○ Purple

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

If you have questions, you may contact:

Mary Quenette
(619) 553-9233
DSN 553-9233

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

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

Thank you for your time and effort!

mpgs

3

BACKGROUND

Personal

1. What is your gender?

87.7% Male
12.3 Female

2. What is your racial background?

75.4% White
12.8 Black/African American
5.3   Asian
1.4   American Indian
5.2   Other

3. What is your ethnic background?

3.2% Mexican, Chicano, Mexican-American
1.3 Puerto Rican
.2   Cuban
2.1 Other Spanish/Hispanic
.2   Japanese
.2   Chinese
.2   Korean
.2   Vietnamese
.1   Asian Indian
4.9 Filipino
.5   Pacific Islander (Guamanian. Samoan, etc.)
.1   Eskimo/Aleut
20.0 Other not listed above _____
66.9 None of the above

4. What is your highest level of education?

.7% Less than high school
5.0 Alternate degree/GED/home study/adult school
43.0 High school degree graduate
38.9 Some college, no degree
7.7 Associate degree or other 2 year degree
4.7 Four year college degree or more

5. What is your current marital status?

36.3% Never been married
54.5 Married
9.0   Separated/divorced
.1   Widowed

6. What is your religious preference?

26.4% Catholic
46.3 Protestant (Baptist, Methodist, Lutheran, etc.)
.5   Jewish
.2   Orthodox churches (Greek, Russian, etc.)
.4   Muslim
.3   Buddhist
1.5   Mormon
6.2   Other religion not listed _____
18.1 No religious preference

7. If you have a MILITARY spouse, do either you or your spouse have any dependents (Dependents are defined as persons enrolled in DEERS)? (SELECT AS MANY AS APPLY.)

79.3% Does not apply/no spouse/spouse is nonmilitary
5.6   No, neither of us has any dependents enrolled in DEERS
17.5 Dependent child(ren) living with one or both of us
1.9   Dependent child(ren) not living with either or both of us
.2   Legal ward(s) living with one or both of us
.4   Dependent parent(s) or other relative(s)

If you have a MILITARY spouse, fill in circle O and skip to Question 9.

8. Do you have any dependents (Dependents are defined as persons enrolled in DEERS)? (SELECT AS MANY AS APPLY.)

38.3% No, I have no dependents enrolled in DEERS
46.9 Spouse (nonmilitary)
38.0 Dependent child(ren) living with me
9.2   Dependent child(ren) not living with me
.3   Legal ward(s) living with me
1.0   Dependent parent(s) or other relative(s)

9. How many of your children enrolled in DEERS under the age of 21 live in your household?

50.8% I have NO children/NO children under 21 years of age currently living in my household.

AGE GROUP OF CHILDREN	NUMBER OF CHILDREN IN AGE GROUP		
a. Under 6 weeks	1.3%		
b. 6 wks through 12 mos	6.7	.2	
c. 13 through 24 mos	6.0	.1	
d. 25 through 35 mos	5.0	.1	
e. 3 yrs through 5 yrs	11.9	1.6	.1
f. 6 through 9 yrs	10.4	2.8	.3
g. 10 through 12 yrs	6.5	.9	.1
h. 13 through 15 yrs	4.6	.7	.1
i. 16 yrs to under 21 yrs	3.3	.9	.1	.1

10. Is your spouse employed full time or part time?
38.4% Does not apply/spouse is not employed
43.0 Full time
18.5 Part time

11. What is your spouse's employment situation?
10.0% Military
4.2 Federal civil service
43.8 Civilian job
4.6 Self-employed at home
18.2 Not employed by choice
12.3 Not employed, but actively job hunting
6.9 Not employed for other reasons (for example, medical reasons)

12. My spouse's contribution to our family income, relative to my contribution (excluding children's income) is:
36.4% None, my spouse is not employed
36.3 Half or less than half of my contribution
7.6 About three-fourths of my contribution
12.0 About equal to my contribution
7.7 Greater than my contribution

13. Are you accompanied by your dependents on your present assignment?
→38.7% Does not apply/no dependents
→51.3 Accompanied
→3.1 Temporarily unaccompanied (Dependents will join me later)
→.3 Permanently unaccompanied because it was required for the billet
→.6 Permanently unaccompanied because dependents were not command sponsored (overseas tour)
6.1 Permanently unaccompanied by choice

14. Which of the following reasons best describes why you are permanently unaccompanied by your dependents? (YOU MAY SELECT UP TO THREE RESPONSES.)
23.4% Spouse employment
14.5 Home ownership at last duty station
7.6 Availability of military family housing
17.2 Availability/cost of civilian housing
13.1 Children's schools
6.8 Ties to the community
6.0 Costs associated with moving
11.7 Work schedule of member
3.3 Availability of health care and education services for special needs
3.7 Availability of activities/facilities for family members/child care
3.2 Inadequate time to make moving arrangements
7.8 Length of new duty assignment
57.6 Other _____

15. Which of the following describes the place where you now live?
15.7% Military family housing
1.3 Government-leased housing in the civilian community
14.1 Personally-owned housing in the civilian community
31.4 Personally-rented housing in the civilian community
1.0 Personally-rented space to park mobile home owned by service member
4.4 Shared rental housing in the civilian community
16.8 On a ship
14.2 Bachelor's Quarters (BQ)
1.1 Other (PLEASE DESCRIBE) _____

A-5

16. What is your current military status?

91.7% USN
2.8 USNR
5.6 USNR (TAR)
.0 USNR (265/TEMAC/Canvasser Recruiter/ ACDUTRA)

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

Years	Months		
⌊⌊⌋	⌊⌊⌋		
0 0	0 0	Less than 1 year	*1.2%*
1 1	1 1	1 year to less than 3	*26.1*
2 2	2	3 years to less than 5	*18.6*
3 3	3	5 years to less than 10	*23.8*
4 4	4	10 years to less than 15	*16.3*
5	5	15 years to less than 20	*10.4*
6	6	20 years to less than 25	*2.9*
7	7	25 years or more	*.7*
8	8		
9	9		

18. Are you serving your initial enlistment? (Count extensions, if any, as initial enlistment.)

.1% Does not apply/I entered the Navy as an officer
50.2 Yes
49.7 No

19. How long is/was your initial enlistment?

.1% Does not apply/I entered the Navy as an officer
5.8 2 years
6.8 3 years
58.4 4 years
7.1 5 years
21.9 6 years or more

20. What is your pay grade?

E-1	W-2	O-1
8.4% E-2	W-3	O-2
15.1 E-3	W-4	O-3
22.5 E-4	W-5	O-4
23.3 E-5		O-5
19.1 E-6	O-1E	O-6
8.3 E-7	O-2E	
2.2 E-8	O-3E	
1.1 E-9		

21. How long have you been in your current paygrade?

Years	Months		
⌊⌊⌋	⌊⌊⌋		
0 0	0 0	Less than 6 months	*10.9%*
1 1	1 1	6 mos to less than 1 year	*13.6*
2	2	1 year to less than 2	*23.3*
3	3	2 years to less than 3	*17.0*
4	4	3 years to less than 5	*20.5*
5	5	5 years to less than 7	*8.2*
6	6	7 years to less than 10	*4.6*
7	7	10 years or more	*1.9*
8	8		
9	9		

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

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

⌊⌊⌊⌋

A	A	A
B	B	B
C	C	C
D	D	D
E	E	E
F	F	F
G	G	G
H	H	H
I	I	I
J	J	J
K	K	K
L	L	L
M	M	M
N	N	N
O	O	O
P	P	P
Q	Q	Q
R	R	R
S	S	S
T	T	T
U	U	U
V	V	V
W	W	W
X	X	X
Y	Y	Y
Z	Z	Z

23. What is your designator?

  O Does not apply/I am enlisted

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

24. To what type of ship/activity are you assigned? (IF APPLICABLE, YOU MAY SELECT MORE THAN ONE RESPONSE.)

38.1%	Shore or Staff Command
9.1	Training Command
7.3	Aviation Squadron (not carrier-based)
4.5	Carrier based A/C Squadron/Detachment
9.5	Aircraft Carrier (other than carrier based A/C Squadron/Detachment)
4.3	Destroyer Types
.6	Minecraft
4.4	Submarine
2.1	Reserve Unit
2.3	Service Force ship
5.3	Tender
.5	Afloat staff
6.6	Amphibious ship/craft
5.4	Cruiser
10.5	Other

25. How long have you been in your current assignment?

Less than 6 months	6.4%
6 months to less than 1 year	17.6
1 year to less than 2 years	39.5
2 years to less than 3 years	24.7
3 years to less than 4 years	9.4
4 years to less than 5 years	1.8
5 years or more	.6

```
Years  Months
 | |    | | |
 0      0 0
 1      1 1
 2      2
 3      3
 4      4
 5      5
 6      6
 7      7
 8      8
 9      9
```

26. What is your current billet?

56.2%	Sea duty
42.4	Shore duty
1.5	Other (e.g., Duty Under Instruction)

27. In which Fleet are you now serving?

40.6%	Does not apply
22.8%	2nd Fleet, Atlantic
23.2%	3rd Fleet, Pacific
7.1%	6th Fleet, Mediterranean
6.3%	7th Fleet, Far East

28. What is the geographical location of your current assignment?

4.6%	Alaska or Hawaii
78.5%	CONUS (continental U.S., excluding Alaska and Hawaii)
3.6%	Europe
4.9%	Far East
1.2%	Caribbean
1.6%	Middle East
.6%	South or Central America
5.0%	Other _____

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

```
| | | | | |-| | | | |
 0 0 0 0 0 - 0 0 0 0
 1 1 1 1 1 - 1 1 1 1
 2 2 2 2 2 - 2 2 2 2
 3 3 3 3 3 - 3 3 3 3
 4 4 4 4 4 - 4 4 4 4
 5 5 5 5 5 - 5 5 5 5
 6 6 6 6 6 - 6 6 6 6
 7 7 7 7 7 - 7 7 7 7
 8 8 8 8 8 - 8 8 8 8
 9 9 9 9 9 - 9 9 9 9
```

30. On which source(s) do you depend for information about Navy personnel programs, policies, pay, benefits, etc.? (SELECT AS MANY AS APPLY.)

18.1%	Navy News This Week (Weekly TV news)
51.6	All Hands magazine
8.8	Navy News Service (NAVNEWS message/stories)
2.1	Lifeline (quarterly newspaper for Navy families)
1.8	Perspective magazine
62.3	Link magazine
61.4	Navy Times
35.3	Base/station/ship newspaper
60.3	Briefings/word from chain of command (Commanding Officer, Division Officer, LPO, Career Counselor, etc.)
65.6	Plan of the Day/Week
41.6	Shipmates/word of mouth
34.6	Message board (NAVADMINs, NAVOPs, ALNAVs, other messages)
6.9	BUPERS ACCESS/electronic bulletin board
3.1	Other _____

If you are E-3 or below, fill in circle O and skip to Question 40.

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

47.2% Yes
52.8 No

32. If you have used the BUPERS ACCESS computer bulletin board system (or if someone else operated it for you), please rate the system using the following scale.

	Strongly disagree	Disagree	No opinion	Agree	Strongly agree
a. Have not used	18.4%	2.0	45.4	7.9	26.3
b. The system is easy to use	1.4	3.8	58.7	26.7	9.5
c. The system gave me the information I needed	2.1	5.7	57.3	25.8	9.2
d. The system made it easier to communicate with my detailer	3.3	5.9	69.1	12.8	8.9
e. The system has reduced the number of calls I make to my detailer	3.8	7.6	69.0	10.9	8.7

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

	Don't know/never use it	Very ineffective	Ineffective	Neither	Effective	Very effective
a. Preference Card or 1306-63	38.4%	9.1	14.6	13.3	21.3	3.2
b. Letter or 1306/7	43.1	4.5	9.3	10.9	25.6	6.7
c. Telephone	12.4	6.0	7.6	5.8	42.6	25.7
d. Personal visit	48.9	1.8	2.2	3.8	12.7	30.6
e. Detailer field trip	44.8	2.7	4.1	7.4	21.4	19.6
f. BUPERS ACCESS	73.6	1.5	1.9	9.8	9.7	3.4
g. Naval message	55.1	2.5	4.7	9.1	21.8	6.8

34. If you have NOT used night detailing (2nd and 4th Wednesdays until 2200) to contact your detailer, why not?

19.2% Does not apply/I have used it
38.3 I have never heard of it
9.8 I was unaware of days and time night detailing is available
21.3 Normal detailing hours are sufficient
.3 I am not allowed to break away from work
1.9 Detailer on duty is not my detailer, unable to help me
1.2 I am unable to access BUPERS by telephone
8.1 Other _____

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

	No opinion	Very negative	Negative	Neutral	Positive	Very positive
a. Knowledge of current policy trends	31.2%	2.0	3.8	22.4	30.2	10.5
b. Knowledge of available billets	20.7	4.8	8.6	18.1	33.0	14.8
c. Knowledge of requirements and duties of billets	23.0	4.1	6.3	21.4	32.2	13.1
d. Knowledge of my career development needs	24.3	8.2	10.6	26.6	20.3	10.0
e. Regard for my personal desires	20.1	14.9	12.5	20.7	19.1	12.8
f. Returning phone calls	41.6	13.1	9.7	20.1	9.4	6.2
g. Knowledge of previous communications	31.2	7.0	8.3	23.3	20.6	9.6
h. Providing accurate information	23.1	6.2	8.6	21.5	28.1	12.5
i. Responding to correspondence	42.7	4.6	5.3	23.3	16.3	7.9
j. Accessibility	20.4	13.3	14.5	22.4	21.6	7.8

36. When you call your detailer, how long are you USUALLY on hold?

20.8% Does not apply/have not called detailer
5.7 No delay
17.2 Less than 5 minutes
28.5 5 minutes to less than 15
18.0 15 minutes to less than 30
9.9 30 minutes or more

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

34.2% Yes, exactly what I wanted
32.6 Yes, close to what I wanted
18.3 No, not really what I wanted
14.9 No, not even close to what I wanted

38. If your current assignment is NOT what you wanted, why not? (YOU MAY SELECT UP TO THREE ANSWERS.)

50.7% Does not apply/I am satisfied with my current assignment
4.8 It's not what I was trained for (outside my rating or designator)
10.0 It's not career-enhancing, no advancement possibilities
3.9 It's sea duty and I wanted shore duty
1.9 It's shore duty and I wanted sea duty
13.5 Not the billet I wanted
14.6 Not the type of aircraft or ship or activity I wanted
14.3 It's in a high cost area
15.9 Don't like the geographical location
1.2 It's overseas
5.9 It resulted in family separation
5.1 Family Support services, housing, recreational facilities or medical facilities are unavailable or inadequate
10.1 The surrounding community is not satisfactory
4.6 Don't like the climate
8.4 Other _____

39. Are you aware of the Overseas Tour Extension Incentives Program (OTEIP)?

36.3% Yes
63.7 No

Comments about Rotation/PCS Moves

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

_____

_____

_____

_____

Training

If you entered the Navy as an officer, fill in circle O and skip to Question 42.

40. What kind of training (AFTER initial recruit training) did you receive when you FIRST entered the Navy?

21.6% General Detail (GENDET) training (Seaman/Fireman/Airman/Apprenticeship training)
72.9 "A" School training
5.5 Other _____

41. How much do you AGREE or DISAGREE with the following statements?

	Does not apply	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. The FIRST skills training I received was for the type of work I wanted to do	1.9%	12.8	10.9	10.5	37.1	26.9
b. The FIRST skill training I received gave me the skills, knowledge, and abilities I wanted/needed	1.3	11.0	13.3	16.7	40.7	16.9
c. The overall quality of the FIRST skills training I received was good	1.0	5.2	8.0	14.2	53.2	18.4
d. I considered leaving the Navy because I did not get the skills training I wanted when I wanted/needed it	23.6	22.1	20.8	14.6	9.7	9.2

42. How much do you AGREE or DISAGREE with the following statements?

Rating scale (left to right): Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree

Additional leadership training is needed for

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. E-1 through E-3	4.6%	16.1	27.5	29.3	22.5
b. E-4 through E-6	.6	2.8	11.0	44.6	41.1
c. E-7 through E-9	1.3	5.8	25.5	32.9	34.5
d. Warrant Officers	2.8	9.4	46.3	23.3	18.2
e. O-1 through O-4	1.3	3.7	24.9	28.7	41.4
f. O-5 and O-6	3.4	9.8	46.5	22.5	17.7
g. O-7 and above	5.9	9.9	53.5	15.7	14.9

43. Which ONE of the following NAVY LEADERSHIP COURSES did you last attend?

59.1% Have not attended any Navy leadership courses
.3 Basic Division Officers Course
.0 Advanced Division Officers Course
.8 Command Excellence Seminar
.0 SWO/Submarine Department Head School
13.8 LMET
20.4 NAVLEAD (LPO/CPO)
5.6 Other (DO NOT INCLUDE TQL COURSES) _____

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

55.4% Does not apply/have not had leadership training
1.0 Very poor
1.7 Poor
9.5 Fair
17.3 Good
15.0 Very good

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

52.8% Does not apply/have not had leadership training
4.0 None
25.0 Some
14.8 Most
3.4 All

Comments about Training and Leadership Programs

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

_____
_____
_____
_____
_____
_____
_____
_____
_____
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_____
_____
_____
_____
_____
_____
_____
_____
_____

Voluntary Education

46. What is the ONE most important reason for you to pursue a college education (including undergraduate or graduate degrees)?

28.6% Personal goals/satisfaction

10.3 Improve my chances for promotion/advancement in the military

3.0 Improve my effectiveness in my current military job

45.2 Improve my marketability for a future civilian career

5.1 Qualify for an officer commissioning program (e.g., NCP, MCP, ECP, EEAP)

1.3 Other _____

6.5 None, do not need/not interested in college level voluntary education

47. How much do you AGREE or DISAGREE with each of the following statements?

		Does not apply	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a.	Do not need/not interested in college level voluntary education	9.7%	57.5	18.9	7.4	3.7	2.7
b.	I am now pursuing voluntary education as a direct result of the drawdown	29.9	9.3	16.8	24.4	13.5	6.2
c.	I would be interested in taking more college courses using an interactive computer	9.9	2.9	6.5	21.0	33.8	25.9
d.	I would prefer taking more college courses on a local campus	7.3	1.7	3.5	14.0	39.6	34.0
e.	Lack of transportation makes it difficult for me to take college courses off base	31.3	14.5	19.1	16.0	9.2	9.9
f.	I need to improve my academic skills to prepare for college courses	13.6	9.7	13.1	16.1	31.1	16.4

Family Support Programs

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

		Never heard of program / Not used/no experience	Very poor	Poor	Average	Good	Very Good	
a.	Housing Referral Services	42.9	2.7	5.4	6.7	21.1	15.3	6.0
b.	Housing Management Services	51.6	6.7	5.5	7.0	16.9	9.4	2.8
c.	The Ombudsmen Network	48.1	3.6	5.4	5.7	16.3	13.8	7.0
d.	Sponsor Program	28.3	3.7	11.1	11.6	23.3	15.3	6.6
e.	Deployment Support Programs	53.9	9.4	4.0	5.7	14.2	9.2	3.6
f.	Personal Financial Management Education/Counseling	48.1	4.3	5.2	6.0	17.4	14.0	5.1
g.	Family Service Center (FSC) Counseling (personal, family, marital)	57.8	2.2	2.8	3.1	12.8	13.4	7.8
h.	FSC Spouse Employment Assistance Program (SEAP)	68.7	9.7	3.7	3.5	7.7	4.7	1.8
i.	Child Development Centers	71.2	3.3	3.7	3.2	8.6	6.3	3.6
j.	Family Home Care Programs (alternative child care)	72.8	7.7	2.7	2.4	7.3	4.5	2.5
k.	Exceptional Family Member (EFM) Program	74.5	13.7	1.1	1.0	5.2	3.0	1.6
l.	Base-level Family Advocacy Programs	71.8	13.2	1.8	1.7	6.2	3.9	1.5
m.	FSC Relocation Assistance Program (RAP)	71.3	14.3	1.6	1.4	6.6	3.4	1.3
n.	Transition Assistance Management Program (TAMP)	68.7	14.9	1.0	1.3	6.0	4.9	3.1
o.	FSC Information and Referral Service	65.6	12.7	1.6	1.4	8.4	7.3	3.1
p.	Sexual Assault Victim Assistance Program	75.5	10.4	1.1	1.0	4.6	4.5	2.8
q.	Sexual Assault Awareness and Prevention Program	64.4	8.7	1.5	1.7	8.8	9.1	5.9
r.	Family Service Centers - overall	40.1	1.2	2.7	5.0	23.9	19.7	7.4

49. How much do you AGREE or DISAGREE with the statements that follow about Family Support programs/services you have used while you have been in the Navy. For a brief listing of services, see Question 48.

	Does not apply/have not used	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Navy Family Support services improve the quality of life for me (my family)	58.8%	3.2	6.2	15.4	13.7	2.6
b. Family Support services have had a positive impact on my decision to remain in the Navy	57.3	9.2	9.8	17.1	5.1	1.5
c. Family Support services have had a positive influence on my family's support for my decision to remain in the Navy	59.1	8.5	9.5	16.9	4.8	1.2
d. I am satisfied with the quality of Family Support services in the Navy	52.7	4.6	7.2	15.5	17.1	2.8
e. I am satisfied with the availability of Family Support services in the Navy	50.4	4.3	6.5	14.5	20.6	3.7
f. Family Support services have helped me to do my job better	55.9	8.2	8.1	18.9	7.0	1.9

Child Care

If you have NO CHILDREN WHO REQUIRE CHILD CARE, fill in circle O and skip to Question 57.

50. Does your spouse take care of your child(ren) during your regular work day/shift?

- 11.0% No spouse
- 51.2 Yes
- 37.8 No

If your spouse takes care of your child(ren) during your regular work day/shift, fill in circle O and skip to Question 57.

51. What types of child care have you had to obtain within the last 6 months to meet your job requirements?

- 20.0% Does not apply/have no child care need
- 42.4 All-day care for pre-school age
- 21.5 Before school or after school
- 1.6 Overnight care
- 1.7 Duty days (24-hour care)
- .4 When ship goes out for local operations (2-3 days continuously)
- 12.3 Other _____

52. Who is the primary caretaker for your youngest child during your regular work day/shift? (SELECT ONE.)

- 12.9% Military Child Development Center
- 6.8 Base-operated family home care program
- 17.4 Private licensed facility
- 16.3 Civilian operated family home care
- 4.1 At-home employee (nanny, au pair, etc.)
- 12.4 Relative/older siblings
- 15.2 Friend
- 12.7 Other _____
- 2.2 I currently have no arrangements/I have a child care problem

53. If you are not using military child care centers or family home care, why not? (SELECT ONE)

26.0% Does not apply/I am using such care
20.5 Don't need it/have other arrangements
6.2   Service is not available/I am not aware of such service
13.8 Center and family home care have a waiting list
9.5   Location of center is not convenient
4.7   Quality of care available is substandard
5.7   Restricted hours/no overnight care
6.2   Too expensive
7.4   Other _____

54. Do you feel that child care needs interfere with your ability to perform your job?

27.1% Never
25.7 Rarely
39.4 Sometimes
5.4   Often
2.5   Very often

55. In what way do child care needs interfere with your performance? (SELECT THE ONE MOST IMPORTANT.)

39.3% Does not apply/does not interfere
5.6   Distractions while on duty
4.7   Miss work
4.1   Late for work
11.6 Must leave early
2.9   Limits billet choices
5.6   Needs cause friction with co-workers/supervisors
18.8 Raises general stress level/anxiety
7.4   Other _____

56. How much do you AGREE or DISAGREE with the following statements?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I am satisfied with my current child care arrangements (Does not apply/have not used: 9.4%)	6.1	11.9	8.4	38.6	25.6
b. The availability of the Navy-sponsored child care that I have experienced is a positive influence on my decision to stay in the Navy	35.6	22.7	13.0	21.1	5.4 (Does not apply: 2.2)

---

57. How much do you AGREE or DISAGREE with the following statements?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My present living conditions are having a positive effect on my job performance	13.5%	17.0	25.8	28.3	15.4
b. My present living conditions are having a positive effect on my decision to stay in the Navy	20.2	20.1	30.5	18.2	11.0
c. Overall, I am satisfied with my quality of life	14.5	20.2	17.8	34.8	12.7

If you are NOT CURRENTLY stationed aboard ship, fill in circle O and skip to Question 60.

58. How much do you AGREE or DISAGREE with the following statements?

	Does not apply	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My quality of life on board ship would be greatly reduced if I could not regularly participate in the recreation programs	12.3%	7.3	11.9	23.3	28.1	17.1
b. My current job gives me adequate time to regularly participate in recreation programs while underway and/or in port	3.1	33.2	22.1	11.5	23.5	6.6
c. Crew morale is enhanced by a strong shipboard recreation program	3.6	18.4	12.4	16.5	29.9	19.1

59. How often do you utilize shipboard fitness facilities each week?

35.4% Not at all
13.7 Less than one hour per week
21.7 1 hour to less than 4 hours per week
17.6 4 hours to less than 7 hours per week
11.6 7 or more hours per week

Navy Exchange

60. How often do you shop at the Navy Exchange?

5.4% Do not shop at the Navy Exchange
16.9 Less than once a month
12.0 Once a month
24.7 Twice a month
23.1 Once a week
17.9 More than once a week

61. Which of the following do you buy at the Navy Exchange MORE OFTEN than at civilian retail stores? (SELECT AS MANY AS APPLY.)

5.7% Do not shop at the Navy Exchange
48.9 Health and beauty products
26.9 Housewares, small appliances
8.7 Computers, office equipment, office furniture, telephones
32.8 Electronics, television sets, VCR equipment, stereos
24.9 Toys, sporting goods, bikes
18.6 Jewelry, watches
19.1 Sheets, pillowcases, towels
34.5 Men's clothing
15.5 Women's clothing
17.9 Children's clothing
16.2 Other _____
10.9 None of the above

62. How much do you AGREE or DISAGREE with the following statements about the Navy Exchange?

	Does not apply/do not shop Exchange	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. My Navy Exchange benefit is important to me	3.3%	3.5	6.0	17.9	40.1	29.1
b. Customer service at the Navy Exchange is good	4.0	6.3	11.3	16.7	49.8	11.9
c. The Navy Exchange has better prices than civilian stores	2.8	16.7	21.6	24.3	25.3	9.3
d. The Navy Exchange carries the type of merchandise I usually shop for	3.1	9.6	18.3	24.5	39.6	4.9
e. The Navy Exchange usually carries merchandise in my price range	3.0	9.3	12.7	22.2	46.9	6.0
f. The Navy Exchange provides a pleasant environment in which to shop	3.1	4.2	7.3	20.1	53.4	11.9

63. Please provide an overall rating of the Navy Exchange.

3.5% No opinion/do not shop at the Navy Exchange
9.1 Poor
24.8 Fair
34.5 Good
22.6 Very good
5.5 Excellent

Job Satisfaction

64. How much do you AGREE or DISAGREE with the following statements about Navy uniforms?

```
                                    Strongly Agree
                                    Agree
                          No Opinion
                          Disagree
               Strongly Disagree
```

a. The Navy should have   *7.1% 15.3 34.1 24.7 18.8*
STANDARD SIZE rating badges
and service stripes for both men
and women

b. The Navy should replace the   *20.9 24.4 28.1 15.2 11.4*
100% polyester certified Navy
twill (CNT) fabric with a new
poly/wool/cotton blend even
if it increases the cost of the
uniforms

Comments about Quality of Life

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

_____

_____

_____

_____

_____

_____

_____

_____

65. How much do you AGREE or DISAGREE with the following statements?

```
                                        Strongly agree
                                        Agree
                  Neither agree nor disagree
                          Disagree
               Strongly disagree
```

a. I am glad that I chose to join   *7.6% 12.0 19.8 39.2 21.5*
the Navy instead of other
organizations I was
considering when I joined

b. I am generally satisfied with   *9.8 15.1 11.9 47.7 15.6*
my current job

c. In general, I like the work I   *7.1 9.6 11.9 50.0 21.4*
do in the Navy

d. I am satisfied with my   *8.1 14.8 15.0 48.5 13.6*
physical working conditions

e. I am satisfied with my career   *13.6 22.0 17.3 35.8 11.4*
development

f. I enjoy my career in the Navy   *10.3 11.2 20.5 38.9 19.1*

66. What is the effect of the following on your decisions?

```
                                    Extremely positive
                          Somewhat positive
                          No effect
               Somewhat negative
          Extremely negative
```

a. What is the effect of your pay   *13.2% 24.1 18.5 30.6 13.6*
on your decision to stay in the
Navy?

b. What effect does/did military   *8.5 8.1 30.0 27.8 25.6*
retirement pay have on your
decision to remain in the
Navy for at least 20 years?

A-15

67. What effect will retention incentives (e.g., SRB, ACP, NOIP) have on your next decision to remain in the Navy?

38.6% Does not apply
5.0 Extremely negative
3.1 Somewhat negative
23.0 No effect
17.0 Somewhat positive
13.3 Extremely positive

68. What are your Navy career plans?

25.5% Definitely decided to stay in the Navy at least until eligible to retire
16.1 Probably stay in the Navy at least until eligible to retire
21.6 Don't know if I will stay in the Navy until eligible to retire
10.8 Probably not stay in the Navy until eligible to retire
21.8 Definitely not stay in the Navy until eligible to retire
2.2 Eligible to retire now and have decided to leave
2.1 Eligible to retire now but have made no decision to leave

---

Leadership

69. How much do you AGREE or DISAGREE with the following statements?

		Don't know	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a.	Decisions are made at the appropriate level in my Command	2.6%	17.6	23.7	15.7	34.6	5.8
b.	I usually receive command support for the decisions that I make	2.7	13.5	16.4	24.5	35.7	7.2
c.	I am satisfied with the quality of leadership in my command	.6	21.5	25.6	19.8	26.9	5.6
d.	My chain of command is willing to listen and respond appropriately to my problems	1.9	14.8	15.1	19.9	36.9	11.4
e.	My work group is willing to listen and respond appropriately to my problems	2.0	8.1	10.0	21.8	45.4	12.7
f.	I am allowed to exercise the responsibilities of my job	.8	10.8	11.8	17.4	44.8	14.3

70. Who is your immediate supervisor?

7.7% Department Head
8.9 Division Officer
19.9 CPO
49.5 LPO
2.5 CO/XO
11.6 Other _____

71. How much do you AGREE or DISAGREE with the following statements about your IMMEDIATE SUPERVISOR?

My immediate supervisor:	Don't know	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Keeps me informed	.3%	6.2	13.2	12.4	50.8	17.1
b. Gives clear and complete instructions	.1	6.5	13.4	15.6	47.9	16.6
c. Stands up for me	2.6	9.4	10.4	17.3	36.8	23.5
d. Makes sure I have what is needed to get the job done	.3	6.4	12.3	19.3	44.7	16.9
e. Can be trusted	2.7	8.3	8.0	18.1	37.9	25.0
f. Helps me improve my skills and advance in my career	1.1	10.5	14.6	24.8	32.0	16.9
g. Demonstrates professionalism and expects the same of me	.3	7.8	9.8	16.0	42.9	23.1
h. Demands high quality work	.4	2.9	4.7	15.1	48.7	28.1
i. Encourages creativity and new ideas	1.1	8.8	11.4	21.6	37.2	19.9
j. Sets the right example in his/her actions	.4	10.5	13.3	19.9	36.3	19.6
k. Takes responsibility for the actions of all his/her people	1.2	11.0	11.1	17.0	36.6	23.2

72. How much do you AGREE or DISAGREE with the following statements?

	Strongly disagree	Disagree	No opinion	Agree	Strongly agree
a. People should always tell the truth, even though it may hurt them or other people	.7%	8.0	12.6	41.6	37.1
b. Sometimes you have to bend or break the rules in order to get the job done	7.1	16.9	17.7	45.3	13.0
c. Responsibility is a key quality of an effective Navy man or woman	.2	.5	3.0	41.4	55.0
d. It is important that people know and do their jobs well	.1	.1	1.2	35.3	63.4
e. Being a team player is more important than individual accomplishment	1.3	5.4	11.5	39.8	42.0
f. Loyalty to the Navy is ultimately more important than loyalty to my peers, subordinates, and superiors	8.8	19.0	33.7	23.7	14.8
g. Concern for the well-being of shipmates is important	.3	.7	4.2	44.2	50.6
h. Everyone should serve his or her country in one way or another	2.3	5.1	19.5	35.5	37.7
i. People should always report others who engage in sexual harassment	1.4	4.1	18.3	33.3	42.9
j. When faced with difficult ethical, moral. and/or life choices, people should rely on their religious/spiritual faith in their decision-making	10.0	15.5	38.1	21.5	14.8

73. How much do you AGREE or DISAGREE with the following statements?

It is important to me to:	Strongly disagree	Disagree	No opinion	Agree	Strongly agree
a. Be honest	.1%	.4	1.7	36.7	61.1
b. Behave in an honorable manner	.2	.2	2.5	39.3	57.8
c. Be a responsible person	.1	.1	.8	34.5	64.5
d. Be competent	.1	.1	2.0	34.8	63.0
e. Be a good team member	.5	.9	5.5	40.9	52.1
f. Be loyal to the Navy	1.8	2.9	16.7	41.4	37.1
g. Show concern for people	.1	.4	4.1	40.2	55.2
h. Be patriotic	.6	1.4	10.8	41.8	45.5
i. Be courageous	.3	1.3	9.9	43.9	44.6
j. Use my religious/spiritual faith as guidance in my decision-making	9.7	11.5	37.2	22.8	18.7

74. In which of these courses/classes have you had Navy Core Values education? (SELECT AS MANY AS APPLY.)

52.0%	Does not apply/have not had any Core Values education
.6	Basic Division Officers Course
.1	Advanced Division Officers Course
2.4	Command Excellence Seminar
.0	SWO/Submarine Department Head School
16.5	LMET
19.6	NAVLEAD (LPO/CPO)
21.1	Equal Opportunity Training
8.7	Other _____

Equal Opportunity (EO)

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

75. How much do you AGREE or DISAGREE with the following statements?

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I feel my work assignments are fair	2.7%	8.7	10.7	60.2	17.8
b. My immediate supervisor treats me fairly	2.6	7.1	12.3	55.0	23.1
c. My Commanding Officer (CO) actively supports equal opportunity	1.2	2.6	17.4	43.5	35.2
d. My Executive Officer (XO) actively supports equal opportunity	1.5	2.6	21.4	42.5	32.0
e. I think something is being done to improve equal opportunity in the Navy	2.8	7.4	23.0	47.1	19.6
f. The chain of command is an effective way to resolve equal opportunity problems	4.2	8.9	22.1	45.2	19.6
g. I feel if I went to Captain's Mast I would receive fair and equitable treatment	6.2	10.1	22.6	40.4	20.6
h. I feel that everyone is treated equally when it comes to promotions and advancements	15.8	23.0	18.7	30.2	12.2
i. At my command, decisions about reenlistment eligibility are fair	2.3	4.7	33.3	43.7	16.1
j. Gender discrimination is not tolerated at my command	2.5	4.6	25.1	38.4	29.3
k. Racial discrimination is not tolerated at my command	3.3	6.2	15.3	40.0	35.2

Fraternization

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

Sexual Harassment

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

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

79.4% Yes
20.6   No

77. Please provide an overall evaluation of the fraternization training you have had in the past 12 months.

19.9% Have not received training in the past 12 months
4.2   No opinion
1.9   Very poor
3.4   Poor
21.3   Neutral
39.4   Good
10.0   Very good

78. How much do you AGREE or DISAGREE with the following statements?

	Strongly disagree	Disagree	No opinion	Agree	Strongly agree
a. I believe that command members understand what is and what is not fraternization	2.5%	11.8	12.3	59.3	14.1
b. I understand the Navy's definitions and regulations on fraternization	1.0	4.6	7.8	62.9	23.7
c. I believe that fraternization seriously interferes with good discipline and morale	4.8	13.5	19.8	38.4	23.5
d. I feel the Navy's policy on fraternization is a good policy	5.4	11.8	25.0	40.0	17.7

79. Have you received formal sexual harassment prevention training in the past 12 months (including the Sexual Harassment Stand Down Training)?

98.8% Yes
1.2   No

80. Based on the recent Sexual Harassment Stand Down and other training, how much do you AGREE or DISAGREE with the following statements on sexual harassment?

	Strongly disagree	Disagree	No opinion	Agree	Strongly agree
a. I understand the Navy's definition of sexual harassment	.5%	1.1	2.8	58.0	37.6
b. I understand the Navy's regulations about sexual harassment	.4	.9	2.8	59.2	36.8
c. Personnel at my command understand the definitions and regulations on sexual harassment	.7	3.3	11.1	58.8	26.2
d. If I had a sexual harassment complaint, I feel my complaint would get a fair hearing	4.1	8.7	17.9	46.1	23.2
e. Sexual harassment is not tolerated at my command	.9	2.7	13.1	43.9	39.4
f. I understand my rights and responsibilities concerning sexual harassment	.4	1.5	4.3	58.6	35.3
g. I understand the complaint/grievance procedures I would use to report an incident of sexual harassment	.9	4.2	7.3	57.4	30.2

81. The Sexual Harassment Stand Down helped me better understand the behaviors and attitudes the Navy expects of me.

- 7.5%   Strongly disagree
- 7.7   Disagree
- 20.0   No opinion
- 49.3   Agree
- 15.5   Strongly agree

Comments about Organizational Climate

Use this space to make any comments you wish about organizational climate, including job satisfaction, leadership, Navy Core Values, EO issues, fraternization, and sexual harassment (between members of opposite sex or same sex). If you need more space, use the back page of the questionnaire.

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HEALTH ISSUES

Navy Drug and Alcohol Program Policies

82. How much do you AGREE or DISAGREE with the following statements on the Navy's drug and alcohol policies?

	Don't know	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. The Navy's zero-tolerance policy on illegal drug use is a good policy	.3%	.8	2.4	4.5	25.7	66.4
b. At my command, enforcement of drug regulations is fair to all members	2.3	2.0	3.3	7.2	36.1	49.1
c. I understand the Navy's policy on alcohol abuse	1.1	.3	1.9	3.8	48.2	44.5
d. The Navy's policy on alcohol use and abuse is a good policy	1.4	2.5	5.9	10.2	40.6	39.5
e. At my command, enforcement of regulations on the use of alcohol is fair to all members	3.2	6.5	9.8	11.2	38.4	30.9
f. My command has strong drug and alcohol abuse prevention programs	7.1	5.0	10.6	21.5	32.4	23.5
g. My command provides a supportive aftercare environment for members who have completed a program of counseling or rehabilitation	20.9	6.5	8.0	24.0	24.7	15.9
h. The Navy's policies on alcohol and other drugs make the Navy a better place to live and work	1.5	1.9	4.1	15.1	39.0	38.4

Health Promotion Programs

83. How much do you AGREE or DISAGREE with the following statements about health promotion programs?

		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know
		(col order: Don't know, Strongly disagree, Disagree, Neither, Agree, Strongly agree)					

The columns from the header are, left to right: Don't know, Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree.

		Don't know	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a.	The current physical readiness test standards are a good measure of physical fitness	.7%	15.3	23.8	11.5	38.5	10.2
b.	My command supports exercise programs to maintain physical standards	1.8	7.4	13.1	13.2	47.4	17.2
c.	The current body fat standards are applied fairly at my command	2.7	13.0	14.1	14.3	43.8	12.2
d.	My command supports individuals in a remedial program to return to body fat standards	5.5	5.6	8.4	12.4	52.1	15.9
e.	Command-sponsored dining facilities make available fruit, vegetables, low fat meat, and dairy food choices and nutrition information	12.7	11.8	12.9	16.3	35.5	10.7
f.	Stress management information and stress reduction programs are available at my command	19.2	13.1	16.4	15.0	29.3	7.0
g.	I am aware of my own risk potential for high blood pressure	6.5	2.6	5.9	9.7	54.5	20.8
h.	Suicide awareness/prevention/intervention programs are available at my command	21.8	7.7	10.2	16.2	35.4	8.7
i.	My command promotes a tobacco-free environment.	2.4	15.1	16.1	17.9	33.5	15.0
j.	Information on the effects of cigarettes and smokeless tobacco is available at my command	11.3	6.7	8.5	12.9	47.1	13.5
k.	At my command, programs are available to assist individuals who desire to stop smoking	17.6	10.2	12.2	14.1	35.4	10.6
l.	On-duty programs that support healthy lifestyles (e.g., NADSAP, smoking cessation classes, MWR exercise classes) are supported by my command	13.5	6.8	8.2	16.6	41.2	13.6

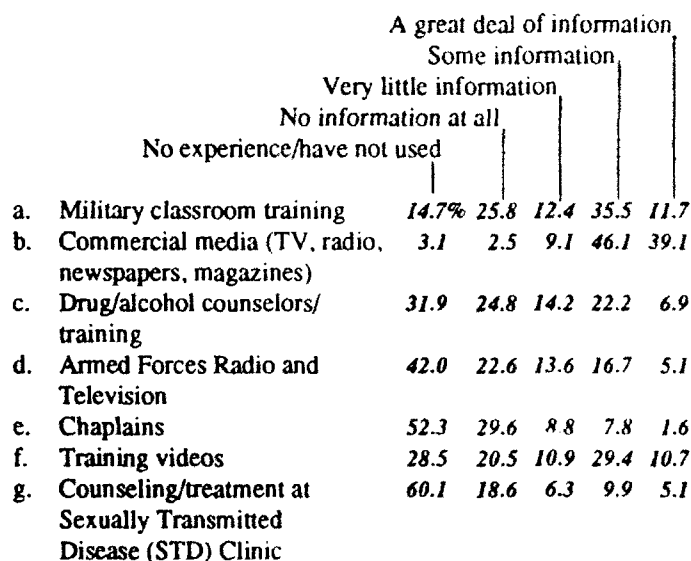**84. What ONE incentive/program would be most useful in your personal efforts to stop using tobacco products?**

56.1% Does not apply/do not use tobacco products

9.9 Am not trying/do not plan to stop using tobacco products

3.5 Tuition/fee assistance for any certified stop-smoking clinic

1.7 One-time issuance of a 6 to 9 month supply of Nicorette gum

9.8 One-time free or subsidized supply of nicotine (anti-smoking) patches

16.8 Don't know which incentive would be most helpful

2.1 Other _____

AIDS Education

85. Have you received training specifically addressing HIV/AIDS in the past 12 months? (SELECT AS MANY AS APPLY.)

60.9% Yes, Navy training

4.7 Yes, other military service training

11.6 Yes, civilian (local community) training

33.3 No

86. How much AIDS information have you received from each of the following sources in the past 12 months?

		No experience/have not used	No information at all	Very little information	Some information	A great deal of information
a.	Military classroom training	14.7%	25.8	12.4	35.5	11.7
b.	Commercial media (TV, radio, newspapers, magazines)	3.1	2.5	9.1	46.1	39.1
c.	Drug/alcohol counselors/training	31.9	24.8	14.2	22.2	6.9
d.	Armed Forces Radio and Television	42.0	22.6	13.6	16.7	5.1
e.	Chaplains	52.3	29.6	8.8	7.8	1.6
f.	Training videos	28.5	20.5	10.9	29.4	10.7
g.	Counseling/treatment at Sexually Transmitted Disease (STD) Clinic	60.1	18.6	6.3	9.9	5.1

Comments about Health Issues

Use the space below to make any comments you wish about health issues, including drug and alcohol programs, health promotion programs, or AIDS education. If you need more space, use the back page of the questionnaire.

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87. (OPTIONAL) Your Social Security Number. It will help us conduct follow-on research.

General Comments

Use this space to make any comments you wish about any of the topics addressed in this survey. Use additional sheets as needed. DO NOT staple additional sheets to this booklet.

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Thank you for completing this survey!

Distribution List

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